



PagerDuty

# Inclusion, Diversity, & Equity at PagerDuty

Annual report 2021

At PagerDuty, we seek to enable Dutonians of all backgrounds to be champions, facilitators, and practitioners of Inclusion, Diversity, and Equity (ID&E) everywhere. Regardless of identity, it is important that all our employees feel welcome, safe, and heard.

# Our ID&E mission:

To activate the potential of all Dutonians through systemic and programmatic equity, sustainable community development, and life-altering learning experiences.

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# Our ID&E vision:

A people-first, data-driven organization where power is equitably distributed across the mosaic of Dutionian identities.

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# Jennifer Tejada

## PagerDuty CEO

Welcome to PagerDuty's second annual Inclusion, Diversity, and Equity (ID&E) Report. In this ever-evolving, sometimes volatile, and often heart-breaking environment, I remain resolute in our effort to blaze a path for other companies and leaders to traverse. As a society and an industry, we have yet to fully address the impacts of personal biases, organizational discrimination, and systematic racism that have kept entire groups from accessing equal opportunity.

In the midst of the "Great Resignation," workers' expectations for their employers, and consumers' demands for the businesses they patronize now extend to the stances those companies take on social, governance, and ID&E issues, and community impact. I am incredibly hopeful because I am surrounded by people doing the work to drive real, measurable change. In addition to our own accountability, one of the goals of this report is to empower others to accelerate change within their own companies.

PagerDuty's commitment to inclusion, diversity, and equity remains unwavering. It is a foundation of our organizational values, part of our mission and culture, and embedded into our business strategy. We are more innovative, higher performing, and more successful when we reflect the diverse communities we serve. We scale our social impact work when we are guided by the unique experiences and perspectives of our employees within their communities. And we increase our impact when we leverage our expertise to empower organizations doing life-changing and life-saving work more effectively.

Those commitments begin with representation. Within this report, you will find a transparent accounting of our progress in building equitable, diverse, and inclusive board and company leadership. In some areas, like our Board of Directors, we've made notable progress both in appointing renowned leaders Dr. Alec D. Gallimore and Bonita Stewart, and in achieving gender balance. PagerDuty's Board is now one of the most diverse in our industry. We continue to achieve gender pay equity, and in the last year we improved the overall diversity of our people managers.

In other areas, like the gender balance of our senior leadership team, we did not accomplish desired progress. Over the last year, women leaders on our team were disproportionately impacted by the effects of the pandemic, echoing a trend present across the labor market. We also saw terrific leaders take on C-level opportunities in an incredibly competitive market. While I am proud of the achievements of our PagerDuty alumni, we have more work to do creating an environment that elevates and retains our key female leaders and attracts diverse leaders in the future. In order to grow, we need to continually take both an honest, and where necessary critical, look at ourselves and find programmatic ways to improve.

Internally, we expanded our programming around diversity and inclusion. We redoubled our efforts to train inclusive leaders, customizing learning experiences and introducing a mentor program led by Array, our Black and Latinx Employee Resource Group. That program not only provides Black and Latinx employees with mentors from our leadership, it provides our leaders and me with reverse mentors. We are partnering with five new organizations - Latinas in Tech, People of Color in Tech, Out 4 Undergrad, Women Who Code, and AfroTech -- and prioritizing recruitment from both Historically Black Colleges & Universities, as well as Hispanic Serving Institutions.

The next phase of PagerDuty's ID&E progress includes extending our efforts externally. Roshan Kindred has joined PagerDuty as our first Chief Diversity Officer to scale our programs, set and drive high standards, and provide industry leadership on ID&E issues. I look forward to partnering with her in those efforts.

**I am committed** to pushing us forward into the uncomfortable territory where lasting and meaningful change is made. That includes ensuring we are both inclusive and anti-racist, and foster authentic belonging for our Dutonians. We will continue to make quantifiable commitments and track our progress. We will share our successes, those occasions where outcomes fail to match our ambitions, and our learnings from both. We will support our employees and customers in their efforts to make our company, and this world, a more inclusive, diverse, and equitable place. Above all, I encourage my fellow leaders to prioritize these initiatives as both moral and business imperatives to meet the needs of this moment and create a more equitable future for us all.

