

OUR PROGRESS ON ADVANCING EQUITY AND INCLUSION



We are on a journey to create lasting change in our culture and workforce and making a positive impact in communities across the US by encouraging economic growth and empowering others.

OUR PARTNERS

DEVELOPING A DIVERSE AND INCLUSIVE WORKFORCE



12 PARTNER NETWORKS

with 77 active chapters across the U.S.



15-COURSE ANTI-BIAS CURRICULUM

developed with Arizona State University, available to the public at no cost



MENTORING PARTNERS

New mentorship and leadership accelerator programs connecting and coaching BIPOC partners



100% PAY EQUITY

Consistently achieve and maintain gender and race pay equity in the U.S.

SETTING AND MAINTAINING REPRESENTATION GOALS

STARBUCKS U.S. PARTNER BASE

Starbucks U.S. partner base is **71.3%** female and **48.2%** Black, Indigenous, and People of Color (BIPOC)

By 2025, our goal is to achieve BIPOC representation of at least 30% at all corporate levels and at least 40% at all retail and manufacturing roles



CREATING ACCOUNTABILITY AT LEADERSHIP LEVELS



100% of Starbucks executives have compensation tied to the building of inclusive and diverse teams



Publicly available assessments evaluating our commitment to civil rights, conducted by Covington & Burling LLP

OUR COMMUNITIES

INVESTING IN SMALL BUSINESS GROWTH IN BIPOC COMMUNITIES



\$21M allocated in 2021 **\$100M** invested by 2025

The Starbucks Community Resilience Fund is designed to support small businesses and community development projects in BIPOC communities across the U.S.

INCREASING SPEND WITH DIVERSE SUPPLIERS



Goal to spend **\$1.5B** with diverse suppliers by 2030

ADVANCING EQUITY IN OUR COMMUNITIES



100,000 YOUTH

supported since 2020 through more than \$5 million in grants from The Starbucks Foundation to nonprofits serving BIPOC youth



16 FOOD BANKS

supported by \$1.7 million in grants from Starbucks through Feeding America® to advance equitable access to nutritious food

BOLSTERING INCLUSION IN PAID MEDIA



15% OF PAID MEDIA BUDGET

Increased investment in diverse owned, created and targeted media groups