

## Inside Gap Inc.'s 2021-2022 Equality & Belonging Report

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Progress report highlights gender and racial/ethnic makeup across its purpose-led, lifestyle brands

SAN FRANCISCO--(BUSINESS WIRE)-- Gap Inc. has released its second annual Equality & Belonging (E&B) report, detailing the company's approach to diversity, equity and inclusion, including programs and priorities as well as progress and updates against its 2025 Commitments.

"Two years ago - as the depth of systemic racism in our society was revealed, again - many companies, pledged to eliminate discrimination and harassment inside and outside of their businesses," said Kisha Modica, Vice President of Equality & Belonging at Gap Inc. "Our work today is to ensure that these bold commitments are followed up with real action--and that the fashion industry, with all its financial strength and influence, remains intentional on tackling inequality in all its forms."

Gap Inc.'s **2025 Commitments** were outlined in June 2020 as part of Gap Inc.'s Equality & Belonging strategy, which leverages its people, brands, and voice to unlock opportunities and enable a culture of belonging for employees, customers, and future generations. In the last year, the company has made progress toward driving change, including:

- Gap Inc. increases its Black representation at the officer level (Vice President and above) by two percentage points since 2020: Creating access to Black senior leaders for advocacy, mentorship and community building was a top priority for Gap Inc. and paved the way to the launch of the Black Officer Network. Bringing together Black senior leaders to harness the power of their collective voice and open the channels for a safe and encouraging space to discuss challenges and insights that are unique to Black professionals--inspiring

new hires, while showing existing employees how they can reach their full potential.

- Gap Inc. increases its female representation in Gap Tech by two percentage points since 2020: With 24% women on the Gap Tech team, the Women in Tech (WIT) program was launched to drive greater representation, retention, and inclusion for this community. Designed to drive cultural change, the WIT program empowers, connects, and supports the next generation of women leaders in tech roles by providing access and opportunity to advance their careers.
- Gap Inc. welcomes its most diverse cohorts for its Rotational Management Program and Corporate Internships: Community engagement is essential to creating access to opportunities for Black and Latinx talent at early stages and sets a foundation that improves long-term career outcomes. Gap Inc. is expanding its entry-level pipeline programs and creating more access to opportunity through early engagement programs by welcoming its most diverse cohorts for its **Rotational Management Program** (68% BIPOC), **Corporate Internships** (65% BIPOC) and its new **Gap Tech Rotational Program** (76% BIPOC).

“We know our success depends on our relationship with the customers and communities who count on us to do what is right,” said Sheila Peters, Chief People Officer at Gap Inc. “The Equality & Belonging work documented in this report is how we are holding ourselves accountable to all our stakeholders, building an inclusive workplace for our employees and driving positive change across an industry with deeply ingrained inequities.”

Gap Inc. was founded with equality and inclusion built into the company's DNA, and today each of its four lifestyle brands, Old Navy, Gap, Banana Republic and Athleta are led by its purpose, Inclusive, By Design. To reinforce its commitment to change, Gap Inc. has aligned with several leading coalitions that are making strides driving change for our customers and communities, including increasing opportunities for the Black community, ensuring workplaces and stores are welcoming spaces for everyone.

Gap Inc. has publicly reported its global employee gender data and overall U.S. race and ethnicity data since 2013. Starting in 2020, it began regularly sharing additional data on how employees identify their race and ethnicity at both stores and headquarters.

The report primarily focuses on U.S. programs and activities between May 2021 and April 2022, unless otherwise noted. All data included in the report is from the fiscal year 2021. To view the full report, **click here**. More updates and stories about Gap Inc.'s E&B and Environmental, Social, Governance (ESG) programs and commitments are available at **Gap Inc.**

## About Gap Inc.

Gap Inc., a collection of purpose-led lifestyle brands, is the largest American specialty apparel company offering clothing, accessories, and personal care products for men, women, and children under the **Old Navy, Gap, Banana**

**Republic**, and **Athleta** brands. The company uses omni-channel capabilities to bridge the digital world and physical stores to further enhance its shopping experience. Gap Inc. is guided by its purpose, Inclusive, by Design, and takes pride in creating products and experiences its customers love while doing right by its employees, communities, and planet. Gap Inc. products are available for purchase worldwide through company-operated stores, franchise stores, and e-commerce sites. Fiscal year 2021 net sales were \$16.7 billion. For more information, please visit [www.gapinc.com](http://www.gapinc.com).

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