DE&I Heart Journey Report



SEPHORA

AUGUST 2026

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This report primarily focuses on US programs, activities, and data between June 1, 2025–May 31, 2026 unless otherwise noted. Further details and information can be found at: inside-sephora.com/en/usa/diversity-equity-inclusion.

A Note from Us to You



George-Axelle Broussillon Matschinga
Vice President
Diversity, Equity & Inclusion
Sephora USA

At Sephora, we champion a world of inspiration and inclusion where everyone can celebrate their beauty. This purpose fuels our commitment to building inclusive workplaces and shopping experiences for all of the communities we serve. As we mark the sixth anniversary of our DE&I Heart Journey, we remain steadfast in our ambition to make Sephora a more welcoming and inclusive place, while helping shape a more inclusive future for our broader industry.

Over the past six years, we formally embedded inclusion as a business capability across our organization with the goal of fostering inclusive and accessible experiences for all. Our DE&I Heart Journey strategy, now focused on six initiatives supported by six DE&I Committees, has been instrumental in helping us sustain our progress and deepen our impact. This report reflects our collective achievements, highlighting key milestones such as launching our first expertise-driven Inclusive Beauty Council, tripling the number of Black-owned brands on our shelves, increasing our spend with underrepresented suppliers to over 10 percent, and continuing to engage 90 major retail signatories through the Mitigate Racial Bias in Retail & Customer Service Charter and Collaboration co-created with the nonprofit Open to All.

Our ambition is to strengthen our standing as an Employer, Retailer, and Partner of choice for all, and I am energized by what we have achieved together so far.



Corey Yribarren
Chief People Officer
Sephora North America

Sephora's ongoing commitment to inclusivity in beauty is foundational to who we are as a brand, a retailer, and an employer. Over the past six years, we have intentionally brought our DE&I Heart Journey initiatives to life across our organization, including our corporate offices, stores, and distribution centers. Being recognized as a Great Place to Work for three consecutive years and as an EDGE-certified inclusive workplace reflects our continued commitment to creating environments where everyone feels a sense of belonging.

Looking back on the progress we have achieved together, it has been inspiring to see how we have advanced inclusion across both the employee and client experience through consistent training, leadership development, and cultural awareness programming. As the future of work and retail continues to evolve, we are committed to leading its adoption with a people-first mindset and inclusive principles. By combining innovation with inclusion, we aim to continue to create opportunities for all, enhance inclusive experiences, and support our teams, clients, and partners.



Artemis Patrick
President and CEO
Sephora North America

As a leading employer and global prestige beauty destination serving a diverse community of brand founders, beauty experts, and passionate consumers, inclusion has always been fundamental to the Sephora experience. Our DE&I Heart Journey continues to strengthen this commitment by placing our employees, clients, and communities at the center of how we lead, innovate, and grow. From reimagining traditional partnerships and amplifying diverse voices across culture and sport to advancing more inclusive beauty experiences, we remain focused on welcoming all to the world of beauty. As we invest in our people, embrace new ways to connect through technology and innovation, and continue to evolve alongside the beauty community we serve, we are creating a Sephora that is even more inspiring, accessible, and ready for the future.



Our DE&I Heart Journey

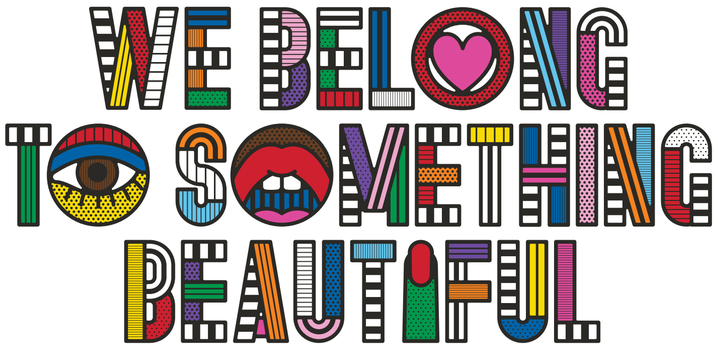
We champion a world of inspiration and inclusion where everyone can celebrate their beauty.

