

## Vera Institute of Justice 2025 Diversity Report

Advancing equity is core to Vera's mission to end mass incarceration and criminalization of communities of color, immigrants, and people experiencing poverty. Externally in programmatic work with our partners and internally with our staff, we aim to build systems where everyone has an opportunity to thrive. We recognize that a diverse staff with varied experiences and perspectives helps us be more innovative and impactful. Moreover, we know that diversity and merit are not at odds; our diversity, equity, and inclusion practices are lawful; and these practices are necessary to ensure fairness.

In this diversity report, we outline the key takeaways from fiscal year 2025 (FY25), July 1, 2024–June 30, 2025, as well as trends over the past several fiscal years, FY20–FY25. We review the data to maintain a line of sight into the composition of our staff and managers, who is promoted, who stays, who leaves, and why. We understand that diversity is one part of building an equitable organization as we continue to dig deeper to learn how systems of advantage and disadvantage are at play internally and externally.

We are incredibly proud of our progress in strengthening diversity, equity, and inclusion at Vera. We have narrowed racial gaps in employee tenure, increased representation of nonbinary people among our staff, increased racial diversity of senior managers, and piloted our first intern position with a currently incarcerated student. Through changing sociopolitical environments, organizational strategies, and staff sizes, we have kept our focus on this business and mission imperative. Our areas for improvement include representation of Latine staff and nonbinary staff in senior roles and exits of Black and Latine staff.

There are limitations to our data. First, all data is self-reported and some data is missing. In addition, the categories in our current data collection system do not allow people to select both their ethnicity and their race, and there are a limited number of ethnicities to select from. Data collection capturing nonbinary staff and trans staff only started in FY24, so data in the fiscal years prior is limited. In our updated data system, we will address these issues to ensure more reliable and accurate data for future reports. Looking ahead, there are groups of staff whose employee cycles we want to understand better, including caregivers, staff with disabilities, and system-impacted staff; however, we do not yet collect data on these identities as part of our regular

reports. We remain committed to ongoing improvement of our data collection methods to build a diverse and thriving organization.

These efforts are essential to ensuring fairness and aligning with our values. In sharing these reports each year, we also aim to encourage others to continue the critical work of examining data by race, gender, and other sociodemographic categories to proactively build equity into workplace systems.

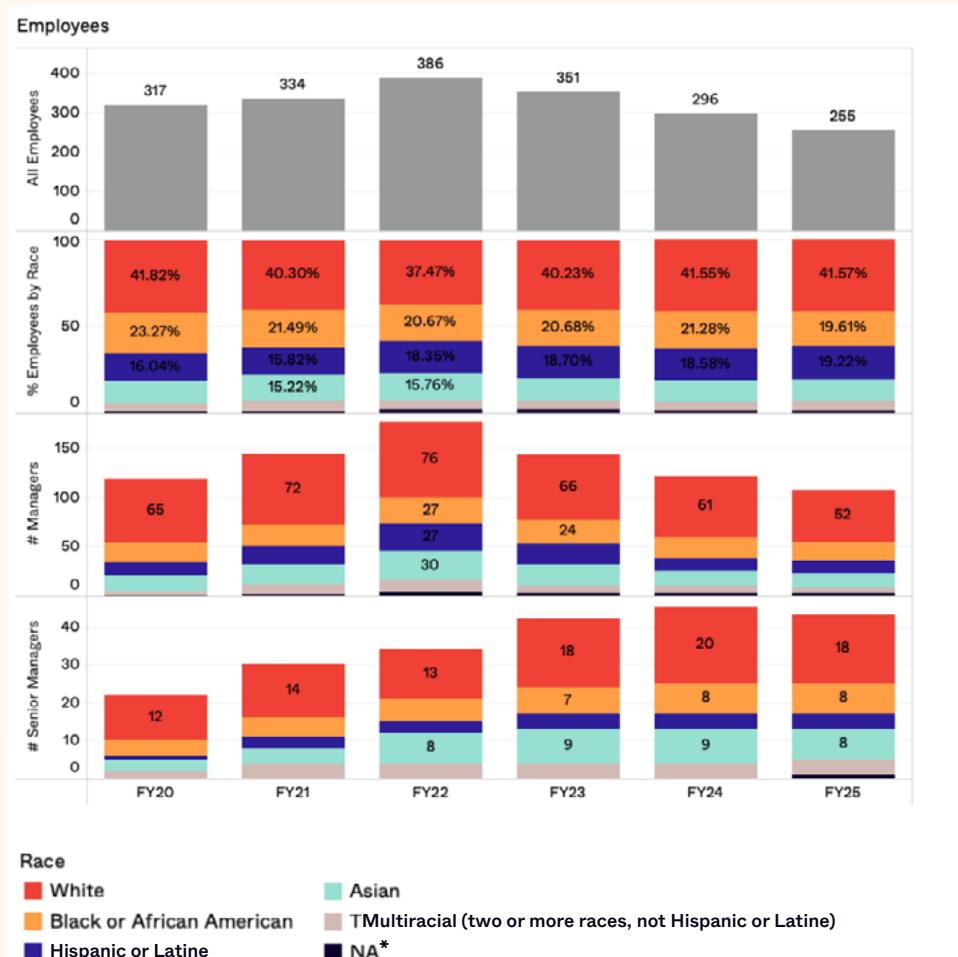
Here are the takeaways from our review of FY25 data and trends over the last several years (FY20–25).

#### **Vera staff are more diverse than nonprofit sector staff.**

In FY25, Vera employed 255 staff members, with 57 percent identifying as people of color and 42 percent identifying as white. Sixty-seven percent of staff are women, 27 percent are men, and 6 percent are nonbinary, an all-time high. In comparison, the nonprofit sector is 51 percent white and 68 percent women. Nonbinary staff make up 1 percent of nonprofit staff.

**For the past several years, the racial diversity of staff has remained largely consistent. The percentage of nonbinary staff has increased.**

