

The Atlantic

REPORT ON
DIVERSITY &
INCLUSION

—
2020
—

A Statement From Our Chairman

Within Atlantic Media ranks, everyone—across race, gender identity, class, age, sexual orientation, and faith—belongs. We expressly intend that our staff be as varied as the country and world we serve. And, for those who are here, our intention and plan is that everyone feels welcome, supported, lifted, and advanced. We believe that our work, as well as our culture, are better for this commitment.

Our Commitment to Diversity, Equity, & Inclusion

The Atlantic was founded on the belief that our journalism could help America become a better place. Through our editorial work, we are dedicated to the principle of equality and the undoing of racism and injustice in our country. Within our community, we are committed to living out the values we seek to promote.

As a workplace, we are dedicated to diversity, inclusion, growth, and a generous disposition to all. We seek to bring energy and intentionality to our work around diversity, equity, and inclusion and to create an inclusive environment in which all staff experience a genuine sense of belonging.

We endeavor to challenge ourselves, our teams, and our company to reject taught social norms and to eliminate and reduce the impact of systemic racism within our walls. As part of this commitment, we will release annually a report showing gender and race metrics across our company.

Our Data

The charts included here represent the gender and racial composition of our staff as of December 31 of each of the past seven years, and as of June 30, 2020. As in prior years, the numbers are presented in several different ways: total staff; editorial staff only; and business staff only. For the first time this year, we have separately broken out product, engineering, and growth (PEG) and B2B (which includes sales, marketing, Atlantic Re:think, AtlanticLIVE, and Atlantic 57).

In each of the charts, the leadership data set comprises the top levels of the organizational structure within the applicable unit (executive leadership encompasses the president level and direct reports; editorial leadership encompasses the editor in chief, executive editor, and their direct reports; B2B leadership encompasses the CRO, the

President of Atlantic 57, and their direct reports; PEG encompasses the leaders of the Product, Engineering, and Growth teams). Accordingly, in some cases, the leadership data set represents a very small number of people.

A final note: our data set is based on self-identification provided by employees at the time they are hired, as mandated by federal guidelines. We are mindful that the federally mandated data do not include every measure of identity (e.g., sexual orientation, gender identity, socioeconomic status, faith). Nevertheless, this data set provides the best historical record of our progress in diversifying our staff to date. We are working to identify additional categories to begin tracking and reporting over time.

In Summary

The data show progress in the effort to increase overall staff diversity over the past four years, but staff diversity increased more slowly between 2018, 2019, and mid-year 2020. People who identify as women held flat at 63 percent of the staff overall from 2018 to 2019 and increased to 69 percent of the staff overall as of mid-year 2020. People who identify as women comprised 54 percent of PEG staff in 2019 and 56 percent of PEG staff as of mid-year 2020. Within the B2B staff, people who identify as women decreased slightly from 69 to 67 percent from 2019 to mid-year 2020, while people who identify as women on the editorial staff dropped from 60 percent in 2019 to 58 percent in mid-year 2020.

Racial diversity has held relatively flat at the staff level, with staff who identify as people of color comprising 24 percent of staff overall in 2018, 25 percent in 2019, and 24 percent

at mid-year 2020. B2B staff who identify as people of color changed from 24 percent in 2019 to 23 percent in mid-year 2020, and PEG staff who identify as people of color rose from 25 percent in 2019 to 27 percent in mid-year 2020. Editorial staff who identify as people of color declined from 28 percent in 2018 to 26 percent in 2019 and 24 percent in mid-year 2020. Company-wide hiring of staff who identify as people of color remained steady between 2018 and 2019, with 35 percent of all hires identifying as people of color in 2019 (a one percent increase from the prior year).

The data show that women have increased in company leadership: as of mid-year 2020, people who identify as women comprised 62 percent of executive leadership (a 5 percent gain from 2018). People who identify as women now constitute 60 percent of leadership on the editorial

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In Summary (Continued)

side (up from 43 percent in 2017), 67 percent on the B2B side (up from 62 percent in 2018), and 33 percent on the PEG team. People of color remain underrepresented in leadership, however, comprising 22 percent of executive leadership, 20 percent of editorial leadership, 22 percent of B2B leadership, and 0 percent of PEG leadership.

We are committed to increasing diversity at both the staff and leadership levels through hiring, retention, and promotion. We will continuously evaluate our diversity, equity, and inclusion (DEI) efforts and look for ways to improve trends in all facets of DEI, particularly at the leadership levels.

Efforts in Place

The Atlantic has taken a number of steps to advance diversity, equity, and inclusivity within our community. These include changing our recruiting process to source candidates from groups underrepresented among our staff; establishing deeper relationships with diversity journalism organizations, minority career fairs, and diverse hiring networks; establishing and funding Employee Resource Groups to celebrate shared identity and to create community among underrepresented groups; conducting an annual pay equity review in concert with the annual raise process; hiring a full-time management coach with experience in Diversity, Equity, and Inclusion (DEI) development; implementing mandatory implicit bias training for managers; and creating and delivering a multipart DEI series and an ongoing book club on DEI.

The Work Ahead

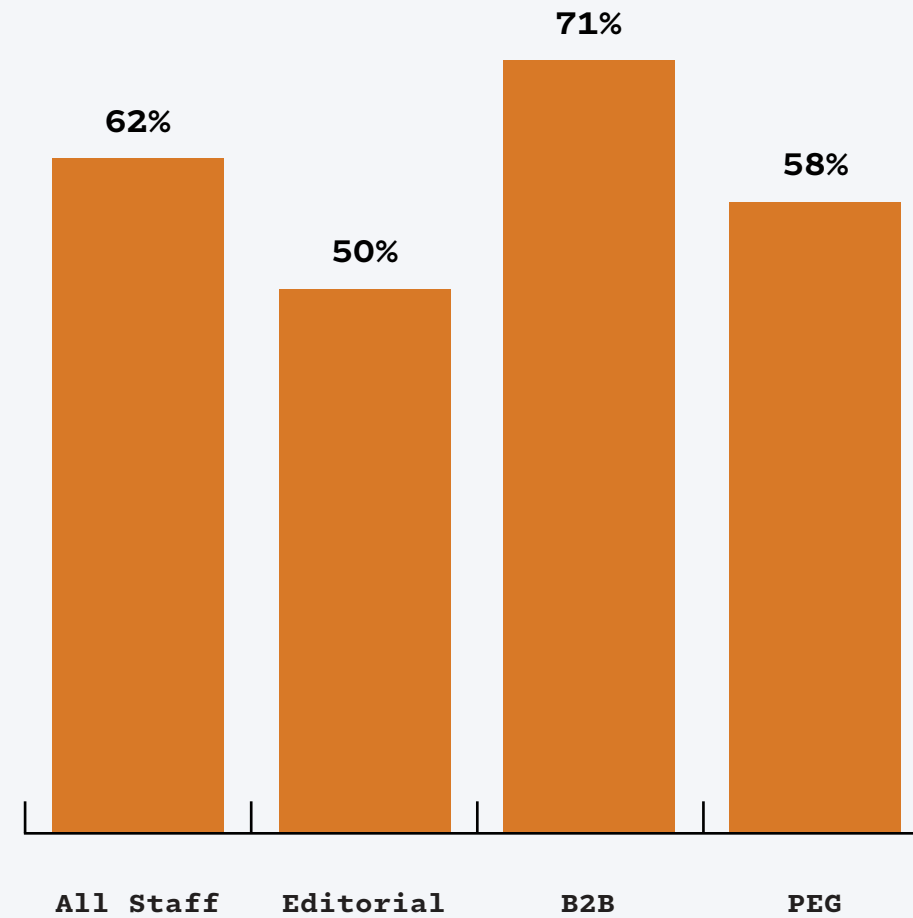
We have recently announced a number of measures to improve our institution as a destination employer for a diverse, equitable, and inclusive workplace, including the launch of a DEI Committee to collaborate with leadership in establishing new DEI goals and initiatives; creating an Allyship Team to help highlight any gaps between the intent of DEI strategy and real impact on staff, and enhancing the annual review process to more directly measure DEI within the workplace. The editorial team has additional DEI work underway focused on needs specific to our journalism under the leadership of a newly hired strategy editor.

As Alice Walker said in a 2012 interview in *The Atlantic*: “America is not nearly done. We’re only in the beginning. Who knows who we will be?” We too see ourselves in the beginning. Our commitment is to continue to keep this work central as we build the workplace we aspire to be.

