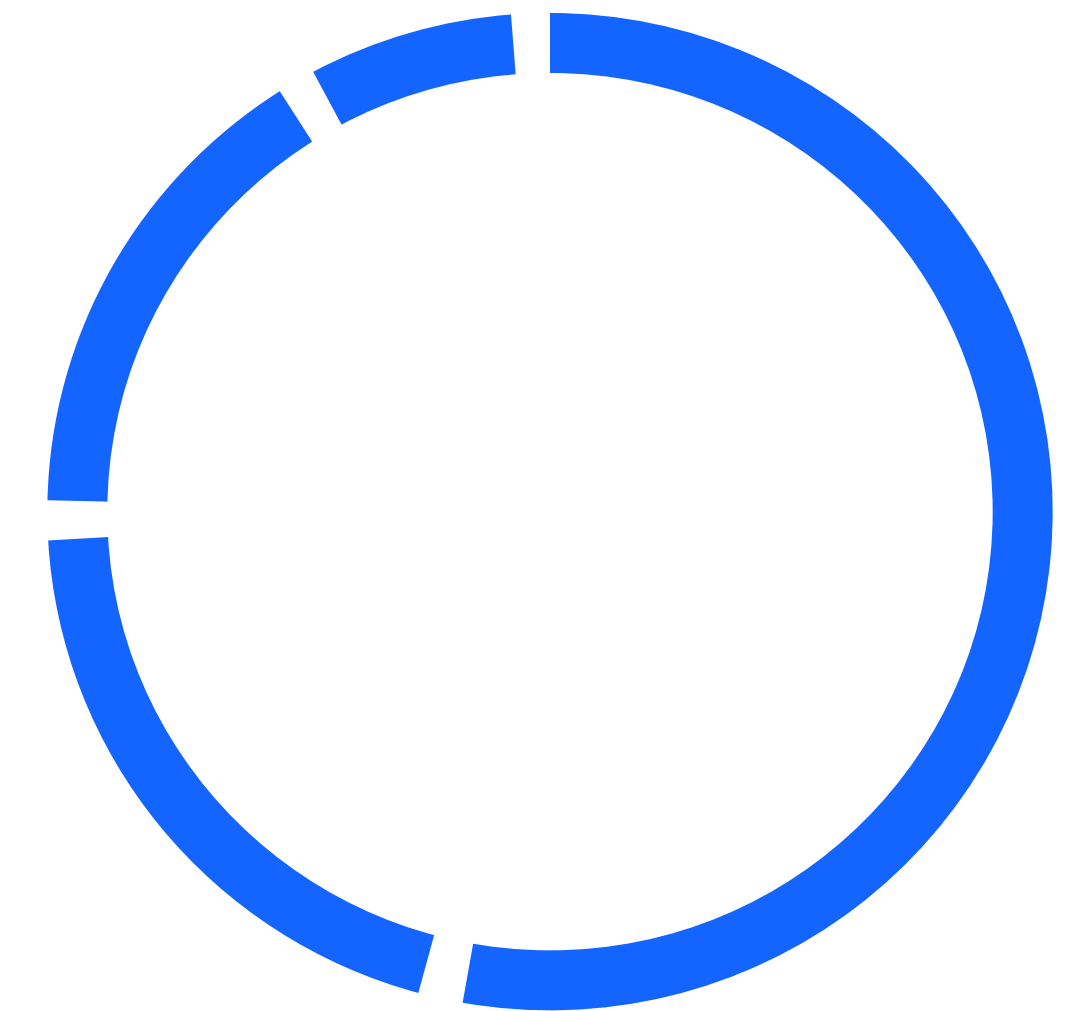
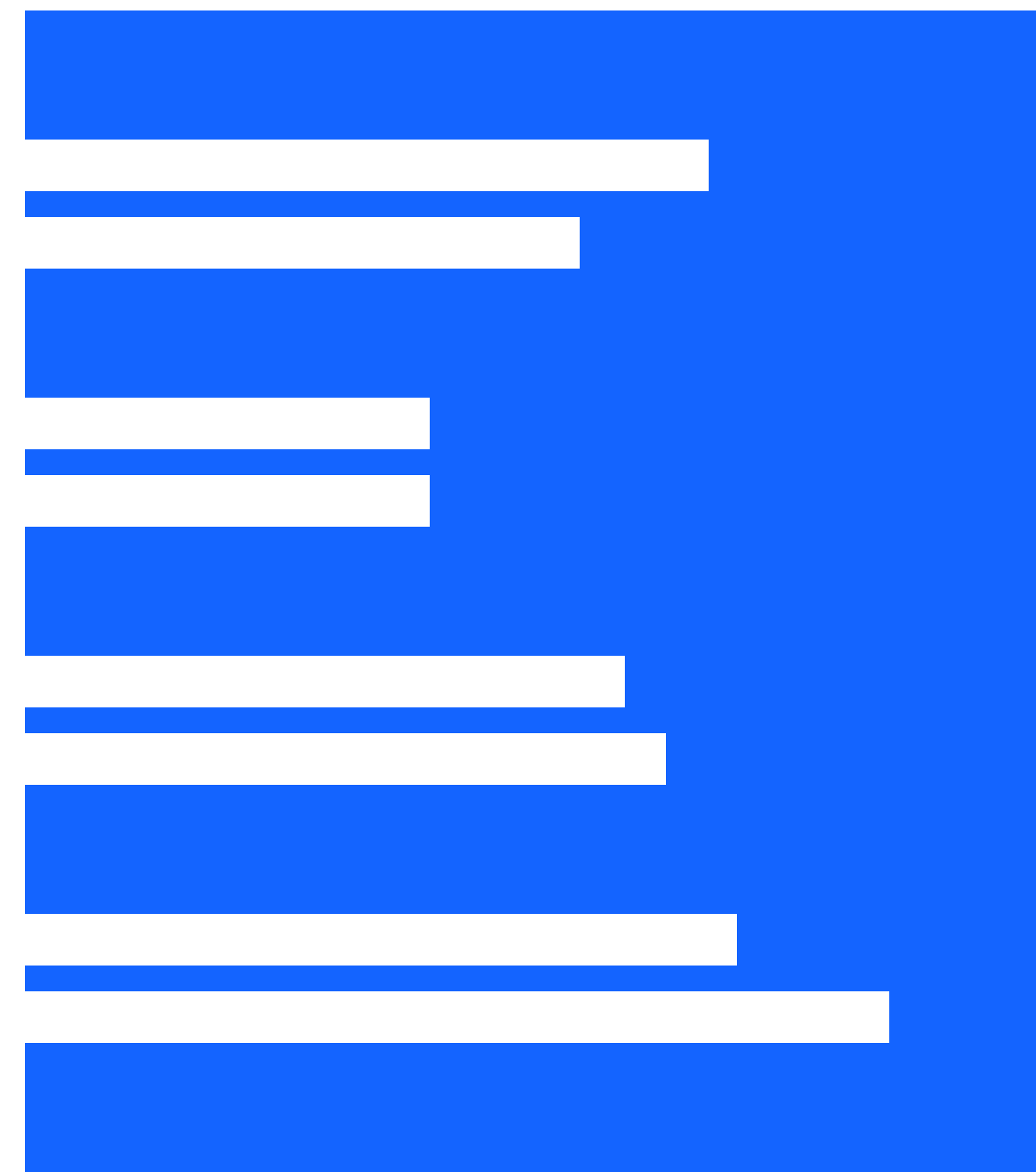
