

Starbucks U.S. Workforce Demographics

All Starbucks (U.S.)

All Starbucks by Race

8.0% Black; 30.5% Hispanic or Latinx; 5.8% Asian; 4.8% Two or more races; 49.5% White; 0.6% American Indian or Alaska Native; 0.5% Native Hawaiian or Other Pacific Islander; 0.2% Not Specified.

All Starbucks by Gender

71.6% Female; 28.3% Male.

All Starbucks by Intersection (Gender and Race)

5.7% Black Female; 2.3% Black Male; 21.4% Hispanic or Latinx Female; 9.1% Hispanic or Latinx Male; 3.8% Asian Female; 2.0% Asian Male; 3.5% Two or more races Female; 1.3% Two or more races Male; 36.3% White Female; 13.2% White Male; 0.4% American Indian or Alaska Native Female; 0.2% American Indian or Alaska Native Male; 0.4% Native Hawaiian or Other Pacific Islander Female; 0.1% Native Hawaiian or Other Pacific Islander Male; 0.1% Not Specified Female; 0.1% Not Specified Male.

Starbucks Retail

Overall Retail by Race

8.1% Black; 31.1% Hispanic or Latinx; 5.5% Asian; 4.9% Two or more races; 49.2% White; 0.6% American Indian or Alaska Native; 0.5% Native Hawaiian or Other Pacific Islander; 0.1% Not Specified.

Overall Retail by Gender

72.4% Female; 27.6% Male.

Overall Retail by Intersection (Gender and Race)

5.8% Black Female; 2.3% Black Male; 21.9% Hispanic or Latinx Female; 9.2% Hispanic or Latinx Male; 3.7% Asian Female; 1.8% Asian Male; 3.6% Two or more races Female; 1.3% Two or more races Male; 36.5% White Female; 12.7% White Male; 0.4% American Indian or Alaska Native Female; 0.2% American Indian or Alaska Native Male; 0.4% Native Hawaiian or Other Pacific Islander Female; 0.1% Native Hawaiian or Other Pacific Islander Male; 0.1% Not Specified Female; 0.0% Not Specified Male.

Retail by Race and Job Level

Black

18.8% regional vice president; 13.2% regional director; 10.0% district manager; 7.2% store manager; 6.9% shift supervisor; 8.4% barista.

Hispanic or Latinx

12.5% regional vice president; 11.0% regional director; 14.5% district manager; 22.3% store manager; 29.9% shift supervisor; 32.3% barista.

Asian

0.0% regional vice president; 3.0% regional director; 4.0% district manager; 4.1% store manager; 4.2% shift supervisor; 6.0% barista.

Two or more races

0.0% regional vice president; 4.4% regional director; 3.6% district manager; 4.2% store manager; 4.9% shift supervisor; 5.0% barista.

White

68.8% regional vice president; 68.4% regional director; 66.0% district manager; 60.5% store manager; 52.8% shift supervisor; 47.1% barista.

American Indian or Alaska Native

0.0% regional vice president; 0.0% regional director; 0.4% district manager; 0.7% store manager; 0.6% shift supervisor; 0.6% barista.

Native Hawaiian or Other Pacific Islander

0.0% regional vice president; 0.0% regional director; 0.8% district manager; 0.7% store manager; 0.7% shift supervisor; 0.4% barista.

Not Specified

0.0% regional vice president; 0.0% regional director; 0.6% district manager; 0.4% store manager; 0.0% shift supervisor; 0.2% barista.

Retail by Gender and Job Level

Female

62.6% regional vice president; 49.9% regional director; 60.7% district manager; 67.7% store manager; 71.0% shift supervisor; 73.2% barista.

Male

37.5% regional vice president; 50.1% regional director; 39.2% district manager; 32.3% store manager; 29.0% shift supervisor; 26.7% barista.

Retail by Intersection (Gender and Race) and Job Level

Black

Female

6.3% regional vice president; 5.1% regional director; 5.2% district manager; 4.7% store manager; 4.9% shift supervisor; 6.1% barista.

