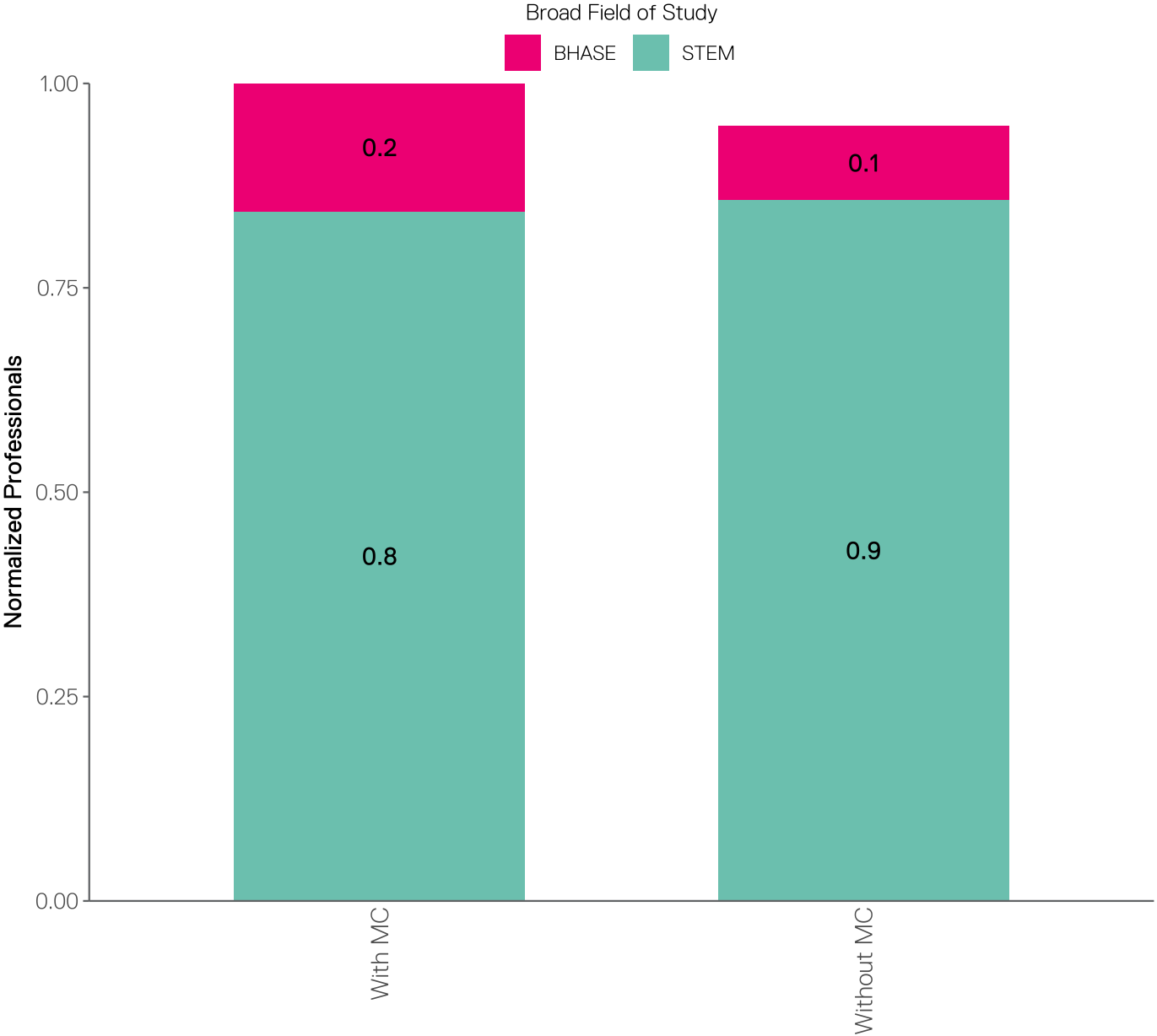


**Figure 9**

DS - Normalized Professionals in STEM and BHASE



Source: LinkedIn Data