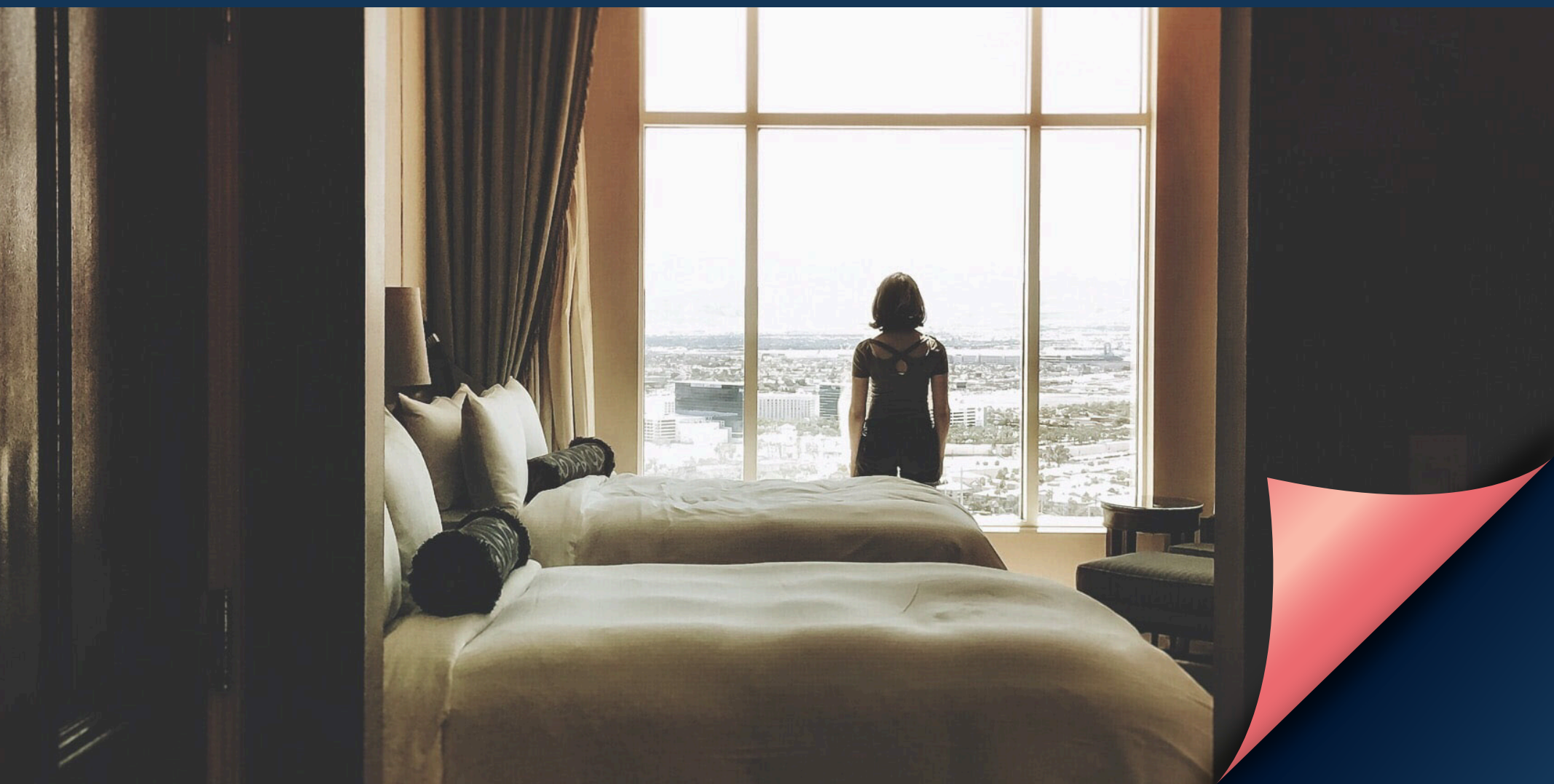


Global companies making EX experiential

Airbnb's EX is not out of thin air

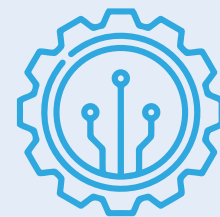




100%
Employees
as customers



100%
Culture



100%
Technology



67%
Practiced
empathy



67%
Rewards
and benefits



87%
Overall average

*twimbit ratings for best practices



About Airbnb

twimbit



CEO: Jack Dorsey



Mission: We're united with our ability to create a world where anyone can belong anywhere.



Revenue USD MM (FY20): \$4,713.50



Headcount: 3,835

Airbnb is an online community marketplace for people to list, discover, and book accommodations.

Highlights

- ▶ Airbnb Citizen: Initiative to share tools for learning and advocacy
- ▶ White House equal pay pledge
- ▶ White House tech inclusion pledge
- ▶ Self audit practices to improve EX
- ▶ Supporting human rights campaign for equality
- ▶ Airbnb connect program to hire under-represented groups

Drivers of culture

1 Empathy and humanity

2 Unconscious bias training for all leaders to promote diversity

3 Trust & Openness – Let employees take home company laptops, devices and accessories during the Covid restructuring


EX objectives

Provide a transparent environment

Easy lines of communication between teams and leaders

Focus on creating diversity at the workplace



Worked with a lot of wonderful people, had great benefits, and was able to maintain pretty good work life balance. 

Software Engineer at California

Key ratings



1300

Total ratings on Glassdoor



4.1

Overall rating



84%

Recommend to friend



87%

CEO approval rating

Benefits

- 1 Comprehensive health plans
- 2 Paid volunteering time
- 3 Generous parental and family leaves
- 4 Annual travel and experiences credit
- 5 Temporary relocation to any country Airbnb operates in

Partnerships to promote diversity

Dev color

A non-profit organization to support black software engineers.

Level playing field

Devoted to building greater diversity by improving civility and fairness in workspaces.

Yearup

Preparing low-income youth for professional jobs through higher education, training and support.


Diversity and Inclusion

48.94% Women workforce in the total headcount

34.48% Proportion of women holding leadership positions


52.12% Representation of other ethnicities in the workforce



Great people in the team. Good resources and tools. 

In Market Host Acquisition Specialist at Mumbai



I sincerely believe that [discrimination] is the greatest challenge we face as a company. It cuts to the core of who we are and the values that we stand for. 

Brian Chesky, CEO

Match-up to Airbnb!



Analyse your diversity practices



Provide support to employees who leave your company



Be generous and transparent in your interaction with employees



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How can we help?

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