



October 19, 2021

GUILD UPDATE

Representative Diversity in Leadership

Representative diversity is the proportional representation of varied identities in positions of opportunity and authority. Early in fiscal year 2018, The Guild embarked upon an organizational commitment to enhance diverse representation in positions of authority, specifically emphasizing racial and ethnic diversity. As part of that commitment, The Guild publishes annually representative diversity ratios at all levels of the organization's leadership.

People of color* in Guild leadership positions

	FY17	FY18	FY19	FY20	FY21
Total Employees	70%	75%	80%	81%	81%
Salaried	12%	25%	17%	43%	35%
Manager				55%	59%
Associate Director	33%	20%	40%	50%	60%
Director	0%	17%	17%	23%	21%
Chief Officer	0%	14%	14%	17%	17%
Board of Trustees	0%	0%	14%	13%	25%
All Leadership Positions (Manager-Trustee)				39%	50%
Leadership Positions (Assoc Dir-Trustee)	7%	13%	19%	23%	26%

*For the purposes of this grid, "people of color" are comprised of those who identify as Black/African American, Asian, Southeast Asian, Native American, Hawaiian, and Hispanic/Latinx.

The table above shows continued improvement in diverse ethnic representation across positions of leadership. However, it is clear; there is more to be done. As we embark upon expanded leadership training programs in the coming years with particular emphasis on our multicultural workforce, The Guild will not shy away from personal and organizational accountability for racial and ethnic justice. The work continues.