

## Vera Institute of Justice 2023 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 deeply 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 reviews 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 hold Vera accountable for ensuring we have a diverse staff and board. We plan to issue updated versions of this report annually.

We acknowledge that diversity encompasses much 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](#).

The gender makeup of the overall staff, promoted staff, and exiting Verans are not included in this first report. In the reported years (fiscal years [FY] 2018 through 2022): (1) women consistently made up about 70 percent of Institute staff; (2) men–women gender proportionality existed across promotions and management; and (3) reported nonbinary and gender nonconforming populations were too small to report while protecting privacy. We will include gender data for all staff in future Vera diversity reports. We further focus on the gender diversity of the Institute's board of trustees (board) and senior leadership because we know that women have long faced [barriers](#) to [leadership](#).

In addition to diversity, we need equity and inclusion to achieve our mission. In 2021, we launched [Vera's first Race, Equity, and Inclusion Action Plan](#), and we continue to strategize and act to advance equity in every element of the Institute's work. While the Action Plan included staff demographic data, this report offers a more detailed picture of our staff's racial diversity and our leadership's racial and gender diversity. The Action Plan also spelled out the VLT's commitment to track the racial and gender diversity of managers and promotions, among other efforts to ensure diversity at Vera.

In line with those commitments, the following data shows the racial composition of Vera's staff overall and that of senior managers and board trustees. We also include the gender percentages of the board and the senior managers.

The data has some limitations. While it includes a multiracial category, it does not capture combinations of race and ethnicity<sup>1</sup> (e.g., Black Latino or Afro Latino), as Vera does not yet have comprehensive intersectional data of this kind. Furthermore, there is not yet a Middle Eastern and North African racial category, but the Institute has inquired about this with ADP, Vera's human resources and payroll systems provider. We acknowledge that the gender identity categories "men," "women," and "nonbinary" are not comprehensive, as there are [many, many gender identities](#).

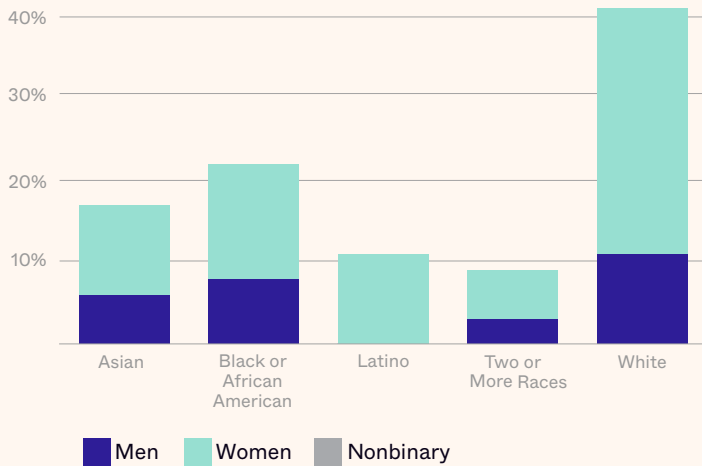
Thank you for your continued investments in Vera's diverse community; our mutual work and common cause ensures that Vera continues to grow more vibrant. This work is never-ending, and the VLT is committed to leading the way in the long term.

---

<sup>1</sup> In this report, we use "Latino" to refer generally to people of Latin American descent, in accordance with [Vera's Style Guide](#). Nonetheless, we acknowledge that many people of Latin American descent identify as "Latine" and "Latinx," terms we respect for their intention to be gender inclusive.

# Senior Leadership Diversity Data

## Senior Leadership—June 2022

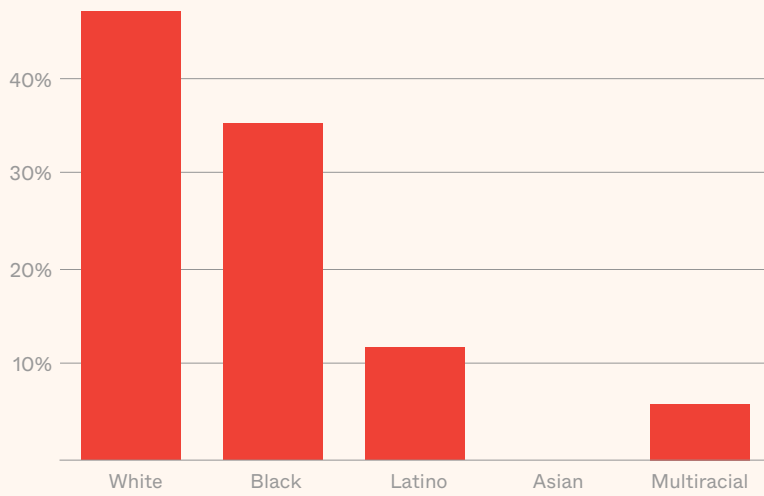


Data represented here based on a June 2022 headcount. Senior Leadership includes VLT members and other senior managers.

