We’re continuing to create a culture of inclusion, increasing representation across teams, and holding ourselves accountable at every level. Because belonging takes all of us.

that reflects the world around us.
We build features that make technology more accessible.
makes a world of difference.
We’re strengthening pathways from HBCUs to engineering for a more diverse workforce.

Underrepresented Communities
Our workforce is more diverse than ever. And there is more work to do.

Global Female Representation

U.S. Underrepresented Community Representation
Our Racial Equity and Justice Initiative is advancing equity and

requires all of us to do our part.
Over the past year, we filled more open leadership roles than ever with women globally and Black candidates in the United States. We remain committed to continuing to grow leadership representation.

**Inclusive Leadership**

**Apple**

- Open global leadership roles filled by women: 44%
- Open U.S. leadership roles filled by candidates from URCs: 55%
- Open U.S. leadership roles filled by Black candidates: 10%

**Retail**
More on inclusion and diversity at Apple.

Data measured between January 2022 and December 2022.

55% Open global leadership roles filled by women

75% Open U.S. leadership roles filled by candidates from URCs

19% Open U.S. leadership roles filled by Black candidates

Our values lead the way.

UPDATE
Apple announces next Impact Accelerator class advancing environmental innovation
August 30, 2023

PRESS RELEASE
Apple’s Racial Equity and Justice Initiative surpasses $200m in investments
June 14, 2023

UPDATE
Apple announces winners of the 2023 Apple Design Awards
June 5, 2023

FEATURE
McIntosh S.E.E.D. preserves land and legacy with Black landowners in the US South
February 15, 2023
Racial Equity and Justice Initiative
We're addressing systemic racism by expanding opportunities for communities of color globally.
Learn more

Supplier Responsibility
We prioritize providing safe, respectful, supportive workplaces for everyone.
Learn more

1. Acronyms used on this website: Research and Development (R&D); United States, Canada, Latin America, and the Caribbean (AMR); Europe, Middle East, India, and Africa (EMEIA); Asia Pacific (APAC).
2. Leadership roles include managers at all levels of our company.
3. Underrepresented communities (URCs): groups whose representation in tech has been historically low — Female, Black, Hispanic/Latinx, Multiracial, and Indigenous peoples.

Tech roles are based on Federal Employer Information Report EEO-1 skill designations. At Apple, this includes all technical roles across the company, such as engineering roles and Apple Store Geniuses.

Data supplied by the People team at Apple. Totals may not add up to 100% due to rounding. All data as of December 2022 unless otherwise noted.

Although data on this website reflects the gender categories of male and female, Apple deeply respects that gender is not binary. We are taking steps toward reflecting that in our global reporting.

Though we do not use the Federal Employer Information Report EEO-1 to measure progress, our most recent filing is publicly available.