

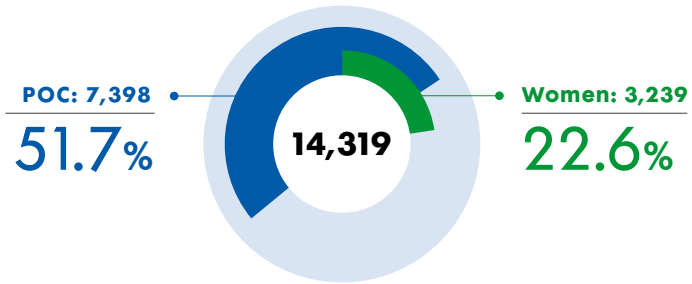


Diversity, Equity & Inclusion

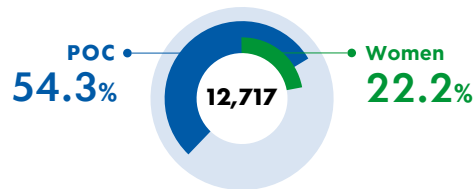
Annual Report 2022

Diversity by the Numbers

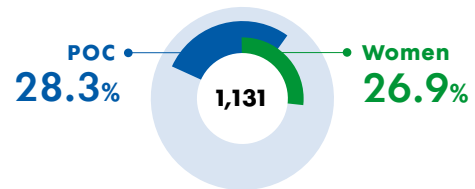
Con Edison, Inc., Total Employees



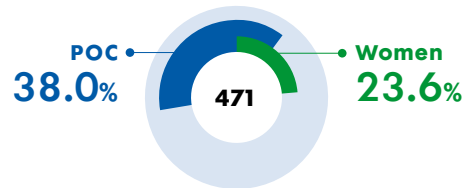
Con Edison of New York



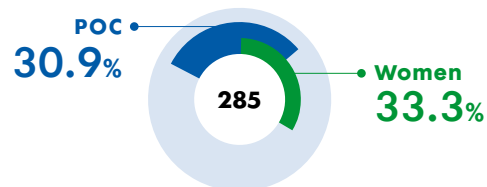
Orange and Rockland Utilities



Clean Energy Businesses* & Con Edison Transmission

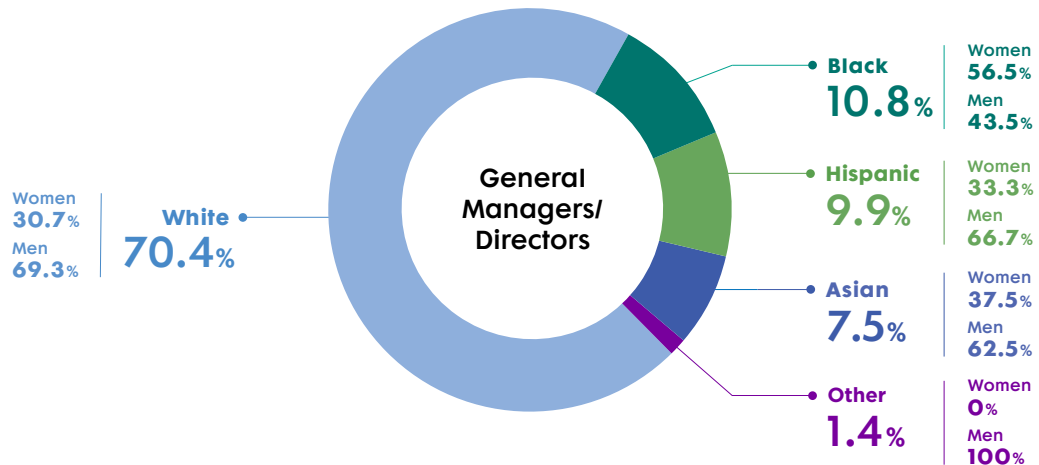
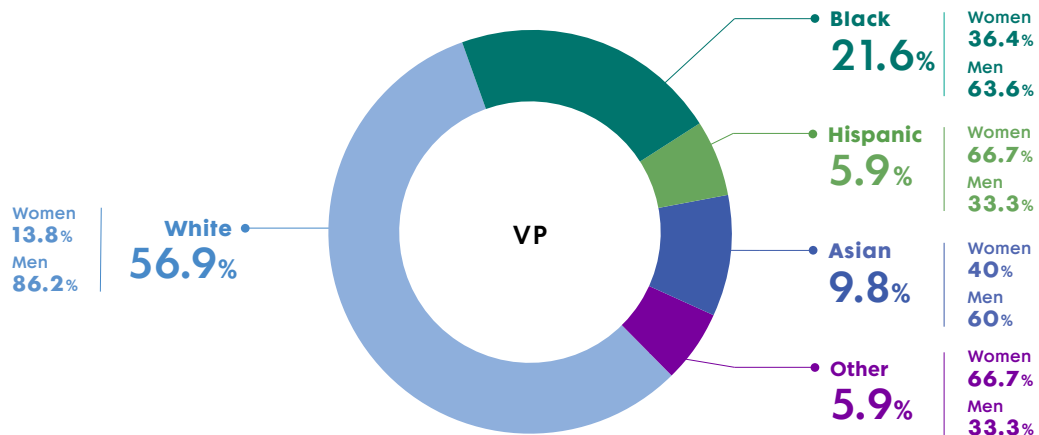
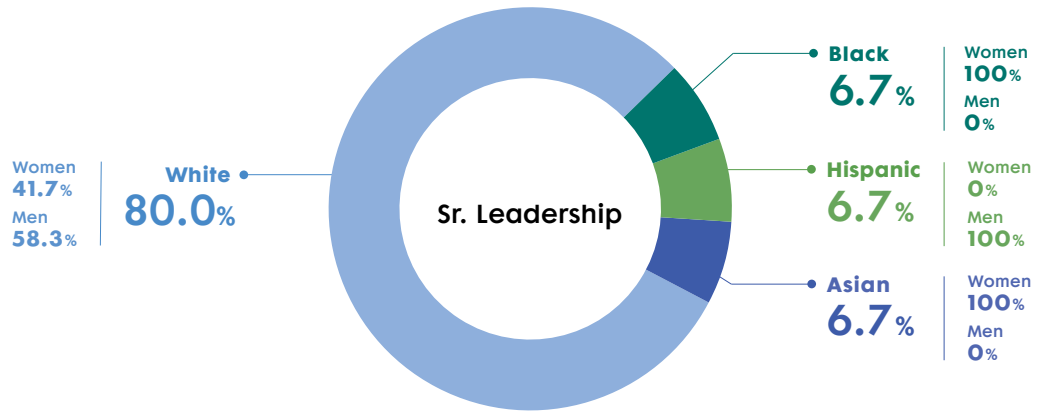


