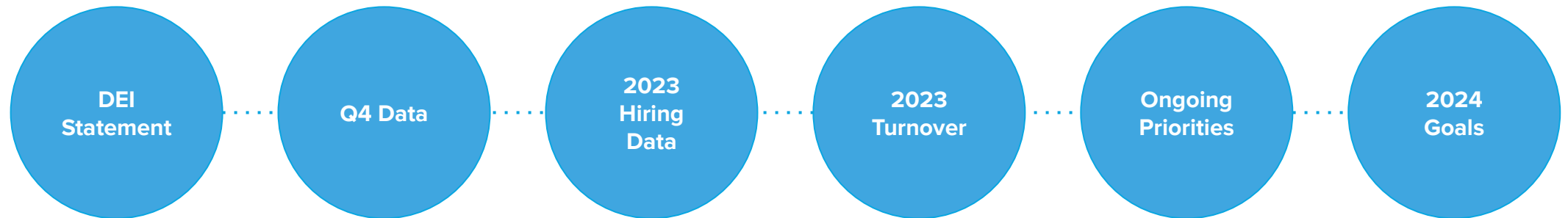




NATIONAL JOURNAL

2023 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.

Q1 DEI Stats

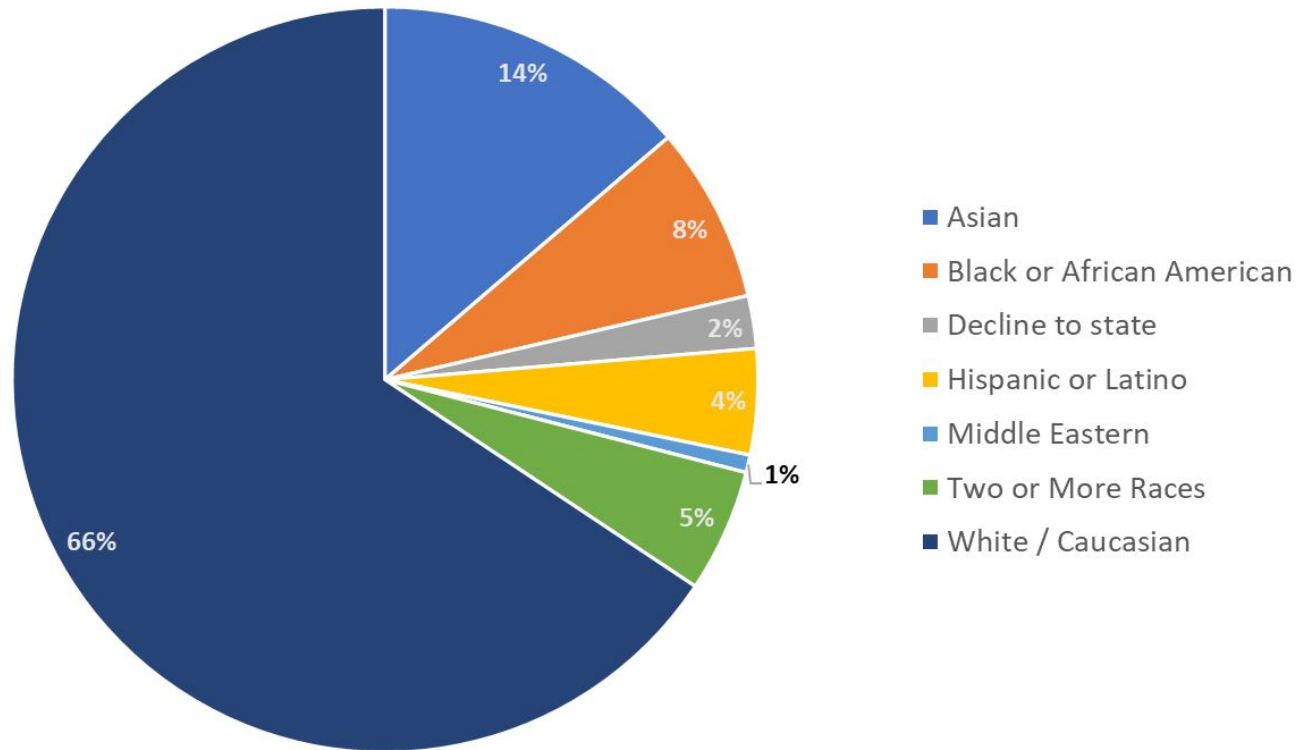
Hiring in Q1

Total Positions filled: **15**

