



2023 data release

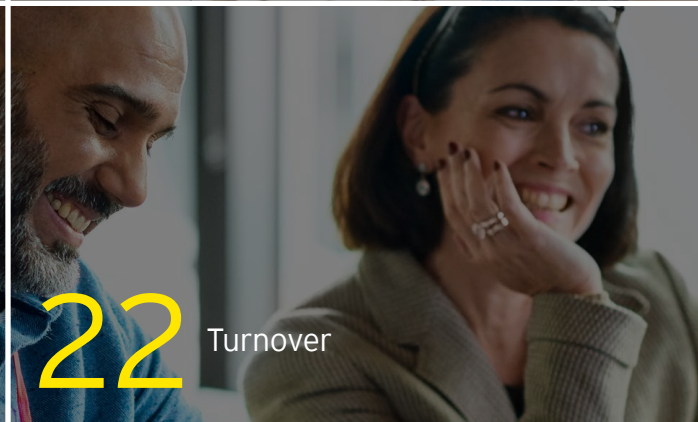
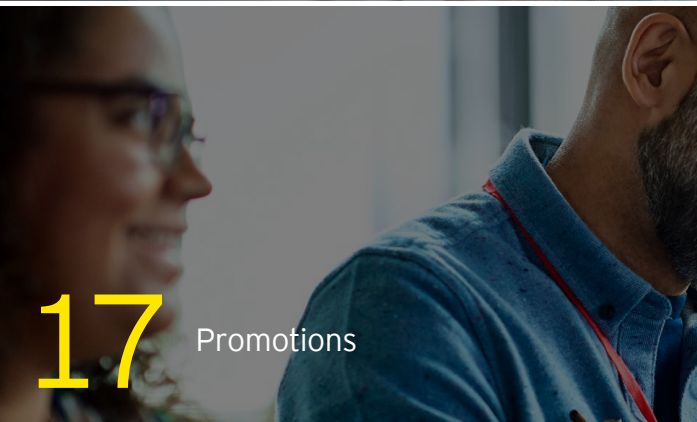
Building a more equitable working world

**EY US Diversity, Equity
and Inclusion report**



Data contents

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We remain unwaveringly committed to our core values, our purpose and our vision for a more diverse, equitable and inclusive working environment and society.

At Ernst & Young LLP (EY US), our journey to help build a more diverse, equitable and inclusive working world started more than 30 years ago, and since then, we have made important strides in expanding on this foundation to create lasting change.

In 2020, we began publicly sharing our internal metrics around diversity, equity and inclusiveness (DEI) for greater transparency around our efforts to embody our core EY values. As leaders with a powerful platform, we know that we must continue to live these core values and model them for our industry and the broader working world.

To that end, we are releasing a data addendum to our most recent [EY US Diversity, Equity and Inclusion report](#) to share our workforce data for the fiscal year ending June 30, 2022. We continue to chart our progress across key workforce metrics and have expanded the measures we track to include promotions beyond the partner, principal, managing director and director (PPMDD) ranks. In addition, as we seek to better understand and improve upon our talent retention opportunities, we are now providing data on voluntary turnover. We've made progress on multiple fronts in the past fiscal year; however, we also acknowledge that there are additional opportunities for improvement, and we will continue to pursue a holistic approach toward attracting, developing, progressing and retaining diverse talent.

The year ahead will continue to offer disruptions to business, including a slow economic growth outlook and heightened demand for talent, amid the backdrop of an increasingly polarized society. In addition, our firm is exploring the voluntary potential strategic separation of Ernst & Young LLP into two distinct multidisciplinary organizations. In spite of these challenges, we remain unwaveringly committed to our core values, our purpose and our vision for a more diverse, equitable and inclusive working environment and society.

We will continue upholding transparency, accountability, integrity and quality while sharing our insights and leading practices. And we will remain steadfast in leveraging our platform to influence positive change for our clients, stakeholders and peer organizations, as well as for the wider society.

Julie Boland
EY US Chair and Managing Partner
and Americas Managing Partner
(she/her/hers)

Leslie Patterson
EY Americas and US Diversity,
Equity & Inclusiveness Leader
(she/her/hers)

Data appendix

Across several of our executive committees, representation of women has increased compared to the previous year. This includes positions on the EY Americas Inclusiveness Advisory Council (IAC) and the EY US Distributed Leadership team, as well as in Global Client Service Partner (GCSP) roles, which serve to strengthen and advance the firm’s most vital client relationships.

