



Inspiring Action



2022 Inclusion & Diversity Report



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Driving change in the industry and world
For a better Pinterest
For a better tech industry
For a better world



Bill Ready, Chief Executive Officer



Nichole Barnes Marshall
Chief Diversity, Equity and Inclusion Officer

A note from Bill & Nichole

On behalf of our entire company, we are proud to present *Inspiring Action: Pinterest’s 2022 Inclusion and Diversity (I&D) Report*.

Pinterest’s mission is to bring everyone the inspiration to create a life they love. At a time when so much of social media is toxic, we work to give people a positive platform where they can discover the world’s most amazing ideas, plan their best lives, and shop to make their plans a reality.

Building an inclusive and innovative company is essential to our success. When hundreds of millions of people open up Pinterest, they deserve an experience that reflects their interests, tastes and cultures—no matter who they are.

To deliver for them, our team needs to understand and reflect them. That’s why I&D is a vital component of our business strategy. We need our workplace culture to be an inspiring place where talent from all backgrounds can do their best work and build fulfilling careers.

This past year was an important chapter in our journey. In 2022, we unveiled our new Pinclusion philosophy: the creation of an inclusive culture where employees flourish through representation and belonging, where Pinners thrive with inspiration and where Pinterest grows through innovation.

To make this vision real we’ve focused on attracting talent from varied backgrounds, building an inclusive culture, creating belonging through our product, and partnering with other organizations to drive progress.

This report chronicles our progress. It reflects our ambitions, the gains we’re proud of, and the places where progress is still too slow.

Through it all, we have and will continue pushing with the dedication this work deserves. It requires everyone, from every team, at every level.

The title of our report is “Inspiring Action” because, every day, there are people, partners and employees who inspire our entire company to push I&D efforts and values forward. You will hear these voices throughout this report. We look forward to working with all of our stakeholders to keep building a stronger future together.

A handwritten signature in black ink, appearing to read "Bill Ready".

Bill Ready
Chief Executive Officer

A handwritten signature in black ink, appearing to read "N. Marshall".

Nichole Barnes Marshall
Chief Diversity, Equity and Inclusion Officer



2022 Numbers



In 2014, Pinterest became one of the first tech companies to release data about employee demographics. A year later, it was among the first to set public hiring goals.

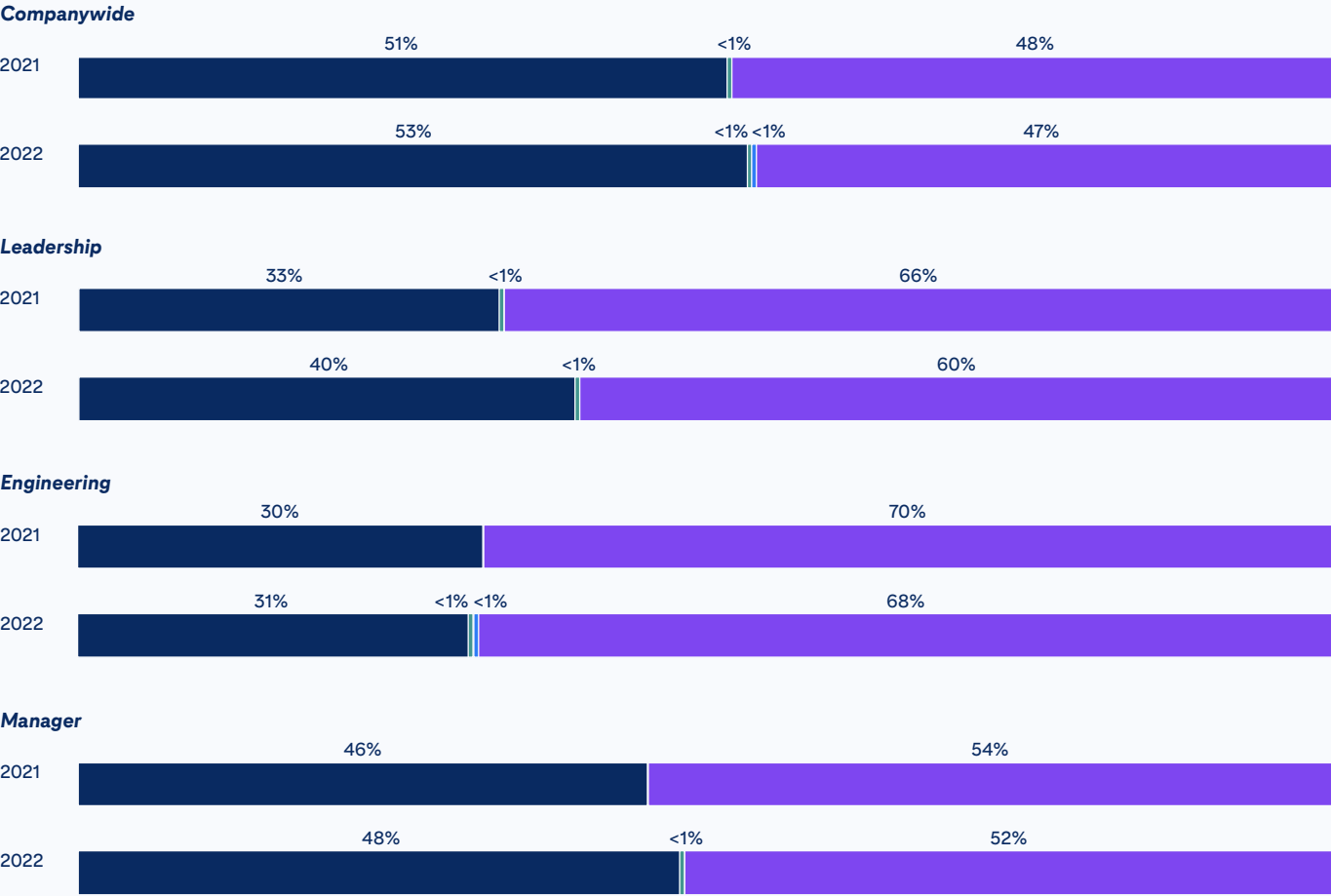
The inspiration behind these actions was simple: the most effective Inclusion & Diversity work is done in the open, not behind closed doors. This data creates accountability for all of us and gives everyone a transparent view into our successes and setbacks.

We are proud of these first steps. But we also recognize that they were just the start of a long journey. True progress needs to be earned, not just every year, but every day.

To better reflect the various identities of our employees, and more closely align to how our employees self-identify, we have continued our work updating our reporting methodology and applying a more global lens to our demographics. In 2022 this involved adding more self-selection options for gender identity, race/ethnicity, sexual orientation, caregiver status, veteran service, and disability. Because this information is personal, we treat it with the highest levels of integrity. You may not see all of these demographics listed out yet, as we want to ensure employees understand the options available to them and volunteer this information when they are ready. As this initiative evolves and expands, we will share more representation numbers.

Here's a look at our workforce in 2022, how we did toward our goals, and some insight into our strategy.