Total Positions w/ BIPOC Finalist: **11**

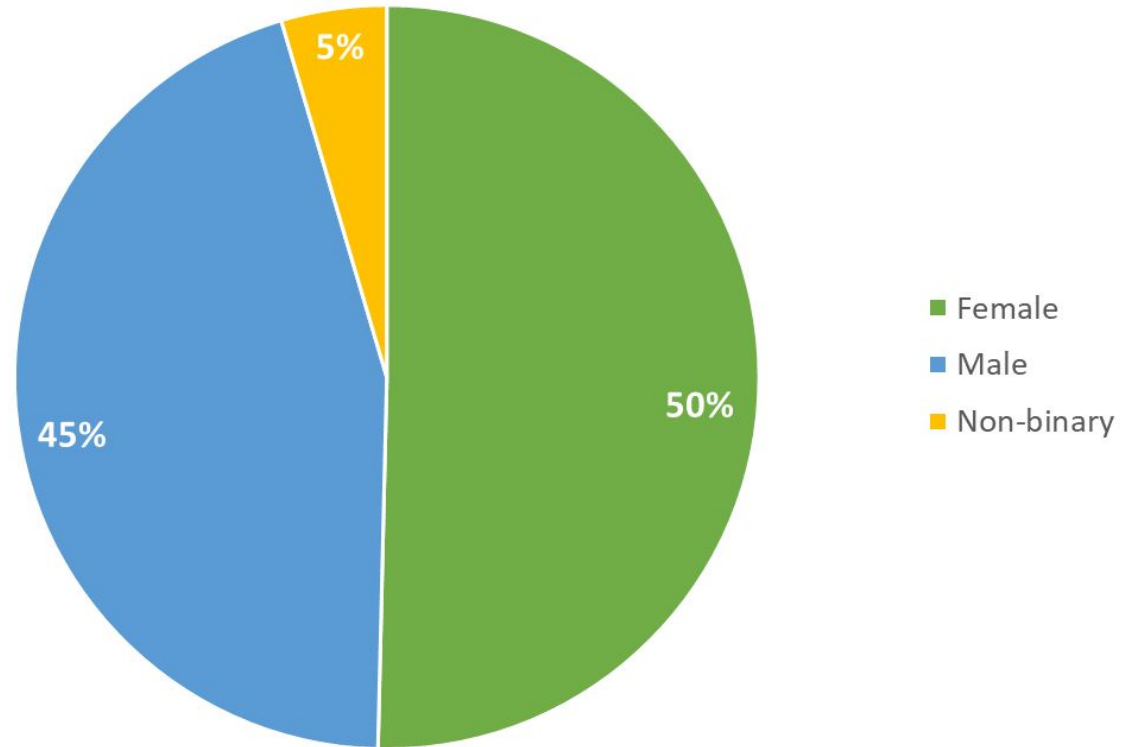
BIPOC Hired: **5**

Racial / Ethnic Diversity



In Q1, NJ was
32% BIPOC

Gender Diversity in Q1



Q2 DEI Stats

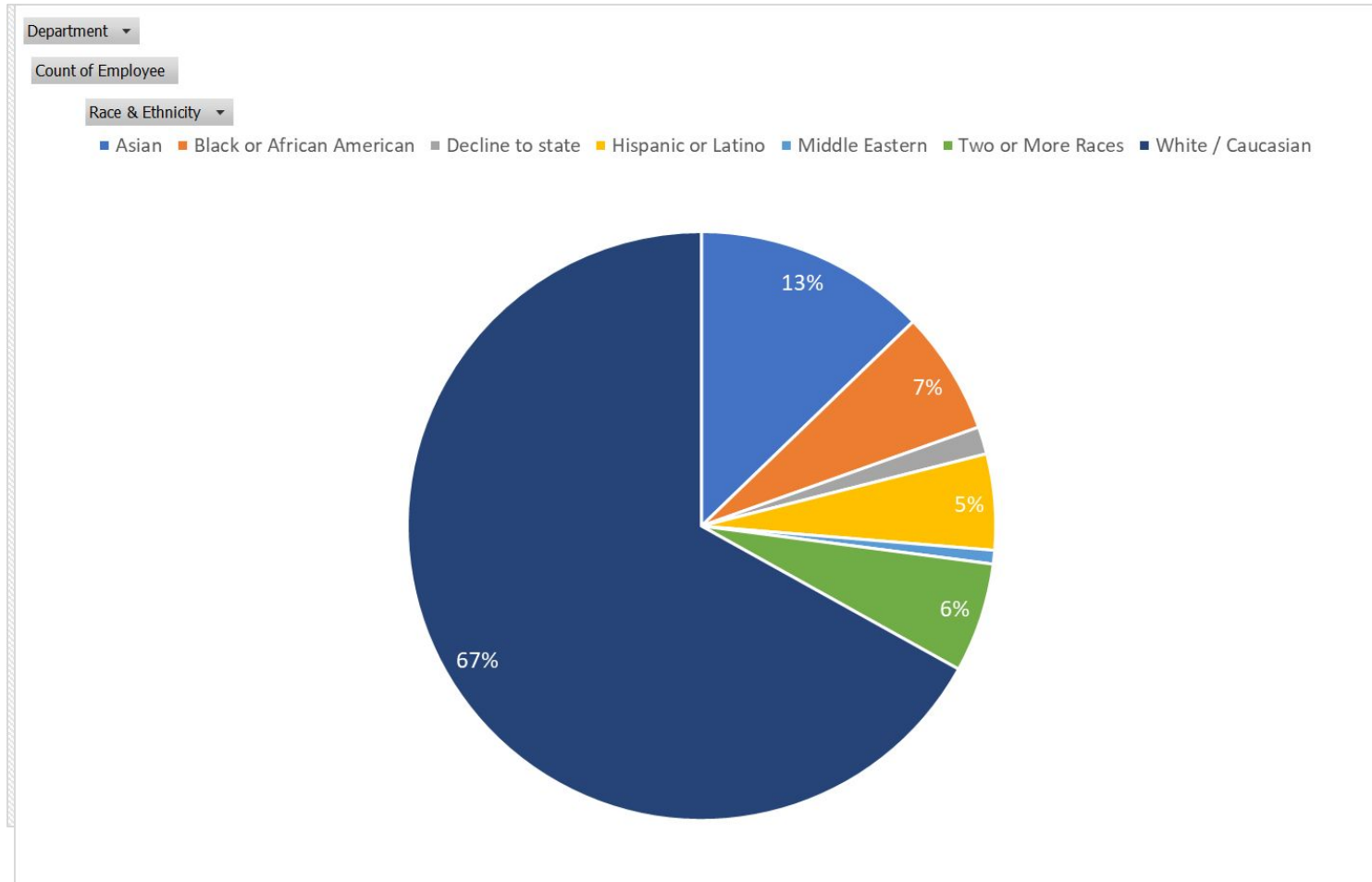
