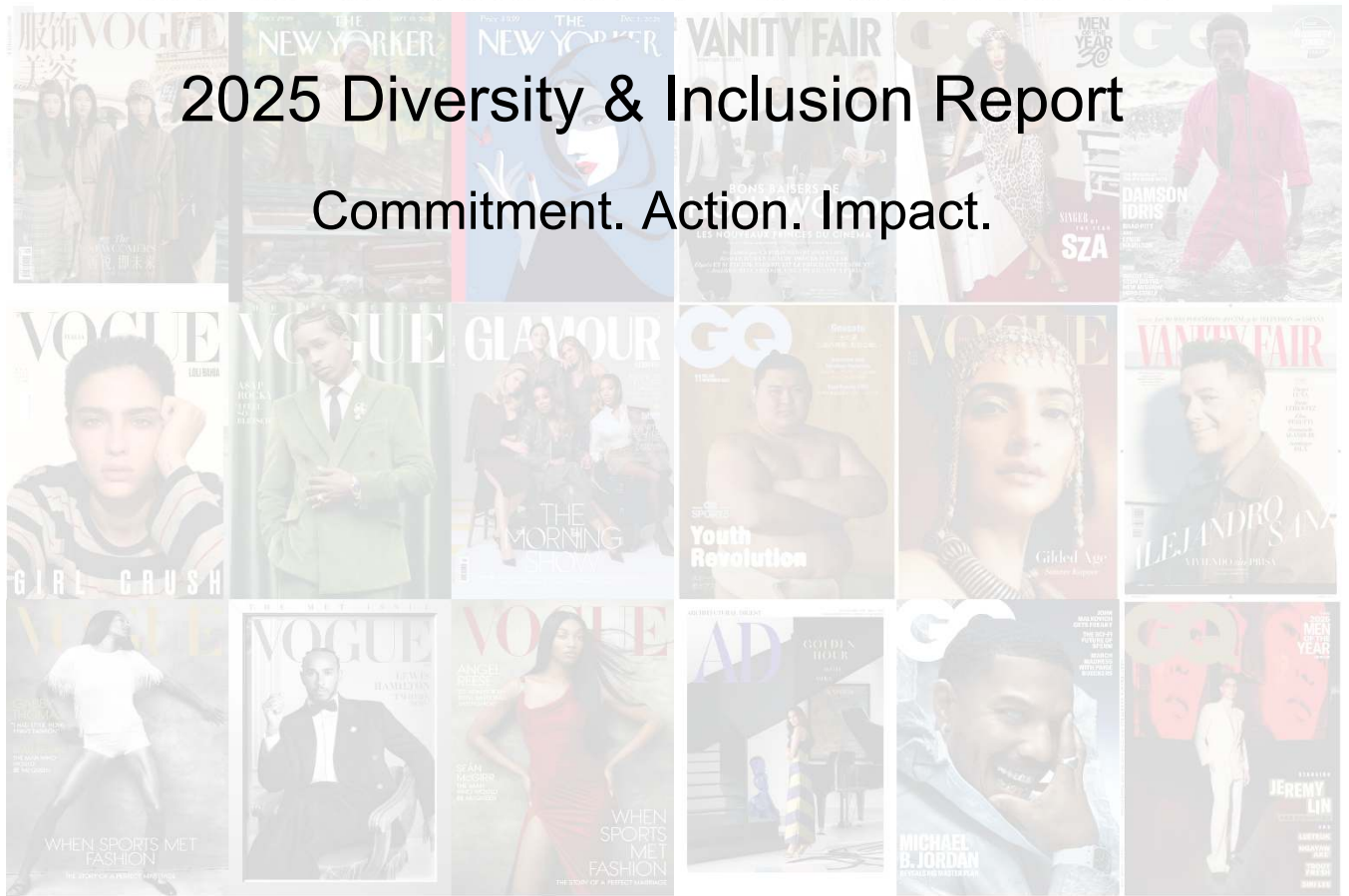




CONDÉ NAST

2025 Diversity & Inclusion Report
Commitment. Action. Impact.



Introduction Letter

This year's Diversity and Inclusion report is, at its core, about impact and how our steadfast commitment to diversity translates into meaningful change for our audiences, our colleagues, and the communities we reach around the world.

