

2022 Annual DEI Report

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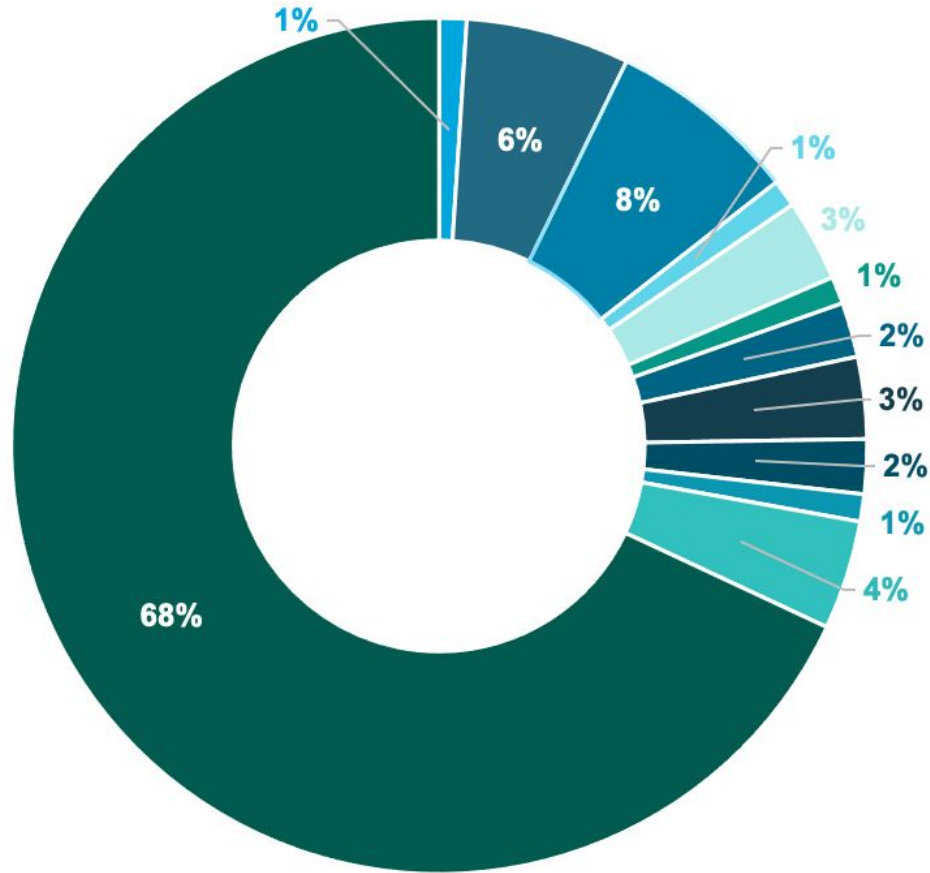
National Journal's DEI Statement

National Journal's DEI Statement

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.