People of Color & Women – Directors, General Managers, and Above



*Clean Energy Businesses were sold on March 1, 2023.

Diversity by Job Level and Demographic (CECONY O&R, CET & CEBs)



Diversity, Equity & Inclusion: Changes out of Challenges

We asked and our employees answered. We assessed and committed to continuing to do better. Diversity, equity, and inclusion have been the drumbeats of Con Edison, and in 2022, we turned plans into actions. Our efforts to incorporate DEI in all that we do charged ahead.

The company's progress was made possible by the DEI ecosystem we've built in recent years. Our DEI Task Force implemented new measures to benefit those both in the field and in the office. Our 10 Employee Resource Groups (ERGs) hosted a total of 94 educational and professional development events. And our 22 local DEI Councils worked to integrate the DEI mission with local organizations. Together, the efforts of these groups continue to create a more inclusive workplace for everyone at Con Edison.

Establishing a more proactive speak-up culture was a top priority for the first half of 2022. Numerous actions around Psychological Safety—the belief that one will not be punished for speaking up—took place across the company in direct response to findings from our inaugural DEI Survey. The company expanded the conversation about Psychological Safety and its importance to provide greater awareness to this topic and to increase employee confidence in speaking up. Managers were taught how to lead with empathy during a series of Psychological Safety seminars and to call out behaviors that undermined respect for others or discouraged speaking up. During its annual offsite, the Executive Leadership Team also discussed ways to integrate and support a culture that makes it safe for employees to speak up when they witness or experience barriers to equity and inclusion.

Through the survey, employees called for us to look at equity in pay and career growth, and we answered that call. Early in the year we concluded a pay equity study of management employees and implemented plans to address gaps in pay, including a commitment to conduct studies on a regular basis. We also expanded our efforts regarding career development and jobs initiatives. Our multi-pronged approach included efforts from our ERGs, who

circulated job postings within their diverse networks. A concerted push among managers to grow our Individual Development Plan submissions by 50 percent performed well beyond that goal, with especially high increases in plans for women and people of color. We coached managers in career and retention conversations, and the DEI Task Force implemented equity-focused practices in our hiring processes. Among them: A video that outlines the mandatory Physical Abilities Test, a skills assessment for some field employees, is now sent to applicants ahead of time to equip them with a greater awareness of the testing expectations.

