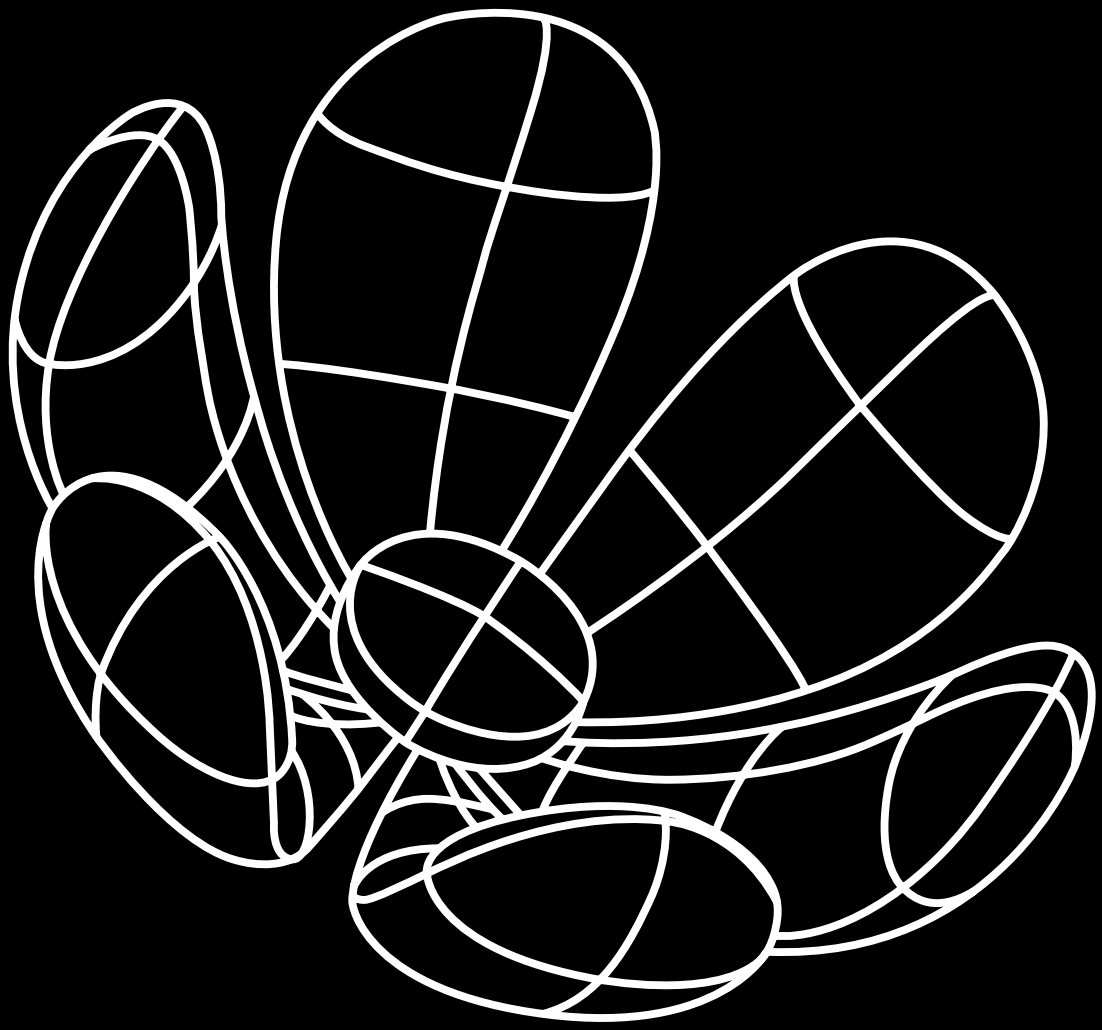

Mozilla

2024
Social & Environmental
Impact Report

As we navigate and lead through a moment of tremendous technological change, Diversity, Equity, Inclusion, and Belonging (DEIB), alongside Sustainability, stand even stronger as critical pillars of our mission and work here at Mozilla. These principles are not just ideals; they are critical to our innovation, our growth, and our role as stewards of a healthier internet. DEIB ensures that diverse voices contribute to our work, enriching our perspective and driving creativity. Sustainability ensures that we respect and preserve our planet. Together, they empower us to create a more inclusive, equitable, and sustainable digital future. They are at the heart of Mozilla's manifesto and integral to the success and impact we aspire to achieve in the industry and the world. I'm proud of the work that we've done so far and committed to the work that still lays ahead."

Laura Chambers, Chief Executive Officer,
Mozilla Corporation

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The Web We Want

Building a more diverse, inclusive, equitable, and sustainable Mozilla is good for our teams, our communities, and the health of the internet as a whole. It also enables us to uncover and mitigate negative impacts experienced in the technology sector, from bias in AI to the internet's climate footprint.

Technology in the public interest has been central to the Mozilla Manifesto for the past 25 years, and we continue to carry out that mandate today as a global community of technologists, thinkers, and builders working together under five separate but unified entities: the Mozilla Foundation, Mozilla Corporation, MZLA Technologies, Mozilla Ventures, and Mozilla.ai. Knowing that we can't create that better future alone, we empower each other to bring unique perspectives and experiences to achieve our mission, and we continuously seek new ways to do so.

I am honored to lead the Mozilla Corporation's Sustainability and Diversity, Equity, Inclusion, & Belonging (DEIB) programs, which expanded in 2022 to deepen our efforts in fostering equitable processes and a culture that enables all "Mozillians" to thrive. We endeavor to ensure our organization is inclusive, equitable, and sustainable through three strategic pillars:

The People We Hire
Through our workforce strategy, we work to ensure that the diversity of our global customers is reflected internally across the organization and that our people are empowered to champion a sustainable future for all.

The Culture We Create
In our workplace, we leverage inclusion to create a culture of belonging and in how we collaborate and drive sustainability in our operations to ensure Mozilla is a responsible and trusted environmental steward.

The Communities We Empower
Our marketplace strategy harnesses the power of diversity and sustainability to support operational inclusion, innovation, and enable a healthy internet for all.

