

The Atlantic

REPORT ON
DIVERSITY &
INCLUSION

—
2023
—

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.

We endeavor to challenge ourselves, our teams, and our company to mitigate the impact of systemic racism within our walls. 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 2023 report builds on the staff grouping and banding (as noted below) we released in 2021. The charts that follow capture *The Atlantic* as of 2023 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. In the majority of cases, 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 Summary

This is the fifth year that we've released this report, and at the time of this report, **35 percent** of staff identified as people of color, **62 percent** identified as white and **3 percent** did not self-declare. In regards to gender **60 percent** of staff identified as female and **38 percent** identified as male, while **1 percent** did not self-declare.

When looking across the past year (July 2022 to June 2023), roughly **43 percent** of 47 new hires identified as people of color and **72 percent** identified as women. The percentage of new hires electing not to identify their race/ethnicity remained steady at **2 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 we've since implemented all recommendations with the exception of those dependent on our complete return to office. More detail on the DEI Action Plan can be found in the 2021 Diversity Report in our press room.

Efforts in Place (Continued)

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.**

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 expectations 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.

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 the senior and executive levels. 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.

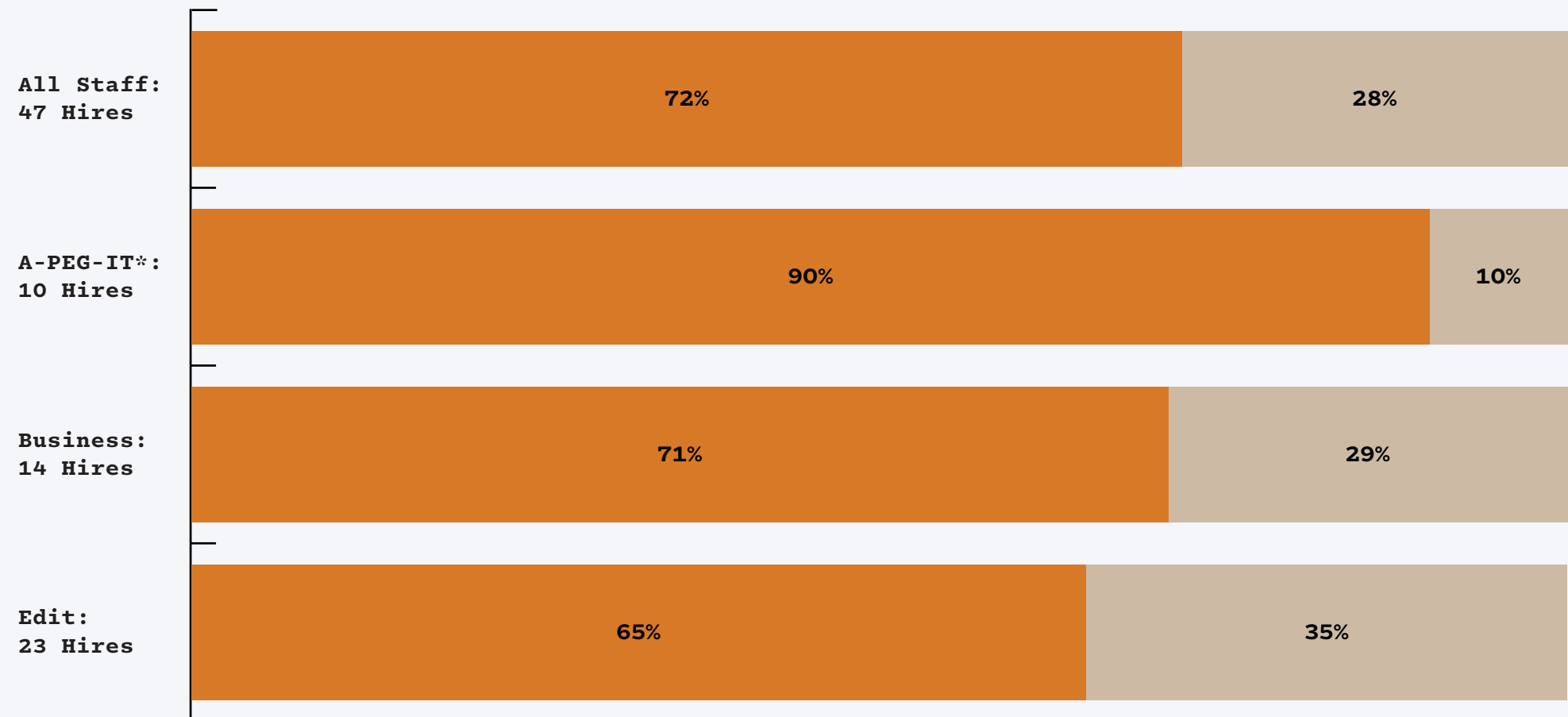
New Hires in July 2022 – June 2023

- Female
- Male
- Did not Disclose

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

GENDER —

New Hires in 2023



New Hires in July 2022 – June 2023

● People of Color

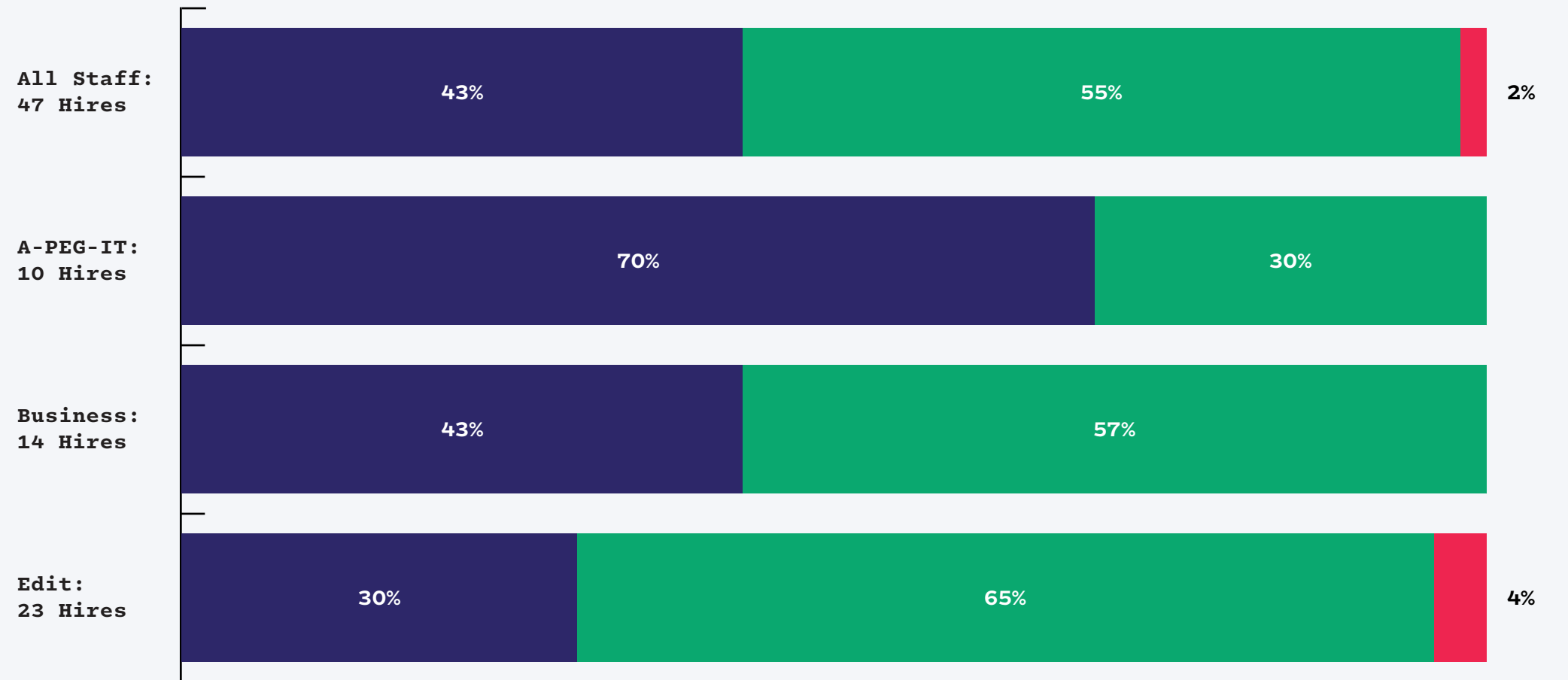
● White

● Did not Disclose

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

RACE / ETHNICITY —

New Hires in 2023



Overall Staff

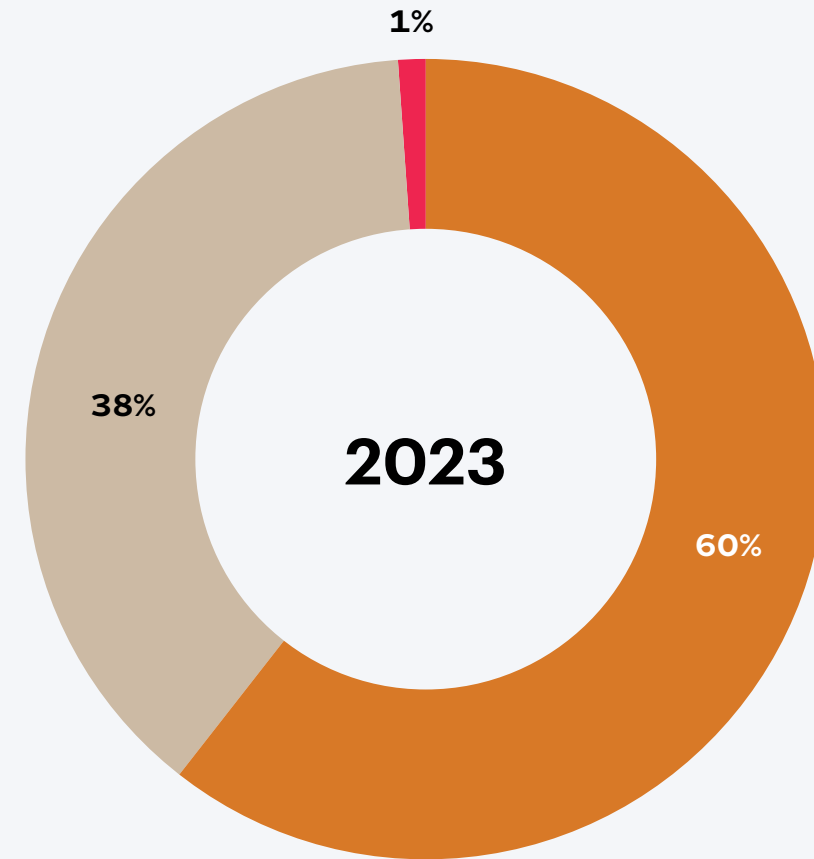
● Female

● Male

● Did not Disclose

GENDER —

All Staff

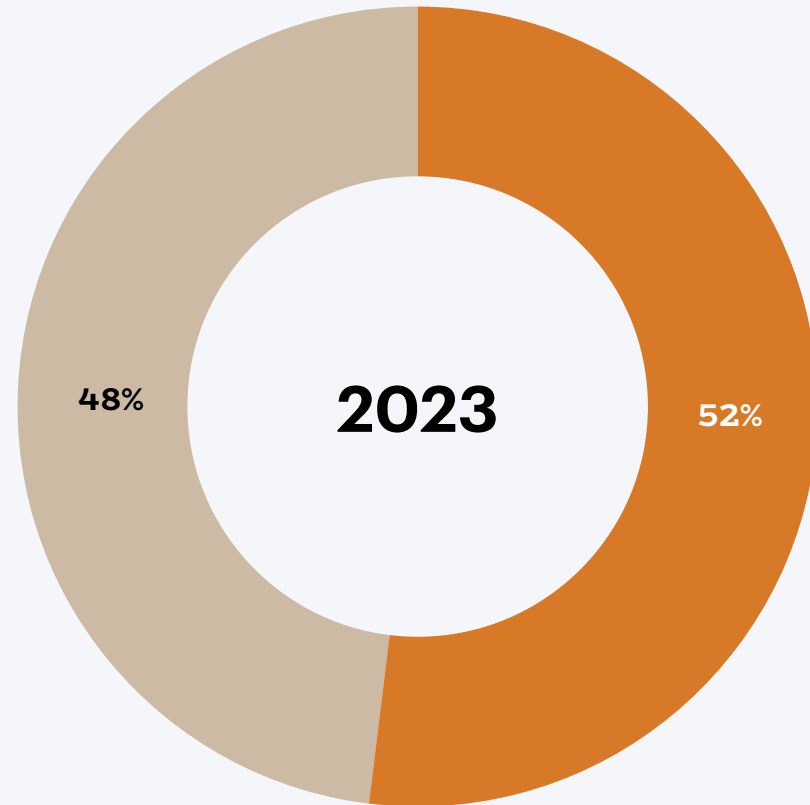


Overall Staff

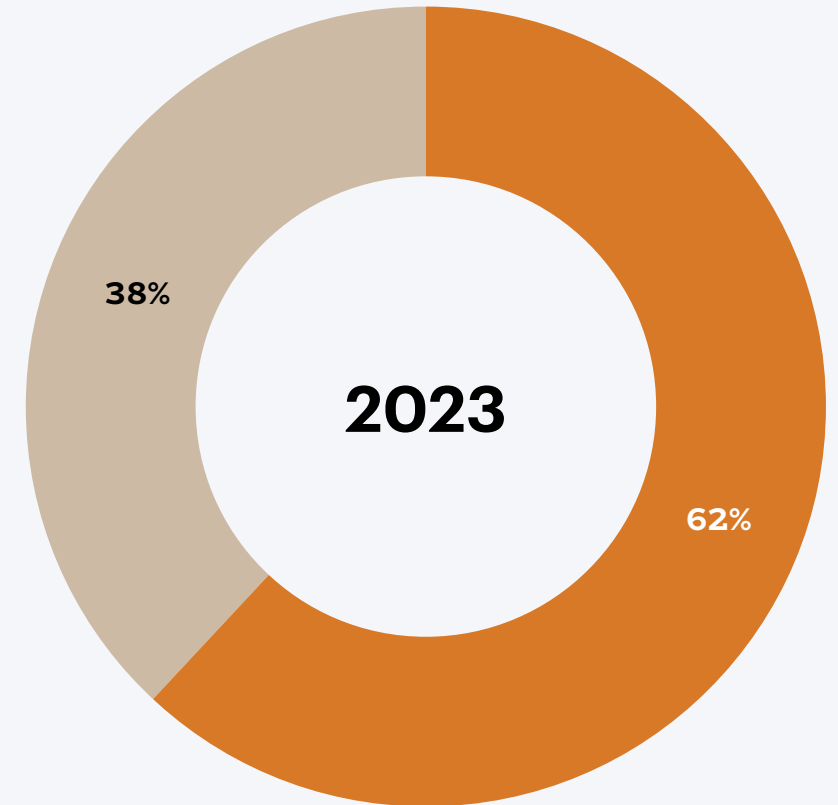
- Female
- Male
- Did not Disclose

GENDER —

Executive Staff



Senior Staff

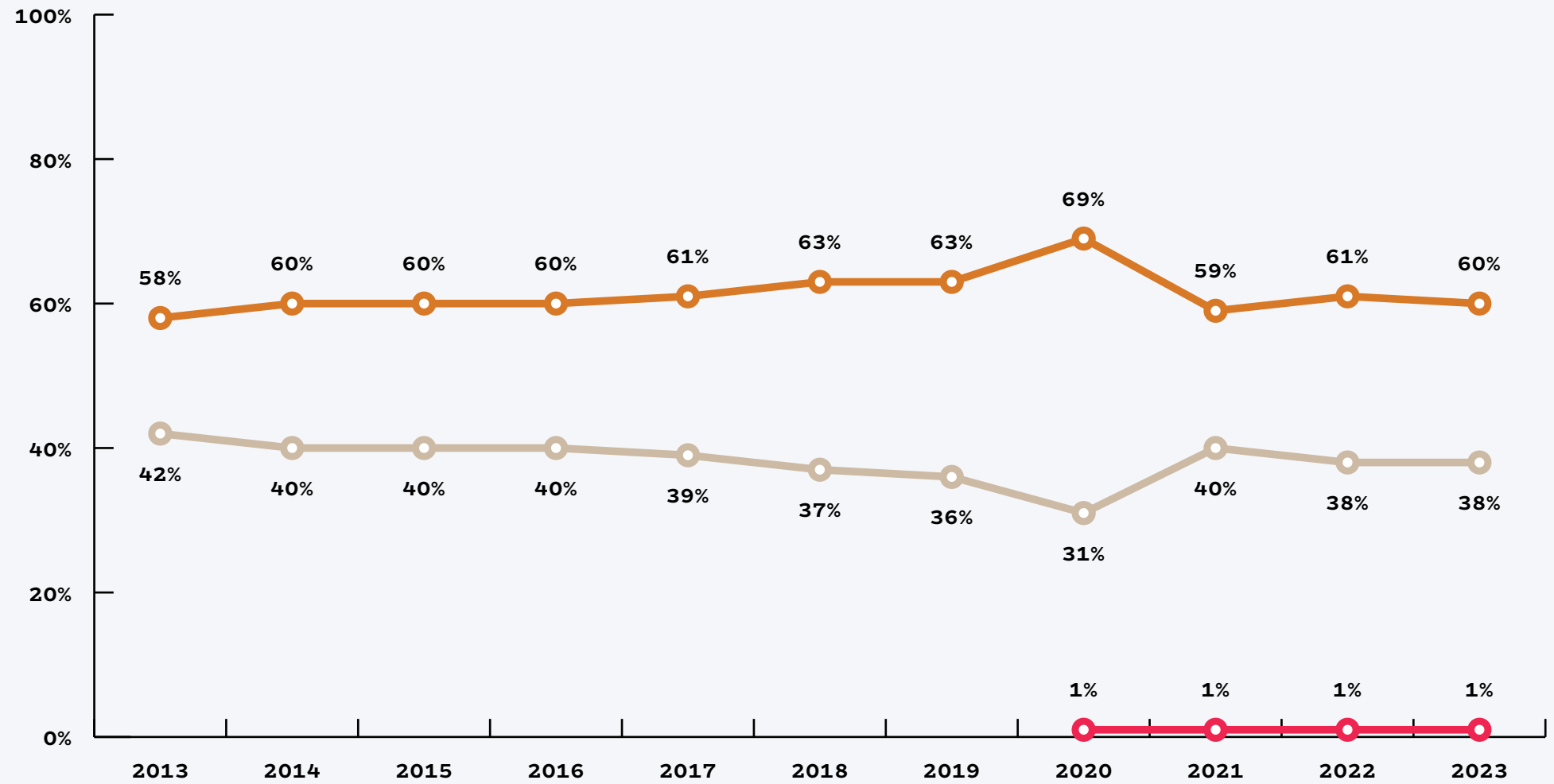


Overall Staff

- Female
- Male
- Did not Disclose

GENDER —

Year Over Year (2013-2023)



Overall Staff

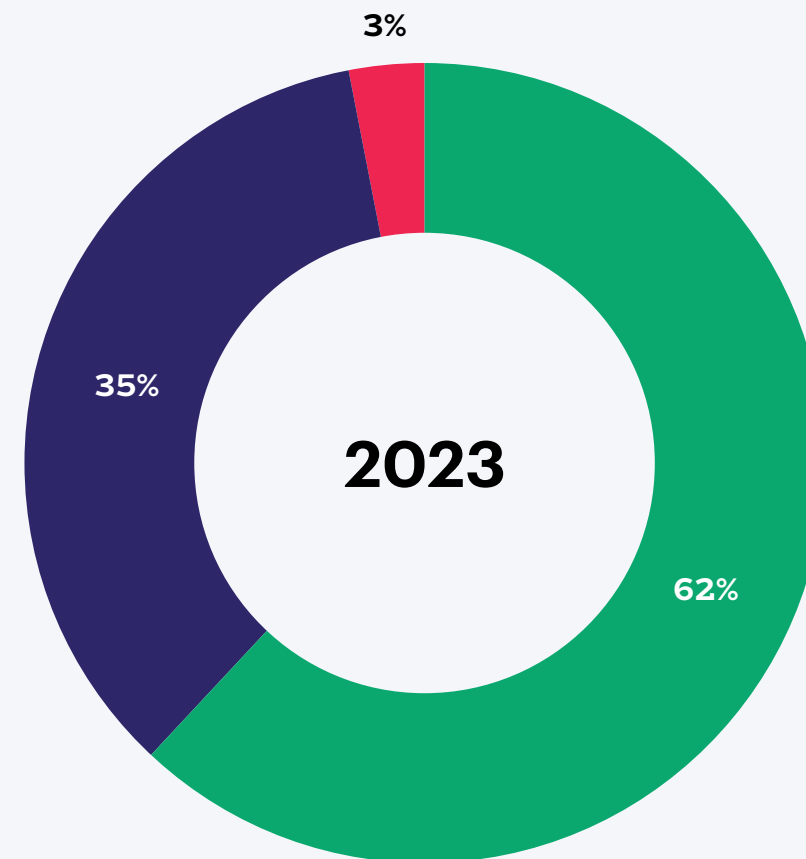
● People of Color

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RACE / ETHNICITY —

All Staff



Overall Staff

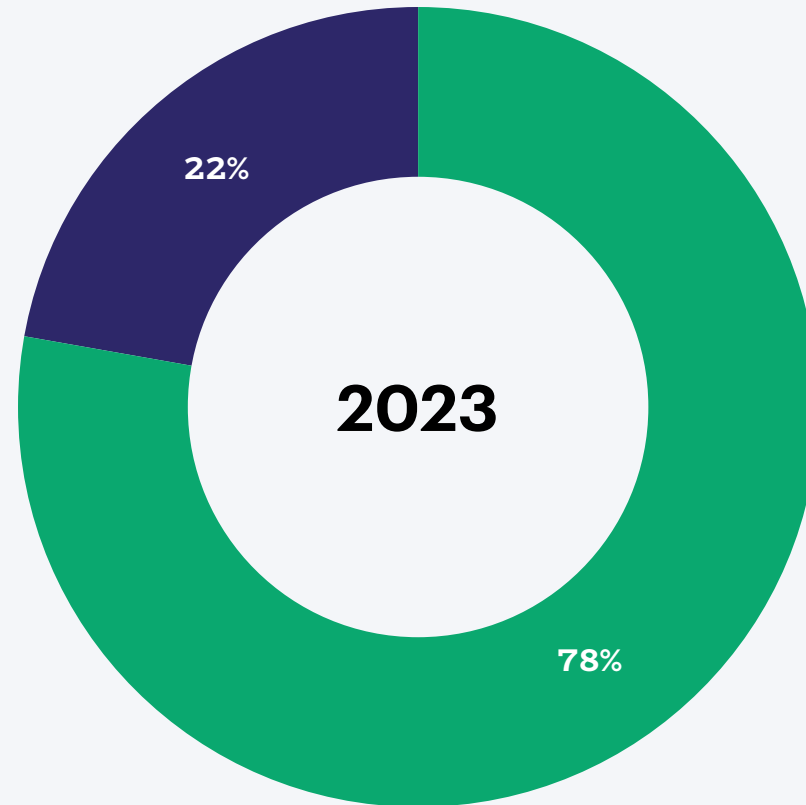
● People of Color

● White

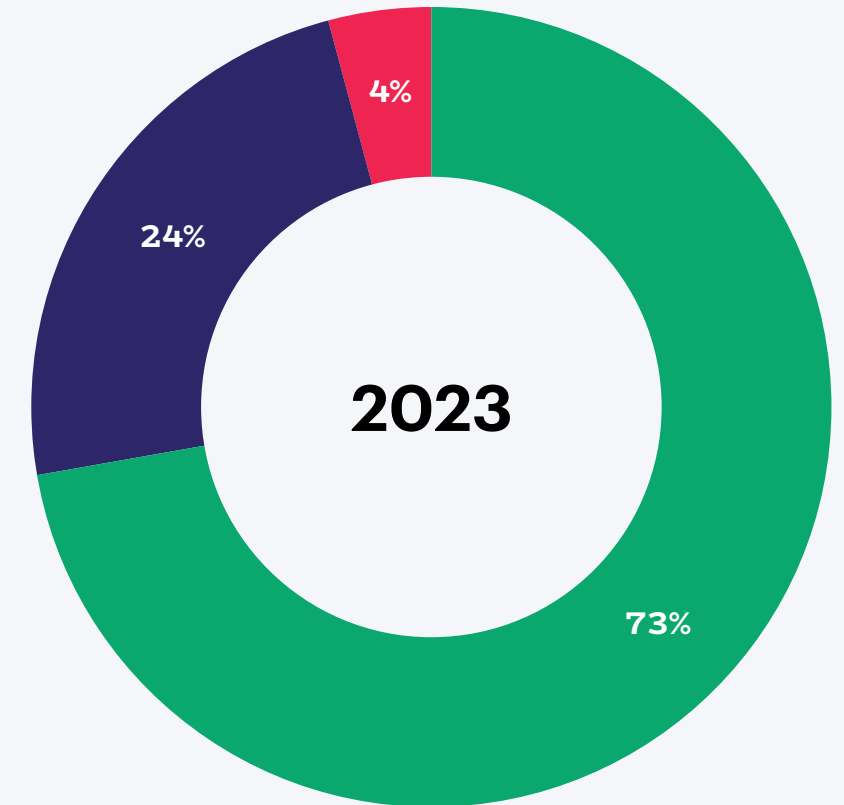
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RACE / ETHNICITY —

