

2025

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. Ensure that everyone is held to the same standards and expectations with equitable access to opportunities.

IV. Eliminate discriminatory practices and behaviors and provide accessible and constructive mechanisms for their redress.

V. Understand, consider, and respect contextual differences within our own workplace, our constituencies, the communities with which we partner and collaborate, and the countries in which we operate.

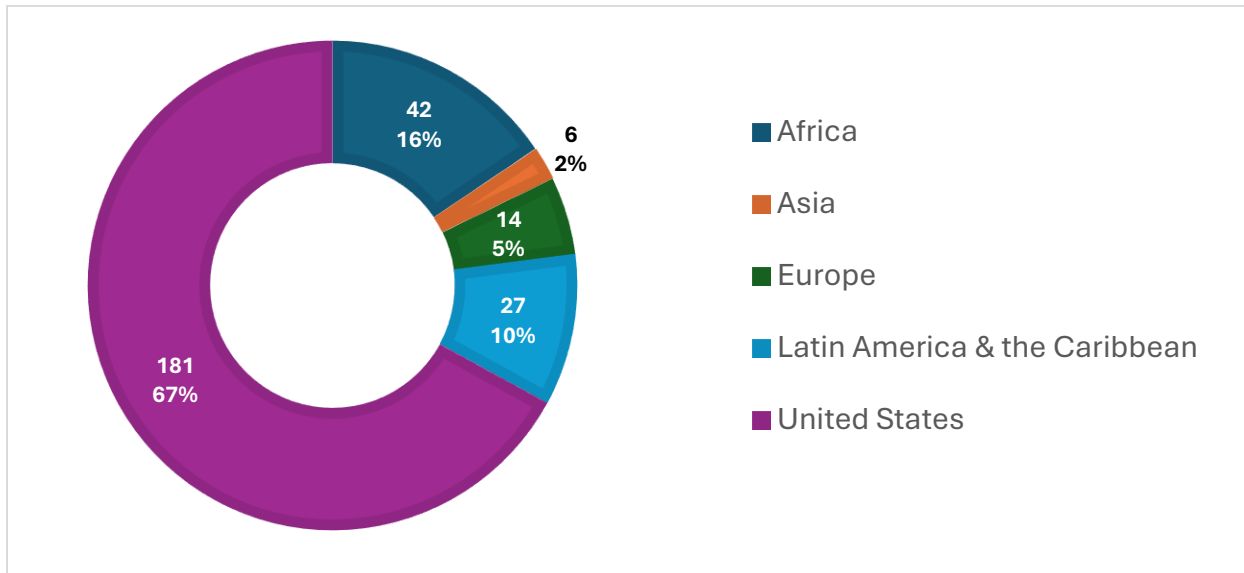
VI. Ensure equity and fairness in hiring, allocation of work, compensation, and advancement by adopting processes and standards that are transparent, well defined, and free of bias.

VII. Promote a culture of mutual respect, belonging, and engagement for all staff through, among other things, organization-wide trainings, programming, and employee resource groups, and modeled by our senior leadership.

VIII. Hold ourselves accountable by reviewing workplace practices to ensure equal opportunities for all staff.

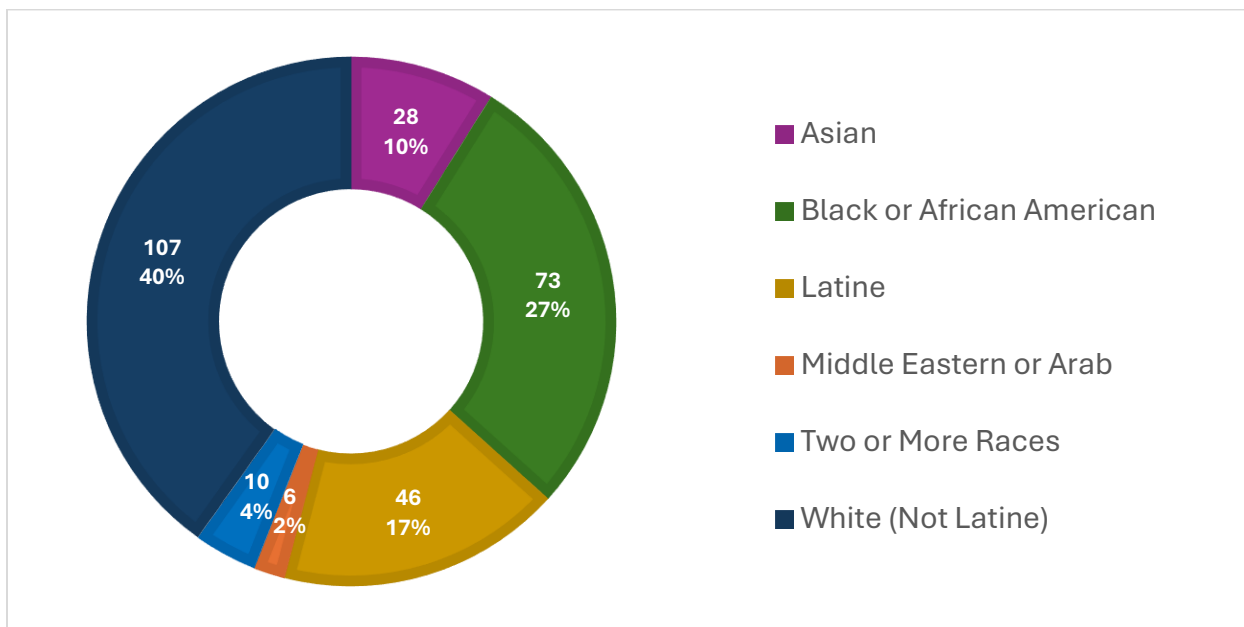
2025 Global Employee Distribution

In 2025, 270 Center staff were distributed across five regions.



2025 All Center Staff: Racial and Ethnic Diversity

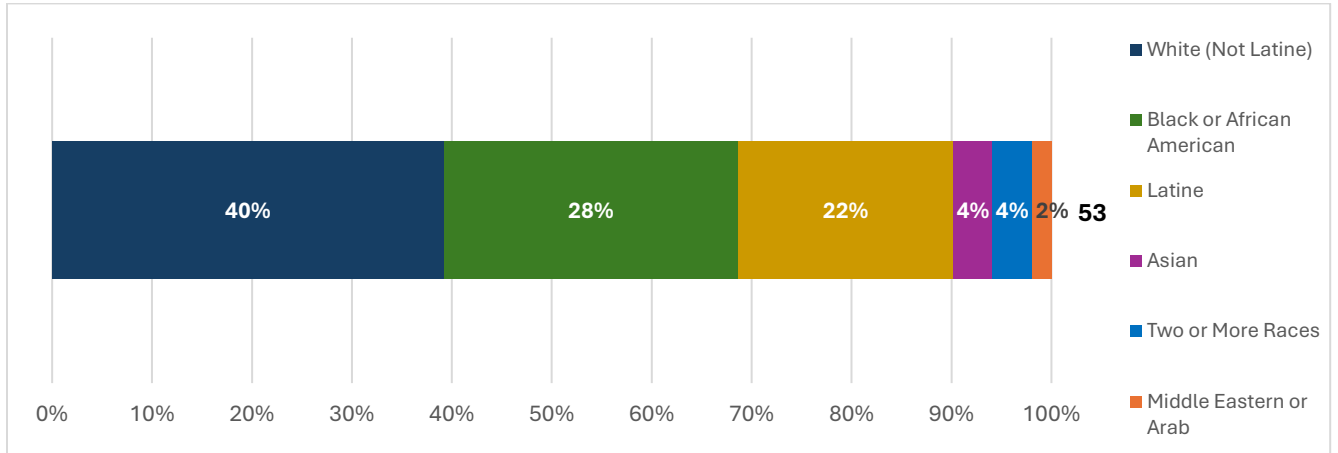
As of December 31, 2025, 60% of the 270 Center staff identified as racially and ethnically diverse.



