AUTODESK

diversity & belonging

FY23 Report

Building a culture of belonging

It's been one incredible year since I joined Autodesk as senior director of diversity and belonging. I reflect on the meaningful progress we've made together in that short time, I'm more inspired and energized than ever to continue the journey toward realizing our vibrant, open, and engaged company culture.

At Autodesk, we're fostering a culture of belonging in which all employees have equitable opportunities to succeed and contribute.

Our Strategy

Since 2020, our global diversity and belonging strategy has driven us toward implementing an ecosystem approach that focuses on individual, interpersonal, and structural dimensions of change and transformation. Our three-year objectives are centered on the following strategic change levers:

1. **Attract a diverse workforce:** Increase representation of global women in tech, global women in sales, and underrepresented people of color employees in the United States

2. **Expand leadership diversity:** Increase geographic and demographic diversity of leadership

3. **Foster a culture of belonging:** Transform our culture so that all employees feel they belong

This report provides an update on how we are tracking against our goals and the programs developed to help meet them.

FY23 Highlights

Here are just a few of the highlights from this report that I'm most proud of:

- **Scaling affinity groups for global impact:** Our team drove a 40% increase in Employee Resource Group membership and supported 70+ site events and 12 all-employee global events. In collaboration with the Autodesk Foundation, our ERGs also distributed $140,000 in funding to their respective communities external to the company.

- **Advancing Black and Latinx Leadership:** In early 2022, we launched Next Level, a program designed to create a pipeline of underrepresented people of color who are ready to move into leadership roles. Twenty-four manager- and senior manager-level employees embarked on six months of leadership development and received a full year of executive sponsorship. The program culminated in a capstone case competition in which groups pitched an innovative business proposal for Autodesk to deliver customer value with machine learning. We're already seeing early signs of impact with four of the Next Level graduates already promoted.

- **Retaining underrepresented talent:** During 2022, we also started conducting Career Advancement Retention Effort (CARE) interviews to better understand and mitigate individual reasons for attrition. As part of this initiative, members of the Diversity & Belonging team met with underrepresented people of color (URPOC) to better understand their experiences and motivations for staying at or leaving Autodesk.

Looking forward

These milestones offer an opportunity to pause and celebrate the countless Autodesk team members who made this all possible. Building a culture of belonging is a journey we're on together, and I'm excited about what's next.

Sincerely,

Ramona Blake

Ramona Blake
Sr Director of Diversity & Belonging

Our diversity and belonging strategy

At Autodesk, we are building a culture of belonging where all employees have equitable opportunities to succeed and contribute.

We strive to create an environment where everyone, everywhere, is excited to come to work, feels a sense of belonging, and can fully contribute their talents. We are creating a workplace that embraces a multitude of original minds and talents to develop the most innovative products and solutions that meet the demands of the global marketplace. By cultivating a workplace where all employees can realize their potential, we offer more than just a place to work. Autodesk is a company leading change, where people can build community and thrive.

Global diversity and belonging strategy

In 2020, we launched a major global diversity and belonging strategy that focuses on individual, interpersonal, and structural dimensions of change and transformation.

As part of this process, we set three-year objectives and aspirational goals for each of these strategic change levers:

- Attract and retain a diverse workforce
- Expand leadership diversity
- Foster a culture of belonging

Through a data-driven approach, we are building our programs and measuring success.

→ Learn more

Diversity and belonging objectives and goals

This page summarizes the second year of progress against our three-year diversity and belonging goals. We made significant progress during FY23 and are increasing focus in areas where additional effort is needed.

	Attract a diverse workforce		Expand leadership diversity	Foster a culture of belonging
Objective	Increase representation of women in tech, women in sales, and underrepresented people of color employees in the United States		Increase geographic and demographic diversity of leadership	Transform our culture so that all employees feel they belong
Goals (by the end of 2024)	Increase the number of women in tech roles globally by **25%*** Progress through FY23: **Up 37.4%**		Increase the number of leaders (director and above) based in EMEA, APAC, Japan, Canada, and LATAM by **10%*** Progress through FY23: **Up 13.2%**	Reduce gaps between all demographic groups and companywide survey scores on belonging to **5 points or less** Progress through FY23: **Within 5 points**
	Increase the number of women in sales roles globally by **25%*** Progress through FY23: **Up 13.7%**		Increase the number of leaders (senior director and above) in the United States who are people of color[†] by **40%*** Progress through FY23: **Up 53.3%**	Reduce gaps between all demographic groups and companywide survey scores on engagement to **5 points or less** Progress through FY23: **Within 5 points**
	Increase the number of US employees who are underrepresented people of color[‡] by **30%*** Progress through FY23: **Up 23.2%**	Increase the number of US Black employees by **100%*** Progress through FY23: **Up 46.7%**	Increase the number of Black and Latinx leaders (senior director and above) in the United States by **300%*** Progress through FY23: **Up 140.0%**	Launch diversity and belonging training companywide, and achieve greater than **75%** employee participation Progress through FY23: **96.5% achieved** (based on Professional Behaviors mandatory training)

* Compared to the beginning of FY22. Our second-year aim was to reach 60% of our overall three-year goals.

† People of color includes the following United States EEO-1 categories: Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Pacific Islander, Native American or Alaska Native, Two or More Races.

‡ Underrepresented people of color includes the following United States EEO-1 categories: Black or African American, Hispanic or Latino, Native Hawaiian or Pacific Islander, Native American or Alaska Native.

Attract and retain a diverse workforce

We all win when we attract, retain, and advance talented individuals. This requires a holistic, multifaceted approach. We continuously work to integrate inclusive hiring practices into every step of our recruitment process, including evaluating and revising job descriptions to be more inclusive, using market intelligence to identify strong, diverse talent, and incorporating early career recruitment into our hiring plan.

