



INCLUSION, DIVERSITY & EQUITY

The outdoors is diverse. In nature, different colors, shapes and species thrive due to their diversity. Diverse perspectives lead to creativity and innovation. Equity leads to empowerment. Inclusion leads to teamwork. We've grown from a family business to a global company because we understand what it takes to flourish. Since 1938, we have been making clothing and footwear so that more people can enjoy the outdoors. We connect active people with their passions across race, ethnicity, gender, ability, religion and sexual orientation. Doing the right thing for our consumers, customers, employees, the company and our communities is one of our core values. We are dedicated to creating a company that is diverse, equitable and inclusive because one thing that we can all agree on is the outdoors is for all of us.



OUR HISTORY INFORMS OUR PRESENT

Columbia Sportswear Company was founded by immigrants fleeing Nazi Germany. Their daughter, Gert Boyle, held every position, from seamstress of the first fishing vest to President and Chair of the Board. Ma Boyle was a pioneer as a woman in the outdoor industry. Her legacy continues to inspire us now that we are a global company with more than 7,000 employees all over the world.



WHO WE ARE

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Women on the Board of Directors

25%

of Managers and Executives are Millennials

48%

of Managers and Executives are women

58%

of Managers and Executives are Generation X

17.5%

of Managers and Executives identify as people of color

16%

of Managers and Executives are Baby Boomers

OUR VALUES

Our core values include creating a culture of honesty, respect and trust. Inclusion, equity and diversity are central to those core values and we strive to live them every day. Because we can all agree that the outdoors are for everyone.

WHERE WE ARE



- 5,388 employees in North America
- 1,755 employees in Asia
- 425 employees in Europe
- Stores in 49 U.S. states
- Sold in 100 countries
- Manufactured in 17 countries

RECENT STATEMENTS FROM COLUMBIA SPORTSWEAR COMPANY ON RACIAL INJUSTICE

In a statement to Columbia Sportswear Company employees, Tim Boyle, President & CEO, shared the following:

"We stand together with all victims of racism and all who speak out and act against racial injustice. But this is not just about those who hold leadership positions. We are all in a position to lead. I am reminded of the powerful words of Supreme Court Justice Thurgood Marshall: 'Where you see wrong or inequality or injustice, speak out, because this is your country. This is your democracy. Make it. Protect it. Pass it on.'"

Gert always drove relentless improvement by saying, 'It's perfect, now make it better.' On the topic of racism, society is more than imperfect, and we must all be relentless in the effort to make it better."

We are taking additional concrete actions to fight racism. It has taken a few days to research what we will do and how we will do it. We don't have all of the answers, and listening is more important than talking, but here are some steps we will take.

1. We will make donations to the NAACP Legal Defense Fund and the Marshall Project to advance our country's understanding of racism and its root causes and to promote equal justice and opportunity.
2. We will follow the lead of our employees. When employees choose to make donations to 501[c]3 non-profits focused on addressing racism, we are offering to double match the contributions up to \$1,000.
3. We will help individuals and communities exercise the critical right to vote, along with others in our industry.
4. We will continue to speak out and be a company that celebrates and encourages diversity.
5. We are working to help end racial injustice. This includes the facilitation of education about racism within our own company, with ongoing events and dialogue.

George Floyd's life mattered. Black lives matter.

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