





Workforce Profile from Fiscal Year 2018 to 2020

2018

2019

2020

 RESTAURANT	LEVEL	WOMEN	POC*	WOMEN	POC*	WOMEN	POC*
	HOURLY	54%	52%	55%	52%	56%	53%
	RESTAURANT MANAGER	39%	34%	41%	35%	42%	36%
	GENERAL MANAGER / MANAGING PARTNER	33%	26%	32%	28%	32%	27%
	DIRECTOR OF OPERATIONS	19%	22%	24%	21%	23%	22%
	SENIOR VP / EXECUTIVE VP	23%	27%	24%	28%	24%	28%

 CORPORATE	LEVEL	WOMEN	POC*	WOMEN	POC*	WOMEN	POC*
	EXEMPT / NON-EXEMPT	56%	43%	55%	43%	52%	44%
	MANAGER / SUPERVISOR	48%	26%	51%	27%	48%	30%
	DIRECTOR / SENIOR DIRECTOR	40%	23%	44%	28%	51%	31%
	VP / SENIOR VP / EXECUTIVE VP	38%	18%	35%	17%	35%	17%
	SENIOR EXECUTIVE	11%	28%	12%	29%	12%	29%

*Indicates People of Color (POC) who identify as Black/African American, Hispanic/Latin, Asian American, American Indian, Hawaiian or 2 or more races