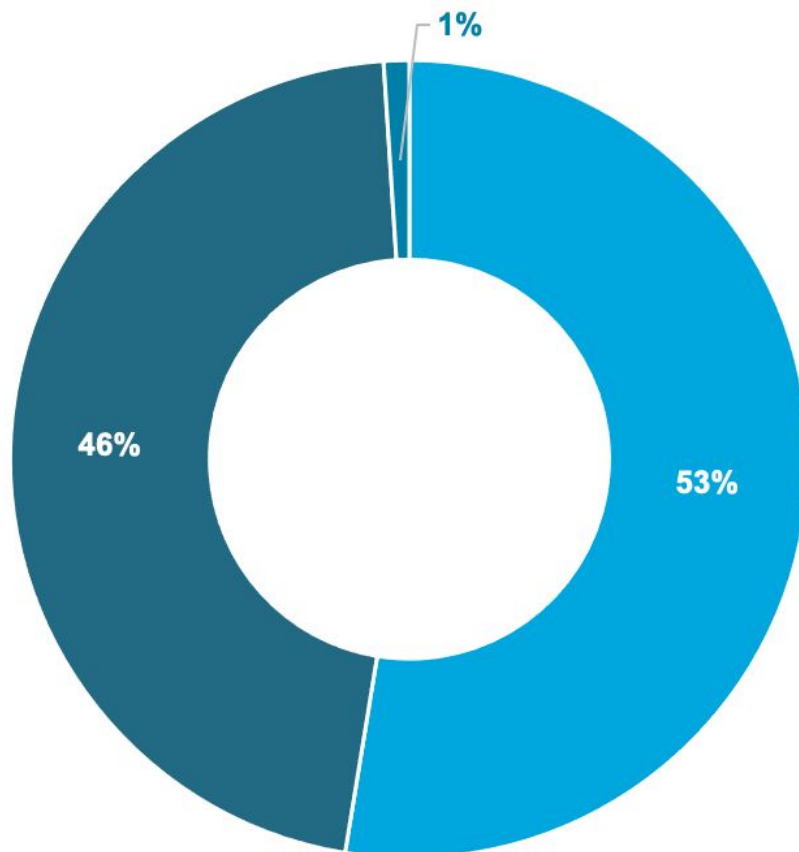
Q4 Data

Q4 2021 Race & Ethnicity



- Asian
- Asian - East Asian
- Asian - South Asian
- Asian - Western Asian
- Black
- Black - East African
- Black - Of African descent, Afro-Caribbean, or African American
- Hispanic, or Latinx
- I do not wish to answer
- Middle Eastern
- Two or More Races
- White