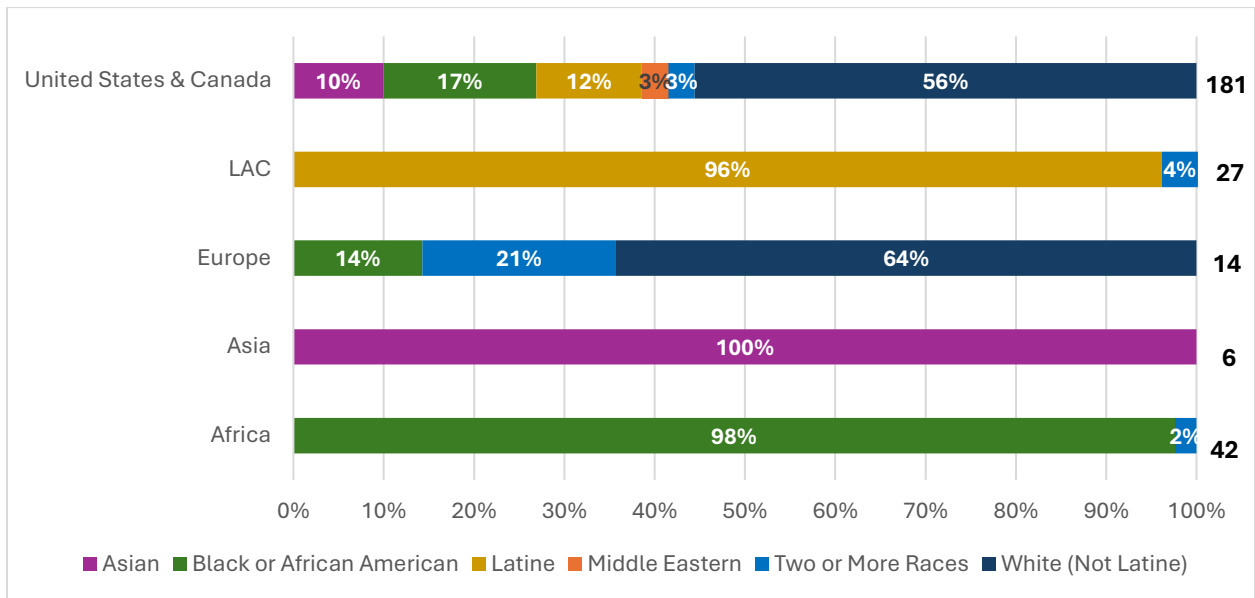
We note that the race/ethnicity categories presented in this disclosure reflect categories commonly used by the United States Equal Employment Opportunity Commission and do not sufficiently represent the expanse of race/ethnicity categories that exist in Africa, Asia, Europe, or Latin America & the Caribbean. We are reviewing our voluntary demographic reporting to

include self-identification categories that better capture the nuanced identities of our staff for internal reporting.

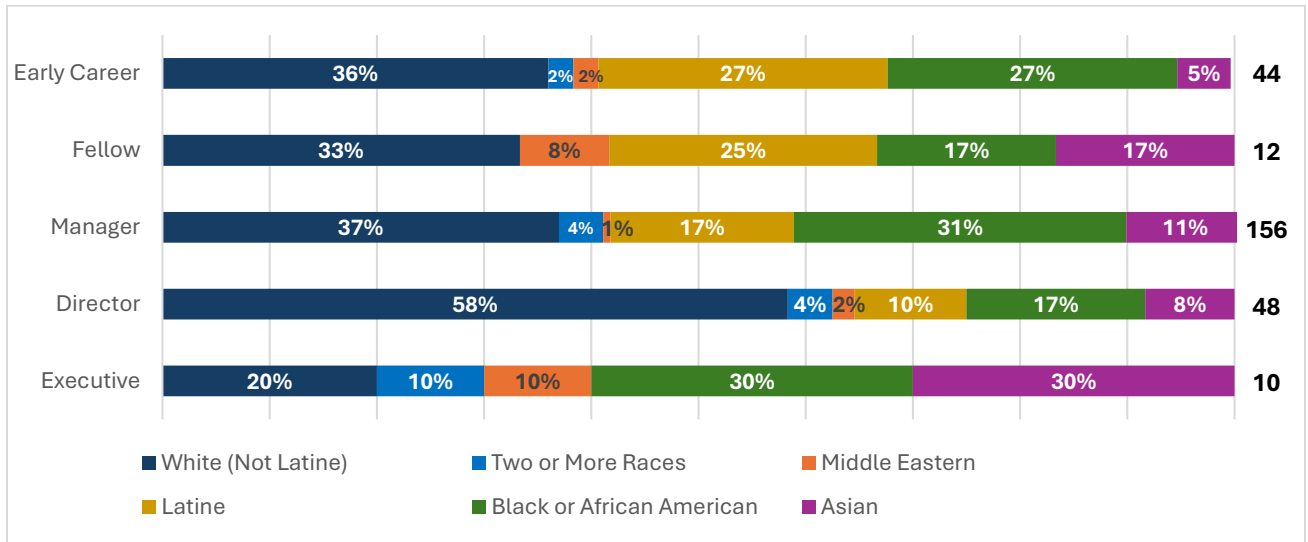
New Hires In 2025, 60% of the 53 new hires identified as People of Color and/or Latine.



