

Inclusion & Diversity at Burlington



Where We Were...

- Inclusion & Diversity Councils (Corporate/Field)
- Engagement Surveys (Best Workplace for Diversity/Best Workplace for Women)
- Annual Reviews
- Training
- Allyship (Human Rights Campaign, Black Retail Action Group)



What We Did...

- Social Justice & Equality Survey
- Inclusion & Diversity 2.0
- Associate Resource Groups
- Commitment Statement & Open Letter
- Senior Leadership Role creation
- Enterprise-wide Training
- Pay Equity Study
- Social Justice Cause Support
- Town Hall
- CEO Action Pledge



Where We Are Going...

Building upon I&D 2.0, we are moving from commitment to strategic action and impact by implementing a long-term strategy that leverages inclusion & diversity to drive Burlington's business:

- **Better** attracting, engaging, and developing diverse talent at ALL levels of the organization (Talent Focus)
- **Better** cultivating supportive work environments where our associates can innovate and thrive (Employee/Office/Store Focus)
- Offering a **Better** range of products, creating **Better** shopping experiences, and providing **Better** value by being more responsive to the diverse needs of our consumers (Customer Focus)
- **Better** supporting our communities by championing issues that matter to them and creating positive change in the communities that we serve (Community Focus)



How We Get There...

Long-Term Strategy Development

Focus Areas: Leadership & Workforce Diversity
Inclusive and Equitable Environments
Enhanced Education and Awareness
Supplier/Vendor Diversity
Community Advocacy

Triple Aim

Alignment: Align the I&D Strategic Plan and related initiatives with Burlington's True North and its mission, vision, values and evolving priorities.

Act with Intentionality: Ensure that all Inclusion & Diversity activities are designed to be impactful. Amplify impact by integrating substantive and sustainable initiatives throughout all facets of the organization. Impetus on **IMPACT**, not **ACTIVITY**.

Accountability: Ensuring that everyone, at every level, is held accountable for supporting the Inclusion & Diversity Strategic Plan by creating an eco-system model for future work.

