



amazon

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Diversity, Equity, & Inclusion



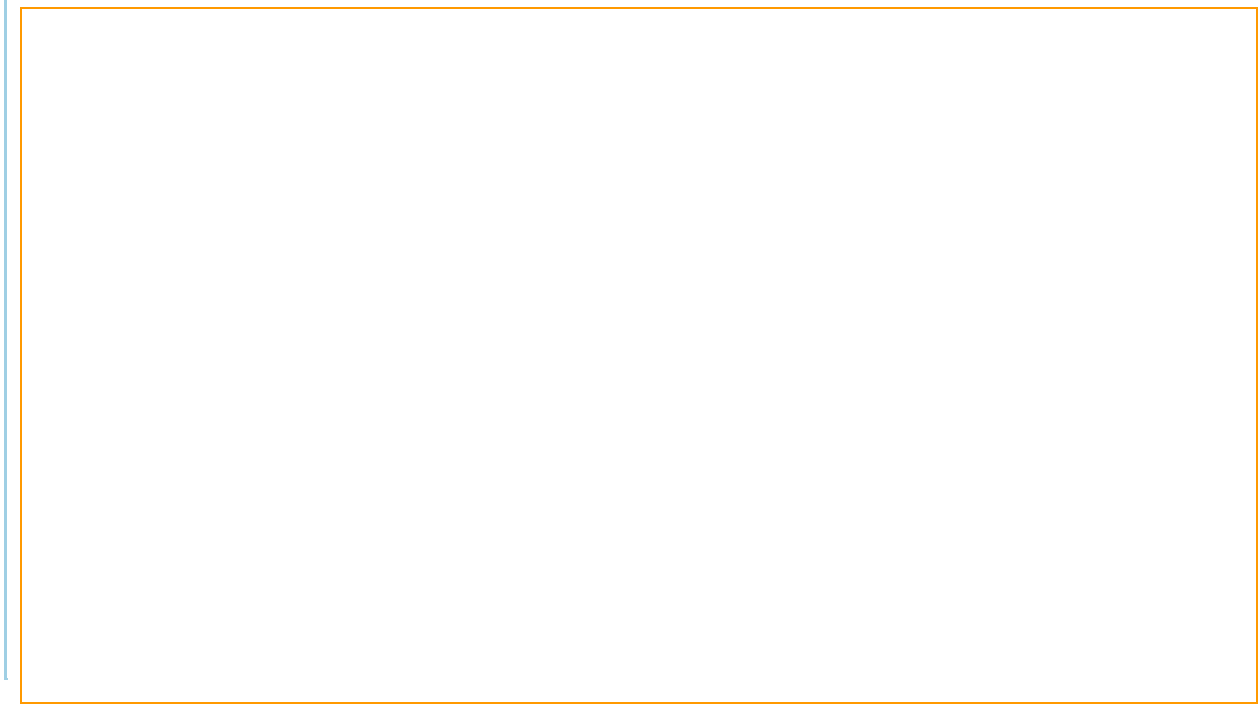
Diversity, Equity, and Inclusion

At Amazon, we value diversity, equity, and inclusion. We believe these values are good for business and, more fundamentally, are simply right.

Our Approach to Diversity, Equity, and Inclusion

We take very seriously our commitment to respect and value people from all backgrounds, including gender, race, ethnicity, religion, sexual orientation, and disability. We serve diverse customers, operate in diverse communities, and rely on a diverse workforce. Our ability to innovate on behalf of our customers relies on the perspectives and knowledge of people from all backgrounds, and the policies and procedures we have in place for our employees, selling partners, suppliers, and customers highlight our commitment and approach.

[Learn More](#)



Amazon's 2021 DEI Goals

We are committed to increasing representation of employees from diverse backgrounds at every level of our organization. We know that diverse leaders attract and retain diverse teams, so we focus our efforts on hiring, retention, growth, and development, including promotion of our employees. In 2021, we set company-wide goals for diversity, equity, and inclusion.