To promote diversity at executive levels globally, for all leadership roles at and above the director level, we are committed to identifying and engaging with a diverse slate of candidates in terms of gender globally and race in the United States.

Our custom-designed three-day virtual Hiring Manager Bootcamp trains all people managers in Autodesk's hiring principles and inclusive recruiting practices to help us successfully attract, interview, assess, and onboard diverse talent. The program covers topics such as mitigating bias in the interview process, leveraging diversity partnerships, sourcing diverse talent, writing inclusive job descriptions, and coaching hiring managers on inclusive hiring practices.

In 2022, we launched the Inclusive Hiring Series for Global Talent Acquisition, a three-part training that further enables and equips our global recruiting team to confidently drive a more inclusive hiring process.

Through the Autodesk Tech Program, we are collaborating with four Historically Black Colleges and Universities (HBCUs) in the United States to offer student stipends and mentoring in partnership with our technical business units. The program aims to create an immersive experience focused on mentorship, professional development, and solving real technical challenges with engineers at Autodesk. Since its inception in 2020, the program has supported the growth and advancement of more than 30 underrepresented students.
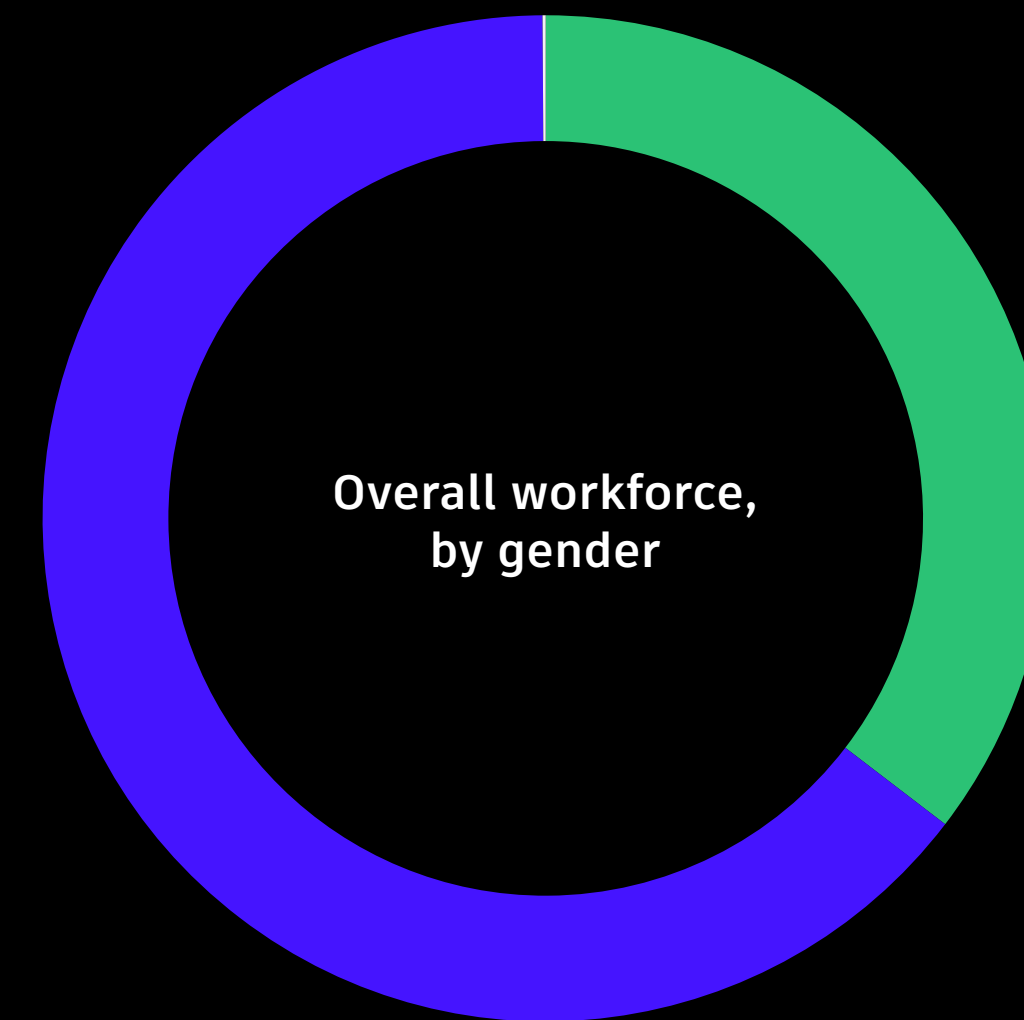
→ Learn more

External partnerships are key to reaching a wide array of candidates. To support our diversity goals, we collaborate with organizations such as National Action Council for Minorities in Engineering, Lesbians Who Tech, AfroTech, Fairygodboss (The Muse), myGwork, half the sky Asia, and PowerToFly. In February 2022, Autodesk committed $150,000 annually for three years to The Hidden Genius Project to support the next generation of Black tech leaders and entrepreneurs.