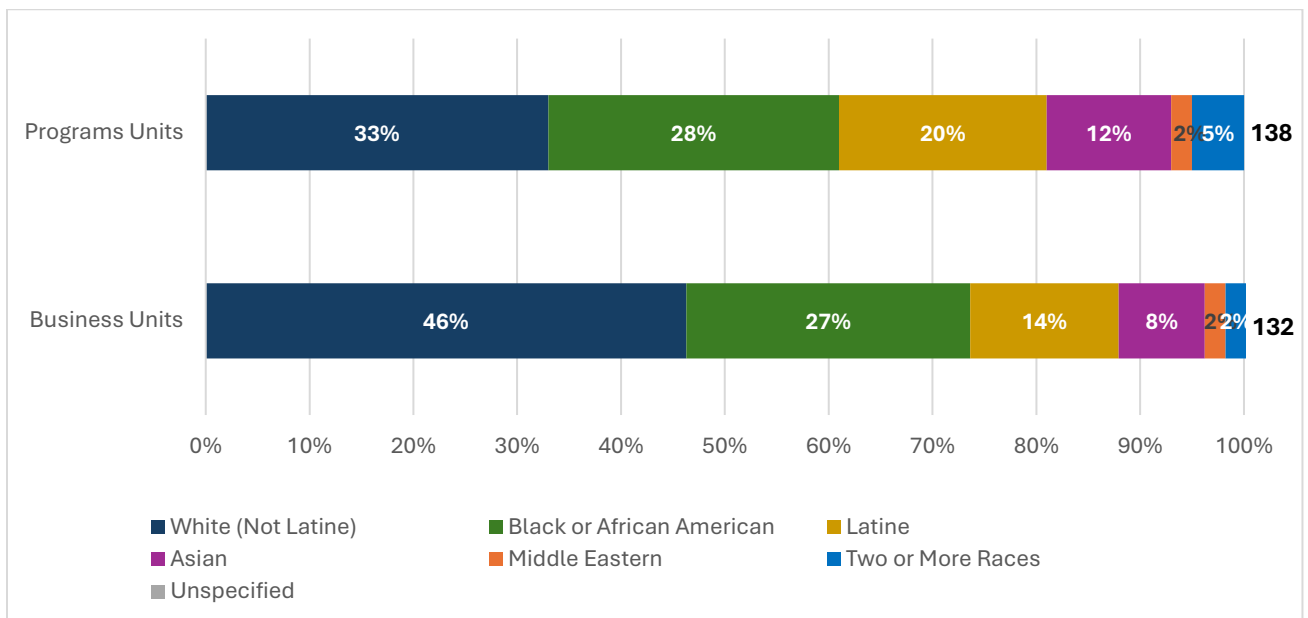
Race/Ethnicity by Location



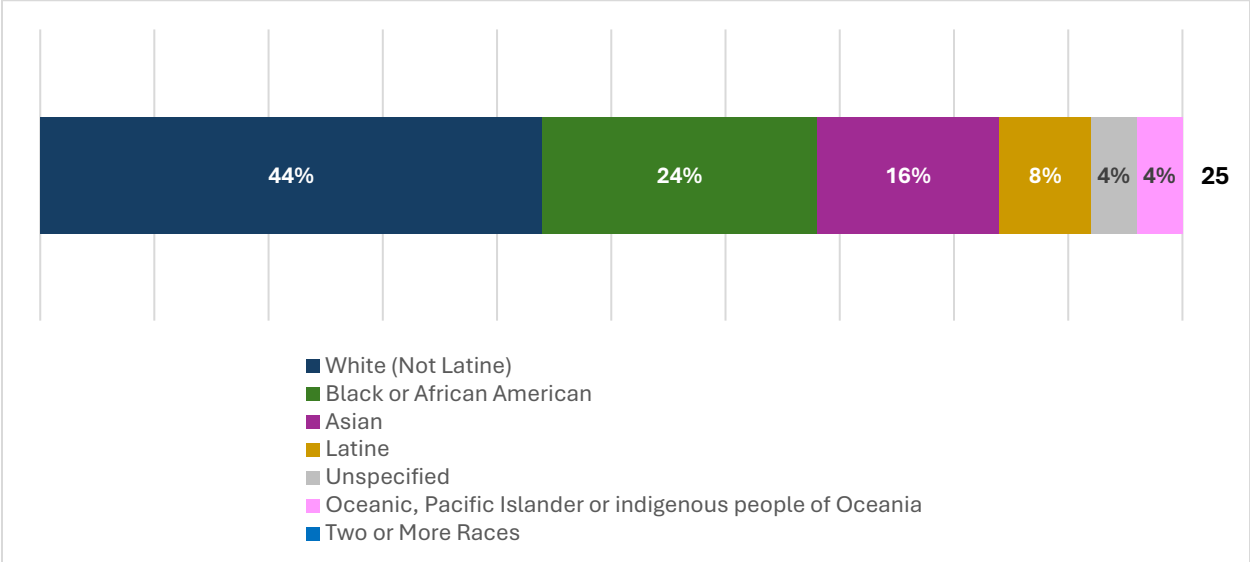
Race/Ethnicity by Level Across the Center



