



PEOPLE

Diversity, Equity and Inclusion at Gucci

18.02.22



Diversity and inclusion are at the centre of Gucci's creative vision



"I really believe that creativity and diversity are inextricably linked in our industry. And, the more you are exposed to different views and experiences, the more you fuel the company's creativity, culture and growth."

Marco Bizzarri, Gucci President & CEO

Underlying Gucci's creative vision is a desire for all people to live a life of self-expression and freedom that fuels creativity, fosters innovation, and reimagines the future. Together with our parent company Kering, we believe in fostering imagination through our collective talent, driven by diverse ideas set free in an inclusive culture.

We champion diversity in all its forms, equity, and inclusivity, so that everyone in our global community can thrive as their full true and diverse selves, beginning with our own company culture.

At Gucci, diversity is any dimension, visible or invisible that can be used to differentiate groups and people from one another. We uplift each other by recognizing, respecting, and celebrating what makes us different. Inclusion at Gucci means creating and ensuring a sense of belonging where each individual is valued and treated equitably, allowing everyone to contribute, thrive and develop as who they are.

Our Workforce

In 2019, we committed ourselves to a plan of actions to further increase diversity and inclusion across our total company population with a focus on management roles, while continuing to build on our strong foundation of gender diversity and female leadership.

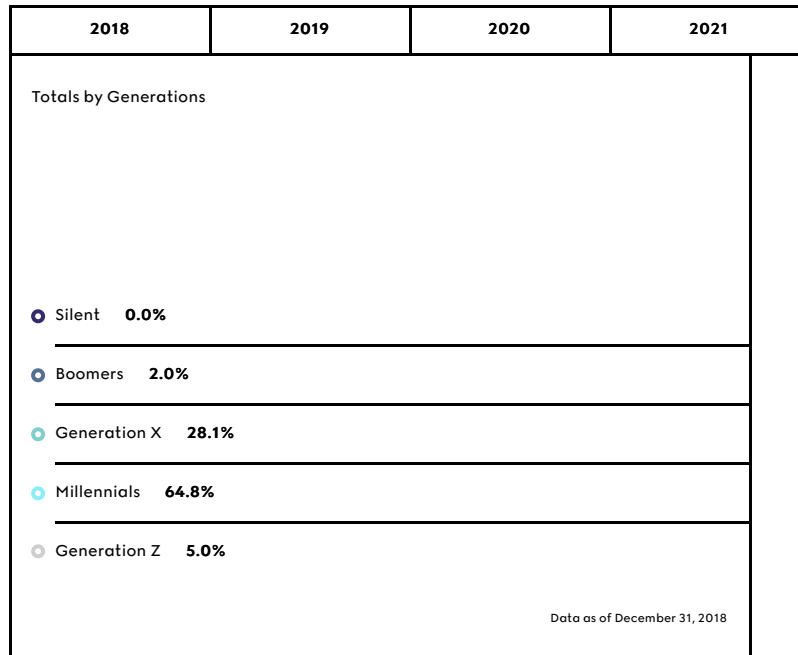
As we continue with this commitment we are focused on the following objectives:

- Ensuring an inclusive workplace for all of our employees by providing ongoing educational trainings, learning opportunities, resource groups and open dialogue to increase communication, understanding and empathy
- Increasing diversity at the management level in both corporate and retail, with specific targets reflective of each global region

- Achieving gender pay parity for equivalent positions within the organization by 2025
- Creating greater opportunities for people with disabilities in our workplace
- Adopting non-binary and gender-expansive language for gender self-identification both internally and externally.

