In 2009, Sprite lived in Hong Kong, was living as a man, and had just begun a career at Apple. A lot has changed since then. Sprite now lives in the United States, lives openly as a woman, and supports other trans people at Apple. When she transferred to California, she began the process of transitioning. "I was grateful I found support from my managers and coworkers during my journey." Inspired by Apple's involvement in the Human Rights Campaign, America's largest civil rights organization working to achieve LGBTQ equality, Sprite found ways to make a difference herself. She became one of the first members of the Trans & Friends support group at Apple. And she helped create a process for Apple employees to update personal information to match their gender identity in internal systems like email. "We're not afraid to adapt and change to become more welcoming. I think we walk the talk here. We don't just say we embrace diversity and inclusion. We do it."

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Sprite, software engineer

Soon after joining Apple, Raunaq realized the value of our Diversity Network Associations (DNAs), communities centered around shared interests and beliefs. "They are the way we learn about the people around us and learn about ourselves." After only a few months here, he started our newest DNA group, which supports the Sikh population at Apple. The group has helped him connect with others on the same religious path and with those who want to better understand his beliefs. "The culture at Apple allows me to be who I am and celebrate who I am."

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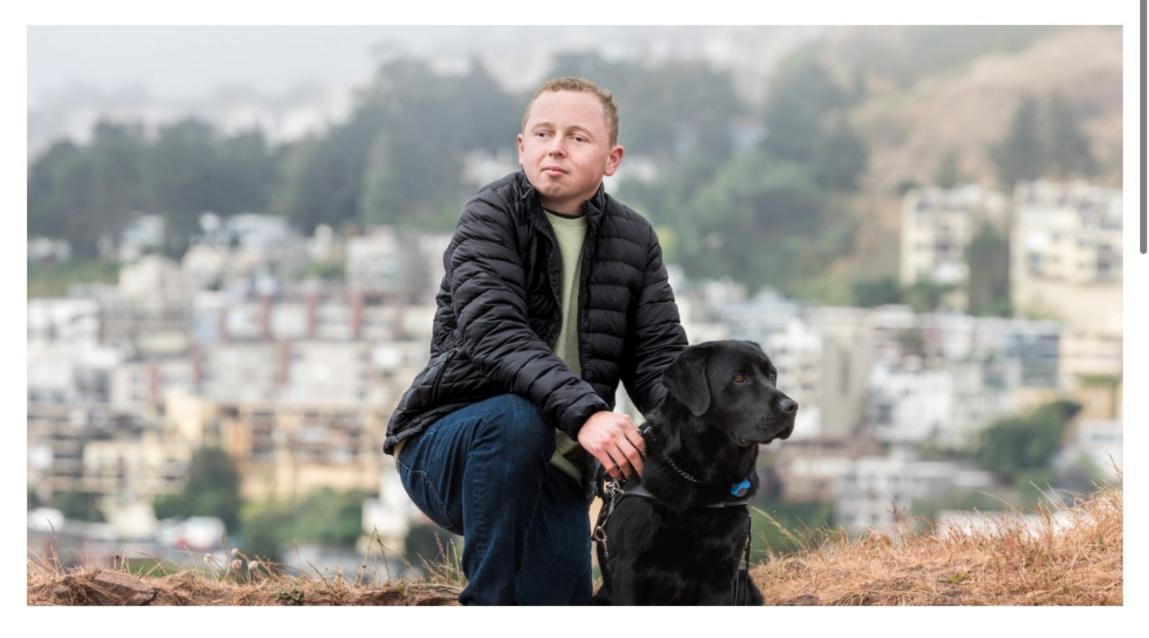
Raunaq, wireless test engineer

Maurita started her career at Apple as a retail store employee and later earned a position as a scholar with the Thurgood Marshall College Fund. This organization supports students at Historically Black Colleges and Universities (HBCUs) and connects them to companies across the country. When Maurita started as an Apple Scholar, she felt an immediate sense of belonging, in part because she found female mentors who shared her passion for coding and design. "I believe that opportunities like the Apple Scholars program level out the playing field because it puts HBCUs on the map to be included in the hiring of diverse talent."

"Opportunities like the Apple Scholars program level out the playing field because it puts Historically Black Colleges and Universities on the map to be included in the hiring of diverse talent."

Maurita, software engineer

Matthew approaches engineering a bit differently than many of his peers on the accessories team. "I'm completely blind, so my first experience with a product is holding it, not seeing it. Right away I start asking 'Is this accessible? Could I use it?'" If the answer is no, he gets to work. "Life has always given me big challenges. So when I'm handed a problem at Apple, I'm able to think of a clever solution." Matthew works with systems that enable him to code with a combination of Text to Speech and braille. And he appreciates that Apple designs and integrates systems like these into its products. He knows firsthand what a challenge it can be to do that. And what a difference it can make. "When products are accessible, I can focus on being an engineer."

"I'm completely blind, so my first experience with a product is holding it, not seeing it. Right away I start asking 'Is this accessible? Could I use it?'"