Q4 2021 Gender

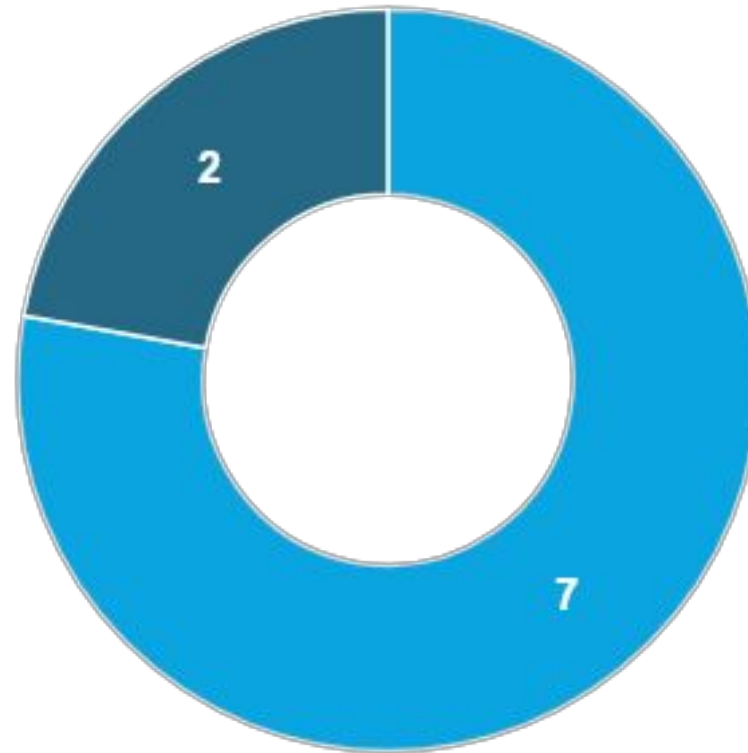


Hiring

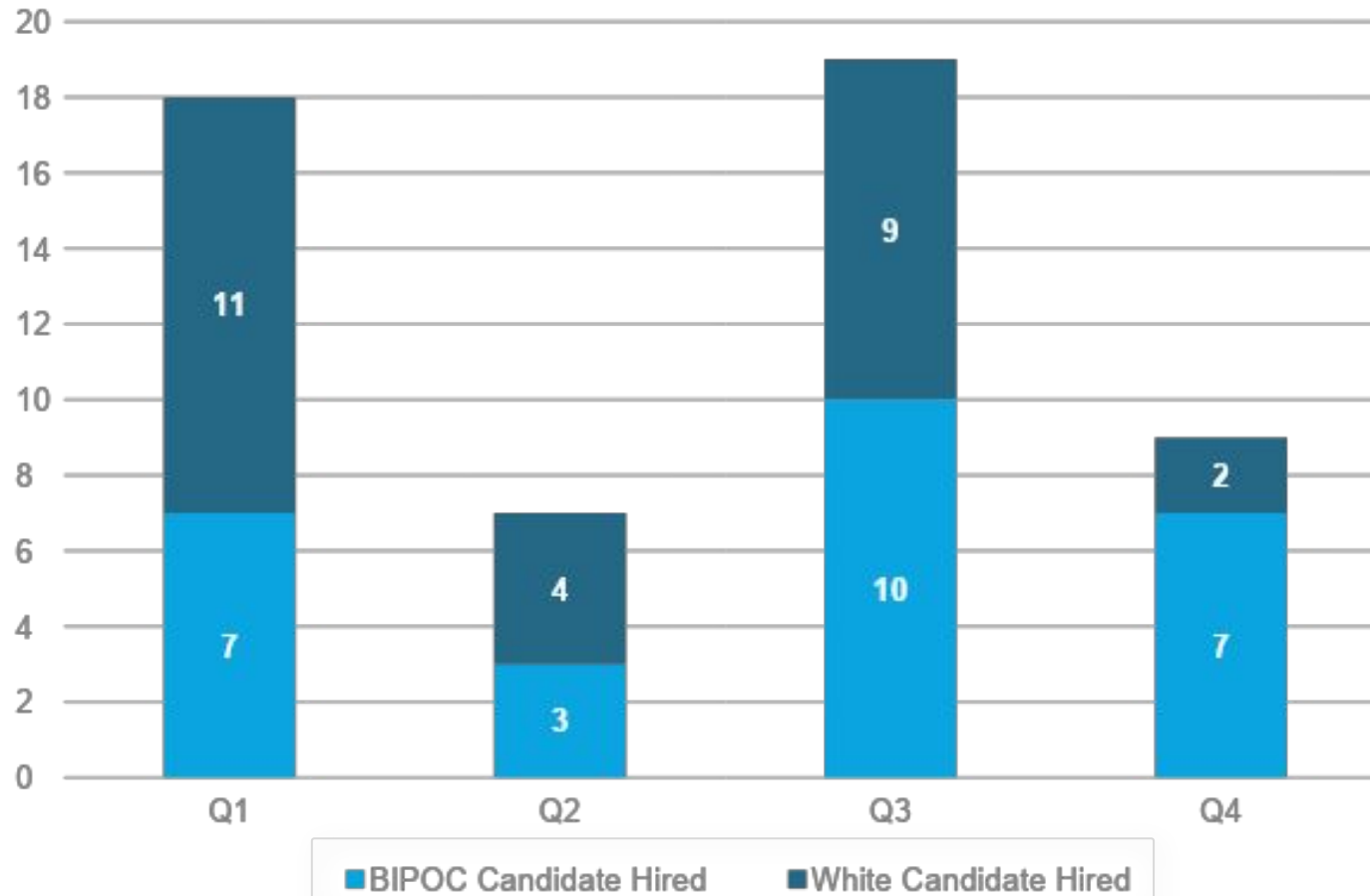
Q4 Hiring

100% of positions
filled in Q4 had a
BIPOC finalist.