All in all, challenges don't define our year; positive changes do. At the beginning of December, we announced a new corporate holiday to start on June 19 of this year to mark Juneteenth, the commemoration of the end of enslavement of African-Americans in the United States. It was an example of the listening we've done and the action we've taken. In 2023, we'll conduct a second DEI Survey to assess the impact of our work and determine what still needs to be done.

As a company, we're committed to asking the tough questions that lead us to meaningful improvements. This is why we will continue to encourage courageous conversations and strive to create a psychologically safe workplace and speak-up culture. Collectively, these efforts will drive greater equity and inclusion across the company.

Tim Cawley, President and Chief Executive Officer

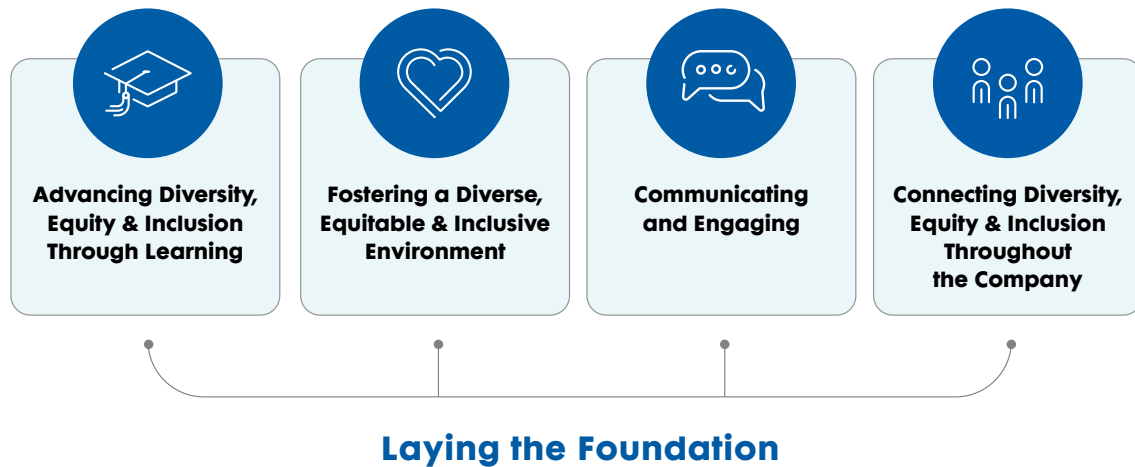
Joan Jacobs, Vice President, Learning and Inclusion

Our Diversity, Equity & Inclusion Journey

Our Corporate DEI Strategy

Con Edison's corporate diversity, equity, and inclusion strategy is more important than ever. From the inception of our journey to today, we remain laser focused on four strategic goals: advancing DEI through learning, connecting DEI throughout the company, fostering a DEI culture, and communicating and engaging through a DEI lens. We make significant investments in DEI initiatives to ensure all employees feel included and also have a sense of belonging as they cultivate a purpose in the work they do.

4 Key Areas of Focus



Our Corporate Diversity, Equity & Inclusion Action Plan

As a company, we are challenging ourselves to be more intentional through the implementation of our 14-point Diversity, Equity & Inclusion Action Plan. We use metrics to identify gaps in our progress and implement concrete steps to ensure employees at every level truly reflect the diversity of the communities we serve. We work to transform our corporate culture and create a workplace where individual differences are celebrated, and everyone feels included, valued, and respected. Our inaugural DEI Survey—conducted in 2021—provided a baseline for us to move toward a more equitable and inclusive workplace. The work of data-driven change and culture transformation continues as we move into the next phase of our journey.

Implementation of our DEI Action Plan is facilitated by the Diversity & Inclusion Task Force. This cross-functional team of employees focuses on closely examining metrics to truly understand the representation of our workforce and identifying areas of opportunity beyond those areas where we've made solid progress. With diligence and collaboration, the task force champions DEI initiatives and recommends salient, actionable steps. It enables and supports cultural transformation by challenging us to look at how we administer our systems, policies, and procedures. Any barriers to advancing diversity, equity, and inclusion are addressed by the task force and supported by leadership.