# Introduction

Over the last year, we expanded our ID&E efforts with three key objectives to guide our work:

1. Build on our Inclusion, Diversity, and Equity efforts, including improved access, representation, career and economic opportunities for all.
2. Provide transparency to our Inclusion, Diversity, and Equity efforts and hold ourselves accountable to our goals.
3. Continue and deepen our philanthropic investment and employee activation.

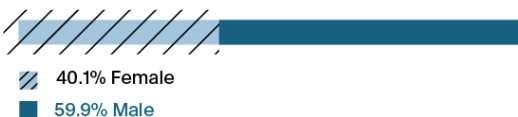
ID&E is at the heart of our business strategy, as we believe reflecting the global community we serve as critical to our growth and success as a company. Since our [first report](#) last Fall, we've made progress on our goals, identified opportunities for growth, invested in different programs and initiatives that build on our efforts to retain and attract diverse talent, created equitable policies that guide us in cultivating inclusivity and belonging, and identified new opportunities to further evolve our programmatic efforts.

While there is still more work to be done on improving representation, the appointment of Dr. Alec D. Gallimore and Bonita Stewart to our board of directors, as well as hiring Roshan Kindred as our first Chief Diversity Officer, were important steps in PagerDuty's journey.

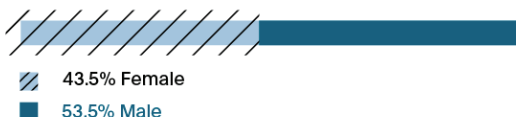
# Representation

## Gender

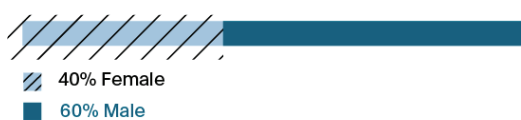
Global gender: Entire company



Global gender: People managers

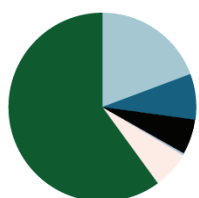


Global gender: Senior leaders



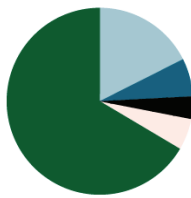
## Race/Ethnicity

US race/ethnicity: Entire company



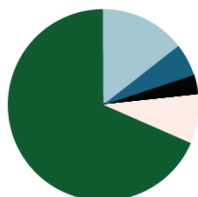
0.2% Am.Indian  
19.3% Asian  
8.3% Black  
5.8% Hispanic  
0.2% Pacific Isl.  
6.4% Two or more  
59.9% White

US race/ethnicity: People managers



17.2% Asian  
6.5% Black  
4.1% Hispanic  
5.3% Two or more  
66.9% White

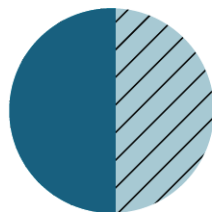
US race/ethnicity: Senior leadership (VP+)



14.3% Asian  
5.7% Black  
2.9% Hispanic  
8.6% Two or more  
68.6% White

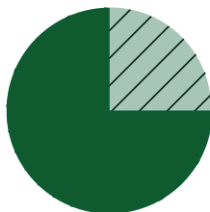
## Board of Directors

Board of Directors: Gender



50% Female  
50% Male

Board of Directors: Race/ethnicity



75% Non White  
25% White

**Note:** Binary gender identities come from EEOC data. At PagerDuty, we encourage Dutonians to bring their full self and celebrate their identities, including all Dutonians who identify as women, men, non-binary, genderqueer/gender-non-conforming, or are unsure/questioning in their gender identity.

We recognize that gender and race/ethnicity don't fully capture the complexities or intersectionality of our identities, so we offer Dutonians the opportunity to voluntarily self-identify. While this data doesn't represent our entire organization, among the Dutonians who have self-identified:

- 7% of Dutonians identify as members of LGBTQ+
- <1% of Dutonians identify as Transgender
- 8% of Dutonians identify as people with disabilities
- <1% of Dutonians identify as veterans
- 23% of Dutonians identify as parents
- 3% of Dutonians identify as caregivers

**Note:** Binary gender identities come from EEOC data. At PagerDuty, we encourage Dutonians to bring their full self and celebrate their identities, including all Dutonians who identify as women, men, non-binary, genderqueer/gender-non-conforming, or are unsure/questioning in their gender identity.



