

Table XI Annual Diversity Report

March 2021

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We believe it is our responsibility and duty to create the conditions for belonging for every team member and a space where they can bring their authentic self to work.

—Table XI

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About Table XI

Table XI is a UX design and custom software development firm building integrated web applications, mobile apps and immersive experiences. We partner with our clients to fuel growth, engage users, build audiences, sell products, tell stories and drive results. We blend strategy, design and software development into an interdisciplinary approach that's proven key to our partners' success.

Why Is Diversity, Equity, Inclusion and Belonging (DEIB) Important to Us?

At Table XI our product is our people. To deliver the best solutions, we need positive, inclusive environments where we can learn from a diversity of experiences. We also know that to be seen for who you are – and to feel a sense of belonging – is a universal human need. That's why we believe it is our responsibility to create an inclusive space where every team member can bring their authentic self to work and belong.

[Read more about our DEIB approach](#), including defining these terms within our organization.

Methods

We always encourage our clients to do user research before starting a new project, so in developing our annual report ...

- We gathered input from employees to inform our survey.
- We looked at examples of other companies' surveys.
- We agreed on terminology to be used in the report.
- We promised anonymity for survey respondents.
- We agreed on a minimum response rate of 80%.

Insights from everyone's initial survey responses were used to craft the Table XI Diversity Survey, which is the basis for this report. We agreed on standards for adding questions to the Diversity Survey, such as only including questions most employees expressed interest in and made questions optional. For required questions, we provided a "Prefer Not to Say" option. ([Footnote 1](#))

We were intentional about language use, opting for precise and preferred terminology based on [Feminuity](#), the U.S. Census Bureau, and [Gender Wiki](#). We included this terminology in our survey for easy reference for our respondents.

Goals

At Table XI, we want to hold ourselves accountable for DEIB within our four primary stakeholders (our employees, our clients, our owners, and the community we engage with). Our goals for this report, which will happen annually going forward, include:

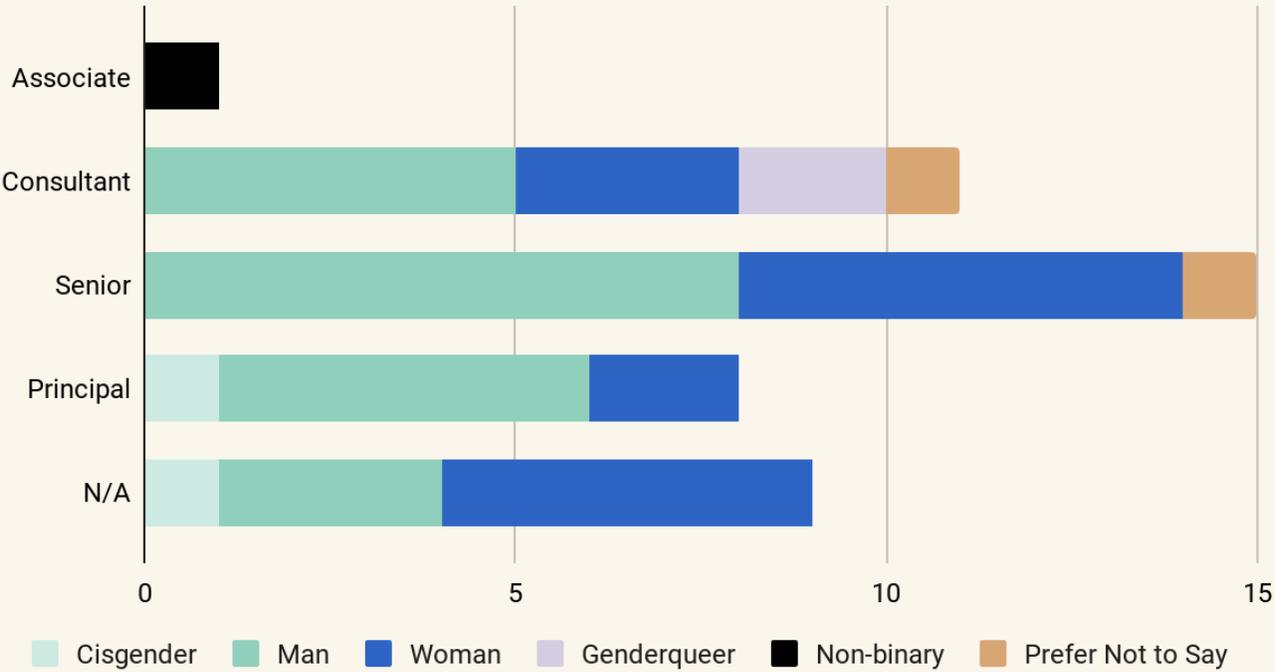
1. To help us describe the current state of the company.
2. To set a baseline against which we can measure change. ([Footnote 2](#))
3. To apply the insights we gain from this study toward meaningful change.

Results, Trends and Reflections

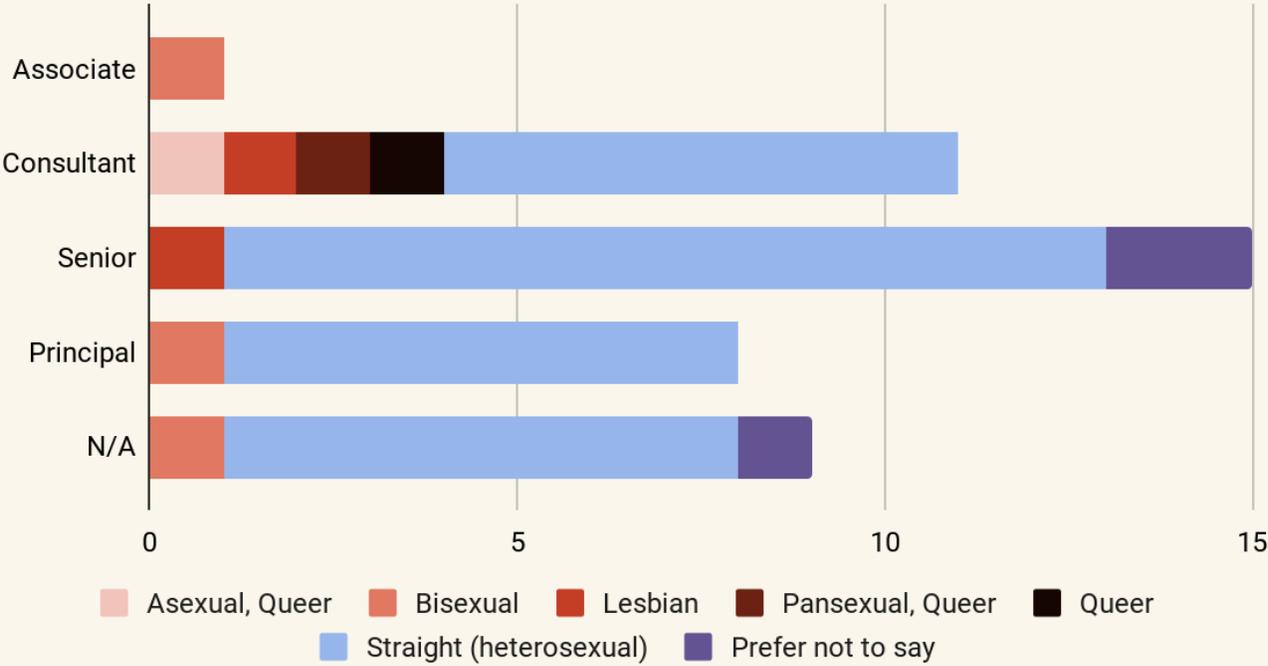
Given that this report is looking at equity above all else, we focused on representation by employment level, salary band and practice area. Find a full [representation of how people self-identify here](#), as well as other key variables.

