

2023

Annual Diversity Data Report

Celebrating Our Progress

CENTER *for*
REPRODUCTIVE
RIGHTS

DEI at the Center for Reproductive Rights

The Center is guided by our Vision, DEI Purpose Statement, DEI Organizational Commitments, and Global DEI Plan:

VISION STATEMENT

We envision a world where every person participates with dignity as an equal member of society, regardless of gender.

DEI PURPOSE STATEMENT

The Center for Reproductive Rights believes that diversity, equity, and inclusion (DEI) is fundamental to our mission and our vision of a world where every person has the right to make decisions about their reproductive health and life and has equitable access to the full range of reproductive health care services and information. We recognize in our work and in our workplace that individual experience is based on multiple and intersecting identities, including but not limited to age, citizenship, class, color, culture, education, ethnicity, family status, gender identity and expression, health status or disability, income, language, national origin, partnership status, pregnancy status, race, religion, sex, and sexual orientation.

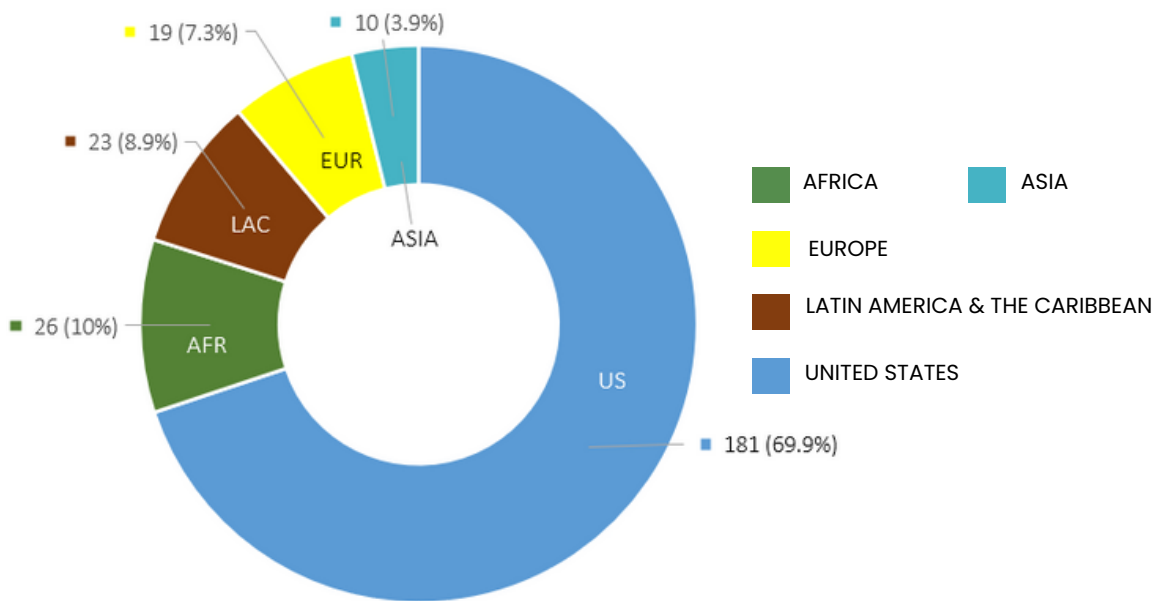
DEI ORGANIZATIONAL COMMITMENTS

We are accountable to our eight organizational commitments and we pledge to measure our annual DEI performance and reflect on progress as a community.

- I.** Attract, develop, and retain a workforce that embodies diversity and DEI competency
- II.** Foster a work environment that recognizes the inherent value of each individual and their capacity to contribute
- III.** Identify and dismantle structural inequities and implicit bias across the broad spectrum of intersecting identities
- IV.** Confront discriminatory practices and behaviors and provide accessible and constructive mechanisms for their redress
- V.** Understand and consider contextual differences within our own workplace, our constituencies, the communities with which we partner and collaborate, and the countries in which we operate
- VI.** Provide equitable and fair opportunities in hiring, allocation of work, compensation, and advancement by adopting processes and standards that are transparent, well defined, and free of bias
- VII.** Promote a culture of mutual respect, belonging, and engagement through, among other things, individual and group behaviors fostered by trainings, programming, and employee resource groups, and modeled by our senior leadership
- VIII.** Hold ourselves accountable by annually measuring our performance against our DEI commitments and reporting on our progress

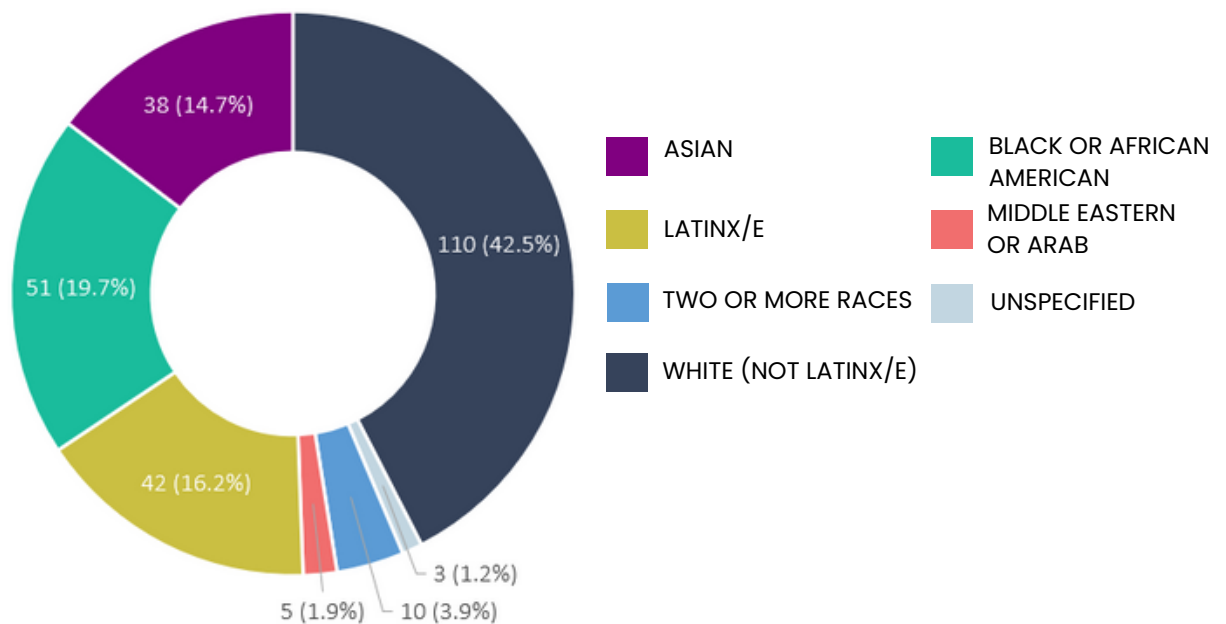
2023 GLOBAL EMPLOYEE DISTRIBUTION

In 2023, 259 Center staff were distributed across 5 regions where the United States (US) represents 69.9%, Africa (AFR) 10%, Latin America & the Caribbean (LAC) 8.9%, Europe (EUR) 7.3%, and Asia 3.9%.