Corporate Diversity, Equity & Inclusion Action Plan

Data-Driven Change	Culture Transformation
Guidelines to Increase Representation (Directors, General Managers, and Above)	Executive Sponsorship Program
Metric-driven Program Under-represented Groups (Section Managers and Below)	Measure Climate
Executive Compensation Tied to DEI Goals	DEI Playbook
DEI Task Force	Leader-led Town Halls
Local DEI Councils	Increase Awareness of Company DEI Programs
Audit Processes for Biases	Expand Training
DEI Dashboard	Inclusive Leadership



Advancing Diversity, Equity & Inclusion Through Learning

Faced with increasingly rapid, multifaceted, and cross-functional industry changes, it is important that culture transformation remains a pillar of our DEI Action Plan. With the development of new technologies, changing demographics, and overall competitive advantage, we must ensure our culture transformation is grounded in evolving behaviors and beliefs that are aligned with our DEI goals. Our ability to adapt to a changing landscape is crucial for our success. Training and learning are essential components to our advancement.

Our foundational training helps to create a common language and a basic level of understanding about DEI. In 2022, we built on this by providing our employees with tools and opportunities to increase self-awareness, as well as awareness of others and respect for their differences. Our training also fostered the ability to acknowledge both unconscious and conscious biases toward others' differences, and it raised accountability and ownership as ways to sustain an environment of mutual respect. During the year we trained more than 12,000 employees in an array of learning forums focused on DEI as well as Equal Employment Opportunity compliance. In 2022, we launched new training to add to our existing portfolio.

Highlights

- **Psychological Safety: Why It Matters** – In our second psychological safety class, we take a more in-depth look at the importance of a speak-up culture and examine how to advance a psychologically safe and inclusive environment.
- **Actionable Allyship** – Participants hear what it means to be an ally who takes action to show up for others, and the steps they can take to help create an inclusive work environment.
- **Intersectionality** – In this training, attendees discover how our dimensions of diversity and identity play a role in who we are personally and professionally.
- **Speaking Up for Inclusion** – Employees learn how they can increase their ability to speak up for themselves and others as we continue to foster and support a workplace of trust, respect, and inclusion.



Fostering a Diverse, Equitable & Inclusive Environment

We constantly evaluate who we are, how we work, and how we interact with each other so that our present and future states are informed about the value DEI brings to our company. We foster an inclusive environment by showing how DEI is connected to all aspects of our business. We consistently examine our culture and evaluate and amend our policies and procedures related to talent management to ensure we maintain an environment where all feel valued and respected for who they are.

Highlights

- An open and welcoming forum, the Annual Day of Understanding provides a safe space for colleagues to share and connect with each other. The theme for 2022, “Who Am I...Telling My Story?” allowed employees the opportunity to share personal experiences, thereby embracing our collective diversity.
- Our local (organization-level) D&I Councils led DEI Challenges, discussions based on literature, podcasts, and video content that were chosen as a springboard for self-reflection on how we view and process unconscious bias. Topics covered included racism, LGBTQ+ issues, ageism, and other isms.
- We continue to strengthen our partnerships with almost two hundred veteran-serving organizations such as U.S. Army Soldier for Life, Navy and Marine Corps Fleet and Family Services, Veterans In Energy, Student Veterans of America, and The Center for Energy Workforce Development. Recruiters visited sites including U.S. Air Force Installation (Airman for Life) Yokota AFB in Japan; U.S. Army Garrison (Soldier for Life) Camp Humphries in South Korea; Joint Base McGuire in New Jersey; and U.S. Naval Station (Fleet and Family Services) in Newport, RI, and Groton, CT. Through these partnerships, we hired more than 87 veterans and National Guard and Reserve members.
- A total of 81 candidates graduated from the Tools for Employees Advancing into Management (TEAM) Program, which provides technical and leadership development, including DEI-focused coursework, for recently promoted union employees. In 2022, an enhanced TEAM Program Checkpoint Performance Review process was launched to provide candidates with ongoing feedback and identify areas of development to support successful program completion.
- We collaborated with our national and local leaders, including The White House, the Department of Human Resources Administration, the Department of Labor, and state and local officials, on equity and career opportunities for graduates of Historically Black Colleges and Universities and underrepresented communities.