The purpose of this report is to provide a summary of our progress in both the areas of sustainability and DEIB during the 2023 calendar year. The Mozilla Corporation and the Mozilla Foundation collaborated on this holistic report to reflect our shared vision and commitment to transparency

Ramona Blake, VP, DEIB and Sustainability
Mozilla Corporation

Our sustainability journey continues	Since 2019, Mozilla has achieved CarbonNeutral® company certification and continues to support high quality carbon offset projects. Our 2023 carbon footprint reflected a 96% reduction in scope 1 and 2 emissions compared to 2019 and pinpointed opportunities for reductions in scope 3 emissions.
Data provides key insights for diversity	We continue to explore ways to gather more comprehensive data and insights truly reflective of our diverse employee base. The 2023 demographic data of our workforce across both Mozilla Corporation and Mozilla Foundation reflected that the representation of women continues to increase; the representation of Black and African American employees in the U.S. is showing early signs of a possible decline; the representation of Asian employees in the U.S. have increased at the Foundation with efforts to increase at the Corporation; and the representation of Hispanic or Latinx employees in the U.S. remains consistent.
We are operationalizing equity and inclusion	In 2023, Mozilla Corporation launched the Inclusive Hiring Initiative to ensure consistency in talent acquisition, and the Mozilla Foundation evolved its compensation philosophy to provide an equitable and sustainable framework for pay and benefits. With programs like the Anti-Oppression Leadership Training program, the Foundation is also working to embed Diversity, Equity, Inclusion, and Belonging (DEIB) learning into every level of the organization.
Grassroots efforts continue to be the heartbeat of our organization	Mozilla Resource Groups (MRGs), consisting of 300+ members globally across seven unique networks, continue to drive belonging, retention, psychological safety, and leadership development for its members dispersed across the organization. The Environmental Champions program also continues to grow with cohorts setting a positive example for how to embed sustainability into how we work and what we build.
We are building products for positive impact	In 2023, the Pocket/Content Team more than doubled the number of DEIB and sustainability-themed collections; the Accessibility Team greatly improved the Firefox accessibility engine increasing speed and reliability for people who use screen readers and other assistive technologies; and the Africa Mradi Team collaborated with Common Voice to adapt the product to the African context.
We are part of the tech ecosystem wwin East and Southern Africa	Over the past year, both the Mozilla Foundation and Mozilla Corporation reprioritized our strategies toward greater investment in people historically shut out of tech, in particular in Global Majority countries with focus on sub-Saharan Africa. We significantly increased convenings and grantmaking in the region.

Over the past 5 years, increased representation of women at Mozilla by **6.2%** at the Corporation and **9.7%** at the Foundation, and increased the representation of Black employees in the U.S. by **3.9%** at the Corporation and **15.4%** at the Foundation.

Convened over **7,200** participants from **138** different countries, with **34%** from Global Majority countries, at MozFest.

Reached **1,000+** hours with **1,300** registered community contributors within the Common Voice Kiswahili dataset.

Decommissioned a 31,000 sq ft office and storage space with less than **3%** waste going to landfill.

Added **116** new DEIB and sustainability-themed Pocket collections globally.

Distributed **$500,000** to projects at the intersection of open source, environmental justice, and AI. Distributed more than **$1 million** in funding to initiatives advancing digital and human rights in East and Southern Africa. Awarded **$2.7 million** total to institutions integrating responsible computing principles into undergraduate computing education.

Our Sustainability Journey

Introduction

Our sustainability program grew out of grassroots efforts by Mozillians to take action on climate change. Embedded in the fiber of the Mozilla Manifesto is the belief that an open internet is the most effective communication and collaboration resource helping to solve some of the world's most pressing issues. Our team takes this to heart as we work to support a sustainable future for all with humility, openness, and accountability.

Our strategy centers on three pillars in support of this vision and mission:

Workforce
Empower Mozillians to build sustainability into their work

Workplace
Ensure Mozilla is a responsible and trusted environment steward in our operations

Marketplace
Enable a healthy, sustainable internet for all

Since collecting data on our operational carbon footprint from 2019 onward, we continue to expand our annual reporting to provide transparency and activate deeper partnership both across Mozilla and within our diverse communities. In 2023, these partnerships resulted in the continued growth of our Environmental Champions program; 16 new Pocket collections on sustainability; and $500,000 distributed to 10 environmental justice projects by the Mozilla Foundation.

I hope you feel inspired by the accomplishments included below, and join us in continuing to make progress on sustainability in years to come.

Jenny Wong, Sustainability Lead
Mozilla Corporation

Workforce

Sustainability is a catalyst of innovation. At Mozilla, a critical component of this is ensuring that everyone is empowered to build our products and manage our operations with sustainability in mind.

Environmental Champions Program
Since 2020, Environmental Champions have been a key community in Mozilla's sustainability journey as they set a positive example for embedding sustainability into how we work. The mission of the cohort-based program is to embed sustainability and environmental stewardship across Mozilla by equipping each champion with the knowledge, skills, and community to build sustainability into their work, raise awareness, and execute on impactful initiatives. In 2023, a new cohort of 13 members kicked off with three primary aims:

Build Knowledge
Sponsored by the sustainability program, each participant completed a training and workshop series to learn about climate change, tech sector climate action, the fundamentals of greenhouse gas accounting, and environmental justice.

Build Skills
Champions gained the capability to guide or lead sustainability-related discussions and build personal and community resilience.

Build Long-term Capabilities and Community
Each champion is supported by a mentor within the alumni community of the program and endeavors to successfully tie sustainability to their work.

How Mozilla uses grassroots approach to advance sustainability within their organization

"The other Environmental Champions are extremely open and keen to share thoughts and discuss. I have thought-partners I can have discussion with on anything from a hypothetical campaign idea, to a concrete problem, to an article that I simply found interesting."

Claire Pershan, EU Advocacy Lead
Mozilla Foundation

“Sustainability is a perspective, a lens you look at things. Being mindful of environmental impact should be front and center for product development. What you consider from the very beginning. How can design be not just human centered, but also Earth-centered? How can Earth be a stakeholder in product development? That’s where the conversation gets really interesting.”