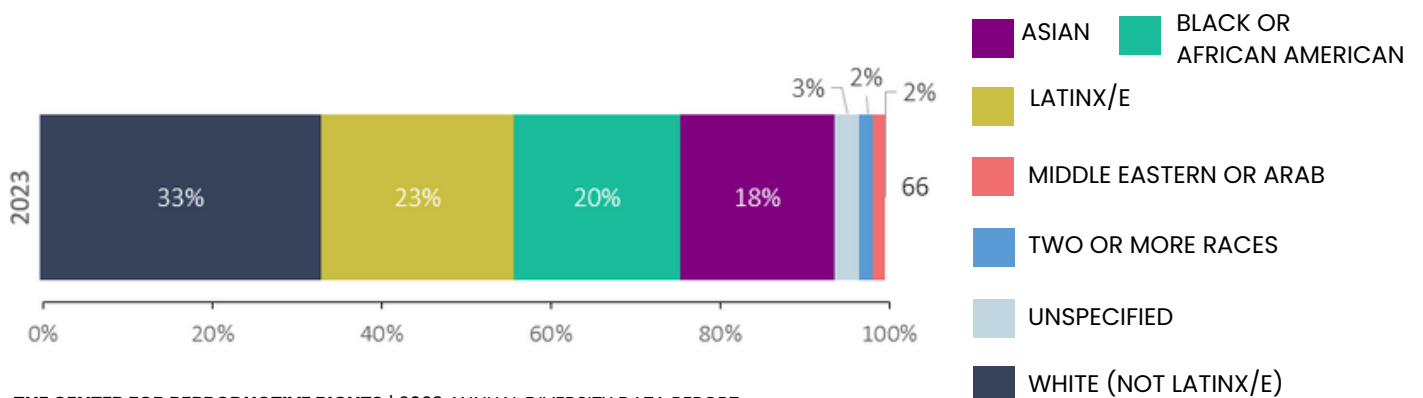
2023 ALL CENTER STAFF: RACIAL AND ETHNIC DIVERSITY

As of December 31st, 2023, 57.5% of the 259 Center staff identified as racially and ethnically diverse.

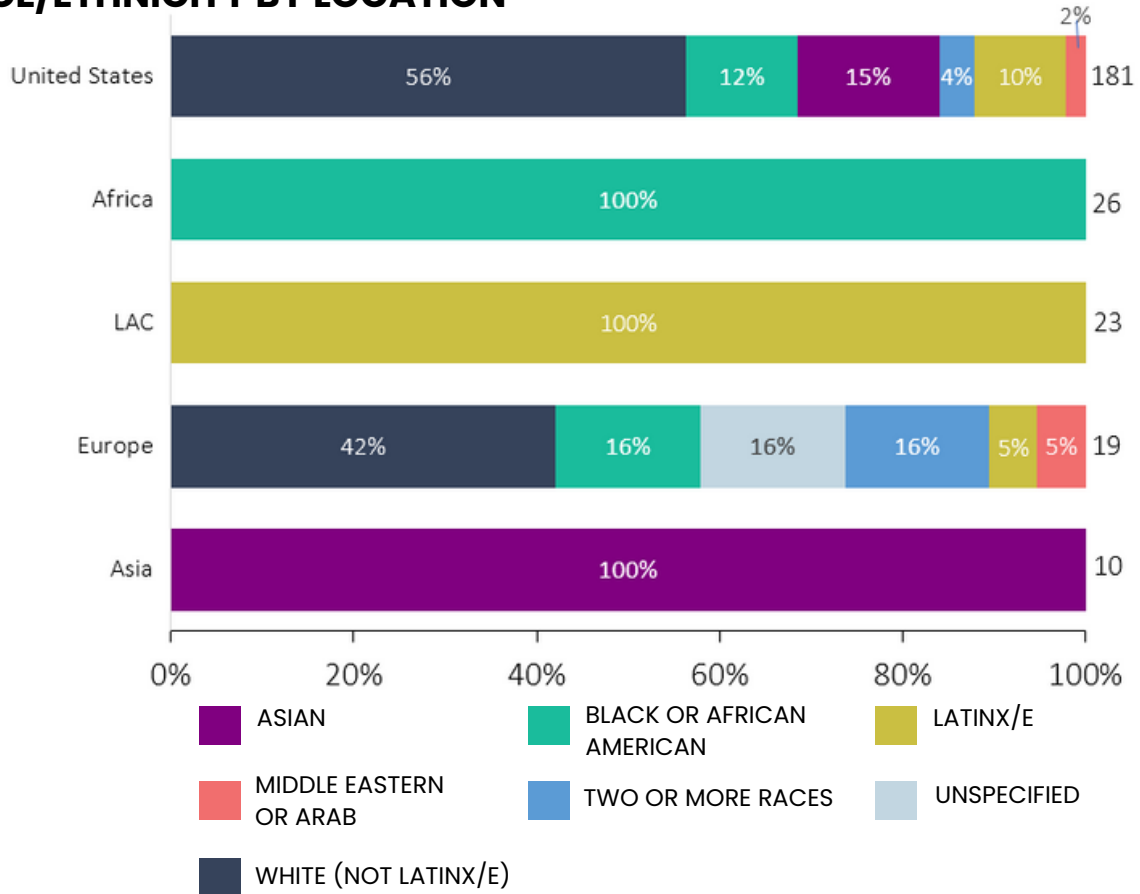


NEW HIRES

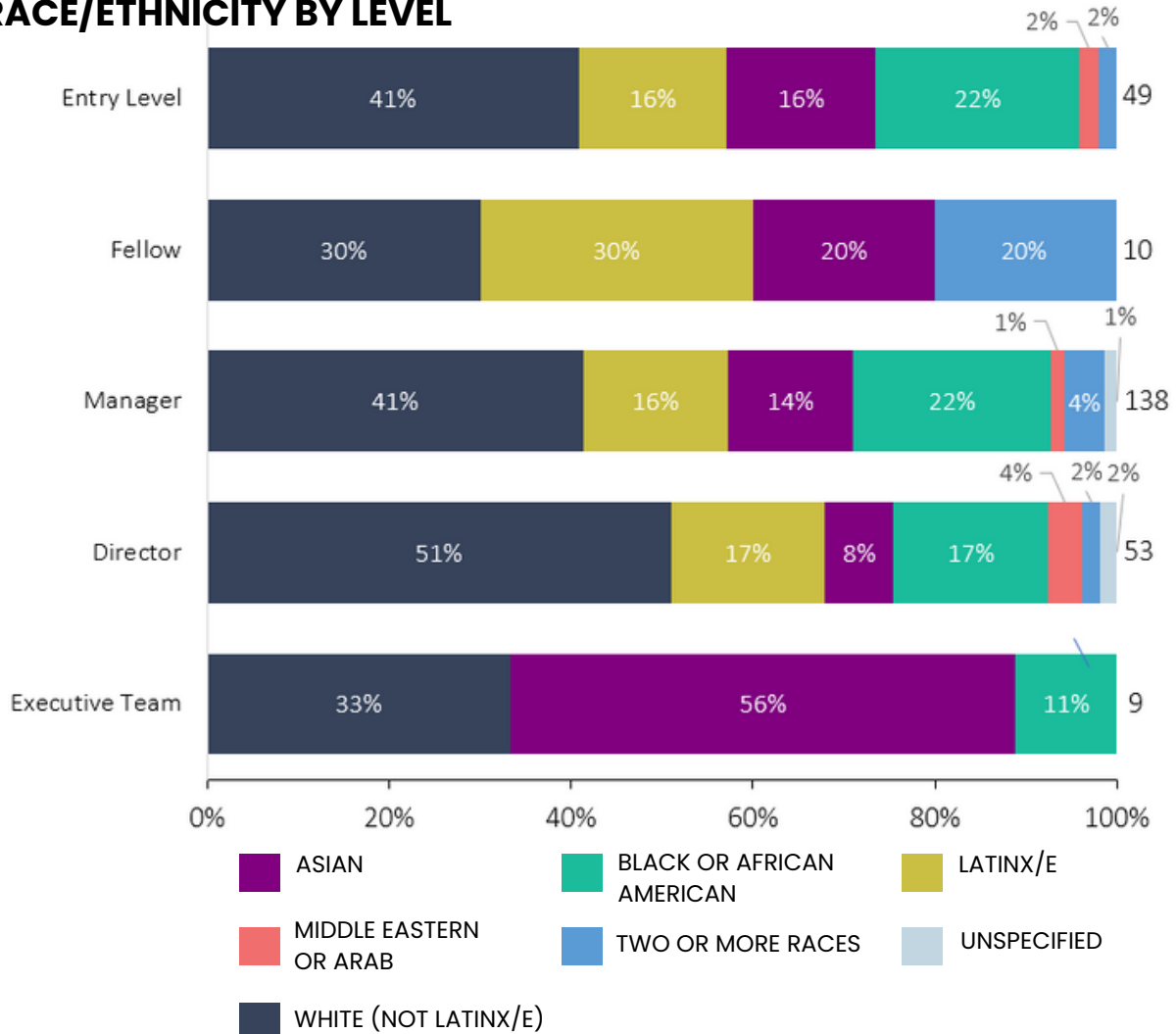
In 2023, over 67% of the 66 new hires were People of Color and Latinx/e.