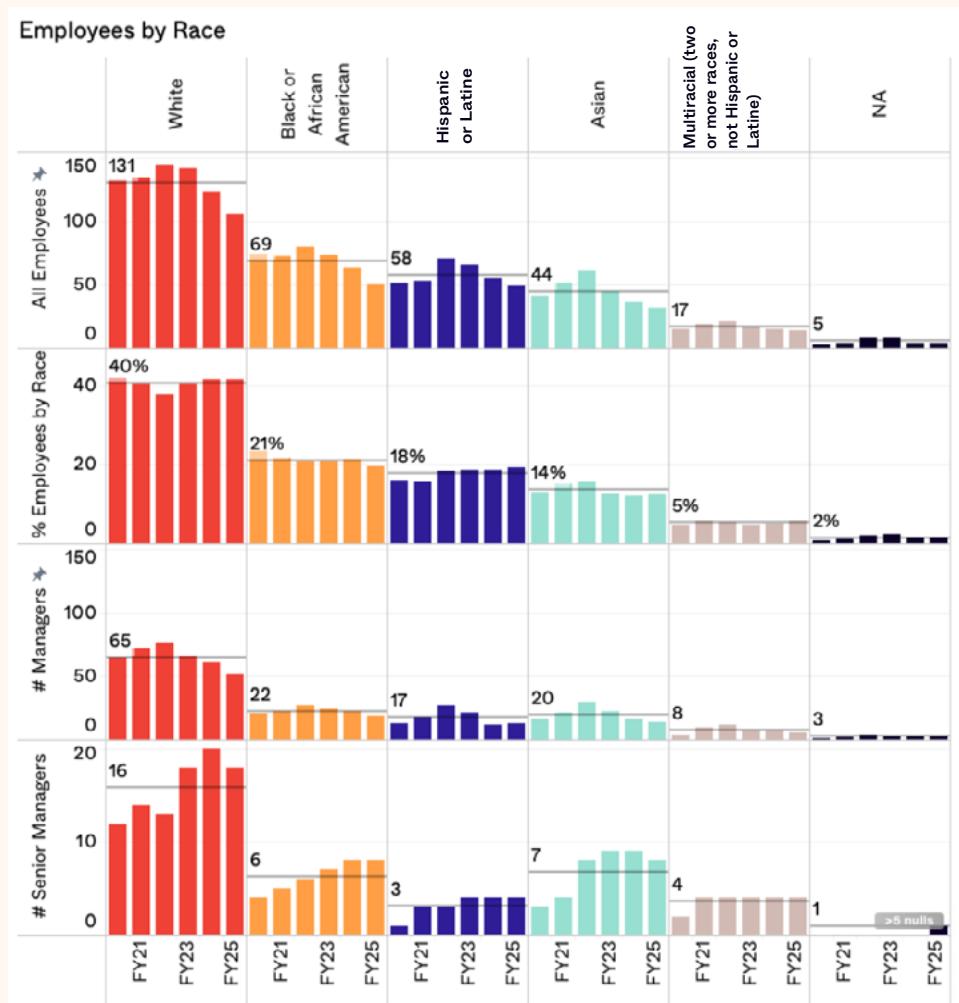
Figure 1



Over the last several years, Vera employed a high of 386 staff members in FY22 and a current low of 255 in FY25. White staff have made up approximately 40 percent of staff, Black staff 21 percent, Latine staff 18 percent, Asian staff 14 percent, and multiracial staff (people of two or more racial backgrounds) about 5 percent. Less than 1 percent of staff are Indigenous. This distribution has been largely consistent over the last several fiscal years. Compared to nonprofit staff, Asian staff at Vera make up 14 percent of staff, more than double their representation in nonprofits, where they make up 6 percent of staff.

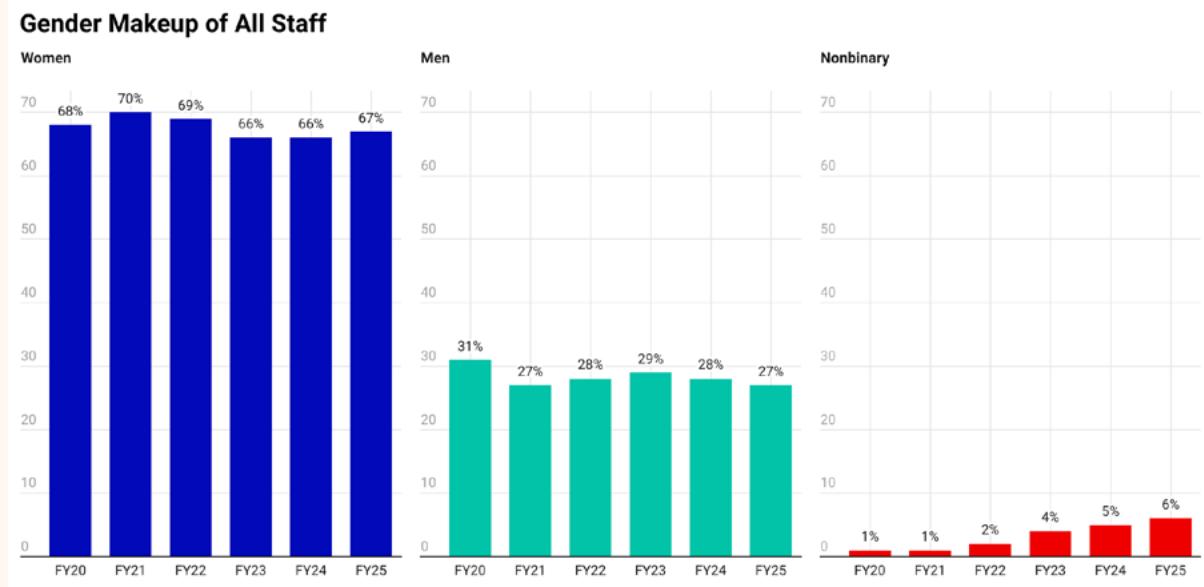
We recognize that those with experience with the systems we aim to transform must shape the solutions. Compared to the communities Vera works alongside and on behalf of, 20 percent of Vera's workforce is Black while 37 percent of incarcerated people are Black. At least 5 percent of Vera staff are system-impacted people. In FY24, at least 80 percent of people booked into Immigration and Customs Enforcement detention were from Latin American countries. Immigrants make up a portion of Vera staff; however, we do not have specific data on staff representation from this group.

Figure 2



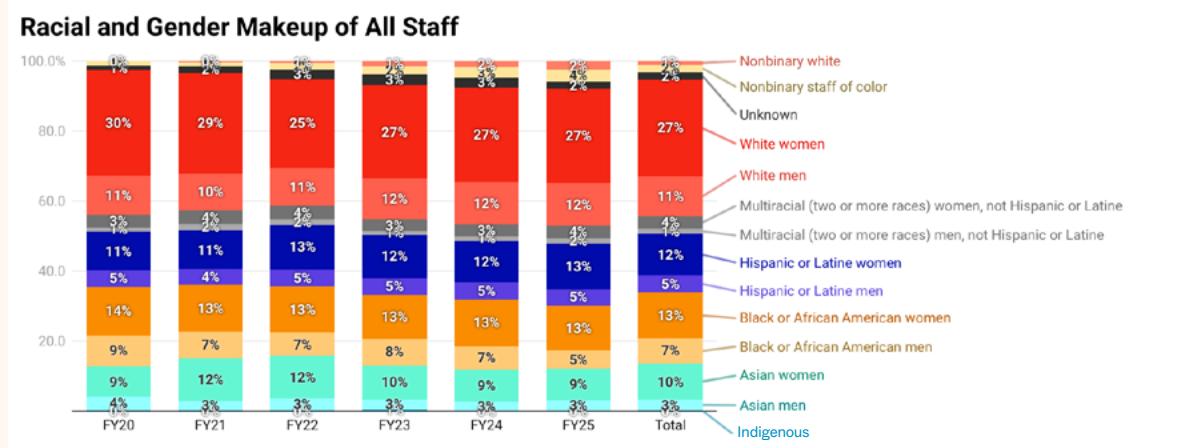
Women consistently make up the majority of Vera staff. Over the last six years we have increased the percentage of nonbinary staff from 1 percent to 6 percent. The percentage of men has decreased from 31 percent to 27 percent.

