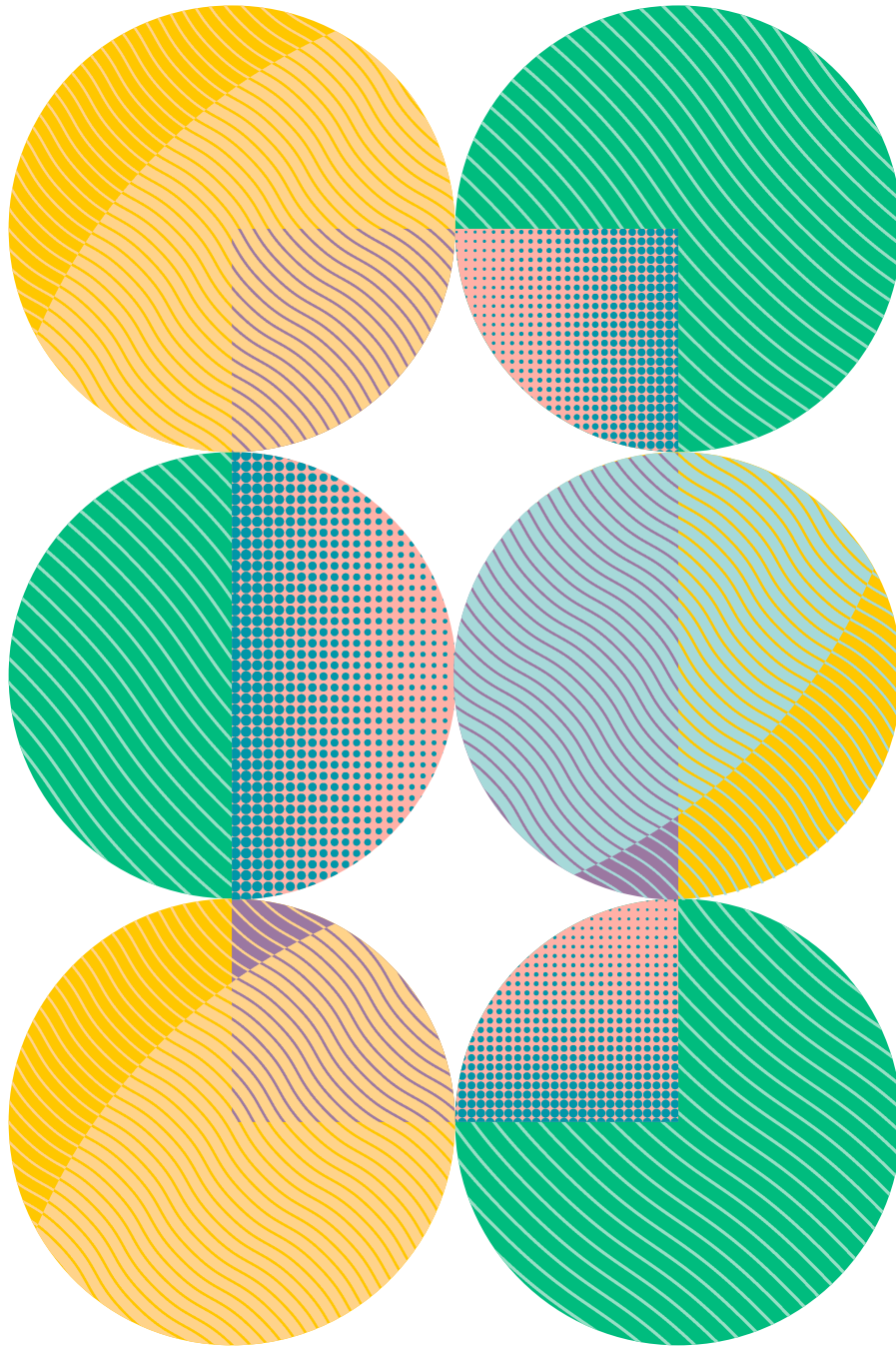


# State of Inclusion 2021

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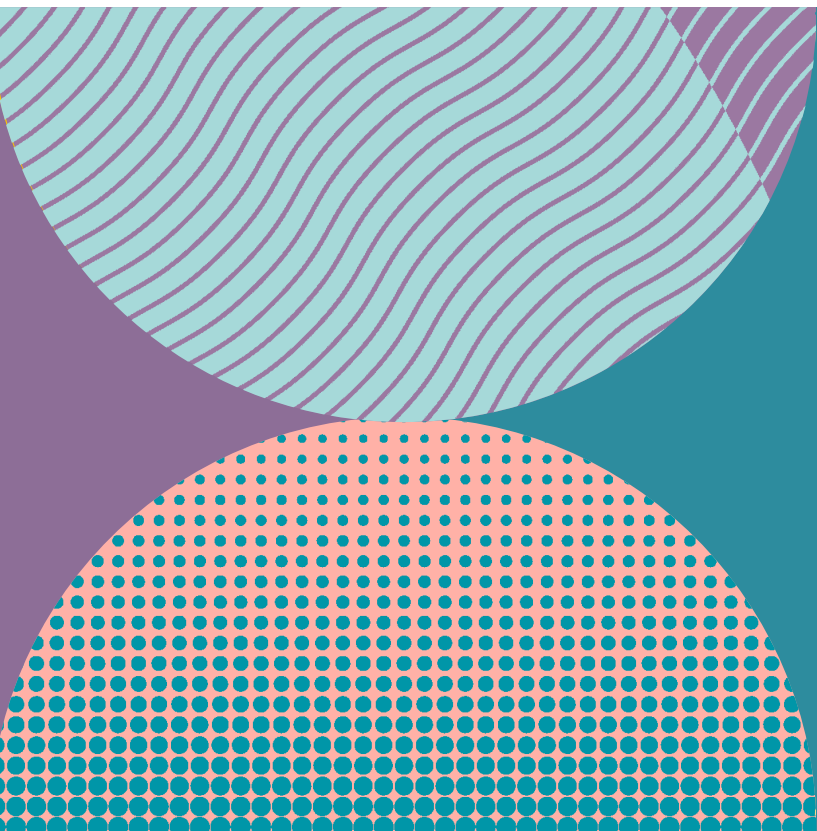
Okta Inc.  
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## Our Commitment

At Okta, we nurture a culture of inclusion and belonging, and strive to build a truly diverse workforce to fuel innovation and collective growth.



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## Foreword

Welcome to our second Okta State of Inclusion report. We are taking the time to share this data because Diversity, Inclusion, and Belonging (DIB) matter deeply to us.

Between the pandemic, political unrest, and ongoing racial injustice, 2020 was a tough year that forever changed the way we live and work. These challenges reinforced Okta's commitment to creating a more equitable company and community and remaining steadfast to our focus on diversity, inclusion, and belonging (DIB). While we've grown our DIB efforts and made progress over the past few years, we recognize that we have more work to do.

We're releasing our second annual State of Inclusion report to introduce our People First philosophy, provide an update on our efforts in 2021, and outline our priorities for the year ahead. In addition to detailing our actions, this report shows our current workforce and leadership demographic data — we share this to keep ourselves accountable, remain transparent, and call attention to areas that require action.

This represents our commitment to building a more inclusive and just company, community, and world. This work is critical, and we're in it for the long run.

**Todd McKinnon, CEO and Co-Founder**

We are focused on moving from inclusion to equity; from activities to impact; from commitment to action and accountability in our DIB efforts. This past year we devoted our energies to facilitate and operationalize high impact, high-visibility initiatives that create equitable processes, inclusive behaviours and a community of high-performing, balanced teams.

As we move ahead on this journey, we want to recognize our learnings, share updates, celebrate our accomplishments small and large, pull forward our challenges, and highlight the partnerships in this report. Creating inclusive spaces and processes requires intentional and hard work to change systems and mindsets. And we are committed to this effort — now, and moving forward.