Executive Staff



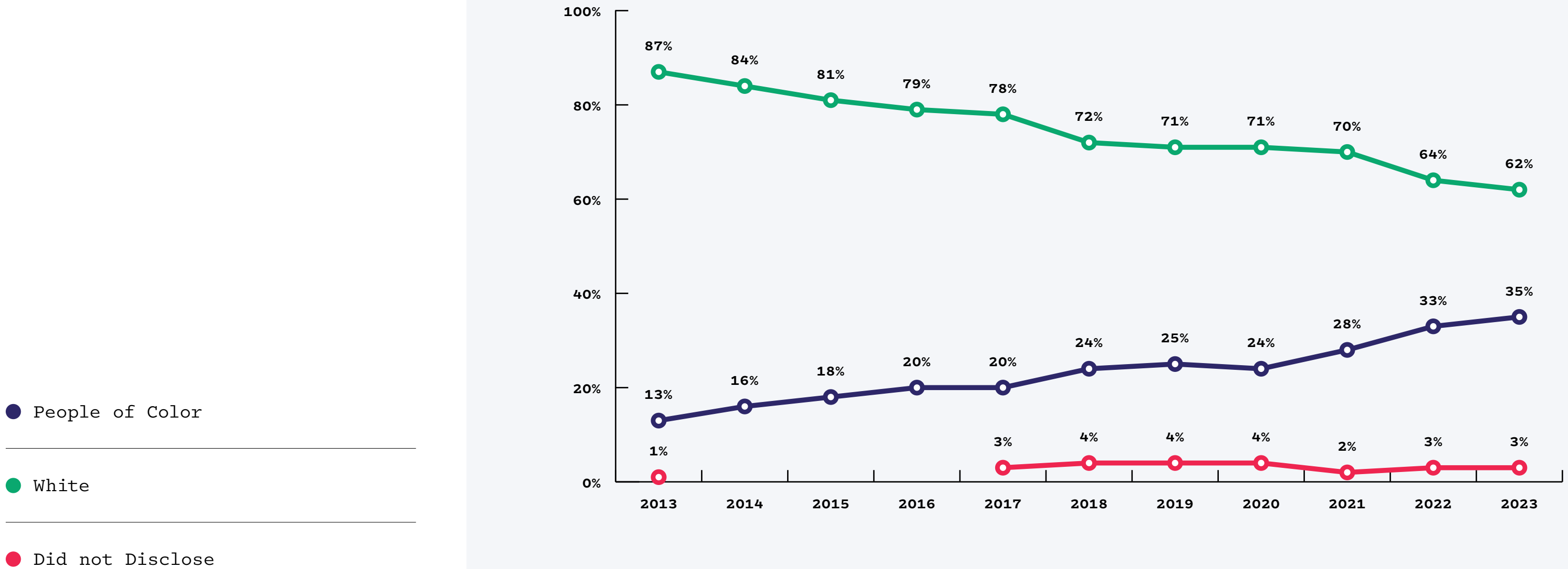
Senior Staff



Overall Staff

RACE / ETHNICITY —

Year Over Year (2013-2023)

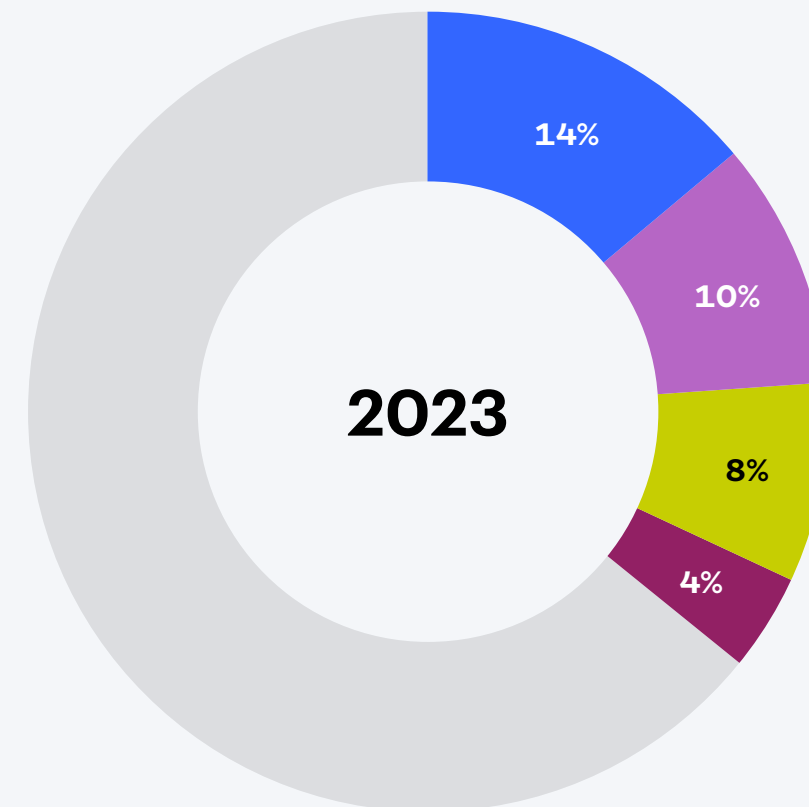


Overall Staff

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

PEOPLE OF COLOR —

All Staff

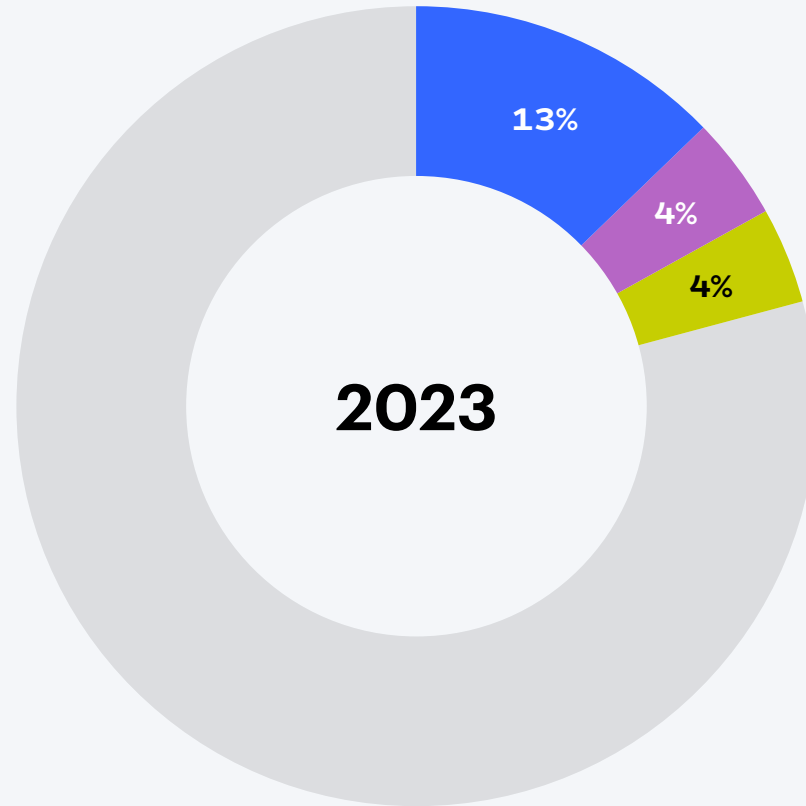


Overall Staff

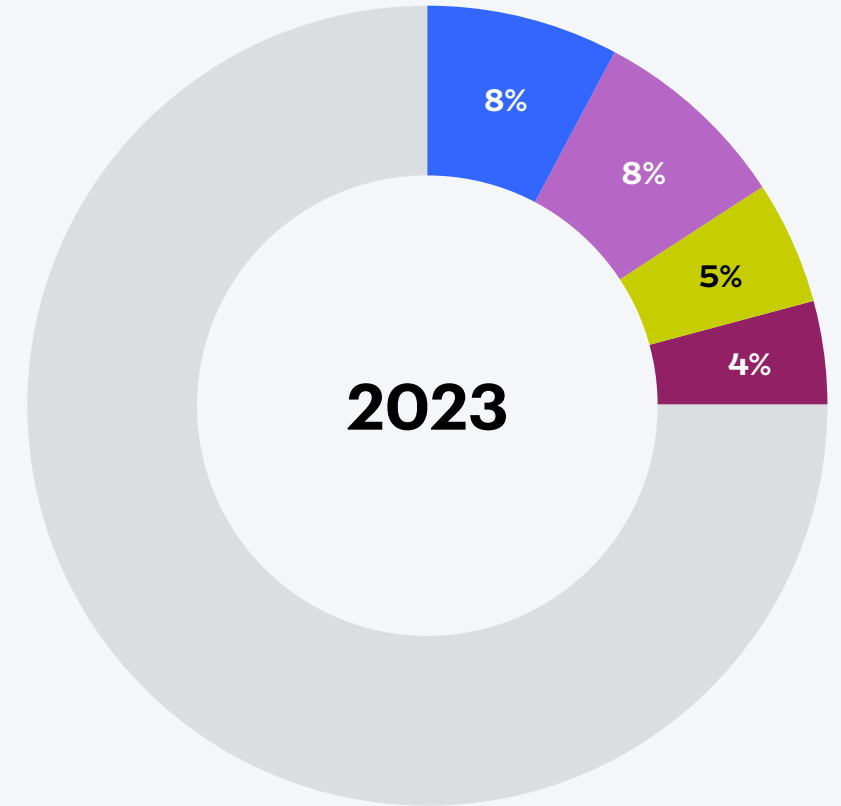
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PEOPLE OF COLOR —