Gender Representation

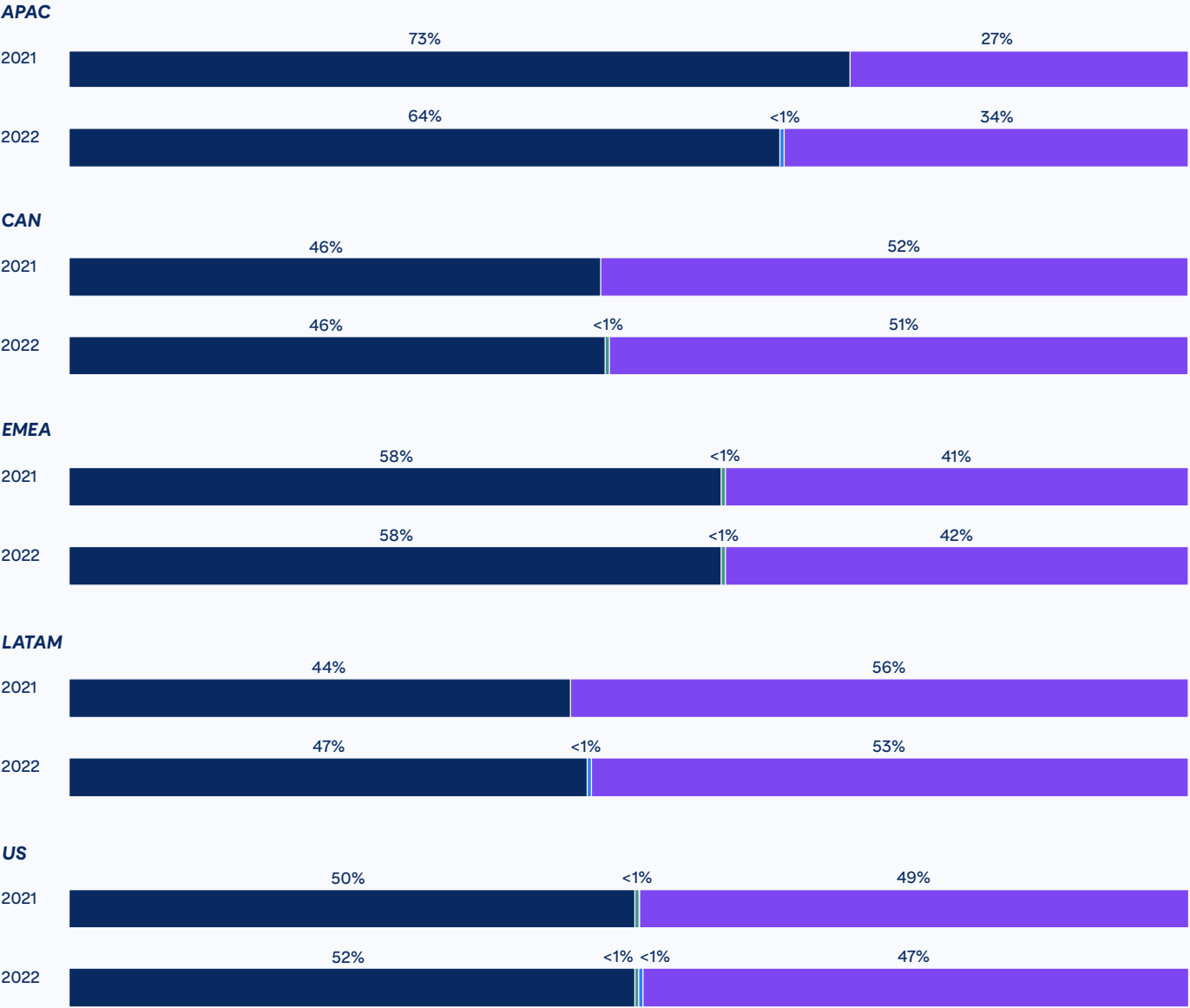


Key

● Women ● Not Declared ● Non-binary and Gender Non-conforming* ● Men

*Added as self-ID option in 2022; not an option for EMEA employees

By Region

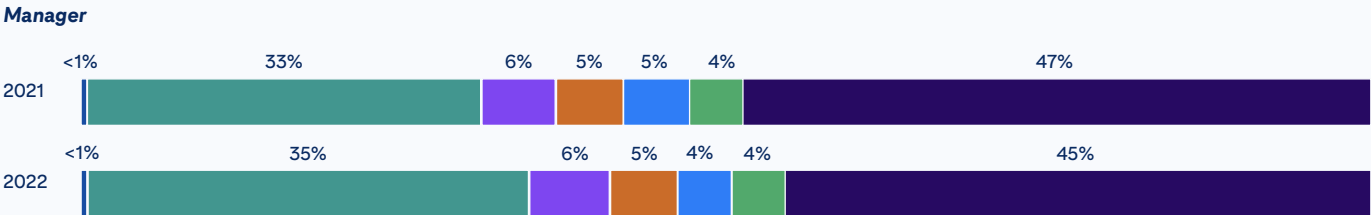
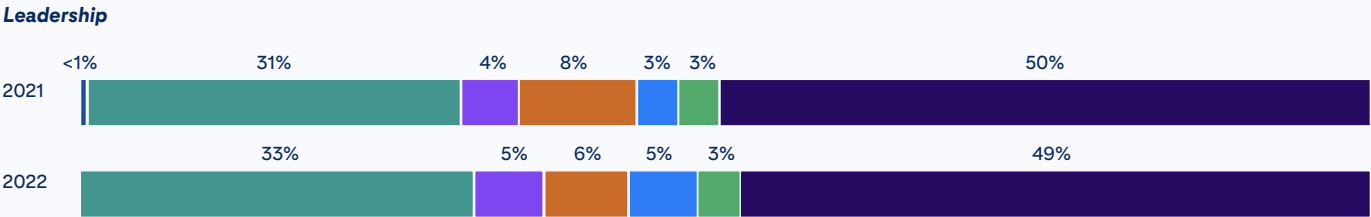
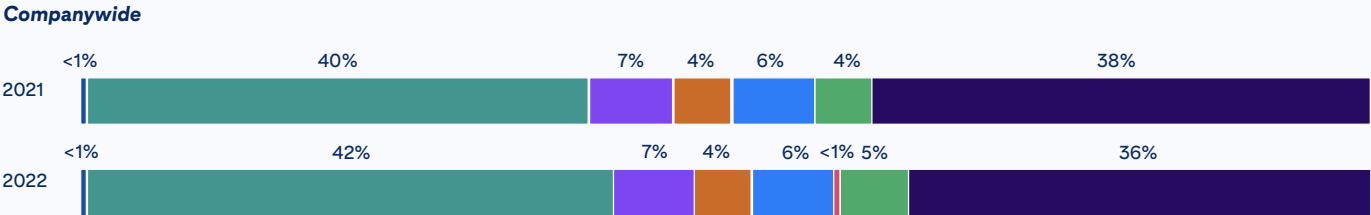


Key

● Women ● Not Declared ● Non-binary and Gender Non-conforming* ● Men

*Added as self-ID option in 2022; not an option for EMEA employees

Race/Ethnicity Representation (US)



Key

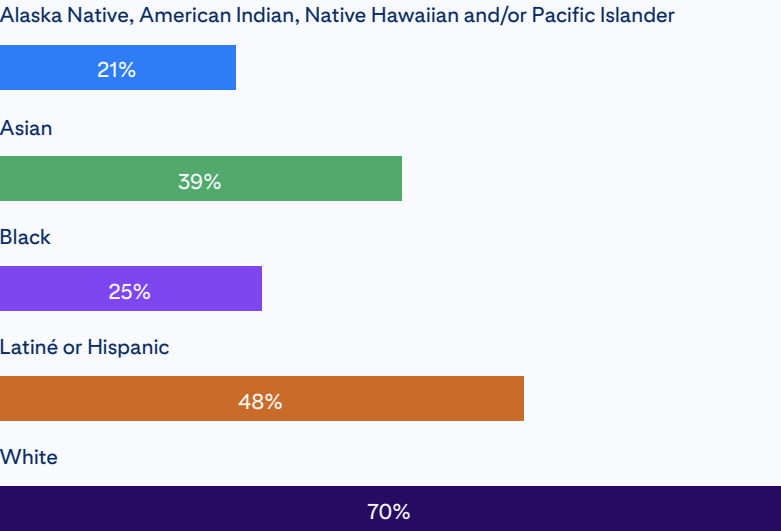
● Alaska Native, American Indian, Native Hawaiian and/or Pacific Islander ● Asian ● Black ● Decline to state ● Latiné or Hispanic ● Middle Eastern* ● Multi-race ● White

*Added as self-ID option in 2022

Companywide Multi-race Breakdown

For the 5% of US employees who identified with more than one race/ethnicity in 2022, here are the details of that demographic.

