

RACIAL DIVERSITY OF U.S. WORKFORCE AT MAJOR U.S. TECH COMPANIES

Source: Based on corporate filings with the U.S. EEOC and most-recent available company diversity disclosures at the time of publication (see links). Percentages are rounded.

Company	White	Black	Asian	Latino	Other*
Adobe	69%	2%	24%	4%	1%
Airbnb	57%	3%	30%	7%	4%
Amazon**	52%	18%	13%	13%	5%
Apple***	56%	9%	19%	12%	3%
Atlassian	73%	2%	15%	2%	4%
Cisco	55%	3%	36%	5%	<2%
Dropbox	57%	3%	30%	6%	4%
eBay and PayPal	60%	8%	25%	5%	2%
Facebook	52%	2%	38%	4%	4%
Google	59%	2%	32%	3%	<4%
HP Inc. & HPE (formerly HP)	71%	7%	14%	6%	<2%
Intel	51%	4%	36%	8%	<2%
LinkedIn	54%	3%	36%	5%	<3%
Microsoft	58%	4%	31%	6%	<3%
Oracle****					
Pandora	65%	5%	16%	8%	7%
Pinterest	49%	2%	41%	4%	4%
Salesforce	65%	2%	24%	4%	<5%
Sandisk	44%	1%	50%	4%	1%
Slack	63%	4%	23%	5%	5%
Twitter	57%	3%	32%	4%	<4%
Yahoo	45%	2%	44%	4%	5%
Yelp	63%	7%	14%	9%	7%

*Companies determine how they disclose their data. The categories above reflect commonly reported racial categories: white, black, Asian and Latino. "Other" indicates additional categories reported on by companies, including but not limited to: Native American, Native Hawaiian/Pacific Islander, Alaska Native or multiracial. Most companies do not aggregate gender and race data.

** A note on the relatively high percentage of employees of color at Amazon: According to a report on Amazon by the Institute for Local Self Reliance, "Amazon [warehouse worker] wages were an average of 15 percent below the wages for comparable positions. . . . These low wages disproportionately affect African-American and Latino workers, who comprise 45 percent of Amazon's warehouse workforce, but only 8 percent of the company's management." ²⁹

*** Apple's retail employee base is included in its overall numbers. In 2014, Apple had about 66,000 employees in the U.S., including 30,000 U.S. retail employees.³⁰ According to the company's latest disclosure, the retail staff is more racially diverse than the staff overall. Meanwhile, the tech staff is less racially diverse than the staff overall.

**** Oracle does not publicly break out percentages of white, black or African-American, Asian, Hispanic or Latino staff employed by the company. Oracle's disclosure states that employees include 37% minority staff and 29% women staff.