

Vera Institute of Justice 2024 Diversity Report

At the Vera Institute of Justice (Vera), diversity is core to the Institute's values and success. We understand that diversity makes us wiser, more dynamic, and more effective as we seek greater justice in the criminal legal and immigration systems. Vera's diversity helps us be more representative of and connected to the communities most directly impacted by these systems. Thus, the organization—starting with President Nick Turner and the Vera Leadership Team (VLT)—is committed to making sure that Verans, as a group, are as diverse as the country in which we work, and that the Institute is deeply inclusive of marginalized people—especially system-impacted people.

This report is a review of the racial diversity of Vera's staff and the racial and gender diversity of Vera's leadership. We believe this kind of transparent review helps Verans, our movement and government partners, the communities in which we work, and other stakeholders to hold Vera accountable for ensuring we have a diverse staff and board. We plan to issue updated versions of this report annually.

We have made strides in building a diverse workforce, senior leadership, and board of trustees (board). In each of these groups, half or more than half are people of color and more than half are women. Looking forward, our work lies in the intersections and in the markers of a thriving workforce. For example, Black staff continue to be overrepresented in exits from the organization, there are no Latino men as senior leaders, and there are no gender nonconforming or nonbinary people on the board or in senior leadership positions.

We acknowledge that diversity encompasses more than just race and gender. While Vera is enriched by our various abilities, sexualities, experiences with systems, and more, this report focuses particularly on race because of its outsized impacts on workplaces and the systems we aim to transform. We further focus on the gender diversity of the Institute's board and senior leadership because we know that women have long faced barriers to leadership.

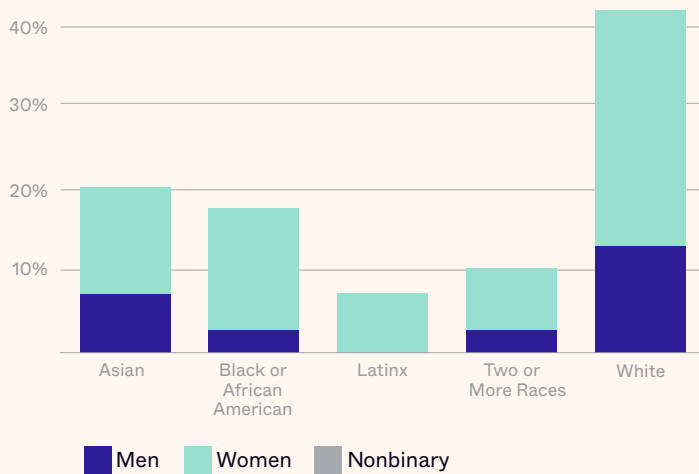
The data has some limitations. While it includes a multiracial category, it does not capture combinations of race and ethnicity¹ (e.g., Black Latinx or Afro Latinx), as Vera does not yet have comprehensive intersectional data of this kind. We must also acknowledge that the gender identity categories of “men,” “women,” and “nonbinary” are not comprehensive, as there are many, many gender identities.

Thank you for your continued investments in Vera’s diverse community. This work is never-ending, and the VLT is committed to leading the way in the long term.

¹ In this report, we use “Latinx” to refer generally to people of Latin American descent, in accordance with Vera’s Style Guide, on file with Vera. We use “Latino” or “Latina” sparingly. Choosing a singular way to describe a group of people with diverse national and cultural histories is complex. We acknowledge that many people of Latin American descent identify using different terms and we favor flexibility and personal preference in choosing which term to use.