Hiring in Q2

Total Positions filled: **10**

Total Positions w/ BIPOC Finalist: **7**

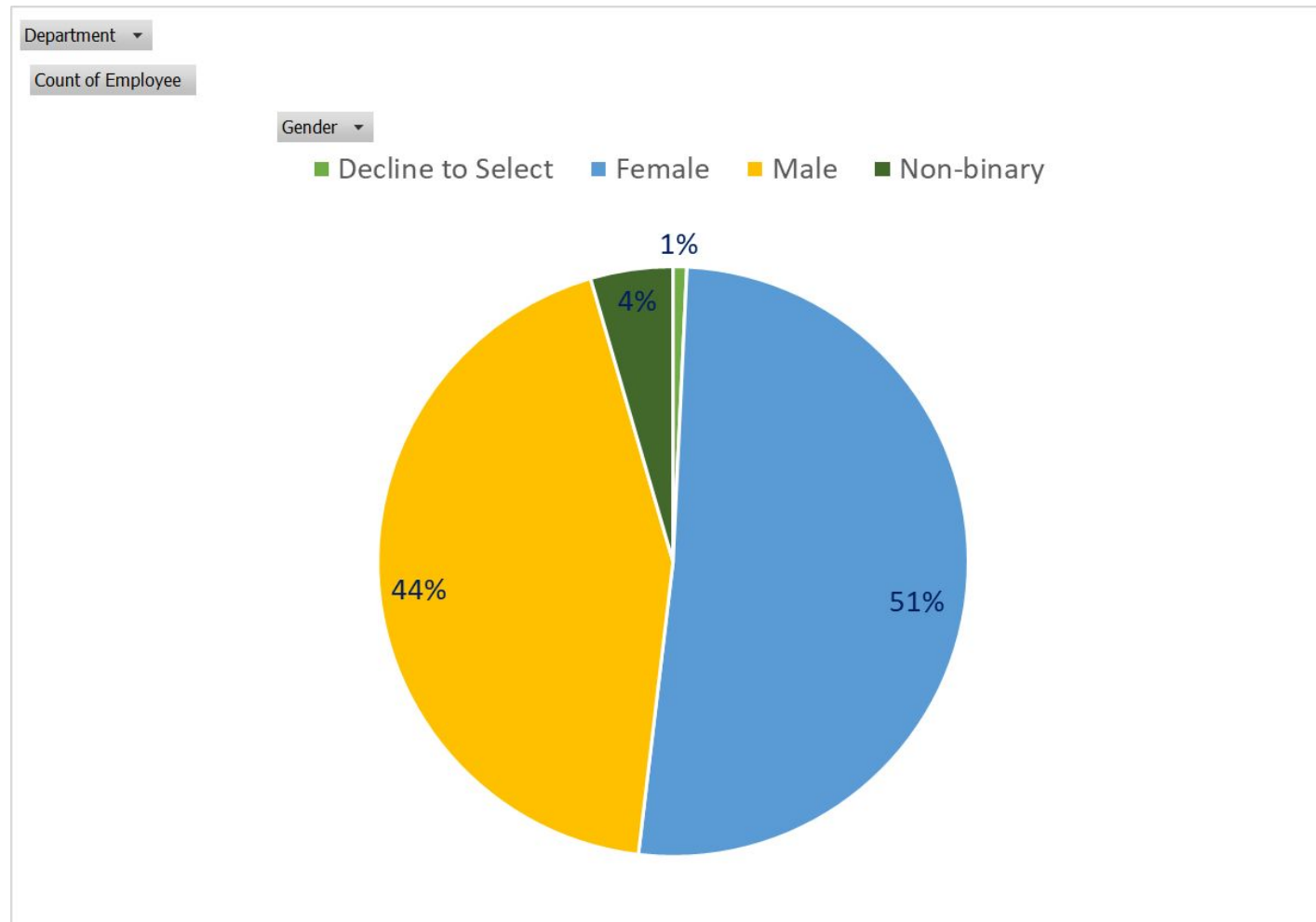
BIPOC Hired: **3**

Racial / Ethnic Diversity



In Q2, NJ was
33% BIPOC