- In April, when many management employees returned to the workplace, the Office of Diversity and Inclusion led a Preparing Our Workforce for a Transformed World townhall, which recapped our pandemic experience and got employees ready to navigate our changed workplace with mindfulness as we came back together.
- In our ongoing efforts to grow Con Edison's neurodiverse employee population, we partnered with Opportunities for a Better Tomorrow, A Chance at Life Tech, and Tech Unlimited.
- We collaborated with Nontraditional Employment for Women, Hour Children, and Helmets to Hardhats to help us attract more women to nontraditional roles in the company. We also worked with community, nonprofit, and professional groups, including Society for Women Engineers, National Society of Black Engineers, Society of Hispanic Professional Engineers, National Action Council for Minorities in Engineering, and American Association of Black in Energy. Additionally, our ongoing partnership with Non-Traditional Employment for Women NYC, and our recent partnership with Grace Institute, have helped us develop pathways for women.
- We hire directly from local talent pools. We participated in career fairs with the NYC Department of Small Business Services, Workforce 1 Career Center, and the Office of the Queens Borough President. We further developed our school-to-industry pipelines through partnerships with institutions such as Brooklyn Technical High School, Energy Tech High School, Bronx Design and Construction Academy, and Saunders Vocational High School. Our relationships with these schools have helped garner interest in the energy industry and our company while also providing the schools with curriculum development and support, co-op opportunities, mentorships, and career information sessions.
- Our Leadership Development Program offers an array of engaging rotational learning experiences that introduce recent college graduates to the dynamic world of the energy industry. In 2022, we hired 22 new management associates. Women comprised 50% of the cohort, and 72.7% were of diverse backgrounds. In addition, 24 management associates graduated from this program.
- To further invest in the communities we serve, Con Edison partnered with Bottomless Closet and Ladders for Leaders and engaged with underrepresented and at-risk individuals.
- At Orange & Rockland, an open and proactive relationship continued with the local leadership of the National Association for the Advancement of Colored People. In 2022, 49% of the employees hired were people of color, and 31% of promotions were people of color. Women accounted for 34% of the new hires—and 24% of promotions. Companywide, there were 76 self-identified veterans, and 13% of new hires were veterans. Increased dialogue around recruitment efforts, career development programs, and the supplier diversity program were all discussed during company meetings.



Connecting Diversity, Equity & Inclusion Throughout the Company

The success of any culture-change initiative requires the commitment, support, and engagement of the company's leadership team. Our leaders understand the importance of embedding DEI throughout the company, the process required to address the desired outcomes, and the steps needed to address and mitigate resistance to change.

Highlights

- As a signatory member of CEO Action for Diversity & Inclusion, Chief Executive Officer Tim Cawley, along with Orange & Rockland Utilities President Bob Sanchez, joined with more than 2,000 peers from the world's leading companies and universities to advance DEI across their organizations. They heard from speakers and explored diversity, equity, and inclusion through the lens of Environmental, Social, and Governance (ESG), with a specific focus on data and transparency. Each CEO signed a pledge to create a more diverse, inclusive, and equitable workforce and:
 - Cultivate environments that support open dialogue on complex—and often difficult—conversations around diversity, equity, and inclusion
 - Implement and expand unconscious bias education and training
 - Share best-known diversity, equity, and inclusion programs and initiatives—as well as those that have been unsuccessful
 - Engage boards of directors when developing and evaluating diversity, equity, and inclusion strategies
- Through CEO Action for Diversity and Inclusion, we continued our participation in the CEO Action for Racial Equity Fellowship Program. The aim of this program is to identify, develop, and promote scalable and sustainable public policies and corporate engagement strategies that will advance racial equity, address social injustice, and improve societal well-being.
- The Executive D&I Council remained engaged in advancing policy and procedure changes, hosting employee forums focused on contemporary social issues, and cultural awareness, and providing leadership support for our many DEI networks.
- “DEI Learning Moments” were incorporated into monthly organizational safety calls to continue to encourage DEI conversations throughout the company.

- The Leading Psychological Safety session was developed for leaders to discuss their role in creating a culture of psychological safety for their teams.
- In 2022, we introduced six new D&I Conversational Toolkits that provide managers and local D&I Council leads with talking points, videos, and resources, to facilitate DEI topics ranging from “challenging assumptions” to “fostering belonging.”
- Our formal Executive Sponsorship Program encourages a diverse mix of high-potential employees by connecting them with leaders who will provide support and act as an advocate. In its second year, the program had 52 sponsors matched with sponsored employees.



Communicating & Engaging

Our employee resource groups (ERGs) continue to grow. Nearly 4,100 employees now participate in one or more of the many ERGs across the company: APACE (Asian Professional Alliance of Con Edison), BUILD (Blacks United in Leadership and Development), CapeABLE (Advocating, Belonging, Leading, Engaging), CLARO (Cultivating Leadership and Actively Realizing Opportunities, inspiring Hispanic and other employees to reach their full potential), The Emerald Society of Con Edison (Irish heritage), JADE (Jewish Americans for Development and Empowerment), LGBTQ+, Moms On It/Dads Matter, Veterans of Con Edison, and Women of Con Ed.