**Madhavi Bhasin, Vice President, Diversity and Inclusion**



# Key takeaways

## Demographics by the numbers

We are committed to improving the balance of perspectives and experiences on our teams. With intentional focus, we have increased the number of female-identifying employees across the organization, including in leadership and tech roles. We have increased the number of employees identifying as Hispanic/Latinx and two or more races as well. Non-tech jobs have added diversity among multiple races.

## Continued work on racial justice and equity

In June 2020, Okta and our leadership made a \$3M, 3-year philanthropy commitment to advance racial justice and equity through philanthropy. Together, we have committed \$2.1M towards our 3-year commitment via U.S.-based initiatives initially, with intent to expand globally.

## New programs

We have evolved our programs and added new initiatives, including the employee-led Vets@Okta group, an Equity Accelerator workforce development program, as well as deeper support for our Dynamic Work strategy.

## Better together

In the past year, Okta acquired Auth0. The two companies have come together to achieve our shared vision of a world where everyone can safely use any technology, providing secure access for everyone. We are excited about the ways the teams will continue to blend to add to our culture and foster an inclusive environment.

## Room to improve

We are doing hard work across many areas but we recognize that we still have room to improve our overall demographic numbers. We will continue to educate, raise awareness, and take concrete steps to improve diversity.



## Our philosophy: People First

“Empower our People” is one of Okta’s core values, and it’s our North Star, keeping us focused on creating exceptional employee experiences. That includes everything from the physical spaces we provide, to how we support our employees in their emotional and mental well-being, and in their overall career journeys.

We continue to develop Okta as a People First company where career growth, competitive rewards, dynamic work, culture, and purpose come together to create a shared sense of ownership in achieving our company vision. This philosophy supports all employees, including the teams from Auth0 which joined Okta this year.

A critical element of empowering our people is ensuring diversity, inclusion, and belonging is integrated into everything we do. Employee diversity data is just one part of the equation for us: what’s really critical is building a sense of inclusion and belonging at Okta, and making a positive impact on our community, not just because it’s the right thing to do, but because it’s the smart thing to do.

We recognize the inequities at the root of so many of society’s challenges and the importance of supporting the communities in which we live and work. **Okta for Good** is our social impact arm which aims to build deep, long-term partnerships with organizations working to solve the most critical issues in Okta’s global communities. We’ve also increasingly seen the devastating effects of climate change, which often have the biggest impact on the most vulnerable members of our society; we continue our commitment to improving our environment through our **sustainability efforts**.

As Okta enters our next phase of growth, bolstered by the Auth0 employees joining the company, our culture is defined by “being a builder, owner, learner and collaborator.” We want every employee to feel ownership of Okta.

How will we know we’re doing right and making progress? This report holds us accountable for making progress each year, and to remain transparent during the process. It communicates our DIB commitment and our larger DIB strategy, including updates on our workforce, workplace, and marketplace initiatives.

## Strategic approach to DIB

We are committed to ensuring that DIB values are integrated into our touchpoints with employees, partners, customers, and prospects. Our DIB strategy focuses on three pillars, encompassing who we are, how we work, and how we impact the world around us.



### Workforce

Recruiting diverse talent to build balanced teams



### Workplace

Supporting and empowering employees to be authentic and grow



### Marketplace

Ensuring our products are inclusive and reflective of our diverse customers and employees

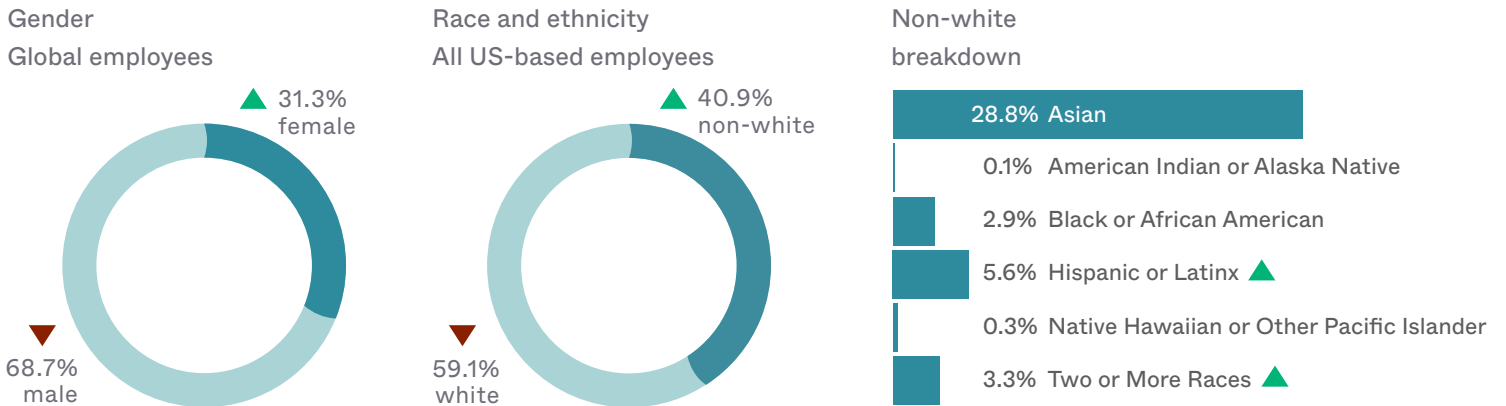
# Workforce: Building balanced teams

The foundation of our DIB journey starts with recruiting diverse talent to create balanced teams. A “balanced team” doesn’t have a single formula, but rather is a framework to consider in what ways a team is balanced or imbalanced. The same team might be balanced in terms of gender representation, but lacking in balance or equity from a racial or LGBTQIA+ point of view. Our current demographics demonstrate a general trend toward improved diversity among the categories we track.

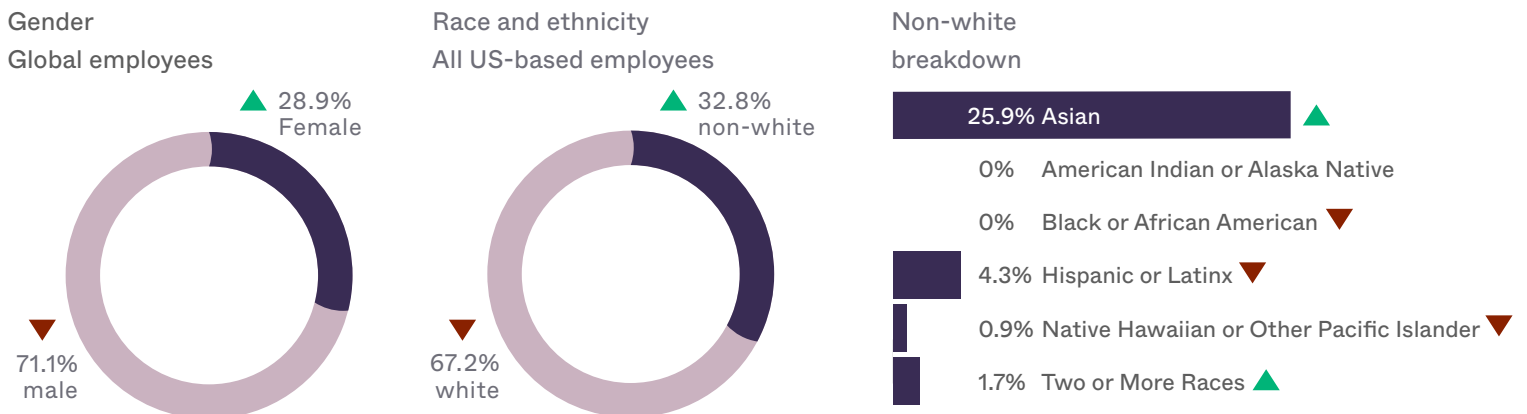
## Current Okta demographics

The data here represents Okta’s workforce and leadership in terms of gender and ethnicity as of August 2021. Our gender data includes global employees, however we include data on race and ethnicity for US-based employees only due to regional differences in definitions. Please see the Appendix for a full comparison of Okta’s year-over-year demographics changes. It’s important to note that we introduced non-binary gender self-identification options this year, and data refinement will happen next year after employee adoption and education.