# Talent retention

Internally, our ID&E strategy is focused first on our employees. These efforts start with cultivating an inclusive, anti-racist environment that allows us to support, uplift, and amplify our employees. This drives us to not only be an engaged workforce, but a workforce that centers our people and their sense of belonging in everything we do. Over the past year, that has translated into two key programs led by our Talent Development team.

## Developing inclusive leaders

Real change requires ongoing work and effort that consists of continuous learning moments, uncomfortable conversations, and challenging work to ensure the feeling of belonging exists for each person who works at PagerDuty. We made a dedicated investment in an ID&E organization-wide learning approach, with the goal to enable Dutonians of all backgrounds to be champions, facilitators, and practitioners of inclusion, diversity, and equity everywhere.

Through the employee feedback in our 2020 Inclusion survey, we identified the follow gaps to focus our learning and development content around:

- **Language:** Get comfortable with terminology to start and navigate the conversations necessary to advance our inclusive culture.
- **Expectation setting:** Be explicit about the expectation across every level and role on what it means to be an active member in scaling our PagerDuty culture with an inclusive mindset.
- **Awareness:** Provide mechanisms that allow oneself to increase their awareness on their bias and knowledge to take action to advance our culture forward.
- **Actions and behaviors:** Ensure our employees' actions and behaviors appropriately align to inclusive leadership traits each time customers, users, candidates and our community partners interact with us.
- **Culture:** Get our people to engage in the conversations, activities, and skills necessary to build a culture grounded in ID&E. This will fuel performance, our employer brand, and our culture.

To help us in this journey, we made an investment in MindGym, a leading learning content partner that focuses on translating behavioral science principles into a unique set of experiences, products, and tools to create company-wide behavior change.

This has accelerated our journey, as we create opportunities to help transform every employee's mindset towards being inclusive leader-practitioners. Given that inclusion and equity shape the climate and culture of an organization, we designed a learning approach that took the following factors into account:

- **Customized learning experiences by level.** People managers and members of the executive team require training that acknowledges their position as company leaders, in addition to the training received by all employees.
- **Group-based learning.** Putting learners into smaller groups where they can discuss how we can solve ID&E challenges through diverse perspectives to come up with team-oriented solutions, learning through both actions and observations and through the lenses of other teammates.
- **Inclusive learning experience.** Designed flexibly scheduled sessions, balanced learning experiences with comprehensive virtual sessions, and the created unique nudges for reflection after these sessions.

To start, we are focused on building the "cultural intelligence" muscles (i.e., the skills that relate to effectively working in culturally diverse situations) to address the learning gaps identified in our 2020 inclusion survey, and deliver a set of learning experiences anchored in behavioral science. We believe inclusive leadership is possible from any role in the company. In 2021, we are establishing an organizational ID&E learning experience with quantifiable benchmarks. Consistent measurement will inform our strategy for next year and identify additional areas of learning and opportunities to build new capabilities.

As part of our inaugural roll out in 2021, we are targeting the following:

- >50% of our organization trained on targeted topics
- Four members certified to build ID&E facilitation capabilities to scale future learning deliveries for year two (2022)
- Leaders, managers, and employees have access to resources and tools to increase their capabilities to drive and sustain a culture of diversity and inclusion

We are looking to bridge these learning gaps through a multi-year journey to increase the engagement and inclusion within our organization for every Dutionian and customer who we connect with as we deliver on our business strategy.



## Introducing our mentorship program

Array, our Black and LatinX Employee Resource Group (ERG), has a mission to enable a community of continuous learning that fosters empathy & understanding of the lived Black and LatinX experience. Their vision is to level the playing field for Black/LatinX employees by cultivating and celebrating a diverse and inclusive global work environment at PagerDuty, so that we can continue to attract talent that represents our diverse customer base.