The Autodesk Women in Enterprise Systems & Experience (ESE) initiative supports our goal to increase women in tech roles at Autodesk by 25% over three years. This initiative aims to recruit and promote women within ESE through career and personal development. Achievements during 2022 include:
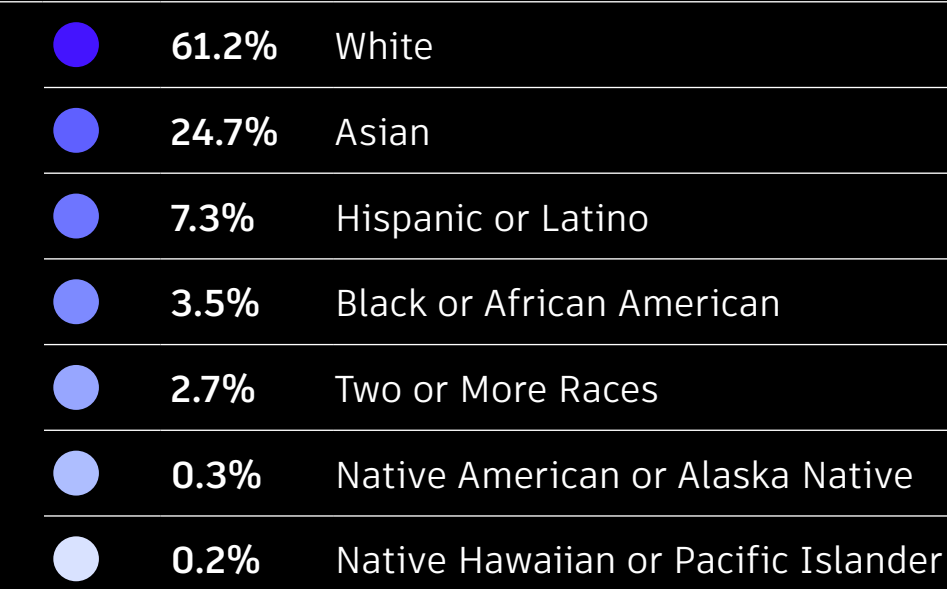
- Regular discussion forums hosted by ESE Guilds for women to safely explore workplace topics, attended by employees across Asia-Pacific and the Americas.

- Development opportunities for mid-career women in ESE through the first cohort of the WESE Leadership Program. Participants completed the eCornell Executive Women in Leadership Certificate Program and received increased corporate exposure, leadership mentoring, and career development support.

These efforts are yielding positive results, with more job candidates who identify as women (globally) and people of color (in the United States) than ever before. For example, 36.9% of external hires during FY23 identified as women. Partly as a result, women increased from 33.4% of Autodesk's overall workforce globally at the end of FY20 to 35.4% at the end of FY23. In the United States, 7.6% of external hires during FY23 were Black. This contributed to the rise from 1.7% of the US workforce that Black employees represented at the end of FY20 to 3.5% at the end of FY23.

FY23 employee workforce data*

Overall workforce, by gender

35.4%	Female
64.5%	Male
0.1%	Chose not to state

US workforce, by race/ethnicity

61.2%	White
24.7%	Asian
7.3%	Hispanic or Latino
3.5%	Black or African American
2.7%	Two or More Races
0.3%	Native American or Alaska Native
0.2%	Native Hawaiian or Pacific Islander

* Data are as of the end of FY23.

+ See detailed performance metrics in the Data summary.

Expand leadership diversity

We are expanding leadership diversity from the Board of Directors to senior leadership and to all areas of Autodesk. As a global company, it is critical that our leadership reflects the perspectives of our customers around the world. Therefore, we have prioritized growing our leadership capabilities globally, resulting in a 13% increase in the number of leaders outside of the United States since the start of FY21.

Our Board of Directors consists of 11 members, of whom five are women and one is Black. Our commitment to attracting and recruiting diverse talent extends to our senior leadership team. Sixty percent of our executive team is women.

We are committed to the growth and development of all our employees. Some programs target specific demographics as part of our diversity and belonging strategic goals. For example, in early 2022, we launched NEXT LEVEL, a program designed to create a pipeline of underrepresented people of color (URPOC) who are ready to move into leadership roles. Twenty-four manager- and senior manager-level employees embarked on six months of leadership development and received a full year of executive sponsorship. NEXT LEVEL participants were supported by a personal advisory board, including a sponsor, a mentor, and an external coach. Training included leadership development workshops and courses throughout the six months.

