We want Apple to be a reflection of the world around us. That’s why we’re deeply committed to hiring and promoting more inclusively, fostering a culture that allows people to do their life’s best work, compensating equally and creating educational opportunities so that others can follow in our footsteps. In the United States alone, Apple today employs 84,000 talented team members in dozens of professionals fields at all levels and throughout all 50 states. As we continue to grow, we’ll strive to better represent the communities we’re a part of and help break down the historical barriers that have existed in the tech industry.

Diverse teams make innovation possible.

We’re proud of the progress we’ve made to hire and promote more inclusively and are determined to do even more. Last year, half of our new hires in the United States were from historically underrepresented groups in tech, including women, Blacks and Hispanics.

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Apple is a multigenerational company with employees from 18 to 85. As we add new team members, we’re highly encouraged that our workforce will reflect our increasing diversity. Our programs represent our strong commitment:

- Our recruiters are attracting more diverse talent for jobs at all levels. We’re accessing candidates from more diverse pipelines, and jobs postings are meticulously reviewed to root out bias.
- We’re developing and delivering inclusive leadership training with a special emphasis on unconscious racial and gender bias.
- We’re driving succession planning to develop a robust pipeline of diverse talent through all levels of the company.

Pay equity is simply the right thing to do.

Four years ago, Apple initiated an annual review process to examine employee
compensation and make adjustments where necessary to ensure pay equity. Since then, we've achieved pay equity in every country where we operate. At Apple, women earn the same as men when you factor in similar roles, markets and performance. In the United States, underrepresented minorities earn one dollar for every dollar white employees earn. Apple topped the ranking of tech sector companies in Arjuna Capital's 2018 Gender Pay Scorecard based on the company's “100% equal and racial adjusted pay equity including base, bonus and equity components, annual disclosure, and 100% global coverage.”

As part of our commitment, we will continue to rigorously review compensation to ensure pay equity at Apple. We've also stopped asking candidates about their salary history in the United States and are in the process of implementing this practice globally.

We see diversity as everything that makes an employee who they are.

We're at our very best when we foster a diverse culture that's inclusive of disability, religious belief, sexual orientation and gender identity, and service to country. It's a moral and business imperative that every Apple employee feel like they can bring their entire selves to work every day. Our individual backgrounds, perspectives, and passions help us create the ideas that move all of us forward.

- For over 30 years, our employees have found community and connection in Apple's Diversity Network Associations, employee-led affinity groups that foster belonging through education, leadership programs, and valuable networking.
- We're proud to hire and support Veterans. Through their experiences and backgrounds, they bring leadership, technical skills, and a spirit of collaboration to Apple.
- We advocate on behalf of LGBTQ people because we believe that LGBTQ rights are human rights. In 2018, we dedicated a portion of proceeds from our PRIDE edition Apple Watch band to support the work of LGBTQ organizations in the United States and around the world.
- Technology is most powerful when it empowers everyone. We want everyone to enjoy the everyday moments that technology helps make possible, so we work to make every Apple product accessible from the very start.

A more diverse future begins with opportunities in education.

Apple has always believed education is the great equalizer. And we're dedicated to empowering students and educators at all levels.

- Our partnership with the Thurgood Marshall College Fund is in its third year. Together, we created the Apple HBCU Scholars Program, a leadership development and internship program for top students at Historically Black Colleges and Universities. The program provides selected students with need-based scholarships up to $25,000, paid summer internships at Apple, and ongoing mentorship and development support for both students and educators.
- Apple is the sole lifetime partner to the National Center for Women & Information Technology, which works to increase the meaningful participation of women in the field of technology.
- We're proud to be a part of ConnectED, a multiyear initiative bringing hardware and software, professional support, and infrastructure upgrades to underserved schools. We've made a $100 million
commitment to 114 schools across the United States to bring the latest technology into the classroom.

- Coding is the language of the future and everyone should have the opportunity to learn it. That’s why we’ve created free curricula for students from kindergarten through college. And because students at community colleges are the most diverse groups among higher education institutions, we’ve also introduced a free year-long app development curriculum for high school and community college students to help bring their ideas to life.

**We’re proud to partner with our communities.**

While our reach is global, we understand that sometimes the most important changes take place locally. We want to promote progress at all levels and that’s why we match our employee donations of volunteer time and money. Through August of this year alone, Apple employees have volunteered 160,000 hours in the communities in which they live. And through our 2:1 charitable contribution match, deserving nonprofit organizations are receiving tens of millions of dollars in vital assistance.

**Looking after employees — and their families.**

Apple offers a rich and comprehensive set of programs that support and reward our employees for the important contributions they make to our company and our customers every day:

- Stock grants across the entire company so employees can share in Apple’s success.
- Health and wellness programs for all employees.
- Pay and benefits for employees on United States military leave, up to one year.
- Financial support to further employees’ education.
- Assistance for team members who are adopting a child.
- Paid time away for new parents and for those employees caring for a seriously ill family member.
- Pilot programs that support employees before and after parental leaves and recognize the value of mid-career professionals returning to work after taking extended leaves to raise children.
- Employee Assistance Programs for employees and family members in need of counseling, financial planning, legal assistance or child care or elder care referrals.

**Our commitment to diversity extends to our suppliers.**

We make thoughtful and inclusive decisions and seek out certified diverse suppliers. And we’re expanding our network to include more businesses owned by women, minorities, Veterans, people with disabilities, and LGBTQ individuals.