At Condé Nast, this work strengthens our business and our cultural influence. In 2025, our brands helped shape global conversations through inclusive storytelling, widely engaged editorial work and cultural moments.

Inside our organization, we continued to make meaningful progress. For example, we saw an increase in the percentage of women and people of color within U.S. leadership. In the annual Engagement Survey, employees reported a stronger sense of inclusion. And, nearly half of our employees now participate in Employee Resource Groups, reflecting a growing sense of community and belonging.

We are building more deliberate, scalable pathways for emerging talent to enter and grow within our ecosystem. This includes expanding programs like CondéFuture, which is designed to widen access and create a more representative pipeline of future leaders, as well as supporting global initiatives such as the PhotoVogue Open Call. The most recent Open Call drew nearly 100,000 submissions from over 149 countries, underscoring both the depth of untapped creative talent worldwide and the demand for credible platforms that can surface it. Together, these efforts are not standalone initiatives but part of a broader strategy to identify, support, and elevate the next generation of creators and storytellers on a truly global scale.

In 2026, we are focused on building on this momentum. This work is ongoing, but the impact is clear: diversity makes our work stronger, more relevant, and more enduring.



Roger Lynch

Chief Executive Officer



Cheryl Kaba

Chief Diversity and Inclusion Officer

The Condé Code

We've been supplying the world with innovative thinking, novel perspectives, transportive experiences, remarkable content and award-winning journalism for more than a century.

In order to create, innovate and empower an exceptional future, we need people who live and breathe the highest values and hold themselves to the highest possible standards.

We are those people.

What We Believe

Champion All Voices

Exceptional does not mean exclusive. Exceptional ideas and eye-opening perspectives come from everywhere and anywhere. The diversity of our perspectives, opinions, and skill-sets is one of our greatest strengths. We push ourselves further to find those voices that may have something important and necessary to say but have been historically ignored. Surrounding ourselves with colleagues that reflect the diversity of our audience and our world isn't just the right thing to do; it's imperative to our mission.

Be Curious

We're here because we're passionately curious. We seek to understand and ask the hard questions to get closer to truth and understanding, always willing to admit when we need help. To be an effective explorer of ideas, we venture beyond comfort and actively seek out alternate perspectives. Our own ideas evolve from inspiration provided by those around us and others we proactively seek because they think differently. We listen. Always.

Focus On Tomorrow

We've stayed at the forefront of culture for the last century. This is because we are constantly looking to and innovating for what's to come. We push ourselves to fully understand the world of our consumers so we can predict their changing needs and stay one step ahead of the status quo. We never stop looking for innovative new ways to revolutionize culture and improve the way our audiences experience the world. By

doing all of this and more, we contribute to the success of our business, delivering returns that can further invest in our growth.

Stay Inspired

We are nothing without our creativity. It's more than just something we value. It's our defining characteristic. Just as we continually innovate as a company, we constantly shed our skin as individuals and renew. We push ourselves to stay at the forefront of art, design, entertainment, fashion, wellness, current affairs, and all the things that make life worth living.

Earn Trust

Trust isn't something we demand. It's something we earn. We hold the bar high for ourselves to act with respect and integrity in all we do. When we trust each other, the content, information, and perspectives we distribute shine brighter and travel further. Our audiences can feel it and then they in turn trust us, which is our hardest won and most prized asset.

Work Together

We are at our best when we act as one. We are a collection of more than 4,500 individuals serving 37 brands in 26 languages, spanning 32 markets worldwide. Diversity is one of our greatest strengths. To ensure we're pulling in the same direction, we try to focus on the things we share and celebrate our differences.

Our Stories

Our Stories. Our Voices. Our People.

On a daily basis, Condé Nast shares the experiences of people across the globe. These stories are just a small sample of how our brands tell stories that powerfully educate audiences on realities different from their own.

