



The Right to Move

September 17, 2020

Uber

Many local contexts, globally

The Uber logo is centered on a dark blue background with a white dotted world map. The logo itself is white and consists of the word "Uber" in a sans-serif font, with the 'U' and 'B' being significantly larger than the other letters.

Uber

10,000+

Cities

60+

Countries

15B+

Cumulative Trips

Millions of people



Uber

100M+

Monthly active platform
consumers

4M+

Active drivers

19M+

Trips per day

Our mission is to be the **safest** and the **most trusted** transportation choice, and **support riders and drivers** with empathy and care when things go wrong.



- Uber-related motor vehicle fatality rate for 2017 was 0.59 fatalities per 100 million vehicle miles traveled; it was 0.57 fatalities per 100 million miles traveled in 2018 (this is half of national average based on VMT)
- 99.9% of all rides happen without any safety-related incident.
- 0.0003% of all trips involved a reported serious critical safety incident of any kind
- During 2017 and 2018, more than one million prospective drivers did not make it through Uber's screening process. Majority (76%) were disqualified during the motor vehicle record check.
- Vehicles on the Uber platform are generally newer - four years old - than the 10-year average for all active light-duty vehicles.

US Safety Report

Dec 2019



57 years after the March on Washington, we thank those who marched before us—yet another senseless shooting shows how far we have to go. To those at #MOW2020, we stand with you.

Black people have the right to move without fear. If you tolerate racism, delete Uber.

To learn about our commitment to being an anti-racist company, click the link in our bio.

Uber uber

...

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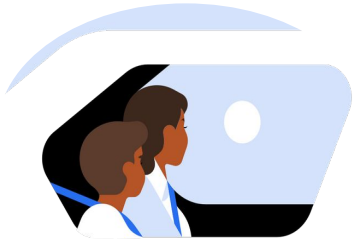


