

*The Atlantic*

# REPORT ON DIVERSITY & INCLUSION

—  
2024  
—

One of the founding principles of *The Atlantic* was that it would be “of no party or clique.” It was a powerful political ideal; now, it’s also a personal ideal. We seek to be a place that approaches the world through a diversity of perspectives. We actively celebrate differences in background, identity, and belief because they help us do our best work.

## *The Atlantic's Values*

### SPIRIT OF GENEROSITY

*The Atlantic* seeks in its ranks a spirit of generosity—a natural disposition in each colleague toward service and selfless conduct.

### FORCE OF IDEAS

At the center of *The Atlantic* is a belief in the power of ideas. Our highest work is bringing rigor, insight, and honesty to their examination.

We endeavor to cultivate new ideas, challenge existing ones, and seek out those that otherwise might go unheard. We do this because ideas have consequences—the power to shape our lives, our work, and the world around us.

### SENSE OF BELONGING

*The Atlantic* was founded in 1857 as a home for intellectual debate, but also in opposition to the great moral injustice of its time. More than a century and a half later, we continue to believe our purpose is larger than ourselves.

At its best, our culture reflects this calling. It is characterized by goodwill and a deep sense of mutual concern. Our goal is not consensus—on the contrary, our best work may be born of spirited exchange and a diversity of views. What brings us together is a commitment to the mission of *The Atlantic*, to our readers, and to one another.

## **Our Commitment to Diversity, Equity & Inclusion**

As a workplace, we commit to fostering diversity, inclusion, growth, and a generous disposition to all. We seek to create an inclusive environment in which all staff experience a genuine sense of belonging.

As part of this commitment, we release an annual report showing gender and race metrics across our company. We also conduct an annual pay-equity review in concert with the annual raise process to identify and eliminate pay disparities based on factors unrelated to performance.

# Our Data

The 2024 report builds on the staff grouping and banding (as noted below) that we released in 2021. The charts that follow capture *The Atlantic* as of June 30, 2024 and are not comparable to reports released prior to 2021. (Prior reports remain accessible in our press room.)

In addition to reporting on the composition of the total staff of *The Atlantic* (called “The Atlantic Overall”), we’ve divided our staff into three groups based on function:

- **Editorial**, which includes all editorial roles within *The Atlantic*;

- **Business**, which includes Sales, Marketing, RevOps, Events, Business Development, and the Corporate team;
- **A-PEG-IT**, which includes Audience Research, Product, Engineering, Data Science, Growth, and IT

We have further divided each group to provide greater granularity across bands: In addition to **All Staff**, we have **Senior Staff**, which comprises managers and, in certain divisions, senior individual contributors, and **Executive Staff**, the most senior leadership across the organization, the executive data set represents a very small number of people.

A final note: Our data set is based on voluntary self-identification provided by employees at the time they are hired (or subsequently updated by employees through

Workday), as mandated by federal guidelines. We are mindful that the federally mandated categories do not include every measure of identity (for example, they exclude sexual orientation, gender identity, socioeconomic status, and faith). Nevertheless, this data set provides the best measure of our progress in diversifying our staff to date. Percentages may not add up to 100 due to rounding.

In March of this year, the Office of Management and Budget (OMB) announced a revision to the federal guidelines for the way Race and Ethnicity data is collected. Statistical Policy Directive 15 (SPD15) has called for adding *Middle Eastern or North African* (MENA) as a reporting category, separate and distinct from the *White* category. The deadline for employers to put SPD15 into practice is by March 2029; however, we have decided to include the *MENA* category into our DEI report beginning this year, since we already have this data collected in Workday.

## In Summary

This is the sixth year that we've released this report, and at the time of this report, **35 percent** of staff identified as people of color, **63 percent** identified as white and **3 percent** did not self-declare. In regards to gender, **61 percent** of staff identified as female and **37 percent** identified as male, while **2 percent** did not self-declare.

When looking across the past year (July 2023 to June 2024), roughly **46 percent** of 35 new hires identified as people of color and **71 percent** identified as women. The percentage of new hires electing not to identify their race/ethnicity was **3 percent**.

## Efforts in Place

*The Atlantic* continually works to advance diversity, equity, and inclusivity within our community. In 2020, we formed a DEI Committee composed of staff members from each department to review company policies and recommend a DEI Action Plan to executive leadership. The DEI Action Plan was released to staff in May 2021, and below are the recommended actions we've since implemented. More detail on the DEI Action Plan can be found in the 2021 Diversity Report in our press room.

Stemming from the work of the committee, we landed on a DEI north star: **To better reflect the communities we serve and to enrich our organization with a wide array of talents, perspectives, and experiences, we seek to recruit and retain team members from many backgrounds and with diverse identities.**

## Efforts in Place (Continued)

We've long considered diversity and inclusion a priority, since the very roots of our founding—and part of our ongoing commitment is to continue to learn and grow from and with our staff.

We prioritize DEI across many markers and historically marginalized identities, and recognize that these markers extend beyond race and gender, and often intersect.

To build, and maintain, a diverse staff, we focus on each stage of the talent life cycle: attracting talent, recruiting talent, hiring, onboarding, evaluating, developing, advancing, and exiting.

In support of this north star, we've incorporated a few practices into our everyday work:

- A review process that includes: a manager-feedback survey, self-reviews, peer reviews, manager reviews

with job goals for the upcoming year, and a Career Committee process intended to improve fairness and equity by mitigating bias in reviews and promotion;

- A biannual Professional Development Program that provides employees with equitable access to courses, conferences, networking, and programs that support their development;
- Employee Resource Groups and an Allyship Team, which help build and grow community;
- DEI, harassment, and discrimination training;
- Manager cohorts that bring together managers from across the organization to support and learn from one another.
- New hire cohorts that provide new employees with opportunities to connect with one another and to understand in greater depth *The Atlantic's* storied history, its mission, its values, and its organizational structure.



## The Work Ahead

Moving forward, we must sustain—and expand upon—these initiatives to fully realize our commitments to diversity, equity, and inclusion. We are committed to our goals at all levels of the company and we will continue to put a specific emphasis on growth at the senior and executive level. As we learn from the initiatives launched in recent years, we will hold ourselves and one another accountable for maintaining *The Atlantic* as a destination workplace where everyone can bring their full selves and do their best work.

