

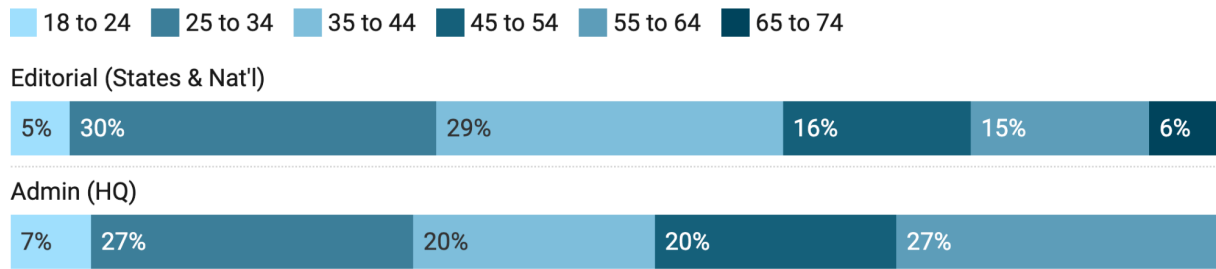
States Newsroom Employee Census Report | 2023

The following data is reported from two sources: an internal demographic survey administered during the first quarter of 2023; and self-reported EEOC data as of March 2023.

The demographic survey was sent to 164 employees, of which 139 responded (85%). The first sets of data are broken down by role; most employees are reporters and editors (88%), referred to as *Editorial* in this report.

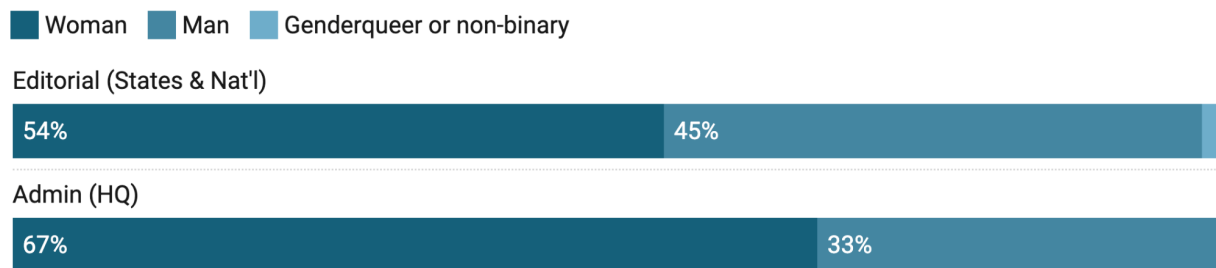
AGE

Across the organization, the majority of staff is under 45 years of age (63%). Below you will find the breakdown between Editorial and Admin staff.



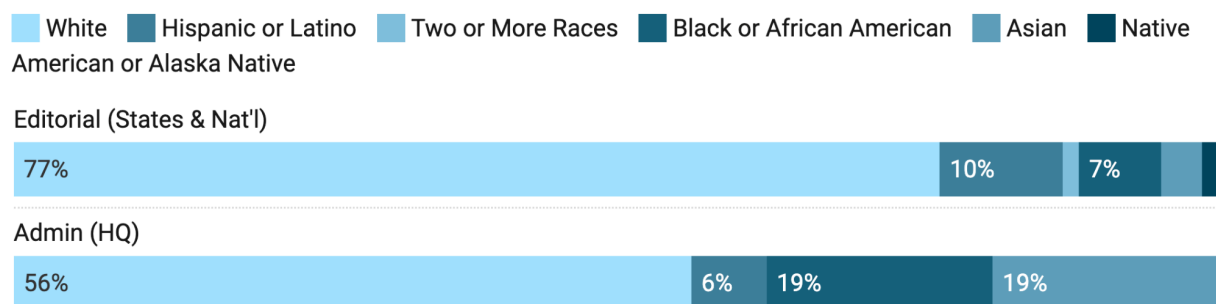
GENDER EXPRESSION

More women (54%) work for the organization than men (45%) or nonbinary respondents (1%), and almost all respondents identified as cisgender (99%).



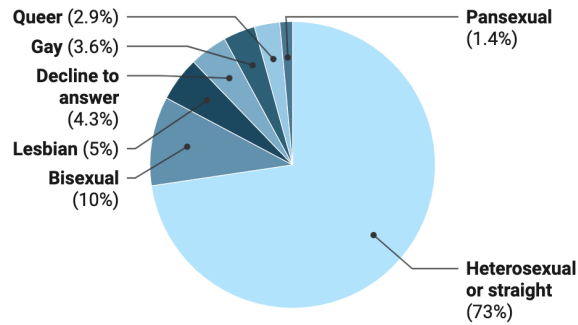
RACE AND ETHNICITY

In our latest collection of EEOC data, States Newsroom employees identified as: 75% white, 10% Hispanic or Latino, 8% Black, 1% Biracial, 5% Asian, 1% Indigenous/Native American



SEXUAL ORIENTATION

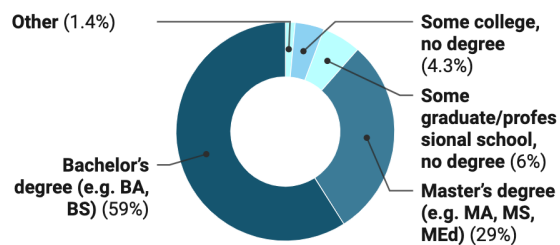
23% of States Newsroom staff identify as LGBTQ+, while 4% declined to say.



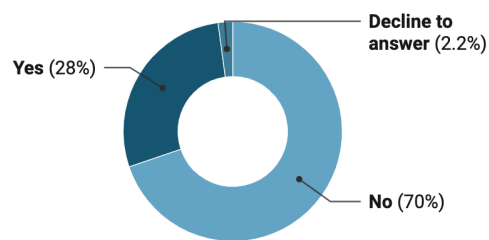
EDUCATION

Most respondents hold a bachelor's degree or higher (96%); 28% were first-generation college students.

What is the highest level of education you have completed?



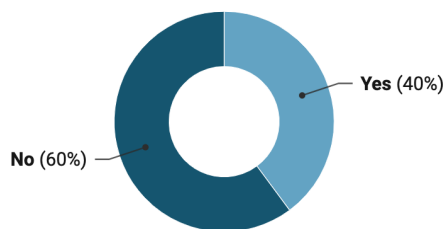
Do you consider yourself a first-generation college graduate?



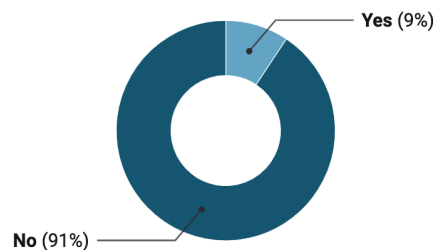
CARETAKING

40% of respondents identified as parents or caretakers of children while 9% care for another adult.

Are you a parent or caretaker of children?



Are you a caretaker of adults?



OTHER DEMOGRAPHICS

- 17% of respondents live with a disability.
- English is the first language of a large majority of States Newsroom employees (94%), and it is the primary language spoken at home (85%) followed by households that speak two or more languages (9%), and then households that speak Spanish (7%).