REPORT ON DIVERSITY & INCLUSION

2022
One of the founding principles of *The Atlantic* was that it would be “of no party or clique.” It was a powerful political ideal, but it’s now 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 annually a report showing gender and race metrics across our company.
Our Data

The 2022 report builds on the staff grouping and banding we released in 2021. The charts that follow capture *The Atlantic* as of 2022 and are not comparable to reports released prior to 2021. (Prior reports remain accessible in our press room.)

We’ve broken our staff into groups based on function:

- **The Atlantic Overall**, which includes all staff of *The Atlantic*;
- **Editorial; Business**, which includes Sales, Marketing, Atlantic Re:think, AtlanticLIVE, and the Corporate team; and Audience, Product, Engineering, Growth, and IT (*A-PEG-IT*).

We have further divided each group to provide greater granularity across bands: **All Staff**, **Senior Staff**, and **Executive Staff**, the senior most 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 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 measure of our progress in diversifying our staff to date. Percentages may not sum to 100 due to rounding.
In Summary

The data show that The Atlantic staff is becoming more diverse across all groupings. Our class of new hires reflects this trend: nearly 50 percent identify as BIPOC and 68 percent identify as women. As of mid-year 2022, staff who identify as people of color comprise 33 percent of the company and people who identify as women comprise 61 percent of the staff. We are committed to focusing on inclusion and career development to achieve our goals at the senior and executive level. As of mid-year 2022, people of color comprise 22 percent of executive leadership overall and people who identify as women comprise 57 percent of executive leadership overall.
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.

The DEI Action Plan covers all phases of employment at The Atlantic. The most substantial to date has been the relaunch of our year-end review process in 2021, which now 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.
Efforts in Place (Continued)

Separately, we enhanced our Professional Development Program with the goal of providing employees equitable access to courses, conferences, networking, and programs that support their development of professional skills and experience. The program is open for applications twice yearly. All full-time employees, at any level, are eligible to apply for funds with selected applications 100 percent covered and approved expenses pre-paid upfront.

In addition to our DEI Action Plan, our internal Leadership Lab provides a comprehensive manager onboarding and training program to develop inclusive management philosophy and best practices in giving feedback, communication, navigating change, and more. After that initial training, managers participate in bi-monthly cohorts for ongoing development. All staff also engage in a DEI series, as well as harassment & discrimination training. In addition to resources available through Leadership Lab, we support seven Employee Resource Groups—Asian & Pacific Islander, Black, Latinx, LGBTQ+, Mental Health, Parents, and Women—and two staff-led groups that focus separately on Allyship and on staff who identify as part of the disability community.

Following the 2021 release of a new company-wide Recruiting Guide and the launch of The Atlantic's new careers site that highlights the important work our Talent & Culture team is leading, we introduced a new comprehensive, company-wide onboarding program, while editorially, a working group developed a definition of diversity to guide our journalistic work. Another exciting development on the editorial side was the creation of a semester-long curriculum for journalism students at Morgan State University, a historically Black college in Baltimore, the first of hopefully many deeper partnerships across the organization.
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 each other accountable to creating and maintaining The Atlantic as a destination workplace where everyone can bring their full selves and do their best work.
New Hires in 2022

GENDER –

New Hires in 2022

All Staff: 97 Hires
- Female: 68%
- Male: 30%
- Did not Disclose: 2%

A-PEG-IT: 24 Hires
- Female: 50%
- Male: 42%
- Did not Disclose: 8%

Business: 46 Hires
- Female: 76%
- Male: 24%

Edit: 27 Hires
- Female: 70%
- Male: 30%
New Hires in 2022

RACE / ETHNICITY —

New Hires in 2022

- **All Staff**: 97 Hires
  - People of Color: 48%
  - White: 50%
  - Did not Disclose: 2%

- **A-PEG-IT*: 24 Hires
  - People of Color: 54%
  - White: 42%
  - Did not Disclose: 4%

- **Business**: 46 Hires
  - People of Color: 50%
  - White: 48%
  - Did not Disclose: 2%

- **Edit**: 27 Hires
  - People of Color: 41%
  - White: 59%

* Audience, Product, Engineering, Growth, IT
Overall Staff

GENDER —

All Staff

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Female</td>
<td>38%</td>
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<tr>
<td>Male</td>
<td>61%</td>
</tr>
<tr>
<td>Did not Disclose</td>
<td>1%</td>
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* This data was recorded at the start of 2020.
Overall Staff

