

2024

Diversity, Equity, Inclusion & Belonging Report

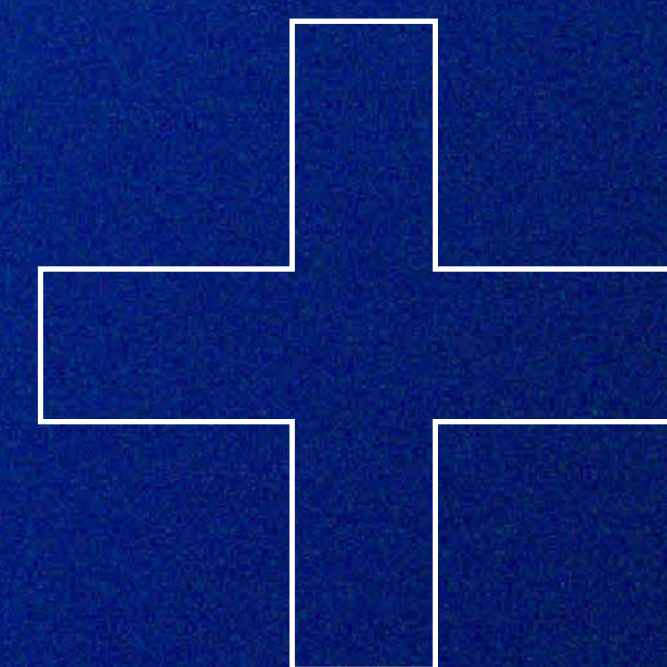
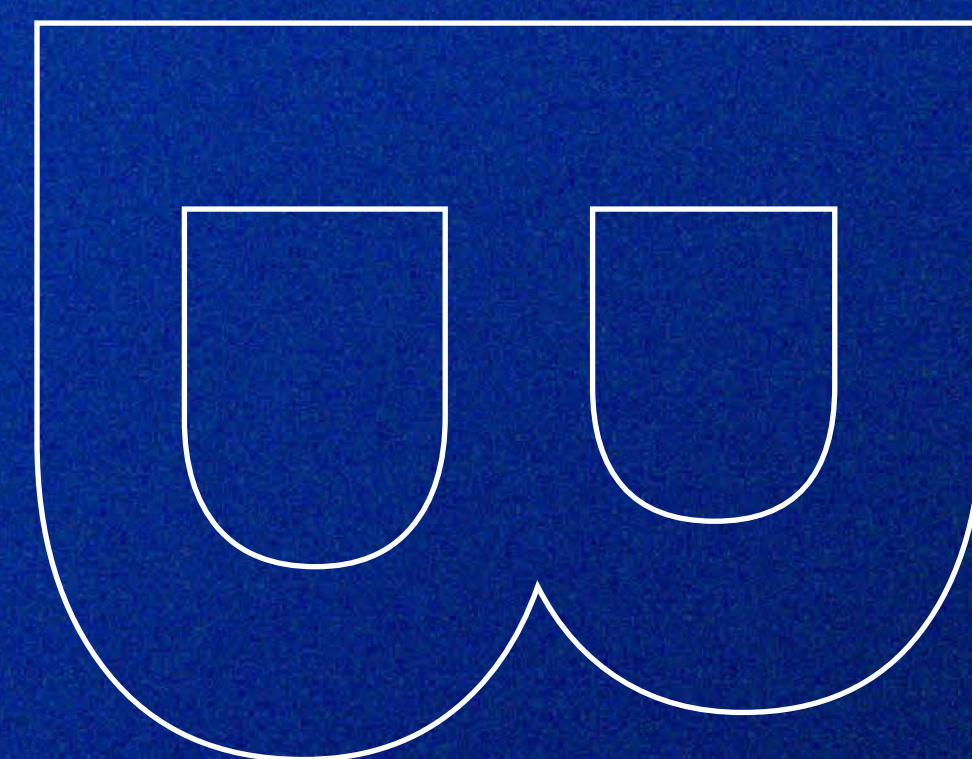
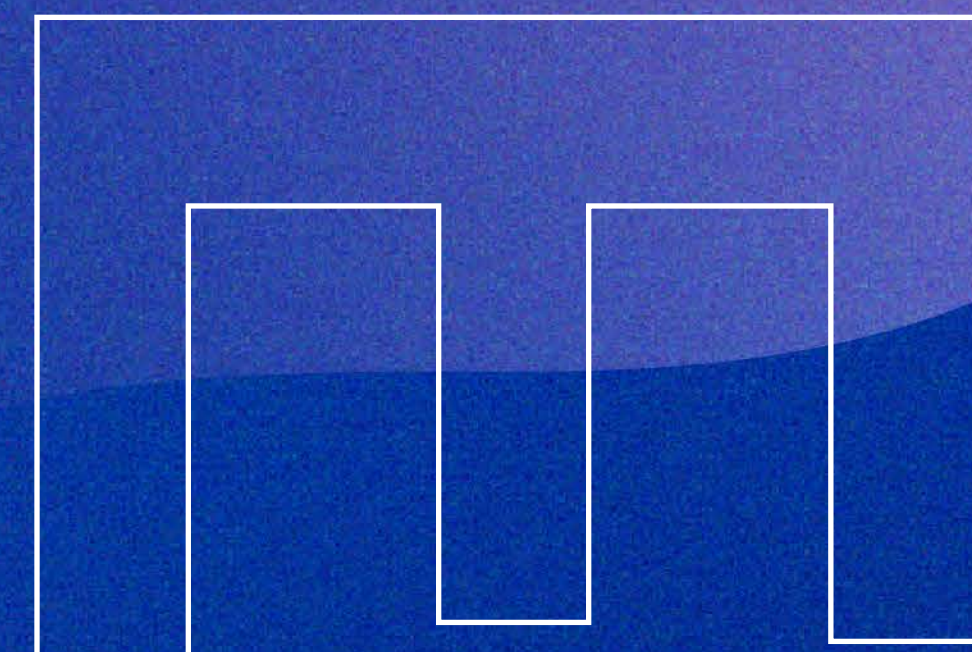
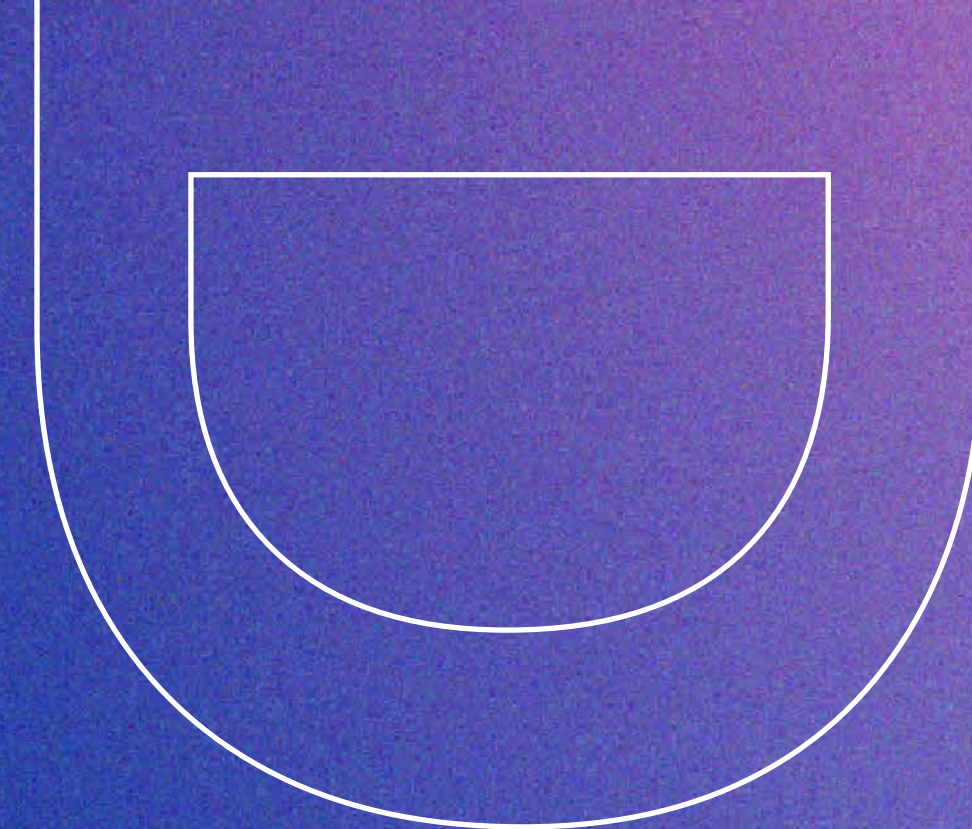


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Important terms used in this report



Note: These terms and their definitions may evolve. Region-specific terms change with societal awareness, and direct input from communities will influence future terms and definitions.

Accessibility

Accessibility is the technical arm of disability inclusion, referring to the design and provision of products, services, and environments that can be used by individuals of all abilities, ensuring equal access and opportunities for participation without barriers or discrimination.

Ally/Allyship

An ally is someone who supports a group other than their own. Allies acknowledge the disadvantages and oppression of other groups, take risks, and act on behalf of others. They invest in strengthening their knowledge and awareness of oppression. The title “ally” is given by the marginalized community to the individual who supports, advocates for, or works in solidarity. It is an earned title. True allyship includes taking action, creating long-term systemic change, and working together at all levels.

Barrier

A barrier is a challenge within systems that results in opportunities and outcomes not being equitably distributed.

Belonging

Belonging is a feeling of community with the people and environments that make us feel connected. It is an outcome of diversity, inclusion, and psychological safety.

Bias

Beliefs and attitudes about certain groups of people — consciously or unconsciously — result in unequally distributed opportunities and outcomes across systems.

BIPOC

BIPOC stands for Black, Indigenous, and People of Color. This is a term specific to the United States that is intended to center on Black and Indigenous groups and demonstrate solidarity among communities of color.

Disability

Disability is a social construct designed to explain the differences in physical, visual, auditory, cognitive, intellectual, and emotional perceptions of, and interaction with, the world that may impact an individual’s full and equal participation in society.

Diversity, Equity, Inclusion & Belonging (DEIB+)

DEIB+ stands for Diversity, Equity, Inclusion & Belonging at Indeed. The plus symbol represents all other concepts, such as allyship, intersectionality, and the evolution of the multifaceted work of DEIB+. Our DEIB+ organization at Indeed consists of two groups: Business Partners and Employee Lifecycle. Collectively, in partnership with our HR teams, they connect and engage with Indeedians around the world to build and maintain the best culture for inclusion and belonging.

Equality

Equality means everyone receives the same resources to promote fairness. However, it is only effective if everyone starts from the same place and needs the same help.

Equity

Equity means everyone receives the resources needed to succeed. Equity may appear unfair on the surface when someone requires more or less to succeed. But, ultimately, the intent is to move everyone closer to success by leveling the playing field.

Global Inclusion Programs (GIP) team

The GIP team consists of program managers who oversee the Inclusion Business Resource Groups (IBRGs) at Indeed. Their primary function is to cultivate and support the foundation for marginalized groups as they build communities, act as respected subject matter experts, and serve as trusted partners across the company.

Implicit bias

Implicit bias pertains to attitudes or stereotypes that unconsciously affect our understanding, actions, and decisions.

Inclusion

Inclusion is a dynamic state of operation in which diversity is leveraged to create a fair, healthy, and high-performing organization or community. An inclusive environment ensures equitable access to resources and opportunities for all. It enables individuals and groups to feel safe, respected, engaged, motivated, and valued for who they are and their contributions to organizations and societal goals.

Important terms used in this report

Inclusion Business Resource Group (IBRG)

IBRGs are employee-led resource groups formed around marginalized communities that actively contribute to a strong sense of belonging and help embed DEIB+ into our operations. IBRGs strengthen community and engagement for our employees; advise on our product offerings, policies, and benefits; and directly contribute to business goals. Our employees' unique experiences, perspectives, and passions help grow the business in a way that promotes inclusivity and a sense of belonging at Indeed and with our job seekers and employers.

Indeedian

An Indeedian is a person who is an Indeed employee.

Latine/Latinx

Latine/Latinx is a gender-neutral term used instead of the gendered terms Latino or Latina when referring to individuals with cultural ties to Latin America and individuals of Latin American descent.

Minority

Minority means "fewer" in English. "Minority group" or "minorities" refers to categories of people who experience relative disadvantage compared to members of a dominant social group.

Pay equity

Pay equity means employees receive equal pay for equal work, regardless of their demographic. At Indeed, we conduct a pay equity study of base pay annually. The study compares base salaries of people in similar roles, adjusts those comparisons for business-relevant factors that could be responsible for pay differences, like tenure or part-time vs. full time status, and then examines demographic pay equity and estimates pay equity positions. A pay equity position describes the amount of money one demographic group earns for every dollar earned by a reference group after accounting for any differences in the type or work they perform and other business-relevant factors.

Pay gap

Pay gap studies compare average pay across groups (e.g., all men vs. all women and underrepresented genders). They do not account for differences in the type of work performed or other factors. Pay gap studies often uncover systemic and structural issues such as the underlying differences in the type of work each demographic group performs.

Underrepresented group

An underrepresented group is a group of individuals relative to a population that is in the minority or not well represented. For example, women are often underrepresented in science, technology, engineering, and mathematics.

Underrepresented gender (URG)

People whose gender, gender identity, and expression are underrepresented and marginalized are referred to as underrepresented genders (URGs) in this report. This includes people who are transgender, non-binary, agender, gender non-conforming, gender fluid, two-spirit, and genderqueer.

Underrepresented racial/ethnic minority (URM)

People whose racial/ethnic identities are underrepresented and marginalized are referred to as underrepresented racial/ethnic minorities (URMs) in this report. This includes people who identify as one or more of the following: Black, Latine, American Indian, Alaska Native, and Native Hawaiian or other Pacific Islander.

The world of work

The world of work



“At Indeed, our mission is to help people get jobs. It’s what gets us out of bed in the morning, and what keeps us going all day. Beyond family and health, few things are more important than a job. It is a source of economic sustenance, but also a source of dignity and pride, of meaning and purpose. And while talent is universal, we know that opportunity is not. Bias and barriers stand in the way of employment for millions. We are committed to breaking down bias and barriers and helping all people get jobs.”

Chris Hyams (he/him/his)

CEO of Indeed
Austin, Texas





A message from Misty Gaither

Vice President, Diversity, Equity, Inclusion & Belonging (DEIB+)

At Indeed, we remain committed to embedding diversity, equity, inclusion, and belonging (DEIB+) across all aspects of our business. In the current global environment, this work is critical now more than ever.

DEIB+ is integrated into the day-to-day experiences for each member of our global workforce. Our approach is centered on attracting, retaining, and developing top talent who will help our workplace thrive into the future. We continually work to identify and address inequities across our policies and practices, especially for all critical employee events such as performance enablement, talent development, succession planning, and pay practices. Our desired outcomes of these efforts are that every employee has access to opportunities to grow their career and contributes meaningfully to Indeed's success.

Everyone — leaders, those on the margins, and allies — is responsible for demonstrating our Inclusion & Belonging value and owning the DEIB+ strategy. This is the only way to truly create a world of work that benefits everyone.

This report features our demographic data as of April 1, 2024, along with updates on our strategy, approach, programs, and the people who make this possible. We enhanced our demographic data collection efforts so we can more accurately and transparently illustrate our global workforce composition. Our employees can now self-report additional dimensions of diversity, including caregiver status, military status (including indicating whether they're a military spouse or partner), secondary education, and more specific details on their race and ethnicity.

We proudly share this report with our employees, job seekers, and clients to demonstrate our continued commitment and investment in DEIB+. We know empirically that diversity, equity, inclusion, and belonging contributes to wellbeing and adds substantial value to the workplace. We hope you're inspired and encouraged to maintain, reimagine, or establish your commitments in your respective organizations.

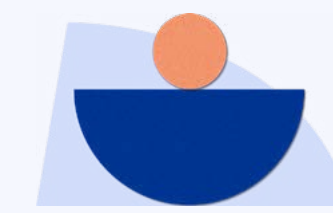
Misty Gaither (she/her/hers)

Vice President, Diversity, Equity, Inclusion & Belonging (DEIB+)
San Francisco Bay Area, California

DEIB+ enriches our core values

Inclusion & Belonging is one of our five core values alongside Job Seeker First, Pay for Performance, Data Driven, and Simplicity. We believe that by prioritizing representation, maintaining a rigorous talent development process, and building equity into our products, we strengthen our workforce and improve the future of work.

Our values are core to our decision-making and help our business and company culture thrive. Only by grounding our work in these core values daily will we be able to develop and advocate for better solutions that benefit our people, job seekers, and employers.



Job Seeker First

Understanding the barriers all job seekers face, including those who are skilled through alternative routes, enables us to reduce bias, remove barriers, and provide even more individuals with access to better work.



Pay for Performance

Greater diversity, equitable hiring practices, and our evolution to a matching and hiring platform translate to simpler and faster connections between job seekers and employers.



Data Driven

A diversity of perspectives enriches the data we use in our decision-making and influences our product decisions and go-to-market strategies.



Simplicity

Keeping things as simple as possible drives the accessibility and user-friendliness of our platform, giving millions of job seekers access to greater economic opportunity.



