Mansueto Ventures

▶ diversity

▶ equity & inclusion

▶ report → 2023
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Mansueto Ventures is committed to creating a vibrant and inclusive culture in which our employees feel supported and empowered to do their best work. The relevance and timeliness of our journalism and partnerships depend on assembling a smart, diverse, empathetic, and culturally attuned team of colleagues and contributors.

*Diversity, equity, inclusion,* and *belonging* aren’t buzzwords or platitudes here. They are prioritized core values that we aspire to achieve every day at our company. We want to give voice to all of our colleagues and contributors, including those from historically underrepresented communities, in our coverage and within our workplace, and we hope to apply our proven track record of creativity and innovation in business to the persistent challenges of inequity so we may help drive broader systemic changes in business and society.

We recognize that transparency is a powerful tool for keeping our company and our leadership accountable. We pledge to regularly share our company’s DEI results and initiatives, and we further commit to be unwavering in our dedication to this essential work.

—Stephanie Mehta
CEO & CHIEF CONTENT OFFICER
# diversity ’20-'23

## Diversity Report 2020-2023

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</tr>
<tr>
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<td>6%</td>
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</table>

- **White**
- **Hispanic**
- **Black**
- **Asian**
- **Other**
- **Female**
- **Male**
- **Prefers not to identify**
talent acquisition

**Mansueto Ventures updated its Talent Acquisition policy in January 2022.** Its foundation rests on the intentional application of a double Rooney Rule: As a general rule, at least two qualified candidates from underrepresented groups should be considered for full-time positions. This aligns with our corporate values, ensures compliance with federal and state regulations, and guides us toward attracting and retaining the best talent. We are also committed to promoting from within when possible and working toward more diverse representation in management positions, acknowledging that our industry in general has a long way to go. In addition, we are focusing resources on expanding our hiring pipeline and the networks with which we engage, and we are actively building relationships beyond traditional and legacy channels.

In 2023, all employees with hiring responsibilities received bespoke training on our talent acquisition policies and procedures, and this will be repeated and enhanced on a regular basis.

**Fellowship Program**

We currently offer one-year paid fellowships in our business and editorial departments for emerging talents, including individuals with diverse backgrounds and experiences. The program is designed for promising early-career professionals, and fellows are exposed to all aspects of media through daily assignments and a curriculum that includes regular meetings with top leaders, interaction with all departments within the company, and networking opportunities throughout the year. We hope that many of our fellows will ultimately find full-time positions within our company at the end of their year.
The personal and professional development of our employees is intimately and inextricably linked to our company’s ability to produce the best work within a nurturing and people-centered environment.

Since 2020, our commitment has encompassed a wide variety of training opportunities and workshops, conducted by outside experts in their respective fields and customized when possible, to reflect and address the particular challenges we face:

- DEI training has included workshops in foundations of racial equity, unlocking awareness and empathy, understanding and practicing allyship, and leading inclusive meetings.
- Specific professional sessions on managing and coping with stress, trauma, and burnout in the newsroom have been open to all employees, beyond our journalists.
- Leadership training for top executives as well as middle managers with hiring responsibilities is ongoing, including personal one-on-one coaching.

All employees can join professional organizations and include this in their yearly performance plan. Mansueto Ventures often covers the cost of membership, with the expectation that employees will not only benefit from these connections but also will share what they learn with their colleagues.

Additionally, our newsroom colleagues have collaborated and produced three editorial Style Guides on Race and Ethnicity, Sexuality and Gender, and Disability to help ensure that our reporting, both internally and externally, reflects the highest standards of sensitivity and respect.
Mansueto Ventures’ Diversity, Equity, and Inclusion (DEI) Committee was founded in June 2020, launching with 15 employees representing nearly every department within the company. Some of the accomplishments of its first year include the following:

- Creation and adoption of an operating charter, clarifying its active advisory role within the company
- Meeting with and selecting the external providers of DEI-related workshops
- Soliciting experiences of colleagues within the company (with an anonymous reporting option available) to help determine the focus of the committee
- Creating subcommittees focused on critical needs of the company: Talent Acquisition, Policy & Procedures, Organizational Culture, Employee Experience, Behavior & Skills

In the years since, this work has continued and intensified, and has also included providing internal guidance for colleagues as needed, reviewing protocols and content of our external events and client-facing programs, and assisting with the onboarding of new employees and the day-to-day experience of colleagues, both in the office and remotely.

Additionally, many of the programs and initiatives below were developed by and/or with the active participation and inspiration of the DEI Committee, which remains focused most significantly on creating a welcoming, inclusive, and fun environment for all:

- friends-at-4
- Employee Resource Groups (ERGs)
- Lunch & Learn
- DEI Library & MV Book Club
- MV Day of Service
friends-at-4

In spring 2022, during the second year of the COVID-19 pandemic, our return-to-the-office date kept getting pushed back due to rising COVID cases in the New York metropolitan area. (We finally came “home” together in September 2022.)

To buoy the spirits of the handful of colleagues who were working in the office at that time, the DEI Committee started friends-at-4, a weekly gathering in our café space on Thursday afternoons at 4.

This became a weekly break in the workday, when folks could leave their desks, enjoy a variety of beverages and snacks, relax for a bit, and get to know each other better. Particularly for our newest employees, this was a wonderful and immediately valued way to informally meet their new colleagues and, in many cases, form personal friendships that have even yielded professional opportunities for collaboration!

Now, with most of our company back in the office for part of the week, friends-at-4 has grown larger, but its spirit has remained the same. Additionally, its benefit to the company, beyond just a social gathering, has continued to grow: Our core values of belonging and inclusion find some of their best expression at friends-at-4.