Male

12.5% regional vice president; 8.1% regional director; 4.8% district manager; 2.5% store manager; 2.0% shift supervisor; 2.3% barista.

Hispanic or Latinx

Female

12.5% regional vice president; 5.1% regional director; 7.5% district manager; 14.3% store manager; 20.4% shift supervisor; 23.0% barista.

Male

0.0% regional vice president; 5.9% regional director; 7.0% district manager; 8.0% store manager; 9.5% shift supervisor; 9.2% barista.

Asian

Female

0.0% regional vice president; 1.5% regional director; 2.1% district manager; 2.5% store manager; 2.6% shift supervisor; 4.1% barista.

Male

0.0% regional vice president; 1.5% regional director; 1.9% district manager; 1.5% store manager; 1.6% shift supervisor; 1.9% barista.

Two or more races

Female

0.0% regional vice president; 0.7% regional director; 2.5% district manager; 3.0% store manager; 3.5% shift supervisor; 3.7% barista.

Male

0.0% regional vice president; 3.7% regional director; 1.1% district manager; 1.2% store manager; 1.4% shift supervisor; 1.3% barista.

White

Female

43.8% regional vice president; 37.5% regional director; 42.3% district manager; 41.9% store manager; 38.7% shift supervisor; 35.4% barista.

Male

25.0% regional vice president; 30.9% regional director; 23.7% district manager; 18.6% store manager; 14.1% shift supervisor; 11.7% barista.

American Indian or Alaska Native

Female

0.0% regional vice president; 0.0% regional director; 0.3% district manager; 0.5% store manager; 0.4% shift supervisor; 0.4% barista.

Male

0.0% regional vice president; 0.0% regional director; 0.1% district manager; 0.2% store manager; 0.2% shift supervisor; 0.2% barista.

Native Hawaiian or Other Pacific Islander

Female

0.0% regional vice president; 0.0% regional director; 0.6% district manager; 0.5% store manager; 0.5% shift supervisor; 0.3% barista.

Male

0.0% regional vice president; 0.0% regional director; 0.2% district manager; 0.2% store manager; 0.2% shift supervisor; 0.1% barista.

Not Specified

Female

0.0% regional vice president; 0.0% regional director; 0.2% district manager; 0.3% store manager; 0.0% shift supervisor; 0.2% barista.

Male

0.0% regional vice president; 0.0% regional director; 0.4% district manager; 0.1% store manager; 0.0% shift supervisor; 0.0% barista.

Starbucks Corporate

Overall Corporate by Race

4.6% Black; 8.0% Hispanic or Latinx; 18.9% Asian; 3.7% Two or more races; 63.4% White; 0.2% American Indian or Alaska Native; 0.4% Native Hawaiian or Other Pacific Islander; 0.6% Not Specified.

Overall Corporate by Gender

55.3% Female; 44.7% Male.

Overall Corporate by Intersection (Gender and Race)

2.7% Black Female; 1.9% Black Male; 4.8% Hispanic or Latinx Female; 3.3% Hispanic or Latinx Male; 9.9% Asian Female; 9.0% Asian Male; 2.1% Two or more races Female; 1.6% Two or more races Male; 35.2% White Female; 28.3% White Male; 0.1% American Indian or Alaska Native Female; 0.1% American Indian or Alaska Native Male; 0.3% Native Hawaiian

or Other Pacific Islander Female; 0.2% Native Hawaiian or Other Pacific Islander Male; 0.4% Not Specified Female; 0.3% Not Specified Male.

Corporate by Race and Job Level

Black

12.5% SVP+; 10.9% VP; 4.4% DIR; 2.9% MGR; 4.9% IC.

Hispanic or Latinx

0.0% SVP+; 3.6% VP; 6.1% DIR; 8.3% MGR; 8.4% IC.

Asian

12.5% SVP+; 13.6% VP; 13.7% DIR; 16.2% MGR; 20.3% IC.