Gender Diversity in Q2



Q3 DEI Stats

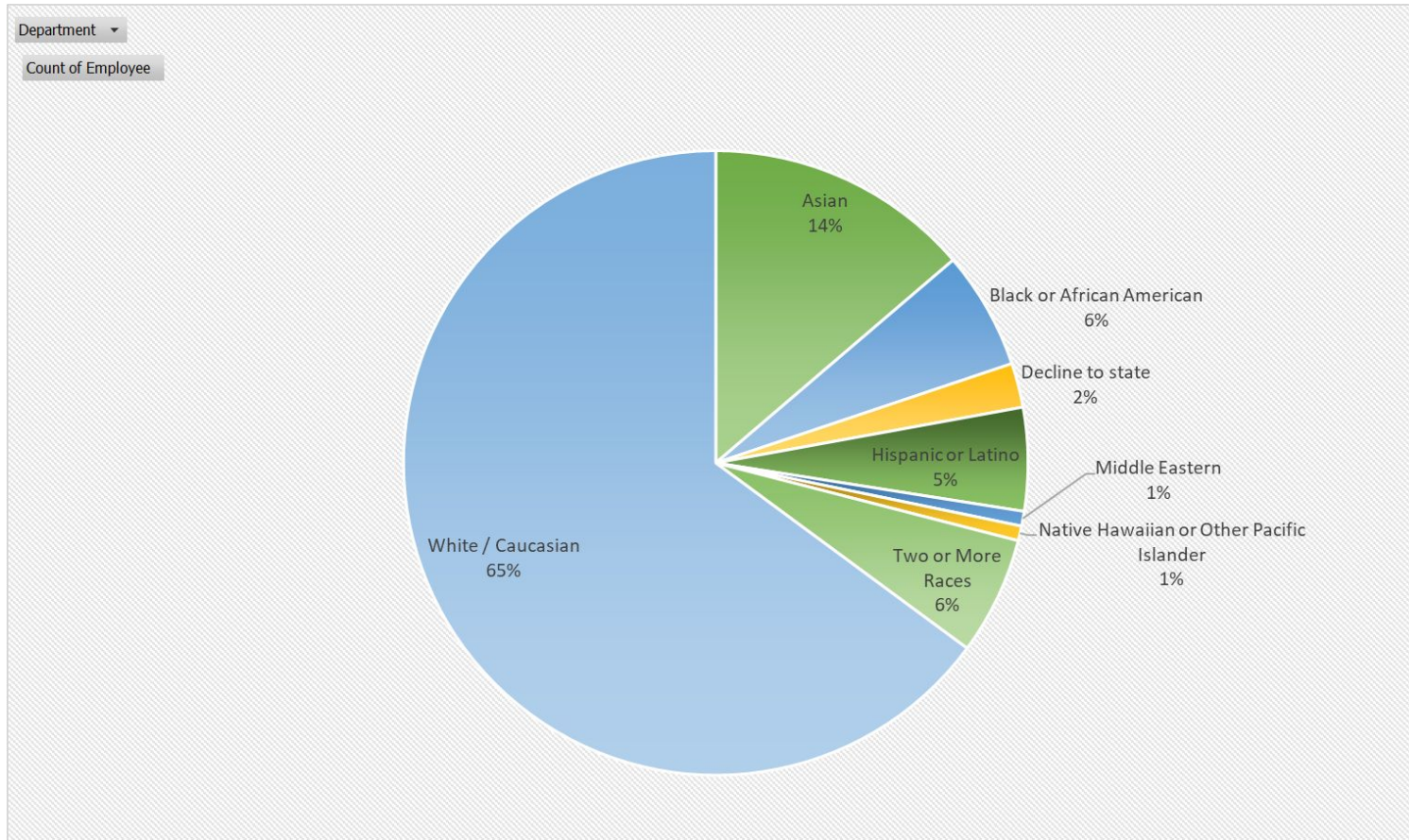
Hiring in Q3

Total Positions filled: **9**

Total Positions w/ BIPOC Finalist: **9**

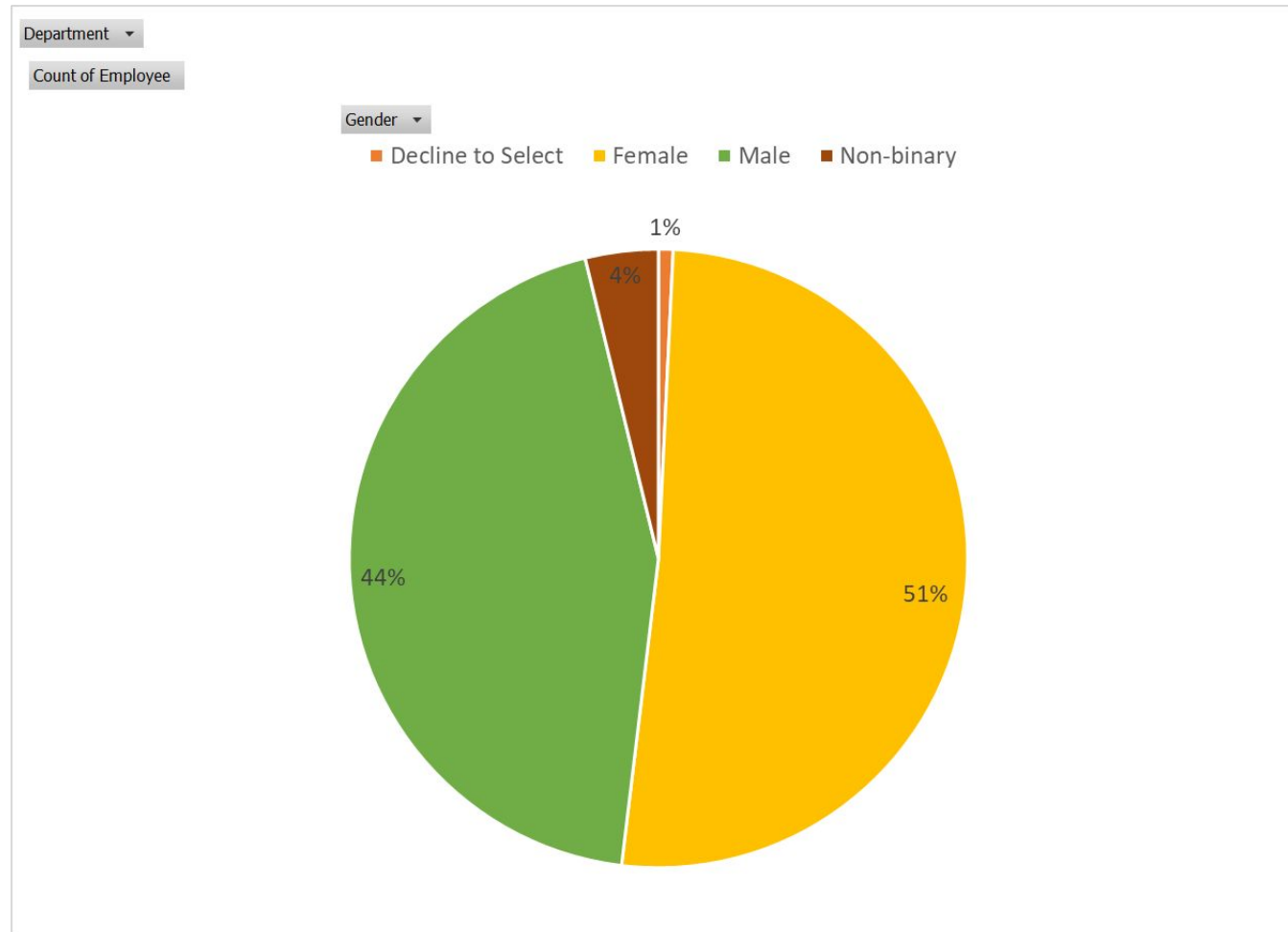
BIPOC Hired: **6**