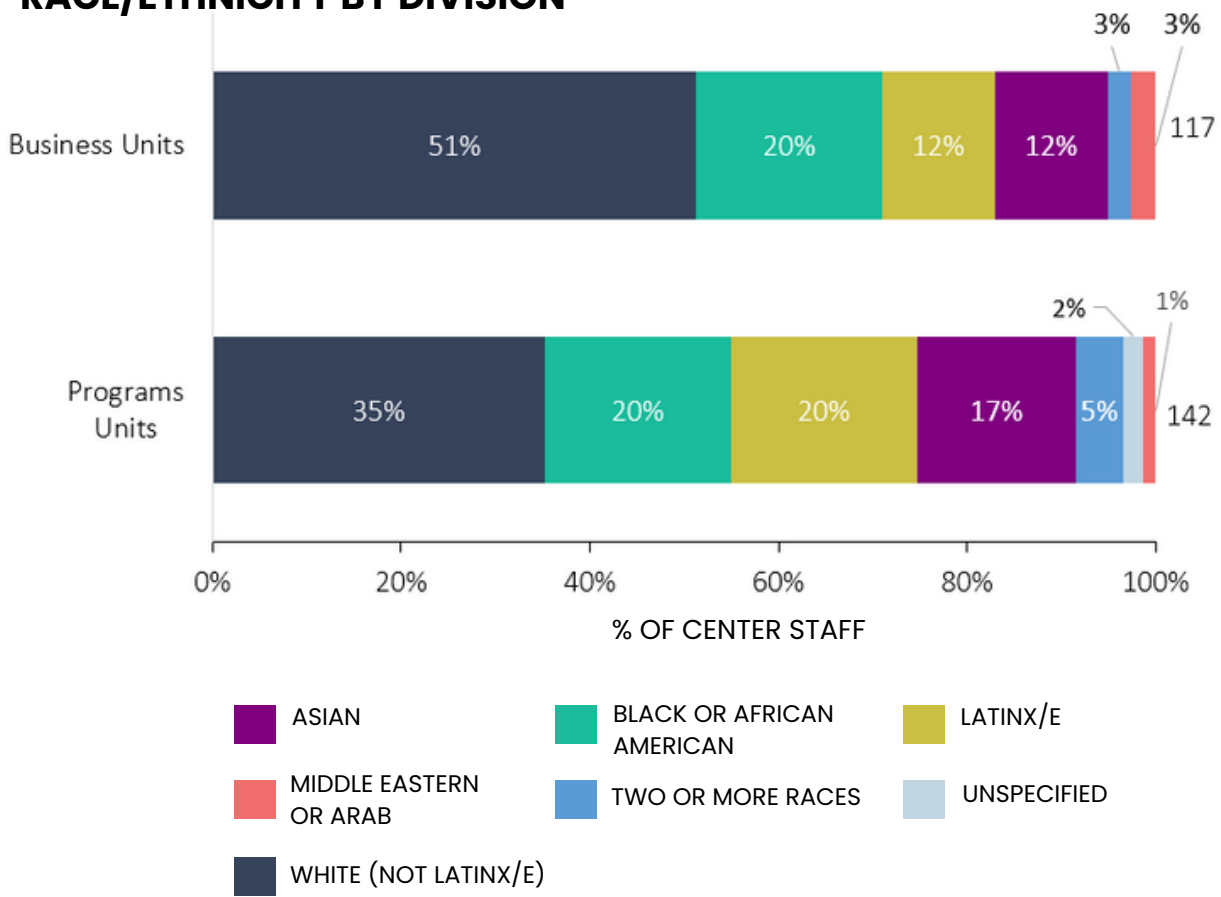
RACE/ETHNICITY BY LOCATION



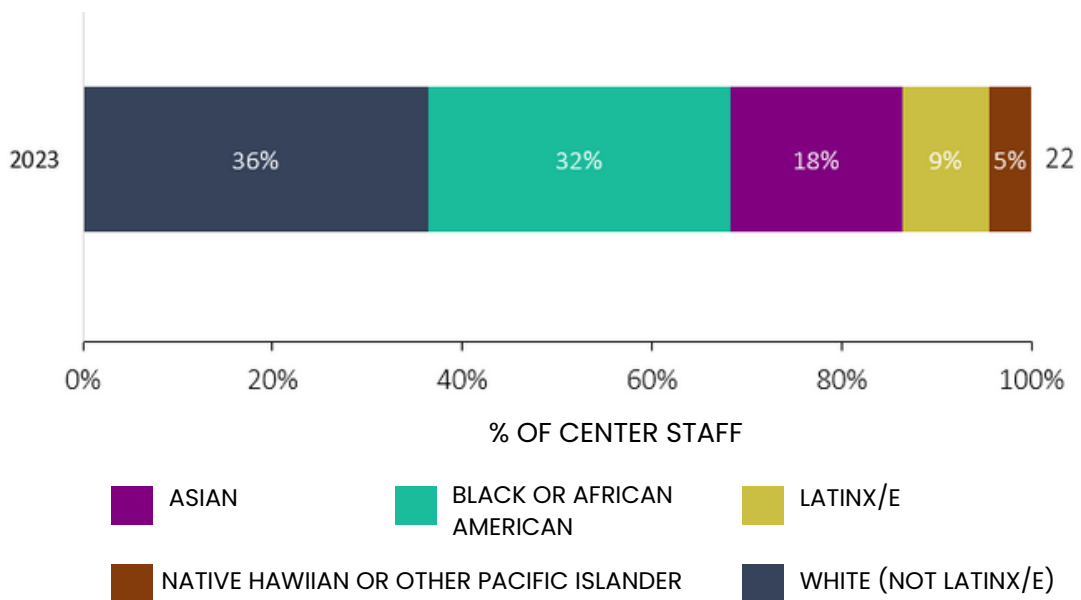
RACE/ETHNICITY BY LEVEL



RACE/ETHNICITY BY DIVISION



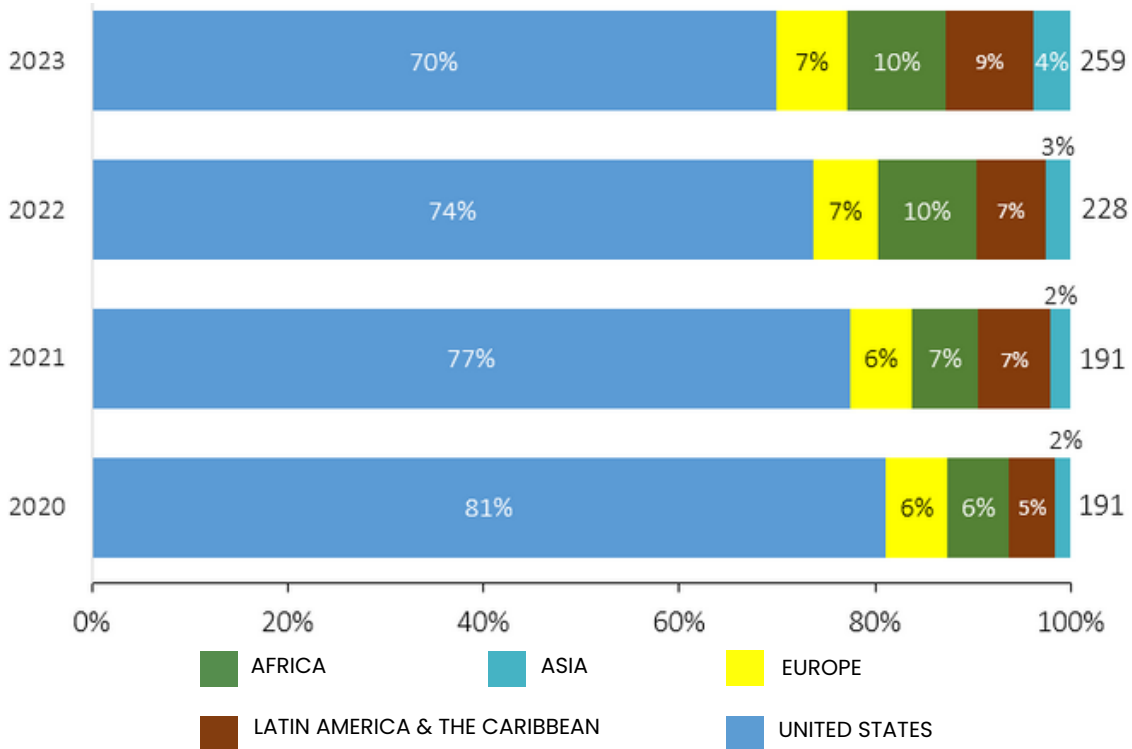
BOARD OF DIRECTORS RACE/ETHNICITY



YEAR-TO-YEAR DIVERSITY TRENDS

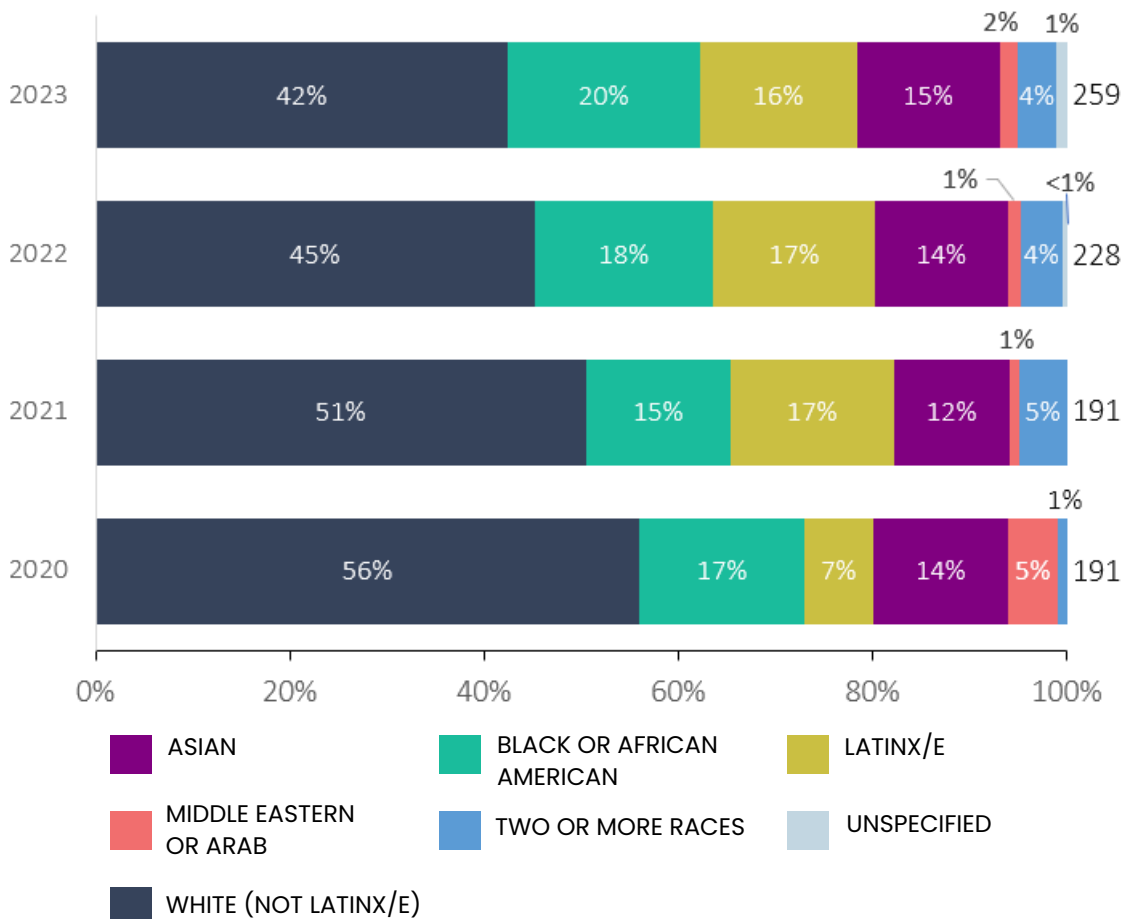
