

Workforce demographics – Management Team

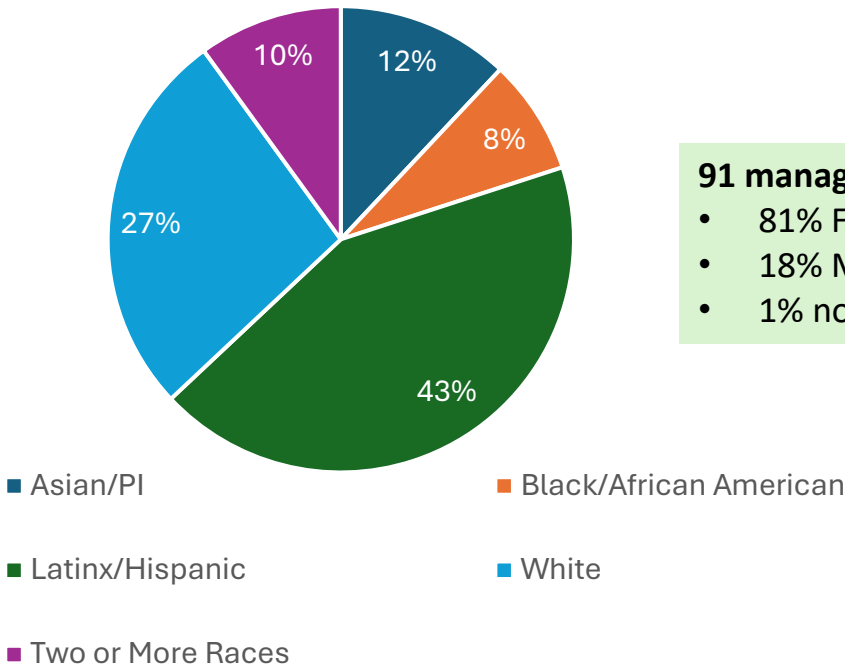


Why does representation of BIPOC managers matter to SAY San Diego?

Ensuring and working toward increased diversity of managers across programs, functions and units at SAY San Diego is an essential part of living out our EDI values.

Representation fosters a sense of belonging, inclusion and empowerment, and gives greater voice and power to BIPOC employees. A greater overall diversity in management creates a team environment that includes wide-ranging ideas, experiences and perspectives. Representation supports a more creative, productive and empathetic culture.

Management team



91 managers total:

- 81% Females
- 18% Males
- 1% nonbinary

What percentage of your management team identifies as Black, Indigenous, and People of Color (BIPOC)? **73% up from 57% two years ago**

What percentage of your executive team identifies as BIPOC? **2 of 7 people up from 0 of 5 people two years ago.**

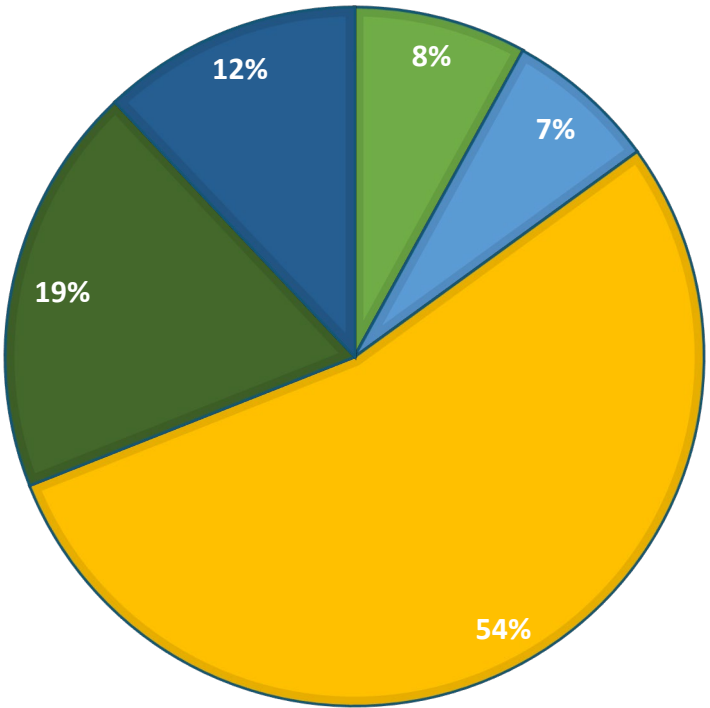
Workforce demographics – Overall Employees



Total Number of Employees:

409 now. Up from 299 two years ago.

- Asian/PI
- Black/African American
- Latinx/Hispanic
- White
- Two or more Races



Fun Fact:
28 current employees previously left SAY San Diego, then later reapplied and were hired for similar or promotional positions.

- 79% Females
- 20% Males
- 1% Nonbinary

- Average age: 34 yrs.
- Youngest: 19 yrs.
- Oldest: 76 yrs.

SAY's longest serving employee has served 37 years. SAY's current average length of service is 4.5 years. The local nonprofit average is 4 years.

Workforce and Clients as a Whole:

As noted in the program data (where known), 78% of current SAY program participants identify as BIPOC.

81% of the workforce identifies as BIPOC.