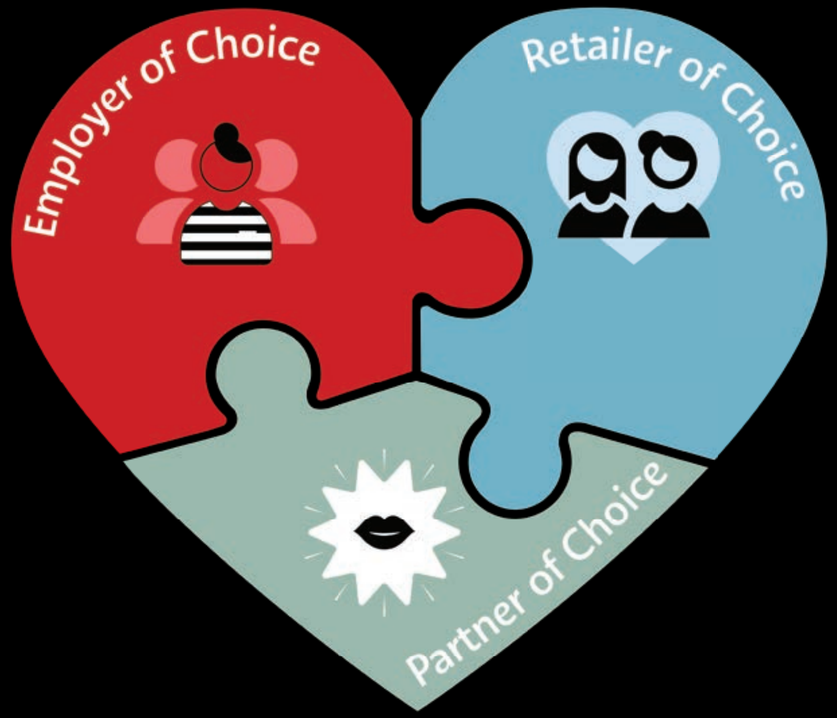
At Sephora, diversity, equity, and inclusion (DE&I) are foundational to who we are as a brand. It's part of our DNA.

As a leading prestige Beauty retailer, our story has always centered around making beauty accessible to all. From breaking down beauty counterculture since our inception to showing beauty as multifaceted to building diverse and inclusive brands, we continue to bring our purpose to life as we strive to champion a world of inspiration and inclusion where everyone can celebrate their beauty.

Six years ago, we launched our holistic DE&I Heart Journey strategy with the vision to become the DE&I champion in the retail industry, guided by a clear mission: championing all beauty fearlessly and building inclusive environments for our employees, clients, and communities. Focused now on six initiatives supported by six Committees, providing strategic guidance and ensuring accountability, our DE&I strategy has played a critical role in furthering our commitment to inclusivity and inclusive beauty over the years.

This commitment is stronger than ever as we strive to become an Employer, Retailer, and Partner of Choice for all. Together, we cultivate an environment where diversity is expected, self-expression is honored, all are welcomed, and everyone is included.





VISION

Become the diversity, equity, and inclusion champion of the beauty retail industry.

MISSION

Champion all beauty fearlessly and build inclusive environments for employees, consumers, and communities.



We focus on three key pillars:

EMPLOYEES

Our employees are an inspiring group of people with widely varied backgrounds and experiences. They are key to who we are as a brand and to our ambition to cultivate inclusion.

CONSUMERS

To provide the level of service you deserve, we create welcoming, inclusive, and accessible experiences for our consumers. That way, you can proudly champion your beauty fearlessly.

COMMUNITIES

Our communities are made up of suppliers and nonprofits that reflect our diverse populations and include those who empower and support others.

To help implement and prioritize our six DE&I initiatives, we launched an executive DE&I Steering Committee, which aims to hold us accountable internally.

OUR DE&I INITIATIVES	OUR DE&I GOALS	
Employer of Choice	Representation/ Leadership Mix	Continue to strengthen the workforce through fair and inclusive hiring, advancement, development, and retention.
	Inclusive Culture	Cultivate inclusive and accessible workplaces through trainings, employee resource groups, and stories that reflect a range of perspectives and experiences.
Retailer of Choice	Inclusive Marketing and Brand & Product Diversity	Promote inclusive representation on our platforms to lift up all forms of beauty. Continue supporting the Fifteen Percent Pledge and increase the share of Black-owned brands.
	In-Store Experience	Continue strengthening in-store practices to ensure fair, respectful, and accessible service for all clients, supported by training that addresses potential unconscious biases.
Partner of Choice	Supplier Diversity	Increase our spend with underrepresented suppliers.
	Community and Industry Impact	Champion change at industry level and create a collective impact through thought leadership, strategic partnerships, and philanthropic engagements.



An Inclusive Workplace for Our Employees

Fostering an Inclusive Workplace for All

Our employees are integral to advancing our shared DE&I mission. Sephora actively implements strategies to attract, grow, and empower a workforce representative of all of our clients. Through strategic and fair hiring practices, comprehensive training, and clear advancement paths, we are building an inclusive, unbiased, and accessible environment that fosters belonging for every team member. This approach strengthens our talent retention, from new hires to leaders, ensuring all employees feel safe and uphold Sephora's values across every level.