Highlights

During 2022, as many employees transitioned to hybrid work schedules, our ERGs continued to host virtual events to engage employees in meaningful conversations. The ERGs also raised cultural awareness and increased employee outreach and career development opportunities. Some of the events for 2022 included:

- **The Annual ERG Expo** highlighted the work ERGs do to connect and explore the intersectionality of the people in our workforce. In 2022, hundreds of employees attended the expo, leading to an increase in ERG membership of more than 500 employees.
- **APACE** hosted celebrations of their annual cultural observances of Lunar New Year, Philippine Independence Day, Diwali, and the Harvest Moon Festival. The group also sponsored the event “Celebration of 140 Years of Steam.” Its Asian Pacific American Heritage Month series featured two collaborations: one with CapeABLE that highlighted mental health awareness and another with JADE called “Jewish Communities in Asia.”
- **BUILD** celebrated Black History Month with two collaborative events: one with Veterans of Con Edison titled “Contributions of Blacks in the Military” and another with the Orange & Rockland Local DEI Multicultural Advisory Council that featured Virginia Norfleet of the Haverstraw African American Connection. For Juneteenth, the group sponsored a presentation of the New York Historical Society’s exhibition Black Dolls. Other events included: a financial literacy series, a Women’s History Month collaboration with Women in System and Transmission Operations, and the BUILD-led “ERG Leaders Stand Up & Speak Out: Town Hall Against Hate and Bias” in response to a shooting in Buffalo, NY, that targeted Black residents.
- **CapeABLE** partnered with many ERGs to explore how the needs of individuals with disabilities are expressed in different communities. Events included: Jewish Disability Awareness & Inclusion Month with JADE; Developmental Disabilities with Moms ON IT/ Dads Matter; Mental Health Awareness in the Asian American Community with APACE; and the PAWS Act with Veterans of Con Edison. In addition, CapeABLE hosted a National Nutrition Month event; a hidden disabilities discussion; and the “Peace of Mind: Preparing for the Unforeseen” series.

- **CLARO** sponsored the ongoing Know Your Executive series as well as a safety discussion with Corporate Security. For Hispanic Heritage Month, the group hosted a celebration with Pergones/ Puerto Rican Traveling Theater and a panel discussion with Latinx leaders.
- **Emerald Society** marked its 60th anniversary by ringing the opening bell at The New York Stock Exchange. The group also celebrated Irish-American Heritage and Women’s History Months with a discussion led by Irish historian Miriam Nyhan Grey, Ph.D., about the local influence of Dr. Gertrude B. Kelly, a surgeon, suffragette, labor and social activist, and Irish independence supporter.
- **JADE** hosted an International Holocaust Remembrance Day event in collaboration with the O&R Local DEI Multicultural Advisory Committee that featured Andrea Winograd, executive director of the Spring Valley Holocaust Museum & Center for Intolerance. JADE also highlighted Jewish-American Heritage Month and the Jewish high holidays. In response to the Russian invasion of Ukraine, the group sponsored the information session “Understanding the Crisis in Ukraine.”
- **LGBTQ+** introduced a quarterly session to focus on career, action, and networking. The group celebrated Pride Month with a Gay Rights Movement retrospective and marked Transgender Day of Remembrance by highlighting a targeted shooting with its “Colorado Springs Town Hall Discussion.” LGBTQ+ also sponsored health and mental wellness programs and a poetry reading of LGBTQ+ authors. The group also partnered with The Emerald Society for a historic walking tour from the Irish Hunger Memorial to the Stonewall Inn, making stops along the way to explore how the two groups share important moments in our city and cultural history.
- **Moms ON IT/ Dads Matter** continued its quarterly series that explains Con Edison’s maternity leave, parental leave, family leave, company policy leave, and adoption policies. The group also sponsored Lactation Counselor Certification and the Lactation Support Group. Moms ON IT / Dads Matter collaborated on two events: a discussion with CapeABLE about developmental disabilities and a family planning series with LGBTQ+ about adoption.
- **Veterans of Con Edison** conducted Memorial Day celebrations throughout our service territory in partnership with Con Edison local leadership teams and leaders of the Local 1-2 of the Utility Workers Union of America and Local 3 and Local 503 of the International Brotherhood of Electrical Workers. The group also participated in the New York City Veterans’ Day Parade and the Tunnel to Towers 5K and provided local support for Wreaths Across America at West Point, NY. Its annual Veterans’ Day leadership event featured Rob Jones, a retired marine sergeant, paralympic bronze medalist and endurance athlete.
- **Women of Con Ed** expanded its Lean In Circles, monthly small-group sessions that enable women to connect, learn new skills, seek advice, and encourage each other. The group’s Women’s History Month activities centered around the theme “Who’s Your SHEro?”, and included a video developed with our social media team that was posted on Instagram and Facebook.

