



Open.

Humanity is plural, not singular. The best way the world works is everybody in. Nobody out.

A few updates we'd like to share.

Diverse teams make innovation possible. Our female representation is steadily increasing, and we're proud of the progress we're making. For example, 36 percent of our employees under 30 are women. That's an increase of 5 percentage points since 2014.

Women
at Apple

2014

2015

2016

2017

— Under 30 years old

— Overall representation



"If we want a product to appeal to and work for a big group of people, it needs to be built by a diverse group of people."

Grace, software engineer

[Read Grace's story](#) ⊕

We depend on the contributions from our outstanding women leaders. Twenty-nine percent of our leaders are women, reflecting a 1 percentage point increase from July 2016 to July 2017. And during that same period of time, the percentage of leaders under 30 who are women has increased by 3 percentage points. So our future generation of leaders includes an even greater percentage of women. Today 39 percent of our leaders under 30 are women.

29%
of leaders at Apple
are women

39%
of our leaders under 30
are women





"I'm passionate about welcoming more women into the tech industry. And thrilled they consider me a role model."

Kim, vice president of OS programs

[Read Kim's story](#) 

We're working hard to include more diverse perspectives. From July 2016 to July 2017, half of our new hires in the United States were from historically underrepresented groups in tech — women, Black, Hispanic, Native American, and Native Hawaiian & Other Pacific Islander.

50%
of new hires are
from historically
underrepresented
groups in tech

Our new hires are even more diverse than our current employees.

Representation by ethnicity in the U.S.

 New hires  Overall representation

New hires are employees hired within the past 12 months. Other includes Native American and Native Hawaiian & Other Pacific Islander. Data as of July 2017.



Diversity is our future. Apple is a multigenerational company with employees from 18 to 85. As Apple continues to grow, we're highly encouraged that our employees under 30 reflect an increasing diversity.

Underrepresented minorities in the U.S.





“My biggest responsibility is hiring. Because who we hire today is our culture tomorrow.”

Baha, retail store leader

[Read Baha's story](#) 

Every point of progress makes a big impact. We're a global company with 130,000 employees. At this scale, even small percentage point changes can affect thousands of people. For example, since 2014 we've increased female representation at Apple by 2 percentage points, hiring 37,000 women globally.

We're proud to support and welcome Veterans. Through their experiences and backgrounds, they bring leadership, technical skills, and a spirit of collaboration to Apple.

We believe a welcoming community is important

not just for Veterans, but for all our employees. So we created Diversity Network Associations (DNAs), which are communities centered around shared interests and beliefs. The Apple Veterans Association welcomes those who have served, their families, and any employee who wants to support and learn more about the military. It also helps Veterans with their transition to the workforce.



“In the military, everyone works together to get things done. And it’s the same way here at Apple.”

Carolyn, engineering project manager

[Read Carolyn’s story](#) 



“The culture at Apple allows me to be who I am and celebrate who I am.”

Raunaq, wireless test engineer

[Read Raunaq's story](#) 

Pay equity is simply the right thing to do. We've achieved pay equity in every country where we operate — women earn the same as men when you factor in similar roles, markets, and performance. In the United States,

underrepresented minorities earn one dollar for every dollar white employees earn.

Every year, we examine the compensation employees receive and make adjustments where necessary to ensure that we maintain pay equity.

As part of our commitment to pay equity, we've stopped asking candidates about their salary history in the United States and are in the process of implementing this practice globally.

LGBTQ rights are human rights. People should not be discriminated against because of their sexual orientation or gender identity.

We're honored to be rated one of the Best Places to Work for LGBTQ Equality by the Human Rights Campaign (HRC) and to have received a perfect score on its Corporate Equality Index for 15 consecutive years.

In 2017, we dedicated a portion of the proceeds from our Pride Edition Apple Watch band to help support the work of GLSEN, PFLAG, The Trevor Project, and ILGA.

And we use our voice to advocate for LGBTQ rights and freedom around the world.