Executive Staff



Senior Staff

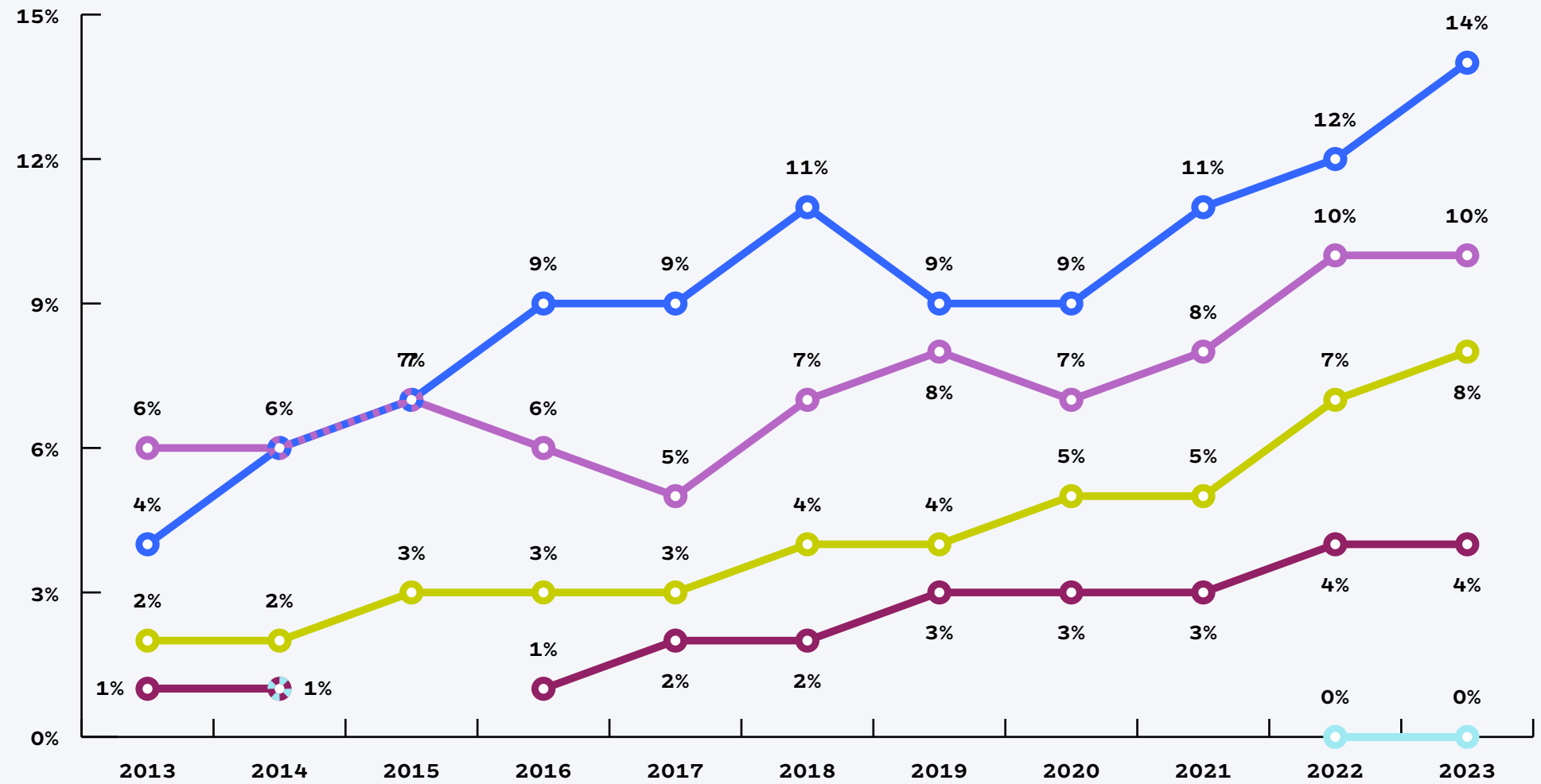


Overall Staff

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PEOPLE OF COLOR —

Year Over Year (2013-2023)



Audience Research, Product, Engineering, Growth, IT

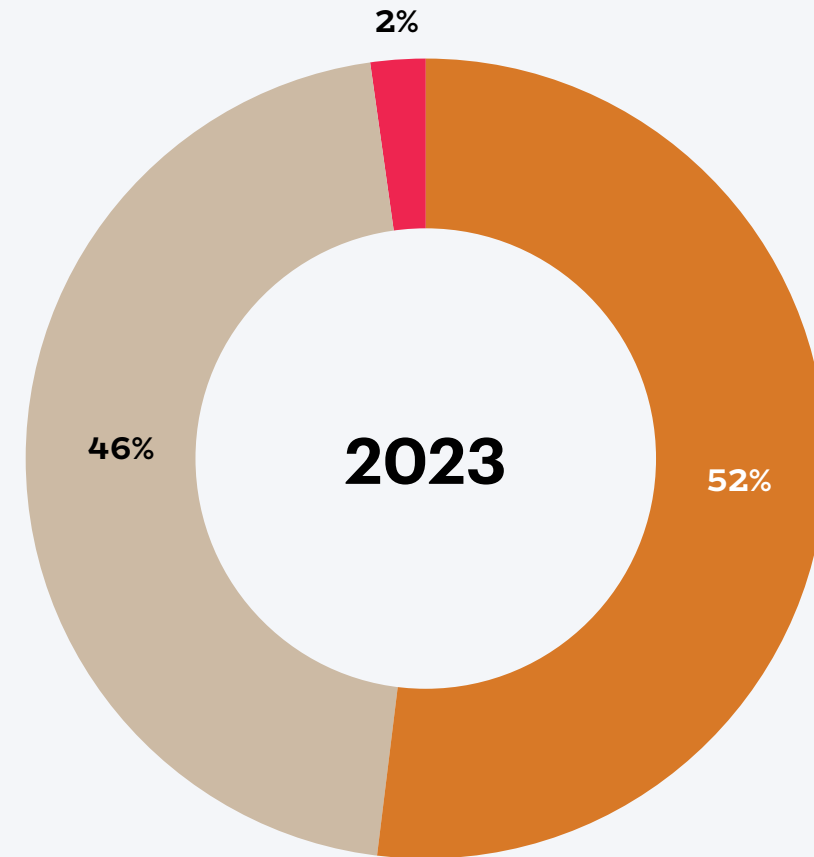
● Female

● Male

● Did not Disclose

GENDER —

All Staff



Audience Research, Product, Engineering, Growth, IT

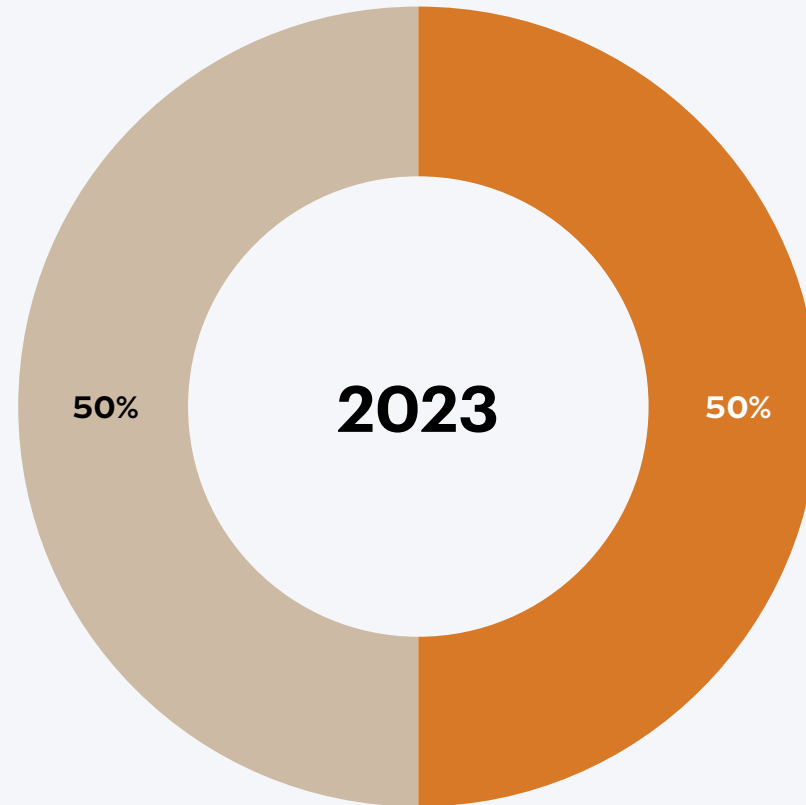
● Female

● Male

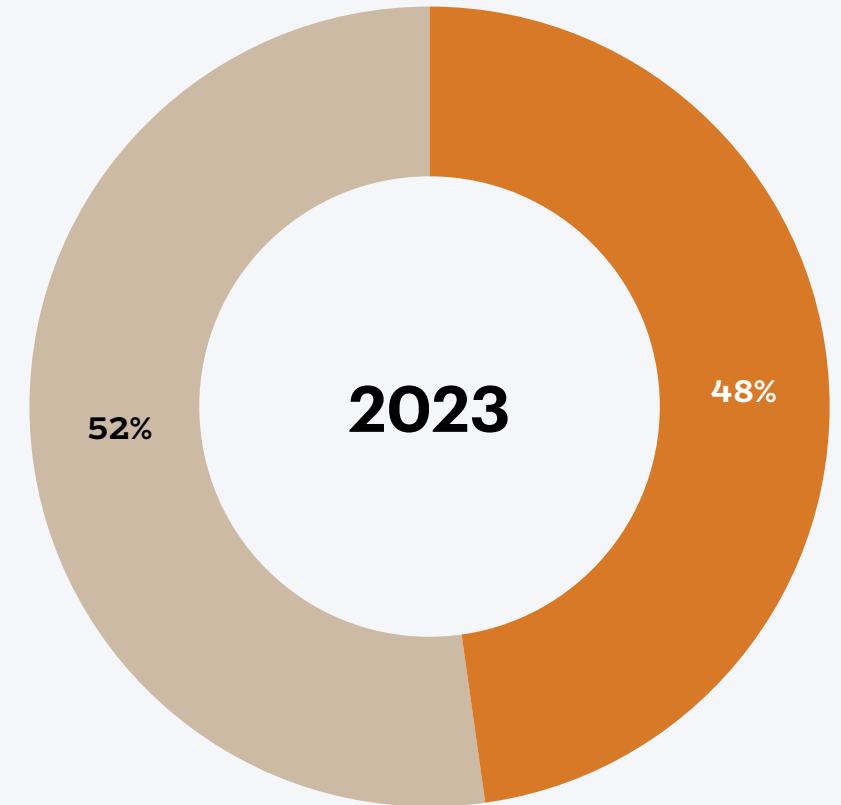
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GENDER —

