



crystal  $\Sigma$  quation

# Crystal Equation Diversity Report 2022

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## Overview

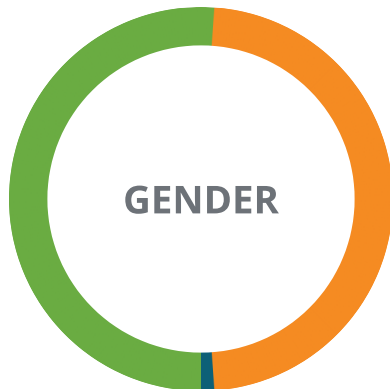
**100%**

Participation Rate

**65**

Total Employees

## Gender



Female	51%
Male	48%
Non-Binary	1%



# Ethnicity

At Crystal Equation, we draw on the differences in who we are, what we’ve experienced, and how we think. Today, we are releasing information regarding our workforce and our ongoing efforts to recruit and retain employees from underrepresented communities. Every year, we examine the compensation employees receive and make adjustments to ensure that we maintain pay equity. We have made a lot of progress, but we know that we have more work to do. In the coming year, we will continue our efforts, with a particular focus on recruiting and retaining employees of diverse ethnicity for multiple roles.

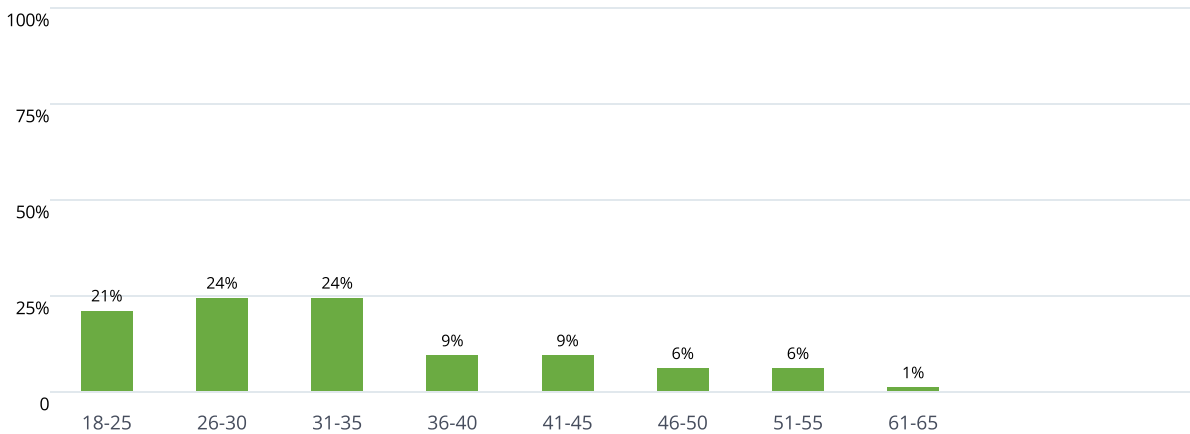


<div></div> African American/Black	9%	<div></div> Asian	16%
<div></div> Caucasian	45%	<div></div> Hispanic or Latino	20%
<div></div> Two or More Races	6%	<div></div> Other	4%



## Age Group

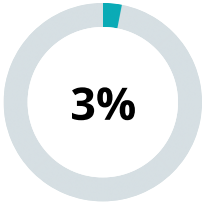
It's very important to Crystal Equation to maintain a diversity in terms of the ages of our employees. We are proud to be a multigenerational company with employees ranging from 18 to 80. Workers of every age have important perspectives to lend us, and it's the combination of all these POVs and ideas and make up our team. We support the development of all our employees throughout their journey with us, and we're proud that so many of our people choose to remain at Crystal Equation for a long time.



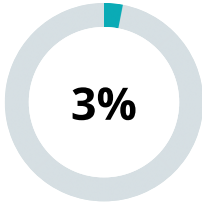


# Education Level

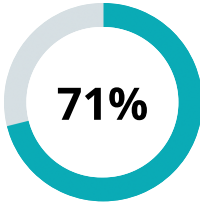
A diversity of workers from different education levels is important to Crystal Equation. Education can be a great equalizer, so we partner with community colleges, Historically Black Colleges and Universities (HBCUs), minority-serving institutions, and others through programs meant to find the best people for our team from the many different perspectives that varied kinds of education can imbue a powerful workforce with. Crystal Equation is also developing partnerships to reach even more diverse talent across all ages and career stages.