We want our employees to feel safe and supported every day, and to feel that working here is more than just a job.

Representation/ Leadership Mix

Our commitment to building a strong and inclusive workforce is unwavering. We proactively broaden outreach to attract qualified candidates with varied backgrounds, experiences, and perspectives, ensuring our teams mirror the broad spectrum of our consumers. The varied perspectives are essential to powerfully elevate our brand values, fueling an environment where all voices shape creativity and innovation. This dedicated approach drives stronger and more effective teams at every level.

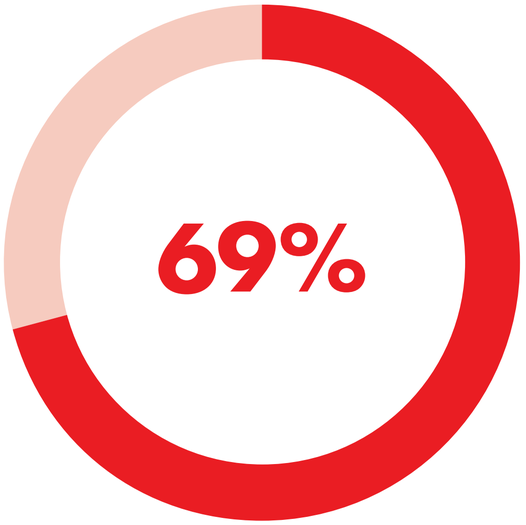
We not only welcome every candidate, but we also recognize that distinct perspectives are fundamental. They are essential to powerfully elevate our brand values, fueling an environment where all voices shape constant evolution and growth.

+6% Over the past six years, there has been a six percent increase of Black and African American leaders hired throughout the organization.

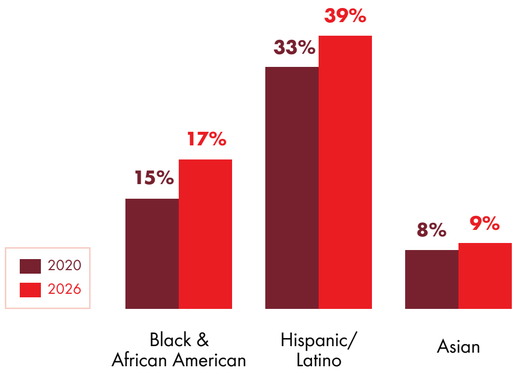
+5% Over the past six years, there has been a five percent increase of Hispanic/Latino leaders hired throughout the organization.

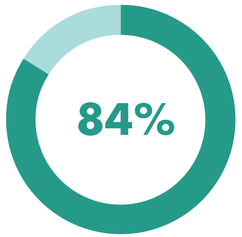


Our Employee Demographics

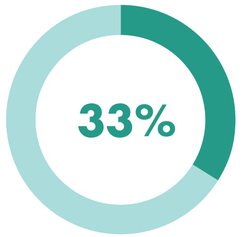


People of Color

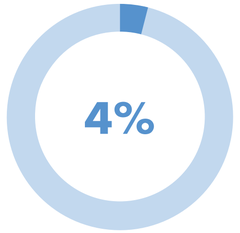




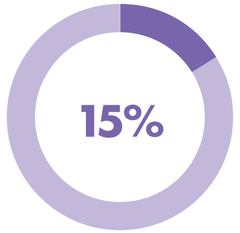
Women



Women in Technology



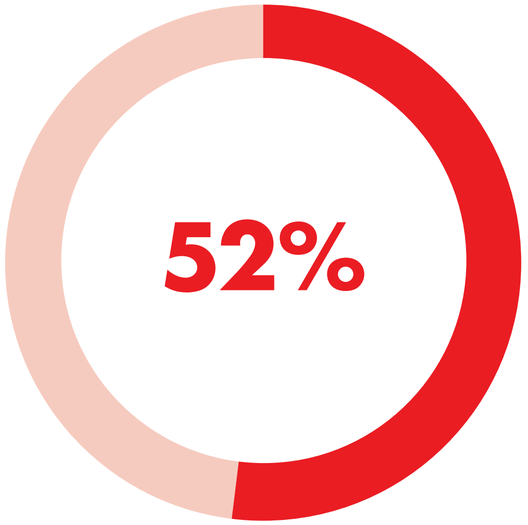
People with Disabilities
(8% in distribution centers)



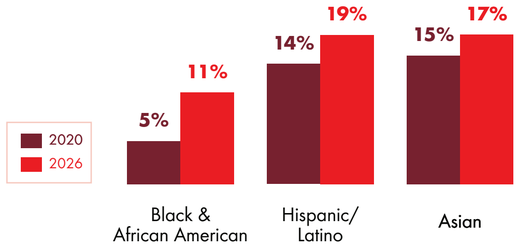
LGBTQIA+

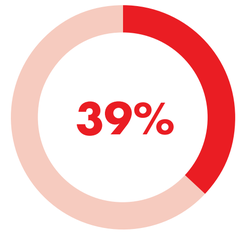
All data represent employees who self-identified to the respective categories