Figure 3



At the intersection of race and gender, we see mostly stable representation over time with the exception of a few groups. From FY20 to FY25, the percentage of Black men at Vera declined from 9 percent to 5 percent, and the percentage of white women declined from 30 percent to 27 percent. The percentage of nonbinary staff has grown.

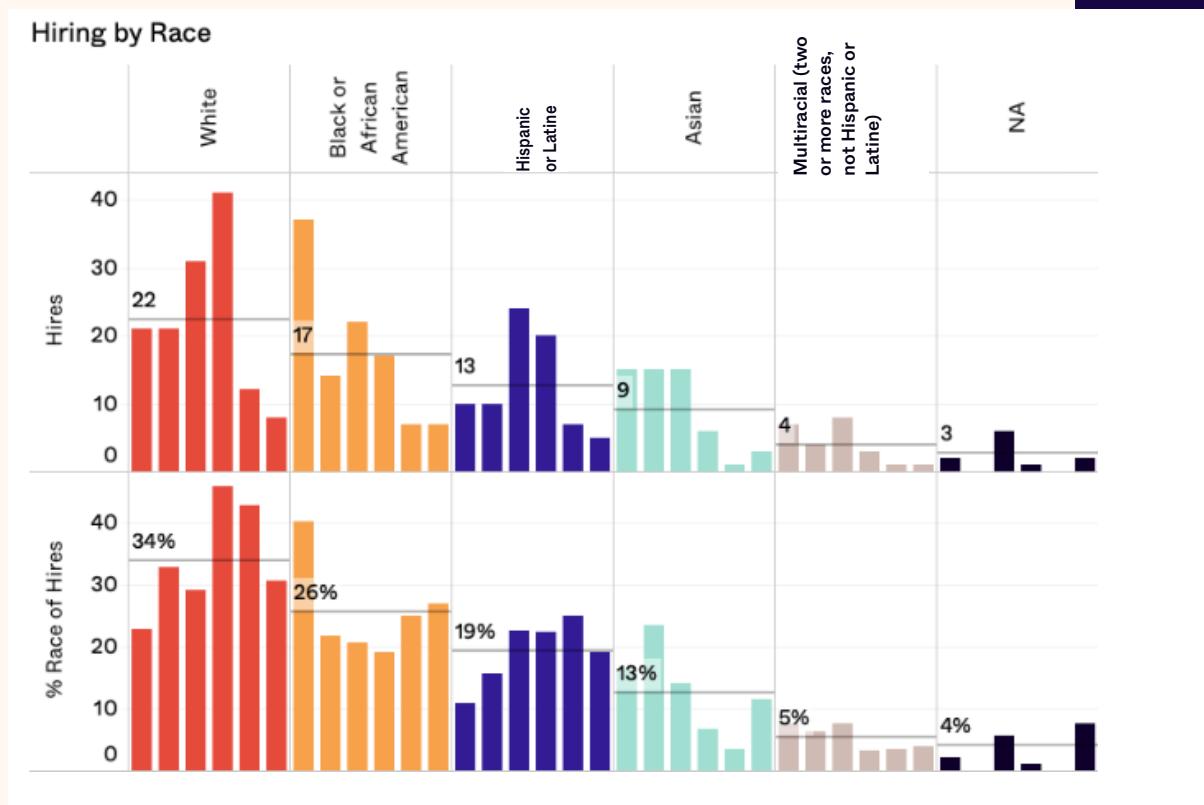
Figure 4



### Staff of color make up the majority of new hires.

To build a diverse staff, we have systematically extended our reach for talent from all backgrounds. Reviewing hiring data over time, we find that white staff make up about one-third of new hires and Black staff make up about one-quarter. Overall, staff of color make up the majority of new hires. Hiring has slowed in the last two fiscal years.

Figure 5



Diversity among the senior managers' group has become more reflective of staff diversity.

Vera is diverse at the most senior levels of the organization. The Vera Leadership Team (VLT) was composed of 11 senior leaders in FY25, the majority of whom were people of color.

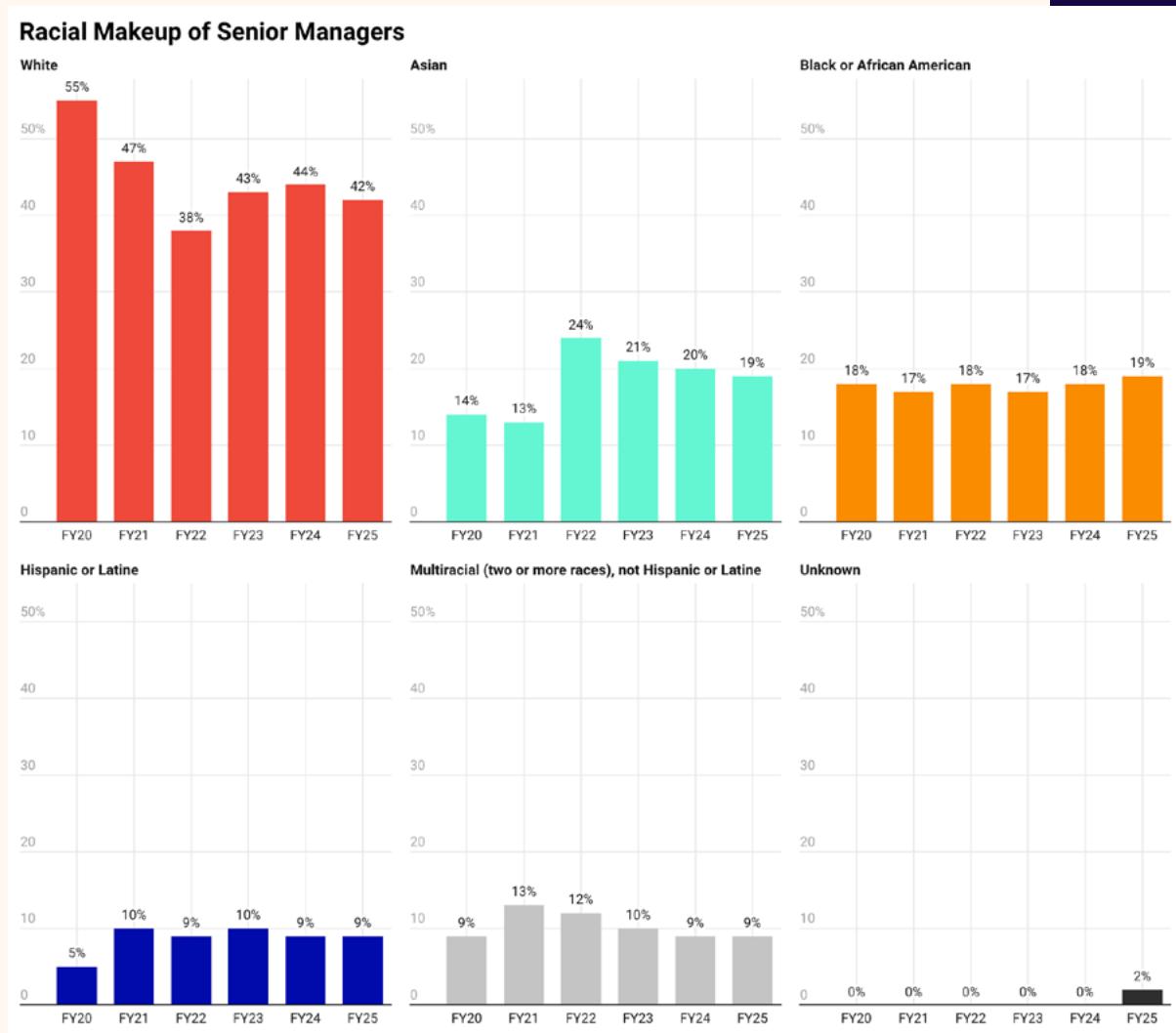
Senior managers at Vera are a subset of managers who report to an executive on the VLT, oversee an extensive portfolio of work, and participate in enterprise-level thinking and decision-making with the VLT.

