

2024

Annual Diversity

Data Report

*Strengthening Our Commitment*

# DEI at the Center for Reproductive Rights

## **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

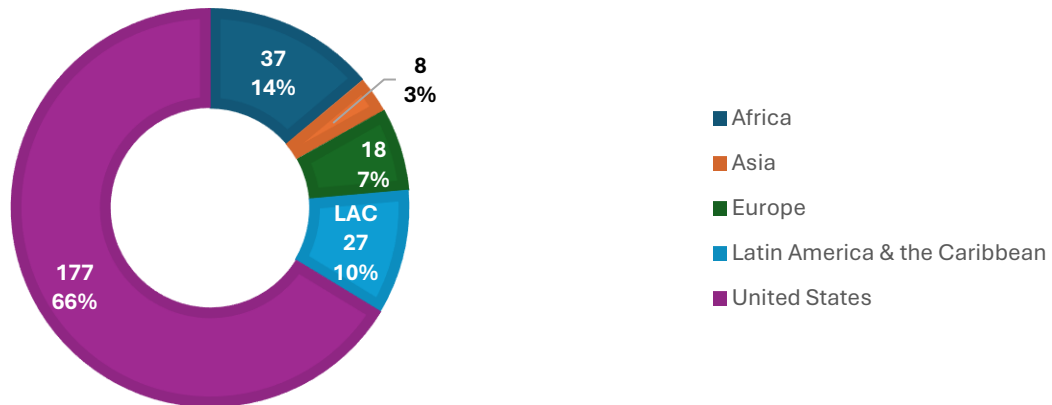
**VI.** Provide equitable and fair opportunities in hiring, allocation of work, compensation, and advancement by adopting processes and standards that are transparent, well defined, and free of bias

**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

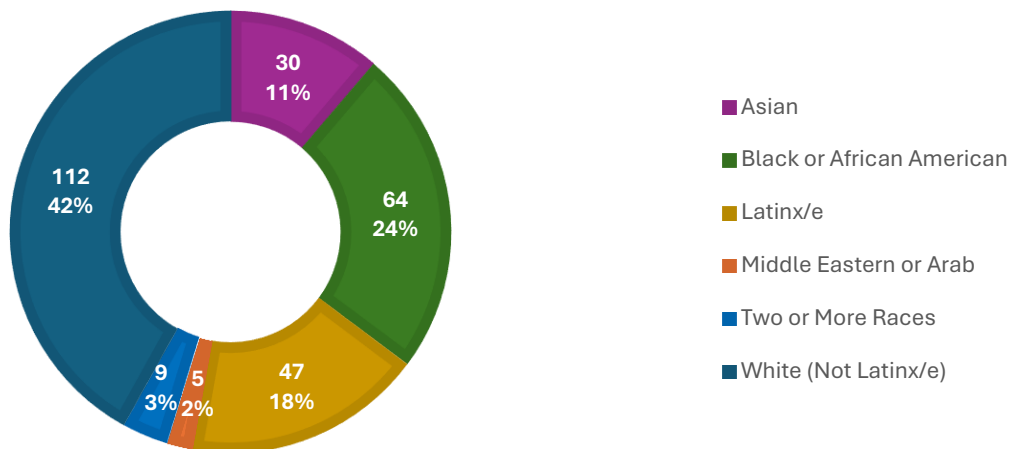
## 2024 Global Employee Distribution

In 2024, 267 Center staff were distributed across 5 regions.

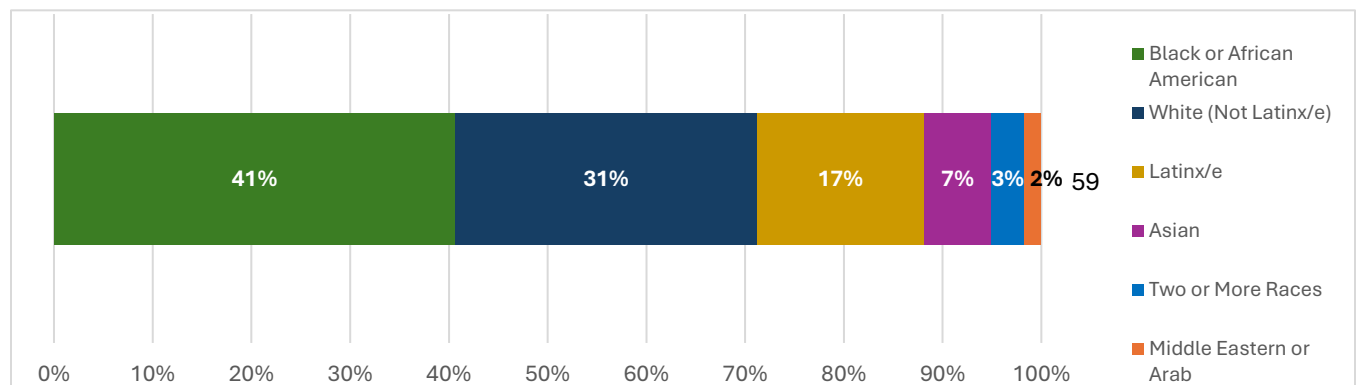


## 2024 All Center Staff: Racial and Ethnic Diversity

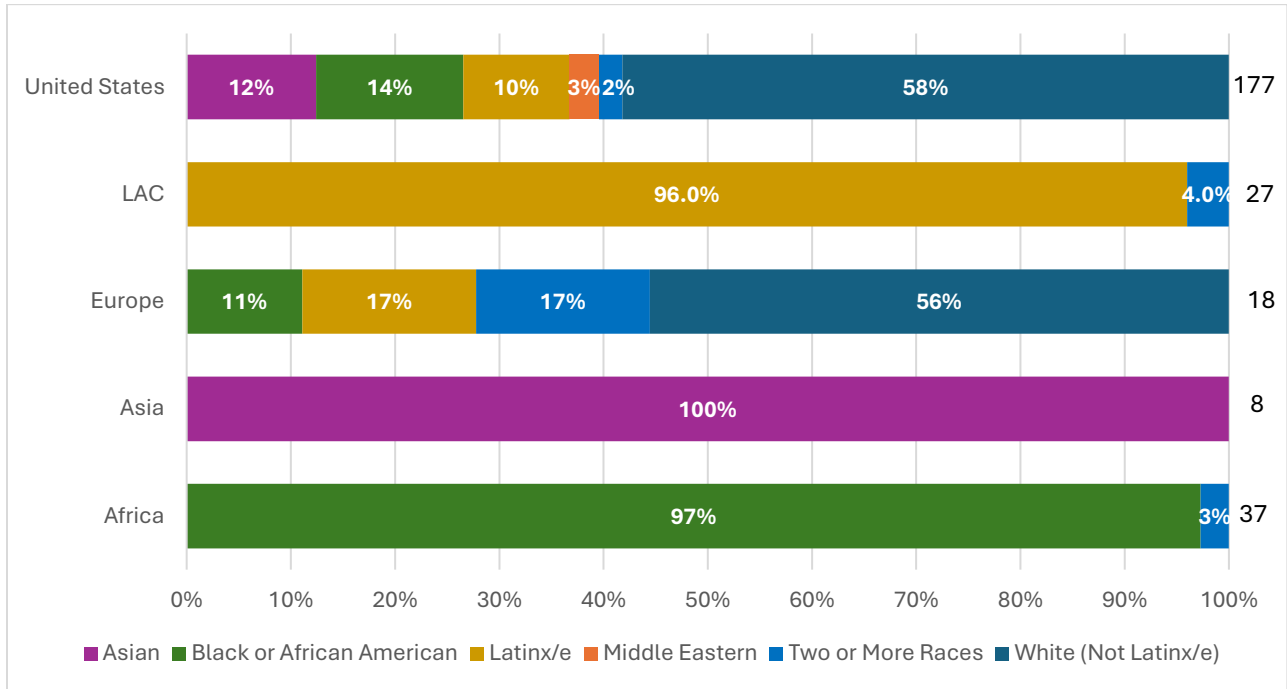
As of December 31, 2024, 58% of the 267 Center staff identified as racially and ethnically diverse.



