



Western Edition



**TECH  
TALENT  
NORTH**

PRESENTED BY  
**tap** tech+  
people  
NETWORK  
LEAD SPONSOR  
LIGHTHOUSE LABS



# Stephanie Hollingshead

**CEO**

**TAP Network**



#TechTalentNorth



techtalentnorth



Tech Talent North



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Welcome from  
TAP Network!



# Acknowledgement, Humility and Gratitude





## TAP Network's 2022 Diversity in Tech Dashboard

**40%** have set **company-wide DE&I goals**

**28%** have **DE&I goals related to employee demographics**, a 10% increase from 2021

36% Women

41% Person of Colour / Black

10% 2SLGBTQIA+

3.5% Person with a Disability

1.4% Indigenous

# Call to Action!

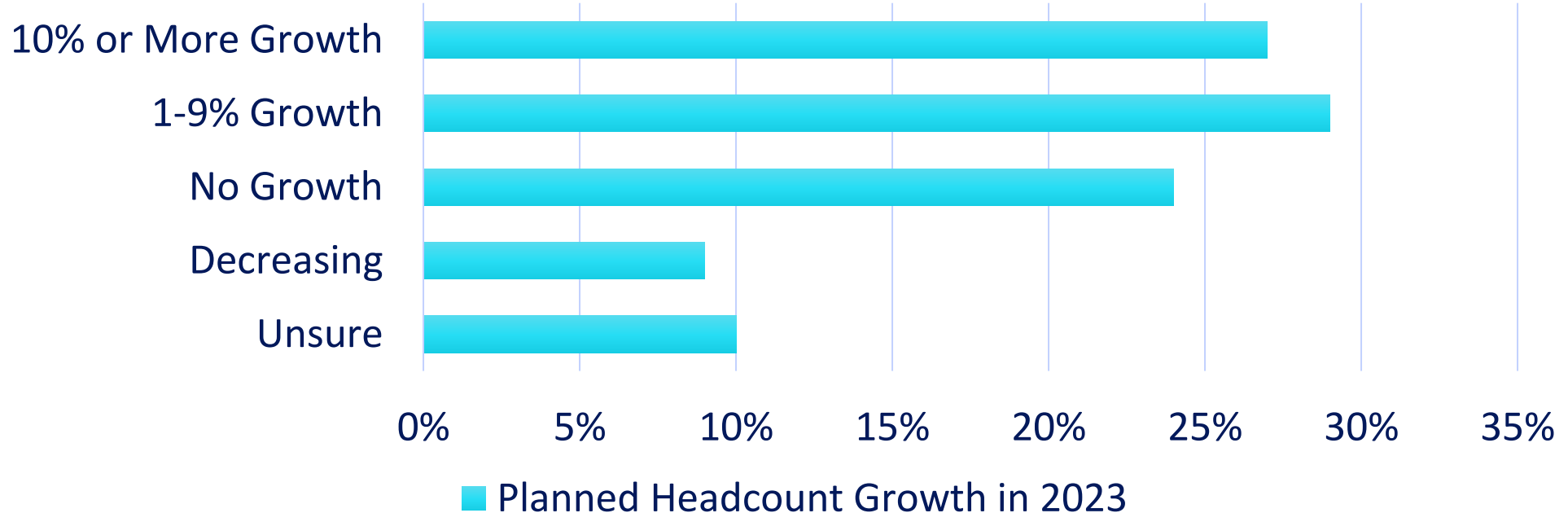
Measure your organization's diversity and help us collectively measure industry-wide diversity!

<https://tapnetwork.ca/edib/diversity-benchmarking-resources>



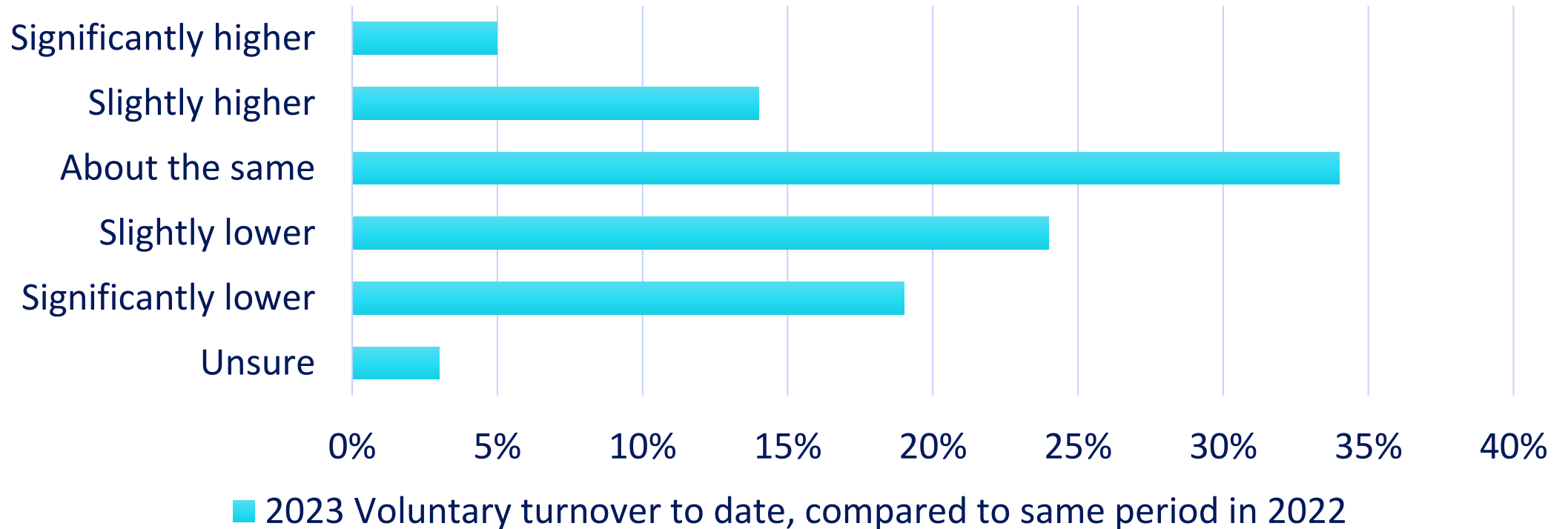
Photo by Marta Longas: <https://www.pexels.com/photo/close-up-photo-of-yellow-tape-measure-3143082/>

