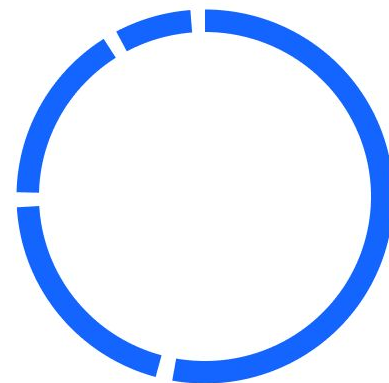
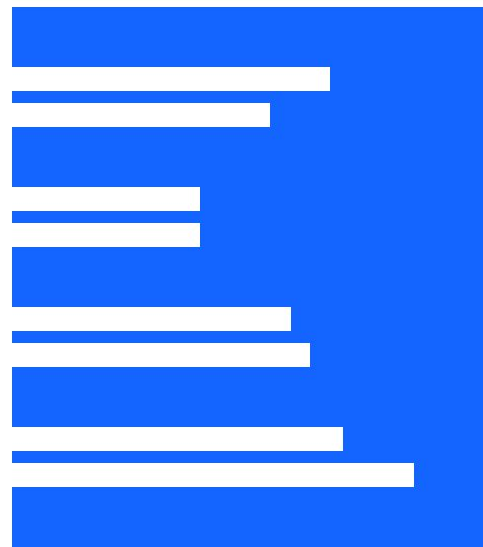
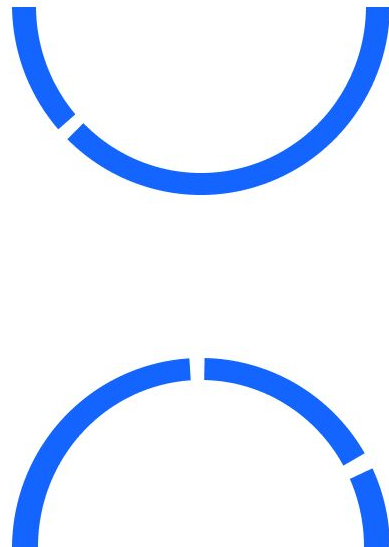
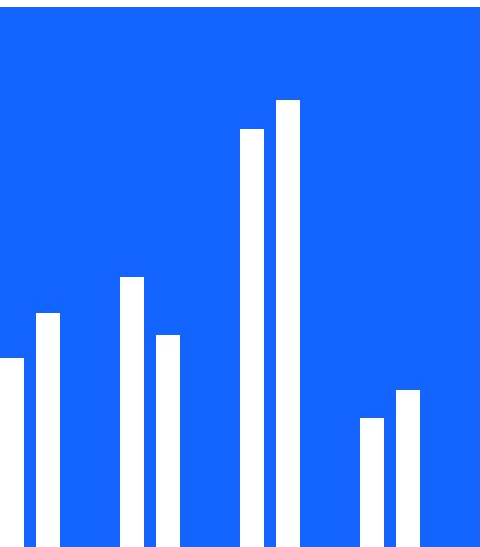


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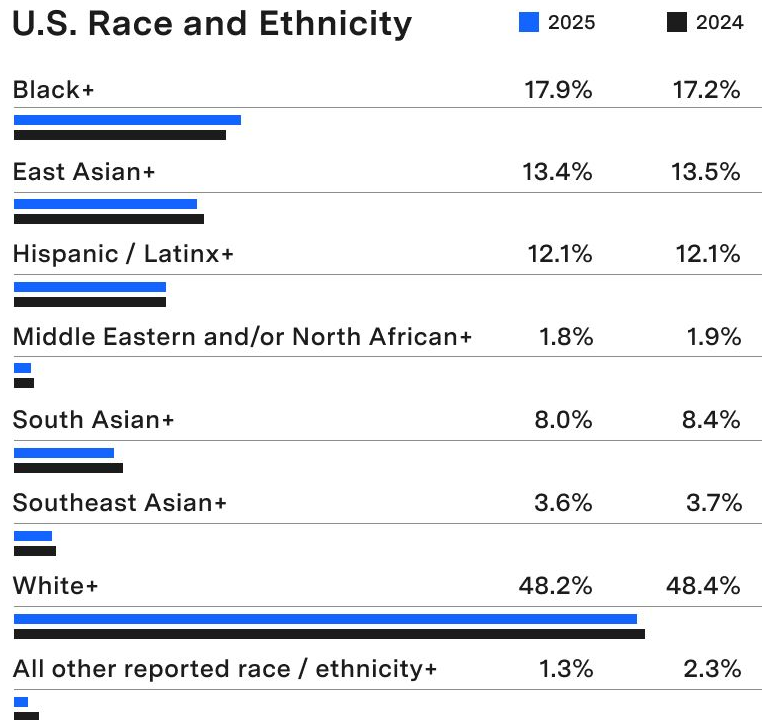