Nicole Weber, Sr Staff Product/UX Designer
Mozilla Corporation

As a campaigner at the Mozilla Foundation and new Environmental Champion, **Claire Pershan** has polled Mozilla’s global supporters on the intersection of AI and sustainability and is hoping to develop a campaign on this topic. She is currently exploring advocacy opportunities for sustainability-focused Mozilla Foundation grantees and other members of the Mozilla community. She was invited to speak at a panel on the environmental impact of data centers in Brussels and is looking forward to more environmental discussions at MozFest House: Amsterdam in 2024.

In addition to being a Principal Software Engineer at the Mozilla Corporation, **Tantek Çelik** chairs the W3C Sustainability Community Group, which explores topics such as technologies that could reduce the internet’s energy use, measurement of energy usage, and the potential sustainability impacts of new standards. Tantek also led the charge to ensure that our Mozilla Web Vision technical document includes a section devoted to sustainability.

As a content writer for the Mozilla Foundation, **Xavier Harding** has used the knowledge gained as a new Environmental Champion to write about the environmental impacts of the internet including how using the internet creates carbon emissions, the climate impact of AI, and what we can do about it.

Nicole Weber was part of the grassroots initiative out of the Berlin office that would eventually become the Environmental Champions Program. In addition to her role as Sr Staff Product/UX Designer at the Mozilla Corporation, this past year she also founded and leads the environmental reading club. The group meets regularly to discuss articles, videos, or books on topics such as: biodiversity, food, urban planning, internet, and climate justice.

“It’s easy to think of our computers as clean, green productivity machines — it’s not like there’s a smokestack sticking out of our laptops or a tailpipe at the bottom of our smartphones. Still, internet use comes with an invisible carbon footprint. Every search query, podcast download and Netflix binge requires the use of energy, water, and land.”

Xavier Harding, Content Writer
Mozilla Foundation

Workplace

Mozilla strives to be a responsible and trusted environmental steward. Each year, our greenhouse gas inventory data provides critical insights and serves as a key guide for our sustainability program strategy.

Greenhouse Gas Inventory Data: Key Findings

Scope 1 and 2 emissions decreased by 96% compared to a 2019 baseline	This reflects a reduction in emissions from activities such as heating and providing electricity to offices. These findings are related to an increasing shift to remote work year-over-year. Mozilla is a remote-first company, with 90.7% of Mozilla Foundation employees working remotely (up from 84.8% last year) and 91.6% of Mozilla Corporation employees working remotely (up from 87.1% last year). Mozilla has closed or downsized a number of our leased office spaces over the past few years, reducing our real estate portfolio from five leased offices in 2022 to two direct-leases. Mozilla has also invested in renewable energy, which has further contributed to reductions in our scope 2 emissions.
Business travel emissions increased in 2023 compared to 2022	With the increasing shift to remote work as detailed above and as a more globally distributed organization, travel is now the primary way for teams to collaborate in person. Business travel is also more possible now that most travel restrictions have been lifted that were previously in place in response to the COVID-19 global pandemic. As a result, the number of flights our employees took increased by 44% compared to 2022, leading to a 9% increase in emissions from flights. As we settle into the new reality of a primarily remote workforce with teammates who are eager to meet for the first time or collaborate on new projects together, we have an opportunity to revisit how we travel at Mozilla and ensure we proactively consider environmental impact in our approach.
Emissions from capital goods and purchased goods and services have increased	While Mozilla increased business activities in 2023 compared to 2022 and also grew organizationally with the addition of new subsidiaries, the increase in emissions is also partially due to data and methodological improvements. In 2023, we expanded our data collection approach for capital goods, enabling clearer insights into our emissions for this scope 3 category. We also adopted Watershed's new Comprehensive Environmental Data Archive (CEDA) methodology, which provides a more granular picture of our scope 3 footprint due to a larger library of emissions factors and geographic coverage. This methodology particularly impacts our calculations for purchased goods and services, leading to more accurate but higher figures than we have captured previously.

Operational Data Summary: Total GHG Emissions

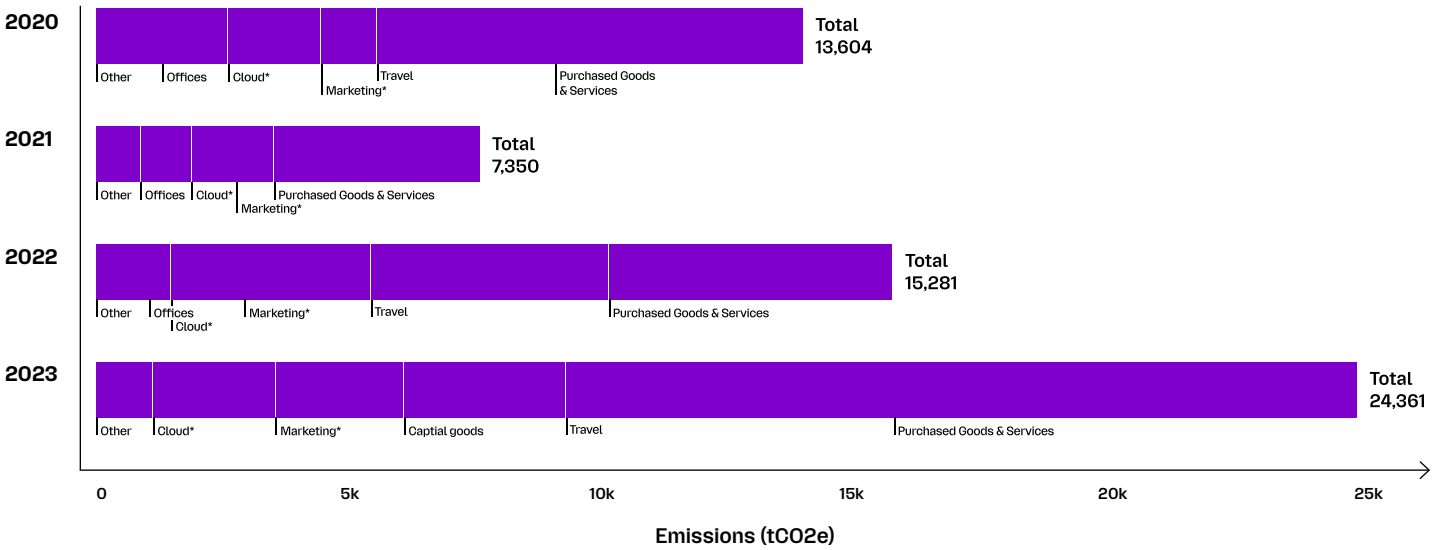
Mozilla first calculated and reported our greenhouse gas (GHG) inventory in 2020, reflecting our 2019 data. We continue to disclose our emissions in terms of the following three categories as defined by the Greenhouse Gas Protocol:

