

Inclusion & Diversity

At Darden, Inclusion & Diversity is woven throughout the fabric of our culture. It's just who we are. Every day we strive to create a workforce that reflects the communities where we live, work and play.

Hiring the best people is just the start — inclusiveness means making sure our team members' voices are heard and valued. When we say every team member matters, we mean it.

Diversity Representation – Women



Diversity Representation – Minority



Inclusion & Diversity Fact Sheet

Inclusion & Diversity Statement:

At Darden, Inclusion & Diversity is woven throughout the fabric of our culture; it's just who we are. Every day we strive to leverage our differences to support the business strategy, focused on winning against competitors, and to create an environment where all of our team members can reach their greatest potential.

Inclusion & Diversity Statistics:

- 30% of Board of Directors are women / people of color*
- 52% of US workforce are women
- 37% of US management workforce are women
- 48% of US workforce are people of color
- 30% of US management workforce are people of color
- 26 partnerships with diverse organizations that have a mission to advance diverse communities

Inclusion & Diversity Awards & Recognitions:

- Human Rights Campaign Foundation – 100% Score on Corporate Equality Index
- Latina Style Magazine – 50 Best Companies for Latinas

Inclusion & Diversity Initiatives:

- Inclusion & Diversity Training: To ensure all team members understand the business case for Inclusion & Diversity and how to apply Inclusion & Diversity as a skill set in their day to day jobs
- Diverse Talent Recruitment: To partner with diverse sponsorship organizations and executive search firms to recruit diverse talent
- Supplier Diversity: To expand contracting efforts with under-tapped / underutilized diverse supplier communities
- Diverse Sponsorship Organizations: To build national partnerships with diverse organizations that provide access to diverse talent, suppliers, owners, and developers
- Employee Resource Groups: To empower diverse team members to focus on networking, professional development, and career advancement

Diverse Sponsorship Organization List:

- African American Chamber of Commerce
- Beacon Network
- Central Florida Learning Series
- Central Florida Urban League
- Diversity Best Practices Development
- Executive Leadership Council Development
- Hispanic Business Initiative Fund
- Hispanic Chamber of Commerce
- Historically Black Colleges & Universities - Consortium
- Hope and Help Center of Central Florida
- Military Spouse Employment Partnership
- Multicultural Foodservice & Hospitality Alliance
- National Black MBA Association
- National Gay & Lesbian Chamber of Commerce
- National Hispanic Corporate Council Membership
- National Minority Supplier Development Council
- National Society of Minorities in Hospitality
- Network & Affinity Leadership Congress Development
- Out & Equal
- Quest
- Strengthening Orlando / City of Orlando
- US Pan Asian Chamber of Commerce
- The Able Trust
- Women's Business Enterprise National Council
- Women's Foodservice Forum
- Zebra Coalition