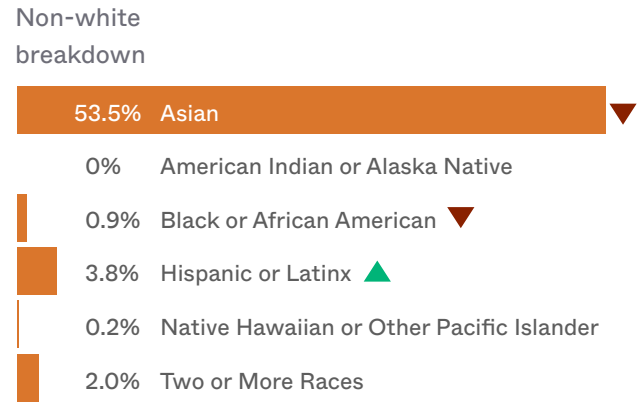
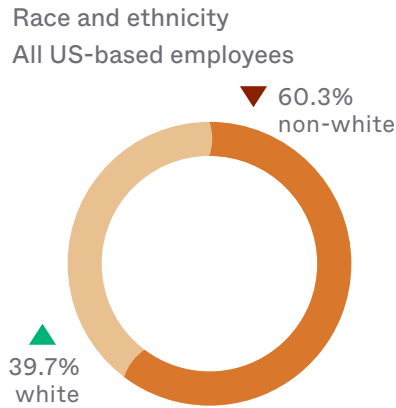
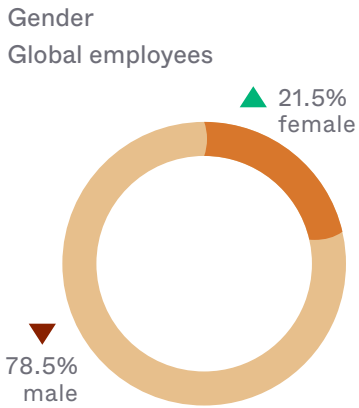
### Company overall



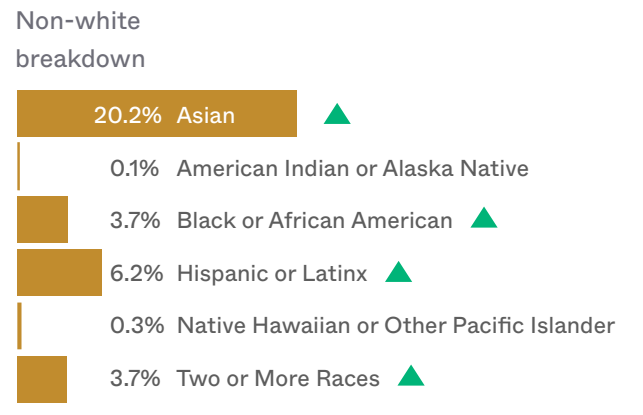
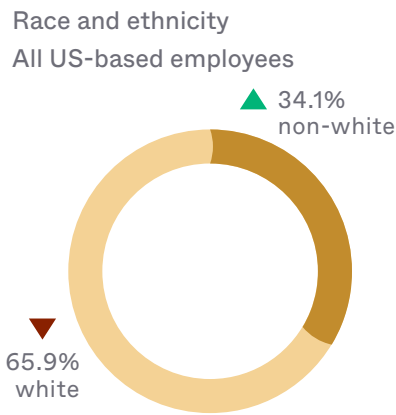
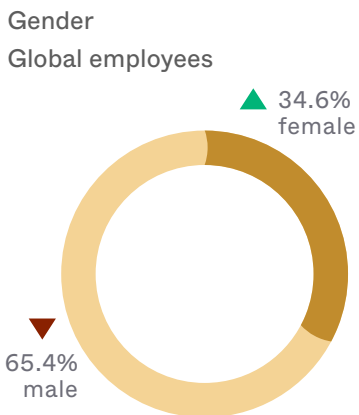
### Leadership (VP level and above)



## Tech workers



## Non-tech workers



Balanced teams make us stronger, more innovative, and drive the needed change we must make for equity. Through our Building Balanced Teams strategy, we have redefined the way we talk about diversity and how we show up in support of removing barriers that enabled systemic exclusion of historically marginalized groups.”

Katie Linn  
Senior Program Manager, Diversity, Inclusion, & Belonging, Okta

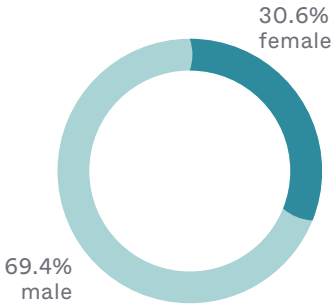


# Current Okta + Auth0 demographics

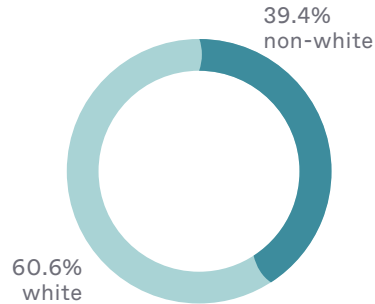
Okta and Auth0 are now one team — better together. In the combined demographics for Okta and Auth0, we continue to look at our workforce and leadership in terms of gender and ethnicity as of August 2021. Our gender data includes global employees. In this report, we only include data on race and ethnicity for U.S.-based employees due to regional differences in definitions.

Gender  
Global employees

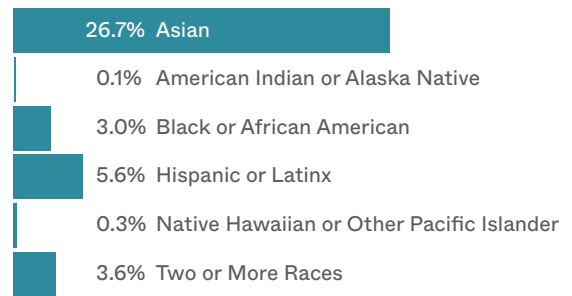
## Company overall



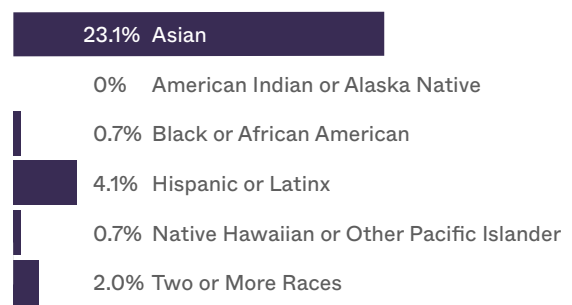
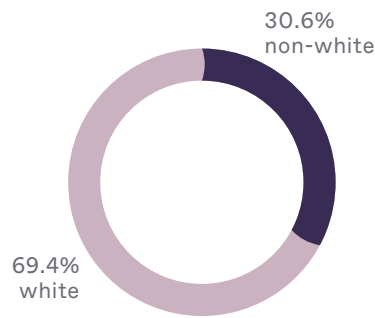
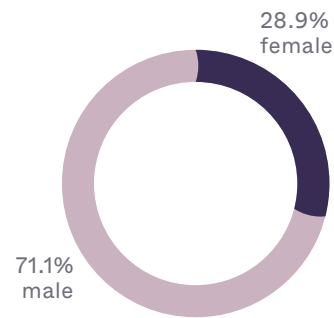
Race and ethnicity  
All US-based employees



