

2025 Diversity and Inclusion Goals and 2023 Progress

Content Teams: Increase the diversity of our content teams (news, digital and marketing employees) to reflect the aggregate BIPOC* diversity of the communities we serve, which is ~36%.

Content Leadership: Increase BIPOC representation in content leadership roles by 50%.

Company Leadership: Increase BIPOC representation across all management roles within the organization by 50%.

	CONTENT TEAMS	CONTENT LEADERSHIP	COMPANY LEADERSHIP	ALL EMPLOYEES
2025 BIPOC Goals	Reflect markets at ~36%	Increase by 50%	Increase by 50%	
	On track	On track	On track	
2023 BIPOC Progress	1/1/21 – 27% 12/31/21 – 30% 12/31/22 – 32% 12/31/23 – 33.1%	1/1/21 – 17% 12/31/21 – 20% 12/31/22 – 23% 12/31/23 – 24.3%	1/1/21 – 16% 12/31/21 – 18% 12/31/22 – 20% 12/31/23 – 21%	1/1/21 – 25% 12/31/21 – 27% 12/31/22 – 29% 12/31/23 – 29.7%

* BIPOC = Black, Indigenous, and People of Color

2023 Female Representation	1/1/21 – 46% 12/31/21 – 46% 12/31/22 – 45% 12/31/23 – 44%	1/1/21 – 45% 12/31/21 – 44% 12/31/22 – 44% 12/31/23 – 43%	1/1/21 – 41% 12/31/21 – 42% 12/31/22 – 42% 12/31/23 – 41%	1/1/21 – 47% 12/31/21 – 47% 12/31/22 – 47% 12/31/23 – 46%
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	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER	N/A*
2023 All Employee Representation	3.2%	12.8%	11.0%	67.9%	2.7%	2.4%

* N/A = not available or not disclosed