Inclusion & Belonging

Our culture promotes continuous learning, drives growth, and prioritizes psychological safety to enable all Indeedians to thrive and is embedded across our business and modeled by everyone, including our executive team.

Our 2030 Environmental, Social & Governance goals



Shorten the duration of job search by 50%



Help 30M people facing barriers get hired



Increase Indeed's workforce representation



Achieve net zero in greenhouse gas emissions

Our Environmental, Social & Governance (ESG) goals aim to bring about a future of work that is equitable and inclusive. As the world's number one job site and a leading matching and hiring platform,¹ we strive to positively impact society by connecting people to better work to create better lives.

We have set four ambitious goals aimed at transforming hiring by 2030:

- Increase representation of women and underrepresented genders (URG) to 50% at all levels of Indeed's global workforce (from entry-level to the Board), and U.S. workforce representation of underrepresented racial and ethnic minorities (URM) to 30%
- Help 30M people facing barriers get hired
- Shorten the time it takes to get a job by 50%
- Achieve net zero in greenhouse gas (GHG) emissions

In the United States, representation of women, URGs, and URMs is often concentrated at the lower levels of an organization. Data shows this is due to historical, systemic, and long-standing biases and roadblocks — not a lack of talent — preventing these groups from reaching leadership positions. This is why a core part of our strategy is to embed equity in our policies and practices, ultimately removing barriers to access and mitigating bias.

Our ESG goals are deeply interrelated, and the work we do to improve representation within our workforce intersects with environmental sustainability and the responsible use of AI. Those who are most marginalized as a result of bias related to age, ethnicity, disability, race, having a criminal record, or not having a college degree are often the most vulnerable as technology advances with the rise of AI. These individuals usually live in or are in close proximity to areas most affected by climate change.

Indeed is on a mission to level the playing field for hiring, while remaining cognizant of our environmental impact and staying informed on the new barriers that advancements in technology can create for job seekers. To be effective, our workforce should reflect the world around us — so as we develop progressive strategies and refine our approach to make the world of work better, we consider a broad range of perspectives and lived experiences.

Visit www.indeed.com/esg to learn more about our 2030 ESG commitments.

¹ Comscore, Total Visits, December 2023



“Every day, we dedicate ourselves to building a more equitable and inclusive world of work, which means no job seekers and no employees — especially those facing bias and barriers — are left behind.”

LaFawn Davis (she/her/queen)

Senior Vice President of Environmental, Social & Governance
Oakland, California



Our workforce overview

Our workforce overview



Demographic data indicates the proportionality of how various groups are represented in the workforce. We collect this self-reported data in an equitable and inclusive manner to ensure all Indeedians can be represented. Year-over-year representation numbers are rounded to the nearest decimal.

Our workforce demographic metrics reflect data as of April 1, 2024.

In line with our goal of increasing representation across the company, we are proud to make solid progress with global leadership demographics. We know that diversity in leadership is key to our success in demonstrating equitable and inclusive behaviors and leading meaningful action as part of the business strategy.



Note: The leadership team is a proportionately smaller group, which yields large percentage changes that reflect small shifts in absolute numbers.

Global leadership breakdown

Gender

Men		
64.56%	64.56%	61.54%
Overall leadership	VP leadership	Senior leadership
2.58% ▼	3.85% ▼	No change

Women		
34.18%	34.18%	38.46%
Overall leadership	VP leadership	Senior leadership
1.31% ▲	4.02% ▲	No change

▲ Increase over previous year ▼ Decrease over previous year

Underrepresented gender (URG)		
1.27%	1.27%	0.00%
Overall leadership	VP leadership	Senior leadership
N/A	N/A	N/A

i **Note:** We recently updated our reporting to improve representation of URG employees (which includes non-binary employees). No changes to report for the "Not reported" category.

Overall leadership is all leaders at the vice president (VP) level and above. It does not include board members.

VP leadership is all leaders at the vice president level.

Senior leadership consists of the CEO as well as employees who directly report to the CEO. This includes the following titles: general manager, senior vice president, executive vice president, general counsel, and chief officer levels. **Note:** Senior leadership does not include board members. For a complete list of our senior leadership, visit indeed.com/about/leadership.

Global leadership breakdown

Generation

Baby Boomers (1945-1964)

6.33%

Overall leadership

12.45% ▼

6.33%

VP leadership

10.76% ▲

7.69%

Senior leadership

50.00% ▼

Generation Y / Millennials (1981-1996)

26.58%

Overall leadership

5.06% ▲

26.58%

VP leadership

6.96% ▼

7.69%

Senior leadership

No change

Generation X (1965-1980)

67.09%

Overall leadership

0.57% ▼

67.09%

VP leadership

2.09% ▲

84.62%

Senior leadership

10.00% ▲



Note: No data or changes to report for Generation Z and Not reported.

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VP leadership is all leaders at the vice president level.

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U.S. leadership breakdown

Race and ethnicity

White

59.42%	59.42%	61.54%
Overall leadership	VP leadership	Senior leadership
6.99% ▼	6.18% ▼	No change

Latine

5.80%	5.80%	7.69%
Overall leadership	VP leadership	Senior leadership
39.20% ▲	16.00% ▲	N/A

Asian

20.29%	20.29%	7.69%
Overall leadership	VP leadership	Senior leadership
2.61% ▼	6.35% ▼	50.02% ▼

Not reported

4.35%	4.35%	0.00%
Overall leadership	VP leadership	Senior leadership
56.60% ▲	30.50% ▲	No change

Black

10.14%	10.14%	23.08%
Overall leadership	VP leadership	Senior leadership
21.68% ▲	52.10% ▲	0.01% ▲



Note: No data or changes to report for two or more races and Indigenous.

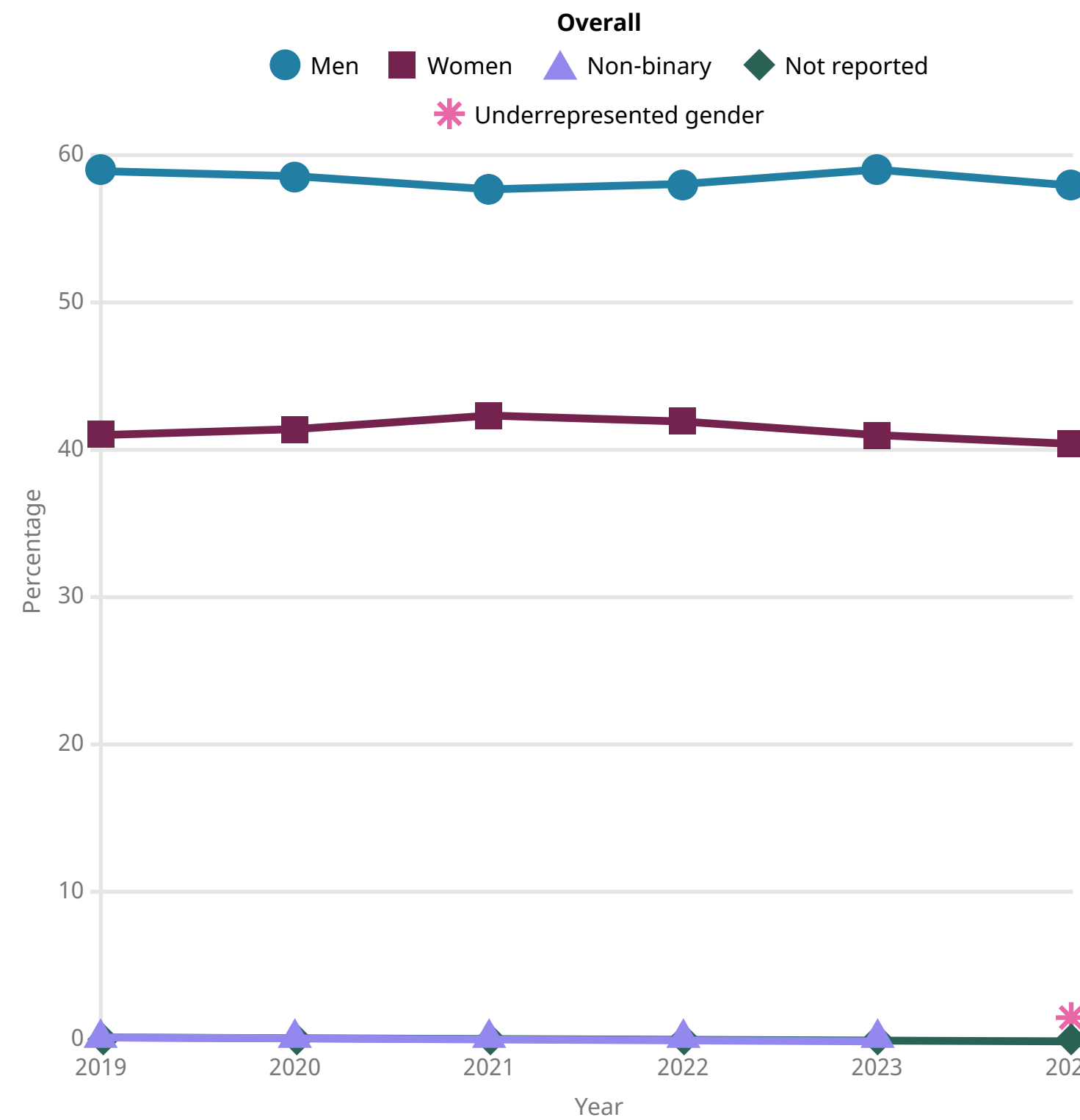
Overall leadership is all leaders at the vice president (VP) level and above. It does not include board members.

VP leadership is all leaders at the vice president level.

Senior leadership consists of the CEO as well as employees who directly report to the CEO, **including those who are non-U.S. based.** This includes the following titles: general manager, senior vice president, executive vice president, general counsel, and chief officer levels. Note: Senior leadership does not include board members. For a complete list of our senior leadership, visit indeed.com/about/leadership.

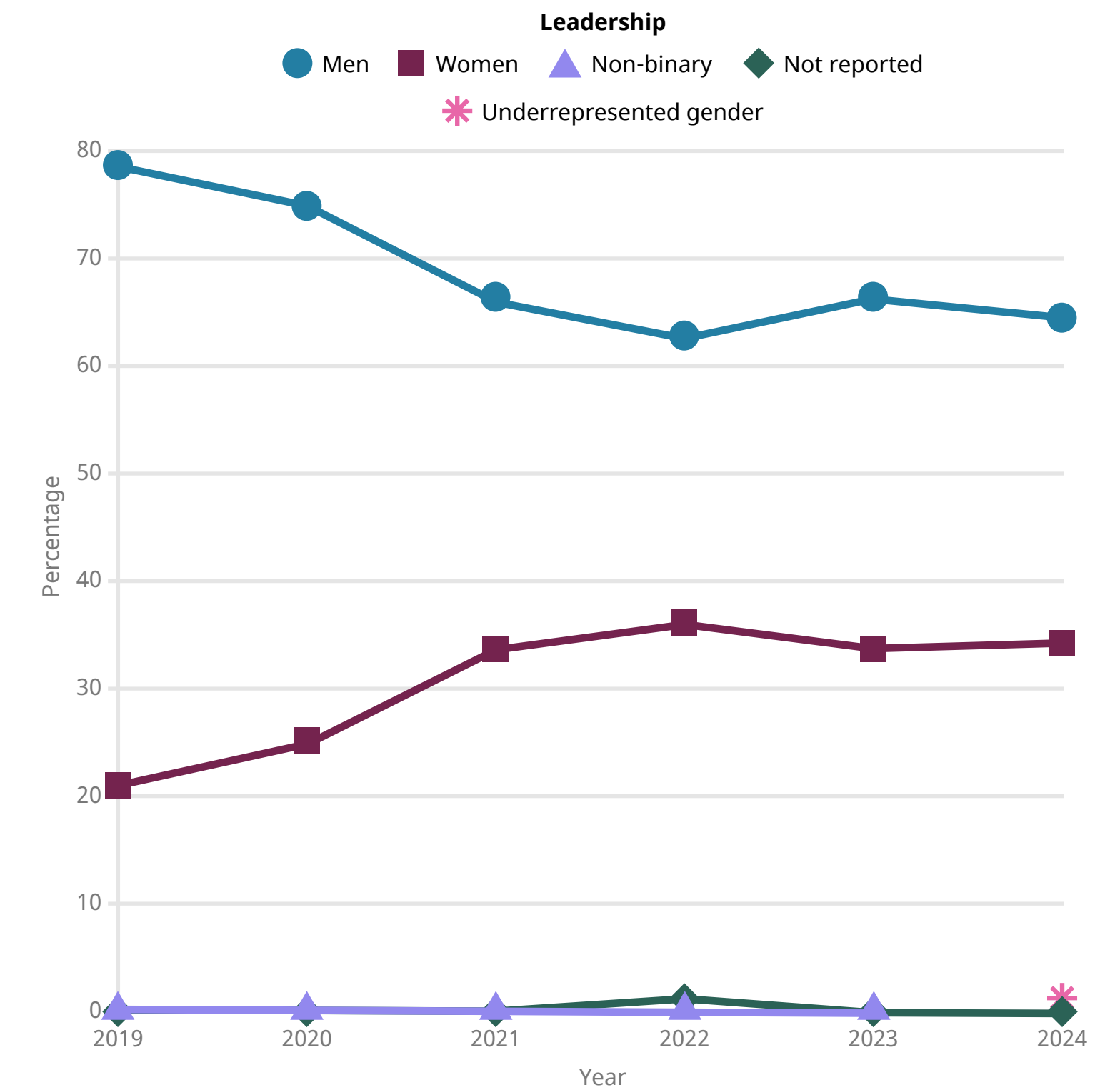
Global gender

Employees who identify as women account for 40.38% of our global workforce, 35.37% of our leadership roles, 38.46% of our senior leadership roles, 25.67% of our technical roles, and 49.88% of our non-technical roles. From 2023 to 2024, we saw a small decrease in overall representation in men, who now make up 57.96% of our global workforce, 63.41% of our leadership roles, 61.54% of our senior leadership roles, 71.72% of our technical roles, and 49.06% of our non-technical roles. We recently updated our reporting to improve representation of URG employees (which includes non-binary employees). URG Indians account for 1.66% of our global workforce.



Overall

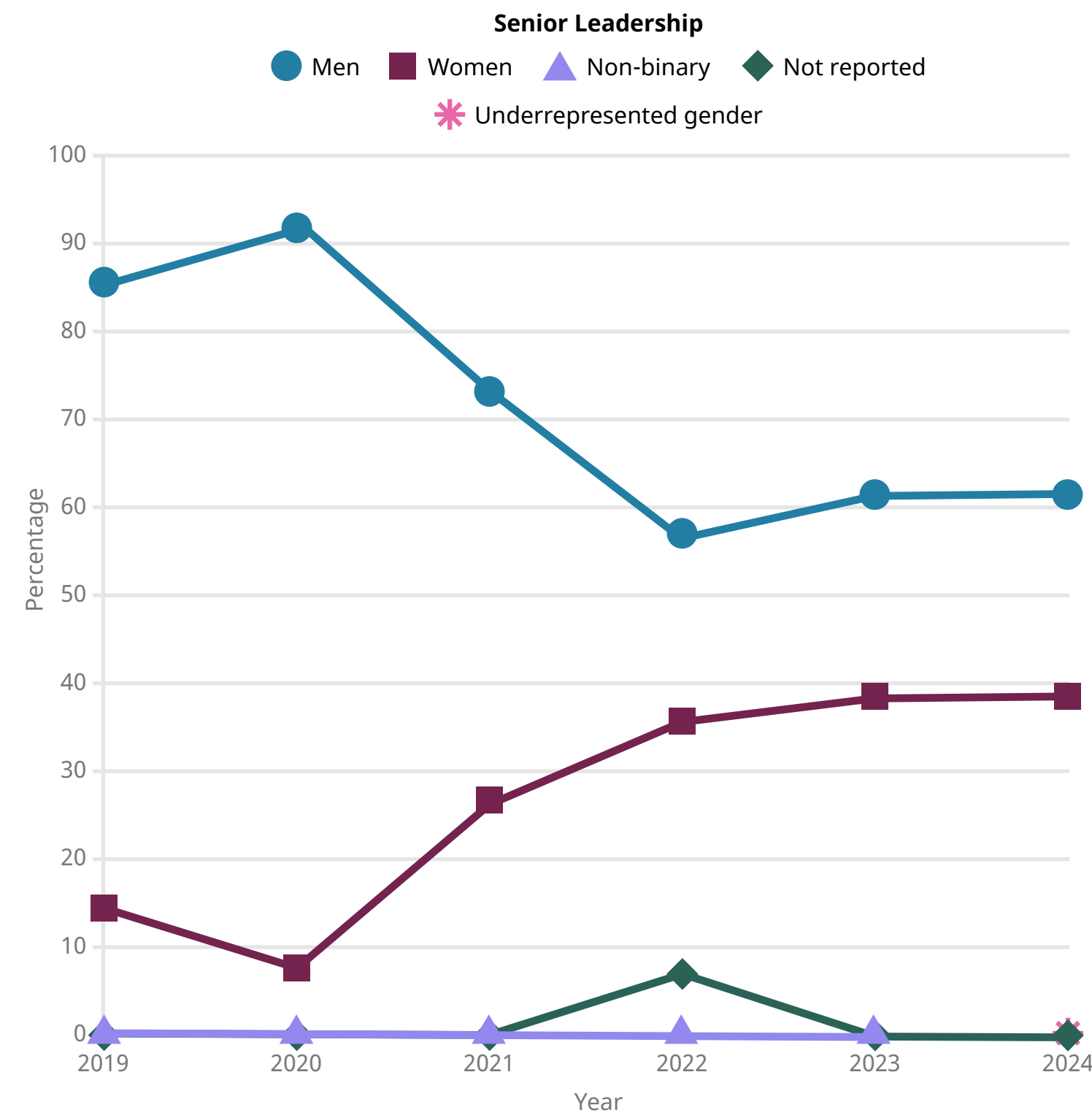
	2019	2020	2021	2022	2023	2024
Men	58.83%	58.49%	57.61%	58.00%	58.98%	57.96%
Women	40.93%	41.37%	42.30%	41.90%	40.98%	40.38%
Non-binary	0.02%	0.03%	0.02%	0.03%	0.03%	—
URG	—	—	—	—	—	1.66%
Not reported	0.20%	0.11%	0.02%	0.04%	0.01%	0.01%



