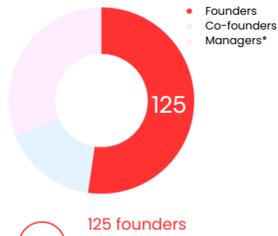


# Highlights of the Diversity Mini-Portrait

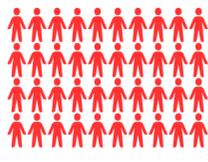
in the Montréal startup ecosystem

## Composition of the sample

### Respondent Profile



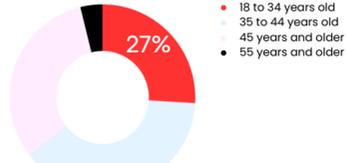
→ 125 founders  
39 co-founders  
75 managers\*



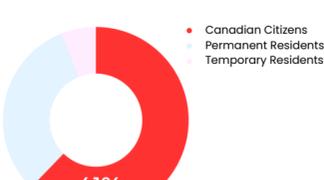
→ 73% male  
25% female  
2% non-binary  
less than 1% other



→ 69% have a single founder  
31% have two or more founders



→ 27% are between 18 and 34 years old  
40% are between 35 and 44 years old  
33% are 45 years and older  
4% are 55 years and older



→ 61% are Canadian citizens  
31% are permanent residents  
6% are temporary residents



→ 36% responded in English  
64% responded in French

\*(n=239, consisting of 164 founders and 75 managers. Sample for employees is based on 200 startups).

### Profile of startups

200 startups were surveyed

- Size of startups surveyed
- 27% with 1 to 5 employees
  - 18% with 6 to 10 employees
  - 30% with 11 to 30 employees
  - 16% from 31 to 50 employees
  - 10% more than 50 employees

- Turnover of the startups surveyed, in 2021
- 51% less than \$1M in revenue
  - 32% between \$1M and \$4.9M
  - 14% \$5M and more

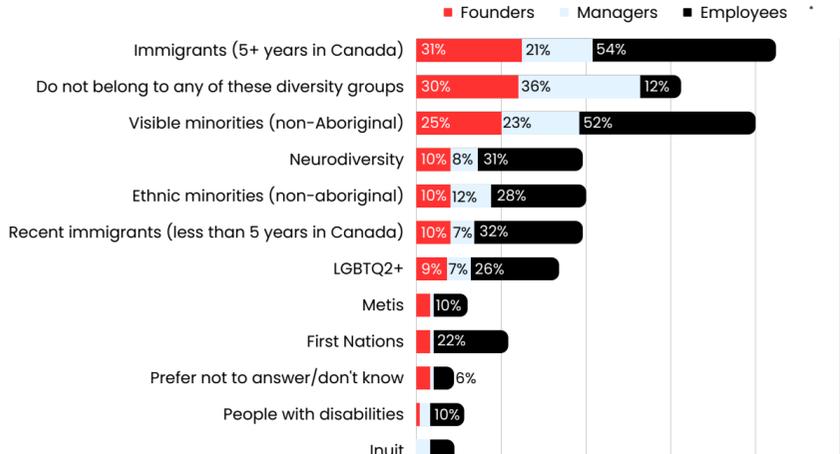
- 1/3 of founders and decision-makers surveyed have between 70% and 89% of their employees working full time.

- The most represented sectors of activity in the sample are information technology and telecommunications.

## Highlights

### Diversity Groups and Aboriginal Peoples

**54%** of respondents said they had at least one person who had immigrated to Canada more than 5 years ago as an employee on their team



\*Note that for employees, % represents the number of respondents who indicated that they had at least one person from the diversity group diversity group on the team.

### Ethnic/Cultural Groups by Origin

The 2nd most represented ethnic/cultural group is from Western Europe **25%** are founders



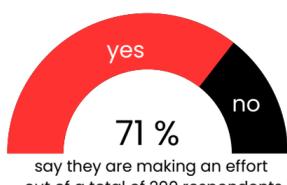
Note: Blank cells = results below 5.

\*Note that for employees, % represents the number of respondents who indicated that they have at least one person from the mentioned ethnic/cultural group on the team.

### Neurodiversity Groups

- Generalized anxiety disorder and hypersensitivity are the most mentioned among founding members.
- Generalized Anxiety Disorder and ADHD are the most mentioned among employees.

### Conscious efforts by startups to recruit to promote diversity



yes 81% of respondents identifying as a visible minority

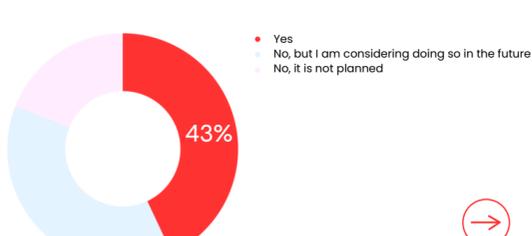
yes 84% of respondents from the LGBTQ2+ community

yes 63% of respondents not belonging to any group diversity group

The more diverse the founders are, the greater the conscious effort to recruit diversity

### Diversity recognition and integration practices within startups:

Within your startup, do you have diversity recognition and integration practices in place?



→ 43% Yes  
38% No, but I'm thinking of doing it in the future  
19% No, it is not planned

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