

ABOUT THIS DATA:
DATA AS OF JUNE 2023
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	15.1%	1.1%	5.4%	1.1%	2.2%	75.3%	100.0%
Grand Total	13.5%	1.0%	4.8%	1.0%	1.9%	77.9%	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		15.1%	1.1%	5.4%	1.1%	2.2%	75.3%	100.0%
Director		12.5%	4.2%	20.8%		4.2%	58.3%	100.0%
Senior		18.8%	4.9%	12.7%	0.8%	4.5%	58.4%	100.0%
Mid-level		28.1%	3.6%	15.0%	1.2%	7.2%	44.9%	100.0%
Junior	1.0%	12.9%	6.9%	36.6%		5.0%	37.6%	100.0%
Intern		8.3%	4.2%	12.5%		12.5%	62.5%	100.0%
Grand Total	0.2%	18.8%	4.2%	15.9%	0.8%	5.1%	55.0%	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		21.1%	5.2%	23.5%		3.8%	46.5%	100.0%
Creative		20.0%	1.4%	9.0%	2.1%	6.9%	60.7%	100.0%
Strategy & Research		22.4%	4.7%	12.9%		5.9%	54.1%	100.0%
Account & Project Management		11.1%	4.6%	13.9%	0.9%	4.6%	64.8%	100.0%
Finance & Accounting	5.9%	17.6%		47.1%			29.4%	100.0%
Integrated Production		16.0%	2.0%	6.0%	2.0%	4.0%	70.0%	100.0%
Administrative & Support Staff		6.7%	20.0%	13.3%		13.3%	46.7%	100.0%
Technology & Innovation		25.0%	6.3%	12.5%		6.3%	50.0%	100.0%
Grand Total	0.2%	18.8%	4.2%	15.9%	0.8%	5.1%	55.0%	100.0%

COUNTRY & REGION BY RACE/ETHNICITY

Location	American Indian/Alaska Native	Asian	Black/African American	Hispanic or Latino	Native Hawaiian/Pacific Islander	Two or more races	White
United States	1.30%	6.10%	13.60%	18.90%	0.30%	2.90%	59.30%
Los Angeles County	1.50%	15.60%	9.00%	49.10%	0.40%	3.30%	25.30%

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RPA LEADERSHIP BY GENDER

Seniority	Female		Male		Grand Total	
	% of Leadership	People	% of Leadership	People	% of Leadership	People
Executive Leadership	18.2%	2.0	81.8%	9.0	100.0%	11.0
VP	52.7%	49.0	47.3%	44.0	100.0%	93.0
Grand Total	49.0%	51.0	51.0%	53.0	100.0%	104.0

RPA GENDER BY SENIORITY

Seniority	Female	Male	Non-Binary	Grand Total
Executive Leadership	18.2%	81.8%		100.0%
VP	52.7%	47.3%		100.0%
Director	62.5%	37.5%		100.0%
Senior	59.6%	39.6%	0.8%	100.0%
Mid-level	65.3%	33.5%	1.2%	100.0%
Junior	62.4%	36.6%	1.0%	100.0%
Intern	58.3%	41.7%		100.0%
Grand Total	59.8%	39.4%	0.8%	100.0%

RPA GENDER BY DEPARTMENT

Department	Female	Male	Non-Binary	Grand Total
Media	70.4%	28.6%	0.9%	100.0%
Creative	48.3%	50.3%	1.4%	100.0%
Strategy & Research	52.9%	47.1%		100.0%
Account & Project Management	68.5%	31.5%		100.0%
Finance & Accounting	76.5%	23.5%		100.0%
Integrated Production	60.0%	40.0%		100.0%
Administrative & Support Staff	73.3%	26.7%		100.0%
Technology & Innovation	15.6%	81.3%	3.1%	100.0%
Grand Total	59.8%	39.4%	0.8%	100.0%