2022 Southwest Airlines® Diversity, Equity, & Inclusion Report

Our Priorities & Path Forward

Southwest Airlines recognizes, respects, and values differences. By fostering a Culture that embraces and utilizes our diversity, we create competitive, yet equitable, advantages in Teamwork and innovation that contribute to our overall success.
Southwest Airlines has always been a strong advocate of The Golden Rule. In fact, it’s embedded in our Company Values as a way to demonstrate “Service with LUV.” Providing Service with LUV encompasses Practicing Hospitality, Living by The Golden Rule, and—straight-to-the-point: Don’t be a jerk. As our country and our world face greater division than we’ve seen in many years, this philosophy is critically important.

As we continue to navigate through unprecedented times, we are focused on our five strategic priorities for the next five years—one of which is to do well by doing good.” Not only because it’s the right thing to do as a Company, but more simply, because it’s the right thing to do—period.

In September 2020, we made a commitment to strengthen and improve our efforts to create more diverse, equitable, and inclusive opportunities, candidate pipelines, and to champion an inclusive environment and experience for all Employees. We’ve implemented initiatives that support diverse and inclusive recruiting efforts. We have also invested in the development of our existing talent through formal mentorship and sponsorship programs. We recognize that our biggest driving force is our People; we are only as strong as the unique perspectives that come from a diverse and inclusive workforce.

Our hope is that this report serves as an ongoing update of how we’re performing on our commitments, and a marker of accountability for the work that still lies ahead. Our motivation remains the same—to be an organization where Employees thrive, feel appreciated, feel valued, and have an authentic sense of belonging. It is imperative to do this for our People, because they are the authors of our continued success.
At Southwest Airlines, we are a Company of People. We put People first—and that means ALL People.

When I joined Southwest more than 20 years ago, one of the first things that resonated with me was our commitment to show each other the same care, concern, and respect that we show our Customers. Since becoming Vice President of Diversity, Equity, and Inclusion in the Fall of 2021, I’ve had the opportunity to see firsthand that this principle has not changed. We are building on this foundation as we continue to enhance Diversity, Equity, & Inclusion (DEI) at Southwest Airlines.

We are proud to share our in-depth Southwest Airlines Diversity, Equity, & Inclusion Report. Our goal with this report is to detail the efforts we are making to elevate and enhance the DEI Experience at Southwest. We are dedicated to creating an environment where all Employees can flourish and that starts with Employees feeling valued and connected. Inclusion begins when we are willing to listen, when we are open to learning, and when we accept People for their differences.

While DEI is not new at Southwest, in 2020, Southwest Airlines publicly committed to an even greater focus on diversity. I am proud of our momentum and the advancements we have made. Increasing diversity takes intention and we remain dedicated to our diversity journey; but we know that significant change takes time and takes a collective effort. As history has shown, no matter the role at Southwest Airlines, when our Employees join together, there is nothing we can’t accomplish.

Why Diversity, Equity, & Inclusion Matters

At Southwest Airlines, we realize the Diversity, Equity, & Inclusion is an ongoing journey. A journey that requires vulnerability, transparency and courageous conversations. This inaugural DEI Report is a part of that journey. This annual report will outline our commitment to inclusion by outlining our priorities and path forward.

Inclusion has always been at the Heart of Southwest Airlines. In 1971 we started the low-fare revolution to democratize air travel. Diversity of thought and experience has always been a business imperative to keep our Company competitive. As the underdog in the airline industry, we needed everyone and their point of view to make that goal a reality. This spirit of inclusion shaped how we did our job then and is more important now than ever before.

Fast forward to 2020, a year that prompted all of us to pause, reflect, and review. For Southwest Airlines, the heightened awareness of social injustice prompted us to review our internal data and have transparent conversations regarding our path forward as it relates to diversity, equity, and inclusion. We gained a better understanding of the work that we needed to do to increase our own efforts—specifically enhancing our workforce representation in Senior Leadership, nurturing more fulfilling career experiences for our Employees, and strengthening our relationships with our diverse Customers and Communities.
In September 2020, we set the following Company goals to strengthen and improve our efforts to create more diverse, equitable, and inclusive opportunities, candidate pipelines, and to champion an inclusive environment and experience for all Employees:

**Hiring & Development Practices:**
Evolve hiring and development practices to support diversity goals, including posting all open Leadership positions (Supervisor to Vice President).

