

**Diversity is not a goal.
It's an essential pillar of our business.**

We are inspired by the new voices, hires, and forces for change within our agency. While our work is never done, it is important that we share a snapshot of our agency's make-up every six months. There is no substitution for transparency. Or action.

CHEMISTRY AS OF FEBRUARY 2022		
	US Pop	Total
White	60%	58%
All POC	42%	31%
Black	13%	13%
Hispanic	18%	17%
Asian	6%	7%
Two or More Races	3%	9%
Men	49%	36%
Women	51%	64%