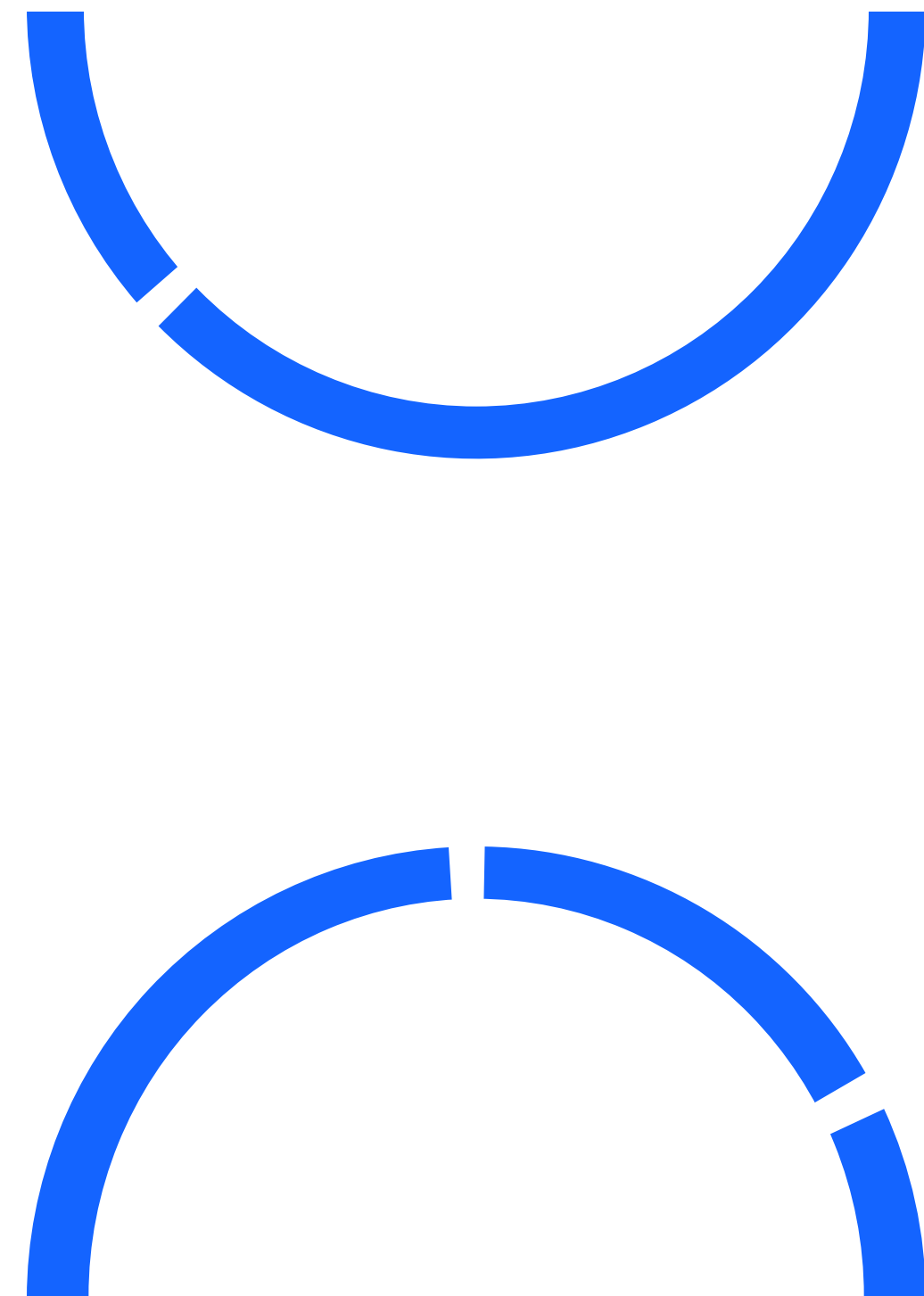
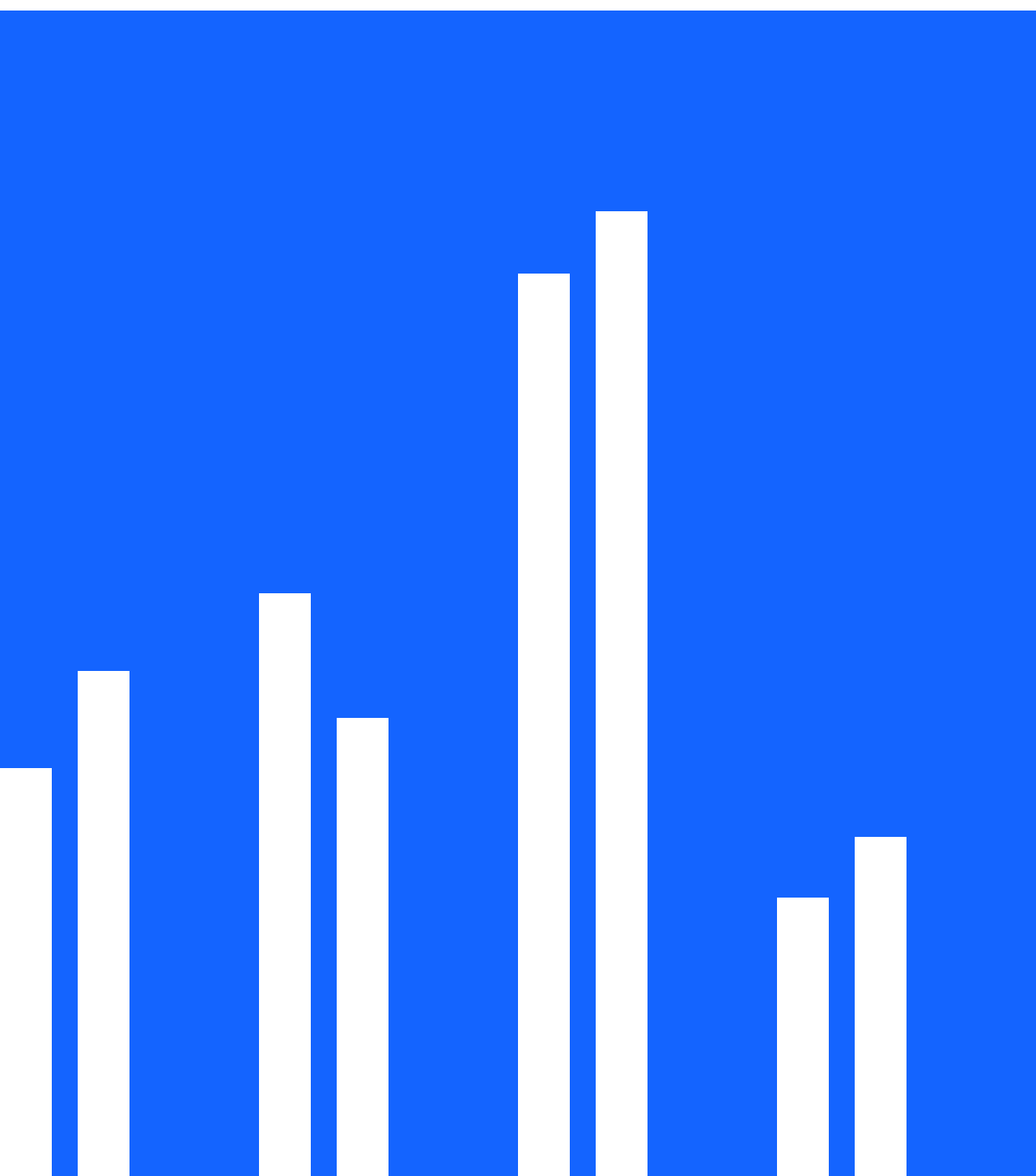