Analysis by Level

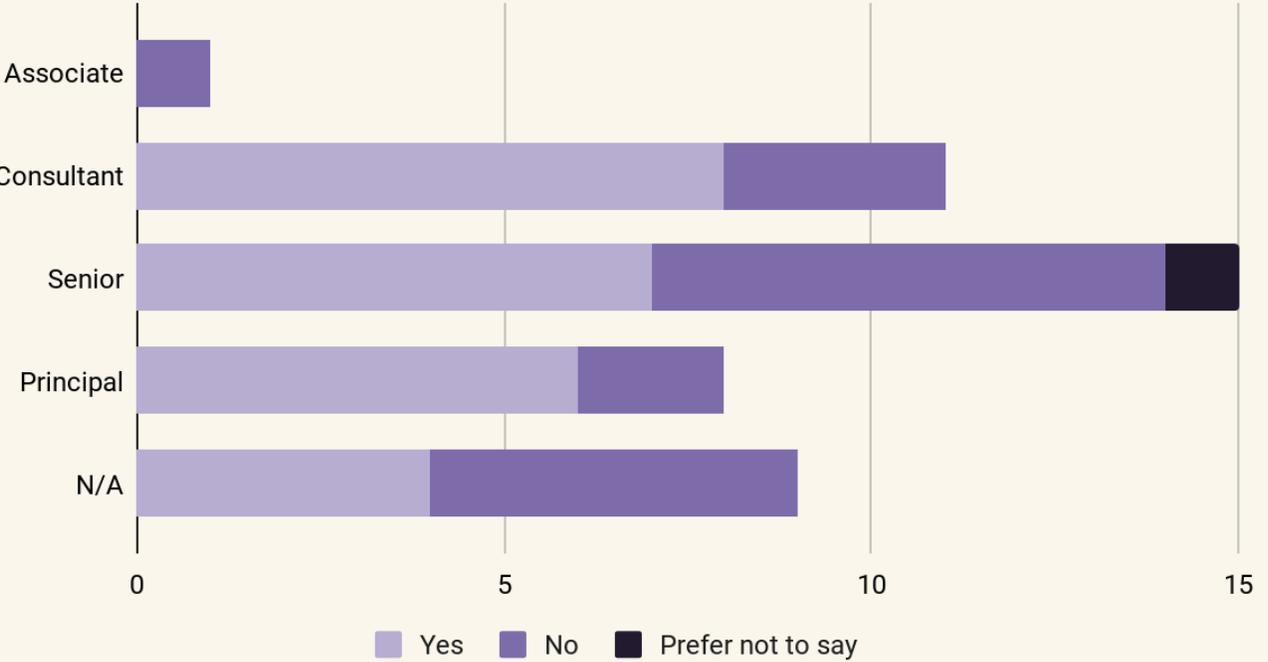
Level & Gender Identity



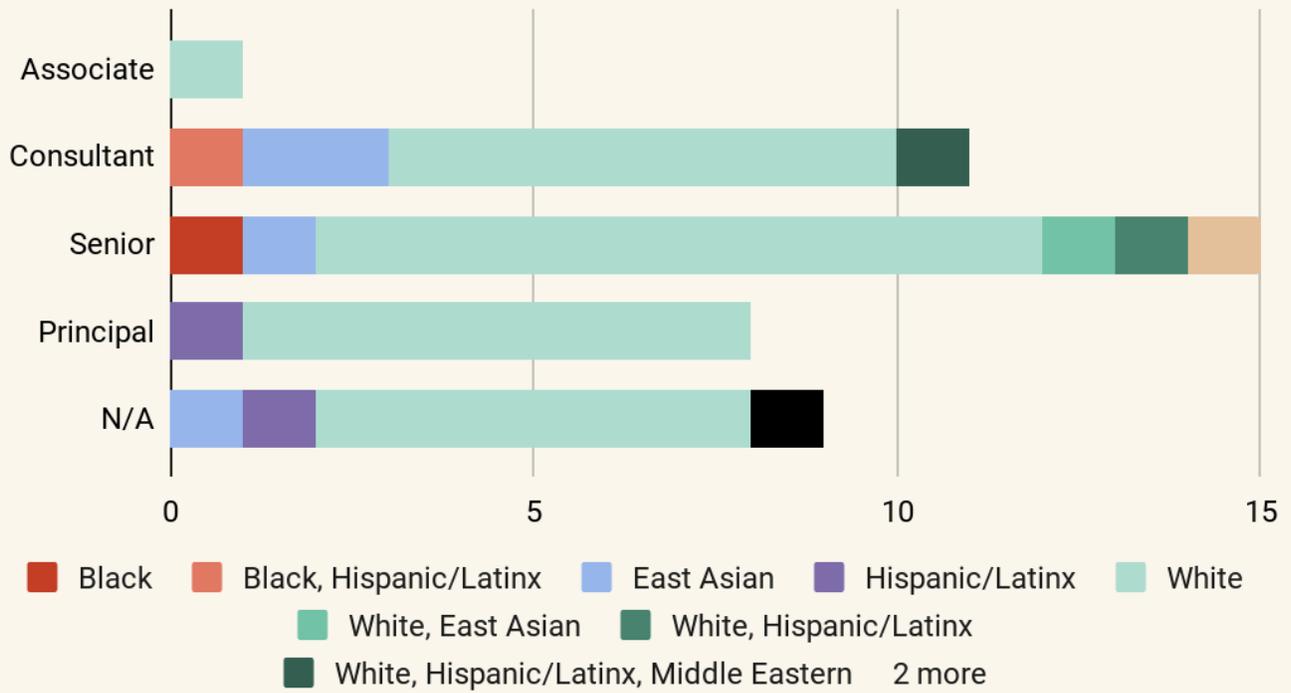
Level & Sexual Orientation



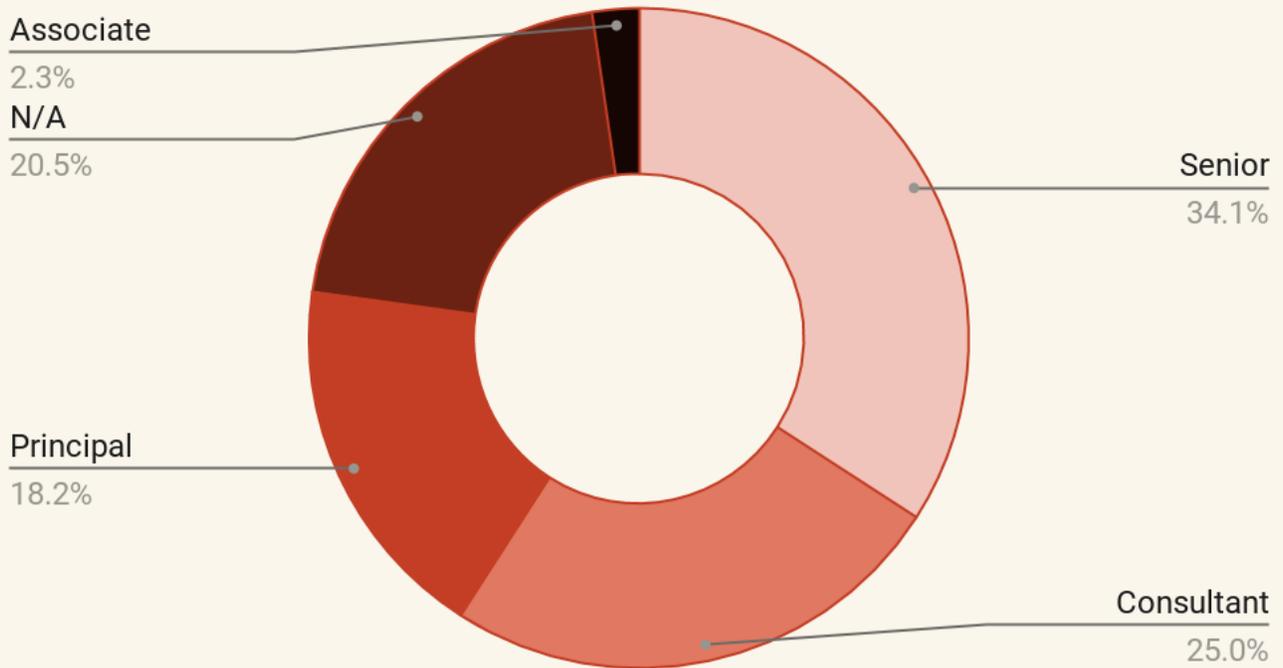
Level & Primary Caregiver



Level & Race/Ethnicity



What level are you?

