



# 2021 Puget Sound **TECH CIVIC SURVEY**



sea.citi

# About sea.citi and Survey Purpose

- ▶ sea.citi is a tech industry nonprofit working to strengthen the Puget Sound Region by promoting civic engagement and building relationships between community, government, and innovation workers.
- ▶ With their growing presence in the region and their increasing financial contribution to its economy, it is crucial to learn more about the attitudes, community engagement patterns, politics, and demographics of tech workers in Puget Sound.
- ▶ To explore this landscape, sea.citi hired EMC Research in 2019 to conduct research among Puget Sound tech workers. The current survey is the second study conducted by EMC on behalf of sea.citi.
- ▶ In addition to tracking attitudes and leanings related to community and political engagement among tech workers, the current survey also delves into the transformations led by the expansion of remote work amidst the COVID-19 pandemic.

# Methodology

- ▶ Online survey of Puget Sound tech workers, distributed via invitation from employers, industry organizations, and social media
- ▶ Survey conducted June 9 – August 13, 2021\*
- ▶ 467 completed interviews
- ▶ Where applicable, results compared with the following:

Methodology	Dates	Universe	Sample Size
Web	August 15- September 23, 2019	Puget Sound tech workers	1,618

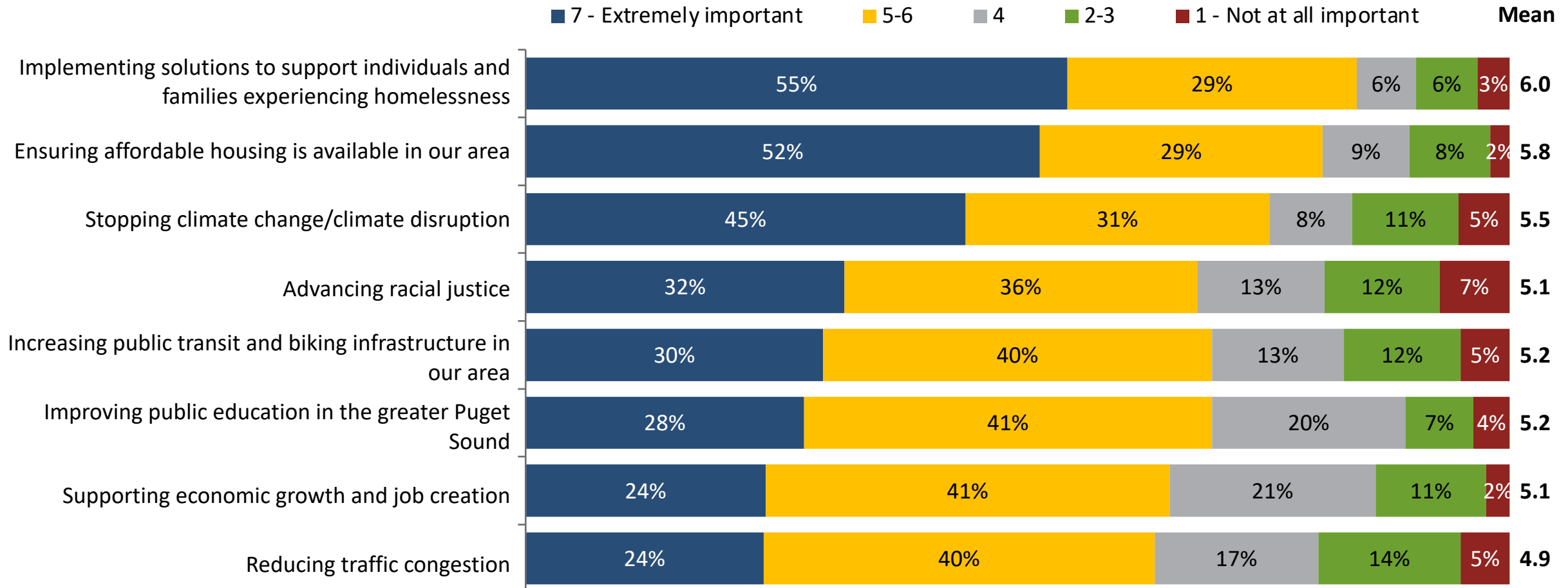
*\* At the time of the survey, many companies were working on their return-to-office strategies for the future; most were still working from home.*

Please note that due to rounding, some percentages may not add up to exactly 100%.

# Issue Engagement

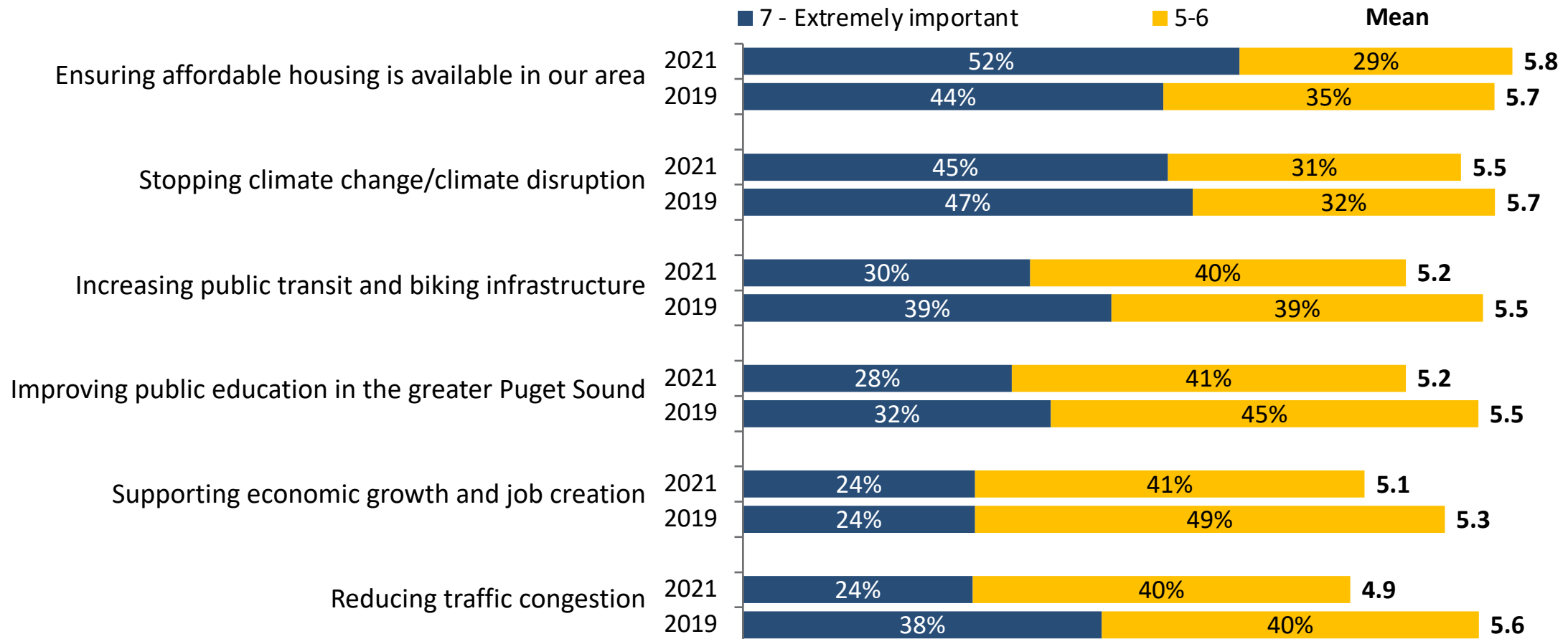
# Tech Workers Ranking a Set of Issues

*We asked respondents to rate the importance of a series of issues. Homelessness and housing affordability rise to the top, followed closely by climate change; all three of these items have a noticeably higher importance intensity.*



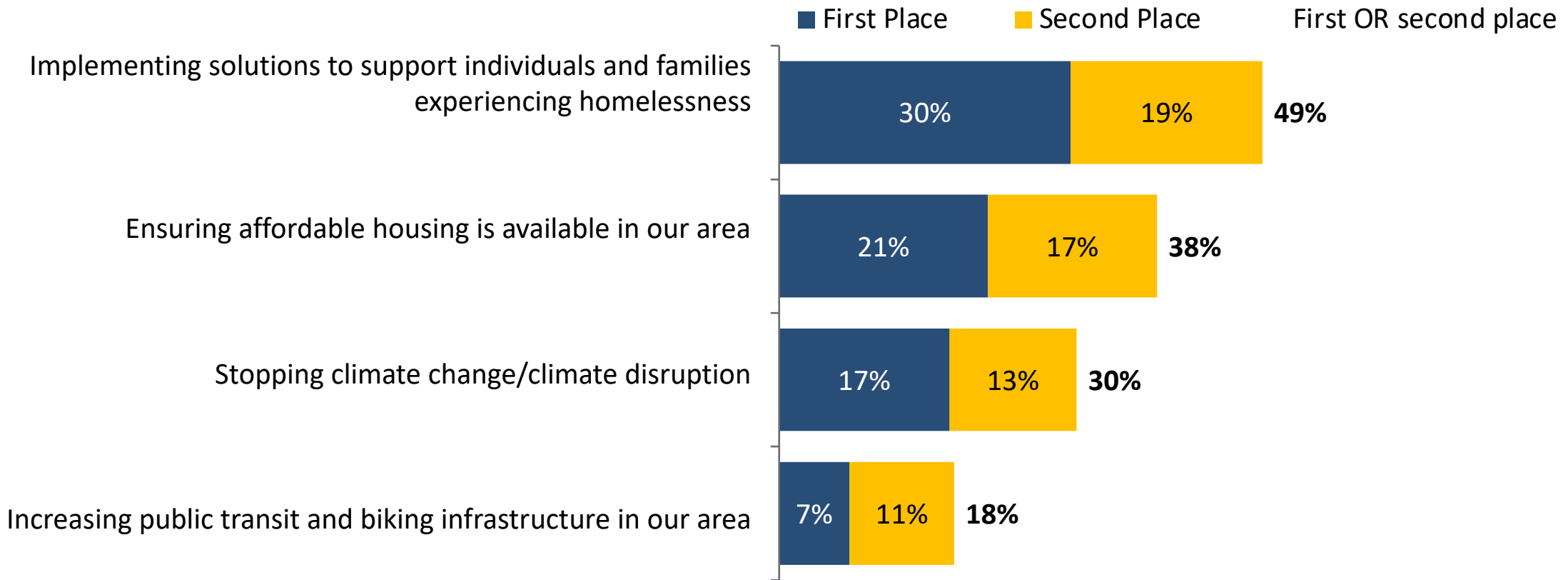
# Has the Importance of these Issues Changed?