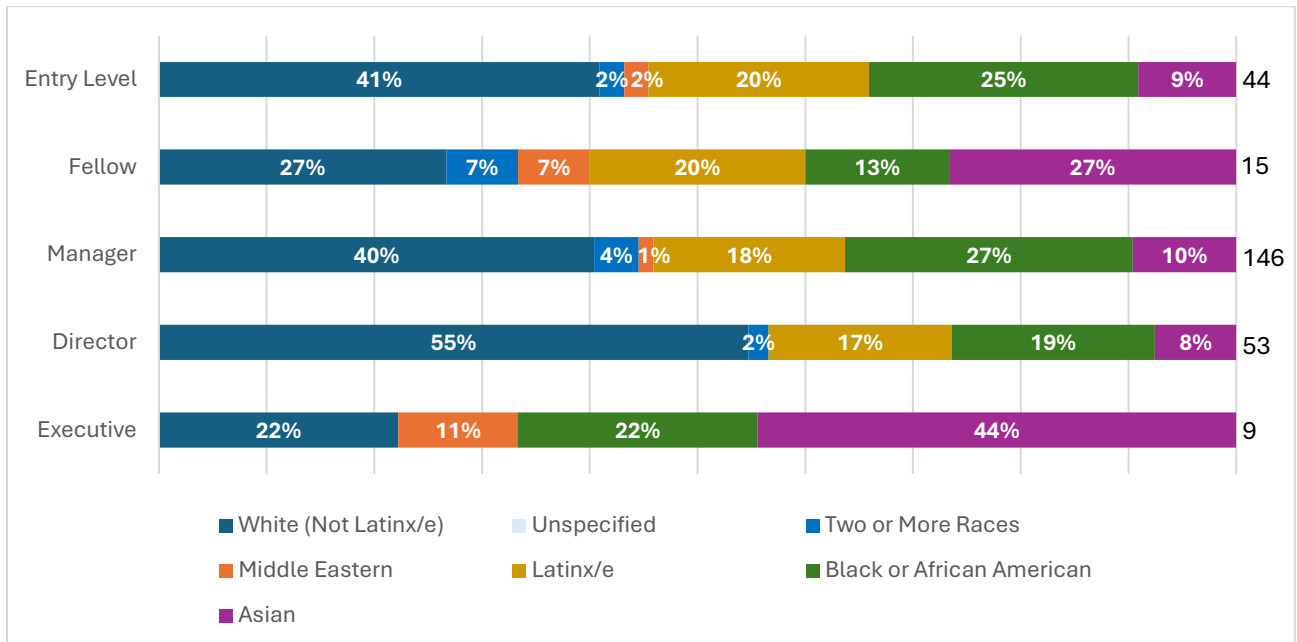
**New Hires** In 2024, 69% of the 59 new hires were People of Color and Latinx/e. For the first time in five years, the largest percentage of new hires identified as Black or African American.