In addition, representation of women on the EY US Executive Committee (USEC) comprised of 16 members currently stands at 33%. Overall, the number of women at the partner, principal, managing director and director (PPMDD) levels increased by 1% over last year.

Representation of racially and ethnically diverse (R&ED) leaders in the US has also grown across our executive committees, including the USEC, IAC and other prominent leadership teams. However, R&ED representation at the GCSP level saw a decrease of 1%. Among the firm’s PPMDD professionals, R&ED representation saw an uptick of 2%, driven in part by a 2% increase in Asian representation.

Collectively, these figures demonstrate that despite some encouraging progress, we will actively continue work toward our goal of achieving greater gender, racial and ethnic parity at the highest levels of firm leadership.

*Timing of US Executive Committee, US Extended Leadership Team, US Partner/Principal Council, Americas Inclusiveness Advisory Council and US Distributed Leadership Team data recognizes FYQ1 changes.

US Executive Committee (USEC)*

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Two or more
2022	13%	20%	60%	7%	0%
2021	13%	13%	75%	0%	0%
2020	6%	6%	87%	0%	0%

Data as of: 10/01/22, 11/01/21 and 10/01/20. *US Executive Committee (USEC): Main governance body of the US member firm, with responsibilities for the management of all US operations. One committee vacancy as of 10/01/22. Due to rounding, data may not equal 100% in all cases.

Women	Men
33%	67%
38%	63%
38%	62%

Data as of: 10/01/22, 11/01/21 and 10/01/20. One committee vacancy as of 10/01/22. Due to rounding, data may not equal 100% in all cases.



EY US Extended Leadership Team*

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Two or more	Women	Men
2022	12%	18%	65%	6%	0%	41%	59%
2021	9%	13%	78%	0%	0%	43%	57%
2020	5%	10%	85%	0%	0%	40%	60%

Data as of: 10/01/22, 11/01/21 and 10/01/20. *EY US Extended Leadership Team: extended leadership team for the US member firm inclusive of regional, service line, functional and specialized teams such as brand, marketing and communications, markets, and our innovation teams. Due to rounding, data may not equal 100% in all cases.

Data as of: 10/01/22, 11/01/21 and 10/01/20. Due to rounding, data may not equal 100% in all cases.

US Partner/Principal Council (PPC)*

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Two or more	Women	Men
2022	4%	21%	67%	4%	4%	42%	58%
2021	4%	21%	63%	8%	4%	46%	54%
2020	8%	17%	63%	8%	4%	46%	54%

Data as of: 08/01/22, 08/01/21 and 07/01/20. *US Partner/Principal Council (PPC): approves certain governance decisions, such as leadership appointments by the USEC, material transactions and any matter brought before the partners for voting. The PPC also serves in an advisory role to the USEC on matters under the purview of the USEC upon request. Due to rounding, data may not equal 100% in all cases.

Data as of: 08/01/22, 08/01/21 and 07/01/20. Due to rounding, data may not equal 100% in all cases.



Americas Inclusiveness Advisory Council (IAC)*

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Two or more	Women	Men
2022	24%	10%	48%	14%	3%	52%	48%
2021	23%	11%	49%	14%	3%	46%	54%
2020	22%	8%	53%	14%	3%	50%	50%

Data as of: 10/01/22, 11/01/21 and 08/01/20. US-only subset of IAC. *Americas Inclusiveness Advisory Council (IAC): Influential EY leaders from across the Americas with representation across service line, region and function. The IAC meets regularly to share leading practices, explore challenges and collaborate on high-impact actions to advance the EY culture of inclusiveness. Due to rounding, data may not equal 100% in all cases.

Data as of: 10/01/22, 11/01/21 and 08/01/20. US-only subset of IAC. Due to rounding, data may not equal 100% in all cases.

EY US Distributed Leadership Team*

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Two or more	Undisclosed	Women	Men
2022	6%	8%	79%	6%	1%	1%	43%	57%
2021	5%	8%	80%	6%	1%	0%	34%	66%
2020	4%	9%	82%	4%	0%	–	31%	69%

Data as of: 10/01/22, 11/01/21 and 10/01/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. *EY US Distributed leadership team: EY US office managing partners, service line and account managing partners, and market segment leaders. Due to rounding, data may not equal 100% in all cases.

Data as of: 10/01/22, 11/01/21 and 10/01/20. Due to rounding, data may not equal 100% in all cases.