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Company commitments



We are committed to ridding our platform of racism



We are committed to fighting racism with technology

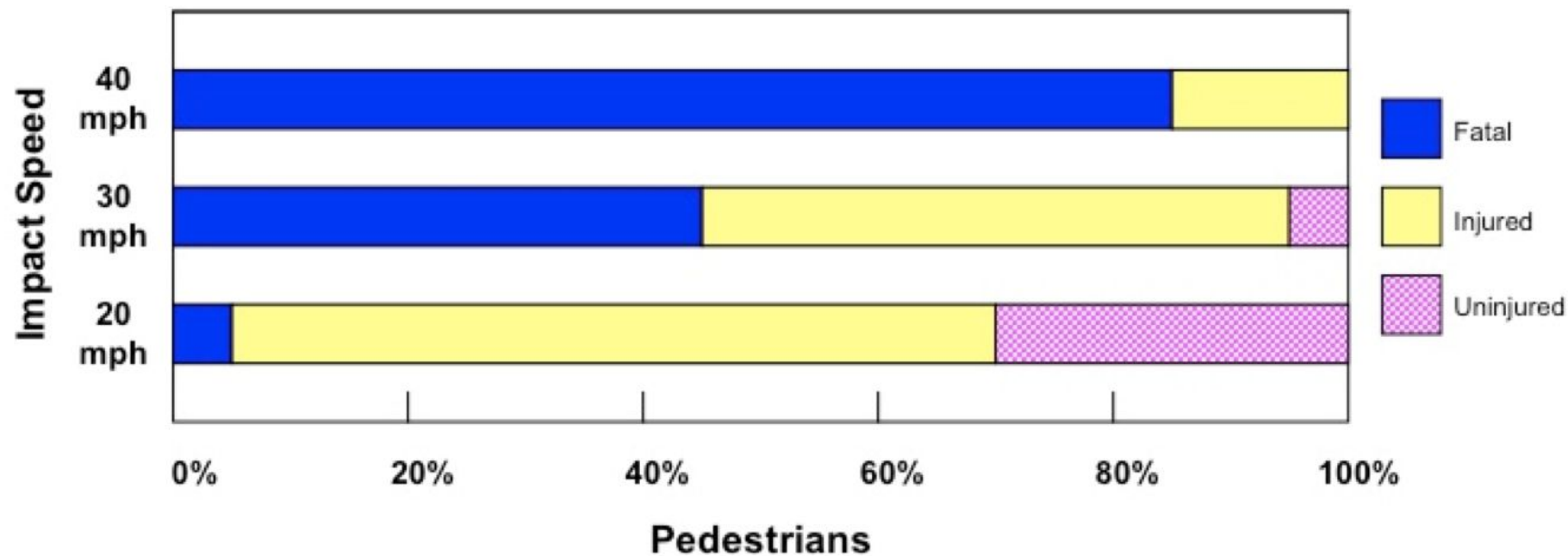


We are committed to sustaining equity and belonging for all

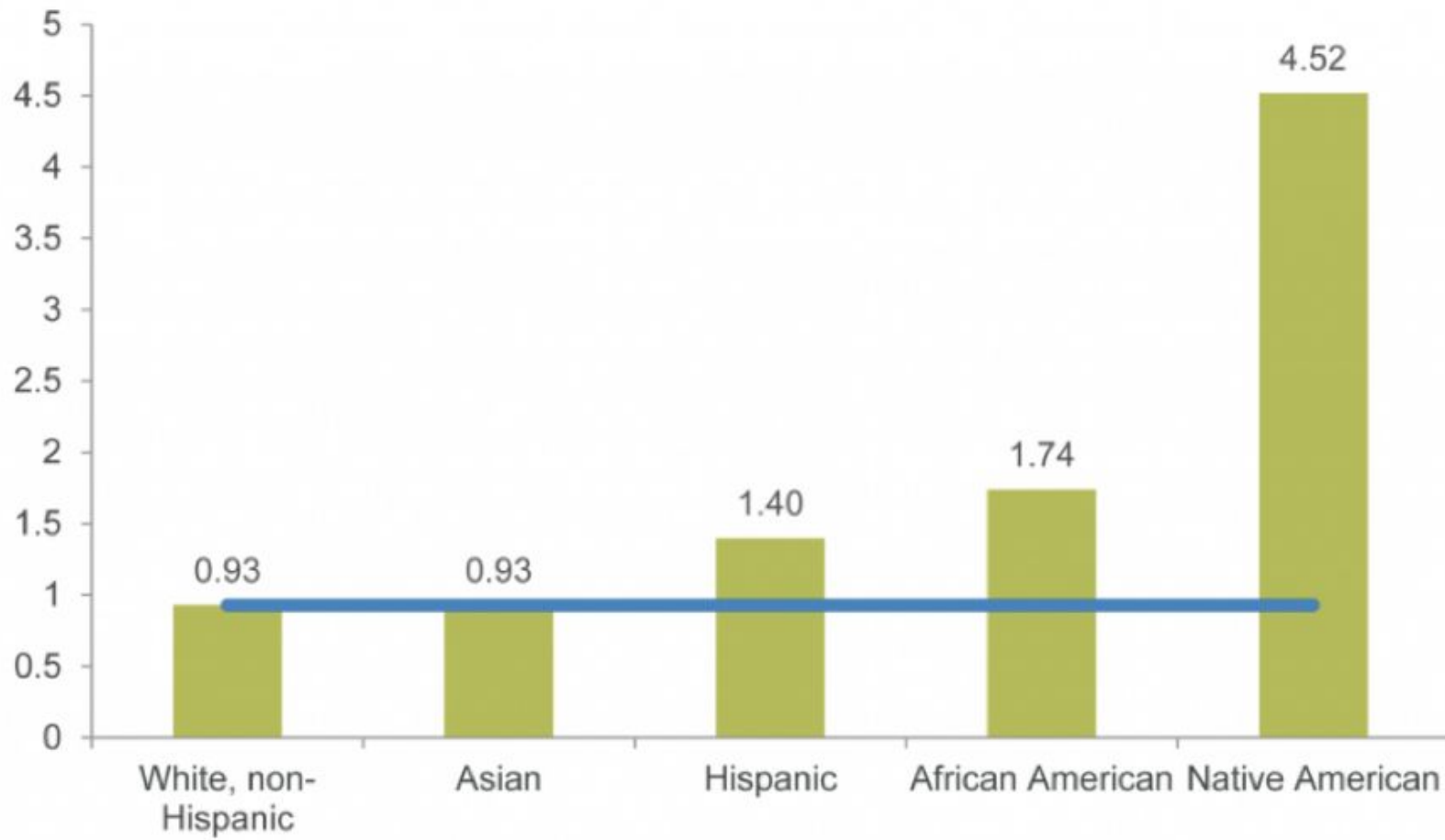


We are committed to driving equity in the community

Vehicle Impact Speed Affects Pedestrian Injury Severity



Annual pedestrian fatalities per 100,000 people by race/ethnicity (2005-2014)