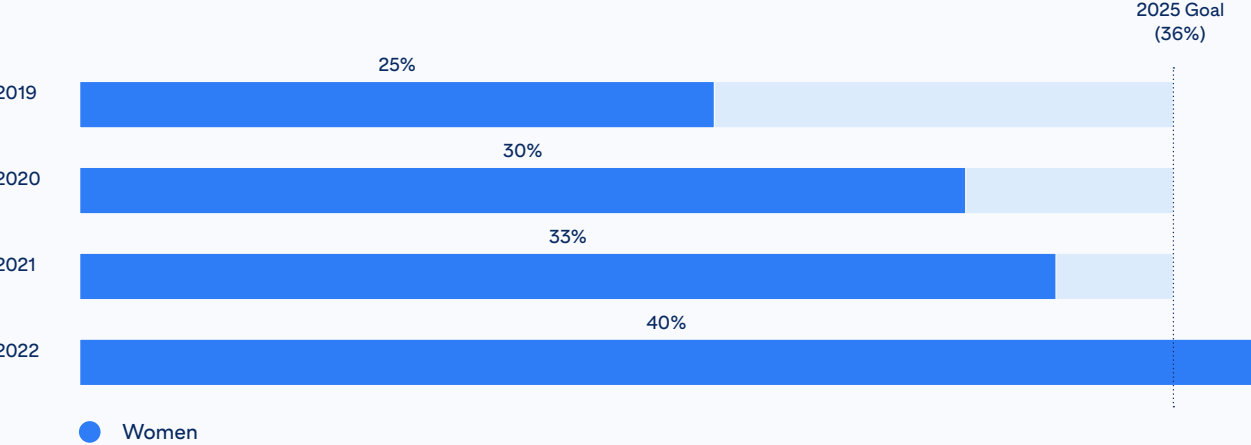
Note: percentages will not add up to 100, because this is representative of employees who select at least two options.



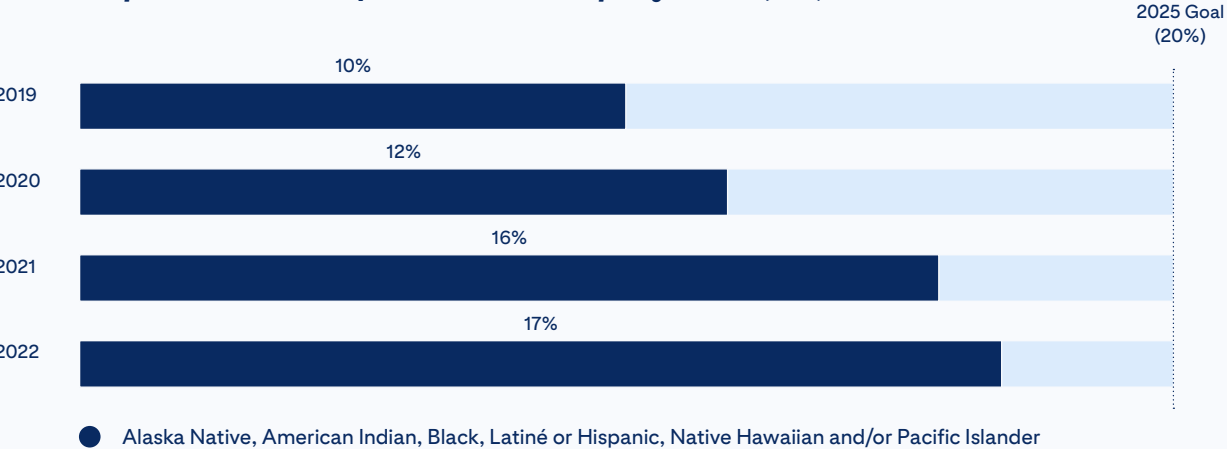
We are not sharing a similar Multi-race breakdown for our leadership population to protect the confidentiality of employees as these groups are smaller. This means that while some groups may look like they are not represented in leadership, Multi-race employees who identify with that race/ethnicity might be in leadership. For example, data on the left shows no representation of Alaska Native, American Indian, Native Hawaiian and/or Pacific Islander employees in leadership from 2022, but that demographic is present among our Leaders who identify as Multi-race. We will continue to evaluate and evolve our reporting to ensure that it strikes the right balance of visible representation and confidentiality.

Progress toward our 2025 goals

Women in leadership (Global)



Underrepresented races/ethnicities company-wide (US)



In 2020, we publicly announced two five-year I&D goals to strengthen our team and business. Details about progress towards those goals are included below. We’re currently evolving our career framework and will wait until this is complete to understand the mapping of our demographics. This process will be completed later in 2023 and will allow us to set relevant goals. We look forward to sharing an update in our next progress report.

We are proud to say we have exceeded our 2025 goal to increase the representation of women in leadership by 20% (to a total of 36% women in leadership roles). At the end of 2022, women comprised 40% of leadership roles across the company. In the regions outside the US, women held 50% or more of leadership roles, although the number of leadership positions outside of the US are fewer.

Women at Pinterest are driving our business forward in every category--from engineering, to marketing, to sales. We will continue to focus on our pipeline to leadership, which is why we’ve included data about Pinterest managers for the first time in this report.

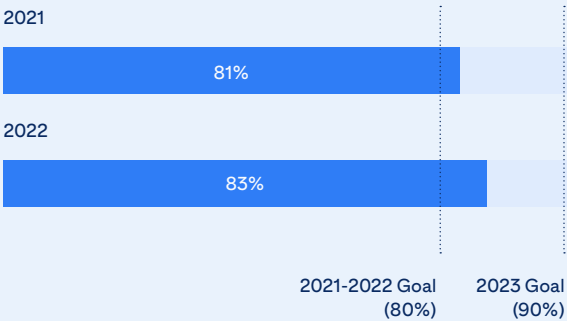
We continue to work towards increasing the representation of US employees who self-identify as Alaska Native, American Indian, Black, Latiné or Hispanic, Native Hawaiian and/or Pacific Islander to 20% by 2025. In 2022, representation across these communities was 17% (up from 16% in 2021). While we see incremental progress, we will continue prioritizing many of our existing efforts to work toward our goal.

One core initiative that we are expanding is our Diverse Slates Approach (DSA). It’s the practice we use to diversify candidate pools with qualified candidates who are women, Alaska Native, American Indian, Black, Latiné or Hispanic, Native Hawaiian and/or Pacific Islander.

We cannot build strong, diverse teams using the traditional sourcing methods that rely on homogenous networks. DSA is one approach that helps us ensure there is access to opportunities and equitable consideration of qualified candidates who may face barriers due to systemic discrimination.



Open roles adhering to Diverse Slate Approach



In 2022, 83% of open roles adhered to our Diverse Slate Approach, exceeding our goal of 80%. Building on this progress, we set a new goal of 90% in 2023 for our open roles in the US. We are also expanding DSA globally to build qualified slates of candidates who identify as women.