Executive Staff



Senior Staff



Audience Research, Product, Engineering, Growth, IT

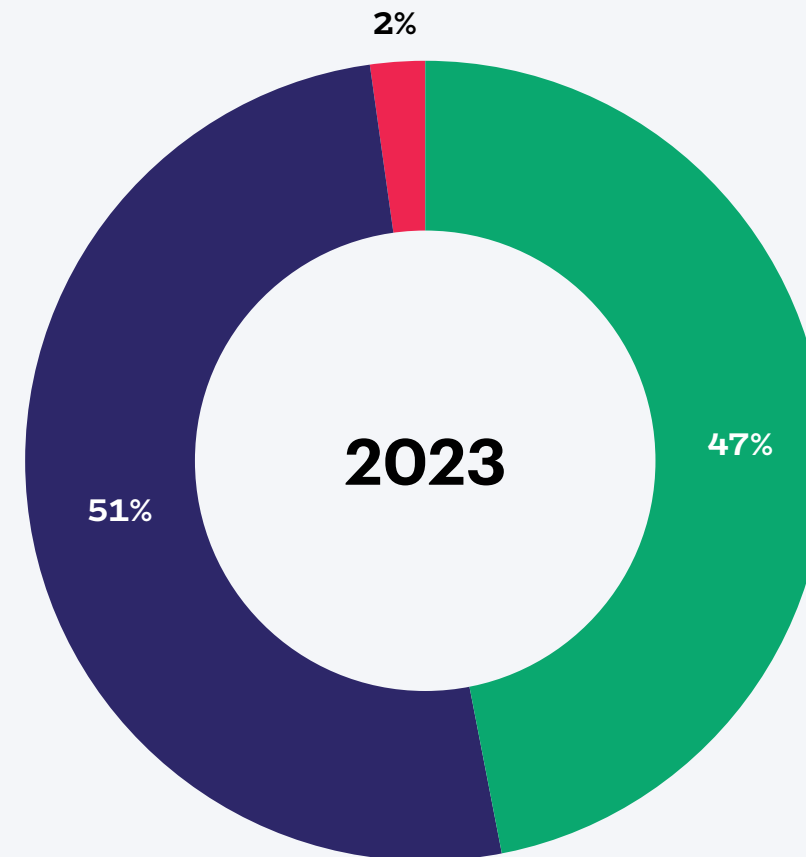
● People of Color

● White

● Did not Disclose

RACE / ETHNICITY —

All Staff



Audience Research, Product, Engineering, Growth, IT

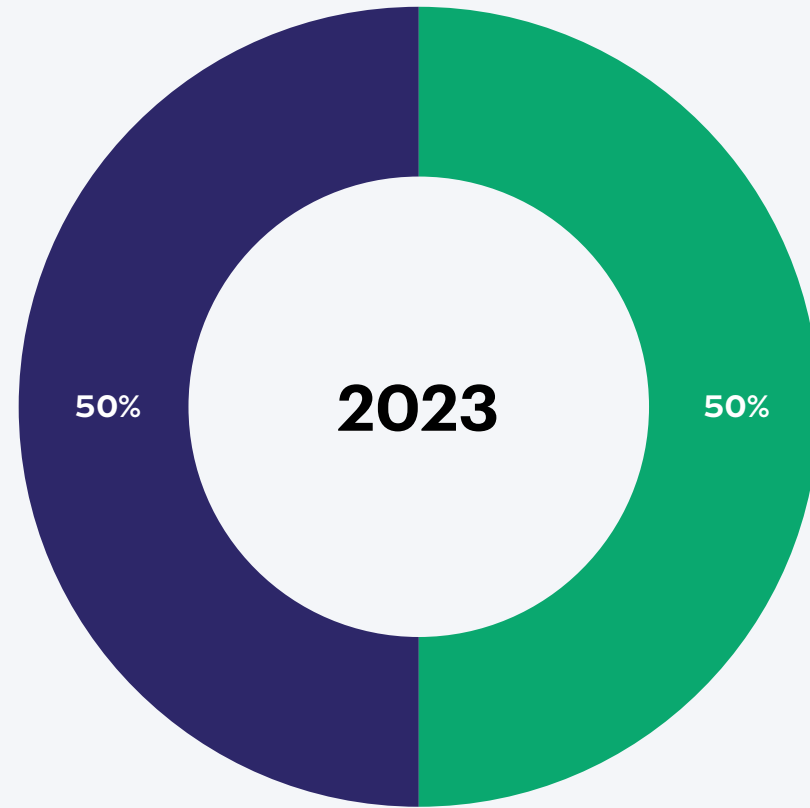
● People of Color

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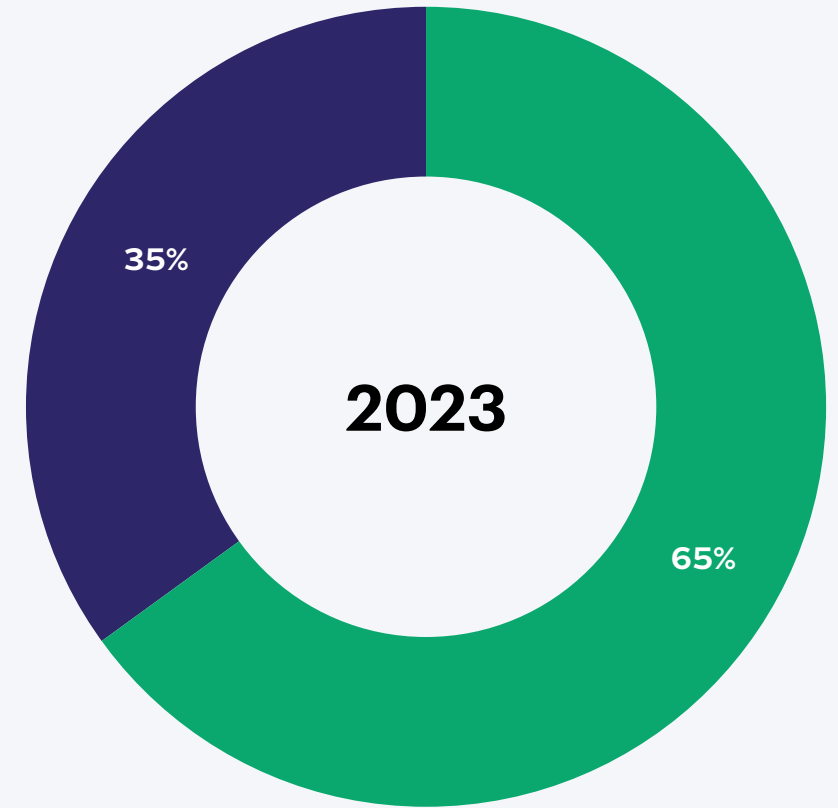
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RACE / ETHNICITY —

Executive Staff



Senior Staff

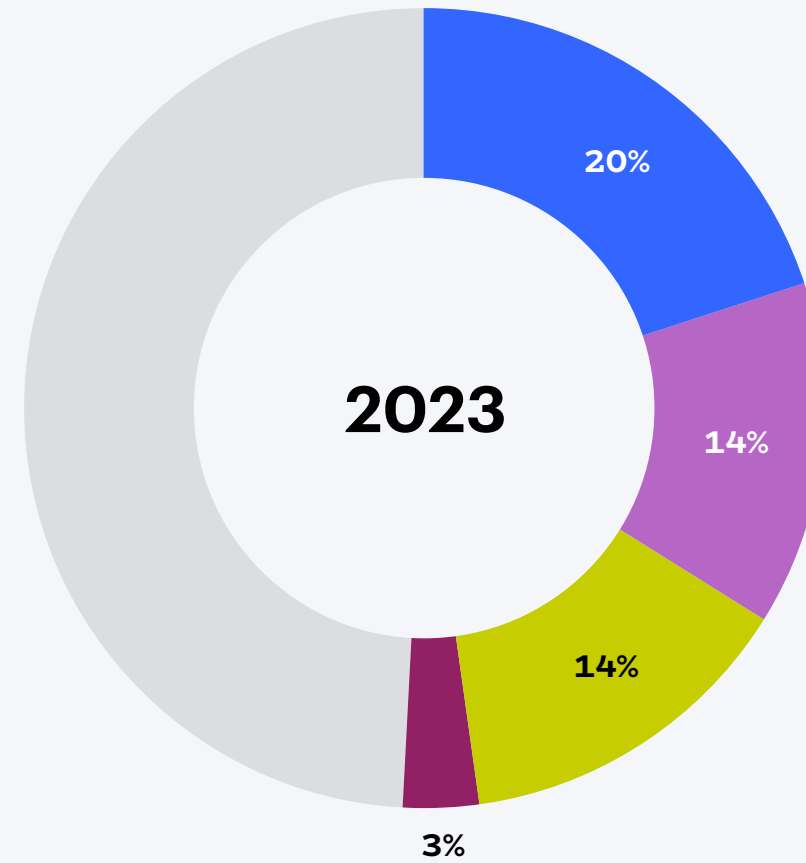


Audience Research, Product, Engineering, Growth, IT

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PEOPLE OF COLOR —

All Staff

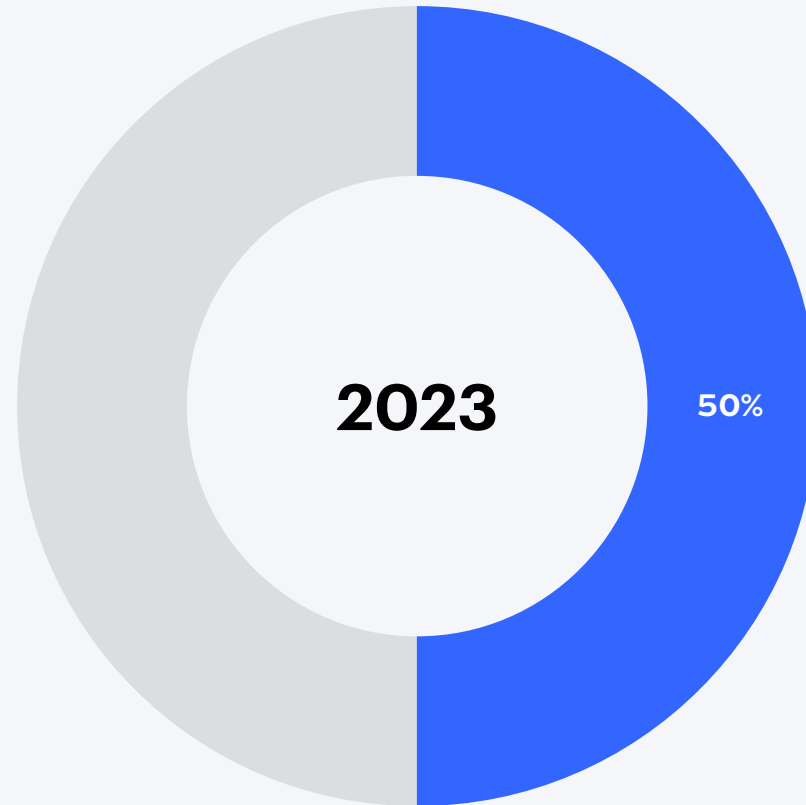


Audience Research, Product, Engineering, Growth, IT

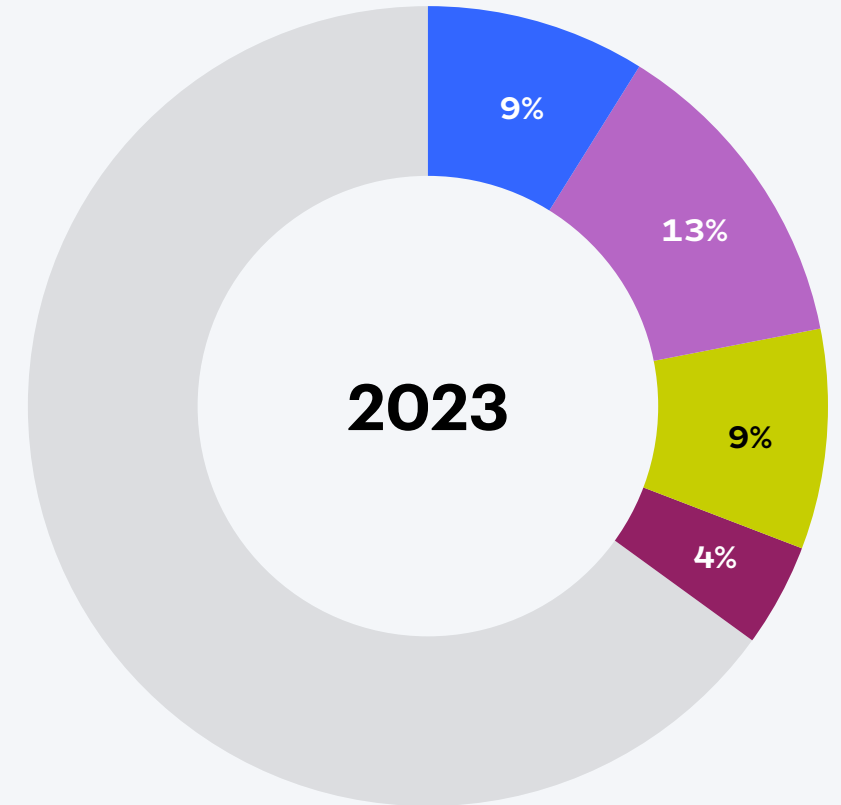
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PEOPLE OF COLOR —