Communicating & Engaging (continued)

Employee Resource Groups of Con Edison	Members
APACE (Asian Professional Alliance of Con Edison)	573
BUILD (Blacks United in Leadership and Development)	306
CapeABLE	132
CLARO Hispanic Heritage (Cultivating Leadership and Actively Realizing Opportunities)	387
Emerald Society Irish Heritage	700
JADE	124
LGBTQ+	188
Moms ON IT/Dads Matter	598
Veterans of Con Edison	750
Women of Con Ed (WOCE)	333
Total Membership	4,091



Awards and Recognitions

Our work in diversity, equity, and inclusion gets noticed by trade groups, community organizations, and prominent publications. Both our company and our employees received recognition in 2022.

Highlights

- The Asian American Business Development Center Outstanding 50 Asian Americans in Business Award 2022 Winner: **Kavitha Subbiah**
- AEG (Advanced Energy Group) New York 2022 Stakeholder Challenge Buildings and Construction Winner: **Christina Ho**
- AEG New York 2022 Stakeholder Challenge Grid Modernization Winner: **Shaun Smith**
- ASPIRA of New York 2022 Circle of Achievers Award Winner: **Elvimar Rivas**
- **Shaun Hoyte** included on *CaribNews* Caribbean-American Power 100
- **Richard David** named to *City & State New York* 2022 40 Under 40
- **Christina Ho** included on Crain's *New York Business* 2022 Notable Asian Leaders
- **Nathanael Gay** named to Crain's *New York Business* 2022 Notable LGBTQ Leaders
- *DIVERSEability Magazine* Top Disability-Friendly Company 2022
- DiversityComm Best of the Best 2022 Recognition
- DiversityInc 2022 Top Company for Utilities and Top Regional Company
- *El Diario* Celebrates 25 Years of the Mujeres Destacadas Awards Winner: **Ivanyla D. Vargas**
- *Forbes* 2022 The Best Employers for Diversity and America's Best Large Employers
- Harlem YMCA 50th Annual National Salute to Black Achievers in Industry Winner: **Shaun Hoyte**
- HRC (Human Rights Campaign) Corporate Equality Index Best Places to Work 2022
- **Siobhán Keane-Revie** made the *Irish Echo* 2022 40 Under 40

- *Irish Echo* 2022 Community Champions Award Winner: **Catherine Schramm**
- *Irish Echo* 2022 First Responder Award Winner: **Greg Sullivan**
- *Latina Style* 2022 Top Companies for Latinas
- *Newsweek*/Statista America's Most Responsible Companies 2022
- **Christianna Ambo-Jones, Rebecca Lessem, and Rebecca Roberts** designated as Public Utilities Fortnightly Under Forty Rising Stars 2022
- **Latoya Wong** named as Schneps Media 2022 Power Women of The Bronx
- SIEDC (Staten Island Economic Development Corp) 2022 Recognition to **Katia Gordon**
- Staten Island NAACP 2022 William A. Morris Humanitarian Award Winner: **Katia Gordon**
- 19th Annual Stevie® Awards for Women in Business Winner: **Nicole Leon**
- *U.S. Veterans Magazine* Top Veteran-Friendly Company 2022
- VETS Indexes Employer Award 2022 for Hiring and Developing Veterans
- World Green Energy Symposium NOVA Award Recipient 2022: **Michael Jones-Bey**
- YWCA 2022 NYC Emerging Leader Award Winner: **Audrey Elliot-Barnes**



Supplier Diversity

Our supply chain is another area where we can put our DEI commitments into practice. We recognize supplier diversity as an opportunity to leverage the dollars we spend to spark economic growth within our service territory. In 2022, we bolstered our existing efforts by creating a new position, director of supply chain sustainability and supplier diversity. This director became responsible for designing and building our supply chain sustainability platform and enhancing our Supplier Diversity programs and Investment Recovery programs.

We further demonstrated our commitment to supplier diversity through the purchase of \$430 million from minority- and women-owned businesses, and \$616 million from small businesses. We are proud of our support of these businesses, because together, they are a major driver of new job creation for women, veterans, and people of color. In order to position diverse firms and workers for growth, we are continuing a collaboration that recruits such firms and residents from disadvantaged communities for contract and employment opportunities in the growing field of clean energy.