*One of the benefits of asking the same questions twice is to see what has changed. Only one issue, affordable housing, is as more important now than it was in 2019. Climate change/disruption is essentially unchanged, while the other items have all declined in perceived importance.*



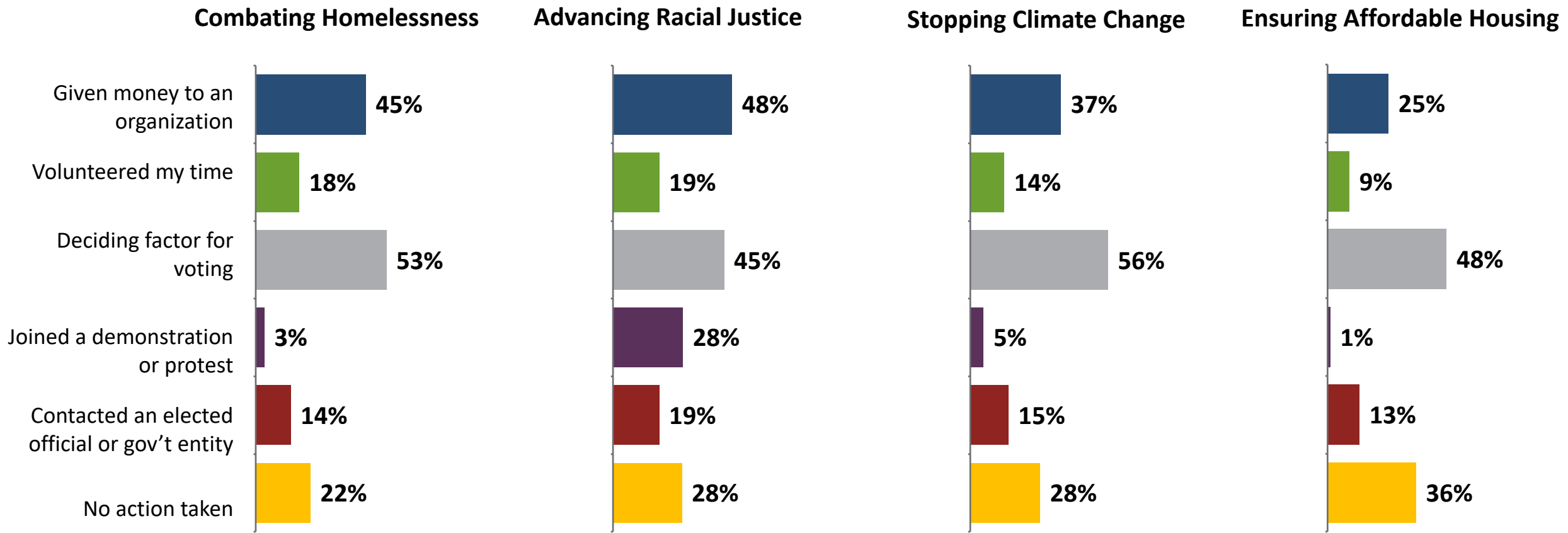
# Now Choose Only the Top Two...

*After rating the importance of those items individually, respondents were forced to choose which are the two most important. When forced to choose, homelessness is selected most often, followed by affordable housing and climate change/disruption.*



# What Actions are Tech Workers Taking on these Issues?

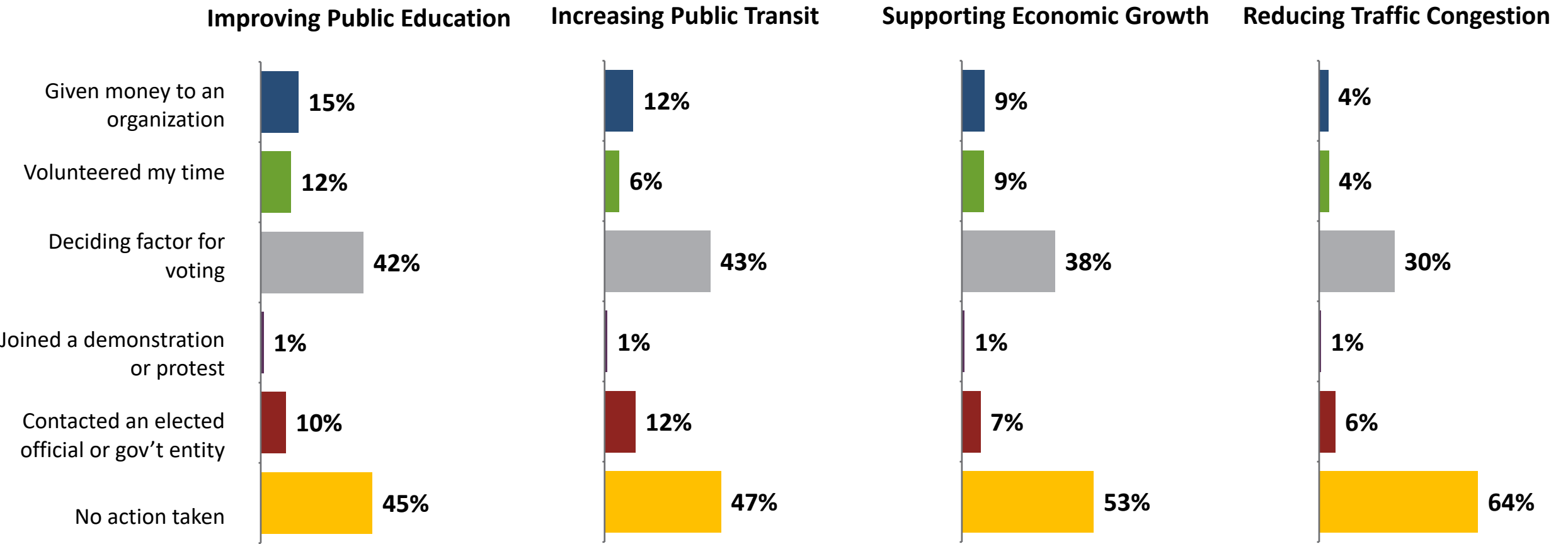
*The next section asks tech workers to share what actions they have taken. Donations combatting homelessness, advancing racial justice, and stopping climate change stand out, though there are notable percentages taking actions on many issues.*





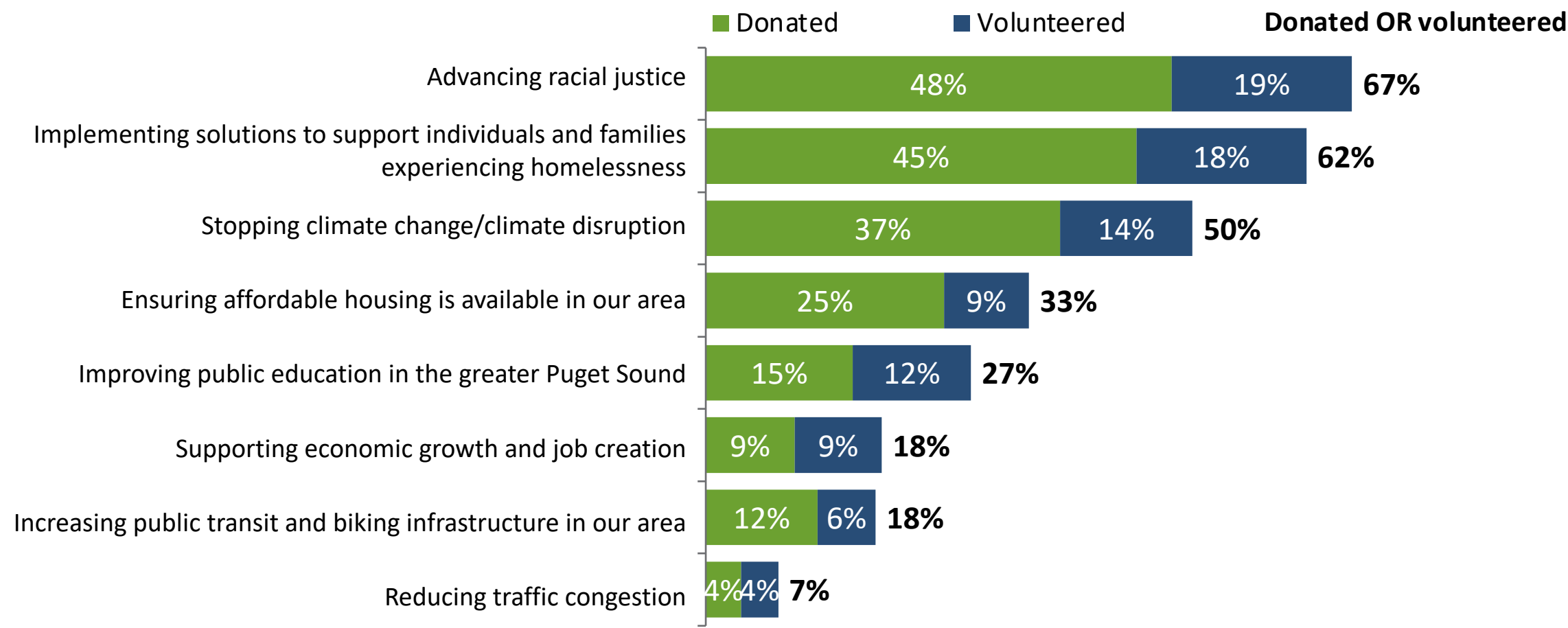
# Second Tier of Action Issues

Tech workers are much less active on this set of issues.