Partner/Principal (P/P) headcount · FY22 headcount: 3,772

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed	Women	Men	Undisclosed
FY22	3%	12%	79%	3%	0%	1%	1%	28%	72%	0%
FY21	2%	10%	81%	4%	0%	1%	1%	26%	73%	0%
FY20	2%	9%	84%	3%	–	1%	–	25%	75%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Due to rounding, data may not equal 100% in all cases.

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Due to rounding, data may not equal 100% in all cases.

EY US Partner/Principal, Managing Director and Director (PPMDD) headcount · FY22 headcount: 6,377

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed	Women	Men	Undisclosed
FY22	3%	13%	77%	4%	0%	1%	1%	31%	69%	0%
FY21	3%	12%	79%	4%	0%	1%	1%	30%	69%	0%
FY20	2%	10%	83%	4%	–	1%	–	29%	71%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Due to rounding, data may not equal 100% in all cases.

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Due to rounding, data may not equal 100% in all cases.



Overall, representation of women among our client-serving professionals has remained consistent over the past fiscal year, with slight increases at the senior manager and manager ranks of 2% and 1%, respectively. Moreover, we saw growth in R&ED representation across all client-serving ranks, ranging from a 7% jump at the staff rank to a 1% increase at the manager rank.

For EY US staff, there were notable year over year gains among those who self-identify as two or more races. We also saw a decline in the number of EY US staff who self-identify as Hispanic or Latinx. This change is due to a self-reporting system update during FY21 that began capturing additional detail from our people. As a result, professionals who identify as “Hispanic or Latinx” along with one or more races are now captured in the “Two or more” category.

Across our overall Core Business Services (CBS) population, which includes roles in finance, marketing and other internal functions, women and R&ED representation remained static from the previous fiscal year at 65% and 34%, respectively. Women professionals within CBS saw gains at the director (4%), assistant director (2%), supervising associate (1%), associate (3%) and administrative (2%) ranks. Among R&ED professionals in CBS, there were increases in representation at the associate director (2%), assistant director (1%) and associate (4%) ranks.

*All workforce data is reported as of 8/31/22 to align with our most current promotion cycle.

Employee workforce headcount · FY22 headcount: 54,127

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed	Women	Men	Undisclosed
FY22	7%	25%	54%	5%	0%	5%	3%	47%	53%	1%
FY21	6%	24%	57%	7%	0%	3%	3%	47%	52%	1%
FY20	7%	24%	59%	8%	–	2%	–	47%	53%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Excludes partners/principals, interns and non-employees. Inclusive of Core Business Services. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

Data as of: 08/31/22, 07/31/21 and 06/30/20. Excludes partners/principals, interns and non-employees. Inclusive of Core Business Services. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

Senior Manager · FY22 headcount: 7,863

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY22	4%	27%	60%	5%	0%	2%	2%
FY21	4%	25%	62%	5%	0%	1%	2%
FY20	4%	25%	65%	5%	–	1%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

	Women	Men	Undisclosed
FY22	40%	60%	0%
FY21	38%	62%	0%
FY20	37%	63%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

Manager · FY22 headcount: 10,146

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY22	6%	32%	50%	6%	0%	3%	3%
FY21	5%	32%	53%	6%	0%	2%	2%
FY20	5%	33%	54%	7%	–	1%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

	Women	Men	Undisclosed
FY22	42%	58%	0%
FY21	41%	58%	1%
FY20	41%	59%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.



Senior · FY22 headcount: 15,769

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY22	7%	28%	49%	6%	0%	5%	3%
FY21	7%	28%	51%	7%	0%	3%	3%
FY20	6%	29%	54%	8%	–	2%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

	Women	Men	Undisclosed
FY22	46%	53%	0%
FY21	46%	53%	1%
FY20	45%	55%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

Staff · FY22 headcount: 10,057

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY22	8%	24%	49%	3%	0%	13%	3%
FY21	6%	21%	55%	9%	0%	5%	4%
FY20	6%	21%	59%	11%	–	3%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. FY22 notable increase in professionals identifying as "Two or more" and decrease in "Hispanic or Latinx" category resulted from a self-reporting system update during FY21 that began capture of additional detail from our people. Professionals identifying as both "Hispanic or Latinx" ethnicity plus one or more races are captured in the "Two or more" category. Due to rounding, data may not equal 100% in all cases.