The program culminated in a capstone case competition in which groups pitched an innovative business proposal for Autodesk to deliver customer value with machine learning. The cohort will continue to benefit from sponsorship, and the Diversity & Belonging team is partnering with the HR Business Partner community and Talent Acquisition to elevate participant profiles and accomplishments and connect them with hiring managers who are looking for exceptional leaders to join their teams.
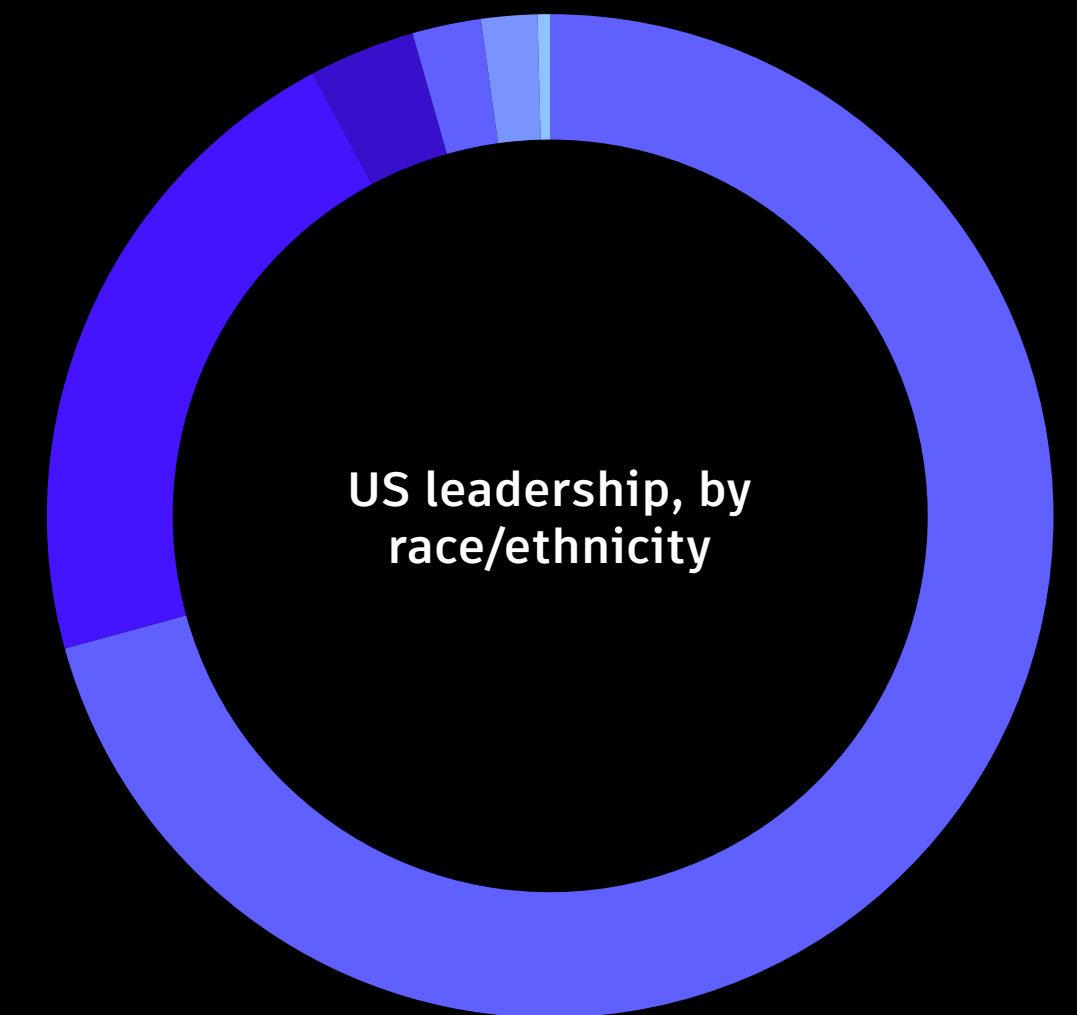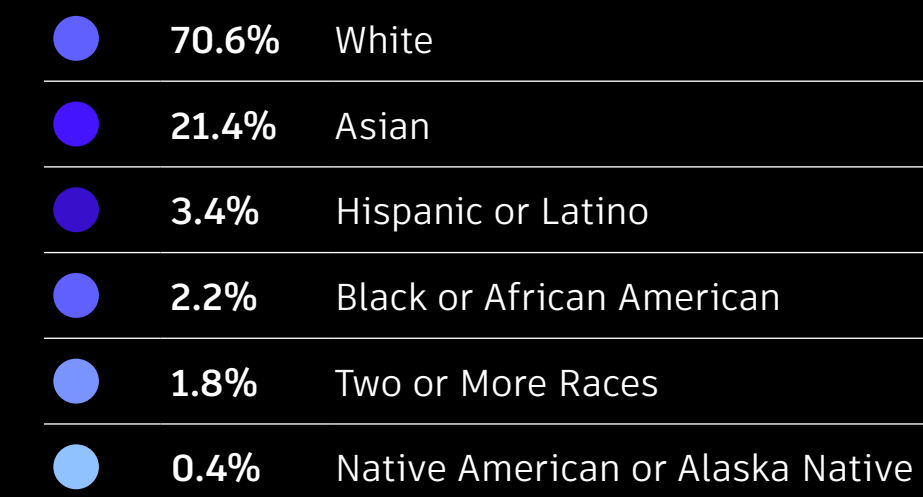
→ Learn more

During 2022 we also started conducting Career Advancement Retention Effort (CARE) interviews to better understand and mitigate individual reasons for attrition. As part of this initiative, members of the Diversity & Belonging team met with underrepresented people of color to better understand their experiences and motivations for staying at or leaving Autodesk. We also interviewed URPOC who had already left Autodesk to find out about their employee experience at Autodesk and what contributed to their decision to leave the company. Data collected in these interviews will support retention efforts, to be implemented in FY24. By normalizing and supporting open discussions between managers and their URPOC team members, we hope to build a greater culture of belonging leading to higher rates of retention within our underrepresented employee populations. We offer several professional and leadership development opportunities for all employees.

FY23 leadership data*

Overall leadership, by gender

- 34.4% Female
- 65.6% Male

US leadership, by race/ethnicity
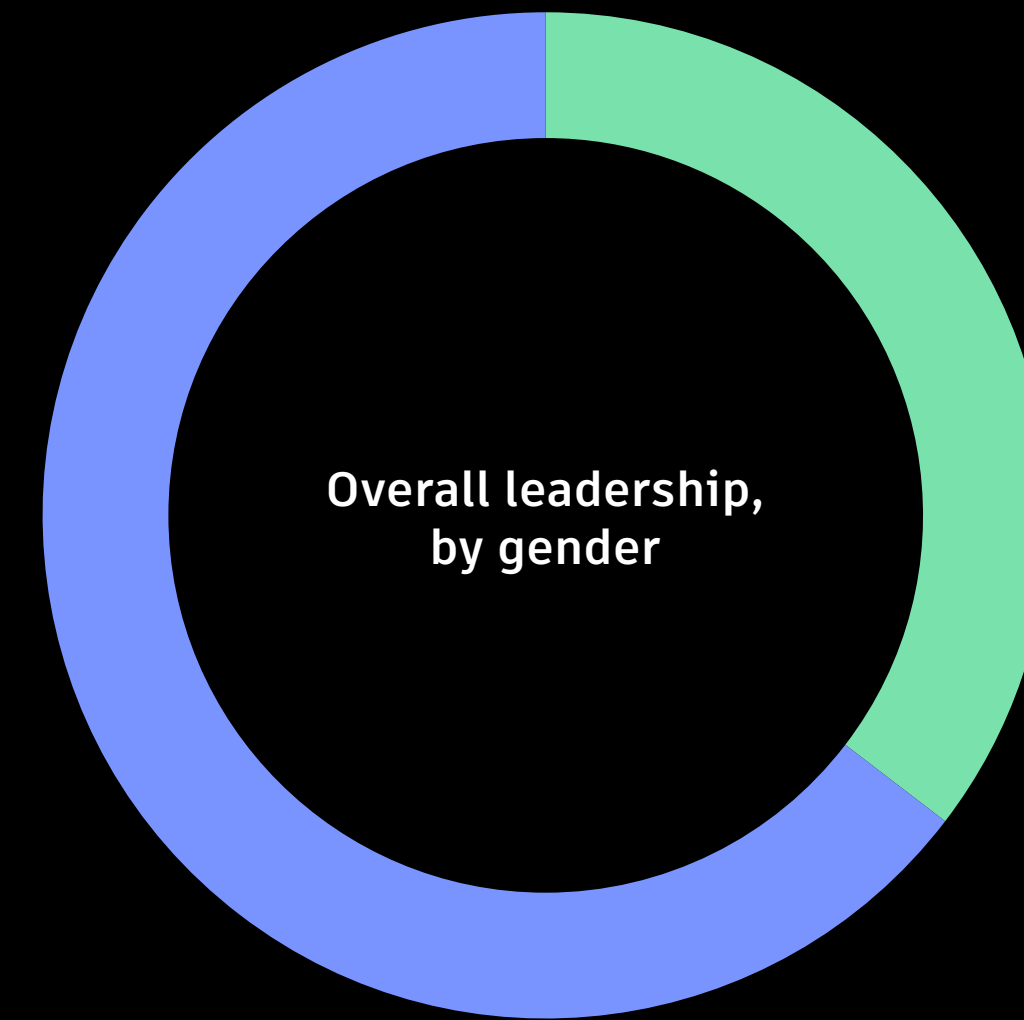
- 70.6% White
- 21.4% Asian
- 3.4% Hispanic or Latino
- 2.2% Black or African American
- 1.8% Two or More Races
- 0.4% Native American or Alaska Native