■ BIPOC Candidate Hired ■ White Candidate Hired



2021 Hiring

**53**

Total positions
hired for

27

Total BIPOC
staff hired

36

Total positions with
a BIPOC finalist

Turnover Data

Turnover Overview

In **2021**,
total company
turnover was **41***

9
BIPOC
Staff

30
White
Staff

In **2020**,
total company
turnover was **17***

3
BIPOC
Staff

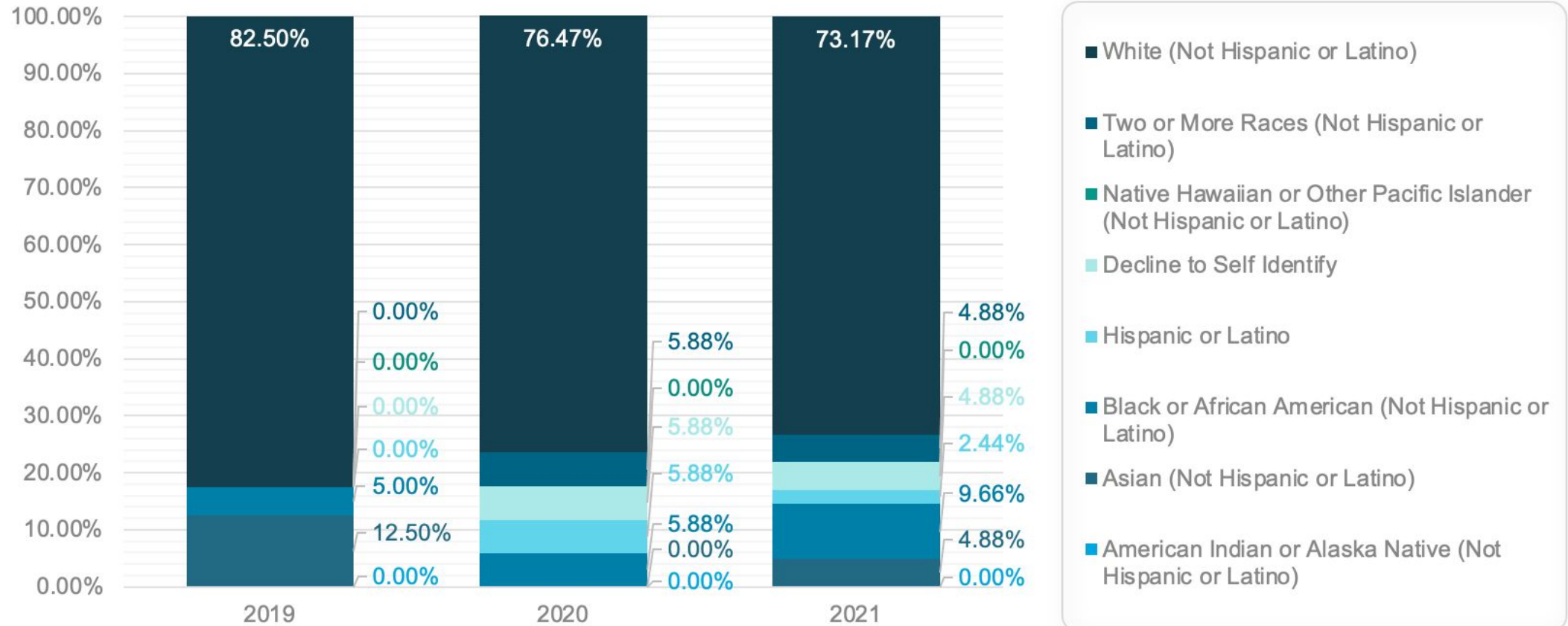
13
White
Staff

35%

of the company
turned over in
2021

**Count includes those who opted not to self-identify*

Annual Turnover by Race



Rate of Turnover by Race

2021

9 of 29
BIPOC staff
turned over

31%
Turnover Rate

30 of 66
White staff
turned over

45.5%
Turnover Rate

2020

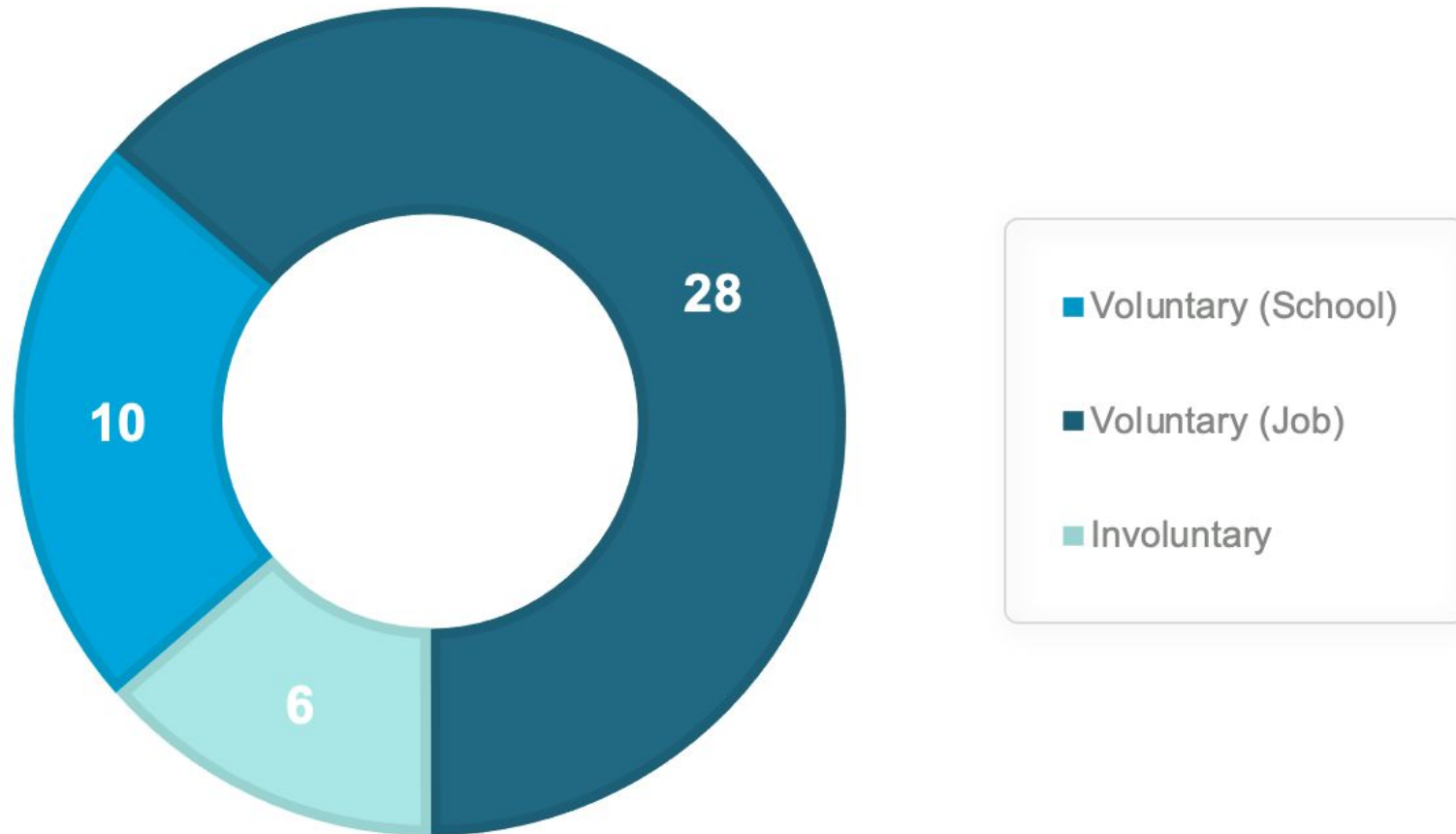
3 of 26
BIPOC staff
turned over

11.5%
Turnover Rate

13 of 82
White staff
turned over

15.9%
Turnover Rate

2021 Turnover by Reason for Departure



2021 Editorial Source Audit

Methodology

To conduct our source audit, we recorded the apparent race and gender of every named individual whose quote or sentiment was included in a *National Journal* feature, quick take, or *Against the Grain* podcast in the first two quarters of 2021. Additionally, we counted the number of sources we could identify who belong to the LGBTQ+ community.

Findings

Our results show that, like many newsrooms, we have room for improvement in terms of including underrepresented sources in our reporting. Women and people of color were slightly more well-represented when we limited our sample to individuals who were not members of Congress, but not by a large margin.