Array celebrated Black History Month in February with the theme of "Black Futures: Excellence, Resilience, and Equity." The goal was to feature and elevate the Black voices across our entire organization that serve as examples for how we can define and honor the resilience of Black talent today and tomorrow, uncover equitable solutions through conversations and connection, and highlight Black excellence across PagerDuty and the communities we serve. It is important to extend this focus not just in the month of February, but every day going forward. Starting this past February, we launched the first reverse Mentorship Program, which is designed for Senior Leadership Team (SLT) members to mentor Black and Brown Dutionians in developing their career and provide guidance, while also learning best practices of allyship for supporting Black and Brown communities inside and outside the workplace. This program creates a mutually beneficial, two-way mentorship channel to help achieve the following:

- Highlight our Black and Brown employees' perspectives and experiences to SLT to increase awareness and better inform their inclusive and equitable leadership capabilities.
- Invest in the growth of Dutionians: mentees can expand their business knowledge and skills, gain valuable advice from experienced leaders on growing their careers, and build their professional networks.
- Create community and allyship between mentors and mentees.

How it works:

- **Host a monthly Mentorship Roundtable.** To encourage a cadence of connections, we get together for a monthly Mentorship Roundtable to connect people to a pre-selected topics and conversations guides that mentors and mentees use to discuss in one-on-one, small breakouts.
- **Forge intentional collisions.** Each month, mentors and mentees will rotate and have a new pairing to spark relationship building, which enables both sides of mentorship to gain a network of diverse perspectives that they can bring back to their life and work.
- **Simulate safe & open curiosity.** Select relevant topics that are top of mind topics and generate a safe space for people to go deep and have open dialogues about personal and organizational challenges and solutions.

"Through the Array Mentorship program I've learned to look at career development more pragmatically, recognizing all available opportunities -- not just the ones presented to me. Through this experience, I'm inspired to speak to what I want to achieve and leverage my relationships with both peers and leaders to help me get there. I've found light in my career again, and am dreaming big."

**Maxelia Mercedes  
Vargas-Morillo, Senior  
Revenue Accountant**

# Talent attraction

As we continue to scale, ensuring that we are able attract and hire talent that accelerates representation across the organization is key to our ability to best support our goals for growth as a business.

Our Talent Acquisition team has redesigned our recruiting and hiring processes to be more inclusive, allowing us to better attract and hire diverse talent and improve representation through our Inclusive Hiring Program.

## Inclusive hiring

One of our ID&E goals is to expand our Inclusion, Diversity, and Equity efforts including improved access, representation, career, and economic opportunities for all.

We are proud of our progress to date - PagerDuty is a Parity.org 2021 Best Workplace for Women to Advance winner, a Certified™ Great Place to Work®, and a Women in Tech DEI Initiative of the Year nominee.



We know this is a journey and not a destination, so to further that work, we launched an Inclusive Hiring program led by our Talent Acquisition team. The program consists of seven pillars to evolve our recruiting processes and systems to be more inclusive, making us a more attractive and attainable employer for diverse talent.

**Operations:** Implementing the right tools/systems/processes to create an equitable recruiting experience for all candidates, we first audited our end-to-end operational processes - from requisition creation to offer stage - to ensure an equitable candidate experience across the board. We then launched an ERG-candidate engagement pilot to give late stage candidates the opportunity to chat directly with Dutonians in their represented group. Additionally, the team launched Greenhouse with out-of-the-box diversity reporting that can be filtered real-time.

**Internal networking:** Leveraging our internal networks and social media presence to attract diverse talent, we focus on storytelling through employee spotlights, behind-the-scenes moments that define our culture, demystifying the recruitment process, and workplace awards that validate our employer brand messaging. Our intent is to humanize our brand and help underrepresented talent envision themselves at PagerDuty. Our ERG & inclusion efforts are highlighted and celebrated on LinkedIn, Glassdoor, and Instagram through regularly posted testimonials, photos, videos, and blogs.

**Sourcing diversity executive talent:** We realize that looking for diverse executive talent for VP+ roles at the point when the role is open is simply too late in the process. This year, we pivoted with a new approach to build our diverse executive talent pipeline, with dedicated resources devoted to identifying and building relationships with underrepresented minority (URM) executive talent.