# New Hires in July 2023 – June 2024

● Female

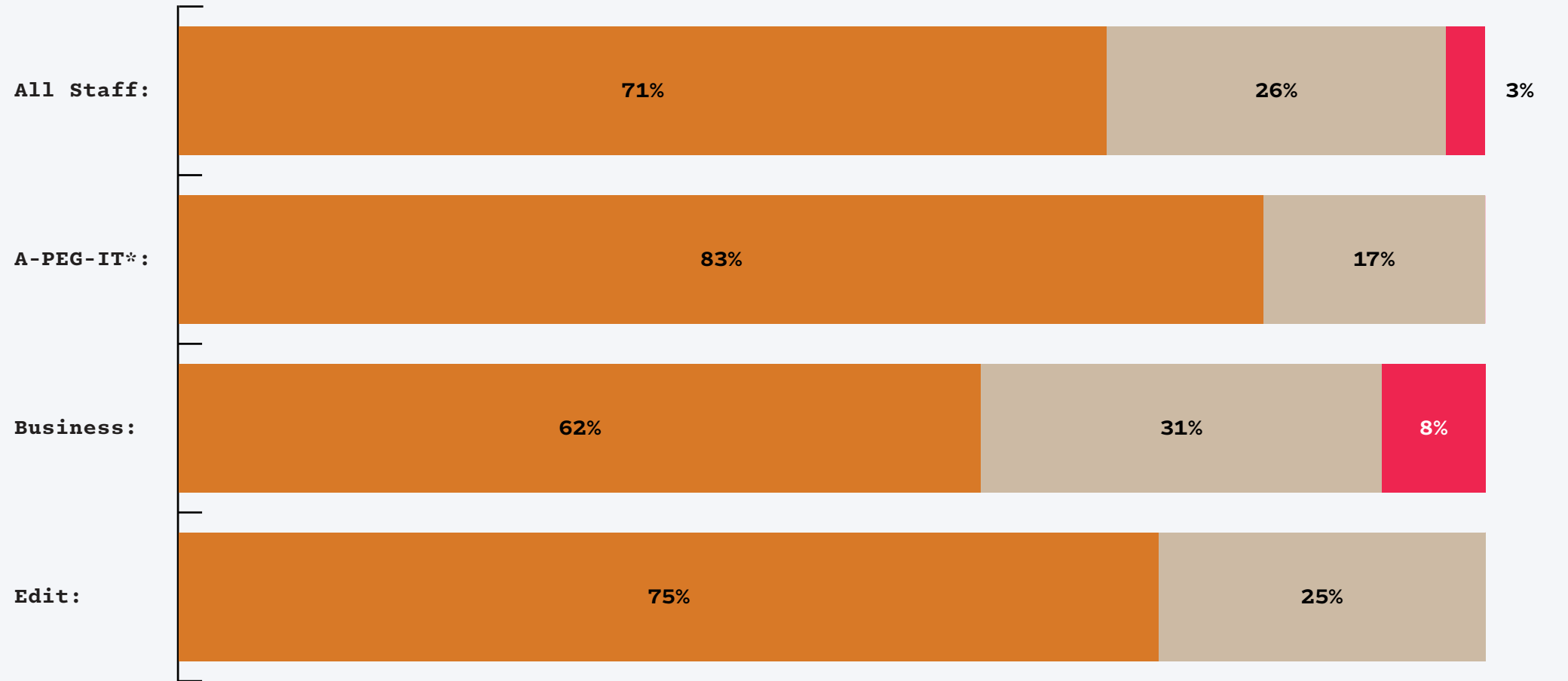
● Male

● Did not Disclose

\* Audience Research, Product, Engineering, Data Science, Growth, and IT

## GENDER —

New Hires in 2024



# New Hires in July 2023 – June 2024

● People of Color

● White

● Did not Disclose

\* Audience Research, Product, Engineering, Data Science, Growth, and IT

## RACE / ETHNICITY —

New Hires in 2024



# OVERALL STAFF

# Overall Staff

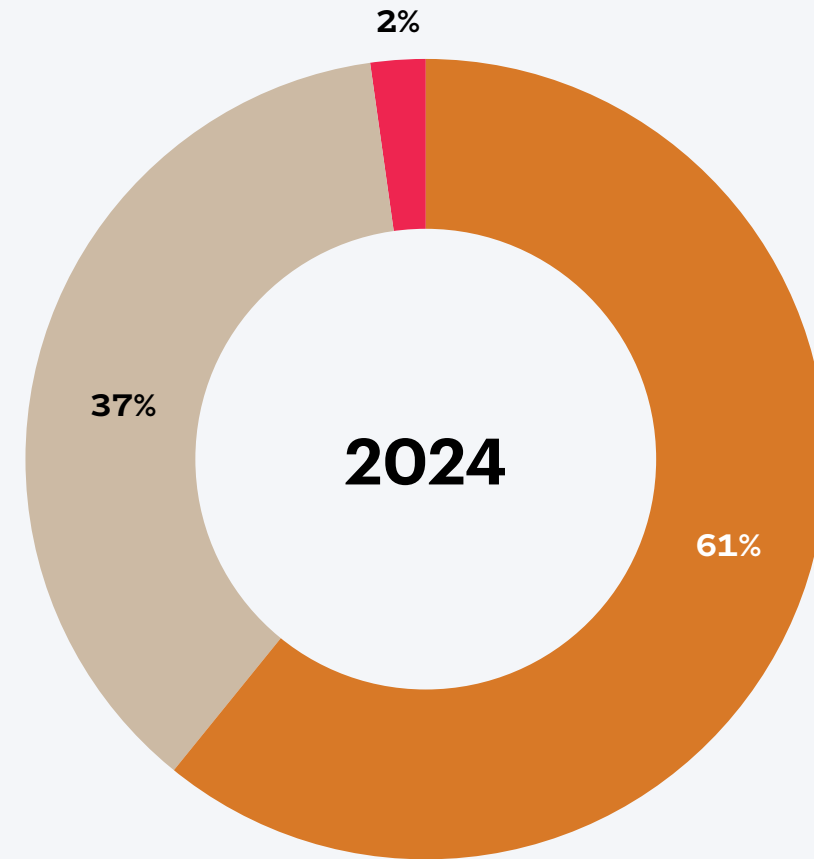
● Female

● Male

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## GENDER —

All Staff



# Overall Staff

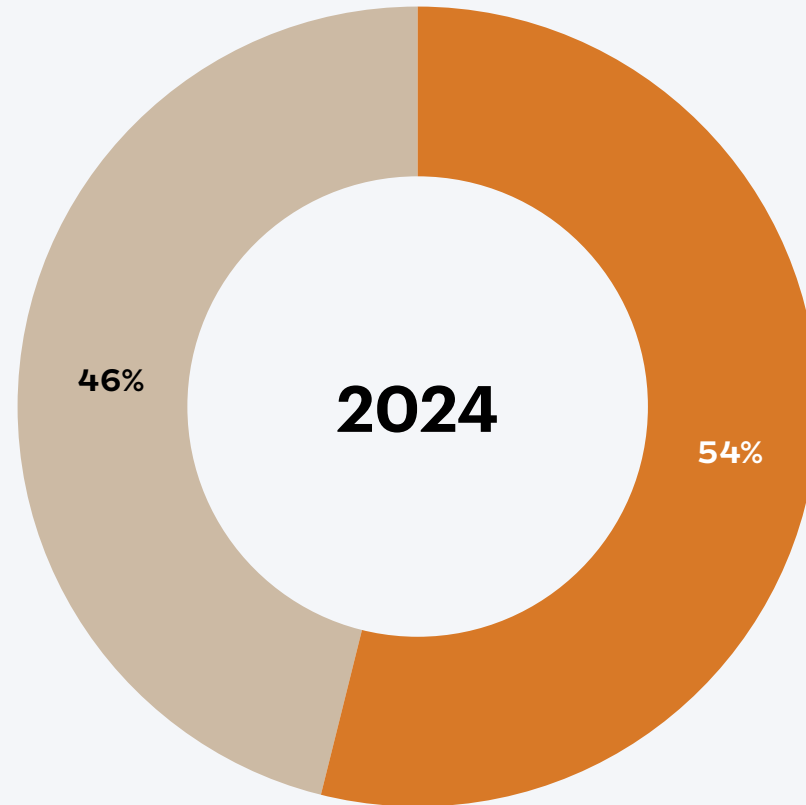
● Female

● Male

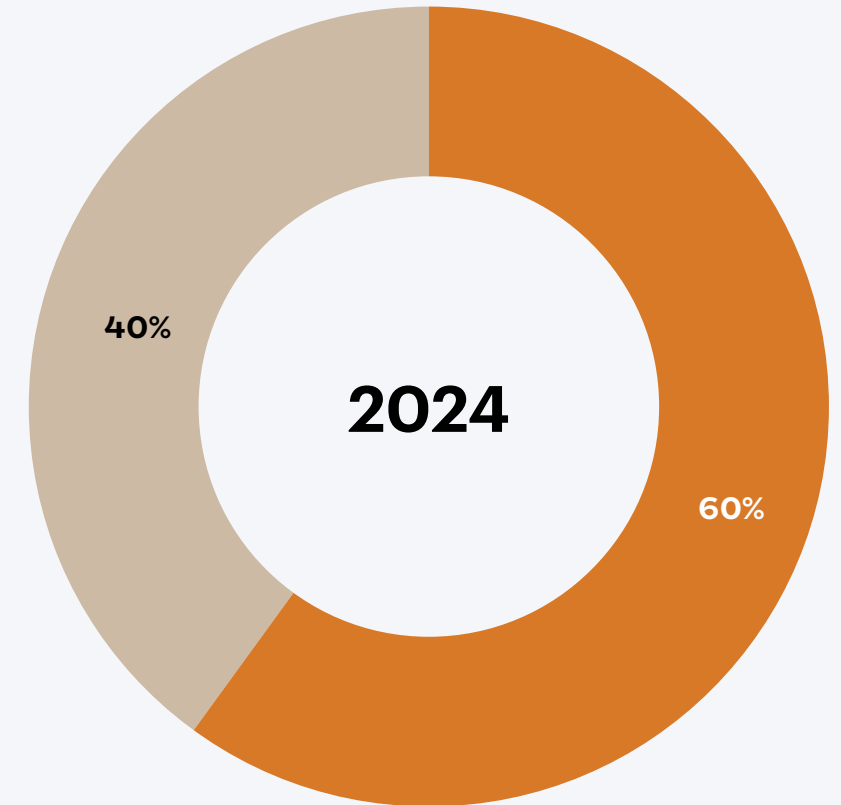
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## GENDER —

Executive Staff



Senior Staff

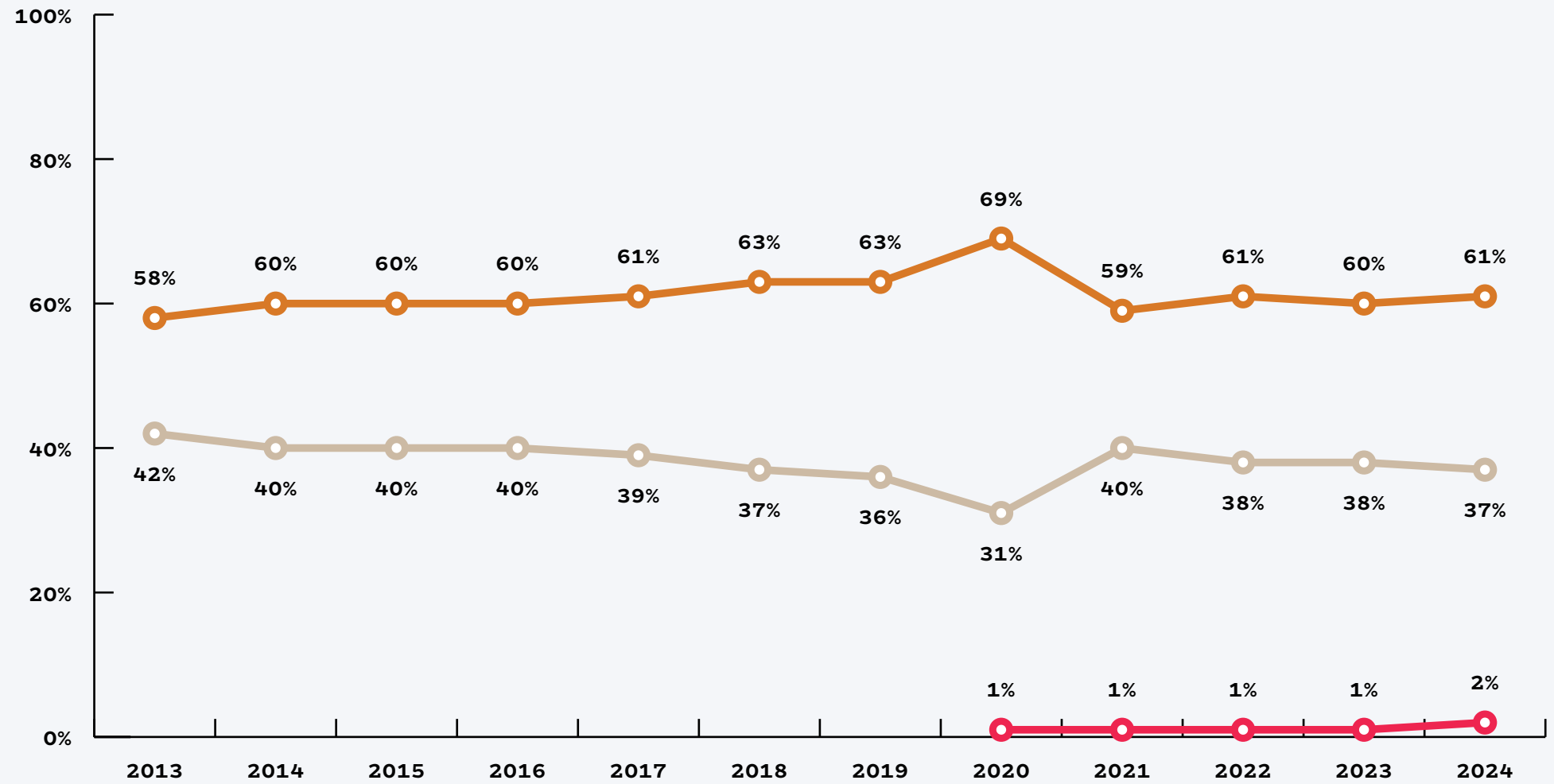


# Overall Staff

- Female
- Male
- Did not Disclose

## GENDER —

Year Over Year (2013-2024)