15 years
perfect score on HRC's
Corporate Equality Index





"I've gotten a lot from Apple. And I want to give something back."

Erick, finance analyst, retail

[Read Erick's story](#) 





“We’re not afraid to adapt and change to become more welcoming. I think we walk the talk here. We don’t just say we embrace diversity and inclusion. We do it.”

Sprite, software engineer

[Read Sprite’s story](#) 

The most powerful technology should be accessible to everyone. It’s one of our core beliefs. And it’s the reason we design our products for everyone, including individuals with disabilities. So everyone has the opportunity to create, work, and play.





"I'm completely blind, so my first experience with a product is holding it, not seeing it. Right away I start asking 'Is this accessible? Could I use it?'"

Matthew, embedded firmware engineer

[Read Matthew's story](#) ⊕

A more diverse future begins with opportunities in education. We have always believed education is the great equalizer. And we're dedicated to empowering students and educators at all levels.

Apple is the sole lifetime partner to the National Center for Women & Information Technology, which works to increase the meaningful participation of women in the field of technology.

Through our partnership with Historically Black Colleges and Universities, we welcomed our second class of Thurgood Marshall College Fund scholars to Apple in summer 2017. We look forward to welcoming our third class next summer.

We're proud to be a part of ConnectED, a multiyear initiative bringing hardware and software, professional support, and infrastructure upgrades to underserved schools. We've made a \$100 million commitment to 114 schools across the country to bring the latest technology into the classroom.

Coding is the language of the future. And everyone should have the opportunity to learn it. That's why we've created free curricula for students from kindergarten through college. And because students at community colleges are the most diverse groups among higher education

institutions, we've also introduced a free year-long app development curriculum for high school and community college students to help bring their ideas to life.



“Opportunities like the Apple Scholars program level out the playing field because it puts Historically Black Colleges and Universities on the map to be included in the hiring of diverse talent.”

Maurita, software engineer

[Read Maurita's story](#) 

Technology for everyone should be made by everyone. We host thousands of developers at our annual Worldwide Developers Conference (WWDC). And WWDC 2017 was our largest and most diverse yet.

Our commitment to diversity extends to our suppliers. We make thoughtful and inclusive decisions and seek out certified diverse suppliers. And we're expanding our network to include more businesses owned by women, minorities, Veterans, people with disabilities, and LGBTQ individuals.

We value diverse marketplaces. Instead of relying solely on large financial institutions for our bond offerings, we actively seek out financial institutions owned by minorities, women, and Veterans to distribute our bonds to their investors. This enables the firms to grow, and in turn, we reach investors who wouldn't normally have access to our offerings.

Meaningful change takes time. We're proud of our accomplishments, but we have much more work to do. As we strive to do better, Apple will remain open. As it always has been. And always will be.

Here's data from the last four years.

2017 2016 2015 2014

Global gender



Overall Tech Nontech Leadership
Retail Retail leadership


U.S. race and ethnicity

Overall Tech Nontech Leadership
Retail Retail leadership

The population of employees whose race or ethnicity was undeclared decreased from 6 percent in 2015 to less than 1 percent in 2016 and continues to remain below 1 percent in 2017. This decrease came as a result of stronger internal processes and employees properly identifying themselves. Because the majority of our previously undeclared employees identified as White, the decrease had no impact on the representation rates for any other group. Other includes Native American and Native Hawaiian & Other Pacific Islander. Data as of July 2017.


Our most recently filed Federal Employer Information Report EEO-1, representing employees as of December 2017, is available for download below. We make the document publicly available, but it's not how we measure our progress. The EEO-1 has not kept pace with changes in industry. We believe the information we report elsewhere on this site is a more accurate reflection of our progress toward diversity.



[Download Employer Information Report EEO-1 for 2017](#) 

Underrepresented minorities: groups whose representation in tech has been historically low — Black, Hispanic, Native American, Native Hawaiian, and Other Pacific Islander.

Data supplied by Apple Human Resources. Totals may not add up to 100 percent due to rounding.

 > Inclusion & Diversity

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 United States

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