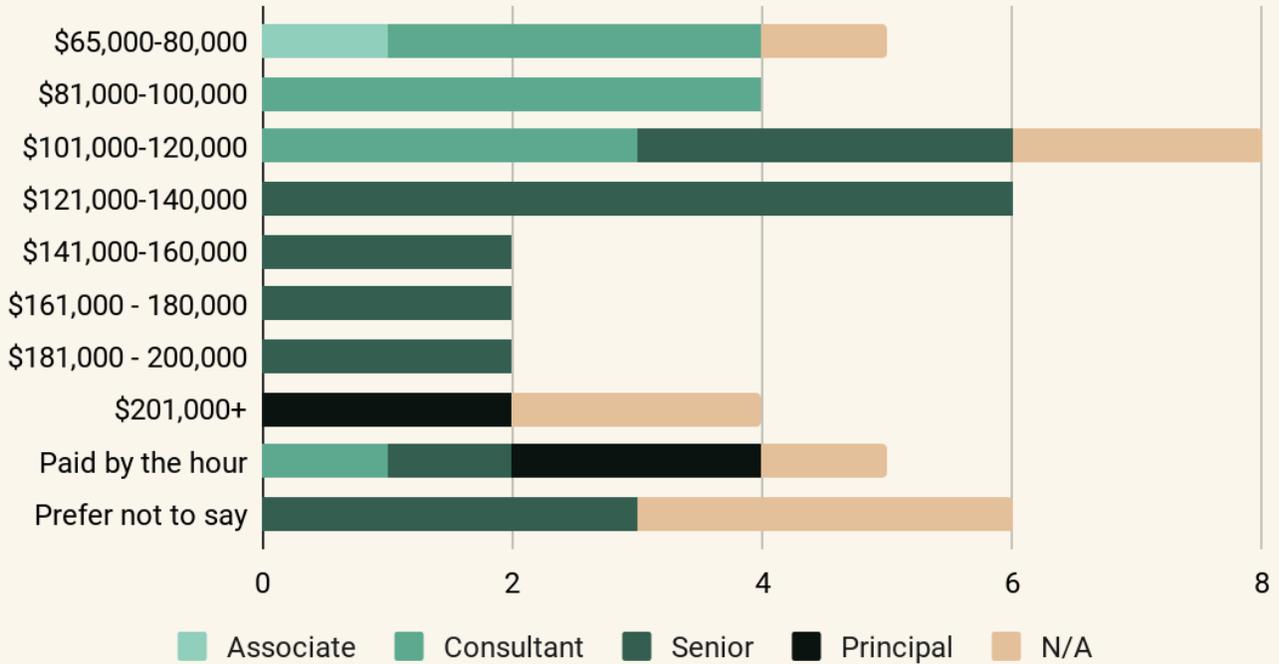


Textual Analysis by Level

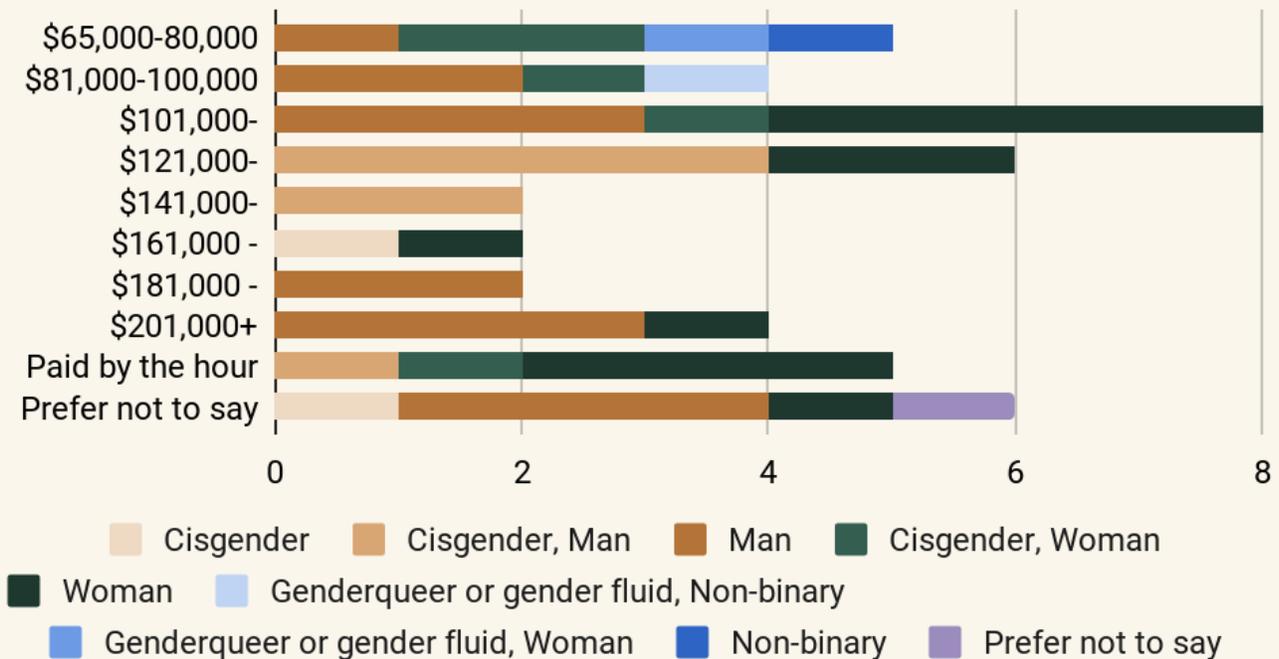
- White-identifying employees are overrepresented at each employment level, especially at the “Senior” and “Principal” levels.
- While there is parity of men and women at the Senior level, there is a greater representation of men/cisgender men at the Principal level.
- The majority of people at Table XI identify as straight, with the widest diversity of queer identities represented at the Associate and Consultant levels.
- There was a higher representation of who would “prefer not to say” their sexual orientation at the Senior level.