New Hires in 2019

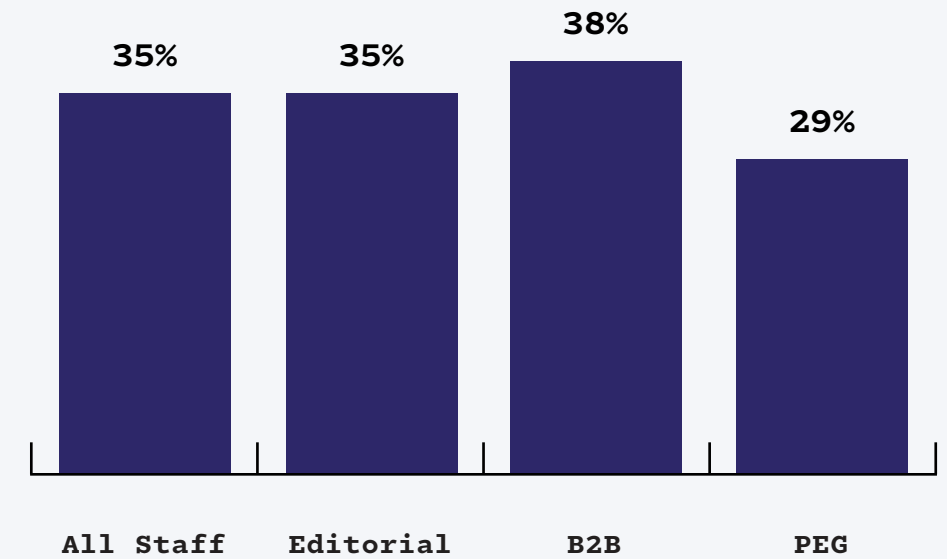
WOMEN —

New Hires in 2019



PEOPLE OF COLOR —

New Hires in 2019



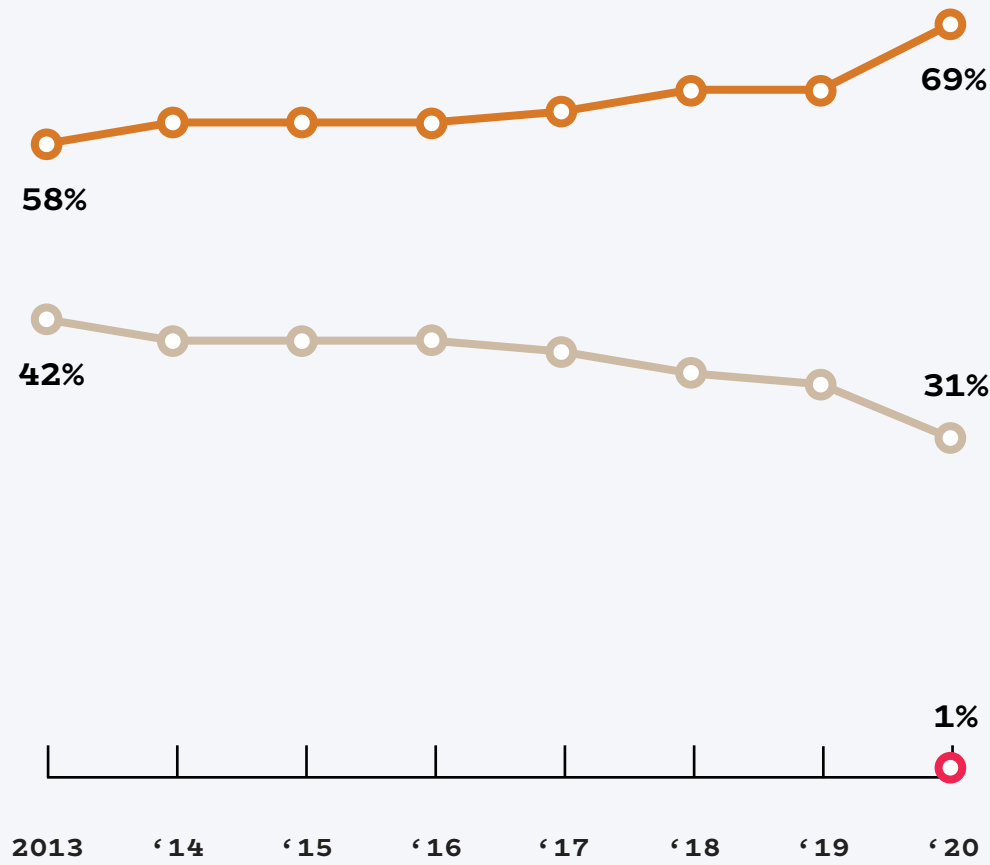
Staff Composition

- Female
- Male
- Did not disclose

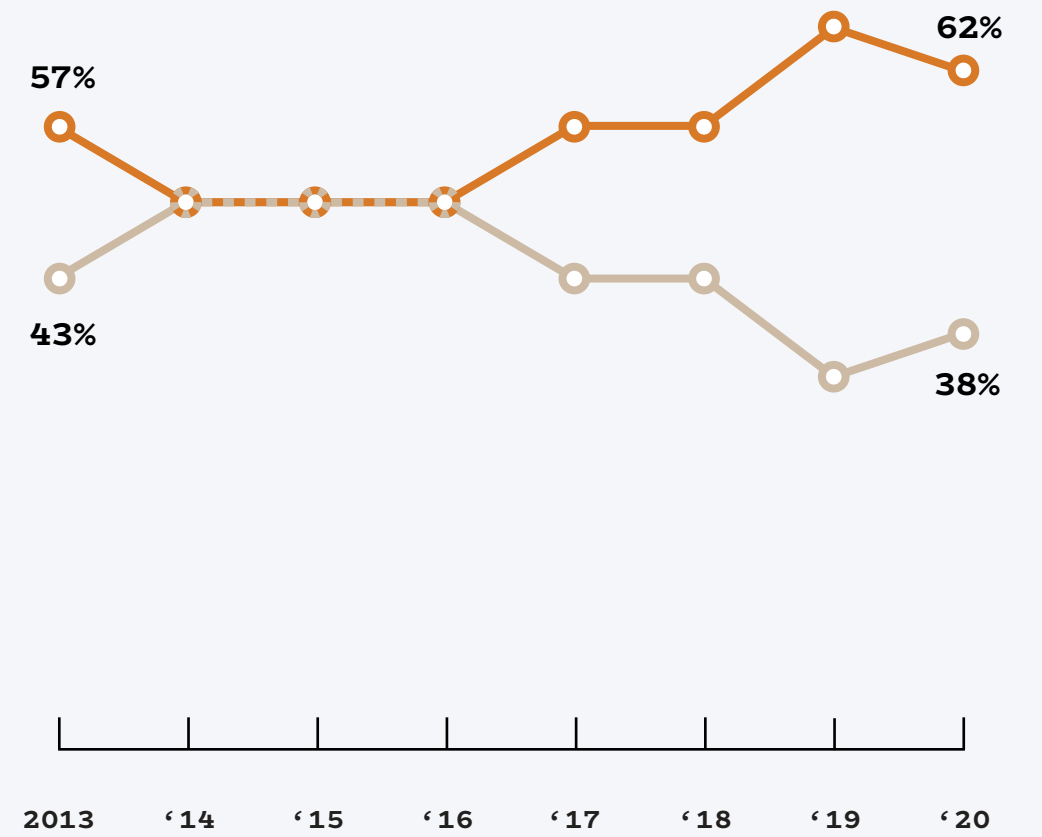
* If a variable does not appear in a chart, the value for all years is zero.