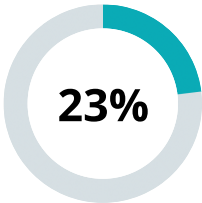
High school diploma



Some college



Bachelor's degree



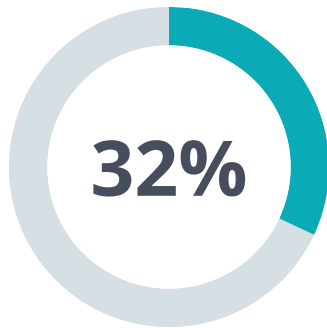
Master's degree



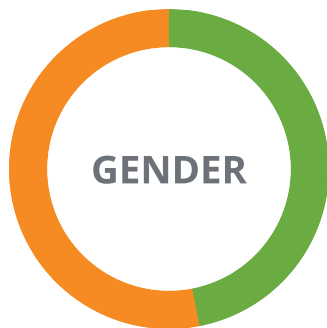


## Parents

Parents make up a good percentage of Crystal Equation employees. Parents also represent a group that can face unfair disadvantages at the workplace. We know that family comes first, and how hard it can be to balance work and home when the latter includes a new arrival or a child just entering his or her early schooling.



21 of 65 participants  
identified as Parents



● Female

**47%**

● Male

**53%**



## LGBTQIA+

The rights of LGBTQIA+ employees are important to Crystal Equation, and we always look to celebrate our differences instead of encouraging a groupthink mentality. We thank our LGBTQIA+ employees who champion and support our work in this area, as well as our candidates who ask questions and give feedback to make us better people. We are deeply committed to ensuring that Crystal Equation remains open and fair for all of our employees to bring their true selves to work.

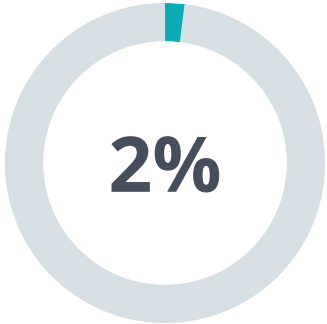


10 of 65 participants  
identified as LGBTQIA+



## Veterans

Crystal Equation is proud to employ and support veterans of our armed forces. It can be a difficult transition returning from service, potentially overseas, to resume the life that was put on hold to serve our nation. Veterans often can offer highly specialized skills, and are especially adept at facilitating teamwork.



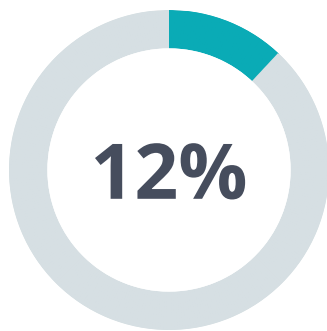
1 of 65 participants  
identified as Veterans





## Disability

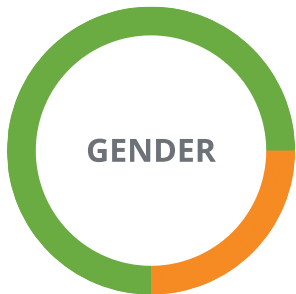
At Crystal Equation, employees with disabilities perform critically important roles throughout the company. Inclusivity is extremely important to Crystal Equation, as we look to continue to serve a customer base that is representative of people from all avenues of life. Employees with disabilities have shown us time and again they are successful at roles of every type at our company, as they offer the irreplaceable skills and perspective Crystal Equation relies on.



8 of 65 participants  
identified with a disability

# Leadership

At Crystal Equation, we've made sure our leadership displays the same diversity as our workforce. That richness of thought that comes from a truly diverse meeting of the minds at the leadership level is irreplaceable. We continue to find ways to improve the diversity of our leadership team.



**GENDER**

● Female

**75%** ● Male

**25%**



**ETHNICITY**

● Asian

● Other

**25%** ● Caucasian

**25%**

**50%**



## DE&I Initiative

TOP  
50%

Crystal Equation currently ranks in the **Top %** of similarly sized companies on Comparably

TOP  
25%

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*A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone. -Sundar Pichai*

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Diversity is defined as the characteristics of individuals which make them different from one another. There can be diversity based on physical traits such as ethnicity and gender, and there can also be diversity amongst the skill sets, experiences and education of employees. Inclusion is the practice of creating an environment that is supportive and welcoming to all employees. When inclusion is accomplished, intolerance and discrimination will cease to exist in the work place. To achieve Diversity & Inclusion companies must initiate the process and intentionally put programs in place.