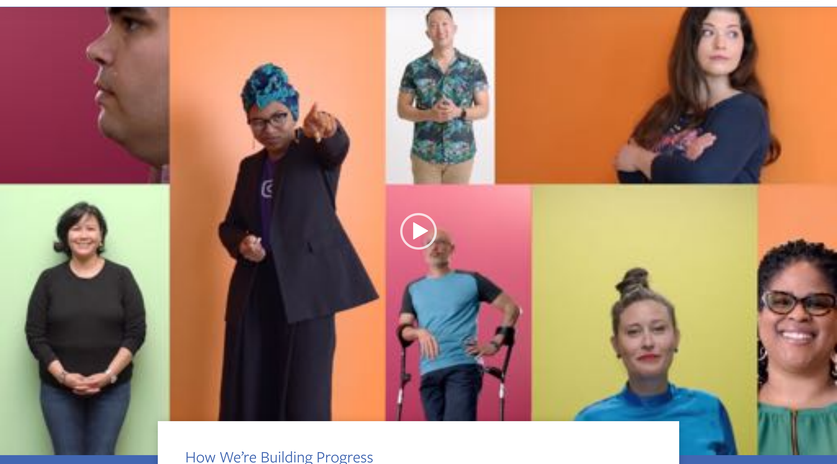


How We're Building Progress

01 Find

To help us build teams rich in cognitive diversity, we hire highly-qualified people from underrepresented groups of people. This helps us benefit from each other's vast variety of experiences and perspectives and offer products and services truly designed for all.

02 Grow & Keep

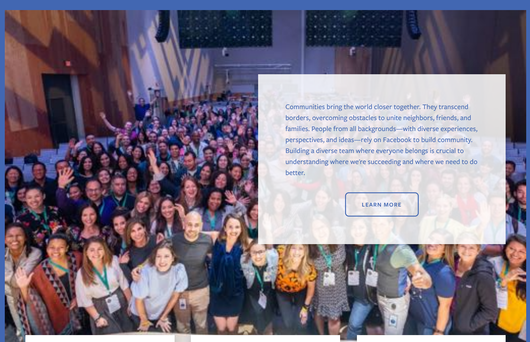
From onboarding to managing performance to providing community education programs, we offer consistent support and resources to help people grow—professionally and personally. We help people who work here expand their skillsets—including their capabilities to build inclusive team environments where everyone is seen, heard and valued. Facebook, and the tech industry, must be a space where everyone is welcome and has the opportunity to succeed.

03 Apply

To build products, develop policies, and best serve people in our global community, we must apply diverse perspectives to everything we do. We leverage the diversity of the people who work at Facebook to provide strategic input on our products, policies, programs, and practices and apply these learnings to build for all.

EFFORTS & INITIATIVES

@Facebook



Communities bring the world closer together. They transcend borders, overcoming obstacles to unite neighbors, friends, and families. People from all backgrounds—with diverse experiences, perspectives, and ideas—rely on Facebook to build community. Building a diverse team where everyone belongs is crucial to understanding where we're succeeding and where we need to do better.

LEARN MORE

EFFORTS & INITIATIVES

Managing Inclusion

We train managers to understand the issues team members from different backgrounds may face. Then, we help them manage bias across their teams and ensure all team members feel valued.

LEARN MORE

THE NUMBERS

23%↗

OF EMPLOYEES IN TECHNICAL ROLES ARE WOMEN

How We're Progressing

Our initiatives are the basis of our foundational change. Take a look at our numbers and see how we're doing.

READ REPORT

OUR STORIES

Fadzai M.

Policy Associate

It can be difficult to have certain conversations when you are a minority and even harder to have them when you are unsure if it is normal to feel what you are feeling. I love that I am helping to create spaces for people who look like me to talk about issues that impact them.

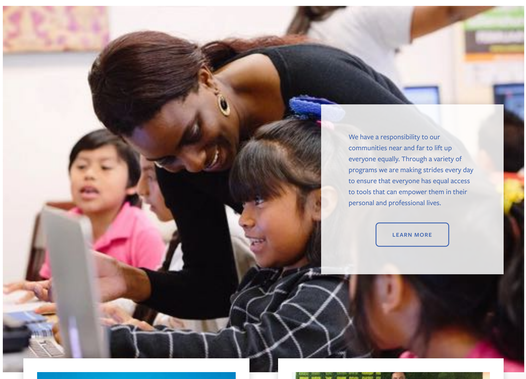
READ MY STORY

Want to learn more about how our initiatives impact our numbers?

