

# 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 THE DIVERSITY OF STARBUCKS 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