

2025 Diversity and Inclusion Goals and 2021 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%**.

* BIPOC = Black, Indigenous, and People of Color

	CONTENT TEAMS	CONTENT LEADERSHIP	COMPANY LEADERSHIP	ALL EMPLOYEES		
2025 BIPOC Goals	Reflect markets at ~ 36% On track	Increase by 50% On track	Increase by 50% On track			
2021 BIPOC Progress	1/1/21 – 27% 12/31/21 – 30% ↑ 11% Increase	1/1/21 – 17% 12/31/21 – 20% ↑ 18% Increase	1/1/21 – 16% 12/31/21 – 18% ↑ 13% Increase	1/1/21 – 25% 12/31/21 – 27% ↑ 8% Increase		
2021 Female Representation	1/1/21 – 46% 12/31/21 – 46%	1/1/21 – 45% 12/31/21 – 44%	1/1/21 – 41% 12/31/21 – 42%	1/1/21 – 47% 12/31/21 – 47%		
	ASIAN	BLACK OR AFRICAN-AMERICAN	HISPANIC OR LATINO	WHITE	OTHER	N/A*
2021 All Employee Representation	3.0%	12.0%	9.9%	70.0%	2.3%	2.8%

* N/A = not available or not disclosed