**Senior Leadership Diversity:**
Measuring progress in increasing diversity in Senior Leadership.

**Senior Management Committee Diversity:**
Doubling the percentage of racial diversity and increasing gender diversity of our Senior Management Committee by 2025.

**Community Partners:**
Engaging a breadth of community partners to leverage the Company’s relationships as it sources diverse talent.

Joining us in this effort, Southwest Airlines’ Board of Directors committed to increase diverse representation of the Board by 2025.
In 2020, we formed a cross-functional Executive Steering Committee to support the strategic direction of our Diversity, Equity, & Inclusion efforts and progress. Our current members are listed below.
“Inclusion has always been at the Heart of who we are at Southwest, and I’m grateful for our organized, planned approach to further enrich our Culture. Our People continue to express an interest in DEI resources and we’re committed to evolving our hiring, training, and development processes to drive progress and change. By engaging, understanding, and drawing on a variety of perspectives, we can continue to celebrate our People and how they show up each and every day.”

Elizabeth Bryant
SVP People Learning & Development

“Being involved in the DEI conversation has been valuable to me in many ways. A major current focus for our department is how to move the conversation from just acknowledging diversity, equity, and inclusion to welcoming and celebrating it. We can only grow and become better when we welcome and seek to understand other perspectives in our daily business, and in doing so we foster an environment where all Employees can bring their whole selves to work.”

Sonya Lacore
VP Inflight

“Our DEI efforts are very important. It is the foundation of our Culture at Southwest Airlines. It’s about embracing and supporting our valued Team. One of my favorite quotes is ‘Diversity is about creating an environment where a person can bring their whole self to work.’ When we create this environment, we are a stronger Company.”

Chris Johnson
VP Ground Operations

“As a member of the DEI ESG, I feel a great sense of purpose and even greater personal responsibility to help SWA implement a strategy for DEI. More importantly, I believe we have an obligation to every Employee to be a governing body that welcomes and promotes feedback, shares results, and supports programs that promote DEI.”

James Ashworth
VP Customer Support & Services

“I think it’s important that all Employees know that they can bring their whole selves to work at Southwest. We all share different backgrounds, we all share different perspectives, and we are all uniquely amazing. Being different makes us stronger and appreciating those differences makes us unstoppable.”

Whitney Eichinger
VP Culture & Engagement

“Diversity, Equity, and Inclusion is not a thing or a flavor of the day. Diversity, Equity, and Inclusion is each of us. Without each of us living together equally, this world will fail to flourish.”

Landon Nitschke
SVP Technical Operations
We are entering a new phase of our Diversity, Equity, & Inclusion journey. We recently added equity to our platform as we felt it is important to reinforce our commitment to ensure all Employees are provided the same concern, respect, and caring attitude—a level playing field for all Employees to thrive. This is 100% aligned with our Southwest Values and what we stand for. By building sustainable processes and practices to make meaningful change, we will effectively continue to cultivate a diverse and inclusive experience for all People to thrive (Employees, Customers, and Partners). We will do so through the primary focus areas of Talent, Culture & Values, Brand, Reputation, & Social Topics, and Communication & Reporting.
Our People

2022 Southwest Airlines Diversity, Equity, & Inclusion Report
Our People

We are proud of our long-standing commitment to our People and cultivating an environment where People can build relationships with the community and grow. Inclusion has always been at the Heart of Southwest Airlines. Southwest Airlines recognizes, respects, and values differences. By fostering a Culture that embraces and utilizes our diversity, we create competitive advantages in Teamwork and innovation that contributes to our overall success.

“Adiversity is everywhere, and everyone is unique. Working with so many People and learning how to make them smile or feel appreciated is important for me. I have a passion of creating an environment where everyone feels good, safe and respected.”

Aida B.
Customer Service Agent,
Burbank, CA

“Diversity is an opportunity that allows us to … reflect who our community is and who we want to be.”