Vogue's May issue features a celebration of Black dandyism nine months in the making, with four cover stars—each 2025 Met Gala co-chair—and a suiting portfolio featuring Black talent across fashion, entertainment, sports, and fine art.

[Star-Studded and Superfine: The Making of the May Issue](#)



Vanity Fair's podcast tells the story of **Wally "Famous" Amos**, a pioneering Black entrepreneur and cultural figure, through the lens of his daughter, exploring both his groundbreaking success and the personal and systemic challenges that shaped his legacy. The podcast was named the Tribeca Festival's 2025 Nonfiction Audio Storytelling Award winner.

["Tough Cookie: The Wally 'Famous' Amos Story"](#)



GQ's article profiles **Teyana Taylor**, a multi-hyphenate artist—singer, actor, director, and entrepreneur—whose career reflects resilience, creative autonomy, and the challenges of navigating traditionally exclusionary industries. The Hype cover highlights Teyana's resolve, lauded by Instagram commenters across over 5x the GQ Hype social engagement average.

[How Teyana Taylor Battled the Competition in Two Industries—And Won](#)



SELF's cover story with **Olivia Munn** shares a deeply personal account of her experiences with postpartum mental health, breast cancer, fertility challenges, and motherhood, highlighting the importance of health advocacy, transparency, and support systems. The interview sparked significant engagement, earning nearly 3M impressions across platforms.

[Olivia Munn on Her Surrogacy: 'I Needed to Go This Route'](#)



Teen Vogue highlights **Vivian Jenna Wilson**, a transgender young adult and advocate, who uses her platform to speak out on trans rights, identity, and systemic inequality. She has garnered 1.95M minutes of engagement and is Teen Vogue's best-performing online feature of the year.

[Vivian Jenna Wilson on Being Elon Musk's Estranged Daughter, Protecting Trans Youth and Taking on the Right Online.](#)



Condé Nast Traveler reports UNESCO's recognition of Italian cooking as Intangible Cultural Heritage, emphasizing that the designation celebrates not just food, but the cultural, social, and communal practices surrounding it.

[Italian Cuisine Is So Good UNESCO Just Recognized It as 'Intangible Cultural Heritage'](#)



Allure's video features global girl group **KATSEYE**—a culturally diverse, multinational group—in candid conversation, offering insight into identity, self-expression, and representation in the global entertainment industry. The brand's strongest-performing video of 2025 amassed **8.1M views on YouTube proper** and an extraordinary **84M views on YouTube Shorts**. The scale of reach underscores the power of diverse talent in driving global video audiences.

[KATSEYE Spill Secrets After Sipping the Truth Serum](#)



Glamour published a candid feature with **Dylan Mulvaney** centered on her memoir and experience navigating visibility, backlash, and trans joy in a highly politicized moment. The piece foregrounds a transgender woman's voice and explores the tension between being flattened into a public symbol versus being seen as a full person.

[Dylan Mulvaney Is Ready to Move On](#)



Vogue's *Run-Through with Vogue* podcast episode featuring **Kamala Harris**, reflects on her political career, leadership experiences, and future outlook following her vice presidency and presidential campaign. It also discusses Harris's new book *107 Days* chronicling the details of her 107-day presidential campaign from first learning she was going to run for the election to being on the debate stage. The episode garnered **48k+ downloads** across podcast platforms and **2M+ social video views** across the Vogue social channels.

[Kamala Harris Is Ready For The Next Chapter](#)



WIRED presents an oral history based on interviews with 200+ federal workers across multiple agencies, documenting the human impact of the Department of Government Efficiency (DOGE) on the U.S. civil service.

[The Story of DOGE, as Told by Federal Workers](#)



Vogue reports the death of Pope Francis (Jorge Mario Bergoglio) at age 88 and reflects on a papacy defined by inclusion, social justice, and outreach to marginalized communities. Francis was the first Latin American, first Jesuit, and first non-European pope in over 1,000 years, marking a significant shift toward global representation in Church leadership.

