

Associate Resource Groups

Our nine ARGs are an essential part of our inclusion strategy; helping us attract and retain diverse talent and maximize the ROI that diversity can bring to the business



African American Business Resource Group



African American
Business Resource Group

Mission: to be a strategic partner to promote a culture of inclusion through our associate development, business thought leadership, and community engagement.

Key initiatives for AABRG include our C.O.M.P.A.S.S. onboarding program, our MLK program, Black History month initiatives and community outreach. February is Black History Month.

Asian Pacific Associates Network



Asian Pacific Associates Network (APAN) is a resource group dedicated to connecting and integrating the community with Asian Pacific cultures and heritage.

Mission: to foster an environment of inclusion and professional development for Asian and Pacific Islander associates and their allies

Vision: make Walmart the employer of choice for Asian and Pacific Islander talent who can influence and contribute to business results and the community.

Key programs for APAN include APAN Culture circles, increasing Asian assortment in stores and the culture celebration for Asian American and Pacific Islander Month in May.





LatinX Resource Group

Mission: Support Hispanic Latino associates by creating access to development opportunities. Serve our customers and community.

Vision: Everyone Included

Key initiatives for HLARG include Café y Carreras, a platform to meet and network with Walmart's most senior leaders; Gateways, a leadership development program for high caliber professionals, Padrinos, an onboarding platform for new associates; and Mi Futuro, a mentoring program for eight graders in the local community. Sept. 15 – Oct 15 is Hispanic Heritage Month.





inABLE Associate Resource Group

Mission: The inABLE Associate Resource Group leads grassroots efforts to create an inclusive environment in our stores and clubs, in our workspaces, and online.

Vision: We strive to be the employer and retailer of choice for people whose lives are touched by disabilities.

Key initiatives for inABLE include self ID, enabling accessibility in the digital and physical space, and enhancing inclusion through "unconscious bias" efforts.

October is National Disability Employment Awareness Month.



Faith and Vocation: Opportunity and Reality (FAVOR)



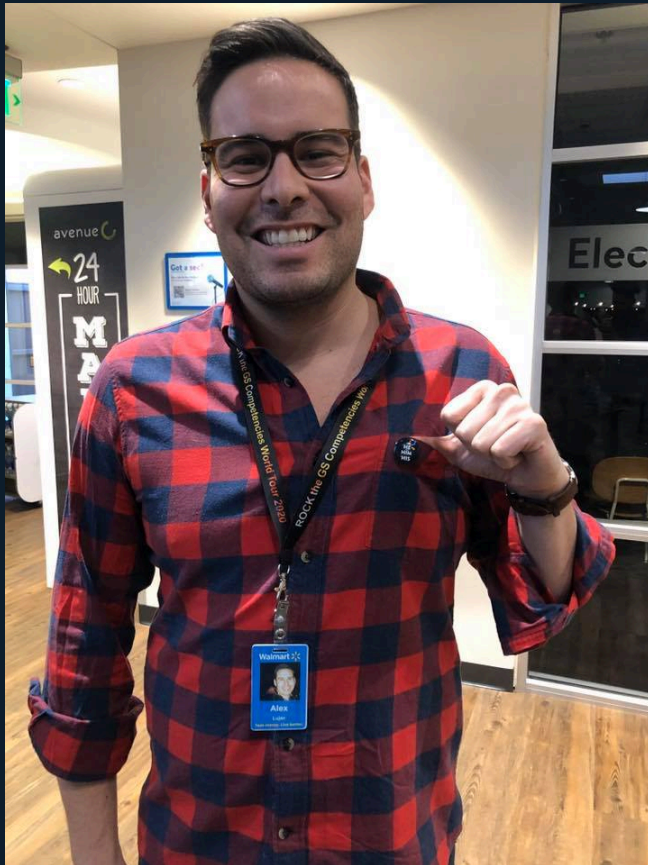
Mission: We connect, collaborate & celebrate associates of all faiths to make a difference for our company, our customers, & our communities.

FAVOR's purpose is to promote understanding, acceptance and inclusion by encouraging associates to appropriately integrate their faith at work.

Vision: Bring your whole self to work. | Learn about other faiths from fellow associates. | Find resources about other cultures and beliefs.

The third Sunday in January is World Religion Day, followed by World Interfaith Harmony Week.

PRIDE Associate Resource Group



Mission: Be a source of PRIDE in the LGBT and ally community by:

- Championing our customers
- Counseling our business
- Providing a community for our associates

Key initiatives for PRIDE include inclusive policies, domestic partnership and transgender health benefits, self ID and pronoun pins. June is LGBT + Pride Month.

Tribal Voices Associate Resource Group



Mission: The purpose and mission of Tribal Voices focuses on enhancing the quality of the lives of Native American and Alaskan Native associates, businesses, and customers. We strive to act as a positive influence in the communities we serve.

Key initiatives for Tribal Voices include the Native Youth in Food and Agriculture Summit, the Native American History for the Native American Cultural Symposium and development programs through Haskell Indian Nations University. November is Native American History Month



SERVES Associate Resource Group

Mission: Serve Walmart and its associates, customers and communities through engagement, support and empowerment of military service members (past and present); their families and supporters.

Vision: Engage, support and empower military service members (past and present); their families and supporters.

Key initiatives for SERVES include being the first ARG to rollout to all field associates.



Women's Resource Community

Mission: Our mission is to facilitate personal growth, development and leadership skills of our members and build a community where women are empowered to be bold.

Vision: Create a welcoming community for women at Walmart; to inspire them in their career journeys and to empower them to be bold and strong advocates for themselves and for others. We want to make Walmart the best place to work for women at all levels.

Key initiatives for WRC include mentoring circles, grow/measure female promotions, and leading International Women's Day events (March 8 is international Women's Day, and March is Women's History Month).