READ THE REPORT

EFFORTS & INITIATIVES

In Our Communities



We have a responsibility to our communities near and far to lift up everyone equally. Through a variety of programs we are making strides every day to ensure that everyone has equal access to tools that can empower them in their personal and professional lives.

LEARN MORE

Boost with Facebook

Boost with Facebook is a suite of tools and training programs dedicated to helping small businesses grow and equipping more people with the digital skills they need to compete for jobs in the digital economy. When small businesses grow and hire, our communities benefit.

LEARN MORE

Cameron M.

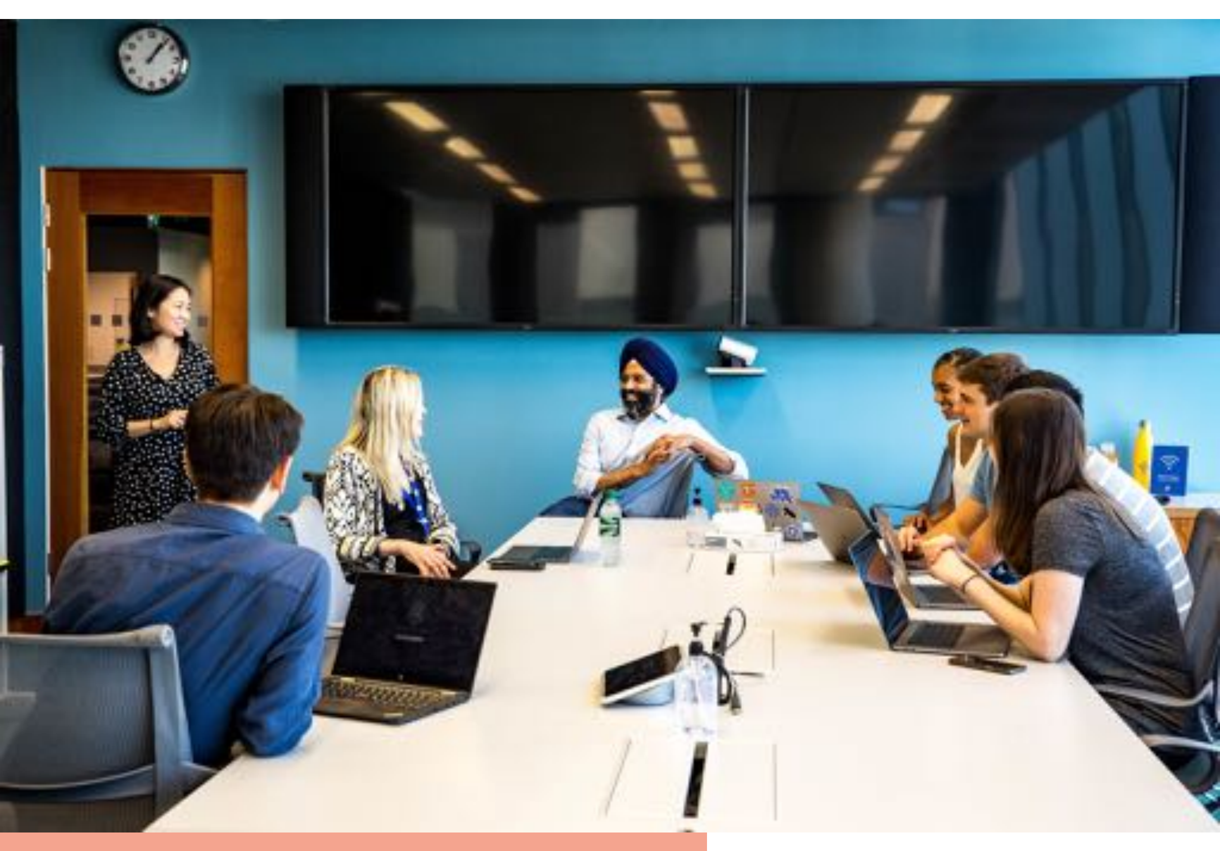
Level Up Activations Lead + Client Solutions Manager (CSM)

Working on Level Up has been nothing short of awe-inspiring and life-changing for me because it has allowed me to support the communities that mean the most to me through education and learning.