# Diversity Annual Report 2023

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## Methodology

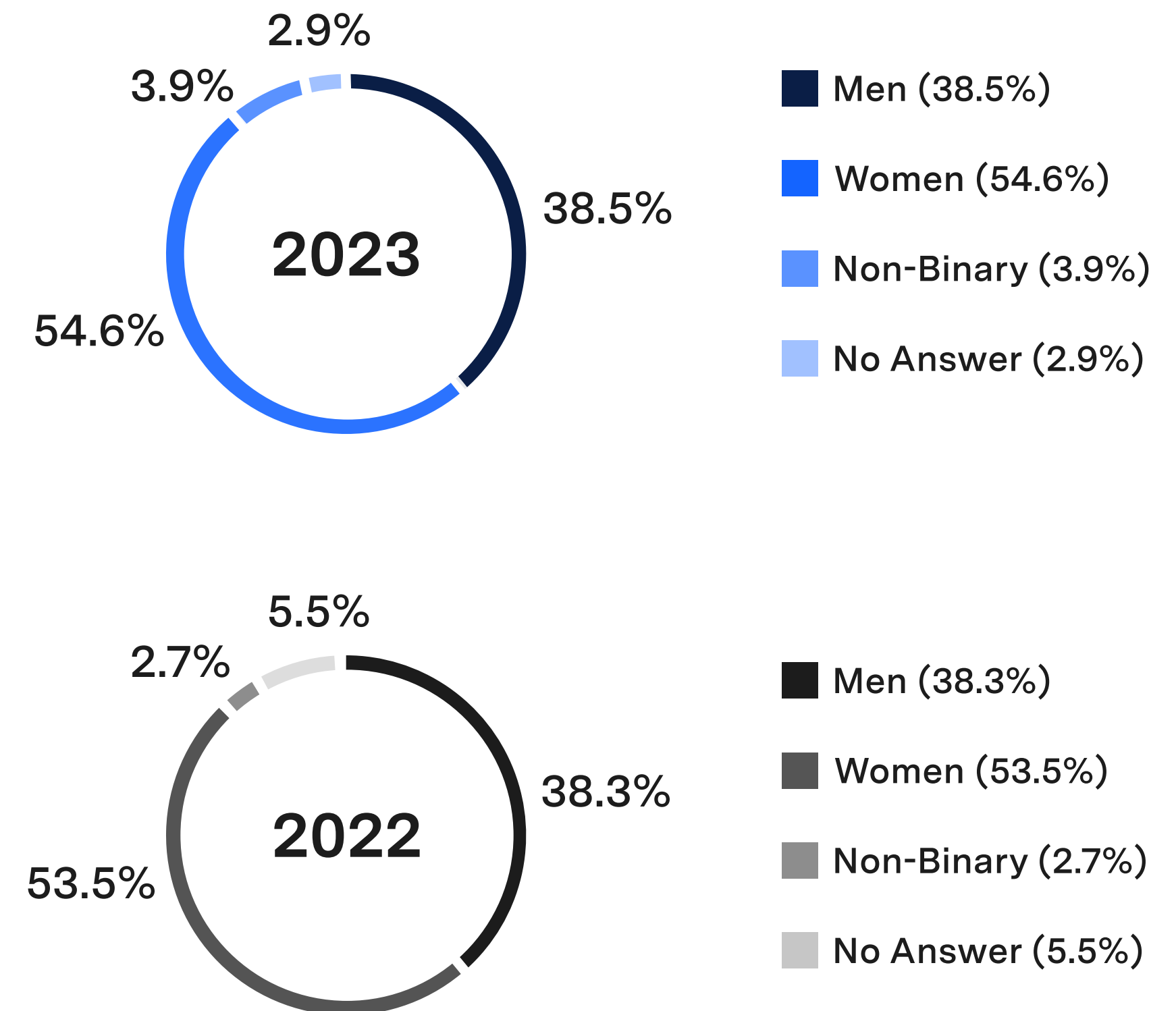
We count multiracial people as a member of all the racial/ethnic categories they identify with; this is denoted with a plus sign. Because of rounding and how we ensure the identities of multiracial people are fully honored, the individual percentages may not add up exactly to the overall percentage.