GLOBAL DISTRIBUTION

Over 4 years, the Center has increased geographic distribution with a 11% growth of staff in Africa, Asia, Latin America & the Caribbean, and Europe.



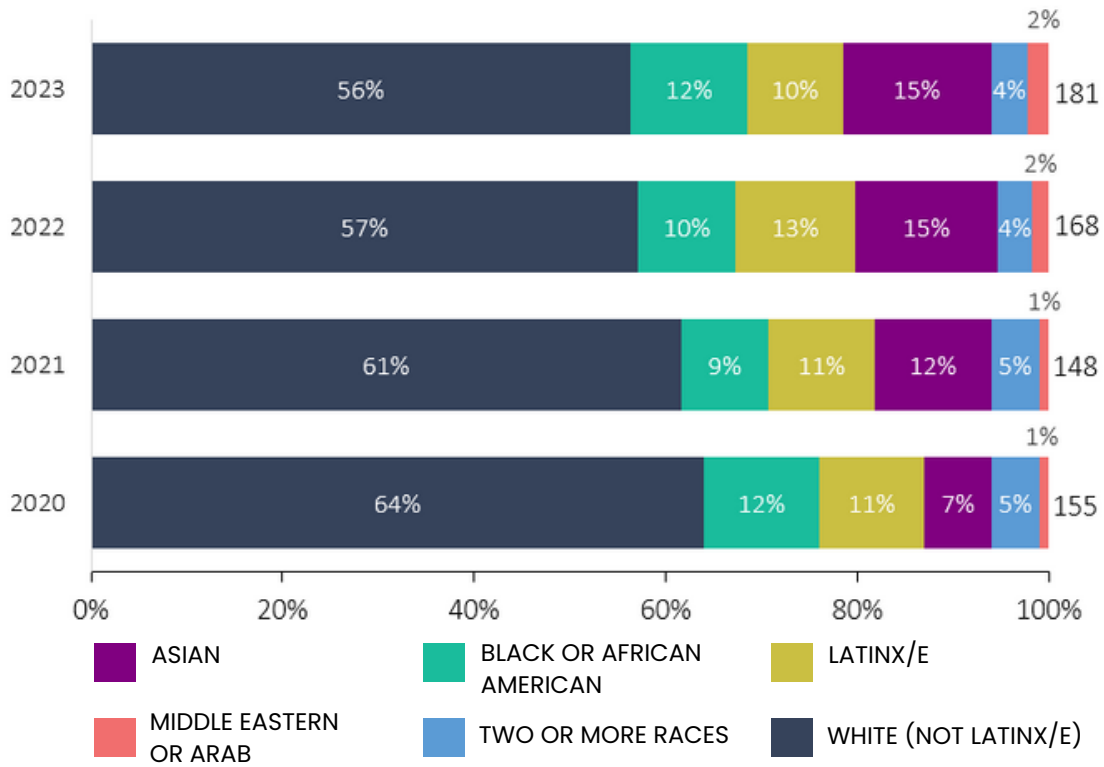
RACE/ETHNICITY OVERALL

Over a 4-year period People of Color and Latinx/e staff increased by 14%.