Methodology

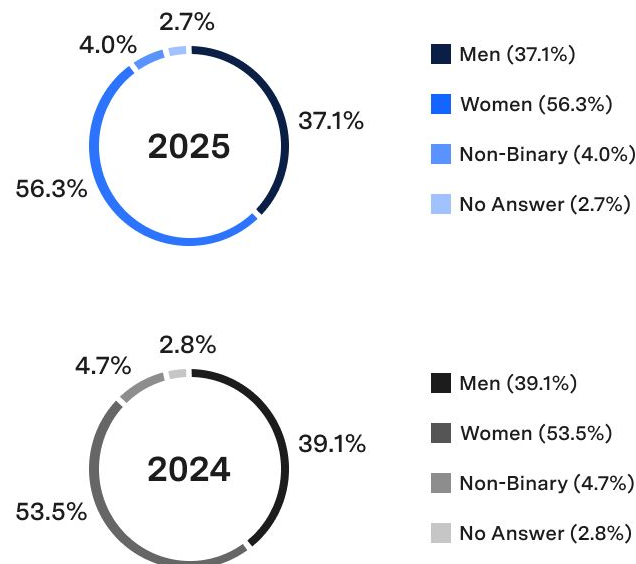
We count multiracial people as a member of all the racial/ethnic categories they identify with; this is denoted with a plus sign. Because of rounding and how we ensure the identities of multiracial people are fully honored, the individual percentages may not add up exactly to the overall percentage.

Overall Workforce Representation

U.S. Race and Ethnicity



Gender



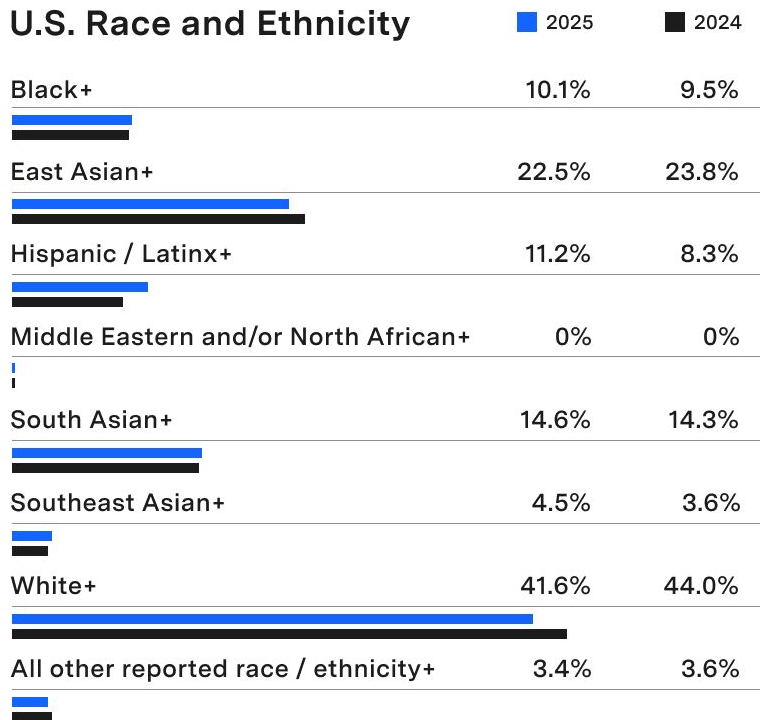
Intersectional Workforce Representation

<div> <div>■ 2025</div> <div>■ 2024</div> </div>	Men		Women		Non-Binary		No Answer	
Black+	6.3%	6.0%	9.8%	9.8%	1.3%	–	0.4%	<1.0%
Asian+	8.9%	9.8%	14.3%	13.0%	0.9%	1.9%	0.9%	<1.0%
Hispanic / Latinx+	4.5%	4.2%	7.1%	7.4%	0.4%	–	–	–
Middle Eastern and/or North American+	0.4%	–	1.3%	1.4%	–	–	–	–
White+	19.6%	20.9%	25.9%	24.7%	1.8%	1.9%	0.9%	<1.0%
Other reported race / ethnicity	–	1.0%	0.4%	<1.0%	–	–	0.9%	<1.0%

