



**U.S. Employees:** 110,000

**Annual U.S. Revenue (2020):** \$70.4 billion

**Racial Justice Donations:** \$403.6 million (0.57% annual revenue)

**Statement:**

- ☐ Expressed concern in response to George Floyd's murder
- ☐ Expressed concern and stated an intention to act in response to George Floyd's murder
- ☒ Expressed concern, stated an intention to act, and named specific actions in response to George Floyd's murder

**Racial Justice Actions:** 15 actions across 8 categories

Sphere of Action	Category of Racial Justice Action	# of Actions <sup>1</sup>
Society	<b>Support law &amp; policy change<sup>2</sup></b>	<b>0</b>
	Support collective actions	0
	Recognize Juneteenth	0
Community	Monetary donations	3
	Non-monetary support of black communities and businesses	2
	Host community conversations	0
	Provide community resources and education	1
Company	<b>Increase diverse suppliers<sup>2</sup></b>	<b>3</b>
	<b>Increase diverse employee representation<sup>2</sup></b>	<b>2</b>
	Host employee conversations	2
	Provide employee diversity & inclusion, racial justice trainings	1
	Enhance workplace diversity & inclusion efforts	0
Other	Varied actions	1

1. Progress Status of category indicated by color.

Complete In progress Status unknown No actions

Some companies had multiple actions in the same category. In this case, we assigned the category status based on the action(s) with the highest status within that category (e.g., if there was one completed action and one in progress action in the same category it was coded complete).

2. Bolded categories identified as a high impact category by project team. High impact categories were structural and systemic changes with the potential to impact many people.

**High Impact Actions:**

Law & Policy	No action
Suppliers	Plan to more than double spending with Black-owned suppliers with an incremental spend of \$350 million by 2025
Employees	Increase U.S. Black managerial representation to 10% of workforce by 2025 (a 30% increase) to mirror workforce availability of the communities where company works through internal development and recruitment

For a summary of the company's statements and each of their actions, please see:

[Appendix C: Company actions to address racial injustice \(detailed\)](#)