Our Leadership Demographics

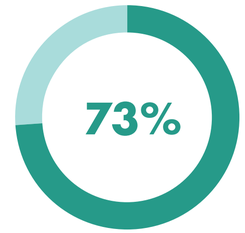


People of Color Managers & Above





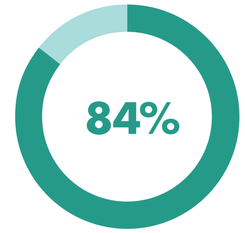
People of Color VPs & Above



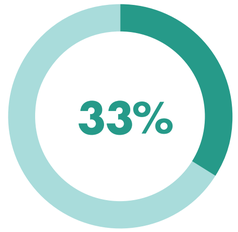
Women VPs & Above



Black & African American Store Managers



Women Managers & Above



Women in Technology Managers & Above

Next-Gen Initiatives

SEPHORAINTERNSHIP
Creating the foundation for successful careers

INTERNSHIP PROGRAM

Sephora's Summer Internship program equips the next generation of talent with the tools needed to turn their passions into meaningful careers. Our 10-week program is designed to provide a dynamic and immersive experience that blends hands-on learning, curated training, mentorship from industry leaders, and exposure to Sephora's vibrant and inclusive culture. Interns gain real-world experience by contributing to projects that drive our business forward.

The Summer Internship Program helps cultivate inclusive workplaces by expanding access to early-career opportunities, investing in inclusive leadership training, and supporting career pathways for all talent. In summer 2026, Sephora welcomed **45 interns** across 10 departments in our corporate offices and distribution centers, bringing diverse perspectives to our teams and shaping the future of beauty at Sephora.

SEPHORALEAP
Learn. Engage. Aspire. Path.
A diverse rotational development program

LEAP ROTATIONAL MANAGEMENT PROGRAM

LEAP (Learn. Engage. Aspire. Path) is Sephora's purpose driven rotational leadership program that accelerates early-career talent while strengthening a more inclusive pipeline of future leaders.

Over 10 months, trainees rotate through three core business areas to build a comprehensive understanding of Sephora's operations while developing strategic skills, career confidence, and cross-functional perspective through hands-on work, structured learning, coaching, mentorship, and store immersion.

LEAP expands access to development, supports equitable career advancement, and ensures emerging talent feels seen, supported, and set up for long-term success.

In May 2026, our trainees completed the cross-business rotational program across Marketing, Merchandising, and Supply Chain and continue to contribute their talents in full-time roles at Sephora.



SEPHORA
TALENT INCUBATOR PROGRAM

Sephora Talent Incubator Program (STIP)

At Sephora, empowering every employee to reach their full potential is fundamental to our growth. We are deeply committed to fostering internal mobility and cultivating leaders from within, ensuring everyone has consistent, unbiased access to advancement opportunities and development pathways.

Our flagship Sephora Talent Incubator Program (STIP) stands as a cornerstone of this commitment. As our first structured mentoring and coaching initiative, STIP is specifically designed to build our next generation of inclusive leaders. Launched in the US in 2021 and expanded across North America in 2023, STIP targets aspiring managers and supervisors across all our operations. This robust, six-month program leverages competency-based mentoring; group coaching; and individual, culturally oriented coaching to enhance participants' readiness for elevated leadership roles.

STIP's impact is clear: Over 40 percent of mentees achieve promotion within just one year of program completion. With **397 successful graduates** since inception, and recognized with the **prestigious LVMH Inclusion Index Award in 2024**, STIP actively transforms careers and strengthens Sephora's leadership pipeline, demonstrating our investment in our people across North America.





SEPHORA Beauty BEATS
CHAMPIONING INCLUSIVE BEAUTY FOR BUSINESS GROWTH

SEPHORA INCOMMUNITIES SEPHORABILITY
SEPHORA INCOMMUNITIES GREEN TEAM
SEPHORA INCOMMUNITIES INSPIRASIAN
SEPHORA INCOMMUNITIES SEPHORANOIR
SEPHORA INCOMMUNITIES SEPHORAPRISM
SEPHORA INCOMMUNITIES WORKING PARENTS
SEPHORA INCOMMUNITIES ELLESVMH
SEPHORA INCOMMUNITIES MI GENTE
SEPHORA INCOMMUNITIES WOMEN WHO TECH

Unconscious Bias

Cultivating an inclusive culture is a continuous journey at Sephora, evolving with our world and our people. We proactively develop our Inclusive Leadership and Unconscious Bias training by integrating employee insights, underscoring our firm commitment to continuous learning and fostering an even more inclusive workplace.

