



# Our Commitment to Diversity and Inclusion

Chuck Schwab started this firm more than 50 years ago with the belief that the world of investing should be open to everyone. That powerful idea remains a guiding principle today as we continue to serve investors, guided by the principles of dignity and respect, with the goal of earning their trust.

We believe seeing “through clients’ eyes” is core to the success of our company. And we know from experience that each and every client is different. We embrace those differences, and in doing so, we’re better equipped to deliver exceptional client experiences and fulfill our purpose.

[Our commitment to diversity and inclusion](#) helps us respond to the needs of all investors by building a highly qualified workforce that reflects the clients and communities we serve. In fact, we believe our competitive edge as a company depends on the unique ideas that come from a diverse workforce. Diversity fosters creativity, helps us gain a wider range of perspectives, propels innovation, and ultimately helps us achieve better outcomes for our clients, our employees, and our communities.

We are dedicated to building and maintaining a dynamic organization that values the individual strengths of every employee. To that end, diversity at Schwab transcends ethnicity, race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, and protected veteran status to include diversity of interests, life stages, experiences, strengths, perspectives, and thought. Fostering a culture of inclusion makes our firm better for employees and clients alike.

We are proud of our holistic approach to diversity and inclusion, and we’ll continue to invest in initiatives that expand workforce diversity, build upon our inclusive culture, help us better serve an increasingly diverse client base, and strengthen our connections to all our communities.

Our longstanding commitment to inclusion and seeing the world through clients’ eyes has helped drive our success from the beginning, and it will continue to guide our actions into the future.

**The Charles Schwab Corporation**

Schwab is committed to building a diverse and inclusive workplace where everyone feels valued. As an Equal Opportunity Employer, our policy is to provide equal employment opportunities to all employees and applicants without regard to any status that is protected by law. [Click here](#) to see the policy. Schwab is an equal opportunity/affirmative action employer, committed to employing and advancing in employment, qualified women, racial and ethnic minorities, protected veterans, and individuals with disabilities in the workplace. If you have a disability and require reasonable accommodations in the application process, contact Human Resources at [applicantaccessibility@schwab.com](mailto:applicantaccessibility@schwab.com) or call 800-275-1281.

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