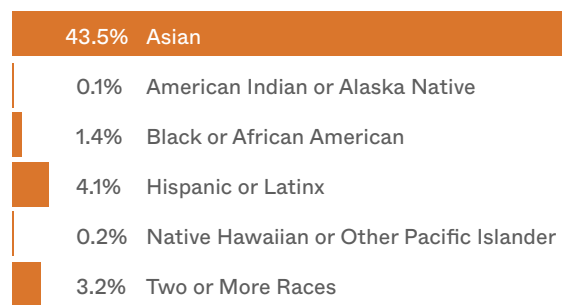
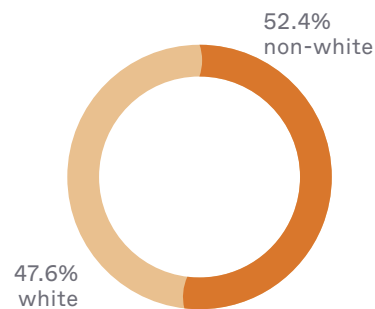
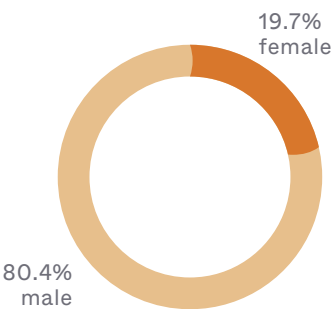
Non-white  
breakdown



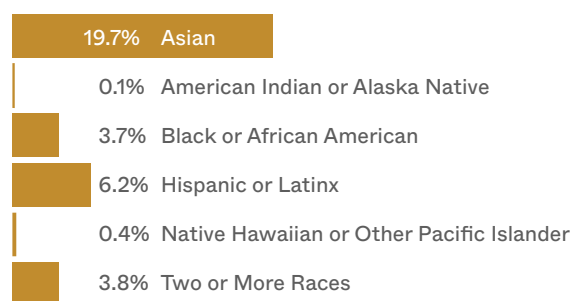
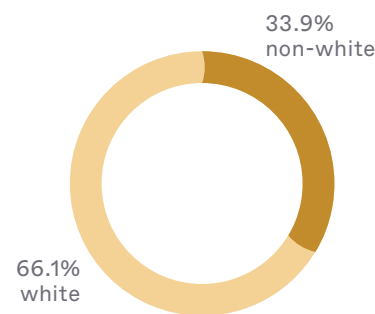
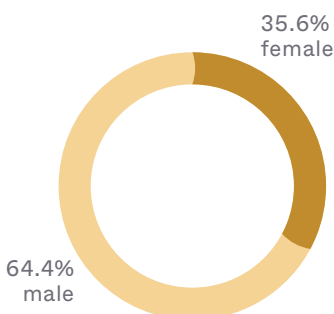
## Leadership (VP level and above)



## Tech workers



## Non-tech workers



## Recruiting practice and philosophy

We are committed and intentional in building more balanced, diverse, and inclusive teams. By expanding our scope and forging new connections, we are able to hire more historically excluded talent/underrepresented talent who are equally qualified. We strongly believe in the concept of culture add, rather than culture fit: instead of limiting ourselves to candidates who match our current teams, our goal is to bring in new perspectives that can enrich our view of the world.

This year we continued to educate hiring managers about the positive impact of building a balanced team, and about what balance actually means. We partnered with an industry expert to help our recruiters and people business partners better understand how to conduct the conversation with hiring managers. This effort becomes increasingly important and distributed as we grow.

### Talent pipeline

Hiring more balanced teams requires a diverse pipeline. We attract talent through many different channels. Our technical recruiting team increased the number of women technologists and technologists from under-represented minorities (URM). Our business technology organization built a best practices guide to sourcing underrepresented talent.



We believe that there is power in hiring and forming teams made of people from different backgrounds, beliefs, and human experiences. We learned early on that inclusive teams are more effective and deliver better business outcomes. For us, diversity isn't just a checkbox.

We recognize wholeheartedly that we are better, more collaborative, and more successful by embracing diversity, inclusion, and alternative points of view. Our mission is to expand and grow our performance culture with strong leadership and accountability that fosters an inclusive environment.”

Eugenio Pace  
CEO and Co-Founder of Auth0



The result was a measurable increase in URM talent hired for tech roles, which has historically been a challenge. We know there is no “magic wand,” but weaving in tactical sourcing practices into our regular recruiting practices has proven to yield a talented and stronger pipeline.

Our recruiting teams continue to partner with our Employee Resource Groups and our DIB team. This year we took our efforts a step further, assigning a recruiter from each functional recruiting team as the point of contact for individual events. This establishes a tighter connection between candidate leads and the recruiters and sourcers at Okta who most need to meet them. This arrangement also helps provide critical feedback to our DIB team regarding which events best align with Okta’s hiring profiles.

We are proud of our partnerships with organizations including:

#### **Girls In Tech**

A global nonprofit organization focused on the engagement, education, and empowerment of women in technology

#### **Power To Fly**

A diversity recruiting and retention platform that connects underrepresented talent to roles in highly visible sectors

#### **Black Professionals in Tech Network**

A platform designed to support the advancement of Black professionals in the tech industry

#### **WORK180**

A global organization focused on raising organizational standards so that all women can choose workplaces where they can thrive

As we prepare for FY23, we are transitioning our best practice sourcing methods to our newly formed Centralized Sourcing team. Our focus will be on continuing to build a robust pipeline to ensure future successful hiring.

Our university recruiting efforts enable us to build talent from within and attract candidates from balanced sources. The addition of Auth0 to Okta has accelerated our efforts to attract women and non-binary talent and has generated strong commitments from business leaders. Our attraction efforts include partnering with relevant student groups, planning events with community partners, utilizing tools that promote inclusive hiring practices, and building supplementary relationships with partnerships that have a focus on equity.

## Equity Accelerator

As part of our commitment to racial justice and equity, we launched **Equity Accelerator** in May 2021, which is a six-month, full-time, paid workforce development program designed to expand economic opportunity for and with under-represented talent, especially BIPOC (Black, Indigenous, People of Color), with at least five or more years of experience. We have partnered with five community organizations – **COOP**, **Jopwell**, **Per Scholas**, **JVS**, and **Year Up** – that help us recruit from a wider talent pool.

The program offers talent the opportunity to earn technical and non-technical certifications and access mentorship and coaching aligned with professional development goals. In addition to the Equity Accelerator, Okta is partnering with **CoLabL** to facilitate a 6-month mentoring program called **Breakthrough Mentoring**, which closely aligns with the goals of the Equity Accelerator. Upon completing the program, participants leverage their expanded portfolio of experience and social capital to secure additional career and economic growth opportunities.



## Business Development Associates

Our Business Development Associates (BDA) program was launched in June 2020 to bring non-traditional talent to our sales organization. We consciously removed the bachelor's degree requirement for this role and focused on skills-based hiring. Business Development Associates support our fast-growing, ever-evolving business by reducing ramp time, increasing GTM knowledge, and delivering excellence on day one.

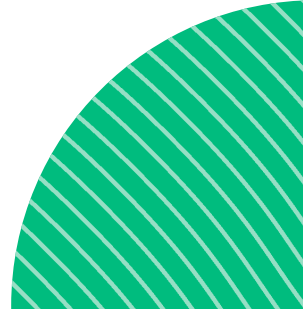
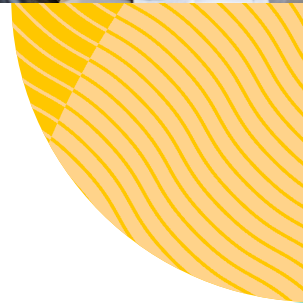
- BDAs have a 12-week comprehensive training program to learn the skills necessary to advance their sales knowledge and advance to a Business Development Representative seat where they will be tied to quotas and earning a commission based on their performance
- We've intentionally removed the Bachelor's degree from this role because we know that sales talent does not require an educational background, but rather a competitive spirit, tenacity, drive, and coachability
- We've partnered with workforce development programs like [Climb Hire](#), [Year Up](#), [COOP](#), and [Genesys Works](#) to attract non-traditional talent

“

The fellowship gave me a huge confidence boost and reassured me that I belong in tech and have a lot to offer.

