We believe a diverse workforce brings unique talents and inspires teams to create software that can change the world. Great minds don’t always think alike, but we make it a priority to promote an environment in which varied perspectives are encouraged. Big ideas ignite when everyone is treated with fairness and respect.

**It’s not about** fitting into our culture; it’s about adding to it. At SAS, diversity and inclusion is multidimensional — our culture blends our different backgrounds, experiences and perspectives from our offices in 60 countries around the world. We want everyone to feel confident expressing their unique thoughts and ideas and to know they will be respected for their contributions and abilities.

Our diversity and inclusion priorities focus on:

- Demonstrating our strong commitment to diversity and inclusion. Last fall, I signed the CEO Action for Diversity & Inclusion, which is the largest CEO-driven business commitment to advance diversity and inclusion in the workplace.

- Enhancing employee awareness and engagement. I have appointed a diversity and inclusion manager, who will lead the charge of working with employees to enhance areas where we’ve made good strides and to continue to expand in new areas.

- Building a diverse pipeline of science, technology, engineering and math (STEM) talent for SAS and our customers. We’re helping create the next generation of diverse talent through a multitude of education initiatives.

As innovators, we rely on our creativity and differences to develop great software. We want employees to be authentic and true to who they are in all aspects of work and life by offering:

- Recruiting programs and outreach efforts focused on attracting more women, veterans and other underrepresented communities in technology.

- Career development opportunities and programs that support women, such as the Women’s Initiative Network, which empowers, encourages and inspires women to pursue excellence in their careers, as well as act as ambassadors to promote STEM careers at SAS and in the community. Women represent nearly half of SAS’ U.S. workforce, including 40 percent of our U.S. leadership. We are committed to their development and engagement through training, mentoring, networking
and work-life programs that support women at all stages of life, including being one of the first to open an onsite child care center in 1981 when one female employee was faced with leaving SAS to be a stay-at-home mom due to not having child care options.

“I want my daughter to see me as a strong woman in the workplace. I want her to mirror my leadership and work ethic and be success driven. SAS’ parental leave, adoption assistance, flexibility and day care subsidy enable me to be a high performer for SAS and my family. The company works alongside you to make this possible — providing meaningful work, growth opportunities and trusting leadership.”
— Candace Clymer, Software Development Manager

- Programs supporting veterans who are transitioning from the military into the civilian workforce.
- Same-sex spouse/domestic partner benefits.
- Ways to support our employees with accessibility needs, while empowering them to use their talents to create free accessibility software for our visually impaired users.

Fostering a workplace culture that is a great place to work for everyone is our priority, and we want to continue to grow in this area. I invite you to learn more about our efforts on our diversity website.