**Early career talent:** Beginning in 2020, we made investments to connect with Historically Black Colleges & Universities and Hispanic Serving Institutions. Using the university job board, Handshake, we actively prioritized recruitment from North Carolina A&T, Morehouse College, University of Houston, and Florida International University. The team is scheduled to attend all of their career fairs in the Fall to increase brand awareness and directly source URM candidates. Our partners include: Canvas, DigitalCrafts, Flatiron School, The Software Guild, Lesbians Who Tech, and HackBright Academy.



**Partnerships & events:** We partner with organizations that have significant membership and reach across underrepresented groups (URGs) so we can cultivate opportunities to connect with diverse talent within established networking communities. Through these partnerships, we can reach URGs via co-branded opportunities in content marketing, events, and direct job advertising.

This year, we are partnering with four new organizations: Latinas in Tech, People of Color in Tech (POCIT), Out 4 Undergrad (O4U), Women Who Code, and PowerToFly.



**Internal education & enablement:** This is focused on creating and compiling ID&E resources and training for Duttonians. Notable projects include revamping the recruiting strategy form for recruiters to create more diversity checkpoints, updating the interview feedback scorecard with specific guidance to mitigate bias, updating our Inclusive Hiring program wiki with best practice documentation, and consulting with ERGs to create inclusion guides across the hiring team.

**Recruiting delivery:** Our outreach strategy focuses on third-party partnerships, requiring each recruiter to cultivate an ongoing relationship with at least one diverse third party organization. The identified prospective partnerships are examined by the Talent Acquisition leadership team to ensure that the organization's mission, purpose, and vision aligns with PagerDuty and upon approval, an engagement strategy is developed to support recruitment efforts.

This strategy broadens our talent recruitment network, enabling the recruitment team to develop an equitable talent pool from which we establish the talent mapping in support of our key functions/roles. This process enables our team to identify a competitive selection of diverse talent and proactively build and maintain relationships with these prospects.

Finally, we established targeted key performance indicators for recruiters to meet, requiring them to ensure a diverse slate of candidates is presented to the hiring manager.

# Investment & impact

Across People Operations, Social Impact, and broader PagerDuty teams, we are investing in our communities with a focus on equity and equitable programs, policies, and practices. From our continued work in pay equity and equitable compensation for our Dutonians, to programmatic efforts of our Employee Resource Groups (ERGs), to the philanthropic activation in partnership with PagerDuty.org, we've made significant investments in our communities that lead to a positive impact in and out of the workplace.

## Pay transparency

In support of our ID&E goal of providing transparency to our Inclusion, Diversity, and Equity efforts, we have developed a roadmap to drive Pay Transparency, our compensation approach, across the business. This roadmap includes creating and introducing compensation training on our compensation philosophy, pay practices, and total rewards packages in the second half of this fiscal year, so that Dutonians can have visibility into their pay range based on their role by next fiscal year.

We are prioritizing promoting equitable pay and demystifying how employees are compensated to help foster an inclusive environment. Our goal is to increase transparency around pay and compensation, allowing Dutonians to have a greater understanding of how they are paid and feel more connected to the success of the business.

This February, prior to our Year-End Merit Program, we began educating and enabling all people managers on our compensation philosophy and programs, pay range development, and how to have intentional conversations about pay with their employee(s). This is a crucial stage in our journey to ensure all of our people managers are enabled and ready to help educate and have conversations with their employee(s) around pay.

This journey requires a lot of careful planning, training and participation at all levels of the organization. Our focus is to take an agile approach as we continue on this journey — to learn, iterate, and improve together in order to find the right balance for what our Dutonians seek.



## Pay equity

PagerDuty is dedicated to the critical work of ensuring our pay programs and practices of all Dutonians are fair and equitable. This drives us to invest a significant amount of time and resources in the pursuit of being a changemaker not only for Dutonians but for all. For example, we conduct a semi-annual pay analysis using methodology provided by Syndio, a recognized pay equity platform.

