



Progress through transparency

2024 EY US Diversity,
Equity and Inclusiveness
report

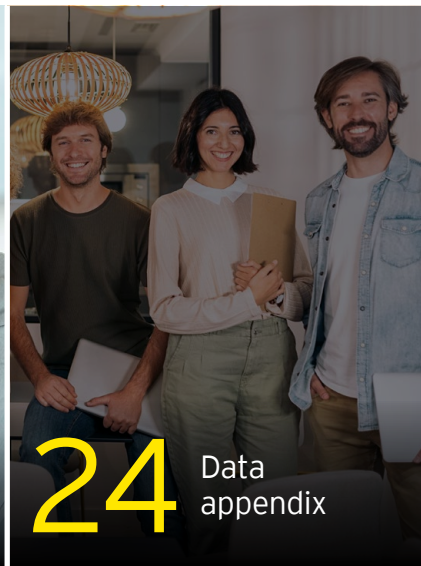
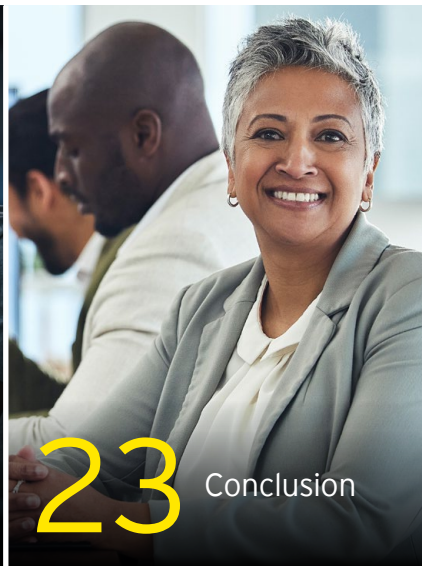
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EY

Building a better
working world

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Introduction

WHAT WE BELIEVE



“

EY US has remained steadfast in our commitment to create long-term value for all our stakeholders as we fulfill our purpose of building a better working world.

Championing inclusive leadership, advancing social justice and combating inequity are more important than ever — especially amid evolving client expectations, accelerated innovation, sustainability concerns and the current legal landscape related to diversity, equity and inclusiveness (DEI) programs.

As we continue to see transformative shifts across our industry and the entire working world, supporting our people with empathy, continued learning and accountability is crucial. For these reasons, we continue to transform our internal structures and processes to ensure that Ernst & Young LLP (EY US) remains well positioned to provide an exceptional and equitable experience for all our people.

EY US has remained steadfast in our commitment to create long-term value for all our stakeholders as we fulfill our purpose of building a better working world, with a relentless focus on integrity, quality and living our values. DEI is among our core values, impacting not only every person within the US firm, but also the clients and communities we serve every day. We define diversity as a balance of differences across a broad array of dimensions and experiences, equity as the recognition that individual needs differ in the pursuit of fair treatment for all and inclusiveness as the leveraging of these differences to foster a sense of belonging. And we know that harnessing these assets collectively ultimately leads to better business performance and results in a thriving workforce.

In 2021, we began publicly sharing our internal DEI metrics to provide greater transparency around our efforts to embody our core EY values. In keeping with this tradition, this year's data report comprises our workforce data as of August 31, 2023, unless otherwise indicated.

Our work over the last year toward achieving our DEI ambitions reveals both progress and opportunities in creating an inclusive culture with people at the center. We will continue to proactively drive positive change by valuing differences, cultivating a culture of care and empowering all our people through tremendous opportunities that enable us all to succeed.

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)

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Introduction

WHERE WE FOCUS

Our strategy

Our firm remains steadfast in our commitment to building a better, more equitable working world for everyone. To drive impact in our ever-changing world, we aim to tap into the potential of every EY US colleague to spark innovation and unlock transformation while also building value for our many stakeholders. Through close collaboration, deep understanding and an allyship mindset supported by a culture of care, we empower one another to thrive. With inclusive leadership at the forefront, we are anchored by our priorities and strategy to continue building an ecosystem that benefits all.

EY US key DEI priorities

Our business strategy and working culture are reinforced by a foundation of leadership accountability and are explicit in our **three diversity, equity and inclusiveness priorities**, which align our focus and drive our strategic execution and investments:

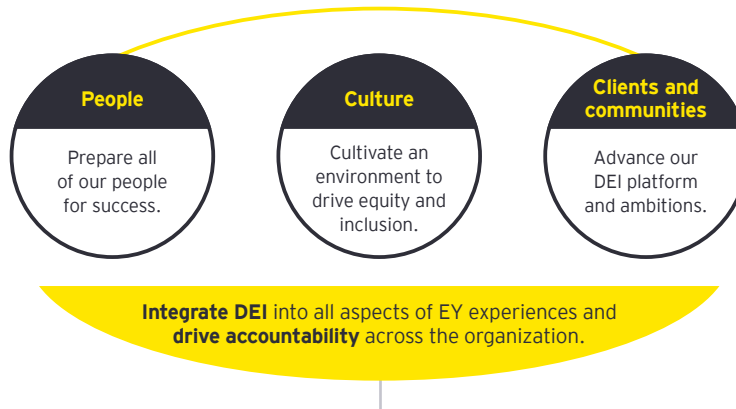
- PRIORITY 1**

Continue to build a workforce that reflects diversity across a broad range of differences at all levels.
- PRIORITY 2**

Cultivate an inclusive culture where all differences are valued, practices are equitable and everyone experiences a sense of belonging.
- PRIORITY 3**

Foster an environment where our people are inspired and equipped to team and lead inclusively in their interactions every day.

