

**NJ**

**NATIONAL JOURNAL**

# **2022 DEI Annual Report**

# Roadmap



# National Journal's DEI Statement

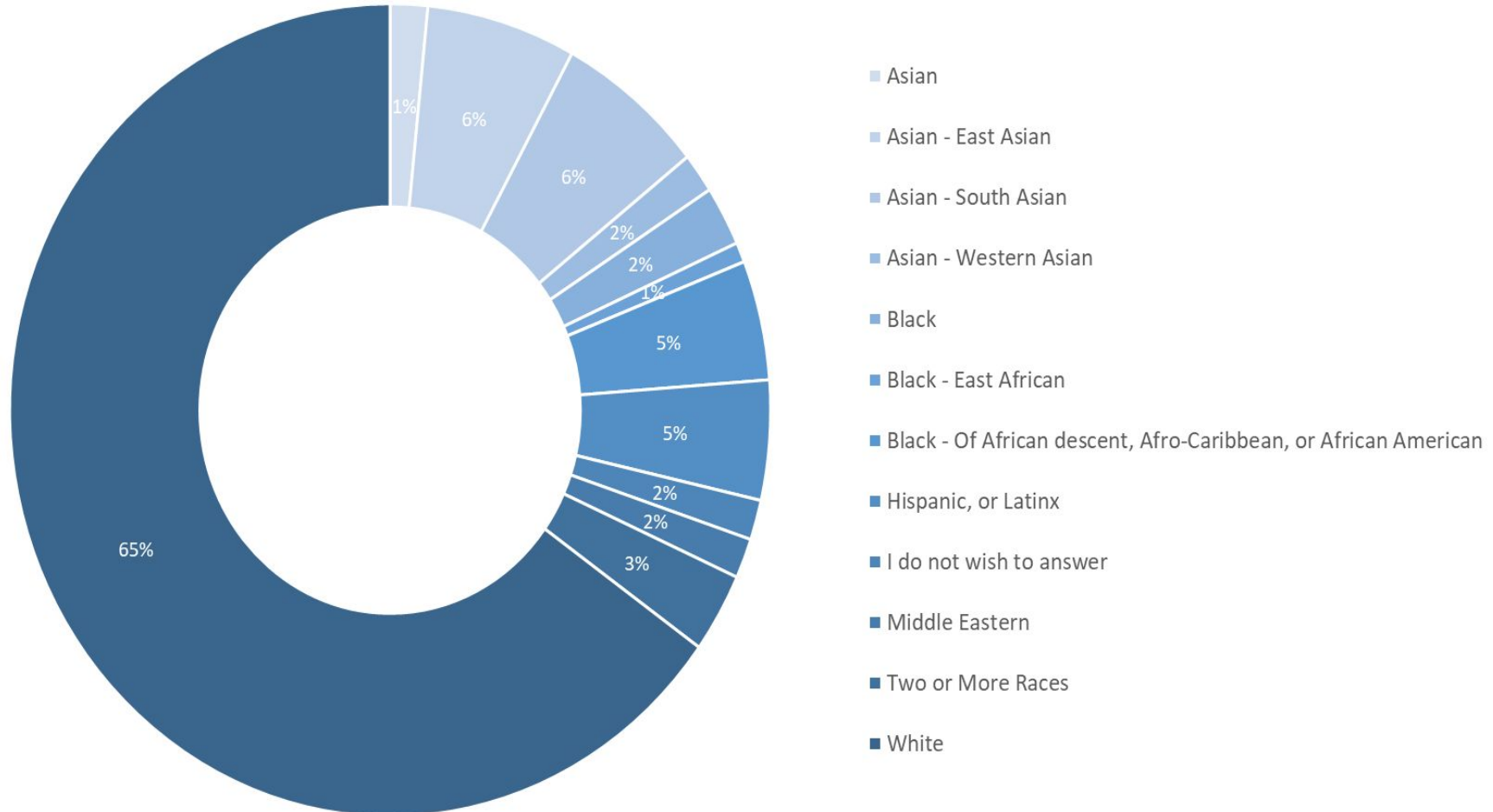
National Journal Group is an organization that believes diversity is the required foundation for uninhibited growth for its business and all of its employees. Our two cultural values are the spirit of generosity and the force of ideas. We cannot authentically aspire to these two values without placing 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.

