

Company	Commitment Title	Commitment Statement	Select Initiative	Select Action
Kohl's	Diversity & Inclusion	We believe that understanding and embracing our differences is fundamental in creating an inclusive environment for all.	Diversity Design Council	The Diversity Design Council was created to drive authenticity in the design, art and curation of our product.
Macy's	Diversity, Equity & Inclusion	Our vision is to be the beacon of diversity, equity and inclusion for our colleagues, customers and communities. Our mission is to embed diversity, equity and inclusion into how we think, act and operate.	S.P.U.R. Pathways: Shared Purpose, Unlimited Reach	A multiyear, multifaceted funding program to advance entrepreneurial growth, close wealth gaps, and shatter systemic barriers faced by diverse-owned and underrepresented businesses.
Nordstrom	Diversity, Equity, Inclusion & Belonging	We've long believed that we're all made better by the diversity that exists within our communities. Our values are centered on the notion of creating a place where every customer and employee is welcome, respected, appreciated and able to be themselves.	15 Percent Pledge	As a proud partner of the 15 Percent Pledge, we're committed to buying 10 times more merchandise from Black-owned or -founded brands by the end of 2030.
Sephora	Diversity, Equity & Inclusion	We are committed to building a truly inclusive organisation for our teams, where differences are celebrated, new perspectives are valued and everyone belongs.	STIP - Sephora Talent Incubator Program	STIP is our first-ever structured mentoring and coaching program inclusive of underrepresented talent of color. This program is designed to build the next generation of culturally competent and diverse leaders.
Ulta Beauty	Diversity, Equity & Inclusion	We believe beauty is for everyone. As an industry leader, we're committed to creating a more inclusive world using the power of beauty and bringing to life the possibilities that lie within everyone.	MUSE - Magnify, Uplift, Support, Empower	The MUSE Accelerator helps eight early-stage BIPOC beauty brands continue their growth towards retail readiness and success.