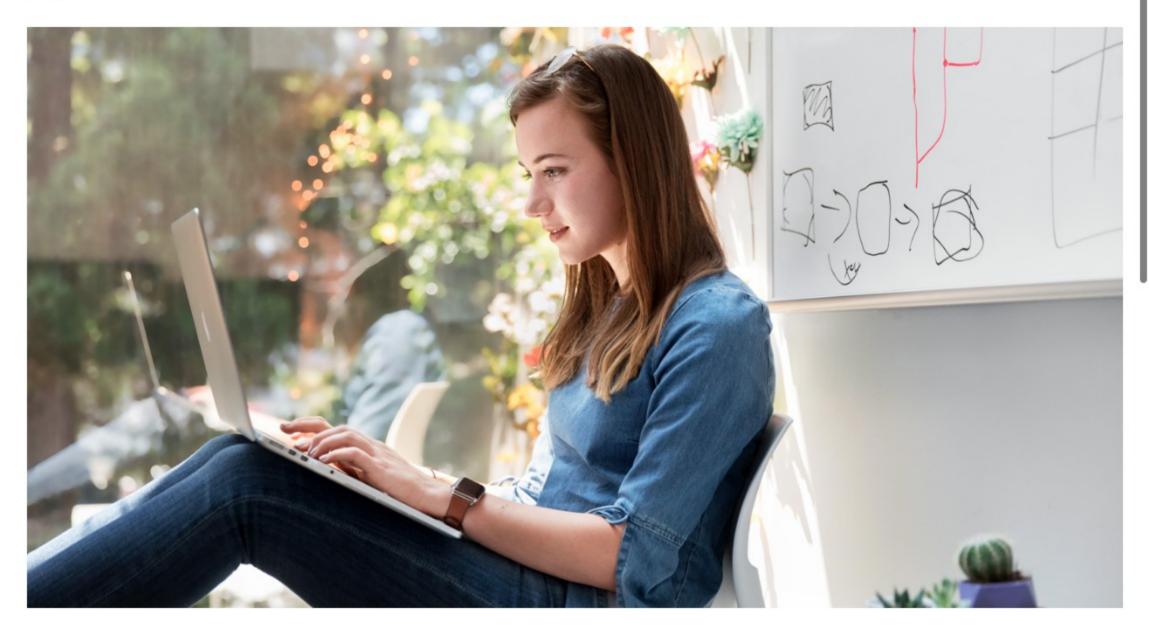**Matthew**, embedded firmware engineer

During three decades at Apple, Kim has had the opportunity to work on many of our products, including the first iPhone. But she's often the only woman in the room, and she wants to change that. Today she's a board member of the National Center for Women & Information Technology, a nonprofit organization that works to increase girls' and women's meaningful participation in the field of technology. "At Apple, we have a responsibility to be a role model. It's not just about fairness or good business practices. It's the right thing to do." Many young women look to Kim for guidance as they start their careers in the technology industry, which is still largely male dominated. "I don't think things will change overnight, but I'm passionate about welcoming more women into the tech industry. And thrilled they consider me a role model."

"I'm passionate about welcoming more women into the tech industry. And thrilled they consider me a role model."

Kim, vice president of OS programs

To Grace, diversity is a necessity. "If we want a product to appeal to and work for a big group of people, it needs to be built by a diverse group of people." Grace is passionate about helping Apple hire more women in tech. She developed a tool that helps us identify schools with large numbers of minority engineers. She started an employee community group for new women in engineering. And she's working on an initiative to hire more people with disabilities at Apple. "Apple really cares about doing what's right, and if an employee believes there's something more the company could be doing, Apple wants to hear about it."

"If we want a product to appeal to and work for a big group of people, it needs to be built by a diverse group of people."

Grace, software engineer

Seven years ago, when Erick first began working at Apple in Shanghai, his mother gave him very clear advice. "Hide yourself," she said. "Don't tell anyone you're gay." But Erick found encouragement and support from his team. "I felt comfortable and relaxed talking to my manager. I didn't feel scared to come out." So he did. "I don't need to hide anything. I'm very comfortable identifying myself as gay at work." Erick wanted to help others feel comfortable, too. So he helped start a grassroots LGBTQ support group in Shanghai. "I've gotten a lot from Apple. And I want to give something back."

"I've gotten a lot from Apple. And I want to give something back."

Erick, finance analyst, retail

As a former Black Hawk helicopter pilot in the U.S. Army, Carolyn knows the importance of teamwork. "In the military, everyone works together to get things done. And it's the same way here at Apple." On her second day at Apple, Carolyn attended an event celebrating Veterans and realized the value of connecting with people who'd been through similar experiences. She soon joined the Apple Veterans Association and was assigned a fellow member to help her with her transition to Apple. Since then, Carolyn has also joined the African American Employee Association, the Apple Asian Association, and Women@Apple.

"In the military, everyone works together to get things done. And it's the same way here at Apple."

Carolyn, engineering project manager

Baha was born and raised in Turkey and has lived in Hong Kong and Taiwan. He credits his international background for his ability to adapt to different cultures and circumstances. And those skills come into play every day. During his 14 years with Apple, he's helped open and staff stores around the world, and today he's a retail store leader in Palo Alto. When hiring, Baha looks for two things: a shared spirit of generosity and a focus on the company's future. "My biggest responsibility is hiring. Because who we hire today is our culture tomorrow."

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Baha, retail store leader