

ABOUT THIS DATA:
DATA AS OF JUNE 2025
EXECUTIVE LEADERSHIP INCLUDES SVP, EVP, CHIEF TITLES

RPA LEADERSHIP BY RACE/ETHNICITY							
Seniority	Asian	Black/African American	Hispanic	Native Hawaiian/Pacific ..	Two or more races	White	Grand Total
Executive Leadership						100.0%	100.0%
VP	14.6%	1.2%	9.8%	1.2%	2.4%	70.7%	100.0%
Grand Total	13.3%	1.1%	8.9%	1.1%	2.2%	73.3%	100.0%

RPA RACE/ETHNICITY BY SENIORITY								
Seniority	American Indian/Alaska Native	Asian	Black/African American	Hispanic	Native Hawaiian/Pacific Islander	Two or more races	White	Grand Total
Executive Leadership							100.0%	100.0%
VP		14.6%	1.2%	9.8%	1.2%	2.4%	70.7%	100.0%
Director		18.2%	4.5%	9.1%			68.2%	100.0%
Senior		17.6%	4.4%	12.7%	1.5%	6.8%	57.1%	100.0%
Mid-level		20.5%	3.4%	26.7%	1.4%	4.8%	43.2%	100.0%
Junior	1.4%	21.6%	2.7%	36.5%		9.5%	28.4%	100.0%
Intern		26.7%		20.0%		13.3%	40.0%	100.0%
Grand Total	0.2%	18.5%	3.3%	19.0%	1.1%	5.8%	52.2%	100.0%

RPA RACE/ETHNICITY BY DEPARTMENT								
Department	American Indian/Alaska Native	Asian	Black/African American	Hispanic	Native Hawaiian/Pacific Islander	Two or more races	White	Grand Total
Media		21.5%	4.1%	26.5%		4.6%	43.4%	100.0%
Creative		20.0%	1.0%	11.0%	2.0%	5.0%	61.0%	100.0%
Strategy & Research		16.7%	3.3%	23.3%		6.7%	50.0%	100.0%
Account & Project Management		9.7%	4.3%	12.9%	1.1%	10.8%	61.3%	100.0%
Integrated Production		19.6%	2.2%	10.9%	6.5%	4.3%	56.5%	100.0%
Technology & Innovation		28.6%		14.3%			57.1%	100.0%
Administration & Support		6.7%	6.7%	10.0%		10.0%	66.7%	100.0%
Finance	5.0%	30.0%		35.0%			30.0%	100.0%
Grand Total	0.2%	18.5%	3.3%	19.0%	1.1%	5.8%	52.2%	100.0%

COUNTRY & REGION BY RACE/ETHNICITY							
Location	American Indian/Alaska Native	Asian	Black/African American	Hispanic	Native Hawaiian/Pacific Islander	Two or more races	White
United States	1.3%	6.1%	13.6%	18.9%	0.3%	2.9%	59.3%
Los Angeles County	1.5%	15.6%	9.0%	49.1%	0.4%	3.3%	25.3%

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RPA LEADERSHIP BY GENDER						
Seniority	Female		Male		Grand Total	
	% of Leadership	People	% of Leadership	People	% of Leadership	People
Executive Leadership	12.5%	1.00	87.5%	7.00	100.0%	8.00
VP	57.3%	47.00	42.7%	35.00	100.0%	82.00
Grand Total	53.3%	48.00	46.7%	42.00	100.0%	90.00

RPA GENDER BY SENIORITY					
Seniority	Female	Male	Non-Binary	Grand Total	
Executive Leadership	12.5%	87.5%		100.0%	
VP	57.3%	42.7%		100.0%	
Director	36.4%	63.6%		100.0%	
Senior	60.0%	39.0%	1.0%	100.0%	
Mid-level	61.6%	38.4%		100.0%	
Junior	67.6%	29.7%	2.7%	100.0%	
Intern	80.0%	20.0%		100.0%	
Grand Total	60.0%	39.3%	0.7%	100.0%	

RPA GENDER BY DEPARTMENT					
Department	Female	Male	Non-Binary	Grand Total	
Media	67.1%	31.1%	1.8%	100.0%	
Creative	42.0%	58.0%		100.0%	
Strategy & Research	70.0%	30.0%		100.0%	
Account & Project Management	69.9%	30.1%		100.0%	
Integrated Production	65.2%	34.8%		100.0%	
Technology & Innovation	7.1%	92.9%		100.0%	
Administration & Support	40.0%	60.0%		100.0%	
Finance	65.0%	35.0%		100.0%	
Grand Total	60.0%	39.3%	0.7%	100.0%	