Analysis by Salary Band

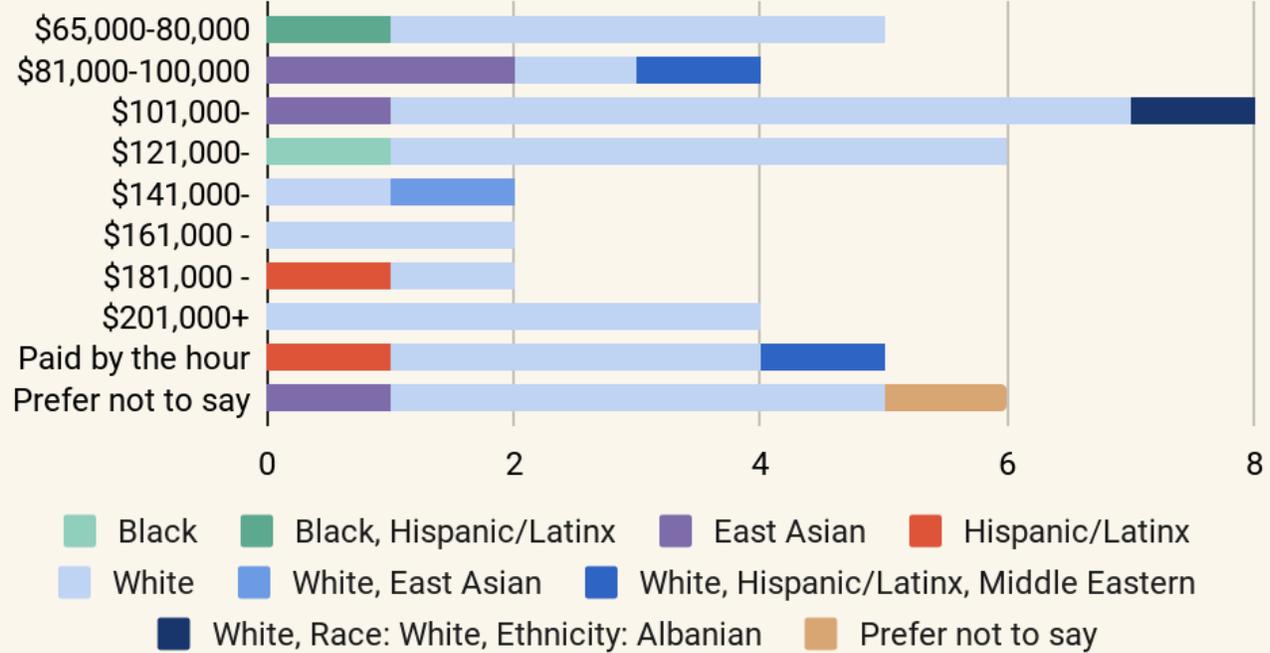
Salary Band & Level



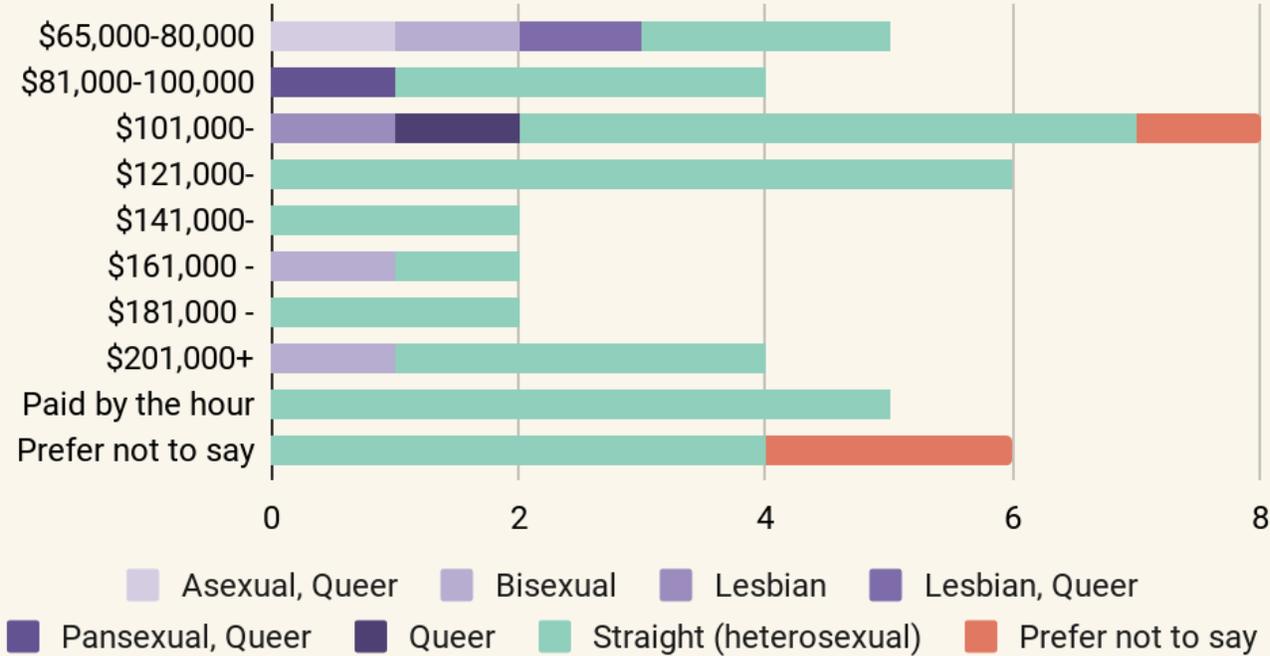
Salary Band & Gender



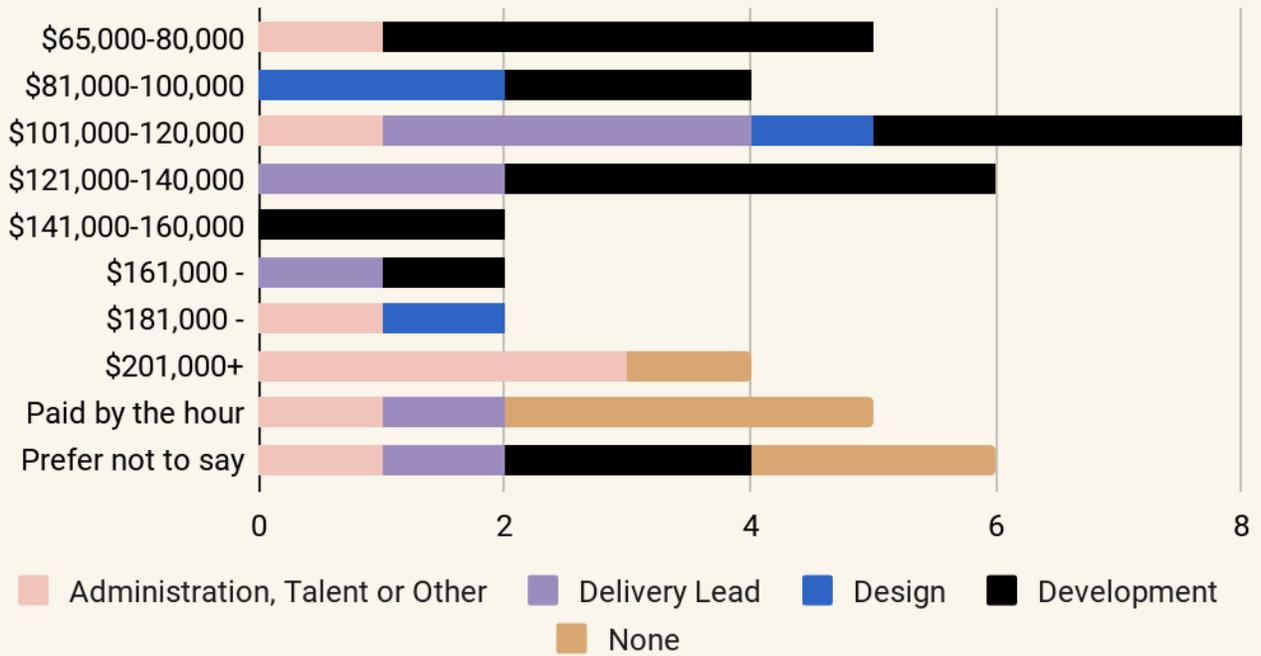
Salary Band & Racial/Ethnic ID



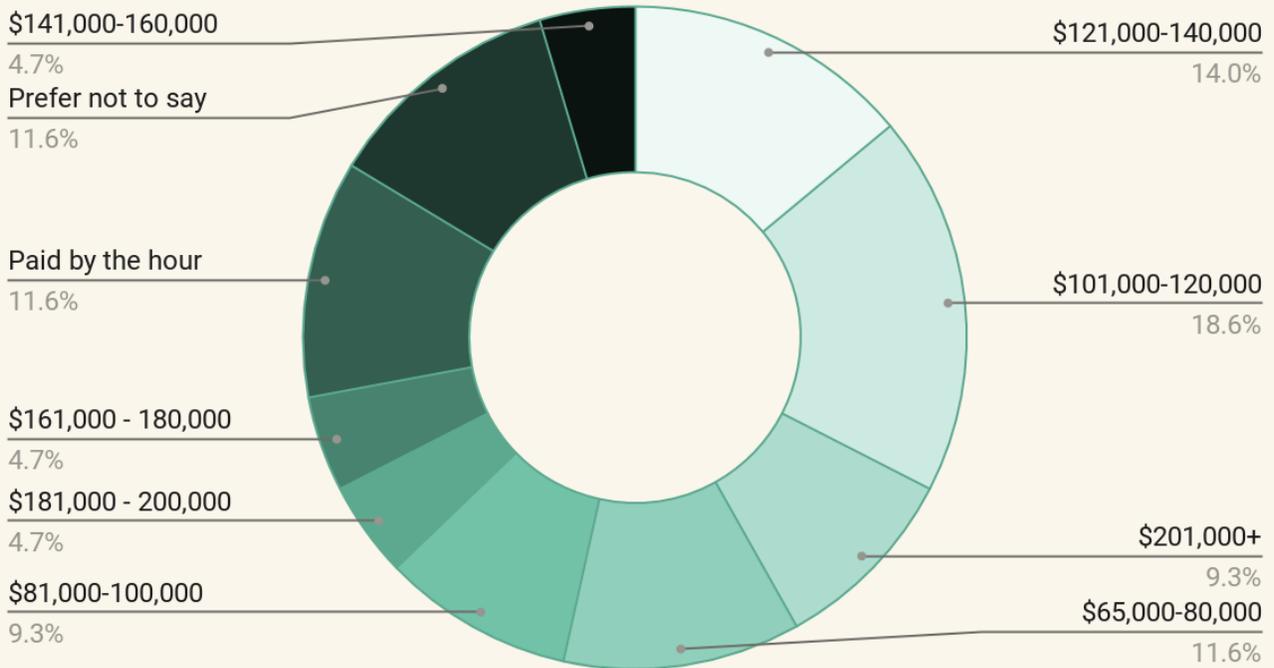
Salary Band & Sexual Orientation



Salary Band & Delivery Group



What salary band does your salary fall under?