Executing on our priorities



Our strategy drives how we execute on these priorities and aims to inspire a culture that values diverse experiences and perspectives; creates equitable opportunities for everyone; and enables transformation across our ecosystem of EY people, culture, clients and communities. We anchor our efforts in these **four, interconnected core areas.** ▼

<p>People</p> <p>Keeping a people-focused mindset: Our most vital work in this area starts internally by preparing all of our people for success within our organization and informs our approach to recruiting, onboarding, career experiences, skill-building, inclusive leadership and wellbeing, among other initiatives.</p>	<p>Culture</p> <p>Striving to cultivate a culture of belonging: We aim to create an environment that advances equity and inclusiveness, built on introspection, candor, care and personal accountability.</p> <p>To achieve this ambition, we are activating inclusive behaviors and promoting allyship for all of our people through education, integration within our talent processes, transparent communications and our people-driven networks.</p>	<p>Clients and communities</p> <p>Actively investing in long-term value for our clients and communities: We leverage our core competencies to realize long-term value for our stakeholders.</p> <p>Utilizing our skills, experience, networks and influence to address some of the world's toughest challenges, we help EY clients build sustainable value through purpose, inclusiveness and empowered leaders while championing economic equity and lasting social impact for our communities.</p>	<p>Integrating DEI and driving accountability</p> <p>Integrating DEI principles and driving accountability: Our DEI ambitions are embedded into all aspects of the exceptional EY experience and promote accountability across the organization.</p>
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Data summary

WHO WE ARE

EY US leadership

EY US workforce

EY US Self-ID

EY US promotions

EY US turnover

EY US recruiting

EY US People Pulse

CLICK TO JUMP TO EACH SUB-SECTION

We remain dedicated to assembling an exceptional leadership team that truly embodies the broad diversity of backgrounds, experiences, cultures, abilities and other dimensions represented among our workforce. To that end, across several of our executive committees, representation of women has increased compared to the previous year. This data includes positions on the EY US Executive Committee, EY Americas Inclusiveness Advisory Council (IAC) and in Global Client Service Partner (GCSP) roles, which serve to strengthen and advance the firm's most vital client relationships. In addition, the number of women at the partner, principal, managing director and director (PPMDD) levels has increased by 1% over last year.

The number of racially and ethnically diverse (R&ED) leaders in the US has also grown across our executive committees and other prominent leadership groups, including the US Partner/Principal Council, IAC and our GCSPs, who are our most senior client facing leaders. Within the firm's partner/principal rank, R&ED representation is 22%, which grew by 2%. Further, among the firm's PPMDD professionals, R&ED representation saw an uptick of 2%, driven in part by increases in representation of both Asian PPMDDs and leaders who identify as two or more races.

US Executive Committee (USEC)¹

Race, ethnicity and gender (%)



Women



Men



EY US Extended Leadership Team¹



US Partner/Principal Council (PPC)²



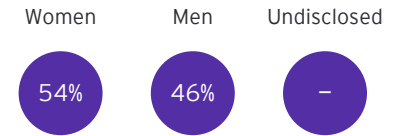
● Black or African American
 ● Asian
 ● White
 ● Hispanic or Latinx
 ● Two or more

Americas Inclusiveness Advisory Council (IAC)³

Race, ethnicity and gender (%)



(US-only subset of IAC)



EY US Distributed Leadership Team³



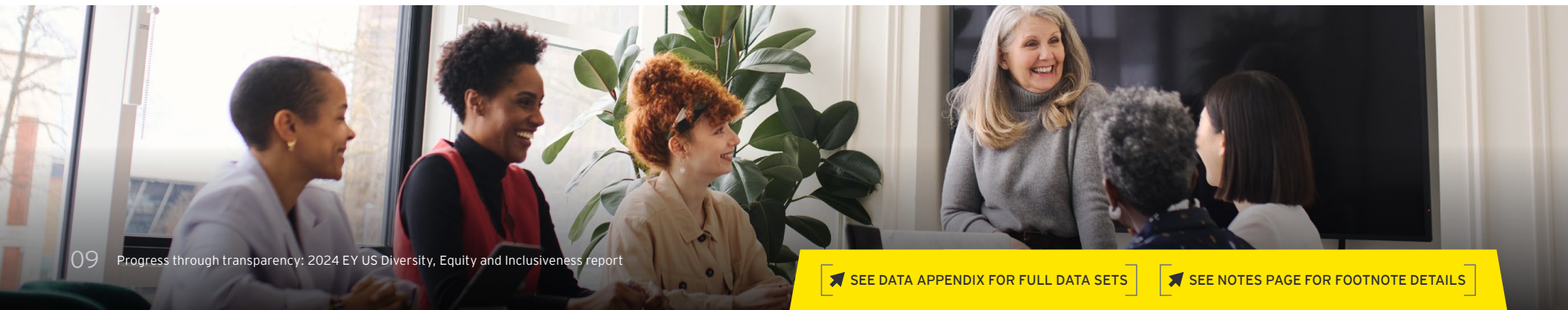
Partner/Principal (P/P)



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



● Black or African American
 ● Asian
 ● White
 ● Hispanic or Latinx
 ● Hawaiian or American Indian
 ● Two or more
 ● Undisclosed



Overall, representation of women among our client-serving professionals has increased slightly over the past fiscal year, driven by increases at the senior manager, manager and senior ranks of 1%, 1% and 2%, respectively. We also saw growth in total R&ED representation across all client-serving ranks. For the staff, senior and manager ranks, we continue to see year-over-year gains among those who self-identify as two or more races, as well as a decline in the number of people who self-identify as Hispanic or Latinx.

Across our overall Core Business Services (CBS) population, which includes roles in finance, marketing and other internal functions, women representation remained static from the previous fiscal year at 65%, while overall R&ED representation saw a 1% increase to 35%. Drilling down, R&ED representation showed gains at assistant director, supervising associate, senior associate and administrative roles, while the associate director and associate ranks held steady.

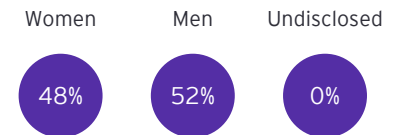
Millennials (defined as those born between 1981 and 1996, also known as Gen Y) represent most of our workforce, at 53%. Generational trends point to a greater gender balance among younger professionals and a gradual increase in racial and ethnic diversity across all generations.

Employee workforce

Race, ethnicity and gender (%)



(Excludes partner/principals, interns and non-employees. Inclusive of Core Business Services.)



