

Facebook Diversity Update: Building a more diverse, inclusive workforce

More about our people and our short, medium and long-term initiatives

Diversity is core to our business at Facebook. It enables us to build better products, make better decisions and help bring the world closer together.

Read on for more about the people who are making an impact at Facebook, the programs we've implemented to help us build a more diverse and inclusive Facebook, and the progress we've made in 2017.

Short term: What has the greatest impact, right now?

INCLUSION AND RECRUITING TACTICS

In addition to our Diverse Slate Approach (DSA), which sets the expectation that underrepresented people will be interviewed on site for open roles, and our suite of programs to manage unconscious bias, we have been working to create a solid foundation built on stronger analytics and improved recruiting tools. New approaches to people analytics can be used to provide insights specifically for groups that have been underrepresented. You can learn more about our perspective on this [here](#).

Once they get here, we want our people to feel welcomed and supported so they can do the best work of their lives. Opportunities for advancement

and leadership within the company are crucial. For our senior women, we host a series of two-day LEAD workshops designed to provide a strong network of support, along with the tools they need to be the best leaders they can be. The success of Women's Leadership Day, open to all women at Facebook, inspired us to host our first-ever Black Leadership Day last year, which was a full day of programming for everyone in our Black community designed to empower, inspire, and give people the tools to lead with confidence. We'll also be hosting Latin@ Facebook Leadership Day later this year geared to enhancing the strength of our community of people who identify as Hispanic/Latino.

Facebook Resource Groups (FBRGs), run by our internal communities of Asians and Pacific Islanders, Blacks, Differently Abled people, those of faith, Latinos/Hispanics, LGBTQ, veterans and women, provide many people at Facebook with support, and foster understanding between all people. Building community outside of Facebook is just as important. We're proud sponsors of Blacks in Tech, and often host events like a recent Instagram panel that brought together people from all over the industry, including our own James Mitchell. James is one of our longest-tenured employees at Facebook. When he started at the company in June 2006, there were less than 100

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Product Design Director Dantley Davis and Software Engineer Michelle Adjangba



Technoboogie Media for Facebook

people working here—now, as Community Operations Director at Instagram, he leads a team focused on keeping Instagram safe.

Medium term: Supporting university students with an interest in tech

UNIVERSITY PROGRAMS AND CONFERENCES

When people learn to code, they get the opportunity to build the products of the future and move our society forward. We want to reach students from a variety of different backgrounds who have an interest in tech, and find ways to encourage them to stick with it. Tami Forrester started her career with Facebook as an intern, before returning as a full-time employee in 2015. Tami is now an engineer at Instagram, and her team brought multiple photo posts to Android. We're also seeing former trainees return to Facebook as interns and full-time employees after graduation. Software Engineer Michelle Adjangba began as a Facebook University (FBU) intern with

us in 2014, before returning as an intern for the past two summers. She's currently completing bootcamp as a full-time employee. Our hope is that she joins people like Kaitlyn Lee, another former FBU trainee and current Software Engineer, in mentoring future FBU classes while also building software and contributing to the Facebook codebase.

We look far and wide for talent, hiring from more than 300 universities and colleges across the world. We've found attending conferences and building strong partnerships with industry organizations to be crucial tools in finding and encouraging talent. We want to find the next generation of leaders in the field of computing, and there are some incredible events that convene the best and brightest. This year, we extended offers to candidates we met at **Grace Hopper**, the **Society of Hispanic Professional Engineers (SHPE)** Conference and the **National Society of Black Engineers (NSBE)** Convention. We also have a presence at events like **The Richard Tapia Conference**, **OUT for Undergrads**, and the **US Business**

Black Leadership Day, 2016

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Leadership Network (USBLN). Our CS&E Lean In Circles program continues to support women already in college to help them graduate with CS degrees. We now have 296 circles on university campuses around the world and about 700 Lean IN-terns from 200 companies and 173 schools across the world.

Long term: Expanding opportunity and access

RESOURCES FOR LEARNERS OF ALL AGES, AND COMMUNITIES AROUND THEM

Underrepresented people and their parents or guardians often lack access to information about computer science & engineering (CS&E) and what a career in CS&E might look like. To address this, we created **TechPrep** in 2015, a free resource hub in English and Spanish not just for students, but also for their parents, guardians and community supporters, with links to coding classes, information about earning potential and profiles of underrepresented people currently working in tech. Raquel Lucente, our Head of Computer Science Education, is passionate about bringing TechPrep to students, parents and guardians everywhere. Along with her team, she has been leading TechPrep roadshows all over the country. Raquel and her team recently presented at Facebook High School Preview Days, hosted by the Facebook University Recruiting team, in Menlo Park and New York City. Local students from underrepresented communities interested in computer science were given the opportunity to hear from current interns, receive a tour of campus, and get advice for how best to prepare for a role in tech. The team also brought TechPrep to F8, our annual developer conference, to share computer science and engineering with students in the local San Jose community earlier this year. Thanks in part to those efforts, this year we've seen a 40% increase in engagement on the site, and the TechPrep community continues to grow on and off our platform.

