

Amazon is 'winding down' some of its DEI programs

As we head toward the end of the year, I want to give another update on the work we've been doing around representation and inclusion.

As a large, global company that operates in different countries and industries, we serve hundreds of millions of customers from a range of backgrounds and globally diverse communities. To serve them effectively, we need millions of employees and partners that reflect our customers and communities. We strive to be representative of those customers and build a culture that's inclusive for everyone.

In the last few years we took a new approach, reviewing hundreds of programs across the company, using science to evaluate their effectiveness, impact, and ROI – identifying the ones we believed should continue. Each one of these addresses a specific disparity, and is designed to end when that disparity is eliminated. In parallel, we worked to unify employee groups together under one umbrella, and build programs that are open to all. Rather than have individual groups build programs, we are focusing on programs with proven outcomes – and we also aim to foster a more truly inclusive culture. You can read more about this on our Together at Amazon page on A to Z.

This approach – where we move away from programs that were separate from our existing processes, and instead integrating our work into existing processes so they become durable– is the evolution to “built in” and “born inclusive,” instead of “bolted on.” As part of this evolution, we've been winding down outdated programs and materials, and we're aiming to

complete that by the end of 2024. We also know there will always be individuals or teams who continue to do well-intentioned things that don't align with our company-wide approach, and we might not always see those right away. But we'll keep at it.

We'll continue to share ongoing updates, and appreciate your hard work in driving this progress. We believe this is important work, so we'll keep investing in programs that help us reflect those audiences, help employees grow, thrive, and connect, and we remain dedicated to delivering inclusive experiences for customers, employees, and communities around the world.

<https://www.theverge.com/2025/1/10/24341016/amazon-winding-down-dei-programs>