EY US Client Serving: Senior Manager



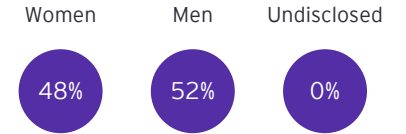
EY US Client Serving: Manager



Black or African American
Asian
White
Hispanic or Latinx
Hawaiian or American Indian
Two or more
Undisclosed

EY US Client Serving: Senior

Race, ethnicity and gender (%)



EY US Client Serving: Staff



Core Business Services (CBS) – total



Core Business Services (CBS): Associate Director



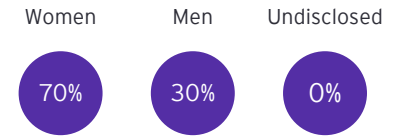
Core Business Services (CBS): Assistant Director



● Black or African American
 ● Asian
 ● White
 ● Hispanic or Latinx
 ● Hawaiian or American Indian
 ● Two or more
 ● Undisclosed

Core Business Services (CBS): Supervising Associate

Race, ethnicity and gender (%)



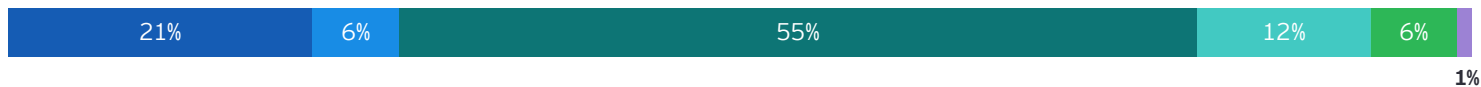
Core Business Services (CBS): Senior Associate



Core Business Services (CBS): Associate



Core Business Services (CBS): Administrative Roles



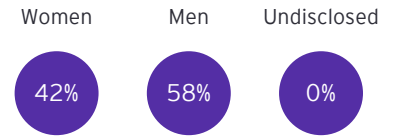
By generation: Baby Boomers



● Black or African American
 ● Asian
 ● White
 ● Hispanic or Latinx
 ● Hawaiian or American Indian
 ● Two or more
 ● Undisclosed

By generation: Generation X

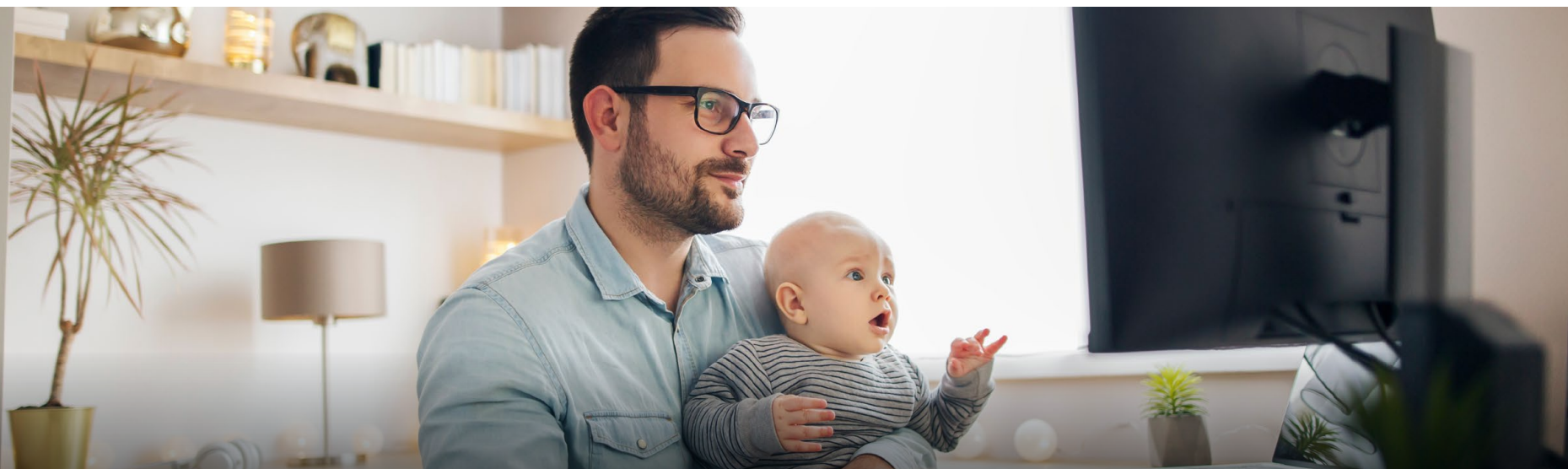
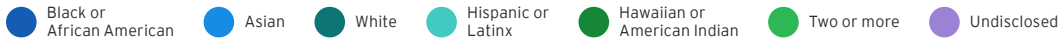
Race, ethnicity and gender (%)



By generation: Generation Y/Millennials



By generation: Generation Z



Self-identification across dimensions, such as race, ethnicity, gender, gender identity, disability, military affiliation and sexual orientation, is an important part of how we measure our progress in building a more diverse, inclusive and equitable firm. In fiscal 2023, we saw slight increases in the number of EY professionals who self-identify as a veteran, a person with a disability or LGBT+.

We understand that information collected via self-ID is disclosed voluntarily and, as such, may be understated. Through ongoing awareness efforts, we will continue to encourage our people to self-ID as these insights help us identify both gaps and opportunities for action to support our people, as well as strengthen our ability to report more comprehensively on the intersectionality of our people.

Recognizing differences: our diverse workforce⁴

	FY23	FY22	FY21
Total headcount (all ranks)	57,434	57,899	51,175
Veterans	3.28%	3.23%	2.35%
Disability	4.22%	3.86%	2.82%
LGBT+	2.52%	2.19%	1.23%
LGB*	2.44%	2.12%	1.20%
Transgender and non-binary	0.21%	0.16%	0.07%

*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.



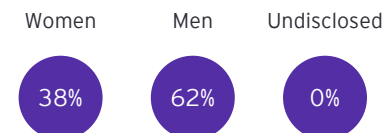
Over the last five years, there has been an overall increase in the number of women promoted to PPMDD roles, with the most noticeable growth in partner and principal roles (from 33% to 38%).

During the FY23 promotion cycle, the rate of women promoted to partner or principal increased by 1%, while representation of R&ED professionals promoted to partner or principal increased by 3%. As our efforts to drive more equitable advancement continue, we're encouraged by the progress we've made this year around PPMDD promotions.

