# 《硅谷够不够多元 让数据说话》

SAN FRANCISCO — Ellen Pao spent the last few years spotlighting the technology industry ’ s lack of diversity, in court and beyond. Erica Baker caused a stir at Google when she started a spreadsheet last year for employees to share their salaries, highlighting the pay disparities between those of different genders doing the same job. Laura I. G ó mez founded a start-up focused on improving diversity in the hiring process.

???——???(Ellen Pao)????????????????????????????????????·??(Erica Baker)????????????????????(Google)????????????????????????????????·I·???(Laura I. Gómez)????????????????????????

Now the three — along with five other prominent Silicon Valley women from companies including Pinterest, Stripe and Slack — are starting an effort to collect and share data to help diversify the rank-and-file employees who make up tech companies. The nonprofit venture, called Project Include, was unveiled on Tuesday.

??????????????Pinterest?Stripe?Slack????????????????????????????????????????????????“????”(Project Include)???????

“The standard mantra for every company on diversity statistics is, ‘We’re not doing well, but we’re working on it,’” said Ms. Pao, a former venture capitalist at Kleiner Perkins Caufield & Byers, who sued the firm for accusations of gender discrimination and lost. “People don’t learn anything from that. Can you tell us what are you actually doing?”

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The group’s push is one of the more visible diversity efforts to come from women in Silicon Valley as tech companies grapple with criticism over the makeup of their work forces, which skew white and male. Over the last few years, tech entrepreneurs like Kimberly Bryant of Black Girls Code and Laura Weidman Powers of Code 2040 have promoted the inclusion of young women and minorities in early computer science education programs with their start-ups.

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Project Include stands out because of the number of well-known tech women in the group who have championed diversity and are now banding together. Ms. Pao, for one, was in the headlines last year for her court case against Kleiner Perkins, as well as her ouster as interim chief executive of Reddit, the online message board. Tracy Chou, a software engineer at Pinterest who is also a founding member of Project Include, has been one of the most vocal engineers concerning the lack of female peers.

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Project Include’s other founders are Freada Kapor Klein, a partner at the Kapor Center and a longtime proponent of inclusion in tech, Susan Wu of the mobile payments start-up Stripe, Y-Vonne Hutchinson of the diversity consulting firm ReadySet and Bethanye McKinney Blount, a former executive at Reddit.

“????”??????????????(Kapor Center)???????????????????????·???·???(Freada Kapor Klein)?????????Stripe???·?(Susan Wu)? ???????ReadySet????·???(Y-Vonne Hutchinson)?Reddit??????·???·???(Bethanye McKinney Blount)?

All of them are working on Project Include outside of their respective workplaces, on their own time.

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As part of Project Include, the group plans to extract commitments from tech companies to track the diversity of their work forces over time and eventually share that data with other start-ups. The effort will focus on start-ups that employ 25 to 1,000 workers, in the hope of spurring the companies to think about equality sooner rather than later. The project will also ask for participation from venture capital firms that advise and mentor the start-ups.

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Project Include aims to have 18 companies as part of its first cohort; a few have already signed up. The group will meet regularly for seven months to define and track specific metrics. At the end of that period, the group will publish an anonymized set of results to show the progress — or lack thereof — that the start-ups have made around diversity.

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“If companies start early with diversity and inclusion, they don’t have to bolt it on later, which is much harder,” said Ms. Baker, the former Google engineer, who now works at Slack, a workplace collaboration software start-up.

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The group’s push is intended to cut through tech’s slow pace of change on diversity. Large companies, including Google, Facebook and Microsoft, have openly admitted their failings in creating diverse work forces, and some have started programs to move the needle. But that has not seemed to spur much movement in views on the issue.

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In December, for instance, Michael Moritz, a partner at the venture capital firm Sequoia Capital, made headlines when he said in an interview that his firm — which had no female investment partners in the United States — would focus on hiring women but would not “lower its standards” to do so. He also said the firm was blind to gender and race.

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“It is this incredibly self-serving mythology that we are the best and the brightest, and that the best ideas rise to the top and will get funded,” said Ms. Kapor Klein, noting there is plenty of data to show that minority access to tech programs and networks is worse than that of white males. “Despite an avalanche of rigorous data to the contrary, the belief in pure meritocracy persists.”

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