

# Starbucks U.S. Workforce Demographics

## All Starbucks (U.S.)

### All Starbucks by Race

7.7% Black; 28.5% Hispanic or Latinx; 5.9% Asian; 4.9% Multiracial; 51.8% White; 0.6% American Indian or Alaska Native; 0.5% Native Hawaiian or Other Pacific Islander; 0.1% Not Specified.

### All Starbucks by Gender

71.3% Female; 28.7% Male.

### All Starbucks by Intersection (Gender and Race)

5.5% Black Female; 2.3% Black Male; 19.8% Hispanic or Latinx Female; 8.8% Hispanic or Latinx Male; 3.9% Asian Female; 2.0% Asian Male; 3.5% Multiracial Female; 1.4% Multiracial Male; 37.9% White Female; 13.9% White Male; 0.4% American Indian or Alaska Native Female; 0.2% American Indian or Alaska Native Male; 0.4% Native Hawaiian or Other Pacific Islander Female; 0.2% Native Hawaiian or Other Pacific Islander Male; 0.0% Not Specified Female; 0.0% Not Specified Male.

## Starbucks Retail

### Overall Retail by Race

7.8% Black; 29.1% Hispanic or Latinx; 5.6% Asian; 4.9% Multiracial; 51.5% White; 0.6% American Indian or Alaska Native; 0.5% Native Hawaiian or Other Pacific Islander; 0.1% Not Specified.

### Overall Retail by Gender

72.0% Female; 28.0% Male.

### Overall Retail by Intersection (Gender and Race)

5.5% Black Female; 2.2% Black Male; 20.2% Hispanic or Latinx Female; 8.9% Hispanic or Latinx Male; 3.7% Asian Female; 1.9% Asian Male; 3.5% Multiracial Female; 1.4% Multiracial Male; 38.1% White Female; 13.4% White Male; 0.4% American Indian or Alaska Native Female; 0.2% American Indian or Alaska Native Male; 0.4% Native Hawaiian or Other Pacific Islander Female; 0.2% Native Hawaiian or Other Pacific Islander Male; 0.0% Not Specified Female; 0.0% Not Specified Male.

### Retail by Race and Job Level

#### Black

10.0% regional vice president; 16.7% regional director; 9.7% district manager; 6.7% store manager; 6.7% shift supervisor; 8.1% barista.

#### Hispanic or Latinx

10.0% regional vice president; 5.3% regional director; 13.5% district manager; 20.2% store manager; 27.8% shift supervisor; 30.2% barista.

#### Asian

0.0% regional vice president; 1.5% regional director; 3.9% district manager; 4.3% store manager; 4.5% shift supervisor; 6.0% barista.

#### Multiracial

0.0% regional vice president; 6.8% regional director; 3.7% district manager; 4.0% store manager; 4.8% shift supervisor; 5.0% barista.

### White

80.0% regional vice president; 69.7% regional director; 68.1% district manager; 62.6% store manager; 54.9% shift supervisor; 49.6% barista.

### American Indian or Alaska Native

0.0% regional vice president; 0.0% regional director; 0.3% district manager; 0.6% store manager; 0.7% shift supervisor; 0.6% barista.

### Native Hawaiian or Other Pacific Islander

0.0% regional vice president; 0.0% regional director; 0.5% district manager; 0.8% store manager; 0.6% shift supervisor; 0.5% barista.

### Not Specified

0.0% regional vice president; 0.0% regional director; 0.3% district manager; 0.7% store manager; 0.0% shift supervisor; 0.0% barista.

## Retail by Gender and Job Level

### Female

65.0% regional vice president; 52.3% regional director; 60.1% district manager; 68.5% store manager; 70.0% shift supervisor; 72.9% barista.

### Male

35.0% regional vice president; 47.7% regional director; 39.9% district manager; 31.5% store manager; 30.0% shift supervisor; 27.1% barista.

## Retail by Intersection (Gender and Race) and Job Level

### Black

#### *Female*

0.0% regional vice president; 4.6% regional director; 5.2% district manager; 4.4% store manager; 4.7% shift supervisor; 5.9% barista.