Leadership (VP+)

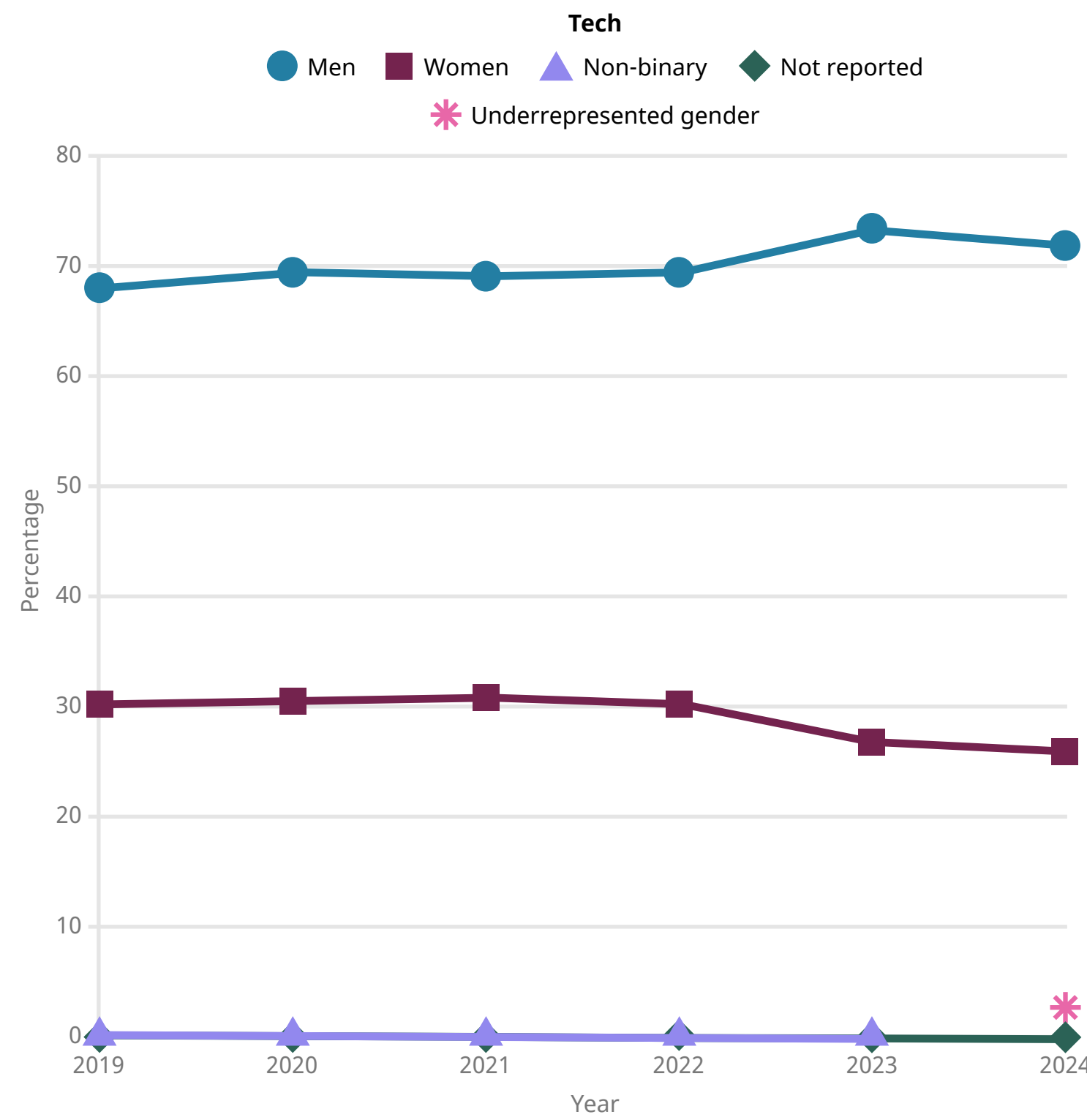
	2019	2020	2021	2022	2023	2024
Men	79.10%	75.00%	66.20%	62.80%	66.27%	63.41%
Women	20.90%	25.00%	33.80%	36.00%	33.73%	35.37%
Non-binary	0.00%	0.00%	0.00%	0.00%	0.00%	—
URG	—	—	—	—	—	1.27%
Not reported	0.00%	0.00%	0.00%	1.20%	0.00%	0.00%

Global gender



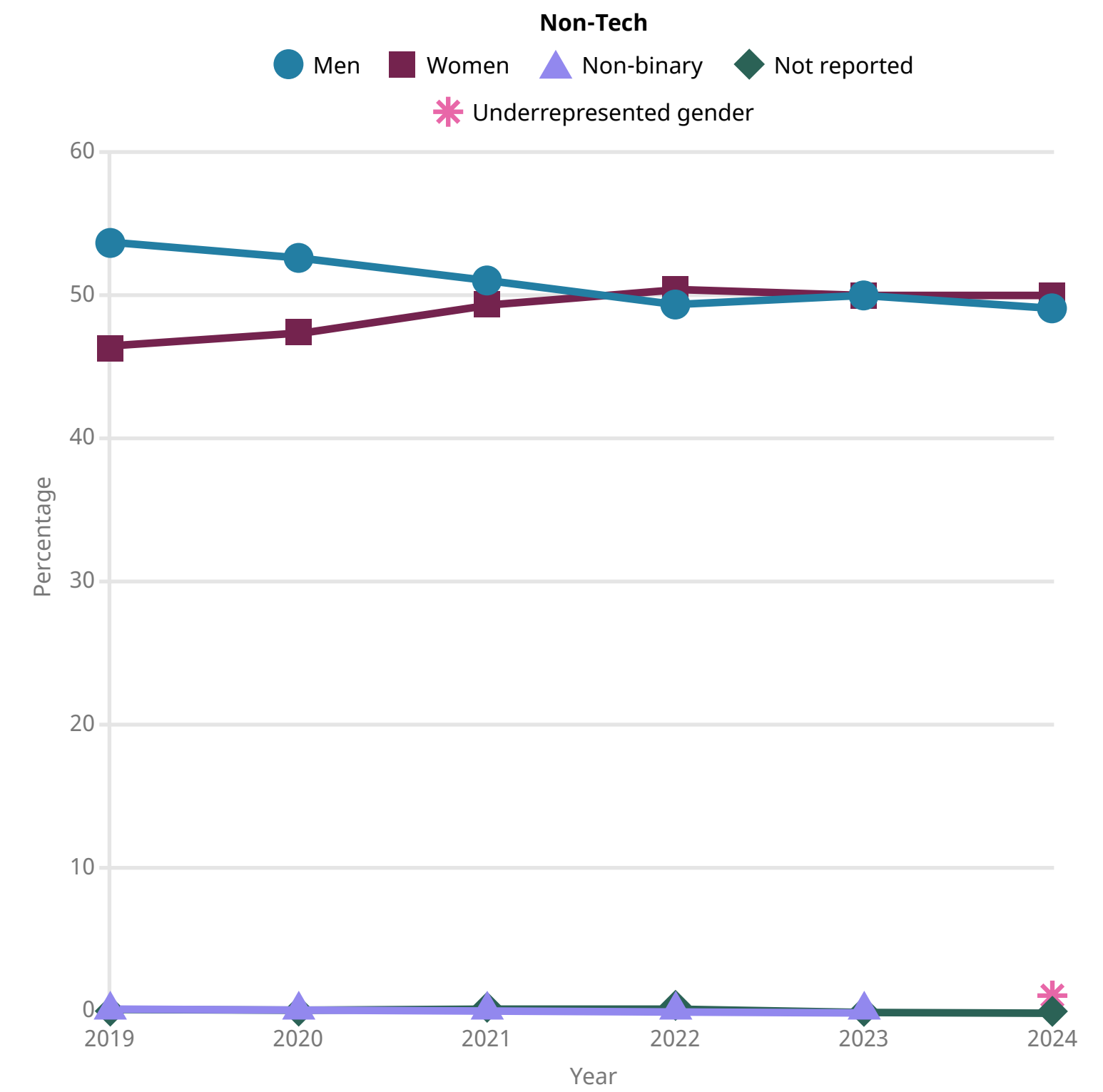
Senior leadership

	2019	2020	2021	2022	2023	2024
Men	85.70%	92.30%	73.30%	57.10%	61.54%	61.54%
Women	14.30%	7.70%	26.70%	35.70%	38.46%	38.46%
Non-binary	0.00%	0.00%	0.00%	0.00%	0.00%	—
URG	—	—	—	—	—	0.00%
Not reported	0.00%	0.00%	0.00%	7.10%	0.00%	0.00%



Tech

	2019	2020	2021	2022	2023	2024
Men	69.70%	69.40%	69.00%	69.50%	73.20%	71.72%
Women	30.20%	30.50%	30.90%	30.20%	26.77%	25.67%
Non-binary	0.06%	0.06%	0.05%	0.10%	0.06%	—
URG	—	—	—	—	—	2.61%
Not reported	0.09%	0.03%	0.07%	0.20%	0.00%	0.00%



Non-tech

	2019	2020	2021	2022	2023	2024
Men	53.60%	52.70%	50.60%	49.40%	49.90%	49.06%
Women	46.30%	47.30%	49.30%	50.30%	50.07%	49.88%
Non-binary	0.02%	0.02%	0.00%	0.00%	0.01%	—
URG	—	—	—	—	—	1.04%
Not reported	0.11%	0.03%	0.10%	0.30%	0.01%	0.01%

Global gender breakdown

Men

57.96%	63.41%	71.72%	49.06%
Overall	Leadership	Tech	Non-tech
1.73% ▼	4.31% ▼	2.02% ▼	1.69% ▼

Women

40.38%	35.37%	25.67%	49.88%
Overall	Leadership	Tech	Non-tech
1.46% ▼	4.85% ▲	4.10% ▼	0.38% ▼

URG

1.66%	1.22%	2.61%	1.04%
Overall	Leadership	Tech	Non-tech
N/A	N/A	N/A	N/A

Not reported

0.01%	0.00%	0.00%	0.01%
Overall	Leadership	Tech	Non-tech
4.07% ▲	No change	No change	4.39% ▲

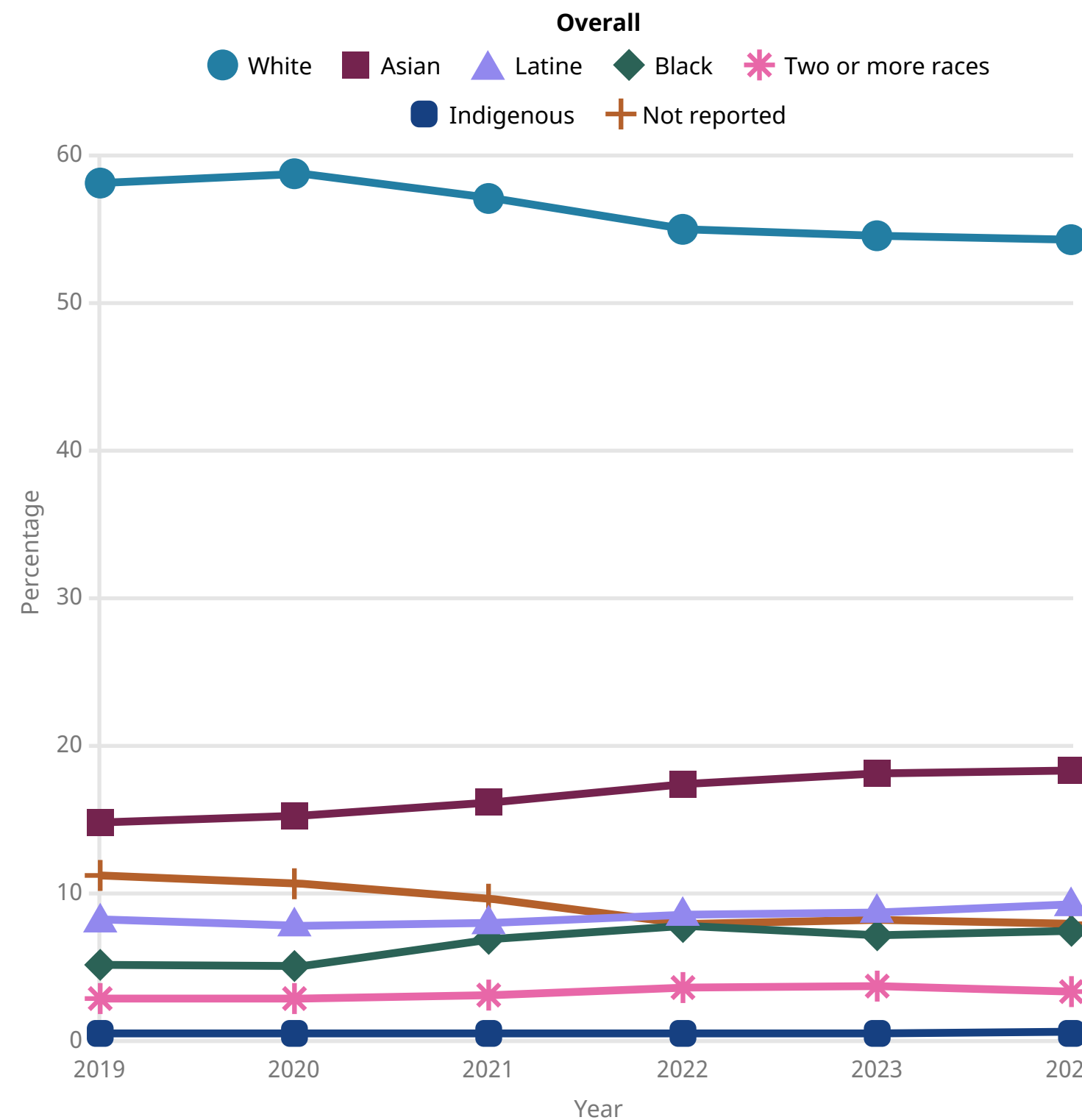


Technical vs. non-technical: Technical profiles are defined as jobs at Indeed that spend the majority of time influencing the development of Indeed's products and the underlying IT infrastructure and data management. Non-technical refers to all other profiles.

Leadership is all leaders at the vice president (VP) level and above. This does not include board members.