# Overall Staff

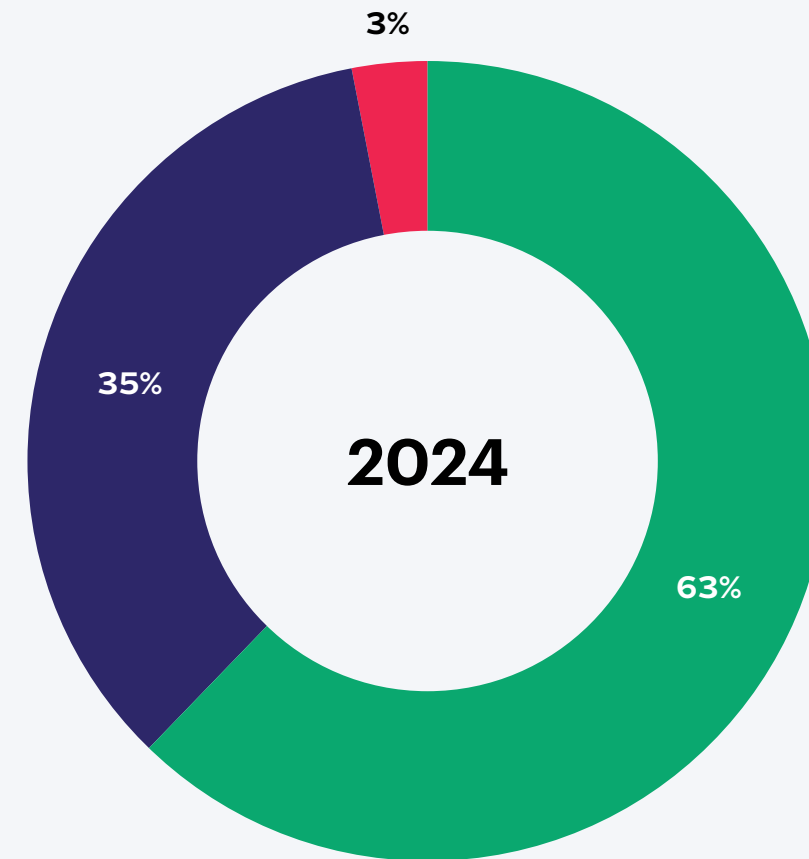
● People of Color

● White

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## RACE / ETHNICITY —

All Staff





# Overall Staff

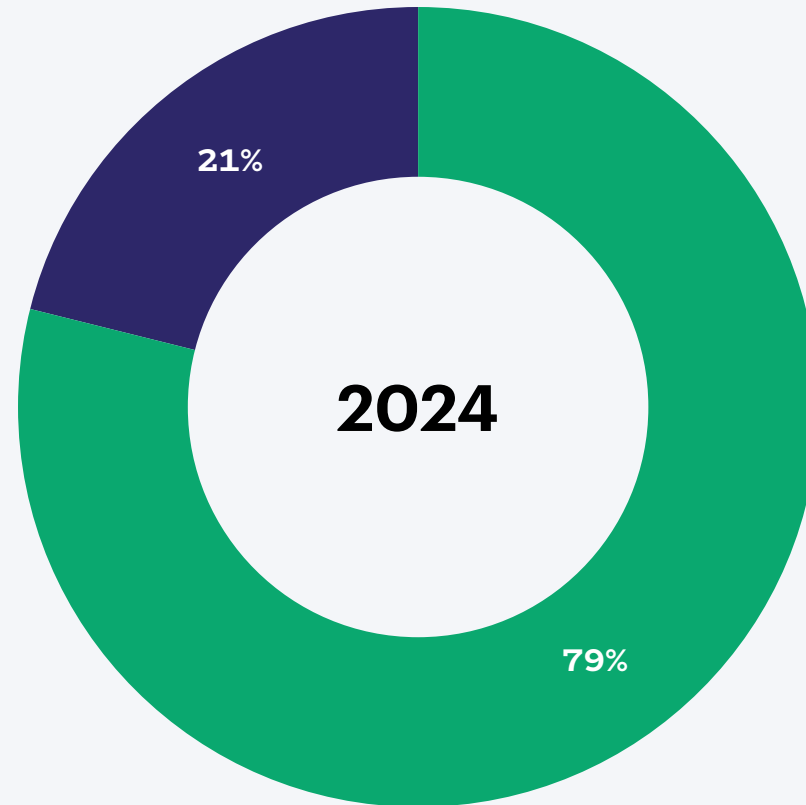
● People of Color

● White

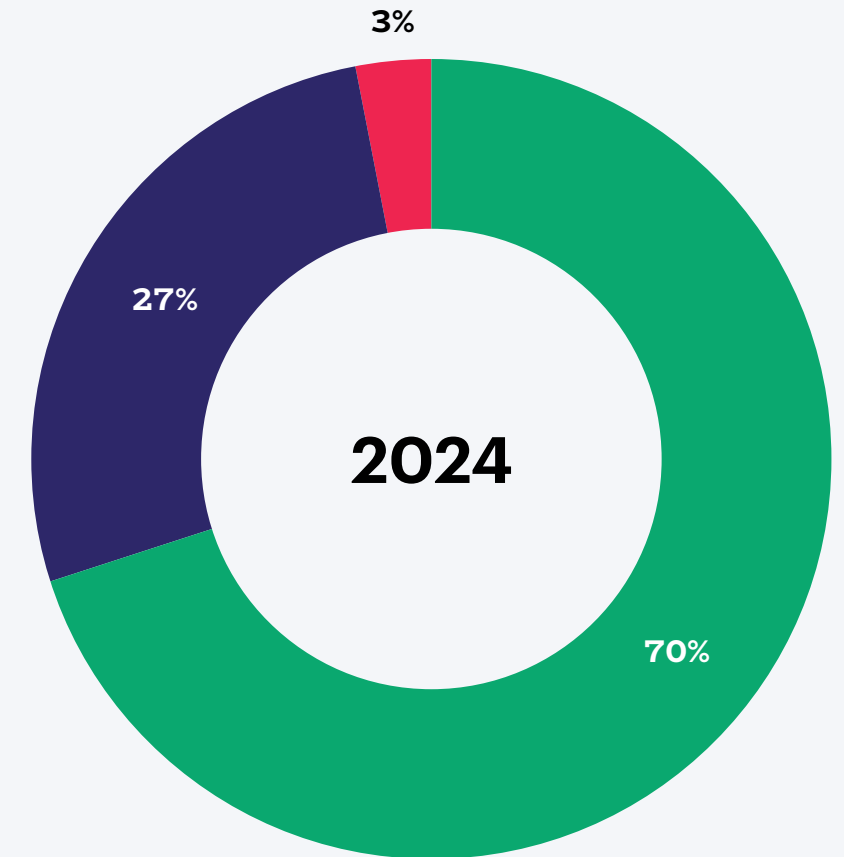
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## RACE / ETHNICITY —

Executive Staff



Senior Staff



# Overall Staff

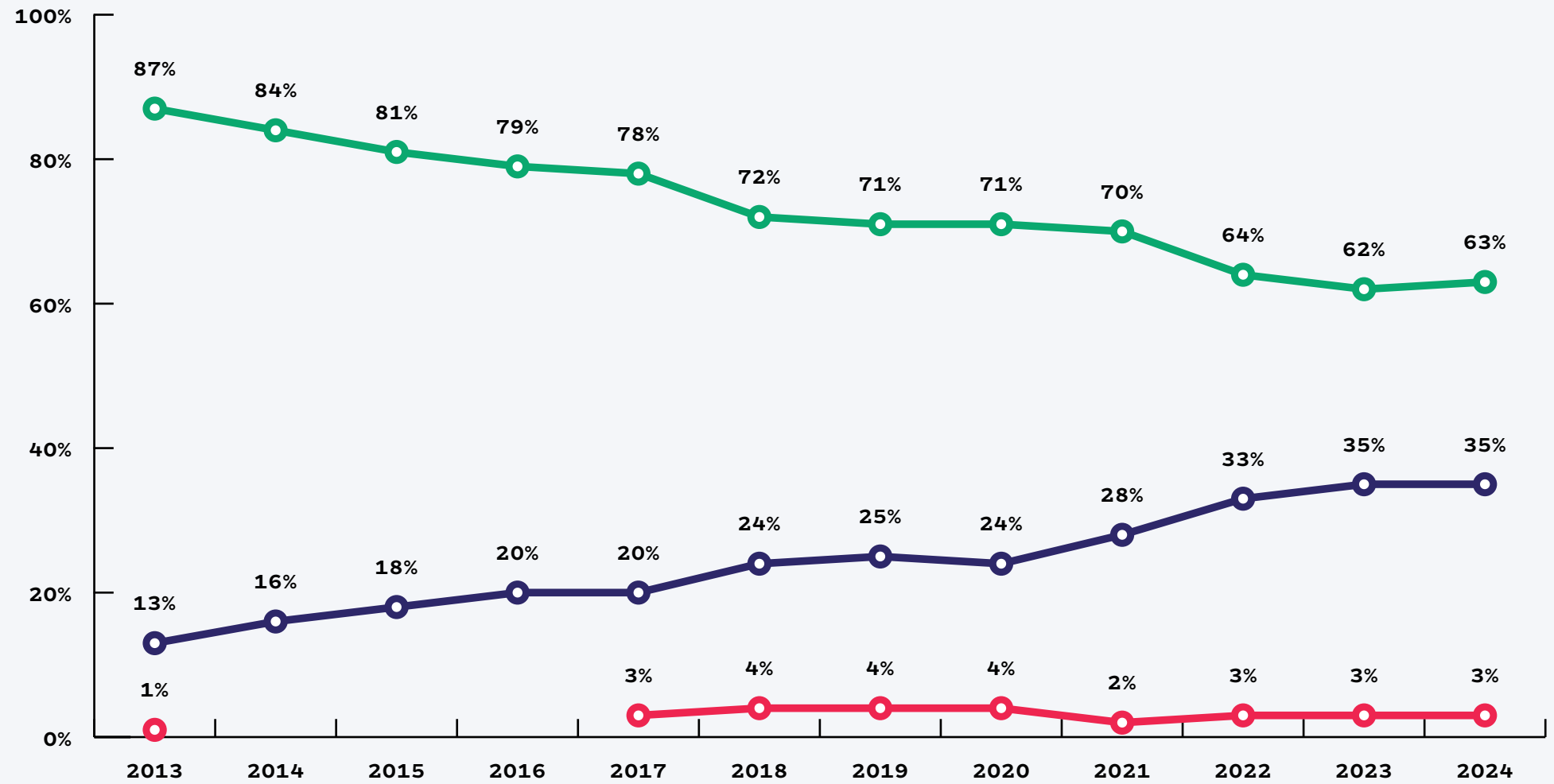
● People of Color

● White

● Did not Disclose

## RACE / ETHNICITY —

Year Over Year (2013-2024)

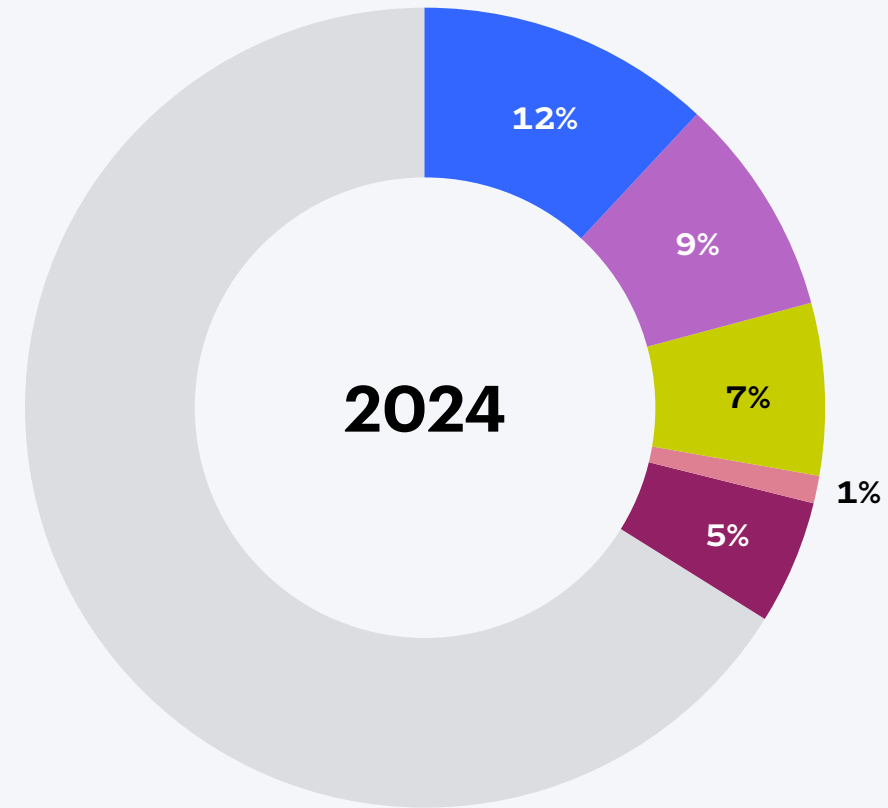


# Overall Staff

- Asian
- Black or African American
- Hispanic or Latino
- Middle Eastern or North African
- Native Islander
- Two or More Races

## PEOPLE OF COLOR —

All Staff

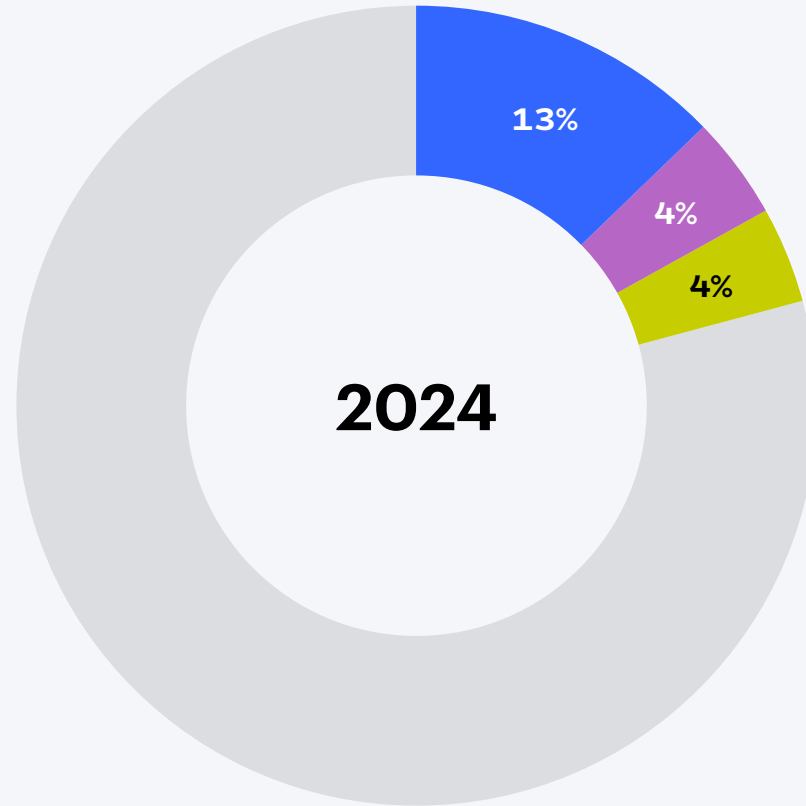


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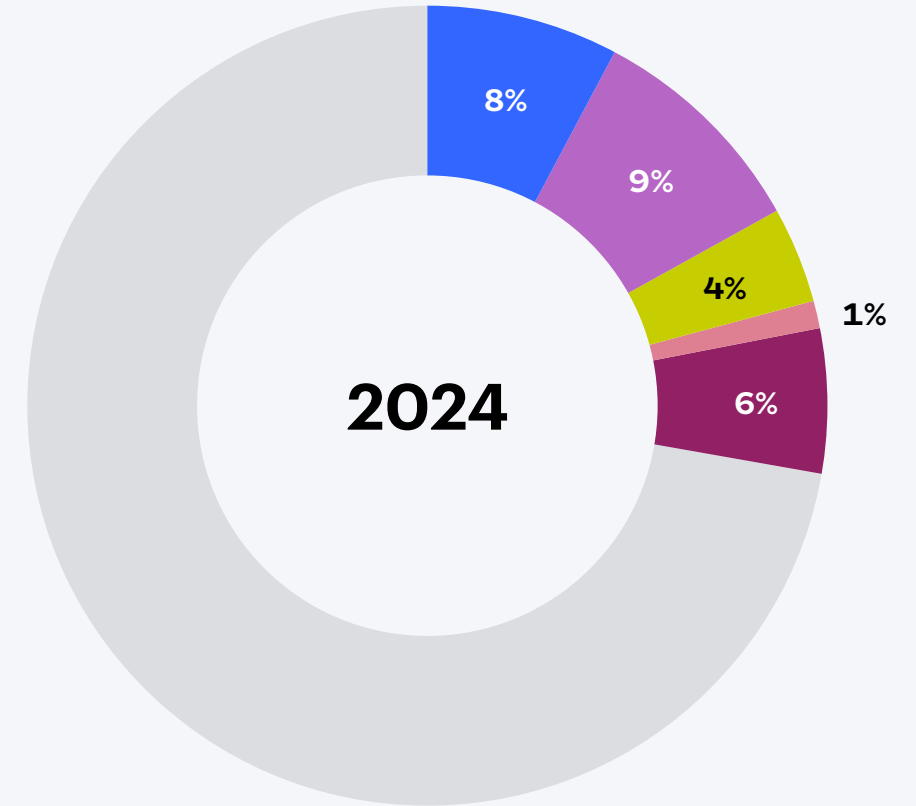
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## PEOPLE OF COLOR —