# Overall Workforce Representation

## U.S. Race and Ethnicity

	2023	2022
Black+	15.6%	16.2%
East Asian+	15.1%	14.9%
Hispanic / Latinx+	10.7%	10.4%
Middle Eastern and/or North African+	2.0%	1.8%
South Asian+	8.3%	6.8%
Southeast Asian+	3.9%	4.5%
White+	50.7%	50.5%
All other reported race / ethnicity+	2.0%	2.3%

## Gender



\*1.5% of employees identify as transgender in 2023 compared with 1.4% in 2022.

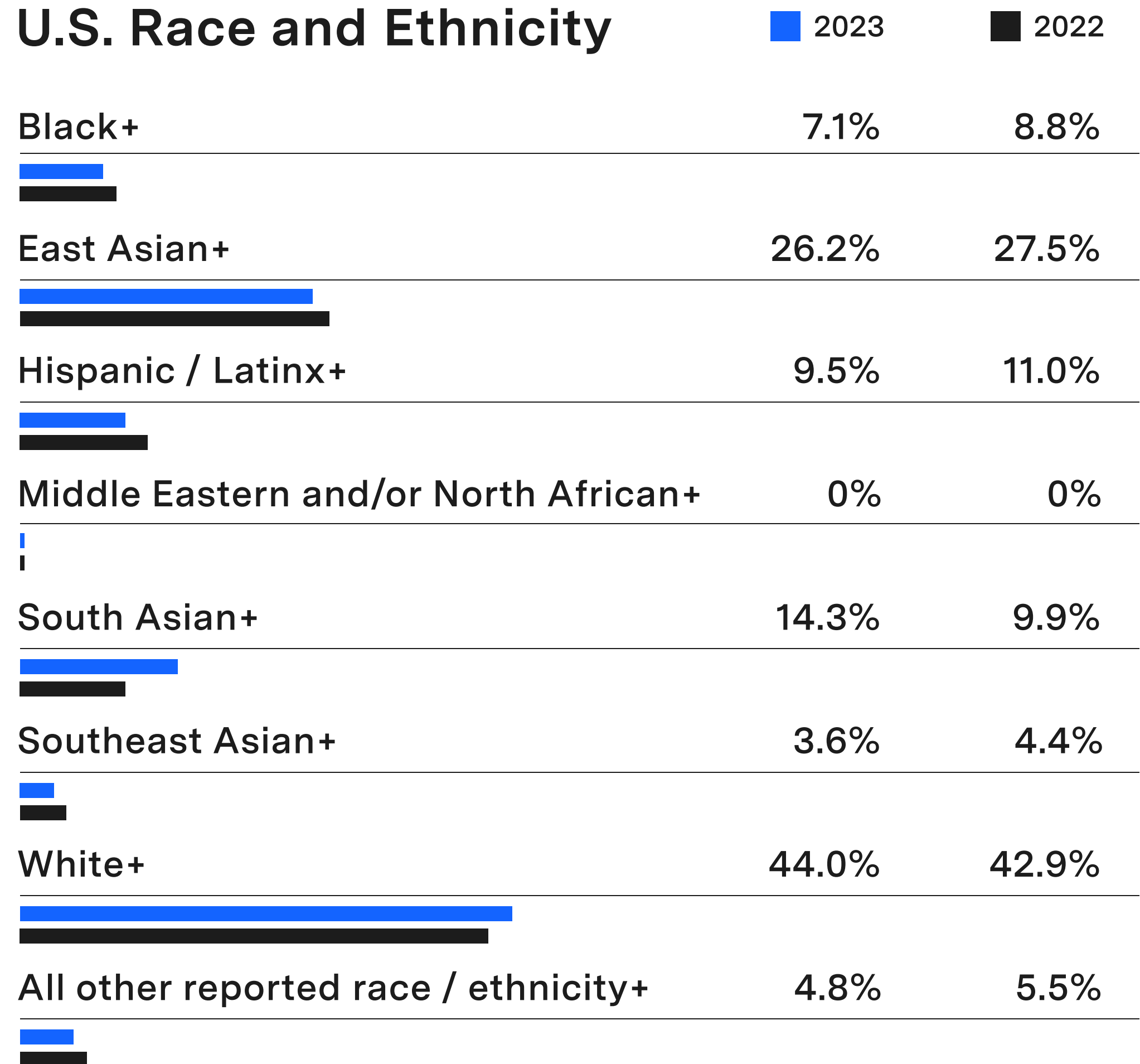
# Intersectional Workforce Representation

	2023		2022		Men		Women		Non-Binary		No Answer	
	■	■	■	■								
Black+	3.9%	4.5%	10.2%	9.5%	-	-	-	1.4%				
Asian+	10.7%	10.4%	14.1%	13.1%	1.5%	1.4%	-	-				
Hispanic / Latinx+	4.4%	4.5%	5.9%	5.4%	-	-	-	-				
Middle Eastern and/or North American+	-	-	1.5%	1.4%	-	-	-	-				
White+	21.5%	20.7%	26.8%	27.5%	1.5%	-	-	1.8%				
Other reported race / ethnicity	1.0%	<1.0%	<1.0%	<1.0%	1.0%	1.8%	3.4%	2.3%				

