



DISCRIMINATION: EXPOSING DISCRIMINATION AT WAL-MART AMERICA'S LARGEST EMPLOYER

DISCRIMINATION AGAINST AFRICAN-AMERICANS

Wal-Mart is facing allegations of discrimination in its hiring of truck drivers. Nationally, 15% of truck drivers are African-American, yet at Wal-Mart African-Americans comprise only 2-3% of its fleet, which employs 7,800 truck drivers.

— *New York Times*, 7/14/05, 2005 Wal-Mart Annual Report

Minority customers have sued Wal-Mart Stores saying they were racially profiled while shopping at its stores. The lawsuit says at least 9 customers were followed, searched, humiliated, and in some cases, detained by employees. — *Boston Globe*, 7/13/05

DISCRIMINATION AGAINST WOMEN

In the largest class-action lawsuit in history, 1.6 million current and former female employees are suing Wal-Mart for gender discrimination. — *New York Times*, 6/23/04

Women comprise 92% of Wal-Mart's cashiers, but only 14% of Wal-Mart's store managers. — *Impact Fund*

Overall, women earned about \$5,200 less than men, on the average, in 2001. Within the hourly workforce, women earned about \$1,100 less than men, and about \$14,500 less among management employees, in 2001. — *Impact Fund*

DISCRIMINATION AGAINST PEOPLE WITH DISABILITIES

In 2001, Wal-Mart agreed to pay \$6.8 million to settle 13 lawsuits in 11 states that were filed by the Equal Employment Opportunity Commission, alleging widespread discrimination against people with disabilities. — *Los Angeles Times*, 12/18/01

In 2005, after Wal-Mart settled yet another discrimination case, the EEOC announced it was opening a new investigation into the company to see if it has violated the terms of the 2001 settlement. "Over the years, we've had complaints [about Wal-Mart], but some of the stuff we're now seeing bears looking into," EEOC attorney Mary J. O'Neill said. — *Washington Post*, 7/29/05



"I have the audacity to believe that peoples everywhere can have three meals a day for their bodies, education and culture for their minds, and dignity, equality, and freedom for their spirits." — **Martin Luther King, 12/10/64**

ABOUT WAL-MART WATCH

Along with over 300 supporting organizations, Wal-Mart Watch is sponsoring Higher Expectations Week to highlight our campaign to reform Wal-Mart. Wal-Mart Watch is committed to uncovering the true impacts of Wal-Mart's business practices on our economy, environment and culture. We aim to make Wal-Mart a more responsible company by informing, motivating and supporting the work of consumers, workers, community activists and elected officials who, together, will demand reform in their hometown. Join us at www.walmartwatch.com/november



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*A small sample of our national and local partners

WHAT YOU CAN DO!

LEARN THE FACTS: What does Wal-Mart cost you? Visit our website at www.walmartwatch.com.

SPEAK OUT: Contact jjohnson@walmartwatch.com for sample sermons or other educational material.

ORGANIZE: Join the growing movement to hold Wal-Mart accountable for their greed and destructive impact on our communities, economy and culture.

