



VICE MEDIA GROUP RELEASES 2022 DIVERSITY AND INCLUSION REPORT

‘Sustaining Progress’ details VMG’s continued commitment to an inclusive workforce

Women make up majority of global workforce; in US, 42% of the workforce is BIPOC, an increase from 2021

New York. Wednesday 15th March 2023: VICE Media Group (VMG) has released its fourth annual diversity and inclusion report today as part of its ongoing commitment to sustaining its DEI (diversity, equity and inclusion) work, improving employee experience and broadening transparency within the company. The 2022 report - titled Sustaining Progress - shows that for the third year in a row, the majority of VMG’s global workforce is made up of women, with the majority of new hires (65%) women; and in the US, the percentage of BIPOC employees has increased slightly from 41% to 42%.

The annual report is centred around four key pillars through which VMG focuses its DEI strategy: People, Culture, Systems and Standards. As well as showing global gender representation at the company, it also offers US racial and ethnicity figures (where data can be fully collected) and voluntary data from the UK. VMG also continues to publish intersectional data where possible.

During 2022, VMG continued a course of strategic employee initiatives in order to steadily advance equity and inclusion in the long term. Work driven by leaders, managers and teams across the company, including Community groups, shows a sustained commitment throughout the company to support our DEI goals and workforce.

The 2022 report shows that:

- In the US, where ethnicity data can be collected in full, **42% of the workforce is BIPOC** (compared to 41% in 2021), and **58% are white** (compared to 59% in 2021)
- At an executive level for 2022, there is **37% BIPOC and 63% white representation**
- VMG's workforce is **56% women, 43% men, 1% non-binary people. 65% of new hires in the company globally were women**
- In the UK, where ethnicity data is given on a voluntary basis, there was **an increase in all ethnicities across new hires**, with the most notable increase with **Asian-British hires at 9%**

The report also details the work VMG is doing behind the scenes to continue to provide equitable and fair outcomes for all employees, as well as championing inclusivity in storytelling, content, journalism, products and partnerships.

This includes a focus on encouraging an inclusive, welcoming and supportive return to office culture. VMG's People and Culture and Community Groups have led the way in encouraging staff to celebrate and enjoy being together in shared spaces through a series of partnerships and initiatives such as those with Creativity Works and Birkbeck University in the UK and Dame Disrupters in the US.

The report also looks at external work & partnerships such as our branded documentary series with Adidas **Running While...**, **Unbothered's Birth Rights** and **Black+**, a long-standing partnership with the National Urban League through which VMG provides black-owned brands pro-bono media and creative services.

VICE Media Group Chief People Officer Daisy Auger-Dominguez said: *"This year we have focused on maintaining and cementing the strides we have made at VICE Media Group in embedding a diverse and inclusive culture throughout the company. With a renewed focus on bringing teams back to our workspaces, we have strived to ensure these spaces feel safe, collaborative and vibrant for all our staff. Leadership and management are responsible for modeling an inclusive, welcoming and fair workplace culture, and we continue to listen, test new approaches, and build deeper relationships across our teams."*

VICE Media Group Co-CEOs Hozefa Lokhandwala and Bruce Dixon said: "Personal experiences shape the stories we tell and we believe that promoting diversity behind and in front of the camera, all supported by a diverse workforce, is imperative. Diversity and inclusion is more than just a strategic priority for us, it's embedded in everything we do – it's what makes us VICE – and we look forward to building on it as we embark on our next chapter."

Read the full report - Sustaining Progress - [here](#)

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