Race/Ethnicity by Division



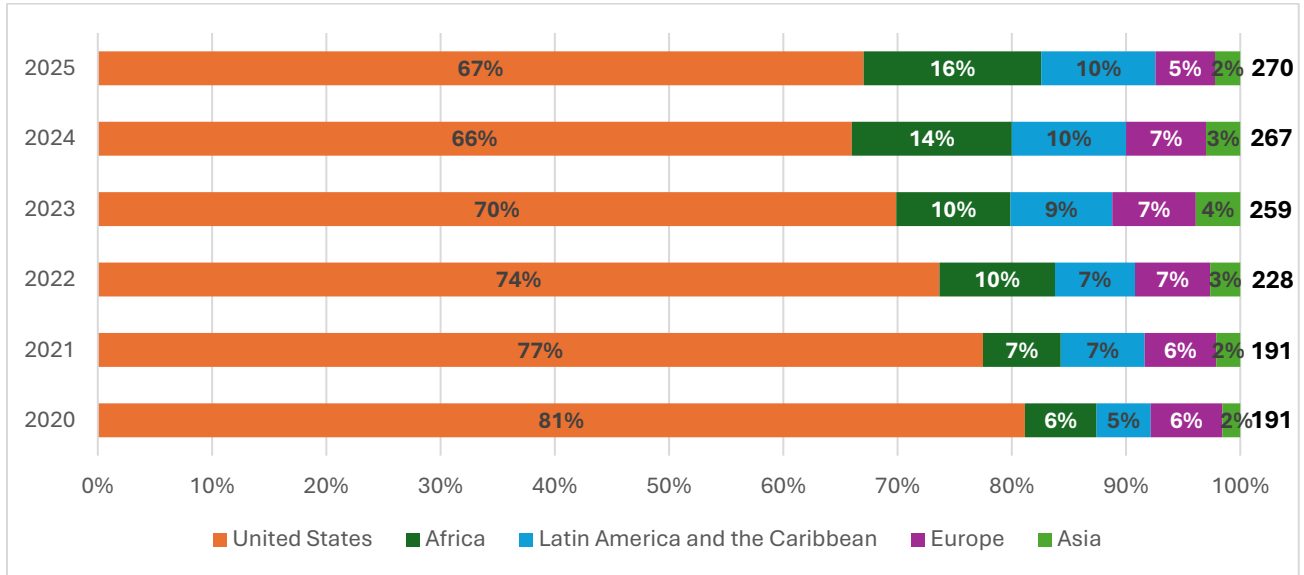
Board of Directors Race/Ethnicity



YEAR-TO-YEAR DIVERSITY TRENDS

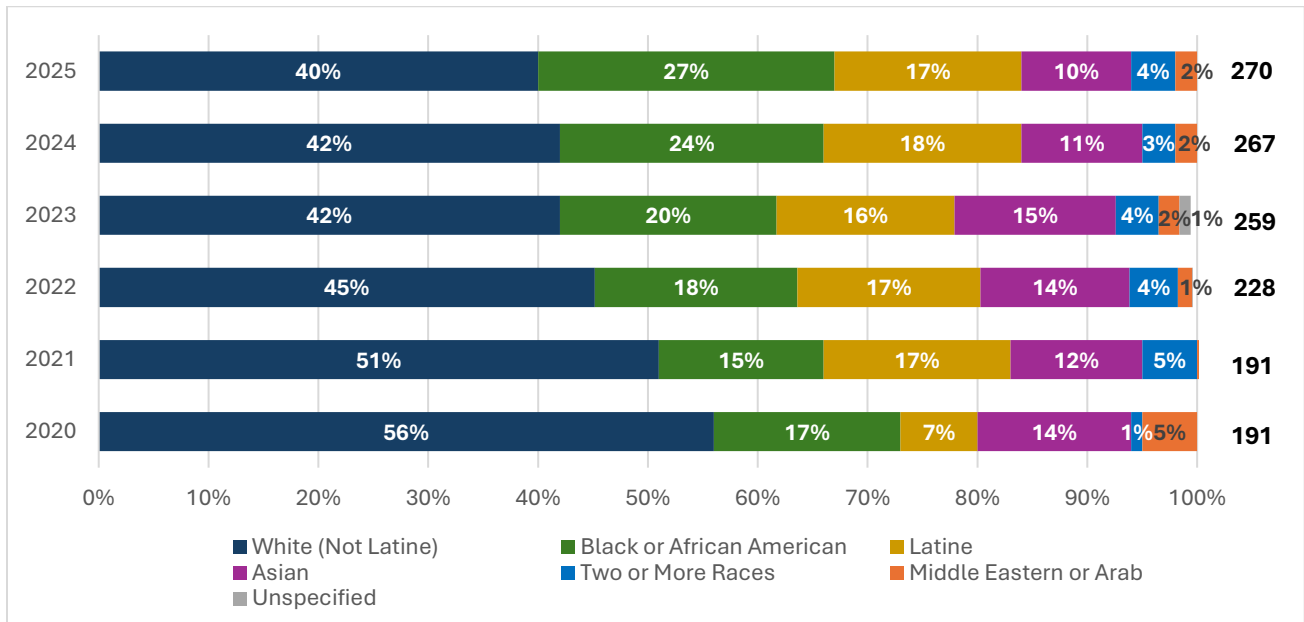
Global Distribution

The Center’s geographic distribution in Africa, Asia, Europe, and Latin America and the Caribbean grew by 14% from 2020 to 2025.



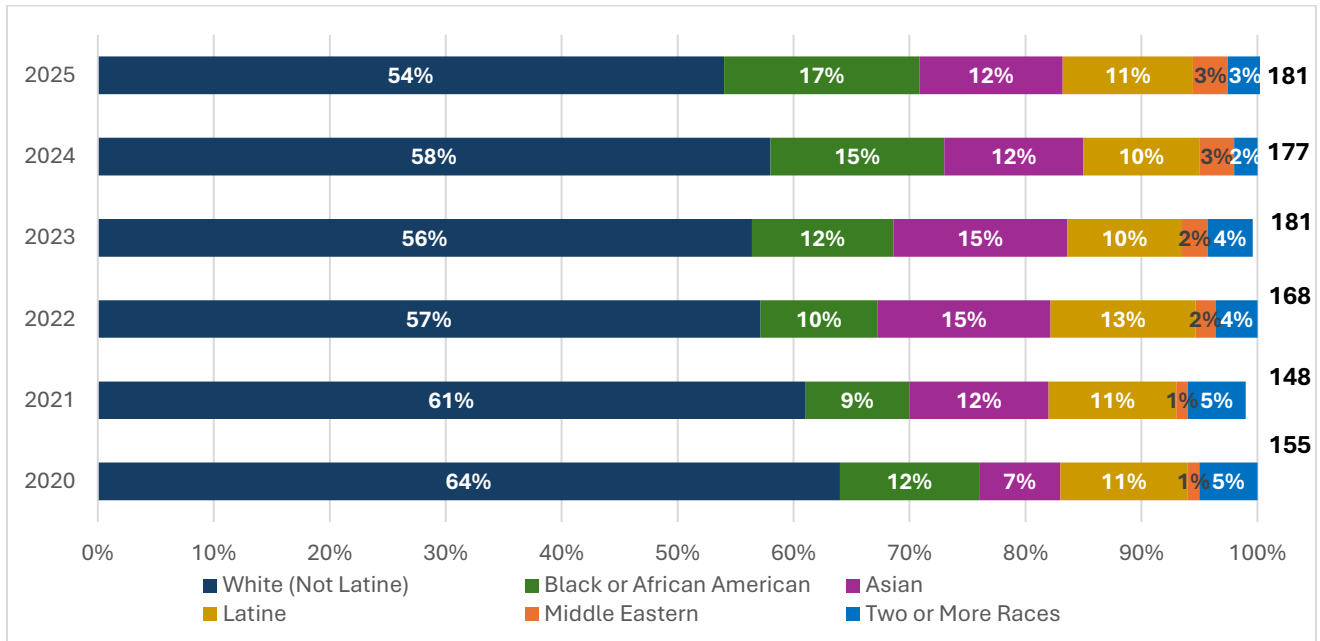
Race/Ethnicity Across the Center

The Center saw a 16% increase in People of Color and Latine staff from 2020 to 2025.