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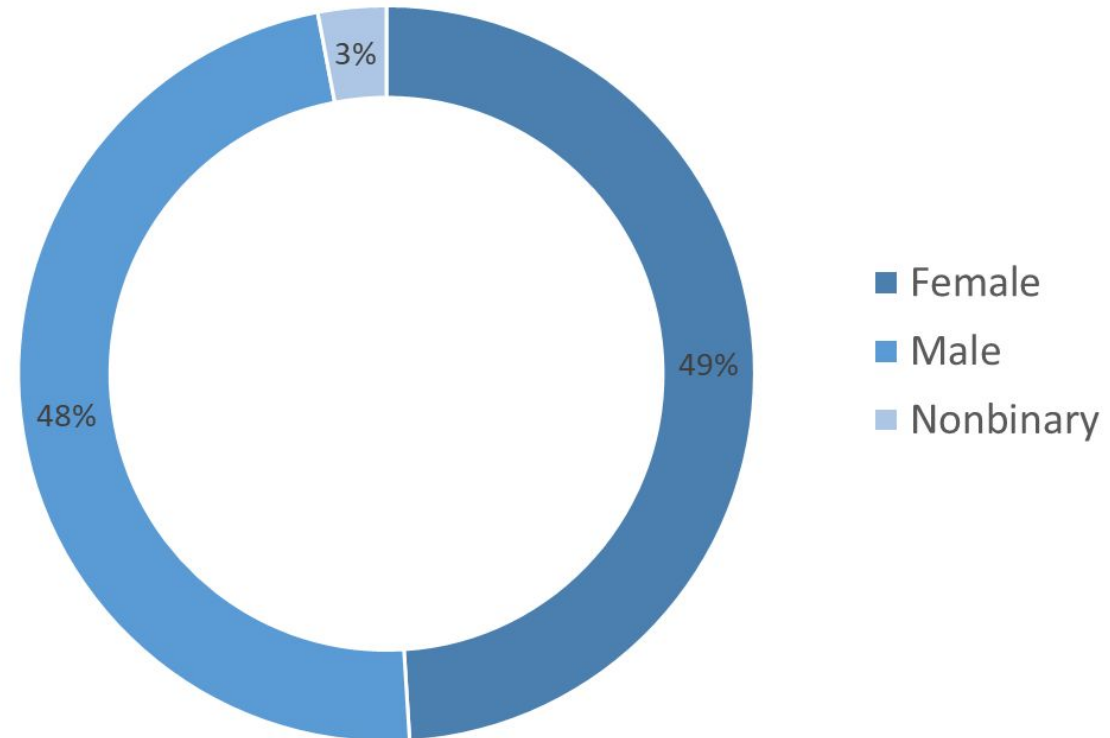
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# Q4 Data