Over time, the diversity of the Vera's senior managers' group has become more reflective of staff diversity. In FY20, Vera's senior managers' group, while more diverse than in previous years, mirrored the tendency observed in nonprofits: 57 percent of staff were people of color and only 46 percent of senior managers were people of color. This is typical of nonprofits, where racial diversity decreases with increased seniority. In nonprofits, 53 percent of staff are people of color and only 37 percent of senior leaders are people of color.

Beginning in FY21, staff of color at Vera began to make up the majority of senior managers, with an increase in senior managers who are multiracial, Asian, and Latine, and this trend has continued. The percentage of Black senior managers has remained at around 18 percent over time. Although the number of Latine senior managers has increased, they remain underrepresented at senior leadership levels.

By FY25, 57 percent of staff were people of color and 56 percent of senior managers were people of color.

Figure 6



**From FY20 to FY25, staff of color made up 58 percent of staff, 56 percent of promotions, and 60 percent of exits.**

Over the last six fiscal years, there have been year-over-year fluctuations by race and gender, and we track this data over time to determine if there are patterns to investigate further. From FY20 to FY25, white staff have made up approximately 40 percent of staff, 38 percent of exits, and 43 percent of promotions. Black staff have made up 21 percent of staff, 24 percent of exits, and 16 percent of promotions. Latine staff have made up 18 percent of staff, 19 percent of exits, and 20 percent of promotions. Asian staff have made up 14 percent of staff, 12 percent of exits, and 13 percent of promotions. Multiracial staff have made up about 5 percent of staff, 5 percent of exits, and 7 percent of promotions. Less than 1 percent of staff are Indigenous.

Of the 26 promotions in FY25, 54 percent were granted to staff of color and 46 percent were granted to white staff. Of the 37 exits this fiscal year, 57 percent were staff of color and 43 percent were white staff. Latine staff, 19 percent of overall staff, were granted 31 percent of promotions this fiscal year, with eight staff members promoted. Latine staff also made up 30 percent of staff departures this fiscal year, with 11 Latine staff members departing. These were the highest percentages of both promotions and exits among Latine staff in the last six fiscal years. Staff of color were proportionately represented in exits this year (57 percent of exits and 57 percent of staff). Seven of the 37 exits were layoffs with no racial group overrepresented.

There are a few areas we will continue to monitor. For example, except for FY22, Black women accounted for a smaller percentage of promotions compared to the percentage of Black women staff. They make up 13 percent of staff and made up 4–11 percent of promotions in five fiscal years. White women account for a larger percentage of promotions compared to the percentage of white women staff in most fiscal years. In FY24, Black staff made up 21 percent of Vera staff and 30 percent of exits, with 11 staff departing. This year, similar to FY22 and FY23, they made up 20 percent of staff and 22 percent of exits, which are proportionate to the percentage of Black staff. In FY25, white men made up 12 percent of staff and 19 percent of exits, with seven departing.

We will continue to monitor promotions and exits of Black staff as well as exits of Latine staff.

