

# Diversity & Inclusion

Cultivating a workplace that values and respects the culture, talents, experiences, and contributions of associates from all backgrounds is a continued focus.

Understanding that people thrive when they feel they belong, our 2022 D&I initiatives aimed to advance inclusivity, engagement, and wellbeing for all associates.



Understanding that people thrive when they feel they belong

## MANAGEMENT

**34.49%**  
FEMALE

**65.44%**  
MALE

**0.07%**  
NON-BINARY

**66.13%**  
WHITE

**13.55%**  
HISPANIC/LATINX

**10.38%**  
AFRICAN AMERICAN

**5.05%**  
ASIAN

**1.66%**  
TWO OR MORE RACES

**0.50%**  
AMERICAN INDIAN  
OR ALASKA  
NATIVE

**0.47%**  
NATIVE HAWAIIAN  
OR PACIFIC  
ISLANDER

**2.27%**  
NOT DISCLOSED

## ASSOCIATES

**42.63%**  
FEMALE

**56.40%**  
MALE

**0.86%**  
NON-BINARY

**52.61%**  
WHITE

**16.77%**  
HISPANIC/LATINX

**18.55%**  
AFRICAN AMERICAN

**6.77%**  
ASIAN

**1.64%**  
TWO OR MORE RACES

**0.65%**  
AMERICAN INDIAN  
OR ALASKA  
NATIVE

**0.93%**  
NATIVE HAWAIIAN  
OR PACIFIC  
ISLANDER

**2.09%**  
NOT DISCLOSED

The 2022 U.S. workforce data provided above is from our EEO-1 Reports and is based on our employees' voluntary self-disclosure of gender and race/ethnicity. The information does not include data from our Federation companies, which continue to operate as separate entities.