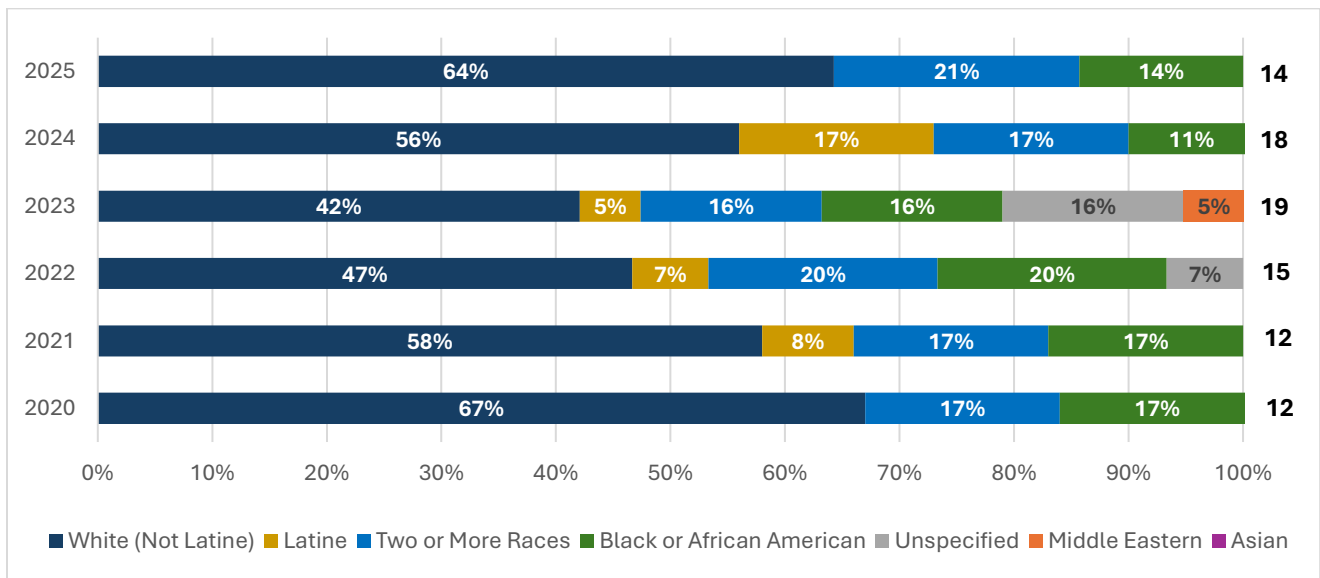


RACE/ETHNICITY BY REGION

United States & Canada: Staff in the U.S. and Canada who identified as People of Color and/or Latine increased by 10% from 2020 to 2025.



Europe: Staff in Europe who identified as People of Color and/or Latine increased by 1% from 2020 to 2025.



Africa: In 2020, 2021, and 2023, 100% of staff identified as Black. In 2023, 2024 and 2025, 97% of staff identified as Black with 3% identifying as Two or More Races.

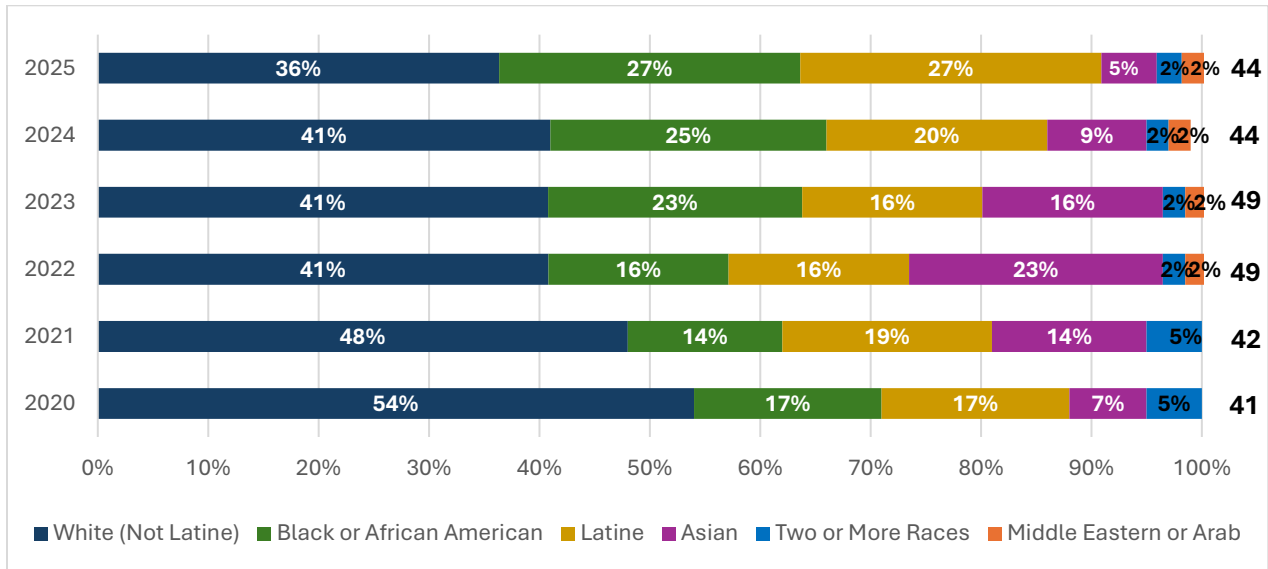
Asia: 100% of staff identified as Asian for the years 2020-2025.

LAC:

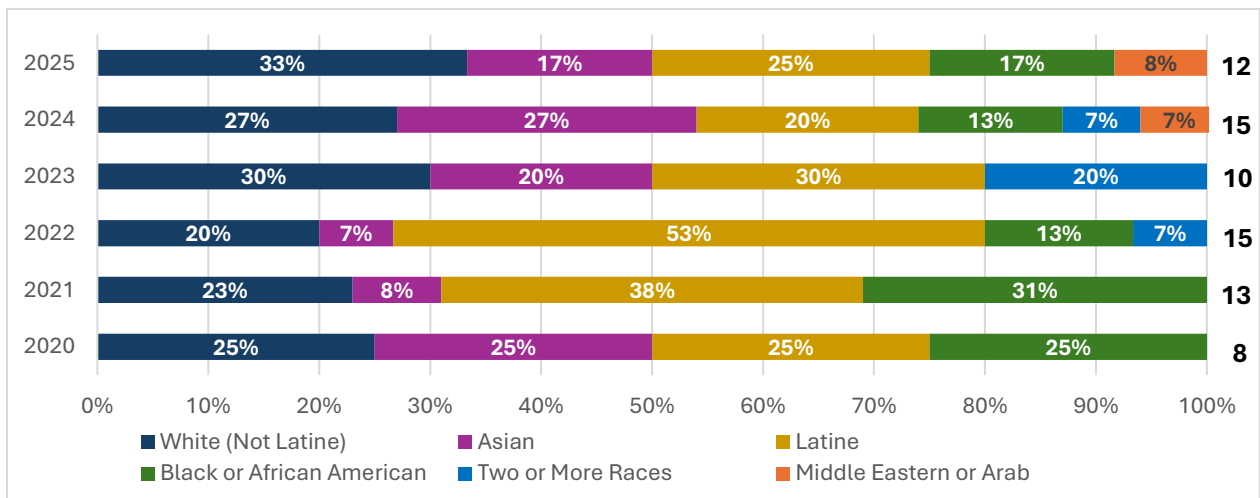
- 2025 and 2024: 96% of staff identified as Latine and 4% identifying as Two or More Races
- 2020-2023: 100% of staff identified as Latine.