For non-PPMDD professionals, we saw both increases and decreases in representation depending on the role. There was an increase in the number of women promoted overall between FY22 and FY23, with most ranks showing an uptick, with more notable increases at the manager, associate director and senior associate ranks. This data indicates an encouraging trajectory toward advancing gender equity. In addition, representation of R&ED professionals in our more junior ranks saw notable increases, which expands our talent pipeline.

EY US Leadership: Partner/Principal (P/P)⁵

Race, ethnicity and gender (%)



EY US Leadership: Partner/Principal, Managing Director and Director (PPMDD)⁵



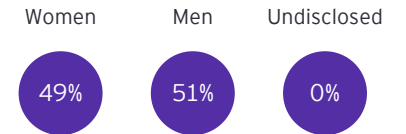
EY US Client Serving: Senior Manager



Black or African American
Asian
White
Hispanic or Latinx
Hawaiian or American Indian
Two or more
Undisclosed

EY US Client Serving: Manager

Race, ethnicity and gender (%)



EY US Client Serving: Senior



EY US Core Business Services: Associate Director



EY US Core Business Services: Assistant Director



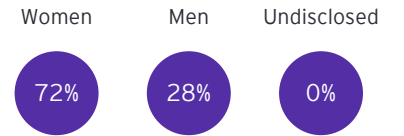
EY US Core Business Services: Supervising Associate



● Black or African American
 ● Asian
 ● White
 ● Hispanic or Latinx
 ● Hawaiian or American Indian
 ● Two or more
 ● Undisclosed

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



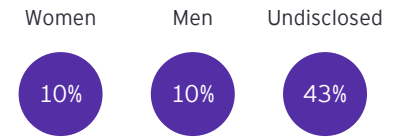
In FY23, there was consistency in retention rates across our workforce. Voluntary turnover rates for men and women were equal at 10%. The data also reflects a similar trend across the majority of our race and ethnicity categories, with turnover rates at either 10% or 11%. Overall, these figures indicate an improvement from last fiscal year in retention across much of our population.

EY US workforce · Total workforce voluntary turnover

Race, ethnicity and gender (%)



(Calculated on a 12-month rolling basis.)



- Black or African American
- Asian
- White
- Hispanic or Latinx
- Hawaiian or American Indian
- Two or more
- Undisclosed



This year, representation of women and R&ED professionals in the experienced-hire category increased, up 2% and 1%, respectively. Moreover, the representation of women hired into direct admit partner or principal roles rose from 18% to 21%, and R&ED partner or principal hires increased significantly, from 25% to 36%. Our campus hiring efforts resulted in a slight decline in women hires, while the number of R&ED hires increased, with a notable increase in Asian professionals.

Among our interns overall, the representation of women experienced a slight drop from 46% to 45%, while R&ED representation increased from 45% to 48%. Within our Launch internship program, an exploratory internship experience for college sophomores or juniors designed to increase participants' understanding of professional service careers, representation of women remained unchanged at 53%, and R&ED representation increased from 92% to 94%.

Experienced Hire⁶

Race, ethnicity and gender (%)



(Excludes Partner/Principal, Managing Director and Director Experienced Hires)



Campus Hire⁶



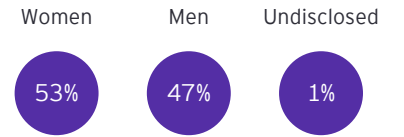
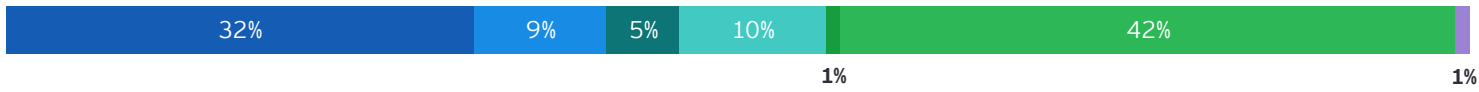
Client-Serving Interns (Excluding Launch Program)⁶



● Black or African American
● Asian
● White
● Hispanic or Latinx
● Hawaiian or American Indian
● Two or more
● Undisclosed

Launch Interns⁶

Race, ethnicity and gender (%)



- Black or African American
- Asian
- White
- Hispanic or Latinx
- Hawaiian or American Indian
- Two or more
- Undisclosed



Data summary

WHAT WE EXPERIENCE

To better understand our people’s perception of our culture and environment, we consistently ask for feedback about the EY experience through our People Pulse survey. We use this feedback to improve the support we offer our people, encourage effective collaboration and cultivate a greater sense of community. Across questions that measure our inclusive culture, we continue to be highly rated. We’ve noted where our people have reported changes in experiences through lower results, and we seek to understand and determine root causes to enable action.

Highlights from our People Pulse survey

Featured survey highlight

The people I work with make me feel like I belong to a team.

	Nov. 2023 (FY24)	Nov. 2022 (FY23)	Nov. 2021 (FY22)
Overall	85%	87%	86%
Women	84%	86%	86%
Men	85%	87%	86%
R&ED	84%	86%	85%
White	85%	88%	86%

* Survey question introduced in FY23.

Nov. 2023 (FY24) Nov. 2022 (FY23) Nov. 2021 (FY22)

Overall, my EY experience is exceptional.

	Nov. 2023 (FY24)	Nov. 2022 (FY23)	Nov. 2021 (FY22)
Overall	74%	79%	74%
Women	74%	79%	74%
Men	74%	80%	74%
R&ED	76%	81%	76%
White	73%	79%	74%

At EY US, I feel safe to voice my views, even when they are different.*

	Nov. 2023 (FY24)	Nov. 2022 (FY23)	Nov. 2021 (FY22)
Overall	75%	78%	-
Women	75%	78%	-
Men	75%	78%	-
R&ED	74%	78%	-
White	76%	78%	-

Nov. 2023 (FY24) Nov. 2022 (FY23) Nov. 2021 (FY22)

At EY US, my contributions are recognized and appreciated.

