

Burlington



OVERVIEW

Associate Resource Groups (ARGs) are associate-led groups designed for associates to connect, enhance their professional experience, to further drive business results, advance Burlington's DEI strategic priorities, and positively impact the communities in which they live and work. Membership in an ARG is voluntary and open to associates, regardless of identity.

Each of our ARGs are responsible for:

- Fostering a safe space and supportive community for associates
- Serving as a forum for idea-generation and sounding boards for initiatives, campaigns, and programming that enhances cultural intelligence
- Making recommendations that drive associate engagement and business success
- Leveraging individual networks to support the organization's recruitment efforts
- Identifying DEI challenges and opportunities for improvement
- Participating in focus group and internal survey activities



Burlington's Associate Resource Groups

ALLIES AND ADVOCATES

Burlington's Allies and Advocates ARG advances education, awareness, and empowers our members in their capacity to be allies and advocates towards others. They are committed to supporting DEI by listening, observing, and providing a voice for others. They also aim to equip associates with various resources and opportunities to build their skillset through dialogue, learning, and understanding. Part of their contribution includes supporting and driving Burlington's business development, talent acquisition, and retention efforts.

EMPOWERED!

The Black and African American Associates & Allies ARG serves to address the unique needs of Burlington's Black and African American associates. They strive to cultivate an environment in which all voices are welcomed, respected, appreciated, supported, valued, and heard. Throughout the business they seek to provide our Black and African American associates with opportunities for professional development, mentorship, and leadership, as well as to promote cultural awareness and representation.

JUNTOS

Burlington's Hispanic Associates & Allies ARG strives to increase the visibility, empathy, and retention of Hispanic employees. They offer associates a platform to share individual perspectives, foster allyship, spread awareness, share knowledge, encourage mentorship, and cultivate cultural intelligence. They also aim to leverage opportunities to grow our talent, and serve the needs of communities and customers.

HEART

(HOPE – EMPATHY – AUTHENTICITY – RESILIENCE – TRUST)

Burlington's LGBTQ+ Associates & Allies ARG empowers associates to bring their whole, authentic selves to work. They offer opportunities for engagement, education, peer mentorship, and talent development; contribute to an inclusive customer shopping experience; and nurture a safe and supportive environment that prioritizes trust and respect, connections, and allyship in the workplace.

WOMEN'S INCLUSIVITY NETWORK

(WIN)

The Women Associates & Allies ARG strives to create an inclusive environment where members share their unique perspectives and experiences as women and allies at Burlington. They create a safe and inclusive environment by providing opportunities for professional and personal development, mentoring, community advocacy, and empowerment. They are committed to identifying growth opportunities and improving the talent pipeline across the entire organization. Their goal is to acknowledge, celebrate, and appreciate the contributions of women and allies at Burlington.