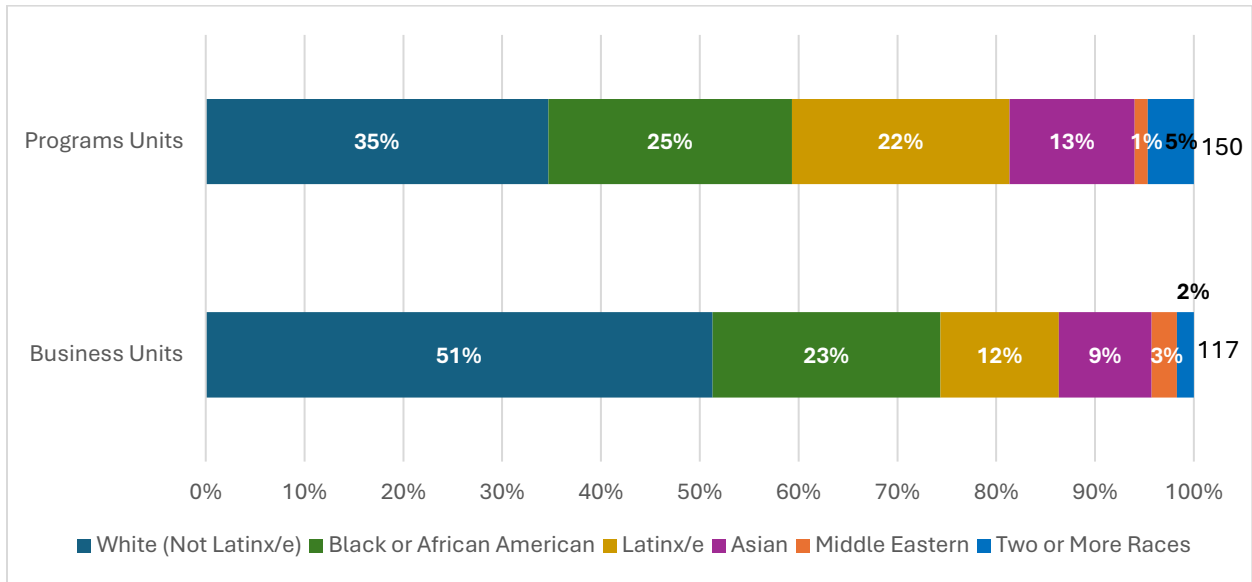
### Race/Ethnicity by Location



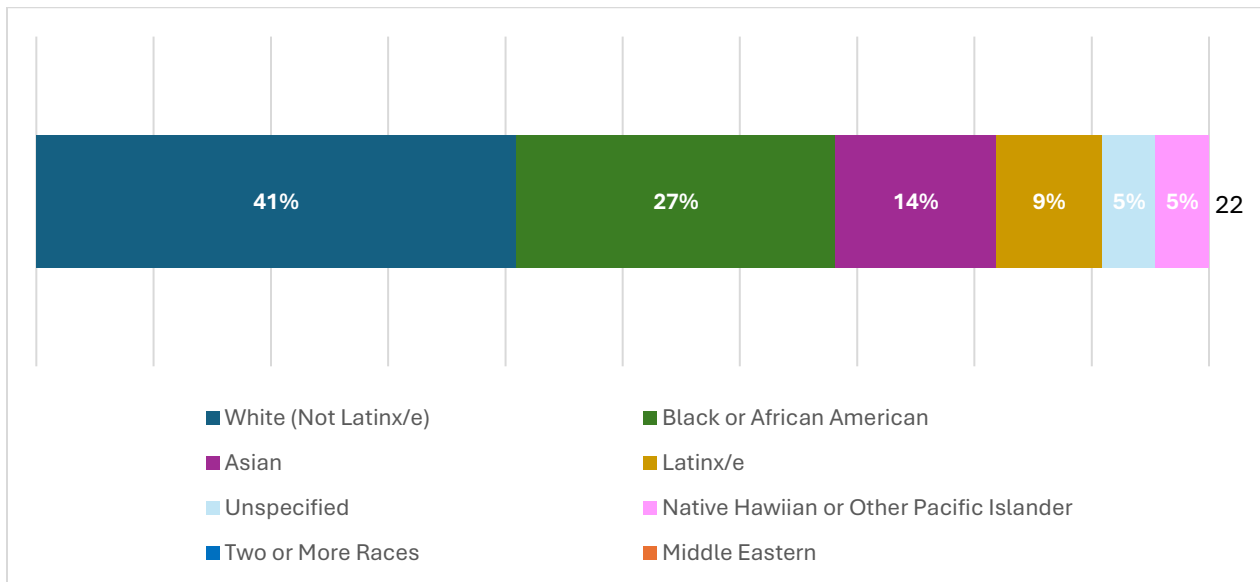
### Race/Ethnicity by Level



### Race/Ethnicity by Division



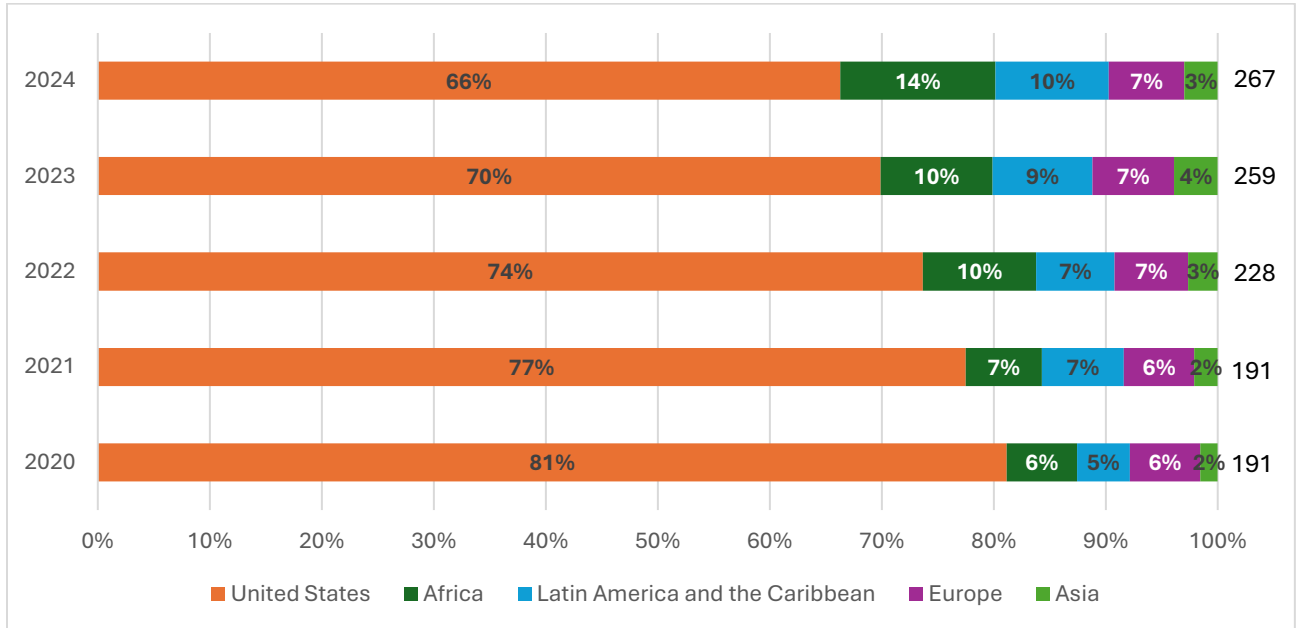
### Board of Directors Race/Ethnicity



## YEAR-TO-YEAR DIVERSITY TRENDS

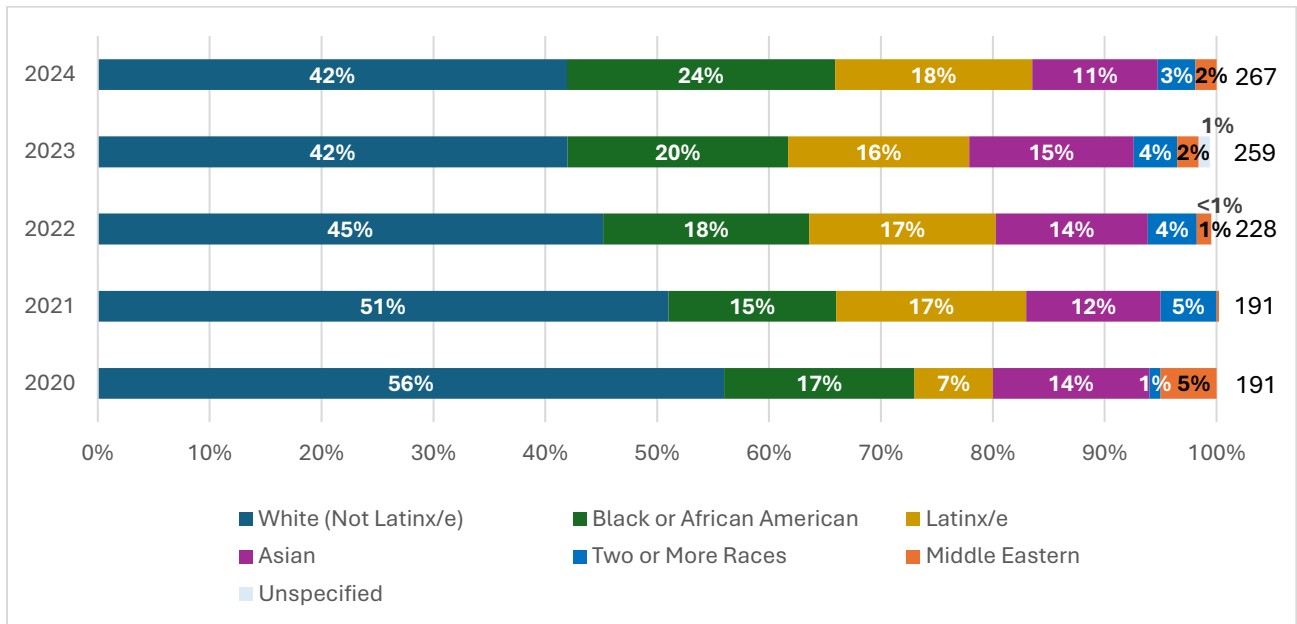
### Global Distribution

Over 5 years, the Center has increased geographic distribution with a 15% growth of staff in Africa, Asia, Latin America and the Caribbean, and Europe.