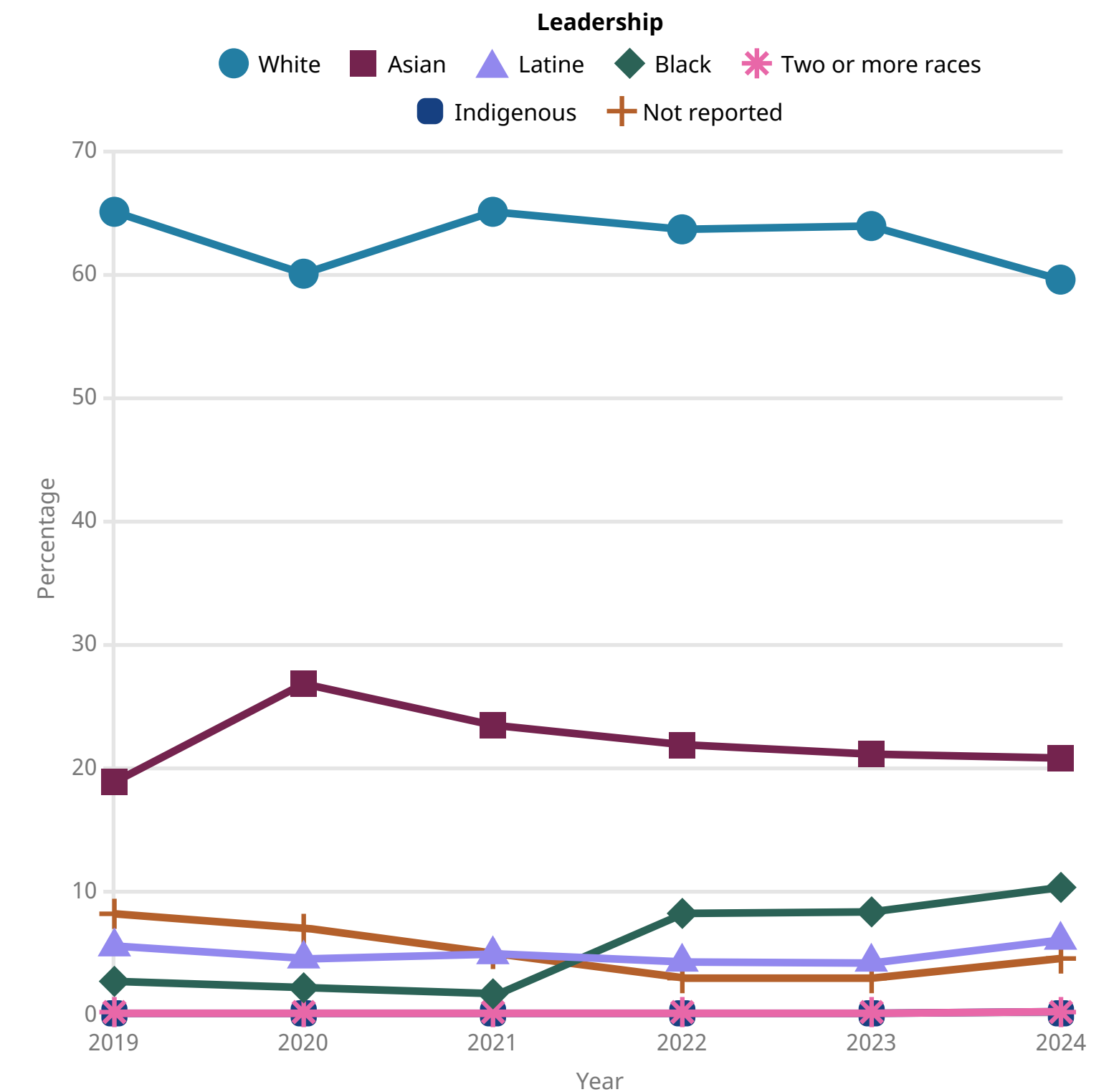
U.S. race and ethnicity

From 2023 to 2024, overall representation of employees who identify as Latine, Asian, and Indigenous (Native American, Alaska Native & Native Hawaiian or Other Pacific Islander) increased slightly, while representation of employees who identify as white decreased marginally. Representation of employees identifying as Black increased due to definition updates to better represent URM who select “Two or more races”; however, without this update, representation of employees who identify as Black decreased slightly. Given that the leadership team is a proportionally smaller group, percentage changes in leadership representation from 2023 to 2024 reflect very small shifts in absolute numbers. Tech and non-tech representation saw very little year-over-year change from 2023 to 2024.



Overall

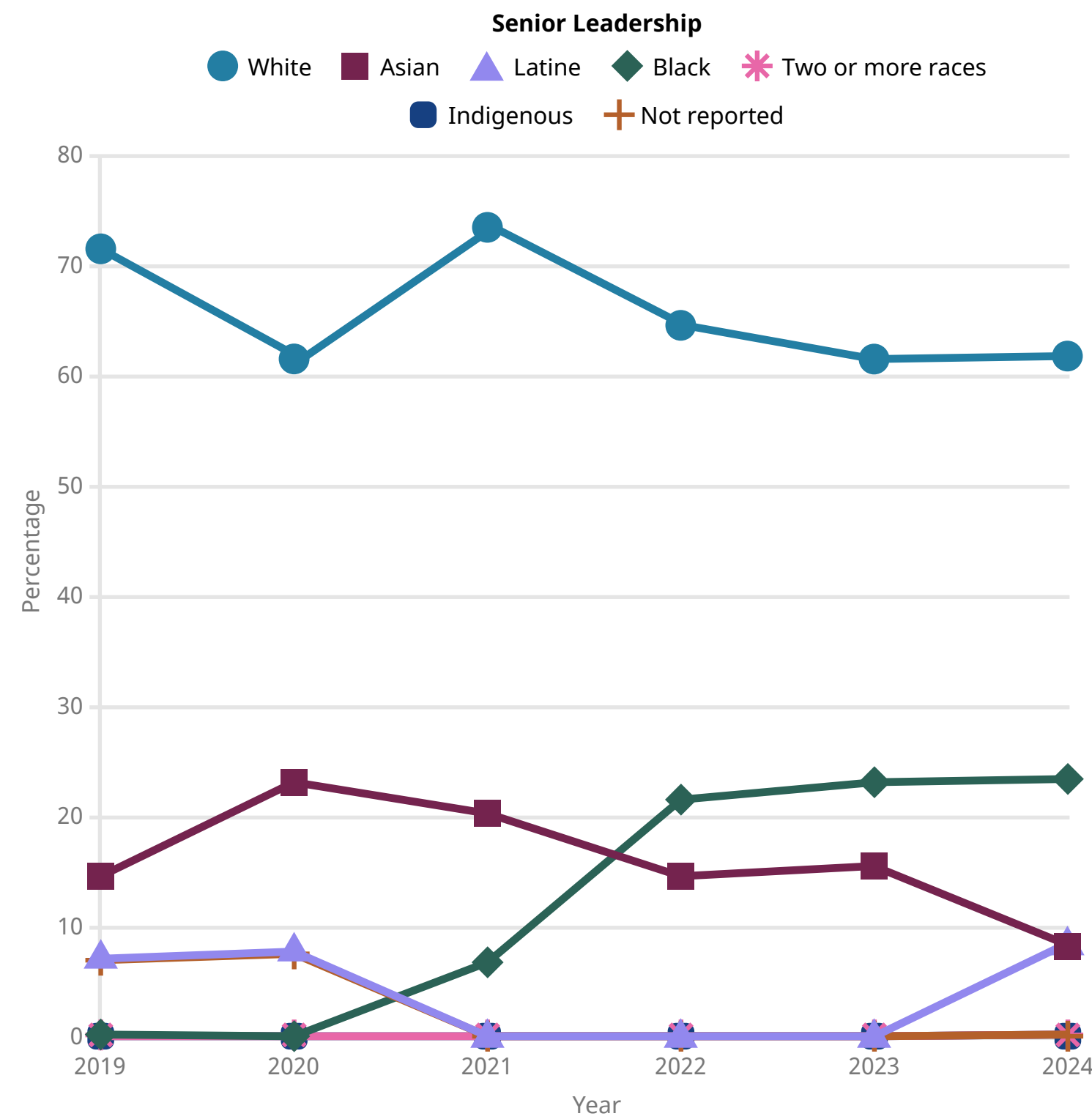
	2019	2020	2021	2022	2023	2024
White	57.92%	58.50%	56.87%	54.65%	54.29%	54.01%
Asian	14.62%	15.10%	15.97%	17.26%	17.94%	18.13%
Latine	8.09%	7.71%	7.80%	8.34%	8.60%	9.02%
Black	5.03%	4.88%	6.66%	7.79%	7.13%	7.25%
Two or more races	2.79%	2.81%	2.98%	3.52%	3.61%	3.17%
Indigenous	0.44%	0.43%	0.42%	0.44%	0.42%	1.10%
Not reported	11.11%	10.57%	9.30%	8.00%	8.01%	7.32%



Leadership (VP+)

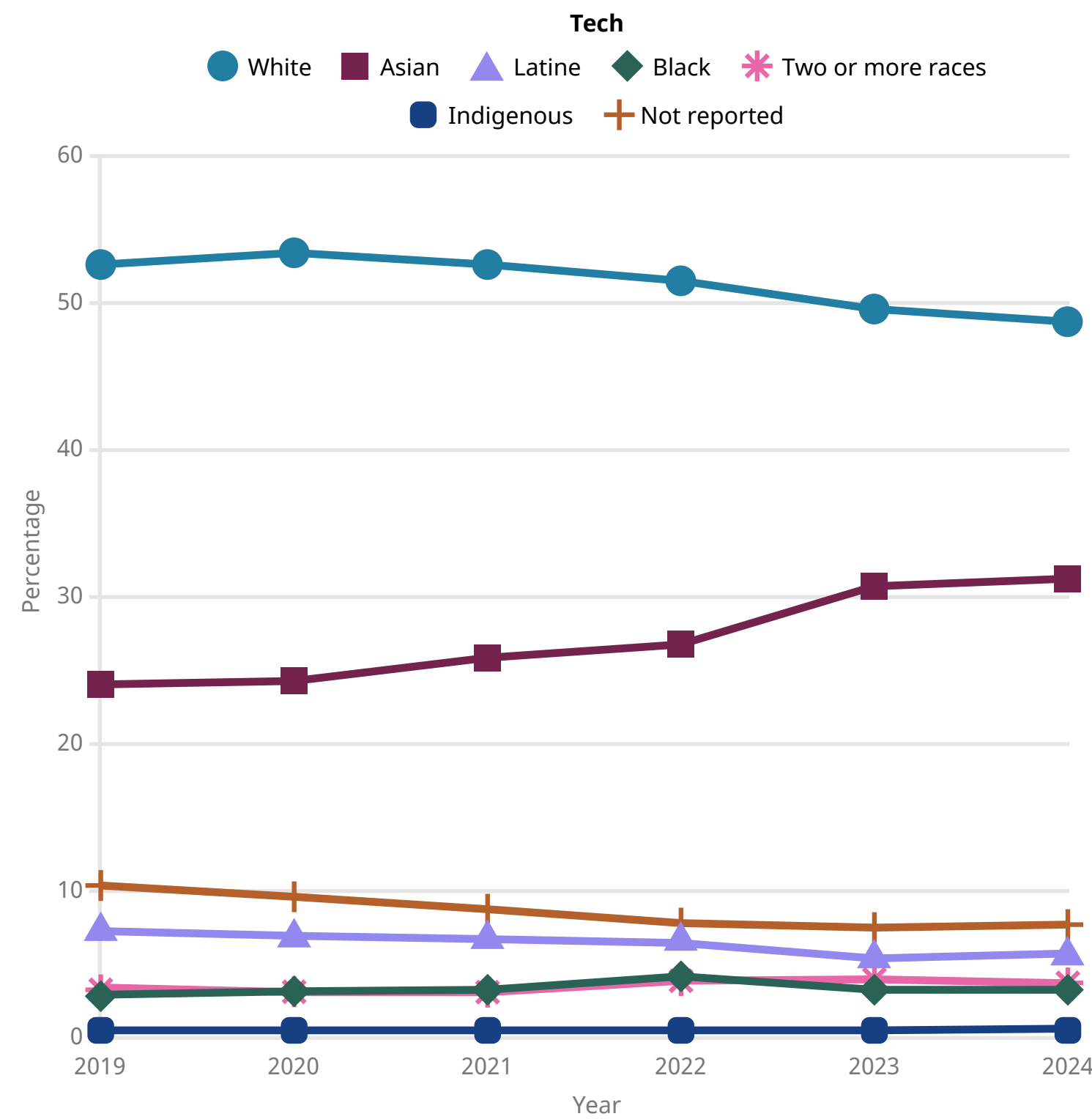
	2019	2020	2021	2022	2023	2024
White	64.90%	60.00%	65.00%	63.51%	63.89%	59.73%
Asian	18.90%	26.70%	23.30%	21.62%	20.83%	19.44%
Latine	5.40%	4.40%	5.00%	4.05%	4.17%	6.94%
Black	2.70%	2.20%	1.70%	8.11%	8.33%	9.72%
Two or more races	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Indigenous	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Not reported	8.10%	6.70%	5.00%	2.70%	2.78%	4.17%

U.S. race and ethnicity



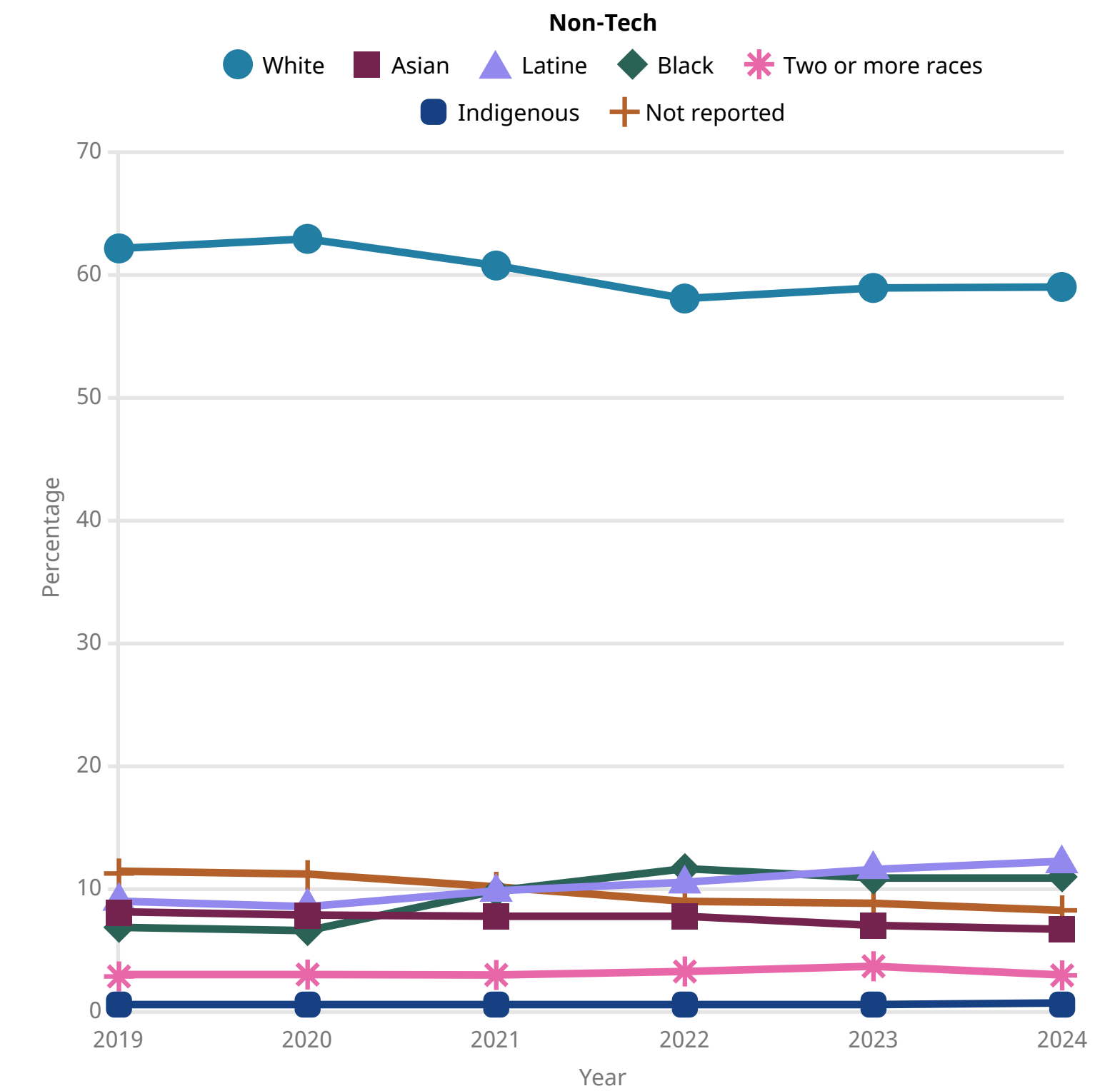
Senior leadership

	2019	2020	2021	2022	2023	2024
White	71.40%	61.50%	73.30%	64.30%	61.54%	61.54%
Asian	14.30%	23.10%	20.00%	14.30%	15.38%	7.69%
Latine	7.10%	7.70%	0.00%	0.00%	0.00%	7.69%
Black	0.00%	0.00%	6.70%	21.40%	23.08%	23.08%
Two or more races	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Indigenous	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Not reported	7.10%	7.70%	0.00%	0.00%	0.00%	0.00%



Tech

	2019	2020	2021	2022	2023	2024
White	52.53%	53.22%	52.57%	51.27%	49.47%	48.53%
Asian	23.90%	24.10%	25.61%	26.61%	30.66%	31.01%
Latine	7.14%	6.96%	6.54%	6.26%	5.38%	5.62%
Black	2.65%	2.92%	3.19%	4.13%	3.09%	3.12%
Two or more races	3.21%	2.99%	3.07%	3.69%	3.72%	3.57%
Indigenous	0.36%	0.38%	0.36%	0.42%	0.36%	0.52%
Not reported	10.22%	9.43%	8.66%	7.61%	7.32%	7.63%



Non-tech

	2019	2020	2021	2022	2023	2024
White	62.01%	62.89%	60.51%	57.95%	58.49%	58.81%
Asian	7.85%	7.80%	7.68%	7.74%	6.87%	6.79%
Latine	8.97%	8.52%	8.87%	10.32%	11.39%	12.01%
Black	6.76%	6.45%	9.64%	11.40%	10.65%	10.88%
Two or more races	2.75%	2.93%	2.90%	3.30%	3.52%	2.82%
Indigenous	0.49%	0.45%	0.49%	0.45%	0.48%	0.55%
Not reported	11.17%	10.97%	9.92%	8.84%	8.61%	8.14%

U.S. race and ethnicity breakdown

White

54.01%	59.73%	48.53%	58.81%
U.S. workforce	Leadership	Tech	Non-tech
0.52% ▼	6.51% ▼	1.89% ▼	0.55% ▲

