



Championing Empowerment & Belonging

Priority topic

Year Target

UN SDG*



Diversity, Equity, and Inclusion (DE&I)

2025

Increase diverse representation in our supervisory and leadership roles

- 25% of leaders to be members of underrepresented racial/ethnic groups by 2025
- Double % of Black & Hispanic/Latinx leaders to 12% and 10%, respectively, by 2025
- Achieve gender parity (50% women) at the director+ level, worldwide, by 2023

Develop inclusive leaders who are accountable for DE&I results

- All leaders to set DE&I goals for their areas of responsibility by 2021
- All leaders to complete training on inclusive leadership, microaggressions/allyship, and anti-racism/racial equity by 2022

Advance inclusion and equity for our teams, customers, and communities

- All 25,000 team members to complete training on unconscious bias, microaggressions/allyship, and anti-racism/racial equity by 2022
- Rank in the top quartile for DE&I on team member engagement survey by 2025

Elevate underrepresented businesses and products to invite a broader consumer base

- Spotlight 500 underrepresented small businesses by 2025
- Develop and implement a vendor/supplier diversity program by 2021

Support community involvement through relationships that advance social justice

Hold ourselves accountable by being transparent on our efforts and progress

- Publish first Corporate Responsibility Annual Impact Report in 2021, including DE&I updates



*The United Nations Sustainable Development Goals (SDGs) encompass 17 goals that aim to align international efforts to leave a better planet for future generations.