Executive Staff



Senior Staff

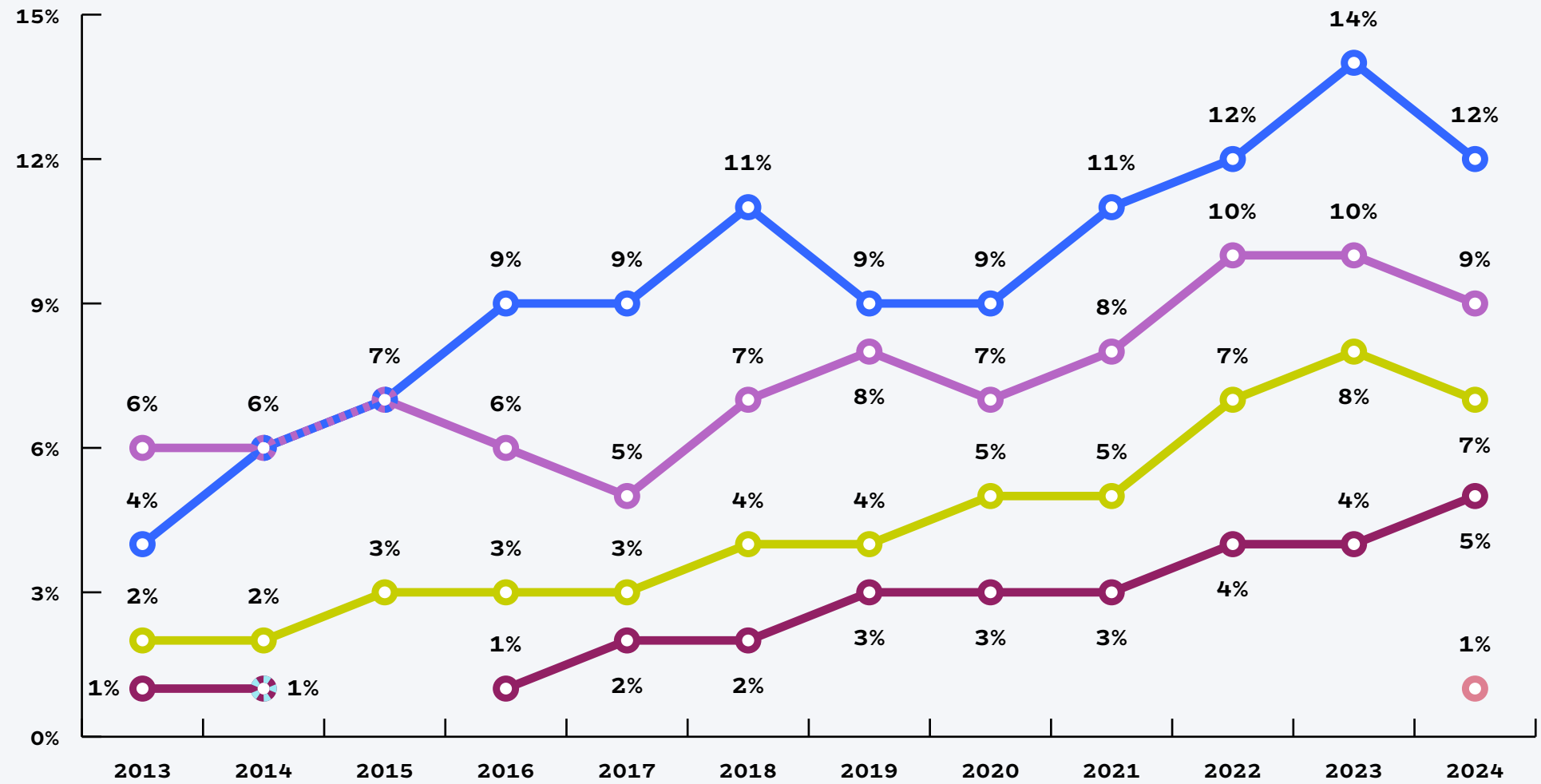


# Overall Staff

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- Two or More Races

## PEOPLE OF COLOR —

Year Over Year (2013-2024)



# AUDIENCE RESEARCH, PRODUCT, ENGINEERING, GROWTH, IT

# Audience Research, Product, Engineering, Growth, IT

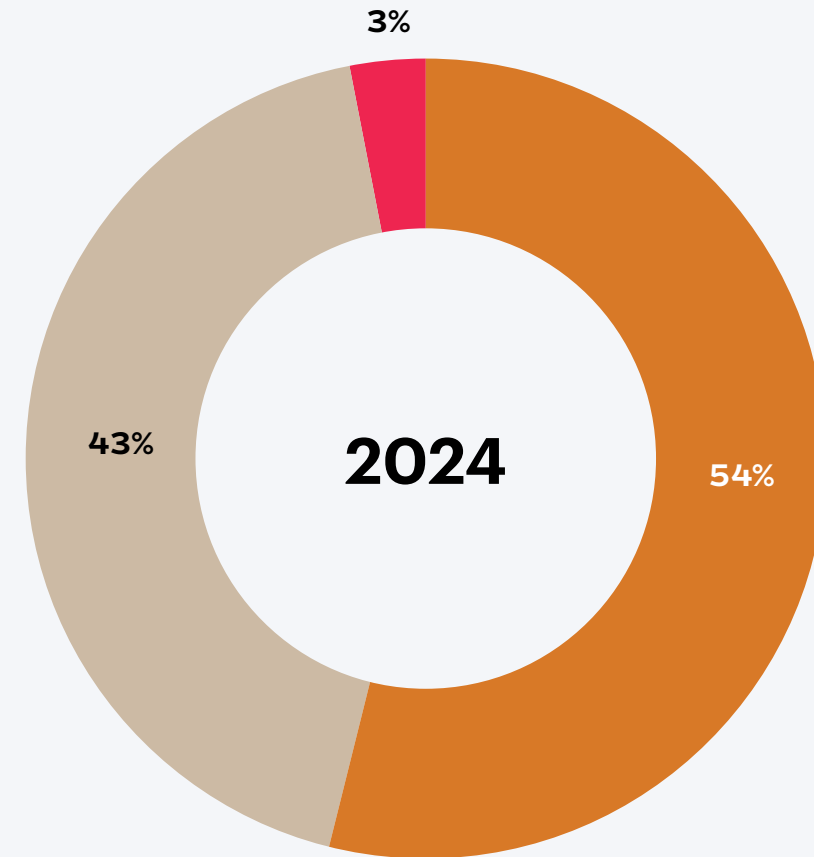
● Female

● Male

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## GENDER —

All Staff



# Audience Research, Product, Engineering, Growth, IT

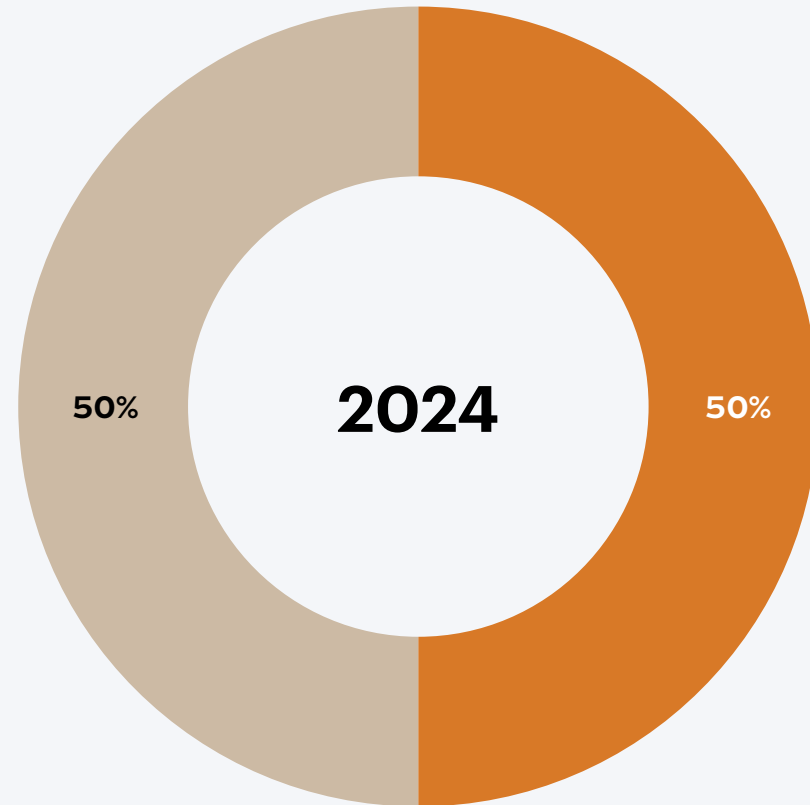
● Female

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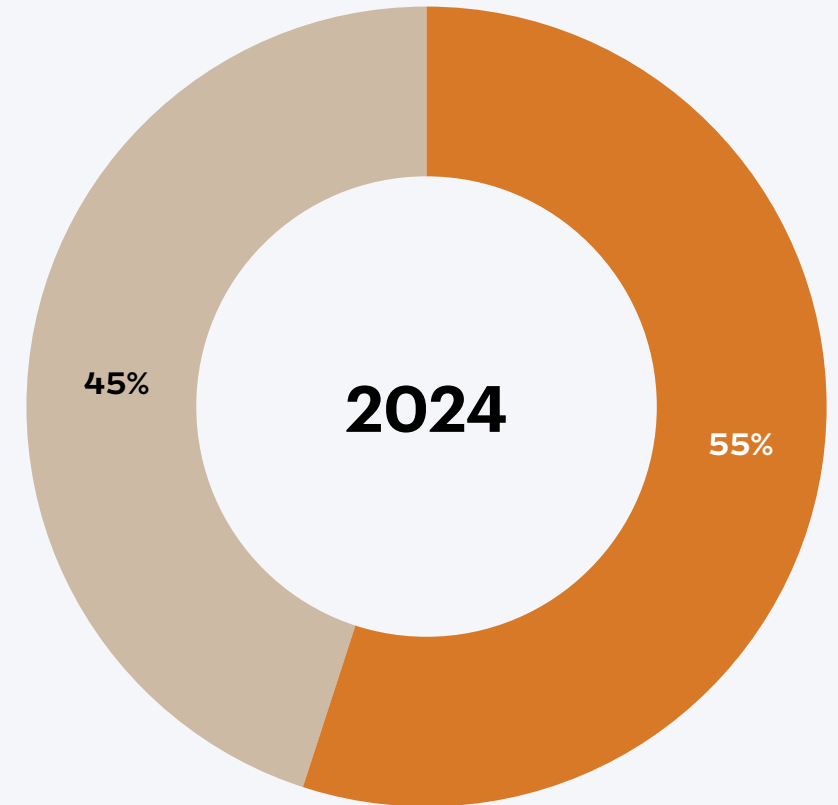
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## GENDER —

