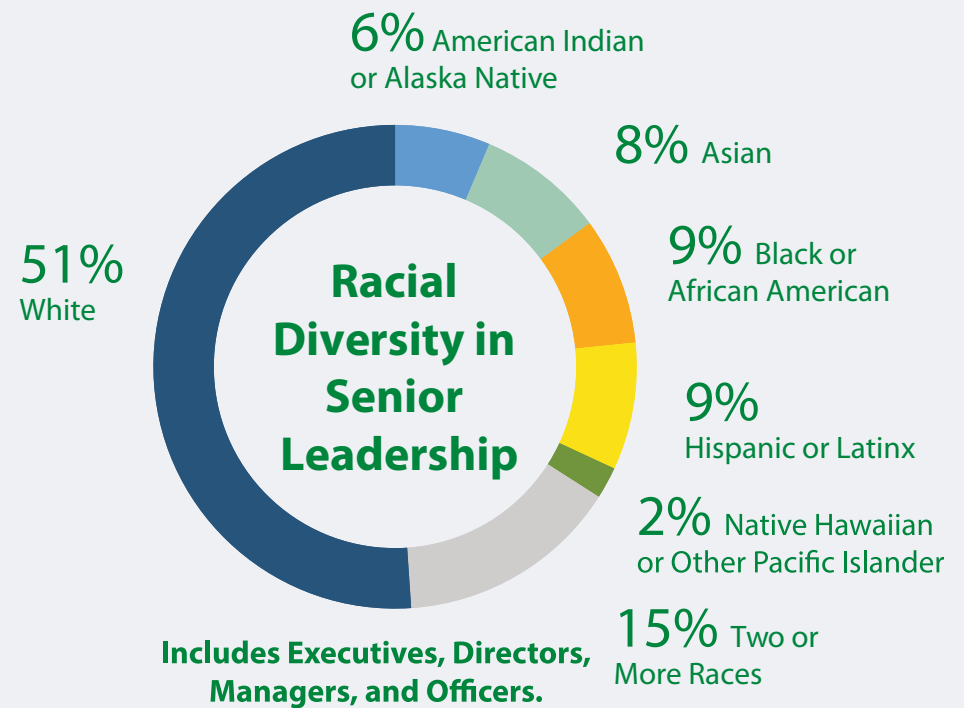
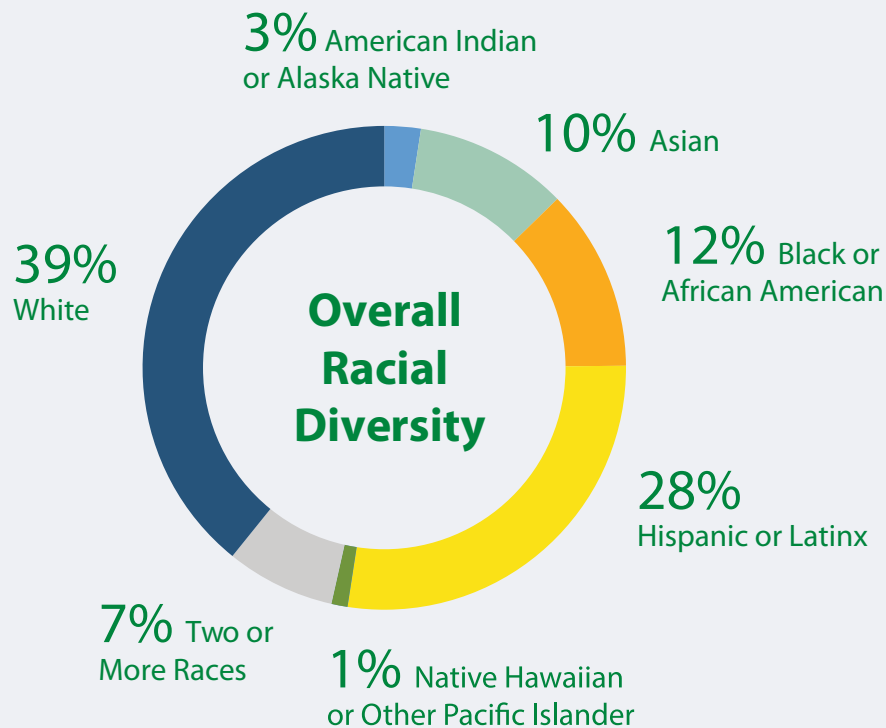