Employee Resource Groups

Employee Resource Groups (ERGs) provide a myriad of benefits to both our company at large and our employees: an increased sense of belonging, platforms for advocacy for underrepresented groups, educational and social opportunities for colleagues, and a source of fun and collegiality.

Mansueto Ventures launched its program in summer 2022, and currently includes nine active ERGs, with more on the horizon. Our ERGs are open to all employees, and they have added immeasurably to our company culture:

- Planning events around significant markers/holidays relevant to the ERG
- Exposing colleagues to new social and cultural experiences and learnings
- Sharing messages of support and acknowledgment when significant events both within the company and in society occur
- Fostering change in company policies to address issues of inclusion and equity
- Creating safe spaces, including allies, which bring colleagues closer
Mansueto Ventures ERGs

Mansueto Pride
A welcoming, inclusive, anti-oppressive community for queer employees and allies.

Women’s Network
A space where the women of our company can learn from each other and others within the company.

BHeard (Black Heritage)
A network of Black professionals and allies whose mission is to amplify and support Black culture while cultivating personal and professional growth.

AAPI Heritage and Allies
A group that enhances the visibility of the AAPI (Asian American & Pacific Islander) community in the workplace.

Latinos, Caribbeans, and Allies
Focused on celebrating and promoting Latin American and Caribbean culture to better empower colleagues who identify with these groups, creating a safe space where everyone is comfortable being themselves and learning from one another.

Working Parents
An online network for parents who can share information and resources offered within and outside Mansueto Ventures.

Aging Parents and Loved Ones
A welcoming place to find and share advice, counsel, comfort, and resources as we tend to the needs and care of our older family and friends.

Pet Parents
First and foremost a space to share adorable pics, PetParents also serves as a community for Mansueto fur parents and animal lovers at large.

Health & Wellness
A safe space for MVers to talk about physical and mental wellness, living with chronic health conditions, being neurodivergent, and dealing with mental health, as well as dealing with burnout and general wellness. This group is open to both people with health issues as well as allies.
Lunch & Learn

Since October 2022, nearly every month (usually on the third Wednesday), a catered Lunch & Learn has brought colleagues together for a meal and an intimate conversation with either a colleague or an outside guest sharing a bit of themselves with employees.

Often sponsored by the DEI Committee or an ERG, topics can range from something business-specific to a visit from a not-for-profit organization or a celebration of a significant date/month on our DEI calendar.

Over the past year, Lunch & Learns have included events recognizing Lunar New Year, Black Heritage Month, International Women’s Day, Pride Month, the launch of a colleague’s memoir, and a discussion around navigating social media for parents.

DEI Library & MV Book Club

Extending our commitment to personal and professional development, the DEI Committee opened MV’s DEI Library in fall 2022.

Currently filling several bookshelves, the offerings represent a wide diversity of topics and genres, from business-related texts to memoirs of influential civil rights and DEI leaders to histories of world-changing movements to novels unlocking new cultures. New books are added regularly.

Growing out of the library, we launched MV Book Club in spring 2023, with an employee-chosen first title: Crying in H Mart, by Michelle Zauner. We plan to collectively read and discuss two to three books per year, chosen by colleagues, with programming guided by the DEI Committee.

MV Day of Service

In August 2023, the MV Live department, which plans and executes all of our company’s live events, launched what we expect to become an annual or semiannual company-wide event: MV Day of Service.

This year, a group of New York–based employees spent the better part of a day assembling nearly 6,000 meal packages at Citymeals on Wheels in the Bronx. (Citymeals provides both meals and companionship to homebound elderly neighbors 365 days a year.)

Bringing colleagues together for a good day of “doing good” is a win-win and elevates the bonds we make through our work.
employee experience & culture

MV Pride at the Mets game

Welcome Home reception, fall 2022

MV Book Club

friends-at-4

MV Day of Service

Bagel Thursdays: rainbow bagels for Pride
When I started at Inc., I was new to the world of publishing; my team has given me the space to share my thoughts and show support for any creative ideas I have. This has helped me become more confident in myself and in the work I deliver.

—Roshni Kamta
MANAGER, INTEGRATED MARKETING, INC.

ERGs are a great way to connect with coworkers you might not interact with day-to-day, but they’re also a great space to share ideas for company-wide change and make them happen. The Pride ERG and WGA reps were both instrumental in helping get gender-affirming care added to the company’s insurance coverage.

—David Salazar
ASSOCIATE EDITOR, FAST COMPANY
Achieving equity can be a challenging undertaking, requiring ongoing and unflinching attention. We have several initiatives that contribute to this, some directly and others indirectly.

**Pay Equity Audits**

The DEI Committee and company management collaborated on two pay equity audits. The first one focused on race (2021); the second focused on gender (2022). Results were shared company-wide, and we took additional steps to further enhance our compensation systems. Periodic audits will continue to ensure that we remain in compliance with our commitment to equity.

**Employee Engagement Surveys & Influence**

Our first comprehensive employee engagement survey took place in October 2022, with results shared company-wide the following month. With an 89% participation rate, we exceeded both our initial goal and the benchmark from our survey provider. We will continue to engage in this process on an annual basis.

We are also regularly engaged in reviews of our benefits package with employees, more than just during open enrollment each fall. In 2023, a discussion within the MV Pride ERG led to a conversation with our CEO and ultimately the addition of comprehensive gender-affirming care to our health benefits.

MV also offers an anonymous online portal through which employees can share their questions and concerns about any topic on their minds.

**Town Halls**

Between six and eight times per year, company-wide Town Halls are held for all employees. Covering a vast array of topics, each presentation always includes time for significant employee recognition as well as a transparent sharing of the company’s financial position.

Sharing colleagues’ accomplishments on a company-wide scale and trusting all employees with sensitive and private information adds to our specific pursuit of equity. Both of these enhancements are genuine and intentional.
thank you for a great year