Captain Gregory M.
Pilot,
Las Vegas, NV
“Our focused and strategic approach to Diversity, Equity, & Inclusion is anchored in doing the right thing and the basis for our iconic Culture. We know that every step along this journey will require hard work and a heartfelt approach. We have to walk the talk. Our People want to see real progress against our goals of providing equal opportunities for Teamwork and growth for our diverse talent.”
The charts that follow are more than just data. They represent the more than 59,000 People\(^1\) of Southwest Airlines. **Every. Single. One. Of. Us.** These charts are not a story—they are a snapshot and a starting point. As a snapshot, they show that we must continue to focus on our commitment to increasing the diversity of our Leadership Team. As a starting point, these charts are the first step in our commitment to more transparency.

We can’t change what we don’t measure, but measurement cannot be an end in itself. We are committed to using data to help guide our priorities and report on the progress of our efforts to make Southwest more diverse, equitable, and inclusive. Change is a journey that will require intentional action, honest dialogue, and open hearts and minds. Over time, data can begin to tell the story of how we are changing—it will be a story that we write together. **Every. Single. One. Of. Us.**

\(^1\)Active and inactive Employees as of Dec. 31, 2021.
Our People by Race/Ethnicity\(^1\) and Gender

**Race**
- 59.4% White
- 16.4% Black or African American
- 15.1% Hispanic or Latino
- 4.1% Asian
- 1.6% Native Hawaiian or Other Pacific Islander
- 2.7% Two or More Races
- 0.7% American Indian or Alaska Native
- 0.7% Chose not to disclose

**Gender**
- 57% Male
- 43% Female

Active and inactive Employees as of Dec. 31, 2021.

\(^1\)Based on Employees’ voluntary self-disclosure. Approximately 0.1% of Employees chose not to disclose their race or ethnicity.
Our People by Role and Race/Ethnicity

Active and inactive Employees as of Dec. 31, 2021.

1Based on Employees’ voluntary self-disclosure. Approximately 0.1% of Employees chose not to disclose their race or ethnicity.

All Other Leaders refers to all Leadership positions at Southwest below the VP level.

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<tr>
<th>Role</th>
<th>Race/Ethnicity</th>
<th>Percentage</th>
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<tr>
<td></td>
<td>Black or African American</td>
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<td>Hispanic or Latino</td>
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<tr>
<td></td>
<td>Asian</td>
<td>4.1%</td>
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<td></td>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>1.6%</td>
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<tr>
<td></td>
<td>Two or More Races</td>
<td>2.6%</td>
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<tr>
<td></td>
<td>American Indian or Alaska Native</td>
<td>0.7%</td>
</tr>
<tr>
<td>All Other Leaders</td>
<td>White</td>
<td>59.3%</td>
</tr>
<tr>
<td></td>
<td>Black or African American</td>
<td>16.6%</td>
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<tr>
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<tr>
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<td>Asian</td>
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<td></td>
<td>Native Hawaiian or Other Pacific Islander</td>
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</tr>
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<td>Hispanic or Latino</td>
<td>4.8%</td>
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</tbody>
</table>
Our People by Role and Gender

Active and inactive Employees as of Dec. 31, 2021.

All Other Leaders refers to all Leadership positions at Southwest below the VP level.
Talent Acquisition
To enhance our recruiting strategy and ensure inclusive and diverse representation, our Talent Acquisition Team created the Diversity Recruiting Center of Excellence (COE) in July 2021. Their work includes applying best practices in candidate engagement, evolving our hiring processes, delivering training materials, and building diversity-focused partnerships and outreach.

35+ Career Events

400+ Partnerships

Resulted in more than 5,000 participants across BIPOC, LGBTQ, Women, Gender, Military/Veterans, and Neurodiversity/Disability added to our candidate pool and diversity pipeline.
Our Partnerships

The Diversity Center of Excellence formed several close partnerships over the past year which has resulted in a strong pipeline of candidates for open roles across the Company.

Our partnership with HBCU First, a non-profit organization that serves students from more than 50 HBCUs, provides students with career support and networking opportunities with various companies. HBCU First students presented a business case to Southwest Leaders and Mentors, providing solutions for “Preserving Our Company Culture” in today’s environment. From the winning team, one student was also selected to intern at Southwest Airlines this summer.