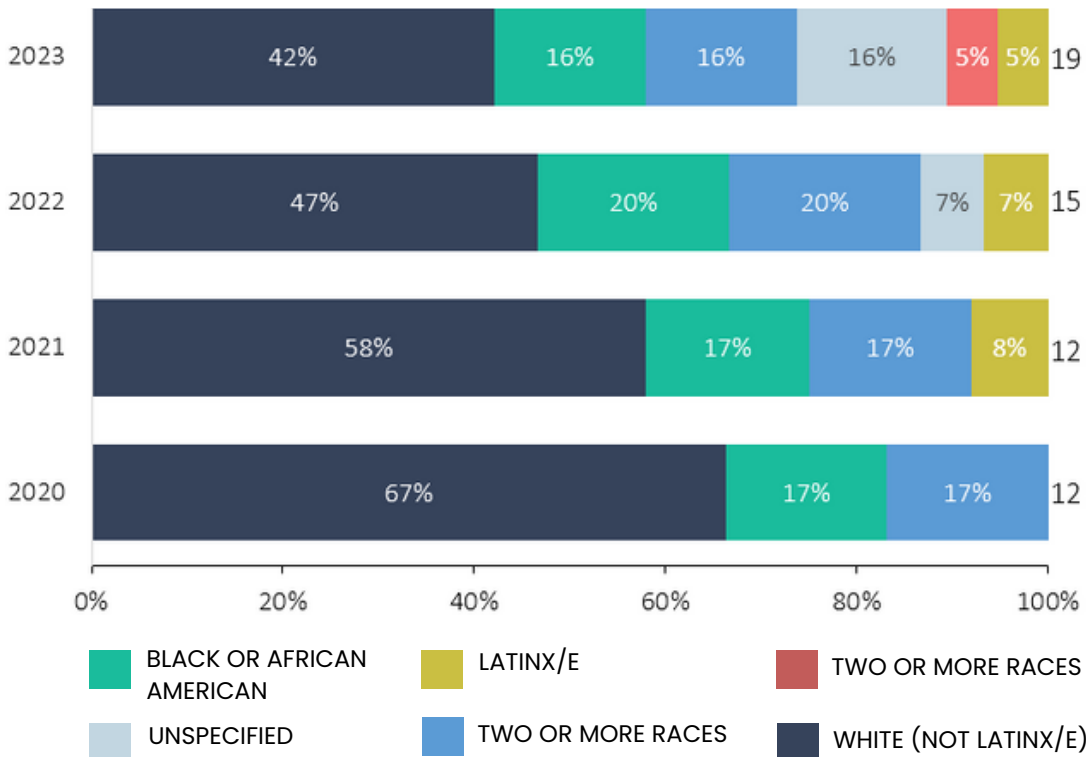


RACE/ETHNICITY BY REGION

United States: Over a 4-year period People of Color and Latinx/e staff increased by 8%.



Europe: Over a 4-year period People of Color and Latinx/e staff increased by 25%.



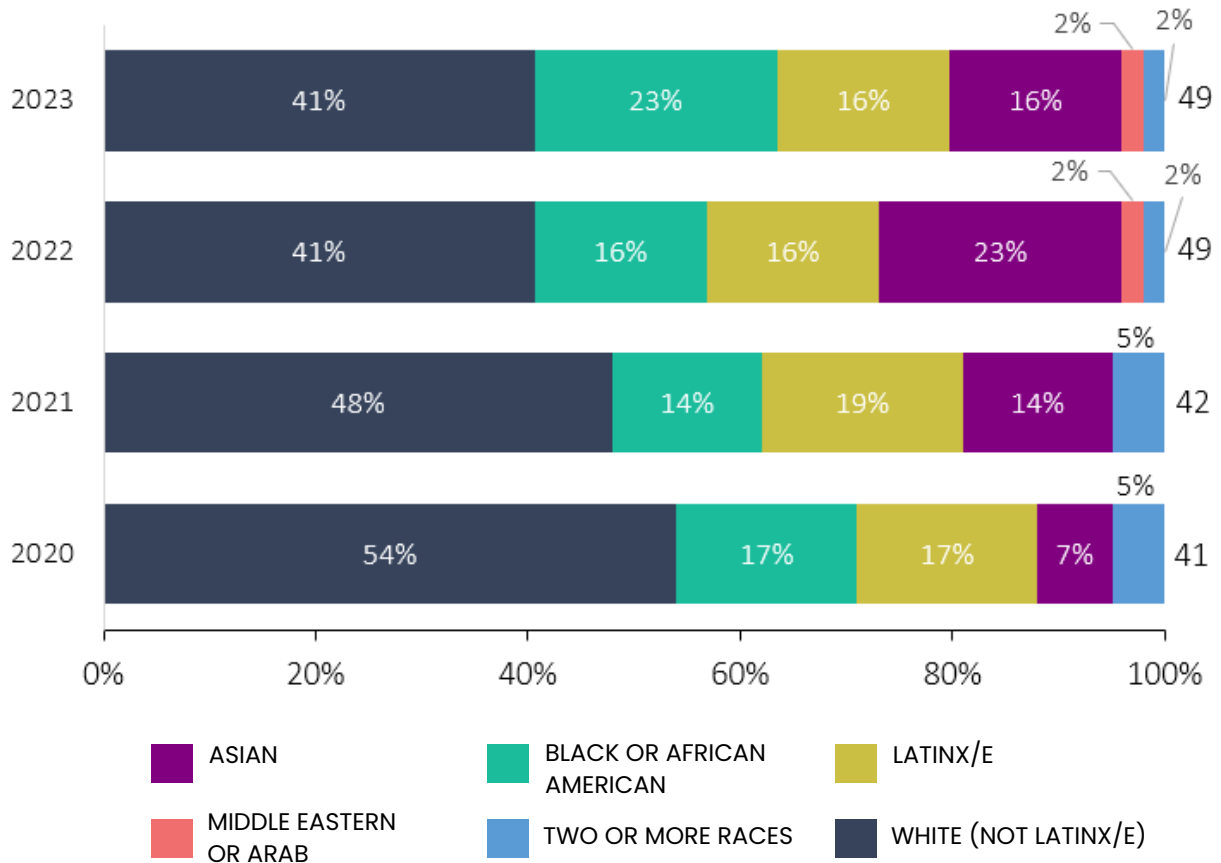
Africa: 100% of staff identified as Black, the same as 2021 and 2020. In 2022, 1 staff identified as Two or More Races.

Asia: 100% of staff identified as Asian, the same as 2022, 2021 and 2020.