Two or more races

0.0% SVP+; 1.8% VP; 3.2% DIR; 3.0% MGR; 4.0% IC.

White

72.5% SVP+; 69.1% VP; 71.7% DIR; 68.6% MGR; 61% IC.

American Indian or Alaska Native

2.5% SVP+; 0.0% VP; 0.0% DIR; 0.4% MGR; 0.2% IC.

Native Hawaiian or Other Pacific Islander

0.0% SVP+; 0.0% VP; 0.2% DIR; 0.4% MGR; 0.5% IC.

Not Specified

0.0% SVP+; 0.9% VP; 0.7% DIR; 0.2% MGR; 0.7% IC.

Corporate by Gender and Job Level

Female

52.5% SVP+; 55.5% VP; 59.3% DIR; 54.7% MGR; 55.1% IC.

Male

47.5% SVP+; 44.6% VP; 40.7% DIR; 45.3% MGR; 44.8% IC.

Corporate by Intersection (Gender and Race) and Job Level

Black

Female

2.5% SVP+; 5.5% VP; 2.7% DIR; 1.7% MGR; 2.9% IC.

Male

10.0% SVP+; 5.5% VP; 1.7% DIR; 1.1% MGR; 2.0% IC.

Hispanic or Latinx

Female

0.0% SVP+; 2.7% VP; 2.9% DIR; 5.0% MGR; 5.0% IC.

Male

0.0% SVP+; 0.9% VP; 3.1% DIR; 3.2% MGR; 3.5% IC.

Asian

Female

5.0% SVP+; 9.1% VP; 9.0% DIR; 9.6% MGR; 10.1% IC.

Male

7.5% SVP+; 4.6% VP; 4.6% DIR; 6.6% MGR; 10.2% IC.

Two or more races

Female

0.0% SVP+; 1.8% VP; 2.4% DIR; 1.3% MGR; 2.3% IC.

Male

0.0% SVP+; 0.0% VP; 0.7% DIR; 1.7% MGR; 1.7% IC.

White

Female

42.5% SVP+; 35.5% VP; 42.0% DIR; 36.4% MGR; 34.1% IC.

Male

30.0% SVP+; 33.6% VP; 29.5% DIR; 32.2% MGR; 26.8% IC.

American Indian or Alaska Native

Female

2.5% SVP+; 0.0% VP; 0.0% DIR; 0.2% MGR; 0.1% IC.

Male

0.0% SVP+; 0.0% VP; 0.0% DIR; 0.3% MGR; 0.1% IC.

Native Hawaiian or Other Pacific Islander

Female

0.0% SVP+; 0.0% VP; 0.0% DIR; 0.4% MGR; 0.3% IC.

Male

0.0% SVP+; 0.0% VP; 0.2% DIR; 0.1% MGR; 0.2% IC.

Not Specified

Female

0.0% SVP+; 0.9% VP; 0.2% DIR; 0.1% MGR; 0.4% IC.

Male

0.0% SVP+; 0.0% VP; 0.5% DIR; 0.1% MGR; 0.3% IC.

Starbucks Manufacturing

Overall Manufacturing by Race

16.0% Black; 17.3% Hispanic or Latinx; 4.5% Asian; 2.4% Two or more races; 55.0% White; 0.9% American Indian or Alaska Native; 1.1% Native Hawaiian or Other Pacific Islander; 2.8% Not Specified.

Overall Manufacturing by Gender

32.9% Female; 67.1% Male.

Overall Manufacturing by Intersection (Gender and Race)

4.7% Black Female; 11.3% Black Male; 6.9% Hispanic or Latinx Female; 10.4% Hispanic or Latinx Male; 1.6% Asian Female; 2.9% Asian Male; 0.8% Two or more races Female; 1.6% Two or more races Male; 16.7% White Female; 38.2% White Male; 0.4% American Indian or Alaska Native Female; 0.4% American Indian or Alaska Native Male; 0.5% Native Hawaiian or Other Pacific Islander Female; 0.7% Native Hawaiian or Other Pacific Islander Male; 1.2% Not Specified Female; 1.6% Not Specified Male.