# Q4 2022 Race & Ethnicity

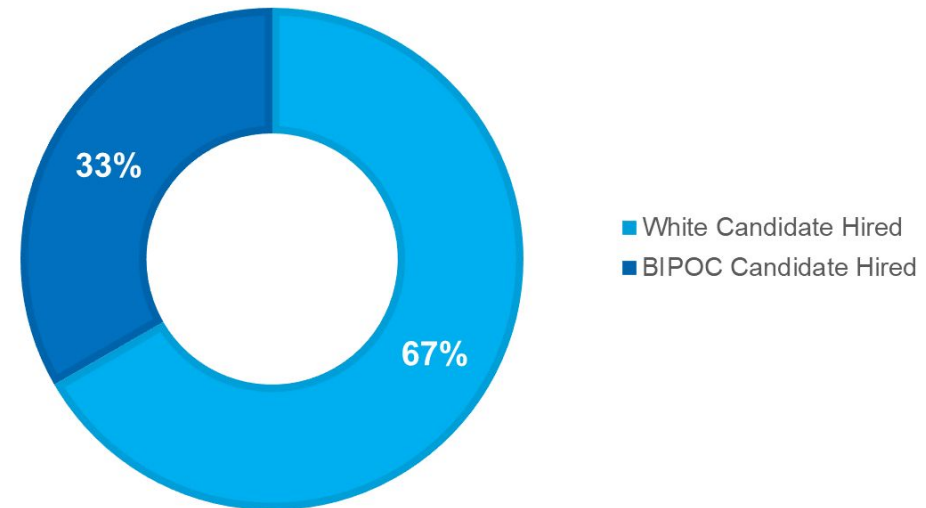


# Q4 2022 Gender



# Q4 Hiring

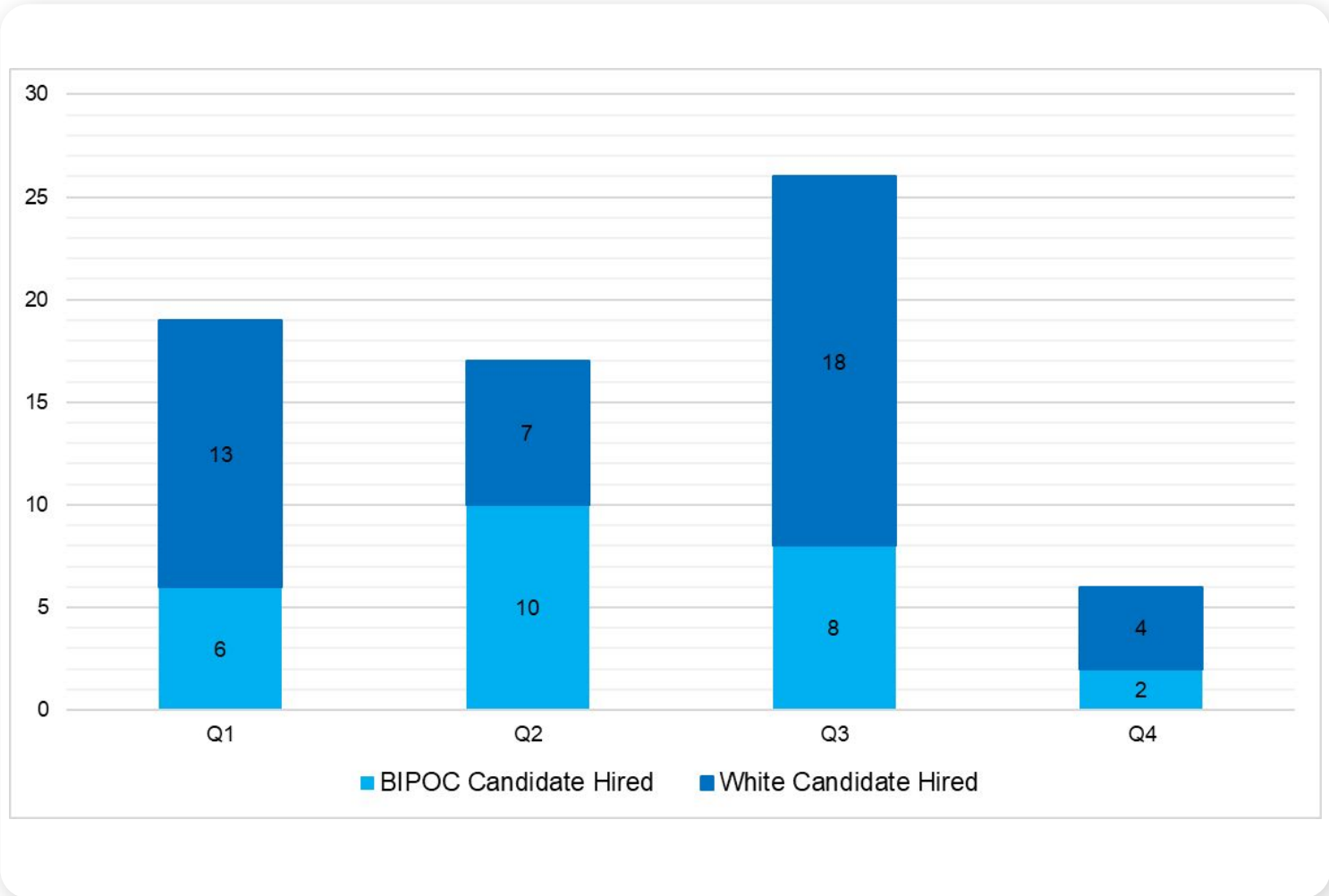
**100% of positions filled in Q4 had a BIPOC finalist.**



