

**STARBUCKS®**

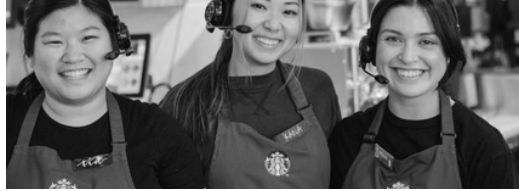
**2022**

**Company Profile**



**ASU** The Difference  
Engine  
Arizona State University

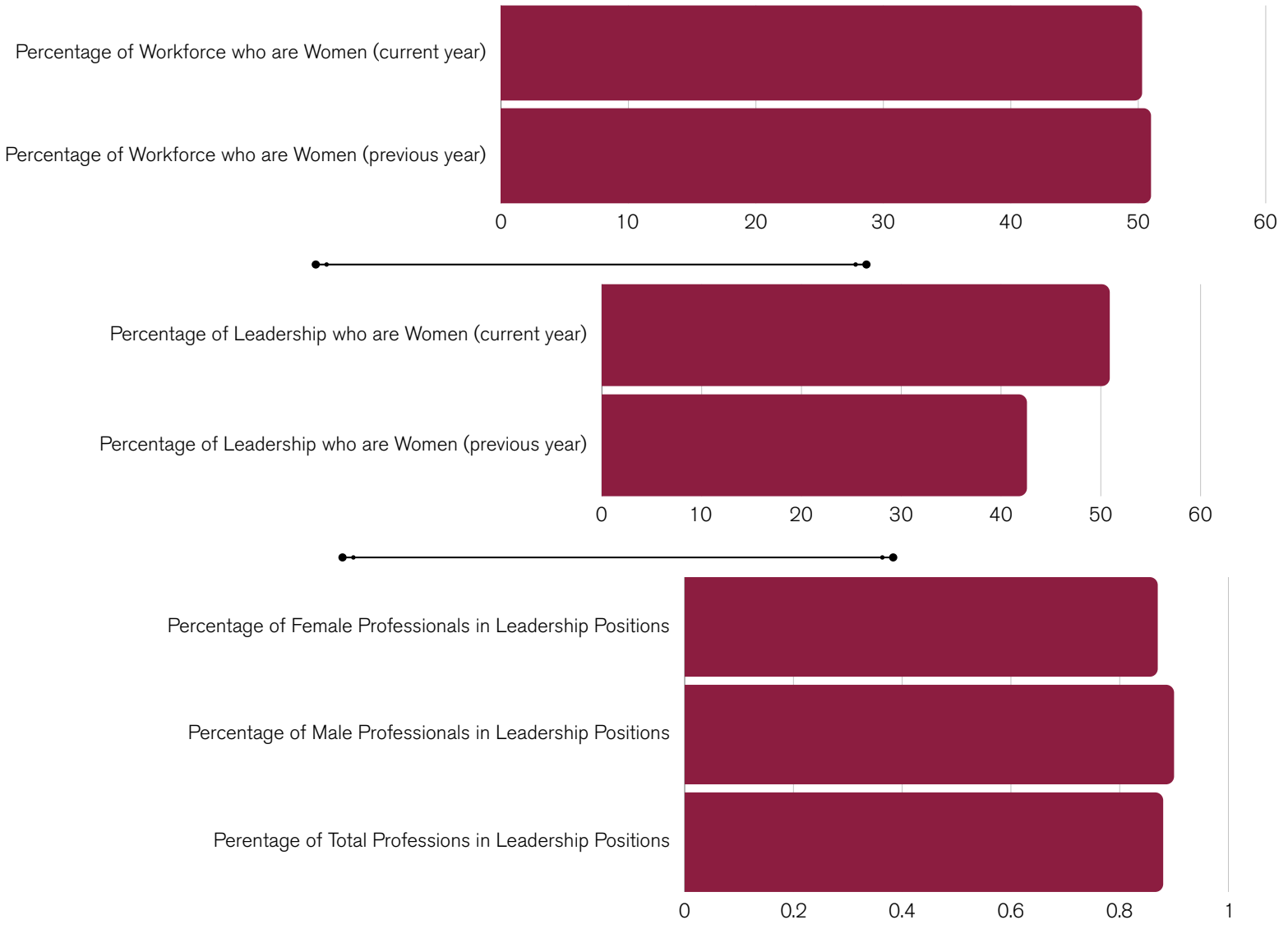
Women's Power & Influence Index (1.0)



# STARBUCKS®

Starbucks, a multinational coffeehouse chain, has been ranked as a **PACESETTER** based on the criteria used for the Women's Power Index. In 2018, Starbucks achieved 100% pay equity while also eliminating the process of asking for previous salary information and providing salary ranges only upon request. Based on EEO data, women make up 50% of the leadership positions and 44% of the total workforce. Starbucks also has committed to making 55% of its retail roles women by 2025. While there is a mentorship program available, it is not gender-specific, and there is no gender-specific professional development program. Starbucks provides childcare benefits, paid time off for all new parents, and Family Expansion Reimbursement up to \$10,000.