We also worked closely with Merit America, Generation USA, and Per Scholas, three non-profit organizations that are working to expand access to tech careers for historically underrepresented jobseekers. With an internal program committee and a Team of advisors across People and Technology, we launched the Jr. Technology Associate Program, a new role at Southwest that requires jobseekers to finish a certification through a tech training program and does not require a college degree.
We recently announced our newest Destination 225° partner, Texas Southern University (TSU), a Historically Black College and University. Recognizing the importance of embracing diversity, equity, and inclusion in our hiring processes and practices, we're hopeful that this partnership and defined career pathway for professional aviators supports underrepresented and minority pilots in their efforts to join the Southwest Family.

Destination 225° Pathways is Southwest Airlines’ effort to mitigate the potential for a pilot shortage across the industry. The program helps candidates build post-graduate flight instructing time within their college’s flight program, with the goal of becoming competitively qualified to interview for a First Officer role at one of the program’s partner carriers. After building their flying experience at a partner carrier, Southwest Airlines considers candidates for a First Officer position. Candidates also receive ongoing career mentorship from a Southwest Pilot during their university studies and early flying career. The program currently has 183 participants across our Employee, university, and cadet pathways.
Talent Development
Mentorship—Investing in our Employees
In 2021, we launched a Leader Mentor program and after receiving an overwhelmingly positive response from our almost 150 participants, we are preparing to take this opportunity enterprise-wide in 2022. Our goal with enterprise-wide Mentorship is to develop an accessible way for all Employees to grow through personal and professional development whether an Individual Contributor, a Leader, or a Senior Leader. We also aim to increase support through mentorship for Employees who desire to carve a path for themselves from Individual Contributor to Leader and beyond.

Mentor 2021 Diversity Metrics
- White: 56%
- Black: 44%
- Hispanic: 5%
- Asian: 5%
- Other: 4%

Mentee 2021 Diversity Metrics
- White: 48%
- Black: 52%
- Hispanic: 4%
- Asian: 5%
- Other: 5%
Sponsorship—Leadership Advancement
The Sponsorship Program was designed to support Southwest Executives as they identify diverse, high performing, Director-level Leadership across the Company to sponsor. Executives advocate and connect Sponsored Leaders to growth opportunities, mentor them through stretch assignments, and increase their accessibility to cross-functional Teams.
Talent Management
Our People are our advantage. Retaining and investing in our People is vital for our business and the communities that we serve. We enhanced our Talent Management efforts at Southwest Airlines to focus on a more inclusive approach for Talent practices and activities associated with the assessment, identification, development, and mobility of our Employees.

We established consistent methodologies for assessing our Talent that supports Leaders in their efforts to provide clear directional guidance and accurately evaluate successes and identify gaps. This in turn enables our Leaders to better leverage Employees strengths, capabilities, and skill sets and provide aligned, equitable, and accessible development opportunities for all Employees.

We incorporated diversity and bias awareness into every Talent process to ensure focused efforts on our goals and mitigate impacts of unconscious bias throughout each phase of the Employee Talent cycle.

We launched an enterprise-wide competency model, starting with Leadership levels, to create consistency, provide common language, and establish standardized behavioral expectations for all Leaders. This model will be integrated throughout Talent activities and will help drive transparency—not only in the processes—but in the process outcomes.
Education
One of our primary objectives is to provide education and develop actionable tools and resources for Leaders and Employees to establish core competencies Companywide. We have implemented two distinct educational opportunities in our efforts to elevate the DEI acumen of our Employees.

**Fearlessly Authentic**

In 2019, we implemented our custom-designed curriculum, Fearlessly Authentic. This resource provides the opportunity for every Employee to learn more about what we all can do to build better relationships and foster an inclusive environment for all our People. In 2021, an exclusive Leader version of this curriculum was created titled *Fearlessly Authentic: Inclusive Leadership.*

**Diversity Hiring Training**

In 2021, Diversity Hiring courses were created to help Leaders and Recruiters recognize and minimize unconscious bias in the workplace and promote diversity, equity, and inclusion in the hiring process. Respectively *Diversity Hiring the SWA Way* and *Bias in Recruiting* both have been beneficial to ensure equitable hiring practices within our organization.
Accommodations
EnableAbility is an ongoing, Companywide strategy regarding Disability Best Practices at Southwest Airlines. This is a cross-departmental effort developed in partnership with Technology, DEI, Customer Advocacy, Supply Chain, Communications and Outreach, and Talent Acquisition. Under the EnableAbility umbrella, we have consulted on the following initiatives to keep Accessibility top of mind.

