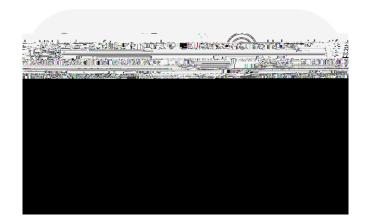gender parity and geographical diversity