

PagerDuty

PagerDuty, Inc.

Subsidiaries: Catalytic Inc., Jeli Inc., Rundeck
 Locations: California (HQ)
 Industries: Software and Services

RISK LEVEL:



Medium Risk

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DESCRIPTION:

PagerDuty, Inc. is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. The company occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk

PagerDuty integrates ESG into its business practices. From its 2023 Impact Report "Our ESG initiatives are an integral part of this—they are embedded in the framework we use to drive business and social impact" (1). From its Planet Stewardship webpage: "PagerDuty commits to reduce its absolute scope 3 GHG emissions 25% by FY2030 from a FY2023 base year" (2). The company integrates DEI into its supply chain. From its blog post "PagerDuty Signs Open Letter to Foster Diversity in Vendors and Partners": the company has "committed to calling 20 of their largest vendors to inform them that investing in diversity, equity, and inclusion will be a requirement for doing business with them... Furthermore, we are committing to withdraw our spend with organizations that don't show progress" (3). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (4).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. Medium Risk

PagerDuty likely uses Benevity as its charitable giving platform. Benevity vets charities according to the Southern Poverty Law Center's Hate List, which includes mainstream libertarian, conservative, family, and religious advocacy organizations (1)(2)(3). The company's discount eligibility guidelines require that organizations abide by its nondiscrimination policy, including on the basis of sexual orientation and gender identity, thereby excluding some religious charities (4).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

PagerDuty offers implicit bias and "global inclusion" training to its employees (1). The company appears to prioritize diversity over

merit in its recruitment and hiring. From its 2022 ID&E Report: "Our inclusive hiring mission statement is as follows: PagerDuty unleashes the power of inclusive hiring through a fully embedded program where creating a culture of innovation, equity and belonging is at the heart of our strategy. We are intentional about breaking down access barriers, creating equitable recruiting systems, maintaining operational excellence, emphasizing candidate-centric processes and promoting strong internal awareness around potential biases" (2). PagerDuty appears to prioritize diversity over merit in its business structure through the establishment of racial targets for its leadership composition. In 2020, the company became a Founding Pledge Member to The Board Challenge, which entailed a commitment "to appointing a Black director to our board in the next 12 months" (3)(4). The company has a history of divisive corporate policies and practices. However, in 2025, the company removed DEI language and training from its Impact Report. To date, the company has not publicly addressed these changes, leaving shareholders without clarity regarding the company's reasoning or future direction (5). PagerDuty does not provide viewpoint protections for its employees (6).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk

PagerDuty's CEO and Chairperson Jennifer Tarjeda denounced various states' legislative efforts to protect election integrity and security (1). Jennifer Tarjeda signed an open letter created by SurveyMonkey and The Justice Collection "that requires vendors to invest in inclusion, diversity, and equity in order to do business with PagerDuty" (2)(3). The company is aligned with the Paris Agreement, which entails a commitment to net zero carbon emissions by 2050 (4). PagerDuty supports DEI within its business practices, employing a Chief Diversity Officer (5). The company supports DEI within its business practices. From its 2024 Impact Report: "To operationalize our approach to inclusion, diversity and equity, we invest thoughtfully in programs and policies that create an environment where top talent can thrive" (6). PagerDuty supports ESG within its business practices. From its 2023 Annual Report & Proxy Statement: "We made our foundational investments in ESG in 2020, including forming a cross-functional ESG Steering Committee of business leadership, to ensure that how we operate as a business produces positive impact" (7). The company has a history of divisive corporate policies and practices. However, in 2025, the company removed DEI language and policies from its Impact Report. To date, the company has not publicly addressed these changes, leaving shareholders without clarity regarding the company's reasoning or future direction (8).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

PagerDuty was a corporate sponsor of the Trevor Project, an organization that advocates for controversial sex and gender ideology, including "gender transition" drugs and surgeries for minors, through legislation, litigation, advertising, and PR campaigns. The organization also hosts online chatrooms that allow adults to communicate with minors as young as 13 about sexually explicit topics. Adults in these chatrooms have encouraged minors to adopt transgender identities and withhold this information from their parents (1)(2)(3)(4)(5). The company donated to the BLM and pledged \$500,000 towards "creating Just & Equitable Local Communities with a goal to combat systemic discrimination through voter education and turnout, justice reform, and investment in emerging community leaders of color" (6)(7). PagerDuty partnered with the San Francisco Aids Foundation, and donated to Galop, ACON and Casey House (8)(9)(10)(11)(12).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A

PagerDuty does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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