READ MY STORY

Facebook © 2019

@Facebook



Career Development

Facebook offers people who work here opportunities to find work that matters to them, and we understand that finding meaningful work can be different for everyone. We provide a variety of programs dedicated to helping people find community, understand the importance of diverse perspectives, tackle bias, and participate in building an inclusive workplace where they—and everyone around them—can do the best work of their careers.

Managing Bias

We train employees to identify and counter unconscious bias they and their colleagues may hold. It's not just the right thing to do—it's essential to our success.

LEARN MORE

Be The Ally

This training gives all our employees common language and tools to address bias—whether conscious or unconscious—and space to practice standing with others to build inclusion in the workplace.

LEARN MORE

Managing Inclusion

We train managers to understand the issues team members from different backgrounds may face. Then, we help them manage bias across their teams and ensure all team members feel valued.

LEARN MORE

Managing a Respectful Workplace

All people managers and bootcamp mentors are required to attend this workshop covering Facebook's policies and standards for understanding and maintaining respect in the workplace.

Ignite

These interactive classroom training sessions help participants increase their ability to effectively make an impact and achieve breakthrough personal and professional development. Sessions include self reflection and assessment, network analysis, skills practice, peer feedback, and strategic action plan development.

Women LEAD

This unique program is designed to help women in leadership focus on the personal and professional development challenges most relevant to each of them while fostering strong, supportive relationships with other women leaders. Participants work with professional coaches to develop personalized action plans and come together at a one-day summit to connect, build community, learn, and grow.

Women LEAP

This program extends the impact of Women LEAD to the next generation of women leaders at an earlier stage of their leadership journeys, bringing 16 women together for a unique one-day learning exchange and ongoing post-event professional coaching. Participants learn how to coach and are coached through a challenging situation they each face to help them strengthen leadership skills, overcome challenges, and form a lasting, powerful peer group.

Community and Belonging

We want everyone to feel welcome. We provide many opportunities for people here to connect with like minded peers with shared perspectives. But we also focus on creating spaces where people feel safe voicing concerns, pointing out where we could do better, and debating approaches. These initiatives and programs help break down barriers that stand in the way of building an environment where everyone feels a sense of ownership and belonging.

Facebook Resource Groups (FBRGs)

Facebook Resource Groups (FBRGs) are inclusive groups that provide community support crucial to achieving our mission and created a space where employees feel seen, heard and a sense of belonging.

LEARN MORE

Community Summits

These annual gatherings for various communities provide an opportunity for various communities to gather, learn, share, and grow.

They include:

- Black@ Community Summit
- Latin@ Community Summit
- Pride@ Development Summit
- Women@ Development Summit
- Asian & Pacific Islanders@ Summit
- Differently Abled@ Development Summit
- Vets & Allies@ Leadership Development Summit

Business Resource Groups (BRGs)

In addition to the company-wide FBRGs, Facebook has BRGs that foster opportunity and provide supportive resources for members of specific underrepresented communities within specific lines of business or Facebook teams.

These include:

- Women in Tech
- Women in Infra
- Latinos in Tech
- Black in Tech
- Black@Legal
- Latinx@Legal
- Veterans@Legal
- Pride@Legal
- APIs@Legal

Cultural Heritage Moments

Specific cultural months and days provide the opportunity to recognize and celebrate the contributions, complexities, and richness of different cultural identities. They also provide a space for people at Facebook to ask questions and learn about different cultures while giving people who identify with different cultural identities the chance to share what they feel is most important for others to understand. These opportunities help us build a stronger intersectional community by allowing the space to share, create understanding, and develop trust. Cultural Connections is a celebration of the diversity of our new employees and a way to connect with them. We bring new hires together for networking and introductions to our Facebook Resource Groups.

Accessibility

We've embedded accessibility into the different departments that touch the product lifecycle including research, design and engineering as well as those that design our workspaces and internal tools and those that provide reasonable accommodations to candidates and employees. This approach has allowed our teams to consider the different facets of disability such as vision loss, hearing loss, motor disabilities and others that might influence interaction with technology and our environments as they work across the company in support of disability inclusion.

Top Score on Disability Equality Index (DEI®)

We received a top score of 100 on the Disability Equality Index for the third year in a row. While there is still much work to be done, this score is a testament to the hard work that teams across the company have put into building and driving accessibility and inclusion, earning us the distinction of being named a "2020 Best Place to Work for Disability Inclusion"

Facebook Circles

Also known as "Coaching Circles," Facebook Circles are small support groups where participants can learn new skills, network, and help others solve problems in an engaging and confidential environment. Each circle, led by a Circle Leader, includes about eight to 10 peers who meet for about an hour every other week, over the course of two to three months.