RACE/ETHNICITY BY LEVEL ACROSS THE CENTER

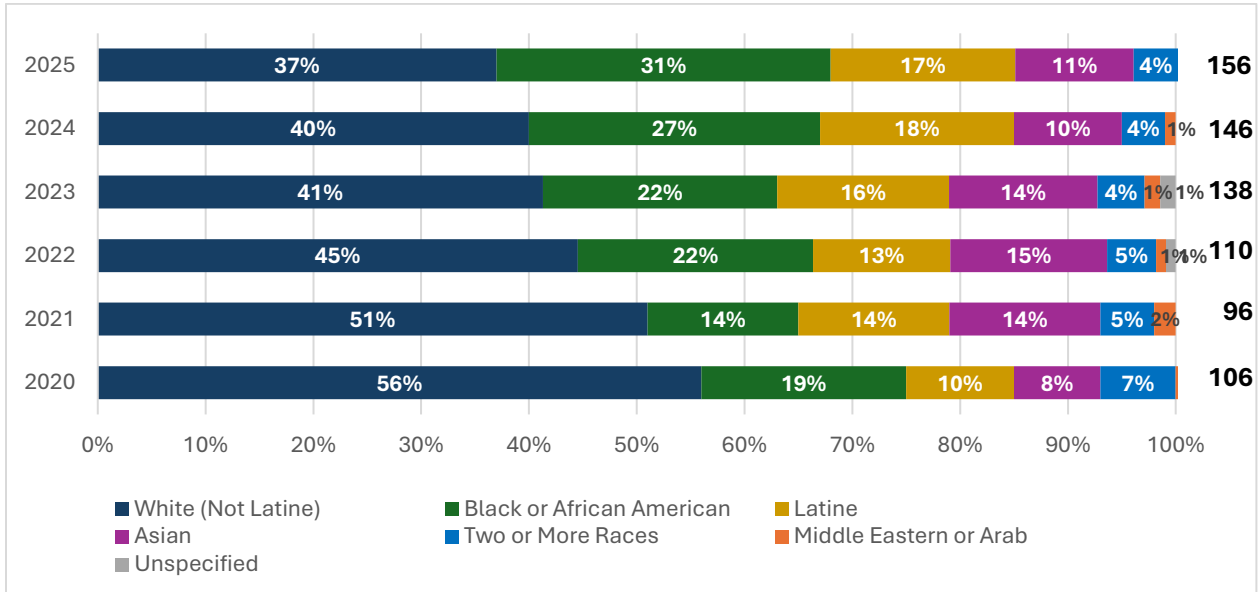
Early Career: Early career-level staff who identified as People of Color and/or Latine increased by 17% from 2020 to 2025.



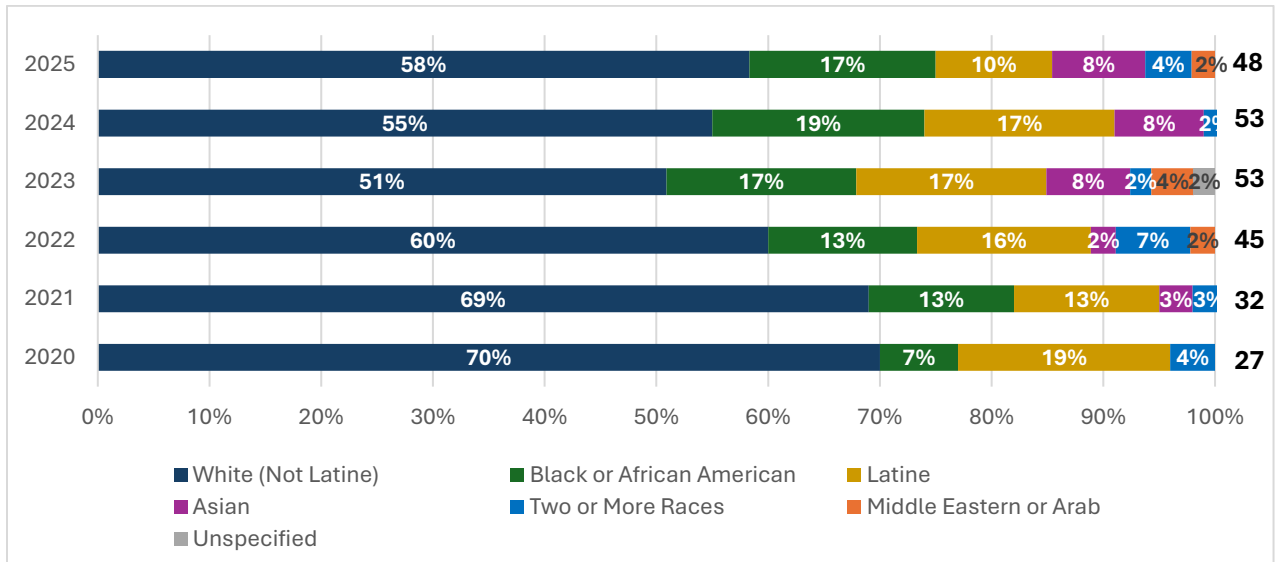
Fellow: Fellow-level staff who identified as People of Color and/or Latine decreased by 8% from 2020 to 2025



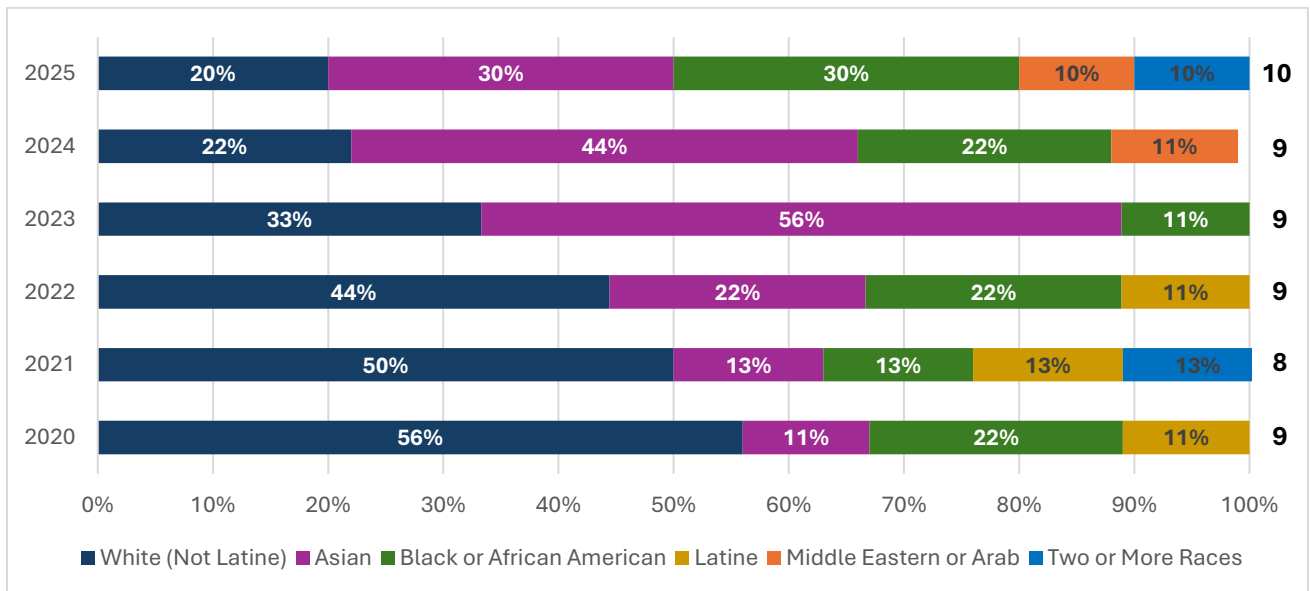
Manager: Manager-level staff who identified as People of Color and/or Latine increased by 19% from 2020 to 2025.