* Data are as of the end of FY23.

⊕ See detailed performance metrics in the Data summary.

Foster a culture of belonging

We are committed to building a culture of belonging at Autodesk by listening deeply, providing education, implementing programs, and most importantly, fostering collective accountability.

Employee Resource Groups

We have a vibrant and growing network of global Employee Resource Groups, employee-led communities composed of individuals who come together based on common backgrounds or dimensions of diversity aligned with Autodesk's global diversity and belonging strategy. Each ERG is sponsored by a member of our Executive Leadership Team, and our ERG Global Leads partner with the Diversity & Belonging team to help our workplace continue to become a diverse, inclusive environment where everyone can bring their authentic selves to work. Our ERGs provide opportunities for all Autodesk employees to grow and shape our workplace and the world.

In FY23, Autodesk had seven ERGs: Asian Network, Black Network, Latinx Network, Pride Network, Veterans Network, Women's Network, and Young Professionals Network.

Autodesk's ERG program is evolving to make an even greater impact on our employee experience and our business globally. In 2022, we:

- Started granting a $10,000 appreciation bonus to our global ERG leads, on completion of every year of service, for the many ways they help our employees feel supported and included, both in times of celebration and in the face of social injustice. Autodesk is proud to make this investment in the future leaders of our work culture—and our company.

- Approved the addition of two new ERGs to launch in 2023—our MIND (Mental Inclusion, Neurodivergence, and Disability) Network and our Indigenous Network. We also completed the selection process for the next cohort of ERG Global Leads, which serve two-year terms.

- Hosted our first Global ERG Summit that convened ERG leaders to build their strategic vision for the coming years. Over two days, more than 30 leaders representing Autodesk's seven ERGs connected with one another to learn and grow together.

Highlights in FY23

40%   growth in ERG membership

70+   site events hosted by ERG chapters globally

12   all-employee global ERG events

$140,000   in Autodesk Foundation donations distributed by ERGs (seven ERGs by end of FY23)

Helping veterans to thrive in the workplace

Michelle Rasmussen, Incoming Global Lead of the Autodesk Veterans Network

"Veterans embody the values Autodesk is striving to teach every employee as part of our Culture Code. Values like: everyone working together as One Autodesk team to reach a shared goal; integrity to always do the right thing rather than the easy thing; courage to stand up for what is right."

→ Learn more

Autodesk celebrates Latinx Heritage Month

Guillermo Melantoni, Global Lead of the Latinx Network

"I want to make sure that everyone understands the contributions of Latinx talent. Beyond the stereotypes. It takes work from both sides and is a very rewarding effort. This process requires the team to create a space where everyone is safe to be themselves."

→ Learn more

Reflecting on Black History Month at Autodesk

Angela Sam-Ibe, Co-Founder of the Black Network

"As a Black female in tech, mentorship is near and dear to my heart. Having successfully pivoted into a new career here at Autodesk, from an executive assistant to a UX designer, over the course of my career, I have had to navigate many barriers to get to my current position. While I did all of the work to get to my new role, my mentor gave me the chance I needed to make the change."

→ Learn more

Empowering future Autodesk leaders

Daniel Gameiro, Global Lead of the Young Professionals Network

"When you join YPN, you get to expand your network through interacting with other Autodeskers across organizations and geographies, engaging with peers you relate to and trust to build a better world. You also get access to professional development opportunities to help you grow, and you have a chance to give back to communities both within and outside of Autodesk."

→ Learn more

Finding a sense of belonging through the Asian Network

Boli Lau, AAN Global Board Member and the Canada Site Lead

"Through the leadership course, I learned so much about how our culture impacts our behaviors. Every scenario explained in the course was something I could truly relate to. This was the first time I felt a real sense of belonging—I felt seen, understood, heard, and not at all alone. I felt an overwhelming sense of community, which I wanted to share and advocate for."

→ Learn more

Supporting the LGBTQ+ community: Autodesk Pride Network

Rachel Schnaubelt, member of the Pride Network

"Autodesk has given me space to be authentically myself. I've found a lot of belonging in knowing our leadership supports groups like the Pride ERG to focus on creating an inclusive culture."

