

## DIVERSITY

### ETHNIC DIVERSITY

|        |                           |               |
|--------|---------------------------|---------------|
| Oregon | 83% white / 17% non-white |               |
| Holst  | 84% white / 16% non-white | 1% Difference |

|                 |     |
|-----------------|-----|
| White           | 84% |
| Hispanic/Latino | 8%  |
| Asian           | 3%  |
| Mixed           | 5%  |

### GENDER DIVERSITY

|               |     |     |               |
|---------------|-----|-----|---------------|
| General Staff | 12M | 12F | 0% Difference |
| Leadership    | 8M  | 6F  | 7% Difference |

### NON-DISCRIMINATION + DIVERSITY POLICY

*In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Holst will be based on merit, qualifications and abilities. Holst does not discriminate in employment opportunities or practices based on race, color, religion, gender (sex), national origin, age, veteran status, sexual orientation, gender identity, disability, genetic information or any other characteristic protected by applicable law.*

*Holst recognizes the value and importance of maintaining a balanced and inclusive work force. The interviewing and hiring structure is set up to ensure that judgements are made according to the individual's merit and experience and based on feedback from a large committee of reviewers. Our employees should reflect the community that we live in, and Holst strives to provide a working environment that is welcoming and supportive to all. In order to further support and grow a more diverse pool of applicants, Holst is also committed to addressing diversity and equity issues in the greater field of architecture through outreach.*