Two or more races

3.17%	0.00%	3.57%	2.82%
U.S. workforce	Leadership	Tech	Non-tech
12.21% ▼	No change	3.95% ▼	19.86% ▼

Asian

18.13%	19.44%	31.01%	6.79%
U.S. workforce	Leadership	Tech	Non-tech
1.06% ▲	6.69% ▼	1.13% ▲	1.18% ▼

Indigenous

1.10%	0.00%	0.52%	0.55%
U.S. workforce	Leadership	Tech	Non-tech
162.17% ▲	No change	46.36% ▲	15.67% ▲

Latine

9.02%	6.94%	5.62%	12.01%
U.S. workforce	Leadership	Tech	Non-tech
4.94% ▲	66.56% ▲	4.38% ▲	5.46% ▲

Not reported

7.32%	4.17%	7.63%	8.14%
U.S. workforce	Leadership	Tech	Non-tech
8.62% ▼	50.12% ▲	4.17% ▲	5.42% ▼

Black

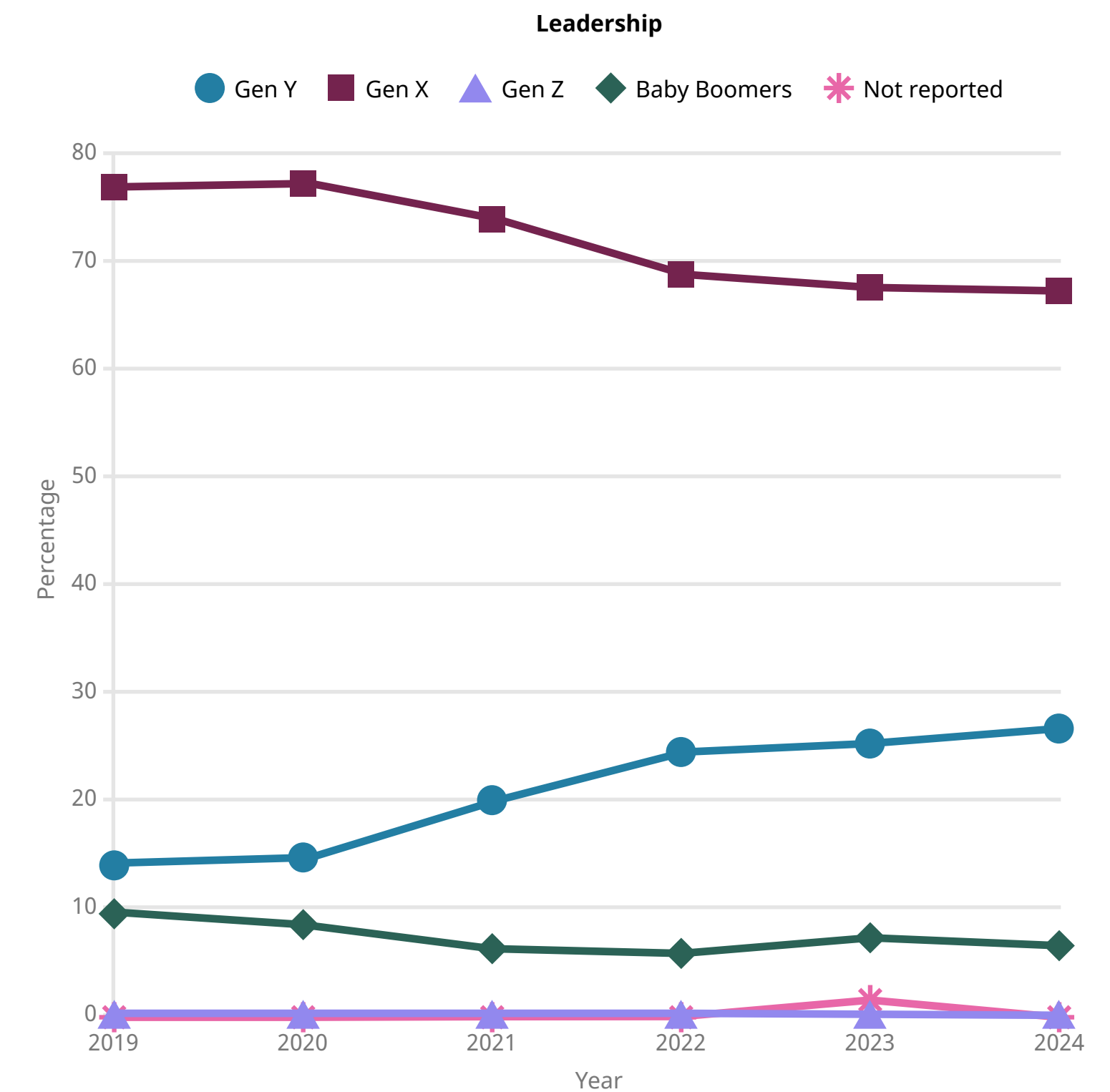
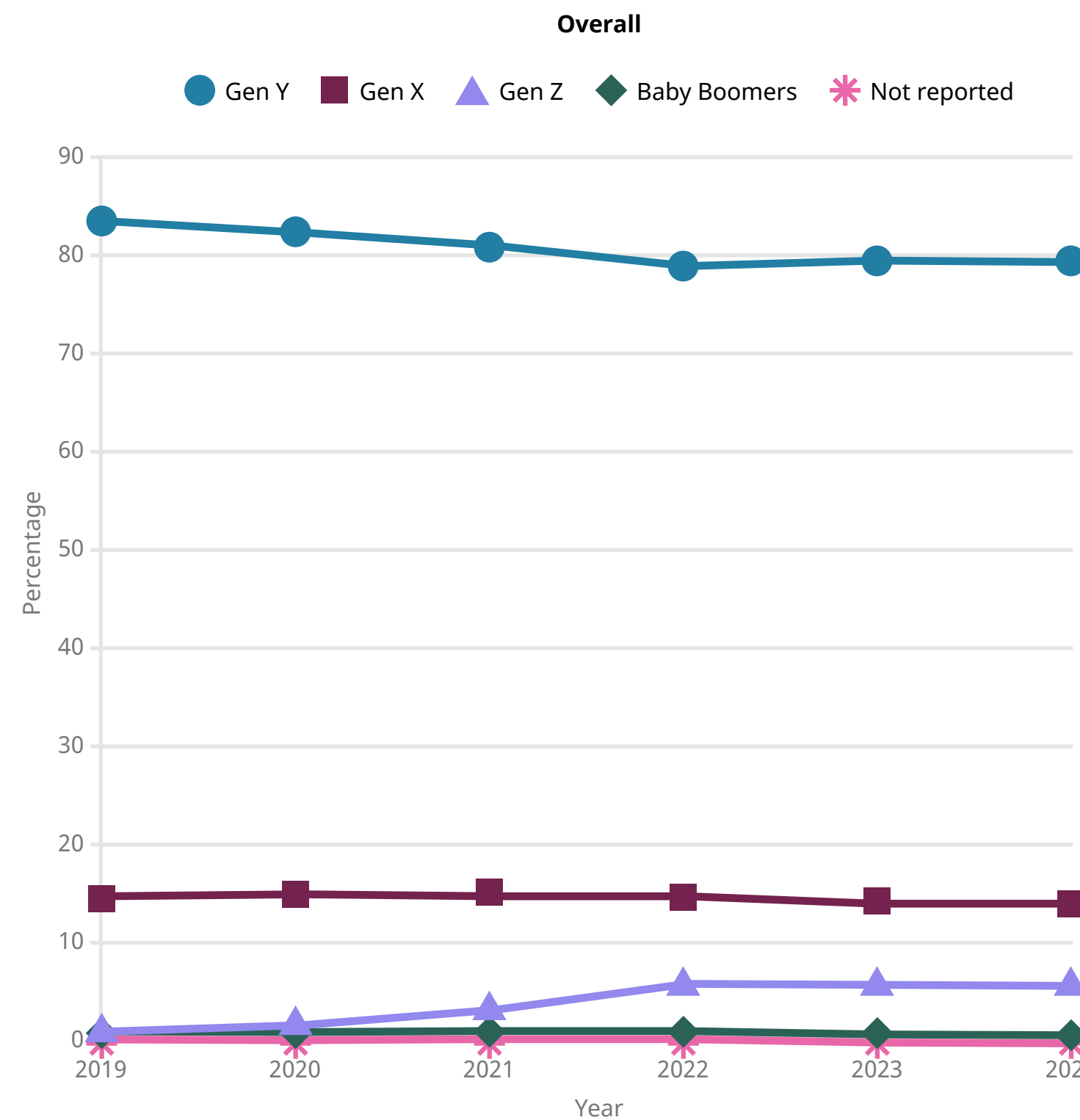
7.25%	9.72%	3.12%	10.88%
U.S. workforce	Leadership	Tech	Non-tech
1.64% ▲	16.64% ▲	1.10% ▲	2.15% ▲

i **Technical vs. non-technical:** Technical profiles are defined as jobs at Indeed that spend the majority of time influencing the development of Indeed's products and the underlying IT infrastructure and data management. Non-technical refers to all other profiles.

Leadership is all leaders at the vice president (VP) level and above. This does not include board members.

Global generation

Employees who are Generation Y or Millennials (born between 1981-1996) make up 79.44% of Indeed's global workforce, followed by Generation X (born between 1965-1980), who make up 14.07%. Generation Z (born between 1997-2012) represents 5.75%, and Baby Boomers (born 1945-1964) make up 0.74%. Numbers across all areas (i.e. Overall, Senior Leadership, Leadership, Tech, and Non-Tech) saw very little year-over-year change from 2023 to 2024.



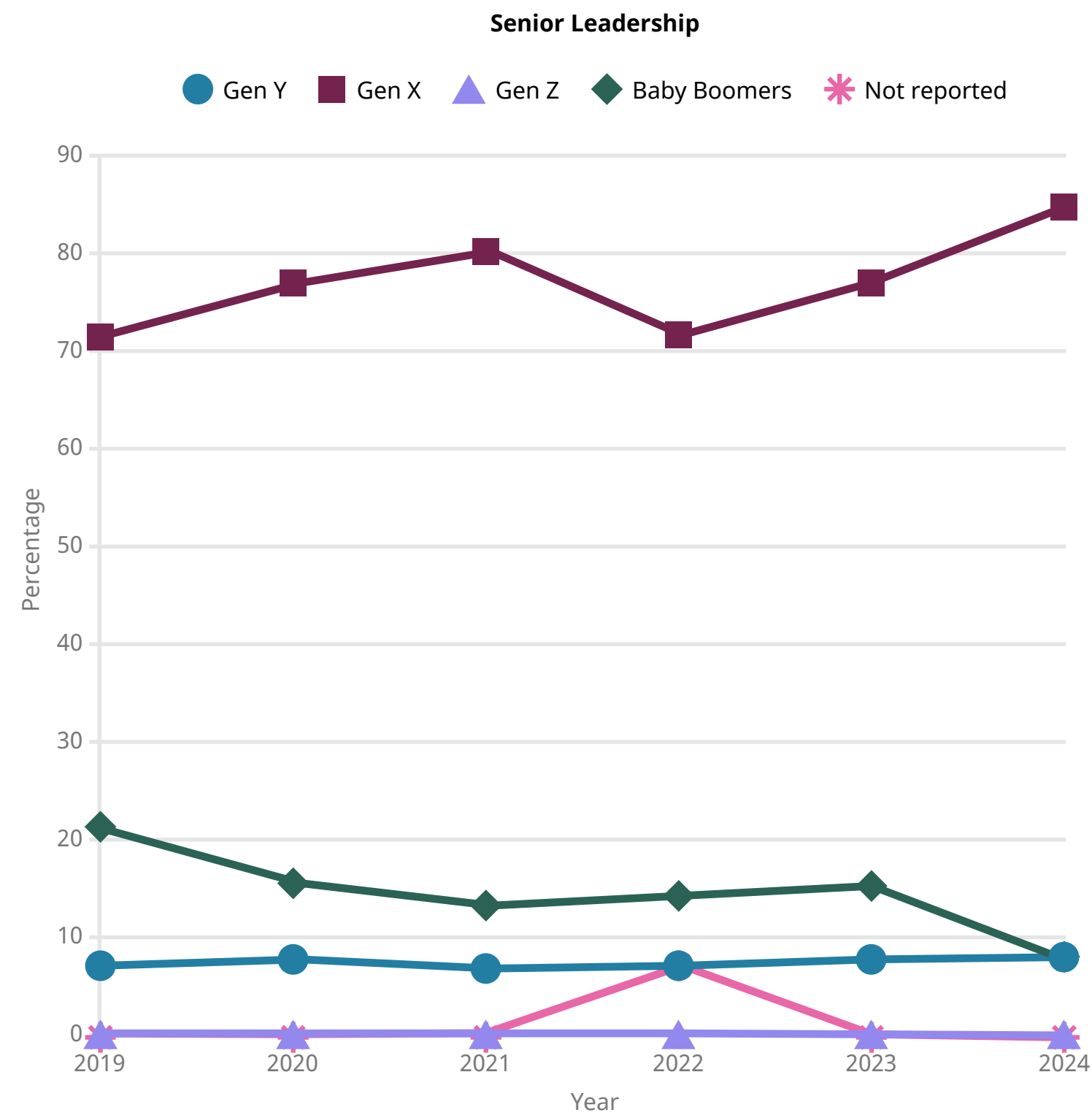
Overall

	2019	2020	2021	2022	2023	2024
Gen Y	83.46%	82.51%	80.96%	78.70%	79.51%	79.44%
Gen X	14.69%	15.00%	14.93%	14.80%	14.11%	14.07%
Gen Z	0.97%	1.55%	3.17%	5.60%	5.62%	5.75%
Baby Boomers	0.88%	0.89%	0.94%	0.90%	0.76%	0.74%
Not reported	0.00%	0.02%	0.01%	0.03%	0.00%	0.00%

Leadership (VP+)

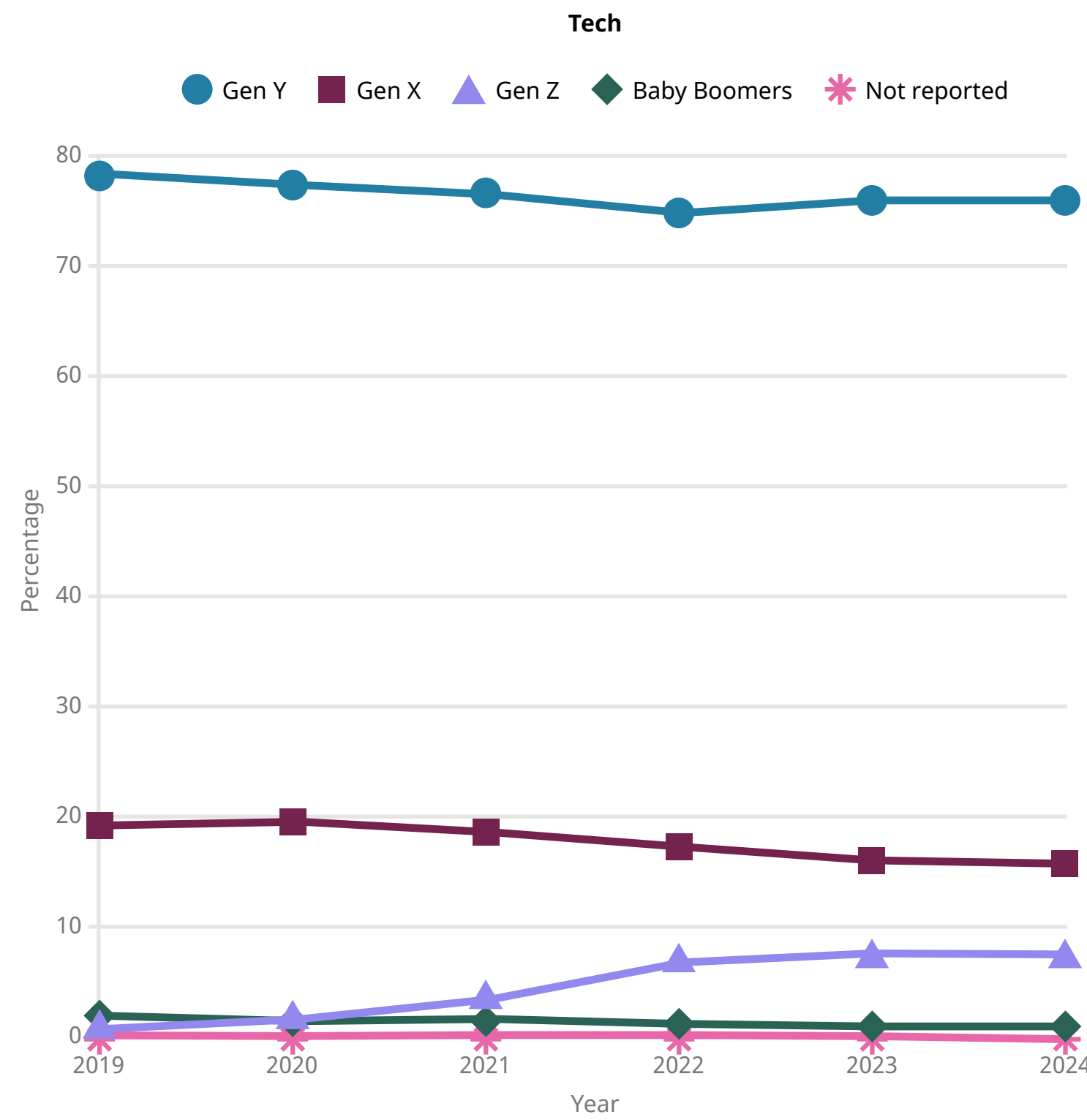
	2019	2020	2021	2022	2023	2024
Gen Y	14.00%	14.60%	20.00%	24.40%	25.30%	26.83%
Gen X	76.70%	77.10%	73.80%	68.60%	67.47%	67.07%
Gen Z	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Baby Boomers	9.30%	8.30%	6.20%	5.80%	7.23%	6.10%
Not reported	0.00%	0.00%	0.00%	1.20%	0.00%	0.00%