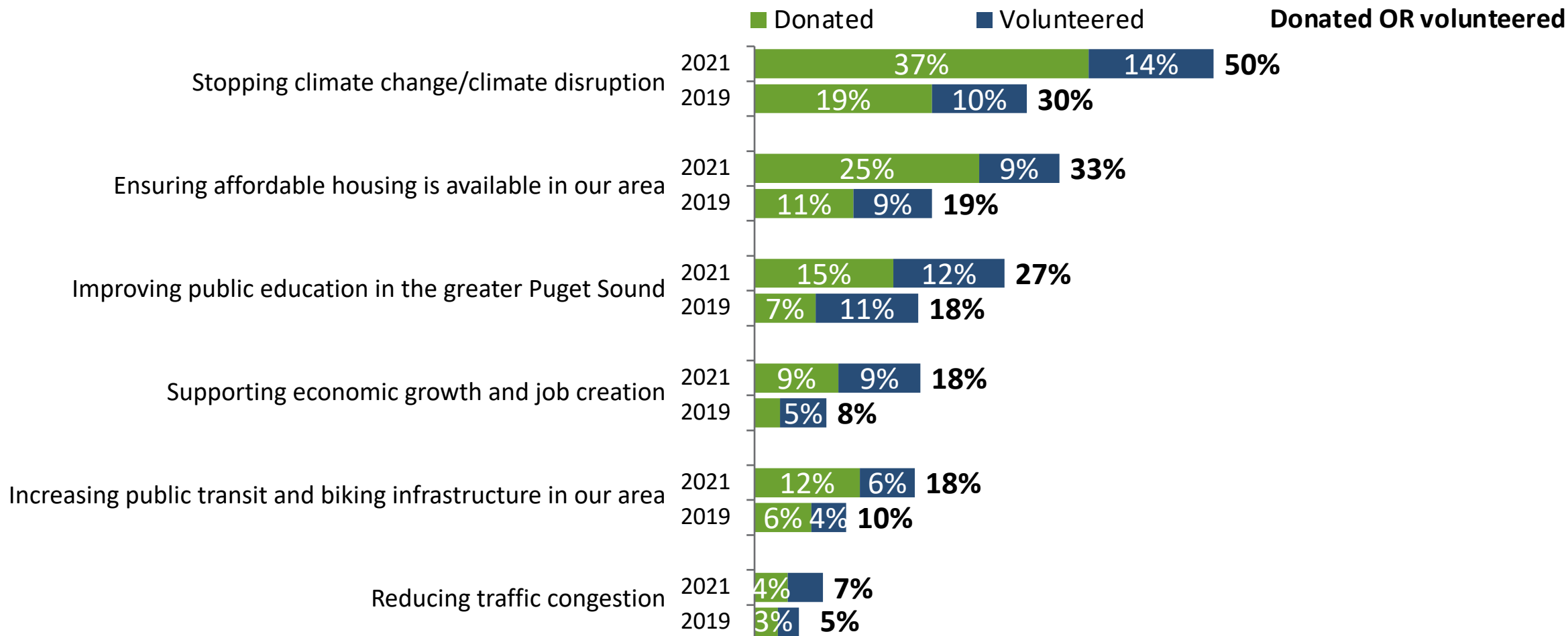
# Tech Workers Who Have Volunteered or Donated to an Issue

*Two-thirds (67%) of tech employees report having either donated or volunteered their time for advancing racial justice, while nearly as many have done the same on solutions for homelessness.*



# Tech Workers Who Have Volunteered or Donated Tracked

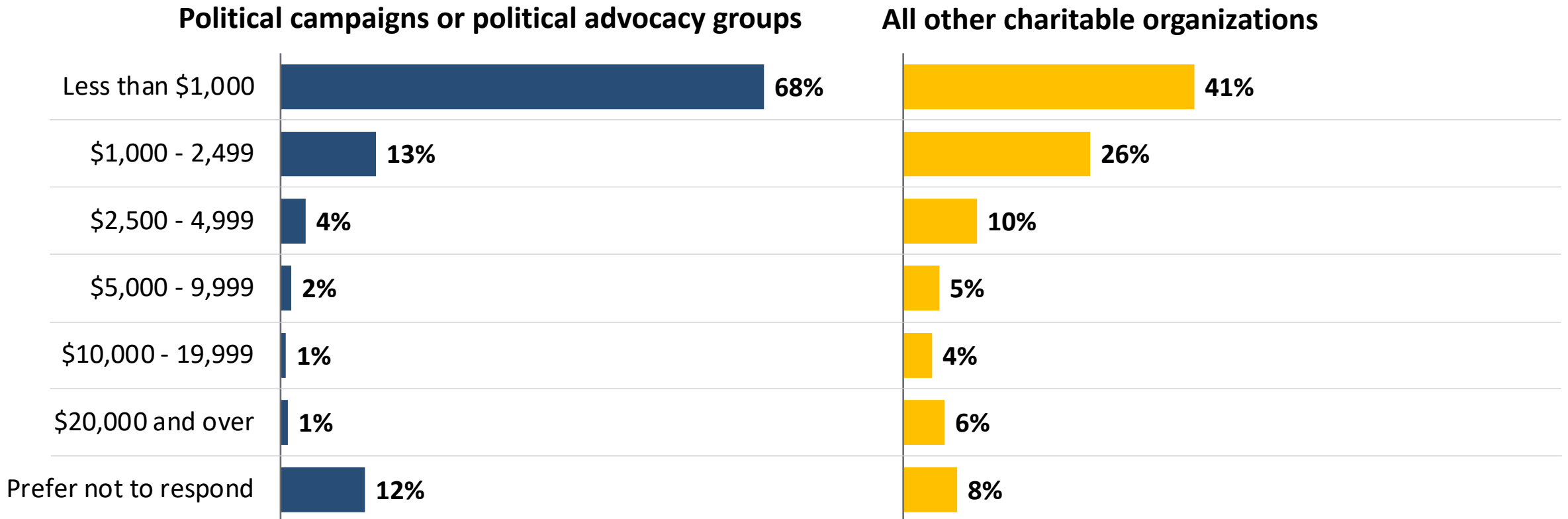
*Donations on almost all civic issues increased between 2019-2021, while volunteering remained mostly consistent.*



# Political and Charitable Donations

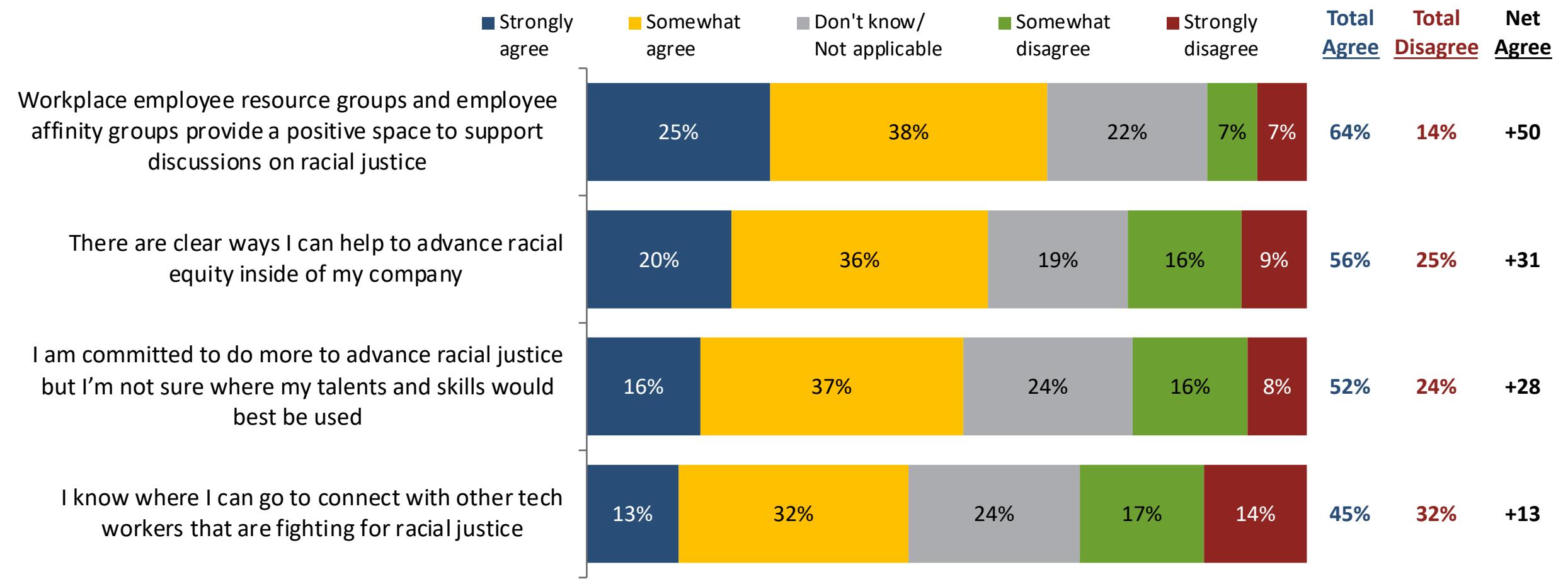
*We asked about monetary donations, separated into political campaigns/advocacy groups versus other charitable organizations. Tech workers donated more to charitable organizations, with 15% reporting donating \$5,000 or more in 2020.*

Outside of donations to religious organizations, which category is the best fit for the amount you donated in 2020 to...  
(Asked only if donated in support of an issue, n=396)