WARD 15



WARD 15

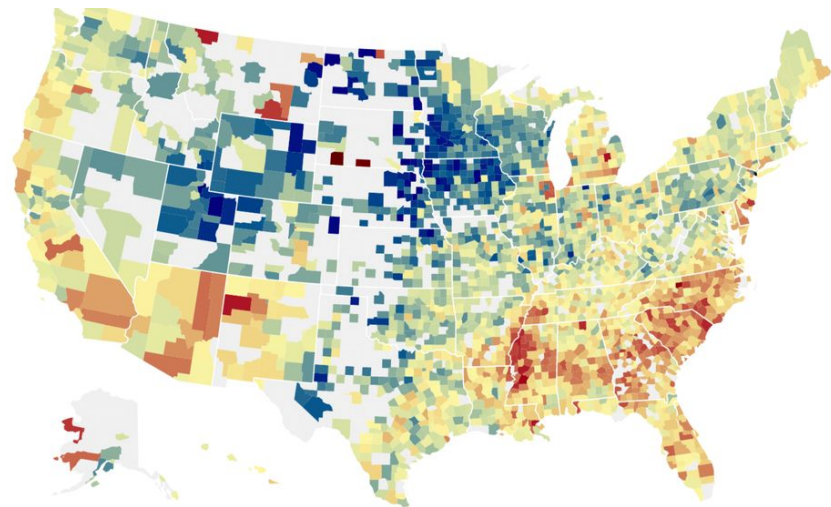




Harrison St

Location matters So does racism

“ In 99% of neighborhoods in the United States, black boys earn less in adulthood than white boys who grow up in families with comparable income.





The Washington Post

July 23, 2015

PostEverything

As a black man, it's hard to catch a cab. And my research shows even white people know that.

The “Hailing While Black” poll found that 62 percent of black Chicagoans and 55 percent of white Chicagoans believe minority communities are discriminated against by taxi service providers.

