

Diversity, Equity, and Inclusion Committee

Insight Diversity Tracking and Reporting Annual Report, Fiscal Year 2021

We know change starts in the commitments we make within our workplace. In July 2020, we formed Insight's Diversity, Equity, and Inclusion (DEI) Committee to examine our recruiting, hiring, retention, and internal work practices aimed at building a stronger, more diverse team. We will adapt and learn along the way through dedication to consistent progress, action, and accountability. This work is not a one-time effort but rather an ongoing and an integral part of Insight.

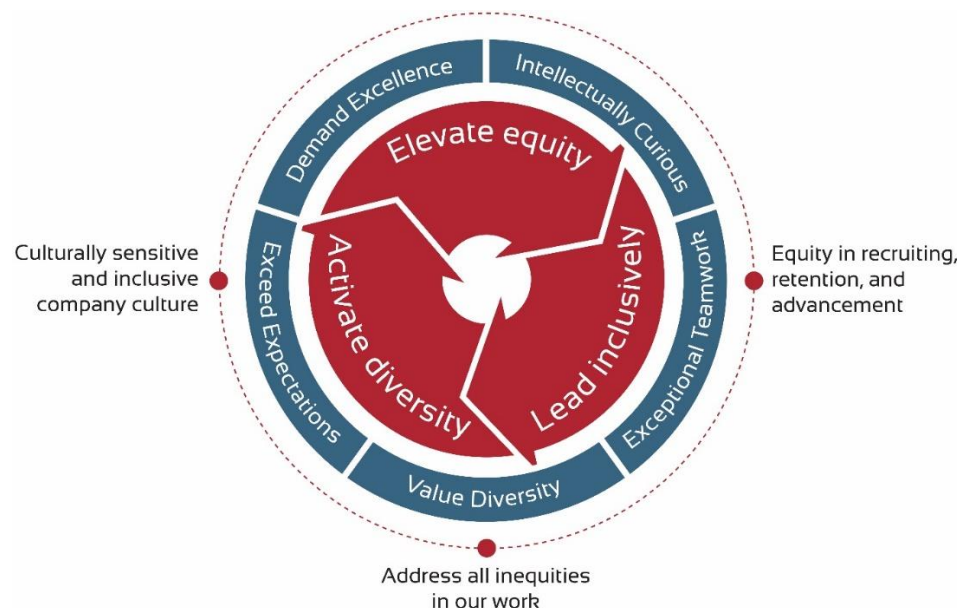
Our vision is to ensure an equitable and responsible company and a space where all feel welcome. Advancement of equity is central to our work. We will actively promote inclusive and culturally responsive engagement in our projects and be a leading voice for greater equity in the communities and organizations we serve.

We are committed to measuring our progress in living this vision and achieving our mission through three pillars (shown in red in figure 1):

- ▶ **Activate diversity** by understanding *who we are*.
- ▶ **Elevate equity** by exploring *what we do*.
- ▶ **Lead inclusively** by addressing *how we work together to ensure the team feels welcome*.

These pillars are bolstered by Insight's five core values of excellence, client satisfaction, curiosity, teamwork, and diversity (shown in blue in figure 1).

Figure 1. Insight Activities to Further Diversity, Equity, and Inclusivity



In this report we examine the demographic diversity of staff working at Insight between September 2020 and June 2021, establish target metrics for race and ethnicity, and describe how we will measure progress in hiring and retaining diverse talent at all levels of the company.

Activating Diversity

One of Insight's primary goals is to activate diversity by attracting diverse candidates and ensuring equitable advancement. Specifically—

1. We seek to hire the best candidates for our positions.
2. We strive to have a candidate pool that reflects the communities we serve.
3. We ensure fair and equitable hiring processes.
4. We lead with equality and our values in the interview process.
5. We are equitable in advancement for all dimensions of diversity (such as gender identification, race/ethnicity, sexual orientation, age, disability, veteran status, neurodiversity, and other dimensions).
6. We model diversity through our leadership.