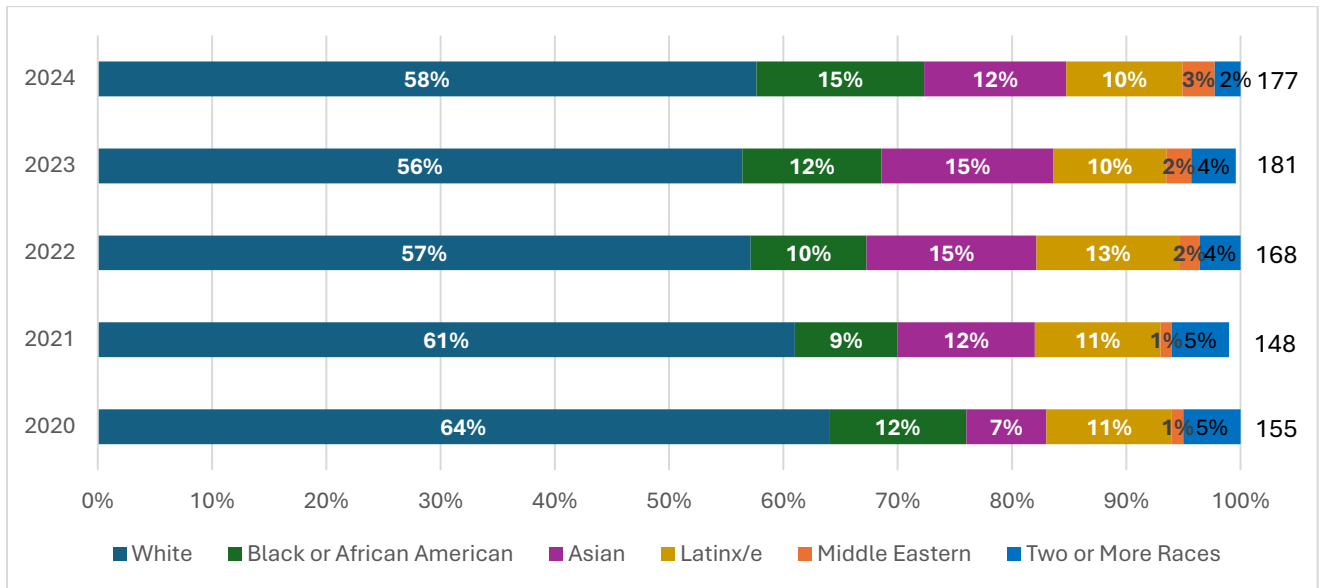
### Race/Ethnicity Overall

Over a 5-year period, People of Color and Latinx/e staff increased by 14%

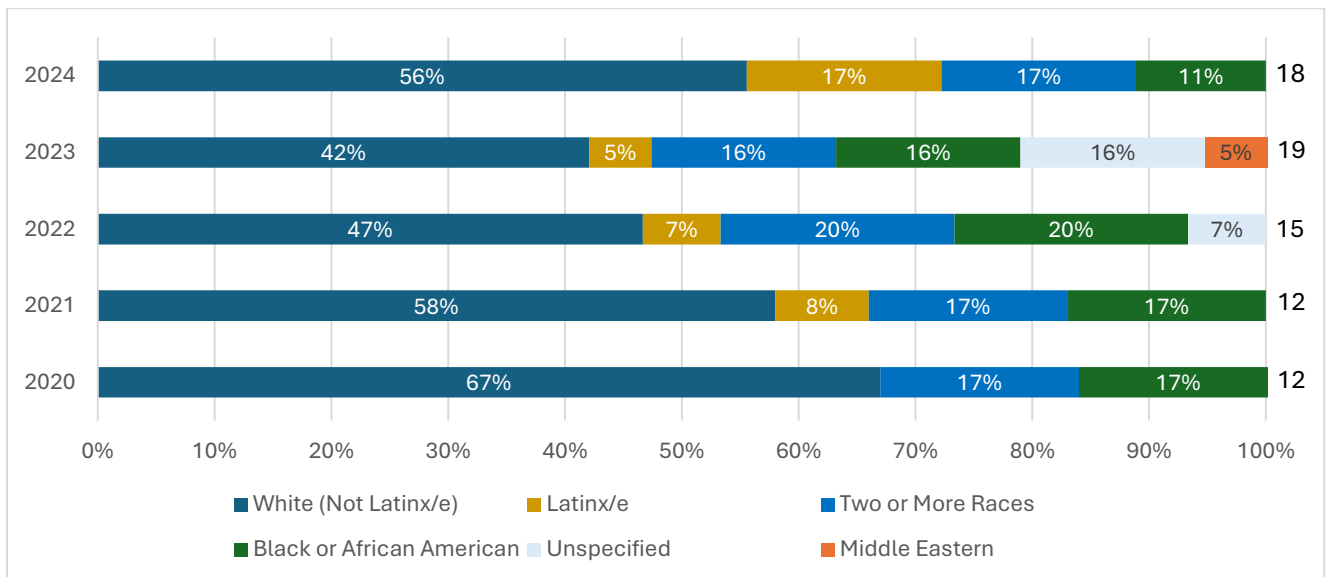


## RACE/ETHNICITY BY REGION

**United States:** Over a 5-year period, People of Color and Latinx/e staff increased by 6%.



**Europe:** Over a 5-year period, People of Color and Latinx/e staff increased by 11%.



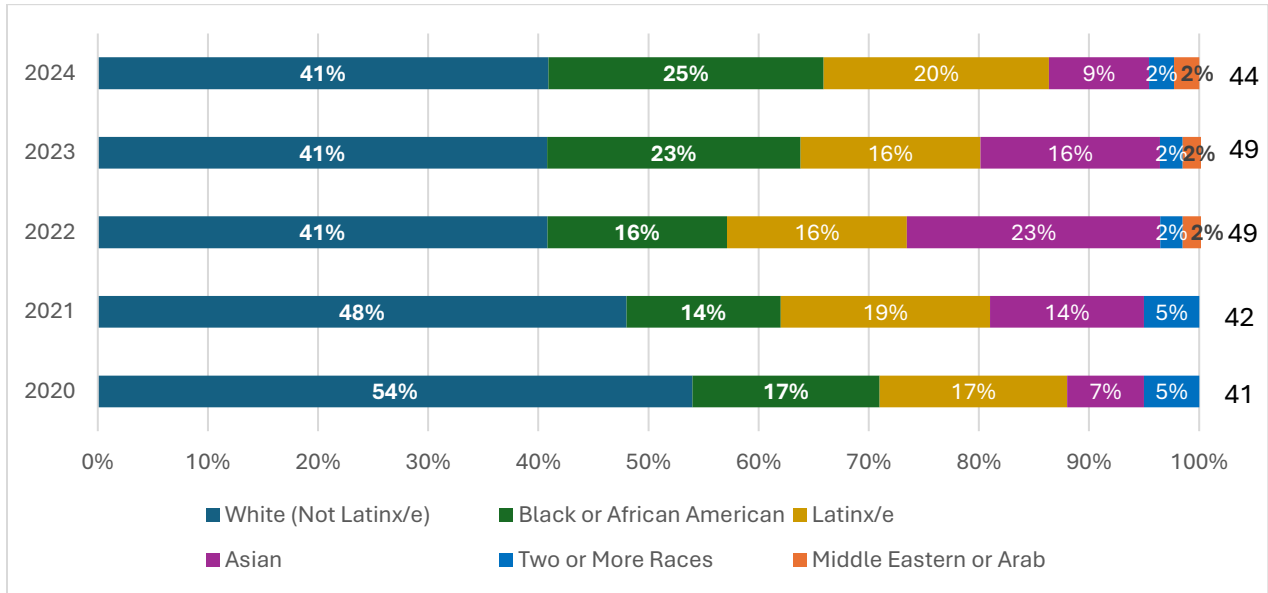