	Women	Men	Undisclosed
FY22	46%	53%	2%
FY21	47%	52%	1%
FY20	48%	52%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.



Core Business Services (CBS) – total headcount · FY22 headcount: 8,257

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY22	11%	12%	65%	7%	0%	3%	1%
FY21	11%	12%	64%	8%	0%	2%	1%
FY20	13%	12%	64%	9%	–	2%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

	Women	Men	Undisclosed
FY22	65%	35%	0%
FY21	65%	35%	1%
FY20	64%	36%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

Associate Director · FY22 headcount: 1,968

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY22	6%	13%	74%	4%	0%	2%	1%
FY21	5%	12%	76%	4%	0%	1%	1%
FY20	5%	11%	78%	5%	–	1%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

	Women	Men	Undisclosed
FY22	57%	43%	0%
FY21	57%	43%	0%
FY20	57%	43%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.



Assistant Director · FY22 headcount: 2,151

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed	Women	Men	Undisclosed
FY22	9%	17%	63%	6%	0%	3%	1%	63%	37%	0%
FY21	9%	17%	64%	6%	0%	2%	1%	61%	38%	1%
FY20	9%	17%	64%	6%	–	2%	–	61%	39%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

Supervising Associate · FY22 headcount: 1,109

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed	Women	Men	Undisclosed
FY22	12%	12%	63%	7%	0%	5%	2%	70%	30%	0%
FY21	12%	14%	60%	9%	0%	3%	2%	69%	30%	0%
FY20	12%	15%	61%	9%	–	2%	–	67%	33%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.



Senior Associate · FY22 headcount: 922

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY22	12%	11%	61%	8%	0%	6%	1%
FY21	15%	11%	60%	9%	0%	3%	1%
FY20	14%	10%	62%	10%	–	3%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

	Women	Men	Undisclosed
FY22	64%	36%	0%
FY21	64%	35%	1%
FY20	61%	39%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

Associate · FY22 headcount: 352

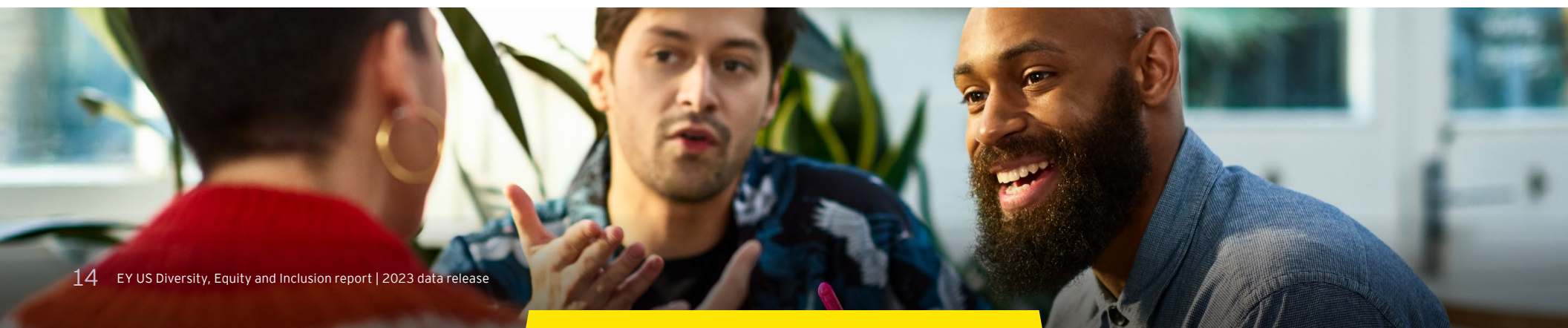
Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY22	19%	14%	47%	15%	0%	5%	1%
FY21	18%	12%	49%	17%	0%	2%	2%
FY20	19%	12%	50%	17%	–	2%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

	Women	Men	Undisclosed
FY22	62%	38%	0%
FY21	59%	41%	0%
FY20	57%	43%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.



