

<b>Table A. Percentage of racial minorities in the overall workforce of daily print and online-only organizations.</b>			2018 Comparison
	<b>Salaried only</b>	<b>Salaried + Contracted</b>	<b>FT Only</b>
Print + Online	21.00%	21.70%	21.58%
Online-Only	30.80%	27.70%	24.64%
Overall	21.90%	22.50%	21.82%

<b>Table B. Minorities in Leadership Positions</b>			2018 Comparison
	<b>Salaried only</b>	<b>Salaried + Contracted</b>	<b>FT Only</b>
<i>Of All Newsroom Leaders</i>			
White	80.86%	80.86% <sup>1</sup>	82.42%
Minority and/or Unknown Affiliation	19.14%	19.14% <sup>1</sup>	17.58%
<i>Of All Minorities</i>			
Leader	19.76%	14.33%	17.41%
Non-Leader	80.24%	85.67%	82.59%
<i>Of All Blacks</i>			
Leader	24.49%	22.84%	19.35%
Non-Leader	75.51%	77.16%	80.65%
<i>Of All Hispanics</i>			
Leader	19.81%	18.08%	17.61%
Non-Leader	80.19%	81.92%	82.39%
<i>Of All American Indians/Native Americans</i>			
Leader	31.25%	27.03%	28.57%
Non-Leader	68.75%	72.97%	71.43%
<i>Of All Asians</i>			
Leader	15.22%	14.05%	15.13%
Non-Leader	84.78%	85.95%	84.87%
<i>Of All Native Hawaiians/Pacific Islanders</i>			
Leader	5.41%	4.76%	0.00%
Non-Leader	94.59%	95.24%	100.00%
<i>Of All Middle Eastern or North Africans</i>			
Leader	13.95%	12.50%	NA <sup>2</sup>
Non-Leader	86.05%	87.50%	NA
<i>Of all Multiracials</i>			
Leader	13.99%	13.25%	NA
Non-Leader	86.01%	86.75%	NA
<i>Of All Not Listed/Unknown Affiliations</i>			
Leader	17.24%	1.10%	14.10%
Non-Leader	82.76%	98.90%	85.90%

**1: All leaders are salaried workers.**  
**2: NA used when category not available in 2018's survey.**

Table C. Whites and minority percentages of the overall workforce (including both newsroom leaders and all others)					2018 Comparison		
		Salaried only		Salaried + Contracted		FT Only	
		White	Men	46.54%	77.98%	43.51%	73.88%
	Women	30.92%	29.79%	30.49%			
	Non-Binary	0.52%	0.58%	NA			
Black	Men	3.94%	7.12%	3.62%	6.56%	3.73%	7.19%
	Women	3.15%		2.91%		3.45%	
	Non-Binary	0.02%		0.03%		NA	
Hispanic	Men	4.00%	7.36%	3.74%	6.94%	3.68%	6.89%
	Women	3.31%		3.12%		3.21%	
	Non-Binary	0.05%		0.09%		NA	
American Indian or Alaska Native	Men	0.10%	0.25%	0.10%	0.24%	0.17%	0.37%
	Women	0.14%		0.14%		0.20%	
	Non-Binary	0.01%		0.01%		NA	
Asian	Men	2.02%	5.14%	1.88%	4.79%	2.74%	6.41%
	Women	3.12%		2.89%		3.67%	
	Non-Binary	0.01%		0.02%		NA	
Hawaiian/Pac. Is.	Men	0.18%	0.28%	0.17%	0.28%	0.06%	0.13%
	Women	0.11%		0.11%		0.06%	
	Non-Binary	0.00%		0.00%		NA	
Middle Eastern or North African	Men	0.09%	0.45%	0.09%	0.32%	NA	NA
	Women	0.24%		0.22%		NA	
	Non-Binary	0.00%		0.00%		NA	
Multiracial	Men	0.38%	1.10%	0.36%	1.00%	NA	NA
	Women	0.71%		0.64%		NA	
	Non-Binary	0.00%		0.00%		NA	
Not listed/Unknown	Men	0.22%	0.45%	3.02%	5.99%	0.33%	0.82%
	Women	0.22%		2.96%		0.50%	
	Non-Binary	0.00%		0.00%		NA	