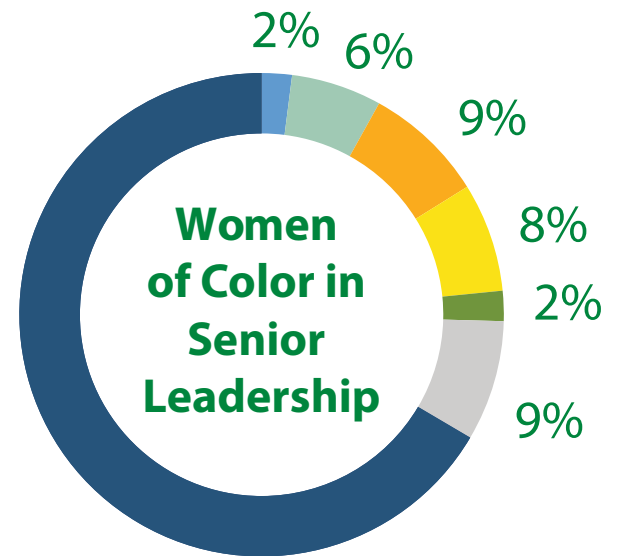
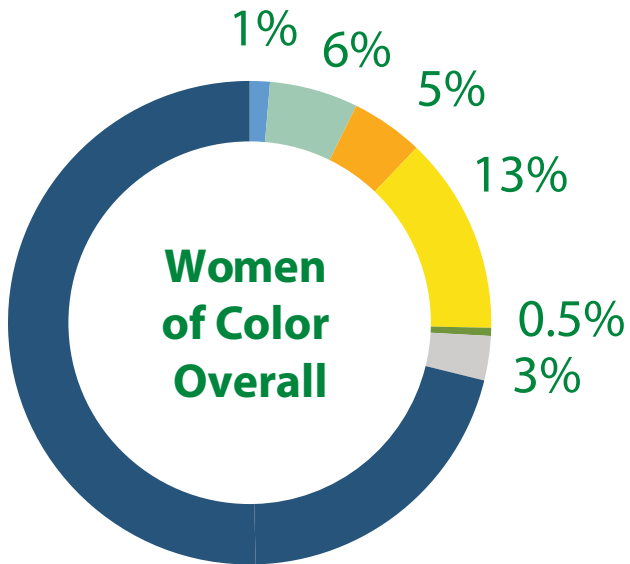
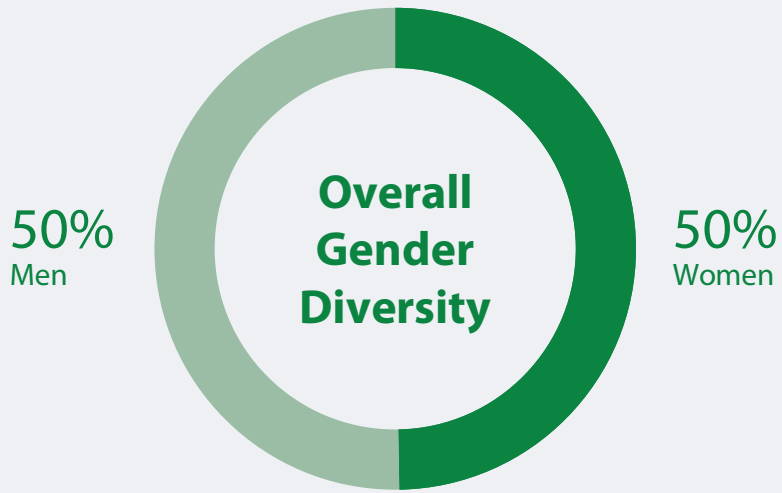
Diversity at GRID Alternatives Q4 2018

Understanding the demographics of staff at GRID is one component of our overall work to cultivate a workplace culture of equity, inclusion, and diversity. While staff demographics in and of themselves do not drive our equity work, they are one way to understand and quantify our efforts. These charts display the gender and racial diversity within GRID's staff and leadership, with an intersectional look at the representation of women of color, as of Q4 2018. This report will be updated annually.