Examples include:

- Lean In Circles dedicated to helping women support each other and learn new skills
- Black@ Family Circles and Latin@ La Familia Circles dedicated to helping Black, Latinx, and Hispanic people who've joined the Facebook team navigate their onboarding experiences and create lasting, meaningful community connections
- Ally Circles dedicated to helping everyone learn and grow in their efforts to be an ally to various communities

Real Talk Family Reunions

This event series brings together people who've participated in Black@ Family Circles and Latin@ La Familia Circles for open conversations about how to navigate Facebook culture. Senior leaders of color guide these sessions, offering "real talk"about important intersectional topics such as implicit organizational expectations and common pitfalls team members from underrepresented communities may experience.

Allyship Working Group

The Allyship Working Group is passionate about demystifying what it means to stand up, speak out, and work with and for others to end oppression and build equality. The Group helps people at Facebook to practice what they've learned in "Be the Ally" and continue to educate themselves on related topics, such as bias, privilege, oppression, and identity. Through regular, in-person events and an online group, they provide safe spaces for people at Facebook to be vulnerable, ask tough questions, and receive real answers and support.

Increasing Representation

Our ability to serve our communities well begins with the community we build right here at Facebook. We believe in openly sharing what is working—and what isn't—to increase diverse representation on our teams. And we are dedicated to building a team that reflects the diversity of the people, all around the globe, who use Facebook's products and services.

Pathway Programs

The Rotational Engineering Program is a 1-year program to help programmers and software engineers from all backgrounds accelerate their professional growth and build skills that they can use for the rest of their career.

Return to Work Program, which is a 16-week immersive program in various Facebook offices, designed for those who have left the workforce for 2 years or longer and are looking to re-enter the workforce full-time. Our aim is to attract candidates from diverse backgrounds and experiences. Participants join teams where they will have both impact and an opportunity to build their technical and program management skills with the help of their managers, mentors and peers.

Facebook University (FBU) is a hands-on, immersive internship program that enables students from underrepresented communities to get to know Facebook's people, products and services. In 8 weeks, the program gives interns across engineering, analytics, product design, operations and global marketing solutions roles the opportunity to make a real impact and help redefine how the world connects.

Recruiting Partnerships

Facebook's Recruiting team partners with many external community-based, non-profit, and professional organizations to help people of many different backgrounds expand their skillsets, consider a career in tech, and understand the opportunities and work culture at Facebook.

Facebook Connections

Facebook Connections is a global program that makes the candidate interview experience more inclusive by pairing candidates in the interview process with employees, members of our Facebook Resource Groups (FBRGs) and allies, that we call ambassadors. Our ambassadors are encouraged to share their diverse and unique experiences related to life at Facebook and the impact they can have by working working at Facebook.

Diverse Slate Approach

The DSA sets the expectation that hiring managers and teams have the opportunity to consider underrepresented talent for open roles. Since we piloted the DSA in 2015 we've seen steady increases in representation for all under-represented groups of people without major impact on the time it generally takes to fill positions.

Accountability In Action

Holding ourselves accountable for diversity and inclusion is a critical part of making progress and ensuring we drive actions that have lasting impact at scale. We approach this at multiple levels - top-down through leader goaling and action plans as well as bottoms-up by raising and amplifying employee voices so that inclusion becomes part of everything we do.

D&I Action Plans

We have increased the accountability of senior leaders, whose performance is measured against concrete diversity and inclusion action plans, with consequent reflection in their performance reviews. These D&I action plans capture actions for leaders, managers and every employee to ensure inclusion is part of everything.

Micro-phone@ FB

As part of our mission to build a culture where everyone can thrive, Micro-phone@ FB is a way to give voice to micro-behaviors (micro-agressions) and their impact with the goal of driving inclusive actions. Findings from the Micro-phone@ FB tool are shared broadly with the company to raise awareness and inform leader accountability, diversity & inclusion training, and Human Resources processes.

