



# Gap Inc. | Inclusive, by Design

## WHAT WE'RE MADE OF

We're more than the clothes we make. We're a family of **brands** uniting thousands of people across the globe who bring their personalities, **passions** and pride to work every single day. More than anything else, we're here to create **products** that make our **customers** and employees feel great, and to give back to the **communities** where we live and work.

Over the last 50 years, the company has grown from a single store into a global fashion business with seven brands: **Gap, Banana Republic, Old Navy, and Athleta.**

Our clothes are available online and at more than 3,000 stores in more than 90 countries. We employ over 135,000 employees, including 10,000 at our corporate headquarters locations.

## OUR VALUES

Don and Doris Fisher opened the first Gap store in 1969 with a simple idea — to make it easier to find a pair of jeans — and a **commitment to do more.** We are guided by the belief that business can and should be a force for good. We know that our business succeeds when everyone is given a chance to thrive. We are **Inclusive, by Design.** When you decide that inclusion is not optional, not only do the gaps between us close, but a whole new world of possibilities opens.

### Diversity + Inclusion

From championing gender equality to expanding diverse hiring programs and promoting equal rights and fair treatment around the world, we believe inclusion and opportunity are key to driving growth. In April 2019, Banana Republic launched True Hues, an inclusive line of nude necessities including camis, underwear and heels for every skin tone. We are committed to driving systemic change and creating a Culture of Belonging for our teams, customers, and future generations.

### Equal Pay

Equality is woven into the fabric of our culture because it's the way the world should work. We are proud to be the first Fortune 500 company to announce equal pay for equal work.

### Sustainability

We believe that environmental issues are human rights issues. That's why we're working hard to integrate sustainability more deeply into every aspect of our business. We exceeded our goal to conserve 10 billion liters of water in manufacturing by 2020. We are also on-track to use 100% renewable energy across all globally owned and operated facilities by 2030 and to derive 100% of our cotton from more sustainable sources by 2025.



# Gap Inc. Learning Experience

We know it's hard to navigate the first steps to getting your foot in the door, especially in fashion & retail, so we have created The Learning Experience to help students take those first steps. Tied to our commitment to fostering A Culture of Belonging, our goal is to create access to future careers in retail & fashion for students, with a particular focus on those from Black and Latinx communities.

## WHAT YOU'LL DO

As a Learning Experience participant, you will select a functional track - either **Product & Business** or **Technology & Digital** - that will allow you to learn new hard and soft skills related to your interests and career goals. Throughout the program, you will participate in virtual classes, network with Gap Inc. business partners & executives, and learn more about the ins-and-outs of the industry. You will also have the opportunity to participate in resume & interview skills workshops with recruiters.

The Gap Inc. Learning Experience is an unpaid, completely voluntary educational program. It will be 100% virtual and run for 2 weeks in end of May or early June, for roughly 1-3 hours per day, Monday-Friday.

## OPPORTUNITIES

Participants choose a functional track based on their career goals and interests.

- **Product & Business:** Classes will help participants develop foundational skills necessary to pursue a career in corporate merchandising, planning/allocation, finance, design, product development, or marketing.
- **Technology & Digital:** Classes will help participants develop foundational skills necessary to pursue a career in software engineering, data science & analytics, product management, or user experience.

In addition to functional specific classes and projects related to their functional track, participants will participate in professional development classes and sessions, including:

- **Job Shadow** sessions
- **Resume & Interview Skills** workshops

## REQUIREMENTS

- Current freshman or sophomore at a four-year college or university, with an anticipated graduation date in 2024 or 2025
- Interest in learning more about corporate retail & fashion
- Demonstrated leadership potential and ability to collaborate well with others
- **Product & Business track:** Open to all areas of study
- **Technology & Digital track:** Declared or intended major in Information Technology, Management Information Systems, Information Systems, Computer Science, Data Science/Analytics, or other related area of study

## EXPRESS INTEREST

We welcome applications from all students who meet the above requirements. In particular, we encourage students from diverse backgrounds to apply, including but not limited to: students who identify as Black, Latinx, or Native American/ Indigenous as well as students with disabilities, from low-income backgrounds, part of the LGBTQ+ community, and veterans.

Applications will reopen in **Spring 2022**.

**Questions?** Email [gap\\_inc\\_college\\_recruiting@gap.com](mailto:gap_inc_college_recruiting@gap.com)