→ Learn more

Lessons in authentic leadership and personal resilience for International Women's Day

Chelsea Bruno, former Global Lead of the Women's Network

"As leaders, we bring new things to the table as we grow. But to grow, we must stretch outside our comfort zone. Maybe even fail. And rather than see failure as an end point, look for the lessons that we can carry forward into leadership. That's authentic leadership. But to do so successfully, time and again, requires personal resilience."

→ Learn more

Programs across the business

Across business units within Autodesk, groups of employee volunteers help foster a culture of belonging within their teams. Each group has senior leadership support and an executive sponsor at the VP level.

The Finance Diversity and Belonging Committee comprises volunteers who are passionate about inspiring a culture where diversity is celebrated and everyone feels a strong sense of belonging. In 2022, the committee hosted quarterly guest speakers, sponsored employees to attend a professional career development and networking program offered by Leading Women in Technology, and conducted inclusive sourcing trainings. For the second year, the committee partnered with DreamWakers to connect students from systemically underresourced K–12 schools with Autodesk career role models. Only 22% of the students had ever met someone in a finance-related career.

The Legal Diversity, Inclusion, and Belonging (LDIB) team is a group of volunteers in Autodesk's legal department dedicated to promoting the company's ongoing objective of creating and sustaining a culture of belonging and respect for people of diverse backgrounds, beliefs, and ways of living. In 2022, the team hosted the first-ever LDIB Day, a global virtual all-day event featuring live workshops, recorded webinars, and facilitated discussions on a variety of topics, such as mentorship, career development, unconscious bias, inclusive decision making, introversion, and career paths.
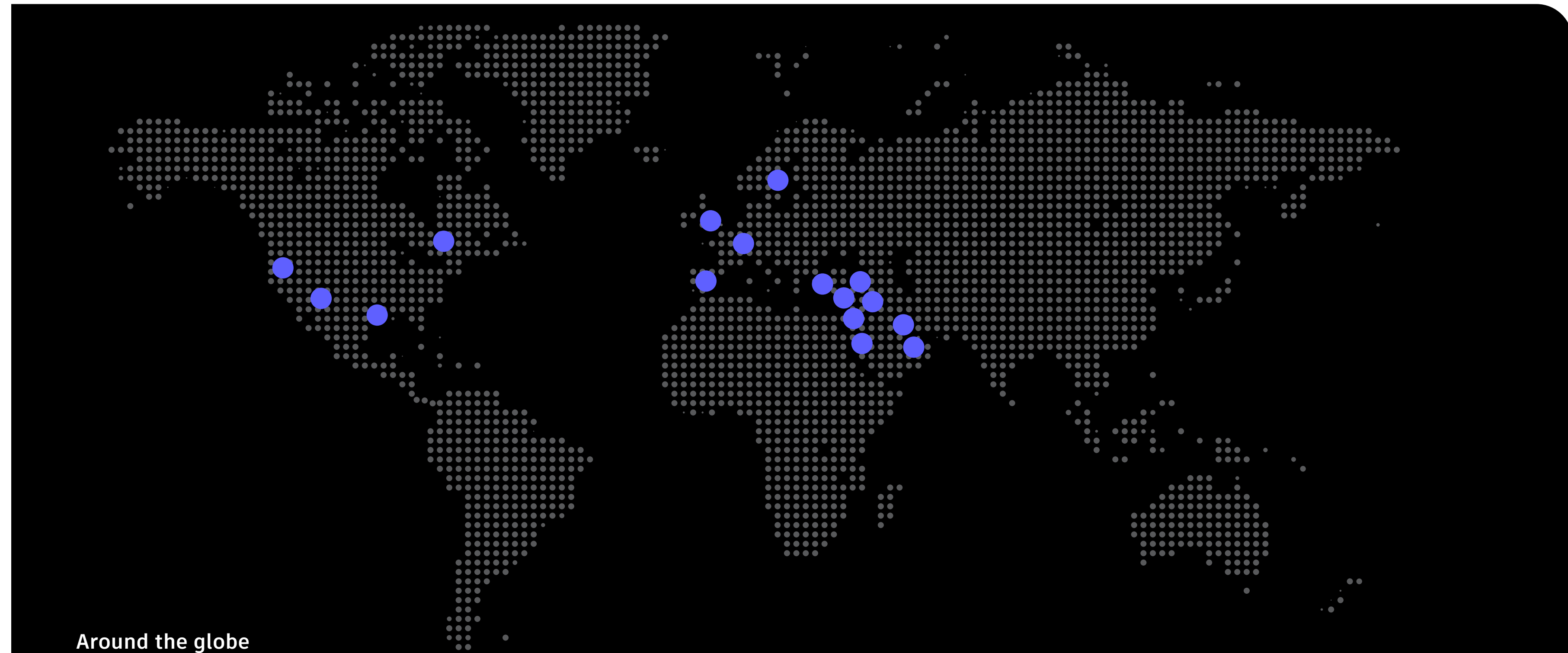
Around the globe

During 2022, employees in offices that were reopened in Autodesk locations around the world advanced diversity and belonging through a broad range of initiatives, including:

- **San Francisco, United States:** Five SMASH Rising students interned in summer 2022.

- **San Francisco, United States:** Autodesk hosted 100+ TechWomen emerging leaders and impact coaches at the Autodesk Gallery.

- **Phoenix, United States:** Autodesk Research and the Fusion Community Team hosted a Autodesk® Fusion 360® workshop with Girl Gang Garage.

- **New Orleans, United States:** As part of Autodesk University 2022, the Architecture, Engineering & Construction Audiences Marketing team co-hosted a Black architecture tour, spotlighting the significant contributions Black and African architects have made to the industry.

- **Virtual (United States):** Autodesk hosted its seventh annual Girls Who Code summer immersion program, geared toward girls and nonbinary high school students.

- **Montreal, Canada and France:** Site Councils teamed up to spread awareness about disability inclusion for International Day of Persons with Disabilities.