[Pope Francis Dies at 88](#)



Vogue Spain covers the two leads of one of the year's most highly anticipated television shows, *Mariliendre*. During the interview, both spoke about the challenges and pressures surrounding physical appearance in a profession like acting. They also expressed their commitment to more diverse body representation on screen and emphasized its importance—particularly for younger generations—so that everyone can feel represented.

[Blanca Martínez and Carlos González present 'Mariliendre': "It's time that television protagonists can have all kinds of bodies"](#).



Allure cover story featuring models **Alex Consani** and **Anok Yai** reflect on their careers, friendship, and the realities of representation in fashion, positioning both as leading voices for equity and inclusion in the industry. The cover generated exceptional social and video engagement with **34M+ video views to date**, underscoring the cultural power of inclusive casting with audiences celebrating the visibility of trans and Black excellence in high fashion.

[Alex Consani & Anok Yai Raise Their Voices \(Allure Best of Beauty Cover\)](#)



The New Yorker tells the story of a mother and her transgender teenager who make the difficult decision to leave the United States in search of safety, healthcare access, and legal protections, amid a shifting political landscape affecting trans rights. The story went on to win an Outstanding Online Journalism – Video or Multimedia – GLAAD Media Award.

[A Mother and Her Trans Teen Decide to Leave the U.S.](#)



Vogue Arabia examines how the fashion industry's long-standing focus on narrow body ideals has contributed to unhealthy standards, body dissatisfaction, and exclusion, particularly for women and marginalized groups.

[How Fashion's Obsession with Body Image Became Unhealthy](#)



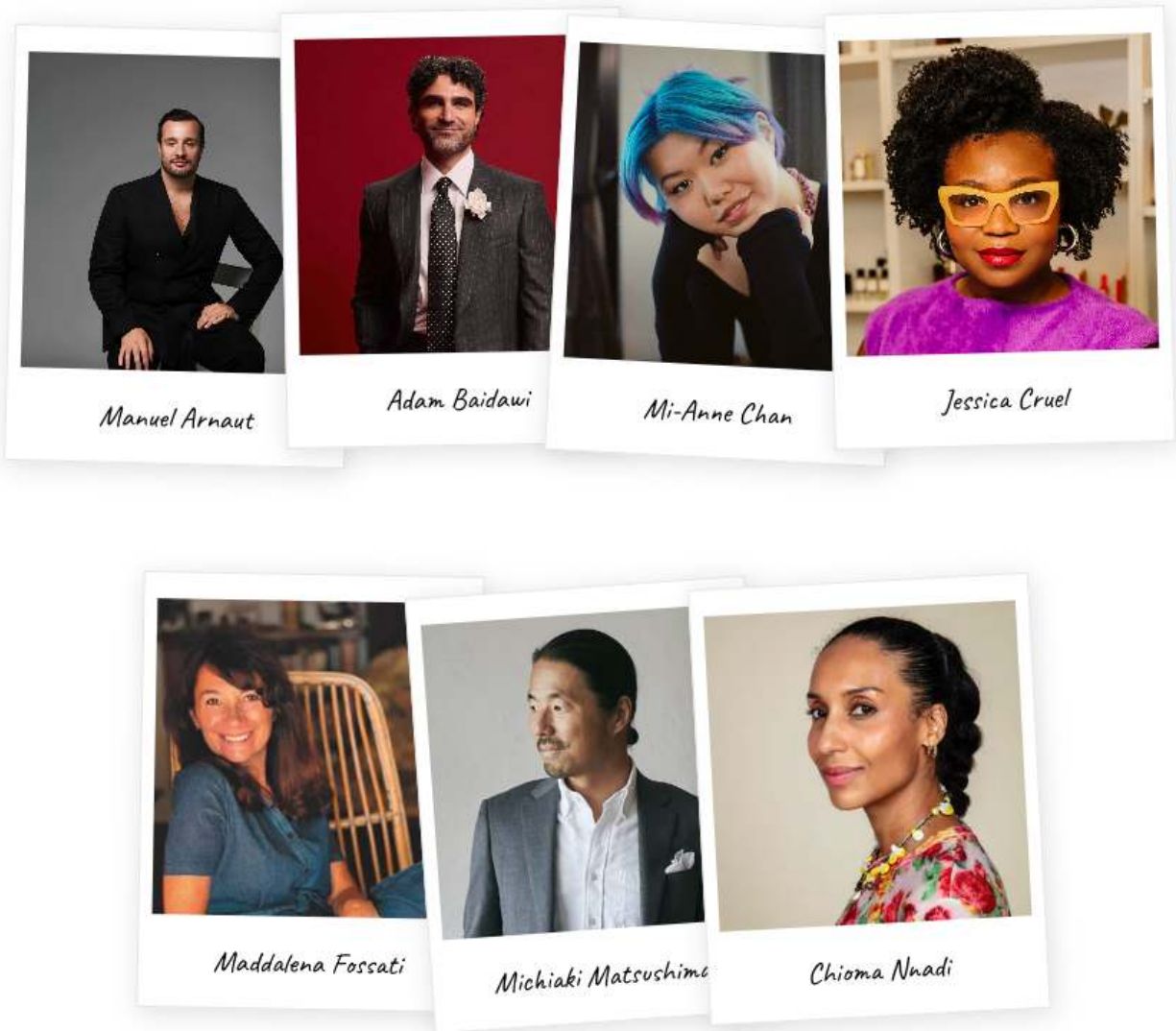
British Vogue explores how the fashion industry is being reframed through a disability lens, as part of their broader “Vogue Values” initiative, which aims to drive equity, accessibility, and representation across fashion. Overlooking disabled needs is more than a fashion fail, says Frances Ryan, as she lays out a style manifesto for inclusion in the industry.