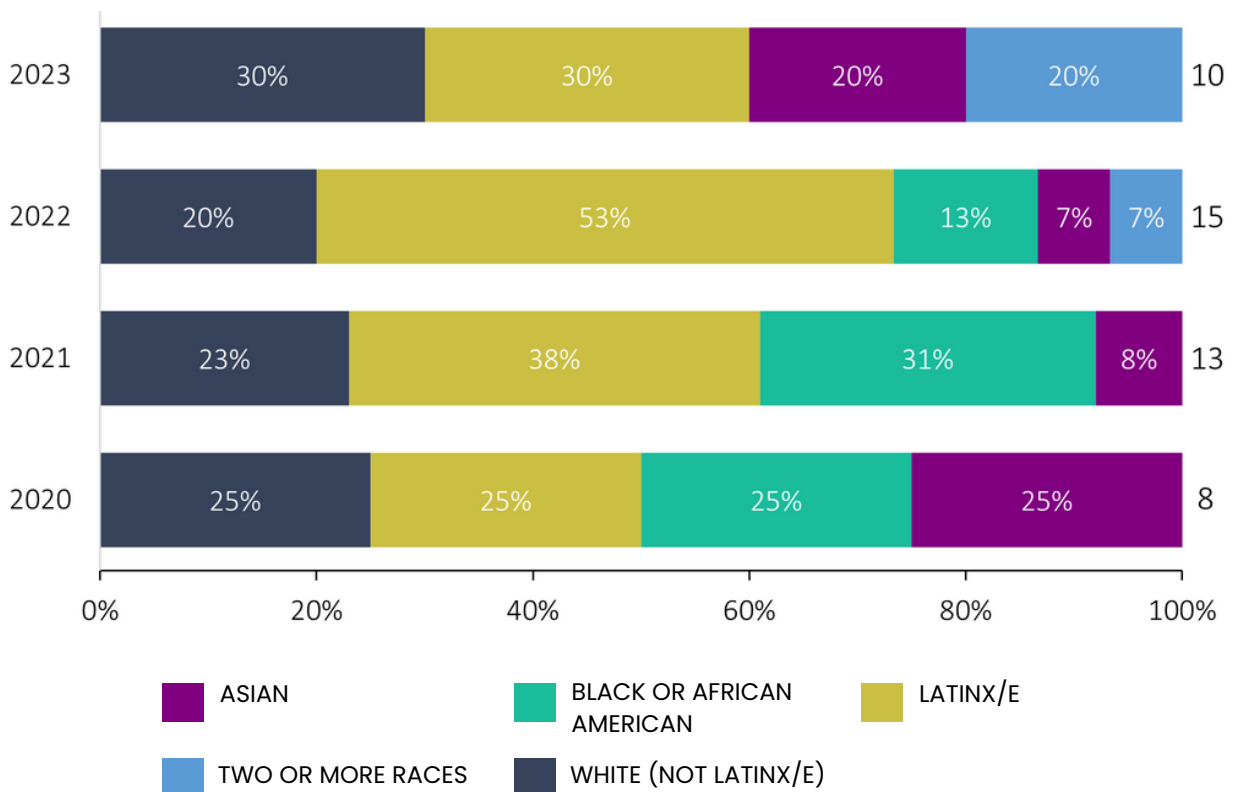
LAC: 100% of staff identified as Latinx/e the same as 2022, 2021 and 2020.

RACE/ETHNICITY BY LEVEL

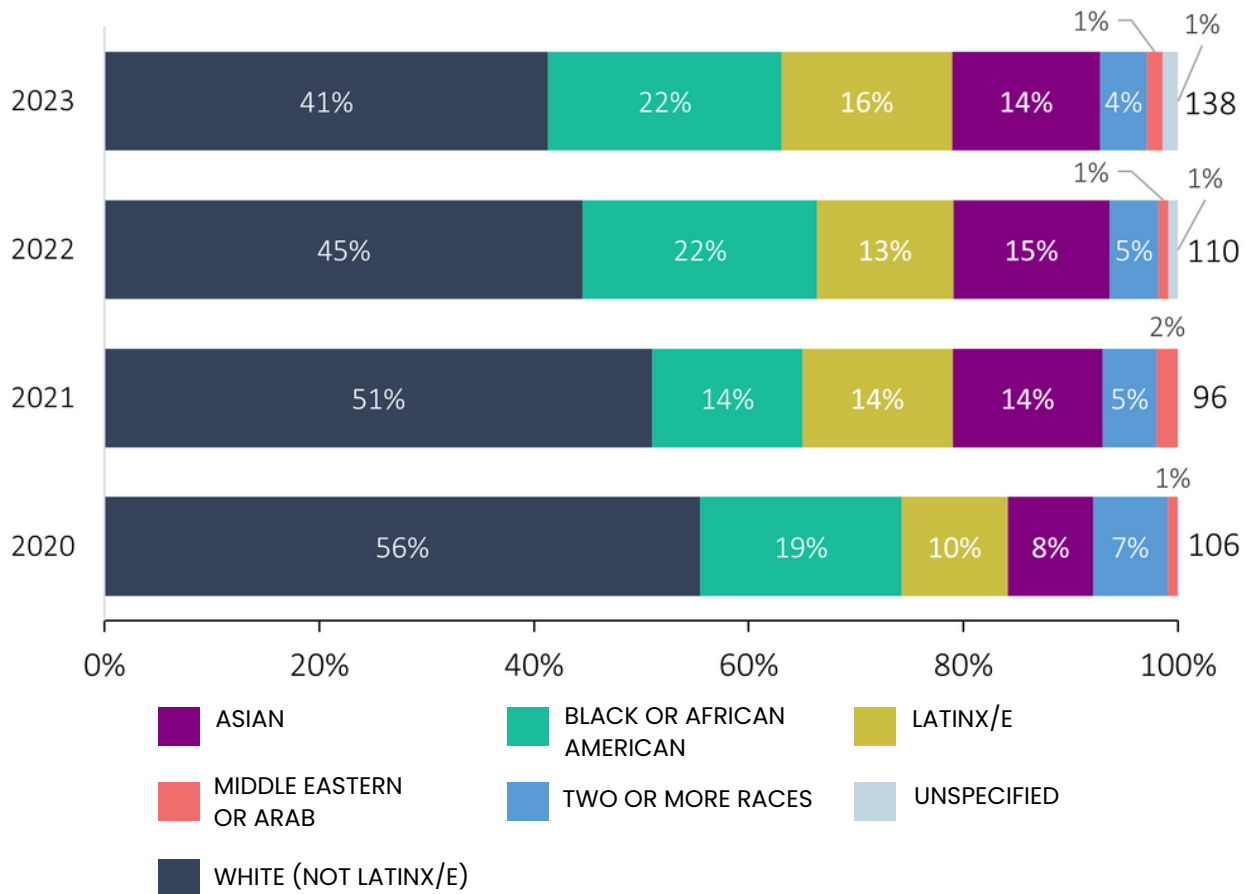
Entry Level: Over a 4-year period People of Color and Latinx/e staff increased by 13%.



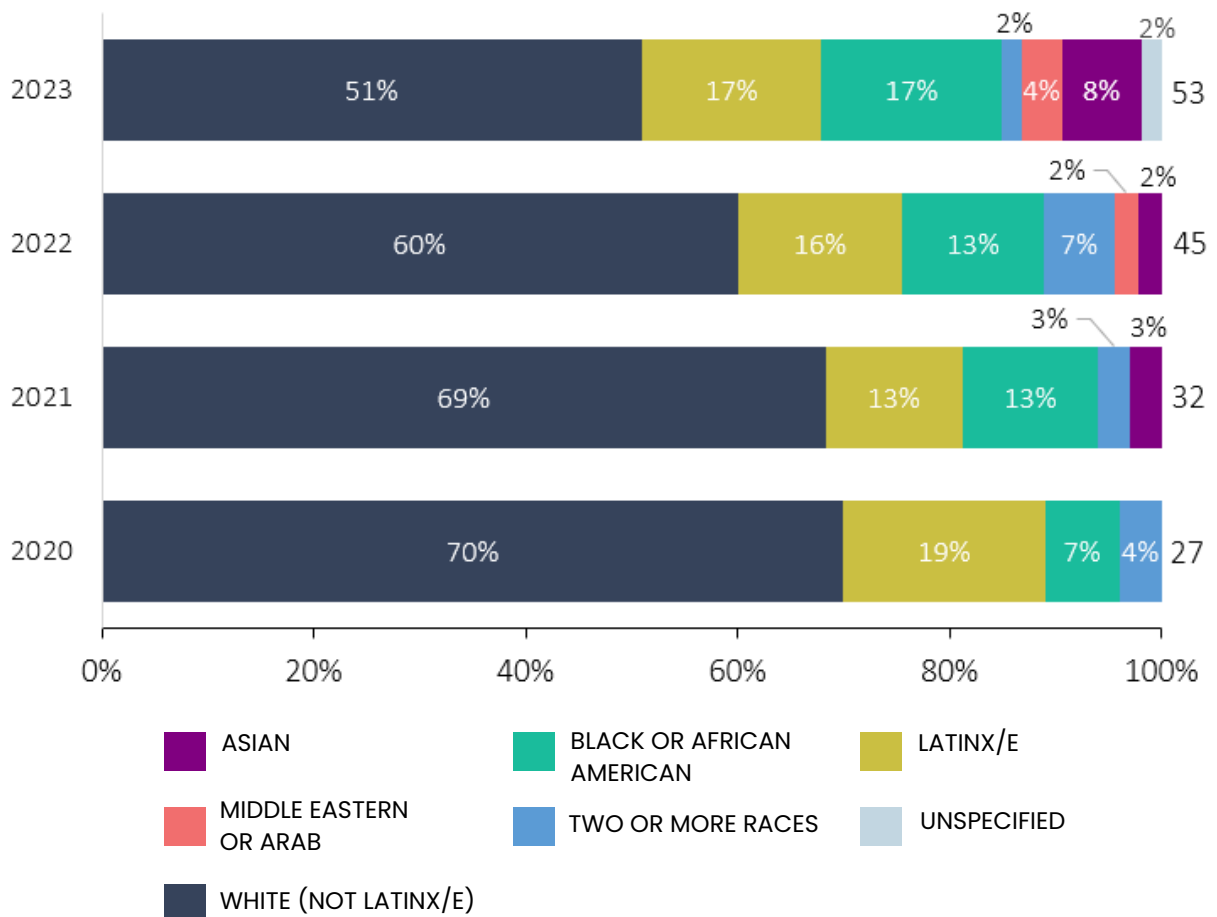
Fellow: Over a 4-year period, People of Color and Latinx/e staff decreased by 5%.