- **Birmingham, UK:** The UK Council and Autodesk Women's Network hosted a Period Power volunteering event focused on making packs of menstrual supplies for those without easy access to them.

- **Barcelona, Spain:** Autodesk joined Gender Equality Tech Hub, a group of companies from Barcelona and the surrounding area committed to closing the gender gap in the technology sector.

- **Paris, France:** Autodeskers participated in DuoDay to bring awareness to the importance of disability inclusion.

- **Gothenburg, Sweden:** The Autodesk office hosted a Spacemaker® workshop for Introduce a Girl to Engineering Day.

- **Istanbul, Turkey; Amman, Jordan; and Dubai, UAE:** Autodesk Women's Network hosted activities for Breast Cancer Awareness Month and Men's Health Awareness Month.

- **Tel Aviv, Israel:** Autodesk held a site event for International Day for the Elimination of Violence Against Women.

Diversity, equity, and inclusion in Autodesk Foundation programs

The Autodesk Foundation is committed to advancing diversity, equity, and inclusion (DEI) through its grantmaking and impact investing, programs, support of emerging industry leaders, and innovative collaborations with stakeholders across Autodesk.

Since launching its DEI strategy in 2021, the Autodesk Foundation has stewarded significant progress in expanding gender, geographic, and racial diversity in its portfolio of industry-leading innovators.

⊙ Learn more

Tech Lead Development Program

To support the growth of a diverse next generation of industry leaders, the Autodesk Foundation launched the Tech Lead Development Program (TLDP) in 2022. TLDP was a six-month cohort-based program designed to facilitate learning the most in-demand, non-technical skills of the future. The 18 members of the inaugural cohort—from North America, South America, Europe, and Africa—were nominated and recognized as emerging leaders from within the Autodesk Foundation portfolio. Two-thirds of the participants have taken on new responsibilities or been promoted within their organizations and are applying leadership skills as they advance impact within their organizations.

⊙ Learn more

Engineering for Change Fellowships

Additionally, through fellowships with Engineering for Change (E4C), the Autodesk Foundation sponsored 25 early-career engineers and technical professionals from 15 countries across five continents, who partner with portfolio organizations to drive progress toward the UN Sustainable Development Goals.

⊙ Learn more

Grantmaking with Employee Resource Groups

In 2022, the Autodesk Foundation partnered with Autodesk's Diversity & Belonging team on an innovative participatory grantmaking program, through which the company's seven ERGs each directed $20,000 in unrestricted funding to nonprofits of their choosing. This collaboration enabled ERGs to strengthen the bonds they are creating within and beyond Autodesk's walls, leading to positive impacts in the communities they represent. Through this pilot, ERG grantmaking teams learned best practices for effective philanthropy, how to engage ERG members in decision making, and how to conduct due diligence for the grants.

The organizations selected by Autodesk ERGs include: Ascend Foundation, The Asian American Foundation, The Center for Reproductive Rights, The Colorado Veterans Project, iWish, LatinaGeeks, Michigan Veterans Foundation, Rainbow Railroad, Techbridge Girls, and The Transgender Law Center.

$140,000

in unrestricted grant funds was awarded to 10 nonprofits addressing issues important to ERGs, including STEM education for girls of color and advancing human rights around the world.

Tech Lead Development Program cohort at Autodesk University in 2022

Supporting pay equity

Autodesk is committed to pay equity for our employees. We regularly conduct pay analyses to compare the alignment of pay levels across different demographic groups and make appropriate adjustments if needed. We have continued Fair Pay at Hire, which means that we do not ask candidates about their prior company compensation in the United States. Autodesk was also a proud early signer of the California Equal Pay Pledge, which affirms the commitment to conducting annual pay analysis, reviewing hiring and promotion processes and procedures to reduce unconscious bias and structural barriers, and promoting best practices that will close the pay gap.

We are transparent about our salary structures, bonus targets, and long-term incentive guidelines to ensure employees are clear on where they stand and give them insight on how they compare to the external market. All employees are eligible for long-term incentives, delivered via stock grants or cash, depending on the country. To attract, retain, and support our highly qualified employees, we offer competitive compensation and benefits, which include an element of choice to meet the needs of our diverse population globally.

We are developing an engagement model to increase our collaboration with Autodesk sourcing, finance, and business groups to identify opportunities to work with diverse suppliers. We also continue to explore expanding our program to additional countries and regions.

Supplier diversity

At Autodesk, we use our purchasing power to increase diversity and inclusion in our supplier base, helping to create jobs and wealth in historically marginalized communities. We value our impactful relationships with small businesses as well as person of color-, women-, disability-, veteran-, service-disabled veteran-, and LGBTQ+-owned businesses. Creating a supplier base that reflects the demographics of Autodesk's marketplace provides us with access to better ideas and ways to innovate.

To increase our engagement with diverse businesses, Autodesk belongs to the National Minority Supplier Development Council (NMSDC), the National LGBT Chamber of Commerce (NGLCC), the Western Regional Minority Supplier Development Council (WRMSDC), and tech:SCALE. During the year, Autodesk participated in the following events to provide mentoring and business opportunities to diverse suppliers:

- For WRMSDC: The MBE & Diverse Supplier Pitch Competition, the Best in the West Platinum Partner Pitch Contest, and Supplier Diversity Expo Matchmaking and Mentoring

- For NGLCC: Platinum Circle B2B & B2C Matchmakers and Communities of Color Initiative Matchmaking

- For Women's Business Enterprise Council-West: The National Black Pitch Contest

We spent

$51.3 million*

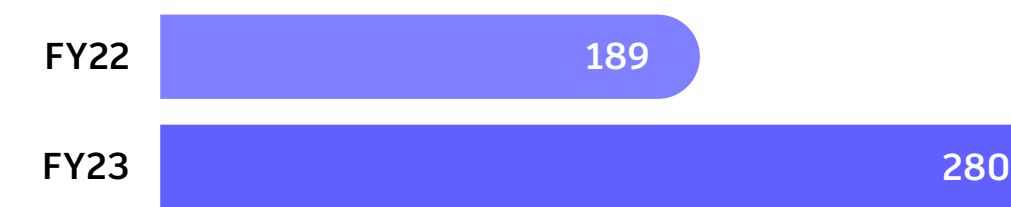with US-based diverse businesses during FY23,

Up

47%

compared to the prior year, and equivalent to 6.9% of addressable spend.[†]

And we increased the number of diverse suppliers participating in our contingent labor program by 33% and spent $30.5 million, a 55% increase compared to the previous year.