Figure 7

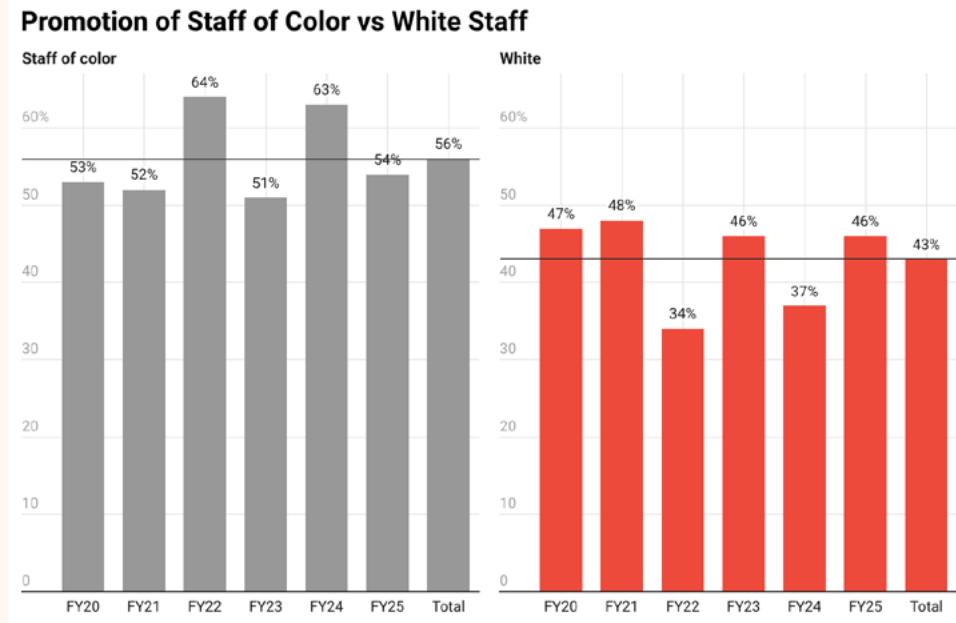


Figure 8

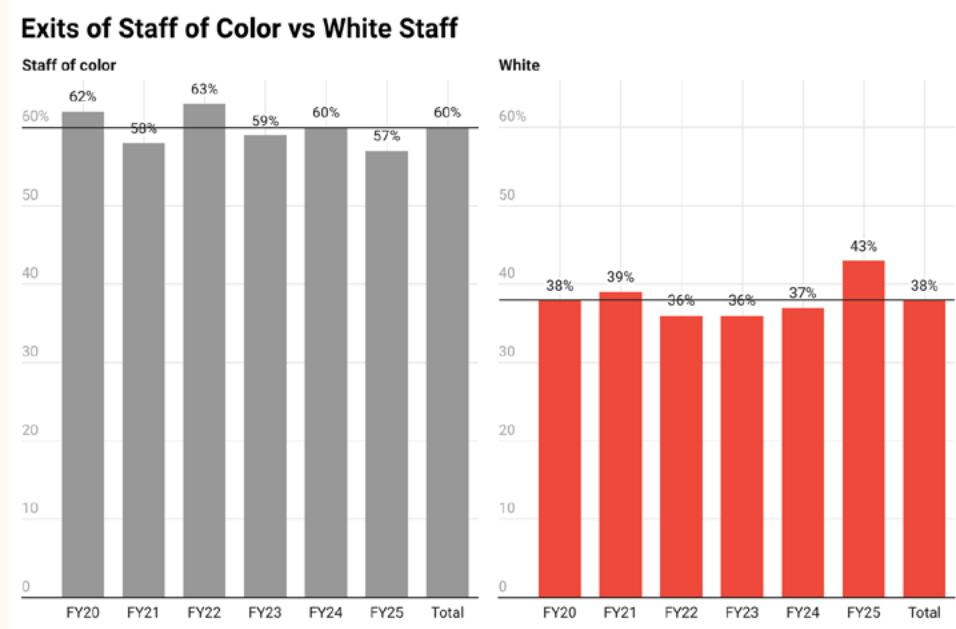


Figure 9

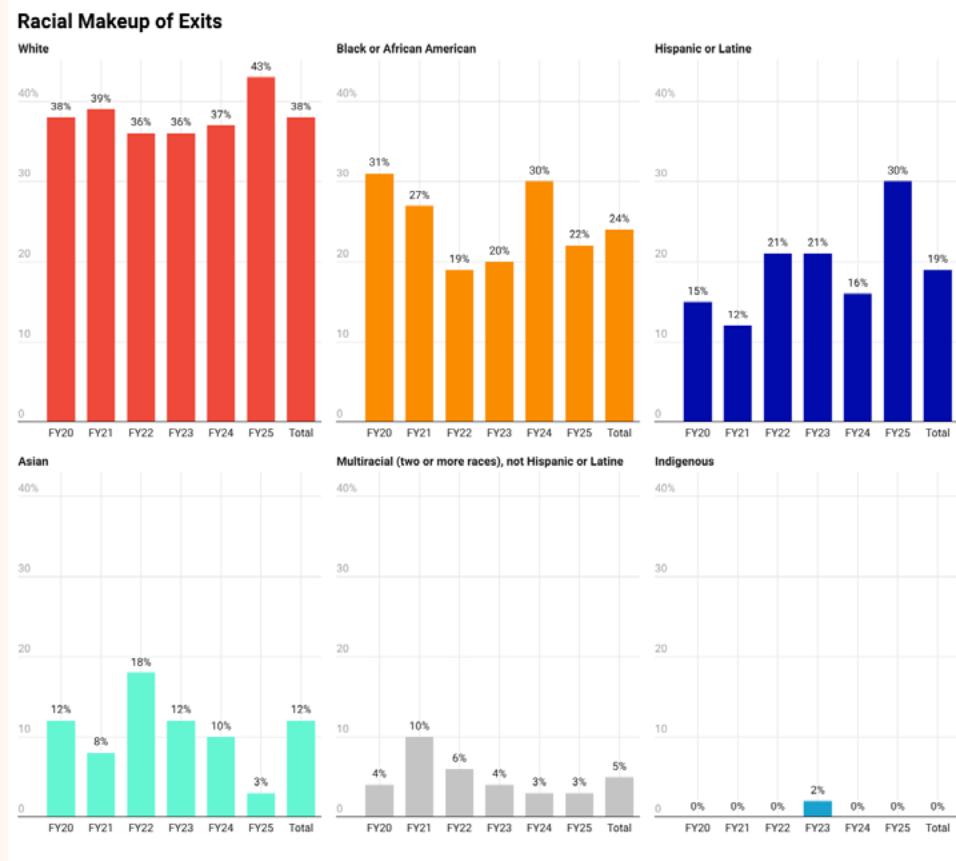


Figure 10