Senior Leadership Diversity Data

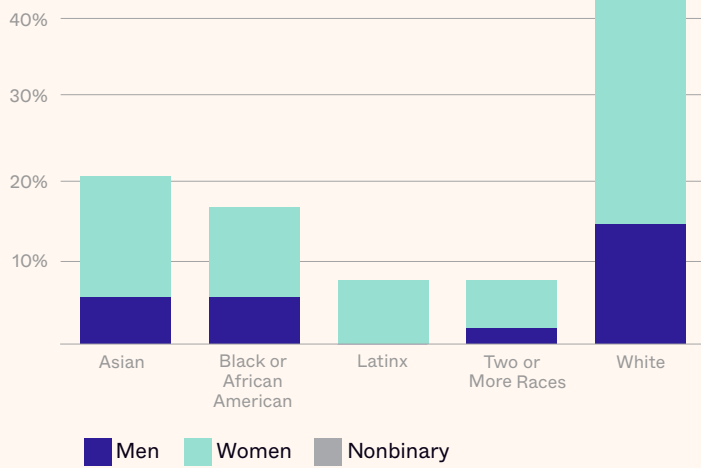
Senior Leadership—June 2024



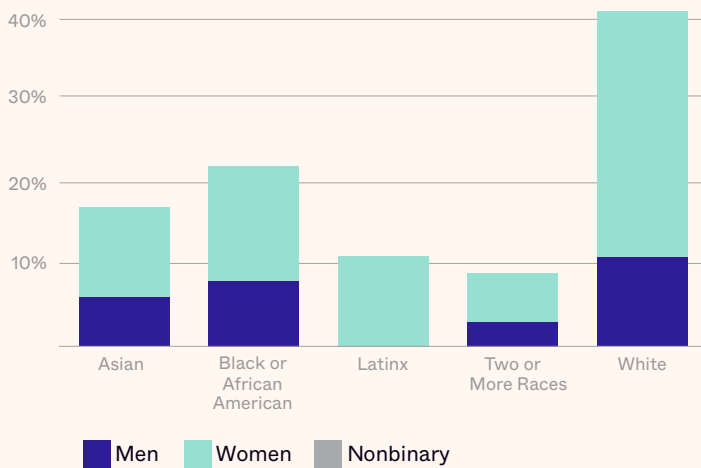
Senior Leadership includes VLT members and other senior managers.

- › White women make up 29 percent of senior leaders and 28 percent of total staff.
- › White men constitute 13 percent of senior leaders and 13 percent of total staff. They are represented proportionally across levels.
- › However, 19 percent of staff are Latinx and only 8 percent of senior leaders identify as Latinx. There are no Latino men in senior leadership.
- › There are no people who identify as gender nonconforming or nonbinary in senior leadership.

