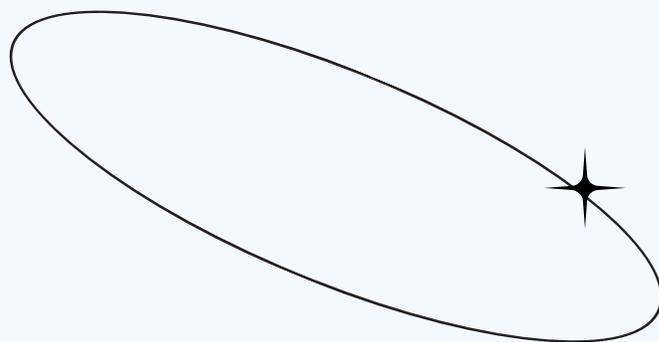


2022



Scarcity of Diversity
in Publishing

Report

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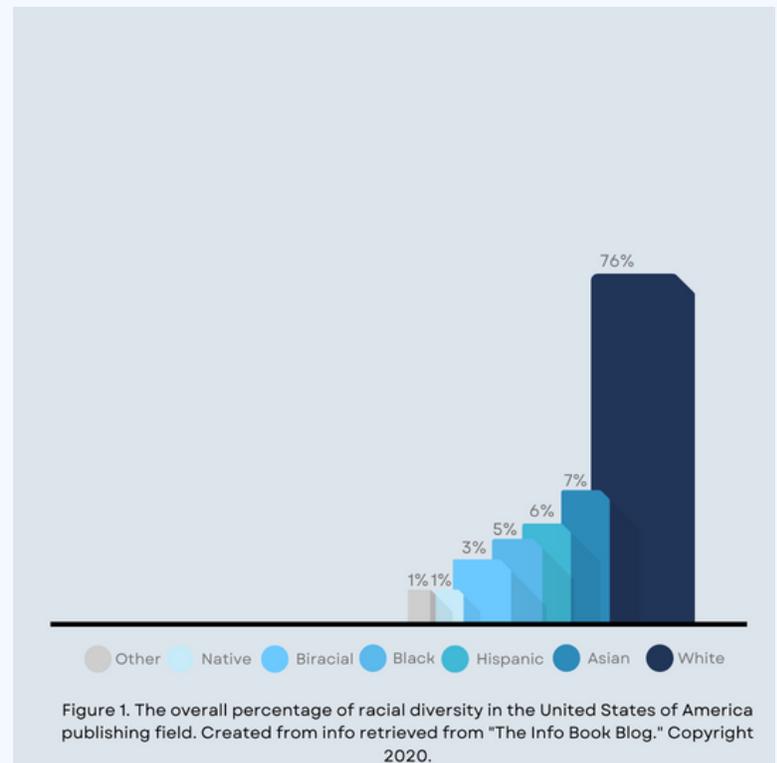


Purpose

There has been a recent scarcity of diversity within publishing. Forbes must continue comprehending the value and importance of building more diverse groups while ensuring a more inclusive and nondiscriminatory workplace. Forbes and the leadership team must focus on diversity, equity, and inclusion. This report will go over the statistics of the shortage of racial, gender/sexual orientation, and disabled diversity within publishing.

Racial Diversity

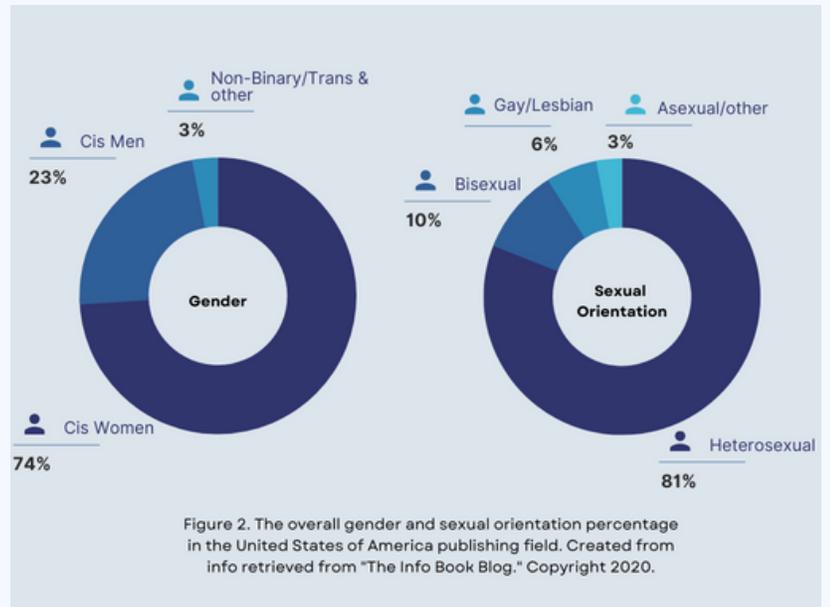
The United States of America is becoming a more racially diverse country. There is a mixture of many different ethnicities and cultures. Incorporating other races into the corporate of Forbes is vital to ensure we give every person a chance, regardless of race. Having racial diversity lets us acknowledge and celebrate the difference between racial groups. As shown in *Figure 1*, the primary race in the publishing community is white individuals at a staggering 76%. Meanwhile, the other races are all under 7%. This big gap reminds us that we should stay consistent in keeping Forbes diverse with different ethnicities to promote various individuals.