- **Scope 1 emissions:** direct emissions from company-owned or controlled sources, such as natural gas used to heat offices.
- **Scope 2 emissions:** indirect emissions associated with the energy a company uses to power its operations, such as electricity used in offices.
- **Scope 3 emissions:** other indirect emissions both upstream and downstream that are not directly owned or controlled by the company, but occur as a result of business operations (i.e. business travel, employee commuting, and purchased goods and services).

These categories help us understand the precise sources of our emissions, identify possible ways to reduce them, and monitor our progress year over year.

Total corporate emissions for Jan-Dec 2023 were 24,361 metric tons of CO_2e, up 59% from the previous twelve-month period. Our top three emissions categories in 2023 were purchased goods and services, business travel, and capital goods. Collectively, these three categories represented over 95% of Mozilla's emissions.

Figure 1: Total Operational Emissions by Year (2020-2023)



Notes:
- Data from 2019 is not included in Figure 1 due to changes in methodology for 2019 vs 2020 onwards
*Marketing and Cloud are sub-categories of Purchased Goods & Services

Table 1: Total Annual Emissions by Scope
Market-Based (in Metric Tons CO_2e)

	2019	2020	2021	2022	2023
Scope 1	736	582	53	39	35
Percent of Total GHG Emissions (Scopes 1-3)	5.2%	4.3%	0.7%	0.3%	0.1%
Scope 2	460	120	382	178	9
Percent of Total GHG Emissions (Scopes 1-3)	3.2%	0.9%	5.2%	1.2%	0.0%
Scope 3	13,026	12,903	6,914	15,064	24,317
Percent of Total GHG Emissions (Scopes 1-3)	91.6%	94.8%	94.1%	98.6%	99.8%
Total	**14,222**	**13,604**	**7,350**	**15,281**	**24,361**

Notes:
- Totals may not add to 100% due to rounding to one decimal place.
- Values are rounded and totals are calculated before rounding.
- Scope 1, 2, and 3 emissions are calculated using the Greenhouse Gas Protocol. Mozilla partnered with POINT380 to conduct our 2019 GHG inventory and with Watershed to conduct our 2020-2023 GHG inventories. 2019 figures reported in this table align with data reported in Table 2 of Mozilla's 2019 Greenhouse Gas Inventory Report.
- See the Appendix for additional information on methodology.

Mozilla is a CarbonNeutral® Company

Mozilla has achieved CarbonNeutral® company certification since 2019 in accordance with The CarbonNeutral Protocol, the leading global framework for carbon neutrality. To achieve CarbonNeutral® company certification, Mozilla is working with Climate Impact Partners, a specialist in carbon market solutions for climate action, and has assessed the greenhouse gas emissions from our operations.

CERTIFIED CARBON NEUTRAL® company
CarbonNeutral.com

As part of our approach, Mozilla has supported high quality carbon offset projects, accounting for our operational greenhouse gas emissions (i.e. all scope 1 and scope 2 emissions, and key scope 3 categories including business travel, employee commuting, waste generated in operations, and transmission and distribution losses) for the past five years. Mozilla partnered with EcoAct to invest in projects such as the Madre de Dios REDD project (Peru) and the Crow Lake Wind Emissions Reduction project (United States). When selecting projects, we prioritized criteria including additionality, durability, independent verification (e.g. Verified Carbon Standard certification), and co-benefits such as social impact and community resilience.

While these offsets are an important tool to immediately mitigate emissions that we are not yet able to avoid, we recognize that they alone do not provide or stimulate the sort of transformation that our societies need in order to truly be sustainable. The most impactful climate mitigation strategy is to reduce emissions internally where possible, and Mozilla will continue to prioritize approaches that reduce its impact while working with allies and partners to amplify our ambitions.

Please refer to the Appendix for additional details on our carbon offsets.

Table 2: Emissions Breakdown by Scope
Scope 1, 2, and 3 Emissions (in Metric Tons CO_2e)

	2019	2020	2021	2022	2023
Scope 1	736	582	53	39	35
Stationary Fuel/Heating	604	558	31	29	34
Refrigerants	132	23	22	10	1
Scope 2	460	120	382	178	9
Purchased Electricity: Location-Based (grid average)	699	648	448	193	100
Purchased Electricity: Market-Based (incl. renewables)	460	120	382	178	9
Scope 3	13,026	12,903	6,914	15,064	24,317
Category 1: Purchased Goods and Services	9,921	7,666	5,896	8,908	13,939
Category 2: Capital Goods	de minimis	61	99	126	3,095
Category 3: Fuel and Energy-Related Activities	de minimis	381	177	98	44
Category 5: Waste Generated in Operations	109	20	0	5	8
Category 6: Business Travel	2,657	3,857	44	5,099	6,265
Category 7: Employee Commuting	341	862	649	781	901
Category 8: Upstream Leased Assets	not included	10	3	6	19
Category 11: Product Use	not included	47	45	40	45
Total	**14,222**	**13,604**	**7,350**	**15,281**	**24,361**

Notes:
- Values are rounded and totals are calculated before rounding.
- Scope 1, 2, and 3 emissions are calculated using the Greenhouse Gas Protocol. Mozilla partnered with POINT380 to conduct our 2019 GHG inventory and with Watershed to conduct our 2020-2023 GHG inventories. 2019 figures reported in this table align with data reported in Table 2 of Mozilla's 2019 Greenhouse Gas Inventory Report.
- Scope 3 Category 11 (Use of Products) includes emissions from data transfer. We report additional optional emissions from product use in Table 3.
- See the Appendix for additional information on methodology.