Senior Leadership—June 2023

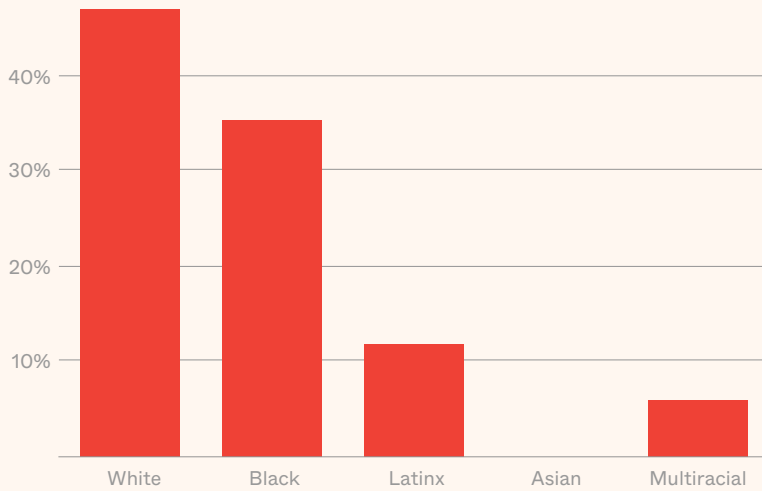


Senior Leadership—June 2022



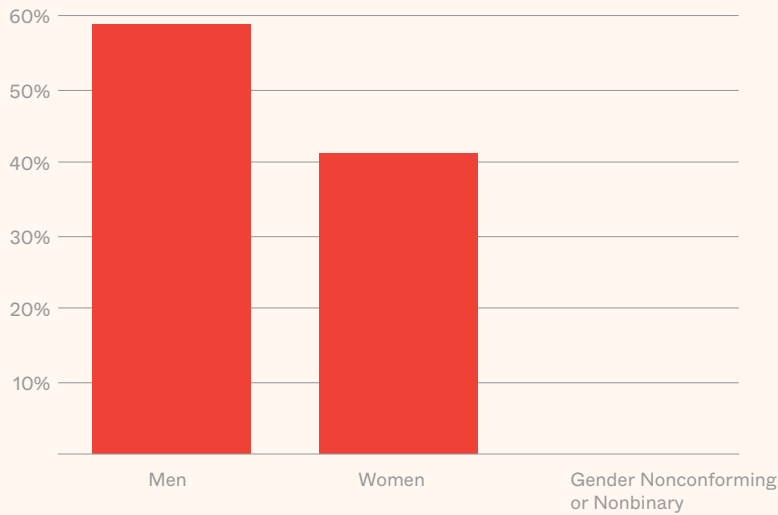
Board of Trustees Diversity Data—FY2022 to FY2024

Race/Ethnicity



- ▶ The board is 47 percent white and 53 percent Black, Latinx, or other multi-racial people of color. There are no Asian board trustees.

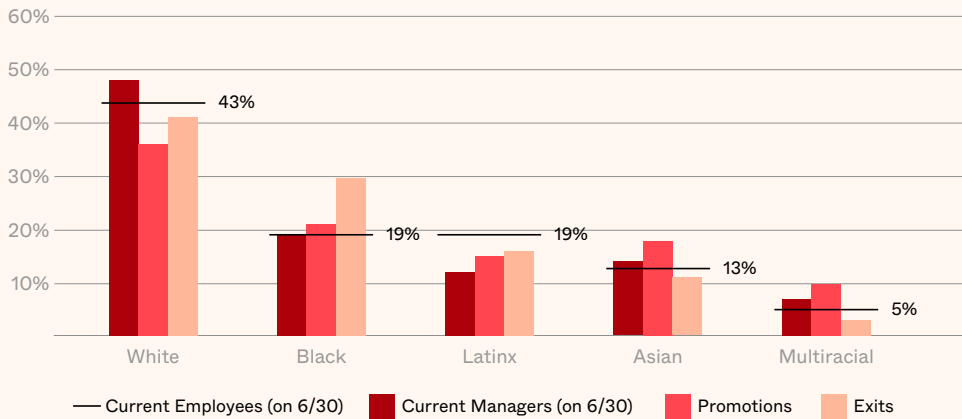
Gender



- ▶ The board is 59 percent men, and there are no gender nonconforming or nonbinary board trustees.

Staff Racial Diversity Data²

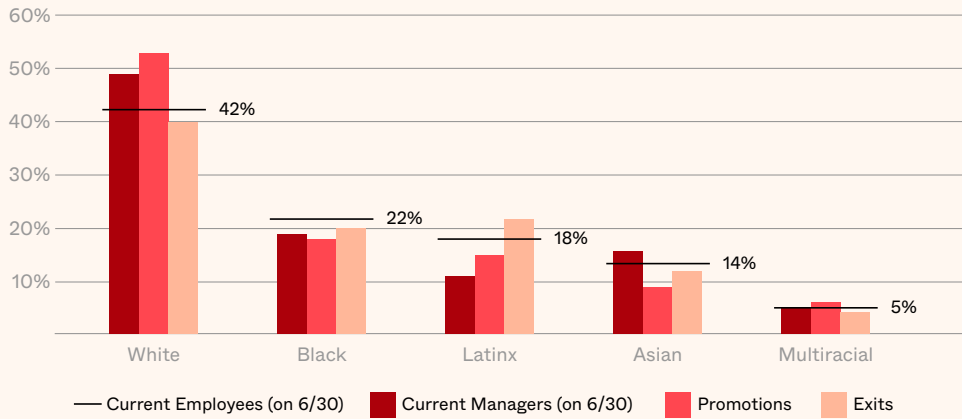
FY2024



- › Latinx staff are underrepresented as managers (12 percent) compared to their proportion of overall staff (19 percent). White staff are 43 percent of the organization and 48 percent of managers.
- › Black Verans are overrepresented in exits. They make up 19 percent of staff and 29.6 percent of exits.