In addition to the Diverse Slates Approach, our University Recruiting team hosted numerous events in partnership with Historically Black Colleges and Universities and Hispanic Serving Institutions, resulting in a 15% increase of interns from underrepresented backgrounds over the last year.

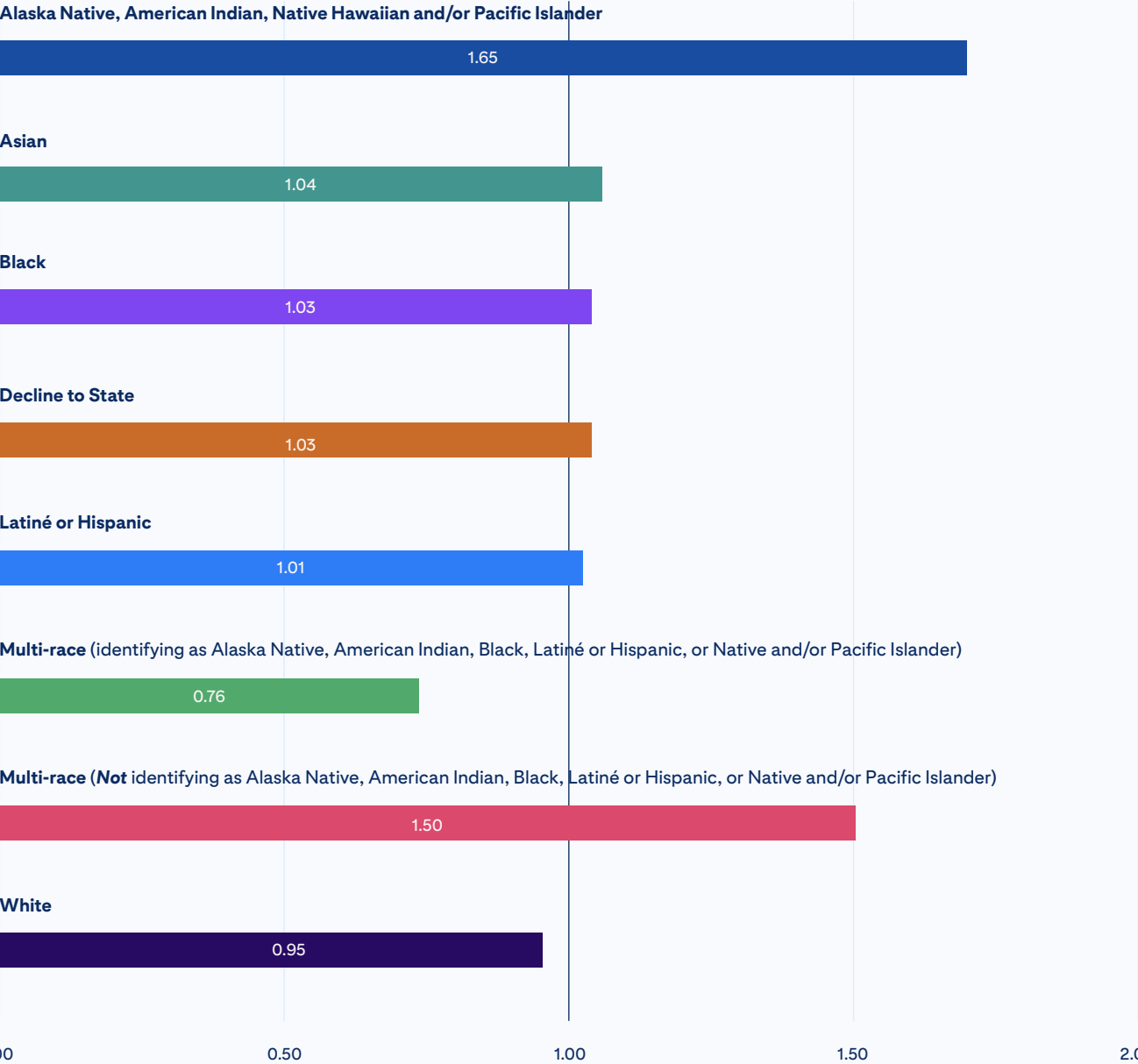
We also hosted our 2nd Product Apprenticeship cohort and our 7th Engineering Apprenticeship cohort to increase opportunities for underrepresented candidates from non-traditional backgrounds to enter the tech industry. We remain committed to this program because candidates from non-traditional backgrounds bring unique perspectives to create business impact on our high-yielding teams.

As proud as we are of our recruiting and talent acquisition initiatives, we know that bringing in amazing talent isn’t enough. We also need to create a workplace where everyone’s differences are celebrated and ideas can flourish. Where our employees can be their authentic selves, here. In addition to looking at our hiring practices, we carefully consider our attrition rates, and what factors contribute to attrition at the company.

Pinterest’s average attrition rate represents 1.00 on the index (displayed as the reference line). Groups where attrition is above 1.00 have a higher attrition rate than the average. Groups where attrition is below 1.00 have a lower attrition rate than the average.

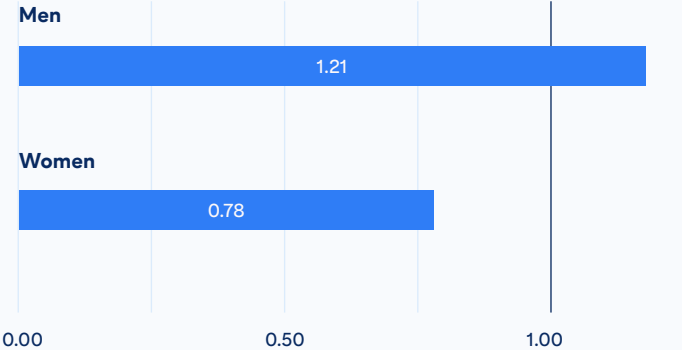
Attrition by Race/Ethnicity (US)

US Attrition = 1.00



Attrition by Gender (Global)

Global Attrition = 1.00



We strive to ensure that employees from different backgrounds have an equally excellent experience during their tenure at Pinterest. While we are pleased that many groups have attrition rates very close to average, we also recognize that it is not equivalent across all demographics. Small population sizes, as indicated in our representation data, can result in larger swings in attrition averages. Read on to learn about a number of important steps we took in 2022 to continue building an inclusive culture.

Building an inclusive culture



“ ”

Pinterest is truly unique because it's the only place I've worked where I can see myself represented in the product, in content on the platform and in senior leadership roles. I love that Pinterest supports me with pursuing my passions both inside and outside of work so that I can build a career and life that I love. I am passionate about supporting others and as a Global lead for Blackboard, one of our Pinclusion Groups at Pinterest, I have the privilege of directly shaping DEI programs and initiatives. I love having the opportunity to contribute to the success of my fellow Pinemployees and the company as a whole.

– Amma
Employee, UK

A global approach

In 2022, we were more intentional than ever before about taking a global approach to I&D work. We serve 450 million Pinners across the world and we have offices in 16 countries. And last year we dedicated a position on the I&D team to global strategy so we can continue to meet the needs of all our employees around the world.

In addition, we've partnered with world-class leaders like [Dr. Margaret Amaka Ohia-Nowak](#) and [Dr. Sapna Masih Advani](#) to scale our work and provide an international lens to our I&D efforts, from Poland to Japan.

“ ”

Customizing US-based I&D training programmes for employees based outside of the US is absolutely essential. Especially, if we want to make these programmes accessible for people working in different cultural and geographical contexts. Partnering with Pinterest on this was absolutely an inspiring and learning journey for me. I strongly believe such initiatives will become standard in many DEI organization practices.



