

Amplitude Anti-Racism Philosophy

Anti-racism: [verb] To actively identify, challenge, and change the beliefs, structures and behaviors that perpetuate systemic racism.

At Amplitude, we are committed to Anti-Racism, by which we mean:

- **An internal commitment** to dismantle the systems that lead to inequality; a commitment to a culture where every Amplitudeer feels respected, valued, and has opportunities for advancement
- **An external commitment** to invest in the communities we want to hire from

Our vision is to design a culture that leads the way on Diversity, Equity, and Inclusion; one where people of color whole-heartedly recommend others in their community to work here.

We want to set the bar on how tech companies create cultures of diversity and belonging; we want to be a workplace others look to model themselves after.

Anti-Racism at Amplitude looks like:

Mitigating systemic bias in our recruiting and hiring processes

- By making Amplitude more representative of the community, including at the senior leadership level (director and above)
- By improving our pipeline of diverse candidates
- Through ongoing training for recruiting and hiring managers
- By actively participating in and investing in communities we want to hire from to diversify our pipelines
- By ensuring we have at least one Black candidate and one other candidate from an under-represented group in our onsite hiring process for targeted roles
- By ensuring our hiring panel reflects our candidate pool (e.g. one Black hiring panelist and one other hiring panelist from an under-represented group)
- By reviewing our referral policies to mitigate bias

Creating equity in our culture

Equity: Although both equity and equality promote fairness, equality achieves this through treating everyone the same regardless of need; equity achieves this through treating people differently, dependent on need.

- Through **ERGs**, who have direct access to the CEO and Senior Leadership on a regular cadence (every quarter) to provide feedback and resources
- By **developing pathways for promotion** inside of Amplitude to ensure every employee has a chance to advance, with dedicated mentorship pathways for underrepresented groups
- Through **skills gap enablement** for Amplitudeers hired from non-traditional backgrounds
- By **measuring promotions from hire to leave**, to ensure promotions are equitably distributed across all demographics
- Through the **continuous improvement of the performance evaluation processes and systems to reduce bias**, including audits for equity at the completion of each performance cycle
- By **including behaviors of inclusion in our career ladders** to reward employees who contribute to improving DEI via Total Rewards
- By **guiding managers to equitable distribution of Total Rewards** (removing bias) and ensuring compensation is audited for equity at the completion of each performance cycle
- By **providing training on performance review processes** to ensure every employee has the tools to negotiate, succeed and thrive in a corporate workplace

Creating inclusion in our culture

We are determined to stamp out microaggressions to ensure a psychologically safe environment for all. This means:

- providing training to reduce microaggressions
- providing a universal microaggressions template for employees to see it, name it and rectify it in a way that protects them from retaliation

In order to succeed, this will require both top-down and bottom-up approaches. We have created a DEI 'Culture' Pillar, sponsored by our CMSO, to ensure our efforts are supported at the highest levels in our company. The executive sponsor will support employee-led initiatives, advise on our L&D efforts, and work with Senior Leadership on long-term strategic initiatives.

Creating safety in our culture

We have a zero-tolerance policy for overt racism. Examples of overt racism include using racially disparaging words or slurs, openly discriminating on the basis of race, or participating in institutions inside or outside of the workplace that pursue an explicitly racist agenda.

Implicit racism also creates a psychologically unsafe environment and can appear as **microaggressions**.

Because microaggressions often stem from ignorance, we give every employee a chance to rectify the situation. We believe that ignorance is not an excuse, but when we know better, we do better. We also believe in assuming good intent.

We provide multiple resources for internal education, including compulsory microaggression training for every employee, Unconscious Bias training, coaching, and Anti-Racism training and support.

When a microaggression occurs, we provide three avenues for recourse:

1. Approach the employee who made the microaggression directly. We provide training and guidelines to have this conversation in order to make it safe and easy. This does not constitute a formal complaint.
2. Use a 'safe human' (or your manager) to address the issue. [Safe Humans](#) are volunteer employees who can operate as intermediaries, either to provide support during the conversation or to approach the person who committed the microaggression on behalf of another employee. This does not constitute a formal complaint.
3. Lodge a formal complaint through an HRBP.

In alignment with Amplitude's values of humility, growth mindset and ownership, our focus is on restorative justice, ensuring that people who commit microaggressions learn from the impact their behavior has, and do not commit the same microaggression again. Repeat microaggressions demonstrate an unwillingness to learn and may result in termination.

What constitutes the same microaggression?

Example 1: Alex and Sam are co-workers. Alex tells Sam, who is Black, "You are surprisingly articulate." Sam lodges a complaint.

Alex commits to learning more about racial microaggressions.

A few months later, Alex imitates Black slang when speaking to another Black employee.

This is a repeat microaggression.

Example 2: Alex and Sam are co-workers. Alex tells Sam, who is Black, “You are surprisingly articulate.” Sam lodges a complaint.

Alex commits to learning more about racial microaggressions.

A few months later, Alex misgenders a fellow employee, referring to them as ‘he’ instead of ‘they’ which is their preferred personal pronoun.

This is not a repeat microaggression.

Example 3: Alex and Sam are co-workers. Alex tells Sam, who is Black, “You are surprisingly articulate.” Sam lodges a complaint.

Alex commits to learning more about racial microaggressions.

A few months later, Alex and Sam are in a conversation about Black Lives Matter and Alex says “All Lives Matter.”

This is a repeat microaggression.

Example 4: Alex and Sam are co-workers. Alex tells Sam, who is Black, “You are surprisingly articulate.” Sam lodges a complaint.

Alex commits to learning more about racial microaggressions.

A few months later, Alex tells Priya, a new co-worker, how great her English is. Priya is American, of South-Asian descent.

This is a repeat microaggression.