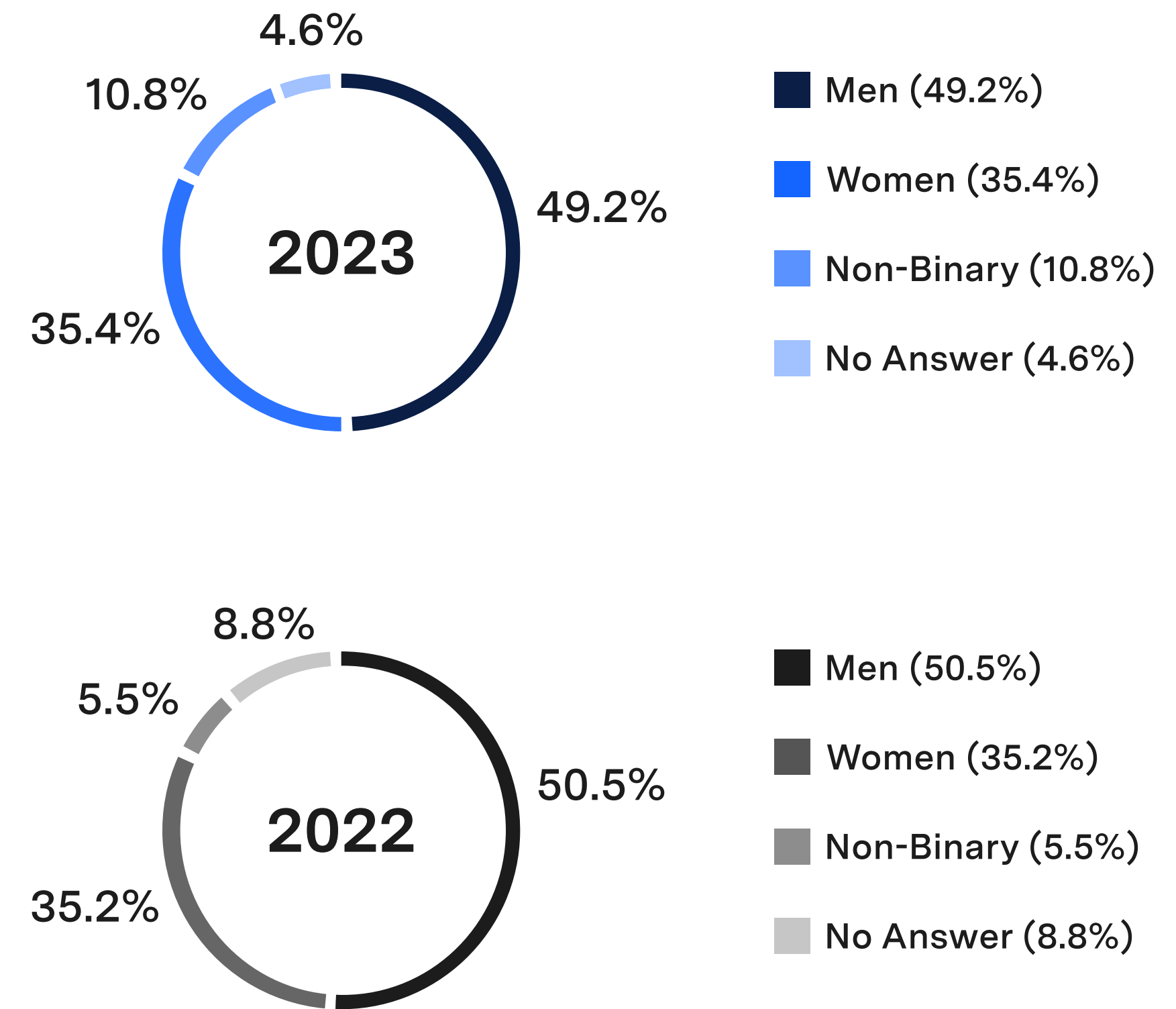
*Clever only report on groups that meet a minimum threshold; otherwise we do not report the data for privacy reasons.*

