

# 2025 DIVERSITY DATA

Sometimes seeing multiple years of data side by side can provide a clearer picture of progress (or regression). After all of our efforts and measurements, each year, we look in the mirror, reflect and challenge ourselves again.

	Asian			Black			Latinx			White			Multi-Racial			Female*		
	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022
COMPANY	3%	4%	3%	5%	8%	7%	11%	17%	16%	95%	71%	75%	1%	0%	0%	55%	63%	59%
ELT	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	100%	0%	0%	0%	20%	50%	33%
DEPT. HEAD	0%	0%	0%	0%	14%	16%	0%	14%	16%	100%	71%	67%	0%	0%	0%	86%	86%	100%
PROFESSIONALS	3%	4%	3%	5%	8%	7%	11%	19%	16%	80%	70%	73%	1%	0%	0%	62%	63%	58%
LOOK SQUIRREL	0%	N/A	N/A	0%	N/A	N/A	0%	N/A	N/A	100%	N/A	N/A	0%	N/A	N/A	50%	N/A	N/A

\* Our current HR system only allows employees to select either male or female. We are actively working to provide more inclusive gender identity options.