Inclusive Beauty

We launched **Sephora Beauty Beats**, a new educational series aiming to equip our teams in inclusive beauty skills while sparking conversations on inclusivity in beauty, benefiting both our culture and business performance. This comprehensive approach supports leaders, especially from marketing and merchandising, in learning how to operationalize inclusion as a business practice in their daily work.

INCommunities

We currently champion nine **INCommunities**. These vital Business Employee Resource Groups are open and welcome all. Aligned with our business priorities, they aim to foster belonging and advise business leaders when launching new innovative projects. This year, we successfully piloted chapters within six of these INCommunities at our distribution centers, bringing our total to 24 chapters across our corporate offices, stores, and distribution centers. All employees connect to these groups through the innovative My Sephora Inclusion online platform, which expanded in 2024 to include an INCommunity-based mentoring program.

Our commitment extends to celebrating heritage months across our corporate offices, stores, and distribution centers, complemented by INCommunities Impact Luncheons—engaging in-market gatherings that invite members to come together, promoting networking, connection, and meaningful exchange. These combined initiatives powerfully drive a truly connected and inclusive Sephora workplace.

Competitive Rewards

Being an inclusive workplace for our employees is more than just hiring, training, and advancement—it is about offering inclusive and competitive rewards packages with a range of options reflecting the unique needs of our employees, no matter what stage they are in their lives.

Benefits for all full-time and part-time employees:* Medical and vision, including HIV-prevention treatment; free life-insurance coverage; designated paid sick time; free financial coaching through Financial Finesse; and free mental health counseling, coaching, and resources through our partnership with Modern Health.

Family Planning and Women's Health Support: Includes IVF, adoption assistance, unrestricted access to egg freezing (no infertility diagnosis required), and access to Maven support services; gender-affirming benefits to support employees going through transition, including transition support, hormone therapy, and gender-confirmation surgery; expanded healthcare travel benefits—if an employee lives in a state that restricts legal access to reproductive or gender-affirming healthcare, Sephora will support transportation costs to a state where they can safely receive treatment.

401k and Student Loan Repayment Match: After one year of service, Sephora matches up to four percent annually of an employee's salary and/or student debt payments with a retirement plan contribution.

Compensation Philosophy: At Sephora, our compensation philosophy plays an important role in our DE&I Heart Journey and our values as a company. As Sephora has grown into a more mature organization, we have evolved to a compensation philosophy that emphasizes being an employer of choice with a balanced and competitive pay structure. We strive to ensure that our employees are paid equitably, and we conduct regular audits to ensure equitable treatment and pay practices for all.

Donation and Volunteer Match: Sephora supports employees in giving back to the causes they care about most through our matching program. We match eligible employee donations and volunteer hours to a wide range of verified nonprofit organizations—reinforcing our commitment to community engagement and amplifying the collective impact of our employees.

*Part-time is any employee regularly working over 15 hours a week in our stores or distribution centers.



A Welcoming Space for Our Clients

Our commitment to creating a welcoming and inclusive in-store experience

Sephora is committed to ensuring everyone feels welcomed, is treated with respect, and receives exceptional service in every beauty experience. We are continuously working to create more inclusive and accessible experiences for all clients and have implemented a series of initiatives to mitigate unconscious bias in our stores. We also strive to drive inclusive marketing and diverse brand and product assortment to lift up all forms of beauty.

While we are proud of the progress we've made, we recognize that truly creating inclusive and accessible experiences is an ongoing journey.





Building the Next Generation of Beauty

2026 marked 10 years of the Sephora Accelerate incubation program and five years since evolving the program to champion inclusive, innovative brands. This year, what began as a six-month incubator was reimagined to an ecosystem of tailored 360 support, multidimensional curriculum, and an ongoing exposure platform.

Since 2021, **41 brands** have graduated from Accelerate, with more than half launching at Sephora, including trailblazing brands like Topicals, Kulfi, EADEM, MAED, Fara Homidi, BROWN GIRL Jane, and Bounce Curl.

Sephora unveiled Accelerate's next chapter at its third annual Impact Summit, which featured influential industry voices and brand partners, including Emma Grede and Aurora James, alongside the presentation of the Impact Icon Awards honoring visionary founders and brands, including Danessa Myricks Beauty, EADEM, and KAYALI. The summit also brought together investors and founders for a dynamic panel discussion exploring the future of beauty, featuring brands such as Kulfi and Fara Homidi.