It has also given me exposure to other roles within tech that I otherwise would not have the opportunity to explore.”

Eric Martinez Rodriquez  
Equity Accelerator Fellow at Okta



## Workplace: Nurturing an inclusive culture

Creating an inclusive workplace culture is critical to ensuring that balanced teams are effective and thriving. A diverse workforce includes a headcount of various identities including gender, race, and sexual orientation. Inclusive company culture goes a step further and ensures that all employees feel included, appreciated, and connected, regardless of who they are or how they identify.

### Employee support and development

We strive to support our workforce not only in their professional journeys but in their personal growth as well. That includes a fair and equitable approach to promotions and pay parity, offering comprehensive benefits, providing learning and development programs, and supporting everyone in Dynamic Work.

### Benefits

Okta continues to enhance benefits\* offered to employees to ensure they are competitive with the market. Okta uses a Total Rewards program to connect eligible employees and their family members with a constantly evolving portfolio of plans, services, and support for meeting their changing needs, equitably. These rewards generally include professional development, paid time away, and flexible schedules to support caregiver needs. Generous and inclusive parental bonding leave is available for all parents, regardless of gender, and inclusive of birthing, non-

birthing, adoptive, and foster parents. Family-forming benefits and fertility support are now available to all Okta employees, with equal access regardless of gender, sexual orientation, fertility diagnosis, or geographic location. Global mental wellness and resilience support now includes additional sessions with **Modern Health**, and in the U.S., therapy for dependents age 6 and up. This year we also hosted a number of personalized safe spaces sessions with specialists at Modern Health for our employees who identify as Asian and/or Pacific Islander, as well as Veterans and other employees with roots in Afghanistan. Detailed information about Okta's global benefits can be found at Okta's total rewards website at [rewards.okta.com](https://rewards.okta.com).

### Promotions

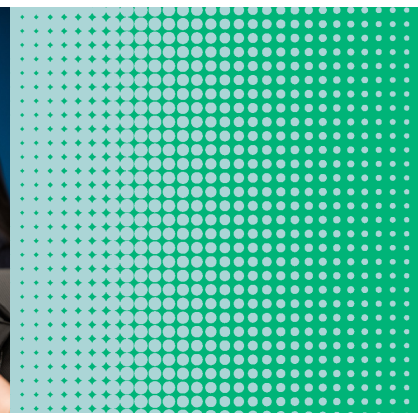
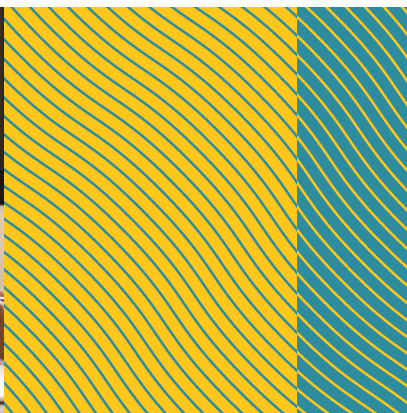
Okta's promotion data shows that male- and female-identifying employees were promoted at roughly equal rates.

14.1% men promoted

14.9% women promoted

Note: Promotion count includes all individuals who were Okta employees between September 1, 2019, and August 31, 2020, and received a promotion during that time.

\* Benefits vary globally.



## Learning and development programs

We offer a full suite of training programs that help managers and employees grow at all levels of their careers and become strong leaders. A wide range of manager training courses and thousands of skills-based courses are available on **Udemy**, in addition to 80 DIB-centric courses. We continue our mandatory compliance training courses for new managers, including Harassment Prevention Training. We also launched leadership training for ERG members, explained in the **ERG section**. Our global employee on-boarding includes an introduction to our DIB strategy and information on joining our ERGs.

We partnered with **Collective** to offer seven sessions across North America, EMEA and Australia on building psychological safety among teams. The session covered topics like how to learn from our mistakes with empathy and how different opinions and mistakes are opportunities to grow and learn.

## Employee Experience

Okta's Employee Experience (EX) team is focused on enriching an employee's journey from candidate to alumni or retiree, and ensuring employee experiences are equitable and align with our Dynamic Work framework.

### Dynamic Work

In January 2021, Okta hired a head of Dynamic Work to build a strategic plan for our approach to flexible work and the way we support our employees in this new environment. Dynamic Work provides a framework for equitable treatment and experiences for all employees, and employee empowerment regardless of where they live and work. A second global Dynamic Work survey and our annual employee engagement survey, provided first-hand employee feedback about what was missing from their existing virtual work experiences.

Looking forward, we continue to focus on technologies and programs that create equity and build community across our workforce. This includes:

- Flexible benefit offerings that allow employee customization
- Workplace solutions, such as coworking spaces, outside of our primary office locations that support our distributed teams
- Dynamic Work sustainability guide to empower employees to reduce their carbon footprints wherever they are working from
- Curated experience programs that build community both in-person and virtually

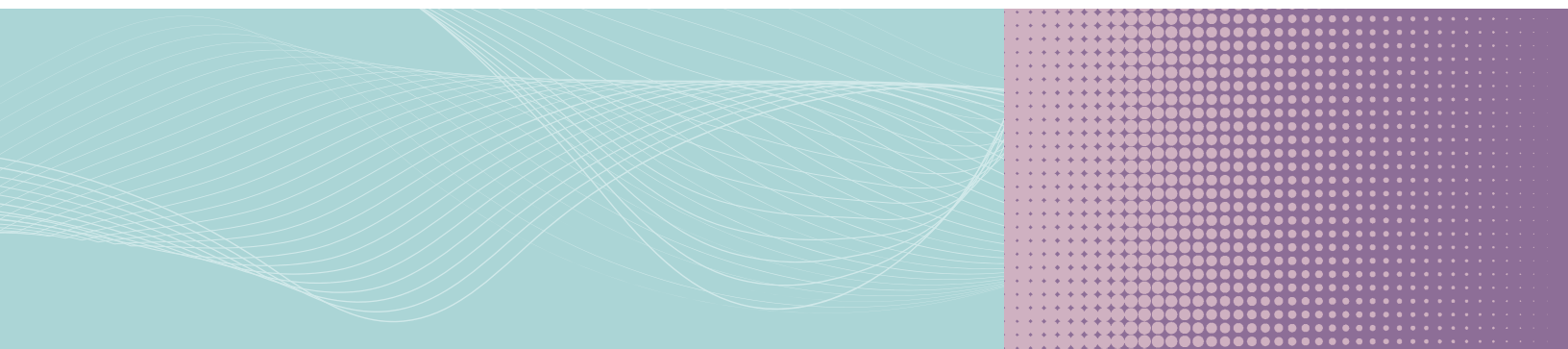
### Atmosphere

We built our own employee experience app called "Atmosphere," which launched in June 2021 as a way to connect global teams, individuals, and groups, virtually. It continues to be the primary tool our employees use to prepare for safely visiting offices, accessing amenities, connecting with colleagues, coordinating schedules, and booking resources for in-person events.

### Employee programs

We offer a number of programs to support employees and their families including online meditation and stress reduction, children's art and music classes, corporate fitness challenges, and global social experiences for individuals.

This year, more than one-third of our employees participated in meditation and stress reduction programs, nearly 800 employees competed in the fitness challenge, and 500+ employees accessed online classes for themselves and their families. During the Summer Olympics our social experience programs included six sessions with global Olympians and Paralympians sharing their inspirational stories in private Zoom sessions with employees.



## Pay Parity

Equal pay is an important part of the equation to advance our diverse and inclusive workplace. Accordingly, Okta conducts a regular equal pay assessment. We look at the results and adjust as needed to ensure employees are paid equitably without regard to gender or ethnicity.