# Slightly more than half (57%) planning headcount growth in 2023



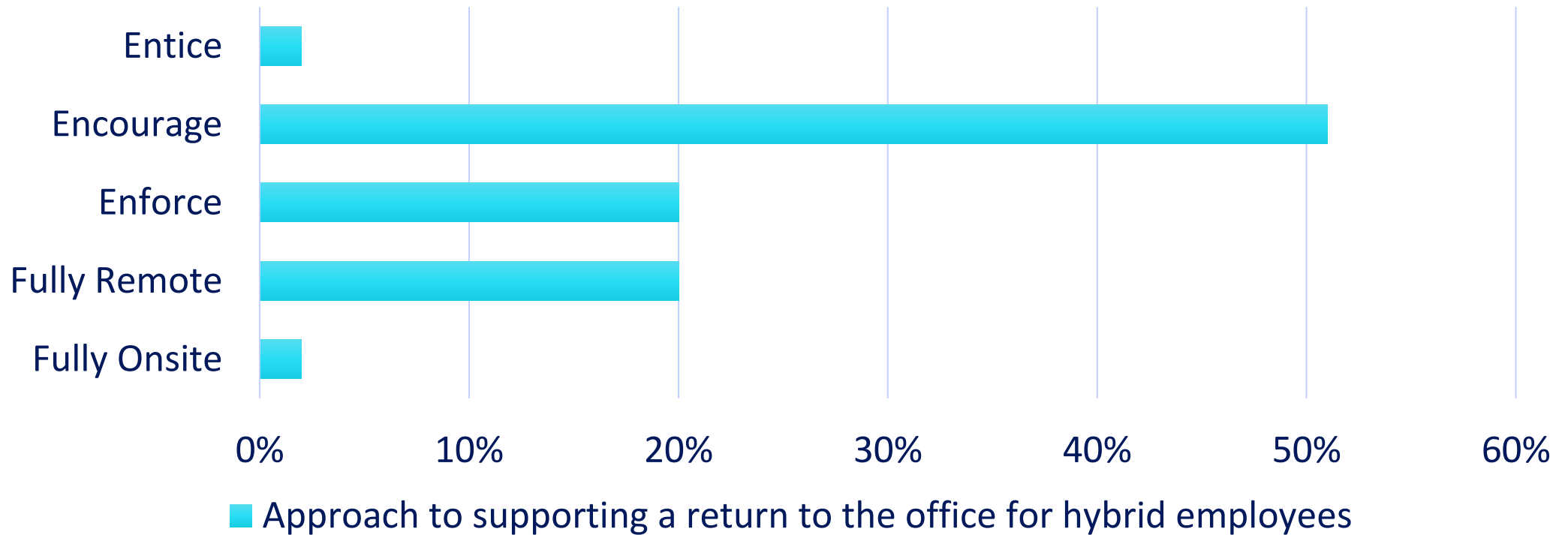
Data from TAP Network's May 2023 Member Pulse Survey

# Voluntary turnover has declined, yet recruitment difficulties remain for senior and intermediate hiring



Data from TAP Network's May 2023 Member Pulse Survey

# Enticing, encouraging and enforcing people back to the office in a hybrid model



Data from TAP Network's May 2023 Member Pulse Survey



Ekachakra

Aml

Kannika



Aaditya

Ezume

THE FIRST PLUG-IN TO  
NORMALIZE ASIAN IDENTITY

Caihong



x



# #Elimin8Hate

Thanks Tech Talent North!

This Asian Heritage Month and Beyond:

Join us as we Cultivate Anti-Racist Workplaces : Asian Canadian Edition.

Find us in the TAP Network Lounge to learn more

[WWW.ELIMIN8HATE.ORG](http://WWW.ELIMIN8HATE.ORG)



Tap into our  
community.

[www.tapnetwork.ca](http://www.tapnetwork.ca)

Visit us in the TAP  
Network Lounge  
to learn about  
membership, our  
Tech Salary Survey  
and more!