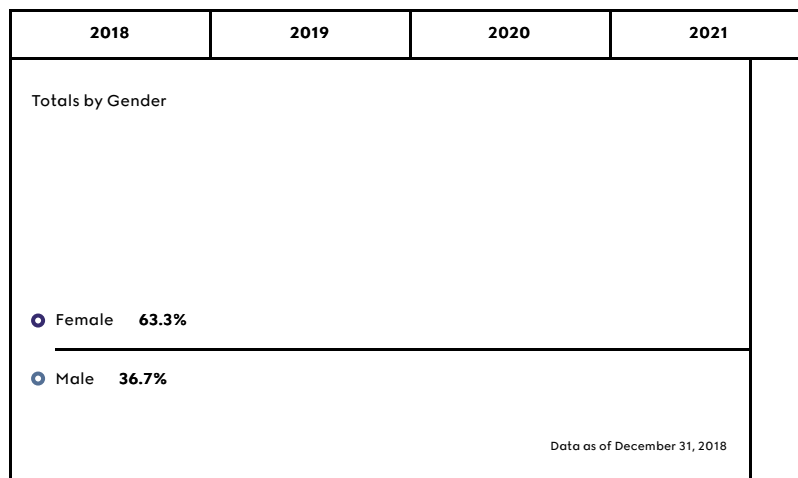
Global Generations

Annual data provided by the People team at Gucci from 2018 to 2021 with the percentages of generational and age representation among Gucci's global employees: Boomers, Generation X, Millennials, or Generation Z. Totals may not add up to 100 percent due to rounding.

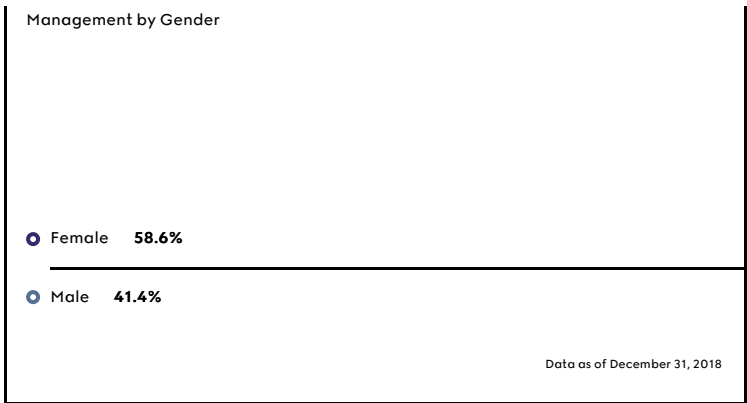


Global Gender

Annual data provided by the People team at Gucci from 2018 to 2021 with the percentages of gender representation among Gucci's global employees, and Gucci's global management. Totals may not add up to 100 percent due to rounding. Data in these charts uses the gender categories male and female. Gucci understands, respects and values that gender identity and expression is not binary and is adopting non-binary and gender-expansive language for self-identification.



2018	2021



Management includes corporate positions at manager level and higher and retail positions at department manager level and higher.

US Race & Ethnicity

Annual data provided by the People team at Gucci from 2018 to 2021 with the percentages of diversity representation among Gucci US total employees and Gucci US management: American Indian or Alaska Native, Asian, Black or African American, Do Not Wish to Answer, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Two or More Races, or White. Totals may not add up to 100 percent due to rounding.

	2018	2019	2020	2021
US Totals by Race & Ethnicity				
American Indian or Alaska Native	0.4%			
Asian	17.2%			
Black or African American	13.9%			
Hispanic or Latino	29.2%			
I do not wish to answer	3.2%			
Native Hawaiian or Other Pacific Islander	1.0%			
Two or More Races	4.9%			
White	30.3%			

Data as of December 31, 2018

	2018	2019	2020	2021
US Management by Race & Ethnicity				
American Indian or Alaska Native	0.3%			
Asian	14.4%			

<input type="radio"/> Black or African American	8.4%
<input type="radio"/> Hispanic or Latino	22.0%
<input type="radio"/> I do not wish to answer	2.7%
<input type="radio"/> Native Hawaiian or Other Pacific Islander	1.4%
<input type="radio"/> Two or More Races	4.1%
<input type="radio"/> White	46.7%

Data as of December 31, 2018

Management includes corporate positions at manager level and higher and retail positions at department manager level and higher.

Our People Strategy

To further integrate and reinforce diversity, equity and inclusion (DE&I) in our global People strategy, in 2019 Gucci established a Global Equity Board, responsible for defining the overall vision and priorities to inform our company culture and employee experience. Led by President and CEO Marco Bizzarri, the Global Equity Board is comprised of a cross-section of senior company leaders, including Bethann Hardison, Gucci's Executive Advisor on Global Equity and Culture Engagement, as well as activist and writer Sinéad Burke, and international development expert and activist Muna AbuSulayman. The Global Equity Board is tasked with setting ambitious targets, measuring the Gucci's progress towards our established DE&I goals and aligning with Kering's broader diversity, equity & inclusion mission. Gucci's Diversity & Inclusion Committee, composed of Gucci's employees belonging to different regions and working across different functions within the company, works to ensure the Global Equity Board's strategy is executed at all levels of the company, translating the Board's vision into concrete activities and policies.