**Onboarding/New Hire Experience**

- Raises awareness of the Accommodations Team for New Hires; advises on disability-inclusive language and logistics for materials and activities

**Job Descriptions**

- Work to revamp job descriptions to ensure disability-inclusive language

**Diversity Center of Excellence (COE)**

- Implements best practices and disability-inclusive language for Recruitment Marketing communications

**Employee Insights**

- Advises on all disability touchpoints for both our Employee Surveys and our Employee Experience roadmap

**Neuro-Diverse Internships**

- Launched a new program to source, interview, and hire neuro-diverse Interns

**VI Training and Promotion**

- Confirms that all applicable training materials and resources are fully accessible for visually impaired Employees
Our Culture

2022 Southwest Airlines Diversity, Equity, & Inclusion Report
"Making space for all voices and all People is a critical thread to DEI. Making space for everyone requires intention, empathy, and consistency. Building DEI capabilities and competency is critical to the advancement and long-term sustainability of DEI. A sustainable capability and competency ensure we can harness the power of all our People to set in place a competitive advantage that allows Southwest Airlines and the Customers and Communities we serve to win the day. Through this lens, DEI is the right thing to do for our People and our business."
Our Culture

Our Culture is embedded into all aspects of our Company, from the way Employees treat each other to the way that our Company puts our Employees first. The Golden Rule is not just a phrase at Southwest; it’s a way of life.

“I have always believed everyone has their own story to tell. No story is the same and with that comes having to be understanding of friends, family, coworkers, and strangers. Diversity comes in a lot of different forms such as gender, race, religious preferences, veteran status, disabilities and more.”

Pamela C.
Flight Attendant, Orlando, FL

“Creating a diverse and inclusive workplace makes everyone, regardless of who you are or what you do for Southwest Airlines, feel equally involved and supported.”

Lynn H.
Career Mobility Partner, Dallas, TX
At Southwest Airlines, we are proud to recognize cultural, heritage, and pride months throughout the year. These include nationally observed holidays and months that honor our Employee demographics and the diverse communities that we serve. Southwest Airlines currently recognizes and observes the following cultural moments:

- **Black History Month** (Feb)
- **Women’s History Month** (Mar)
- **Asian American & Pacific Islander Heritage Month** (May)
- **LGBTQ Pride Month** (Jun)
- **Hispanic Heritage Month** (Sept 15-Oct 15)
- **Veterans Day** (Nov)
- **National Disability Employment Awareness Month** (Oct)

### 2022 Black History Month
Southwest Airlines celebrated Black History Month by recognizing Historically Black Colleges and Universities (HBCUs). We highlighted some of our Employees who attended HBCUs through a video series which we shared throughout the month of February.

### 2022 Women’s History Month
Southwest Airlines celebrated Women’s History Month by recognizing the contributions of the incredible women who are making an impact—on our Company and those around them—along the way.
Southwest Airlines is committed to fostering a community of relationships based on trust, consistency, and self-accountability with underrepresented individuals and groups of people. Our Allyship Guide is intended to serve as an educational resource to guide Employees on a journey of listening, learning, and understanding of one another through courageous conversations. Creating a Culture in which underrepresented individuals and groups feel valued, supported, and heard will advance these core values as a Company.

Southwest Airlines Employees can view the Allyship Guide here.
The Southwest Airlines Diversity Council was founded in 2010 with 35 Employees. In 2022, the Diversity Council was expanded to bring together 135 diverse Employees from different backgrounds, roles, and workgroups across the Company. The purpose of the Diversity Council is to serve as a strategic asset to the business, dedicated to promoting a work environment that celebrates differences, fosters inclusion, and leverages diversity to enhance organizational performance. We were intentional to ensure adequate and inclusive representation for Employees to foster cooperation and collaboration and to look beyond individual priorities to foster an inclusive workplace for all.