GENDER —




All Staff



Leadership



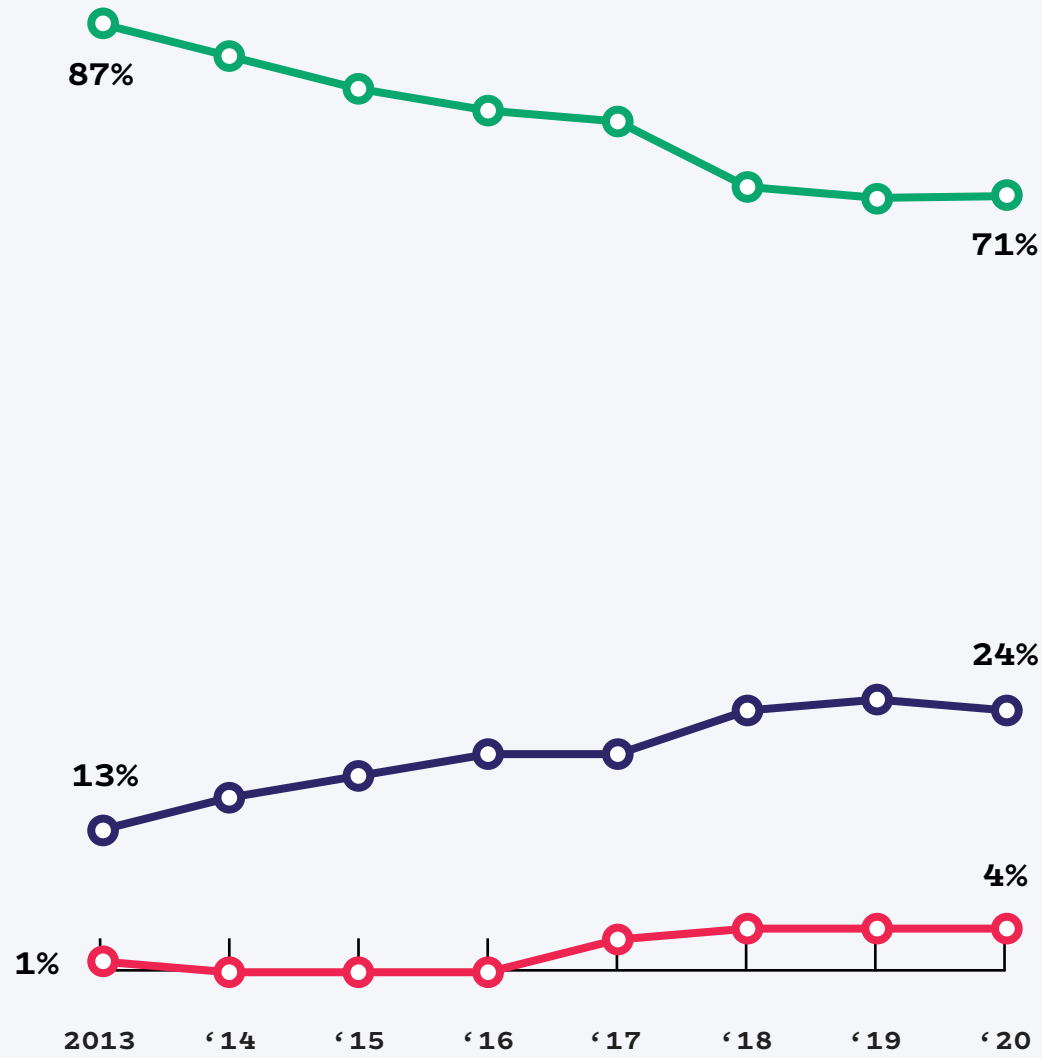
Staff Composition

- White 
- People of Color 
- Did not disclose 

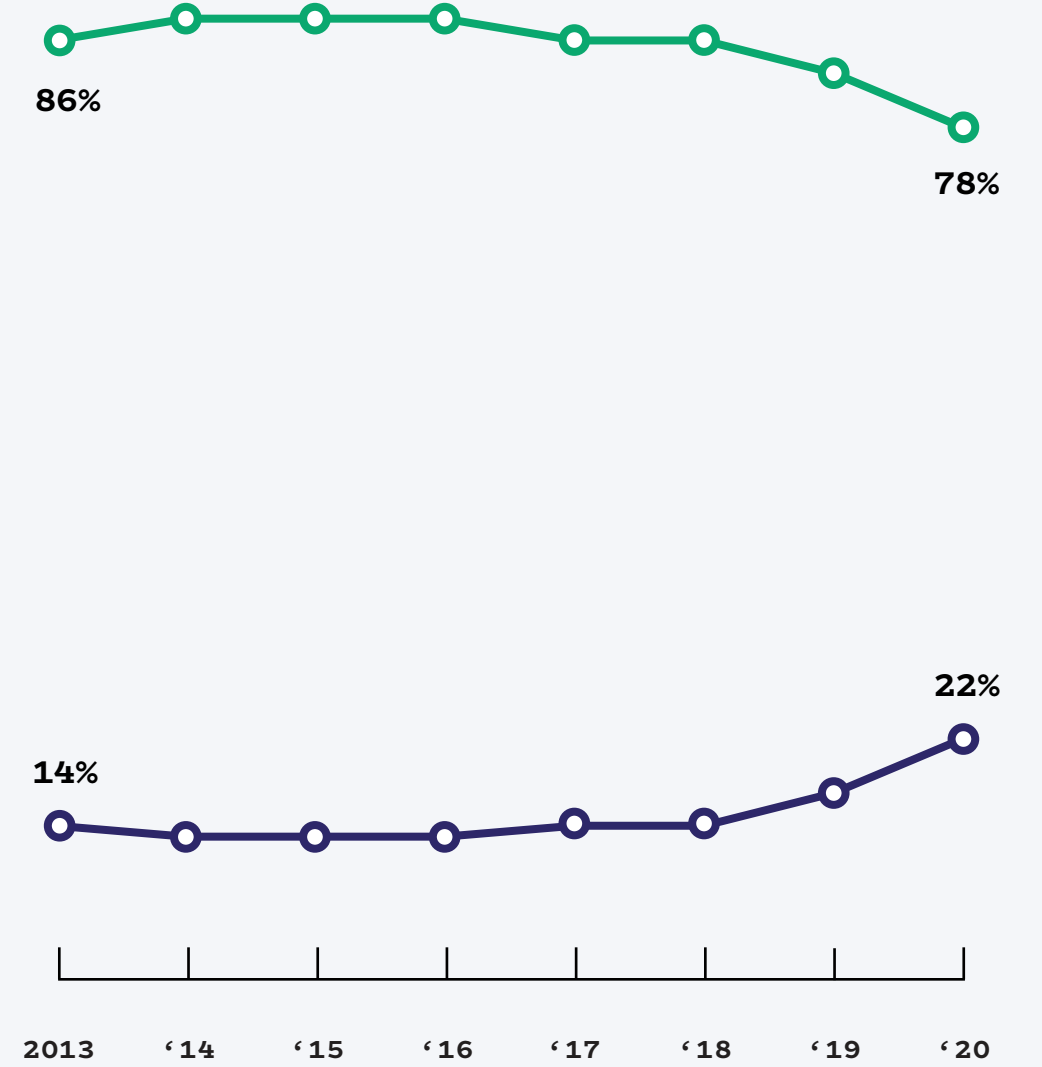
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RACE / ETHNICITY —

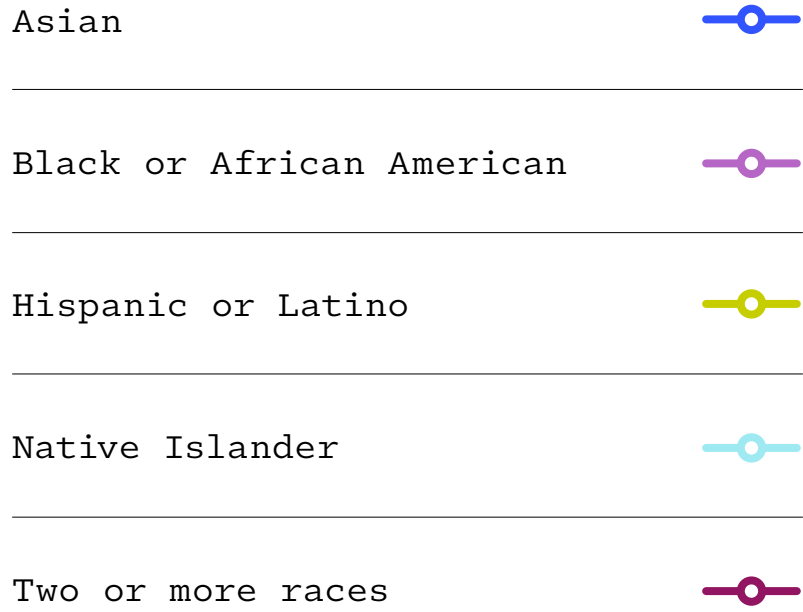
All Staff



Leadership



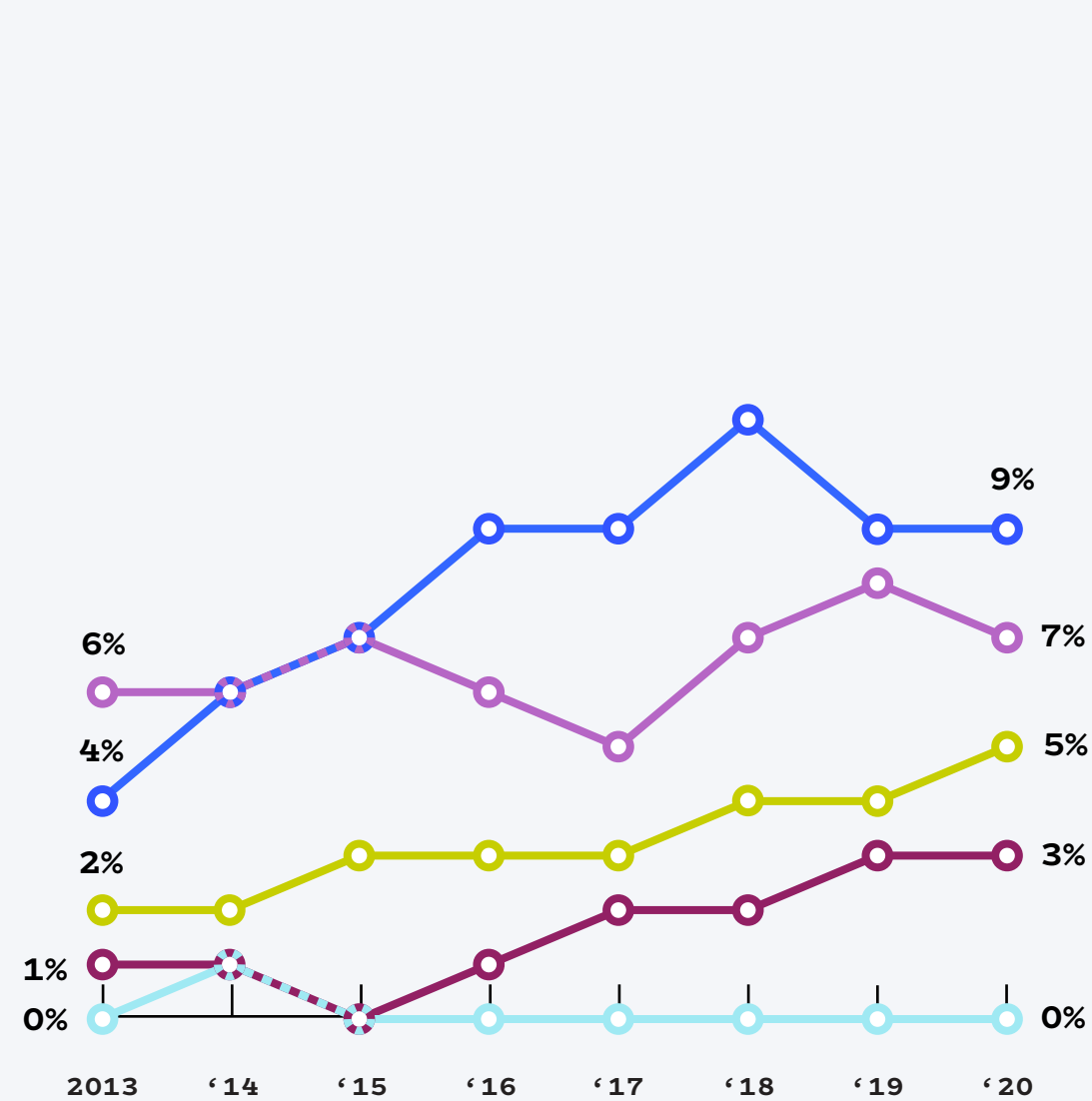
Staff Composition



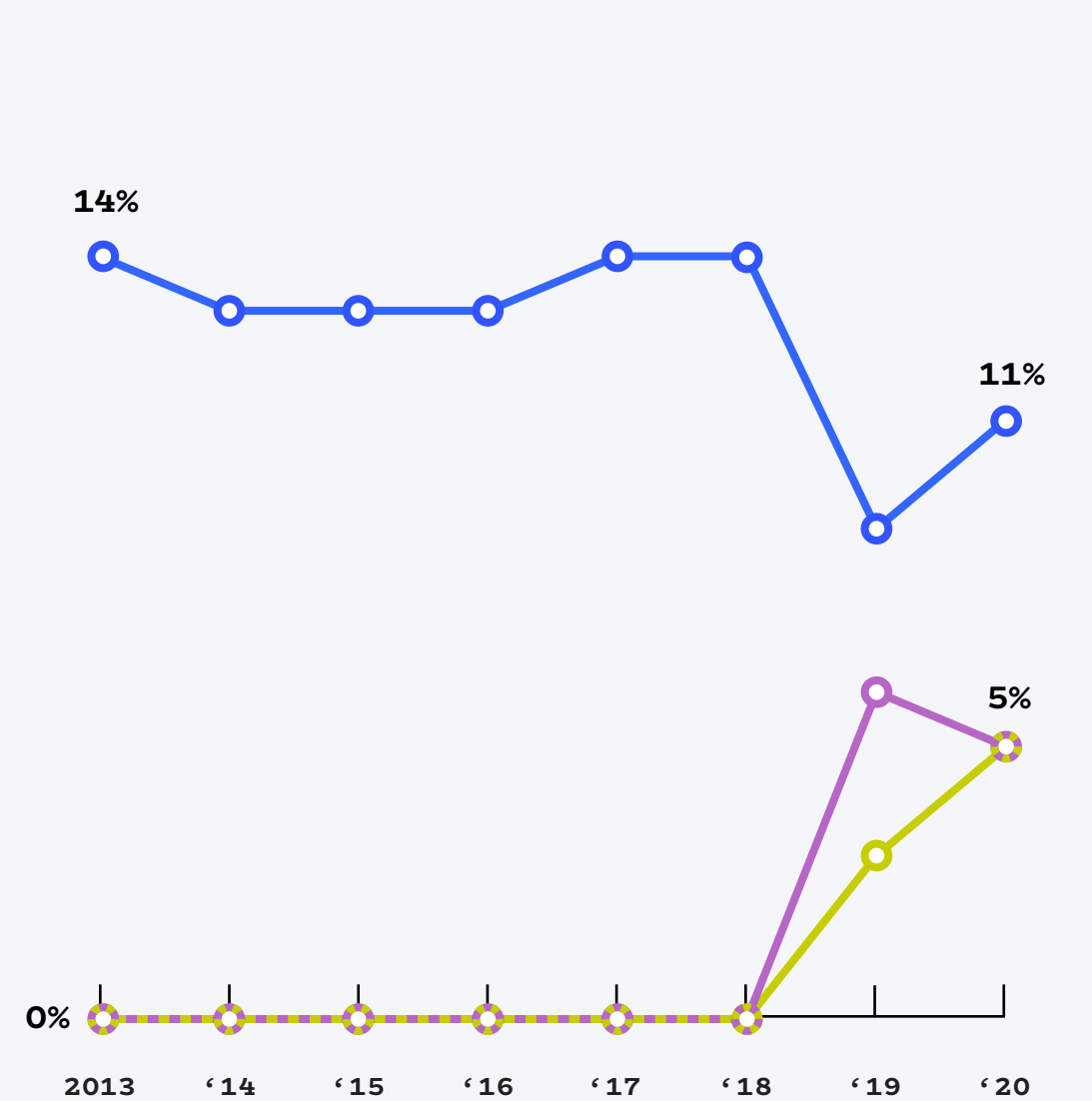
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PEOPLE OF COLOR —