Racial / Ethnic Diversity



In Q3, NJ was **35% BIPOC**

Gender Diversity in Q3

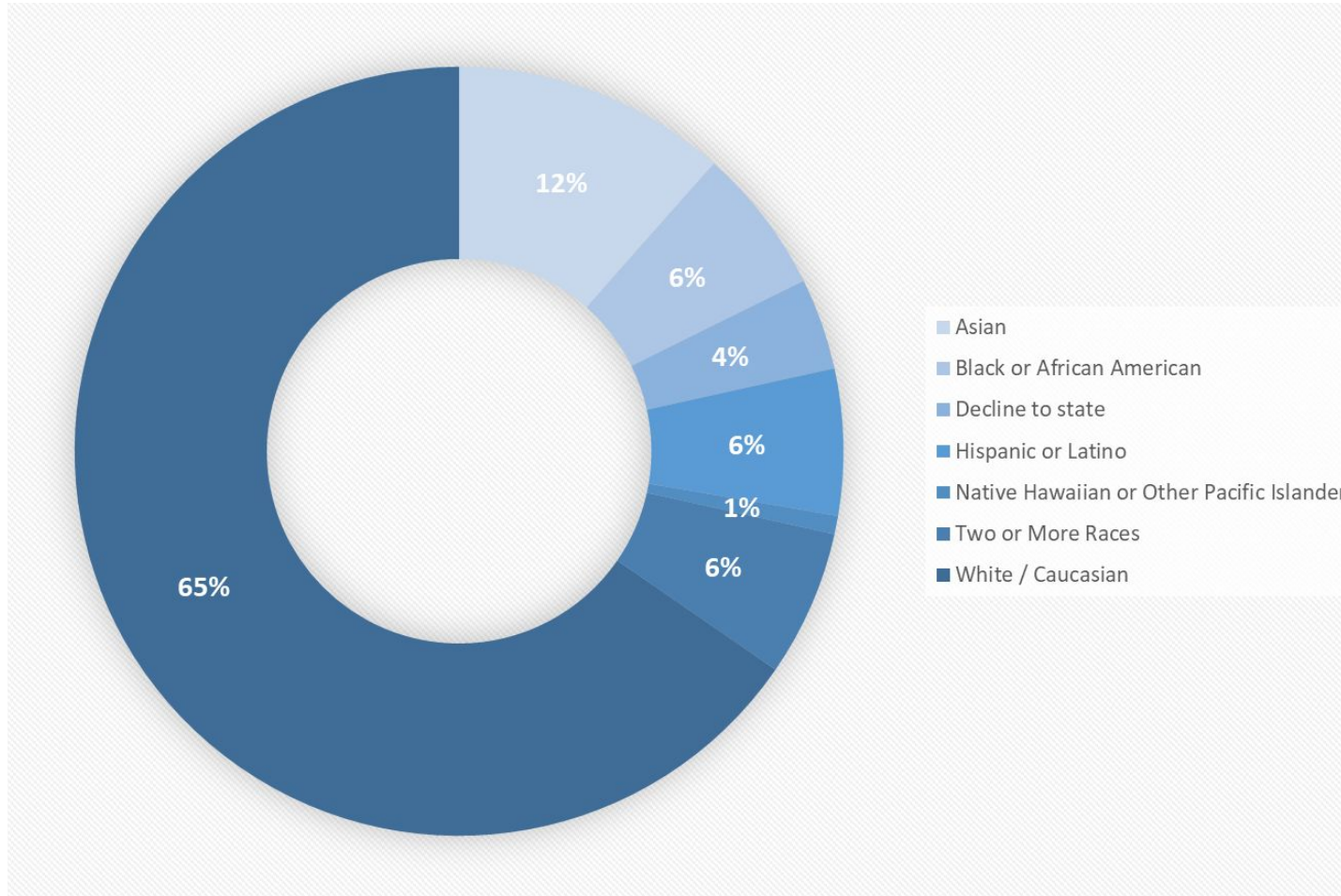


NJ

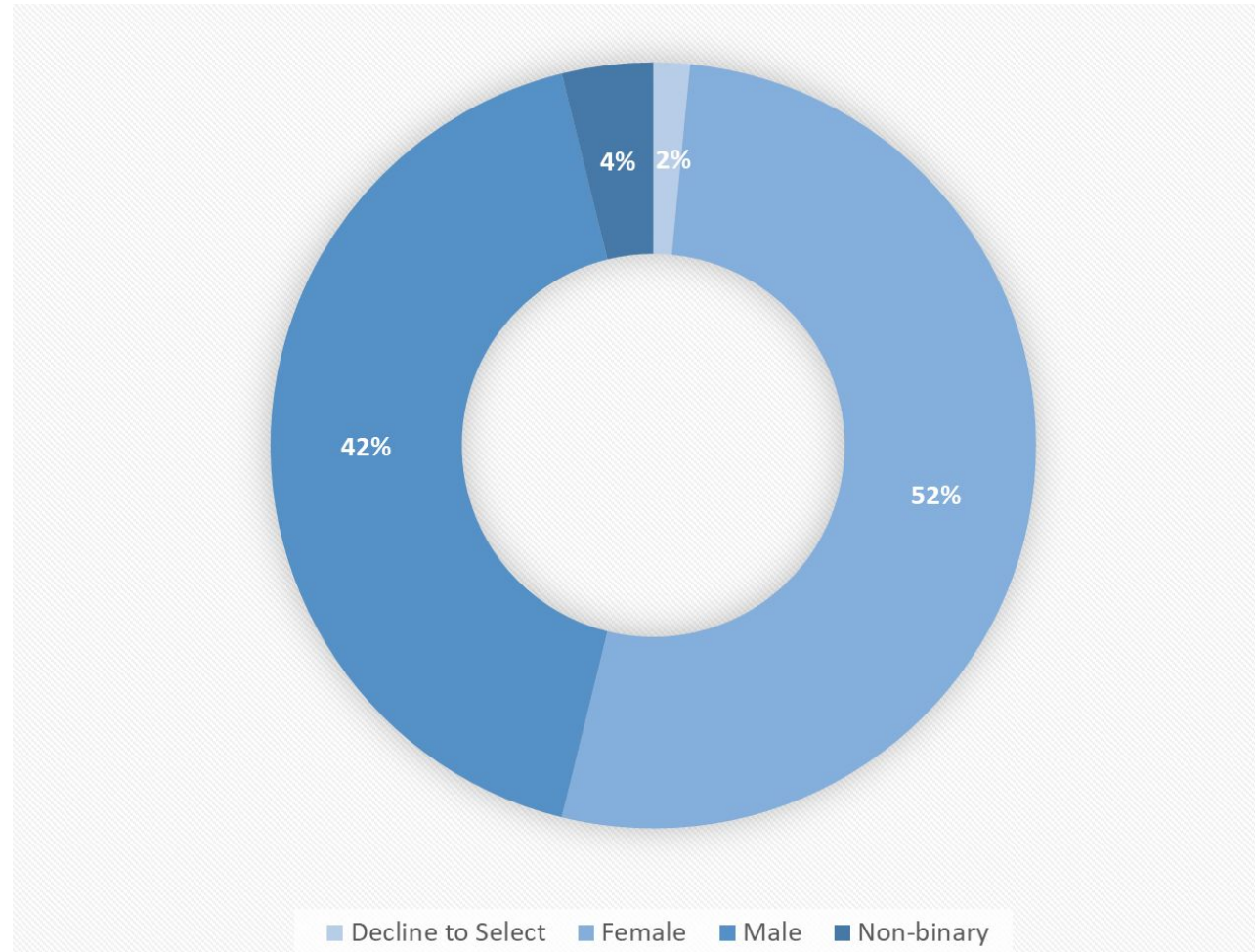
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Q4 Data