Members by Race

- White: 29%
- Black or African American: 37%
- Hispanic or Latino: 21%
- Asian: 5%
- Native Hawaiian or Other Pacific Islander: 1%
- Two or More Races: 7%

Members by Gender

- Male: 43%
- Female: 57%

1Based on Employees’ voluntary self-disclosure.
Employee-led Groups

**Employee-led Groups** or ELGs launched at Southwest Airlines in Fall 2021. They are informal, organic affinity networks organized by Employees with the purpose of creating a community amongst Employees while promoting diversity, inclusion, connectedness, and fostering relationships. Southwest Airlines encourages its Employees to voluntarily engage with one another based upon common interests, common bonds, or similar backgrounds. Our goal for ELGs is that they are inclusive to all and create safe spaces to network, share experiences, and provide support.

**Purpose**
- Employee-created and driven
- Recreational involvement
- Inclusive and open to all
- Officially registered with DEI Department
- Operates within SWA expectations

**Support**
- Access to Company facilities (i.e. conference rooms, gathering spaces)
- Use of Company communication channels

**ELG Examples**
- **Encompass**: A safe space and resource for LGBTQ+ Employees, Families, and Allies.
- **Tribe**: An inclusive network of Black Employees and their Allies.
- **SWAnos**: An open space to share all things Hispanic and Latinx culture at Southwest Airlines.
"At Southwest Airlines, we have always put People first. As a Leader and a member of our DEI Executive Steering Group, I’m proud to focus on Southwest as a diverse, equitable, and inclusive workplace for everyone. We’re committed to ensuring each and every Employee feels welcomed, valued, respected, and appreciated. Additionally, through our Community Outreach work, we have the privilege of giving back to the diverse communities we serve and working with community partners to accelerate social and economic advancement."
Community Outreach

At Southwest Airlines, we believe in connecting People and championing communities. Through our Community Outreach efforts, we focus on loving People, building resilience, and living responsibly.

The Southwest Airlines® Scholarship
Southwest Airlines has a longtime focus on education-related initiatives because we believe educated communities are empowered communities. The Southwest Airlines® Scholarship is a community-centric scholarship that underscores our commitment to building a diverse talent pipeline and highlights the importance of equity and inclusion of future generations. In 2021, we awarded $110,000 in scholarships to 17 students, and in January of 2022, we launched applications for the 2022 Southwest Airlines Scholarship Program.

!Lánzate!/Take Off! Travel Award Program
This signature program by Southwest Airlines® in partnership with the Hispanic Association of Colleges and Universities awards Hispanic students with airline tickets to stay connected with their loved ones and community as they pursue higher education. In 2015, !Lánzate! was recognized by The White House Initiative on Educational Excellence for Hispanics. Since inception, Southwest has helped more than 1,700 students soar by awarding roundtrip tickets, valued at nearly $2 million, through this travel award program.
Southwest has supported diverse communities for more than two decades, investing in community programs tailored to accelerate social and economic advancement.

Help Heal Veterans

Repurpose with Purpose is Southwest Airlines’ global sustainability initiative that upcycles items such as leather seat coverings and transforms them into new products. Help Heal Veterans, a Southwest Repurpose with Purpose partner, utilizes this leather to create therapeutic craft kits for veterans, allowing them to make items including footballs, belts, wallets, and wristbands. As of Dec. 31, 2021, more than 140,000 veterans have received therapy art kits made from Southwest materials.

Hispanic Heritage Foundation & the Community Champion Award

The Hispanic Heritage Foundation seeks to identify, inspire, prepare, and position Latino leaders in the classroom, community and workforce. Southwest Airlines, a longtime partner to the Hispanic Heritage Foundation and their annual Youth Awards, will award ten students from around the country in April 2022 with the inaugural Community Champion award. Awardees are selected because of their exceptional commitment to giving back to those around them at school, at home, and through service. Each Community Champion will receive a roundtrip ticket on Southwest.
Community Outreach

The Southwest Airlines Community Outreach Team drives Southwest’s Citizenship efforts by cultivating more than 400 community relationships to generate impact across our diverse communities. Some of our longstanding partners include:

**Black/African American**
- 100 Black Men, Inc.
- National Urban League
- UNCF
- Foundation for Educational Development, Inc.
- New American Leaders, Inc.
- National Black College Alumni Hall of Fame Foundation, Inc.