# 2022 Hiring



# 2022 BIPOC Hiring

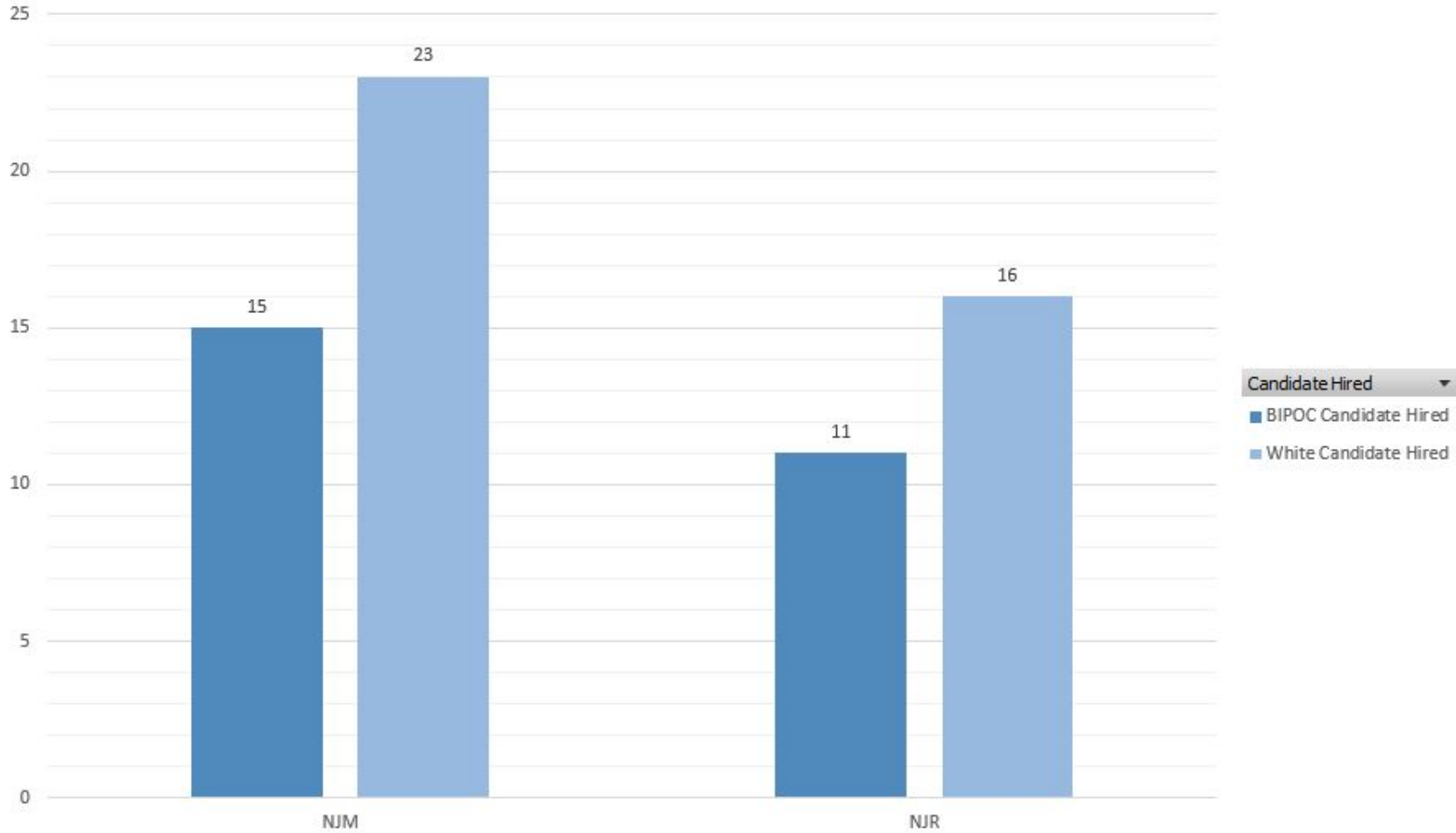


**68**  
Total positions  
hired for

**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)



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# 2022 Turnover Data

# Turnover Overview

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