**Africa:** In 2020, 2021, and 2023, 100% of staff identified as Black. In 2024, 97% of staff identified as Black with 3% identifying as Two or More Race. In 2023, these figures were 96% and 4%, respectively.

**Asia:** 100% of staff identified as Asian for the year 2020-2024.

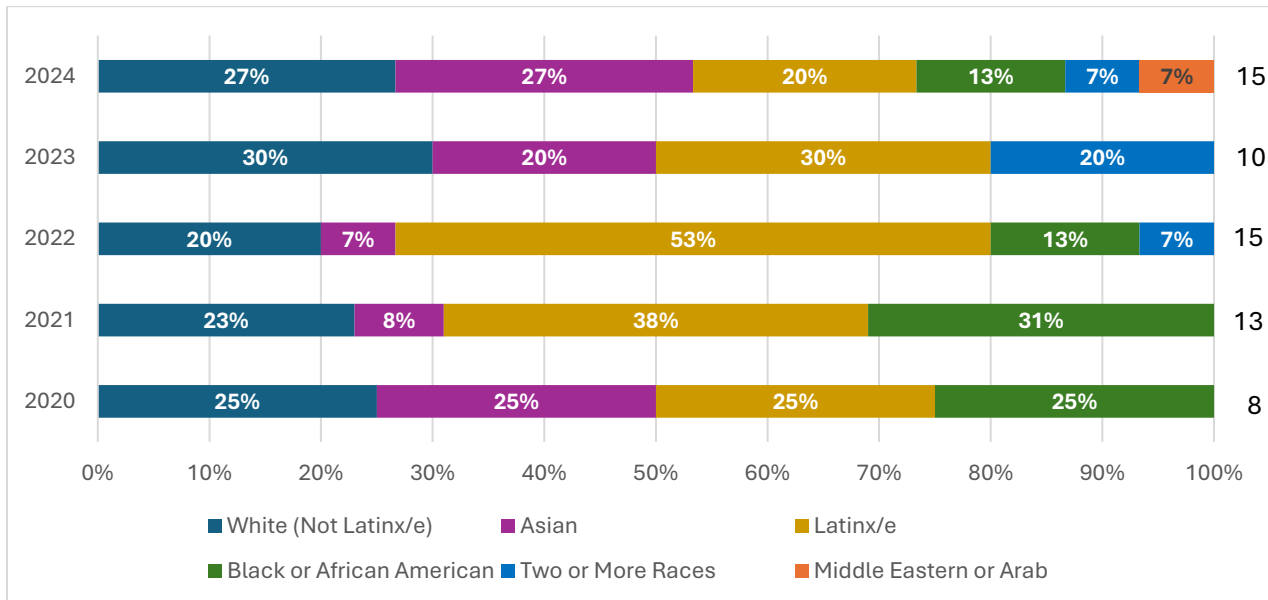
**LAC:** 96% of staff identified as Latinx/e with 4% identifying as Two or More Races. In the years 2020-2023, 100% of staff identified as Latinx/e.