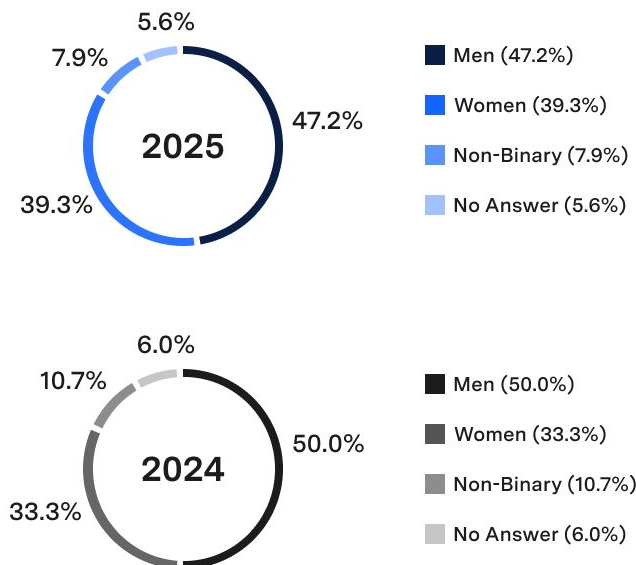
Clever only report on groups that meet a minimum threshold; otherwise we do not report the data for privacy reasons.

