

ABOUT THIS DATA:
DATA AS OF DECEMBER 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	5.1%		2.6%			92.3%	100.0%
VP	20.0%	1.8%	9.1%	1.8%	3.6%	63.6%	100.0%
Grand Total	13.8%	1.1%	6.4%	1.1%	2.1%	75.5%	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		5.1%		2.6%			92.3%	100.0%
VP		20.0%	1.8%	9.1%	1.8%	3.6%	63.6%	100.0%
Director		11.3%	3.2%	11.3%		3.2%	71.0%	100.0%
Senior		18.2%	5.3%	13.5%	1.2%	7.1%	54.7%	100.0%
Mid-level		25.5%	2.8%	19.9%	1.4%	5.7%	44.7%	100.0%
Junior	1.6%	15.9%	3.2%	28.6%		7.9%	42.9%	100.0%
Intern		10.5%		15.8%	5.3%	21.1%	47.4%	100.0%
Grand Total	0.2%	18.0%	3.3%	15.5%	1.1%	6.0%	55.9%	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		21.6%	3.6%	22.2%		3.6%	49.1%	100.0%
Creative		23.1%		9.6%	1.9%	4.8%	60.6%	100.0%
Strategy & Research		16.4%	3.3%	16.4%		9.8%	54.1%	100.0%
Account & Project Management		11.2%	4.7%	10.3%	1.9%	9.3%	62.6%	100.0%
Finance & Accounting	3.7%	18.5%	3.7%	33.3%		3.7%	37.0%	100.0%
Administrative & Support Staff		9.1%	18.2%	18.2%		9.1%	45.5%	100.0%
Technology & Innovation		20.8%	4.2%	16.7%		12.5%	45.8%	100.0%
Production		12.5%	2.1%	4.2%	4.2%	2.1%	75.0%	100.0%
Grand Total	0.2%	18.0%	3.3%	15.5%	1.1%	6.0%	55.9%	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	41.0%	16.00	59.0%	23.00	100.0%	39.00
VP	60.0%	33.00	40.0%	22.00	100.0%	55.00
Grand Total	52.1%	49.00	47.9%	45.00	100.0%	94.00

RPA GENDER BY SENIORITY					
Seniority	Female	Male	Non-Binary	Grand Total	
Executive Leadership	41.0%	59.0%		100.0%	
VP	60.0%	40.0%		100.0%	
Director	53.2%	46.8%		100.0%	
Senior	58.8%	41.2%		100.0%	
Mid-level	68.8%	31.2%		100.0%	
Junior	55.6%	42.9%	1.6%	100.0%	
Intern	68.4%	21.1%	10.5%	100.0%	
Grand Total	59.6%	39.9%	0.5%	100.0%	

RPA GENDER BY DEPARTMENT					
Department	Female	Male	Non-Binary	Grand Total	
Media	68.9%	29.9%	1.2%	100.0%	
Creative	42.3%	57.7%		100.0%	
Strategy & Research	52.5%	45.9%	1.6%	100.0%	
Account & Project Management	70.1%	29.9%		100.0%	
Finance & Accounting	63.0%	37.0%		100.0%	
Administrative & Support Staff	63.6%	36.4%		100.0%	
Technology & Innovation	8.3%	91.7%		100.0%	
Production	72.9%	27.1%		100.0%	
Grand Total	59.6%	39.9%	0.5%	100.0%	