## RACE/ETHNICITY BY LEVEL

**Entry:** Over a 5-year period, People of Color and Latinx/e staff increased by 13%.

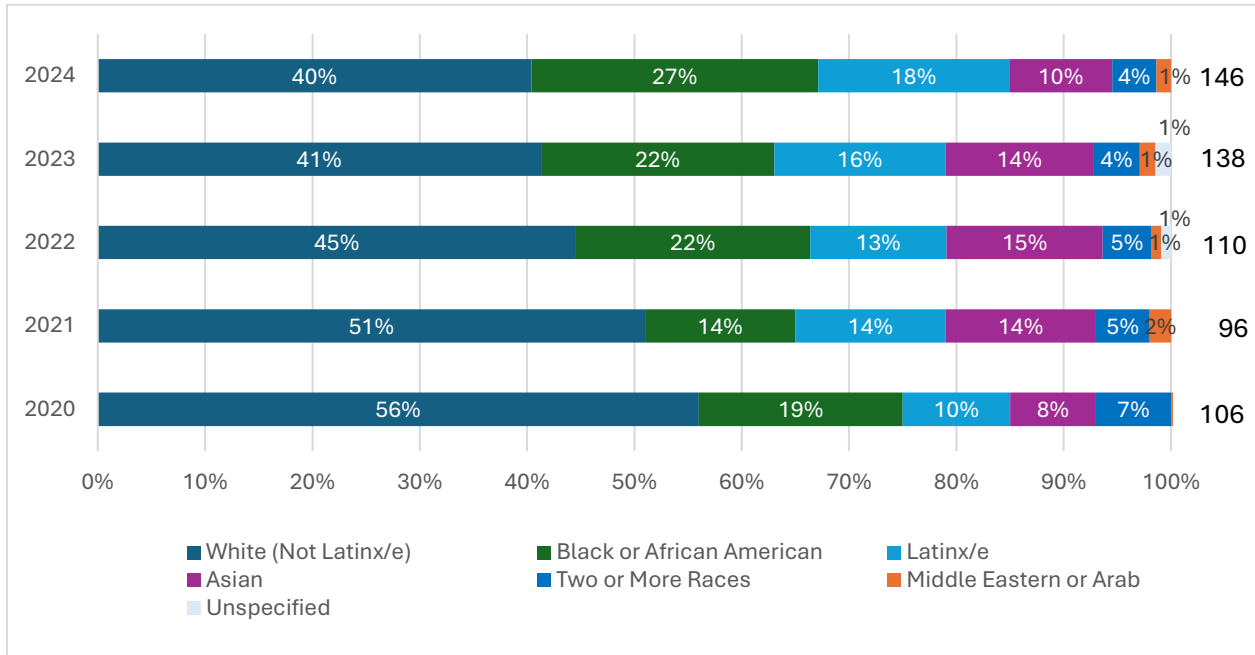


**Fellow:** Over a 5-year period, People of Color and Latinx/e staff increased by 2%.

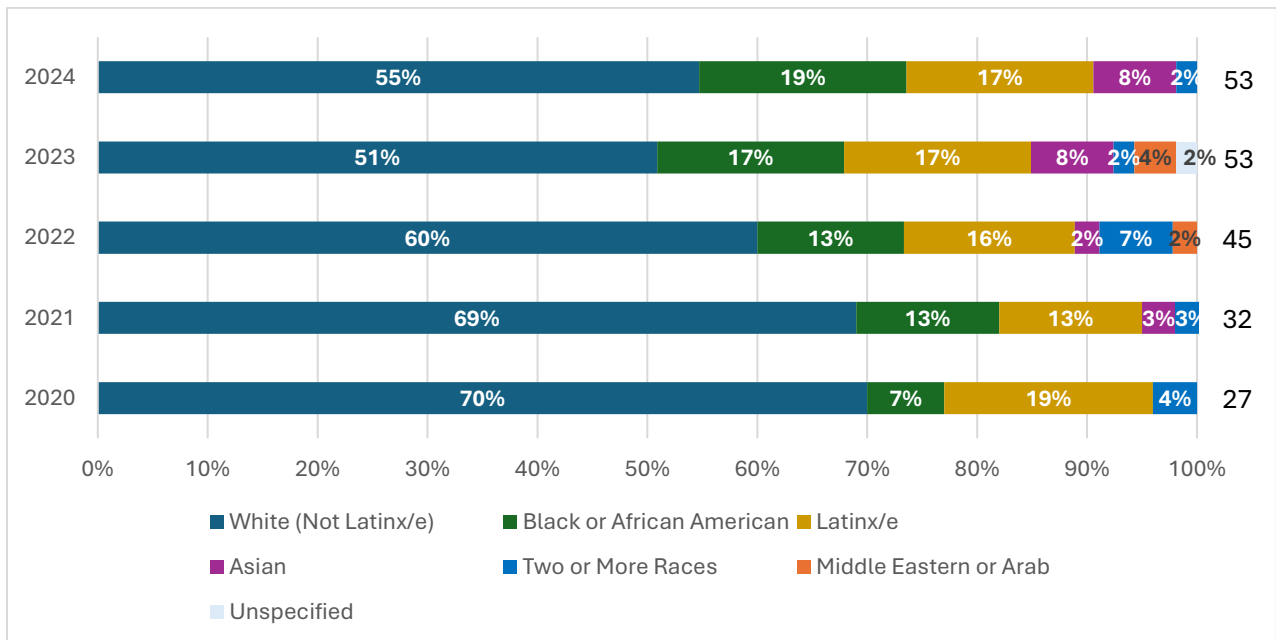




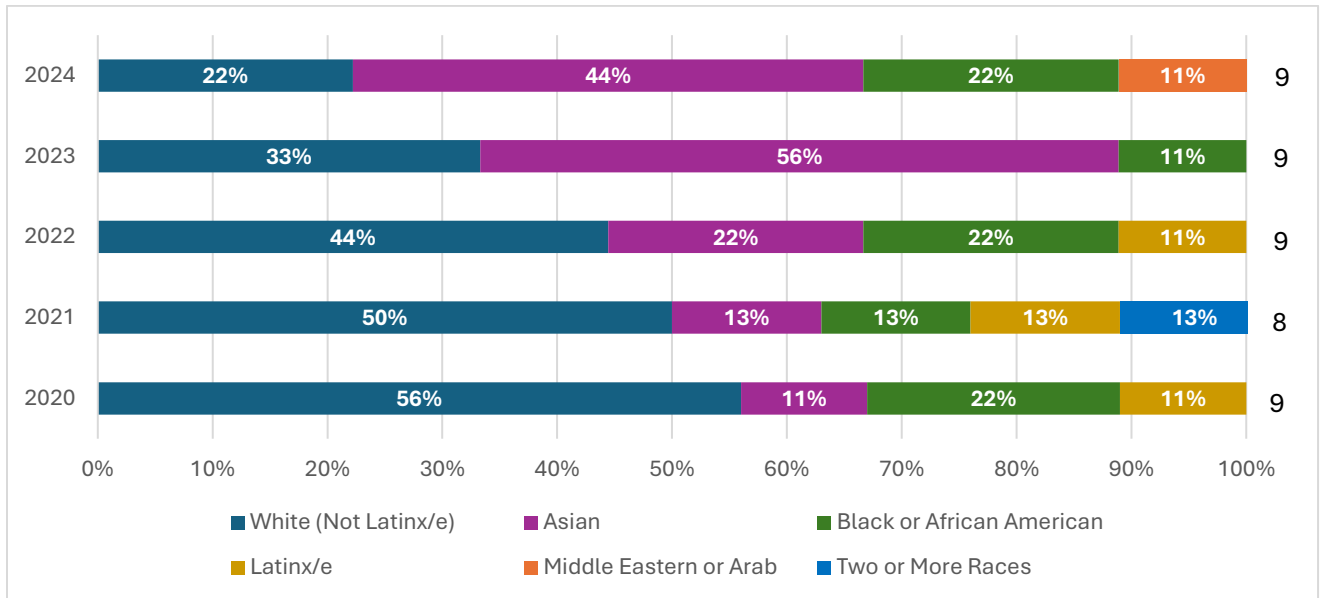
**Manager:** Over a 5-year period, People of Color and Latinx/e staff increased by 16%.