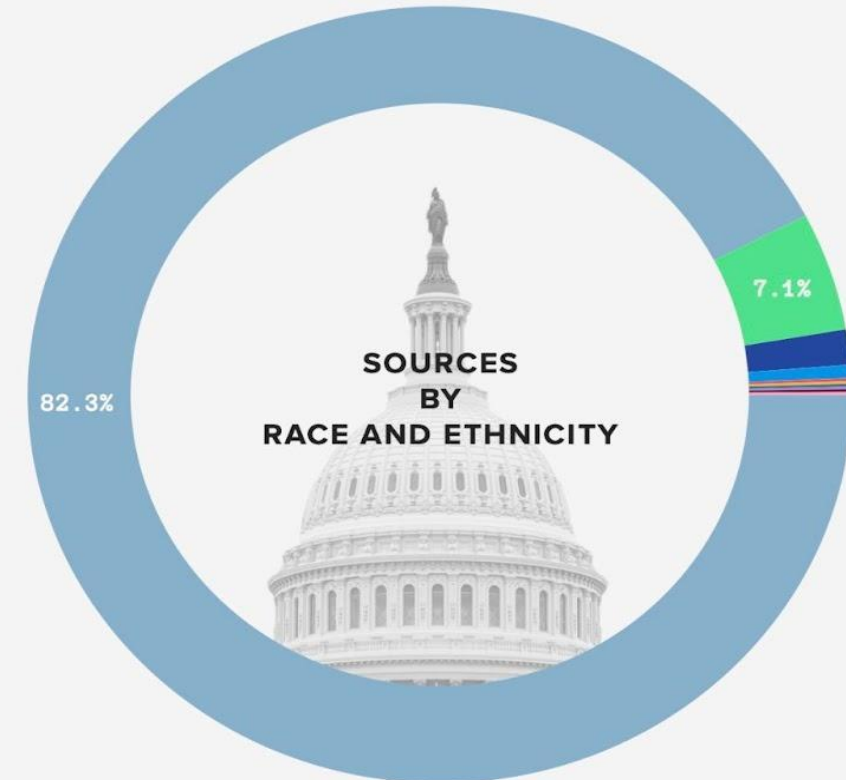
NATIONAL JOURNAL SOURCE AUDIT FINDINGS

National Journal Sources by Race and Ethnicity, All

JANUARY 2021 - JUNE 2021



NATIONAL JOURNAL



NATIONAL JOURNAL SOURCE AUDIT FINDINGS

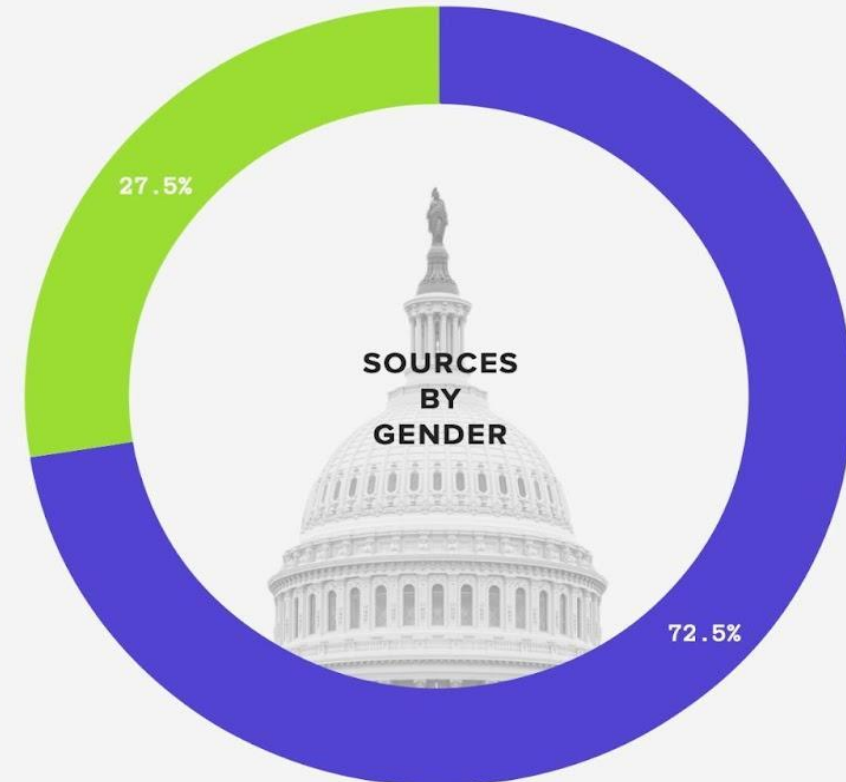
National Journal Sources by Gender, All

JANUARY 2021 - JUNE 2021

72.5% ■ Male

27.5% ■ Female

NATIONAL JOURNAL