Tech Workforce Representation

U.S. Race and Ethnicity

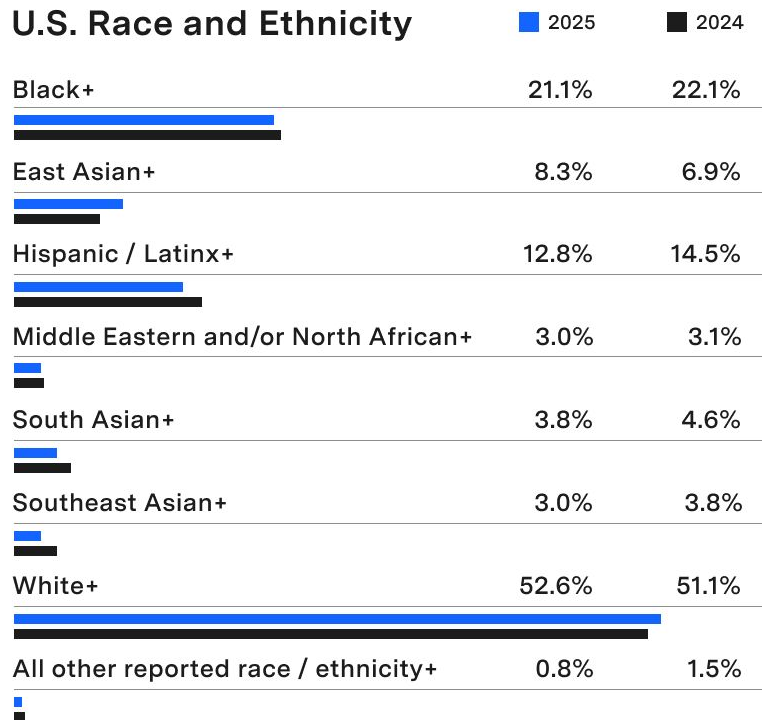


Gender

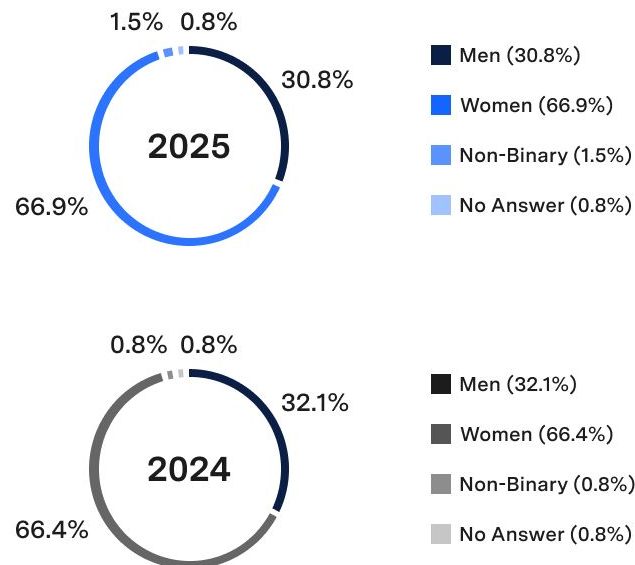


Non-Tech Workforce Representation

U.S. Race and Ethnicity

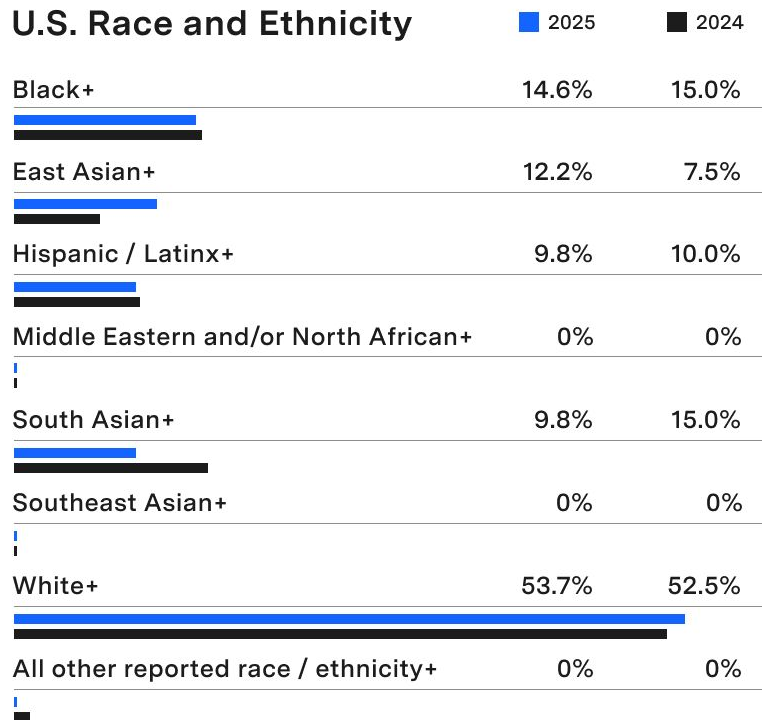


Gender

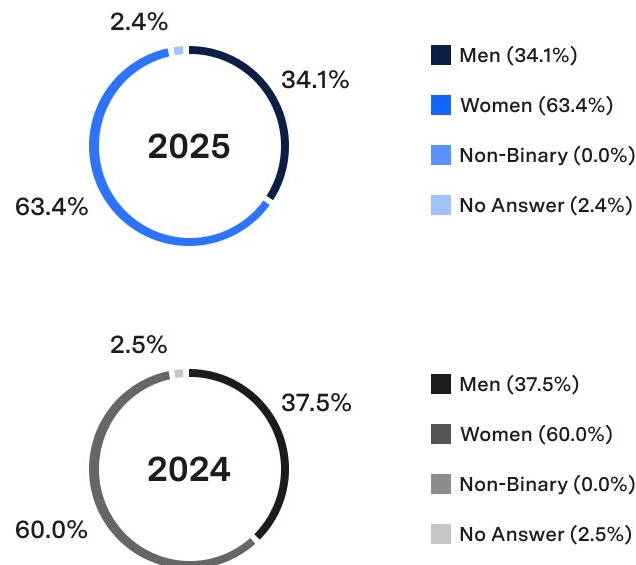


Managers Workforce Representation

U.S. Race and Ethnicity

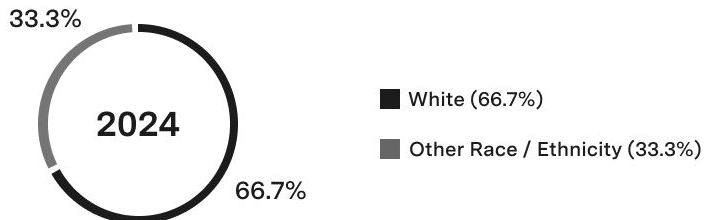
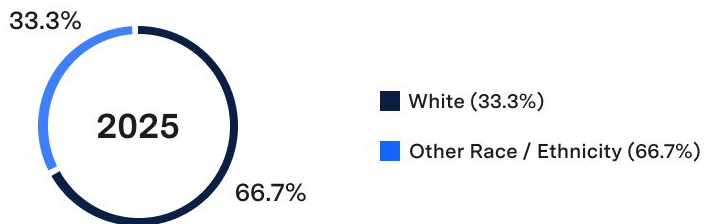


Gender

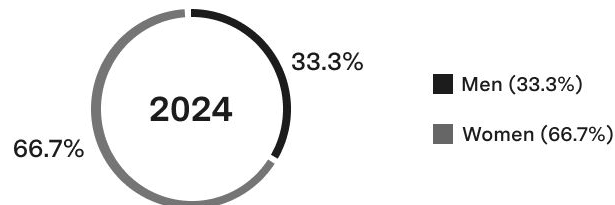
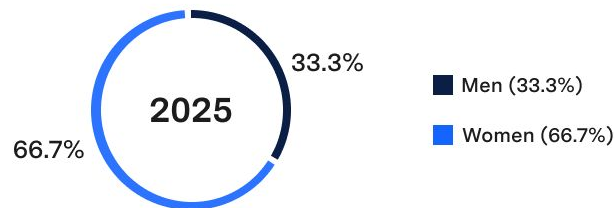


Executives Workforce Representation

U.S. Race and Ethnicity



Gender







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