	Nov. 2023 (FY24)	Nov. 2022 (FY23)	Nov. 2021 (FY22)
Overall	72%	76%	76%
Women	71%	75%	76%
Men	72%	77%	76%
R&ED	72%	77%	76%
White	72%	76%	76%

At EY US, I feel included and supported by the people I interact with each day.*

	Nov. 2023 (FY24)	Nov. 2022 (FY23)	Nov. 2021 (FY22)
Overall	83%	85%	-
Women	83%	84%	-
Men	84%	86%	-
R&ED	81%	84%	-
White	85%	86%	-

Nov. 2023 (FY24) Nov. 2022 (FY23) Nov. 2021 (FY22)

EY US provides a work environment where I feel free to be myself.

	Nov. 2023 (FY24)	Nov. 2022 (FY23)	Nov. 2021 (FY22)
Overall	83%	86%	82%
Women	83%	86%	83%
Men	83%	86%	81%
R&ED	81%	85%	81%
White	84%	87%	83%



CONCLUSION

EY US continues to foster an inclusive culture that prioritizes diverse perspectives and equitable opportunities and seeks to drive transformation across our workforce, clients and communities. This data report demonstrates both progress and opportunity as we continue to create an inclusive environment for all. We remain dedicated to learning, being transparent and collaborating closely with our many stakeholders to pursue and achieve these long-term ambitions.

DATA APPENDIX

Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Undisclosed percentages represented as 0% indicate that the identifying population is <1%. Due to rounding, data may not equal 100% in all cases.

EY US leadership

US Executive Committee (USEC)⁷

Race, ethnicity and gender (%)	2023	2022	2021
Black or African American	14%	13%	13%
Asian	14%	20%	13%
White	64%	60%	75%
Hispanic or Latinx	7%	7%	0%
Two or more	0%	0%	0%
Women	36%	33%	38%
Men	64%	67%	63%

EY US leadership

EY US Extended Leadership Team⁷

Race, ethnicity and gender (%)	2023	2022	2021
Black or African American	19%	12%	9%
Asian	13%	18%	13%
White	63%	65%	78%
Hispanic or Latinx	6%	6%	0%
Two or more	0%	0%	0%
Women	31%	41%	43%
Men	69%	59%	57%

EY US leadership

US Partner/Principal Council (PPC)⁸

Race, ethnicity and gender (%)	2023	2022	2021
Black or African American	4%	4%	4%
Asian	28%	21%	21%
White	64%	67%	63%
Hispanic or Latinx	0%	4%	8%
Two or more	4%	4%	4%
Women	36%	42%	46%
Men	64%	58%	54%

EY US leadership

Americas Inclusiveness Advisory Council (IAC)⁹

Race, ethnicity and gender (%)	2023	2022	2021
Black or African American	25%	24%	23%
Asian	11%	10%	11%
White	46%	48%	49%
Hispanic or Latinx	14%	14%	14%
Two or more	4%	3%	3%
Women	54%	52%	46%
Men	46%	48%	54%

EY US leadership

EY US Distributed Leadership Team¹⁰

Race, ethnicity and gender (%)	2023	2022	2021
Black or African American	6%	6%	5%
Asian	8%	8%	8%
White	78%	79%	80%
Hispanic or Latinx	6%	6%	6%
Two or more	2%	1%	1%
Undisclosed	0%	1%	0%
Women	38%	43%	34%
Men	62%	57%	66%

EY US leadership

**Partner/Principal (P/P) headcount¹¹
FY23 headcount: 3,902**

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	3%	3%	2%
Asian	13%	12%	10%
White	78%	79%	81%
Hispanic or Latinx	3%	3%	4%
Hawaiian or American Indian	0%	0%	0%
Two or more	2%	1%	1%
Undisclosed	0%	1%	1%
Women	28%	28%	26%
Men	72%	72%	73%
Undisclosed	0%	0%	0%

Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Undisclosed percentages represented as 0% indicate that the identifying population is <1%. Due to rounding, data may not equal 100% in all cases.

EY US leadership

EY US Partner/Principal, Managing Director and Director (PPMDD) headcount¹¹
FY23 headcount: 6,689

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	3%	3%	3%
Asian	14%	13%	12%
White	77%	77%	79%
Hispanic or Latinx	3%	4%	4%
Hawaiian or American Indian	0%	0%	0%
Two or more	2%	1%	1%
Undisclosed	0%	1%	1%
Women	32%	31%	30%
Men	68%	69%	69%
Undisclosed	0%	0%	0%

EY US workforce

Employee workforce headcount¹²
FY23 headcount: 53,532

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	7%	7%	6%
Asian	26%	25%	24%
White	55%	54%	57%
Hispanic or Latinx	5%	5%	7%
Hawaiian or American Indian	0%	0%	0%
Two or more	7%	5%	3%
Undisclosed	0%	3%	3%
Women	48%	47%	47%
Men	52%	53%	52%
Undisclosed	0%	1%	1%

EY US workforce

EY US Client Serving: Senior Manager¹³
FY23 headcount: 8,030

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	4%	4%	4%
Asian	28%	27%	25%
White	60%	60%	62%
Hispanic or Latinx	5%	5%	5%
Hawaiian or American Indian	0%	0%	0%
Two or more	2%	2%	1%
Undisclosed	0%	2%	2%
Women	41%	40%	38%
Men	59%	60%	62%
Undisclosed	0%	0%	0%

EY US workforce

EY US Client Serving: Manager¹³
FY23 headcount: 10,445

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	6%	6%	5%
Asian	33%	32%	32%
White	51%	50%	53%
Hispanic or Latinx	5%	6%	6%
Hawaiian or American Indian	0%	0%	0%
Two or more	4%	3%	2%
Undisclosed	1%	3%	2%
Women	43%	42%	41%
Men	56%	58%	58%
Undisclosed	0%	0%	1%

EY US workforce

EY US Client Serving: Senior¹³
FY23 headcount: 16,061

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	7%	7%	7%
Asian	29%	28%	28%
White	50%	49%	51%
Hispanic or Latinx	5%	6%	7%
Hawaiian or American Indian	0%	0%	0%
Two or more	8%	5%	3%
Undisclosed	0%	3%	3%
Women	48%	46%	46%
Men	52%	53%	53%
Undisclosed	0%	0%	1%

EY US workforce

EY US Client Serving: Staff¹⁴
FY23 headcount: 8,599

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	7%	8%	6%
Asian	25%	24%	21%
White	51%	49%	55%
Hispanic or Latinx	2%	3%	9%
Hawaiian or American Indian	0%	0%	0%
Two or more	15%	13%	5%
Undisclosed	0%	3%	4%
Women	46%	46%	47%
Men	54%	53%	52%
Undisclosed	0%	2%	1%

Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Undisclosed percentages represented as 0% indicate that the identifying population is <1%. Due to rounding, data may not equal 100% in all cases.