Product Use Data Summary

Anytime you browse the internet using Firefox or read articles curated in Pocket, the device you use (such as a phone or laptop) to access these Mozilla products requires power to function. The process of generating that power creates greenhouse gas emissions, with the exact amount depending on a number of factors such as the type of device and its energy efficiency. Companies are not required to calculate or report these optional product use emissions, but Mozilla has done so since 2019 and encourages our peers in the technology industry to do the same.

Our product use data is calculated in partnership with Watershed using a methodology that accounts for device emissions that can be reasonably attributed to Mozilla when our products are used. Additional details on the methodology can be found in the Appendix.

Table 3: Optional Reporting on Product Use Emissions

Scope 3 Category 11 Optional Emissions (in Metric Tons CO_2e)

	2019	2020	2021	2022	2023
Total	**785,474**	data not reported	data not reported	**533,463**	**722,322**

Notes:
- Values are rounded and totals are calculated before rounding.
- Per the Greenhouse Gas Protocol, it is optional to calculate and report indirect use-phase emissions.
- Mozilla worked with different external partners and therefore used different methodologies for our 2019 vs more recent GHG inventories. Additional information on the approach used by POINT380 in Mozilla's 2019 inventory can be found here. Mozilla worked with Watershed to develop a new methodology for our 2022 and 2023 inventories. See Appendix for additional information on methodology.

Mozilla worked with different external partners and therefore used different methodologies for our 2019 vs more recent GHG inventories. Additional information on the approach used by POINT380 in Mozilla's 2019 inventory can be found here. Mozilla worked with Watershed to develop a new methodology for our 2022 and 2023 inventories. See Appendix for additional information on methodology.

In 2023, the total emissions from using Mozilla's products was 722,322 tons of carbon dioxide equivalent (tCO_2e), up from 533,463 last year. This increase is driven by the fact that many of the top countries where our users are located had less clean energy as part of their grid mixes compared to the previous year and also an update in Watershed's methodology. Watershed's methodology, which is custom built for Mozilla, is revised and improved each year, and the underlying assumptions regarding application energy consumption were updated for our 2023 footprint to reflect the latest research and standards, which partially contributed to the increase.

Product use emissions are an inextricable part of how the current internet ecosystem itself functions. Currently, the carbon footprint of the internet accounts for 2.1-3.9% of global GHG emissions, similar to the airline industry. As one part of our marketplace strategy, we are working to reduce the footprint of our products as well as making the internet itself healthier and more sustainable.

Lessons From Decommissioning an Office Sustainably

According to 2018 EPA estimates, up to 8.5 million tons, or 17 billion pounds, of office assets end up in U.S. landfills annually.

This was on Workplace Experience Project Manager Pauline Proffett's mind when she was tasked with decommissioning Mozilla's San Francisco headquarters office in 2023. Building on her team's experience tracking greenhouse gas (GHG) data and reducing the carbon footprint of Mozilla's physical spaces, Pauline was committed to finding a way to decommission the San Francisco office in a sustainable way. The challenge: what to do with over 10,000 sq ft of storage items and 21,000 sq ft of office space contents to divert them from landfills?

Through partnerships with local non-profits such as Mission Neighborhood Centers and SCRAP, she and her team found a new home for everything from espresso machines and Mozilla branded bikes to old marketing banners. In the end, less than 3% of Mozilla's office and storage contents went to landfill.

Having been at Mozilla for over 11 years, Pauline has seen the company go from directly-leasing 11 office spaces (with 40-45% of employees working remotely) to currently two direct-leases and nine co-working spaces and over 90% of employees working remotely. As more companies shift towards a remote-first workforce, how offices are decommissioned will continue to impact the planet.

"Mozilla was ahead of the remote work curve, and as a result our team began planning to reduce our physical footprint before the COVID-19 pandemic, which sped up that transition. Decommissioning an office space traditionally entails working with liquidators who take your office contents away without any guarantee it won't simply end up in landfill. During our San Francisco office decommission I was surprised to learn how many places now exist that support creative reuse of all sorts of items, even old marketing banners and posters. Nonprofits that serve the local community are also often seeking desks, chairs, and other office supplies. It was truly rewarding for me to see our old office contents being used at the Mission Neighborhood Centers."

Pauline Proffett, Workplace Experience Manager
Mozilla Corporation

Marketplace

In order to truly enable a sustainable internet, we go beyond the four walls of Mozilla's immediate operations to accelerate the industry's transition away from fossil fuels and toward environmental justice. Our strategy is increasingly informed by frontline communities in the most climate-vulnerable countries and communities.

Building and Browsing a More Sustainable Internet

Since 2022, users have been able to visualize their power usage through a tool within the Mozilla Firefox Profiler, making Firefox the first major web browser to display carbon emissions alongside performance and resource utilization metrics within the developer tool. Accessing power information across Windows, Mac, and Linux platforms with different device architectures took years of work (in early 2024, Android was added to this list). As noted by Sr. Staff Software Engineer and Environmental Champion Florian Quèze in a 2023 case study, having access to actual energy usage figures from devices is critical for the industry to be able to understand and reduce its impact on the environment. "Power profiling makes visible things that used to require guesswork. I hope it will enable developers to make informed decisions when thinking about how their sites impact user devices and web sustainability."

Sustaining Movements for Climate Justice

The awards granted in 2023 by the Mozilla Foundation marked a milestone in our exploration over several years to build partnerships with social justice movements. Through our fellowships and awards program, we foster relationship-building and collaboration between movements at the intersection of environmental justice and digital rights. Highlighting the importance of shifting power to those most impacted, this year's grants reflected an ongoing commitment to increase resources to groups in Global Majority countries who have clearly demonstrated experience and creativity in developing impactful responses to the climate crisis.

