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Diversity Analysis

Core Values



- We're here to serve
- We're better together**
- We're purpose driven
- We pursue what's next



***Through embedding Diversity,
Equity and Inclusion***

Combine unique backgrounds and cultures
to learn, grow and serve better

Better at Together: DEI Focuses

Target Audiences:
Employees and Communities



Ensuring Equal Access

- Recruitment
- Equal practices
- Personalized development

Valuing Differences

- Understand and honor different perspectives

Creating a Culture of Belonging

- Inspire communities

“Chick-fil-A restaurants have long been recognized as a place where people know they will be treated well. Modeling care for others starts in the restaurant, and we are committed to ensuring mutual respect, understanding and dignity everywhere we do business. These tenets are good business practice and crucial to fulfilling our Corporate Purpose.”

- Erick McReynolds, VP, Diversity, Equity, & Inclusion

Ensuring Equal Access

Recruitment

Partners with:

- Association of Latin Professionals
- National Black MBA Association

Education

- Remarkable Futures Scholarship since 1973
 - More than \$136 million
 - Over 80,000 team members
 - Tuition discounts at over 100 colleges
 - Started because of Eddie White and a mayo jar
 - Selling bottled sauces



Valuing Differences

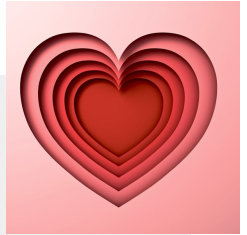
Community Groups

Ex:

- Women In Business
- Black Employee Resource Group
- Chick-fil-A Green Team

Room to Improve!

- Founder has been source of controversy regarding homophobia
- Initiatives need to be put in place to be more welcoming of the LGBT community
- More inclusivity towards all types of faith



Former CEO, Dan Cathy stated, “Because, you know, the Bible speaks of love. The Bible speaks of acceptance. The Bible speaks of embracing others that are different than you are.” He continued, “If we don’t create an atmosphere in which that person can be very comfortable, then we’re not fulfilling our mission statement,” (Lee, 2007).

Creating a Culture of Belonging

→ Commitment to caring for others



Diverse Suppliers

- Thrive Farmers: allows farmers to receive a more stable income
- Developing opportunities for minority owned businesses

True Inspiration Awards

- Over \$22 million awarded
- Founded in 2015
- Emphasis on Black-led businesses serving the Black community in 2020-21
- Emphasis on caring for the planet in 2021-22

Shared Table

- Ensure equitable access to nutritious food
- Created in 2012
- Local operator served as inspiration
- 15 million meals served

Is it enough?

All are necessary

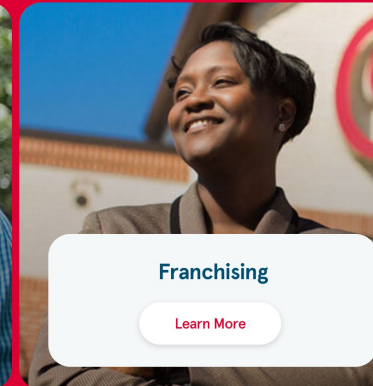
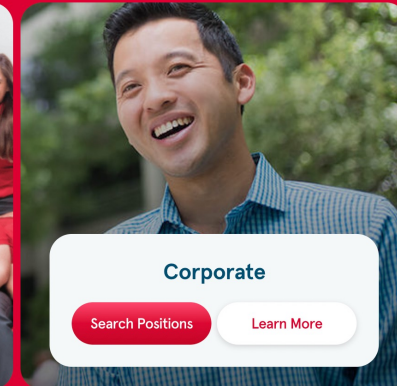
- Valuable emphasis on serving all communities
- Bettering others through giving back
- Good recruitment practices

More can be done

- Need to target customers
- Need more inclusivity

In 2022, Chick-fil-A was named a Best Employer in America by Forbes and a top company for career opportunities for Black employees by Glassdoor. (Chick-fil-A.com)

Ways to join our team



Any questions?



Works Cited

Chick-fil-A.com. Chick-fil-A. 2022.

<https://www.chick-fil-a.com/dei>. Accessed 17 Feb. 2023.

Lee, Melissa. “Chick-fil-A Does Business With Religious Conviction.” *CNBC*, 6 Dec. 2007.

<https://www.cnbc.com/2007/12/06/chickfila-does-business-with-religious-conviction.html#:~:text=Truett%20Cathy%20is%20perhaps%20as,didn't%20make%20that%20choice>. Accessed 19 Feb. 2023.