At Best Buy, we strive to unleash the power of our people and utilize their unique talents, experiences, beliefs and backgrounds to create a diverse and inclusive work environment best suited to fulfill our mission of enriching people’s lives through technology. Doing so is fundamental to our long-term success.

Best Buy’s mission is to enrich lives through technology.

One of the key ways in which we do this is to reflect our customer base and the communities we serve. Our culture is inclusive. You can be yourself here.

As we work to build a more diverse and inclusive company, we believe that demographic representation is not enough. It is critical that we also build a culture that encourages everyone to show up authentically. We must pursue proactive, cutting-edge ways to keep our diverse workforce engaged, investing in their talent and ensuring that success at Best Buy is never limited by one’s identity. We must also hold our partners accountable to these same standards of excellence so that diversity and inclusion are embedded in every aspect of our business.

In doing this, we will uphold the following principles to guide our decisionmaking:

- Our diversity and inclusion endeavors will be inclusive of people from all backgrounds and identities and be bound by our values.
- We will maintain open and transparent communication about our diversity and inclusion goals, opportunities and challenges so that all employees are informed and accountable for our collective success.
- We will anticipate changing demographics and what we need to prepare ourselves for the future.
- We will ground all our diversity and inclusion activities in our larger business context so that they are directly related to metrics that position the organization as a leader in the industry.
- When we think about what’s possible, we will think big.

We align our diversity and inclusion efforts around our:

1. Workforce (Our People): We focus on achieving a skilled, high-performance workforce at every level — one that is reflective of the diverse marketplace. By broadening recruitment strategies, expanding partnerships and improving our talent acquisition systems, we will see enterprise-wide improvement in candidate slate diversity, as well as increased representation.
2. Workplace (Our Environment): We foster an inclusive culture that embraces our differences and drives innovation to accelerate our growth. With an improved onboarding experience and development acceleration programs, we will see voluntary attrition rates at parity, regardless of gender or race/ethnicity, along with increased satisfaction as measured by our annual employee survey.

3. Marketplace (Our Business): We have high expectations of business leaders and our vendor partners to support and respect the need for diversity and inclusion as a competitive advantage. By enhancing our supplier diversity policy and connecting our Employee Resource Groups to our diversity marketing efforts, we will seek increased diverse supplier spend and become a top employer with a distinguished employment brand.

4. Community (Our Outreach): We cultivate internal and external relationships with professional, nonprofit and civic groups to support business and corporate social responsibility priorities. We will continue Best Buy’s commitment to fostering greater tech-related employment and educational opportunities in underserved communities through our national Teen Tech Center initiatives. We will evaluate and invest in new partnerships and sponsorships with organizations that drive greater awareness and support of diverse communities and become a community leader in diversity and inclusion.

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