EY US workforce

Core Business Services (CBS): total headcount¹⁵
FY23 headcount: 8,180

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	11%	11%	11%
Asian	13%	12%	12%
White	65%	65%	64%
Hispanic or Latinx	7%	7%	8%
Hawaiian or American Indian	0%	0%	0%
Two or more	4%	3%	2%
Undisclosed	0%	1%	1%
Women	65%	65%	65%
Men	35%	35%	35%
Undisclosed	0%	0%	1%

EY US workforce

Core Business Services (CBS): Associate Director¹⁵
FY23 headcount: 2,009

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	6%	6%	5%
Asian	13%	13%	12%
White	74%	74%	76%
Hispanic or Latinx	4%	4%	4%
Hawaiian or American Indian	0%	0%	0%
Two or more	2%	2%	1%
Undisclosed	0%	1%	1%
Women	58%	57%	57%
Men	42%	43%	43%
Undisclosed	0%	0%	0%

EY US workforce

Core Business Services (CBS): Assistant Director¹⁵
FY23 headcount: 2,150

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	10%	9%	9%
Asian	18%	17%	17%
White	62%	63%	64%
Hispanic or Latinx	6%	6%	6%
Hawaiian or American Indian	0%	0%	0%
Two or more	4%	3%	2%
Undisclosed	0%	1%	1%
Women	62%	63%	61%
Men	38%	37%	38%
Undisclosed	0%	0%	1%

EY US workforce

Core Business Services (CBS): Supervising Associate¹⁵
FY23 headcount: 1,066

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	13%	12%	12%
Asian	12%	12%	14%
White	63%	63%	60%
Hispanic or Latinx	6%	7%	9%
Hawaiian or American Indian	0%	0%	0%
Two or more	6%	5%	3%
Undisclosed	0%	2%	2%
Women	70%	70%	69%
Men	30%	30%	30%
Undisclosed	0%	0%	0%

EY US workforce

Core Business Services (CBS): Senior Associate¹⁵
FY23 headcount: 851

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	13%	12%	15%
Asian	10%	11%	11%
White	61%	61%	60%
Hispanic or Latinx	8%	8%	9%
Hawaiian or American Indian	0%	0%	0%
Two or more	8%	6%	3%
Undisclosed	0%	1%	1%
Women	63%	64%	64%
Men	37%	36%	35%
Undisclosed	0%	0%	1%

EY US workforce

Core Business Services (CBS): Associate¹⁵
FY23 headcount: 368

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	18%	19%	18%
Asian	15%	14%	12%
White	48%	47%	49%
Hispanic or Latinx	12%	15%	17%
Hawaiian or American Indian	0%	0%	0%
Two or more	7%	5%	2%
Undisclosed	0%	1%	2%
Women	61%	62%	59%
Men	39%	38%	41%
Undisclosed	0%	0%	0%

Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Undisclosed percentages represented as 0% indicate that the identifying population is <1%. Due to rounding, data may not equal 100% in all cases.

EY US workforce

Core Business Services (CBS): Administrative Roles¹⁵
FY23 headcount: 1,166

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	21%	20%	23%
Asian	6%	6%	6%
White	55%	54%	52%
Hispanic or Latinx	12%	13%	15%
Hawaiian or American Indian	0%	0%	0%
Two or more	6%	4%	3%
Undisclosed	1%	2%	1%
Women	88%	88%	86%
Men	12%	12%	13%
Undisclosed	0%	0%	0%

EY US workforce

By generation: Baby Boomers¹⁵
FY23 headcount: 2,105

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	9%	–	–
Asian	7%	–	–
White	78%	–	–
Hispanic or Latinx	4%	–	–
Hawaiian or American Indian	0%	–	–
Two or more	2%	–	–
Undisclosed	0%	–	–
Women	49%	–	–
Men	51%	–	–
Undisclosed	0%	–	–

EY US workforce

By generation: Generation X¹⁶
FY23 headcount: 11,549

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	8%	–	–
Asian	19%	–	–
White	64%	–	–
Hispanic or Latinx	5%	–	–
Hawaiian or American Indian	0%	–	–
Two or more	3%	–	–
Undisclosed	0%	–	–
Women	42%	–	–
Men	58%	–	–
Undisclosed	0%	–	–

EY US workforce

By generation: Generation Y/Millennials¹⁶
FY23 headcount: 30,346

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	7%	–	–
Asian	30%	–	–
White	52%	–	–
Hispanic or Latinx	5%	–	–
Hawaiian or American Indian	0%	–	–
Two or more	6%	–	–
Undisclosed	1%	–	–
Women	47%	–	–
Men	53%	–	–
Undisclosed	0%	–	–

EY US workforce

By generation: Generation Z¹⁶
FY23 headcount: 13,421

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	5%	–	–
Asian	22%	–	–
White	59%	–	–
Hispanic or Latinx	3%	–	–
Hawaiian or American Indian	0%	–	–
Two or more	12%	–	–
Undisclosed	0%	–	–
Women	49%	–	–
Men	51%	–	–
Undisclosed	0%	–	–

EY US promotions

EY US Leadership: Partner/Principal (P/P)¹⁷

Race, ethnicity and gender (%)	FY24	FY23	FY22
Black or African American	5%	6%	7%
Asian	24%	25%	21%
White	61%	63%	65%
Hispanic or Latinx	7%	3%	4%
Hawaiian or American Indian	0%	0%	0%
Two or more	3%	2%	3%
Undisclosed	0%	0%	0%
Women	37%	37%	37%
Men	63%	63%	63%
Undisclosed	0%	0%	0%

Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Undisclosed percentages represented as 0% indicate that the identifying population is <1%. Due to rounding, data may not equal 100% in all cases.