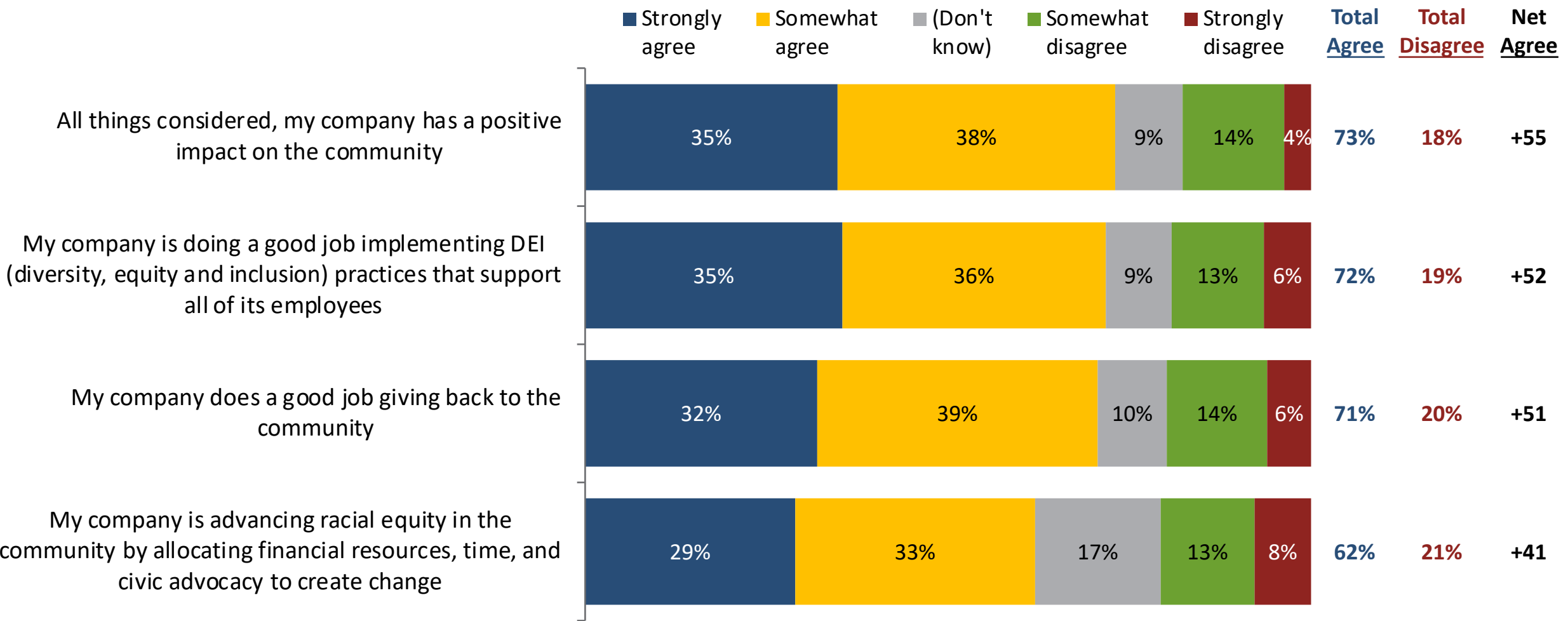
# Tech Worker Involvement in Racial Justice

*A majority of tech workers do agree that their employers are offering positive spaces to support racial justice, and they see clear ways to advance racial equity in their company; but the plurality is decidedly in the “somewhat agree” category. There does also appear to be an opportunity to connect tech workers on racial justice issues with the last two questions.*



# Perception of Company Efforts

A small to sizeable majority (62% to 73%) of tech workers see their employer’s efforts around racial equity and community contributions as positive. There are still about 20% who disagree with all four statements.



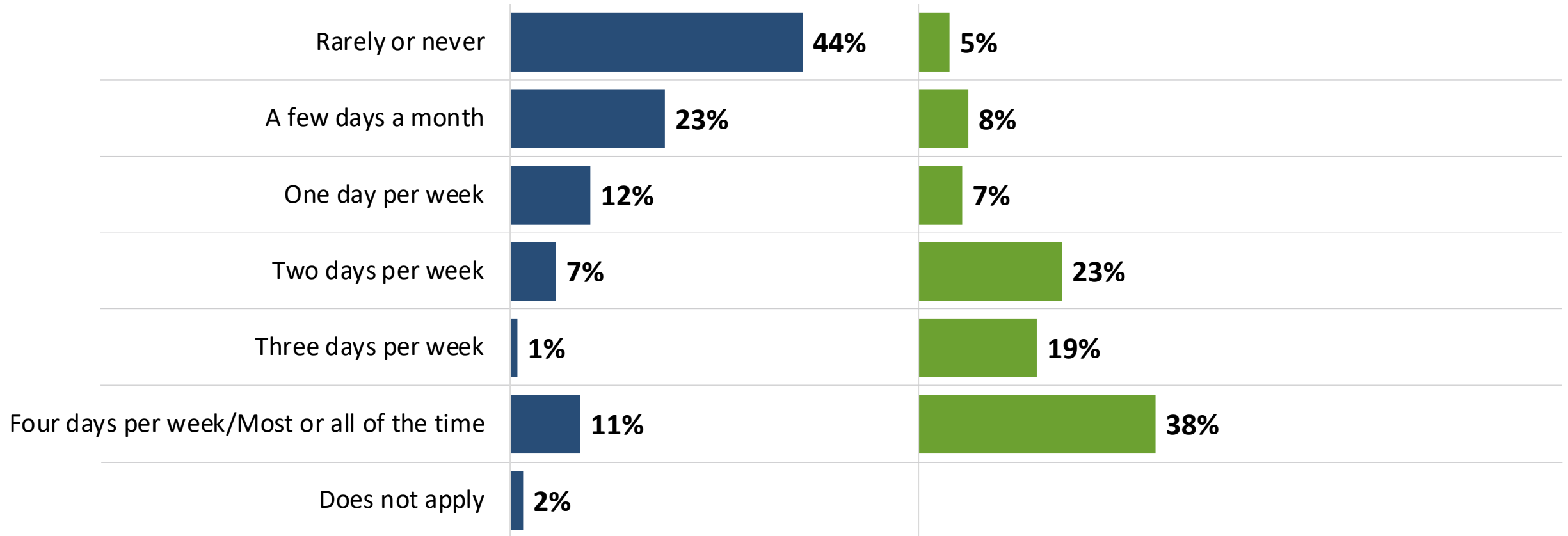
# **Remote Work & Residential Movement**

# Remote Work Frequency

*Many tech workers say they expect to work remotely far more often in the post-COVID world. Before the pandemic, almost half (44%) say they rarely or never worked from home. Now, nearly as many (38%) say they will work from home four or more days a week.*

How often did you work remotely **before the pandemic?**

How often do you think you will work remotely **after COVID-19?**



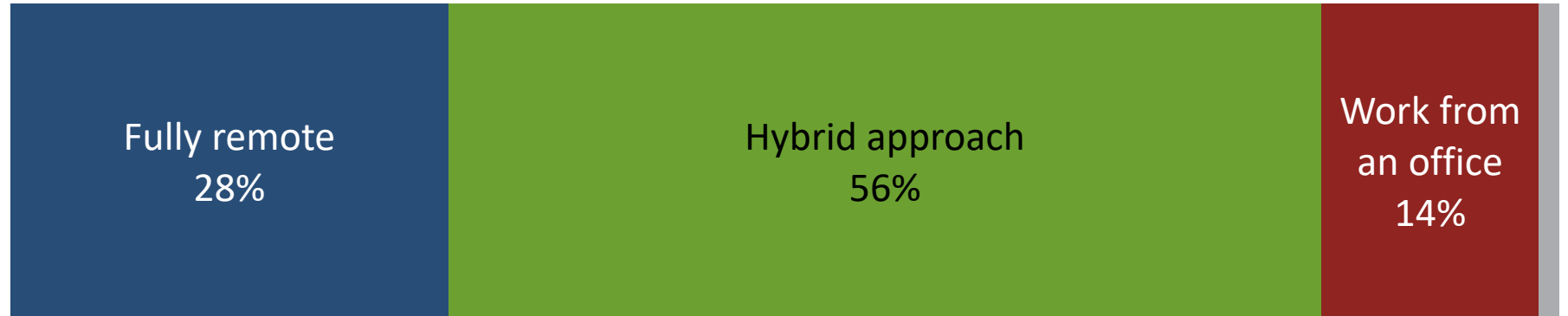


# Tech Workers and Remote Preferences

*We asked tech workers what kind of arrangements they would like in a post-COVID world. They overwhelmingly said either hybrid (56% a mix of in person and remote) or fully remote (28%).*

*They also generally think employers will match up with what they want, with a healthy proportion saying teams and employees will be empowered to decide.*

What work arrangement do you want after COVID-19?



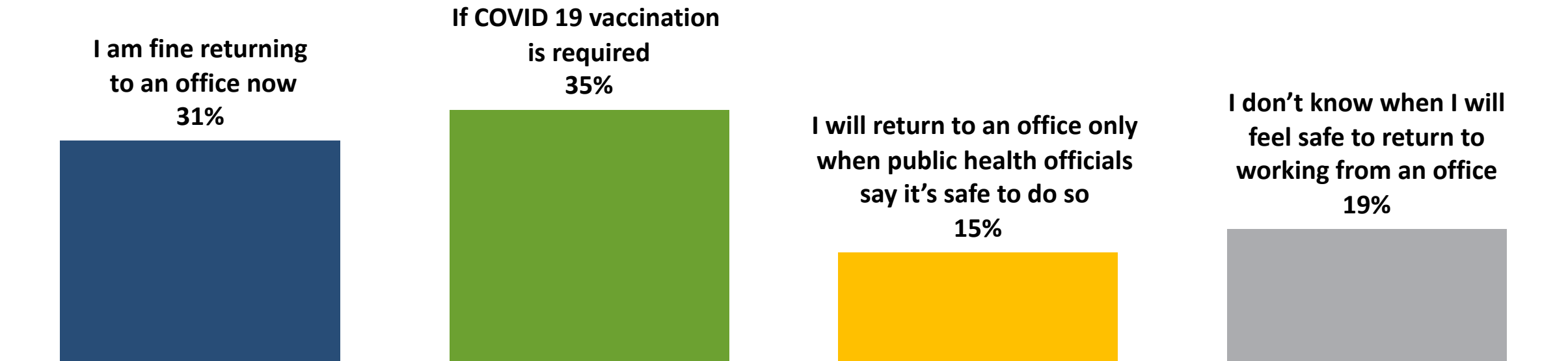
What policy will your employer implement after COVID-19?