Measuring Diversity

In September 2020, we administered an in-house survey to assess the demographic characteristics of current staff. The survey asked Insight team members to report their gender identity, ethnicity, race, and the Armed Forces veteran status. In June 2021, all staff received a Voluntary Self-Identification of Disability questionnaire administered by the Department of Labor. This information served several purposes: (1) to ensure consistency with affirmative action and Federal equal employment opportunity laws, (2) to obtain baseline data on basic demographic characteristics of staff, and (3) to set targets for future hiring. These data are now collected from newly hired staff when they join Insight. Data for all current staff will be assessed each year to inform hiring goals and measure progress toward increasing diversity.

Data collected in fiscal year (FY) 2021, between September 2020 and June 2021, will serve as the baseline for reporting. Subsequent fiscal year reporting will compare data collected between July 1 and June 30 of each year to align with Insight's affirmative action plan and reporting period.

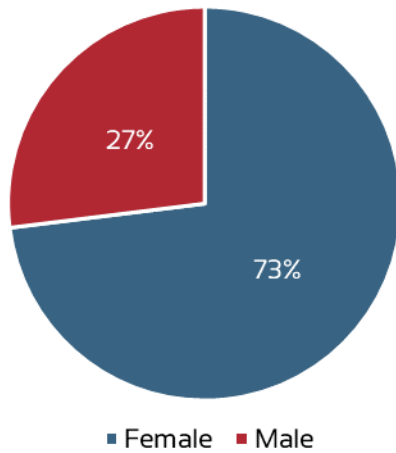
Baseline Results

Data presented include responses from 89 individuals who responded to the survey administered in September 2020 or filled out a survey when hired between September 2020 and June 2021.

1. Gender Identity

In FY 2021, 73 percent of our team identified as female (figure 2).

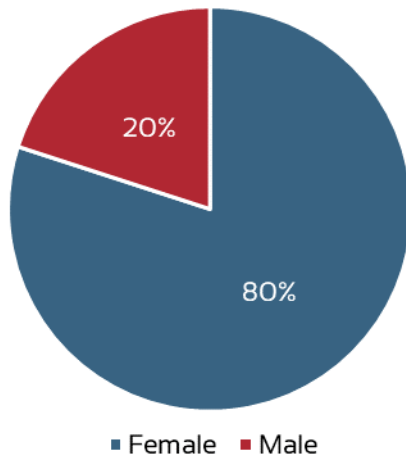
Figure 2. Gender Identity of Insight Staff



Note: Possible responses included “male,” “female,” “prefer to self-describe (nonbinary, gender-fluid, agender, please specify),” and “prefer not to say.” No respondents indicated a preference to self-describe.

A slightly higher proportion of Insight’s leadership (including principals, senior vice presidents, vice presidents, directors, associate directors, senior fellows, and financial officers) self-identified as female (80 percent compared with 73 percent overall, see figure 3).¹

Figure 3. Gender Identity of Insight Leadership

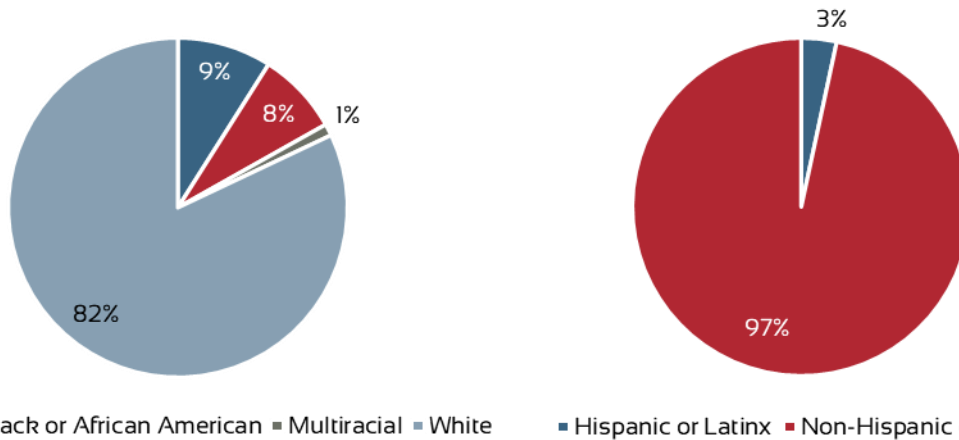


2. Race and Ethnicity

Most Insight staff self-identified as White and non-Hispanic in FY 2021. Approximately 18 percent identified as Black or African American, Asian or Multiracial; 3 percent self-identified as Hispanic or Latinx (figure 4).