With Dynamic Work, Okta provides a consistent and positive experience for all employees, regardless of location, and this also includes pay parity. We want to attract the best talent from wherever we recruit them. We benchmark our compensation practices against other technology companies in the respective market (e.g., San Francisco compensation is benchmarked against San Francisco software/technology companies in general). Compensation is benchmarked against cost of labor, rather than cost of living. We update our compensation guidelines annually, or in some cases more frequently. Okta performs compensation adjustments twice a year to identify significant gaps on a team, in addition to the annual equal pay assessment.



# Community

## Employee Resource Groups (ERGs)

Okta's ERG program fosters an inclusive and equitable environment through the grassroots efforts of our employees. ERGs are employee-led and employee-driven. Our groups organize events focused on community-building, professional development, philanthropy, and celebrating our unique cultures.

There are four official ERGs at Okta — W@Okta, POC@Okta, Pride@Okta, and the newly-formed Vets@Okta. In Europe, the Middle East, and Africa (EMEA) and Asia Pacific (APAC) regions, "Circles" are our larger, coordinated efforts. Upcoming ERGs launching in FY23 include Neurodiversity, Parents/Caregivers, and Persons with Disabilities.

### New Initiatives

- In February 2021, we introduced an ERG leadership program and quarterly bonuses for the co-chairs and committee heads of our ERGs. The leadership program is entirely self-paced over 6 months during which time participants benefit from on-the-job experience, mentorship, and instructor-led courses. They complete a career progression plan and an individual development plan
- Vets@Okta launched in February 2021 to engage with veterans and allies at Okta in order to provide volunteer opportunities, support, and recruiting resources
- The ERG Harmonization project kicked off in September 2021. This initiative gathers input from all key stakeholders and designs the structure, processes, and roadmap to bring Okta + Auth0 under one ERG program that will launch in February 2022



## Women at Okta

**Women@Okta** is a platform to educate, support, and ultimately improve gender diversity at Okta. We sponsor talks focused on professional development and career strategy, we organize social events and philanthropy programs, and we facilitate mentorship and networking for women in technology. Highlights from our year include:

- Hillary Wicht workshops — a series of town halls and workshops focused on empowering women in the workplace through their inner and outer dialogue
- Financial literacy workshop — the event focused financial literacy for women, and was one of our most highly attended sessions
- W@Okta Spaces — a community to foster a sense of belonging, empowerment, and shared support for women-identified employees



**Pride@Okta** is dedicated to championing our LGBTQIA+ colleagues through inclusive policy advocacy, supportive allyship, and worldwide community development where we live, work, and serve. Highlights from our year include:

- Fireside chat with Katie Sowers during Oktane21 on gender and orientation diversity in teams — on and off the field
- Company-wide chat with Geena Rocero — a Filipino-born American model and trans advocate — on finding and loving your true, authentic self
- First-ever EMEA-led company event on the power of spoken word poetry in self discovery and empowerment
- Partnership with DIB to bring pronouns into internal tech tools





## People of Color at **okta**

**People of Color @ Okta** aims to represent and highlight Okta's culturally and ethnically diverse employees. Our mission is to instill a culture of equity and inclusion through representation of all cultures, ethnicities and genders; we aim to disrupt the status quo by building a diverse community that celebrates our intersecting identities. Highlights from our year include:

- Hosted several sessions including:
  - The Future is Now - Solving Real Problems and Building Community Together, John Quiñones
  - What Would You Do? Finding Ways to Transform and Unite, Brave Space - Listen and Learn with Marco Lindsey
  - 100 Black Men of the Bay Area
  - AAPI Heritage Month Celebration Fireside Chat with Local ABC7 News Personality Dion Lim “Stand Up. Speak Up. Connect. Transform. Unite.”
- POC Philanthropy Laptop Drive: POC@Okta partnered with Street Code Academy in Menlo Park, California and middle schools in the Washington Metropolitan Area to provide over 100 laptops and technology for under-resourced students



## Vets at **okta**

**Vets@Okta** connects, serves, and represents veterans and their families at Okta. Highlights from our year include:

### Events:

- Fireside chat with Mike Hutchings, CEO of Combined Arms. Discussed veteran hiring, vetting charitable organizations, mental health resources for veterans, and the end of the war in Afghanistan

### Charitable Giving:

- Directed giving to select organizations during the Afghanistan withdrawal. These funds helped refugees and provided assistance for basic necessities for evacuees
- Vets@Okta facilitated Okta's donation of 60+ used laptops to Combined Arms and distributed them onsite in Houston to families of recently arrived Afghan Special Immigrant Visa recipients to use for virtual schooling, job searches, and communication with loved ones still in Afghanistan

## EMEA and APAC Circles

Okta's EMEA and APAC Circles are a collaboration of employee resource groups that enable us to collectively drive inclusion and belonging efforts and conversations across teams in regions. The Circles enable us to better coordinate our DIB efforts, share perspectives, and work together to achieve more towards our common objectives. The Circles are also a community platform to share and learn about the uniqueness of all identities — ranging from cultural and demographic diversity to cognitive preferences and personality types.

## EMEA Circle

This year's accomplishments include:

- Pride@Okta hosted Tanaka Fuego, a slam winning, multi-published, international spoken word performer for Pride Month
- POC@Okta celebrated UK Black History Month with a selection of events including a Virtual Calypso Dance/ Fitness Class
- Facts shared on Slack about International Women's Day and encouraged the EMEA team to share a story or photo of a female who has influenced their lives
- 'Empower Your Hour' week of activities ranging from breakfast cook-a-long to outdoor workouts to virtual team meeting walk-and-talks
- EMEA Circle leaders hosted a fireside chat with newly appointed EMEA Circle Executive Sponsor, Gareth Rees at EMEA All Hands meeting

## APAC Circle

This year's accomplishments include:

- Pride@Okta APAC hosted an APAC-wide event for Wear It Purple Day, an event that supports LGBTQIA+ youth. We raised \$2,328 AUD through Drag Queen Trivia and a raffle
- Women@Okta hosted a team activity building terrariums, hosted a trivia night for Women's Equality Day (and donated prizes to [Share the Dignity](#)), made a donation to the [Pink Elephants Network](#) on Pregnancy Loss Awareness Day (all in-person events were put on hold until FY23 due to extended lockdown)
- O4G [Australian Business Community Network](#) volunteering program sponsored eight Okta mentors attended sessions with a Sydney high school to mentor year 11 students as part of the focus program
- POC@Okta National Aborigines and Islanders Day Observance Committee ([NAIDOC](#)) week included a range of initiatives including a coloring-in competition, educational resources, an Indigenous Spotify playlist





## okta for good

Okta has made a commitment to **social and environmental responsibility** to maximize benefits to society, the environment, and all of our stakeholders. **Okta for Good** is our social impact arm, with a mission to strengthen the connections between people, technology and community. Since its inception in 2017, Okta for Good has committed more than \$10.9 million in donated technology licenses to nonprofits around the world as of EOQ3. We believe that social impact is foundational to Okta's culture, business, and long-term success. Please see the **Okta for Good Impact Report** for more information.

### Climate Impact Grants

Climate change disproportionately impacts historically excluded communities, including communities of color. Okta is supporting social and racial equity through grantmaking to Climate Justice organizations.

Okta made its first grant to a **climate justice** organization in April 2021; **GRID Alternatives**, a nonprofit on a mission to build community-powered solutions to advance economic and environmental justice through renewable energy. With this investment, the organization will install solar energy in single-family homes in low-income communities in the San Francisco Bay Area.

### Racial Justice

#### Racial Justice & Equity Employee Advisory Board (RJEEAB) First Year Grantmaking

In summer 2020, Okta, and its co-founders made a \$3M, three-year philanthropy commitment to support racial justice. To guide Okta for Good's racial justice philanthropy commitment, we assembled a Racial Justice and Equity Employee Advisory Board consisting of leaders from People of Color @ Okta; Diversity, Inclusion and Belonging team; and Okta for Good. Together, we've established long-term partnerships with organizations including **Hack the Hood**, **Beyond12**, **Techbridge Girls** and **Hidden Genius Project**, among others.

