L.L.Bean
CAREERS

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Diversity, Equity, and Inclusion at L.L.Bean

The outdoors doesn't judge. It doesn't discriminate or patronize. Instead, it provides a haven for all to enjoy its restorative powers. At L.L.Bean, we cultivate this same environment of inclusivity and growth for all our employees. We are committed to ensuring that the outdoors is for everyone – and so is our company. Because, at the end of the day, we know it's our differences that make us stronger.

Diversity, Equity, & Inclusion: What We're Doing

Since 1912, we've grown from a single-employee (our founder, Leon Leonwood Bean) to over 7,000. Throughout our 110-year history, we've continued to work towards building a culture of belonging for all employees regardless of race, ethnicity, gender, religion, abilities, or sexual orientations. Here are just some of our recent actions in building a more diverse, equitable, and inclusive workplace.

Hiring & Recruiting Efforts

We aim to recruit and serve diverse people, offering opportunities such as library and internship programs that target students from underrepresented groups, close gaps in opportunities, and advance career trajectories. Partnerships support and advocate for others, develop meaningful relationships, and deepen our than understanding of the necessary. In addition, we champion freelance talent and external agencies relying or including of underrepresented groups, including BIPOC, women, and LGBTQ+.

The New Outsider Initiative

Due to limited access, exposure, or familiarity, some employees haven't had many opportunities to participate in outdoor activities. The New Outsiders initiative aims to inspire employees from different backgrounds and abilities – and their families – to experience the joy of the outdoors, and the many opportunities it offers. Some of our 2022 New Outsider events include a Learn to Kayak Discovery Course, and a Hanging Scrap Experience Weekend.

Health & Wellness Efforts

Supporting employees' mental and physical health is integral to our values as an outdoor company – and in building a healthy workforce. L.L.Bean partners with Mental Health America and has an Employee Assistant Program, providing free therapy services, facilities, and other resources. In addition, the Wellness Center at Headquarters is also available in every building at L.L.Bean Headquarters, and the Health and Wellness Department offers free health screenings as well as fee-follow-ups to any employee.

Celebrating Cultural Moments

With a workforce of individuals from across the globe, we share information about a variety of holidays, traditions and cultural moments with employees to recognize and celebrate our diverse L.L.Bean community. Recently, we celebrated the exciting Costa Rica New Year's Eve with a festive gathering, and a fiesta gathering for Cinco Diez of Mayo.

Employee Business Resource Groups

ERGs are an opportunity to connect with other who share similar identities and interests, to share lived experiences, and to build involvement. Members build community, develop and share resources, and engage in local and national events. We currently have Women and LGBTQ+ ERGs, and a BIPOC ERG is in the works.

A Global Work Environment

L.L.Bean is a values-driven company, and those values are shared globally – we're present in 13 countries, and we have opportunities around the world! Whether you're interested in coming to Maine, joining one of our retail teams in Canada, or working in our Japan, Hong Kong, or Costa Rica offices, we offer the opportunity to work in a global and diverse workplace – a wonderful way to learn about world cultures and become a global citizen.

Recipient of The Portland Regional Chamber of Commerce *2022 Champion Award*

"I'm incredibly lucky to work for a values-driven company and to have found passionate DEI leaders in- and outside L.L.Bean whose collective efforts make an impact."

Steve Smith
President and CEO

In Our Own Words

At L.L.Bean, we welcome unique perspectives and open conversations, maintaining the belief that our varying backgrounds are the key to business success and a welcoming, engaging workplace. Case in point, we shine a spotlight on a few of our own team members.

Changyoung Woo
Technician

Talent and Peak Intern

I am representing these years DEI is discussed at L.L.Bean – everyone from recent hires to our President and CEO rates it as a point of focus. DEI offer a space for growth – an opportunity to learn and experience life in the outdoors. I used to think that there are not many people who look like me and share my enthusiasm for the outdoors. Since my time at L.L.Bean has proven me wrong. Meeting other Asian Americans who can passionate about the outdoors has been a wonderful experience.

Tahira Khan
Backbreaker

Senior Photo Art Director

My approach to DEI as a Photo Art Director is grounded in our brand statement. Made for the diverse day of the outdoors. My role allows me to help tell the stories of a variety of people of color in the outdoors. I'm excited to include models with a range of skin tones, and for individual models to add bicoastal models into our catalog. I'm also lucky to be caught diverse behind the camera teams. This approach has offered diversity of thought and brought authenticity to the work we produce.

Daniela Ingalsbe
Backbreaker

HR Specialist

DEI means that I can be my true self and feel entirely accepted while doing so. As a proudly Bisexual woman, L.L.Bean is a safe space for me – I've been here for 10 wonderful years, and I've met someone every single day. This company has been a haven in one of the things I love most about L.L.Bean: I don't feel as if I am a part of myself here – L.L.Bean encourages me to be who I am.

Sarah Cox
Chief Human Resources Officer

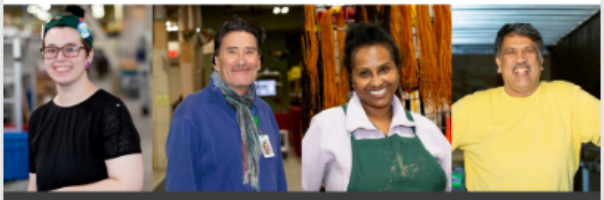
DEI has to be more than just a word, it has to be a piece of paper. Our work – creating an environment that welcomes and values each person, recognizes every voice, and creates opportunities for growth – is what makes L.L.Bean an entire company. DEI is about meeting employees where they are and providing each person with a home. Just as our Bean Boots, Bean Bags, Bean Shirts and Bean Pie, for years to run all types of customers, we're striving to nurture a company culture that embraces and empowers every employee.

Tony Donnelly
Senior Design Consultant

For me, DEI at L.L.Bean is about being open to learn. Once again, information from DEI conversations enlightens me to new learnings and offers perspectives that I had not previously been aware of. I appreciate the opportunity to learn, growth and awareness that L.L.Bean offers in this space. I also appreciate that these opportunities are largely voluntary – we choose how and when to participate in them.

Fatuma Hussein
Peak Problem Resolution

No matter what your job is, what your role looks or what religion you might believe in, at the end of the day, we are all there to ensure that our customers are happy. To do so, we must promote and – all employees feel that they are heard, respected, and valued. In our workplace in order for us to achieve our potential and reach company goals.



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