Global generation



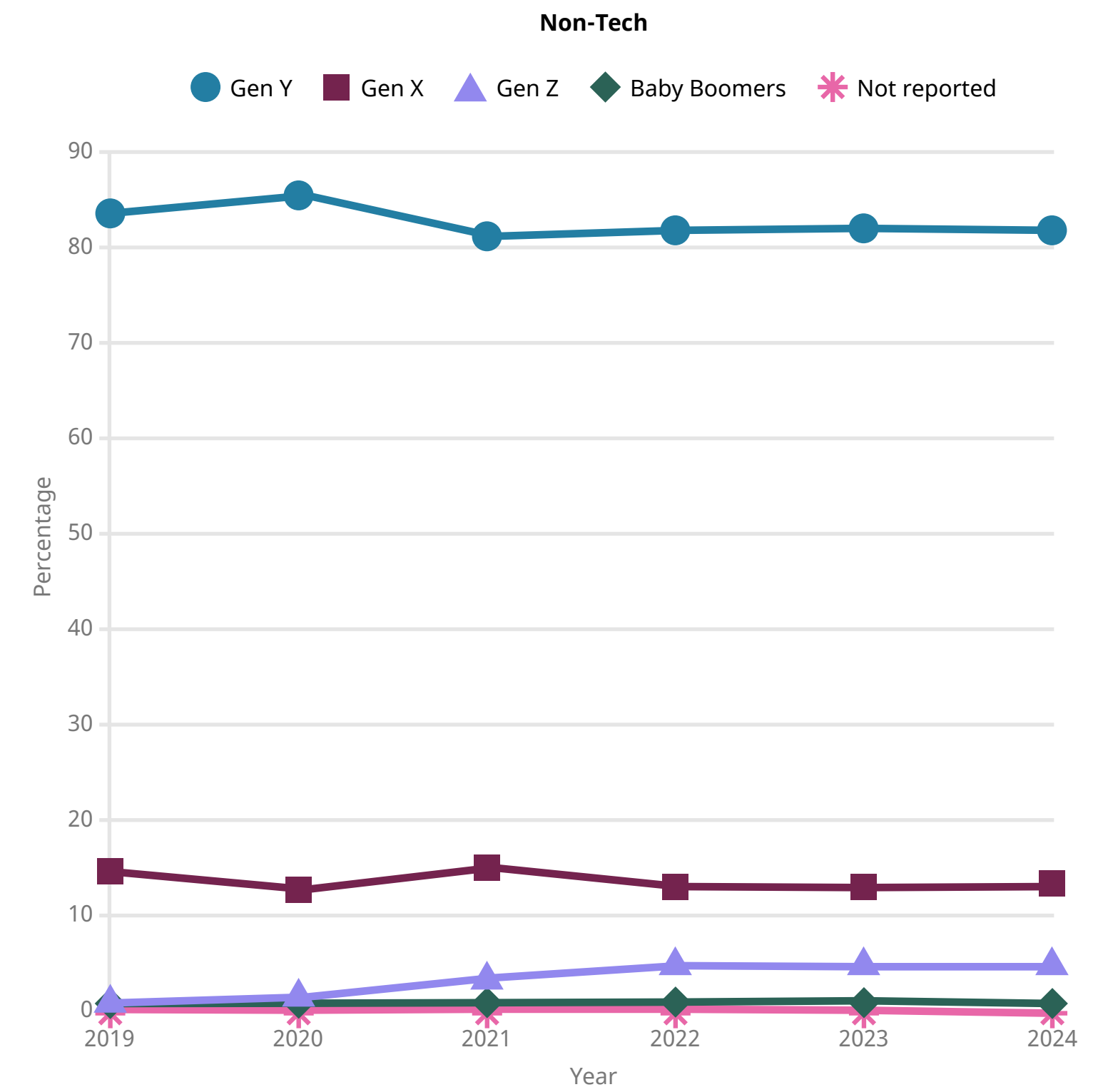
Senior leadership

	2019	2020	2021	2022	2023	2024
Gen Y	7.10%	7.70%	6.70%	7.10%	7.69%	7.69%
Gen X	71.40%	76.90%	80.00%	71.40%	76.92%	84.62%
Gen Z	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Baby Boomers	21.40%	15.40%	13.30%	14.30%	15.38%	7.69%
Not reported	0.00%	0.00%	0.00%	7.10%	0.00%	0.00%



Tech

	2019	2020	2021	2022	2023	2024
Gen Y	78.34%	77.27%	76.52%	74.70%	75.75%	75.90%
Gen X	19.24%	19.40%	18.50%	17.30%	16.07%	15.76%
Gen Z	0.74%	1.72%	3.45%	6.70%	7.21%	7.41%
Baby Boomers	1.67%	1.50%	1.52%	1.20%	0.96%	0.93%
Not reported	0.00%	0.03%	0.00%	0.20%	0.00%	0.00%



Non-tech

	2019	2020	2021	2022	2023	2024
Gen Y	83.46%	85.30%	80.96%	81.50%	81.91%	81.72%
Gen X	14.69%	12.70%	14.93%	13.00%	12.86%	12.98%
Gen Z	0.97%	1.50%	3.17%	4.80%	4.60%	4.68%
Baby Boomers	0.88%	0.50%	0.94%	0.70%	0.63%	0.62%
Not reported	0.00%	0.02%	0.00%	0.20%	0.00%	0.00%

Global generation breakdown

Baby Boomers (1945-1964)

0.74%	6.10%	0.93%	0.62%
Overall	Leadership	Tech	Non-tech
2.50% ▼	15.62% ▼	3.04% ▼	2.13% ▼

Gen X (1965-1980)

14.07%	67.07%	15.76%	12.98%
Overall	Leadership	Tech	Non-tech
0.31% ▼	0.59% ▼	1.92% ▼	0.92% ▲

Gen Y (1981-1996)

79.44%	26.83%	75.90%	81.72%
Overall	Leadership	Tech	Non-tech
0.08% ▼	6.04% ▲	0.19% ▲	0.23% ▼

Gen Z (1997-2012)

5.75%	0.00%	7.41%	4.68%
Overall	Leadership	Tech	Non-tech
2.29% ▲	No change	2.68% ▲	1.72% ▲

Not reported

0.00%	0.00%	0.00%	0.00%
Overall	Leadership	Tech	Non-tech
No change	No change	No change	No change

i **Technical vs. non-technical:** Technical profiles are defined as jobs at Indeed that spend the majority of time influencing the development of Indeed's products and the underlying IT infrastructure and data management. Non-technical refers to all other profiles.

Leadership is all leaders at the vice president (VP) level and above. This does not include board members.

Global pay equity (2023)

Based on Indeed employee salary data, for every \$1 earned by men globally, women earn 99.38 cents, and underrepresented genders (URG) earn 100.32 cents.

For every \$1 USD earned by white men in the U.S.:

	White	Asian	Latine	Black
Men	\$1.00	\$1.0006	\$0.9934	\$1.0004
Women and URG*	\$0.9958	\$0.9986	\$0.9978	\$0.9949

*Currently, 0.79% of persons included in the study identify as an underrepresented gender (URG). Because this population is small, we combine women and URG together in intersectional reporting.

At Indeed, we conduct a pay equity study of base pay annually. The study compares base salaries of people in similar roles, adjusts those comparisons for business-relevant factors that could be responsible for pay differences, like tenure or part-time vs. full time status, and then examines demographic pay equity and estimates pay equity positions. A pay equity position describes the amount of money one demographic group earns for every dollar earned by a reference group after accounting for any differences in the type or work they perform and other business-relevant factors.

We are committed to ensuring equal pay for equal work. We believe transparency drives equity, so we've published the pay ranges for all open jobs on

Indeed and provided salary range transparency for employees since 2019.

We are investing in processes and tools to measure and correct pay discrepancies to achieve and maintain pay equity. This includes performing recurring pay equity studies, making adjustments to base salary as needed, and examining our pay practices whenever a pay decision is made (e.g., at the time of hire, promotions, internal transfers, annual compensation reviews, etc.). We strive to make our pay practices consistent for all employees. To do this, we have developed transparent processes and tools with equity as a guiding principle.



Talent is
universal.
Opportunity
is not.

Talent is universal.





Talent and DEIB+

We know that diversity in all forms makes for a better workplace. At Indeed, we work to ensure that every employee has equitable opportunities to grow their careers and contribute to the company's success. This work is driven in part by our Talent Center of Excellence (COE), which comprises four pillars: performance enablement, talent and career planning, leadership development, and learning and development. We are focused on creating differentiated experiences for all Indeedians based on their needs and developing future leaders. Recognizing an opportunity to increase gender, racial, and ethnic diversity, we continue to partner with organizations that focus specifically on women, URGs, and URMs.

Performance enablement plays an essential role in amplifying Indeed's culture. We are committed

to embedding a transparent performance review process that delivers consistent and equitable outcomes. Our performance enablement process balances the "what" and the "how" of performance, coupling behaviors with business results and outcomes. Our process outlines clear expectations and Indeedians' performance against those expectations. This will empower our employees to focus on the things that matter the most.

Equity is the foundation of talent and career planning. Our goal is to create opportunities for everyone, from the recruitment and hiring process to access to meaningful work, as Indeedians navigate their careers.

Having a diverse workforce begins with sourcing and recruiting. Indeed remains committed to equitable

hiring practices to reduce bias and remove the barriers many people face during the hiring process. Over the past few years, our teams have worked together to embed inclusive behaviors into our sourcing practices for internal and external candidates, including implementing the [Inclusive Interview Rule](#). The goal is to provide all applicants with access to opportunity and screen-in for talent, rather than screening out. Additionally, we have defined a talent planning process that enables leadership teams across Indeed to apply the talent planning framework to identify and develop future leaders.

Finally, we believe that continuous learning and growth are essential in our ever-changing world. Learning and development reaches across all of our pillars. It's foundational to driving the success

of our programs. We are designing and delivering accessible and empowering learning opportunities in order to equip Indeedians with the necessary knowledge, skills, and resources to innovate and drive sustainable success. This includes defining a leadership competency model that clearly articulates the most important leadership behaviors that Indeedians should demonstrate. These behaviors will be embedded in processes throughout the organization.

We continuously evaluate our framework and tools so that they are up-to-date, progressive, and aligned with industry best practices to promote engagement and support career growth and development.

Inclusive Interview Rule

The Inclusive Interview Rule is an intentional effort focusing on mitigating bias and barriers in our recruiting and interviewing process. The main objective is to improve representation in the applicant pool and throughout selections and interviews. Diverse applicant representation is foundational in Indeed's ability to hire individuals who bring differing perspectives as we strive to make a positive impact on society by connecting all people to better work to create better lives.

In 2021, the Inclusive Interview Rule was launched for all roles in the U.S. at the director level and above. In 2022, the Inclusive Interview Rule pilot was expanded to include all HR roles in the U.S. The objective of the program was to create mechanisms so that the final slate of candidates included at least one applicant from each of the following demographic populations:

- One candidate who self-identifies as a woman or underrepresented gender (URG).
- One candidate who self-identifies as an underrepresented racial/ethnic minority (URM): Black, Latine, Native American, Alaska Native, and Native Hawaiian or other Pacific Islander.

In 2023, the Inclusive Interview Rule expanded to all roles globally. The global expansion incorporated 18 additional countries.

- Outside of the U.S., in jurisdictions where collecting self-reported demographic information is permitted, the final slate must include two candidates who self-identify as a woman or URG.

- In jurisdictions where we are not able to collect candidate self-reported demographic data, we focus on education, awareness, and inclusive recruiting behaviors.

With the Inclusive Interview Rule, we saw an increase to 45% of URM and women/URG applicants in first-round interviews globally. The offer acceptance percentages are:

51.2% of individuals who accepted offers identify as women or URG

23.5% of individuals who accepted offers identify as URM

14.4% of individuals who accepted offers identify as URM and women or URG

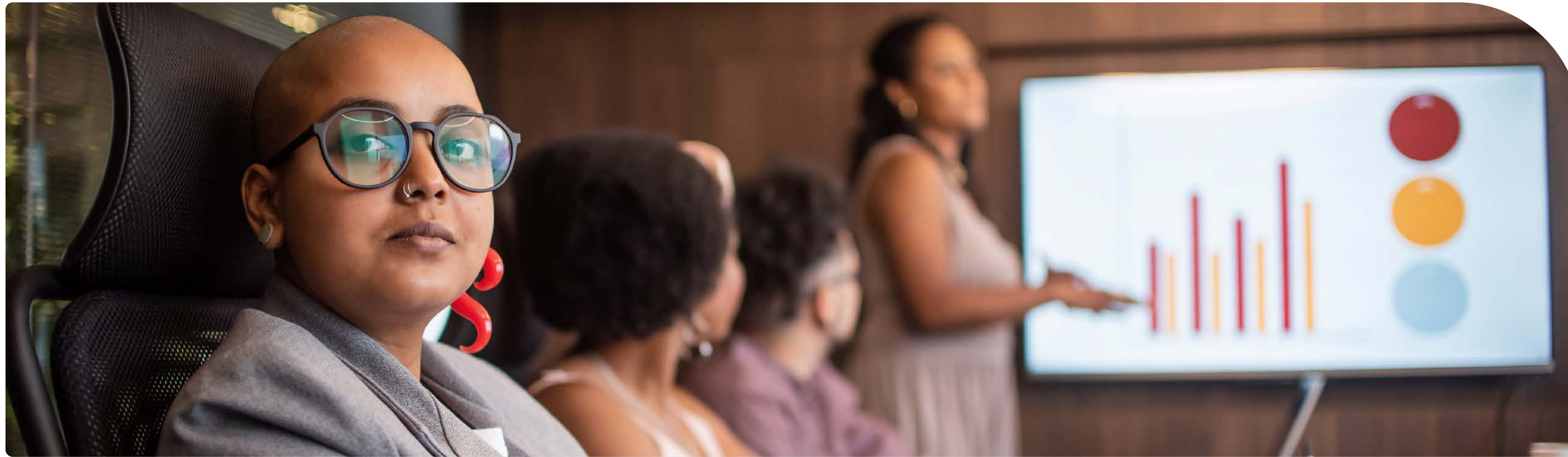
By prioritizing diversity and inclusion in our recruiting and interviewing process, we're leveling the playing field for all candidates and fostering a more equitable and innovative workplace.



Creating a better world of work

Creating a better world of work

How we work to drive change



The DEIB+ organization at Indeed is made up of two groups: Business Partners and Employee Lifecycle. In partnership with HR, these groups influence and develop our approach to building an inclusive culture and promoting high rates of employee engagement and wellbeing. Business Partners are intentionally aligned to specific departments and functional areas, while Employee Lifecycle focuses on embedding equity into talent attraction, learning and development, and other HR processes.

Our Business Partners are strategic, trusted advisors who develop and support the execution of initiatives that focus on retention and engagement, especially for groups that are not well-represented across our organization. They are directly responsible for

operationalizing DEIB+, mitigating bias and barriers, designing equitable solutions, and driving cultural accountability in partnership with their business-aligned leaders. Our approach for this fiscal year is to launch an equitable performance enablement process, equip people leaders with resources to consistently demonstrate inclusive behaviors, and promote initiatives that support wellbeing at work.

Our Employee Lifecycle group comprises three teams: Inclusive Learning & Enablement, Global Inclusion Programs, and Apprenticeships. The Inclusive Learning & Enablement team develops learning content to advance DEIB+ competency across the business. The Global Inclusion Programs team manages our Inclusion Business Resource Groups

(IBRGs), which help maintain a sense of community for our global workforce and, in particular, people from historically marginalized communities.

The Boost Apprenticeship program launched its pilot cohort in February 2024 and invests in existing talent from non-technical backgrounds who are interested in a new career in software development and diversity, equity, inclusion, and belonging. Upon completion of the program, our pilot cohort will be well-positioned to help solve some of the known challenges across the business with their new technical skills. This holistic approach ensures that graduates are not just skilled programmers but also advocates for diversity and inclusion in the tech industry.

Inclusive Learning & Enablement



The Inclusive Learning & Enablement team's work is rooted in three DEIB+ capabilities, which guide the measurement of what is truly impactful and how to properly support individuals in their journey to reach higher levels of DEIB+ competence.