## Okta for Good by the numbers

Data based on FY21

### Impact on community

**\$4.1M**

in cash contributed by the Okta for Good Fund, Okta, Inc., and Okta employees

**\$3.5M**

in donated technology and services

### Impact on employees

**88%**

of employees engaged in giving or volunteering

**86%**

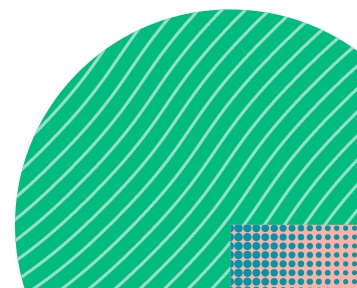
of employees more proud to work at Okta after engaging with Okta for Good

**2,069**

nonprofits supported through giving and volunteering

**266%**

increase in employee giving in FY21 vs. FY20



## Racial & Social Equity Assessment

In order to hold ourselves accountable to the progress we make towards racial justice and equity, we conducted a racial and social equity assessment in July 2021 of our grantee portfolio, helping us establish a baseline of our investments in organizations led by diverse leaders across race, gender identity, sexual orientation, and disability status. We requested information on the top three layers of leadership at our grantee organizations — CEO/Executive Director, Senior Leadership Team, and Board of Directors. (Participation was voluntary.) We will use this information to inform future grantmaking, ensuring those most proximate to the issues are represented in our grantee portfolio.

## Movement Leaders

Without a racial equity lens, philanthropy cannot address important social problems like access to opportunity, systemic inequalities, or climate change. In order to accelerate our learning in advancing racial justice and equity via philanthropy, Okta for Good identified and partnered with known and trusted movement leaders, including [Asian Pacific Fund](#), [First Nations Development Institute](#), and [Latino Community Foundation](#). Each of the organizations are led by — and work in support of — communities of color, and focus on cultivating leaders, building capacity, and challenging philanthropy to address systemic challenges.

## Responding to AAPI Violence

In response to the violence against the AAPI community, Okta for Good provided a donation to [Asian Americans Advancing Justice](#), and founded an employee giving fund to support three AAPI-serving organizations. As part of the [pledge](#) Okta signed onto, Okta for Good made an additional donation to the Stand with Asian Americans Fund. Together, Okta and Okta employees have donated more than \$80,000 to AAPI-serving nonprofits so far this year.

## Tech Pathways

Since 2017, Okta for Good has hosted our annual Tech Pathways Week, a chance to expand economic opportunity by opening our doors and connecting underrepresented youth and job seekers to careers in technology.

## Youth Internships

Since 2017, Okta for Good has partnered with workforce development partners [Year Up](#) and [Genesys Works](#). Okta's youth internships provide exposure, training, and opportunity to youth from underserved communities and help to grow our early career pipeline.

The inaugural youth internship program consisted of three interns and grew to two interns from Year Up and three interns from Genesys Works in 2018. We have seen tremendous growth as we hosted 22 interns through both organizations this year

## Tech Pathways by the numbers

Data based on FY21

### Attendance

523

Okta participants

476

student participants

### 2020 survey data

98%

of students reported improved knowledge of career opportunities in the technology sector

97%

of students reported improved confidence in networking with professionals

70%

of employees said the experience made an impact on how they will hire candidates in the future

# Marketplace: Building inclusive products

We're proud that our customers come from a wide range of countries, cultures, and industry sectors. We work hard to ensure that the platform we've built, the products we create, and our interactions with customers respect and protect their unique identities. This requires conscious attention to the language and design concepts we leverage. It means paying attention to the speakers we put on stage. It also means looking up from our work to study the marketplace around us so we can identify and support founders and startup ecosystem partners whose ambitions we admire.

## Intentional Inclusivity

### Inclusive Language

Communication is powerful, whether it be verbal or non-verbal. We try to use communication to create a sense of inclusion and belonging within teams and across our organization, within our community, and among our customers. Our Inclusive Language Project includes removing all references to non-inclusive terms. As a part of the project, we have established metrics for tracking internal usage of non-inclusive language (e.g. within code) and in the process of creating an onboarding video for new engineering hires on inclusive language best practices.

### Product Design Accessibility

No matter what we build, we commit to making our product inclusive. We are continuously working on fully supporting [WCAG 2.1 AA](#) and [Section 508](#). Along our journey, we will always publish our latest accessibility status and VPATs [here](#).

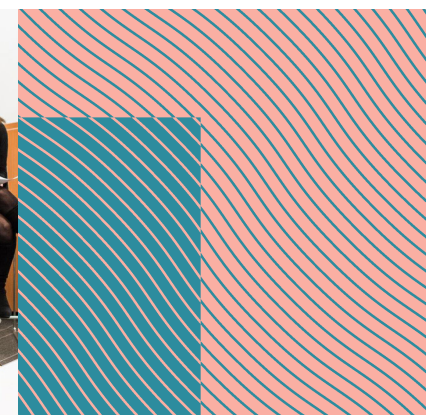
## Building an Inclusive Podium

### Corporate Events

The Okta events team is committed to always representing diverse groups on the keynote stage and at all events. This includes diversity of all kinds. Okta prioritizes people from diverse groups for at least 25% of all Oktane mainstage speakers, as well as all corporate events. In 2021, Oktane21 kicked off on Day 1 with an Okta Documentary highlighting several Okta employee personal stories. The event also included an Impact + Inclusion Track with several special sessions and BIPOC speakers. Sessions included:

- Inclusion and Belonging: Why it Matters with Dr. Tony Byers
- Elevating Women to Technology Leadership: A Fireside Chat with Ellen Ochoa
- Three sign language sessions with DEAFinitely Dope founder, Matt Maxey
- What would you do? Finding ways to transform and unite with John Quiñones

This past August, our [Developer Day](#) also included a diverse roster of presenters: 37% of speakers were women, and POC and LGBTQIA+ speakers were represented, bringing a broad range of experience and perspective to the event.



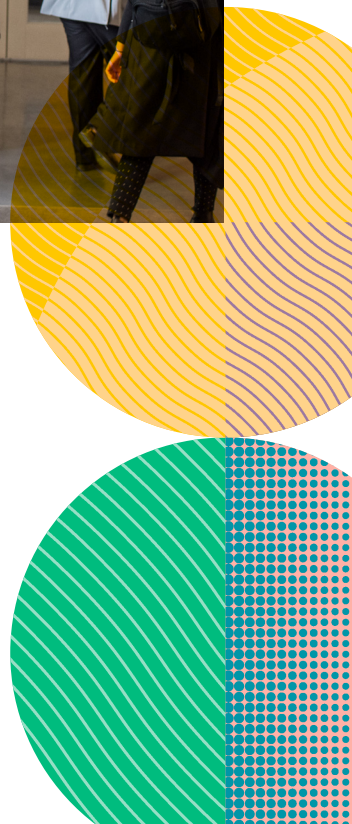
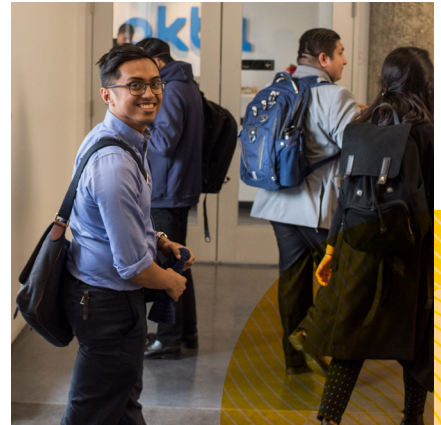


## Okta Ventures

**Okta Ventures** invests in cutting-edge startups that further Okta's mission to connect people to technologies. Okta Ventures, actively monitors the diversity of the founders in its portfolio and has an open application process in order to lower barriers for investment in underrepresented founders.