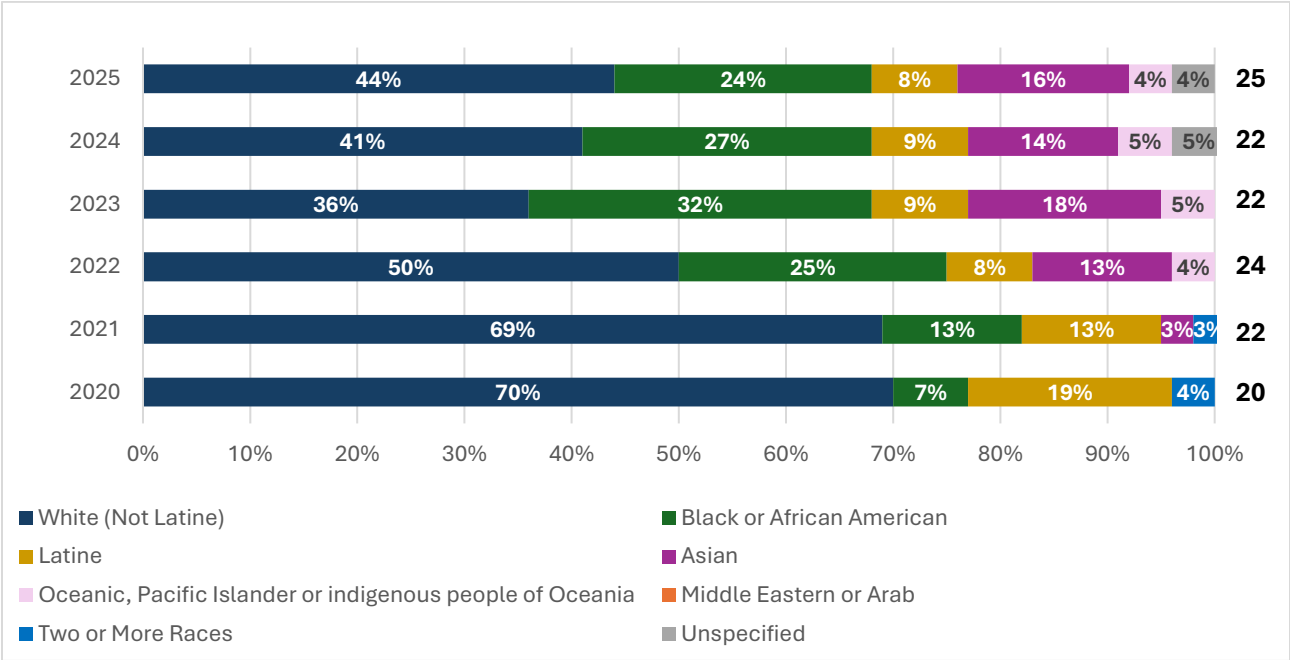
Director: Director-level staff who identified as People of Color and/or Latine increased by 12% from 2020 to 2025.



Executive: Executive-level staff who identified as People of Color and/or Latine increased by 36% from 2020 to 2025.



Board of Directors: The Board of Directors who identify as People of Color and/or Latine increased by 22% from 2020 to 2025.

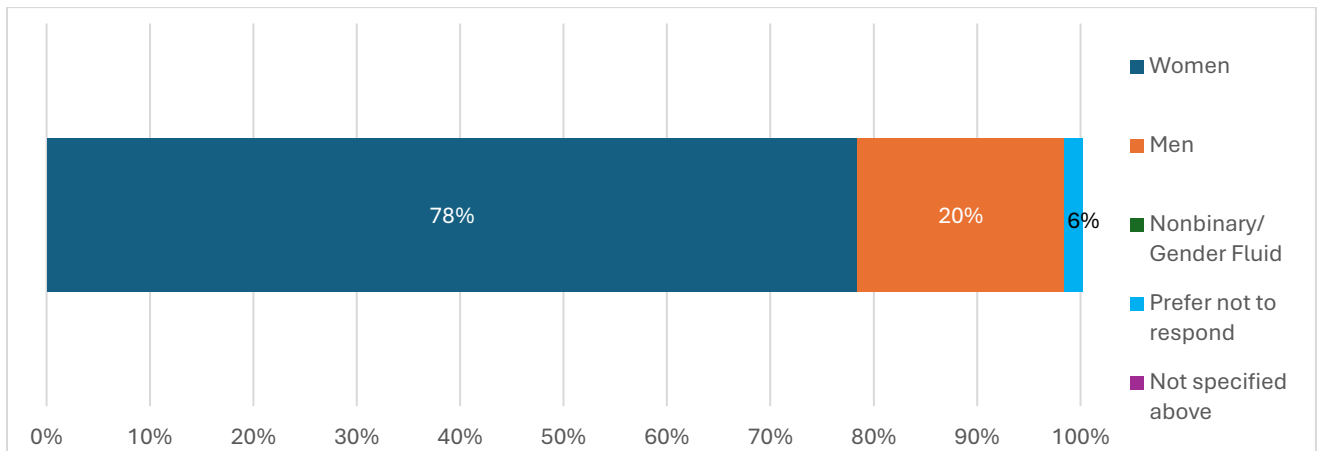


ADDITIONAL MARKERS OF DIVERSITY

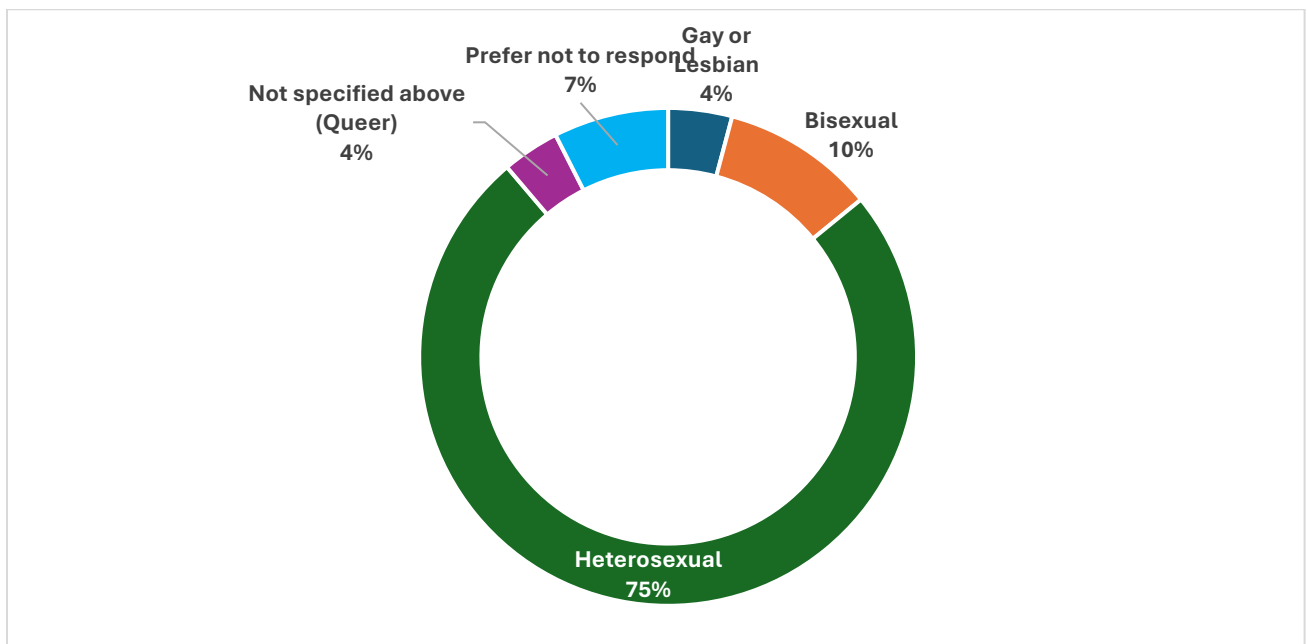
The Center is committed to expanding its diversity reporting to reflect the multiple markers of staff identity. Beginning in 2024, we included the voluntary, self-identified information of gender expression, sexual orientation, and disability. The information below reflects the responses from our October 2025 Employee Engagement Survey. This report also provides age distribution across the Center.