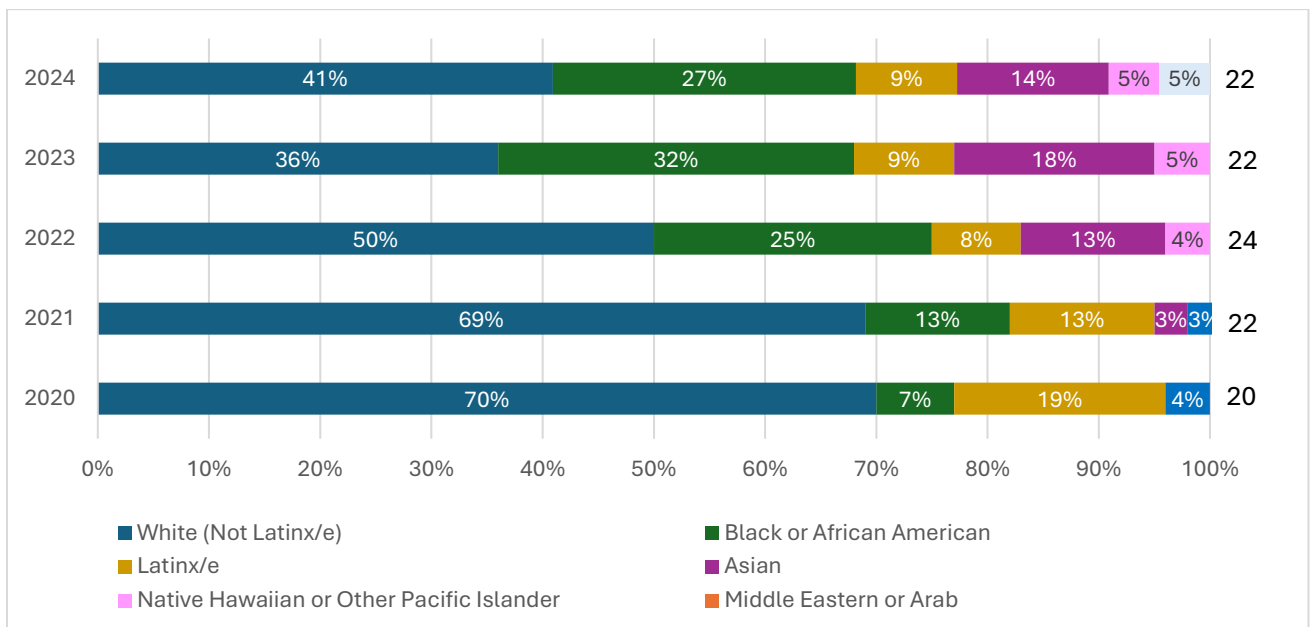
**Director:** Over a 5-year period, People of Color and Latinx/e staff increased by 16%.



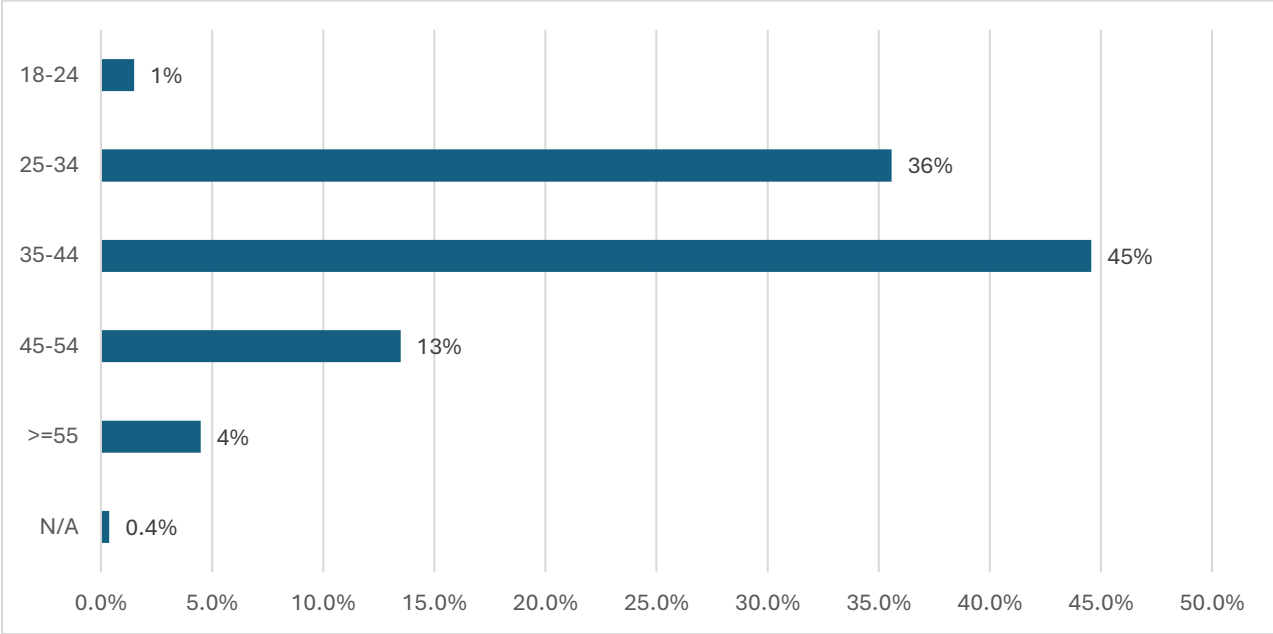
**Executive:** Over a 5-year period, Executive staff who identify as People of Color and Latinx/e increased by 34%.



**Board of Directors:** Over a 5-year period, Board of Directors who identify as People of Color and Latinx/e increased by 29%.