Fifteen Percent Pledge

Since becoming the first major retailer to sign the Fifteen Percent Pledge in 2020, **we've more than tripled the number of Black-owned brands in our assortment.**

This year, in partnership with the Fifteen Percent Pledge, Sephora awarded the 2026 Sephora Beauty Grant to MAED, a 2024 Sephora Accelerate graduate, providing **$100,000 and yearlong mentorship to unlock the next level of growth and potential** for the brand.



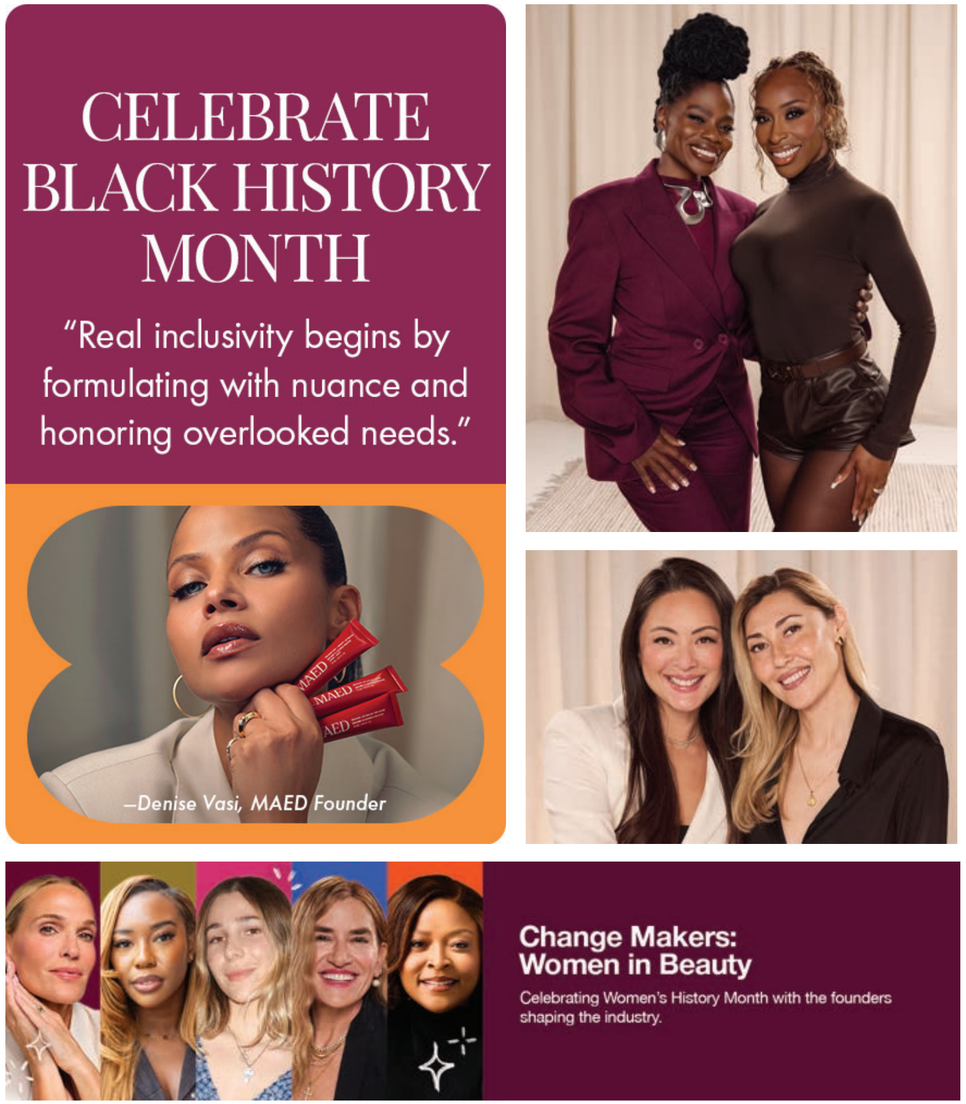
Additional Important Progress

Equipping our store teams to welcome all to the world of beauty is a key component of our DE&I Heart Journey. Our inclusive client-service trainings are anchored in research and data.

Sephora's **Disabilities Purchase Study**, conducted in 2023, showed that nine in 10 clients with disabilities say they shop in store. Leveraging this study, we developed a series of sensitivity trainings for store employees to better serve clients with disabilities.

Our three-part **Conscious Client Service training** series focused on ableism, invisible and dynamic disabilities, and allyship. In 2026, we continue to implement Quiet Hours across our US locations, providing a more sensory-friendly time for clients to shop.

In addition, **we continue to increase our use of mobile point of sale in store.** By offering to check the client out from anywhere in the store, we can create a more accessible checkout experience.