## Racial Makeup of Promotions

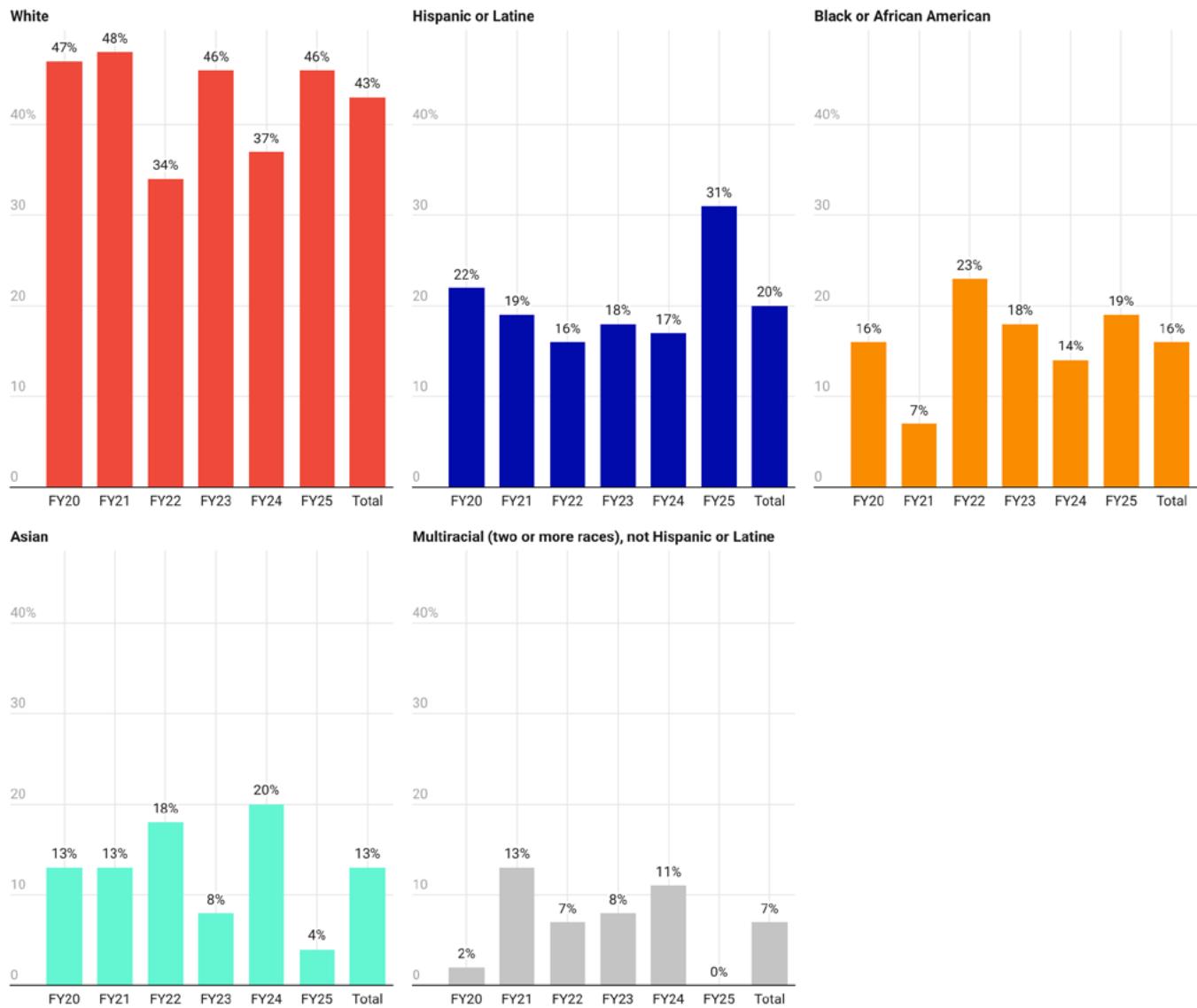


Figure 11

## Racial and Gender Makeup of Exits

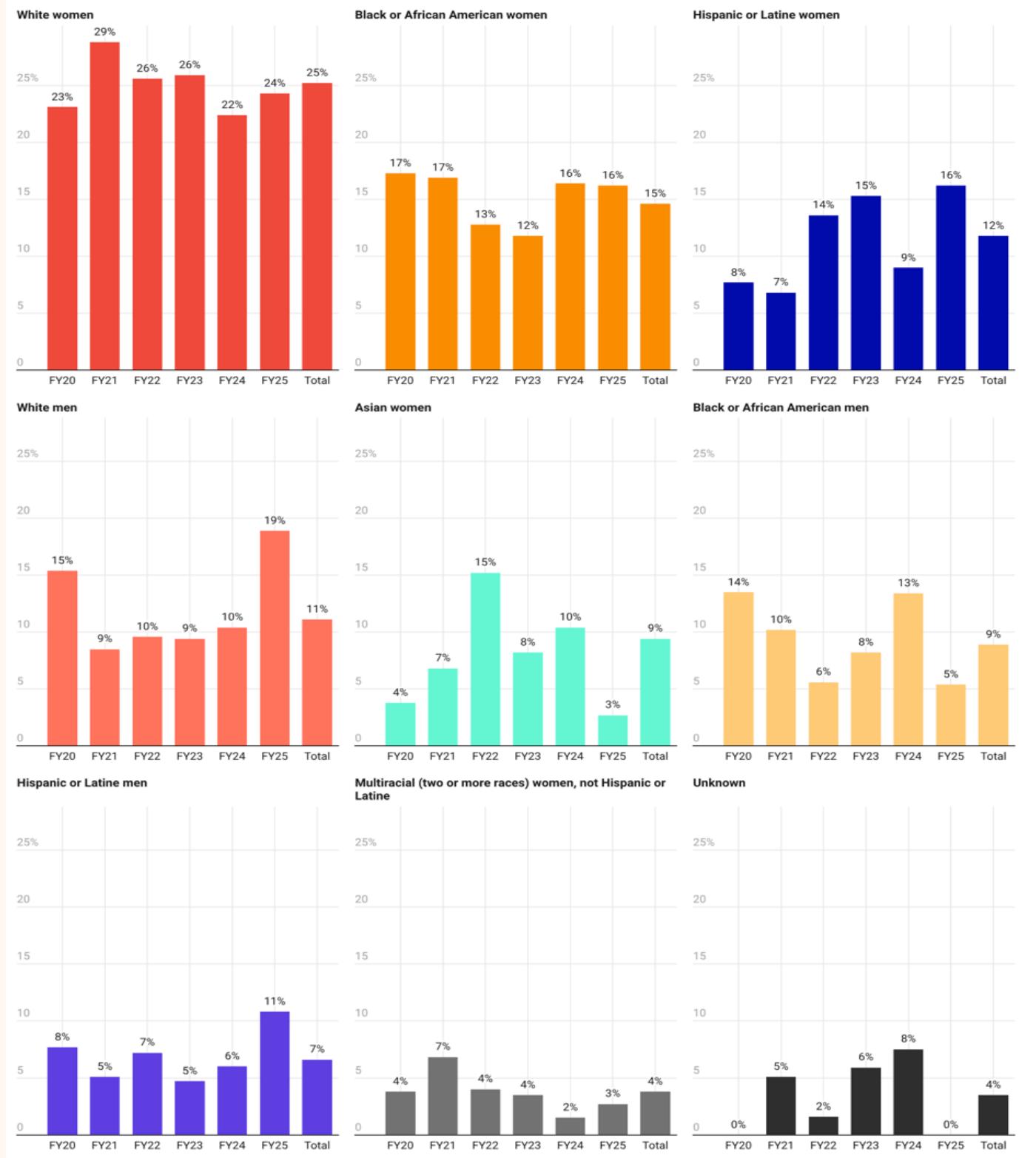


Figure 11, continued