All Staff



Leadership



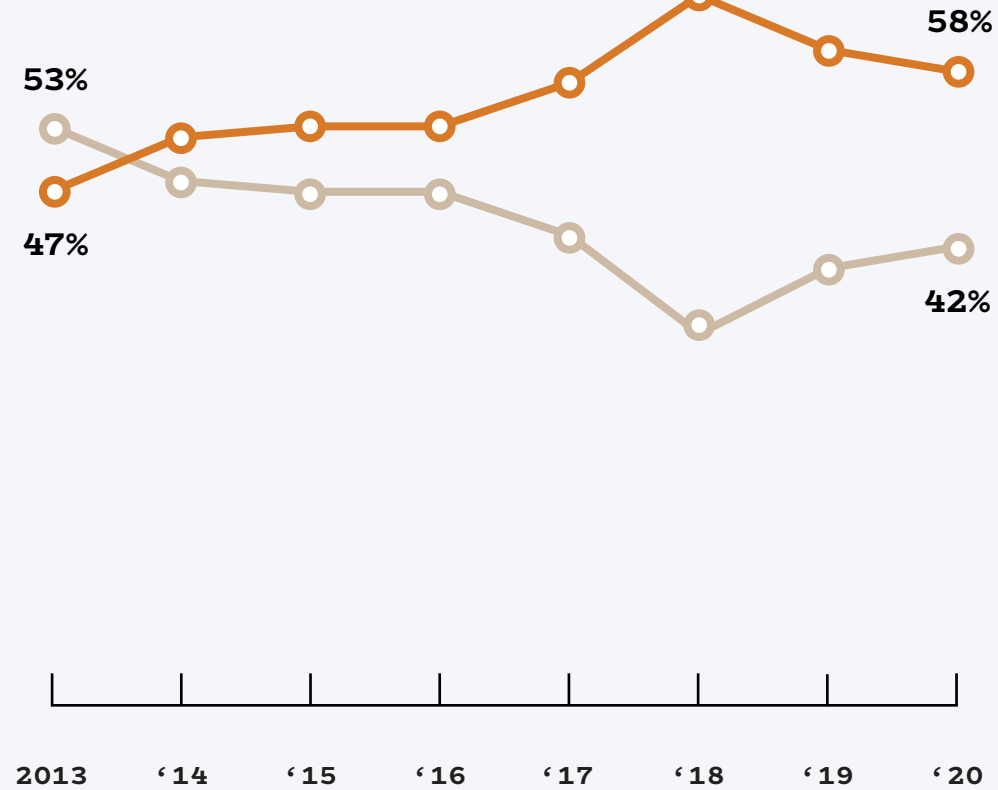
Editorial-Staff Composition

- Female 
- Male 
- Did not disclose 

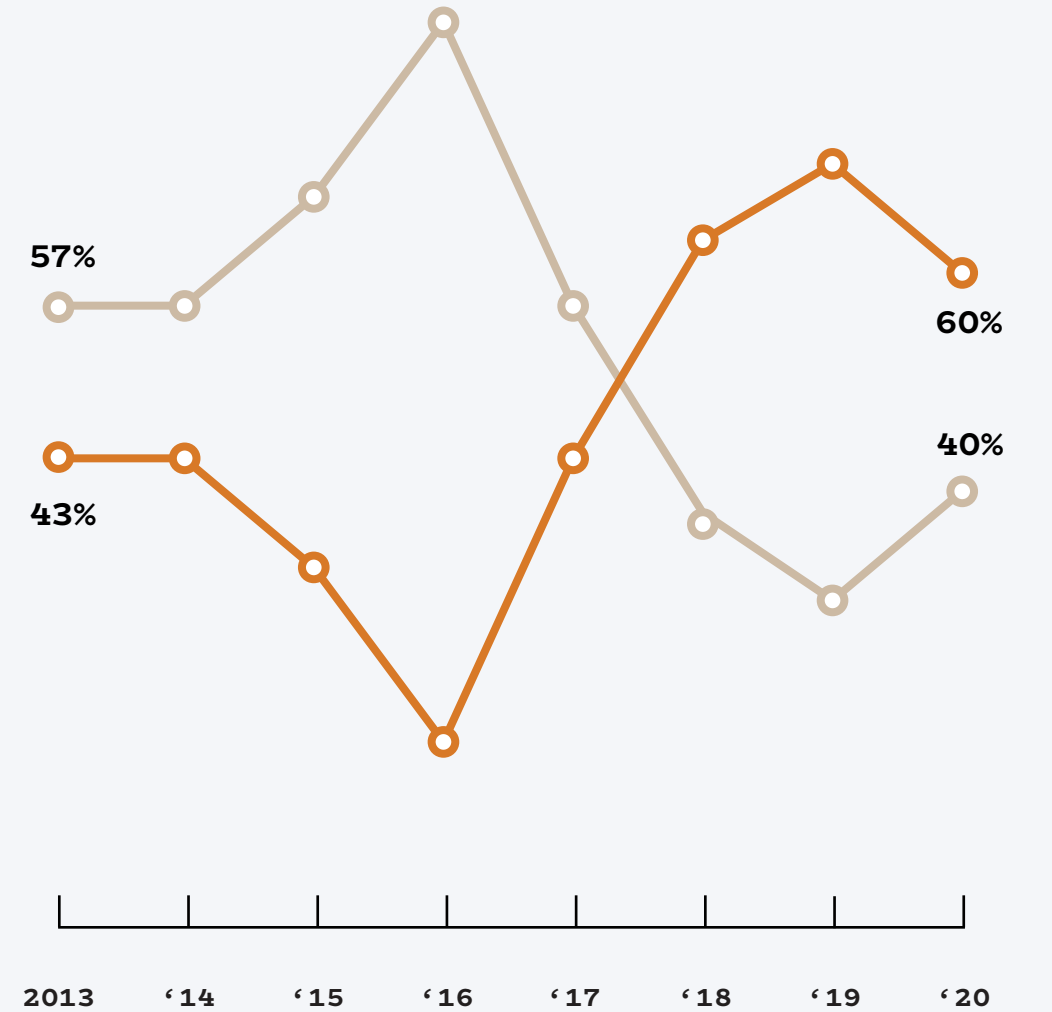
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GENDER —