# Comfort with Return to Office

*At the time of our survey (Most in June/July 2021), a third said they would be comfortable working in an office now, and another third would return to the office if COVID vaccines are required. Roughly equal numbers say they're waiting for public health officials (15%) or, they're not sure when they'll feel safe (19%)*

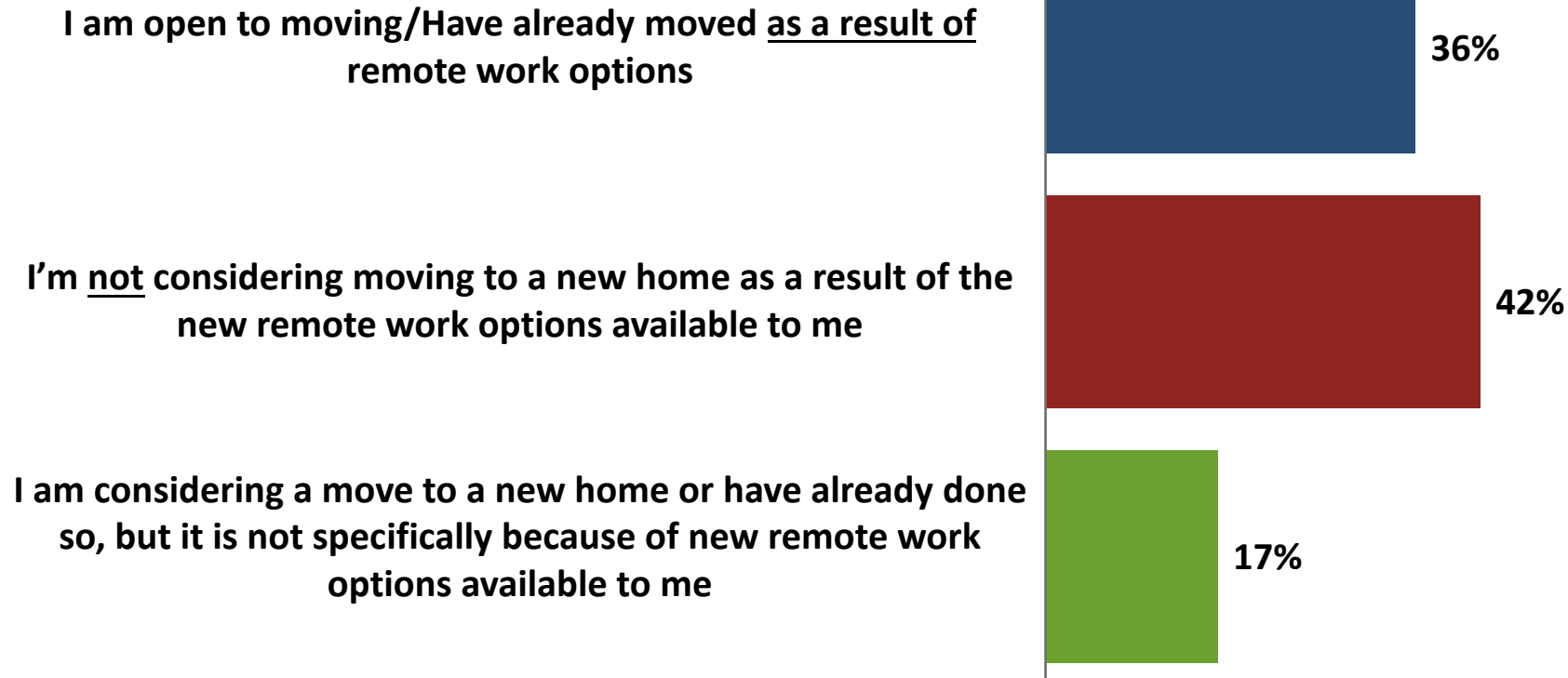
Regardless of what your current or future remote work arrangement might look like, which is the best fit for what you would need to return to an office location, with other people, without masks being required?



# Remote Work and Relocating

*COVID and the remote work options it has introduced is significantly change where tech workers will live. More than a third (36%) have already moved or are open to moving because of new remote work options.*

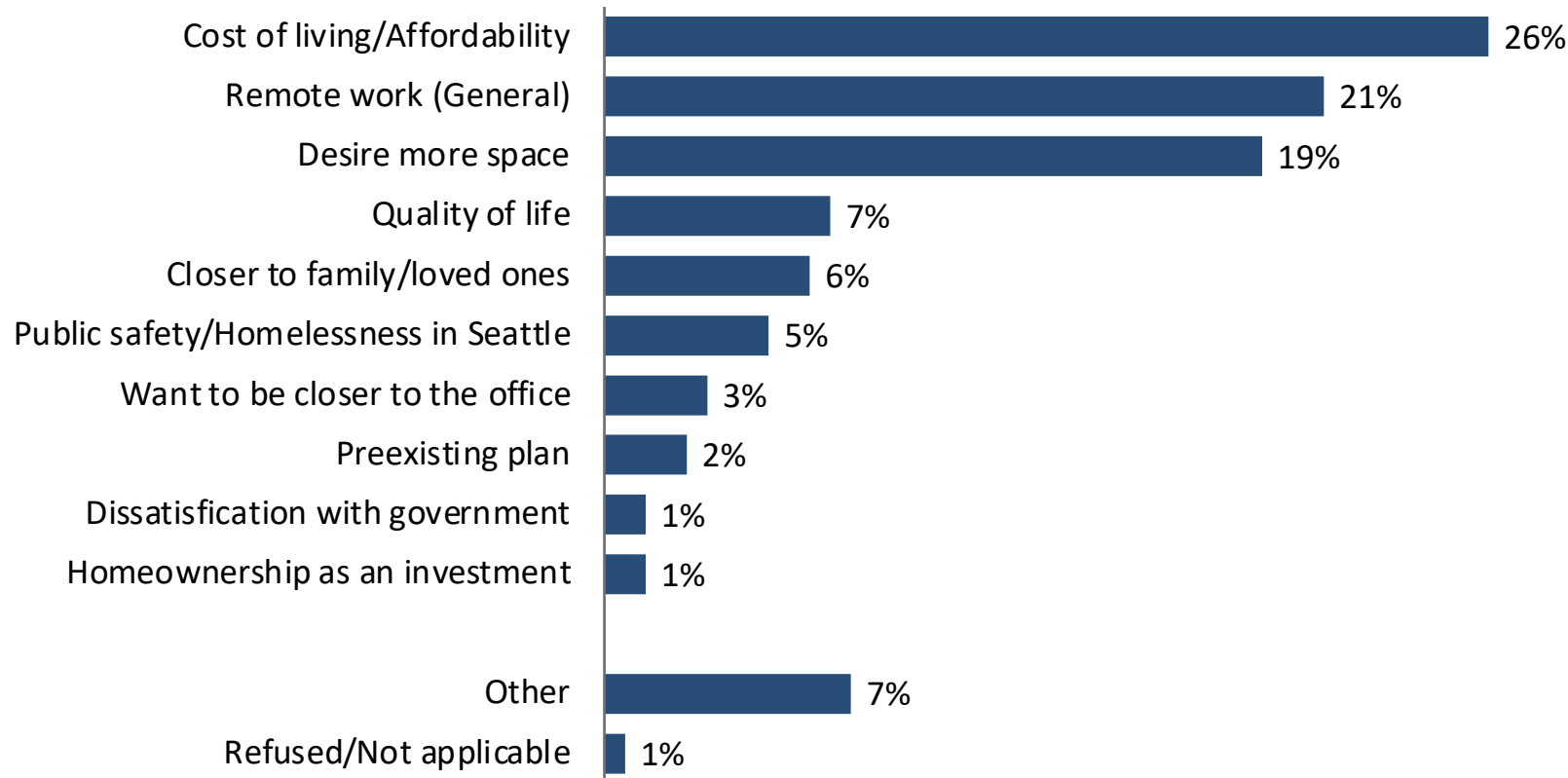
Some people say the expansion of new remote work options will cause many people to move to a new home. Which of the following best describes you?



# Reasons for Moving/Planning to Move

*Seeking less expensive housing or larger space are top reasons for moving among those who indicate remote work expanded their housing options, alongside simply having the choice thanks to remote work..*

*Among those who have moved or are interested in moving, n=165*



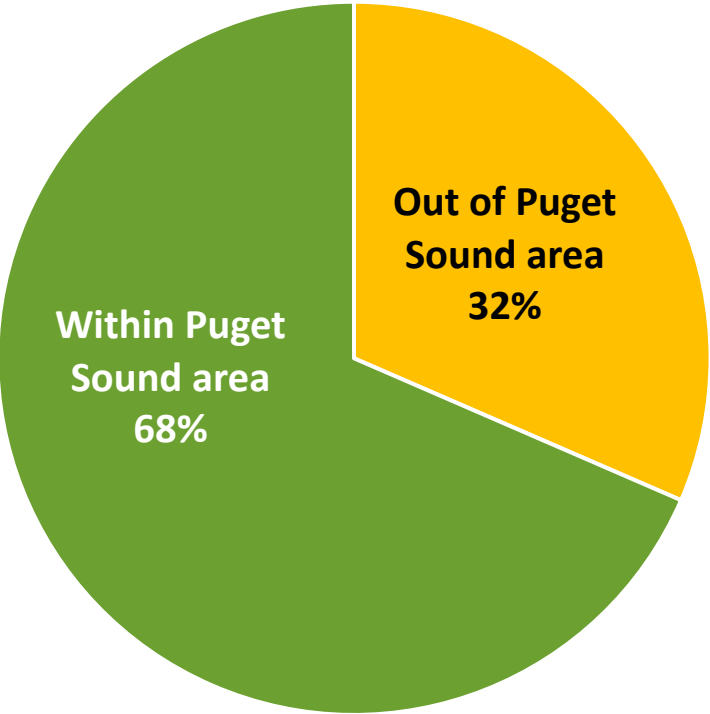
# Where Will You Move?

