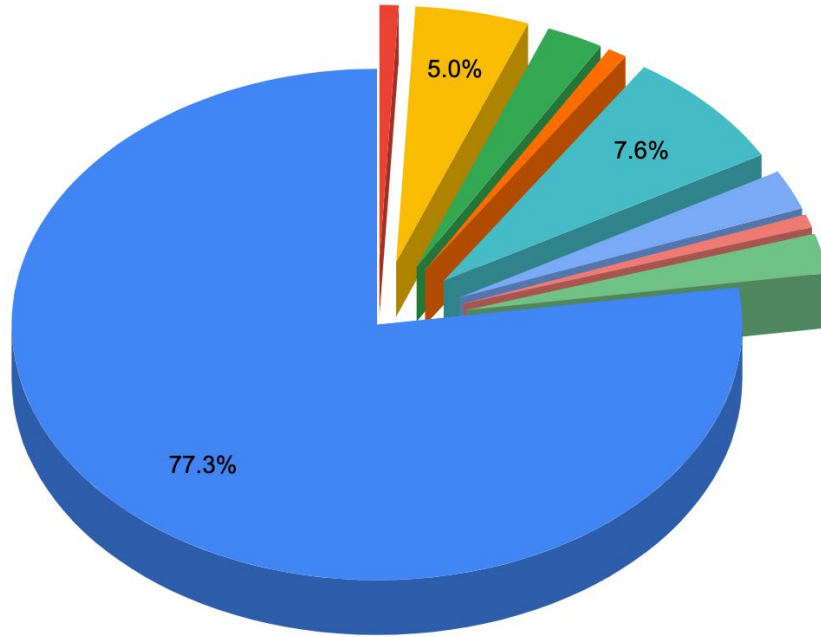


Racial / Ethnic Diversity

In Q1, NJ employed 22% BIPOC



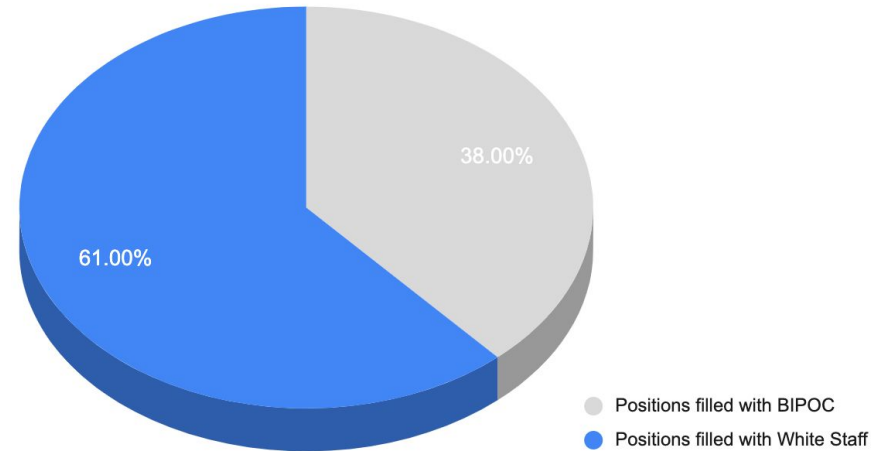
- Asian - East Asian (United States of America)
- Asian - South Asian (United States of America)
- Asian (Not Hispanic or Latino) (United States of America)
- Black - East African (United States of America)
- Black (United States of America)
- Hispanic or Latino (United States of America)
- I do not wish to answer. (United States of America)
- Two or More Races (Not Hispanic or Latino) (United States of America)
- White (Not Hispanic or Latino) (United States of America)

Our Hiring Process in Q1

Total Positions filled: **18**

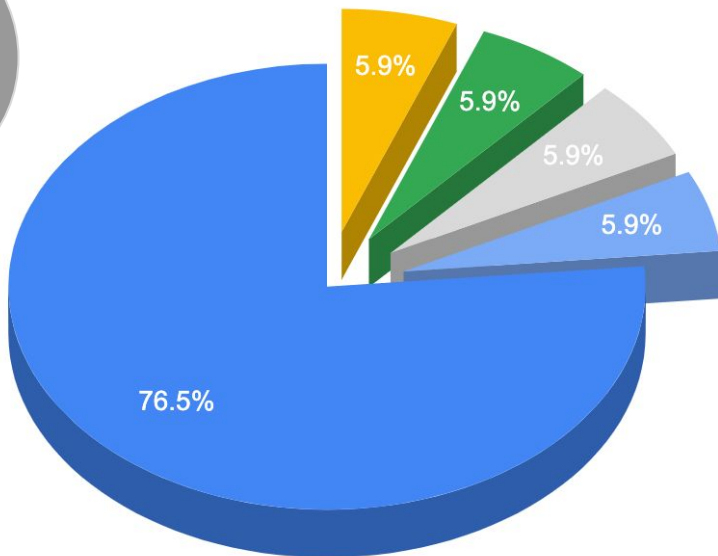
Total Positions w/ BIPOC Finalist: **8**

BIPOC Hired: **7**



Turnover Rates in 2020

17.64% 2020 Departures are BIPOC



- Black or African American (Not Hispanic or Latino)
- Hispanic or Latino
- I do not wish to answer.
- Two or More Races (Not Hispanic or Latino)
- White (Not Hispanic or Latino)

2019 Breakdown

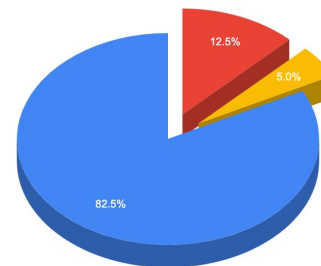
7 out of 31 BIPOC Staff - Turnover Rate 22.58%
 33 out of 61 White Staff - Turnover Rate 54.10%

2020 Breakdown

3 out of 26 BIPOC Staff - Turnover Rate 11.54%
 13 out of 82 White Staff - Turnover Rate 15.85%

2019

17.50% 2019 Departures are BIPOC



- Asian (Not Hispanic or Latino)
- Black or African American (Not Hispanic or Latino)
- White (Not Hispanic or Latino)

Gender Diversity in Q1 2021