NATIONAL JOURNAL SOURCE AUDIT FINDINGS

LGBTQ+ Source Data Results

JANUARY 2021 - JUNE 2021

34 ●●

We could only conclusively determine **34 LGBTQ+ sources** cited during the audit period.

6 ●

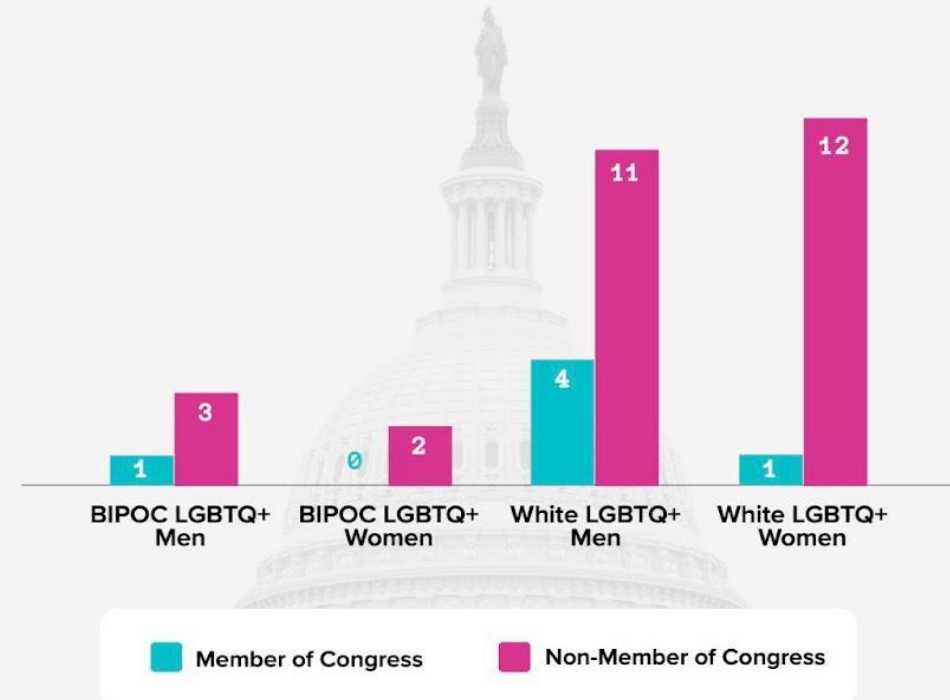
Of those sources, **six are current members** of Congress.

11 ●

In total, there were **11 LGBTQ+ members** of Congress during the six-month period our audit examined.