In 2023, the Mozilla Foundation garnered 182 applications on the topic of "AI and Environmental Justice" for the latest round of the Mozilla Technology Fund. Through this process, we were able to both map a landscape of this field for the first time as well as distribute $500,000 to 10 of the projects. Spanning six countries (India, France, Kenya, Paraguay, Uganda, and the U.S.), these projects will be making a positive impact in ecosystems and human communities using open-source AI tools to track methane emissions, expose harmful mining operations, monitor air quality, and more. In addition to the award, we also provide one year of mentorship and support to these awardees.

"We're asking: Is there a role AI systems can play in addressing topics like environmental degradation, climate change, Indigenous justice, food justice, and energy justice? Could AI technologies be a part of the solutions to these issues and not just a part of the problem?"

Mehan Jayasuriya, Senior Program Officer
Mozilla Foundation

Additionally, as a founding member of the Green Screen Coalition, the Mozilla Foundation hosted the Catalyst Fund on behalf of the coalition to bring a diversity of voices, especially from the Global Majority, into the local and global debates and enact change in terms of policy, research, and community building. This fund is one of the first explicit attempts to invest in and support practitioners at the intersection of climate justice and digital rights. The 18 awardees (from a pool of over 350 applications), include organizations, collectives, and individuals from different regions across the globe, and each will receive between $10,000-$40,000 to carry out their work over the next year.

Mozilla Fellows are also a critical component to how our community develops frameworks and solutions to the emerging threats and challenges facing a healthy internet. Within the 2023-2024 Mozilla Trustworthy AI Senior Fellowship cohort, Bogdana Rakova published a paper on taking an environmental justice lens to algorithmic audits and Lori Regattieri focused on the critical intersection of AI, climate justice, and disinformation.

Learn how a Mozilla Fellow is countering climate disinformation

Trustworthy DEIB and Sustainability Content at Your Fingertips

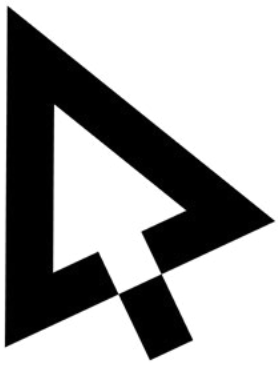
Over 10 million users rely on Pocket to discover engaging and trustworthy content that's personalized to their interests. This free service from Mozilla makes it easy to discover the best articles, news, stories, and videos on any given topic. In 2023, the Pocket/Content team greatly increased the number and reach of DEIB and sustainability-themed collections available to all.

In the U.S., we produced 74 DEIB and sustainability-themed collections, up from 30 in 2022, resulting in a 115% increase in page views since the previous year. This work includes multi-collection packages honoring Trans Day of Visibility and Earth Day, collections curated by Mozilla Resource Groups (MRGs), as well as our Anthem Award-winning local journalism initiative centering news for and about underrepresented communities. Additionally, as a sponsor of the Reuters Foundation's Trust Conference, we worked with journalist Jack Graham who curated a special Pocket collection focused on sustainability.

In Germany, we curated 22 DEIB and sustainability-themed collections, including a series spotlighting the experiences of people of color in Germany. We also launched a new homepage for our Kenya collections and partnered with journalists and content studios in Kenya and West Africa to curate 20 new collections on topics ranging from boundary-breaking African artists to finding belonging.

Explore some of our favorite collections from the past year:

- There's No Single Story: Exploring API Culture Through Storytelling
- Moving From Ally to Accomplice in the Anti-Racist Fight: An Afrozilla Resource List
- Celebrate Trans Joy with Jazz Jennings, Munroe Bergdorf, and More
- Inspiring Stories of Women Changing the Workplace (and the World)
- Become the Money: Arlan Hamilton's Guide to Investing in Yourself
- The Affirming, Life-Changing World of Amateur LGBTQ+ Sports
- The Planet Is Heating Up. So Are Climate Court Cases
- Earth Day 2023: 10 Take-Action Ways to Help the Planet



Building More Belonging at Mozilla

Mozilla Corporation

In December 2023, all Mozillians were invited to a captivating and thought-provoking talk by Dr. Ruha Benjamin, Princeton University professor and founding director of the Ida B. Wells Just Data Lab. Covering topics from her award-winning book Race After Technology: Abolitionist Tools for the New Jim Code, the event elicited questions such as: How does AI influence our understanding of diversity? What can we do to ensure that technology promotes, rather than hinders, equity and inclusion?

These are questions that our team asks often and empowers Mozillians to do the same. Together, we work to ensure diversity, equity, inclusion, and belonging in the following key areas:

Workforce
Ensure Mozilla is an inclusive and equitable employer

Workplace
Empower Mozillians to build DEIB into their work

Marketplace
Enable an inclusive, accessible internet and society for all

Over the course of 2023, we are particularly proud that we achieved 100% manager engagement within Mozilla Corporation in a program focused on supporting more equitable performance reviews; scaled 30 programs and global activities serving our Mozilla Resource Group (MRG) community with an intentional lens around intersectionality, and collaborated with the Pocket/Content team on five of the new DEIB-related collections.

There is still much work to be done, and we look forward to continued partnership with all Mozillians to continue building together

Evan Washington & Chanel Lewis
DEIB Program Managers, Mozilla Corporation

Mozilla Foundation

Since 2022, the Mozilla Foundation has intentionally centered DEIB in both our internal and external strategy including:

- Building a framework and practices to support an equitable employee experience for all, throughout the employee lifecycle
- Increasing employee wellbeing, psychological safety, and trust with a focus on centering racialized and marginalized voices
- Ensuring all employees have awareness of and a role in decision-making to drive transparency and accountability in our governance model

In 2023 we continued to evolve this strategy to cultivate more foundational structures toward a resilient and sustainable DEIB practice that allows us to learn, grow, and pivot according to the needs of the organization. This included a focus on transformative leadership development through sessions on leadership styles, power, and positionality. The work continues and this coming year we are focused on making progress across the areas of gender and racial justice, accessibility, and harm reduction.

In my current role as the leader of DEIB (Diversity, Equity, Inclusion, and Belonging) at the Mozilla Foundation, I am dedicated to promoting DEIB and creating a harm-reductive environment. My decision to join Mozilla was founded on the principle of nurturing inclusive digital champions, dedicated to building a world characterized by trustworthy AI, and supporting marginalized digital communities through continuous learning and growth.