DEIB+ Capabilities:

- **Curiosity** - The active pursuit of empathy and understanding. Awareness and recognition come together to increase knowledge, skills, and abilities, opening new spaces of safety for all Indeedians.

- **Commitment** - The accountability of long-term, sustained action. Commitment to diversity of thought and lived experience contribute to an environment where individuals and teams can thrive.

- **Courage** - The active support of others through vulnerability and allyship. Leaders in this work take the people around them with them.

We work to guide and enable learners through a continuous evolution driven by education,

practice, application, and evaluation. The first phase of our new DEIB+ learning ecosystem was launched in September 2023 with the long-term goal to integrate inclusivity and equity into team processes. This transformative journey helps to foster and sustain an environment filled with empathy and psychological safety, where the appreciation of intersectional experience is celebrated and cherished. By embracing these principles, we propel our organization towards a future where diversity, equity, inclusion, and belonging move beyond stated goals, but are integral parts of our everyday operations and culture.

Global Inclusion Programs

Our Global Inclusion Programs (GIP) team inspires inclusion accountability while cultivating foundations for marginalized groups as they build communities within Indeed. GIP oversees our newly transformed Inclusion Business Resource Groups (IBRGs), elevating their voices and lived experiences, and ultimately empowering them to contribute meaningfully to the business.

Led by Indeedians who belong to underrepresented communities and their allies, IBRGs help Indeed stay abreast of current events that impact employee health and wellbeing and collaborate across the business to create safe spaces for everyone. They now play an even more significant role, providing

guidance on our products, services, and benefits and making sure how we show up in society positively reflects the communities where we live and operate. IBRGs participate in focus groups to test products, consult on marketing campaigns, and provide input on Indeed's [Career Guides](#) and [/LEAD articles](#).











Currently, Indeed boasts 10 global IBRGs spanning 13 countries with 5,000+ unique members. IBRGs receive support from our senior leadership team, who serve as executive sponsors and advocates, leveraging their experiences to effect meaningful change. Membership provides Indeedians with a unique platform to cultivate leadership skills, gain insight into key business functions, and contribute to Indeed's overarching business objectives.

Last year, GIP began the journey to transition from Inclusion Resource Groups (IRGs) to Inclusion Business Resource Groups (IBRGs). The transformation from IRGs to IBRGs has shown signs of success, including more streamlined administrative processes, clearly defined roles and responsibilities, greater global collaboration, and increased opportunities for professional growth. This shift in operational approach enabled a global set of focus areas across all IBRGs that aligned to broader company objectives: wellbeing and happiness at work, business impact, and intersectionality.

Our IBRGs have made a tangible impact on the business and on people's lives. For example,

iPride & Gender Identity conceptualized and led the establishment of Indeed's gender-affirming care relocation benefit, a \$10,000 stipend for U.S.-based employees who need to move away from a jurisdiction or state that has passed laws limiting access to gender-affirming services. Parents & Caregivers played a foundational role in expanding our caregiver leave policies to encompass not just childcare but also care of other family members, including spouses, domestic partners, parents, stepparents, uncles, aunts, and more. IBRGs also work closely with our ESG and DEIB+ teams to complete submissions for the Disability Equality Index and the Human Rights Campaign's Corporate Equality Index.

Our 10 IBRGs are:

 Access Indeed	 All Generations Empowered	 Asian Network	 Black Inclusion Group	 International Inclusion Group
 iPride & Gender Identity Inclusion Group	 Parents & Caregivers	 Unidos	 Veterans & Allies Resource Group	 Women at Indeed

Skills-first and fair chance hiring

Indeed seeks to deeply understand the experiences of job seekers facing barriers — such as not having a college degree or bias due to age, ethnicity, disability, race, veteran status, or criminal record — enabling us to develop solutions that improve job seeker outcomes. We have launched products that advance skills-first hiring and promote fair chance hiring, and are in a continual state of evolving our offerings to be more accessible and unbiased. Read more about our accessibility efforts in our “Disability inclusion and accessibility” section.

Advancing skills-first hiring

Millions of people around the world are locked out of promising job opportunities because too many companies default to hiring workers with four-year degrees, even for positions that don’t require that level of education. In the U.S. alone, 70+ million workers are [skilled through alternative routes \(STARs\)](#) rather than a four-year degree. STARs are too often screened out by degree requirements, despite having the skills to do the job. Further evidence of the need to focus on skills comes with the advancement of AI, with at least 40% of the current workforce needing to up-skill or re-skill to adapt to the new technology.

Indeed is committed to transforming hiring to prioritize skills over traditional proxies, such as a college degree or years of specific industry experience. We envision a world where skills-first hiring practices are the key to unlocking potential for all.

Indeed uses a human-curated approach to determine skills from our data and has identified 40,000 job seeker skills within our platform. That level of skills data allows employers to use Indeed to identify and hire STARs for jobs. Employers can use tools like the **AI Job Description Generator** to create skills-first job postings and **Indeed Assessments** to evaluate candidates for over 900 skills.

Another way we support STARs is through Indeed Flex, an on-demand staffing platform for temporary work that enables employers to hire for the skills they need immediately. As a champion of skills-first hiring, Indeed Flex emphasizes the importance of skills and potential over traditional qualifications. The platform leverages community reviews to validate that a job seeker is proficient in a skill, and the standardized selection and interview processes on Indeed Flex center on skills-focused questions.

We have joined forces with occupational training programs, including Per Scholas, Year Up, and Generation Ireland & UK, to design a new skills-first solution for job seekers. Together, we launched [Skill Connect](#) to make it easier for participants in these programs to represent the skills and training they’ve received on their Indeed Resume. Once they complete their resume, job seekers are matched with employers searching for people with their skills and training on Indeed.

Indeed is also proud to be a member of Tear the Paper Ceiling, a coalition of 60 organizations led by



Opportunity@Work and the Ad Council advancing the movement toward a skills-based labor market for STARs, and Rework America Alliance, a coalition of businesses, nonprofits, educators, and others led by Jobs for the Future working to help millions of workers in low-wage roles move into better jobs that offer economic advancement.

Fair chance hiring

[Fair chance hiring](#) is a set of practices to assist job seekers with a past criminal record in accessing equitable employment opportunities. These practices ensure that an applicant’s skills and talents should be first assessed before considering their past criminal record.

We’re proud to have introduced a simple way for employers to encourage job seekers with criminal

records to apply and clearly show those jobs as “fair chance” on Indeed. Our “fair chance filter” allows job seekers with criminal records to easily search for fair chance jobs.

In partnership with leading fair chance organizations, including the Center for Employment Opportunities, Checkr, and the Second Chance Business Coalition, Indeed has created programming for employers to help demystify fair chance hiring and offer practical guidance to get started.



Responsible technology

Artificial intelligence (AI) has the potential to positively transform job seeking, hiring, and working — breaking down bias and barriers to employment and increasing access to tools and services previously only available to a privileged few. Thanks to AI, someone gets a job on Indeed every three seconds. However, despite its name, AI is a fundamentally human creation. AI can encode, perpetuate, and amplify human flaws and biases if deployed irresponsibly. The positive role of AI in breaking down bias and barriers is not guaranteed. It requires an ongoing dedication to using technology responsibly for the benefit of job seekers, employers, and society.

Since its founding in 2019, Indeed's Responsible AI team has grown to support the ever-increasing role of AI in achieving Indeed's mission of helping people get jobs. The team is composed of a diverse group of scientists, researchers, and engineers with backgrounds ranging from astrophysics to sociology. They partner across the company using a three-pronged approach: consulting with and educating Indeedians on responsible AI practices; developing software and infrastructure to support more responsible AI development; and providing rigorous quantitative and qualitative analysis of Indeed's AI systems.

We are in a moment of both tremendous excitement and anxiety about the economic impact of AI. Yet, the very technology that will rapidly change parts of the economy can also be used to prepare for and benefit from that change. Realizing the benefits of initiatives such as skills-first hiring at Indeed's scale will require the responsible use of AI — from the identification of the skills truly needed to do a job, to helping job seekers acquire and demonstrate new skills for new jobs, and to matching those job seekers with employers who need to hire quickly and confidently.

Indeed recognizes that building a more equitable way of working requires embracing a multi-faceted, sociotechnical approach, one that considers both humans and technology as critical components of our DEIB+ strategy. Our public-facing [AI Principles](#) reflect this, centering fairness and equity as vital to responsible AI development. Accordingly, we have made significant investments in people, processes, and infrastructure to bring those principles to life.

Disability inclusion and accessibility

Disability inclusion

Enhancing disability inclusion lies at the core of fostering belonging, recognizing intersectionality, and cultivating workplace wellbeing for all individuals, regardless of their identification with a disability.

The disability community is the largest underrepresented group globally, and it is present within every other minority group. We embrace an approach that prioritizes “shoveling the ramp” first, acknowledging that by clearing pathways for the 27% of individuals with disabilities, we enable progress for everyone.

We strive to embed this into our brand’s DNA through representation in front of and behind the cameras, in our storytelling, and throughout everyday business practices. We foster an inclusive environment by implementing mandatory educational initiatives across various departments and offering specialized training for Vice Presidents and above. These programs are designed to deepen understanding of the diverse aspects and intersections of disabilities across the organization.

Our goal is to dismantle societal barriers and eliminate biases both within Indeed and across our interactions with job seekers and employers. We are steadfast in our commitment to promoting equity within the hiring process for individuals with disabilities, thereby fostering genuine belonging and inspiring inclusivity,

by educating teams on disability inclusion and working towards building accessible products, marketing materials, and physical spaces.

The Access Indeed IBRG is a key driver for disability inclusion within Indeed. With more than 800 members, Access Indeed works to drive education and awareness around inclusion for apparent and non-apparent disabilities in the workplace, and to support an environment where Indeedians can thrive, with or without disclosure. Satellite groups have formed from this IBRG, including a neurodiversity-focused group and a chronic illness group for peer support.

Digital accessibility in practice

Indeed adheres to the internationally-recognized Web Content Accessibility Guidelines (WCAG), specifically targeting the WCAG 2.1, AA standard as our minimum goal. This means that our digital offerings will continuously evolve to cater to the diverse needs of individuals, in accordance with the Americans with Disabilities Act and Section 508 regulations.

In addition to our commitment to WCAG standards, Indeed has developed company-specific digital accessibility standards to further enhance accessible development practices. These standards serve as a comprehensive framework, detailing how Indeed interprets WCAG success criteria while incorporating Indeed-specific use cases. By doing so, we not only prioritize compliance but also focus on delivering

positive experiences that extend beyond minimum requirements. Our standards are designed to encompass a wide range of user experiences, emphasizing meaningful interactions and fostering inclusivity throughout our digital platforms.

Accessibility in our work environments

Indeed has continued hybrid and remote work options since we reopened our offices in 2020 and 2021. By offering work from home opportunities, we have removed barriers for some disability identifications.

In 2021, we announced an accessibility office retrofit project that was rolled out globally. The goal of this initiative is to elevate the workplace experience and offer a consistent global design for all Indeedians based on a commitment to “do what works, not just what’s compliant.” We want every Indeed office to be at the forefront of universal design and provide an accessible space for all Indeedians. While accessible design is focused on the needs of people with disabilities, universal design considers the wide spectrum of human abilities. It aims to exceed minimum standards to meet the needs of the greatest number of people. We have since created a standard of 21 different work settings that we incorporated into Indeed’s level of accessibility and have executed 16 retrofit projects globally.



Disability inclusion and accessibility

Learning programs

Teams across Indeed have continued to grow our disability and accessibility learning offerings. We have developed various mentorship programs alongside asynchronous learning resources aimed at fostering a deeper understanding of technical accessibility considerations and user experiences for individuals with disabilities. Our commitment also extends to hosting internal trainings and “Lunch and Learns” to facilitate widespread awareness.

Our range of programs caters to different needs, from raising awareness to providing opportunities for employees to gain accreditation from the International Association of Accessibility Professionals. Achieving this requires cross-functional collaboration, and our teams continue to work together to set higher standards.

For the fourth consecutive year, Indeed is proud to have earned a top score of 100 points from Disability:IN, a leading nonprofit promoting business disability inclusion globally. This recognition comes from our participation in the Disability Equality Index (DEI), a comprehensive benchmarking tool assessing culture, leadership, access, engagement, practices, diversity, and international operational criteria, scoring on a scale from zero to 100.

Representation

To nurture genuine belonging, individuals must feel acknowledged and valued, which underscores the importance of disability representation. Our creative teams have dedicated significant efforts to enhancing the visibility of people with disabilities across our imagery, video content, and alternative text. Importantly, this commitment extends beyond discussions directly related to disability. We acknowledge disability as an inherent aspect of the human journey and strive to ensure inclusive representation throughout all our media endeavors.

Bridging the gap

In our commitment to narrowing the disability employment gap, we recognize the profound impact of the disability education gap on our job seekers, particularly those facing compounded barriers due to intersecting social identities. This is where the concept of skills-first hiring emerges as a powerful tool in bridging the disability employment gap. We firmly believe that everyone possesses valuable skills and that there are many pathways for learning and growth. Embracing a skills-first approach is synonymous with prioritizing people, offering significant potential to make a meaningful difference for individuals with disabilities.

Supplier diversity



At Indeed, supplier diversity furthers our mission to help all people get jobs. It champions our values and allows us to use our buying power to meaningfully contribute to the communities in which we operate.

In October 2021, Indeed launched our supplier diversity program for U.S.- and Canada-based vendors, enabling collaboration with businesses that empower all communities. Prioritizing supplier diversity is a strategic decision and encourages the business to actively seek and utilize suppliers from all backgrounds, including women, BIPOC, veterans, LGBTQ+ individuals, and people with disabilities, among others.

As we aim to implement increased rigor and structure with supplier diversity initiatives, we look forward to the diversity of perspectives, ideas, and increased innovation as a result of expanded supplier options. In concert with our mission, the economic and community development opportunities play a pivotal role in strengthening local economies.

Indeed’s Marketing Vendor Program entails collaboration with our top marketing vendors to ensure supplier diversity, human rights, and sustainability considerations are incorporated into our supply chain. We are working to understand what initiatives our vendors currently have in place for supplier diversity, review how and what diverse spend is being recorded and reported within their organizations, and determine partnership opportunities.

By 2030, we aim to achieve 7% of spend with diverse suppliers company-wide. While individual budget spend will not yet be made public, we are committed to the transparent sharing of progress, as well as exploring options for global scalability.

Overall, supplier diversity is not just a moral imperative but also a strategic business practice that can drive growth, innovation, and sustainability for companies in today’s increasingly interconnected marketplace.

Partnering for change

Creating a better world of work while supporting our people, communities, and environment can't be done alone. We are part of an ecosystem of organizations that not only helps us increase representation of women, URGs, and URMIs in our own workforce, but helps us drive this change in workplaces all over the world. The following are just a few of the relationships we've established on our journey.

Afrotech

Afrotech, powered by Blavity, Inc., brings together tech talent, venture capitalists, and culture enthusiasts worldwide. Indeed's partnership entails resources for Indeedians as well as sponsorship of the 2024 conference.

Business Disability Forum

Business Disability Forum is an online membership organization that improves employment opportunities for workers who are disabled. Indeedians are granted access to their resources, content, network, and events.

Center for Employment Opportunities

As the largest reentry employment provider in the U.S., Center for Employment Opportunities (CEO) offers individuals just coming home from prison ongoing support to build financial stability. Together, CEO and Indeed are working to identify interventions that will reduce barriers for job seekers with a criminal record and advance fair chance hiring practices by employers.

Disability:IN

Disability:IN is the leading nonprofit resource for business disability inclusion worldwide. Indeed sponsors their annual global conference, which brings together 400+ companies to achieve disability inclusion, while providing Indeedians access to best-in-class accessibility programming and resources.

Generation.org

Generation aims to transform education to employment systems that prepare, place, and propel people into life-changing careers that would otherwise be inaccessible. Indeed partners with Generation in Ireland and the U.K. through Skill Connect — a resume and job search experience designed exclusively for job seekers who have gained skills through occupational training programs. We also partner with Generation in France to support their work with Indeed's product, insights, and content solutions.

Goodwill

For over 100 years, Goodwill has helped people improve their lives by supporting individuals in finding jobs and growing their careers. We collaborate with Goodwill Central Texas, Goodwill North Georgia, and Goodwill of Metropolitan Chicago to help job seekers who face barriers connect with pathways to education and careers and get hired.

HBCU SpringComing

Indeed is a partner and a sponsor of this organization, which is committed to preserving the legacy of the Black college experience and engaging alumni of Historically Black Colleges and Universities (HBCU). HBCU SpringComing is an annual event designed as a homecoming in the spring. It is an opportunity for college graduates to reunite over a weekend with curated events and innovation and strategy sessions.

Kiron

Indeed and Kiron are partnering to improve outcomes for refugee job seekers in Germany. Since 2015, Kiron has been offering free online learning opportunities to refugees and underserved communities. By combining our product with expert insights and content, we hope to help many more of the job seekers emerging from their support programs find work.

L'ascenseur

In the heart of Paris, L'ascenseur is a coalition of organizations united around a common fight for equal opportunities. Indeed has partnered with L'ascenseur to propose innovative collective solutions that enable everyone to have access to quality jobs and opportunities for advancement.