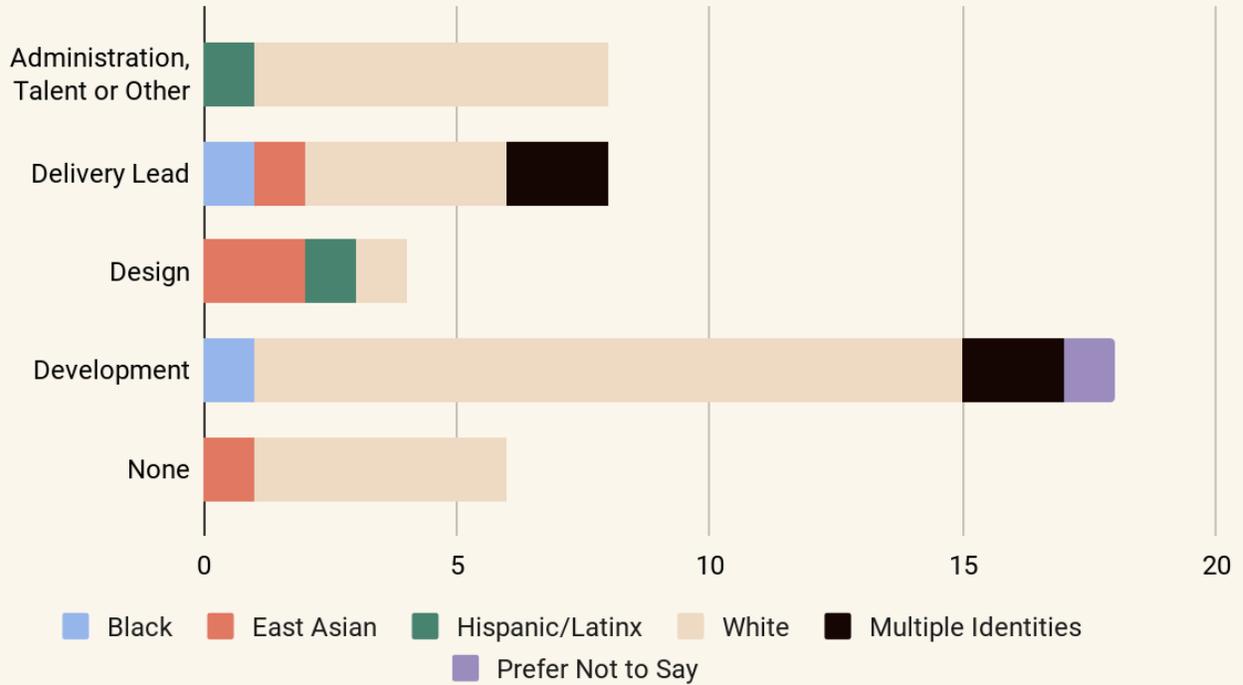


Textual Analysis by Salary

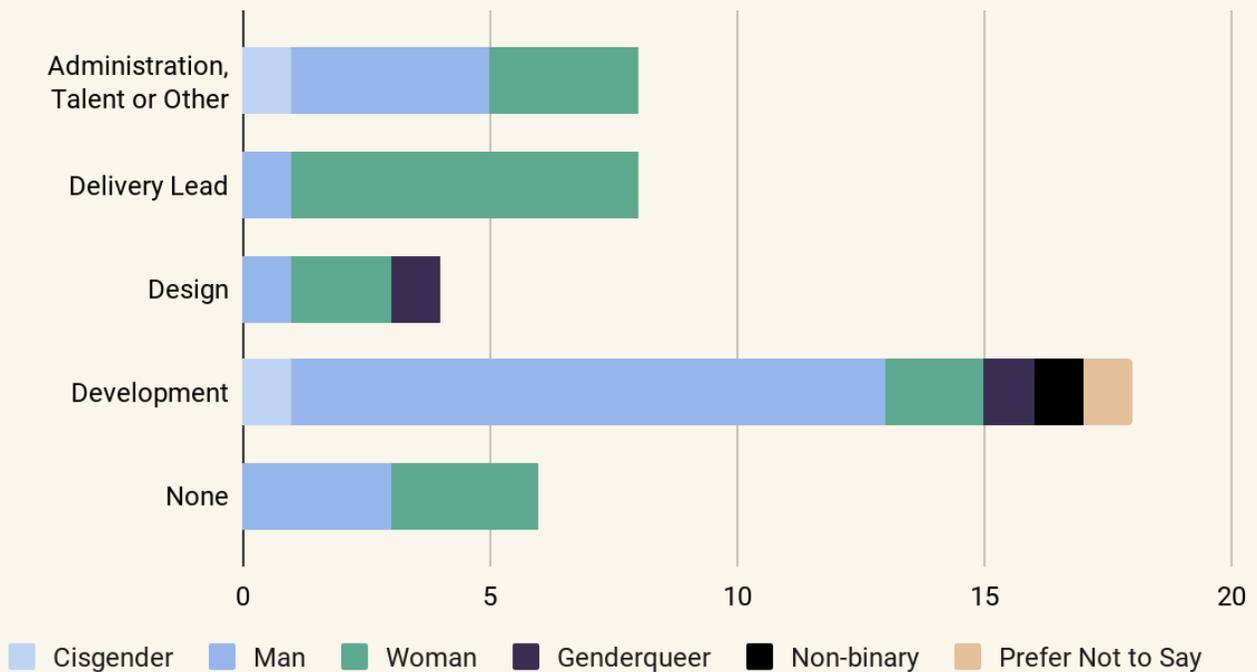
- All employees self-reporting a salary of over \$201,000 identified as White.
- Respondents who identified as Non-binary; Genderqueer or Gender-fluid, Non-binary; and Genderqueer or Gender-fluid, Woman were only represented in the two lowest levels (\$65,000+ and \$81,000+).
- Only two individuals with queer identities (“Bisexual”) were represented at salary levels at or above \$161,000.
- Three categories – \$121,000–\$160,000, \$181,000–\$200,000, and Paid by the Hour – did not show any queer representation, with all respondents selecting “Straight.”
- The greatest diversity of queer representation appeared at the \$65,000–\$80,000 level.