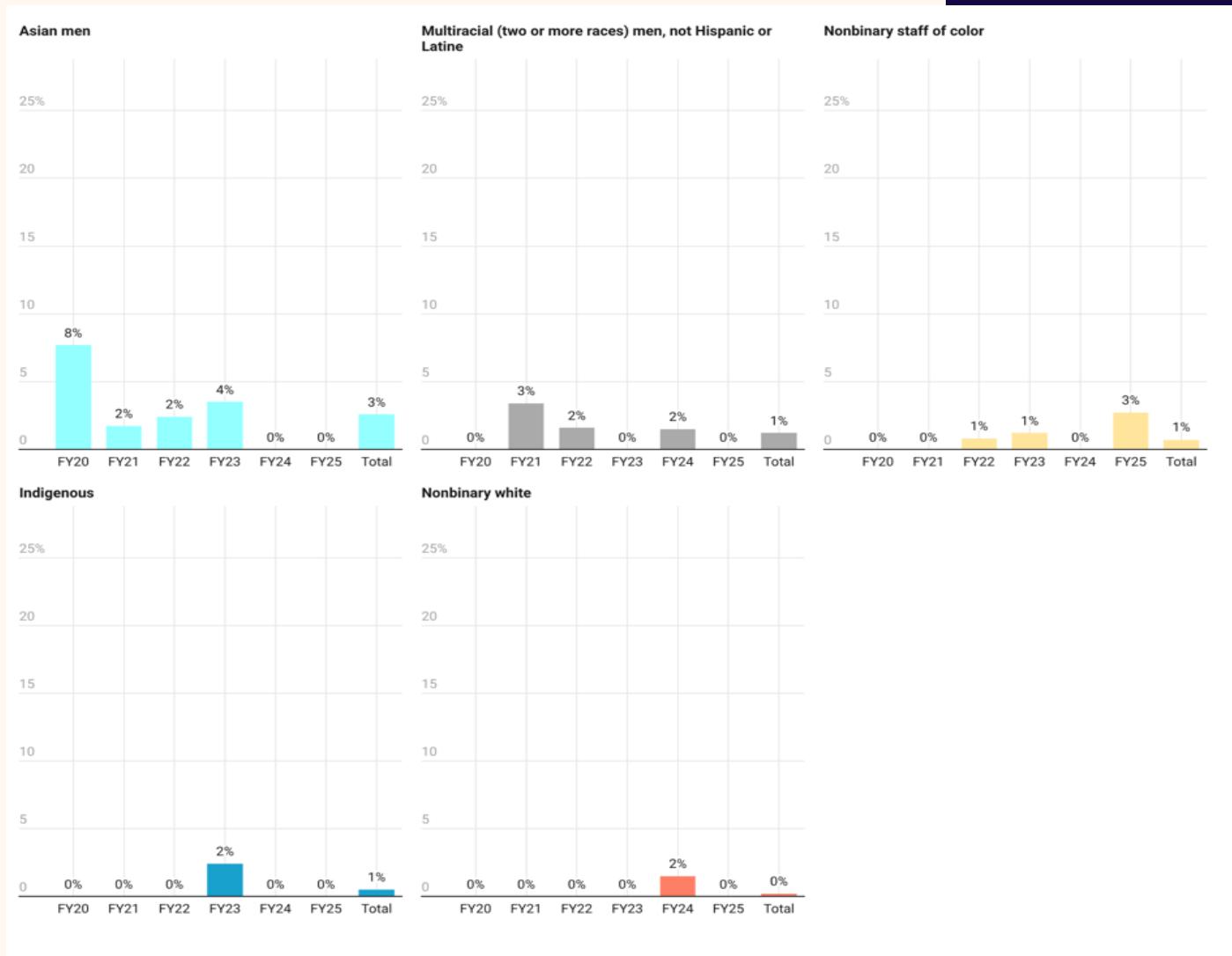


Figure 12

### Racial and Gender Makeup of Promotions

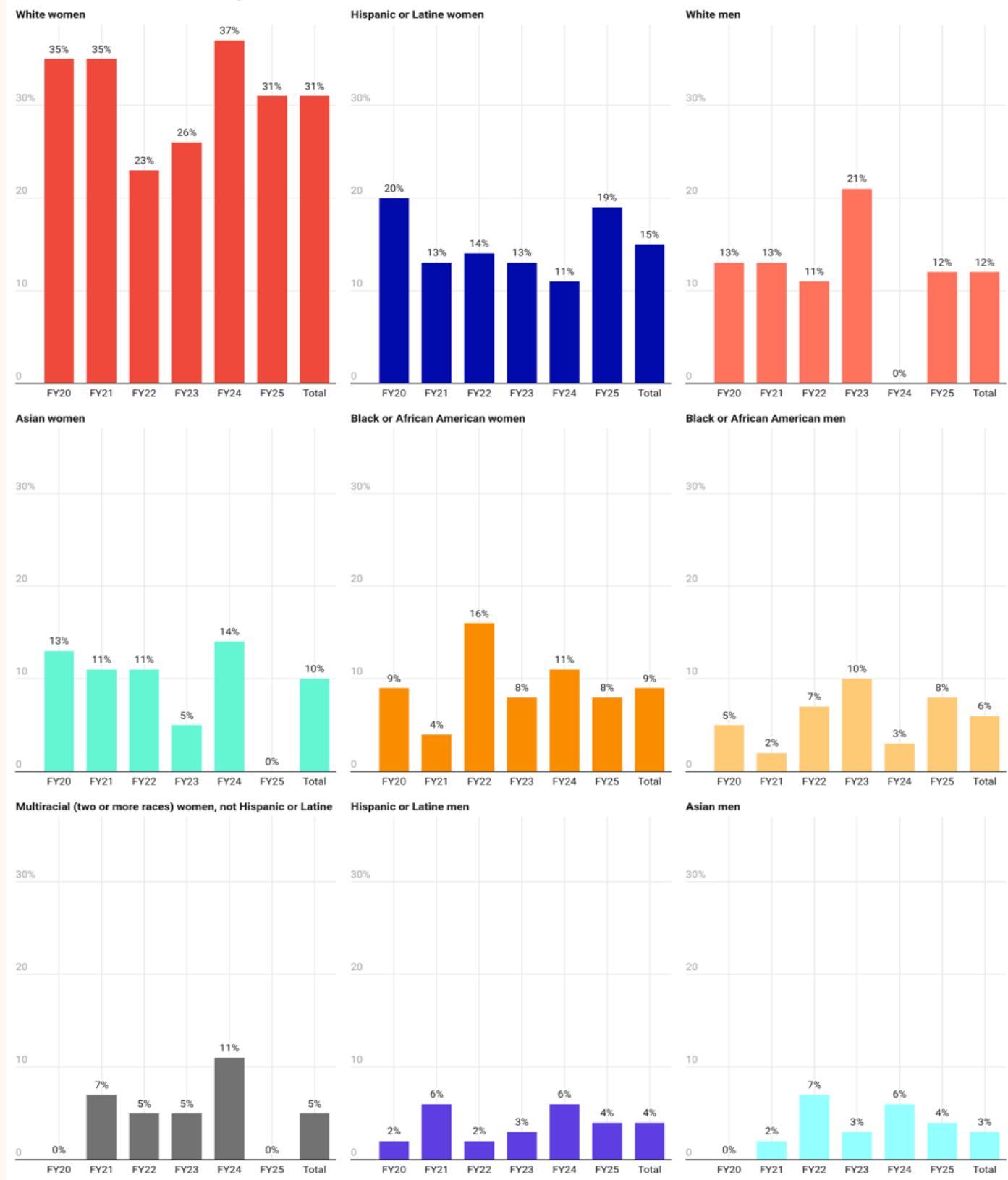
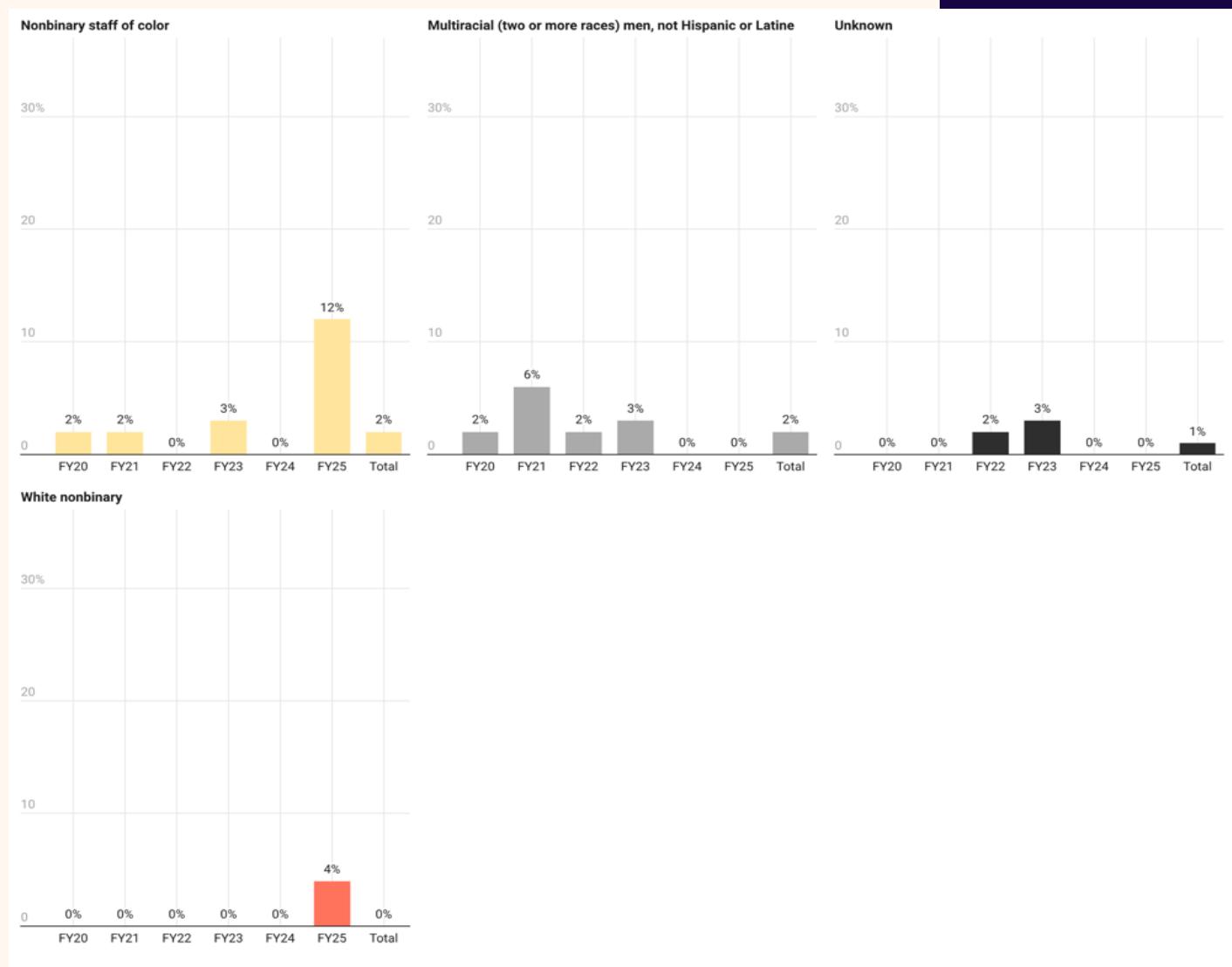