# Tech Workforce Representation

## U.S. Race and Ethnicity

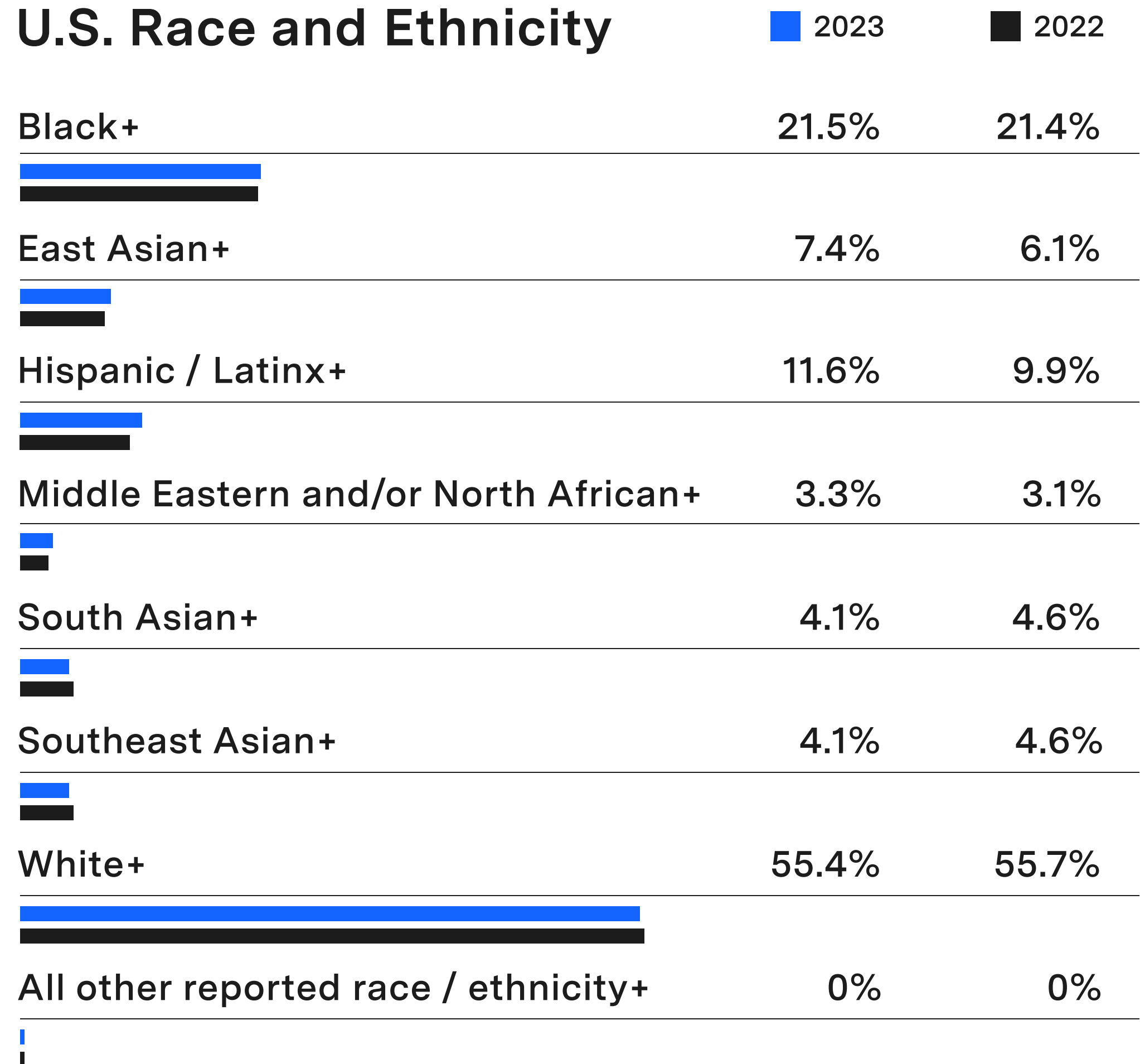


## Gender

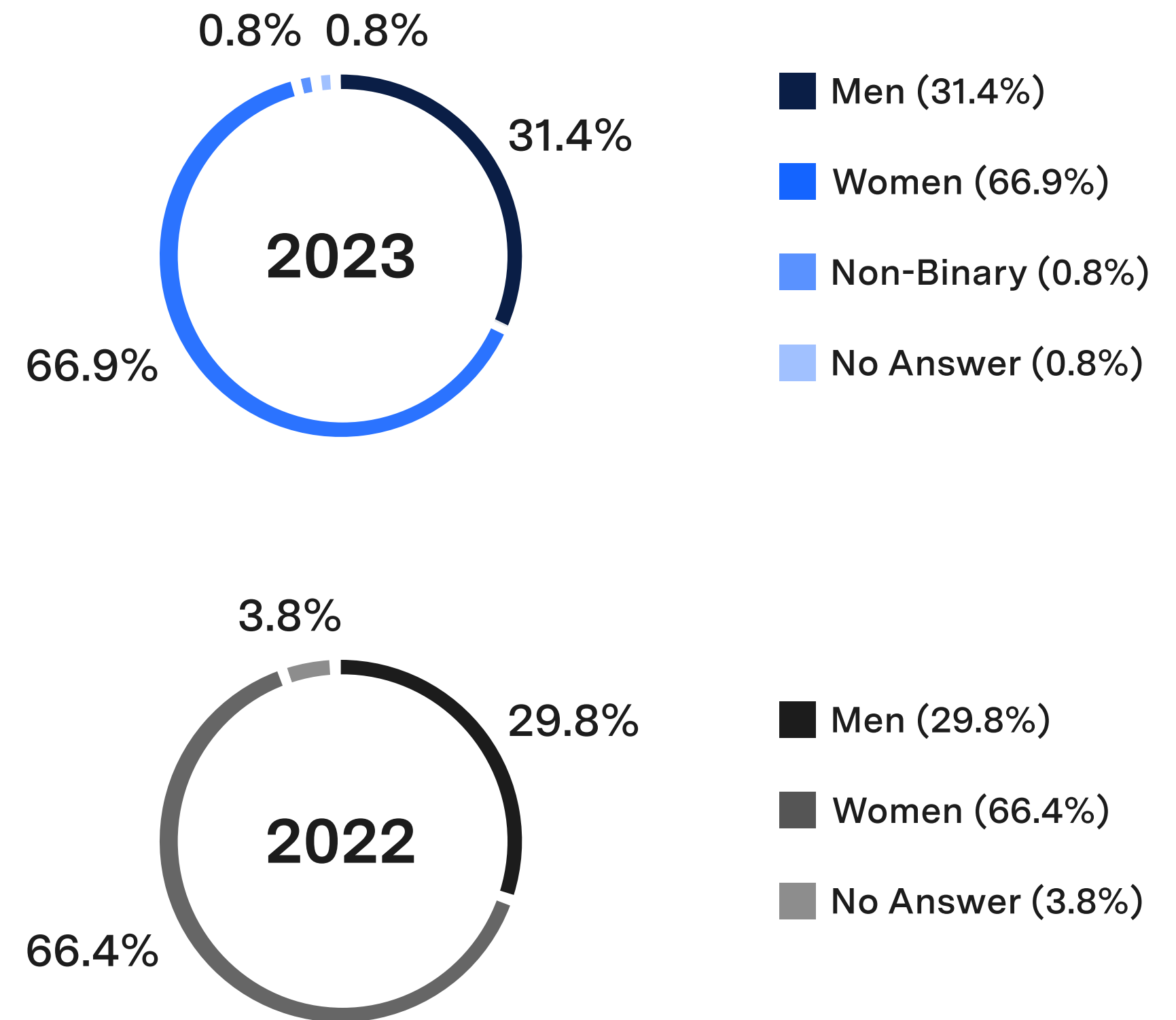


# Non-Tech Workforce Representation

## U.S. Race