



# FRAMEWORK FOR ACTION: Diversity, Equity & Inclusion



## Create More Inclusive Culture

1. Create a DE&I Advisory Council to advance our long-term DE&I commitments, reporting to senior leadership.
2. Provide Unconscious Bias training to every leader in 2020 and DE&I training for every associate by May 2021.



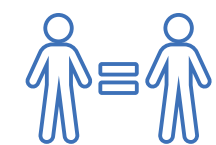
## Develop Diverse Talent

3. Improve diverse talent recruiting by partnering with Historically Black Colleges & Universities, Hispanic Association Colleges & Universities, and community colleges.
4. Establish two-way mentorship and advocacy program between high-potential diverse talent and senior leaders.



## Advance Diverse Partnerships

5. Increase spend with diverse suppliers from \$3.4 billion to \$10 billion by 2030.
6. Ensure our media partners align with Our Values and that we reach diverse customers through our marketing spend, partners and strategy.



## Advance Equitable Communities

7. Deploy funds to support impactful approaches to advance racial equity with community partners.
8. Encourage associates to vote and provide voter registration/ballot applications in stores.



## Deeply Listen and Report Progress

9. Engage external stakeholders to seek perspective and co-create more just and equitable communities.
10. Provide associates with platforms to continue sharing their stories and feedback with our leaders.