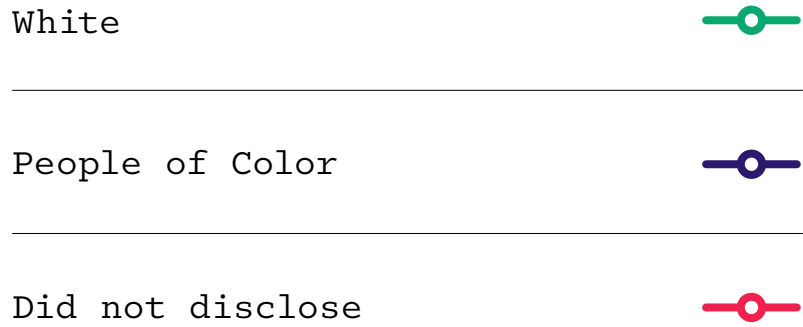
All Staff



Leadership



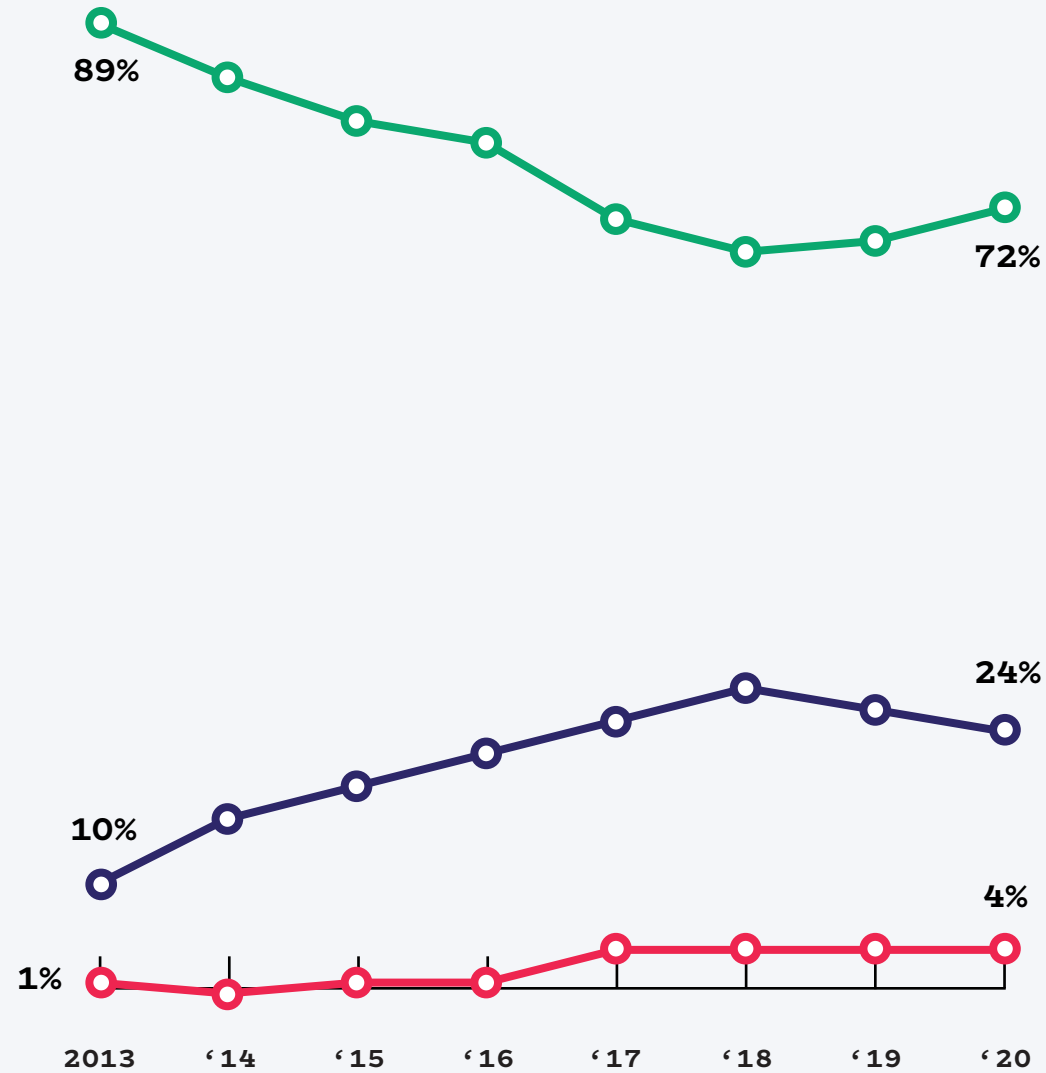
Editorial-Staff Composition



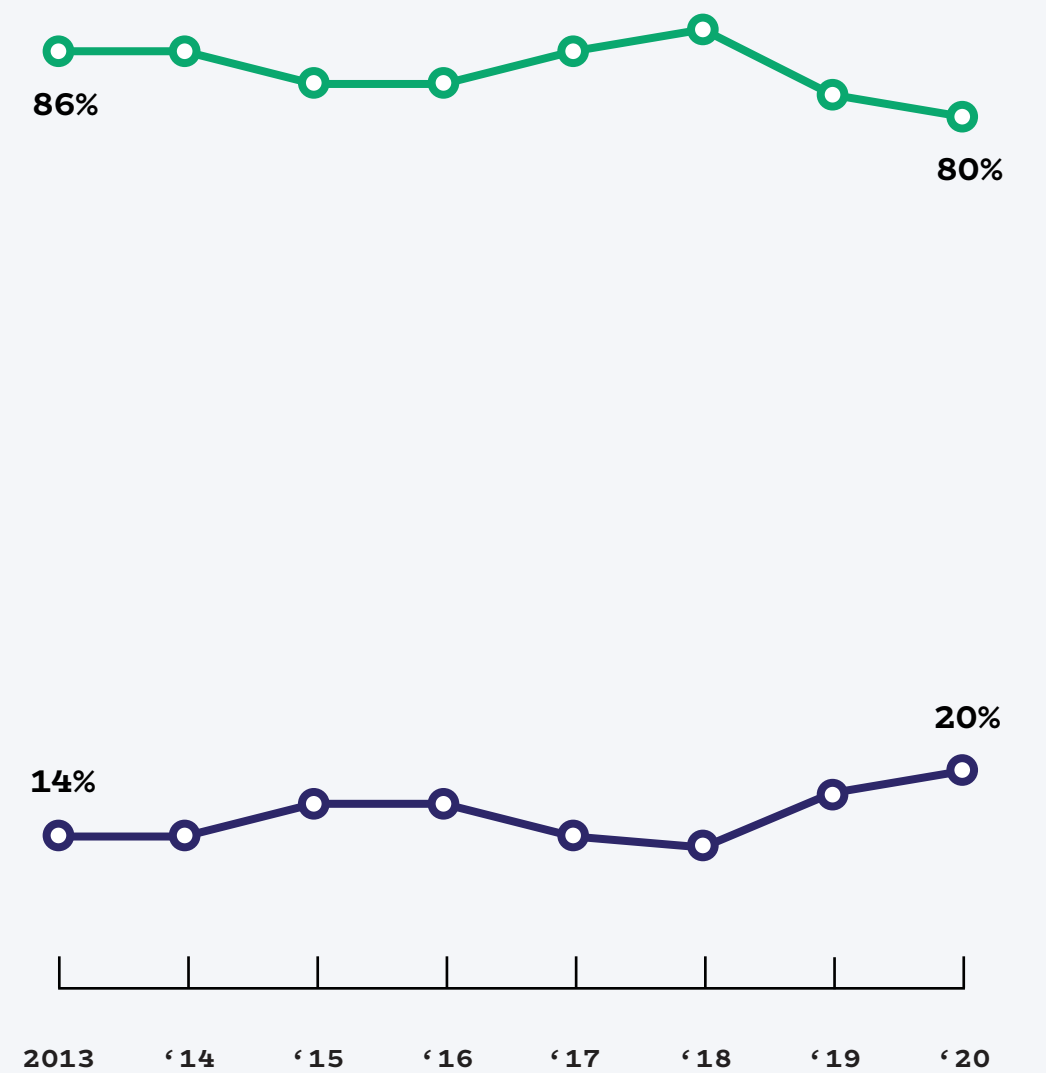
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RACE / ETHNICITY —