**Asian American & Pacific Islander**
- ACE Foundation
- Center for Asian American United for Self-Empowerment (CAUSE)
- APIA Scholars
- The Center for Asian Pacific American Women
- Asian Pacific Islander American Public Affairs Association
- Leadership Education for Asian Pacifics

**LGBTQ+**
- National Gay & Lesbian Chamber of Commerce
- Equality California Institute
- ONE Community
- The Montrose Center
- SF LGBT Center
- North Texas LGBT Chamber of Commerce

**Military**
- A Million Thanks
- Honor Flight Network
- Arnold Air Society & Silver Wings
- Help Heal Veterans
- Team Rubicon
- PTSD Foundation of America

**Women**
- Arizona Foundation for Women
- Texas Women's Foundation
- National Association of Women Business Owners
- Women Impacting Public Policy
- Women's Foundation of California
- Girl Scouts San Diego

**Hispanic/Latino**
- Hispanic Association of Colleges and Universities (HACU)
- Latino Leaders Magazine
- Hispanic Heritage Foundation
- Hispanic Association on Corporate Responsibility (HACR)
- Latino Leaders Network
- Latin American Educational Foundation

**Individuals with Disabilities**
- Disability:IN
- AccesSurf
- Challenge Aspen
- San Diego Center for Children
- Canine Companions for Independence
- Steamboat Adaptive Recreational Sports
“Diversity, Equity, and Inclusion is important to the ways we conduct business—not just in the ways we engage our Cohearts, but also in the ways we engage our Community. We show our Heart by including and partnering with small and diverse business that are critical to our ability to operate. Providing a fair and equitable opportunity to compete for Southwest’s business dollars creates growth for these businesses and the communities they serve.”
Southwest Airlines is dedicated to cultivating an inclusive and equitable environment for our Employees, our Customers, our Suppliers, and the Communities we serve. In the same way we recognize that a diverse Employee base generates strength, we know our Suppliers are an integral part of our success. Our Supplier Diversity Program seeks sustainable diverse suppliers that help fulfill our operational needs, stimulate economic growth in the Communities we serve, and satisfy the expectations of our Stakeholders. Supplier Diversity is comprised of two programs: Small Business Program and Diverse Owned Business Program.

Supplier Diversity Partners

- National Minority Supplier Development Council (NMSDC)
- Women’s Business Council Southwest (WBCS)
- Dallas/Ft. Worth Minority Supplier Development Council (DFWMSDC)
- Disability:IN
- National LGBT Chamber of Commerce (NGLCC)
- Small Business Administration (SBA)

Supplier Diversity Efforts

Our Supplier Diversity Team developed a multi-year strategy inclusive of:

- Peer benchmarking
- Evaluation of technology platform enhancements for certificate validation and management
- Engagement with our internal Stakeholders to provide program awareness and training
Our Accolades

2022 Southwest Airlines Diversity, Equity, & Inclusion Report
Southwest Airlines is proud to be recognized for our efforts and initiatives in the Diversity, Equity, & Inclusion space. These accolades help confirm and celebrate our commitment to a diverse workforce.

- **Human Rights Campaign Corporate Equality Index**
  2022 Best Places to Work for LGBTQ+ Equality

- **Latino Leaders Magazine**
  2022 Best Companies for Latinos to Work

- **Readers Voice Awards**
  2022 Best Airline

- **The Military Friendly® Company Survey**
  2022 Military Friendly Company
  2022 Military Friendly Brand
  2022 Military Friendly Employer—Bronze
  2022 Military Friendly Supplier Diversity Program
  2022 Military Friendly Spouse Employer

- **The Disability Equality Index®**
  2021 Best Places to Work: Disability Inclusion

- **50/50 Women on Boards**
  2021 Accelerating Women to Corporate Boards

- **The National Diversity Council**
  2021 National Diversity Council Power 50—Linda Rutherford