Executive Staff



Senior Staff





# Audience Research, Product, Engineering, Growth, IT

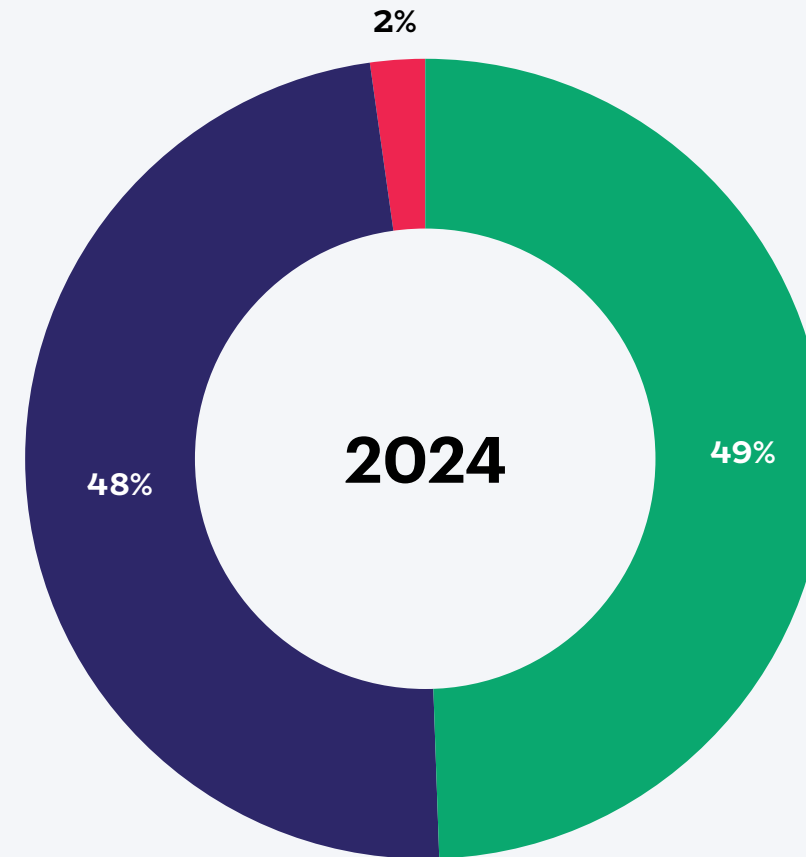
● People of Color

● White

● Did not Disclose

## RACE / ETHNICITY —

All Staff



# Audience Research, Product, Engineering, Growth, IT

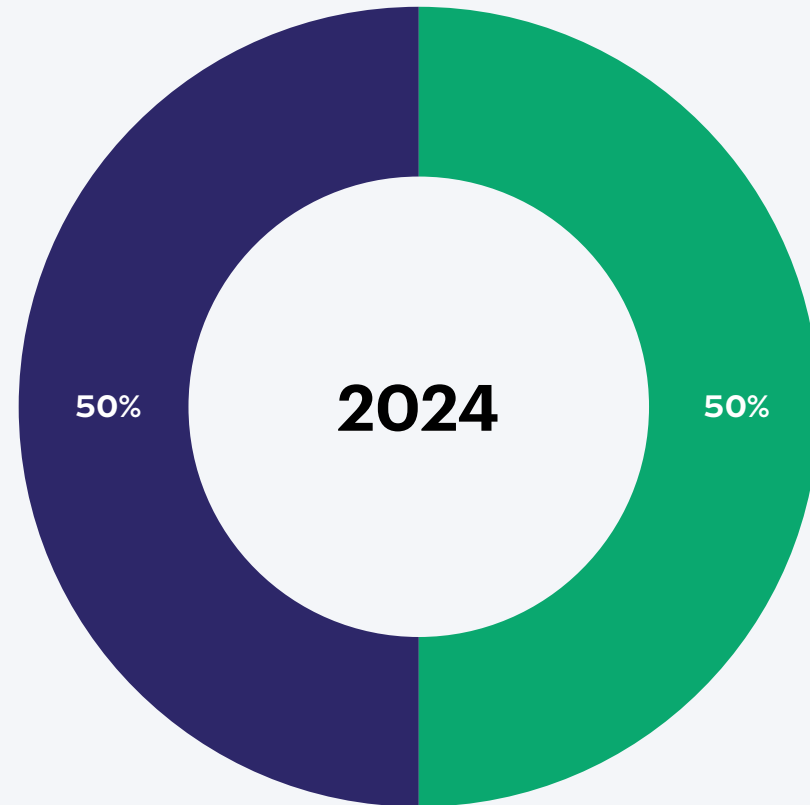
● People of Color

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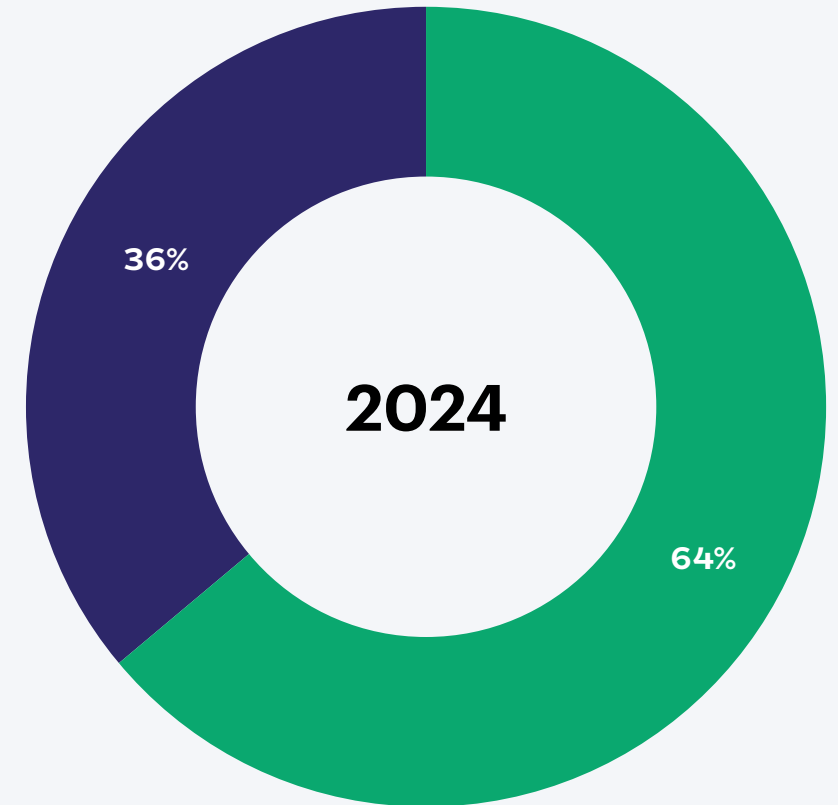
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## RACE / ETHNICITY —

Executive Staff



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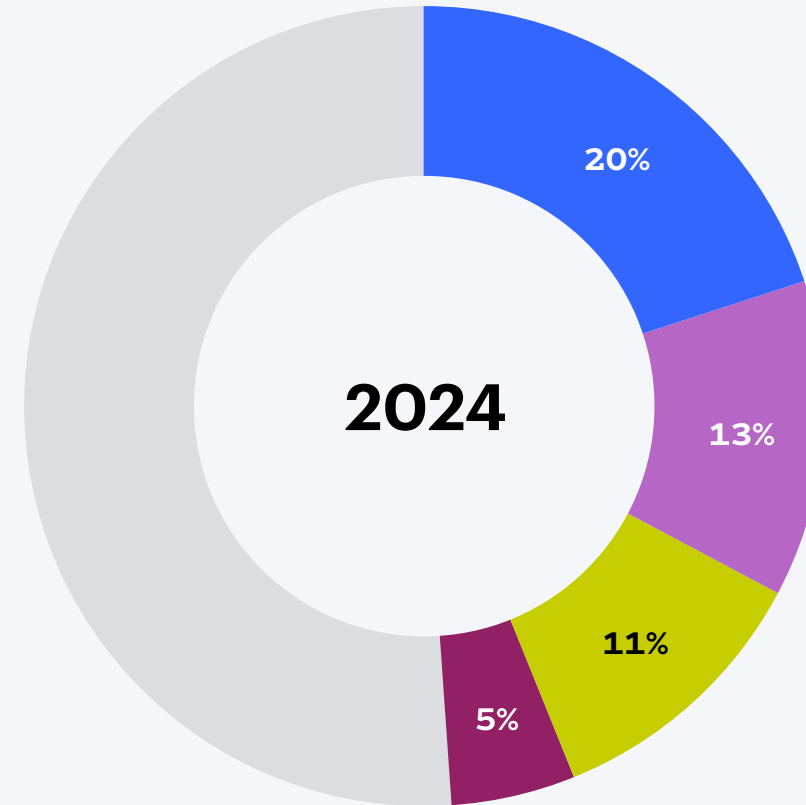


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## PEOPLE OF COLOR —

All Staff

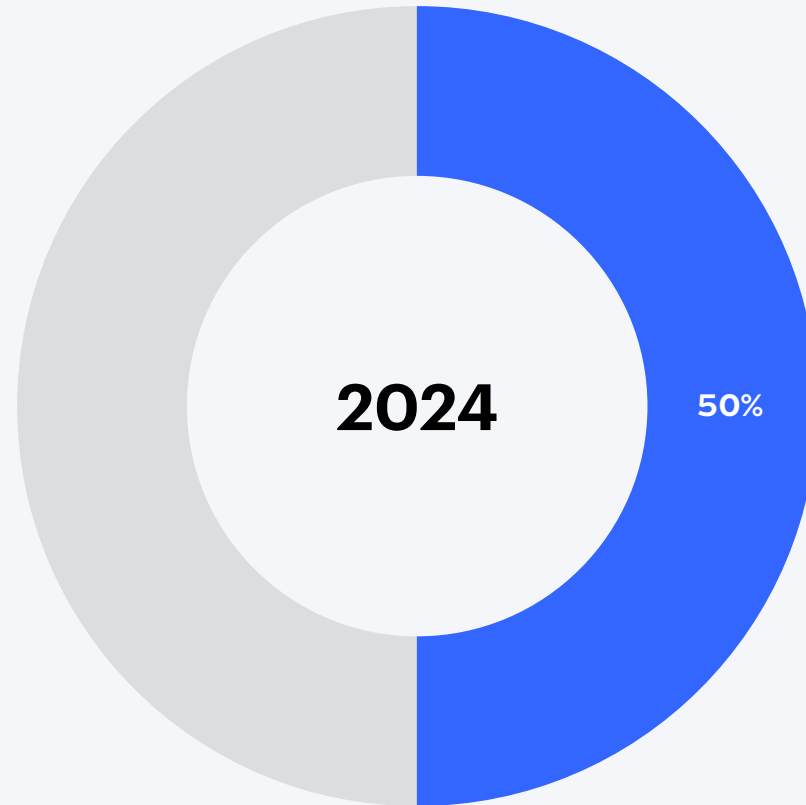


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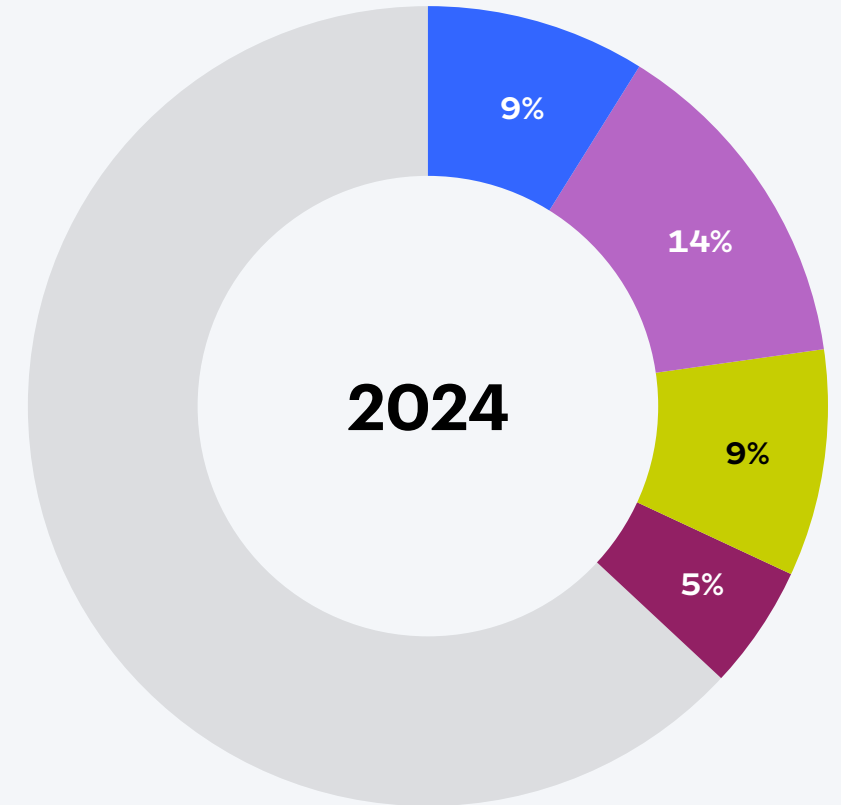
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## PEOPLE OF COLOR —

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# BUSINESS

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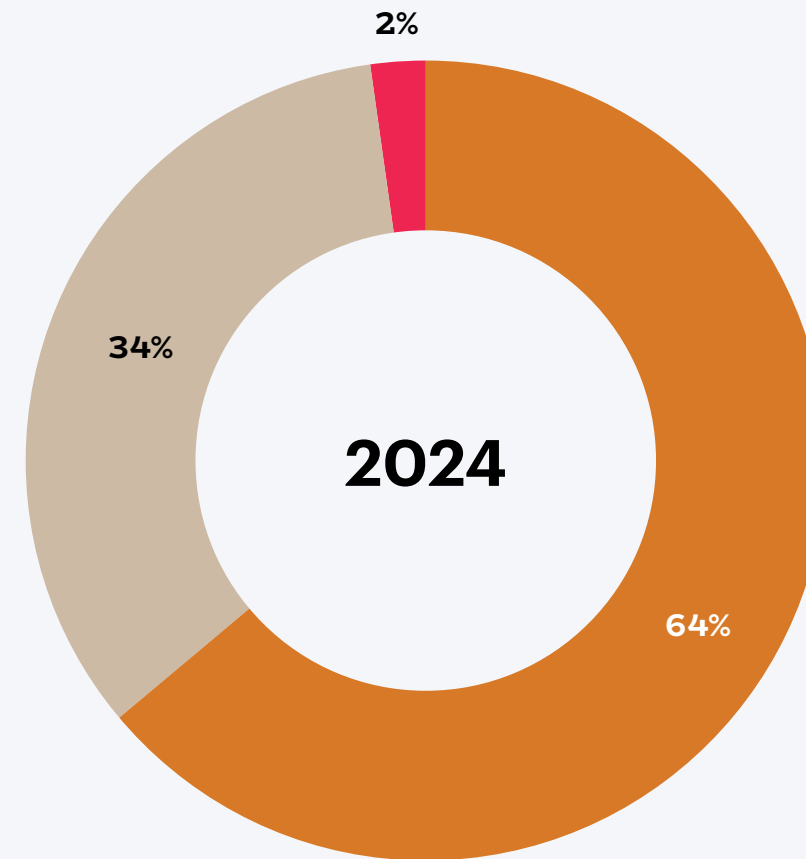
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## GENDER —