Administrative Roles · FY22 headcount: 1,185

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY22	20%	6%	54%	13%	0%	4%	2%
FY21	23%	6%	52%	15%	0%	3%	1%
FY20	25%	5%	52%	16%	0%	2%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

	Women	Men	Undisclosed
FY22	88%	12%	0%
FY21	86%	13%	0%
FY20	81%	19%	–

Data as of: 08/31/22, 07/31/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

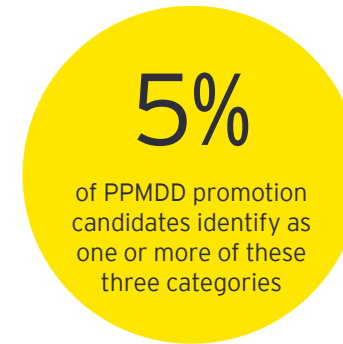


Voluntary self-identification across dimensions such as race, ethnicity, gender, disability, military affiliation, gender identity and sexual orientation is an important part of how we measure our progress in building a more diverse, inclusive and equitable firm.

We're continuing to educate our people on the importance of self-ID as these insights help us identify both gaps and opportunities for action as well as strengthen our ability to report more comprehensively on the intersectionality of our people. In fiscal 2022, we saw a progressive increase in the number of EY professionals who self-identify as veterans (+1%), people with a disability (+1%) or LGBT+ (+1%). Additionally, 5% of PPMDD promotion candidates identify as one or more of these three categories, an increase of 1%.

EY US Self-ID data*

	FY22	FY21	FY20
Total Headcount (all ranks)	57,899	51,175	51,720
Veterans	3.23%	2.35%	2.10%
Disability	3.86%	2.82%	2.30%
LGBT+	2.19%	1.23%	1.30%
LGB**	2.12%	1.20%	-
Transgender & Non-Binary**	0.16%	0.07%	-



*Information collected via Self-ID is US population only. Information may be understated, as Self-ID requires voluntary disclosure.
 **The expanded gender categories in our EY Self-ID system reflect our commitment to supporting and affirming people of all gender identities and expressions. Beginning FY21, our data collection methods allowed for bifurcation of lesbian, gay, bisexual and transgender plus data.

During our 2022 promotion cycles, we saw additional progress around representation of both women and racially and ethnically diverse (R&ED) professionals. EY US women promotes to the PPMDD group were at 40% (a 3% YoY increase) while promotes to the partner or principal rank remained static at 37% (no YOY change). In addition, 33% of promotes into our PPMDD group and 36% of EY promotes to partner or principal were R&ED (up 3% and 1% YOY, respectively).

As our efforts to advance more equitable sponsorship continue, we're encouraged by the progress we've made this year around PPMDD promotions – while also acknowledging that work remains to fully realize our DEI-related aspirations.

Across the non-PPMDD population (both client-serving and CBS roles), promotions of women decreased as compared to the prior year. However, we saw one notable exception at the senior manager rank, which saw a 3% YoY increase.

As for promotions of R&ED non-PPMDD professionals, we saw 2% growth in the majority of client-serving roles and across half of the CBS ranks (with an 8% increase at the associate director rank and 14% for the assistant director rank).

While we're pleased to have promoted more women and R&ED professionals at the non-PPMDD ranks this year, we also recognize the need to accelerate this progress with an eye toward developing and advancing a more diverse talent pipeline for future leadership roles.

*Non-PPMDD data is reported as of 8/31/22 to align with our most current promotion cycle.

EY US Leadership: Partner/Principal (P/P)

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
2022	6%	25%	63%	3%	0%	2%	0%
2021	7%	21%	65%	4%	0%	3%	0%
2020	8%	21%	66%	5%	–	0%	–

Data as of: 07/01/22, 07/01/21 and 10/01/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Calendar years correspond to FY promotion cycles (2022 = FY23, 2021 = FY22 and 2020 = FY21). FY21 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

	Women	Men	Undisclosed
2022	37%	63%	0%
2021	37%	63%	0%
2020	40%	60%	–

Data as of: 07/01/22, 07/01/21 and 10/01/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Calendar years correspond to FY promotion cycles (2022 = FY23, 2021 = FY22 and 2020 = FY21). FY21 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

EY US Leadership: Partner/Principal, Managing Director and Director (PPMDD)

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
2022	5%	25%	63%	4%	0%	2%	0%
2021	5%	22%	67%	4%	0%	2%	0%
2020	5%	21%	67%	7%	–	0%	–

Data as of: 07/01/22, 07/01/21 and 10/01/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Calendar years correspond to FY promotion cycles (2022 = FY23, 2021 = FY22 and 2020 = FY21). FY21 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

	Women	Men	Undisclosed
	40%	60%	0%
	37%	63%	0%
	38%	62%	–

Data as of: 07/01/22, 07/01/21 and 10/01/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Calendar years correspond to FY promotion cycles (2022 = FY23, 2021 = FY22 and 2020 = FY21). FY21 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