Through our Green Energy Opportunities Program and Clean Energy Academy programs we have created an ecosystem of stakeholders that support the company's commitment to diversity as well as our vision for a clean energy future. The Clean Energy Academy is a partnership between our Energy Efficiency program; Willdan, an engineering and energy solutions consultancy; New York state; and nonprofit organizations, including the Fortune Society, Green City Force, and Non-traditional Employment for Women.

Through these collaborations we are leveraging energy efficiency projects subsidized by Con Edison to create contract opportunities for Minority- and Women-Owned Business Enterprise (MWBE) subcontractors and jobs for low-income New York City housing residents. So far, these programs have yielded over \$23 million in contract opportunities for MWBE subcontractors. It has also provided training to over 550 low-income New Yorkers in electrical and mechanical building systems, including lighting, HVAC, and refrigeration, thereby addressing the projected need for 140,000 green jobs to be added locally by 2030. We will continue to work with our partners to support and expand this program; the program has already secured \$3.6 million to train more than 1,500 students in 2023. Projects completed through this program also assist Con Edison in achieving its goals to reduce energy use and associated costs for customers.

Diversity by the Numbers

Employees										
	2018		2019		2020		2021		2022	
Total Employees	14,955		14,596		14,066		13,871		14,319	
Women	3,179	21.26%	3,123	21.40%	3,085	21.93%	3,036	21.89%	3,239	22.62%
People of Color	7,220	48.28%	7,080	48.51%	6,900	49.05%	6,890	49.67%	7,398	51.67%
Black	3,121	20.87%	3,043	20.85%	2,931	20.84%	2,887	20.81%	3,152	22.01%
Asian	1,272	8.51%	1,256	8.61%	1,239	8.81%	1,262	9.10%	1,327	9.27%
Native American	36	0.24%	40	0.27%	43	0.31%	44	0.32%	44	0.31%
Hispanic	2,647	17.70%	2,599	17.81%	2,540	18.06%	2,551	18.39%	2,723	19.02%
White	7,735	51.72%	7,516	51.49%	7,166	50.95%	6,981	50.33%	6,921	48.33%
Pacific Islander	28	0.19%	30	0.21%	28	0.20%	32	0.23%	35	0.24%
Two or More Races	116	0.78%	112	0.77%	119	0.85%	114	0.82%	117	0.82%

Hires										
	2018		2019		2020		2021		2022	
Total Employees	609		516		394		709		1,564	
Women	192	31.53%	200	38.76%	127	32.23%	149	21.02%	496	31.71%
People of Color	307	50.41%	296	57.36%	223	56.60%	400	56.42%	1,045	66.82%
Black	111	18.23%	124	24.03%	86	21.83%	160	22.57%	497	31.78%
Asian	74	12.15%	57	11.05%	61	15.48%	78	11.00%	173	11.06%
Native American	3	0.49%	4	0.78%	3	0.76%	4	0.56%	12	0.77%
Hispanic	116	19.05%	105	20.35%	69	17.51%	146	20.59%	346	22.12%
White	302	49.59%	220	42.64%	171	43.40%	309	43.58%	519	33.18%
Pacific Islander	2	0.33%	4	0.78%	0	0.00%	5	0.71%	6	0.38%
Two or More Races	1	0.16%	2	0.39%	4	1.02%	7	0.99%	11	0.70%

Promotions										
	2018		2019		2020		2021		2022	
Total Employees	1,158		1,176		1,298		1,078		1,402	
Women	213	18.39%	265	22.53%	256	19.72%	218	20.22%	326	23.25%
People of Color	535	46.20%	574	48.81%	606	46.69%	543	50.37%	700	49.93%
Black	192	16.58%	225	19.13%	260	20.03%	205	19.02%	268	19.12%
Asian	115	9.93%	95	8.08%	94	7.24%	100	9.28%	110	7.85%
Native American	3	0.26%	6	0.51%	7	0.54%	6	0.56%	5	0.36%
Hispanic	208	17.96%	233	19.81%	236	18.18%	222	20.59%	301	21.47%
White	623	53.80%	602	51.19%	692	53.31%	535	49.63%	702	50.07%
Pacific Islander	7	0.60%	7	0.60%	3	0.23%	5	0.46%	4	0.29%
Two or More Races	10	0.86%	8	0.68%	6	0.46%	5	0.46%	12	0.86%