All Staff

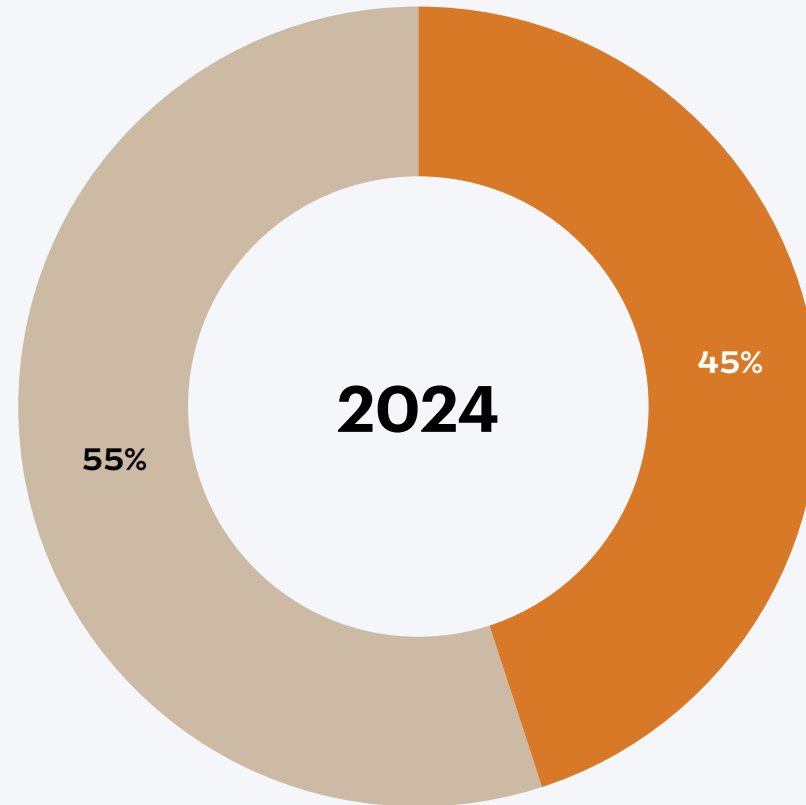


# Business

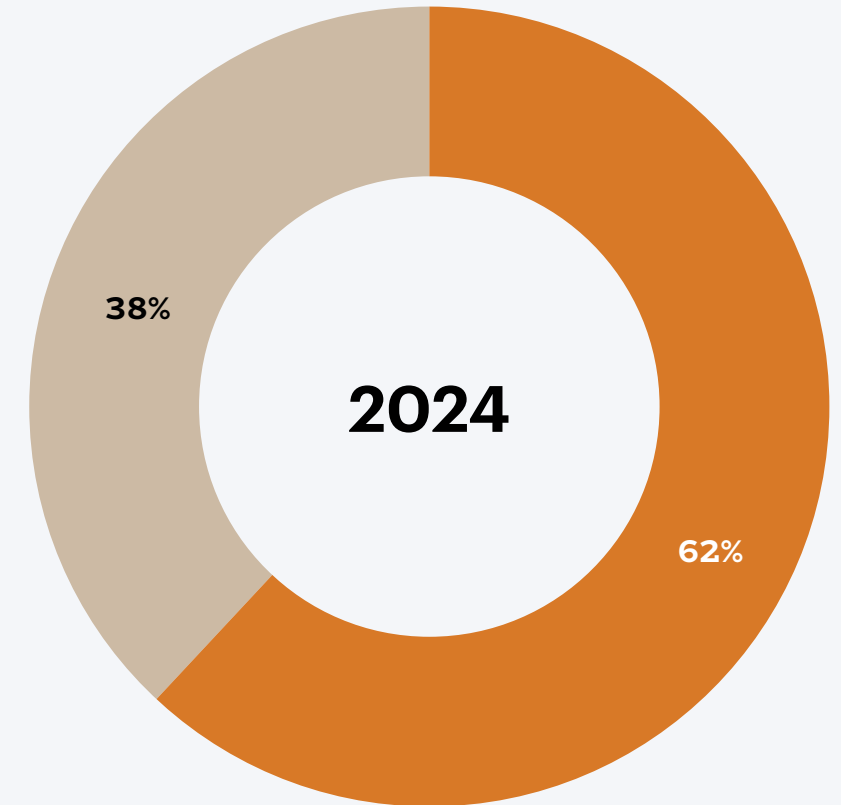
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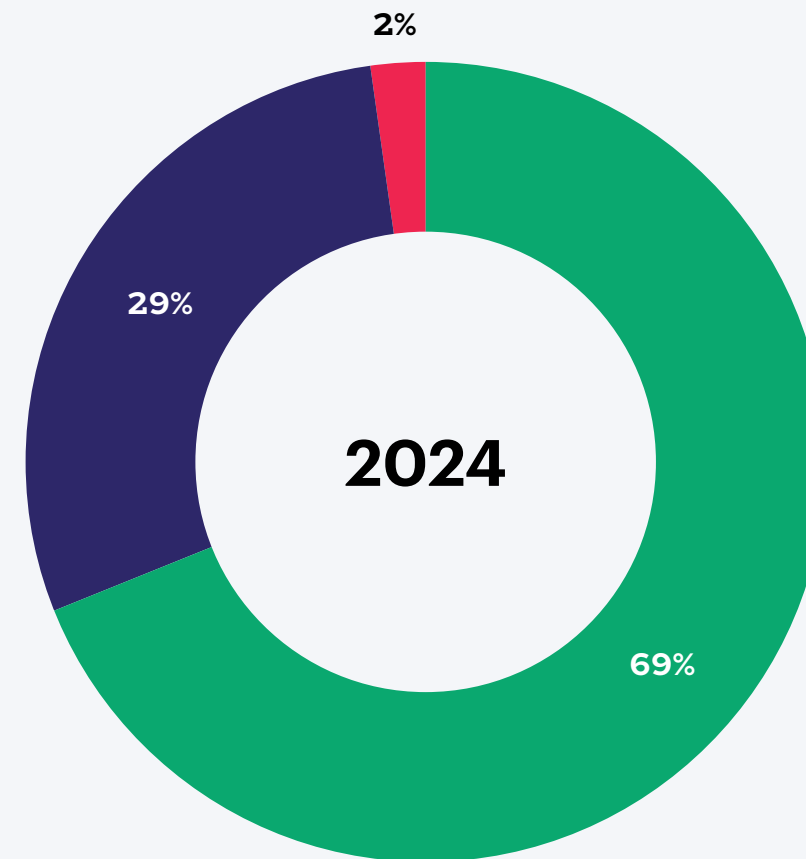
● People of Color

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## RACE / ETHNICITY —

All Staff





# Business

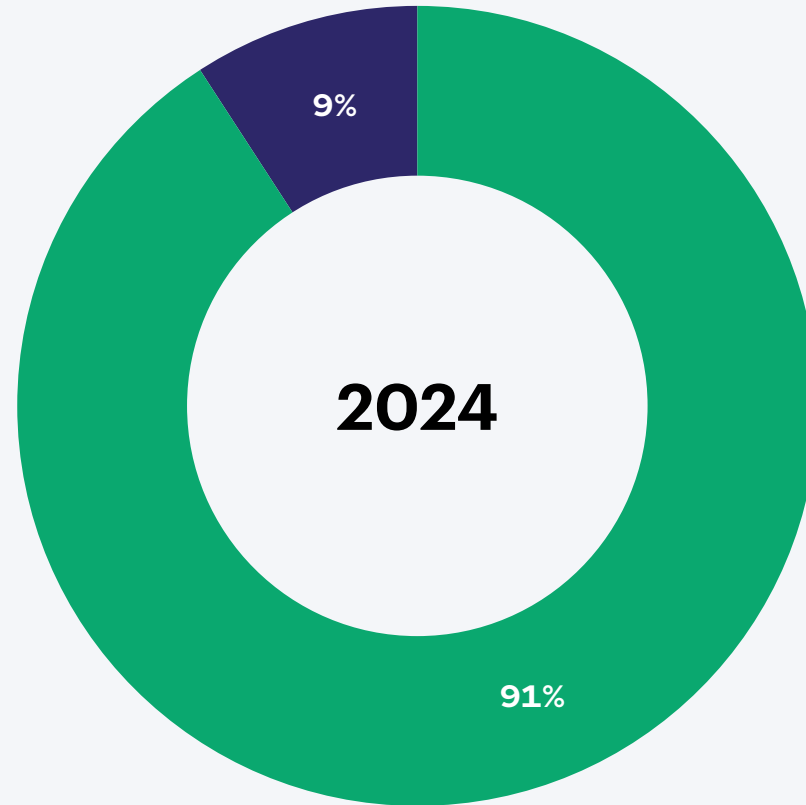
● People of Color

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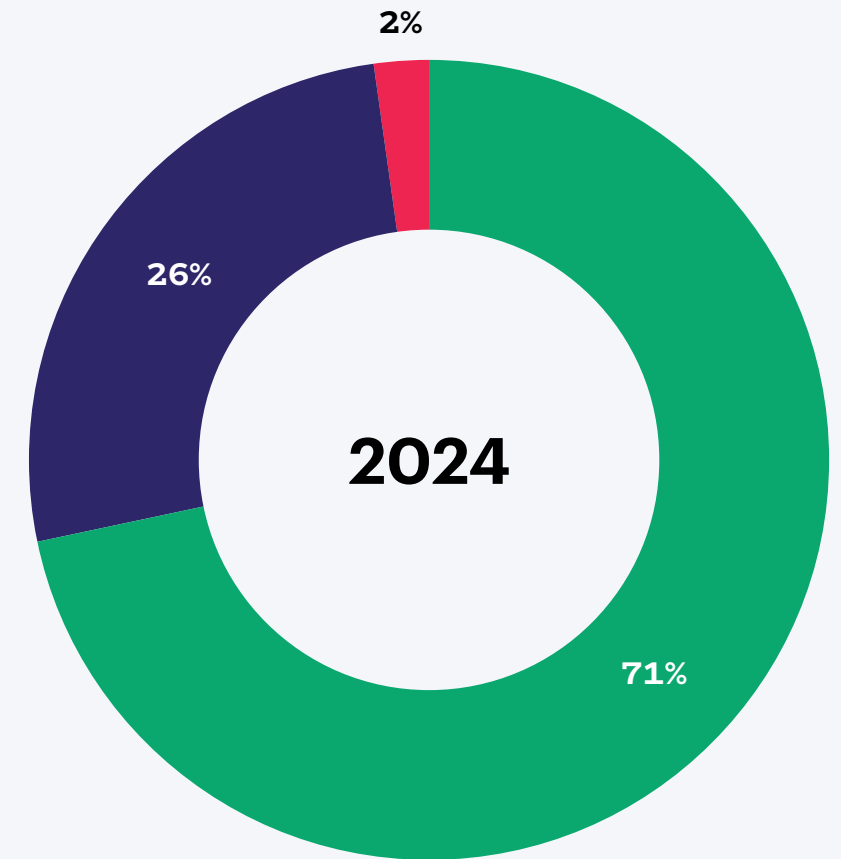
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## RACE / ETHNICITY —