#### *Male*

10.0% regional vice president; 12.1% regional director; 4.5% district manager; 2.3% store manager; 2.0% shift supervisor; 2.3% barista.

### Hispanic or Latinx

#### *Female*

10.0% regional vice president; 3.0% regional director; 6.6% district manager; 13.1% store manager; 18.7% shift supervisor; 21.3% barista.

#### *Male*

0.0% regional vice president; 2.3% regional director; 6.9% district manager; 7.1% store manager; 9.1% shift supervisor; 8.9% barista.

### Asian

#### *Female*

0.0% regional vice president; 0.8% regional director; 2.2% district manager; 2.8% store manager; 2.7% shift supervisor; 4.1% barista.

### *Male*

0.0% regional vice president; 0.8% regional director; 1.7% district manager; 1.6% store manager; 1.7% shift supervisor; 1.9% barista.

## Multiracial

### *Female*

0.0% regional vice president; 3.8% regional director; 2.4% district manager; 2.9% store manager; 3.5% shift supervisor; 3.6% barista.

### *Male*

0.0% regional vice president; 3.0% regional director; 1.4% district manager; 1.1% store manager; 1.3% shift supervisor; 1.4% barista.

## White

### *Female*

55.0% regional vice president; 40.2% regional director; 43.2% district manager; 43.9% store manager; 39.5% shift supervisor; 37.3% barista.

### *Male*

25.0% regional vice president; 29.5% regional director; 24.9% district manager; 18.8% store manager; 15.4% shift supervisor; 12.3% barista.

## American Indian or Alaska Native

### *Female*

0.0% regional vice president; 0.0% regional director; 0.2% district manager; 0.4% store manager; 0.5% shift supervisor; 0.4% barista.

### *Male*

0.0% regional vice president; 0.0% regional director; 0.1% district manager; 0.1% store manager; 0.2% shift supervisor; 0.2% barista.

## Native Hawaiian or Other Pacific Islander

### *Female*

0.0% regional vice president; 0.0% regional director; 0.4% district manager; 0.6% store manager; 0.5% shift supervisor; 0.4% barista.

### *Male*

0.0% regional vice president; 0.0% regional director; 0.2% district manager; 0.2% store manager; 0.2% shift supervisor; 0.2% barista.

## Not Specified

### *Female*

0.0% regional vice president; 0.0% regional director; 0.0% district manager; 0.5% store manager; 0.0% shift supervisor; 0.0% barista.

### *Male*

0.0% regional vice president; 0.0% regional director; 0.3% district manager; 0.3% store manager; 0.0% shift supervisor; 0.0% barista.

## Starbucks Corporate

### Overall Corporate by Race

4.3% Black; 8.0% Hispanic or Latinx; 19.1% Asian; 3.6% Multiracial; 63.9% White; 0.2% American Indian or Alaska Native; 0.5% Native Hawaiian or Other Pacific Islander; 0.4% Not Specified.

## Overall Corporate by Gender

54.4% Female; 45.5% Male.

## Overall Corporate by Intersection (Gender and Race)

2.6% Black Female; 1.7% Black Male; 4.5% Hispanic or Latinx Female; 3.5% Hispanic or Latinx Male; 9.7% Asian Female; 9.4% Asian Male; 2.0% Multiracial Female; 1.5% Multiracial Male; 34.9% White Female; 29.0% White Male; 0.1% American Indian or Alaska Native Female; 0.1% American Indian or Alaska Native Male; 0.3% Native Hawaiian or Other Pacific Islander Female; 0.2% Native Hawaiian or Other Pacific Islander Male; 0.2% Not Specified Female; 0.1% Not Specified Male.

## Corporate by Race and Job Level

### Black

9.8% SVP+; 6.5% VP; 4.5% DIR; 2.8% MGR; 4.4% IC.

### Hispanic or Latinx

2.4% SVP+; 3.7% VP; 6.2% DIR; 6.9% MGR; 8.6% IC.

### Asian

4.9% SVP+; 19.6% VP; 14.4% DIR; 16.4% MGR; 20.2% IC.

### Multiracial

0.0% SVP+; 0.9% VP; 3.0% DIR; 3.3% MGR; 3.8% IC.