Our pay equity approach allows us to identify, manage and address any potential pay gaps quickly and effectively. This is why it is so important that Dutonians understand our strategy to ensure we are proactive in avoiding pay disparities.

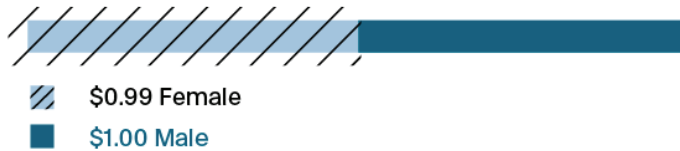
We have begun a Pay Transparency journey which will provide Dutonians with education on compensation and pay equity. This approach will provide employees with the context and clarity for factors that contribute to equitable compensation. Being transparent holds us accountable to put actions behind our values and be part of the solution. Furthermore, this enhances our ability to attract new talent, retain talent and improve the engagement and performance of Dutonians in a workplace of belonging and inclusion so that they can focus on bringing their authentic self and delighting our customers.

## Pay equity study results

Our continuous journey includes a semi-annual pay equity study that compares the earnings of employees doing similar work. This ensures that PagerDuty provides equal pay for equal work, regardless of gender or race/ethnicity. For all Dutonians in similar roles and circumstances (for example, having the same job title and working in the same location), we've achieved male and female pay equity within \$0.01.

With aspirations of leading the tech industry, our pay equity strategy must be complemented by an employee environment that aligns with our corporate values as we grow. This requires focus and intentionality. As advised by highly trusted experts in the field of pay equity, we are focusing this year's study on equitable pay for underrepresented minority employees in lieu of minority to non-minority.

### Global gender pay equity



### US race/ethnicity pay equity



**Note:** Change from last report - Gender (women to men) weighted pay average conducted on base salary only in FY21 and on 'on target earnings' in FY22 (OTE - Base salary + any applicable variable pay targets {bonus/commission}).

## Social impact

Our Social Impact work and ID&E efforts work in deep partnership. PD.org philanthropy, community partnerships, and our work with employee experience continue to apply an equity lens to our model by sharing voice, honoring authenticity over performance, and working outside of traditional power structures. We've laid the groundwork for a cohesive Environmental, Social, Governance (ESG) program, which will continue to drive diversity across our employee base, vendors, and board.

In Fall 2020, PagerDuty.org invested in a portfolio of voter engagement partners through philanthropic funding, product credits, and strategic employee volunteerism. These organizations address the myriad and interconnected obstacles to voter engagement and access, with a focus on ensuring representation among Black, Brown, and communities disproportionately affected by recent voting legislation. PagerDuty.org provided \$250,000 in unrestricted funding to five organizations, and expanded our Volunteer Time Off policy to support employee participation in voting and nonpartisan get out the vote activities. In the spirit of transparency and collaboration, we created an open-source toolkit to inspire collective action by peer companies. Additionally, we encouraged our employees to serve as poll workers and made it easy for customers to register to vote through TurboVote, a tool from PagerDuty customer Democracy Works.

As the COVID-19 pandemic continues, the impact on underserved populations and the hardest-to-reach communities around the world compounds every day. PagerDuty.org [invested \\$250,000](#) in five grassroots organizations that leverage community-based, peer-to-peer approaches to address vaccine hesitancy in their regions, and ensure equitable, safe access to vaccines in order to build trust, inclusion, and participation among marginalized communities in the United States and Canada.

## Employee resource groups

A critical component of our connection to each other and our communities are the Employee Resource Groups (ERGs) at PagerDuty. Employee Resource Groups are self-organized, employee-run, company-funded communities focused on advancing a sense of inclusion and belonging at PagerDuty. Our ERGs aim to specifically support underrepresented communities through strategically delivering programming and content. Areas of focus differ by ERG and could include any of the following pillars: career development and professional networking, community building and support, allyship education, and partnerships with Recruiting and Social Impact.



**Array:** To level the playing field for Black/Latinx employees by cultivating and celebrating a diverse and inclusive global work environment at PagerDuty, so that we can continue to attract talent that represents our diverse customer base.



**illuminate:** To support and empower Asian and Pacific Islander employees by creating a safe and inclusive space for the A/PI community and promoting cultural and social awareness at PagerDuty.