Executive Staff



Senior Staff

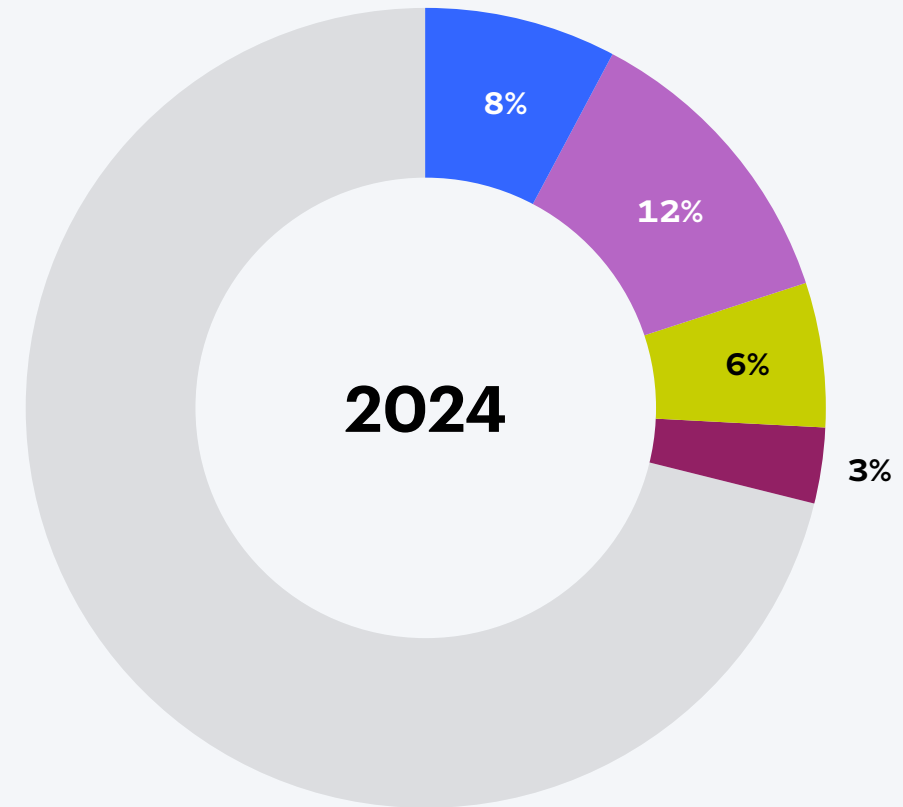


# Business

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## PEOPLE OF COLOR —

All Staff

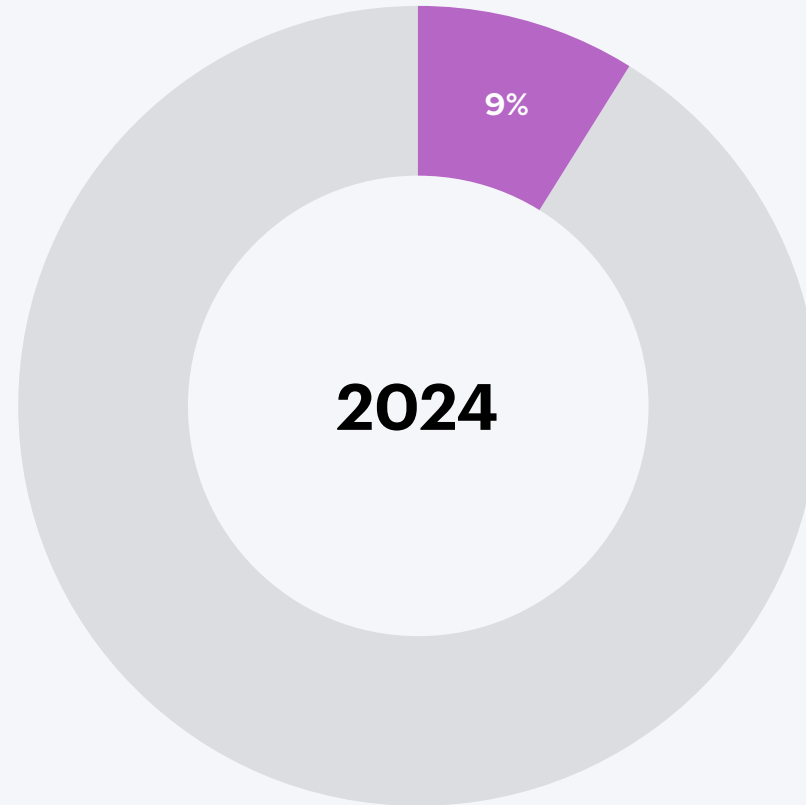


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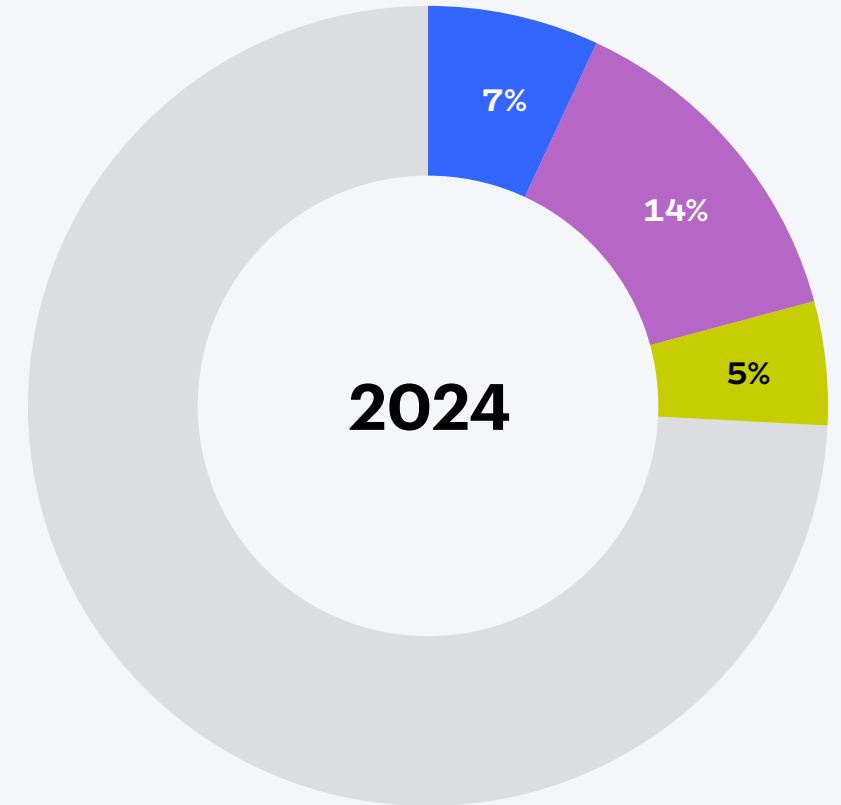
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**Edit**

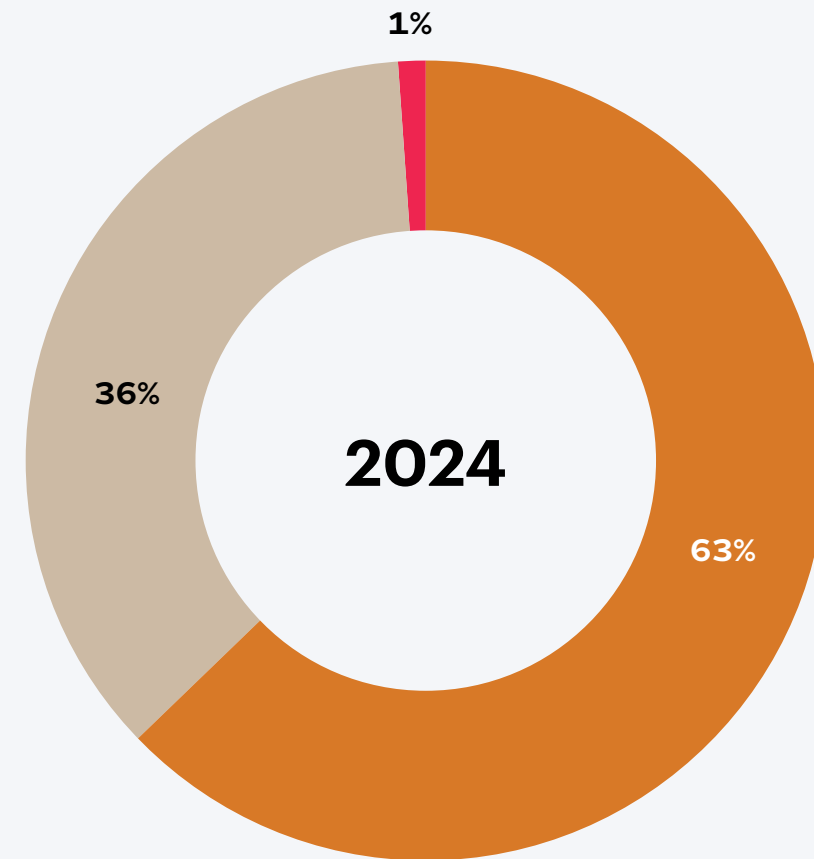
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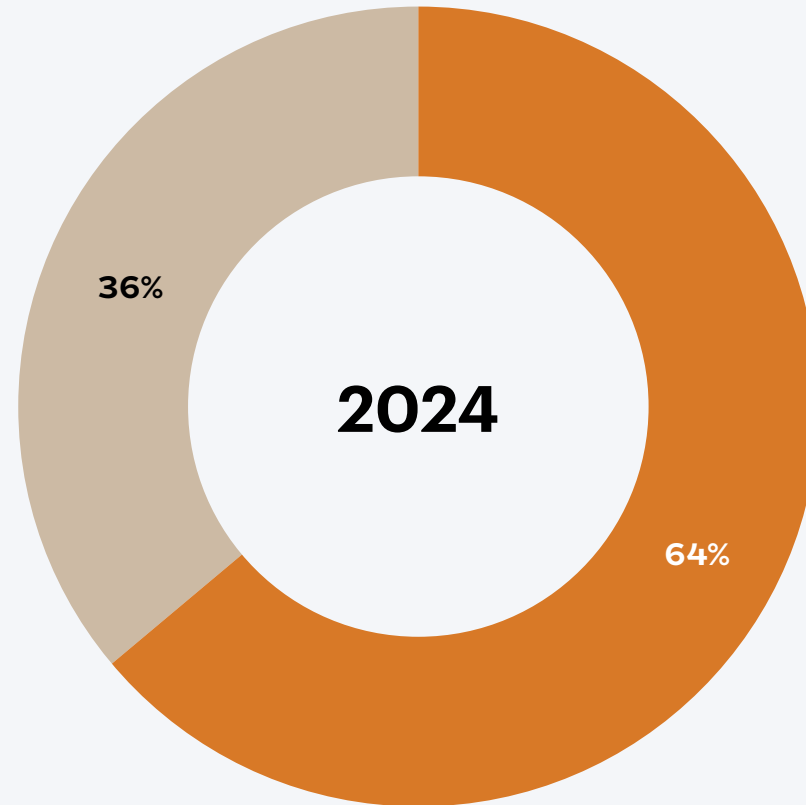


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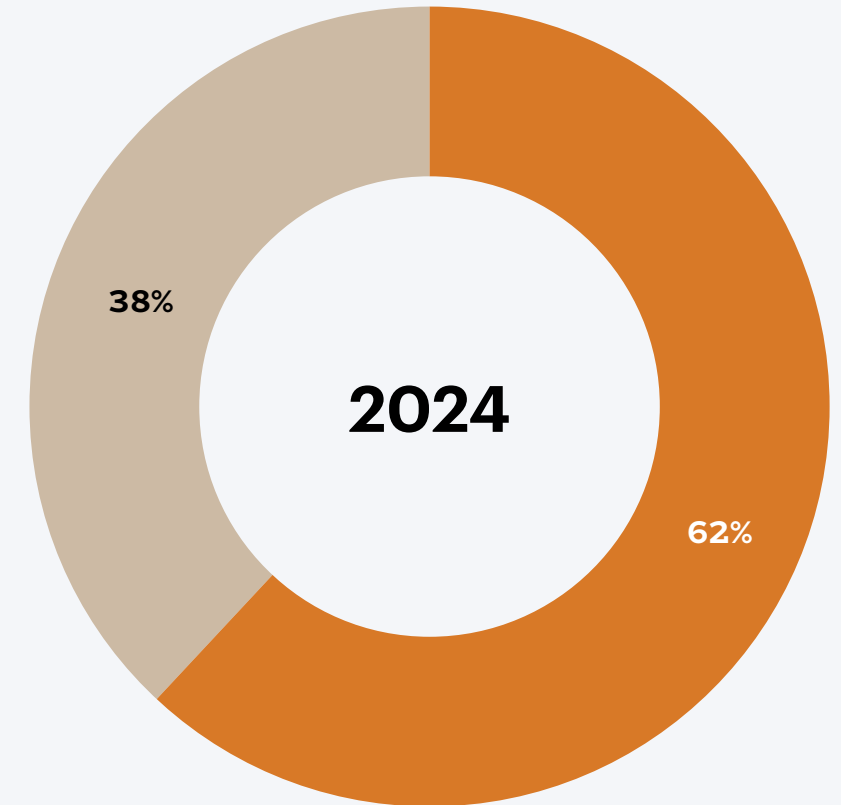
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Senior Staff