Gender Identity & Expression: In 2025, staff self-identified from an expanded range of gender identity options.

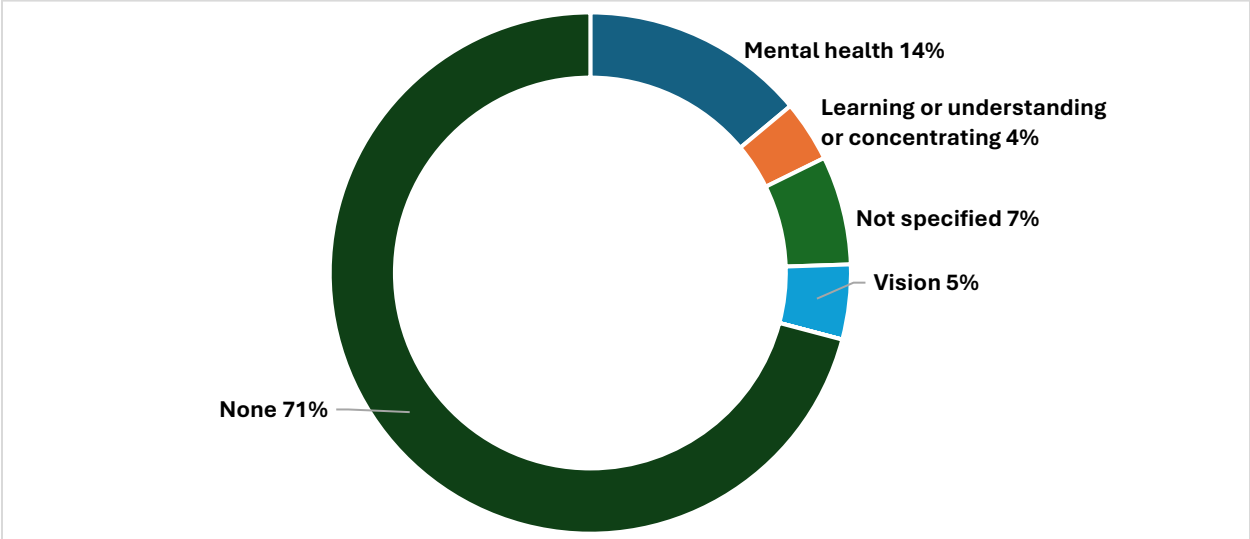
Women category includes cis women and trans women. Similarly, men category includes cis men and trans men.



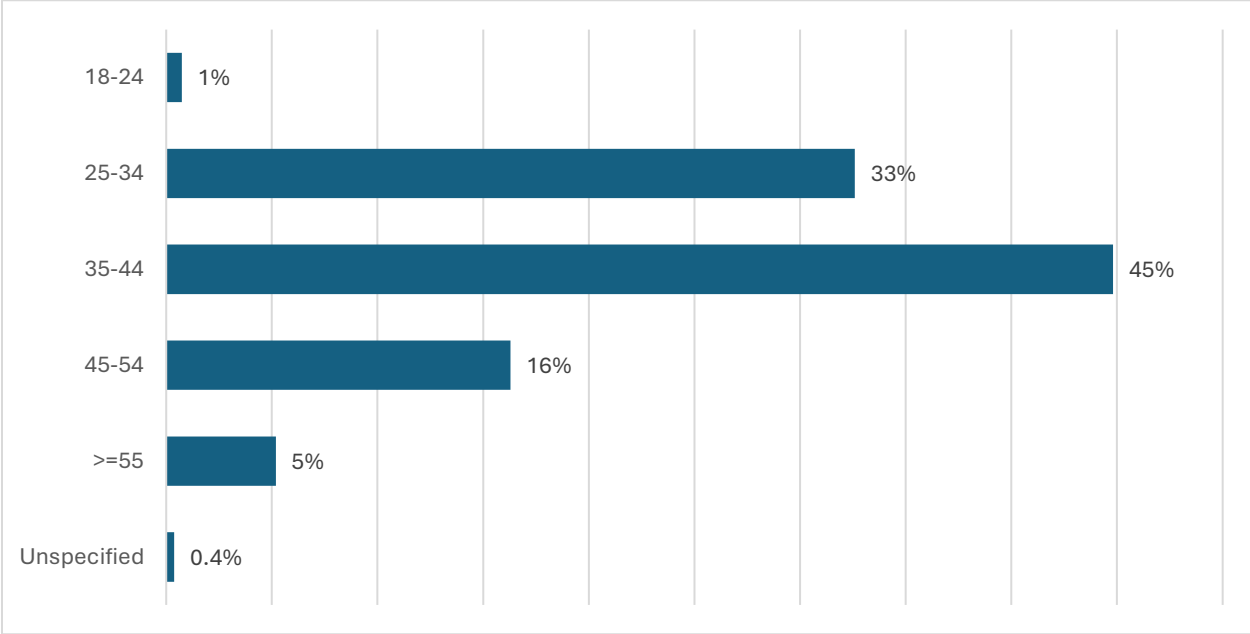
Sexual Orientation



Disability: Persons Who Identify as Disabled



Age Across the Center



NOTES AND LIMITATIONS

- As of December 31, 2025, the Center had 270 staff members; the Board was comprised of 25 Board of Directors (not including the CEO).
- Data for race and ethnicity are self-reported by 270 Center staff and 25 Board of Directors.
- For reporting purposes, the CEO is included in staff data and not in the Board of Directors data.
- Regarding staffing levels,
 - Early Career 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 Latine)
 - Asian (Not Latine)
 - Black or African American (Not Latine)
 - Latine
 - Middle Eastern or Arab
 - Native Hawaiian or Other Pacific Islander (Not Latine)
 - Two or more Races (Not Latine)
 - White (Not Latine)
- *People of Color* refers to: Asian, Black/African American, Middle Eastern/Arab, Latine, Two or More Races, and Oceania/Pacific Islander/Indigenous People of Oceania
- 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 Planning & Systems.
- Program Units include Asia, Africa, Europe, Global Advocacy, Latin America & Caribbean, and US Division.