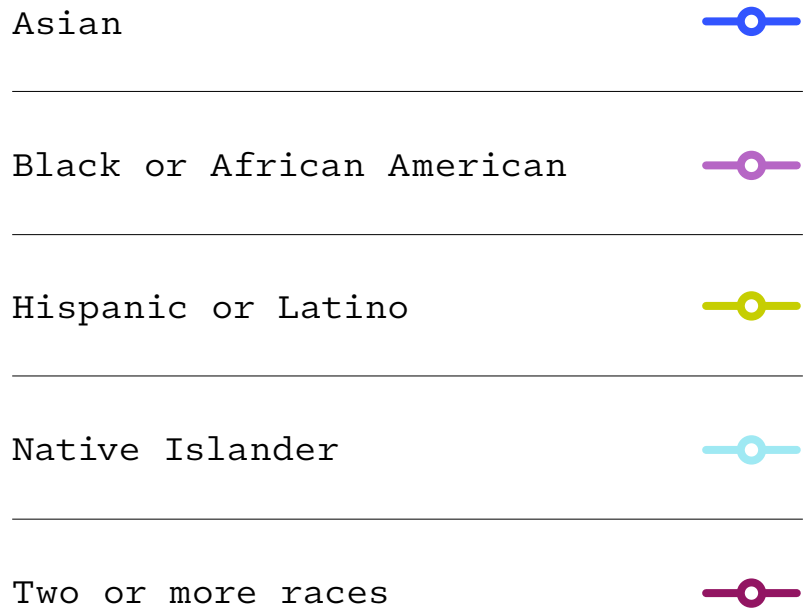
All Staff



Leadership



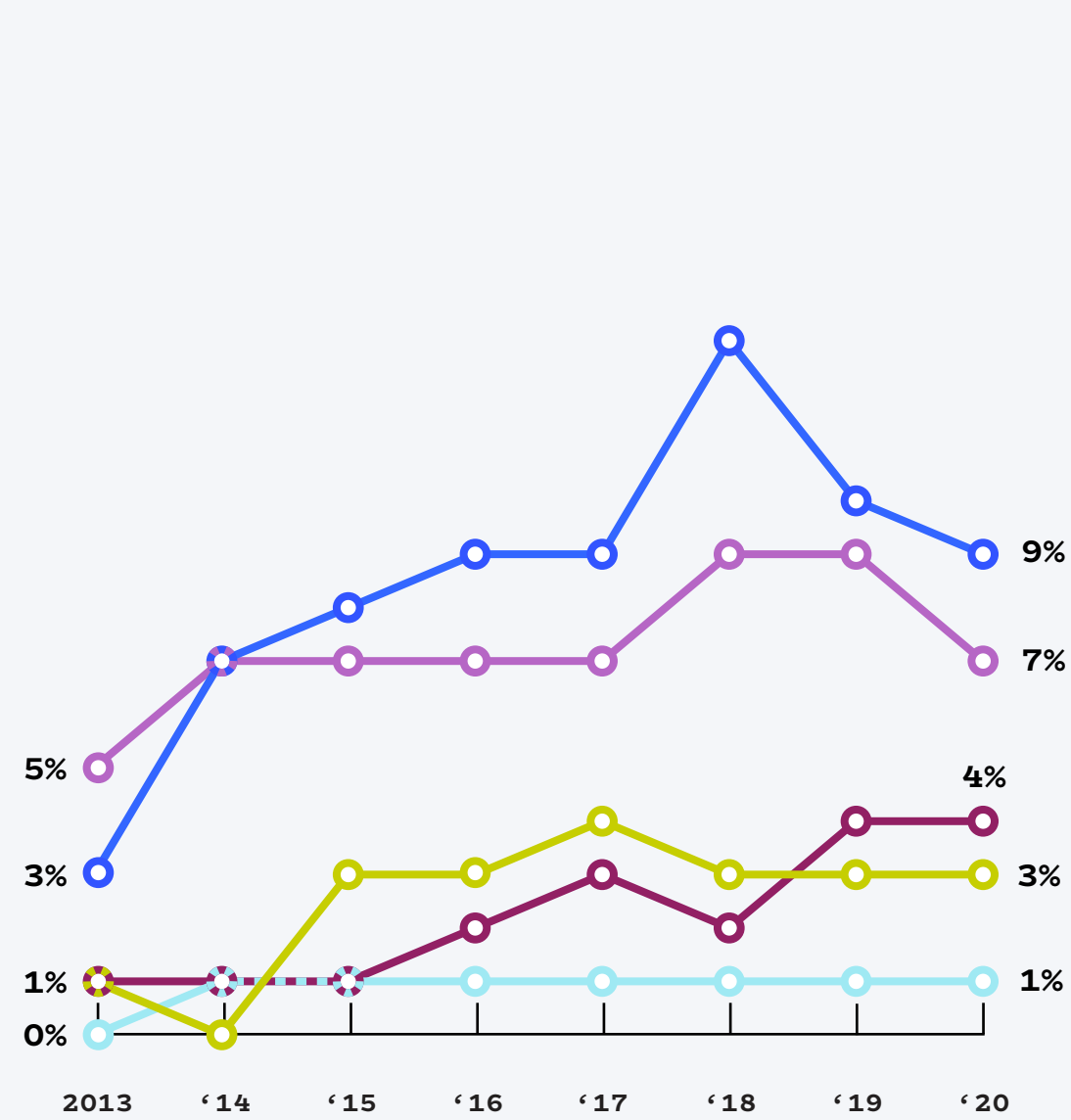
Editorial-Staff Composition



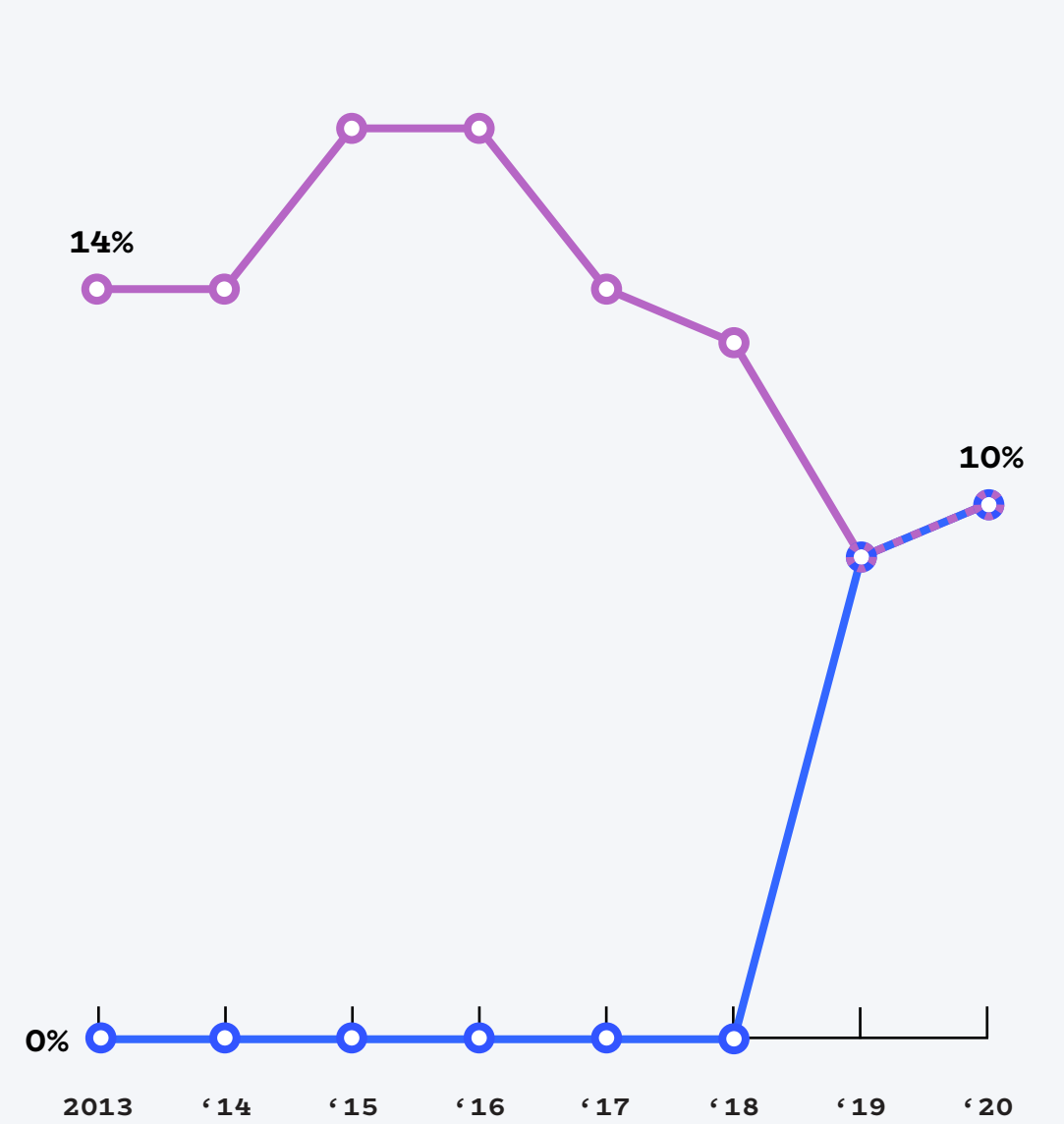
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PEOPLE OF COLOR —

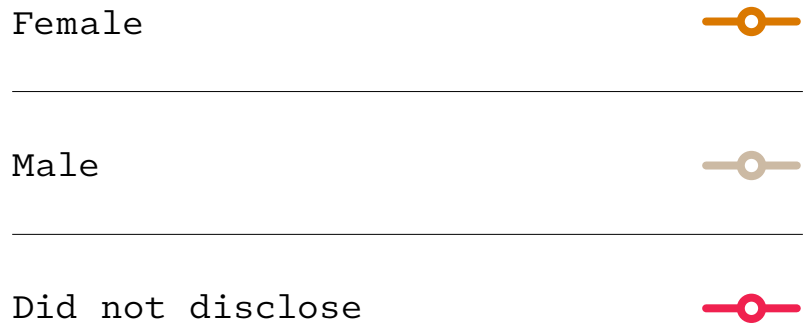
All Staff



Leadership



B2B-Staff Composition

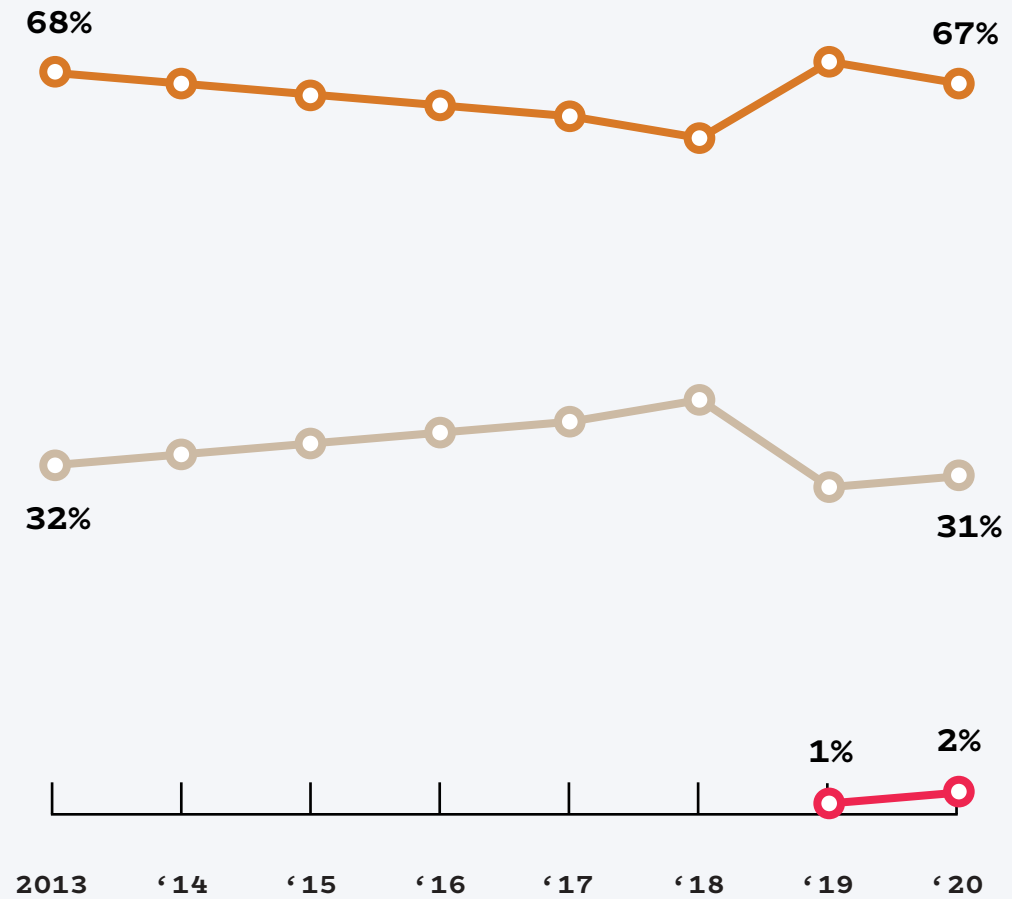


* If a variable does not appear in a chart, the value for all years is zero.

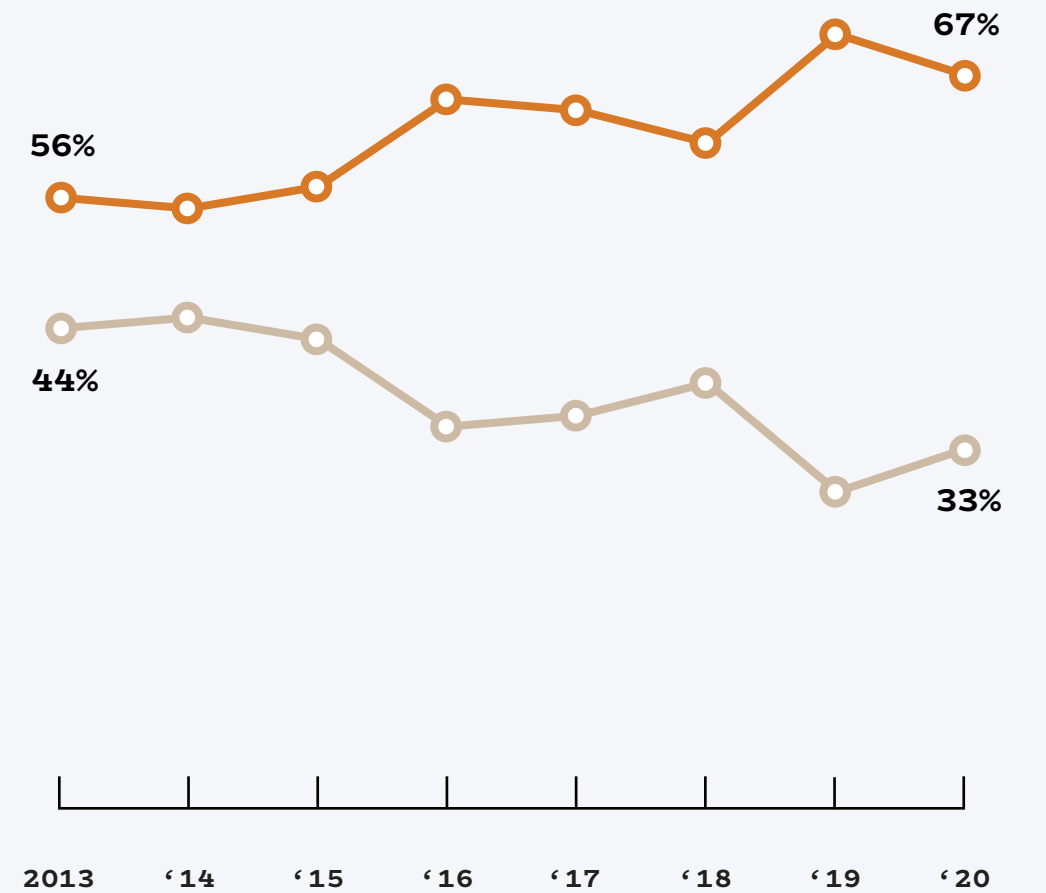
* PEG staff and leadership for 2013-2018 are shown within B2B data.