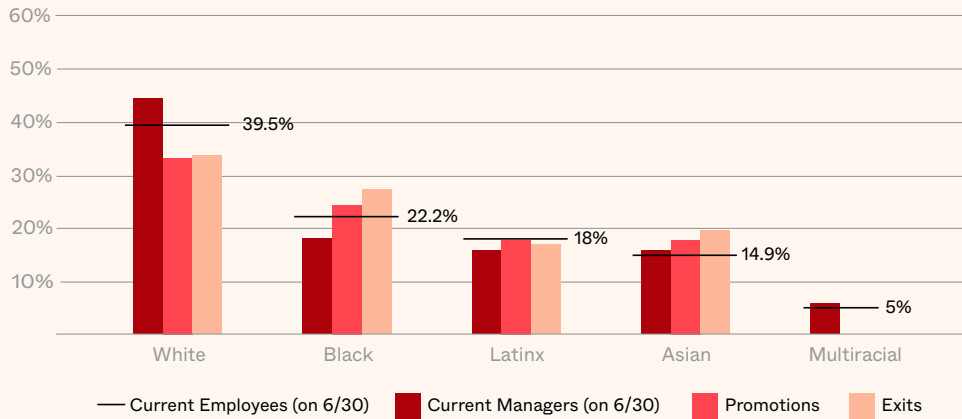
² To protect privacy, percentages (bars) representing a number less than five are not reported in these charts.

FY2023



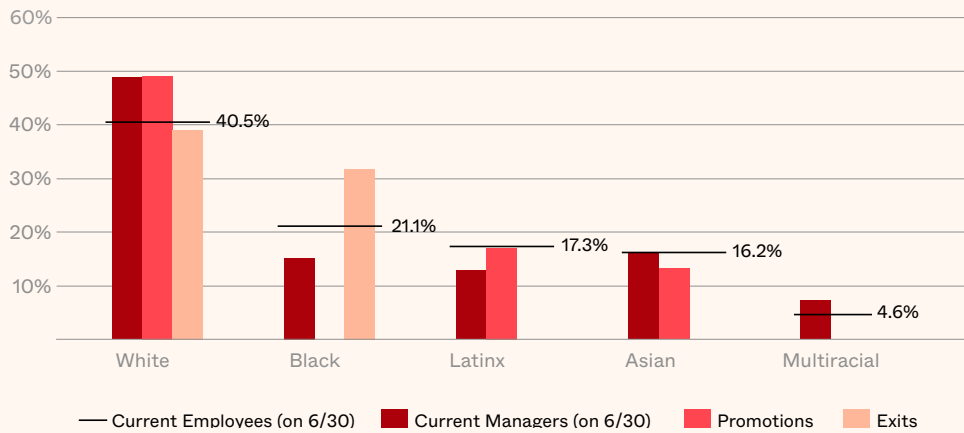
- › Latinx staff are underrepresented as managers (11 percent) compared to their proportion of overall staff (18 percent).
- › White Verans make up 42 percent of staff and 43 percent of promotions. Asian Verans are 14 percent of staff and only 9 percent of promotions.

FY2022



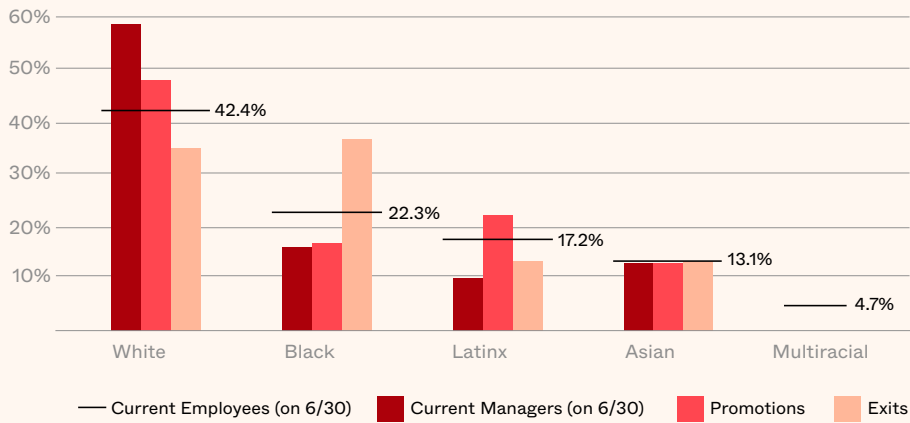
- › FY2022 was the first year recorded in which Black Verans were overrepresented among Verans who were promoted (22.2 percent of employees and 24.4 percent of promoted employees).
- › Black and Asian Verans exited the Institute at disproportionately high rates.