Dr. Margaret Amaka Ohia-Nowak
Consultant, Poland

We also took additional steps to let employees know that we don't just value them for what they can do, but also who they are. In 2022, we continued our global effort called Count Me In, which gives more self-identification options to employees so they can see themselves represented more accurately. We care about our employees. And the more we can help employees feel safe, and have the opportunity to share with us who they are, the better we can deliver for every member of our team.



We have rolled this out in Australia, Brazil, Canada, Japan, Mexico, Singapore and the United States. In 2023, we will expand these options to more offices across the globe. And we'll continue working to help employees feel fully seen.



All of this work has helped Pinterest earn recognition for our global workplaces. For example, our Canada office was named one of the “[Best Workplaces for Inclusion](#)” and “[Best Workplaces for Women](#).” In the UK, the Advertising Association named Pinterest an “All In Champion” for our commitment to creating a culture of belonging.

Pinclusion Groups

An essential component of building an inclusive culture is giving employees opportunities to foster connections with each other outside of their workstreams.

Pinclusion Groups—formerly known as employee communities—are one of the primary ways our people come together. They provide the space and community employees need to support each other, as well as educate and advocate the broader company about identity-based issues and interests.

As we outlined in our [H1 update](#) last year, we support and recognize the leaders of these groups for all the work they do to make Pinterest the unique company that it is—including offering monetary awards and professional development opportunities to Pinclusion Group leaders.

Our Pinclusion Groups are active in all regions, resulting in a more impactful and global program. Pinclusion Groups have pushed progress on a number of fronts, including (but certainly not limited to):



Asians@
Our Asian Pinclusion Group collaborated to have East Asian, South Asian, Filipino and Indigenous representation in their programming for Asian Pacific Islander Heritage month featuring everything from career panels on how to break the glass ceiling to an interview with actor, Simu Liu, on how to defy stereotypes while building a career.



PinAble
Our group focused on disability and accessibility transitioned from leadership by allies to empowering people with disabilities as leaders. This change is leading to increased activism by and for Pinemployees and Pinnerers with disabilities.



Pride@
Our LGBTQ+ Pinclusion Group organized public statements in support of the community to combat the global surge in discriminatory legislation and discourse. And as part of commitment to marriage equity in Japan, Pinterest participated as a supporting company for an [NPO led activation](#) to show our advocacy.



Vets@
Vets@ has hosted volunteering events and fundraisers for organizations such as [Swords to Plowshares](#) and [Run In The Dark](#) to support and celebrate veterans.



Blackboard
Our Black Pinclusion Group hosted Bloom—an incredible professional development conference where the community came together to lift each other up and learn from one another.



PIndigenous
Our group for Indigenous employees and allies has hosted a series of wellness sessions with [Nazbah Tom](#), a somatic healing practitioner, to aid our employees’ reconnection to mind, body and spirit.



Todos Pincluidos
Our Latiné Pinclusion Group has focused on career growth by opening up access to leaders through casual “cafecito” conversations, goal-setting workshops, and support during performance reviews.



Women@
Women@ has organized networking circles, mentoring opportunities and leadership development curricula for hundreds of women around the world.

“ ”

I first got involved with the Asians@ Pinclusion Group by participating in a planning committee for Asian-Pacific Islander (API) Month in May. I was able to work closely with people from different countries and different backgrounds that I never otherwise would have worked with. I felt like a leader and a part of a team that was driving impact and making a positive difference for API-identifying employees. Above all, the Pinclusion Group introduced me to new friends, all who made me feel like I belong at Pinterest.

Beverlyn
Employee, US



Christyna at Blackboard's Bloom conference

“ ”

Joining the women-latam/ women-br group was an amazing opportunity to meet other fantastic women at Pinterest. I felt the Create Belonging value at its core, and I am proud of connecting with so many inspiring women on a personal and professional level. I am happy that Pinterest really understands the power of diversity and incentivizes us early on our Pinployee journey to be part of it.

Julia
Employee, Brazil



Brodie and Jordan representing Plndigenous at AISES



David, our PinAble Executive Sponsor, showing up for Pride

“ ”

The most impactful PG experience was walking in the Toronto Pride Parade with nearly 100 employees and loved ones. It was incredible to see so many of our employees show up to support the community and celebrate love.

Paul
Employee, Canada

Pinspiration Groups

Belonging doesn't only happen because of identity. It can also materialize through shared interests. In 2022, we created new opportunities for employees to come together in interest groups they are passionate about, and around issues that have a strong connection to our business strategy. We call them Pinspiration Groups.

Pinside Out

Pinside Out is dedicated to creating community, connection, and support for Pinterest employees on everything related to mental health. Pinterest prides itself on being a place that nourishes emotional wellbeing. We want to invest in the mental health of our employees with equal commitment.

PinPlanet

PinPlanet mobilizes employees, Pinners and partners on actions we can take to create a sustainable future for all. Pinterest is committed to doing our part to combat climate change—including limiting emissions, protecting our planet, and combating climate misinformation on our platform.

Commitment to Equitable Outcomes

With all our efforts, our aspiration is to ensure that Pinterest employees, regardless of their background or identity, are able to flourish in their roles. We are always evaluating the impact of programs, policies, and decisions such as job architecture and [Pinflex](#) to offer opportunities to everyone and reduce bias. We regularly review employee experience survey scores, job leveling distributions, and talent management decisions to achieve parity of experience for all of our employees.



In addition, we are committed to maintaining pay equity across gender and race. This means equal pay for comparable work. Twice a year, we analyze compensation and make adjustments when necessary to continue to stand by this important commitment. Separately, we published our first [Gender Pay Gap report for Ireland employees](#).



Creating belonging through our product



*Pinterest strives to give everyone—and we do emphasize **everyone**—the inspiration and tools they need to create their best lives. That’s why our commitment to inclusion and diversity isn’t only focused on internal efforts. We aspire to advance these values for our Pinner*s, too.

Building an inclusive product

This work begins with building an inclusive product. Every month, hundreds of millions of people from every corner of the world open up Pinterest to discover ideas that reflect their tastes, lives, and futures. We only succeed if we meet the expectations of every Pinner—no matter what they look like, what language they speak, or where they live.