Our People strategy is being implemented by our global People team in every region with priorities focused on all aspects of our employee experience – from recruiting and inclusion, to development and mobility – and we endeavour to create opportunities for open dialogue, to strengthen shared values, and to reinforce an inclusive environment for all. Key activities include:

Attracting, Recruiting and Selecting Talent

- Establishing partnerships with organizations specializing in cultivating underrepresented talent to foster diversity in the candidate pipeline
- Expanding our inclusive practices within the hiring and interview process to focus on diverse leadership
- Expanding the Human Resources and Talent Acquisition Teams globally focused on furthering the company's inclusive hiring commitment
- Providing academic scholarships for university students from diverse backgrounds who are pursuing careers in fashion through the [Gucci North America Changemakers Scholarship program](#)
- Creating pathways for students to reach their destination in the retail industry through The Gucci Program for Scholars, which provides internship and mentorship opportunities in Gucci North America.

Developing, Engaging and Retaining Employees

- Generating professional development and mentorship opportunities through career growth programs, training and education and global exchange programs

- Educating employees through a global digital training program, focused upon understanding and recognising unconscious bias, working in an inclusive team and offering an inclusive customer experience. Launched in September 2021, the training has been integrated as part of the on-boarding process to all new hires and has been so far completed by over 6,000 employees
- Creating opportunities for employees to participate in Employee Resource Groups focused on diverse communities, people with disabilities, women, and their allies at Gucci, and LGBTQIA+ at Kering, to cultivate belonging and a supportive community
- Continuing to protect the rights of LGBTQIA+ individuals and uphold the [UN LGBT Business Conduct Standards](#) for companies, which include eliminating workplace discrimination, making sure business operations do not contribute to discrimination against customers, suppliers, or members of the public, and working with business partners to address discriminatory practices up and down the supply chain
- Providing opportunities with the [Gucci Changemakers](#) global volunteering program, connecting employees with their local communities through projects in support of gender equality, inclusion of refugees, education and the environment, including volunteer opportunities with the [Gucci North America Changemakers Impact Fund](#) grantees who specifically serve communities of colour in 12 cities across North America.

Gender Pay Parity

- In pursuit of our 2025 target, we have started analysing gender pay parity on a global scale, focusing on over 45 countries
- We are developing our first “Gender Gap” report – an innovative tool for the private sector that allows to report, identify, and implement actions aimed at promoting an inclusive culture and to identify opportunities to trigger change and foster gender equality within the company. As a pilot, the first report will focus on our employee population in Italy, including corporate, stores and factories
- In 2021, we have reinforced our commitment towards gender equality by signing the Women’s Forum CEO Champions Commitments at the [Women’s Forum G20 Italy](#), held in Milan from October 18-19. The Women’s Forum CEO Champions Commitments is designed to accelerate progress towards the Zero Gender Gap. The House joined other CEO Champions at the Forum in directly supporting female empowerment with an eye to a future ‘She-Covery’
- Also in 2021, in the UK we submitted a report including all information related to the UK gender pay gap, as requested by the UK Government. The detailed report is available [here](#)
- In compliance with French law, we are also communicating that the 2020 Gender Parity Index result for France is 98/100.

Creating Greater Opportunities for People with Disabilities

- As we work towards building more inclusive workplace and customer experience, we have been running a pilot programmes starting in North America with the aim to improve the accessibility and experience in our stores; increase our disability representation among our teams; and ensure that our staff is trained to bring greater awareness to accessibility and inclusivity. To this regard, we have launched a workshop titled “Accessibility is True Inclusion”, which will be mandatory for all employees in Gucci North America as part of the upcoming Unconscious Bias workshops. As of today, the pilot has been extended to Europe and will next be expanded to Latin America, South Asia and Pacific
- Also within Gucci Americas, we are enhancing opportunities for employees to participate in Employee Resource Groups focused on disability, called Guccibility

Adopting expansive language and improving self-identification options for employees

- Within the Gucci North America teams, employees now have the ability to self-identify as having visible or invisible disabilities as part of Gucci's overall mission to promote self-expression of all diversity dimensions
- In 2021, Gucci also launched the use of gender expansion language so that all Gucci North America employees can self-identify gender in a non-binary way as well as self-identify sexual orientation

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