Q4 2023 Race & Ethnicity

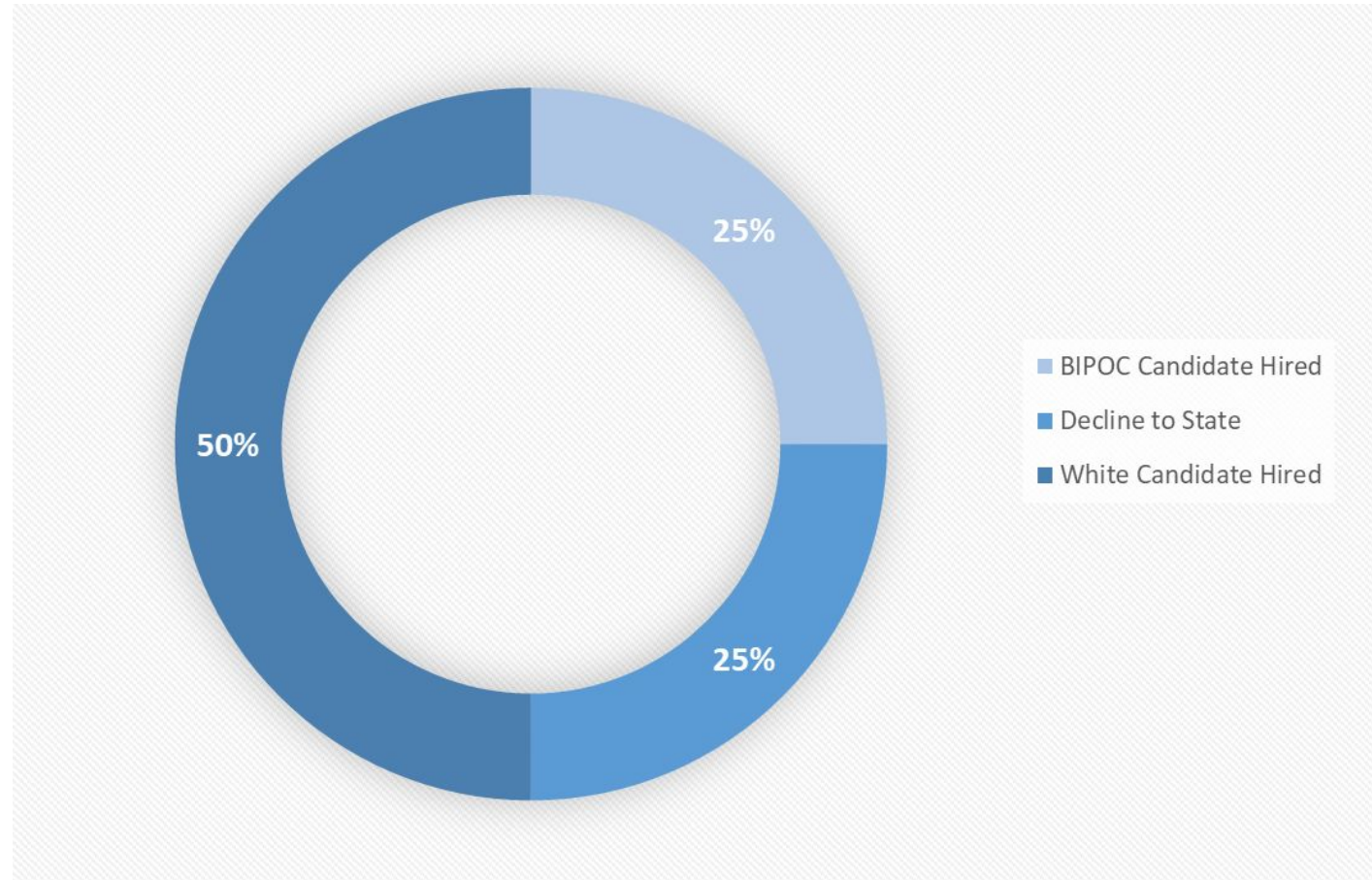


Q4 2023 Gender



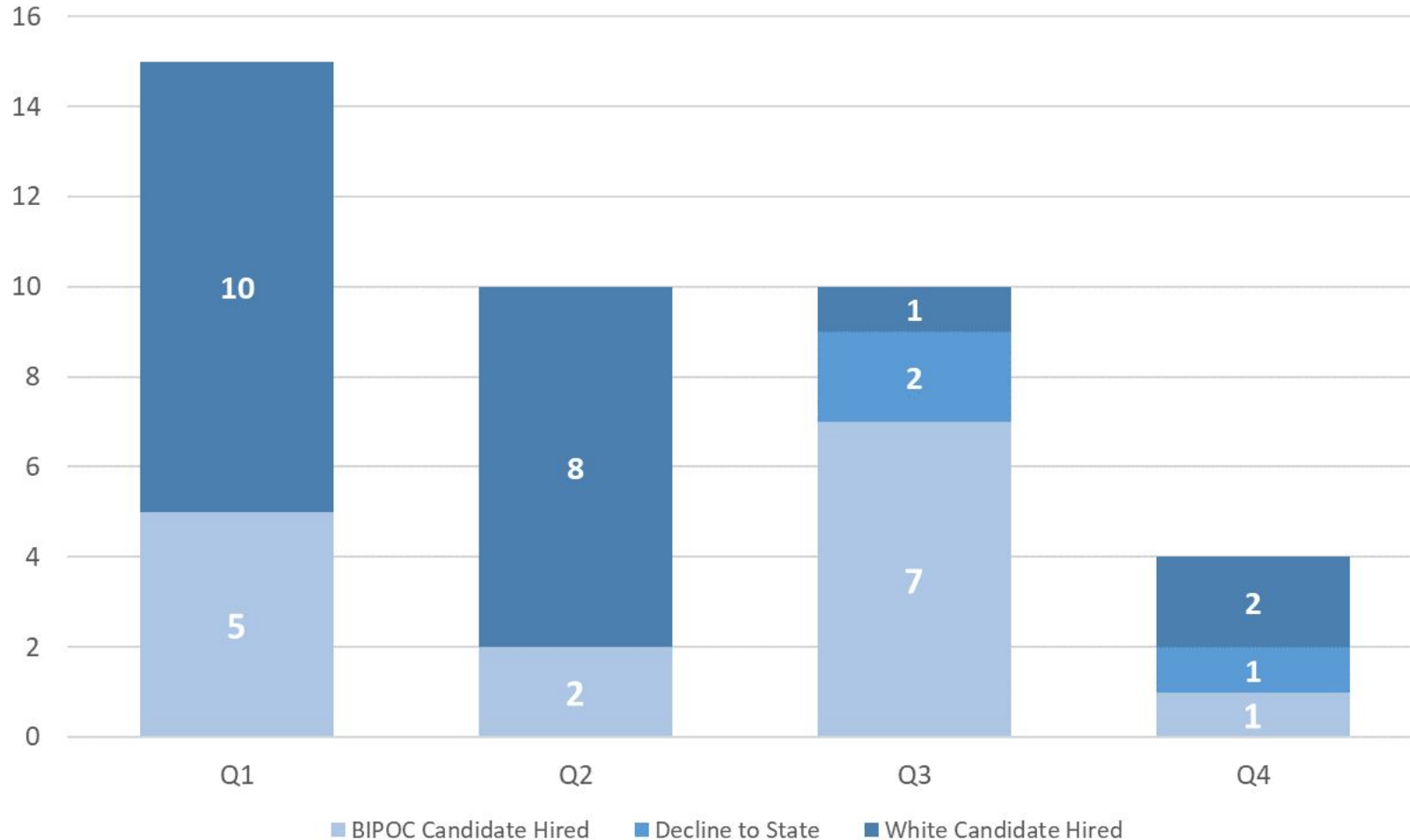
Q4 Hiring

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



2023 Hiring

2023 BIPOC Hiring

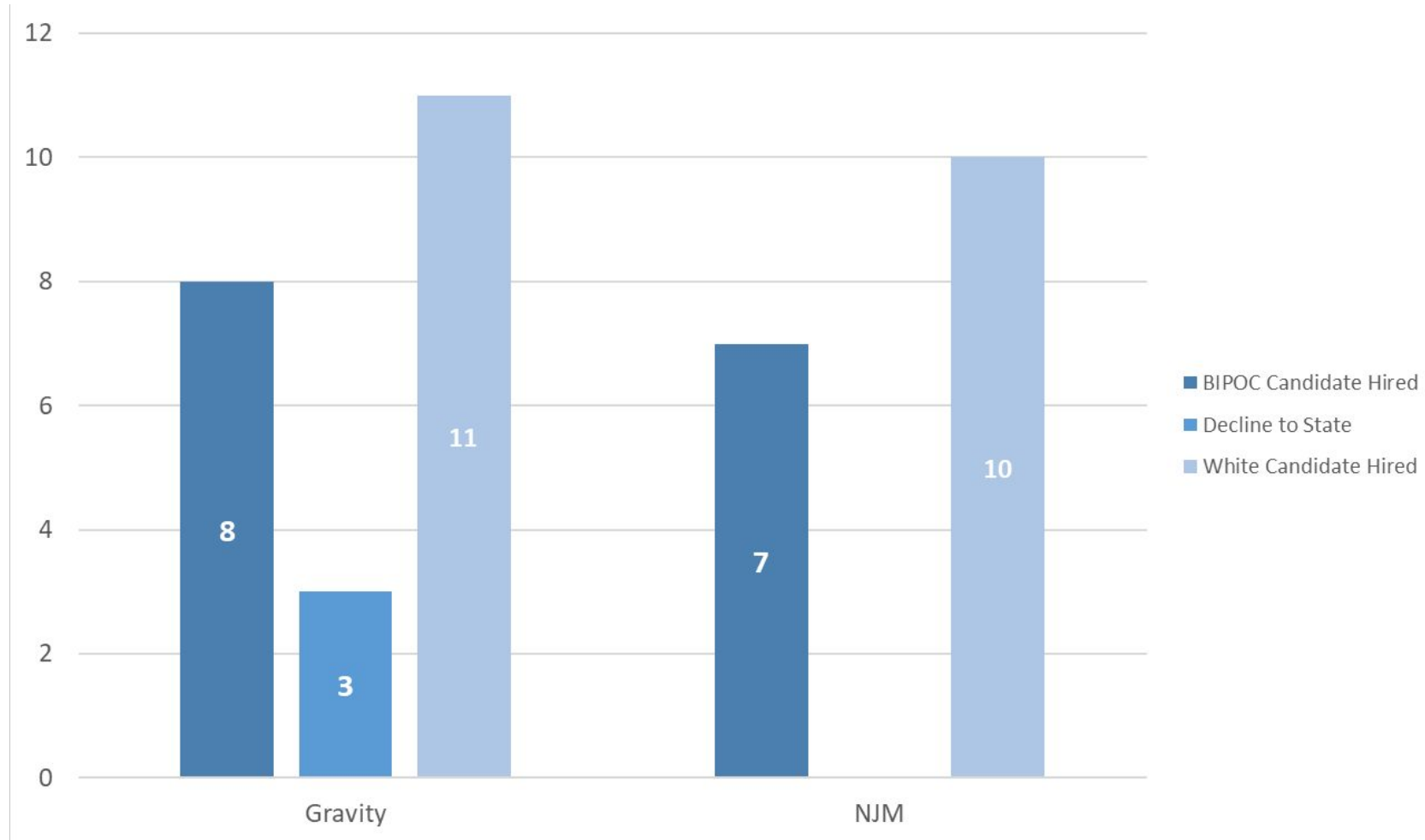