[When Will Fashion Stop Failing Disabled People?](#)



The Editor's Corner

The Editor's Corner spotlights reflections from editors across our global brands on how diversity, representation and cultural perspectives shape their storytelling. Through their voices, we see how a commitment to inclusive narratives strengthens our content and also deepens our connection with the audiences we serve.



Manuel Arnaut, Head of Editorial Content, Vogue Arabia

“Vogue Arabia covers more than 20 Arab countries, allowing us to celebrate an incredible mix of cultures, body types, religions and approaches to fashion. This allows us to put together a publication that bursts with color, positivity, and that truly tries to represent the richness of our territories, from North Africa to the Gulf.”

Adam Baidawi, Global Editorial Director, GQ

"GQ's creativity comes from range – of taste, perspective and lived experience. We're drawn to people who shape culture at the cutting edge. That breadth is what keeps our storytelling sharp, surprising and alive."

Mi-Anne Chan, Creative Editorial Director, TeenVogue

"In the 22 years *Teen Vogue* has been in circulation, we've made it our mission to shed light on the interiority of young people. That kind of coverage only works if it truly reflects the breadth and diversity of young identities and existences. We bring an inclusive lens to every story we do, not only because it reflects the brand's (and the team's) core values, but because what we know our audience wants is media they can see themselves in."

Jessica Cruel, Editor and Chief, Allure & Self

"Our goal is to create content that reflects the diverse staff we have built. At the end of the day, our job as journalists is to dive deeper into issues our readers will care about. Our readers are diverse, our staff is diverse, and therefore our content must be diverse."

Maddalena Fossati, Editor and Chief, La Cucina Italiana and Head of Content, Condé Nast Traveler Italy

"Italian cooking is, by its very nature, open, welcoming, and a celebration of diversity. It absorbs new ingredients and is enriched through contact with other cultures and influences. The value of Italian hospitality is, by definition, inclusivity, and achieving UNESCO recognition means celebrating a universal value." - Maddalena Fossati, Editor and Chief, La Cucina Italiana and Head of Content Condé Nast Traveller

Michiaki Matsushima, Head of Editorial Content, Wired Japan

"In a moment when trust in science and technology is increasingly fragile, the role of media is not only to inform but to connect—to help more people see these questions as their own. WIRED Japan recognizes the importance in bridging disciplines—such as art, culture, and science—to help break down barriers, inviting wider and more diverse audiences into conversations they might not otherwise see themselves reflected in."