Table D. Whites and minority percentages among newsroom leaders				2018 Comparison	
		Salaried only		Ft only	
		White	Men	47.06%	80.86%
	Women	31.84%	33.16%		
	Non-Binary	1.96%	NA		
Black	Men	4.52%	7.66%	3.32%	6.45%
	Women	3.04%		3.13%	
	Non-Binary	0.10%		NA	
Hispanic	Men	3.61%	6.41%	2.88%	5.62%
	Women	2.60%		2.74%	
	Non-Binary	0.20%		NA	
American Indian	Men	0.07%	0.34%	0.20%	0.49%
	Women	0.24%		0.29%	
	Non-Binary	0.03%		NA	
Asian	Men	1.38%	3.44%	2.25%	4.49%
	Women	2.03%		2.25%	
	Non-Binary	0.03%		NA	
Hawaiian/Pac. Is.	Men	0.03%	0.07%	0.00%	0.00%
	Women	0.03%		0.00%	
	Non-Binary	0.00%		NA	
Middle Eastern or North African	Men	0.07%	0.20%	NA	NA
	Women	0.14%		NA	
	Non-Binary	0.00%		NA	
Multiracial	Men	0.24%	0.68%	NA	NA
	Women	0.44%		NA	
	Non-Binary	0.00%		NA	
Not listed/Unknown	Men	0.17%	0.34%	0.20%	0.54%
	Women	0.17%		0.34%	
	Non-Binary	0.00%		NA	

Table E. Whites and minority percentages among all other (non-leader) journalists					2018 Comparison		
		Salaried only		Salaried + Contracted		FT Only	
		White	Men	46.39%	77.13%	42.64%	72.18%
	Women	30.65%	29.29%	29.75%			
	Non-Binary	0.10%	0.25%	NA			
Black	Men	3.76%	6.95%	3.40%	6.30%	3.85%	7.40%
	Women	3.19%		2.88%		3.55%	
	Non-Binary	0.00%		0.02%		NA	
Hispanic	Men	4.11%	7.64%	3.77%	7.07%	3.90%	7.24%
	Women	3.52%		3.24%		3.34%	
	Non-Binary	0.01%		0.06%		NA	
American Indian or Alaska Native	Men	0.11%	0.22%	0.11%	0.22%	0.16%	0.34%
	Women	0.11%		0.11%		0.17%	
	Non-Binary	0.00%		0.00%		NA	
Asian	Men	2.21%	5.64%	2.00%	5.12%	2.88%	6.94%
	Women	3.44%		3.10%		4.06%	
	Non-Binary	0.00%		0.02%		NA	
Hawaiian/Pac. Is.	Men	0.20%	0.35%	0.20%	0.33%	0.08%	0.16%
	Women	0.13%		0.13%		0.08%	
	Non-Binary	0.00%		0.00%		NA	
Middle Eastern or North African	Men	0.10%	0.37%	0.10%	0.34%	NA	NA
	Women	0.27%		0.25%		NA	
	Non-Binary	0.00%		0.00%		NA	
Multiracial	Men	0.43%	1.22%	0.39%	1.08%	NA	NA
	Women	0.79%		0.69%		NA	
	Non-Binary	0.00%		0.00%		NA	
Not listed/Unknown	Men	0.24%	0.48%	3.72%	7.36%	0.36%	0.90%
	Women	0.02%		3.64%		0.54%	
	Non-Binary	0.00%		0.00%		NA	