Making Marketing a Better Reflection of the World

At Sephora, we recognize the lack of representation in the beauty industry and the effects it has on both individuals and society at large. To better understand our role, we've listened to communities and are taking intentional steps to close the gaps and include everyone of all identities, shapes, and backgrounds.

Putting our values into action is how we truly dedicate ourselves to amplifying our DE&I commitments. We use our platforms to lift up all people with their infinite forms of beauty, to showcase a broad range of brands and founders, and share stories that reflect the clients and communities we serve. When more people feel seen and that they belong, our differences become something to be proud of.

In 2026, we introduced a new content series, Founders Face to Face, transforming cultural and heritage moments into authentic storytelling. Through deeply human, relatable conversations with a selection of brand founders, these videos highlight their personal journeys, connection to each moment, and the inspiration and innovation behind their brands.

Amplifying Voices

We continue to cultivate one of the industry's most diverse influencer groups through **Sephora Squad**. Of the 2026 cohort, over half of the members self-identify as people of color and at least 10 percent identify as LGBTQIA+.

Cultivating Safe Spaces

Over the past year, our **'Hearts Not Hate'** initiative, dedicated to fostering safe and inclusive online spaces, continued its evolution. Mental Health Month served as a pivotal relaunch, where we partnered with La La Land Kind Cafe to bring the program to life. This VIP and consumer event, co-hosted by influencer Drew Afualo, featured a Rare Beauty giveaway, exclusive Hearts Not Hate drinks, and other activities that significantly drove awareness and community engagement. Following this, our collaboration with Amaya Espinal, Love Island USA Season 7 winner, sustained momentum, generating nearly 6M Instagram Reels views ahead of World Mental Health Day.

Continue Elevating Female Athletes

In the last year, Sephora US announced five new sports partnerships:

- Official and exclusive beauty partner for **Unrivaled**, a groundbreaking 3v3 women's basketball league founded by two current US Olympians and built in collaboration with some of the biggest stars in women's basketball.
- Founding and official beauty partner of the WNBA team the **Golden State Valkyries**.
- A breakthrough partnership with **Athletes Unlimited Softball League** for their inaugural season.
- Sephora became the first-ever Official Beauty Retailer of the **Radio City Rockettes and the Christmas Spectacular**.
- A global partnership with **F1 ACADEMY™** that names Sephora as an Official Partner and the Official Beauty Retail Partner of the series.

The goal of these partnerships is to not only amplify the voices of female athletes and female fans—who have historically been overlooked—but also to authentically empower and support them while celebrating their individuality.



A Partner for Our Communities

Our commitment to inspiring our communities and our industry

We're grateful for all of the beauty communities that have welcomed us in. Our communities have helped us break through our own barriers, and we strive to do the same for them. We can address barriers by creating space, expanding access, and becoming the supportive partner they deserve. Through philanthropic initiatives and strategic partnerships, we strive to make those in our communities feel seen and heard. We regularly engage with our strategic nonprofit partners to co-create initiatives that align with our business goals and support the evolving needs of their communities.

We also bring partners together across different focus areas, recognizing the power of intersectionality and shared learning to drive more inclusive, community-informed solutions.

As a key milestone in 2026, we launched Sephora's first-ever Inclusive Beauty Council. This external advisory body brings together expertise-driven organizations to provide strategic insights on inclusion and inclusive beauty practices, experiences, products, and services. The Council's insights help guide our strategy, inform decision-making, and ensure we remain at the forefront of inclusive beauty as a prestige beauty retailer.

Additionally, Sephora's Inclusive Beauty Community, a group of trusted thought leaders and organizations, is also part of our ecosystem of partners.

We're proud to have partners that actively help shape our work on inclusion and the way we show up as a retailer in the beauty industry and beyond.

Change happens when we work together.



Community

Sephora is on a mission to drive meaningful impact in our communities through strategic nonprofit partnerships, grants, and thoughtful programs.

Each year we provide opportunities for our employees and clients to be part of Sephora's philanthropic initiatives to help champion a more inclusive, accepting world.

$2.4M donated by Sephora and employees to our strategic nonprofit partners

8,550 hours volunteered by 1,046 employees

$10.8M of product donated to underserved communities & diverted from landfill

Industry Impact

In January 2021, **we released our first-ever large-scale bias study**, The Racial Bias in US Retail Study, which measured the problem of racially biased and unfair treatment in all major US retail categories and highlighted tactics and actions that can mitigate biases in the shopping experience for all.

