



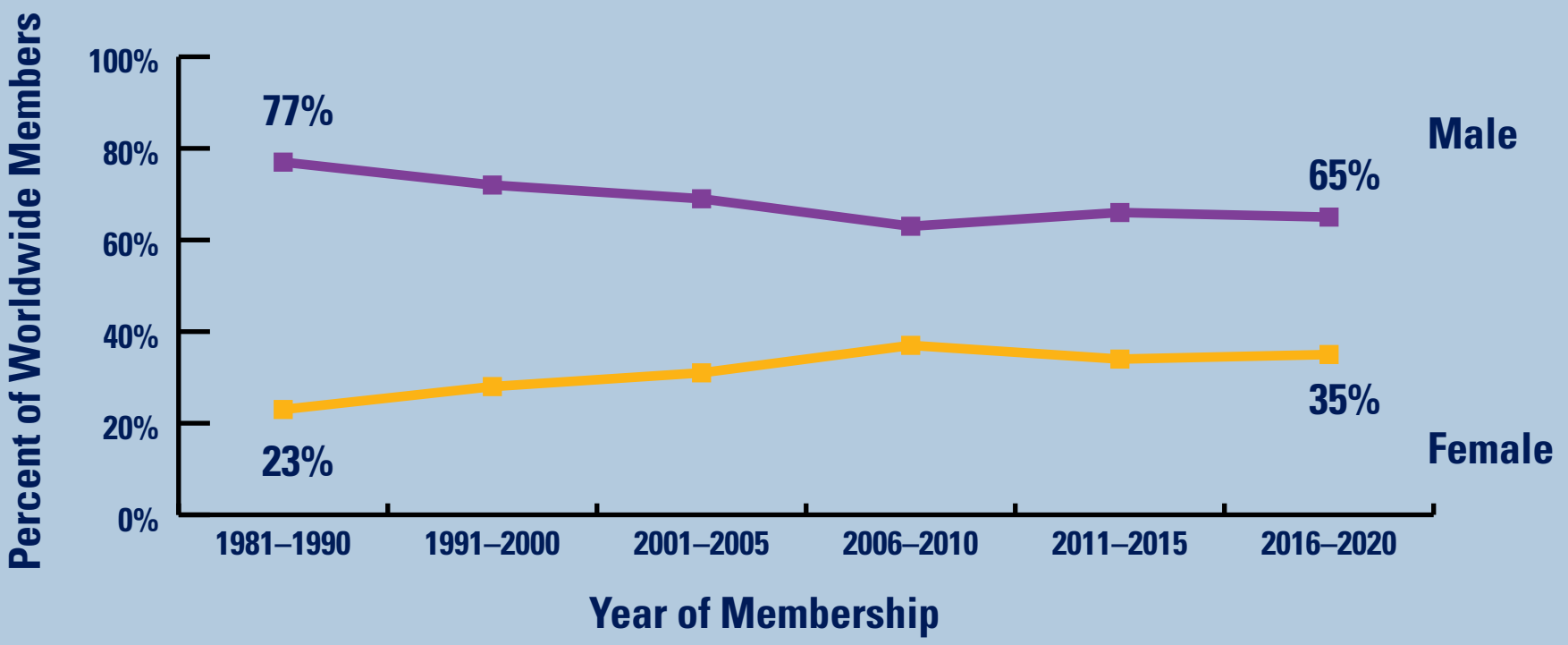
CAS SPOTLIGHT ON DIVERSITY 2020

MEMBERSHIP OVER TIME

Membership Data as of June 2020

The CAS is sharing demographic data of members and candidates, along with our goals for demographics in the future, to be transparent about our diversity and hold ourselves accountable.

Increasing trend in female representation has stalled since 2010.