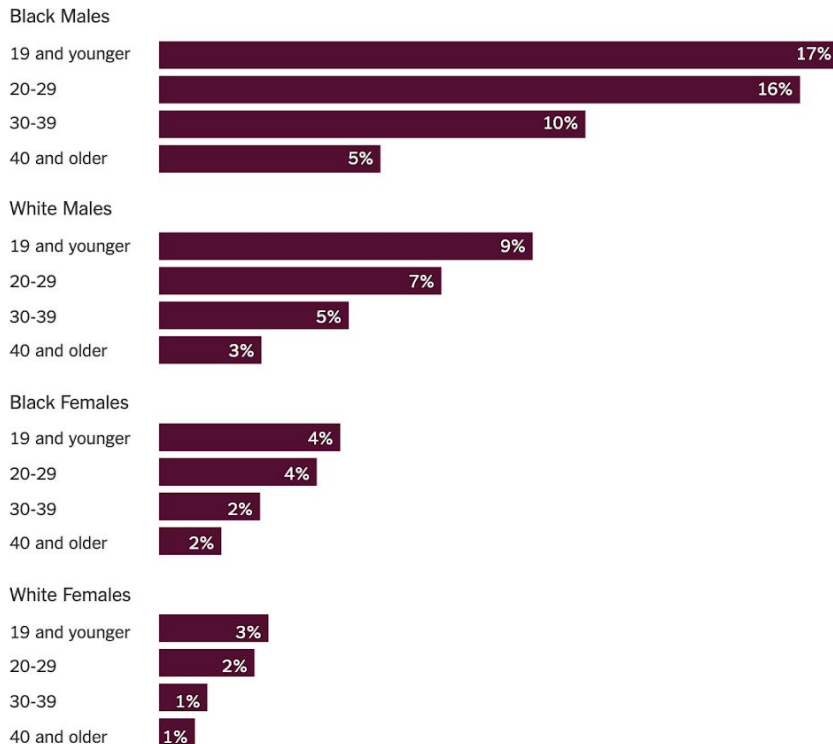


The right to move has been and is a public health issue

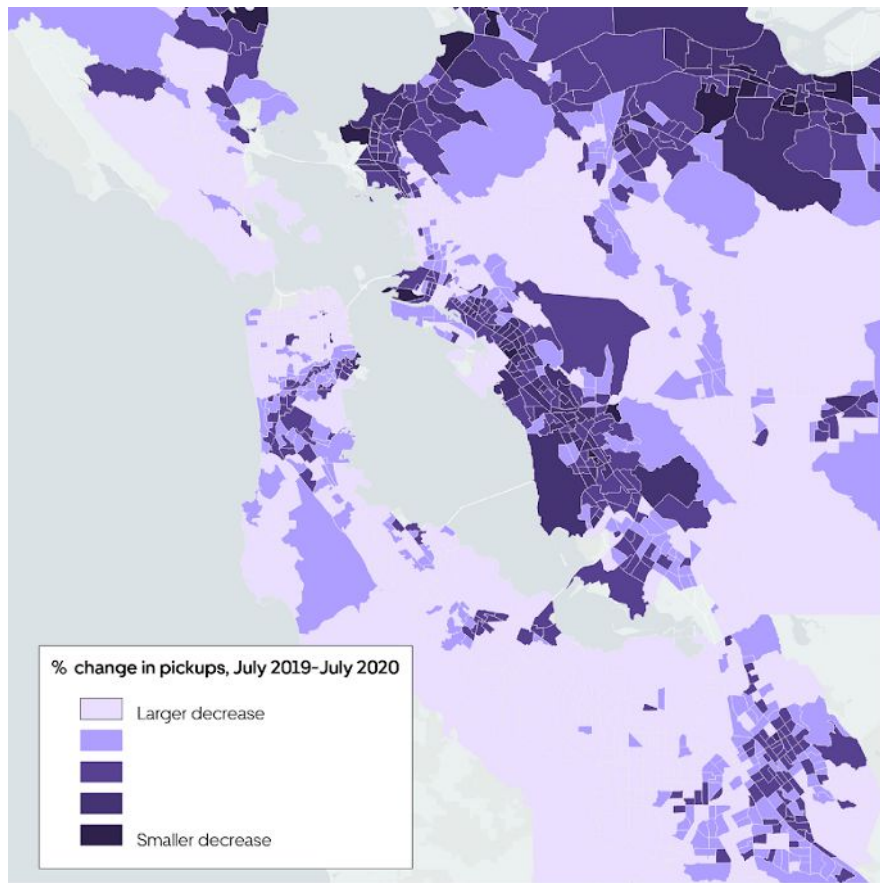
Racial Disparity in Police Searches

An analysis of more than 250,000 traffic stops from 2002 to 2013 in Durham, N.C., shows wide disparities along lines of age, race and gender, with young, black and male drivers more likely to be searched during a traffic stop by the police.

Percentage of Stops Resulting in Search



Source: [New York Times](#)



Changes in Uber pickup volume by Census tract between April 2019 and April 2020. Darker colors show relatively more Uber usage during shelter-in-place. Tracts are plotted only if they averaged at least one Uber pickup per day in April 2019.



HUD-designated low-income Census tracts.

APPENDIX

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Lorem ipsum

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Lorem ipsum

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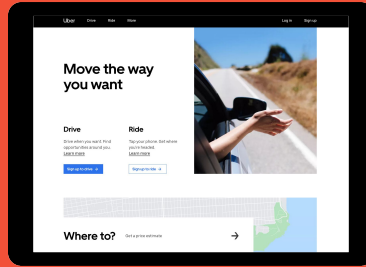
Tips for using this section

Device mockups

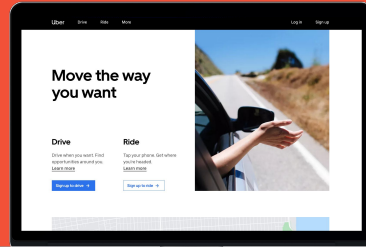
In this section you will find two styles of device mockups: flat mockups and realistic mockups.

Flat / 1-color mockups should be used to display products still in development.