Executive Staff



Senior Staff



Business

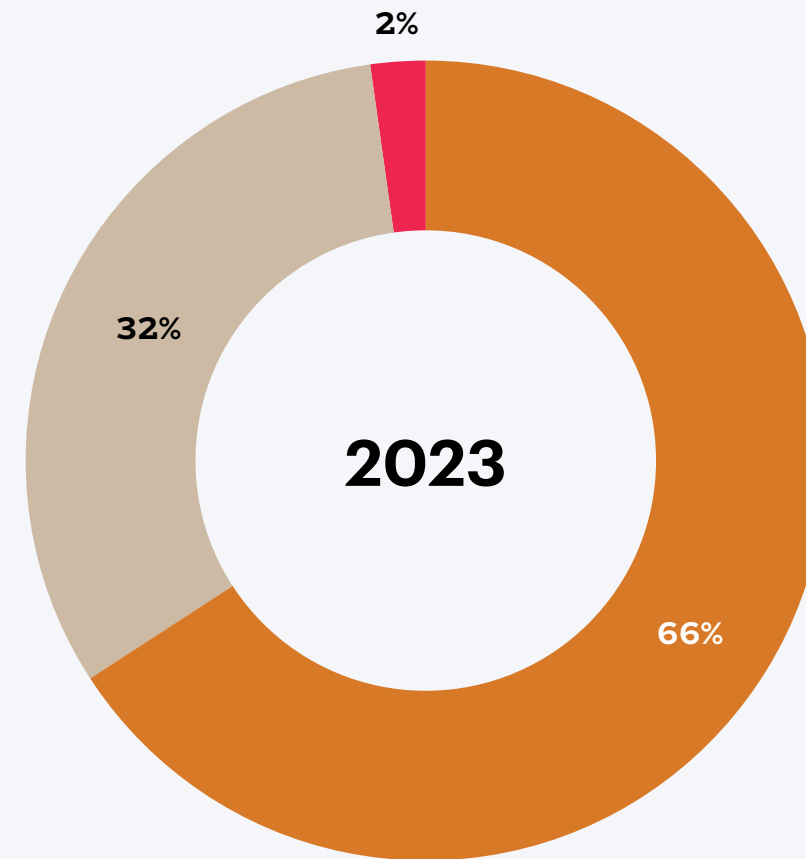
● Female

● Male

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GENDER —

All Staff

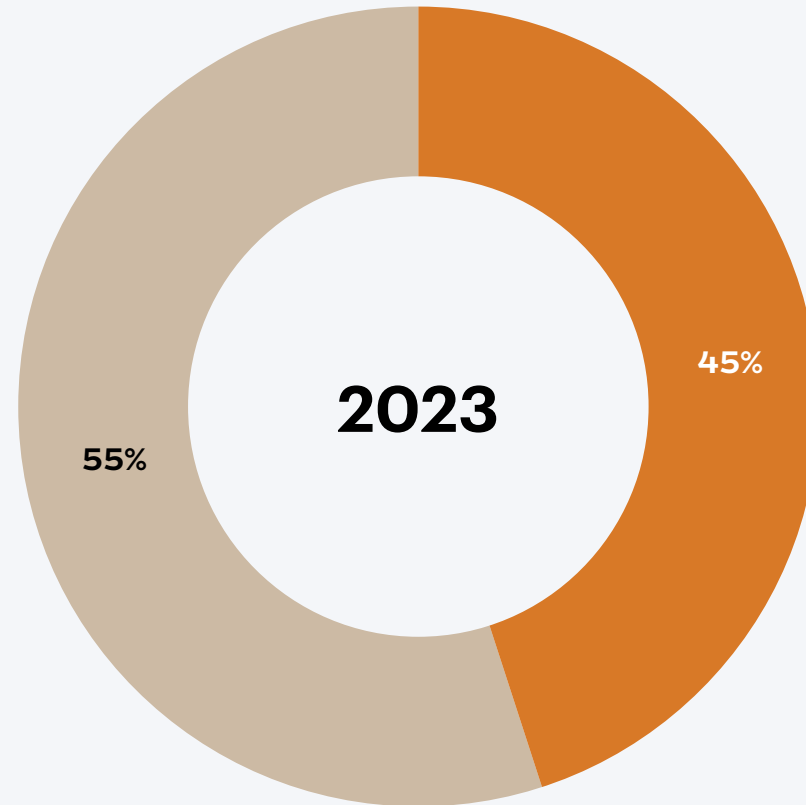


Business

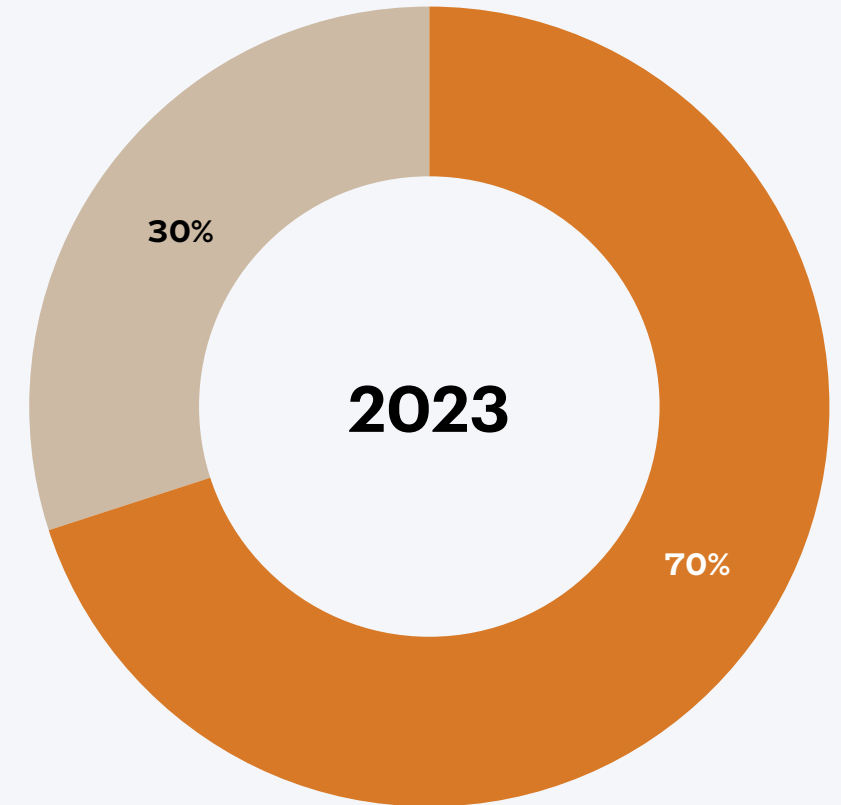
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GENDER —

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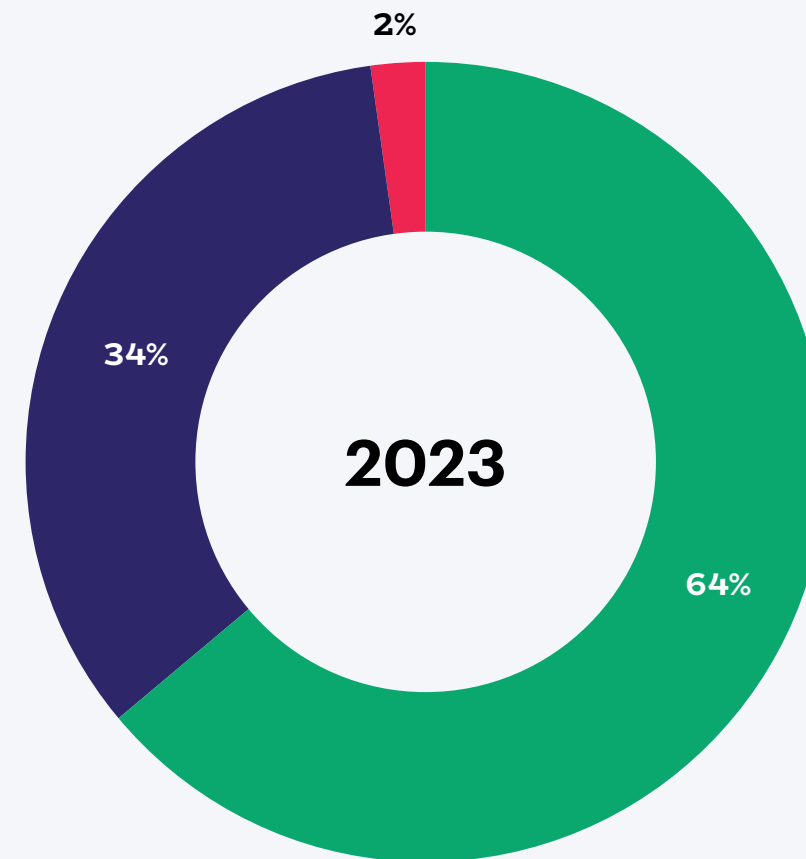
● People of Color

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RACE / ETHNICITY —

All Staff



Business

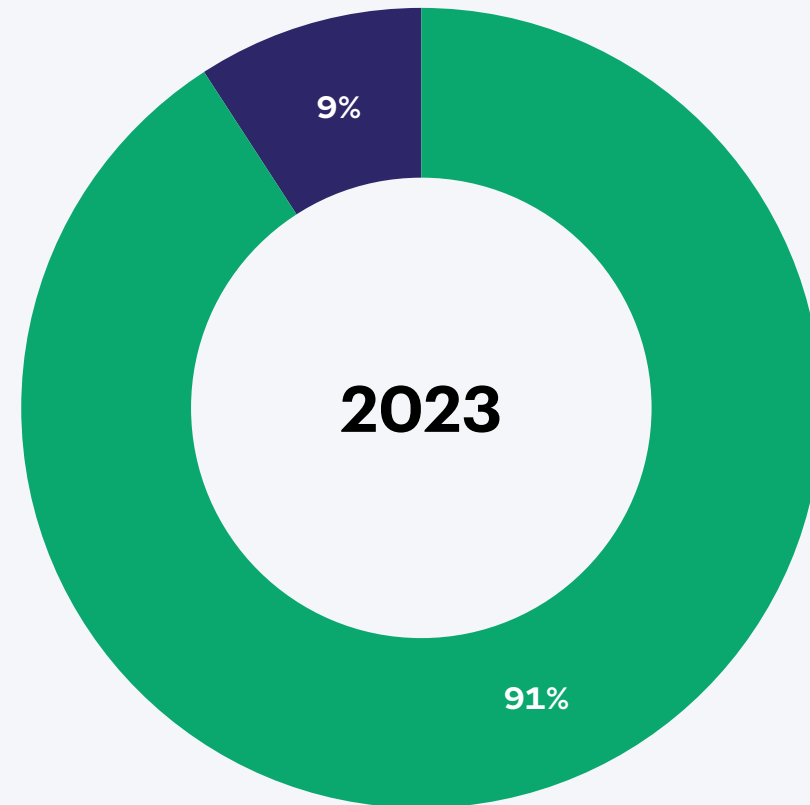
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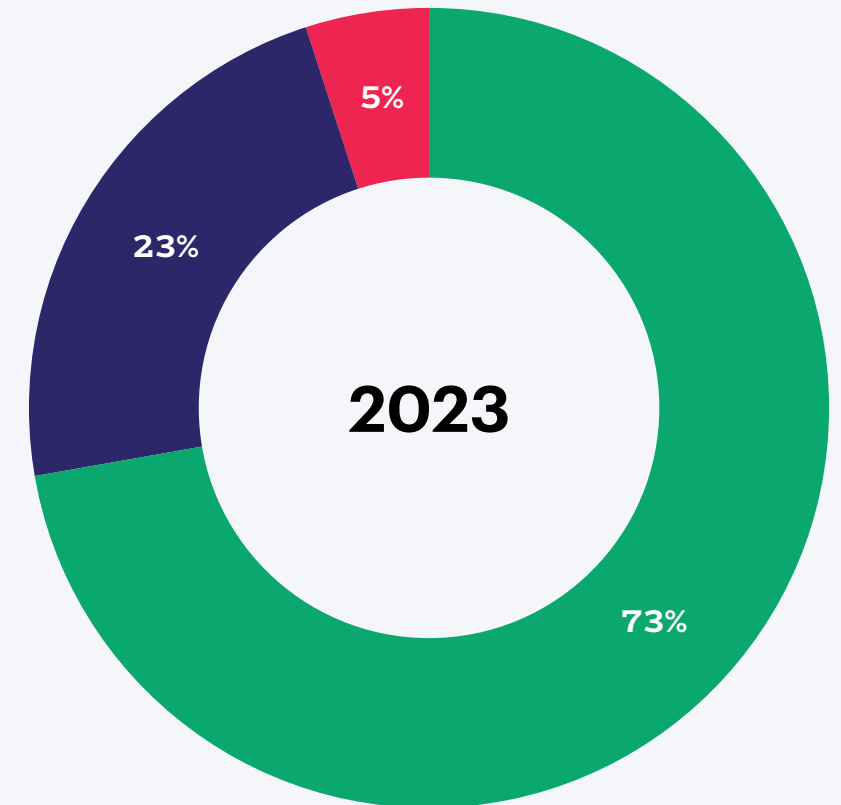
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RACE / ETHNICITY —

Executive Staff



Senior Staff

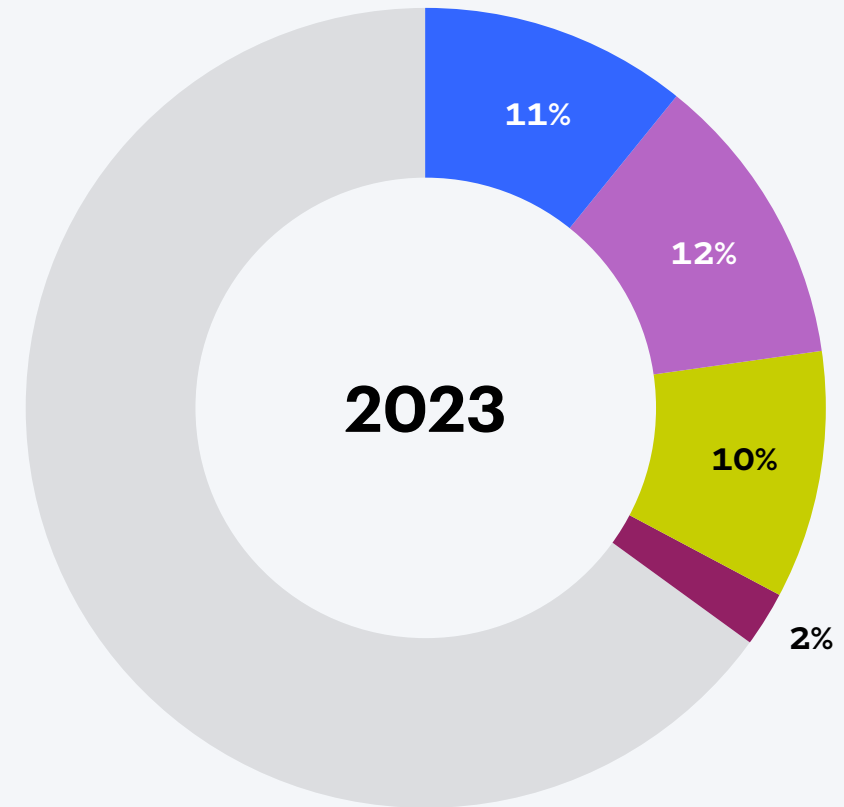


Business

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- Hispanic or Latino
- Native Islander
- Two or More Races