Figure 12, continued



**The average staff tenure is increasing and gaps in tenure by race are narrowing.**

The gap in average tenure between white and Black staff—the longest and shortest tenure—has narrowed over time. In FY20, the gap was 2.8 years. In FY25, it was 0.6 years, with white staff at Vera averaging 4.7 years and Black staff averaging 4.1 years. Additionally, Black women and multiracial women had the most significant tenure increase over time, from 1.9 and 2.3 years to 4.3 and 4.7 years, respectively. The average tenure of Black men more than doubled, from 1.6 years to 3.6 years. The tenure of nonbinary staff continues to increase. The shift from the “great resignation” of 2021 and 2022 to a more challenging job market is one factor contributing to the longer overall tenure across groups—fewer people are leaving their jobs. An additional factor is that our hiring slowed over the last few fiscal years.

Figure 13

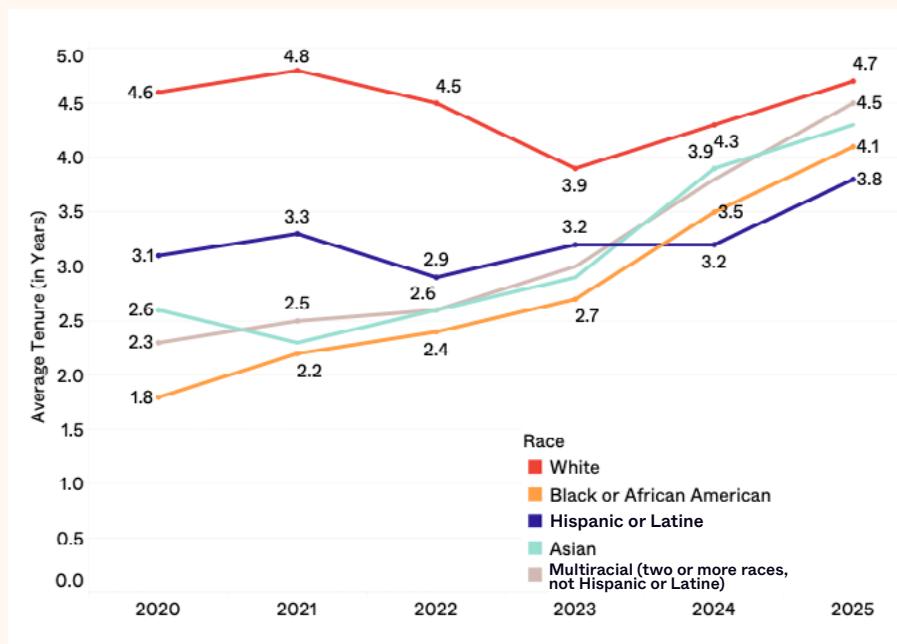


Figure 14

### Average Tenure of Women and Nonbinary Staff by Race

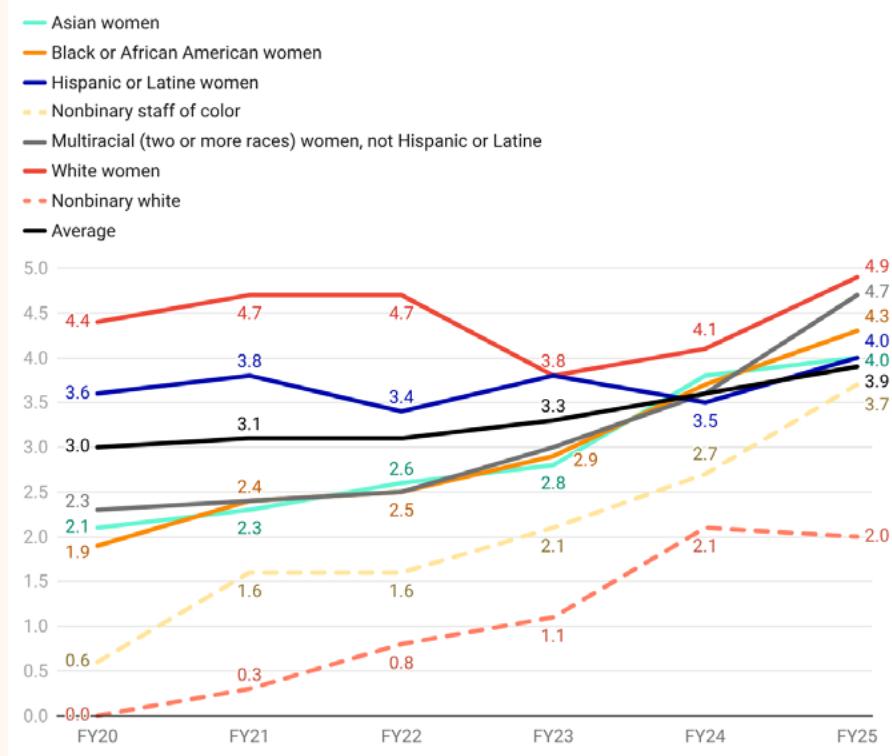


Figure 15

### Average Tenure of Men and Nonbinary Staff by Race