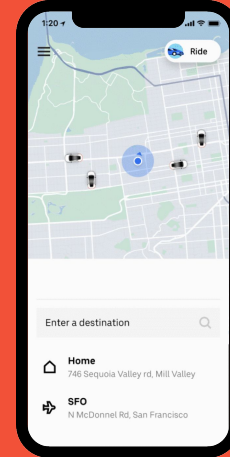
Realistic mockups may be used for shipped or finalized products. You can find additional devices in the [Resources Toolkit](#).



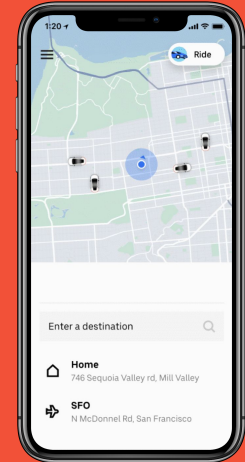
Flat mockup



Realistic mockup



Flat mockup



Realistic mockup

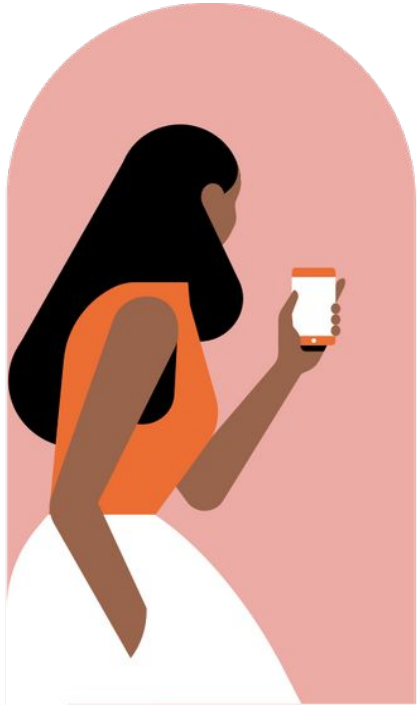
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Company Commitments

- **We are committed to ridding our platform of racism**
- **Anti-racism education for riders and drivers** - New anti-racism and unconscious bias resources—developed with experts—will be made available to all riders and drivers.
- **Specialized training for Customer Support** - Customer Support agents will be given specialized training on unconscious bias and discrimination. Additionally, we will make it easier to report incidents.



Company Commitments



- **We are committed to fighting racism with technology**
- **Formalizing and expanding our Fairness Working Group-** Bringing together a working group to examine the impact of our products on communities. This team will work to identify instances of racial bias within our products.
- **Hiring an Inclusivity and Accessibility Product lead** - This person will partner with the Fairness Working Group with a mission to design and build products that are free from bias and meet the needs of all our customers.
- **Expanding opportunities for diverse talent** - We will further expand the pipeline of Black and other underrepresented technical workers by broadening our internship and fellowship programs in partnership with global NGOs.

Company Commitments

- **We are committed to sustaining equity and belonging for all**
- **Pay equality, full stop** - Three years ago, we analyzed our salary data and made adjustments to achieve pay equity on the basis of race and gender. We will continue to focus on maintaining this important measure of equity going forward.
- **Doubling our Black representation in leadership by 2025** - Through pipeline development and hiring, we'll double Black representation among the five most senior levels at Uber.
- **Providing transparency on our progress** - We will continue to publish an annual Diversity Report and expand it to include data on intersectionality and self-identification.
- **Doubling the talent pipeline** - Create pathways for drivers, delivery people and Uber customer support staff to advance their careers. We'll aim to double the pipeline of people who want to pursue corporate or other opportunities with Uber by 2025.
- **Training on cross-cultural management** - It's our responsibility to help individuals manage inclusively. We will offer training to all Uber managers on inclusive management and cross-cultural competency.



Company Commitments



- **We are committed to driving equity in the community**
- **\$10M to support Black-owned businesses over two years-**
This is an investment to advance the success of Black-owned small businesses by driving demand via promotions and other merchant support.
- **\$1M pledge for criminal justice reform** - We've committed \$1M to the Equal Justice Initiative and Center for Policing Equity.
- **Extending \$0 Delivery Fee for Black-owned restaurants through 2020** - We'll build functionality to more effectively identify and highlight the diversity of restaurants on our platform, including Black-owned restaurants.
- **Doubling supplier spend with Black-owned businesses** - We will strengthen and expand our supplier diversity program with the goal of doubling spending with Black-owned businesses and contractors.