PEOPLE OF COLOR —

All Staff

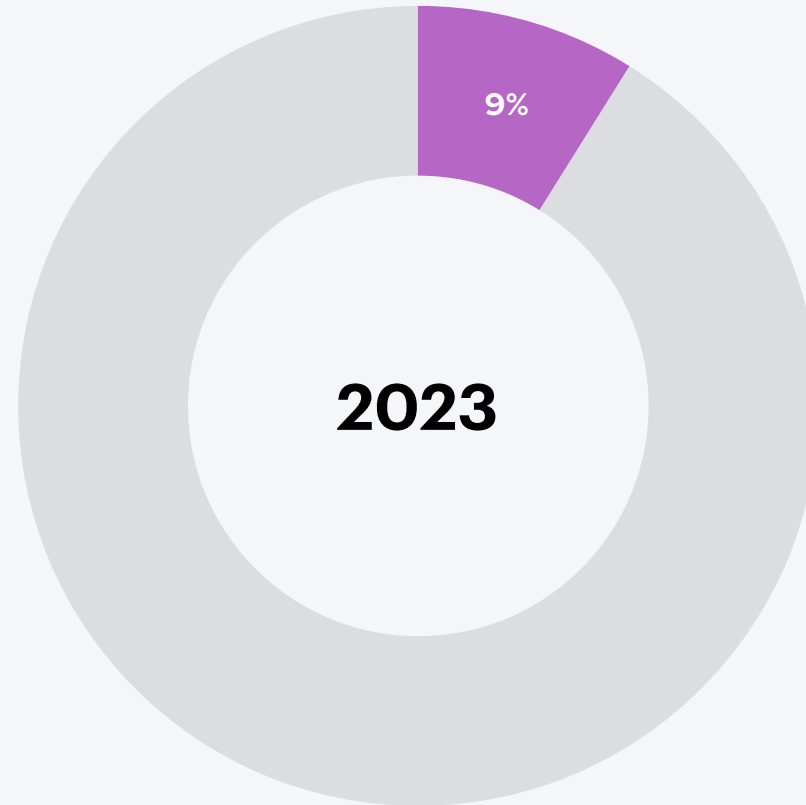


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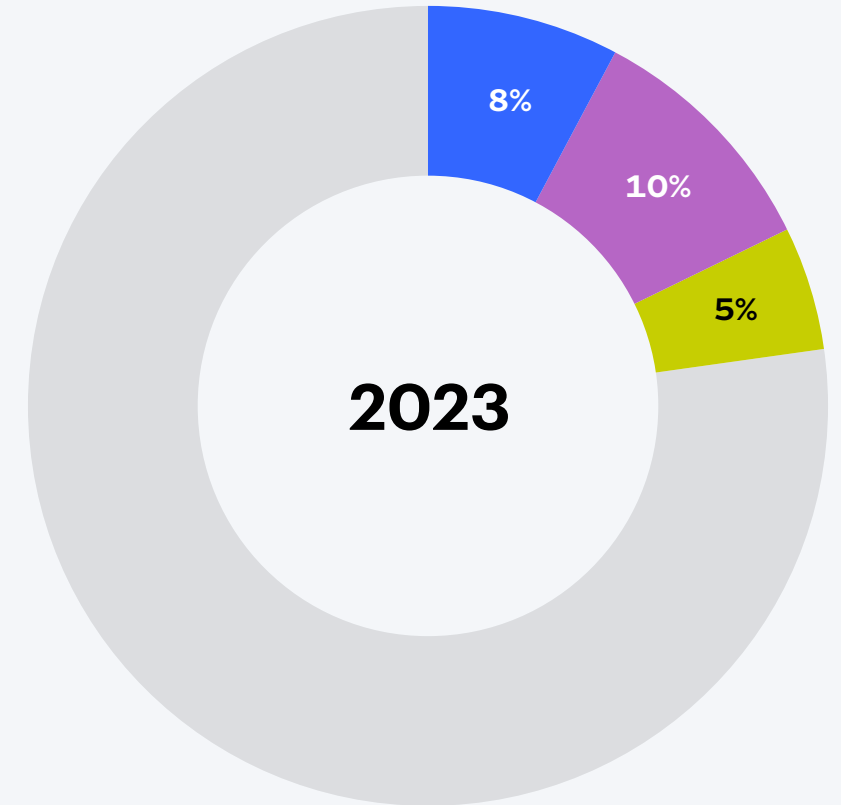
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PEOPLE OF COLOR —

Executive Staff



Senior Staff



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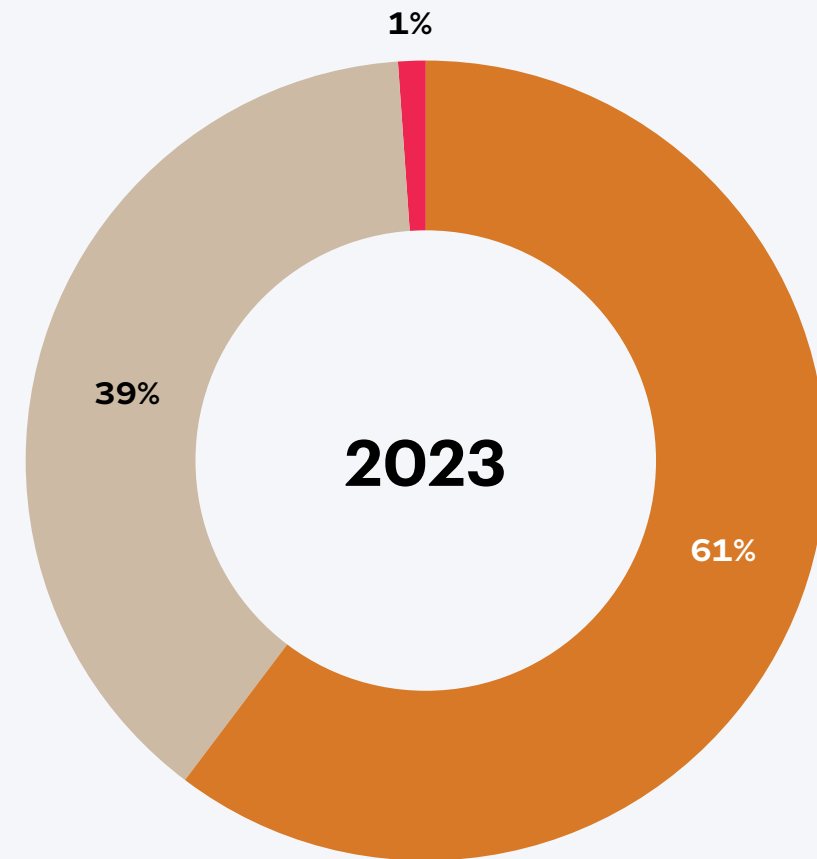
● Female

● Male

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GENDER —

All Staff



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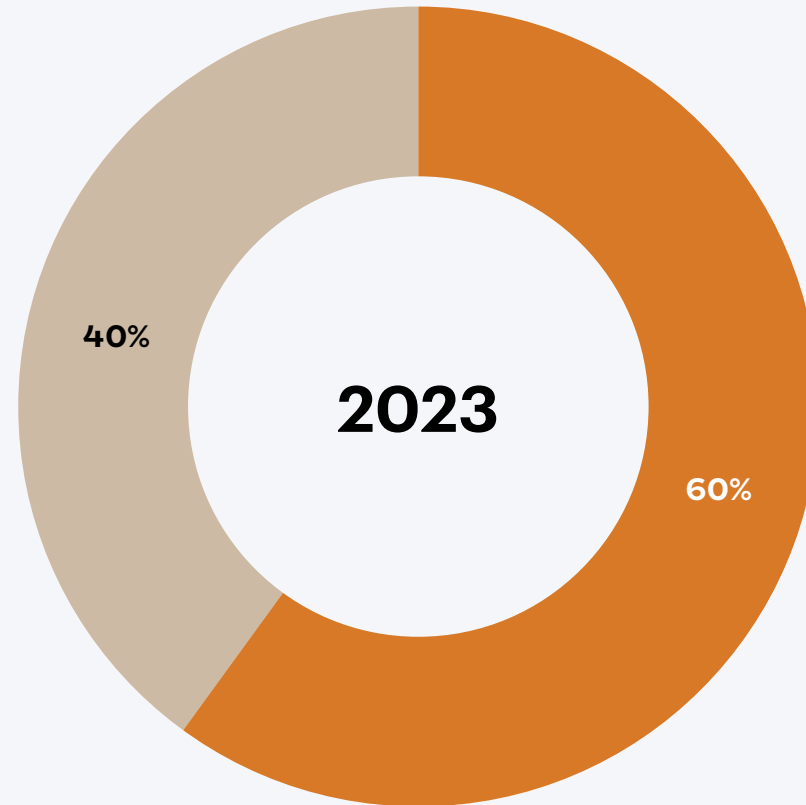
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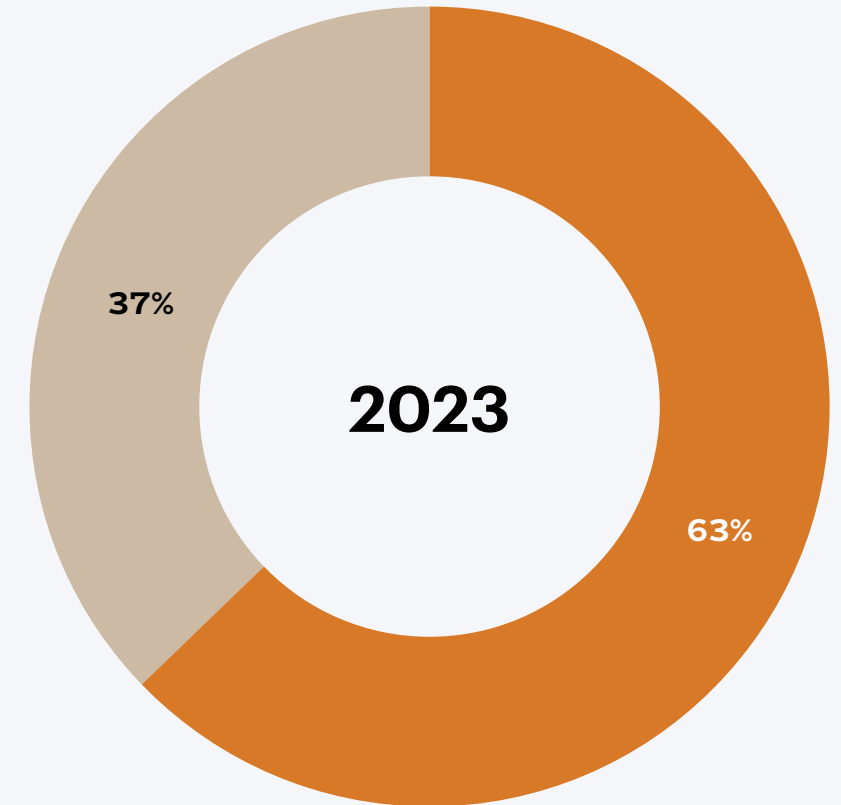
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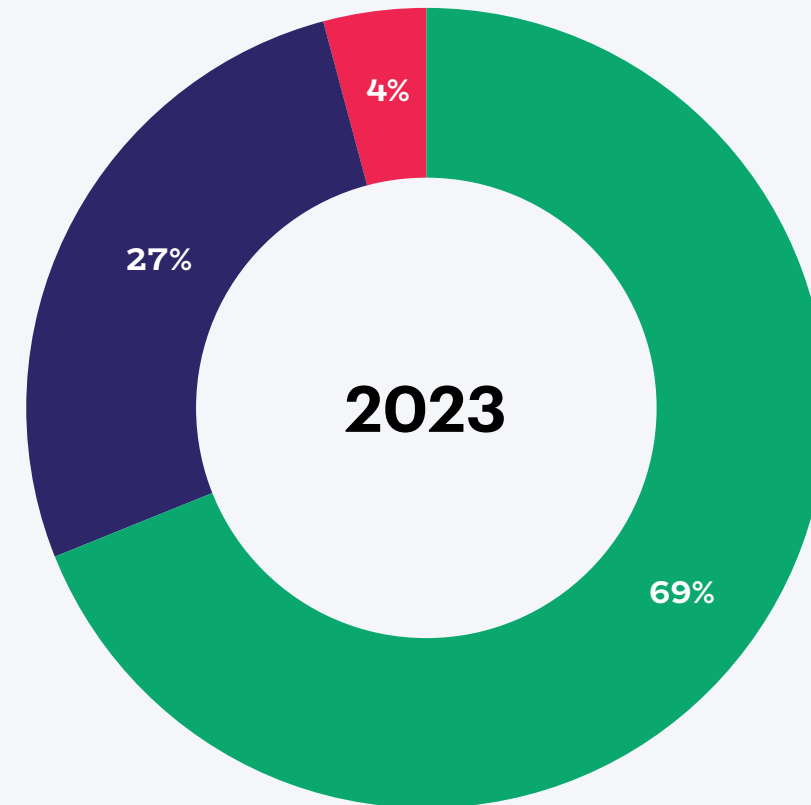
● People of Color