Table F. Percentages of newsrooms with a minority in a top-three leadership position		2018 comparison	
<i>Overall</i>			
Top three are racial minorities	1.80%	1.40%	
Two of top three are racial minorities	4.70%	5.60%	
One of top three is a racial minority	19.90%	20.80%	
<b>AT LEAST ONE MINORITY IS IN TOP THREE</b>	<b>26.40%</b>	<b>27.80%</b>	
<i>Daily Print</i>			
Top three are racial minorities	0.90%	0.00%	
Two of top three are racial minorities	5.60%	7.80%	
One of top three is a racial minority	19.10%	20.30%	
<b>AT LEAST ONE MINORITY IS IN TOP THREE</b>	<b>25.60%</b>	<b>28.10%</b>	
<i>Online</i>			
Top three are racial minorities	4.80%	3.70%	
Two of top three are racial minorities	1.60%	2.40%	
One of top three is a racial minority	22.60%	22.00%	
<b>AT LEAST ONE MINORITY IS IN TOP THREE</b>	<b>29.00%</b>	<b>28.00%</b>	

Table H. Percentage of women part of the overall workforce			2018 Comparison
	Salaried only	Salaried + Contracted	FT only
Daily Print	41.90%	41.20%	40.85%
Online-Only	50.10%	48.10%	50.03%
Overall	41.80%	41.50%	41.58%

<b>Table I. Percent of men/women among newsroom leaders and among all other journalists.</b>		2018 Comparison
<i>Of All Newsroom Leaders</i>		
Men	57.16%	58.10%
Women	40.51%	41.90%
Non-Binary	2.33%	NA
<i>Of All Other Salaried Journalists</i>		
Men	57.56%	58.50%
Women	42.33%	41.50%
Non-Binary	0.11%	NA

<b>Table J. Percentage of newsrooms where majority of the overall workforce are women</b>			2018 Comparison
	<b>Salaried only</b>	<b>Salaried + Contracted</b>	<b>FT only</b>
Daily Print	23.20%	23.70%	13.40%
Online-Only	45.30%	46.90%	40.20%
Overall	28.10%	28.80%	23.30%

<b>Table K. Percentage of newsroom where majority of newsroom leaders are women</b>		2018 Comparison
Daily Print	21.30%	16.50%
Online-Only	35.90%	31.70%
Overall	24.60%	21.90%

Table M. Percentages of newsrooms with a woman in top-three leadership position		2018 Comparison
<i>Overall</i>		
Top three are women	8.20%	8.80%
Two of top three are women	21.60%	23.10%
One of top three is a woman	47.50%	45.40%
<b>AT LEAST ONE WOMAN IS IN TOP THREE</b>	<b>77.30%</b>	<b>77.30%</b>
<i>Daily Print</i>		
Top three are women	6.40%	2.30%
Two of top three are women	20.00%	25.80%
One of top three is a woman	49.50%	50.00%
<b>AT LEAST ONE WOMAN IS IN TOP THREE</b>	<b>75.90%</b>	<b>78.10%</b>
<i>Online</i>		
Top three are women	14.50%	19.50%
Two of top three are women	27.40%	19.50%
One of top three is a woman	40.30%	37.80%
<b>AT LEAST ONE WOMAN IS IN TOP THREE</b>	<b>82.20%</b>	<b>76.80%</b>

Table N. Percentages of newsrooms with a gender non-binary in top-three leadership position	
<i>Overall</i>	
Top three are gender non-binary	0.40%
Two of top three are gender non-binary	0.40%
One of top three is a gender non-binary	1.50%
<b>AT LEAST ONE GENDER NON-BINARY IS IN TOP THREE</b>	<b>2.30%</b>
<i>Daily Print</i>	
Top three are gender non-binary	0.50%
Two of top three are gender non-binary	0.50%
One of top three is a gender non-binary	1.50%
<b>AT LEAST ONE GENDER NON-BINARY IS IN TOP THREE</b>	<b>2.50%</b>
<i>Online</i>	
Top three are gender non-binary	0.00%
Two of top three are gender non-binary	0.00%
One of top three is a gender non-binary	1.80%
<b>AT LEAST ONE GENDER NON-BINARY IS IN TOP THREE</b>	<b>1.80%</b>
<b>*2018 Comparison is not available</b>	