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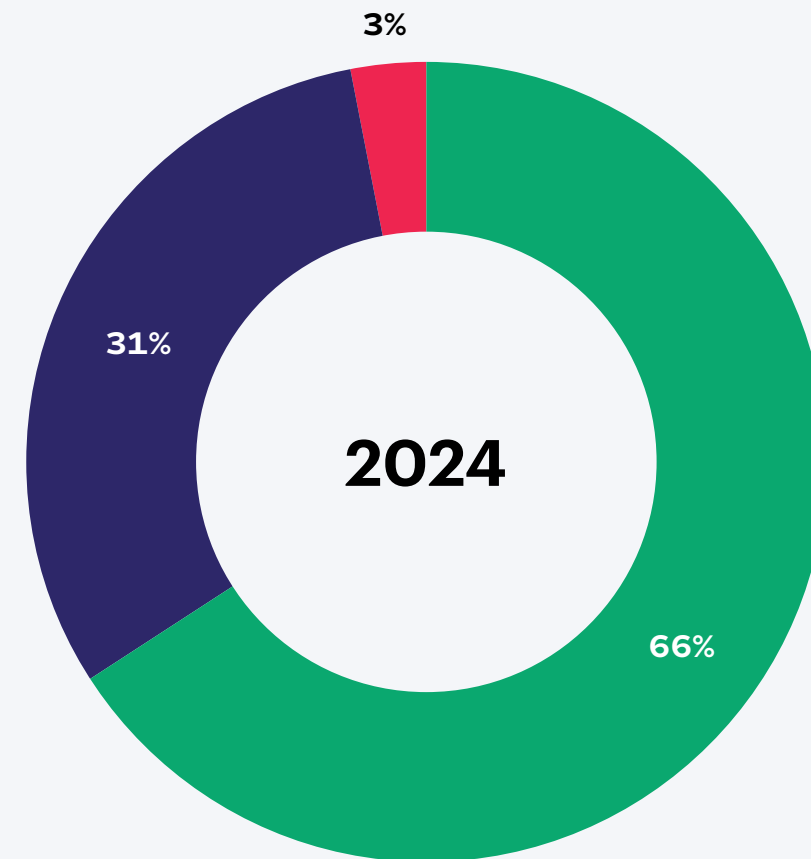
● People of Color

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All Staff



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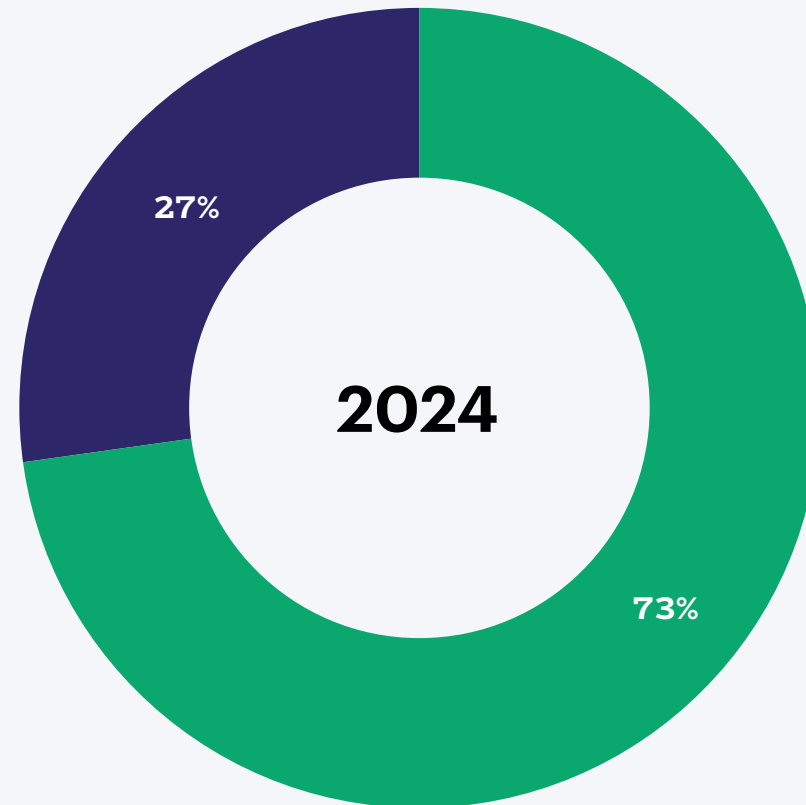
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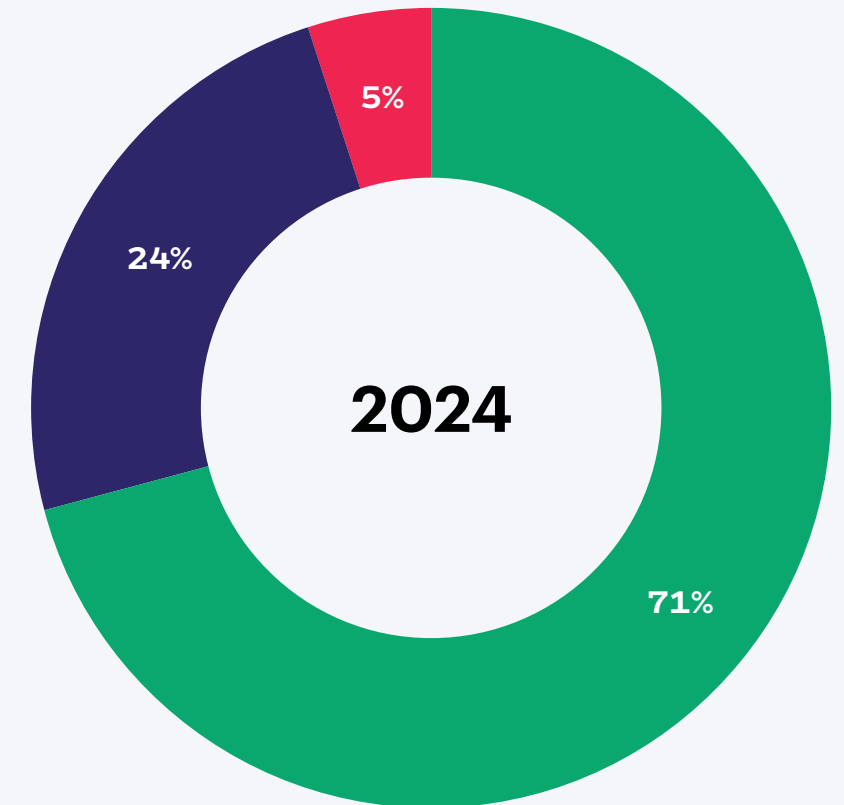
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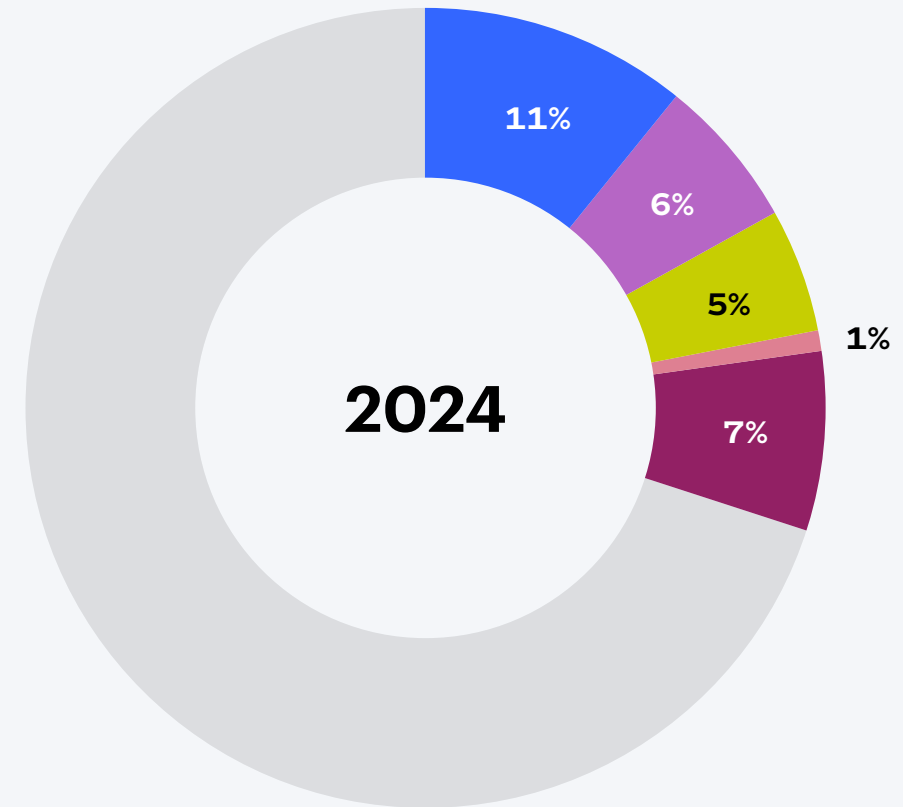


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## PEOPLE OF COLOR —

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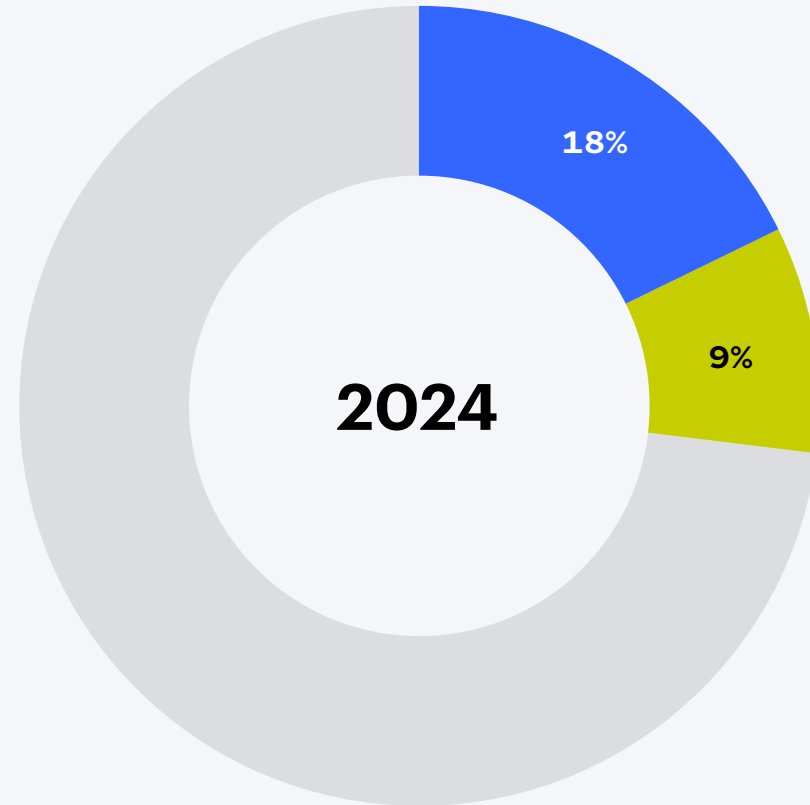


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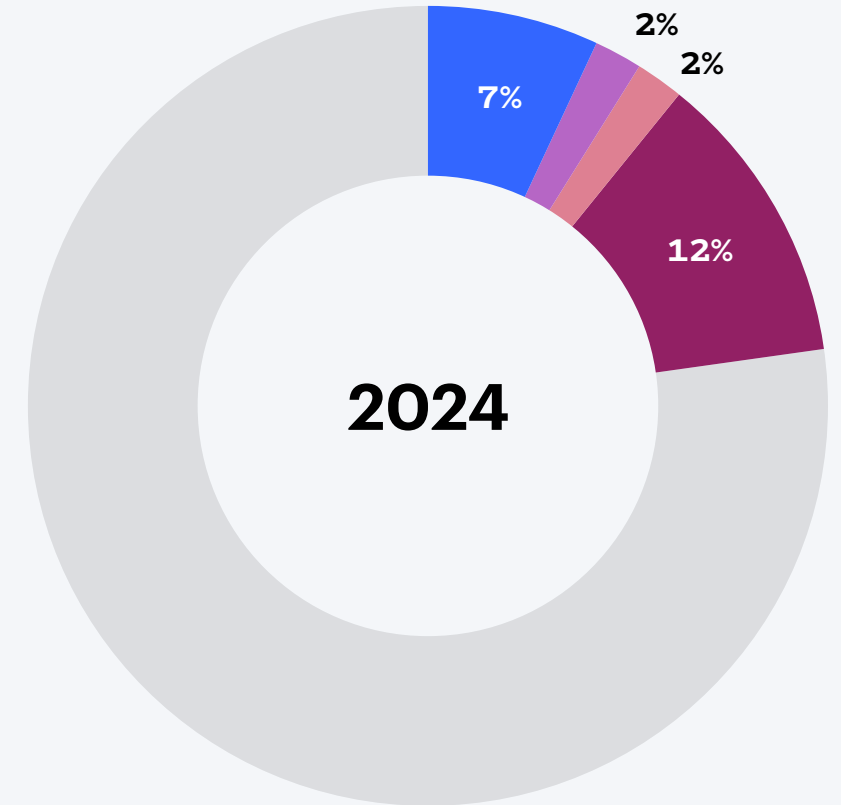
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