and Ethnicity

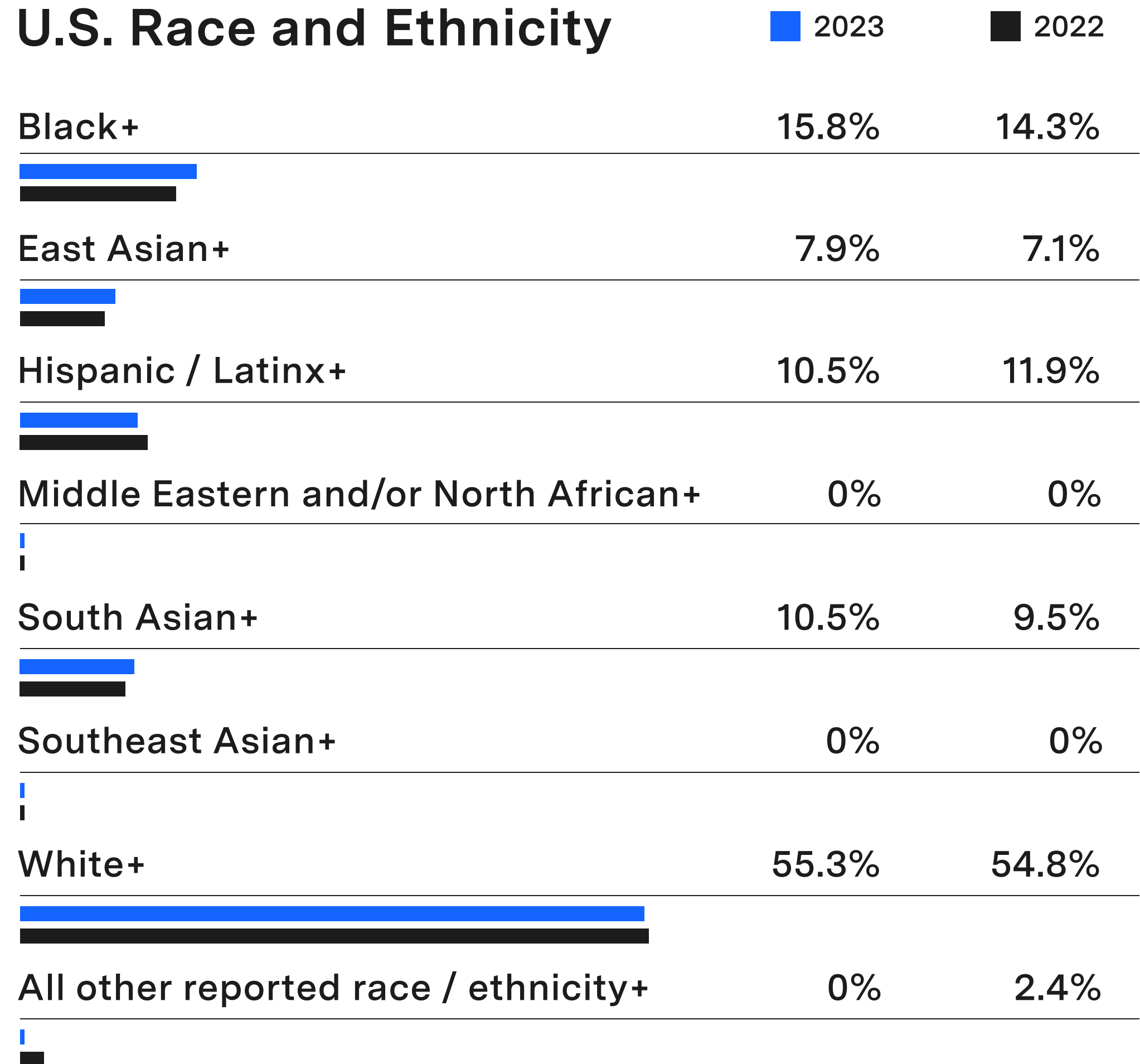


## Gender

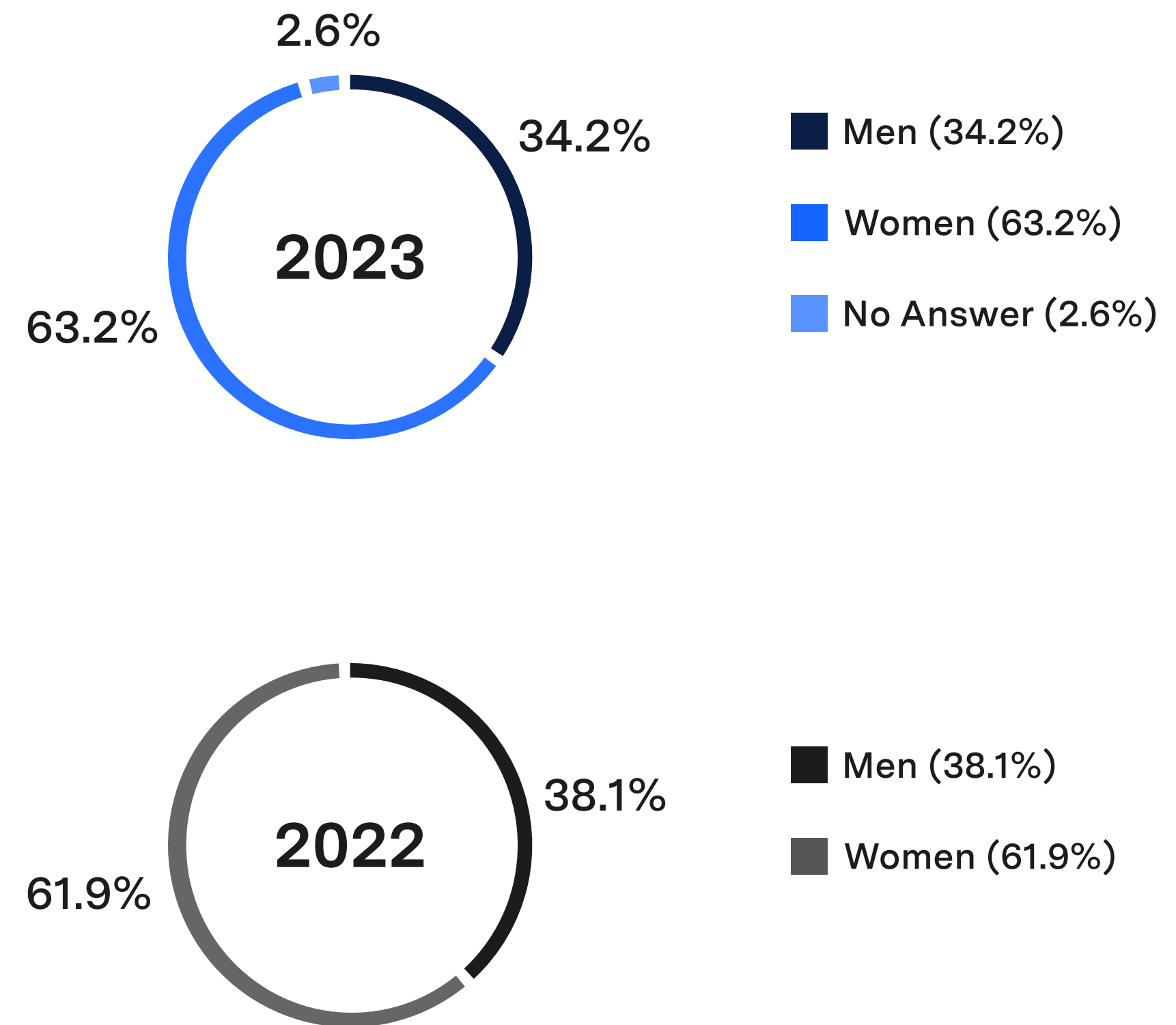


# Managers Workforce Representation

## U.S. Race and Ethnicity

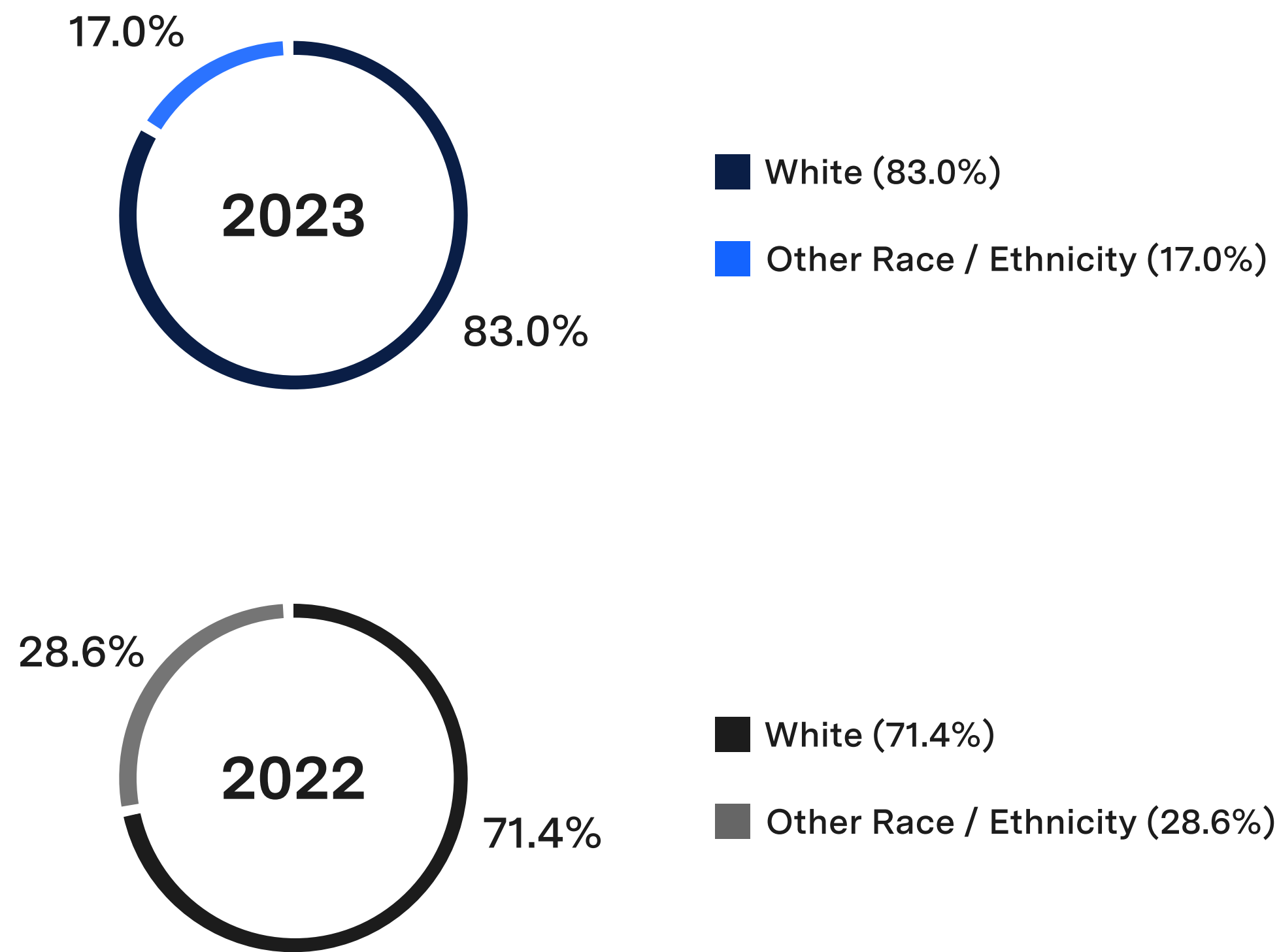