Building diversity, equity, inclusion, belonging into the foundation of our workplace is not tangential to our work — it is a core commitment.

Sulafa Said Silim, DEIB Sr. Advisor
Mozilla Foundation

Workforce

Mozilla strives to be a responsible and trusted environmental steward. Each year, our greenhouse gas inventory data provides critical insights and serves as a key guide for our sustainability program strategy.

Inclusive Hiring At The Mozilla Corporation

The internet is global, and so are we. Mozilla hires team members from around the world in keeping with our core value of openness and participation for all. In 2023, the Talent Acquisition team rolled out an Inclusive Hiring Initiative to reinforce a transparent, consistent, and equitable hiring process across the organization. Additionally, we:

- Sponsored external recruiting events such as AfroTech, Grace Hopper, and Lesbians Who Tech
- Adopted new technologies and scaled our intern and student worker programs to source and attract a diverse pool of candidates
- Implemented hiring process and bias awareness training for all hiring managers

Mozilla's VP of engineering on retaining and promoting women and nonbinary talent

A technical recruiter for Mozilla on how companies can attract more women talent

A New Compensation Philosophy For The Mozilla Foundation

Our compensation philosophy is the bedrock of how and why Mozilla Foundation determines employees' salaries and benefits. It reflects our unique nature as a mission-based force in the tech industry. To better match our geographic diversity and attract both industry and civil society talent, we launched an evolved and innovative compensation philosophy in 2023. This new philosophy provides an equitable and sustainable framework that can be updated as the organization's strategies and initiatives evolve around three key areas:

Base salary: We offer competitive compensation through an updated salary structure, based on new competitive talent markets and a new market position.

Performance based pay: We reward and retain exceptional talent by providing salary ranges, merit increases, and an updated career level grid outlining the requirements for each level and mapping out various career pathways.

Benefits: We provide quality health insurance, wellness, paid time off, retirement planning, and professional development. In 2023, we also added two new benefits: a baseline of at least 10 sick days for everyone and a sabbatical program.

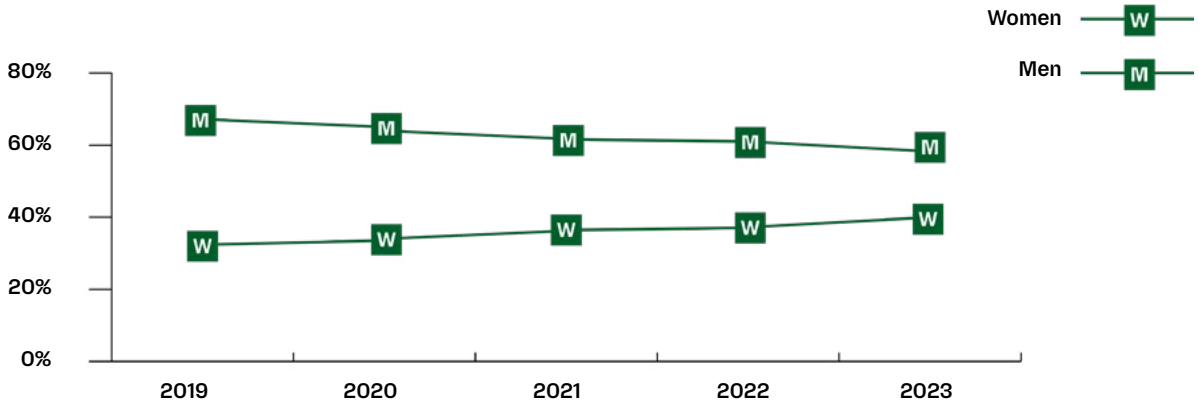
Lessons in advancing pay equity from the Mozilla Foundation's Chief Operating Officer

Demographic Data

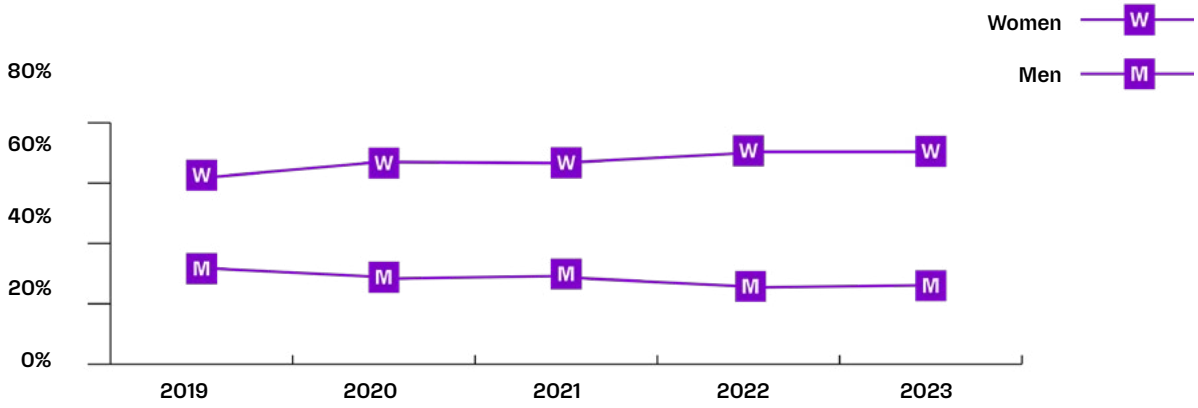
Below is the demographic data of our workforce across both Mozilla Corporation (964 total employees as of 12/31/23) and Mozilla Foundation (118 total employees as of 12/31/23). Since 2019, we have monitored progress in advancing gender and racial/ethnic diversity to measure our progress and gauge the impact of our strategy; identify opportunities at Mozilla for improvement; and share lessons learned and formulate recommendations.

The racial and ethnic representation data we are disclosing is specific to employees based in the United States. (For contextual reference, at Mozilla Corporation 64% of our employee population is based in the U.S., while only 45% of our Mozilla Foundation employees are based in the U.S.) We also recognize that our current reporting does not reflect the spectrum of gender diversity in our employee population. We continue to explore ways to gather more comprehensive data and insights truly reflective of our diverse, global employee base while also complying with country-specific privacy and employment laws. (Learn about our methodology and explore more data in the Appendix).