Analysis by Delivery Group

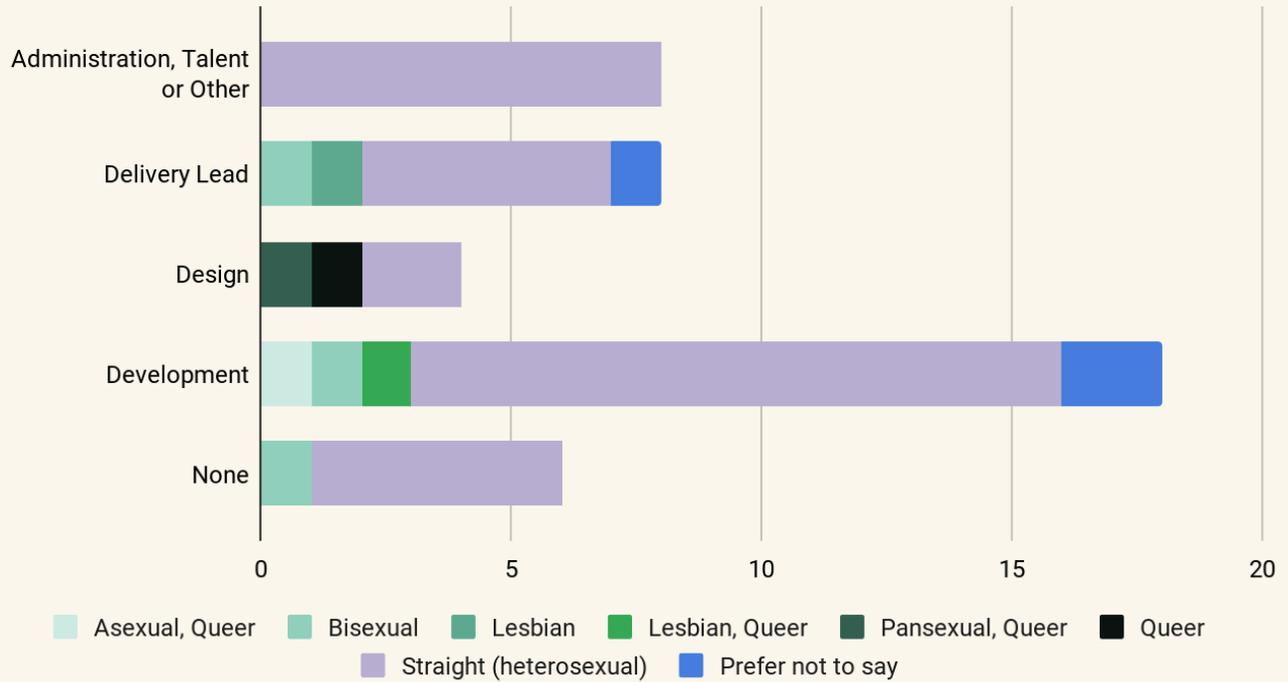
Delivery Group & Race/Ethnicity



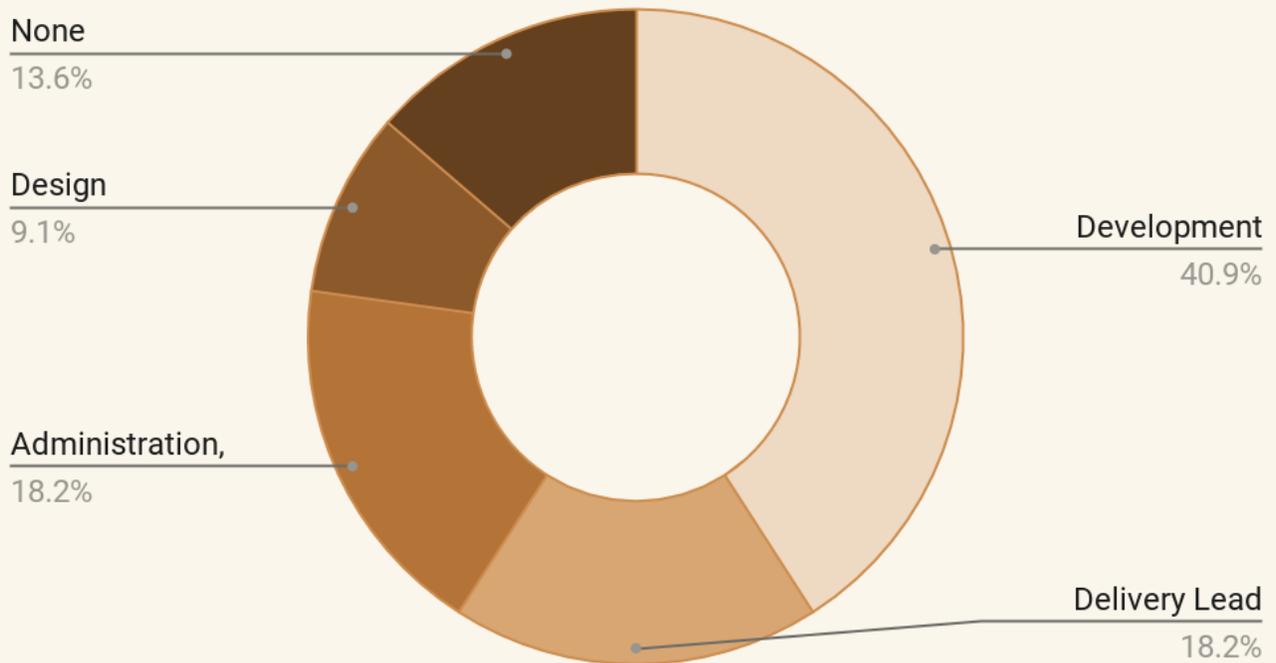
Delivery Group & Gender



Delivery Group & Sexual Orientation



What delivery group are you a part of?



