SAP wants to be the most open-minded and inclusive software company on the planet. As a market leader, SAP considers defeating bias in the workplace to be a moral imperative. We will accelerate work in this area until people of all backgrounds can avail themselves equally of professional advancement.

SAP Moves Business beyond Bias

We embrace and encourage different perspectives and believe we are made stronger by our unique combination of culture, race, ethnicity, age, gender, sexual orientation, gender identity or expression, physical or mental ability, and work-life situations. Our culture not only helps make us a great place to work but also drives the success of our business. When people feel free to express who they are, the result is greater engagement and creativity. When our teams reflect our customers, we can better understand and meet their needs. When we collaborate with others who have different points of view, we come up with a greater mix of ideas and spur our innovation. Our global diversity and inclusion strategy focuses on four key areas.

Gender Intelligence: A rich mix of gender perspectives helps drive innovation and enables us to better serve customers. Achieving our goal of 25 percent women in leadership in June 2017, SAP is now committed to an increase of 1 percentage point each year to 30 percent women in leadership by the end of 2022 and is focused on several global initiatives to reach that goal. Our award-winning Leadership Excellence Acceleration Program (LEAP) for women is one of the most unique and innovative leadership development programs in the industry. SAP is the first multinational technology company to be awarded the Economic Dividends for Gender Equality certificate for our global commitment to workplace gender equality. We are also active with UN Women helping to drive Sustainable Development Goals that aim to combat inequalities and promote prosperity by 2030. Since 2017, SAP has been a sponsor of Anita Borg Institute’s Grace Hopper Conference to inspire, motivate and move women in technology.

Cross-Generational Intelligence: People at different stages of life bring a variety of perspectives and experiences to SAP, helping to fuel our innovation. Newer generations or “early talent” help us anticipate trends and take risks; they are balanced by our established workforce, who bring the value of their experience and relationships and serve as mentors. All generations are essential to our success, and we are dedicated to supporting the five
generations of employees in our workforce today.

Culture and Identity: The many voices at SAP provide one of our greatest sources of strength, shaping our work environment and sense of community. We are proud to embrace more than 80 employee-driven network groups, through which individuals with common backgrounds, interests, causes or concerns can connect and directly influence the culture and success of SAP.

In 2016, SAP America announced its participation in the inaugural White House Tech Inclusion Pledge, a commitment to fuel American innovation and economic growth by increasing the diversity of the United States’ technology workforce. Since then, SAP has been working with organizations such as Culture Shift Labs and Project 99 to address the professional development and belonging of African American and Latino talent. Culture Shift Labs organizes Culture Shifting Weekends, dedicated to promoting the leadership of the African American community in innovation, technology and social impact. SAP’s Project 99 initiative aims to develop underrepresented minorities and others into leaders who infuse the value of diversity, equity and inclusion into everything they do and hence drive innovation and business results.

SAP also has a cooperation with the Delaware State University called Project Propel, an effort dedicated to enabling historically black colleges and universities and other minority-serving institutions across the United States to build the next generation of technology talent. Project Propel was initiated in May 2015. The SAP Engineering Scholars program, in partnership with Stanford University School of Engineering, supports summer research fellowships for underrepresented talents, and our Design for Educators initiative drives the use of design thinking for alignment of talent development with the needs of industry. Both the SAP Engineering Scholars program and our Design for Educators are successfully entering their second year.

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In 2017, SAP was one of the first companies to support the UN Standards of Conduct for Business on Tackling Discrimination against LGBT people. Previously, SAP America signed the Human Rights Campaign Equality Is Our Business Pledge opposing anti-LGBT legislation in states across the country and endorsed The Equality Act, a bill in Congress to amend the Civil Rights Act of 1964 to include protections that ban discrimination based on sexual orientation, gender identity and sex. SAP efforts were also highlighted in a report by the European Commission about LGBT inclusion in the workplace and by the Human Rights Campaign, which named SAP a best place to work for LGBT equality after we received a perfect score of 100 percent in the Corporate Equality Index for the fifth consecutive year.

Differently Abled People: We focus on everyone’s unique ability to contribute, rather than a person’s perceived limitations. This view has helped us see new possibilities. SAP’s internationally recognized Autism at Work program is a shining example of this commitment. By embracing differences, we help spark innovation — while challenging assumptions and inspiring change. SAP’s groundbreaking Autism at Work program,
launched in May 2013, integrates people with autism into the workforce. We have a corporate goal to employ 650 people with autism by 2020. The initiative currently includes more than 120 colleagues filling more than 22 different positions and is active in 10 countries.

Key SAP facts:

- Per SAP’s most recent people survey, 87 percent of SAP employees embrace workplace diversity.
- More than 120 people with autism are employed in the SAP Autism at Work program.
- Five generations of employees create a dynamic work environment.
- 32.9 percent of the SAP workforce are women.
- 25 percent of SAP management are women.
- Ethnic diversity in the United States: 65.8 percent are white, 23.2 percent are Asian, 4.6 percent are Hispanic, and 3.0 percent are African American, with 3.4 percent being other minorities or unallocated.
- SAP employees include 150-plus nationalities.
- SAP has 88,500-plus employees in more than 130 countries.

Beyond our own initiatives, SAP is uniquely positioned to enable a more inclusive world. With SAP’s new and enhanced machine learning-based technology, unmatched global reach, and the momentum of industry-leading accomplishments related to inclusion, we have one of the strongest diversity stories to tell in the global technology industry. Unconscious bias and a lack of diversity hold organizations back from harnessing all available resources for greater innovation, better business results and growth. Diversity and inclusion are no longer optional; they are business and economic imperatives. SAP has the technology and global influence to tackle inequity and bias — and be a force for change. SAP is committed to building a more inclusive culture — and to expanding business beyond bias to involve customers, partners, global thought leaders and influencers.