Those who have moved or are interested in moving are most likely to stay in the Puget Sound (68%), but the rest (32%) will move out of Puget Sound.

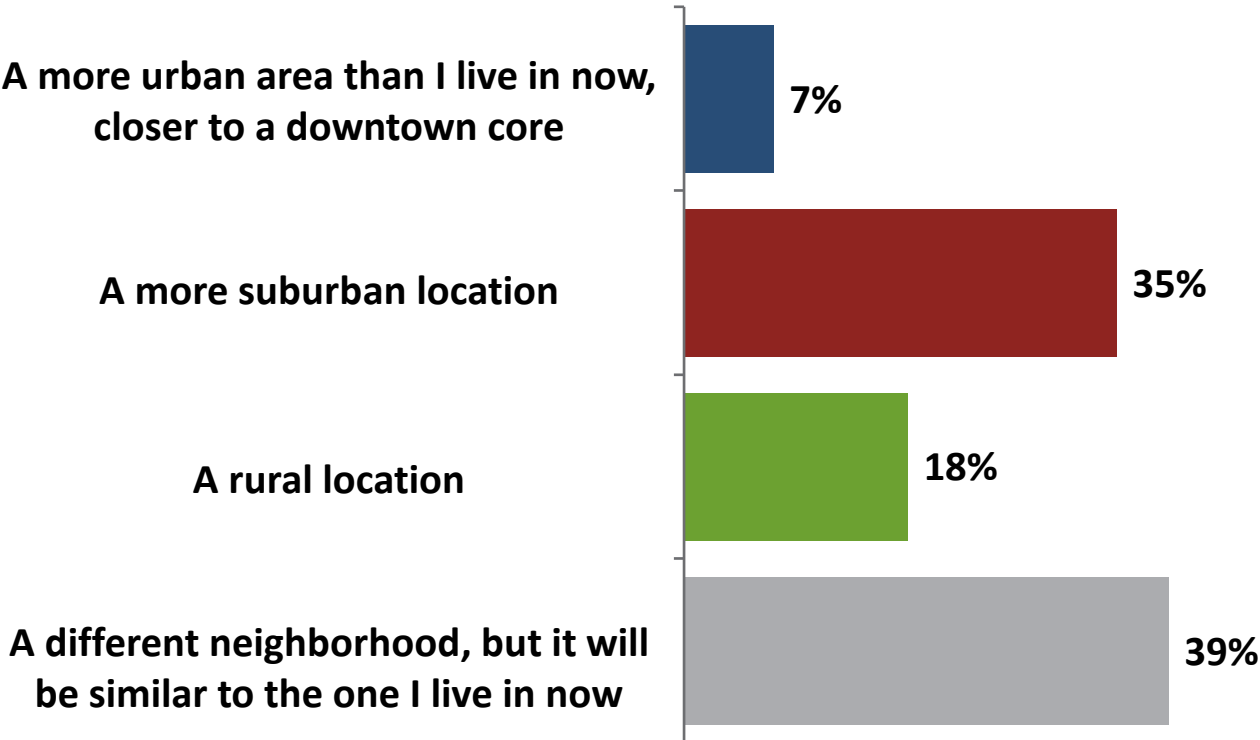
While a plurality plan to move to a similar neighborhood, a third say they're going to move to somewhere more suburban.

Among those who have moved or are interested in moving, n=165

I moved or want to move...



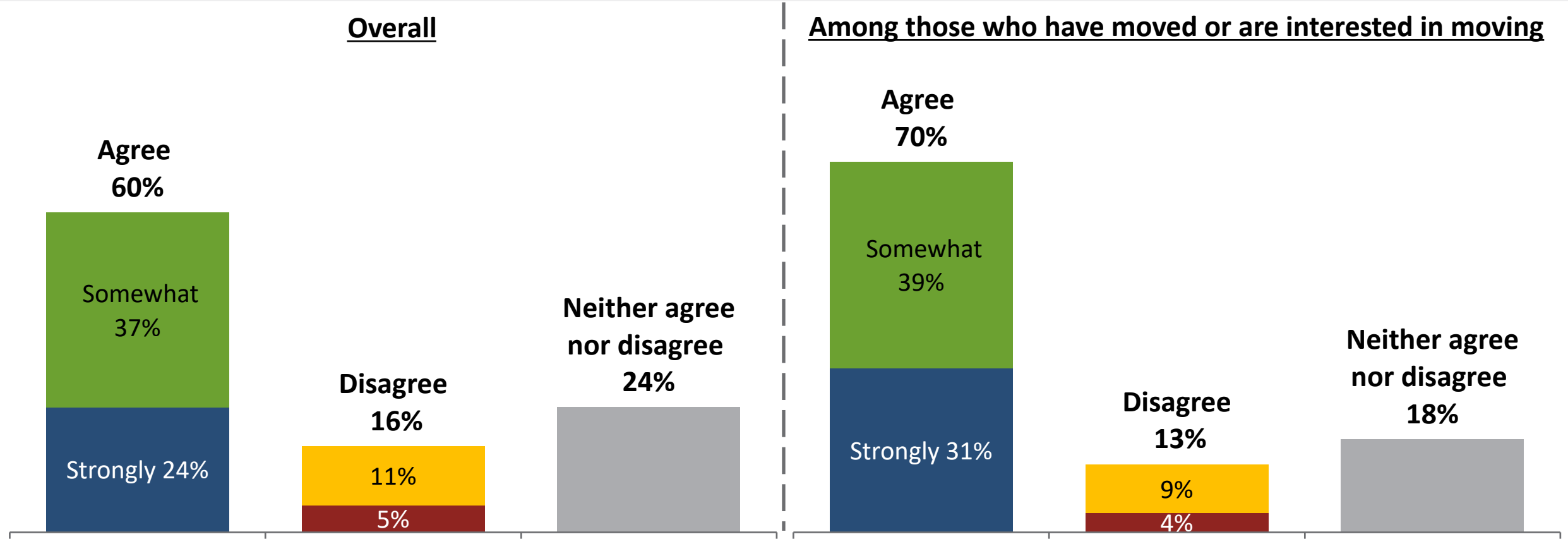
I moved or want to move to...



# Remote Work Impact on Community Investment

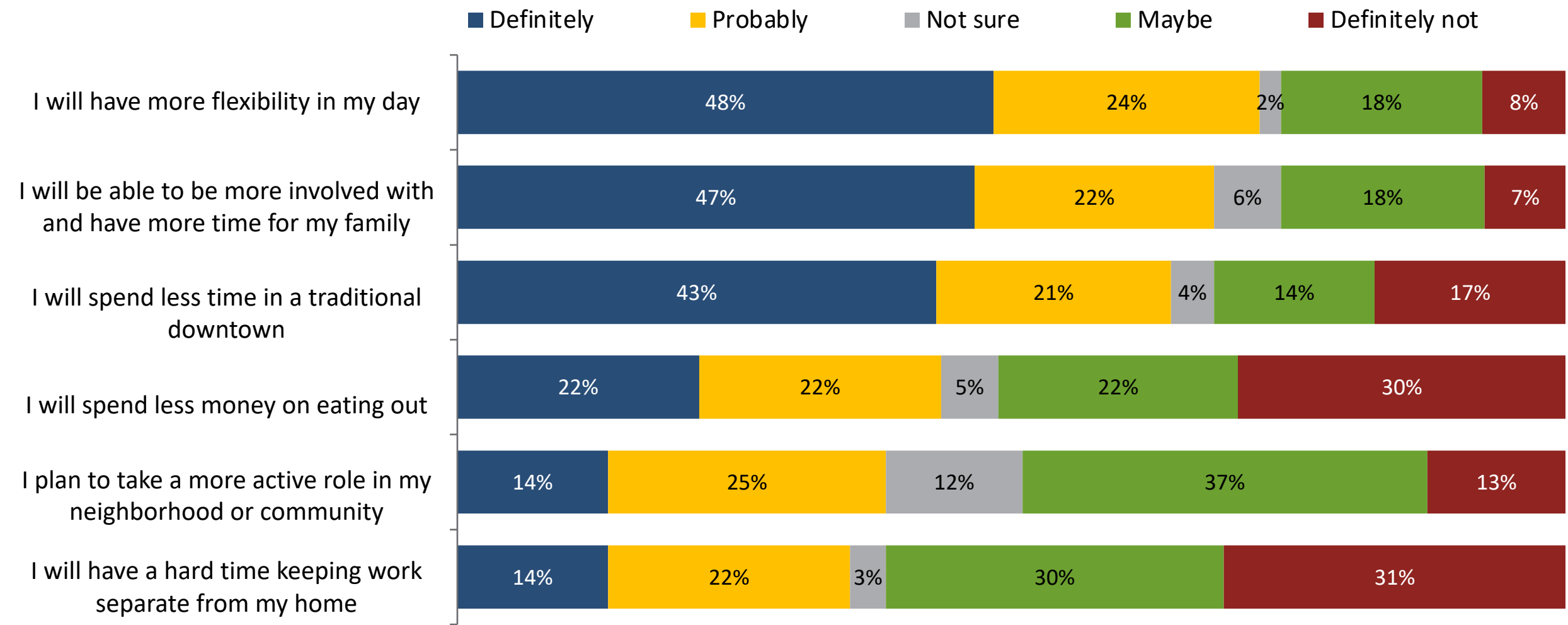
*Remote work is likely to weaken the connection to where offices were. This sentiment is even stronger among those who have moved or are interested in moving.*

Some people say the ability to work remotely means they will become more connected to and invested in their neighborhood or town, and less in the downtowns where their offices used to be. Do you agree or disagree with this?