Textual Analysis by Delivery Group

- Development was the delivery group with the most White-identifying team members.
- The Design and Delivery Lead groups saw the most diversity. A majority of respondents in Design identified as East Asian, while Delivery Lead had a larger number of White-identifying team members than any other category, but had a majority of respondents identify in other categories.
- Woman was the most commonly selected gender identity among Delivery Lead respondents.
- Development saw the least gender diversity, with the majority of respondents selecting Cisgender Man or Man.
- Everyone in the Administration category and the majority of the other delivery groups self-identified as “Straight.”

Notable Identity Trends

- **Racial/Ethnic ID:** The majority of Table XI employees identify as White (70.5%), followed by multiple identities and East Asian with 9.1% each. Only 2.3% of the company identifies as Black and 4.5% as Hispanic/Latinx.
- **Gender:** The majority of employees identify as either Man (31.8%) or Woman (27.3%). Cisgender Man and Cisgender Woman are the next largest categories.
- **Sexual Orientation:** The majority of people at Table XI identify as Straight (75%). The remainder of respondents identified as one or more of Asexual, Bisexual, Lesbian, Pansexual, Queer, or preferred not to say.

- **Age:** The majority of respondents identified as between the ages of 35 and 44 (47.7%). No employees were under the age of 25 or over the age of 54.
- **Primary Caregiver:** There was almost parity between primary caregivers and non-primary caregivers at Table XI.
- **Education:** The majority of employees had a Bachelor's degree (72.7%), followed by the second largest group having a Master's degree (15.9%).
- **Disability:** The majority of employees do not live with a disability, with only 9.1% of respondents identifying as people living with disabilities.
- **Veteran:** No respondents identified as veterans.
- **Workspace Type:** The majority of respondents (61.4%) identified as co-located, with 34.1% as distributed. Some respondents did not know what their workspace type was.
- **Place of Birth:** The majority of respondents were born in the U.S (75%), followed by 11.4% born in Europe.
- **Residence:** The majority of U.S. employees are located in the Midwest (84.1%). Those not living in the U.S. exclusively identified as working in Europe or Canada (9%).
- **Language:** The majority of employees spoke English, with 46.4% of employees speaking languages in addition to English.

Notable Identity Benchmarks

Gender Identity

Gender/ Gender Identity	TXI	% of TXI Respondent s	% of Chicago Population	% of National Population
Woman	16	36.4%	51.4%	50.8%
Man	21	47.7%	48.6%	49.2%
Genderqueer	2	4.5%	N/A	N/A
Non-binary	1	2.3%	N/A	N/A
Cisgender	1	4.5%	N/A	N/A
Prefer Not to Say	2		N/A	N/A

Sexual Orientation

Orientation	TXI	% of TXI Respondents	% of Chicago Population	% of National Population
Straight	33	75%	92.5%	95.5%
LGBTQ+	11	18%	7.5%	4.5%
Prefer Not to Say	3	7%	N/A	N/A

Disability

Disability	TXI	% of TXI Respondents	% of Chicago Population	% of National Population
With a Disability	4	9.1%	10%	26%
Without a Disability	33	89.9%	90%	74%

Race/Ethnicity

Race/ Ethnicity	TXI	% of TXI Respondents	% of Chicago Population	% of National Population
White (Not Hispanic/ Latinx)	31	70.5%	33.3%	60.1%
Hispanic/ Latinx	2	4.6%	28.8%	18.5%
African American/ Black	2	4.6%	29.6%	12.2%
East Asian	4	9.1%	6.6%	5.6%
Multiple Identities	4	9.1%	2.8%	2.8%
Prefer Not to Say	1	2.3%	N/A	N/A

Closing and Next Steps

This annual report is a point-in-time snapshot of our organization. Our goal is to publish this report each year to track our progress and keep us accountable. As we developed and published this report in 2021, we have our immediate reflections.

1. We anticipate that the annual report will inform hiring and recruitment practices and organizational changes such as the board and owner group makeup. Specifically, we plan to:
 - a. Develop partnerships and relationships with the BIPOC community to build a presence, nurture trust and broaden our candidate sources.
 - b. Improve tooling for sourcing and hiring and hire a full-time person to lead our growth plan.
 - c. Implement neutral language, accessibility and balanced interviewer representation in each stage of the candidate experience lifecycle.
 - d. Refresh rubrics for each practice and level to create a path for improved aptitude screening and eliminate reliability on “experience-based” hiring decisions
 - e. Provide hiring team training where needed.
2. The 2021 roadmap is also in the works and will be available on our website.
3. We plan to develop an educational plan focused on deepening our understanding of DEIB.
4. We will invest in community partnerships and projects.
 - a. In 2020, we launched a role focusing on community engagement. Through that role, we are defining what community means to us and strategizing how to best engage with the community.

- b. We intend to utilize the five types of engagement to develop relationships with the community and create thoughtful and meaningful effects.
- 5. We will establish a 2021 DEIB budget with categories, dollars and roles.

Appendix

Sources of Inspiration

To understand how we formatted the report the way we did, we researched diversity reports published by other companies. We looked at [Google](#), [Microsoft](#), [The New York Times](#), [Glitch](#), [Pinterest](#) and [Sprout Social](#), among others. Many of these organizations have been tracking metrics for years, which helped confirm our goal of establishing a baseline for future years.

We also wanted to see what companies of a similar size and in our industry were doing. We solicited input from several [OpsConf](#) peer network members and reviewed the wide range of companies sharing data with [DiversityReports.org](#). We liked the site's survey template and ended up customizing it.

Footnotes

1. We are a company of approximately 40 employees and a handful of trusted contractors, so we knew some of the respondents could be easily identified despite the survey being anonymous. Our team worked together to identify graphs and charts that could be shared while protecting anonymity for under-indexed groups, and we asked everyone to respect anonymity and avoid digging into the data for identities.
 2. Building a diverse, equitable, and inclusive company is a core part of our growth strategy and, as with any key initiative, we need metrics for success.
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