## Workforce Profile



Binary scores are calculated as 1 or 0.

- 1 indicates that all information for this category was found in publicly available resources.
- 0 indicates that information for this category was not readily available to the public.

All hyperlinks are valid as of 11/3/2023

## Compensation

### Pay Gap

### Pay Gap Score

1

#### *Existence of policy to address the gender pay gap*

"In 2018, Starbucks achieved 100 percent pay equity in the U.S. for women and men and people of all races for partners performing similar work. This work was built on the foundation of Starbucks' pay equity principles, which include ending the practice of asking applicants about salary history and providing salary ranges to any candidate who requests it. Starbucks understands that it is not enough to achieve pay equity—the Company must maintain it."

Ref: Pg 35, Covington Report

## Career Growth

### Professional Development

### Professional Development Score

0

#### *Existence of professional development programs geared towards female employees*

Information related to this criterion could not be found.

### Mentorship

### Mentorship Score

1

#### *Existence of formal mentoring programs to facilitate advancement of careers of female employees*

"Launching a mentorship program to connect BIPOC partners to senior leaders. In its initial phase, the program pairs senior vice presidents and above with diverse directors and vice presidents in retail and non-retail. The program includes a mix of one-on-one sessions between mentors and mentees, mentorship circles with a 1:3 mentor-mentee ratio, and community events"

Ref: Pg 2, People Report

### Recruitment Efforts

### Recruitment Efforts Score

1

#### *Written commitment to attracting women to open positions*

"At least 40% BIPOC representation and 55% women in all retail roles, by 2025 in the U.S."

Ref: Pg 3, People Report

## Work-Life Balance

### Childcare Benefits

### Childcare Benefits Score

#### *Existence of childcare subsidies and support*

1

"Care@Work provides all Starbucks partners with ten subsidized backup-care days per year. Partners pay \$1 per hour for in-home backup care or \$5 per day for in-center child care. Partners also receive a free premium membership to Care.com, valued at \$150, and access to Care.com's platform of caregivers."

Ref: Pg 44, Civil Rights Report

### Caregiver Paid Time Off (PTO)

### Caregiver PTO Score

1

#### *Availability of paid caregiver leave in excess of government mandates*

"- Birth mothers: Benefits-eligible birth mothers (those working at least twenty hours a week) receive at least six weeks of fully paid leave for medical recovery  
- All new parents, for birth, adoption, or foster placement: Benefits-eligible new parents receive six weeks of fully paid leave, regardless of federal Family and Medical Leave Act eligibility and may take an additional twelve weeks of unpaid leave. Eligible non-store partners receive at least twelve weeks of fully paid leave"

Ref: Pg 44, Civil Rights Report

### Health Benefits

### Health Benefits Score

1

#### *Existence of female oriented health benefits*

"Starbucks also provides Family Expansion Reimbursement of up to \$10,000 per adoption, surrogacy or Intrauterine Insemination for eligible partners"

Ref: Pg 2, Benefits and Perks Starbucks

## External Stakeholder

### Community Engagement

### Community Engagement Score

#### *Organizational support of initiatives that drive gender equality and women's empowerment in the community*

1

"Starbucks maintains a Supplier Diversity and Inclusion Program that seeks to provide qualified women-, minority-, people with disabilities-, veteran-, and small owned suppliers with an equal opportunity to compete for its business."

Ref: pg 51, Civil Rights Report

## **Inclusive Culture**

### **Gender Equality Program**

### **Gender Equality Program Score**

*Additional programs that promote gender equality within the industry or the company*

0

Information related to this criterion could not be found.

### **Harassment Policy**

### **Harassment Policy Score**

*Explicitly defined policies against sexual harassment and existence of anti-harassment policies that address verbal, physical, sexual and psychological harassment and violence*

1

"All partners are entitled to work in an environment that is free of harassment, bullying and discrimination. Harassment, bullying and discrimination take many forms, including:

- Unwelcome remarks, gestures or physical contact
- The display or circulation of offensive, derogatory or sexually explicit pictures or other materials, including by email and on the Internet
- Offensive or derogatory jokes or comments (explicit or by innuendo)
- Verbal or physical abuse or threats"

Ref: Pg 7, Standard of Business Conduct

### **Harassment and Discrimination Training**

### **Harassment & Discrimination Training Score**

*Existence of policies mandating discrimination and sexual harassment training*

1

"Starbucks also extends harassment prevention training beyond those requirements to store partners in managerial roles (generally, Assistant Store Managers and Store Managers) in the U.S. and Canada, as well as to all non-store partners globally. In particular, Starbucks provides workplace harassment prevention training to partners during new-hire onboarding and provides refresher trainings on a regular basis."

Ref: Pg 41, Covington Report