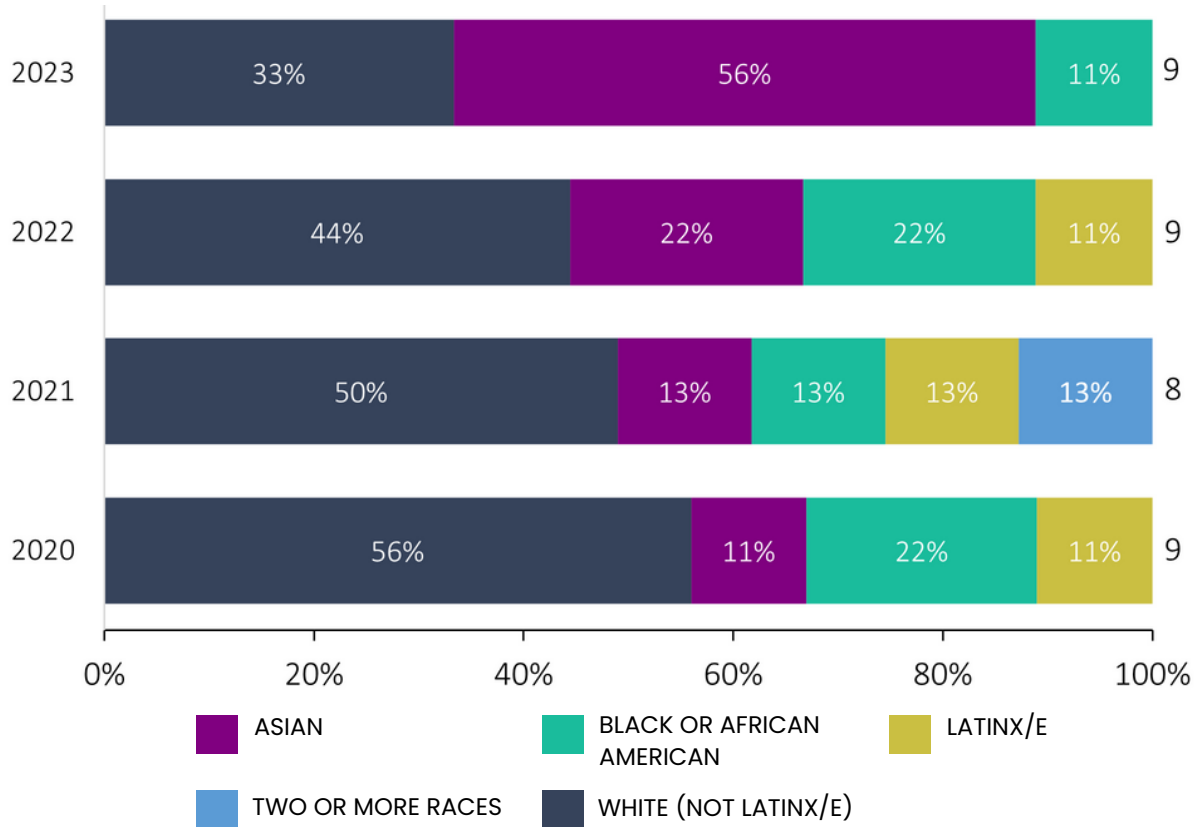
Manager: Over a 4-year period People of Color and Latinx/e staff increased by 15%.



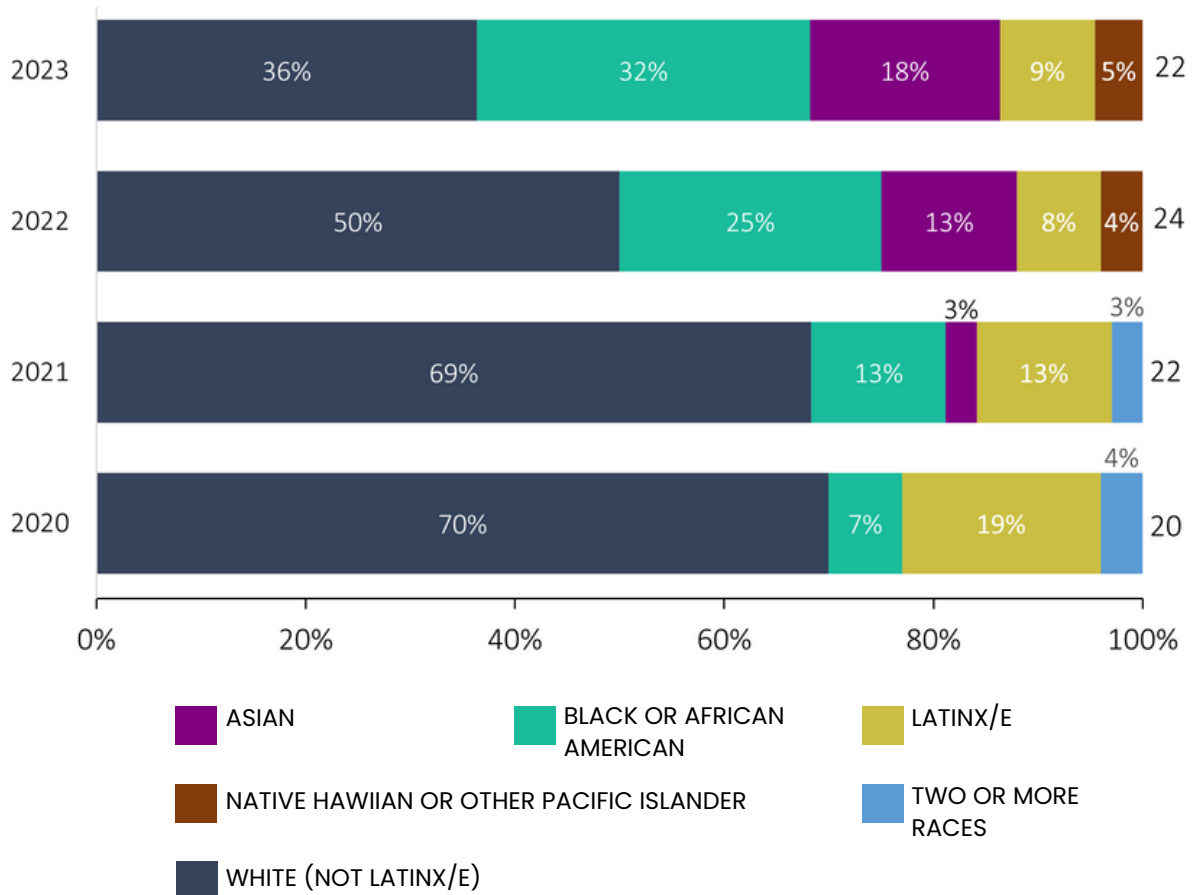
Director: Over a 4-year period People of Color and Latinx/e staff increased by 19%.