EY US promotions

EY US Leadership: Partner/Principal, Managing Director and Director (PPMDD)¹⁷

Race, ethnicity and gender (%)	FY24	FY23	FY22
Black or African American	3%	5%	5%
Asian	26%	25%	22%
White	63%	63%	67%
Hispanic or Latinx	6%	4%	4%
Hawaiian or American Indian	0%	0%	0%
Two or more	2%	2%	2%
Undisclosed	0%	0%	0%
Women	38%	40%	37%
Men	62%	60%	63%
Undisclosed	0%	0%	0%

EY US promotions

EY US Client Serving: Senior Manager¹⁸

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	3%	4%	5%
Asian	28%	30%	28%
White	59%	57%	58%
Hispanic or Latinx	6%	6%	6%
Hawaiian or American Indian	0%	0%	0%
Two or more	2%	1%	2%
Undisclosed	1%	2%	1%
Women	45%	44%	41%
Men	55%	56%	59%
Undisclosed	0%	0%	0%

EY US promotions

EY US Client Serving: Manager¹⁸

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	4%	5%	5%
Asian	28%	28%	28%
White	57%	55%	58%
Hispanic or Latinx	5%	7%	7%
Hawaiian or American Indian	0%	0%	0%
Two or more	5%	2%	2%
Undisclosed	0%	2%	1%
Women	49%	45%	46%
Men	51%	55%	53%
Undisclosed	0%	0%	0%

EY US promotions

EY US Client Serving: Senior¹⁸

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	5%	5%	5%
Asian	23%	22%	22%
White	57%	58%	61%
Hispanic or Latinx	3%	9%	9%
Hawaiian or American Indian	0%	0%	0%
Two or more	12%	4%	3%
Undisclosed	0%	2%	1%
Women	50%	49%	50%
Men	50%	51%	50%
Undisclosed	0%	0%	0%

EY US promotions

EY US Core Business Services: Associate Director¹⁸

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	7%	9%	8%
Asian	15%	17%	13%
White	74%	66%	73%
Hispanic or Latinx	3%	4%	4%
Hawaiian or American Indian	0%	0%	0%
Two or more	1%	3%	2%
Undisclosed	0%	0%	1%
Women	66%	60%	67%
Men	34%	40%	33%
Undisclosed	0%	0%	0%

EY US promotions

EY US Core Business Services: Assistant Director¹⁸

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	10%	10%	7%
Asian	12%	15%	11%
White	64%	61%	76%
Hispanic or Latinx	6%	10%	5%
Hawaiian or American Indian	0%	1%	0%
Two or more	8%	3%	1%
Undisclosed	0%	1%	0%
Women	66%	73%	80%
Men	34%	26%	20%
Undisclosed	0%	0%	0%

Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Undisclosed percentages represented as 0% indicate that the identifying population is <1%. Due to rounding, data may not equal 100% in all cases.

EY US promotions

EY US Core Business Services: Supervising Associate¹⁸

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	14%	8%	7%
Asian	14%	9%	8%
White	61%	71%	68%
Hispanic or Latinx	4%	7%	11%
Hawaiian or American Indian	0%	0%	1%
Two or more	8%	4%	5%
Undisclosed	0%	1%	0%
Women	78%	75%	78%
Men	22%	24%	22%
Undisclosed	0%	1%	1%

EY US promotions

EY US Core Business Services: Senior Associate¹⁸

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	16%	10%	16%
Asian	3%	10%	14%
White	61%	63%	55%
Hispanic or Latinx	13%	13%	13%
Hawaiian or American Indian	0%	0%	0%
Two or more	8%	3%	2%
Undisclosed	0%	2%	1%
Women	72%	67%	78%
Men	28%	32%	21%
Undisclosed	0%	1%	1%

EY US turnover

EY US workforce · Total workforce voluntary turnover¹⁹

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	11%	16%	–
Asian	10%	19%	–
White	10%	16%	–
Hispanic or Latinx	10%	17%	–
Hawaiian or American Indian	11%	10%	–
Two or more	10%	19%	–
Undisclosed	33%	20%	–
Women	10%	16%	–
Men	10%	18%	–
Undisclosed	43%	25%	–

EY US recruiting

Experienced Hire²⁰

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	13%	11%	13%
Asian	31%	33%	23%
White	42%	40%	31%
Hispanic or Latinx	1%	1%	7%
Hawaiian or American Indian	0%	0%	0%
Two or more	12%	11%	8%
Undisclosed	1%	4%	16%
Women	44%	42%	40%
Men	56%	55%	55%
Undisclosed	0%	4%	5%

EY US recruiting

Campus Hire²⁰

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	6%	7%	5%
Asian	26%	22%	22%
White	50%	53%	56%
Hispanic or Latinx	2%	3%	10%
Hawaiian or American Indian	0%	0%	0%
Two or more	14%	13%	4%
Undisclosed	3%	3%	2%
Women	44%	46%	48%
Men	52%	53%	52%
Undisclosed	5%	1%	0%

EY US recruiting

Client-Serving Interns (Excluding Launch Program)²⁰

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	6%	6%	6%
Asian	26%	25%	20%
White	49%	52%	59%
Hispanic or Latinx	2%	2%	8%
Hawaiian or American Indian	0%	0%	0%
Two or more	14%	13%	5%
Undisclosed	3%	2%	3%
Women	45%	46%	49%
Men	51%	53%	51%
Undisclosed	4%	1%	0%

Data appendix

Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Undisclosed percentages represented as 0% indicate that the identifying population is <1%. Due to rounding, data may not equal 100% in all cases.

