



Our Commitment to Diversity and Inclusion

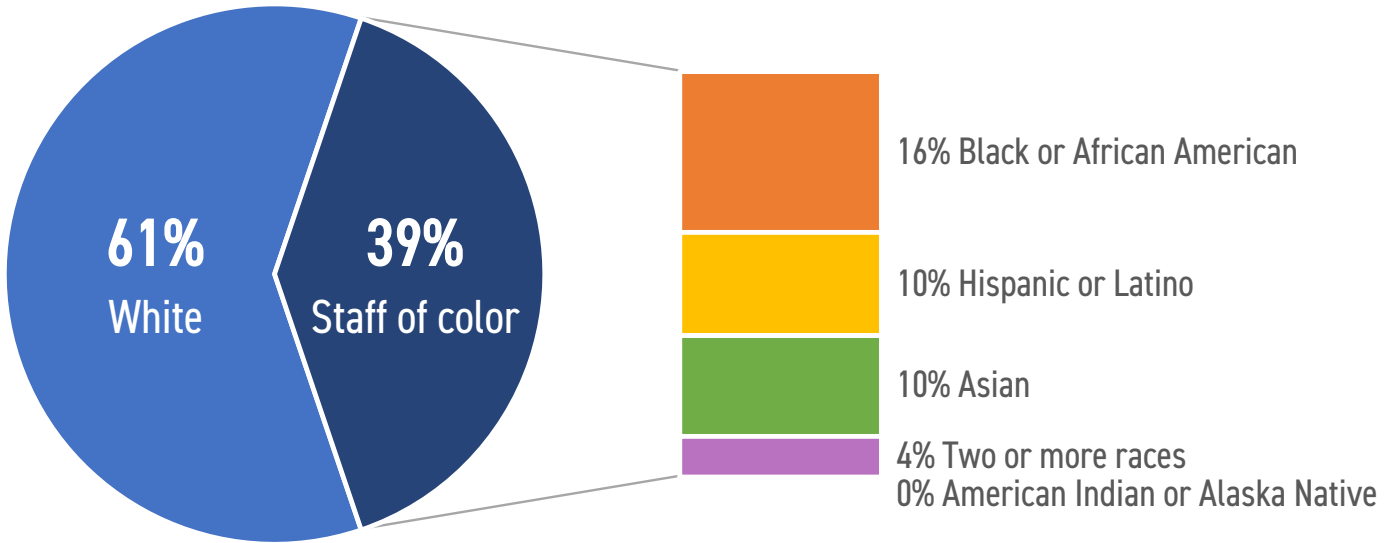
American Progress strives to advance progressive values on nearly every possible front—and there is perhaps no more important progressive value than expanding diversity, inclusion, and opportunity on behalf of every person who lives in our country. At American Progress, we recognize and celebrate an undeniable truth: America’s greatness is defined by the collective strength and richness of its diversity.

As an institution, we cannot hope to solve the most pressing challenges confronting the nation unless we embrace the knowledge, experiences, and perspectives of leaders from across our society. That is why we are determined to build and foster a more diverse and inclusive workplace.

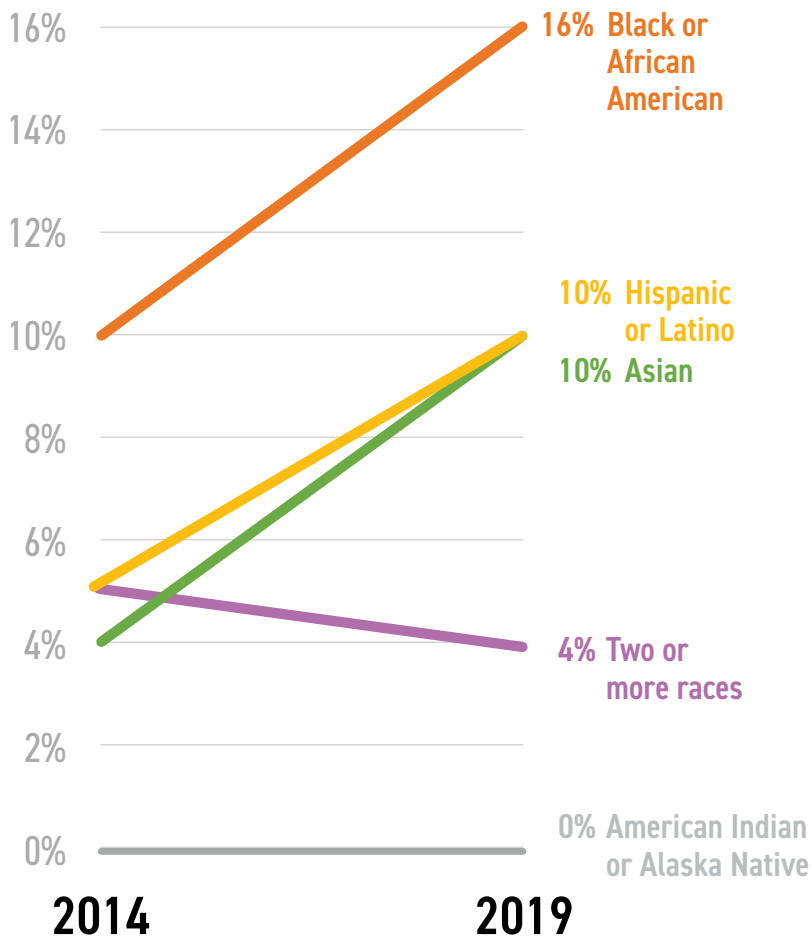
Over the past several years, American Progress has taken definitive strides toward attracting talented employees who represent many different backgrounds. Yet, we also understand that there is much progress still to be made. The information provided below—which details the composition of American Progress’ staff by race, ethnicity, and gender—is part of our ongoing commitment to maintaining the highest standards of transparency, and we will continue our work to promote greater diversity and inclusion at every level of our organization.