Michiaki Matsushima, Head of Editorial Content, Wired Japan

Chioma Nnadi, Head of Editorial Content, British Vogue

More than being our responsibility, I see it as a privilege to uplift and celebrate underrepresented voices. The response we get from our audience—more often than not, heartwarming and appreciative—is a real joy to behold for the entire team."

Our Culture

Our Global Employee Resource Groups (ERGs) are employee-led communities that reflect the diverse cultures, identities, and interests across Condé Nast. They build connections, support professional growth, and help cultivate a workplace where everyone feels welcome. Through programming, education, and advocacy, ERGs partner with leaders across the organization to elevate underrepresented voices and inform content, policies, benefits, and recruitment—strengthening a more inclusive Condé Nast.

Conexión ERG Swap Party

The annual Swap Party brings together the Condé Nast Mexico community through a fun clothing exchange that encourages more conscious consumption. Since its first launch in the Mexico offices in 2022, it has grown year after year, inspiring similar initiatives in markets including India, the US, and Italy, as well as book swaps in France. Leftover clothing has also been donated to local organizations that support people in vulnerable situations as a way to give back.



NOIR ERG Town Hall

The 2025 Town Hall marked the reestablishment of the NOIR ERG and laid the foundation for elevating the group to the next level of programming. Employees from a wide range of backgrounds and cultures came together to learn more about NOIR and to meet our then-new Chief Diversity and Inclusion Officer, Cheryl Kaba. During the discussion, attendees engaged Cheryl with thoughtful questions about Condé Nast's commitment to protecting diversity and inclusion during a time of global uncertainty. Today, the Town Hall stands as a cornerstone program for NOIR, creating a space and platform for employees from diverse backgrounds to share their voices, perspectives, and concerns.



PRISM ERG Relaunch

2025 marked a pivotal year for Prism, as the group relaunched with a refreshed identity and expanded global footprint. Prism delivered programming across the US, UK, Mexico, Spain, Germany, & India, featuring panel conversations on supporting LGBTQIA+ employees and audiences, alongside cultural events spotlighting queer artists and storytelling. Community-driven workshops and fundraisers supporting the Ali Forney Center and AIDS Memory UK helped the ERG give back externally. This relaunch also strengthened PRISM's partnership with the Diversity and Inclusion team, enabling more direct advocacy for LGBTQIA+ employees, with a focus on advancing support for queer & transgender colleagues, inclusive policies and global representation.



The Women's Network Yoga Class

In celebration of International Women's Day, The Women's Network in NYC had the opportunity to take a deep breath and connect with a wonderful community during a midday yoga class. Wellbeing is a key theme for the ERG and attendees got to experience the importance of physical postures, breath work and meditation throughout the class. It was a one of a kind experience to be led by Instructor Krissy, founder of Sky Ting, who has been featured in Vogue several times as one of "New York's Coolest Yoga Studio's".



Environmental ERG Gardening Day

A group of UK members of the Environmental ERG used their volunteer hours to take part in a garden restoration half-day project near the Adelphi. Volunteers supported a range of gardening and maintenance activities including watering plants, clearing vegetation and litter, and general upkeep to enhance the space. Set in a revitalized urban green space near the South Bank, the initiative contributed to improving biodiversity and accessibility for the local community. The day also provided a valuable opportunity for colleagues to reconnect while supporting environmental sustainability.



Diversity & Inclusion in Action

In order to create, innovate and empower an exceptional future, we need people who live and breathe the highest values and hold themselves to the highest possible standards.

Shaping the Future of Work, Together: Global Employee Council (GEC)

At Condé Nast, we value and actively seek out employee perspectives. The GEC brings together employees from across the business to partner with senior leaders, elevate those perspectives, and develop ideas that strengthen the employee experience and help shape the future of work at Condé Nast. One key initiative introduced by the 2025 council is the ability to connect annual goals to the Condé Code Values, helping define not only the work we do, but how we do it.



Next Generation of Storytellers: CondéFuture Summer Camp:

CondéFuture Summer Camp is a two-week program run for youth in East London. This opportunity brings passionate students who are interested in the industry into the London offices, working directly with mentors to pitch their own special edition of one of our publications.

