Visa is committed to diversity and inclusion in our business. We are guided by our brand promise of universal acceptance for everyone, everywhere. The Visa family comprises people of many countries, faiths and ethnic backgrounds, and our diversity of experience is a true asset to our brand.

Visa is a place where everyone is accepted everywhere. By leveraging the diverse backgrounds and perspectives of our worldwide teams, Visa is a better place to work and a better business partner to our clients. We are committed to a diverse and inclusive environment that supports the development and advancement of all. Visa has been recognized for our efforts: We are one of Anita Borg's Top 25 Companies for Female Technologists; one of America's Best Employers for Diversity according to Forbes; a Bloomberg Top Company for Women; and a Best Place to Work for LGBT Equality, earning a 100 percent score on the Human Rights Campaign Corporate Equality Index.

Our mission is to create an environment in which individual differences, experiences and capabilities are valued and contribute to our business success. Here is how we are working to make this a reality.

- **Creating a Diverse and Inclusive Environment**
  We are focused on ensuring that Visa is a diverse and inclusive environment in which different perspectives are valued.

- **Proudly Embracing Individual Differences and Capabilities:** We foster a feeling of connectedness in the workplace, support diversity of culture and background, fight for equal pay, and actively work to eliminate unconscious biases.

- **Adhering to Inclusive Leadership Principles:** Visa has identified six leadership principles that guide our behavior within the organization and are integrated into the performance management process for every employee.

- **Integrating Diversity Metrics:** To establish a baseline for assessing our efforts and more, we integrated diversity metrics into talent strategy assessments, workforce planning analytics and our employee engagement survey.

- **Surveying Our Employees**
  In our annual employee survey, we proactively measure employee sentiment regarding diversity and inclusion to ensure the company is making all employees feel respected, valued and free to express their views.
• **Supporting Employee Career Growth:** We invest in training through our own Visa University, conferences, financial contribution to ongoing education and the Visa Elevate Summit specifically focused on the development of our key diverse talent. Visa recently introduced a Diversity & Inclusion College within Visa University that includes trainings, tools and resources to assist employees and leaders to incorporate inclusive practices into their daily work.

• **Connecting Employees through Employee Resource Groups (ERGs):** Our ERGs provide an opportunity for our people to network, promote heritage months and celebrations, and be mentored by experienced leaders at Visa.

• **Supporting Our Community:** Visa’s commitment to community extends outside of our walls, where Visa:
  • **Provides** training and job opportunities for underserved youth through the Springboard Initiative.
  • **Supports** organizations that seek to grow the representation and opportunities for people of color in technology such as the National Society of Black Engineers and the Society of Hispanic Engineers.
  • **Hosts** kids’ coding camps on our own campuses in order to foster early access to science, technology, engineering and math (STEM) education for young Latinas.
  • **Works** in partnership with other Bay Area company ERGs to advocate for the advancement of blacks and Latinos in the workplace.

Learn more about Visa’s inclusive culture at [visa.com/diversity](http://visa.com/diversity) and see how our global employees are living it out in this [Visa Diversity & Inclusion video](http://visa.com/diversity) and via [@lifeatvisa Instagram](http://lifeatvisa Instagram).

→ [visa.com/diversity](http://visa.com/diversity)