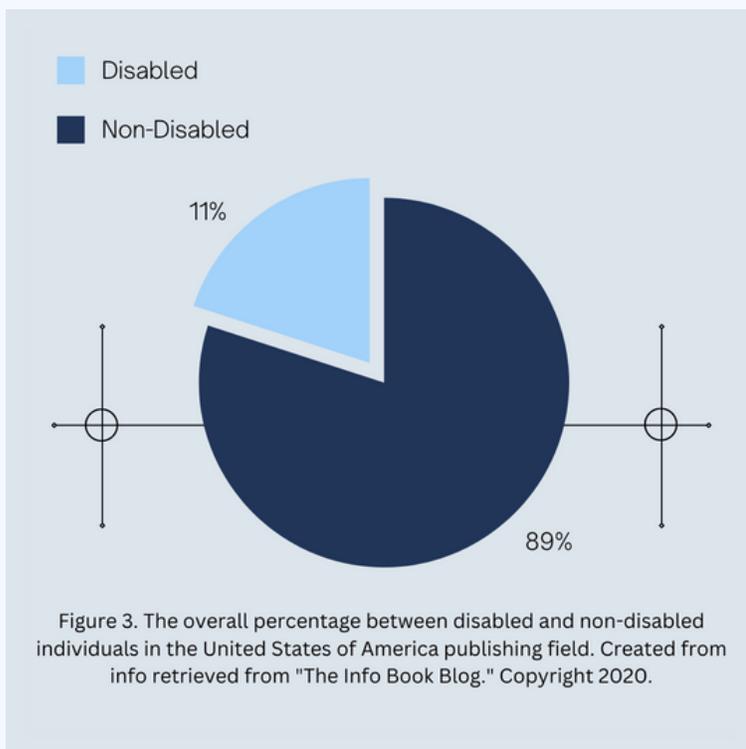
Gender and Sexual Orientation

Gender and Sexual Orientations are constantly evolving as we move forward as a society. Many jobs will say no to someone because of their gender or sexual orientation, which we must not mimic.

As shown in *Figure 2*, the sexual orientation spectrum shows 81% of the individuals being heterosexual. In contrast, there is only 10% or below for bisexual, gay/lesbian, and other individuals. For gender, Cis Women make up a large sum with 74%, while Cis Men follow loosely at 23% with Trans/other are below 3%. It is crucial to hire and promote individuals of different gender and sexual orientation so we can remain diligent in diversity.



Diversity in Disabled Individuals



Disability is a physical or mental condition that limits a person's senses, movements, or activities. Unfortunately, some companies look at disabilities as a weakness when they are not. They offer us a different lens through which to examine behind. As shown in *Figure 3*, Non-disabled individuals were at a startling 89%, while disabled individuals were around 11%. The data represents a vast gap between opportunities for disabled and non-disabled individuals. It is essential at Forbes to promote and encourage those who are disabled.



Conclusion

Publishing is an ample opportunity to express detailed information regarding history, current events, literature, music, software, and more. Nowadays, the world is more connected than ever with digital publishing occurring. It is essential to keep this data in mind regarding the scarcity of diversity within publishing. Diversity leads to more decadent ideas and solutions. The data presented shows how little variety within publishing is regarding race, gender/sexual orientation, and disability. Diversity and inclusion can hugely benefit Forbes; we can begin to think of the necessary steps to improve it.



Work Cited

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PASSWORD - PETER SARSGAARD