One student, Mohammad, reflected: “The programme exceeded my expectations because I never thought we would go to the Vogue office and present professionally. I learned how to make my words more compelling, as well as improving my photography skills.”

Another student, Olivia, added: “I’ve learnt to be more confident with my own abilities and in groups. I gained such a good insight into this field and so many new lessons to remember.”



A Path of Growth: Sydney’s Internship Story

“I began my journey at Condé Nast as a Consumer Marketing, Subscriptions & Memberships Intern in the summer of 2022. From the start, I was immersed in the company’s culture and had the opportunity to work across iconic brands, including Vogue, GQ, Architectural Digest, and Condé Nast Traveler. The internship exposed me to many facets of the business beyond marketing, while also offering unique and memorable experiences—from a Bon Appétit Test Kitchen class to a private tour of the Metropolitan Museum of Art to a roundtable with the CEO. These opportunities made the summer both meaningful and impactful.

After graduating, I returned full-time in 2023 as an Associate Manager, Digital Marketing, eager to continue working with the team. I have since transitioned into my current role as Manager, Growth Marketing – Consumer Revenue, where I support Bon Appétit, Epicurious, and WIRED, focusing on driving the Site’s subscription growth and revenue.

The internship program was instrumental in shaping my career path by providing invaluable experience, mentorship, and lasting relationships with fellow interns, my team, and leadership, who continue to support me today.”



Where Work Meets Play: Condé Nast Kids Day

Condé Nast Kids Day is an initiative that began in 2023 with the idea of creating an internal family day where parents across our markets could feel included by inviting their children to the office and showing them the great work we do. It was originally launched by Mexico’s People team in collaboration with the Conexión ERG and has since expanded to the US and Germany featuring the The Parents and Caregivers ERG. The event receives an amazing response each year, with employees and their children expressing how much they have enjoyed the activities such as designing magazine covers, painting workshops and a design-your-own-tshirt contest.



Women by Women: PhotoVogue

The 2025 PhotoVogue Global Open Call, "Women by Women," received nearly 100,000 submissions from over 9,500 artists across 149 countries, championing intersectional self-representation in photography and video. This mission transitioned from digital to physical through the PhotoVogue Festival, which also showcased the selection from East & Southeast Asian Panorama, attracted 13,000 visitors and generated 1.5M Instagram views. The initiative's global footprint continues with an exhibition in Seoul in collaboration with Vogue Korea, and culminates with a Masterclass in Taipei in collaboration with Vogue Taiwan to provide direct mentorship for underrepresented creative talent.

"PhotoVogue is the foundation of my professional journey (...) Having my work associated with the esteemed Vogue name has significantly expanded my visibility, while mentorship opportunities and meetings with influential industry figures have been invaluable for my growth. What sets PhotoVogue apart is the genuine sense of community and openness."

- Delali Ayivi, Photographer



Pro Bono Advertising Efforts

We continue to support organizations that represent our Condé Code and core values. In 2025, we donated a total of \$6.5M in media placements in both print and digital for the NAACP and God's Love We Deliver combined. We more than doubled our support for these two organizations specifically over the past year.



Building Inclusive Leaders by Strengthening Our Culture

“As leaders we help set the culture and show others what the workplace feels like. People are happier and work better when they feel seen and treated fairly. Inclusion is part of our day-to-day work, not a grand plan, as it is the small things we do that show people they belong and give our work real meaning.” - Director, Data Governance

We launched a new global learning initiative for our managers and individual contributors designed to strengthen our inclusive, high-performing culture. The online learning series is built around an Inclusion Framework supported by practical strategies and tools that help our employees translate inclusive values into everyday practices.



Advancing Pay Equity Through Ongoing Analysis

Each year, we conduct a comprehensive pay equity analysis in the U.S. and Europe to ensure gender and racial pay equity. Continuing our record of success, the external expert labor economists have again tested Condé Nast's pay system and have confirmed that it does not discriminate against women or people of color.