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RACE / ETHNICITY —

All Staff



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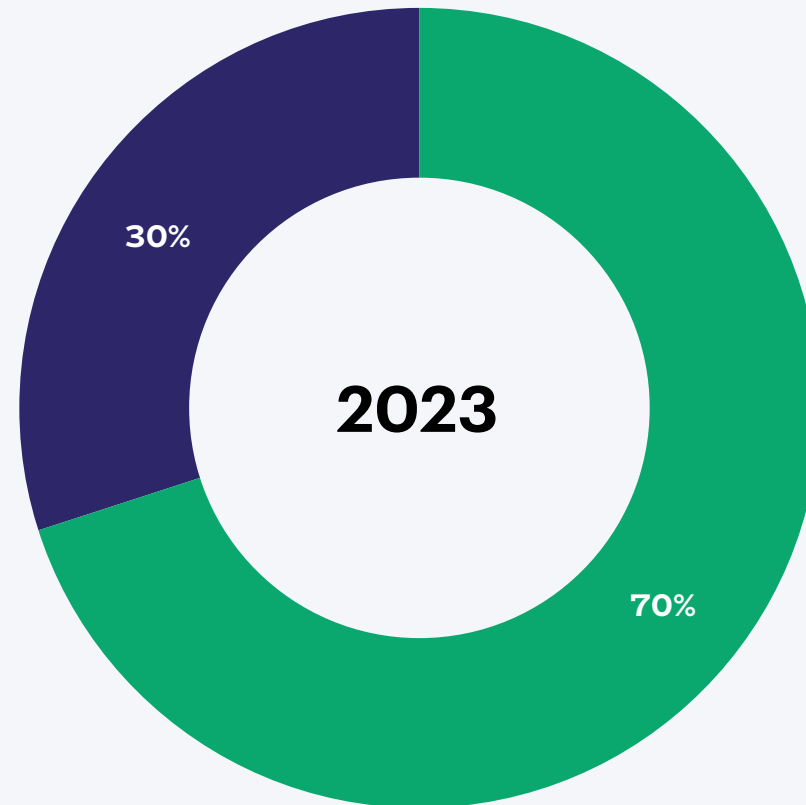
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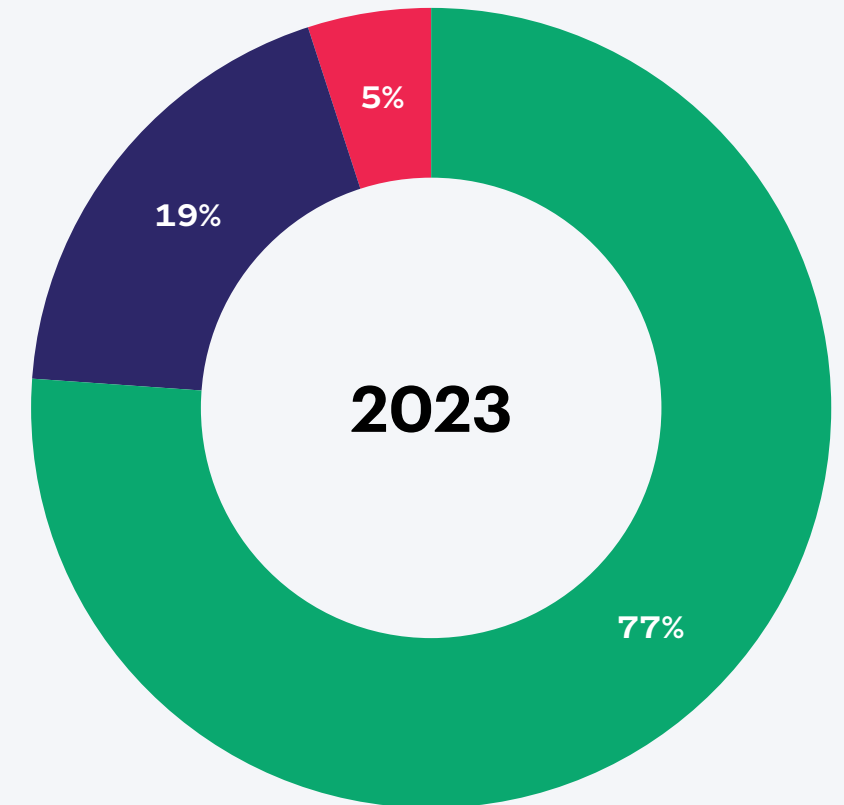
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RACE / ETHNICITY —

Executive Staff



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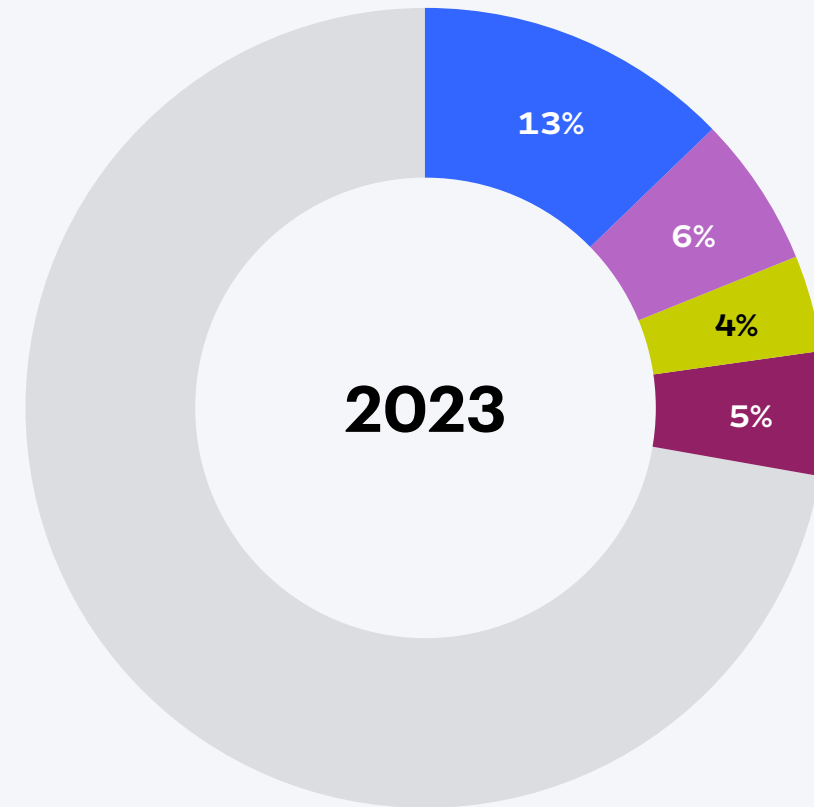


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PEOPLE OF COLOR —

All Staff

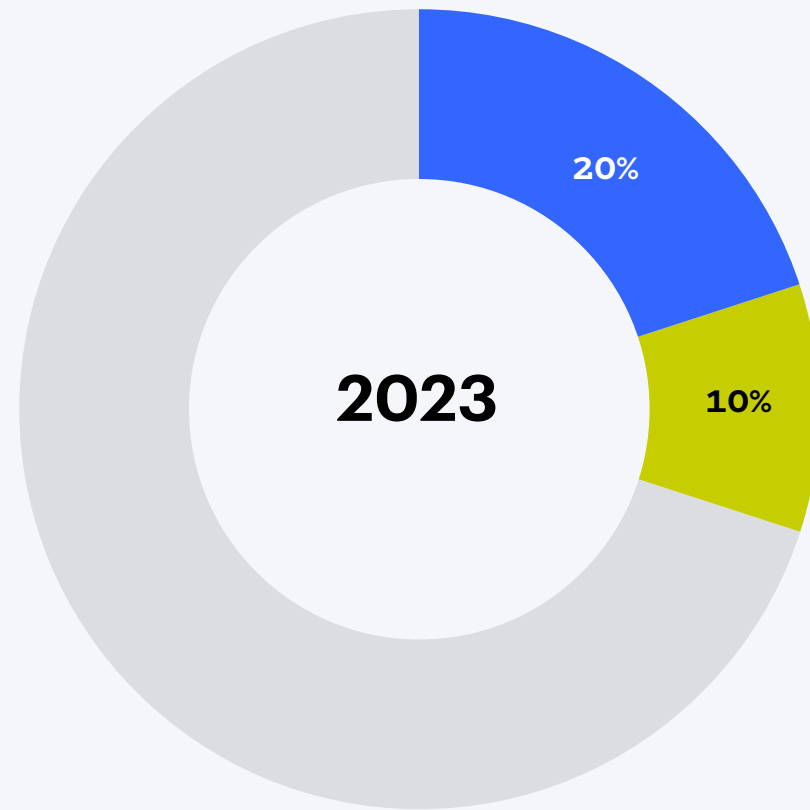


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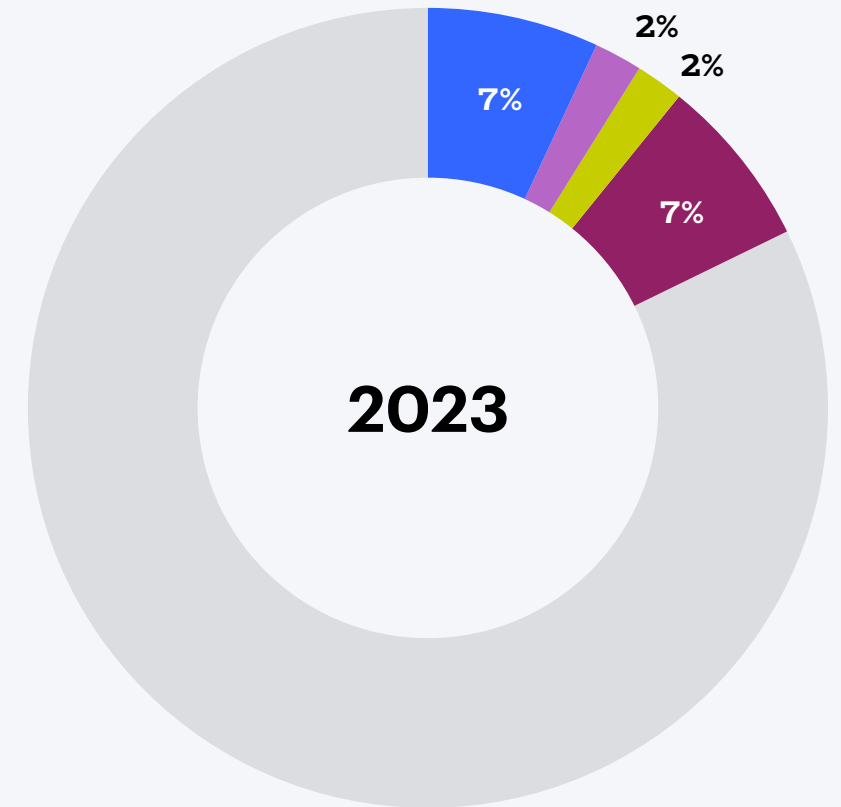
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