GENDER —

Executive Staff

- Female: 57%
- Male: 44%

Senior Staff

- Female: 60%
- Male: 40%

Did not Disclose

- Female: 44%
- Male: 57%

Did not Disclose: 2022

Male
Female
Did not Disclose
Overall Staff

Year Over Year (2013-2022)

- Female
- Male
- Did not Disclose
Overall Staff

RACE / ETHNICITY —

All Staff

- People of Color: 33%
- White: 64%
- Did not Disclose: 3%

2022
Overall Staff

RACE / ETHNICITY —

Executive Staff

2022

People of Color

White

Did not Disclose

Senior Staff

2022

People of Color

White

Did not Disclose
Overall Staff

RACE / ETHNICITY —

Year Over Year (2013-2022)

- People of Color
- White
- Did not Disclose
Overall Staff

PEOPLE OF COLOR —

All Staff

Asian

Black or African American

Hispanic or Latino

Native Islander

Two or More Races

2022

4% 12% 10% 7% 4%
Overall Staff

PEOPLE OF COLOR —

Executive Staff

Senior Staff

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

2022

The Atlantic
Overall Staff

PEOPLE OF COLOR —

Year Over Year (2013-2022)
Audience, Product, Engineering, Growth, IT

GENDER —

All Staff

Female — 50%
Male — 47%
Did not Disclose — 3%

2022
**Audience, Product, Engineering, Growth, IT**

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**GENDER —**

<table>
<thead>
<tr>
<th></th>
<th>Executive Staff</th>
<th>Senior Staff</th>
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<tbody>
<tr>
<td><strong>Female</strong></td>
<td>67%</td>
<td>56%</td>
</tr>
<tr>
<td><strong>Male</strong></td>
<td>33%</td>
<td>44%</td>
</tr>
<tr>
<td><strong>Did not Disclose</strong></td>
<td></td>
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</tr>
</tbody>
</table>

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Female
Male
Did not Disclose
RACE / ETHNICITY —

All Staff

- People of Color: 44%
- White: 54%
- Did not Disclose: 2%

2022
RACE / ETHNICITY —

Executive Staff

People of Color: 33%
White: 67%
Did not Disclose: 2022

Senior Staff

People of Color: 32%
White: 68%
Did not Disclose: 2022
Audience, Product, Engineering, Growth, IT

People of Color —

All Staff

- 14% Asian
- 14% Black or African American
- 14% Hispanic or Latino
- 2% Native Islander
- 14% Two or More Races
Audience,
Product,
Engineering,
Growth, IT

PEOPLE OF COLOR —

Executive Staff

Senior Staff

Asian

Black or African American

Hispanic or Latino

Native Islander

Two or More Races

2022

33%

8% 4%

12%

8% 8%
Business

GENDER —

All Staff

- Female: 71%
- Male: 29%
- Did not Disclose: 1%

2022
Business

GENDER —

Executive Staff

Female 54%
Male 46%

Senior Staff

Female 74%
Male 26%

Did not Disclose 0%
RACE / ETHNICITY —

All Staff

- White: 68%
- People of Color: 30%
- Did not Disclose: 2%

Business
**Business**

**RACE / ETHNICITY —**

**Executive Staff**

- **People of Color**: 15%
- **White**: 85%

**Senior Staff**

- **People of Color**: 16%
- **White**: 79%
- **Did not Disclose**: 5%
Business

PEOPLE OF COLOR —

All Staff

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

2022
Business

PEOPLE OF COLOR —

Executive Staff

Senior Staff

Asian

Black or African American

Hispanic or Latino

Native Islander

Two or More Races

2022

8%

8%

7%

7%

2%
GENDER —

All Staff

- Female: 60%
- Male: 39%
- Did not Disclose: 1%

2022
GENDER —

Executive Staff

- Female: 71%
- Male: 29%
- Did not Disclose: 45%

Senior Staff

- Female: 55%
- Male: 45%
- Did not Disclose: 55%

The Atlantic
RACE / ETHNICITY —

All Staff

- **68%** People of Color
- **29%** White
- **3%** Did not Disclose
RACE / ETHNICITY —

Executive Staff

- People of Color: 29%
- White: 71%

Senior Staff

- People of Color: 22%
- White: 76%
- Did not Disclose: 2%
PEOPLE OF COLOR —

All Staff

- Asian: 13%
- Black or African American: 7%
- Hispanic or Latino: 3%
- Native Islander: 6%
- Two or More Races: 3%
Edit

PEOPLE OF COLOR —

Executive Staff

Senior Staff

Asian

Black or African American

Hispanic or Latino

Native Islander

Two or More Races

2022

2022
The Atlantic

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