In Q4 of 2020, NJ employed 24% BIPOC

- Asian - South Asian (United States of America)
- Asian (Not Hispanic or Latino)
- Black - Of African descent - Afro-Caribbean - African American (United States of America)
- 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)
Our Hiring Process in Q4

Total Positions filled: 10
Total Positions w/ BIPOC Finalist: 4
BIPOC Hired: 2
Turnover Rates in 2020

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%

17.64% 2020 Departures are BIPOC
17.50% 2019 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)
Gender Diversity in Q4 2020

- Female: 59.9%
- Male: 39.5%
- Non-Binary: 0.6%