### White

78.1% SVP+; 68.2% VP; 71.0% DIR; 70.0% MGR; 61.6% IC.

### American Indian or Alaska Native

2.4% SVP+; 0.0% VP; 0.3% DIR; 0.3% MGR; 0.2% IC.

### Native Hawaiian or Other Pacific Islander

0.0% SVP+; 0.0% VP; 0.3% DIR; 0.3% MGR; 0.6% IC.

### Not Specified

2.4% SVP+; 0.9% VP; 0.3% DIR; 0.0% MGR; 0.4% IC.

## Corporate by Gender and Job Level

### Female

58.5% SVP+; 48.6% VP; 55.8% DIR; 53.6% MGR; 54.4% IC.

### Male

41.5% SVP+; 51.4% VP; 43.9% DIR; 46.4% MGR; 45.3% IC.

## Corporate by Intersection (Gender and Race) and Job Level

### Black

#### *Female*

2.4% SVP+; 2.8% VP; 3.0% DIR; 1.8% MGR; 2.6% IC.

#### *Male*

7.3% SVP+; 3.7% VP; 1.5% DIR; 1.0% MGR; 1.8% IC.

## Hispanic or Latinx

### *Female*

2.4% SVP+; 2.8% VP; 2.5% DIR; 4.3% MGR; 4.8% IC.

### *Male*

0.0% SVP+; 0.9% VP; 3.7% DIR; 2.6% MGR; 3.8% IC.

## Asian

### *Female*

4.9% SVP+; 9.4% VP; 8.9% DIR; 9.0% MGR; 10.0% IC.

### *Male*

0.0% SVP+; 10.3% VP; 5.5% DIR; 7.4% MGR; 10.2% IC.

## Multiracial

### *Female*

0.0% SVP+; 0.9% VP; 2.0% DIR; 1.5% MGR; 2.2% IC.

### *Male*

0.0% SVP+; 0.0% VP; 1.0% DIR; 1.8% MGR; 1.6% IC.

## White

### *Female*

46.3% SVP+; 31.8% VP; 39.5% DIR; 36.7% MGR; 34.1% IC.

### *Male*

31.7% SVP+; 36.5% VP; 31.5% DIR; 33.3% MGR; 27.5% IC.

## American Indian or Alaska Native

### *Female*

2.4% SVP+; 0.0% VP; 0.0% DIR; 0.1% MGR; 0.1% IC.

### *Male*

0.0% SVP+; 0.0% VP; 0.3% DIR; 0.2% MGR; 0.1% IC.

## Native Hawaiian or Other Pacific Islander

### *Female*

0.0% SVP+; 0.0% VP; 0.0% DIR; 0.2% MGR; 0.3% IC.

### *Male*

0.0% SVP+; 0.0% VP; 0.3% DIR; 0.1% MGR; 0.2% IC.

## Not Specified

### *Female*

0.0% SVP+; 0.9% VP; 0.0% DIR; 0.0% MGR; 0.3% IC.

### *Male*

2.4% SVP+; 0.0% VP; 0.3% DIR; 0.0% MGR; 0.1% IC.

## Starbucks Manufacturing

### Overall Manufacturing by Race

13.7% Black; 21.6% Hispanic or Latinx; 4.6% Asian; 2.3% Multiracial; 53.0% White; 1.2% American Indian or Alaska Native; 1.0% Native Hawaiian or Other Pacific Islander; 2.4% Not Specified.

## Overall Manufacturing by Gender

33.4% Female; 66.4% Male.

## Overall Manufacturing by Intersection (Gender and Race)

3.9% Black Female; 9.8% Black Male; 9.0% Hispanic or Latinx Female; 12.6% Hispanic or Latinx Male; 1.5% Asian Female; 3.1% Asian Male; 0.8% Multiracial Female; 1.5% Multiracial Male; 16.4% White Female; 36.6% White Male; 0.7% American Indian or Alaska Native Female; 0.5% American Indian or Alaska Native Male; 0.4% Native Hawaiian or Other Pacific Islander Female; 0.6% Native Hawaiian or Other Pacific Islander Male; 0.8% Not Specified Female; 1.7% Not Specified Male.