GENDER —




B2B Staff



Media Leadership



B2B-Staff Composition

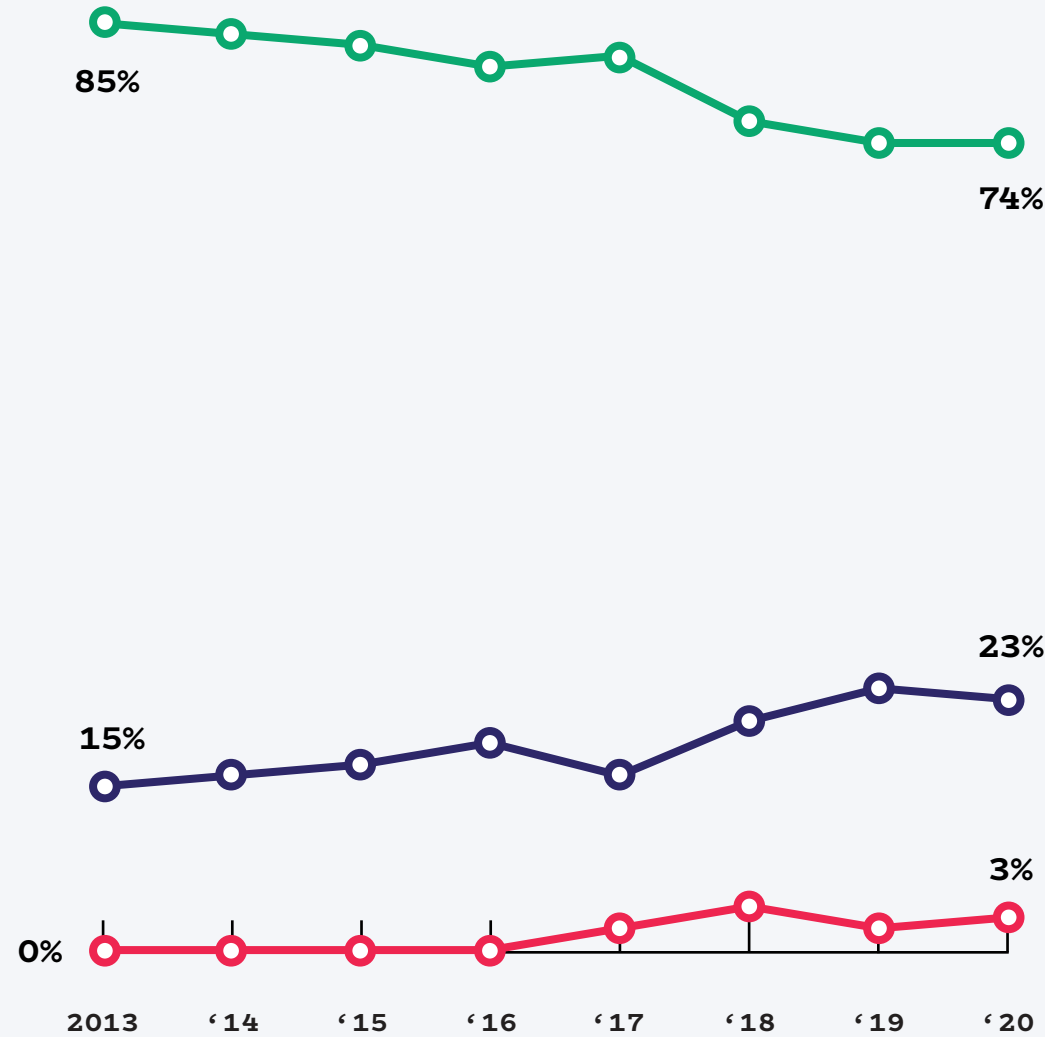
- White 
- People of Color 
- Did not disclose 

* If a variable does not appear in a chart, the value for all years is zero.

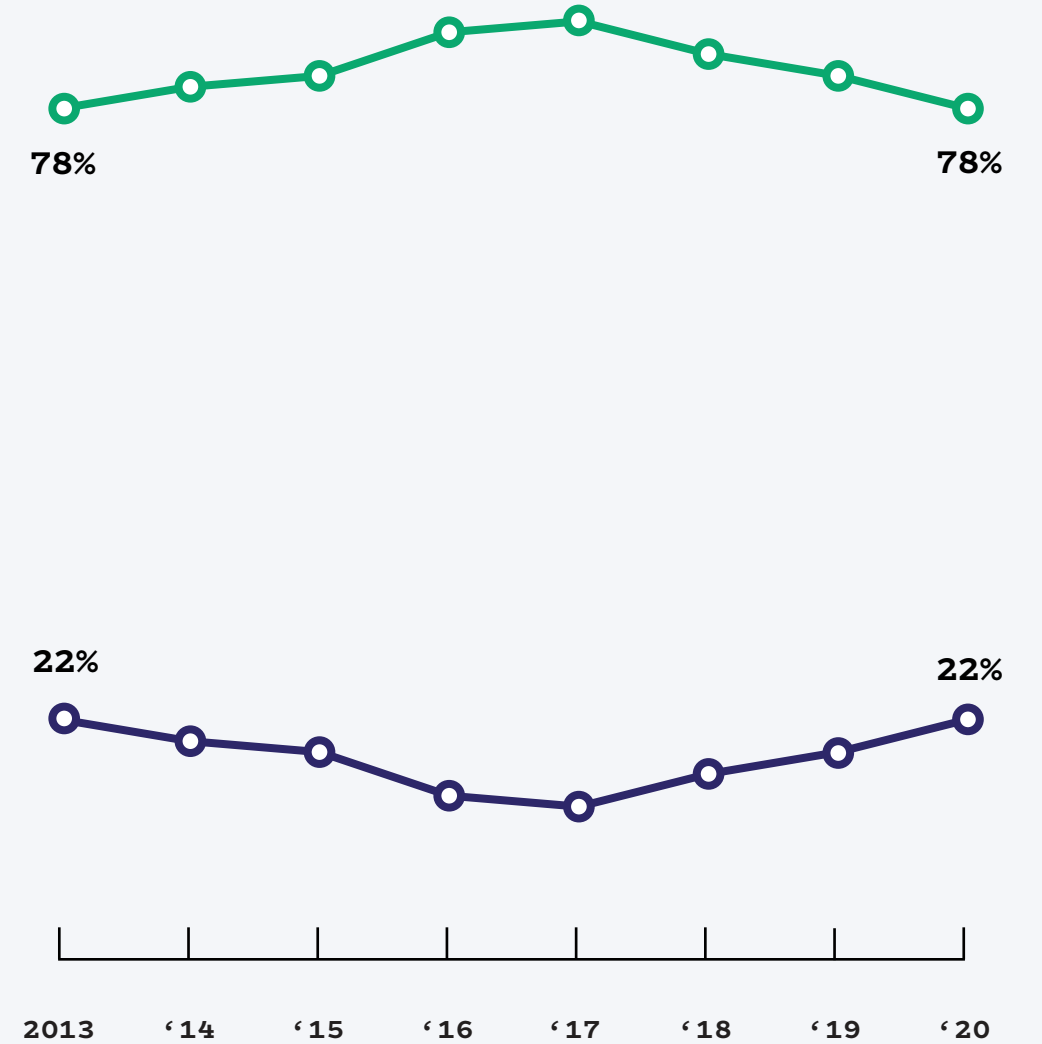
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RACE / ETHNICITY —

B2B Staff



B2B Leadership



B2B-Staff Composition

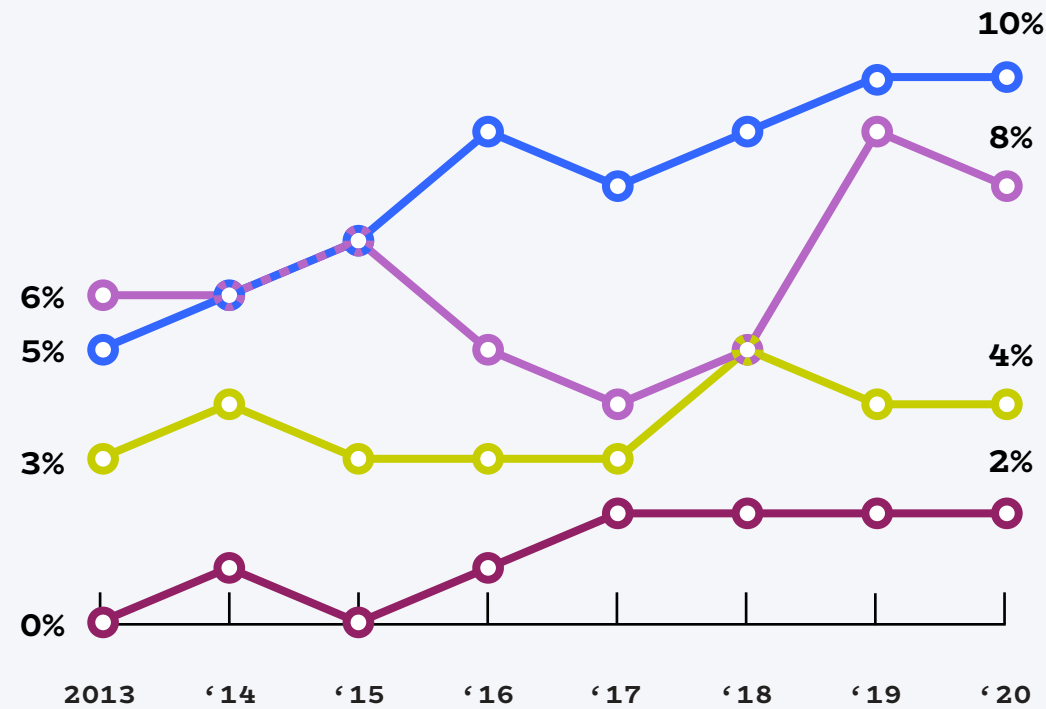
- Asian
- Black or African American
- Hispanic or Latino
- Native Islander
- Two or more races