EY US Client Serving: Senior Manager

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
2022	4%	30%	57%	6%	0%	1%	2%
2021	5%	28%	58%	6%	0%	2%	1%
2020	4%	27%	61%	5%	–	1%	–

Data as of: 08/31/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Calendar years correspond to FY promotion cycles (2022 = FY22 (and partial FY23), 2021 = FY21 and 2020 = FY20). FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

	Women	Men	Undisclosed
	44%	56%	0%
	41%	59%	0%
	37%	62%	–

Data as of: 08/31/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Calendar years correspond to FY promotion cycles (2022 = FY22 (and partial FY23), 2021 = FY21 and 2020 = FY20). FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.



EY US Client Serving: Manager

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
2022	5%	28%	55%	7%	0%	2%	2%
2021	5%	28%	58%	7%	0%	2%	1%
2020	3%	30%	57%	7%	–	2%	–

Data as of: 08/31/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Calendar years correspond to FY promotion cycles (2022 = FY22 (and partial FY23), 2021 = FY21 and 2020 = FY20). FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

	Women	Men	Undisclosed
2022	45%	55%	0%
2021	46%	53%	0%
2020	44%	55%	–

Data as of: 08/31/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Calendar years correspond to FY promotion cycles (2022 = FY22 (and partial FY23), 2021 = FY21 and 2020 = FY20). FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

EY US Client Serving: Senior

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
2022	5%	22%	58%	9%	0%	4%	2%
2021	5%	22%	61%	9%	0%	3%	1%
2020	4%	22%	61%	8%	–	2%	–

Data as of: 08/31/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Calendar years correspond to FY promotion cycles (2022 = FY22 (and partial FY23), 2021 = FY21 and 2020 = FY20). FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

	Women	Men	Undisclosed
2022	49%	51%	0%
2021	50%	50%	0%
2020	48%	52%	–

Data as of: 08/31/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Calendar years correspond to FY promotion cycles (2022 = FY22 (and partial FY23), 2021 = FY21 and 2020 = FY20). FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.



EY US Core Business Services: Associate Director

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
2022	9%	17%	66%	4%	0%	3%	0%
2021	8%	13%	73%	4%	0%	2%	1%
2020	6%	14%	75%	4%	–	0%	–

Data as of: 08/31/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Calendar years correspond to FY promotion cycles (2022 = FY22 (and partial FY23), 2021 = FY21 and 2020 = FY20). FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

	Women	Men	Undisclosed
	60%	40%	0%
	67%	33%	0%
	65%	35%	–

Data as of: 08/31/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Calendar years correspond to FY promotion cycles (2022 = FY22 (and partial FY23), 2021 = FY21 and 2020 = FY20). FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

EY US Core Business Services: Assistant Director

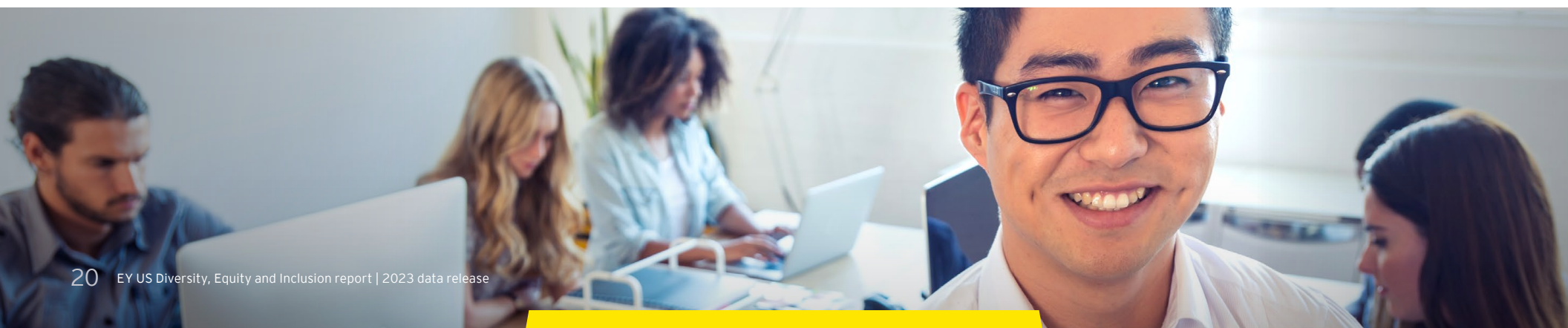
Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
2022	10%	15%	61%	10%	1%	3%	1%
2021	7%	11%	76%	5%	0%	1%	0%
2020	6%	13%	75%	4%	–	1%	–