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EY US recruiting

Launch Interns²⁰

Race, ethnicity and gender (%)	FY23	FY22	FY21
Black or African American	32%	35%	35%
Asian	9%	8%	7%
White	5%	6%	3%
Hispanic or Latinx	10%	8%	36%
Hawaiian or American Indian	1%	0%	0%
Two or more	42%	41%	17%
Undisclosed	1%	2%	1%
Women	53%	53%	54%
Men	47%	47%	46%
Undisclosed	1%	1%	0%



NOTES

Notes

Our fiscal year ends June 30; however, for purposes of this report, unless otherwise indicated, the reported fiscal year data is as of August 31 of the respective calendar year. Due to rounding, data may not equal 100%. Undisclosed indicates those who selected not applicable, chose not to identify or left the data field blank. Undisclosed percentages represented as 0% indicate that the identifying population is <1% and those represented with dashes (-) indicate no data available/collected.

¹ Data as of: 10/01/2023.

² Data as of: 08/01/2023.

³ Data as of: 10/01/2023.

⁴ Data as of: 8/31/23, 8/31/22 and 7/31/21.

⁵ Data as of: 07/01/2023.

⁶ Data for the 12-month period ending: 06/30/2023.

⁷ Data as of: 10/01/2023, 10/1/2022 and 11/01/2021.

⁸ Data as of: 08/01/2023, 08/01/2022 and 08/01/2021.

⁹ Data as of: 10/01/2023, 10/01/2022 and 11/01/2021. US-only subset of IAC.

¹⁰ Data as of: 10/01/2023, 10/01/2022 and 11/01/2021.

¹¹ Data as of: 08/31/23, 08/31/22 and 07/31/21.

¹² Data as of: 08/31/23, 08/31/22 and 07/31/21. Excludes partner/principals, interns and non-employees. Inclusive of Core Business Services.

¹³ Data as of: 08/31/23, 08/31/22 and 07/31/21.

¹⁴ Data as of: 08/31/23, 08/31/22 and 07/31/21. 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.

¹⁵ Data as of: 08/31/23, 08/31/22 and 07/31/21.

¹⁶ Data as of: 08/31/23. Inaugural reporting year.

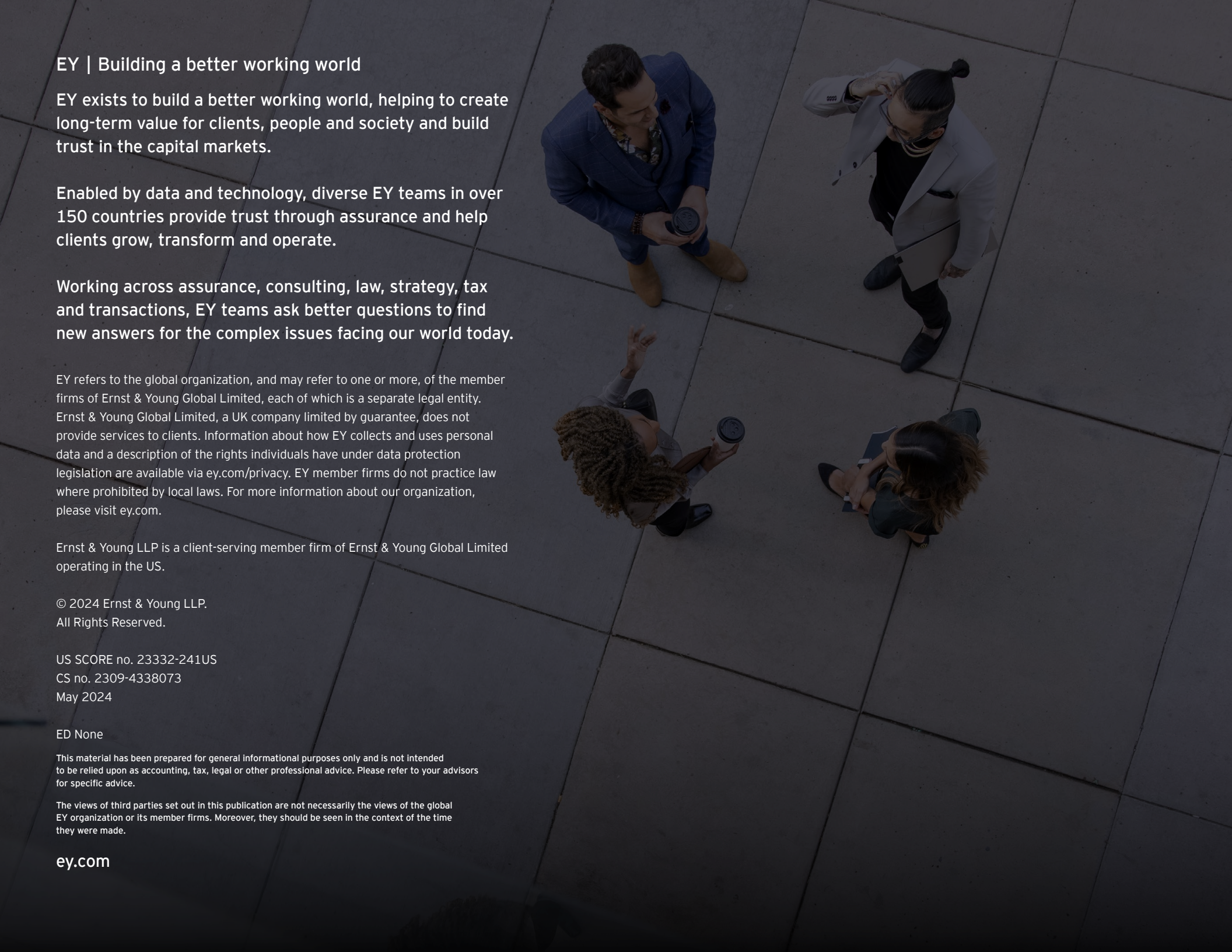
¹⁷ Data as of: 07/01/2022, 07/01/2021 and 10/01/2020. FY21 Undisclosed category was not an option in the prior reporting system.

¹⁸ Data as of: 08/31/23, 08/31/22 and 06/30/21.

¹⁹ Data as of: 08/31/23 and 08/31/22. 8/31/22 data restated due to reporting error in 2023 data release report.

²⁰ Data for the 12-month period ending: 06/30/2023, 06/30/2022 and 06/30/2021. 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. In FY23, 9% experienced, 10% campus, 11% interns and 39% Launch interns in the respective Two or More categories identify as Hispanic or Latinx.





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