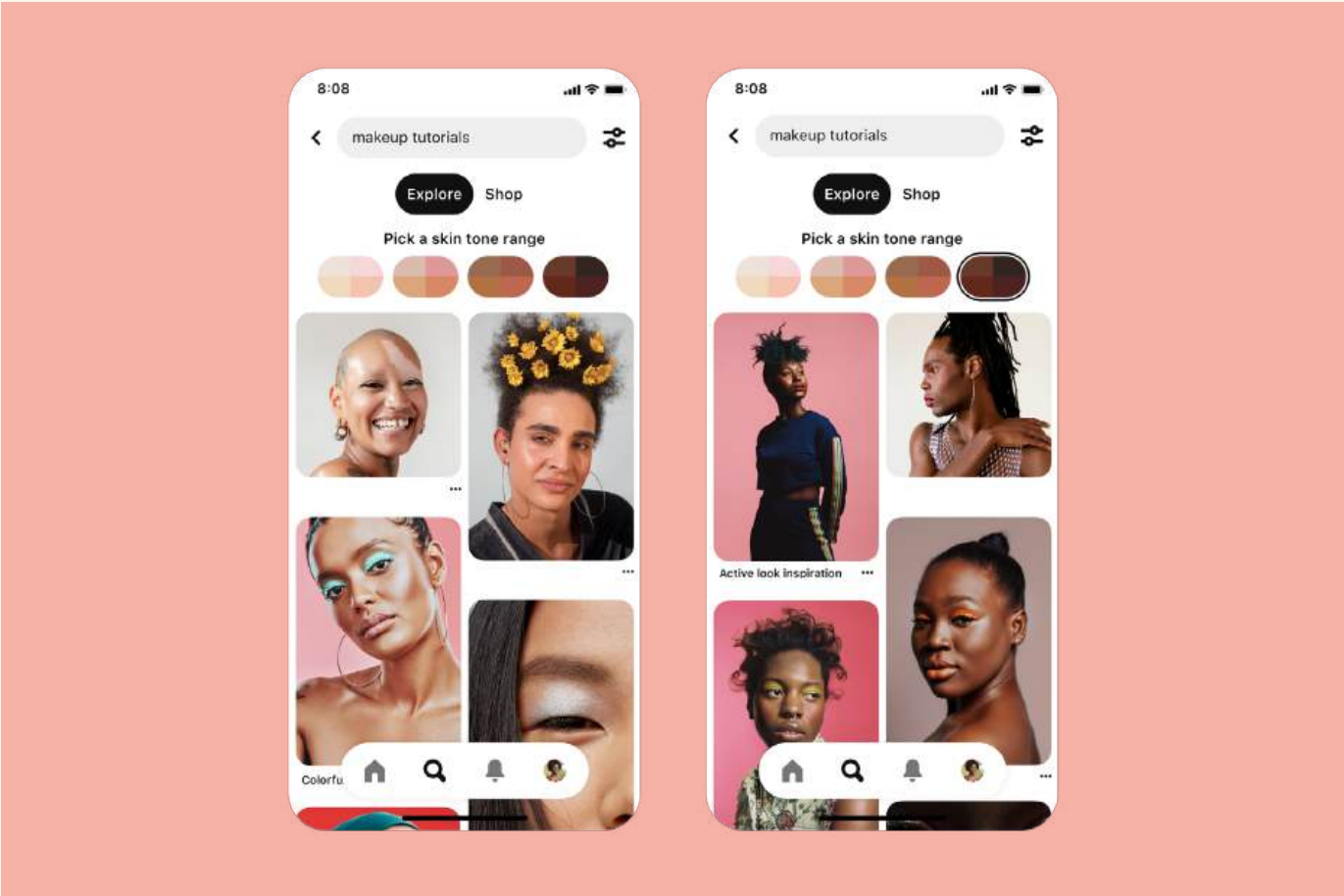
Fulfilling this promise requires building with a commitment to I&D. That's why we are committed to building inclusive AI that understands diverse data and delivers relevant content to Pinners from a wide range of backgrounds. In short, we're working one step at a time to create a product where everyone feels welcomed with an inclusive and inspirational experience.



In 2022, Pinterest was named to Fast Company’s “Brands That Matter” list in part because we have taken an innovative approach to developing inclusive products over the years. Many of our tools are industry firsts.

Highlights of our work include:

- Skin tone ranges
- AR Try-on
- Hair pattern search

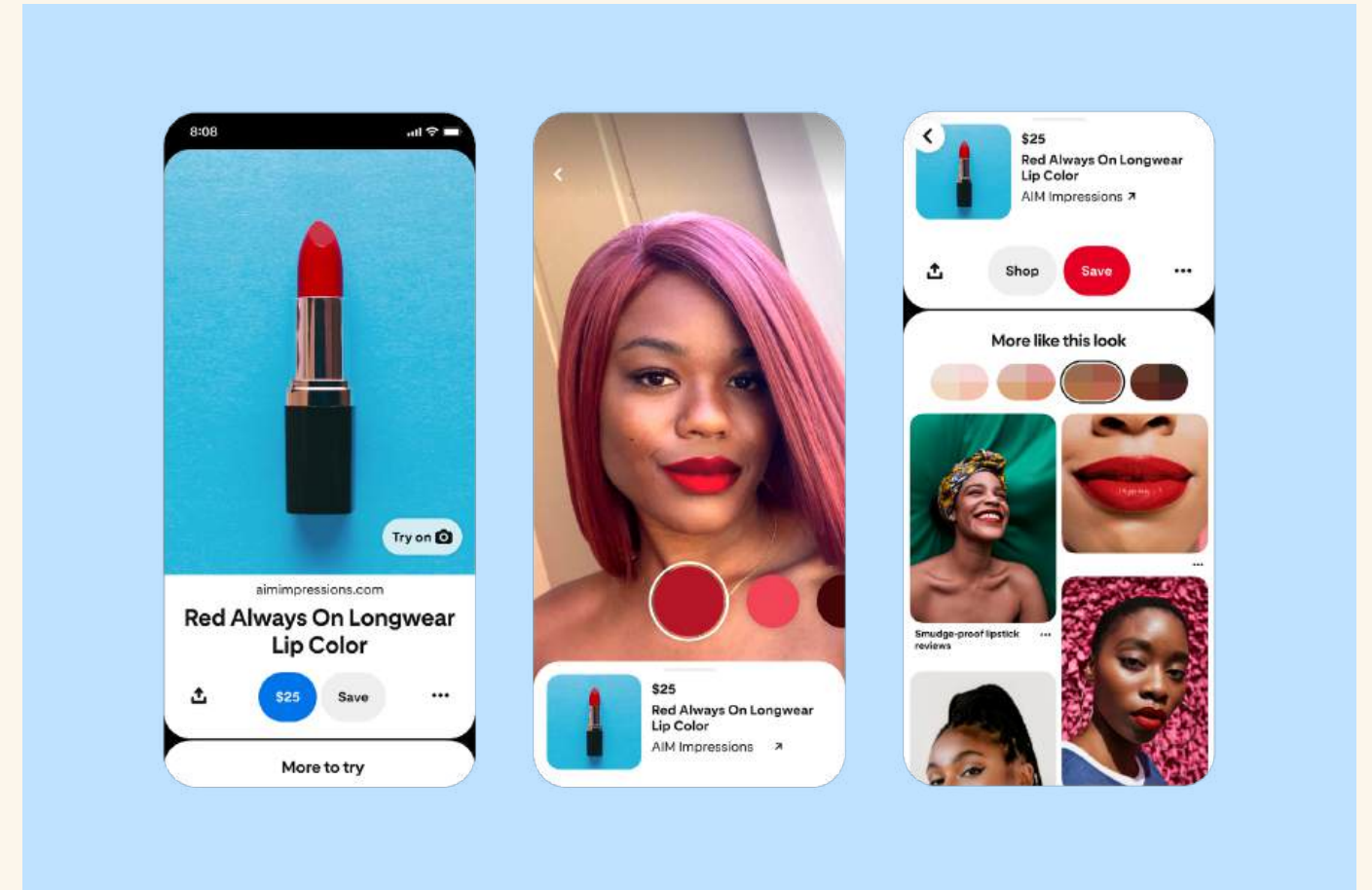
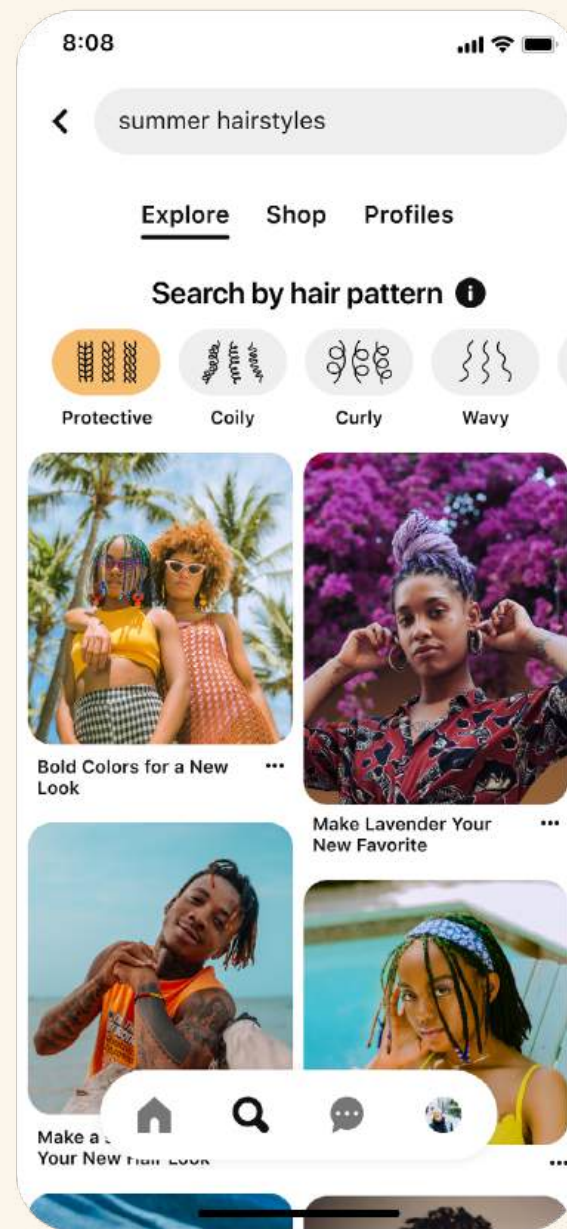