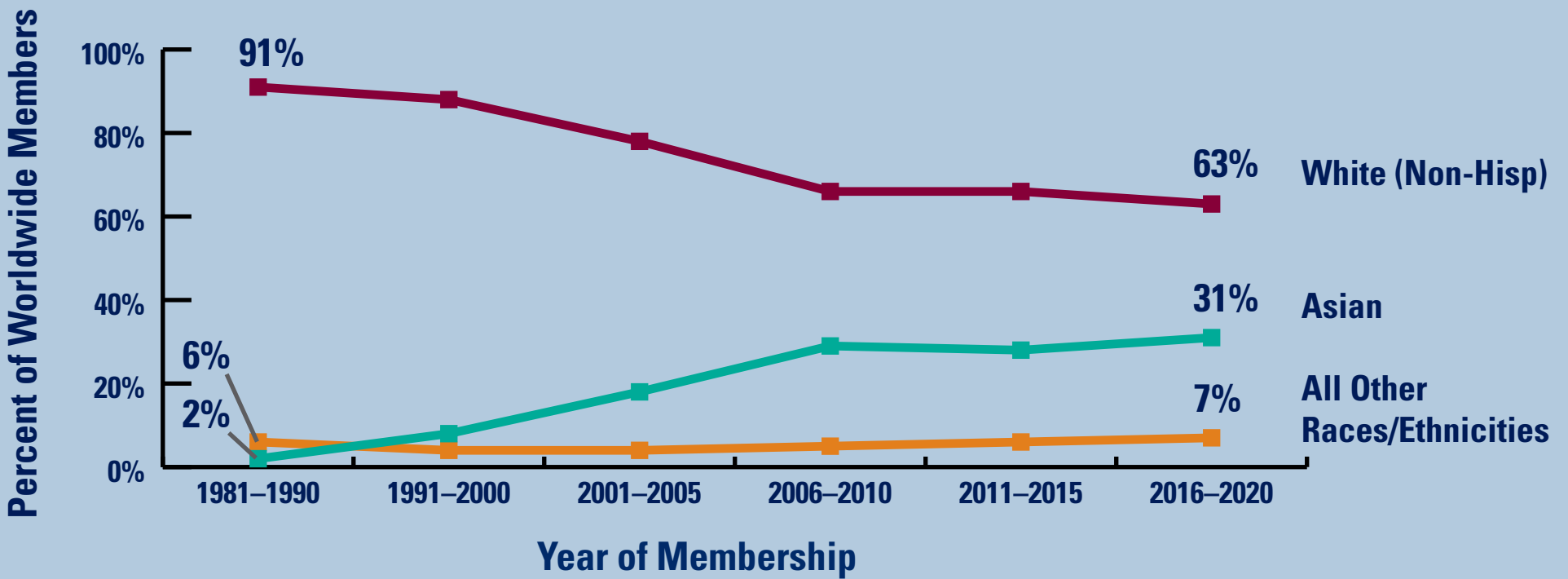


CAS GOALS FOR REPRESENTATION OF NEW MEMBERS

	2026-2030	2031-2035
WOMEN (ALL RACES/ETHNICITIES)	45%	50%

The CAS is setting initial targets for members in the United States. As we progress on these efforts, we will review and adapt best practices to apply to underrepresented groups in other countries.

Minimal increase in representation of Black, Latinx and Indigenous members since 2000.



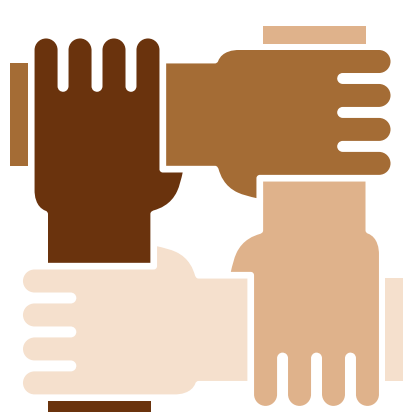
Groups with Less than 5% Representation Worldwide

1981-1990	1991-2000	2001-2005	2006-2010	2011-2015	2016-2020	
1%	0%	2%	1%	2%	3%	Latinx
1%	1%	1%	2%	2%	2%	Black
----- Less than 0.5% of new members in all periods -----						Multiple Races
----- Less than 0.5% of new members in all periods -----						Pacific Islander
----- Less than 0.5% of new members in all periods -----						Indigenous
4%	2%	1%	1%	2%	2%	Other

CAS GOALS FOR REPRESENTATION OF NEW MEMBERS

	2026-2030	2031-2035
INDIGENOUS	0%	1%
BLACK	5%	10%
LATINX (ALL GENDERS)	8%	16%

The CAS is setting initial targets for members in the United States. As we progress on these efforts, we will review and adapt best practices to apply to underrepresented group in other countries.



YOU CAN HELP US GET THERE

JOIN THE DIVERSITY IMPACT GROUP TO VOLUNTEER AND SHARE YOUR IDEAS

AT COMMUNITY.CASACT.ORG