## Gender

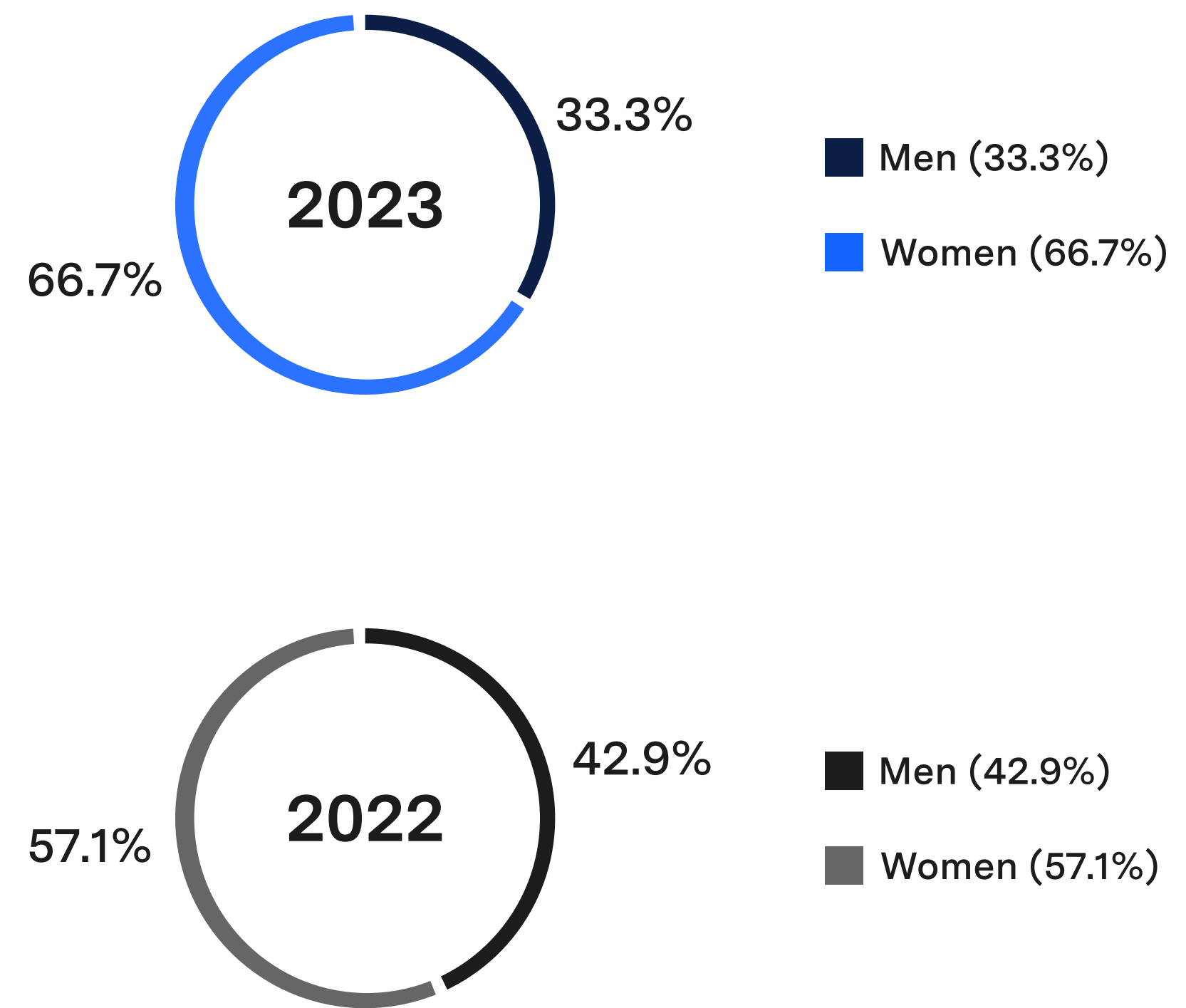


# Executives Workforce Representation

## U.S. Race and Ethnicity



## Gender





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