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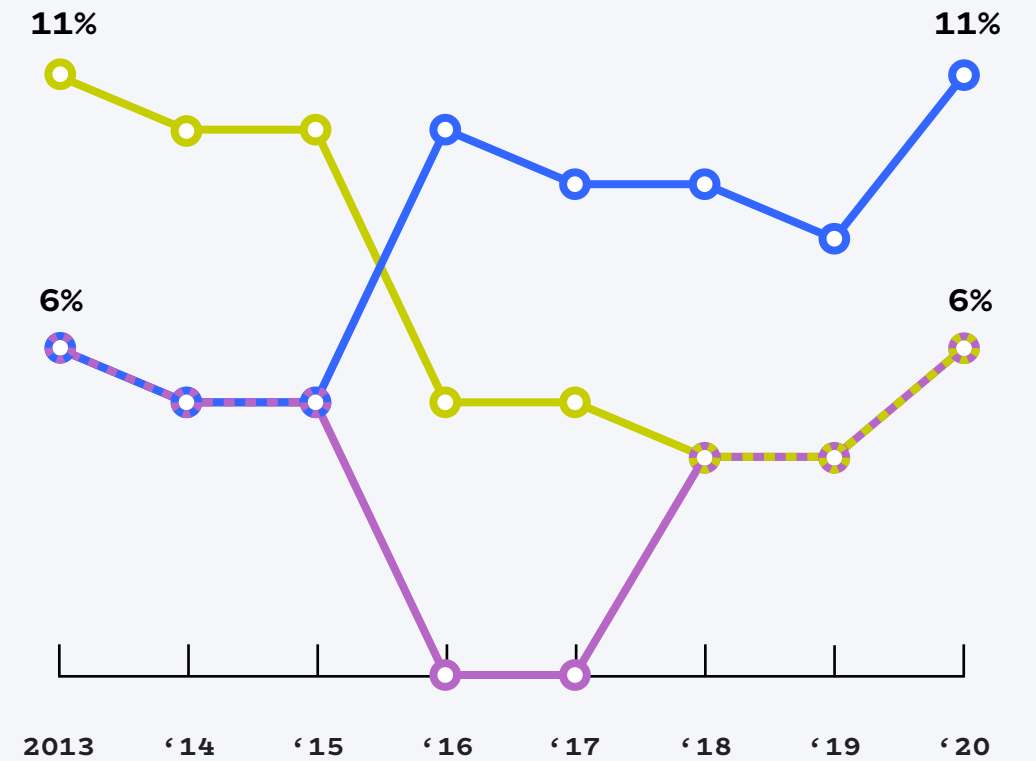
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PEOPLE OF COLOR —

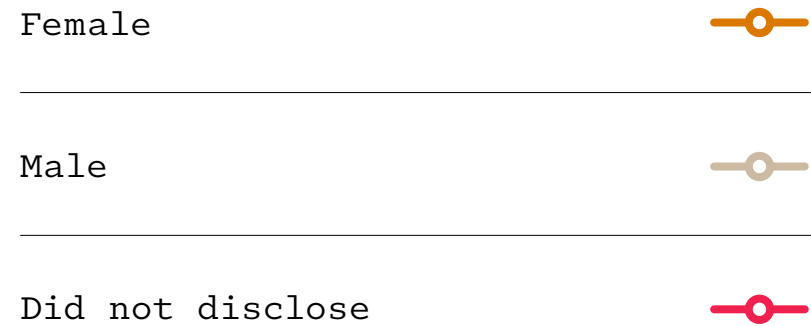
B2B Staff



B2B Leadership



PEG-Staff Composition

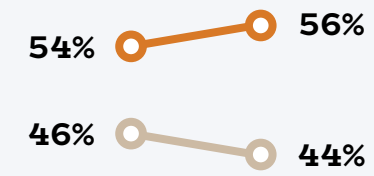


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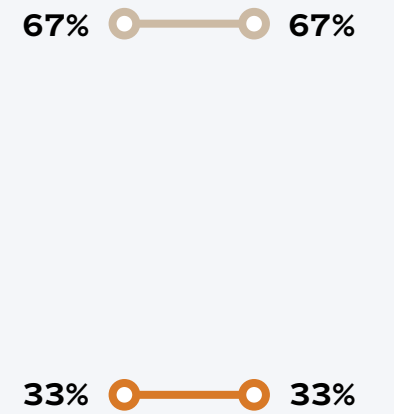
GENDER —

PEG Staff



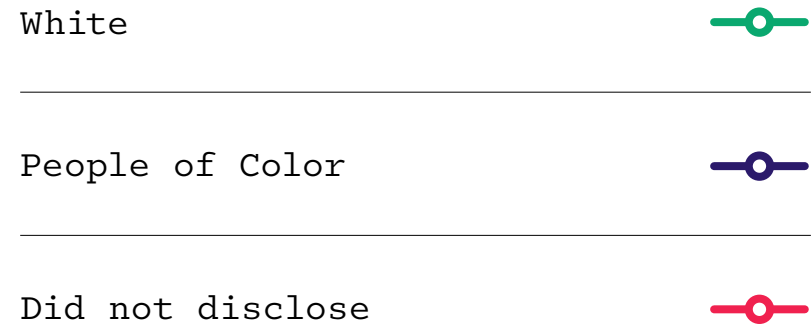
2013 '14 '15 '16 '17 '18 '19 '20

PEG Leadership



2013 '14 '15 '16 '17 '18 '19 '20

PEG-Staff Composition



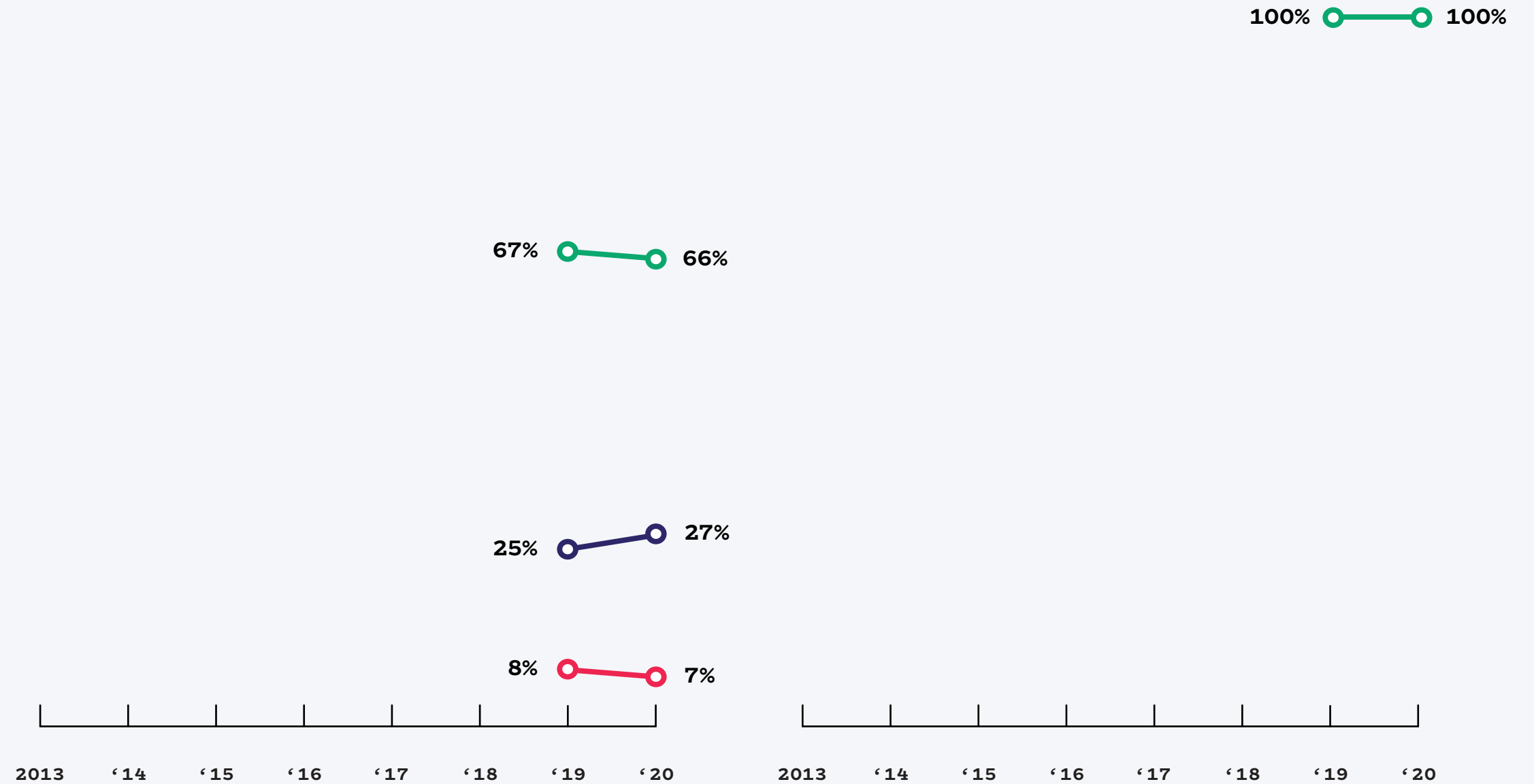
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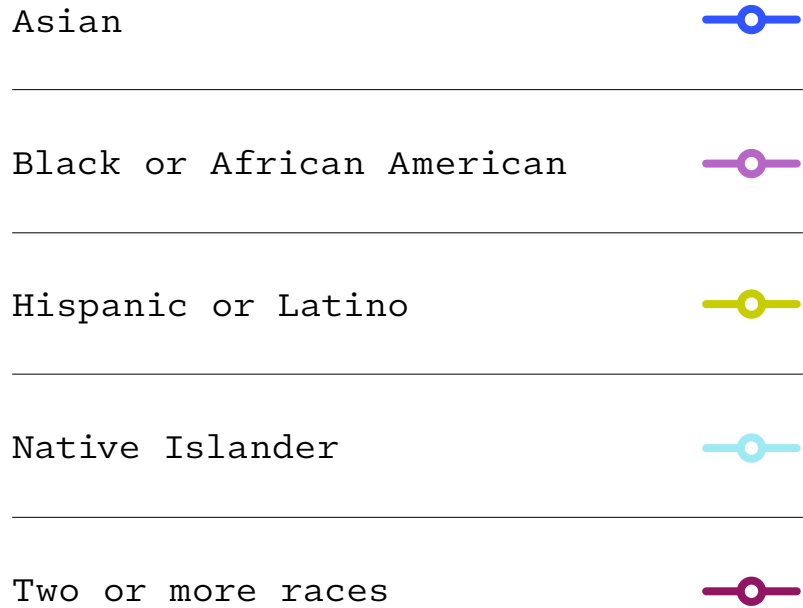
RACE / ETHNICITY —

PEG Staff

PEG Leadership



PEG-Staff Composition



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PEOPLE OF COLOR —

PEG Staff

PEG Leadership