Some of the key commitments Okta Ventures made in the past year include:

- Renewing a donation for \$10,000 to **Grid110.org**, an organization which supports underrepresented founders in company creation and incubation
- Supporting and participating in **BLCK VC**'s mentorship program, which provides mentorship to black professionals interested in the venture capital industry. This coming year, we are excited to sponsor BLCK VC networking events and to participate in the mentorship program for the first time



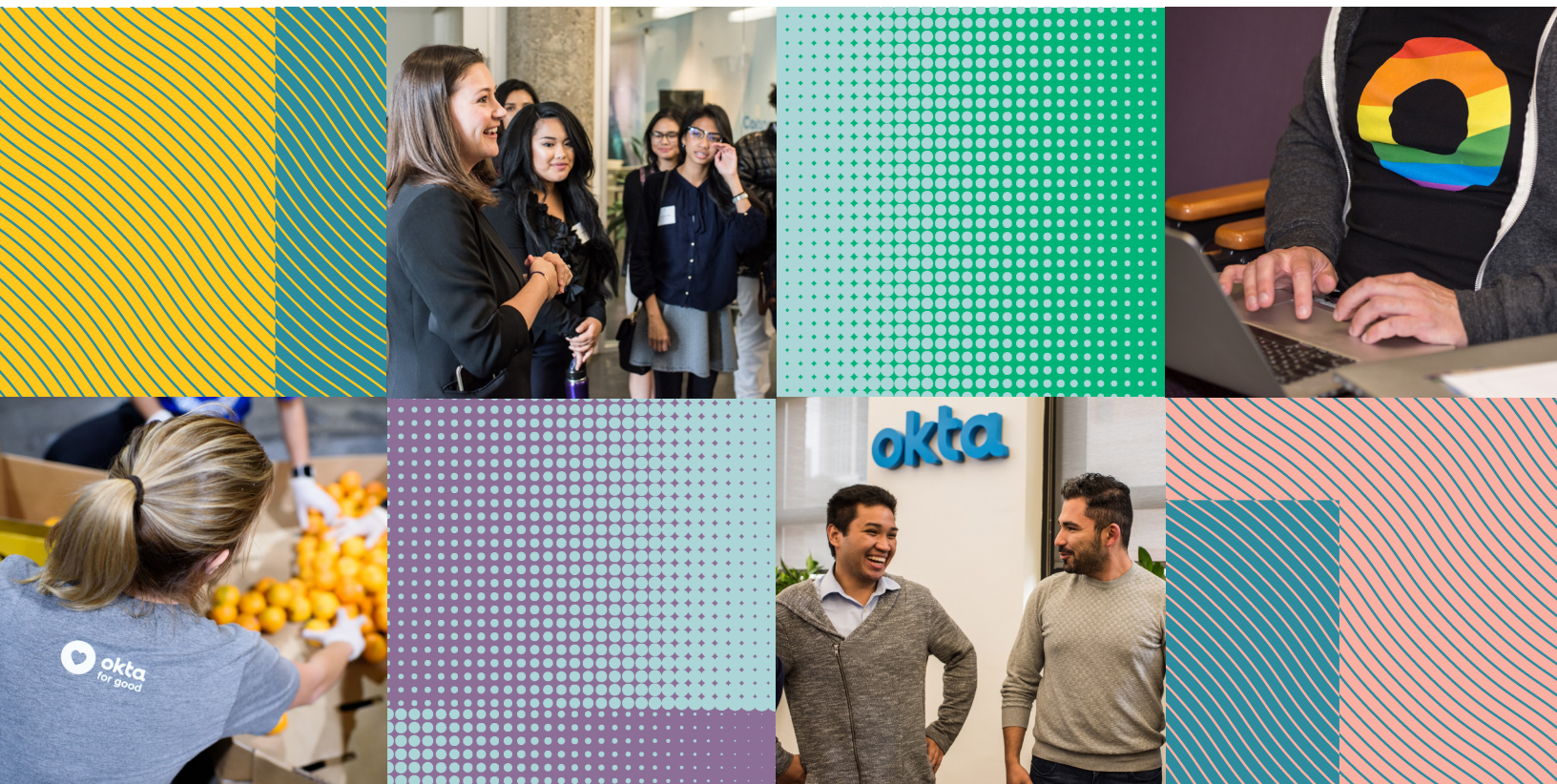
# Going forward: Okta is committed

The guiding principle for DIB at Okta in the next year: **making today more inclusive and tomorrow more equitable.**

The key elements of this approach includes:

1. Leadership action and accountability, where leaders take ownership by engaging with DIB on a personal level, effectively resourcing the DIB strategy,
2. Shared responsibility where DIB leads work with partners across the business to set DIB strategy, priorities, targets, and metrics that reflect a whole of business approach to DIB,
3. Systems Approach where programs, initiatives, and tactics form part of a cohesive and overarching strategy that is data-informed and evolves with new information.

We understand that we need to do more to prioritize our DIB efforts and are committed to improving/refining our strategy. If you would like to join us in driving our mission, please consider a [career at Okta](#) or share your feedback/thoughts at [DIB@okta.com](mailto:DIB@okta.com).



# Appendix

The data here represents the percentage change of Okta’s workforce and leadership in terms of gender and ethnicity between August, 2020, and August, 2021. Our gender data includes global employees. We include data on race and ethnicity only for US-based employees due to regional differences in definitions.

Between the pandemic, a challenging geopolitical environment, and ongoing racial injustice, 2020 was a tough year that forever changed the way we live and work. These challenges reinforced Okta’s commitment to creating a more equitable company and community while heightening our focus on diversity, inclusion, and belonging (DIB). While we’ve grown our DIB efforts and made progress over the past few years, we recognize that we have more work to do.

Gender (Global)	Overall	Leadership	Tech	Non-Tech
Female	▲ 1.1%	▲ 2.8%	▲ 0.8%	▲ 1.3%
Race and Ethnicity (US Only)	Overall	Leadership	Tech	Non-Tech
Non-White	▲ 1.3%	▲ 1.5%	▼ 1.2%	▲ 2.1%
Asian		▲ 3.4%	▼ 1.3%	▲ 0.3%
American Indian or Alaska Native				
Black or African American		▼ 2.2%	▼ 0.3%	▲ 0.3%
Hispanic or Latinx	▲ 1.1%	▼ 1.3%	▲ 0.1%	▲ 1.4%
Native Hawaiian or Other Pacific Islander		▼ 0.2%		
Two or More Races	▲ 0.3%	▲ 1.7%		▲ 0.3%

## Methodology

We have worked carefully to standardize our data. Unless otherwise noted, this report presents and analyzes data based on individuals who were employees of Okta at any point between September 1, 2020, to August 31, 2021. This time period is referred to as “this year,” and “in 2021.” Similarly, when we refer to “last year,” or “in 2020,” we are referring to equivalent data from September 1, 2019, to August 31, 2020.

**Tech Workers:** Our tech workforce is defined by position and not department, and includes all technical occupations in engineering and technology. Technical positions require deep technical specialization and knowledge, as well as managers, directors, and executives who oversee technical employees and the development and delivery of technical products.

**Underrepresented Minorities:** We define underrepresented minorities as U.S.-based employees who self-identify as Black, Latinx, Hispanic, American Indian, Alaska Native, and Native Hawaiian/Pacific Islander.





**okta** DIB

Belonging Matters

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## About Okta

Okta is the leading independent identity provider. The Okta Identity Cloud enables organizations to securely connect the right people to the right technologies at the right time. With more than 7,000 pre-built integrations to applications and infrastructure providers, Okta provides simple and secure access to people and organizations everywhere, giving them the confidence to reach their full potential. More than 13,050 organizations, including JetBlue, Nordstrom, Siemens, Slack, Takeda, Teach for America, and Twilio, trust Okta to help protect the identities of their workforces and customers. For more information, go to [okta.com](https://okta.com).