Skin tone ranges and computer vision technology

Beauty is one of the most popular interests on Pinterest. With this feature, people are able to customize the results they see based on skin tones that match their own, and truly find the products that they will absolutely love. In 2022, we expanded the technology to cover more beauty and fashion related searches, improving the skin tone diversification in related search results, on related product Pins and on the home feed for new users.

Hair pattern search

Many people come to Pinterest looking for their next hairstyle. In 2021, Pinterest introduced hair pattern search, a first-of-its-kind technology, created with Black, Brown and Latiné Pinners in mind, that empowers users to search for hair inspiration across hair types like protective, coily, curly and more. In 2022, this tool expanded to nine international markets across Central and South America (Argentina, Brazil, Colombia, Mexico) and Europe (Austria, Germany, Spain, Italy, France) and was named “honorable mention” in Fast Company’s 2022 World Changing Ideas Awards. We also saw the number of daily searchers using hair pattern search grow 41% in the past year in launched markets¹



AR Try-on

Pinterest has always been a visual platform. We believe that if you can see it, you can be it. With AR Try-On, we use Augmented Reality technology to let Pinners use virtual tools to see what lipstick, eyeshadow or other beauty products look like on them. Then, using skin tone ranges, they can quickly find more of the beauty products they like, and make them a part of their looks and lives.

¹ Pinterest Internal Data; launched markets; Q1 2023 vs. Q1 2022



Supporting diverse businesses and creators



Businesses and creators have always played an essential role on Pinterest. People come to our platform looking for ideas for everything in their lives—from new home decor, to dream wedding designs, to recipes to cook for dinner. And often, those ideas come from business accounts.

In 2020, we began giving every party with a business account the opportunity to self identify if they are from an underrepresented group. When merchants share information, it gives Pinner's the opportunity to shop their values. By the end of 2022, more than 200,000 business accounts on Pinterest reported being majority-owned by someone from an underrepresented group. And we've found that brands with Merchant Details are 16% more likely to make a sale than brands without.¹

We've also bolstered our support of creators. Over the last year, we expanded the [Creator Inclusion Fund](#) program across verticals in the US, in addition to our first-ever programs in the UK and Brazil. The incubator program is specifically designed to increase pathways to success for creators from underrepresented communities through financial and educational resources. Past participants saw immense growth, [Angela Nguyen](#), a graduate of the 2022 Wellness cycle, increased her followers by 77%* in a span of three months. While Food cycle graduate [Mandi Conley](#) grew her Saves from 1,500 to 10,000+ in just one month.²

¹ Source: Pinterest Internal Data, US, Pinterest Merchant Analysis; Analyzed engagement and purchase performance across merchant segments, 2021.

² Pinterest, internal data, 2022

“ ”

The Creator Inclusion Fund gave me a renewed sense of passion and confidence in all areas of life. It's because of the education I was provided and the investment that the Creator Inclusion Fund made in me that I've landed some of my largest and most exciting opportunities to date. As a platform, Pinterest is constantly inspiring and empowering me to be my most genuine self both as a human being, a creator and a CEO/Founder.



Abria Perry
Creator, North America

“ ”

Participating in the Creator Inclusion Fund was such an unique experience. The content shared during the program sessions helped me push my content creation to the next level, inspired me to create with joy and gain better reach compared to other platforms. The feedback I got from my Pinterest Manager was key to my progress. I've always had a hard time valuing my work, and having feedback on every piece of content posted made me feel much more confident.



Steyce Norrane
Creator, Brazil



Our support didn't stop with providing resources for Creators. We also understand the need to elevate their voices on the platform. In 2022 our Creator Inclusion team set a goal to leverage cultural editorial moments as an opportunity to acquire, educate, engage and amplify creators from underrepresented communities on platform.

74

Creator Partners

189M

Monthly Views
(+166M)

In 2022, we supported 74 Creator partners, and their monthly views increased from 23M to 189M. We're excited to see these Creator communities continue to grow their Pinterest content.



Partnering to drive change in the industry and world



It's no secret that advancing inclusion and diversity is not easy. It tests patience and requires reforming longstanding inequitable systems. No organization—including Pinterest—can do this work alone. That is why growing our partnerships is a key part of our strategy.

There is a wealth of knowledge and expertise out in the world—people and organizations doing monumental work to advance diversity, equity and inclusion in new and inventive ways. By offering us their expertise, research and best practices, they are helping us advance our I&D goals in our company, the tech industry, and in the world.

Partners helping build a better Pinterest

In 2022, we are proud to have continued building a number of strong partnerships with organizations who help us advance our I&D work.



“ ”

It's energizing to work with a brand thinking so seriously about how to be a force for inclusivity online and far beyond. Pinterest is engaging in practical, purposeful efforts to tackle major injustices and the micro experiences of them on social media and off.

Rebecca O'Neill
Managing Director, Gauge.ai



[Values Partnerships](#) is the US's largest Black-owned social impact agency and offers some of the best thought leadership in this space. It manages [Gauge](#), which has provided us world-class research to inform our approach on everything from inclusive product features to heritage month programming. It also helped us organize the Pinterest Inclusion Advisory Council, a group of leaders from civil rights and justice organizations who regularly advise Pinterest on issues related to our employee experience and our product.



[Transgender Training Institute](#) (TTI) is a world-class team that uses their expertise and lived experiences to provide education that helps people better affirm the transgender and non-binary people in their lives. TTI equipped us with new and practical strategies to create more belonging in our workplace, and offered guidance on internal programs and policies.



[Right to Be](#) is a non-profit founded in 2005 with the mission of teaching people how to stop harassment. Pinterest was proud to introduce this Bystander Intervention Education to equip our team with new tools to be effective allies.