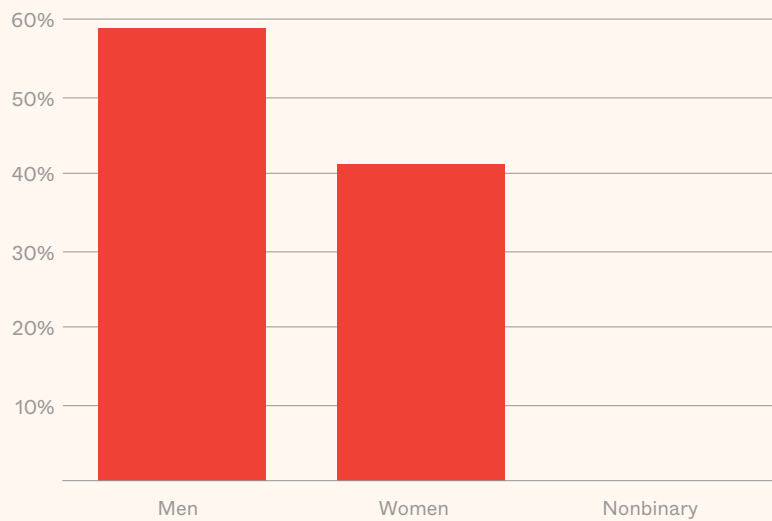
- ▶ White women comprised a plurality of senior leadership, constituting more than 30 percent of the group; no other race–gender group constituted more than 15 percent of senior leadership.
- ▶ White men formed more than 10 percent of senior leadership. White people constituted nearly the exact same percentage of senior leadership in 2022 as the percentage of total white employees in 2022 (approximately 41 percent).
- ▶ There were no Latino men in senior leadership, nor people who identify as nonbinary or gender nonconforming.

# Board of Trustees Diversity Data—FY2022<sup>2</sup>

## Race/Ethnicity



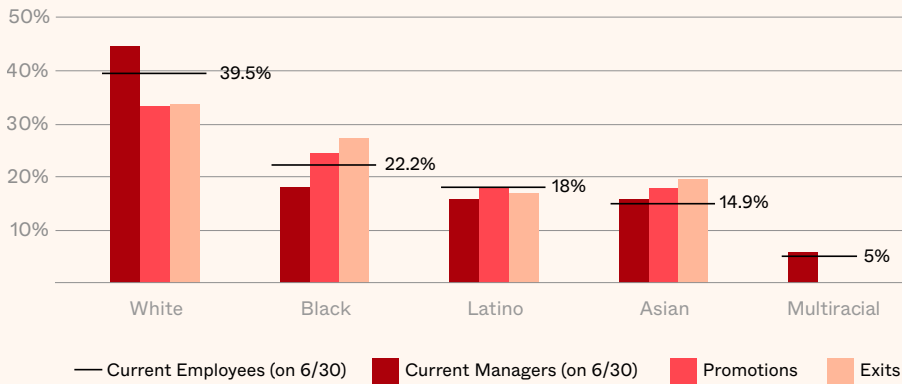
## Gender



<sup>2</sup> There were no Asian or nonbinary board trustees in FY2022.

# Staff Racial Diversity Data<sup>3</sup>

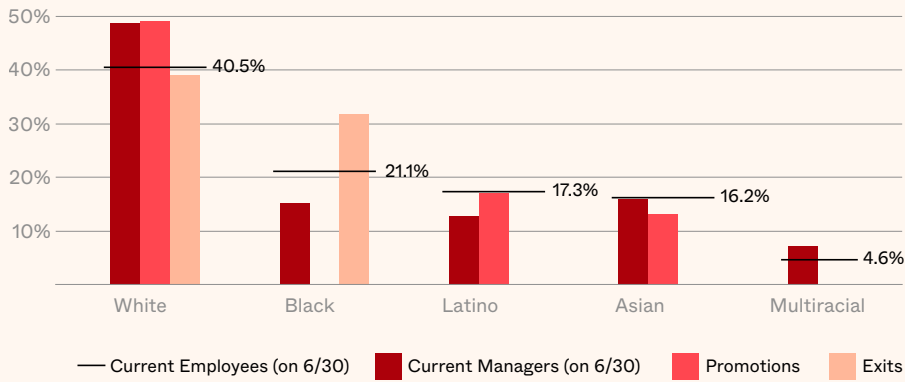
FY2022



- › 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.