¹ Overall, 22 percent of Insight staff were in leadership positions in FY 2021.

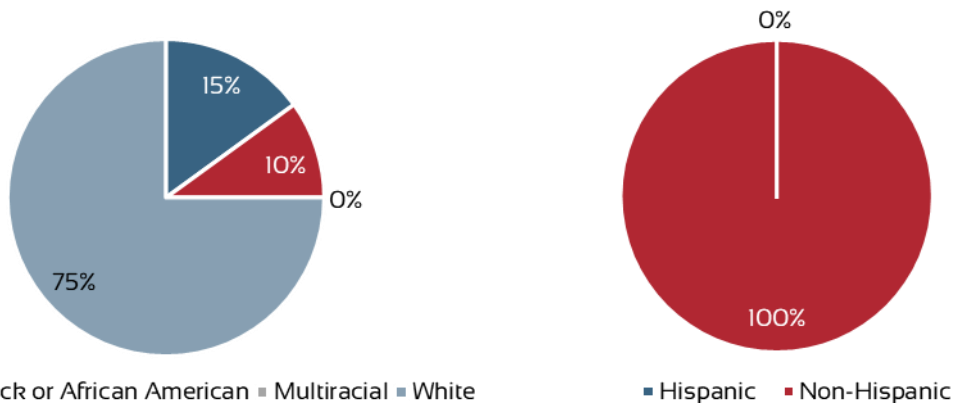
Figure 4. Race and Ethnic Identity (Hispanic or Latinx) of Insight Staff



Note: Responses for race included “American Indian or Alaska Native—a person having origins in any of the original peoples of North or South America (including Central America), and who maintains tribal affiliation or community attachment,” “Asian—a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, or Vietnam,” “Black or African American—a person having origins in any of the Black racial groups of Africa,” “Native Hawaiian or other Pacific Islander—a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands,” “White—a person having origins in any of the original peoples of Europe, the Middle East, or North Africa,” “other,” and “prefer not to say.” Responses for ethnicity included “Hispanic or Latinx—a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race,” “not Hispanic or Latinx,” and “prefer not to say.”

Similarly, Insight’s leadership included primarily staff who self-identified as White and non-Hispanic. However, a larger percentage of leaders identified as Black or African American or Asian (25 percent compared with 18 percent of Insight’s staff overall, see figure 5).

Figure 5. Race and Ethnic Identity (Hispanic or Latinx) of Insight Leadership

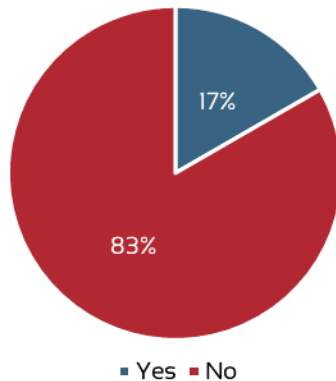


Note that we are measuring race and ethnicity using categories that facilitate comparisons to national Census estimates and permit Federal equal employment opportunity reporting. However, we acknowledge that some staff members have more specific racial or ethnic identities not captured by the standard Census race and ethnicity categories. These types of responses underscore the inadequacy of traditional reporting categories for representing the richness and complexity of racial and ethnic identity. Moving forward, we are considering options to capture more nuanced race and ethnicity data as part of our standard processes.

3. Disability Status

Information on disability status is collected to comply with Federal equal employment opportunity laws. Identifying as an individual with a disability is voluntary. Of the 60 employees who provided this information, 17 percent identified as having a physical or mental impairment that limits a major life activity (figure 6).