The statistics below were derived from self-identification data American Progress is legally required to collect for the Equal Employment Opportunity Commission (EEOC). The EEOC limits answers regarding “sex” and “race and ethnicity” to certain pre-defined categories. These EEOC-mandated categories do not include nonbinary gender identities or provide options to identify as a race or ethnicity other than those listed. It also does not allow for disaggregation of ethnicities beyond broad categories. These charts summarize the EEOC data for the current sex and racial diversity of our employees as well as the data for the five preceding years. They reflect a snapshot of our workforce and may not account for identities that change over time. American Progress recognizes that race, ethnicity, and gender are complex constructs and include identities other than those listed here. Therefore, the data below do not provide a complete picture of the demographics of our employees. American Progress continues to actively build greater diversity, equity, and inclusion within our workplace.

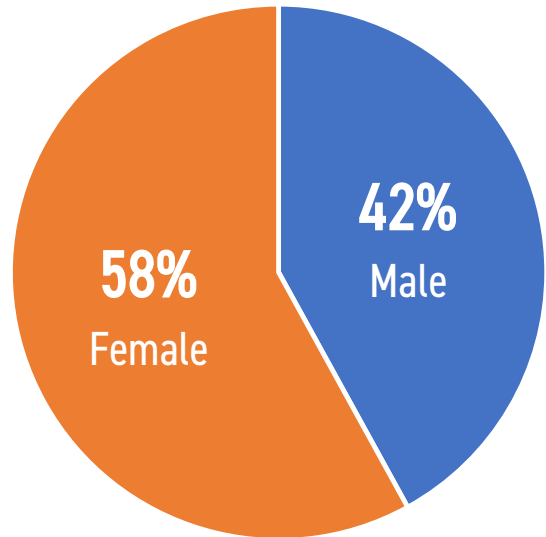
CAP All Staff Diversity, 2019



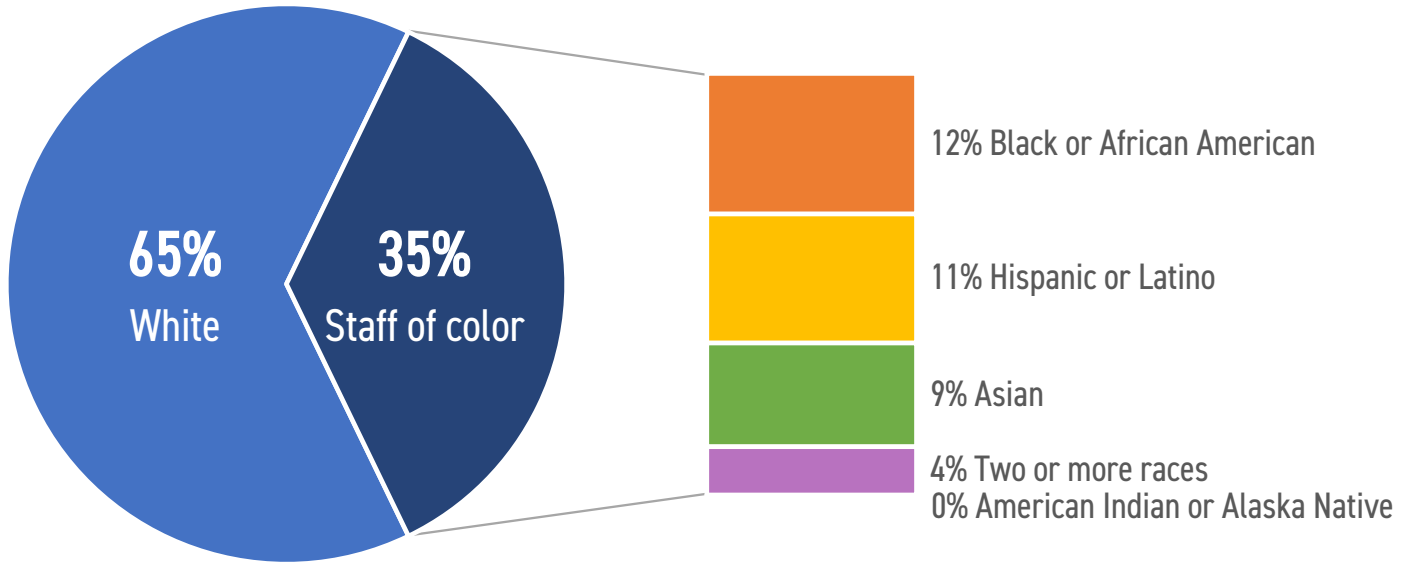
CAP All Staff Diversity, 2014-2019



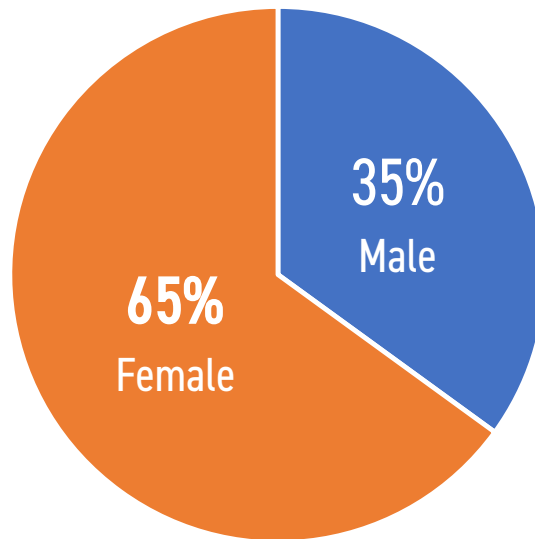
CAP All Staff Gender, 2019



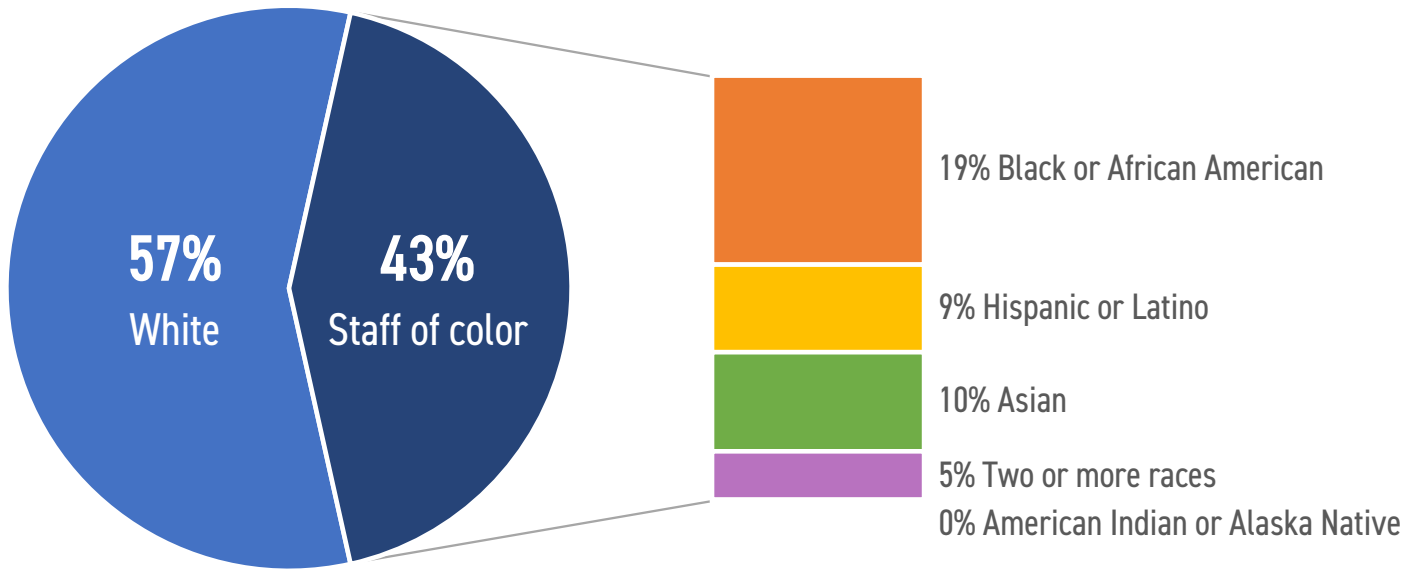
CAP Policy Teams Diversity, 2019



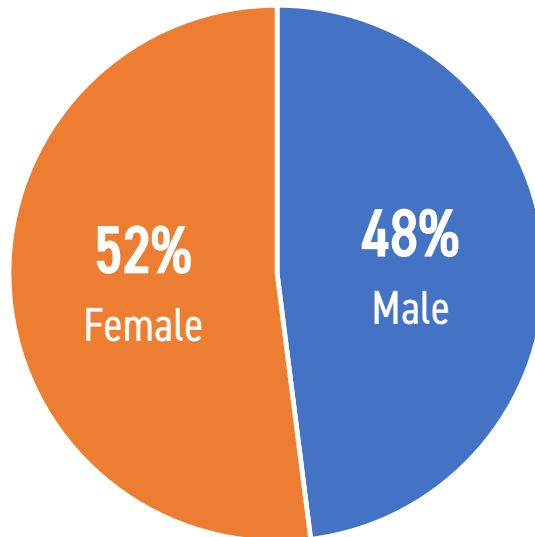
CAP Policy Teams Gender, 2019



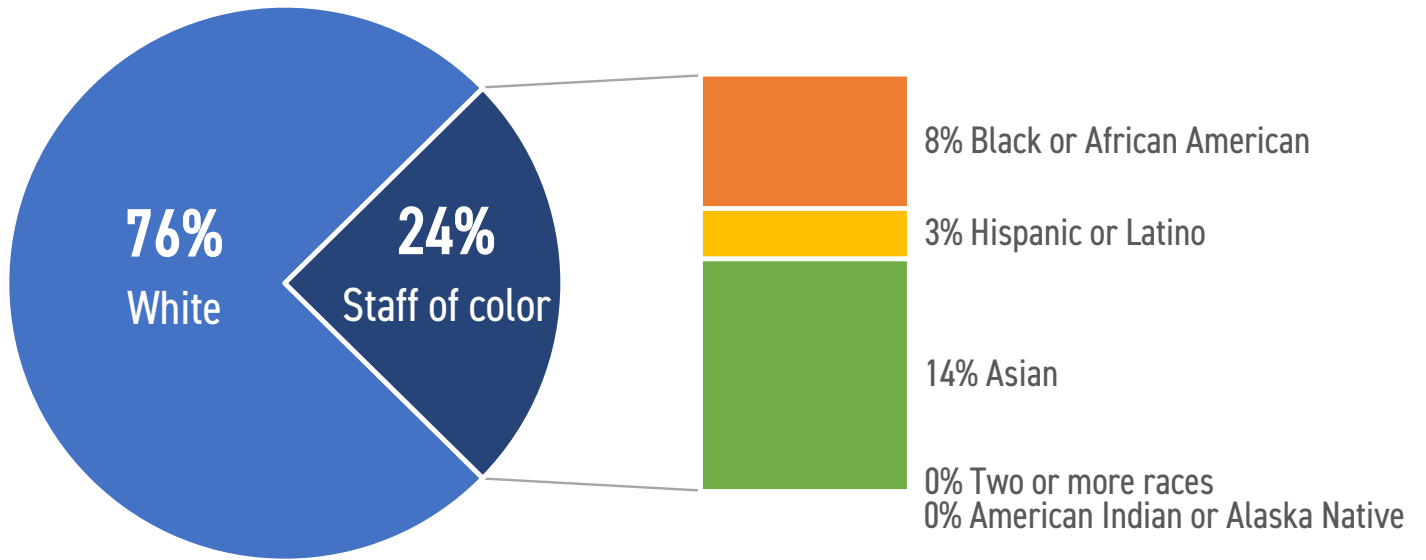
CAP Non-Policy Teams Diversity, 2019



CAP Non-Policy Teams Gender, 2019



CAP Senior Leadership Diversity, 2019



CAP Senior Leadership Gender, 2019