Being an Ally

We understand that women and underrepresented groups of people alone cannot solve diversity and inclusion challenges. We provide company-wide allyship programming and initiatives to give our employees common language, tools and space to practice being a stronger ally at work. We acknowledge that an ally is a person who stands up for others to proactively build inclusion in our workplace. We self-educate, have ongoing collaborative discussions and model behaviors to stand up for each other and build allyship together.

Allies in Action Resource Guide for Everyone

At Facebook, we are a company of builders and have developed a helpful global resource for employees to learn how to be Allies in Action in the workplace and in their communities. This guide includes engagement reminders for allies to keep in mind when demonstrating allyship and key actions that we can all take to be an ally.

DOWNLOAD OUR ALLIES IN ACTION GUIDE

Allyship at Facebook

We are proud to have allyship as part of our core programming and focus area of diversity and inclusion. As part of our commitment to building a culture of inclusion, our company-wide Be the Ally program creates the space for employees to bring real life challenges and learn how to mitigate exclusive behaviors that can impact people from underrepresented or ‘outsider’ groups. By allyship being a core D&I focus, we build deep empathy, fine-tune our “ally radar”, build muscle memory and ultimately, make impact on how we can show up as allies for each other every single day.

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In Our Communities

Computer Science Education Initiatives

Building products that serve diverse communities starts with building a diverse workforce. Building a diverse workforce starts with ensuring that students from underrepresented communities have access to educational opportunities designed to inspire and empower them to pursue a career in the tech industry. Facebook invests in computer science (CS) education initiatives that we believe will deepen the skills of future engineering graduates, helping them understand the immense opportunity that exists in the tech field and prepare for a career in tech.

Engineer in Residence

Through this program, Facebook engineers design and teach undergraduate computer science courses and help develop extracurricular programming to cultivate rigorous and inclusive computer science communities at minority serving institutions—including historically Black colleges and universities (HBCUs) and Hispanic-serving institutions (HSIs)—and universities with significant enrollment of students underrepresented in tech.

LEARN MORE

Above and Beyond Computer Science (ABCS)

This regional workshop series gives students ongoing and applied practice to reinforce content knowledge, skills, and mindsets to master technical interviews. Students review computer science concepts, learn crucial interviewing skills, and build their confidence by participating in mock coding interviews. 76% of our inaugural class earned internships or full-time jobs!

Facebook University

Facebook University is a hands-on, immersive internship program that enables students from underrepresented communities to get to know Facebook's people, products, and services. In just eight weeks, the program gives interns in engineering, analytics, product design, operations, and global marketing solutions the opportunity to make a real impact and help redefine how the world connects.

LEARN MORE

CodePath.org

We've partnered with CodePath to help them scale their multi-year coding programs to more than 2,000 computer science students at over 20 schools, including public and private universities and community colleges with robust numbers of students from underrepresented groups. Our sponsorship helps CodePath encourage more students to major in computer science, increase the number of students who graduate, and improve employability of graduates in CS roles.

VISIT SITE

Align

The Align program, offered by Northeastern's Khoury College of Computer Sciences, is a master's in computer science degree program for people who didn't study computer science at the undergraduate level and who don't have programming experience. Align students take advantage of rigorous academic bridge courses that prepare them to take on master's level coursework. They can also participate in a program that allows them to get four to eight months of real-world experience with one of our industry partners. Facebook has invested in the Align program and is working to help launch a consortium of schools to scale this innovative program across the country.

VISIT SITE

Rotational Engineering

Launched in 2016, the year-long rotational engineering program is designed to help developers from all backgrounds reach their full potential. The goal of the program is to accelerate growth through increasing exposure and building on skills. Participants learn about huge-scale distributed architecture and Facebook's open graph technology concepts while benefiting from mentorship. Representation matters and we are committed to creating tech teams that match the diversity of the world.

VISIT SITE

Students are empowered to develop their computer science skills through Facebook's education initiatives and partnerships.

K-12 Computer Science Education Programs

Aside from supporting underrepresented communities who will more immediately join the workforce, we know early exposure and support is key. That's why we offer a number of computer science education programs aimed at introducing and inspiring K-12 students to become the creators behind the technology they consume.

Tech Prep

TechPrep is a free website that helps people discover computer programming, learn about jobs available to programmers, and get started building programming skills.

LEARN MORE

CodeFwd

CodeFWD is a free online program by Facebook for US teachers and non-profits working with 4th through 8th graders that uses videos and other activities to inspire interest in the field of computer programming.

