

[View our 2023 People and Culture Data](#)

Building diverse teams to serve a diverse platform

On the Uber platform, a staggering number of different people interact with one another across our 19 million trips a day. We need to build our products and run our business in a way that reflects the diverse communities we serve. That means it's essential for our workforce internally to reflect the diversity that exists on our platform, and for us to cultivate an environment where that diversity thrives and where people feel they belong and can contribute to our shared success.

By making gradual and sustainable changes over time, Uber has rebuilt the foundation from the bottom up and completely reshaped our culture. Five years later, we are already seeing how diversity is making us stronger and enabling us to create a more equitable and inclusive environment to move the world for the better.

Leadership's commitment to diversity

We're committed to increasing demographic diversity at Uber and becoming a more actively anti-racist company and ally to the communities we serve. Our Executive Leadership Team is doing their part to make this a reality through setting goals around representation on their teams and tracking progress regularly. In 2020, we also made public anti-racist commitments to extend our efforts through our products and our partnerships, and to all users on our platform. We actively manage and track these commitments and are progressing on all of them.

[See our racial equity commitments](#)

"We know that progress takes time, but it's not the lack of solutions that slows us down; companies struggle to make progress when they don't have the courage to stay committed and stand up against racism and White supremacy behaviors. Individuals and companies lose steam when they don't see rapid change. But gradual transformation is most sustainable. Inequality and racism didn't emerge overnight, and they can't be fixed with easy solutions. The work is never done. I trust that if we stay dedicated, change will happen. Uber has always had the courage to commit to sustainable action, and that for me is an initial success."

Bo Young Lee, Chief D&I Officer

"As a company that powers movement, it's our goal to ensure that everyone can move freely and safely, whether physically, economically, or socially. To do that, we must help fight the racism that persists across society and be a champion for equity, both inside and outside our company.

"One thing is clear to us: we can't just hope that our products alone will improve equity and fairness. We must use our global breadth, our technology, and our data to help make change, faster—so that we become a more actively anti-racist company; a safer, more inclusive company and platform; and a faithful ally to all the communities we serve."

Dara Khosrowshahi, Chief Executive Officer



Employee resource groups

Uber's employee resource groups provide awareness regarding identity and intersectionality, in addition to leadership development opportunities for members.

Able at Uber

Asian at Uber

Black at Uber

Uber's Asian community

Uber's community for Black employees and allies

Uber's community for caregivers and employees living with disabilities

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Equal at Uber

Uber's community for socioeconomic inclusion

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Immigrants at Uber

Uber's community for immigrants

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Interfaith at Uber

Uber's community for people of various spiritual beliefs and cultures

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Los Ubers

Uber's community for Hispanic and Latinx employees and allies

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Parents at Uber

Uber's community for parents and caregivers

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Pride at Uber

Uber's community for LGBTQ+ inclusion and diversity

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Sages at Uber

Uber's community for employees of all generations

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Veterans at Uber

Uber's community for veterans

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Women at Uber

Uber's community for women

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Annual People and Culture Reporting

Each year, we publish our People and Culture Report to share our approach to human capital management, diversity, equity, and inclusion; and culture. We share updated representation data and outline how we're progressing against our goals. The report is a critical component of our approach to increasing transparency around our workforce data and human capital practices.

Uber is moving to influence a more equitable experience for everyone we touch. To better tell this story, we've created a holistic view of how Uber drives impact by integrating our People and Culture Report with our ESG (environmental, social, and governance) Report to become our new Environmental, Social, and Governance Report.

[See our People and Culture Report page](#)

Being an equal opportunity employer

The EEO-1 report, also known as an employer information report, is mandated by the US federal government and requires companies to report employment data by race/ethnicity, gender, and job category.

The report is used to ensure proper diversity and equal opportunity throughout our workforce—essentially a road map of Uber's US workforce at a specific time. Fostering a diverse workplace helps our business think critically about its goals in terms of our broader DEI strategy. We choose to make this report publicly available as part of our ongoing commitment to increasing transparency and detail around our employee demographic data.



Uber is proud to be an equal opportunity/affirmative action employer. All qualified applicants will receive consideration for employment without regard to sex, gender identity, sexual orientation, race, color, religion, national origin, disability, protected veteran status, age, or any other characteristic protected by law. In addition, we consider qualified applicants regardless of criminal histories, consistent with legal requirements. See also "Equal Employment Opportunity is the Law", "EEO is the Law" supplement, and "Pay Transparency Nondiscrimination Provision." If you have a disability or special need that requires accommodation, please let us know by completing [this form](#).



DEI and life at Uber

Check out our Careers page for more information on what it's like to work at Uber.

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