## Manufacturing by Race and Job Level

### Black

12.5% DIR; 10.9% MGR; 13.9% IC.

### Hispanic or Latinx

0.0% DIR; 7.7% MGR; 22.9% IC.

### Asian

0.0% DIR; 3.2% MGR; 4.8% IC.

### Multiracial

0.0% DIR; 1.9% MGR; 2.3% IC.

### White

87.5% DIR; 75.6% MGR; 50.9% IC.

### American Indian or Alaska Native

0.0% DIR; 0.0% MGR; 1.3% IC.

### Native Hawaiian or Other Pacific Islander

0.0% DIR; 0.0% MGR; 1.1% IC.

### Not Specified

0.0% DIR; 0.6% MGR; 2.6% IC.

## Manufacturing by Gender and Job Level

### Female

12.5% DIR; 27.6% MGR; 34.0% IC.

### Male

87.5% DIR; 72.4% MGR; 65.8% IC.

## Manufacturing by Intersection (Gender and Race) and Job Level

### Black

#### *Female*

0.0% DIR; 3.8% MGR; 3.9% IC.

#### *Male*

12.5% DIR; 7.1% MGR; 10.0% IC.

## Hispanic or Latinx

### *Female*

0.0% DIR; 1.9% MGR; 9.6% IC.

### *Male*

0.0% DIR; 5.8% MGR; 13.3% IC.

## Asian

### *Female*

0.0% DIR; 0.6% MGR; 1.6% IC.

### *Male*

0.0% DIR; 2.6% MGR; 3.2% IC.

## Multiracial

### *Female*

0.0% DIR; 0.0% MGR; 0.9% IC.

### *Male*

0.0% DIR; 1.9% MGR; 1.5% IC.

## White

### *Female*

12.5% DIR; 20.5% MGR; 16.1% IC.

### *Male*

75.0% DIR; 55.1% MGR; 34.8% IC.

## American Indian or Alaska Native

### *Female*

0.0% DIR; 0.0% MGR; 0.7% IC.

### *Male*

0.0% DIR; 0.0% MGR; 0.5% IC.

## Native Hawaiian or Other Pacific Islander

### *Female*

0.0% DIR; 0.0% MGR; 0.4% IC.

### *Male*

0.0% DIR; 0.0% MGR; 0.7% IC.

## Not Specified

### *Female*

0.0% DIR; 0.6% MGR; 0.8% IC.

### *Male*

0.0% DIR; 0.0% MGR; 1.8% IC.

## Data Dictionary

U.S. Partners Only. Totals may not add up to 100 percent due to rounding. Workforce composition metrics are derived from EEO-1 self-identification data.

Retail: Partners who work directly in stores or the retail management hierarchy that supports store partners

Corporate: Partners who work in support functions and not directly in 'Retail' or 'Manufacturing'

Manufacturing: Partners who work directly in, or for roasting plants and distribution centers

IC: Individual contributors with no direct reports

MGR: People managers below the director level

DIR: Directors

VP: Corporate vice presidents

SVP+: senior vice presidents and above. Including evp, group presidents, cfo, coo, ceo.

BIPOC: An aggregate representation of the EEO-1 designations including 'Black or African American'; 'Asian'; 'Hispanic or Latino'; 'American Indian or Alaskan Native'; 'Native Hawaiian or Other Pacific Islander'; and 'Two or More Races'

Black: A person having origins in any of the Black racial groups of Africa. EEO-1 identification of 'Black or African American'

Hispanic or Latinx: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin. EEO-1 ethnicity identification of 'Hispanic or Latino' regardless of EEO-1 race identification.

Asian: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Multiracial: A person who with two or more race/ethnic categories named. EEO-1 race identification of 'Two or More Races'

White: A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

American Indian or Alaskan Native: A person having origins in any of the original peoples of North and South America (including Central America) and who maintains tribal affiliation or community attachment.

Native Hawaiian or Other Pacific Islander: A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Not Specified: Partners who have not yet specified an ethnicity, race

U.S. Partners: Employees whose work location is in the United States