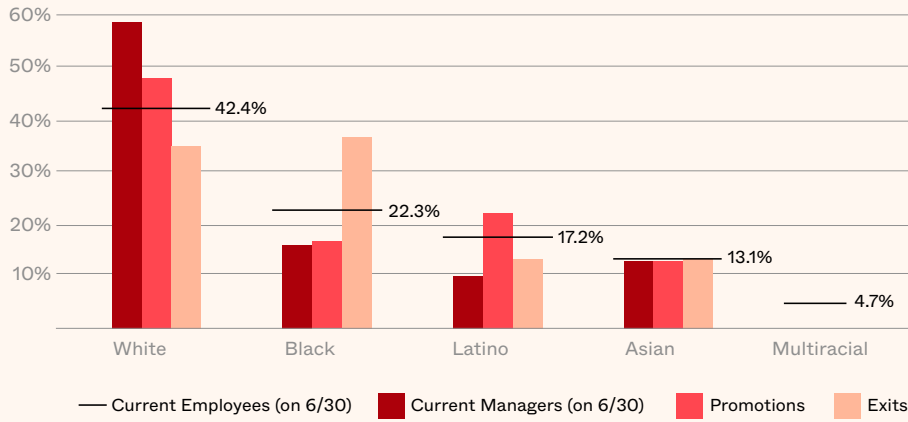
<sup>3</sup> To protect privacy, percentages (bars) representing a number less than five are not reported in these charts.

**FY2021**



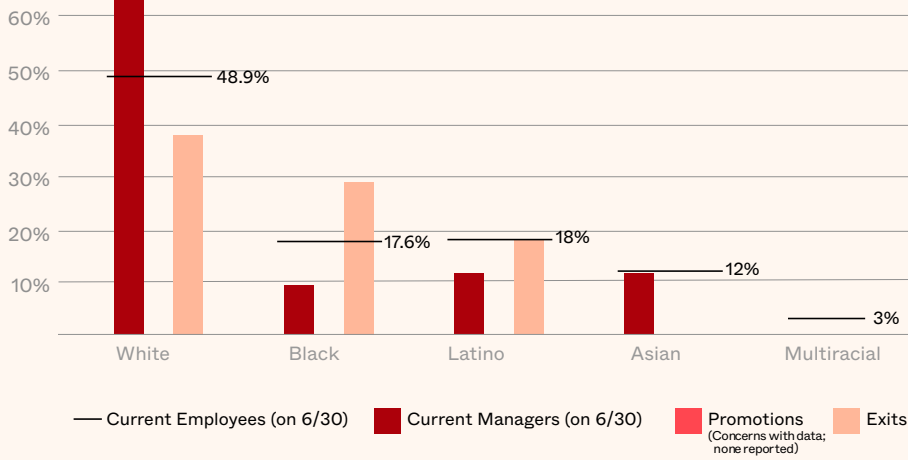
- › In FY2021, Black, Indigenous, and people of color became for the first time (likely ever) a majority of Vera managers (51.2 percent).
- › However, Black Verans continued to account for a disproportionately low percentage of managers (15.2 percent) while being significantly overrepresented among Verans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

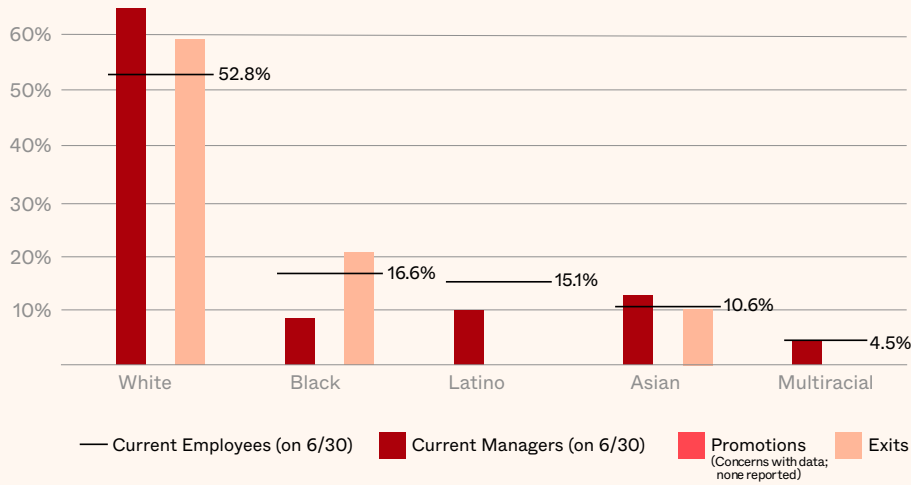
**FY2019**



- › 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 people made up a majority of the staff (52.8 percent) and Vera managers (64.8 percent).
- ▶ Black and Latino Verans were significantly underrepresented among the manager group (8.5 percent and 9.9 percent respectively).