

— Affinity Groups are Palantirian-led groups made up of individuals who share commonalities, backgrounds, or demographic factors such as gender, race, or ethnicity. These groups, and their allies, come together to promote cultural awareness, create social connections within the company, and drive professional development. They also help further our mission of providing an inclusive workplace for all.

WE DO THIS BY:

01 / Facilitating Growth



Empower personal and professional development opportunities, aligned with each group's goals, through workshops, speaker panels, groups discussions, mentorship, and conferences.

02 / Impacting the Business



Creating opportunities for members to lend their diverse perspectives and experiences to foster innovation and inclusion across various business areas, including product development, communications, events, and diversity and inclusion programming.

03 / Building Community



Coming together to celebrate and learn about various holidays, celebrations, traditions and events is a core aim of our community building that fosters inclusion for everyone while also offering opportunities to learn about experiences you may not be familiar with.

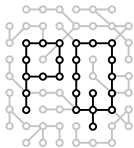
THE GROUPS:



Palamigos



The mission of Palamigos is to create an inclusive and supportive community for Palantirians with Latinx heritage to mentor and support one another, broaden awareness of culture- and group-specific challenges, and engage philanthropically with external parties on issues that affect our communities.



Palan-Queer



Palan-Queer represents the LGBTQ+ community at Palantir. Our mission is to support and grow our sense of community, foster an increasingly inclusive and comfortable internal workplace, and ensure the consideration of important issues to the LGBTQ+ community in Palantir's business decisions and technological developments.



PalanGender Queer



PalanGenderQueer is a private group for people who do not identify as being cisgender. Our mission is to create a space for gender non-conforming and transgender individuals to connect and support each other personally and professionally, share relevant resources and experiences, and to educate the broader Palantir community on issues regarding gender identity.



Palantir Interfaith Network



The interfaith network aims to create a culture of inclusion, tolerance, and mutual understanding for a diversity of beliefs so Palantirians of all beliefs feel welcome, included, and supported. PIF consists of multiple member committees representing specific communities of interest, including but not limited to Buddhist, Christian, Jewish, and Muslim.



PalAPI



Palantir's PanAsian Affinity Group supports internal communities—West Asia, Central Asia, South Asia, East Asia, Southeast Asia, the Pacific Islands, Oceania, and their subgroups—in leadership, professional development, and cultural awareness, to create more inclusivity.



PalNoir



PalNoir exists to create a safe, supportive, and inclusive community for employees that identify as Black or of African descent and their peers to connect, share experiences, support one another, educate the broader Palantir community about culture and group-specific issues, and to promote professional growth and development.



PalVets



The mission of Pal Vets is to create a community for Palantir's military Veterans to share experiences and support each other while educating the broader Palantir community about Vets, and helping Palantir engage and support external parties that address current Veteran issues.



Parents



Palantir Parents' mission is, simply stated, to support working parents. Whether you are seasoned pros or just starting your journey, there's a community here that is happy to help answer your questions, hang out at movie nights and picnics, or lend some support after a rough night of teething.



Women in Tech



Our mission: To create an inclusive and supportive environment for women and allies regardless of technical background; to build community, provide professional development, strengthen internal networks, create external outreach opportunities, and enable conversations around cross-sectional gender issues.

— If you are interested in connecting with one or more of our Affinity Groups, please reach out to hello-affinity-groups@palantir.com and our Diversity, Equity and Inclusion Team can facilitate an introduction to a member of our internal community. Please let us know which group(s) you're interested in connecting with and what you're curious to learn more about.