



ERG Mission Statements

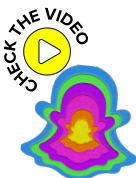
- > **SnapAsia** brings together people from Asian and Pacific Island countries to share their experiences and challenges, promote cultural understanding, and represent Asian culture. SnapAsia aims to provide community members with an authentic sense of belonging and the motivation and support to advance personally and professionally at Snap.



- > **Kaleidoscope** aims to provide employees in offices outside of LA the opportunity to build a grassroots foundation for diversity and inclusion, unique to their local office culture.



- > **SnapParents** is here for all parents and caregivers by providing support and guidance, encouraging work/life balance and self care, and shedding light on the unique challenges working parents face.



- > **SnapShalom** is a space for Jewish team members at Snap to come together to celebrate Jewish Heritage and support and advocate for our community inside and outside of Snap.



- > **SnapVets** actively engages our proud global community of military veterans, reservists, family members and allies who support and encourage one another through shared experiences, volunteer activities, recruitment events, professional development opportunities, and long term retention. Through the work of our ERG we hope to continue our strong value of service and positively represent the Snap team.



- > **SnapAbility** is a community of people who identify as persons with a disability, as well as their allies, guardians, and advocates. We aim to promote empathy, respect, and kindness around mental and physical disabilities and varying physical differences, and provide support in the community to empower each other through our abilities. We also aim to extend empathy to our users by being mindful of how our products are accessible for people from all walks of life.



- > **SnapFamilia** empowers, uplifts and celebrates the unique level of diversity that constitutes Hispanic and Latinx/é communities.



- > **SnapHabibi** unites its members together in professional community — regardless of religious or political belief, to promote the social and moral culture of SouthWest Asia and North Africa, to stimulate one another in professional and intellectual growth, and to learn from and serve the broader Southwest Asian and North African community so that we may drive human progress forward through Snapchat in an inclusive and empowering way.



- > **SnapNoir** brings together the African diaspora and allies at Snap to foster a community of fellowship and a safe space. It aims to provide a forum for fostering cultural understanding, diversity, and social impact for people of the African diaspora at Snap and in the community.



- > **SnapPride** celebrates the diversity of gender identity, gender expression, sexuality, and sexual identity. We hold community for team members living any kind of LGBTQIA2S+ experience, and we welcome supportive allies. We aim to center LGBTQIA2S+ identity, uplift trans and QBIPOC voices, and increase understanding and awareness through queer-centric initiatives.



- > **SnapWomen** supports, empowers, and advances women at Snap. That means workshops, outreach to women in need, and bringing the Snap community together to explore issues facing women today.

