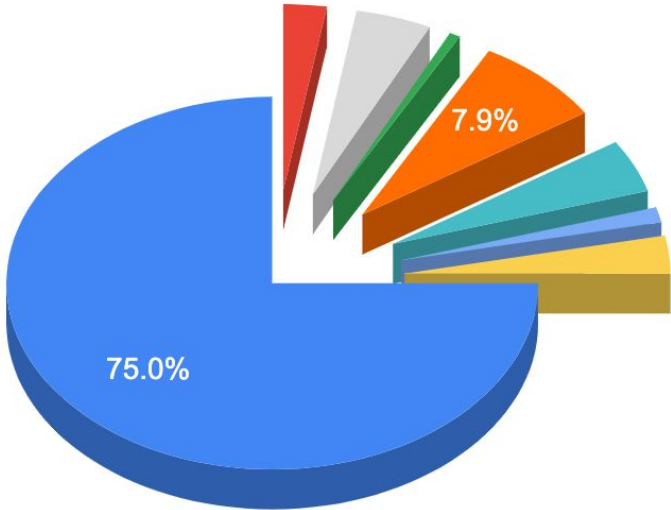


In Q4 of 2020, NJ employed 24% BIPOC



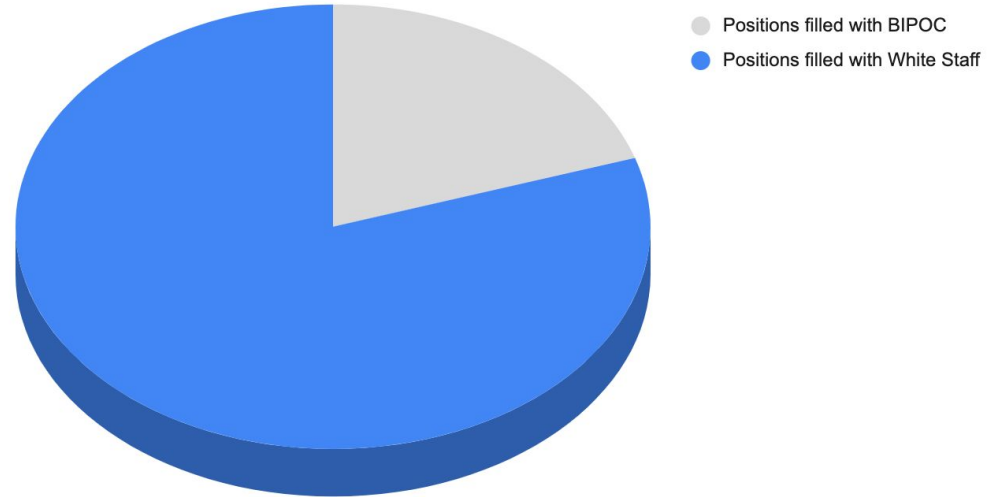
- Asian - South Asian (United States of America)
- Asian (Not Hispanic or Latino)
- Black - Of African descent - Afro-Caribbean - African American (United States of America)
- Black or African American (Not Hispanic or Latino)
- Hispanic or Latino
- I do not wish to answer.
- Two or More Races (Not Hispanic or Latino)
- White (Not Hispanic or Latino)

Our Hiring Process in Q4

Total Positions filled: **10**

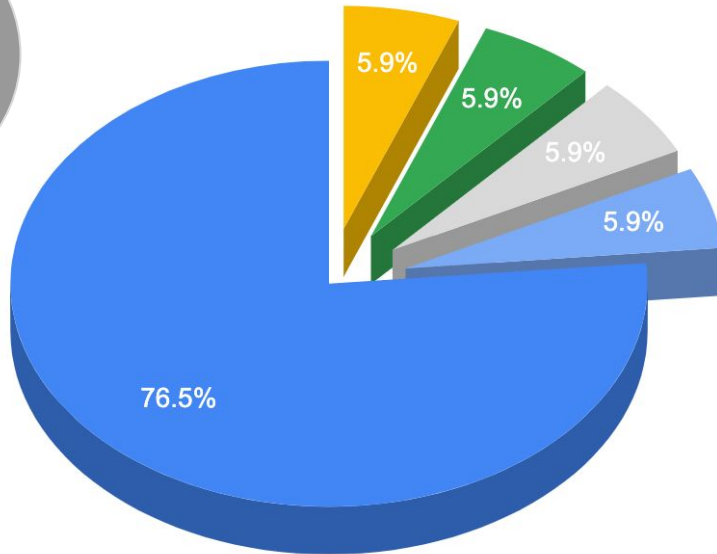
Total Positions w/ BIPOC Finalist: **4**

BIPOC Hired: **2**



Turnover Rates in 2020

17.64% 2020
Departures
are BIPOC



● Black or African American (Not Hispanic or Latino)
 ● Hispanic or Latino
 ● I do not wish to answer.
● Two or More Races (Not Hispanic or Latino)
 ● White (Not Hispanic or Latino)

2019 Breakdown

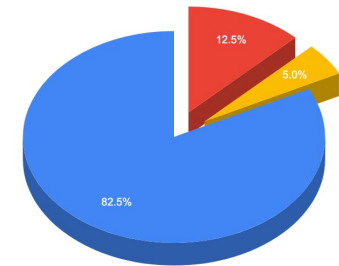
7 out of 31 BIPOC Staff - Turnover Rate 22.58%
 33 out of 61 White Staff - Turnover Rate 54.10%

2020 Breakdown

3 out of 26 BIPOC Staff - Turnover Rate 11.54%
 13 out of 82 White Staff - Turnover Rate 15.85%

2019

17.50%
2019
Departures
are BIPOC



● Asian (Not Hispanic or Latino)
 ● Black or African American (Not Hispanic or Latino)
● White (Not Hispanic or Latino)

Gender Diversity in Q4 2020