39
Total positions hired for

15
Total BIPOC staff hired

32
Total positions with a BIPOC finalist

2023 BIPOC Hiring Division Breakdown





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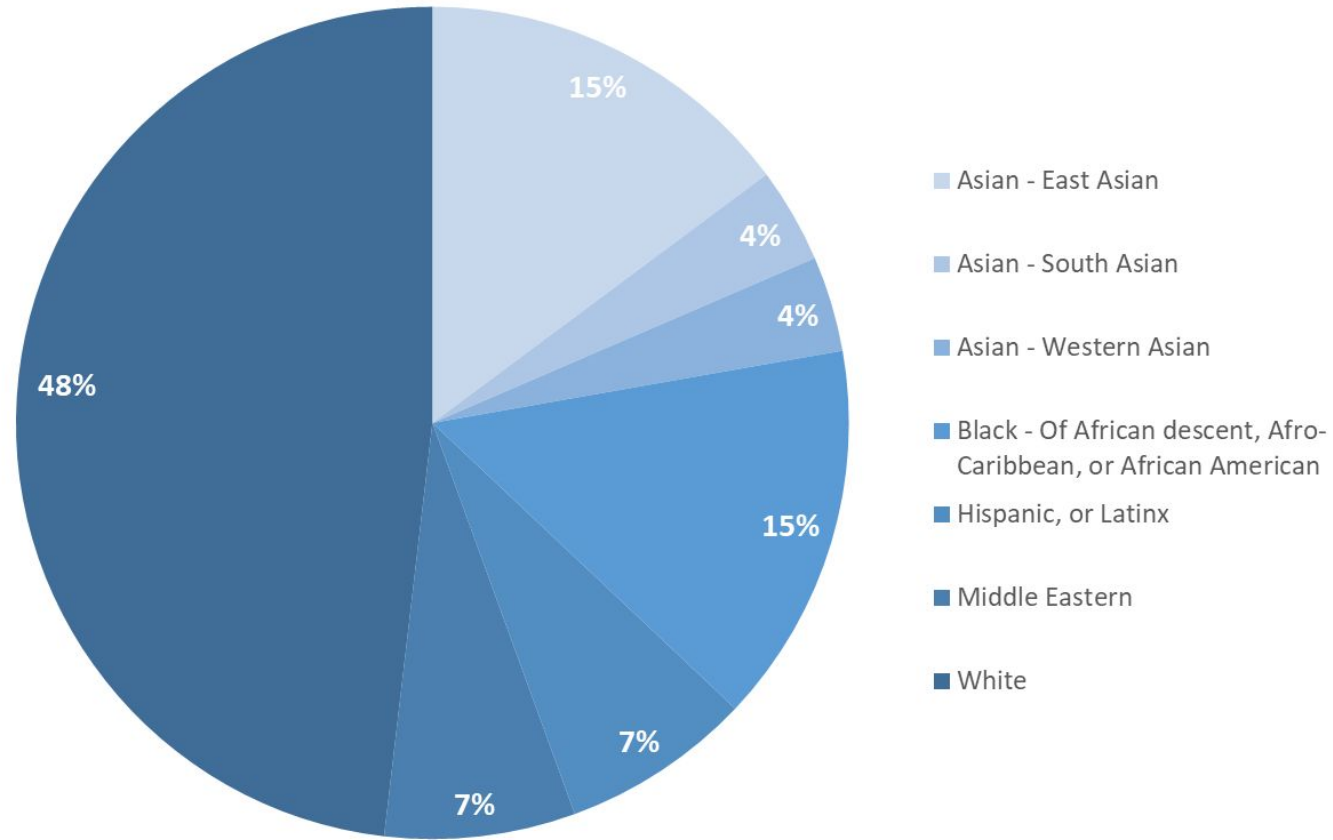
2023 Turnover Data