Lesbians Who Tech

Lesbians Who Tech is a community of LGBTQ+ individuals associated with tech. With the opportunity to recruit from their pipeline of talented intersectional candidates, our partnership furthers our goal to increase representation of women and underrepresented genders to 50% within Indeed's workforce by 2030.

Partnering for change

Luminary

Luminary is a membership-based collaboration hub and platform that accelerates women and allies of all genders in their professional and personal development. Indeed's partnership furthers our goal of increasing representation of women and underrepresented genders to 50% by 2030.

Mother Honestly

Mother Honestly is a global community that provides development, support, and networking for parents and caregivers in the workplace, which Indeedians are able to access.

Opportunity@Work

Opportunity@Work focuses on addressing labor market issues to help job seekers skilled through alternative routes (STARS) enjoy economic mobility. Indeed is part of Opportunity@Work's Tear the Paper Ceiling coalition to help the more than 70 million STARS in the U.S. access greater economic opportunity.

Out & Equal

Out & Equal offers a place for individuals of all sexual orientations, gender identities, and gender expressions to create workplaces where LGBTQ+ audiences can thrive. In 2022, we were awarded the Out & Equal Belonging and Equity Visionary Outie Award, which recognizes Indeed as a company that is trailblazing the path of innovation in diversity, equity, inclusion, and belonging.

Per Scholas

Per Scholas provides individuals who are often excluded from tech careers with access to potential employers and no-cost training. Indeed is partnering with Per Scholas to advance economic equity through Skill Connect — a resume and job search experience designed exclusively for job seekers who have gained skills through occupational training programs.

Pratham

As one of the largest non-governmental organizations in India, the Pratham Education Foundation focuses on high-quality, low-cost, and replicable interventions to address gaps in the education system. Indeed and Pratham have partnered to create employment enhancement opportunities for low-paid or unemployed youth in India by helping first-time job seekers secure meaningful and life-sustaining work.

Shaw Trust

One of the U.K.'s largest workforce development nonprofits, Shaw Trust works to make good, meaningful, rewarding, purposeful, and dignified employment accessible to all in society irrespective of life circumstances. Indeed and Shaw Trust have partnered on a number of initiatives to help job seekers with a disability find work, including support of their Disability Power 100 initiative, recognizing some of the most influential disabled people living and working in the U.K.

Therify

Therify is a comprehensive mental health benefit designed for people of color who are matched with culturally responsive therapists. This year, Indeed expanded Therify coverage for all Indeedians, supporting Black, Asian, Latine and LGBTQ+ communities. Therify provides free sessions and support to make matching with a therapist easy.

WNorth

WNorth supports women on their trajectory toward senior leadership roles through its global platform, virtual workshops, and online networking events. Indeed's partnership furthers our goal to increase representation of women and underrepresented genders to 50% by 2030.

Yardstick Management

Yardstick Management is America's leading Black-owned management consulting firm that provides strategic solutions to mission-driven, global organizations. Indeed sponsors and attends the Yardstick Management Institutes, which bring together leaders representing some of the most prominent global companies for discussions and explorations around leadership, cultural awareness, and diversity, equity, and inclusion.

Year Up

Year Up empowers young adults to gain the skills, experiences, and support needed to reach their potential through careers and higher education. Indeed is partnering with Year Up through Skill Connect — a resume and job search experience designed exclusively for job seekers who have gained skills through occupational training programs.

indeed presents

Rising Voices

In 2021, Indeed launched Rising Voices in partnership with Lena Waithe and her company, Hillman Grad, to uncover, invest in, and share stories created by Black, Indigenous, and People of Color (BIPOC) filmmakers across the U.S. Now in its fourth season, the program demonstrates Indeed's commitment to breaking down bias and barriers in hiring and helping all people get jobs.

Film and entertainment not only influences individual career choices but also shapes broader societal attitudes towards various professions and the people who fill those jobs. This underlines the importance of creating opportunities for marginalized filmmakers to portray jobs and work environments in a way that is both entertaining and thoughtful, while considering the potential societal impact of those stories on the future of work.

During each season of Rising Voices, ten BIPOC filmmakers are awarded a production budget of \$100,000 each to create a short film centered around the future of work. In addition to the production budget, every filmmaker is awarded a \$10,000 writing and director fee, access to a production line crew, and mentorship with notable filmmakers including Lena Waithe. The films premiere annually at the Tribeca Festival and are available to watch on indeed.com/risingvoices. The thought-provoking



Pictured above: Back row left to right: Doménica Castro, Wesley Goodrich, Mercedes Arturo, Jean Liu, Kelly Luu, Winter Dunn, Kelly Yu, Robin Takao D'Oench, Kevin Luu, Omar Kamara, Anndi Jinelle Liggett, Manuel Del Valle. Front row left to right: Constanza Castro, Rishi Rajani, Chris Hyams, LaFawn Davis.

work the filmmakers produce challenges the status quo and illuminate the reality that talent is universal, but opportunity is not.

This year, we expanded Rising Voices to Canada and gave four chosen mentees the opportunity for one-on-one coaching and development sessions with Rishi Rajani of Hillman Grad and BIPOC TV and Film. These participants will attend the Tribeca Festival where they will have the opportunity to pitch their scripts to industry professionals.

In just four years, Rising Voices has created nearly 2,000 production jobs. Filmmakers have received recognition from over 55 prominent film festivals, including Tribeca Film, Sundance, Hong Kong Lesbian & Gay Film Festival, Pan African Film, and the 45th Asian American Film Festival. The films from Seasons 2 and 3 qualified for Oscar consideration, and several

of our alumni have been chosen to create feature films by Sundance Film Institute and AT&T's Untold Stories based on their Rising Voices short films.

Filmmakers from Rising Voices have gone on to produce, direct, and write for some of the most recognizable networks, including HBO, Showtime, NBC, Netflix, and Disney+, and have received prestigious nominations for events such as the National Association for the Advancement of Colored People (NAACP) Image Awards. Rising Voices is one of the first of its kind, and we are thrilled to have seen the growth of similar initiatives centered around uplifting underrepresented voices within the past few years.

Internally, Rising Voices short films are incorporated into our learning platform, so our employees can learn and understand these unique and diverse

perspectives through storytelling. The films, as well as insights from the Rising Voices program, are also shared externally with our customers, including at flagship client events such as Indeed FutureWorks.

We plan to continue investing in this initiative as it ties directly to our mission to help all people get jobs and highlights the importance of elevating BIPOC voices in places where they have been historically underrepresented.

Through the lens of Indeeadians



“I have intimate knowledge of how the status quo does not work for Black women, people with disabilities, caregivers, or migrants. The ethics driving our mission of helping all people get jobs inform my own mission. People experiencing biases and barriers in the labour market make up the global majority of job seekers — the mission is key to Indeed’s growth and revenue. That synergy is why I have invested in Indeed as an employer and a platform. Our DEIB+ strategy prioritizes institutional accountability and that approach enables change while preserving the wellbeing of Indeedians who are underrepresented. I get to do my best work without needing to advocate for myself as a caregiver. I’ve spent my entire career in DEIB+ and social impact spaces and I am deeply optimistic about Indeed’s potential to deliver a more equitable work future.”



Sharifa Wright (she/her/hers)
ESG Senior Program Manager
Toronto, Canada



“For me, our core value of Inclusion & Belonging means first acknowledging that we are all different and unique, and so we bring different perspectives and experiences that complement one another. That is an incredible strength. When we learn to respect and embrace that diversity of thought in a safe environment, we can help our team maximize their potential and unleash high performance. It is not an easy endeavor, and we all have a role to play regardless of job titles. It nurtures from every interaction, how we show up for one another, how we solicit feedback, and how we share our views and ask others to share theirs courageously — so we can thrive in helping all job seekers get a job and all employers find the best talent at Indeed.”



Gines Mayor Gambin (he/him/his)
Vice President, Enterprise Strategy & Operations
Dublin, Ireland



“For me, Indeed’s core value of Inclusion & Belonging means always having space and time to hear from different points of view and empathize with the diverse group of people that are our job seekers, customers, and employees. We do this by having focus groups, conducting external and internal surveys, and putting together specific action plans to ensure that all of our job seekers, customers and employees’ concerns are acted upon, and all members feel included and engaged. I have the honour of being the Executive Sponsor of our Access IBRG, which drives education, support, and awareness for both apparent and non-apparent disabilities. I believe Access and all of the other IBRGs provide a distinct advantage to the business by having employee-led groups championing, educating, and providing solutions from their own diverse viewpoints.”



Declan Carville (he/him/his)

Vice President, Scaled Business Success,
Executive Sponsor of Access Indeed
Dublin, Ireland



“The BOOST Apprenticeship program is just one of the ways that Indeed shows its investment in DEIB+. BOOST takes folks from non-technical parts of the business and trains them for a new career as a software developer. We provide them with the education and on-the-job learning experience while valuing their previous Indeed work history. Career journeys like this weren’t previously available to a lot of our employees because of access to education, education investment costs, and fewer external opportunities for early-in-career developers. To me, it says, “Thank you for everything you’ve done for the company. We want your next job to be at Indeed, so let’s give you the tools and training to make that happen.” Programs like this that reinvest in their employees’ careers reinforce Indeed’s core value of Inclusion & Belonging at a time when so many other companies are devaluing or cutting DEIB teams and programs. It’s one of the main things that brought me to Indeed.”



Dominique DeGuzman (she/her/hers)

Senior Manager, Apprenticeships, DEIB+
San Francisco, California



“Indeed’s core value of Inclusion & Belonging resonates with me very deeply. It truly embodies creating a workplace where every individual feels seen, heard, and valued regardless of identity and diverse background. As EMEA Co-Chair of the International Inclusion Group, these values drive me to champion diversity and foster a culture of acceptance and understanding, where a space can be created where no one feels excluded, where differences are celebrated, and where everyone’s unique perspective contributes to a stronger impact.”



Loretta Diniz (she/her/hers)

Learning Facilitation Strategist, EMEA Co-Chair,
International Inclusion Group
Dusseldorf, Germany



“The Asian Network leadership team has focused on breaking down the idea that Asians are a monolith by highlighting communities within Asian Network that may not be as recognized as more well-known East Asian cultures. We’re also focused on partnering with multiple IBRGs to continue building relationships as well as be more inclusive to members with intersectionality. In addition to celebrating intersectionality, we bring in speakers that might be lesser-known names but provide information and experience that is relevant to our members.”



Anthony Evans (he/him/his)

Senior Specialist - Global Product Solutions,
AMER Co-Chair, Asian Network
Foster City, California



“Indeed’s core value of Inclusion & Belonging means we take active steps to intentionally create a culture where every Indeedian feels their voice is heard and unique perspective is valued. In my current role on our Job Seeker Chief of Staff team, I have the opportunity to bring this to life by helping our leaders think through strategies that help our teams feel like they have everything they need to thrive as we collectively work toward our mission of helping people get jobs.

I have witnessed our company live this value not only in the way we create inclusive products for our customers, but also in the way we thoughtfully create spaces to build community through our IBRGs. On a personal note, one of the initiatives I’m proudest of is helping lead our monthly Brothers of Indeed calls in support of our Black Inclusion Group. These calls have become such an uplifting, insightful, and inspiring space for us to build community, and as a Black professional in tech, I can honestly say this is the first time in my career I’ve felt so empowered to fully celebrate my identity in the workplace.”



Kenny Vaughn (he/him/his)
Senior Manager, Business Strategy
Louisville, Kentucky



“I firmly believe when people show up as their authentic selves at work, they can be most effective and productive. I firmly believe that all of us can benefit from a strong and supportive community. I firmly believe that we should understand, appreciate, and celebrate differences, rather than avoid and stigmatize them. As the Executive Sponsor of the iPride & Gender Identity IBRG, I feel very privileged to have the opportunity to get to know and work with many passionate colleagues who share similar beliefs and through their dedication and hard work, strive to bring positive changes to people’s lives.

In Corporate Development, what we stand up for could influence many partners in the HR Tech ecosystem. As I lead the HR Tech investment team at Indeed and Recruit and work with the iPride & Gender Identity community, I feel very fortunate to have the opportunity to bring Indeed’s core value of Inclusion & Belonging to life and be able to advocate for the LGBTQIA+ community across the broad HR Tech ecosystem.”



Derek Ying (he/him/his)
Vice President, Corporate Development,
Executive Sponsor of iPride & Gender Identity
San Francisco, California



“To me, inclusion and belonging mean more than just diversity in numbers. It means creating spaces where everyone feels safe to be themselves, where their perspectives are valued, and where they have the opportunity to contribute meaningfully. That’s what we strive to do everyday at Indeed as part of our core values.

As an IBRG leader, I’m privileged and excited to work with a bunch of like-minded Indeedians who share the same values and commitment to diversity and equity. We are not only actively listening to the experiences and concerns of underrepresented groups, but are also constantly involved in education and bringing awareness about different IBRG groups to promote equity and fairness for all.”



Jill Wong (she/her/hers)

Onboarding Operations Lead, APAC Co-Chair,
Women at Indeed
Singapore



“Indeed’s commitment to our value of Inclusion & Belonging became clear to me soon after I joined the HR Analytics team here almost three years ago now. It was eye-opening to see the applied nature of the work we were doing and how we used data to make informed decisions. I was able to involve myself in my work to a far greater degree, knowing that it would have real measurable impact in areas that are deeply personal to me.

I recently transferred to our Responsible AI team, and it has been refreshing to continue working on social impact driven initiatives, but for our many users and throughout our products now. I’m proud of being able to help our team drive progress towards fair, explainable, and transparent AI that enables us to reach our goal of helping all people get jobs.”



Dhruv Chakraborty (they/them/theirs)

Responsible AI Analyst
New York, New York



“Since I joined Indeed a decade ago, Inclusion & Belonging have been at the heart of what we do, both as a business and as the Veterans and Allies IBRG. Our dedication revolves around honoring, supporting, and empowering the military community and their allies. Through different programs, events, and benefits adjustments, we strive to positively influence their lives.

As a military spouse, I see firsthand how serving not only affects you personally, but also how it impacts your family, friends, and career. This is what drives my excitement for the work we do in the IBRG, as I experience how what may seem like a simple system change or additional manager guide can have a significant difference in making our service members and veterans feel welcomed and appreciated at Indeed. I’m so grateful to be a part of this community and to help drive meaningful changes for those who have served our country.”



Victoria De Rosa (she/her/hers)

Senior Program Manager, Talent Attraction Insights, AMER Co-Chair, Veterans and Allies
Scottsdale, Arizona



“My goal as iRewards lead is to influence more equitable benefits, policies, and processes to enhance Indeedians’ experience in the APAC region.

One of the exciting things about my role is that I get to talk with Indeedians from different countries and different functions whom I never had a chance to talk to before. I’m very touched that so many Indeedians are passionate and care about making Indeed an inclusive working environment.

My personal goal is to raise awareness of my role within the APAC region, so that I will be able to hear more voices from our region. I’m honored to be part of our IBRGs and excited for the journey I will be going on at Indeed.”



Hana Okigawa (she/her/hers)

Client Success Specialist, APAC iRewards Lead
Tokyo, Japan



“Being a part of an IBRG is not just a privilege, but a great opportunity to collaborate with a dedicated group of individuals who share a deep commitment of upholding Indeed’s core value of Inclusion & Belonging. In many workplaces, feeling safe and being able to authentically be oneself can be a challenge, but at Indeed, this is not the case. It’s a reflection of Indeed’s dedication to its core values and its commitment to fostering an inclusive environment.

As a member and leader of multiple IBRGs, my aim is to consistently align myself with the groups’ goals and to imbue those values within my team and other counterparts. Through this, I try to raise awareness and cultivate a culture of inclusivity and collaboration across Indeed.

With the objective of uniting generations and offering support to individuals in both their professional and personal lives, the APAC All Generations Empowered (AGE) team has meticulously orchestrated a series of events. One particularly noteworthy event in this lineup is a panel discussion, thoughtfully exchanging ideas among diverse age groups. Through this event, we aim to promote mutual understanding and collaboration, thus contributing to a more cohesive and supportive workplace environment. Collectively, our efforts are aimed at cultivating an environment at Indeed that is truly inclusive and supportive, making it the premier workplace for individuals of all age groups.”



Vijay Nelludi (he/him/his)

Manager, Client Optimisation, APAC Co-Chair, All Generations Empowered
Bangalore, India

Future forward

Future forward

Better work for better lives

Now is the time to be bold. Amidst a mounting backlash against DEIB+ and ESG, we remain steadfast in our commitment to building a more equitable and inclusive world of work. As a leading matching and hiring platform, we have a responsibility to leverage our technology, expertise, and scale to close the opportunity gap and reduce bias and barriers for hundreds of millions of people worldwide.

Our people are at the core of everything we do. We're truly dedicated to meaningful work for Indeedians by ensuring they feel heard and valued, so they can have an impact on our products and contribute towards making better work possible for job seekers worldwide. Our backgrounds are broad and our talents are many, and we know our best work happens when we're empowered to share and embrace unique perspectives.

The more supported our teams feel to do meaningful work, and the more they reflect the global communities where we live and operate, the better we are at helping all people get jobs.



The future of work is equitable and inclusive.

2024 Diversity, Equity, Inclusion & Belonging Report