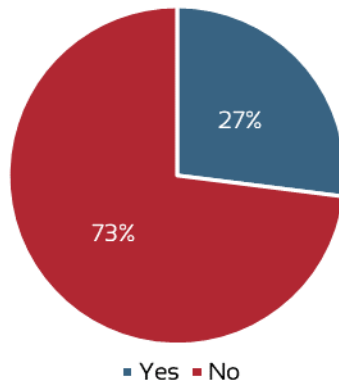
Figure 6. Disability Status of Insight Staff



Note: Respondents were asked to identify as having a disability if they “have a physical or mental impairment or medical condition that substantially limits a major life activity” or “have a history or record of such an impairment or medical condition.”

A larger percentage of Insight leaders identified as having a disability (27 percent compared with 17 percent overall, see figure 7).²

Figure 7. Disability Status of Insight Leadership



Establishing Targets and Goals

As a first step in creating a more diverse team, Insight will focus on increasing racial and ethnic diversity. To assess our progress toward growing racial and ethnic diversity at all levels of the company, we first established targets based on the distribution of gender, race, and ethnicity among the population of all

² We have not established targets for disability status at this time. Comparisons of Insight data to Federal data on the number of working age people with disabilities are not possible because of differences in how these questions are asked.

working age adults in the United States (defined as aged 18–64) using data from the Decennial Census, presented in table 1. These targets were used to set goals for applicants and employees.

Table 1. Race and Ethnicity Statistics for Working Age Adults in the U.S. Population

Characteristic	Frequency in U.S. Population	Percent in U.S. Population
Gender		
Female	1,184,183,177	51
Male	1,152,575,680	49
Race		
American Indian/Alaska Native/Native Hawaiian/other Pacific Islander alone	36,758,643	1
Asian alone	156,041,555	7
Black or African American alone	317,407,003	14
White alone	1,771,077,498	76
Two or more races	55,474,158	2
Hispanic Ethnicity		
Hispanic or Latino (any race)	445,185,299	18

Source: 2020 Census

Based on these data, we established an overall goal of increasing the percentage of individuals who self-classify as Black or African American, American Indian or Alaska Native, Asian, Native Hawaiian or other Pacific Islander to 24 percent of staff. Goals were also set to receive an increasing number of applicants across all positions from minority-serving institutions, including historically Black colleges and universities, tribal colleges and universities, Hispanic-serving institutions, and Asian American and Native American Pacific Islander institutions, to at least 20 percent over the next 3 years.

We established the following goals for applicants, employees, and the company’s leadership:

1. Increase the percentage of applicants who self-classify as Black or African American, American Indian or Alaska Native, Asian, Native Hawaiian or other Pacific Islander, or Hispanic/Latinx from 15 to 28 percent with milestones of—
 - 20 percent of applicants by the end of 2022
 - 25 percent of applicants by the end of 2023
 - 28 percent of applicants by the end of 2024 (and maintain this level each year thereafter)

Assessment metrics: Applicant diversity survey from Jazz HR

2. Increase the percentage of individuals employed at Insight who self-classify as Black or African American, American Indian or Alaska Native, Asian, Native Hawaiian or other Pacific Islander, or Hispanic/Latinx from 18 to 24 percent with milestones of—
 - 20 percent of staff by the end of FY 2023
 - 24 percent of staff by the end of FY 2024 (and maintain this level each year thereafter)

Assessment metrics: Ongoing staff diversity survey, annual affirmative action audits for employment and promotion, and equity audits

3. Maintain the percentage of individuals in leadership positions at Insight who self-classify as Black or African American, American Indian or Alaska Native, Asian, Native Hawaiian or other Pacific Islander, or Hispanic/Latinx at the current rate of 18 percent or higher.

Assessment metrics: Ongoing staff diversity survey, annual affirmative action audits for employment and promotion, and equity audits

Summary and Next Steps

Insight is committed to long-term change and monitoring of progress toward greater diversity. Each year we will produce an internal report summarizing the demographic characteristics of current staff and compare them to the targets established in this report. We will reassess the goals as needed to ensure we are achieving DEI goals.