# What Will Remote Work Change?

*We asked remote workers what might change in their life when moving to more remote work. They say there will be more flexibility, more time for family, but less time in a traditional downtown.*

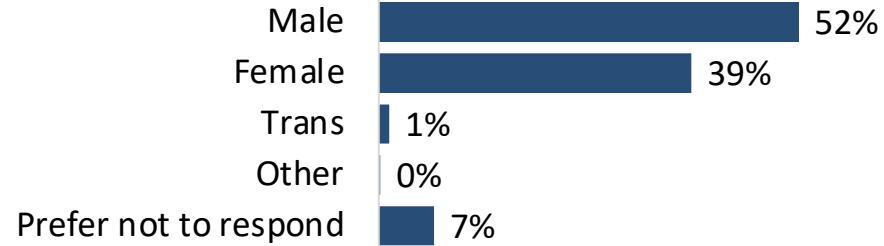


# Demographics

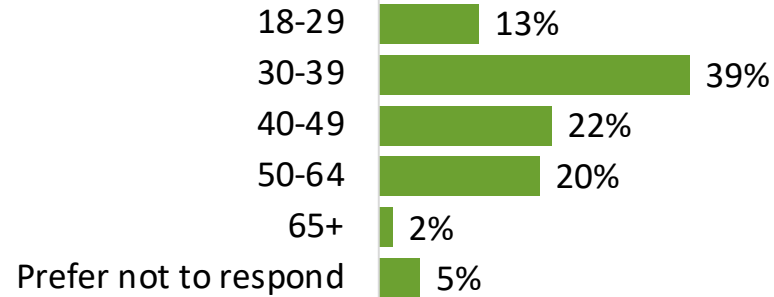


# Demographics

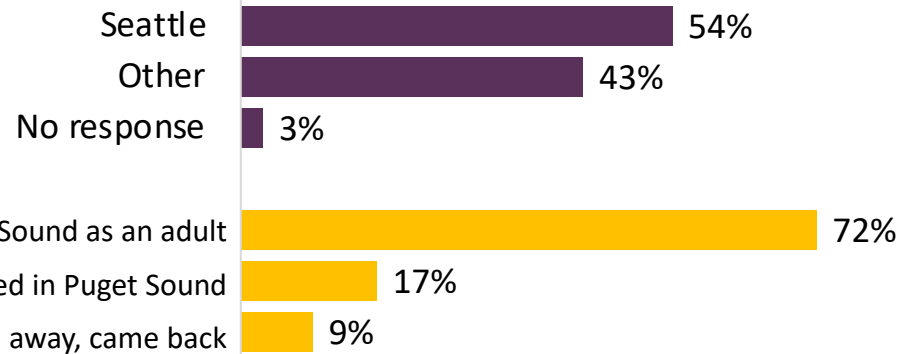
## Gender



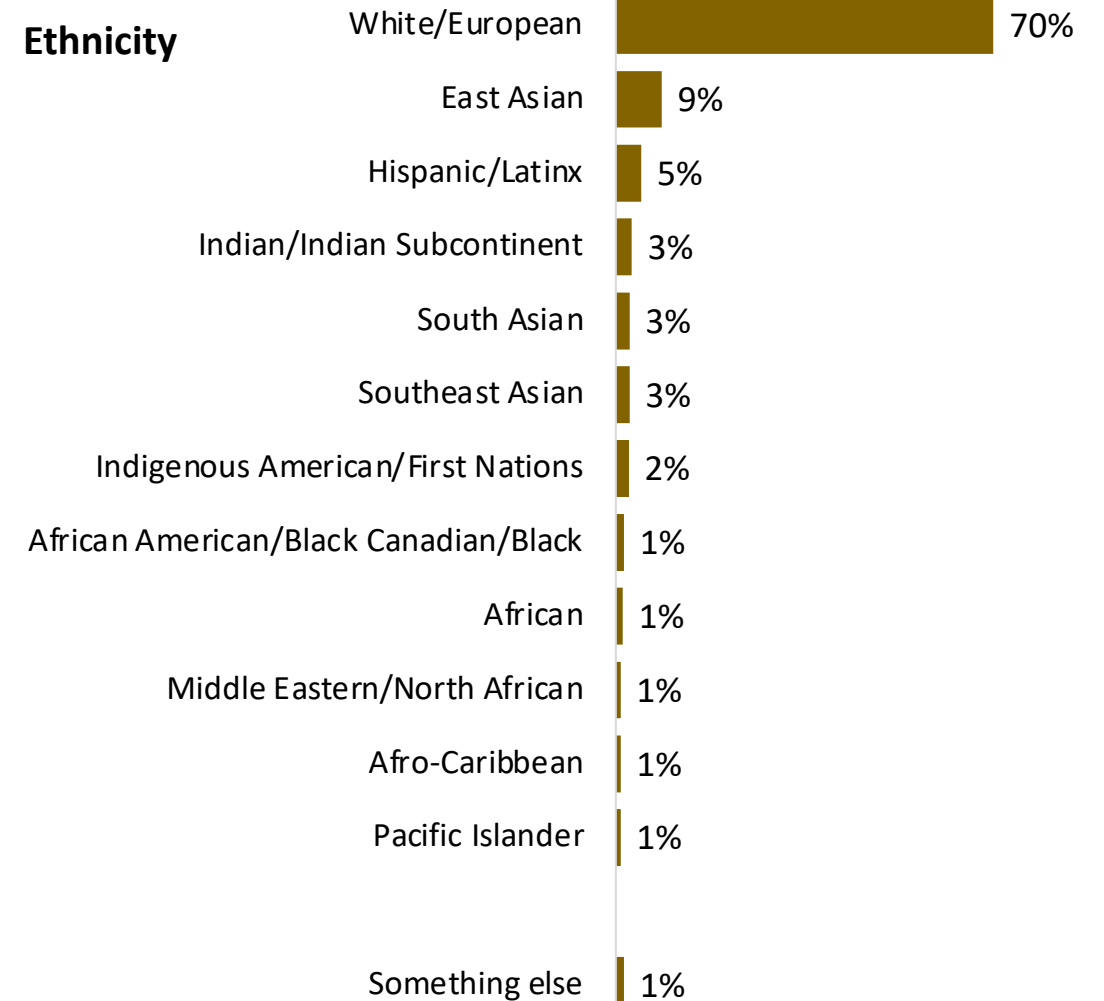
## Age



## Residence

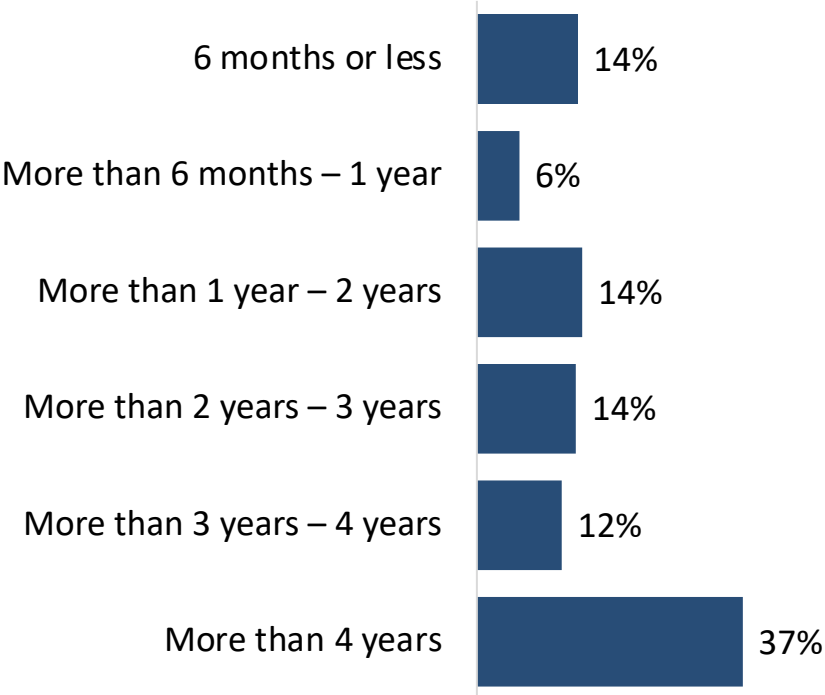


## Ethnicity

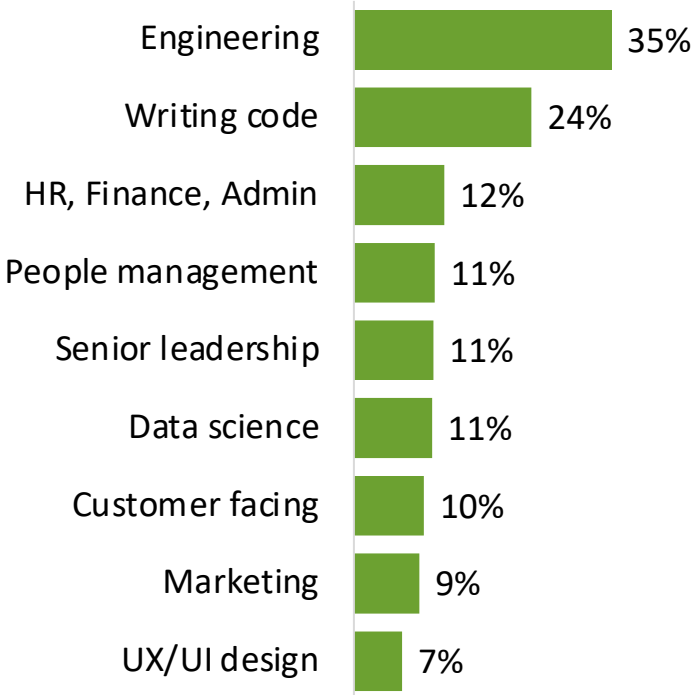


# Employment Background

History with current employer

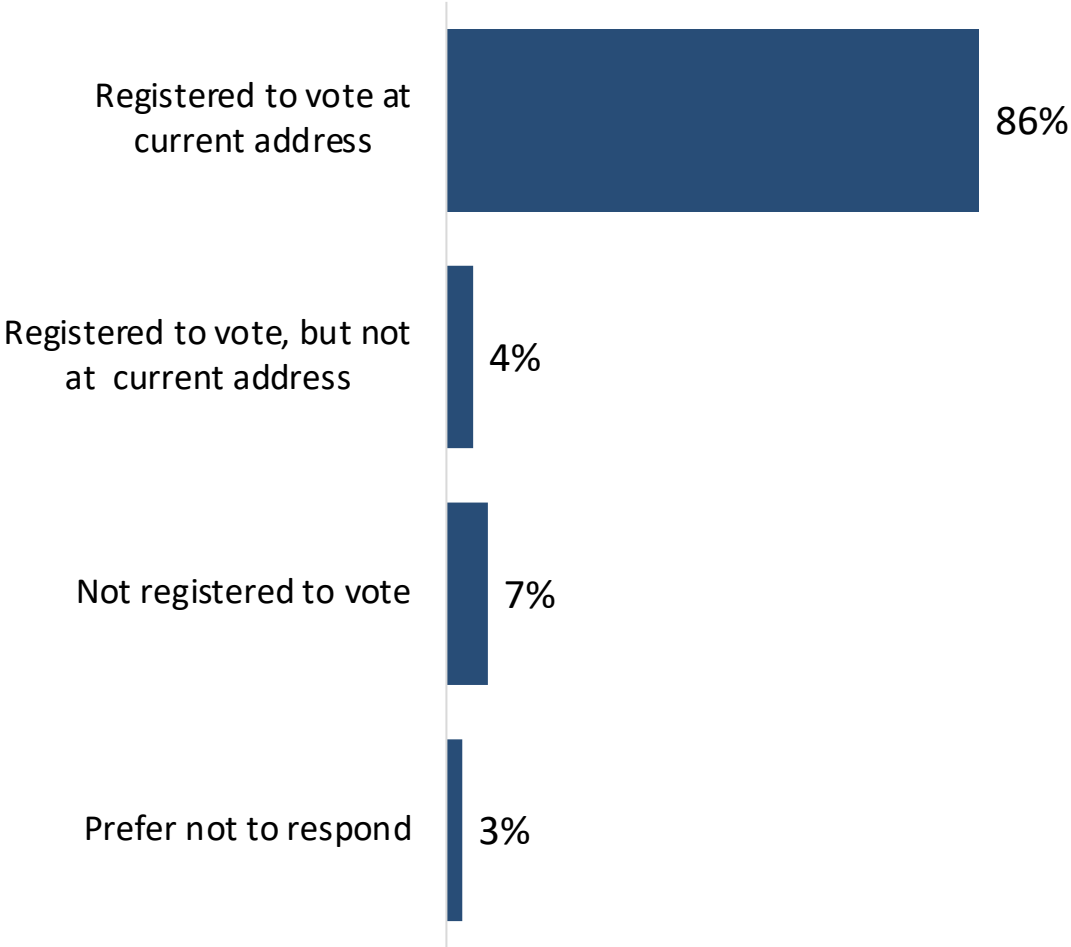


Job Description  