Diversity at GRID Alternatives Q4 2018

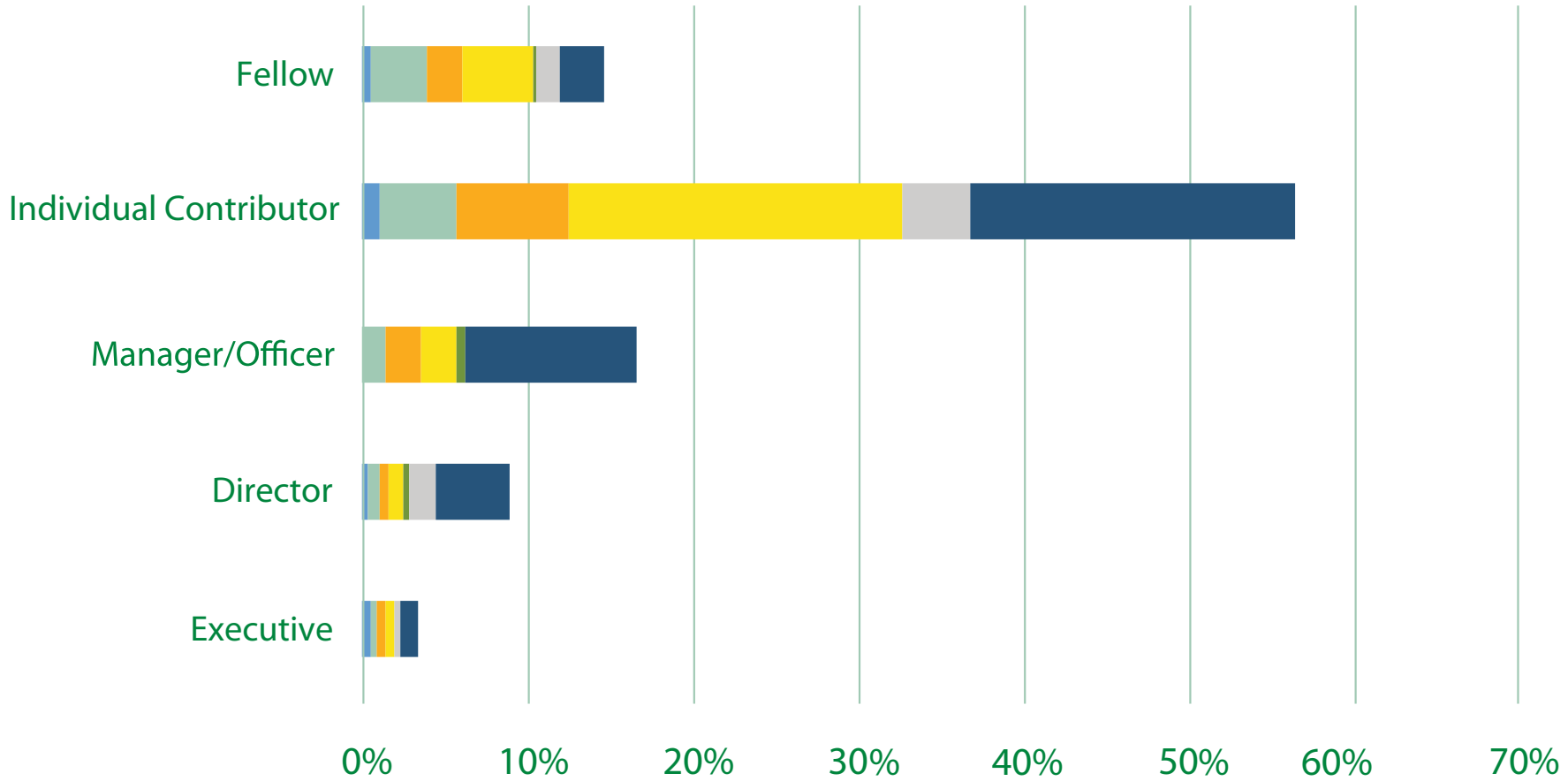
We did not ask about nonbinary or other genders in our 2018 survey.



- American Indian or Alaska Native
- Asian
- Black or African American
- Men and White Women
- Hispanic or Latinx
- Native Hawaiian or Other Pacific Islander
- Two or More Races

- American Indian or Alaska Native
- Asian
- Black or African American
- Men and White Women
- Hispanic or Latinx
- Native Hawaiian or Other Pacific Islander
- Two or More Races

Racial Diversity Across GRID Hierarchy



American Indian or Alaska Native

Asian

Black or African American

Hispanic or Latinx

Native Hawaiian or Other Pacific Islander

Two or More Races

White