**PageAble:** Unite Dutonians with visible and invisible disabilities or chronic medical conditions, their families, friends and allies. We aim to cultivate an inclusive culture where all employees feel empowered by their different abilities and talents.



**PatriotDuty:** To promote & support a veteran presence through recruitment programs, career opportunities, internal education, and community outreach.



**RainbowDuty:** To promote a positive, collaborative, and inclusive environment for all employees regardless of gender identity or sexual orientation.



**SisterDuty:** A safe space for women, non binary folks, agender, genderqueer Dutonians of SisterDuty.

PagerDuty.org and the ID&E team collaborate with our ERGs to activate and inspire employees through a continuous cadence of opportunities throughout the year, logging 330 volunteering hours and donating \$73,766 in support of our community partners, including:

- **ERG match campaigns:** In our third year, ERGs launched several employee match campaigns around significant events, including Black History Month, Women's History Month, AAPI Heritage Month, and Pride.
- **New ERG Grantmaking Program:** As ERGs learn about and relate to key issues affecting their communities, they have the opportunity to support organizations doing critical work to advance equity. In 2021, Array chose to focus on voter suppression issues and donated to The New Georgia Project, a Georgia-based nonprofit that is focused on civic engagement and protecting voting rights.

- **Community partnerships:** These are crucial to the success of our employee activation and engagement programs, and ERGs work with local community organizations to channel employee skills and time to support their core needs:

- **Martin Luther King Jr. Middle School.** Career Panels & Diversity Q&A
- **Code Tenderloin.** Job Readiness & Pathways to Technology Panels
- **SF Aids Foundation.** Pride Month Harm Reduction Kits
- **ShelterTech.** Days for Change Datathon
- **TechGirls.** APJ Colleagues
- **Quantius Education Foundation.** Social Impact-Community Responders

Moving forward, an even tighter integration between the work of our ID&E team and PagerDuty.org will enable us to scale impact while extending our focus on equity and belonging. Working collaboratively, the two groups will create opportunities for underrepresented people and communities while advancing PagerDuty's ID&E goals. Leveraging combined efforts can increase both our reach and impact at a moment when needs are widespread.

“I joined PagerDuty recognizing both the opportunity and the responsibility of the challenge that lies ahead of us, and our industry. We thrive when our employees, customers, partners, and stakeholders are connected to our mission, inspired by our leadership, and can experience a true sense of belonging. It’s why I am committed to fostering an inclusive global environment, continuously evaluating our progress, holding our leadership accountable, and driving broader industry-wide change. As our company’s inaugural Chief Diversity Officer, I look forward to driving our company, and our industry, towards the uncomfortable space where meaningful and lasting change will grow.

Why? #BecauseWeCan.”

**Roshan Kindred, Chief Diversity Officer, PagerDuty**

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Our work in ID&E is inspired by our customers, and the leadership of our people, rooted in our company values, and driven by our purpose of building an inclusive, diverse and equitable workplace that is representative of the communities we serve in and out of the workplace.

As the world continues to evolve, we embrace the responsibility to evolve as people too. PagerDuty is the business solution for being ready for anything in a world of digital everything, and that solution is made possible by continuing to build a culture of inclusivity where everybody belongs, recognizing our differences as our strengths, and investing to promote equity. As we continue to build our ID&E efforts for us to best serve our customers, partners, and communities, we will continue to put our people first.

## About PagerDuty

PagerDuty, Inc. (NYSE:PD) is a leader in digital operations management. In an always-on world, organizations of all sizes trust PagerDuty to help them deliver a perfect digital experience to their customers, every time. Teams use PagerDuty to identify issues and opportunities in real time and bring together the right people to fix problems faster and prevent them in the future. Notable customers including GE, Vodafone, Box, and American Eagle Outfitters. To learn more and try PagerDuty for free, visit [pagerduty.com](https://pagerduty.com). Follow our blog and connect with us on [Twitter](#), [LinkedIn](#), [YouTube](#) and [Facebook](#).

Learn more about PagerDuty at [pagerduty.com](https://pagerduty.com).