BIPOC  
Staff



White  
Staff

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



BIPOC  
Staff



White  
Staff

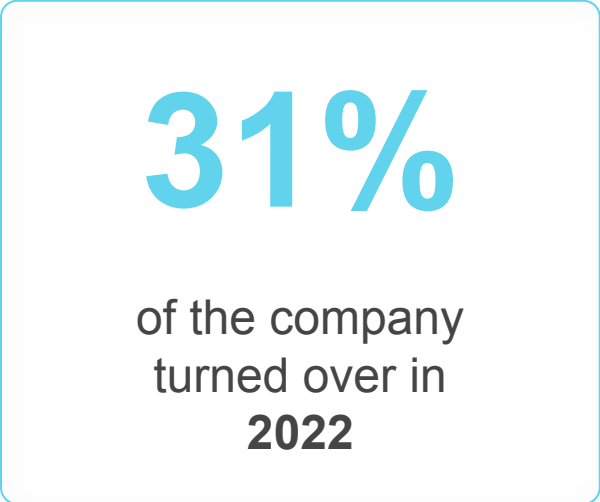
In **2022**,  
total company turnover was **39\***



BIPOC  
Staff

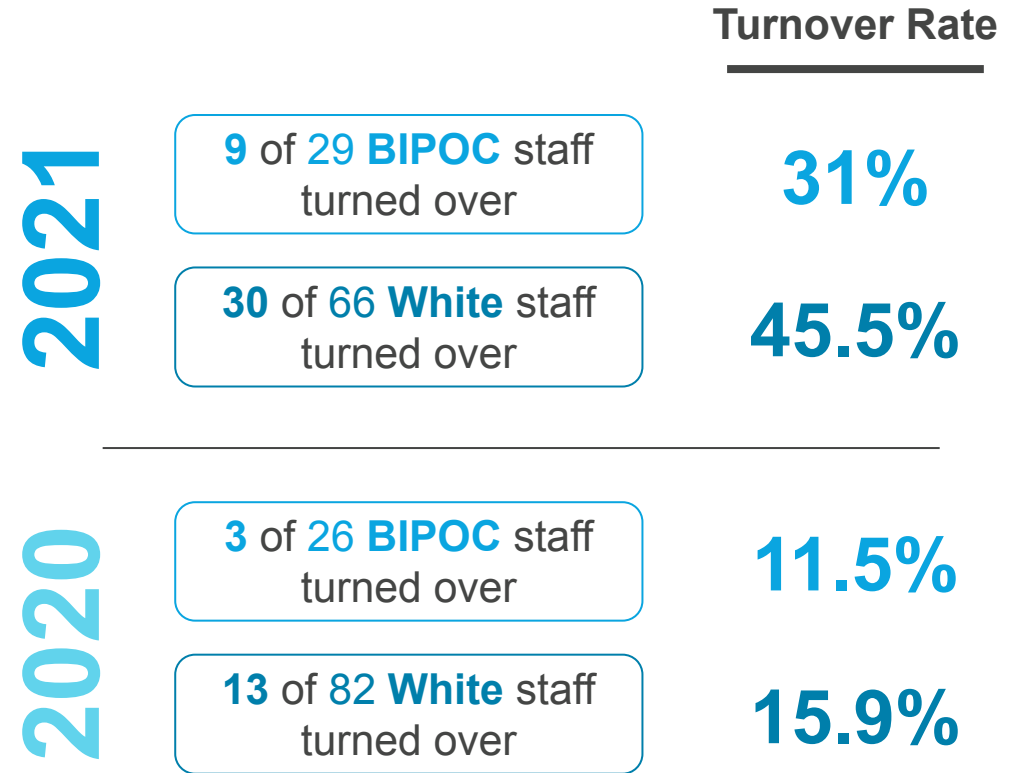
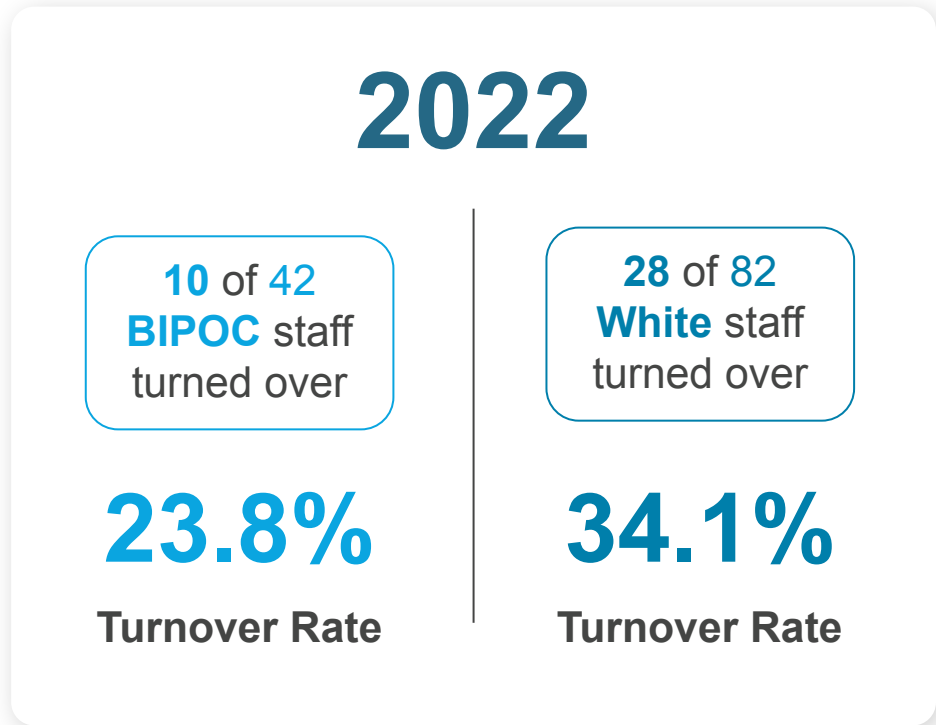