Turnover Overview

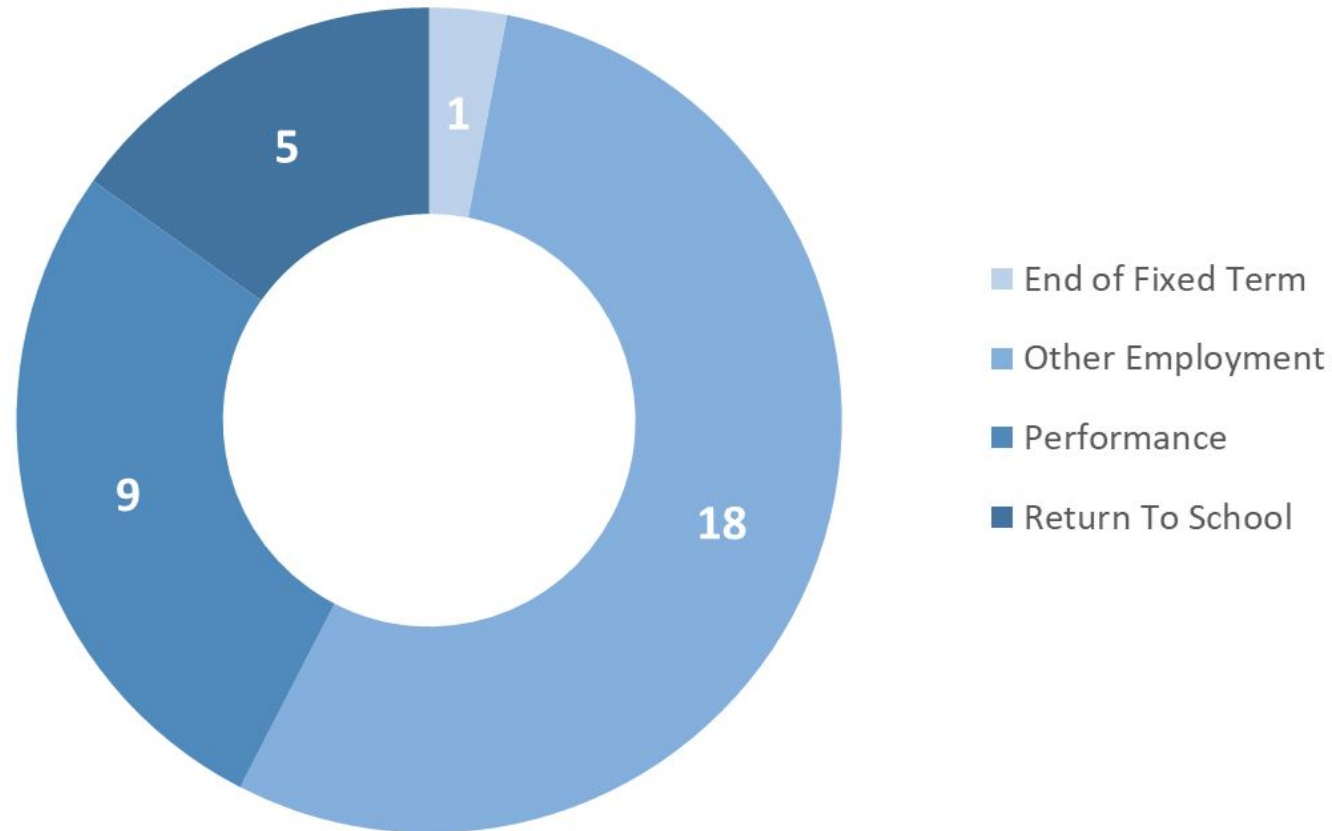
Total company
turnover was **27**

21%

2023 Rate of Turnover by Race Breakdown



2023 Turnover by Reason for Departure



NJ

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Ongoing Priorities

A look back at the last four years...

Initiatives & Commitments

DEI Audit

Launch DEI Advisory Board

Listening Sessions & DEI Action Plan

Lattice: Reviews, Growtracks & Goals

Values Interview

Hiring Training

Management coaching

Manager Onboarding

NJ Culture Onboarding

Employee Resource Groups

Ask Kevin sessions- open door policy



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2024 Goals & Priorities

2024 Goals, Priorities + Commitments

1. Learn from reasons for attrition to strive to continue to create an optimally inclusive and engaging environment
2. Listen: As we did last year we will be hosting listening groups with the ERGs and will share out themes, learnings and action steps from those conversations later in the year.
3. Deepen our focus on teaching and development for all staff, while ensuring we continue to invest in our BIPOC staff in ways that are meaningful to their experience
4. Continue our commitments around hiring practices and reporting on outcomes over the course of the year