[Learn More](#)

Amazon's definition of inclusion: being valued, trusted, connected, and informed so that we can deliver the best results for our customers.

Programs and Strategies

Like many companies and institutions, we have more work to do on diversity, equity, and inclusion, but we believe we are on the right path. We have initiated numerous near-term and long-term programs and strategies across key aspects of our business to increase diversity and representation in our workforce, expand our efforts to build an inclusive culture, and address racial justice.

Focusing on Representation



Obsessing Over Customer Inclusion



Racial Justice and Equity



LGBTQIA+ Rights



Enhancing Opportunity



Empowering Diverse Entrepreneurs



Affinity Groups

Amazon has 13 employee-led affinity groups, comprised of more than 90,000 employees in hundreds of chapters globally who passionately and positively impact our company. Each affinity group has executive sponsors who support them in engaging at every level of the company.

[Learn More](#)

Spotlight: Indigenous@Amazon

Indigenous@Amazon is an inclusive employee affinity group dedicated to making an impact that celebrates and elevates diverse Indigenous cultures. The group fosters a community of Indigenous employees and allies through networking and shared experiences with the goal to make Amazon the premier employer for Indigenous people by increasing recruitment, representation, and retention of Indigenous people at Amazon.

Spotlight: Asians@Amazon

Asians@Amazon provides a support structure and network for Pan-Asian communities. The group helps recruit, onboard, and connect employees of Asian descent across geographies by sharing experiences and providing access to career development, networking, and community building opportunities. They also host local community and recruiting events.

Annual Conferences

Building on our Leadership Principle of Learn and Be Curious, we organize conferences every year where employees can learn and exchange their ideas and experiences. Several of these conferences focused specifically on diversity issues.

AmazeWIT



AmazeWIT is a conference we host in India, bringing together women technologists, including Amazon's technical leaders and external guests. The day-long event focuses on technology deep dives (including voice technology, machine learning, Fire OS, and others) and leadership discussions with senior Amazonians and peer companies.

Conversations on Race and Ethnicity



Global Accessibility Awareness Month



Global Diversity Summit



Represent the Future



Pay Equity

Amazon prioritizes pay equity. A review of the compensation awarded in 2020 at Amazon, including base pay, cash bonuses, and stock, shows that women employees in the U.S. were on par in pay equity with men, earning a dollar for every dollar that men earned performing the same jobs, and minorities earned 99.2 cents for every dollar that white employees earned performing these same jobs.

100

Cents per Dollar

In 2020, women earned a dollar for every dollar that men earned performing the same jobs.

99.2

Cents per Dollar

In 2020, minorities earned 99.2 cents for every dollar that white employees earned performing these same jobs.



Our Workforce Data

Representation matters. We track the representation of women and underrepresented communities because we know that diversity helps us build better teams that obsess over and better represent our global customer base. We have made year-over-year progress, and we will

continue to strive for better representation across our company.

[Learn More](#)



Explore more from

Employees

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Latest News

See how we put our scale and inventive culture to work on building a sustainable future.



Amazon legal team helps prevent and correct wrongful convictions

The Mid-Atlantic Innocence Project awarded the Amazon legal department with a Defender of Innocence

Award for the team's work to prevent and correct the conviction of innocent people.




An update on our diversity, equity, and inclusion work at Amazon

Earlier this year, I shared progress on our 2021 work. And over the past several months, I've worked to get a better understanding of what diversity, equity, and inclusion (DEI) means to Amazonians and what work would be most impactful to our teams. Like many of you, I've also spent time reflecting on the many things going on in the world and the tenacity it will take from all of us to make Amazon more inclusive than our world outside.



Former Amazon interns reveal how to land a full-time job at the company

As our Amazon interns continue their work across nearly all areas of our business in more than 40 countries, current Amazon employees provide helpful leadership advice for the next generation of leaders.

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All photos of people not wearing masks were taken prior to the COVID-19 pandemic.