Highlighting Facebook's LGBTQ community

Diversity comes in many forms, and we want to take a moment to celebrate the vibrant LGBTQ community here at Facebook. Thanks to feedback and hard work

from our internal community, we've been able to build and share products such as our Custom Gender tool, the Pride reaction and Pride-themed masks and frames.

Alex Schultz, VP of Growth Marketing Analytics and Internationalization, leads our Pride@ FBRG and continues to champion the use of data to better measure and support our LGBTQ community. Based on the results of our annual voluntary survey of our US workforce, we know that currently 7% of people self-identified as being lesbian, gay, bisexual, queer, transgender or asexual. This was based on a 67% participation rate. We are proud to support the LGBTQ community at Facebook and beyond through our policies, our products and the extensive benefits we offer our people.

Beyond Facebook

We also want to have a positive impact on diversity beyond just our workforce at Facebook. As a company with significant spending power, we have the ability to create economic opportunity and promote equality outside of our company. This is why we continue to grow our supplier diversity program, which you can read more about [here](#).

It's also important to demand more of our vendors. We recently set expectations for law firms that 33% of outside counsel teams staffed across all Facebook matters should be comprised of women and minorities. It's important to us to be a leader on this, and our announcement was met with support by our vendors.

Annual Diversity Data

We are encouraged by stronger trends in our hiring rates. This strength in recruiting and programming has contributed to an increase in representation for both Hispanic (from 4% to 5%) and Black people year-over-year (from 2% to 3%) at Facebook. It has also contributed to an increase in the number of women in the workforce (from 33% to 35%), women in non-technical roles (from 53% to 55%), women in technical roles (from 17% to 19%) and women in leadership (from 27% to 28%). We still have a long way to go, but we are committed to building a diverse and inclusive company - no matter how long it takes.

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Current FBU Trainees Agustin Balquin, Alina Abidi and Mei-Ling Laures with former FBU student and current mentor, Kaitlyn Lee(second from right)



Raquel Lucente and students from the local San Jose community at F8, Facebook's annual developer conference

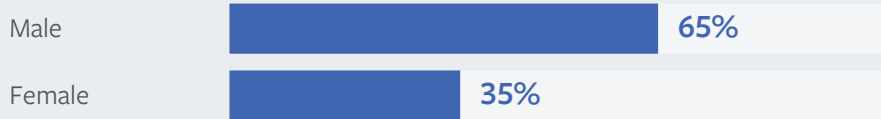
Annual Diversity Data

1% increase in representation for both Black and Hispanic people at Facebook

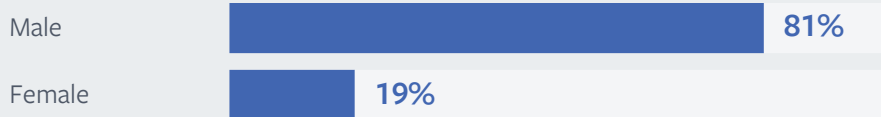
Women make up **27%** of new graduate hires in engineering

Global Gender

All



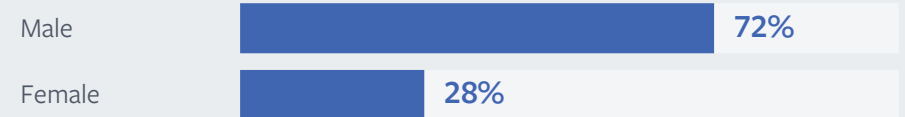
Technical



Non Technical



Senior Leadership



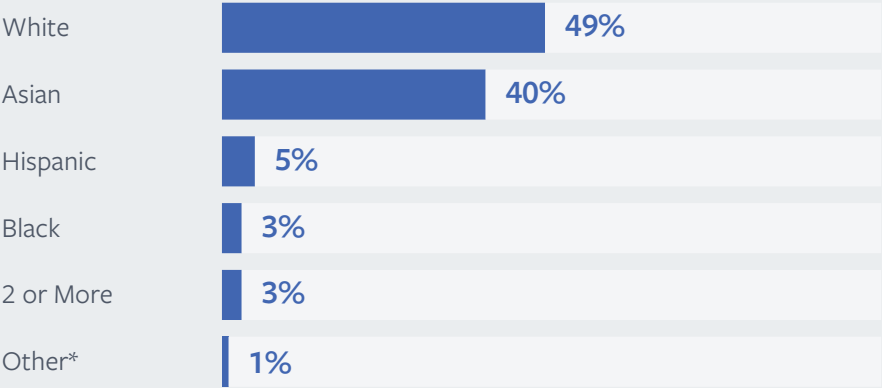
% of Global Employees (data from June 30, 2017)