Data as of: 08/31/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Calendar years correspond to FY promotion cycles (2022 = FY22 (and partial FY23), 2021 = FY21 and 2020 = FY20). FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

	Women	Men	Undisclosed
	73%	26%	0%
	80%	20%	0%
	81%	18%	–

Data as of: 08/31/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Calendar years correspond to FY promotion cycles (2022 = FY22 (and partial FY23), 2021 = FY21 and 2020 = FY20). FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.



EY US Core Business Services: Supervising Associate

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
2022	8%	9%	71%	7%	0%	4%	1%
2021	7%	8%	68%	11%	1%	5%	0%
2020	10%	15%	65%	7%	–	3%	–

Data as of: 08/31/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Calendar years correspond to FY promotion cycles (2022 = FY22 (and partial FY23), 2021 = FY21 and 2020 = FY20). FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

	Women	Men	Undisclosed
2022	75%	24%	1%
2021	78%	22%	1%
2020	70%	29%	–

Data as of: 08/31/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Calendar years correspond to FY promotion cycles (2022 = FY22 (and partial FY23), 2021 = FY21 and 2020 = FY20). FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

EY US Core Business Services: Senior Associate

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
2022	10%	10%	63%	13%	0%	3%	2%
2021	16%	14%	55%	13%	0%	2%	1%
2020	7%	10%	70%	10%	–	3%	–

Data as of: 08/31/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Calendar years correspond to FY promotion cycles (2022 = FY22 (and partial FY23), 2021 = FY21 and 2020 = FY20). FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.

	Women	Men	Undisclosed
2022	67%	32%	1%
2021	78%	21%	1%
2020	74%	26%	–

Data as of: 08/31/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Calendar years correspond to FY promotion cycles (2022 = FY22 (and partial FY23), 2021 = FY21 and 2020 = FY20). FY20 Undisclosed category was not an option in the prior reporting system. Due to rounding, data may not equal 100% in all cases.



In fiscal year 2022, across the firm, the retention of women was higher than men, with women voluntarily leaving the firm at a lower rate than men (14% vs. 16%). The firm’s overall rate of retention of client-serving women is also higher than that of client-serving men across all ranks. Similarly, within CBS, women at all ranks voluntarily left the firm at a rate that is lower than or almost equal to that of men.

Across the firm, the retention of R&ED professionals was lower than white professionals, with R&ED professionals leaving the firm at a higher rate (ranging from 17% to 19%) than our white professionals (15%). Additionally, across both client-serving and CBS roles, voluntary turnover rates of R&ED professionals vary by rank when compared to total workforce turnover rates.

Talent retention and attrition involve several complex dynamics that we continue to strive to understand more fully. While we recognize that these challenges are by no means unique to EY US or our industry, tracking our voluntary turnover data helps us identify and develop strategies to address both trends and contributing factors around the statistics we’re seeing.

EY US workforce · Total workforce voluntary turnover

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY22	17%	18%	15%	19%	19%	19%	20%

12-month rolling voluntary turnover as of: 8/31/22. Includes partners/principals. Total workforce voluntary turnover is 17%.

	Women	Men	Undisclosed
	14%	16%	17%

12-month rolling voluntary turnover as of: 8/31/22. Includes partners/principals. Total workforce voluntary turnover is 17%.

Overall, our hiring of women decreased as compared to the prior fiscal year, and we are actively working towards expanding diversity in the talent pools from which we recruit. One noteworthy exception is our recruitment of experienced women hires, which increased by 2%. In addition, we saw overall growth in hires of R&ED professionals, with the exception of our Launch interns for underrepresented groups, which saw a slight decrease from 96% to 92%.

Our FY22 percentages show a notable increase in professionals identifying as “Two or more” and decreases in “Hispanic or Latinx,” resulting from a business decision to categorize professionals to better reflect their identity. We will continue to focus our efforts on building an inclusive talent pipeline from college through the PPMDD ranks to realize the range of talent our market offers.

