July 2022

Annual Diversity Report

Meta

Global Gender

FEMALE

	Overall	Tech	Non-Tech	Leadership
2014 Report	31%	15%	47%	23%
2015 Report	32%	16%	52%	23%
2016 Report	33%	17%	53%	27%
2017 Report	35%	19%	55%	28%
2018 Report	36.3%	21.6%	57.0%	30.0%
2019 Report	36.9%	23.0%	57.2%	32.6%
2020 Report	37.0%	24.1%	58.5%	34.2%
2021 Report	36.7%	24.8%	59.6%	35.5%
2022 Report	37.1%	25.8%	60.5%	36.7%

MALE

	Overall	Tech	Non-Tech	Leadership
2014 Report	69%	85%	53%	77%
2015 Report	68%	84%	48%	77%
2016 Report	67%	83%	47%	73%
2017 Report	65%	81%	45%	72%
2018 Report	63.7%	78.4%	43.0%	70.0%
2019 Report	63.1%	77.0%	42.8%	67.4%
2020 Report	63.0%	75.9%	41.5%	65.8%
2021 Report	63.3%	75.2%	40.4%	64.5%
2022 Report	62.9%	74.2%	39.5%	63.3%

Data points from 2018-2022 have been rounded to the nearest tenth of a percentage point. Historical data points from 2014-2017 were rounded to the nearest whole number. Data was pulled June 30, 2022. Totals may not add up to 100.0% due to rounding.

US Ethnicity

ASIAN

	Overall	Tech	Non-Tech	Leadership
2014 Report	34%	41%	24%	19%
2015 Report	36%	43%	24%	21%
2016 Report	38%	46%	25%	21%
2017 Report	40%	49%	25%	21%
2018 Report	41.4%	50.3%	24.5%	21.6%
2019 Report	43.0%	52.3%	24.7%	24.9%
2020 Report	44.4%	53.4%	24.5%	25.4%
2021 Report	45.7%	54.4%	23.9%	26.1%
2022 Report	46.5%	55.8%	23.1%	28.6%

BLACK

	Overall	Tech	Non-Tech	Leadership
2014 Report	2%	1%	2%	2%
2015 Report	2%	1%	3%	2%
2016 Report	2%	1%	5%	3%
2017 Report	3%	1%	6%	3%
2018 Report	3.5%	1.3%	7.6%	2.4%
2019 Report	3.8%	1.5%	8.2%	3.1%
2020 Report	3.9%	1.7%	8.9%	3.4%
2021 Report	4.4%	2.1%	10.1%	4.7%
2022 Report	4.9%	2.4%	11.2%	4.9%

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US Ethnicity Cont.

HISPANIC

	Overall	Tech	Non-Tech	Leadership
2014 Report	4%	3%	6%	4%
2015 Report	4%	3%	7%	3%
2016 Report	4%	3%	7%	3%
2017 Report	5%	3%	8%	3%
2018 Report	4.9%	3.1%	8.4%	3.3%
2019 Report	5.2%	3.5%	8.8%	3.5%
2020 Report	6.3%	4.3%	10.7%	4.3%
2021 Report	6.5%	4.6%	11.3%	5.1%
2022 Report	6.7%	4.8%	11.7%	5.4%

WHITE

	Overall	Tech	Non-Tech	Leadership
2014 Report	57%	53%	63%	74%
2015 Report	55%	51%	62%	73%
2016 Report	52%	48%	60%	71%
2017 Report	49%	45%	57%	71%
2018 Report	46.6%	42.7%	53.9%	69.7%
2019 Report	44.2%	40.0%	52.5%	65.4%
2020 Report	41.0%	37.2%	49.4%	63.2%
2021 Report	39.1%	35.6%	48.0%	60.9%
2022 Report	37.6%	33.8%	47.2%	57.6%

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US Ethnicity Cont.

2 OR MORE

	Overall	Tech	Non-Tech	Leadership
2014 Report	3%	2%	4%	1%
2015 Report	3%	2%	3%	1%
2016 Report	3%	2%	3%	2%
2017 Report	3%	2%	4%	2%
2018 Report	3.0%	2.2%	4.5%	2.4%
2019 Report	3.1%	2.3%	4.6%	2.9%
2020 Report	4.0%	3.2%	5.8%	3.4%
2021 Report	3.9%	3.1%	6.0%	2.9%
2022 Report	4.0%	3.1%	6.1%	3.2%

ADDITIONAL GROUPS

	Overall	Tech	Non-Tech	Leadership
2014 Report	0%	0%	1%	0%
2015 Report	0%	0%	1%	1%
2016 Report	1%	<1%	1%	<1%
2017 Report	1%	<1%	1%	<1%
2018 Report	0.6%	0.4%	1.2%	0.5%
2019 Report	0.7%	0.4%	1.2%	0.3%
2020 Report	0.4%	0.2%	0.7%	0.3%
2021 Report	0.4%	0.2%	0.7%	0.2%
2022 Report	0.3%	0.2%	0.7%	0.3%

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Our Definitions of Technical Roles, Additional Groups, and Leadership

Technical Roles are positions that require specialization and knowledge needed to accomplish mathematical, engineering, or scientific related duties. The technical workforce is defined by position; not department or reporting manager, an employee's skills, or prior experience.

Additional Groups includes "American Indian or Alaska Native" and "Native Hawaiian or Other Pacific Islander."

Leadership is defined as the Director level and above – including those in people management and individual contributor roles.

EEO-1 DEMOGRAPHIC DATA

Please note that the EEO-1 form reflects data from December 2021, unlike the report data that was pulled June 30, 2022.

[EEO-1 Report](#)