(Numbers are rounded up or down to the nearest whole number)

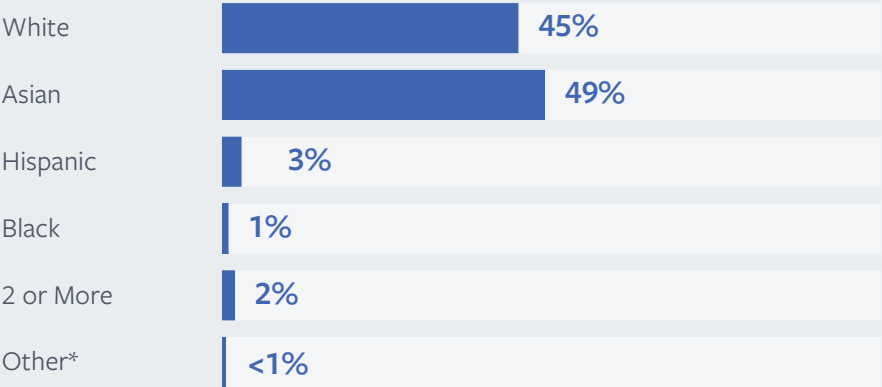
US Ethnicity

% of US Employees (data from June 30, 2017)

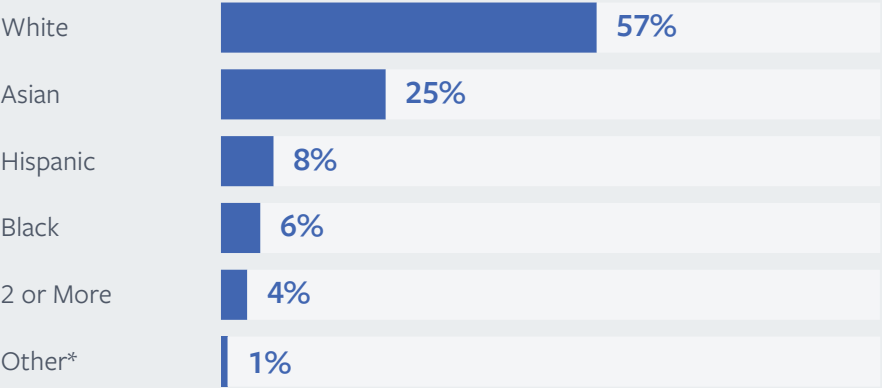
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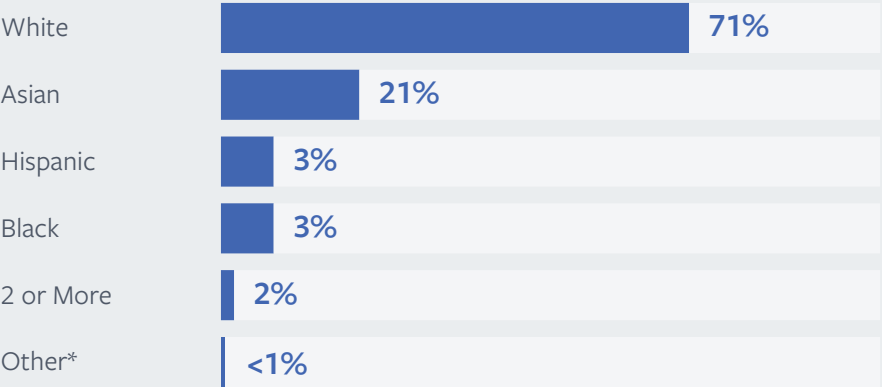
Technical



Non Technical



Senior Leadership



* Other includes "American Indian or Alaska Native" and "Native Hawaiian or Other Pacific Islander" (Numbers are rounded up or down to the nearest whole number)

Our full current demographic data

Please note that due to the way the government tracks EEO-1 data, the numbers reflected in the below form are representative of a point in time in July 2016, and not our current 2017 data. The EEO-1 data also reflects job groupings and categories that do not align with the way Facebook groups employees internally.

We believe that the information presented in this post is a far more accurate reflection of the progress we've made and the work that remains to be done.

[EEO-1 Report](#)