

Commitment to Diversity & Inclusion

CarMax is committed to championing diversity, inclusion, and belonging for our associates, customers, and communities.

Our vision is that everyone, everywhere has the same opportunity to reach their full potential. Our commitment to Diversity and Inclusion is grounded in our values as a company. This includes doing the right thing, putting people first, winning together and going for greatness in all that we do.

We ensure every Associate, applicant, customer, vendor, and shareholder is treated fairly and equitably, and we respect the attributes they offer. This includes race, ethnicity, color, religion, gender, age, national origin, citizenship, gender identity, sexual orientation, disability, military/veteran status, genetic information, or any other characteristic protected by law.

For our Associates

We promote an inclusive work environment where our differences are celebrated and make us stronger.

- We recruit, hire, train, and promote qualified Associates with diverse attributes
- We treat Associates with respect
- We recognize and value the importance of our Associates' diverse attributes
- We provide an inclusive and collaborative environment to encourage Associate input and ideas
- We provide benefits that support the diverse needs of our Associates

For our customers

We provide an iconic customer experience where every customer feels welcomed and valued.

- We welcome all customers into our stores
- We treat each customer with respect
- We recognize the importance of our customers feeling valued in every interaction
- We give customers the most ethical and competitive consumer offer

For our communities

We promote equal access to economic opportunities to serve and strengthen our communities.

- We positively contribute to the communities where we work and live
- We support widely-diverse programs and organizations through matching gifts, grants, sponsorships, and volunteer activities
- We support and build relationships with diverse suppliers that share our values