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.

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.

BOLSTERING INCLUSION IN PAID MEDIA

15% OF PAID MEDIA BUDGET
Increased investment in diverse owned, created and targeted media groups.

INVESTING IN SMALL BUSINESS GROWTH IN BIPOC COMMUNITIES

OUR COMMUNITIES

INCREASING SPEND WITH DIVERSE SUPPLIERS

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

Goal to spend $1.5B with diverse suppliers by 2030.

$21M
Allocated in 2021

$794M
Spent with diverse suppliers in FY21

$100M
Invested by 2025

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.

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 U.S. by encouraging economic growth and empowering others.