Experienced Hire

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed	Women	Men	Undisclosed
FY22	11%	33%	40%	1%	0%	11%	4%	42%	55%	4%
FY21	13%	23%	31%	7%	0%	8%	16%	40%	55%	5%
FY20	9%	30%	43%	8%	–	2%	–	41%	59%	–

Data as of: 06/30/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Beginning FY21, due to reporting system conversion, data updated to include Hawaiian or American Indian, Two or More and Undisclosed. Excludes Partner/Principal, Managing Director and Director experienced hires. FY22 notable increase in professionals identifying as “Two or more” and decrease in “Hispanic or Latinx” category resulted from business decision to categorize professionals to better reflect their identity. Professionals identifying as both “Hispanic or Latinx” ethnicity plus one or more races are captured in the “Two or more” category (9% of Two or More identify as Hispanic or Latinx). Due to rounding and individuals’ non-disclosure, data may not add to 100%.

Data as of: 06/30/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Beginning FY21, due to reporting system conversion, data updated to include Undisclosed. Due to rounding and individuals’ non-disclosure, data may not add to 100%.

Campus Hire

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed	Women	Men	Undisclosed
FY22	7%	22%	53%	3%	0%	13%	3%	46%	53%	1%
FY21	5%	22%	56%	10%	0%	4%	2%	48%	52%	0%
FY20	5%	24%	57%	11%	–	–	–	48%	52%	–

Data as of: 06/30/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Beginning FY21, due to reporting system conversion, data updated to include Hawaiian or American Indian, Two or More and Undisclosed. FY22 notable increase in professionals identifying as "Two or more" and decrease in "Hispanic or Latinx" category resulted from business decision to categorize professionals to better reflect their identity. Professionals identifying as both "Hispanic or Latinx" ethnicity plus one or more races are captured in the "Two or more" category (10% of Two or More identify as Hispanic or Latinx). Due to rounding and individuals' non-disclosure, data may not add to 100%.

Data as of: 06/30/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Beginning FY21, due to reporting system conversion, data updated to include Undisclosed. Campus hires exclude interns. Due to rounding and individuals' non-disclosure, data may not add to 100%.

Client-Serving Interns (Excluding Launch Program)

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed	Women	Men	Undisclosed
FY22	6%	25%	52%	2%	0%	13%	2%	46%	53%	1%
FY21	6%	20%	59%	8%	0%	5%	3%	49%	51%	0%
FY20	6%	22%	58%	11%	–	–	–	50%	50%	–

Data as of: 06/30/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Beginning FY21, due to reporting system conversion, data updated to include Hawaiian or American Indian, Two or More and Undisclosed. FY22 notable increase in professionals identifying as "Two or more" and decrease in "Hispanic or Latinx" category resulted from business decision to categorize professionals to better reflect their identity. Professionals identifying as both "Hispanic or Latinx" ethnicity plus one or more races are captured in the "Two or more" category (11% of Two or More identify as Hispanic or Latinx). Due to rounding and individuals' non-disclosure, data may not add to 100%.

Data as of: 06/30/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Beginning FY21, due to reporting system conversion, data updated to include Undisclosed. Due to rounding and individuals' non-disclosure, data may not add to 100%.



Launch Interns

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed	Women	Men	Undisclosed
FY22	35%	8%	6%	8%	0%	41%	2%	53%	47%	1%
FY21	35%	7%	3%	36%	0%	17%	1%	54%	46%	0%
FY20	41%	7%	9%	42%	–	–	–	60%	40%	–

Data as of: 06/30/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Beginning FY21, due to reporting system conversion, data updated to include Hawaiian or American Indian, Two or More and Undisclosed. FY22 notable increase in professionals identifying as "Two or more" and decrease in "Hispanic or Latinx" category resulted from business decision to categorize professionals to better reflect their identity. Professionals identifying as both "Hispanic or Latinx" ethnicity plus one or more races are captured in the "Two or more" category (39% of Two or More identify as Hispanic or Latinx). Due to rounding and individuals' non-disclosure, data may not add to 100%.

Data as of: 06/30/22, 06/30/21 and 06/30/20. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Beginning FY21, due to reporting system conversion, data updated to include Undisclosed. Due to rounding and individuals' non-disclosure, data may not add to 100%.



Conclusion

In summary, we believe that the data provided in this addendum to our 2022 DEI report demonstrate both important progress and continued opportunity around pursuing and achieving our long-term DEI ambitions. Representational leadership and enhanced parity in career progression remain core commitments of our firm, and we will continue to share candid insights around our DEI investments, advancements and challenges in future reports.

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ED None

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