



Nov. 30, 2016

The White House  
1600 Pennsylvania Ave. NW  
Washington, DC 20500

Dear Mr. President:

During National Entrepreneurship Month, 79 companies are making a bold commitment to fuel American innovation and economic growth by increasing the diversity of our technology workforce.

We resolve to take action to make the technology workforce at each of our companies fully representative of the American people, as soon as possible. We will treat this goal as a top management priority and business imperative, because tapping the full measure of talent from across the country is critical for the long-term success of both our individual companies and the nation as a whole.

The undersigned companies are committed to taking each of these three essential actions:

- **implement and publish company-specific goals to recruit, retain, and advance diverse technology talent**, and operationalize concrete measures to create and sustain an inclusive culture;
- **annually publish data and progress metrics on the diversity of our technology workforce** across functional areas and seniority levels;
- **invest in partnerships to build a diverse pipeline of technology talent** to increase our ability to recognize, develop and support talent from all backgrounds.

We encourage more companies to sign this Tech Inclusion Pledge at [tech-inclusion.org](http://tech-inclusion.org).

Signed,

37 Angels  
500px  
Affirm  
Airbnb  
Apptentive  
Arcadia Data  
Arimo  
Augur  
Box

BrightBytes  
CAPTUREPROOF, Inc.  
Change.org  
Clarifai  
Cloudability  
Color Genomics  
Conga  
Cylance  
DataSift

Distil Networks  
Drillinginfo  
EquityEats  
ezCater  
Gainsight  
GitHub  
GoDaddy  
Grit Labs  
Help Scout

Hera Labs  
Hollar  
Illuminate Education  
Intel  
Intrinsic  
Just Born, Inc.  
Justworks  
Liveoak Technologies, Inc.  
Lua  
Lyft  
MARi LLC  
MATH Venture Partners  
Medium  
Moz  
nCino  
Nootrobox  
Nutanix  
Pinterest

Pluralsight  
POPVOX  
Queralt Inc  
Return Path  
Revolar  
SAP  
Scholarium SAS  
ScienceVest  
SendGrid  
Showpad  
Simple Energy  
SkyTap  
Slyce  
Spotify  
Springboard Growth Capital  
Sprinklr Inc  
Sqord, Inc.  
Submittable

T3.AM  
TaskRabbit  
TCGi  
TeamSnap  
Techstars  
Thrivous  
Turnitin  
UnifyID  
Unitrends  
V School  
VMWare  
Xerox  
Yext  
YouRoam  
ZestFinance  
Zynga