White  
Staff

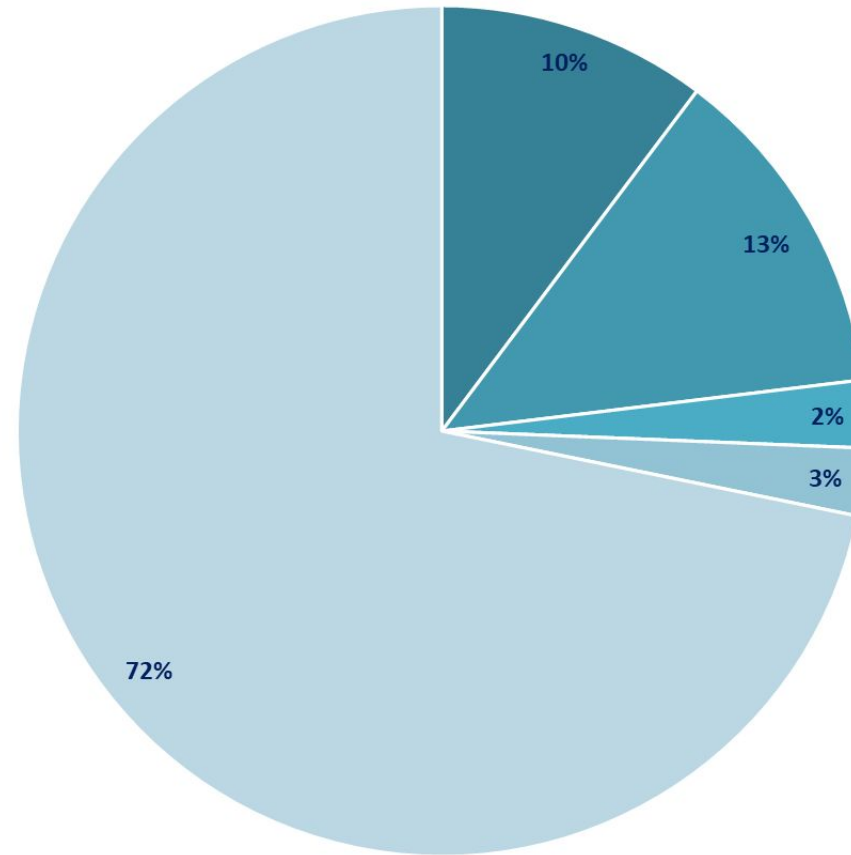


*\*Count includes those who opted not to self-identify*

# Rate of Turnover by Race

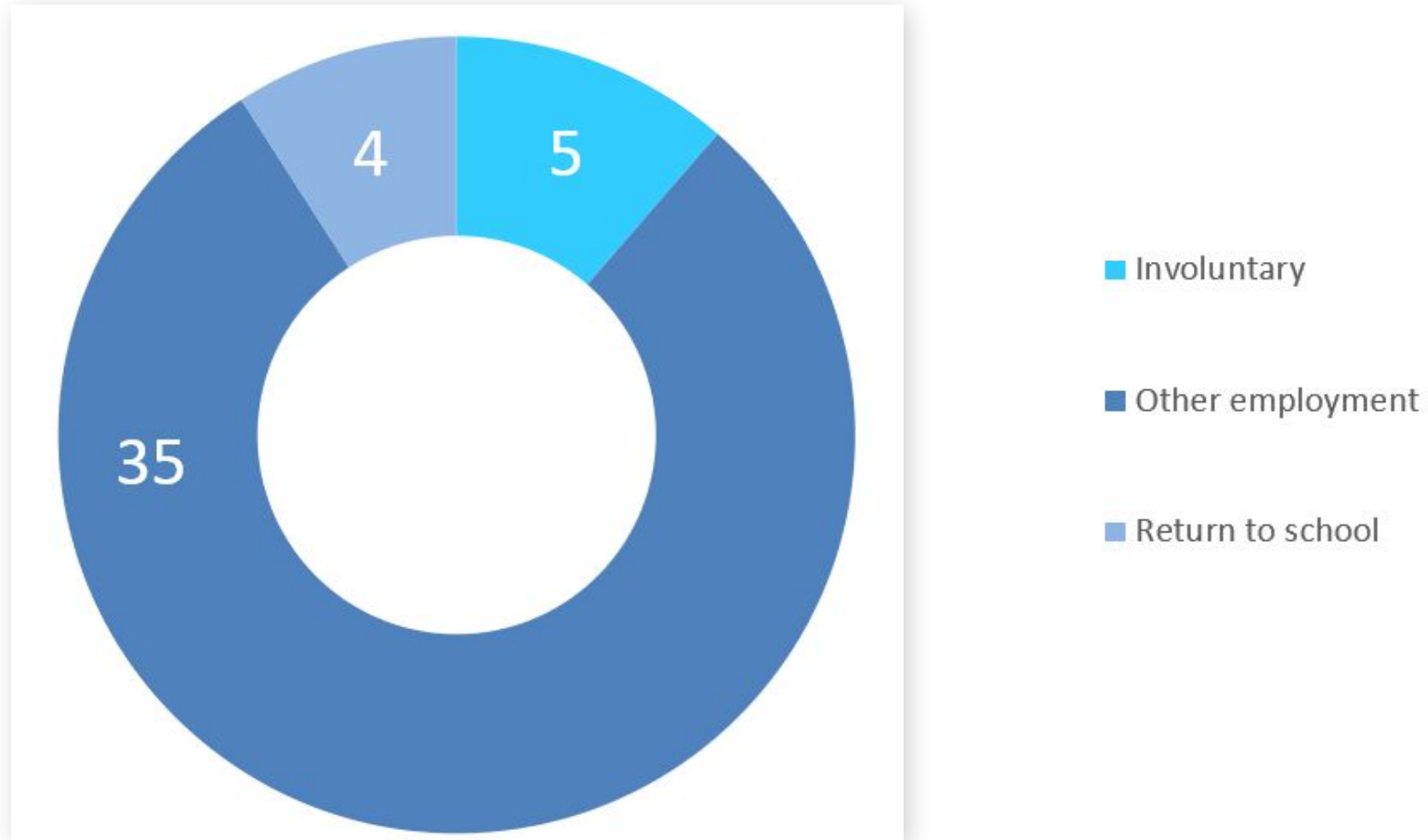


# 2022 Rate of Turnover by Race Breakdown



■ Asian 
 ■ Black or African American 
 ■ Decline To Self Identify 
 ■ Two or More Races 
 ■ White

## 2022 Turnover by Reason for Departure



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# 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



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# 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