FY2021



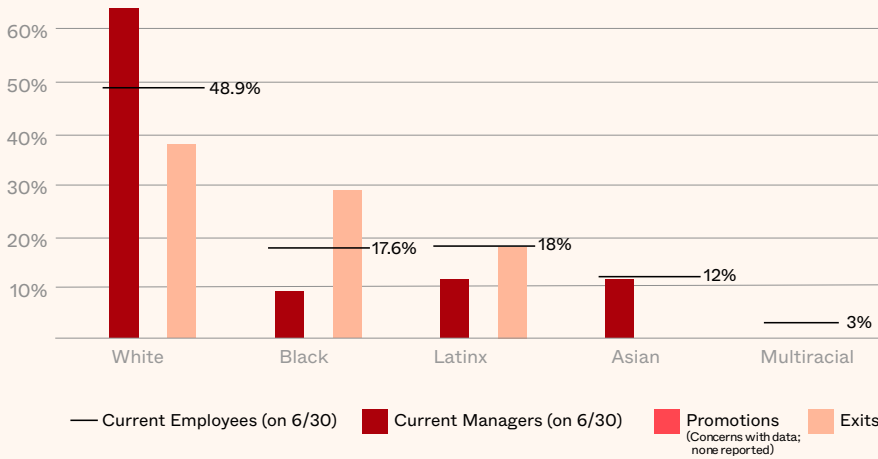
- › In FY2021, Black, Indigenous, and people of color became for the first time (likely ever) a majority of Vera managers (51.2 percent).
- › However, Black Verans continued to account for a disproportionately low percentage of managers (15.2 percent) while being significantly overrepresented among Verans exiting the Institute.
- › Latinx Verans also continued to be underrepresented among Vera managers.

FY2020



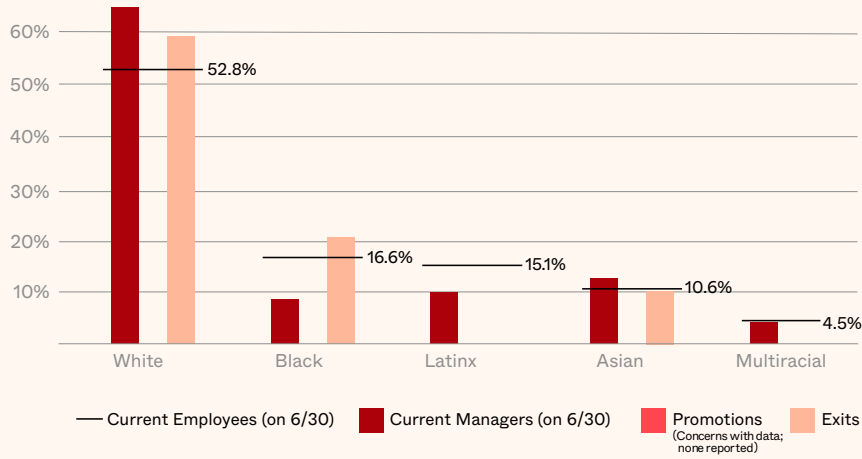
- › The number of Black Verans rose from 17.6 percent of staff in FY2019 to 22.3 percent of staff in FY2020, but Black Verans made up 36.1 percent of staff exits in FY2020.
- › Black Verans also made up a disproportionately low 15.7 percent of Vera managers and 16.4 percent of promotions.

FY2019



- › In FY2019, white Verans remained a disproportionately high percentage of managers (64.4 percent), while Black and Latino Verans remained significantly underrepresented among managers.
- › Black Verans exited the Institute at disproportionately high rates.

FY2018



- › In FY2018, white Verans made up a majority of the staff (52.8 percent) and Vera managers (64.8 percent).
- › Black and Latinx Verans were significantly underrepresented among the manager group (8.5 percent and 9.9 percent respectively).