LEARN MORE

Engineer For The Week

Facebook's Engineer for the Week is an immersive program for youth ages 13+ that introduces students to the fast-paced world of engineering. Through project-based experiences, EFTW hopes to inspire the next generation of diverse engineers.

VISIT SITE

Facebook Summer Academy

This summer externship program for high school students from Menlo Park, East Palo Alto, and San Francisco provides students the opportunity to learn about day-to-day operations at Facebook by being part of our dynamic workforce. Our goal is to inspire and motivate young people to achieve economic success, stability, and mobility through skills development and early career exploration in the tech industry.

LEARN MORE

Economic Opportunity Programs

Building for all means providing opportunity for all. Through programs dedicated to helping people build their skills, grow their businesses, and access the internet, we help our communities thrive.

Major League Hacking Scholarships

Major League Hacking (MLH) is partnering with Facebook Open Source and the React Team to offer scholarships to developers who self-identify as Black or of the African diaspora to participate in the Fall 2020 MLH Fellowship.

The MLH Fellowship is an educational program that provides up-and-coming developers with real world hands-on experience working on Open Source projects with the mentorship of experienced engineers.

VISIT SITE

Community Access with Facebook

Community Access is Facebook's workforce development program dedicated to people in neighborhoods that surround Facebook offices. We provide access to career pathway programs, career development training, and on ramps to career opportunities within tech and innovation. Through access and inclusion, economic engagement, and advocacy, we build a shared community with our neighbors in East Palo Alto, Belle Haven, North Fair Oaks, and throughout the Bay Area.

VISIT SITE

Boost with Facebook

Boost with Facebook is a suite of tools and training programs dedicated to helping small businesses grow and equipping more people with the digital skills they need to compete for jobs in the digital economy. When small businesses grow and hire, our communities benefit.

LEARN MORE

Elevate

As part of our mission to accelerate the economic impact and success of underrepresented communities, Elevate is a program that provides the opportunity for minority-owned companies, causes, and creators to receive training and mentorship from Facebook employees.

LEARN MORE

SheMeansBusiness

#SheMeansBusiness is a space for entrepreneurial women to make valuable connections, share advice and move forward, together.

VISIT SITE

Supplier Diversity Program

Having diverse suppliers helps us build better products for our global community. Our vision is to transform the way businesses connect with their customers, with each other, and with tools and resources to grow. Facebook Supplier Diversity helps diverse-owned companies do business with Facebook and the people and communities that we connect.

LEARN MORE

Facebook Connectivity

High-quality internet connectivity not only gives people a voice—it creates opportunities to share knowledge that can strengthen both local communities and global economies. Providing connectivity lies at the heart of Facebook's mission to give people the power to build community and bring the world closer together. Visit the Facebook Connectivity website to see the details of our initiatives and find stories about how we're addressing global connectivity challenges to build opportunity for people, businesses, and communities around the world.

VISIT SITE

Pride empowers us to empower you at Facebook Dublin.

Public Policy and External Affairs Programs

Facebook's external affairs initiatives are designed to help us build platforms that give people a voice while still keeping our communities safe. The public policy and external affairs teams gather diverse input that represents a wide variety of perspectives—at Facebook and in our communities—to strengthen our policies, processes, and products.

Civil Rights Audit

Advancing civil rights is core to Facebook's mission and will benefit us all. In 2018, Facebook undertook a civil rights audit guided by Laura Murphy, highly respected civil rights and civil liberties leader, and more than 90 leading civil rights organizations. As a result of this audit's findings, we have updated a number of policies, procedures, and product features designed to prohibit voter suppression, hate, and discrimination. The audit remains ongoing, and we are committed to continuing to strengthen and advance civil rights on our platforms.

DOWNLOAD THE AUDIT

Network of Support

The Network of Support (NOS) includes six leading advocacy organizations that advise Facebook on issues that affect the LGBTQ+ (lesbian, gay, bisexual, transgender, questioning) community on our platforms. The NOS has provided feedback on Facebook's content policies and community standards (for example, our authentic names policy). We've also worked with the NOS to launch educational initiatives, and product features like our custom gender options and Pride photo filter. NOS organizations include:

- GLAAD
- The Gay, Lesbian, Straight Education Network (GLSEN)
- The Human Rights Campaign (HRC)
- The Trevor Project
- The National Center for Transgender Equality (NCTE)
- Parents, Families & Friends of Lesbians and Gays (PFLAG)

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