In 2022, with **Open to All,** a nonprofit nondiscrimination program, we co-created the Mitigate Racial Bias in Retail Charter and brought together **90 retailers**—including LVMH and some of its Maisons, like Rimowa, Moët Hennessy, fresh, Benefit Cosmetics, and Kendo—to sign and pledge to ensure a more welcoming retail environment for all by establishing processes and practices that can help mitigate racial biases in the shopping experience. This Charter was never meant to be symbolic. It was built to spark action. And it has. Each month, retailers come together to share insights and advance practices that make inclusion the standard across the industry.

In 2025, we celebrated the third anniversary of the Charter, which expanded its scope beyond retail to customer-facing industries such as hospitality, healthcare, and banking.

As we reflect on this milestone, we are proud that Sephora's DE&I Heart Journey—anchored in our employee, client, and industry impact commitments—continues to shape environments where every client feels seen, welcomed, and truly included.



Supplier Diversity

As part of Sephora's DE&I Heart Journey, supplier diversity remains a strong area of growth and impact.

We focus on developing a strong base of suppliers from varied backgrounds and encouraging the growth of diverse businesses, as well as innovative products, services, and solutions. Sephora's Supplier Diversity Committee, comprised of representatives from across the business, drives results and impact and helps guide outreach, engagement, and accountability in this work.

Our suppliers are valued partners who continue to play a key role in Sephora's reputation as the leading prestige beauty retailer.

10.12% of our spend was with suppliers from underrepresented communities





Moving Toward Inclusive Beauty for All

Leading with inclusion to welcome all to the world of beauty

As we continue embedding inclusion in all areas of our business and beyond Sephora by advancing our aspirational goals in terms of leadership representation, inclusive culture, in-store experience, supplier diversity, and industry impact, we remain committed to welcoming all to the world of beauty.

From cultivating inclusive workplaces to diversifying our portfolio of beauty brands and products and providing inclusive in-store experiences, our ongoing commitment is to ensure our employees, consumers, and communities continue to feel welcome, represented, included, and inspired to celebrate their beauty in all of our environments. Moving forward, we will continue to build on our achievements to grow, inspire other companies, and have a positive impact on beauty and culture at large.

We aim to drive change by leading with inclusion.



We are humbled to be recognized with the following awards in the past year and are grateful for the support of our partners

Awards

BUILT IN
BEST PLACES TO WORK

Best Large Places to Work in San Francisco

EDGE CERTIFICATION

Global standard for workplace inclusion

FAST COMPANY
MOST INNOVATIVE COMPANIES

Beauty—#4 out of 10

FORBES

Best Brands for Social Impact—#38 out of 300
America's Best Employers for Company Culture—#69 out of 600

GLOSSY

Top Workplaces

GREAT PLACE TO WORK®
CERTIFIED

79% of employees surveyed say Sephora is a Great Place to Work (July 2024–July 2026)

HUMAN RIGHTS CAMPAIGN
EQUALITY 100

NEWSWEEK

America's Greatest Workplaces for Entry Level
5 Stars – Retail

PEOPLE MAGAZINE

Companies That Care List

SEEME INDEX

First Retailer recognized as Certified Inclusive Brands—Highest-ranking retailer in Top 10 out of 200+ brands

USA TODAY

Most Trusted Brands
4.5/5 Stars – Cosmetic and Beauty

SEPHORA *Inclusive* Beauty Council

Partners

BRIDGE

The first independent trade group for the global marketing industry turning inclusion into growth.

CATALYST

A 60-year-old global nonprofit working to build workplaces that work for women.

CEW

The Cosmetic Executive Women is a nonprofit bringing together senior leaders across the global beauty industry.

GRAVITY RESEARCH

A company that empowers organizations to anticipate risk, spot opportunity, and rationalize reputational concerns against a backdrop of evolving public pressures.

NATIONAL RETAIL FEDERATION

The world's largest retail trade association, that passionately advocates for the people, brands, policies, and ideas that help retail succeed.

OPEN TO ALL

A nonprofit organization that helps businesses flourish by creating environments where customers, clients, patients, guests, employees, vendors, visitors, users, and communities feel a true sense of belonging, regardless of race, ethnicity, religion, disability, sexual and gender identity, or any of the ways we are unique.





Appendix

DEFINITIONS

Sephora leadership is defined as:
Corporate office/Field Support Center (FSC) leadership:
Managers/Sr. Managers, Directors/Sr. Directors, VP+

Retail leadership:
Store Managers/General Managers, District Managers, and Regional Directors

DC (Distribution Center) leadership:
Supervisors/Sr. Supervisors, Managers/Sr. Managers, Directors/Sr. Directors, VP+

DATA DISCLAIMER

The data in this report does not include the population of employees that did not self-report their ethno-racial group, gender, disability, or LGBTQIA+ statuses.

SEPHORA

We Belong to Something Beautiful