NATIONAL JOURNAL

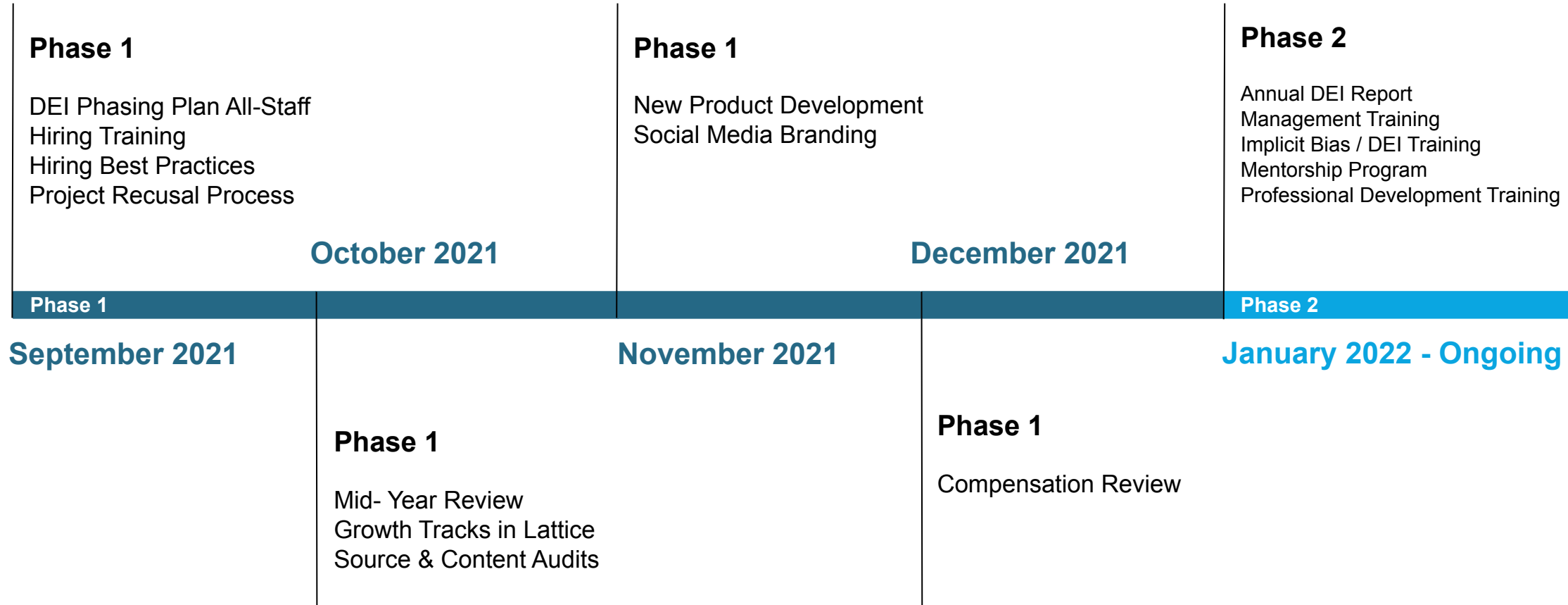
LGBTQ+ SOURCES: RACE, GENDER, & SEXUALITY



Thank you to the volunteers who devoted hours of their own time to collect data for the audit:

Afzal Bari, Audrey Williams, Deron Lee, Dylan Wells, Erin Covey, Gina Kim, Jena Kanji, Kat Caleca, Kia Sosa, Leah Askarinam, Lesley Martinez, Lizzy Andrew, Mini Racker, Sara Stanton, Stefanie Pousoulides, Taameen Mohammed, Zac Weisz, and Zach Cohen.

2021 in Summary



Ways We Responded

Accountability & Execution

DEI Audit

DEI Advisory Board

*Listening Sessions &
DEI Action Plan*

*Lattice: Reviews,
Growtracks, and Goals*



Hiring & Onboarding

Values Interview

Hiring Training

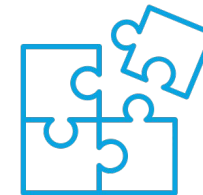
*NJ Culture Onboarding
with Rebecca*



Inclusion & Belonging

*Employee Resource
Groups*

Office Hours



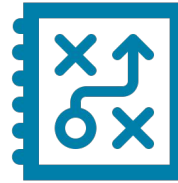
2022 Goals & Priorities

2022 Goals & Priorities

Accountability



Execution



**Continued
Listening**



Thank you!