Executive Team: Over a 4-year period People of Color and Latinx/e staff increased by 23%.

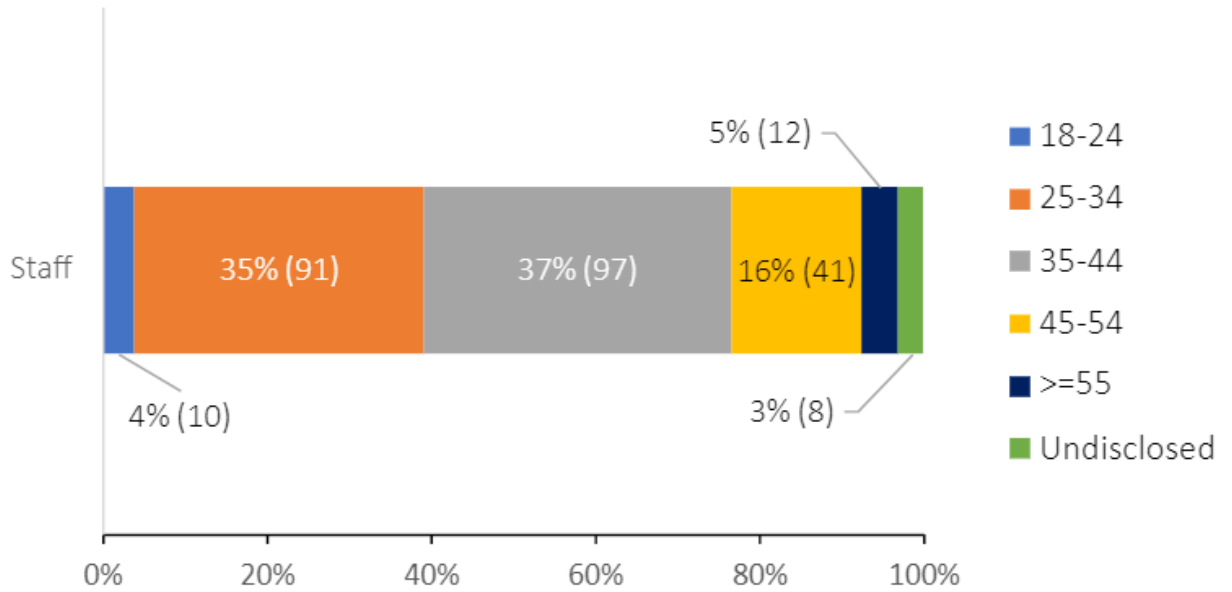


Board of Directors: Over a 4-year period Board of Directors who identify as People of Color and Latinx/e increased by 34%.



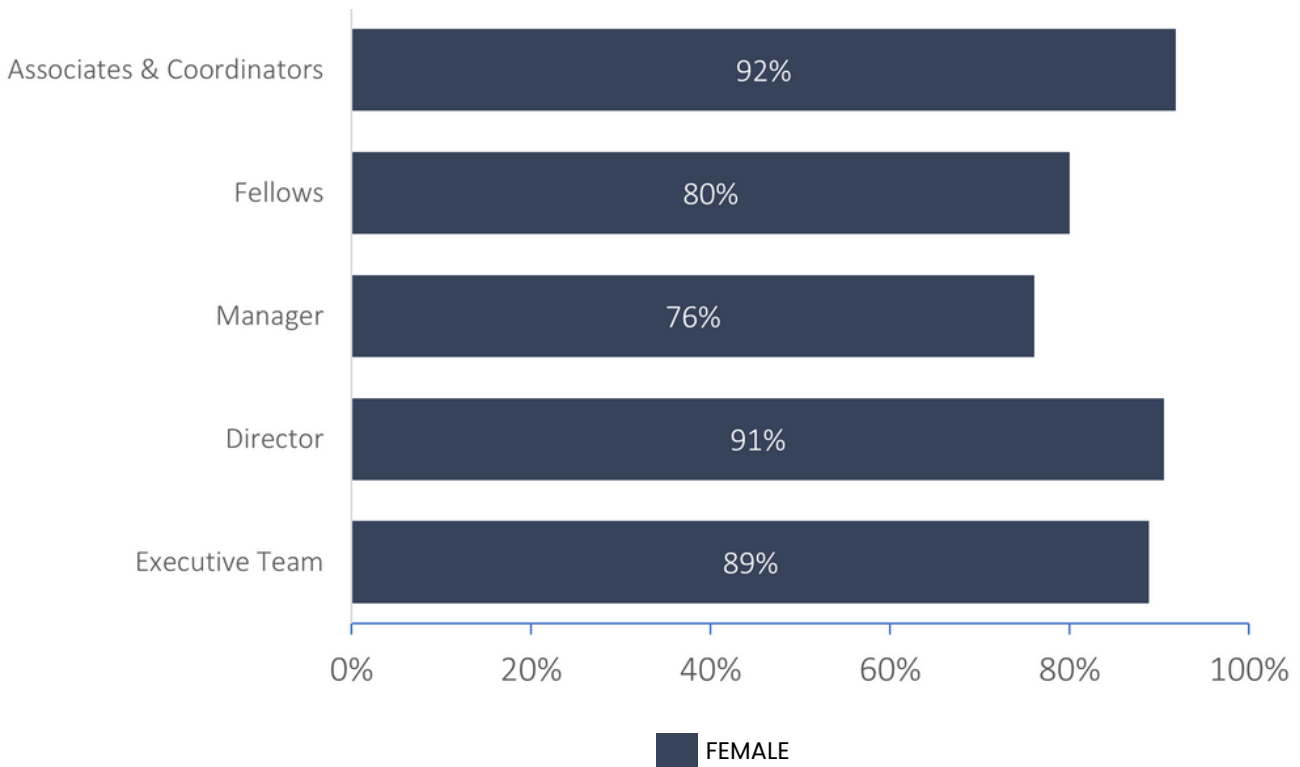
The Center is committed to expanding its diversity reporting to reflect the multiple markers of staff identity. In 2023 we are including Age and Gender of our 259 staff members.

AGE



GENDER

Women represent 83% of Center staff overall. At any level, women represent between 76% at the Manager level (105 women) and 91% at the Director level (48 women).



NOTES AND LIMITATIONS:

- As of December 31, 2023, the Center had 259 Staff members; the Board was comprised of 22 Board of Directors (not including the CEO).
- Data for race and ethnicity, age and gender are self reported by 259 Center staff and 22 Board of Directors.
- For reporting purposes, the CEO is included in Staff data and not in the Board of Directors data.
- Regarding staffing levels, Directors band includes Deputy Directors, Regional Directors, Senior Directors, Directors, and Associate Directors.
- Managers band includes Staff Attorneys, Senior Staff Attorneys, Counsel, Senior Counsel, Legal Advisers, Senior Legal Advisers, Managers and Senior Managers.
- Entry Level includes Assistants, Associates and Coordinators.
- Race and Ethnicity categories originate from US Equal Employment Opportunity Commission established categories on race/ethnicity:
 - Latinx/e
 - White (Not Latinx/e)
 - Black or African American (Not Latinx/e)
 - Native Hawaiian or Other Pacific Islander (Not Latinx/e)
 - Asian (Not Latinx/e)
 - American Indian or Alaska Native (Not Latinx/e)
 - Two or more Races (Not Latinx/e)
- Employees and Board members also had the option to select Prefer Not to Disclose or Other with an open text box to designate additional race/ethnicities such as Middle Eastern, etc.
- Business Units include Communications, Diversity Equity and Inclusion, Development, Human Resources, General Counsel, Finance & Administration, Office of the President, Pro bono, and Strategy Evaluation & Learning.
- Program Units include Asia, Africa, Corporate Engagement, Europe, Global Advocacy, Latin America & Caribbean, Legal Strategies Innovation & Research, US Federal Policy and US Programs.