Manufacturing by Race and Job Level

Black

14.3% DIR; 17.3% MGR; 15.9% IC.

Hispanic or Latinx

0.0% DIR; 6.3% MGR; 18.2% IC.

Asian

14.3% DIR; 3.1% MGR; 4.6% IC.

Two or more races

0.0% DIR; 3.2% MGR; 2.4% IC.

White

71.4% DIR; 70.1% MGR; 53.8% IC.

American Indian or Alaska Native

0.0% DIR; 0.0% MGR; 0.9% IC.

Native Hawaiian or Other Pacific Islander

0.0% DIR; 0.0% MGR; 1.2% IC.

Not Specified

0.0% DIR; 0.0% MGR; 3.0% IC.

Manufacturing by Gender and Job Level

Female

14.3% DIR; 29.1% MGR; 33.3% IC.

Male

85.7% DIR; 70.9% MGR; 66.7% IC.

Manufacturing by Intersection (Gender and Race) and Job Level

Black

Female

0.0% DIR; 4.7% MGR; 4.7% IC.

Male

14.3% DIR; 12.6% MGR; 11.2% IC.

Hispanic or Latinx

Female

0.0% DIR; 2.4% MGR; 7.3% IC.

Male

0.0% DIR; 3.9% MGR; 10.9% IC.

Asian

Female

0.0% DIR; 1.6% MGR; 1.6% IC.

Male

14.3% DIR; 1.6% MGR; 3.0% IC.

Two or more races

Female

0.0% DIR; 0.8% MGR; 0.8% IC.

Male

0.0% DIR; 2.4% MGR; 1.6% IC.

White

Female

14.3% DIR; 19.7% MGR; 16.5% IC.

Male

57.1% DIR; 50.4% MGR; 37.3% IC.

American Indian or Alaska Native

Female

0.0% DIR; 0.0% MGR; 0.5% IC.

Male

0.0% DIR; 0.0% MGR; 0.5% IC.

Native Hawaiian or Other Pacific Islander

Female

0.0% DIR; 0.0% MGR; 0.5% IC.

Male

0.0% DIR; 0.0% MGR; 0.7% IC.

Not Specified

Female

0.0% DIR; 0.0% MGR; 1.3% IC.

Male

0.0% DIR; 0.0% MGR; 1.7% IC.

Data Dictionary

U.S. Partners Only. Totals may not add up to 100 percent due to rounding. Workforce composition metrics are derived from EEO-1 self-identification data.

Retail: Partners who work directly in stores or the retail management hierarchy that supports store partners

Corporate: Partners who work in support functions and not directly in 'Retail' or 'Manufacturing'

Manufacturing: Partners who work directly in, or for roasting plants and distribution centers

IC: Individual contributors with no direct reports

MGR: Manager with or without direct reports

DIR: Directors

VP: Corporate vice presidents

SVP+: senior vice presidents and above. Including evp, group presidents, cfo, coo, ceo.

POC: An aggregate representation of the EEO-1 designations including 'Black or African American'; 'Asian'; 'Hispanic or Latino'; 'American Indian or Alaskan Native'; 'Native Hawaiian or Other Pacific Islander'; and 'Two or More Races'

Black: A person having origins in any of the Black racial groups of Africa. EEO-1 identification of 'Black or African American'

Hispanic or Latinx: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin. EEO-1 ethnicity identification of 'Hispanic or Latino' regardless of EEO-1 race identification.

Asian: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Two or More Races: A person who with two or more race/ethnic categories named. EEO-1 race identification of 'Two or More Races'

White: A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

American Indian or Alaskan Native: A person having origins in any of the original peoples of North and South America (including Central America) and who maintains tribal affiliation or community attachment.

Native Hawaiian or Other Pacific Islander: A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Not Specified: Partners who have not yet specified an ethnicity, race

U.S. Partners: Employees whose work location is in the United States