We worked with 280 suppliers in FY23, compared with 189 the prior year.

FY22	189
FY23	280

Data summary

Employees	FY21	FY22	FY23
Number of employees[1]	11,500	12,300	13,400
Regional breakdown of employees [percent of employees][1]			
Americas	54.10%	52.1%	51.2%
Asia Pacific	23.90%	25.0%	26.5%
Europe, Middle East, Africa	22.00%	22.9%	22.3%
Total turnover [percent of employees][1]	7.1%	14.0%	12.4%
Voluntary turnover [percent of employees][1]	5.1%	11.1%	9.7%
Employee engagement [score from 1–100][2]	83	82	82
Training budgeted per employee globally, approximate [US$]	$1,050	$1,097	$1,185
Incident rates[3]			
Recordable incident rate	0.02	0.00	0.00
Days away, restrictions, and transfers (DART) rate	0.00	0.00	0.00
Fatalities	0	0	0
Gender diversity[1]			
Overall workforce			
Male	65.4%	64.9%	64.5%
Female	34.5%	35.0%	35.4%
Choose not to state	0.1%	0.1%	0.1%
Board			
Male		50.0%	54.5%
Female		50.0%	45.5%
Choose not to state		0%	0%
Leadership[4]			
Male	68.1%	67.0%	65.6%
Female	31.9%	33.0%	34.4%
Tech workforce[5]			
Male	78.1%	77.0%	76.4%
Female	21.8%	23.0%	23.6%
Choose not to state	0.1%	0.0%	0.1%%
Sales workforce[6]			
Male	71.6%	70.0%	68.9%
Female	28.2%	29.9%	31.0%
Choose not to state	0.2%	0.1%	0.1%
Workforce hired in last 12 months[7]			
Male	59.6%	59.9%	63.6%
Female	39.4%	39.9%	36.2%
Choose not to state	1.0%	0.2%	0.2%

US ethnic diversity[1]	FY21	FY22	FY23
US workforce			
White	63.7%	62.6%	61.2%
Asian	24.2%	24.6%	24.7%
Hispanic or Latino	6.6%	7.0%	7.3%
Black or African American	2.5%	2.9%	3.5%
Native American or Alaska Native	0.3%	0.3%	0.3%
Native Hawaiian or Pacific Islander	0.2%	0.2%	0.2%
Two or More Races	2.4%	2.3%	2.7%
Not specified	0.1%	0.1%	0.1%
US leadership[4]			
White	75.7%	73.8%	70.6%
Asian	17.6%	18.8%	21.4%
Hispanic or Latino	3.6%	3.8%	3.4%
Black or African American	1.3%	1.4%	2.2%
Native American or Alaska Native	0.3%	0.2%	0.4%
Two or More Races	1.5%	2.0%	1.8%
Not specified	0.0%	0.0%	0.2%
US tech workforce[5]			
White	51.1%	51.2%	50.2%
Asian	41.4%	41.3%	41.3%
Hispanic or Latino	4.0%	4.2%	4.6%
Black or African American	1.5%	1.5%	1.5%
Native American or Alaska Native	0.1%	0.0%	0.0%
Native Hawaiian or Pacific Islander	0.2%	0.1%	0.0%
Two or More Races	1.6%	1.7%	2.2%
Not specified	0.1%	0.1%	0.1%
US sales workforce[6]			
White	82.1%	79.2%	76.9%
Asian	4.3%	5.7%	5.7%
Hispanic or Latino	7.2%	7.5%	7.9%
Black or African American	3.8%	4.8%	6.5%
Native American or Alaska Native	0.6%	0.6%	0.8%
Two or More Races	1.8%	1.7%	1.9%
Not specified	0.2%	0.5%	0.3%
US workforce hired in last 12 months[7]			
White	54.1%	55.8%	52.6%
Asian	29.4%	25.9%	25.8%
Hispanic or Latino	6.3%	7.1%	8.5%
Black or African American	5.9%	7.9%	7.4%
Native American or Alaska Native	0.5%	0.4%	0.1%
Native Hawaiian or Pacific Islander	0.0%	0.3%	0.6%
Two or More Races	3.2%	2.7%	4.7%
Not specified	0.7%	0.0%	0.3%

1 Data are as of the end of the fiscal year noted. Includes regular employees only. Fixed term employees and interns excluded.

2 Represents the average employee engagement score over three pulses during a given fiscal year. The engagement score is on a scale of 1 to 100 measuring the average outcome of two questions, eSat and Recommend. These data are reported on a calendar year basis. FY23 corresponds to calendar year 2022, and so forth.

3 For consistency, we use US Occupational Safety & Health Administration (OSHA) definitions to record incident data worldwide. Rates are calculated based on the OSHA standard using 200,000 labor hours, which is equivalent to 100 employees working a full year. Contingent workers are not included in incident rates. Data reflect injuries and illnesses at all sites worldwide, and are reported on a calendar year basis. FY23 corresponds to calendar year 2022, and so forth.

4 Leadership as defined as director and above roles.

5 Tech workforce as defined according to Radford categorization.

6 Sales workforce as defined according to Radford categorization.

7 Regular employee hires via external hiring and M&A.

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