2022 DEI Annual Report
Roadmap

DEI Statement  Q4 Data  2022 Data  2022 in Summary  Inclusion & Belonging  2023 Goals
National Journal Group is an organization that believes diversity is the required foundation for uninhibited growth for its business and all of its employees. Our two cultural values are the spirit of generosity and the force of ideas. We cannot authentically aspire to these two values without placing equity and diversity at the center of them. This demands that we have an inclusive environment where colleagues of every ethnicity, identity, gender and orientation have the same opportunity to grow and succeed within our organization. With diversity as a central tenet, we believe National Journal will be a company that values the professional and personal growth of its employees, expanding access to the best ideas, and allowing us to create products that serve our Members and Partners to the fullest extent.
Q4 Data
Q4 2022 Race & Ethnicity

- 65% Asian
- 6% Asian - East Asian
- 6% Asian - South Asian
- 2% Asian - Western Asian
- 5% Black
- 5% Black - East African
- 2% Black - Of African descent, Afro-Caribbean, or African American
- 2% Hispanic, or Latinx
- 2% I do not wish to answer
- 2% Middle Eastern
- 2% Two or More Races
- 1% White
Q4 2022 Gender

- Female: 48%
- Male: 49%
- Nonbinary: 3%
100% of positions filled in Q4 had a BIPOC finalist.
2022 Hiring
2022 BIPOC Hiring

- **68** Total positions hired for
- **30** Total BIPOC staff hired
- **62** Total positions with a BIPOC finalist
2022 BIPOC Hiring Division Breakdown

*Count does not include overhead employees (HR + Finance Teams)*
2022 Turnover Data
In 2020, total company turnover was 17*

In 2021, total company turnover was 41*

In 2022, total company turnover was 39*

*Count includes those who opted not to self-identify

31% of the company turned over in 2022
Rate of Turnover by Race

<table>
<thead>
<tr>
<th>Year</th>
<th>BIPOC Staff Turned Over</th>
<th>White Staff Turned Over</th>
<th>Turnover Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>10 of 42</td>
<td>28 of 82</td>
<td>23.8%</td>
</tr>
<tr>
<td>2021</td>
<td>9 of 29 BIPOC</td>
<td>30 of 66 White</td>
<td>31%</td>
</tr>
<tr>
<td>2020</td>
<td>3 of 26 BIPOC</td>
<td>13 of 82 White</td>
<td>11.5%</td>
</tr>
</tbody>
</table>
2022 Rate of Turnover by Race Breakdown

- White: 72%
- Black or African American: 13%
- Asian: 10%
- Two or More Races: 2%
- Decline To Self Identify: 3%
2022 Turnover by Reason for Departure

- Involuntary
- Other employment
- Return to school
2022 In Summary
A look back at the last two years...

**Accountability & Execution**
- DEI Audit
- DEI Advisory Board
- Listening Sessions & DEI Action Plan
- Lattice: Reviews, Growtracks & Goals

**Hiring & Onboarding**
- Values Interview
- Hiring Training
- NJ Culture Onboarding

**Inclusion & Belonging**
- Employee Resource Groups
- Office Hours
2023 Goals & Priorities
2023 Goals, Priorities + Commitments

**LGBTQ+ Data and Reporting**
Currently we cannot accurately report on this data in hiring, over 2023 our team will be working with the QTEAS to determine how best to incorporate data in this report and others moving forward.

**Focus on Inclusion & Belonging**
- Annual listening sessions with ERGs
- Quarterly Financial Literacy Sessions & 401K Autoenrollment
- Continue and deepen our training and Antiracism Practice- with an increased focus on the LGBTQ+ experience

**Hiring & Employer Brand**
- Attended or engaged with 8 MSIs, looking to increase engagement with 10 more institutions this year
- Attend 26 Career Fairs
- Build relationships with 10 hispanic serving institutions