**Age**

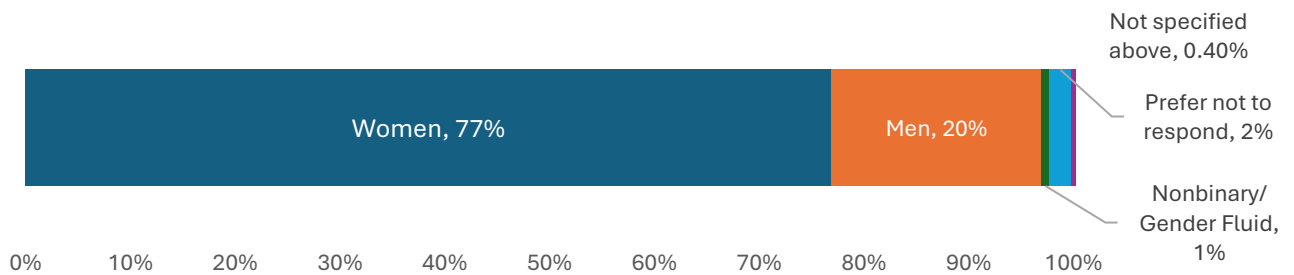


## ADDITIONAL MARKERS OF DIVERSITY

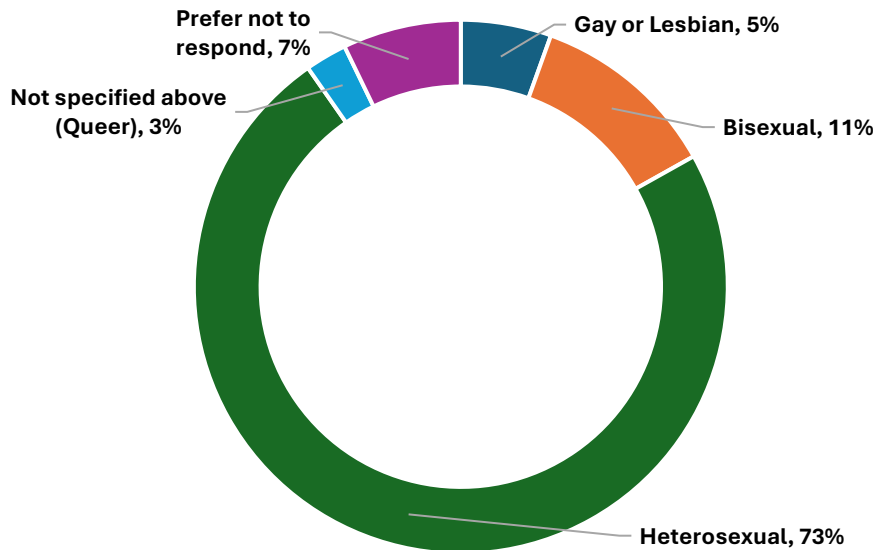
The Center is committed to expanding its diversity reporting to reflect the multiple markers of staff identity. In 2024, we are including the voluntary, self-identified information of gender expression, sexual orientation, and disability. The information below reflects the responses from our October 2024 Employee Engagement Survey in which 94% of Center staff (247 staff out of 263 staff) responded.

**Gender Identity & Expression:** In 2024, staff were able to self-identify from an expanded range of gender identity options.

Center staff identified as 77% Women (Cis Woman [77%] + Trans Woman [0%]), 20% Men (Cis Man [19%] + Trans Man [1%]), 1% Nonbinary/Gender Fluid, <1% Not Specified Above, and 2% who Preferred Not to Respond.



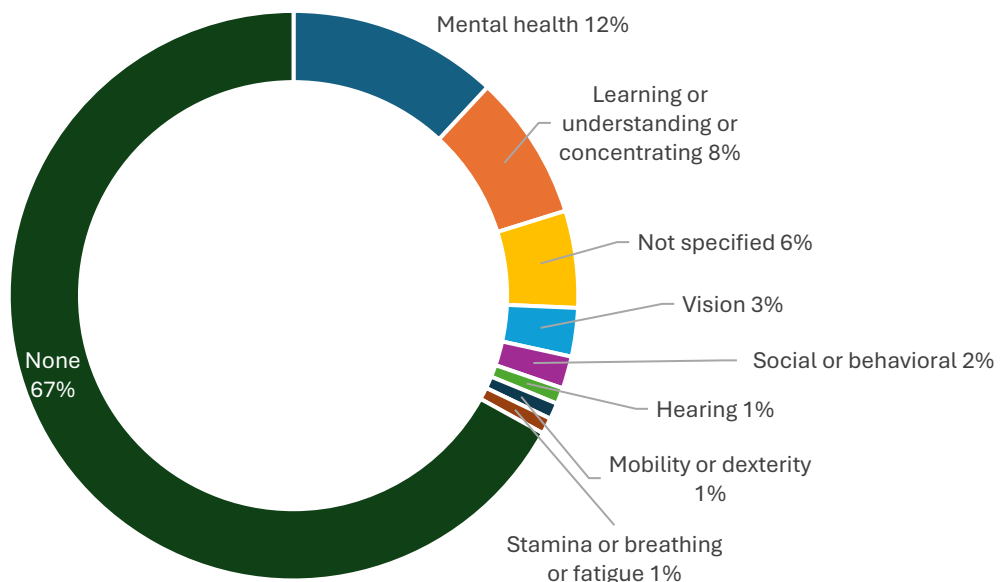
**Sexual Orientation:** Of the 247 respondents to the 2024 Employee Engagement Survey, 237 staff indicated their sexual orientation.



**Disability: Persons Who Identify as Disabled:** Of the 247 respondents to the 2024 Employee Engagement Survey, 109 staff indicated whether or not they had a disability.



**1 in 3** Center staff identify as having a visible or invisible disability that is seen or unseen.



## NOTES AND LIMITATIONS

- As of December 31, 2024, the Center had 267 staff members; the Board was comprised of 22 Board of Directors (not including the CEO).
- Data for race and ethnicity and age are self-reported by 267 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,
  - Entry level includes Assistants, Associates and Coordinators.
  - Manager level includes Staff Attorneys, Senior Staff Attorneys, Counsel, Senior Counsel, Legal Advisers, Senior Legal Advisers, Managers and Senior Managers.
  - Director level includes Vice Presidents, Deputy Directors, Senior Directors, Directors, and Associate Directors.
  - Executive level includes all chief-level positions.
- Race and Ethnicity categories originate from US Equal Employment Opportunity Commission established categories on race/ethnicity, with expanded categories by the Center:
  - American Indian or Alaska Native (Not Latinx/e)
  - Asian (Not Latinx/e)
  - Black or African American (Not Latinx/e)
  - Latinx/e
  - Middle Eastern or Arab
  - Native Hawaiian or Other Pacific Islander (Not Latinx/e)
  - Two or more Races (Not Latinx/e)
  - White (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.
- Business Units include Communications, Diversity Equity and Inclusion, Development, Global Operations, 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.