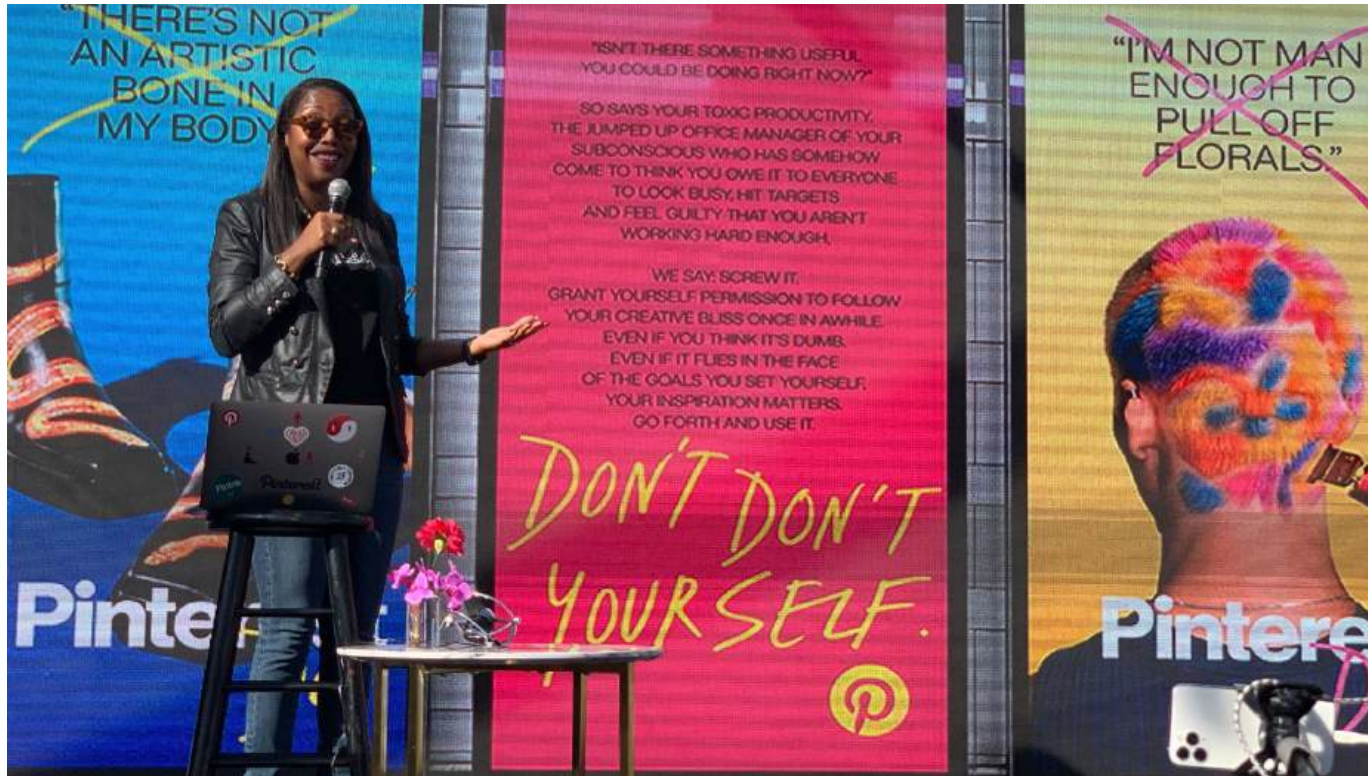
[CNEXT](#) is an organization that helps develop high-impact leaders. Pinterest partnered with them to deliver Accelerate, a 2-year program for 10 of our emerging leaders from underrepresented communities, all nominated by their managers and the Pinterest Executive Team.



[Activate Inclusion](#) is an organization that offers DEI training and inclusive leadership coaching. Pinterest executives participated in these learning opportunities, emerging with new skills and tools to lead in a way where the inclusion and diversity lens is applied to every workstream.

Partners helping build a better tech industry

In 2022, Pinterest collaborated with organizations who are championing change in the tech industry.



Nichole Barnes Marshall speaks at the Lesbians Who Tech San Francisco Summit in 2022



[/dev/color](#) is a global career accelerator for Black software engineers, technologists and executives. [In 2022, we continued our partnership](#) with /dev/color to support and invest in Black talent. We were also proud to support the organization's annual conference and /dev/color membership community to help spread the word about career opportunities.



[Lesbians Who Tech & Allies](#) is the largest LGBTQIA+ technology community in the world. In 2022, Pinterest was proud to sponsor and participate in the organization's annual summit, where our Chief Diversity, Equity and Inclusion Officer, Nichole Marshall, talked about expanding opportunity and belonging in the tech industry.



[The American Indian Science and Engineering Society](#) works to increase the representation of Indigenous peoples in STEM. Pinterest has been a participating company for 3 years, and in 2022 sponsored their annual conference.

Partners helping build a better world

Pinterest uses its resources and voice to push for change in the world, especially in the communities our offices call home.

Our impact work is anchored by a strategic focus on emotional wellbeing. We spent 2022 activating our pledge to advance emotional wellbeing with our Purpose Partners. These partners are nonprofit organizations who raise awareness on mental health, explore innovative approaches to emotional wellbeing, and tackle disparities in access to mental health resources. Equity is an important crosscutting lens for this work.

More so, we believe in the importance of how we create impact. We emphasize a trust-based approach and are intentional in our language of “partners”: 94% of Purpose Partners indicate a high level of trust in Pinterest as a partner. We continuously look for ways to strengthen our partners’ capacity and co-create long-term, sustainable impact together.

49%

of dollars are invested in a program/project with an explicit DEI focus

46%

of dollars are invested in support programs or projects serving a primarily non-white population

38%

of Purpose Partners are led by BIPOC leader



Thank you



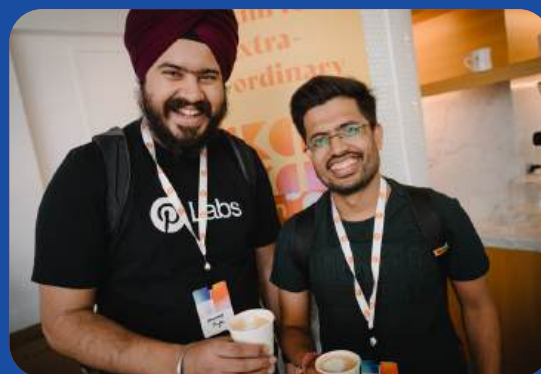
On behalf of our entire team, thank you for taking the time to read our report. We had a busy year full of wins and learns. And we look forward to using all these lessons to continue pushing our work forward.

I&D work is hard. But we continue to approach the future with great optimism and determination. That's due in large part to our employees and partners who keep on inspiring us to take bold and necessary action. They are why we can confidently say that our best work is yet to come.

Our thanks to everyone who's contributed to our journey. We look forward to achieving more progress together in 2023 and beyond.



You belong.



Methodology

We do not collect data where it is expressly prohibited by local law or would put our employees’ safety at risk.

Some numbers may not add up to 100% due to rounding.

For numbers larger than 1%, we round to the nearest whole number. For numbers smaller than 1% we report as <1%. 0% would mean no employees self-identify in that way and are therefore not depicted in our visualizations.

Leadership comprises employees in levels L7 and above.

Engineering consists of employees that report into the engineering organization, excluding executive assistants.

All reporting on gender, unless otherwise stated, reflects global data. “Women” and “Men” categories are inclusive of transgender employees, aligned with how they self-identify.

Race and ethnicity data currently comprises only our US-based employees.

“Asian” is inclusive of employees who self-identify as South Asian, Southeast Asian, and East Asian. We plan to share this additional level of detail in the future when we have met our threshold of participation.

“Decline to State” is an option for our employees to actively select.

“Multi-race” is representative of employees who self-identify as more than one race/ethnicity.

Our metrics pertaining to the goal of increasing representation of employees who self-identify as Alaska Native, American Indian, Black, Latiné or Hispanic, Native Hawaiian and/or Pacific Islander includes employees who are Multi-race when inclusive of the identities listed above.