(Multiple response)

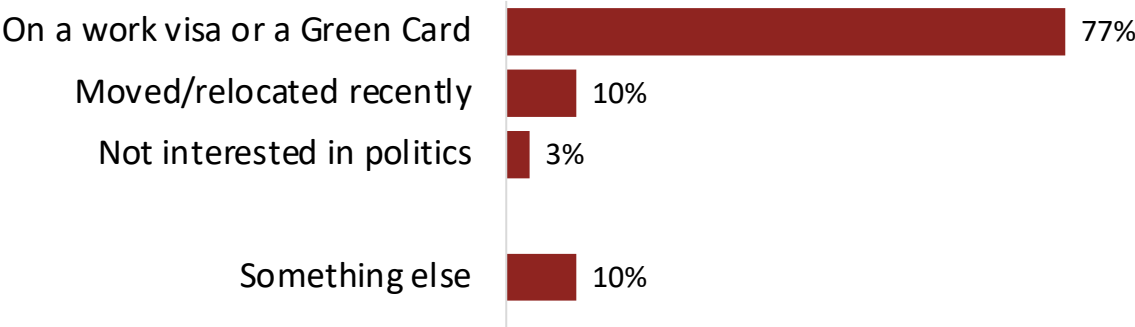


# Voter Status

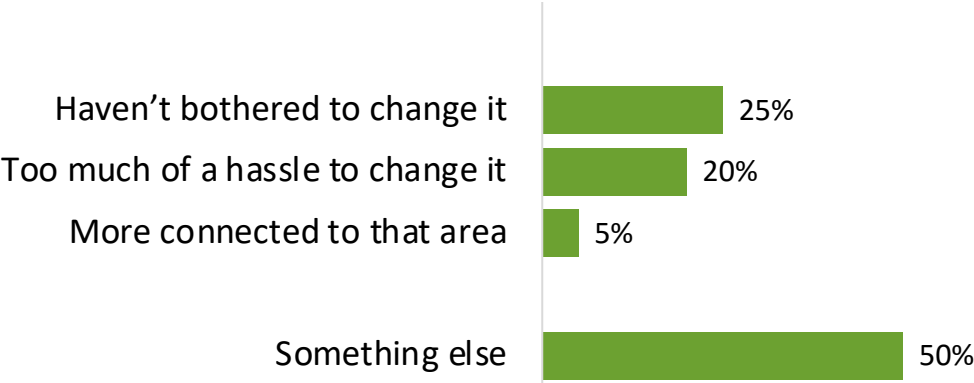
Voter Registration Status



Reason Not Registered, n=31



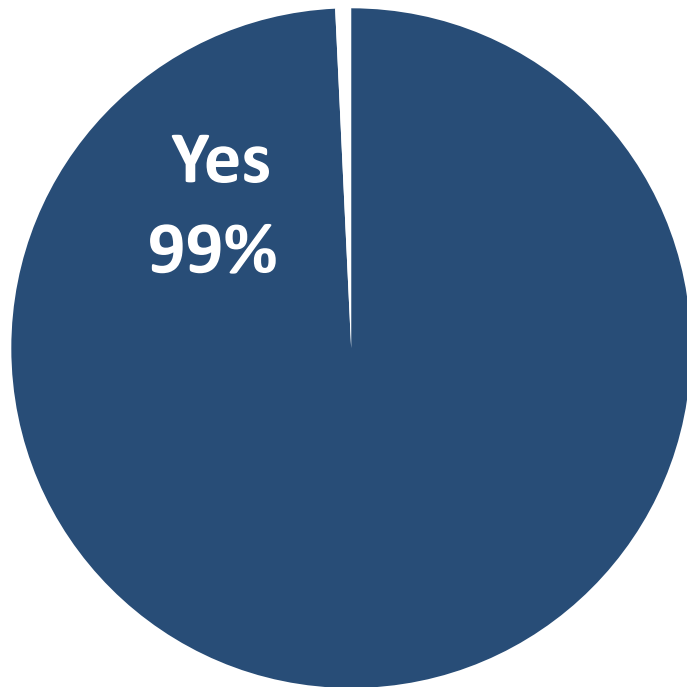
Reason Registered at Another Address, n=20



# Voting Behavior

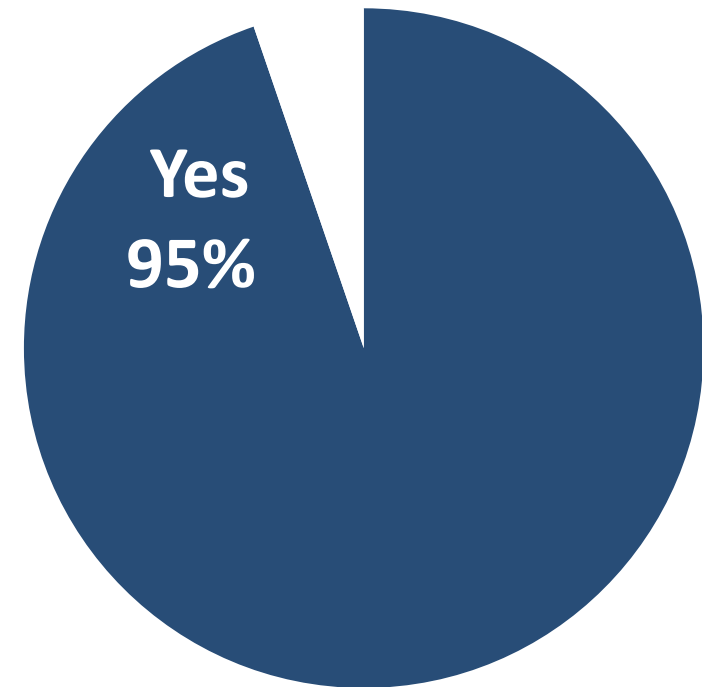
**Did you vote in the November 2020 US Elections?**

*(Among those who are registered to vote, n=420)*



**Will you vote in the November 2021 elections for Mayor, County Executive, and other local government offices?**

*(Among those who are registered to vote at their current address, n=400)*





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