Mozilla Corporation Global Gender Diversity, 2019 to 2023

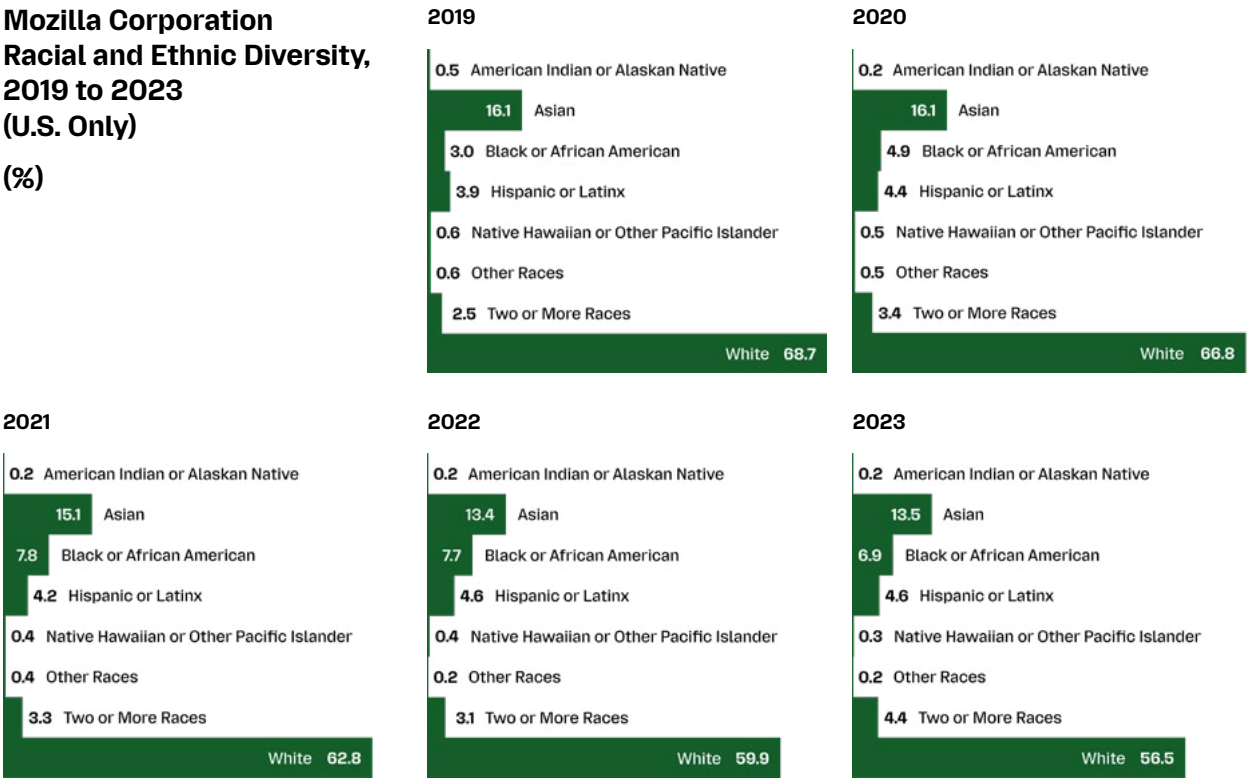


Mozilla Foundation Global Gender Diversity, 2019 to 2023



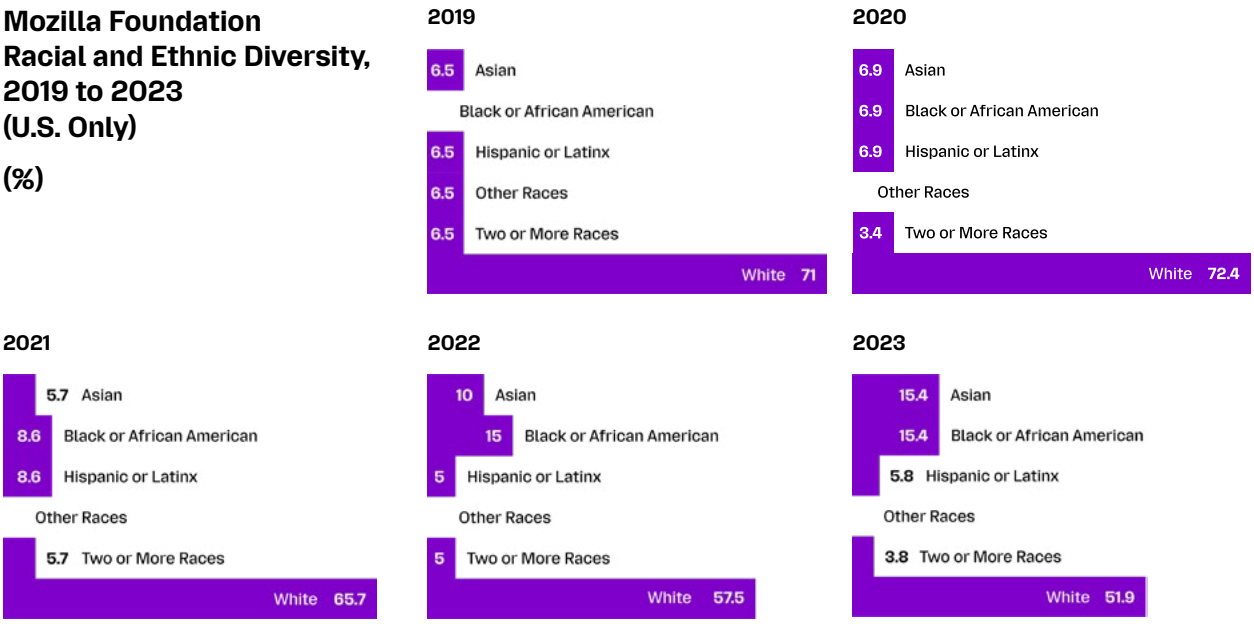
Mozilla Corporation Racial and Ethnic Diversity, 2019 to 2023 (U.S. Only)

(%)



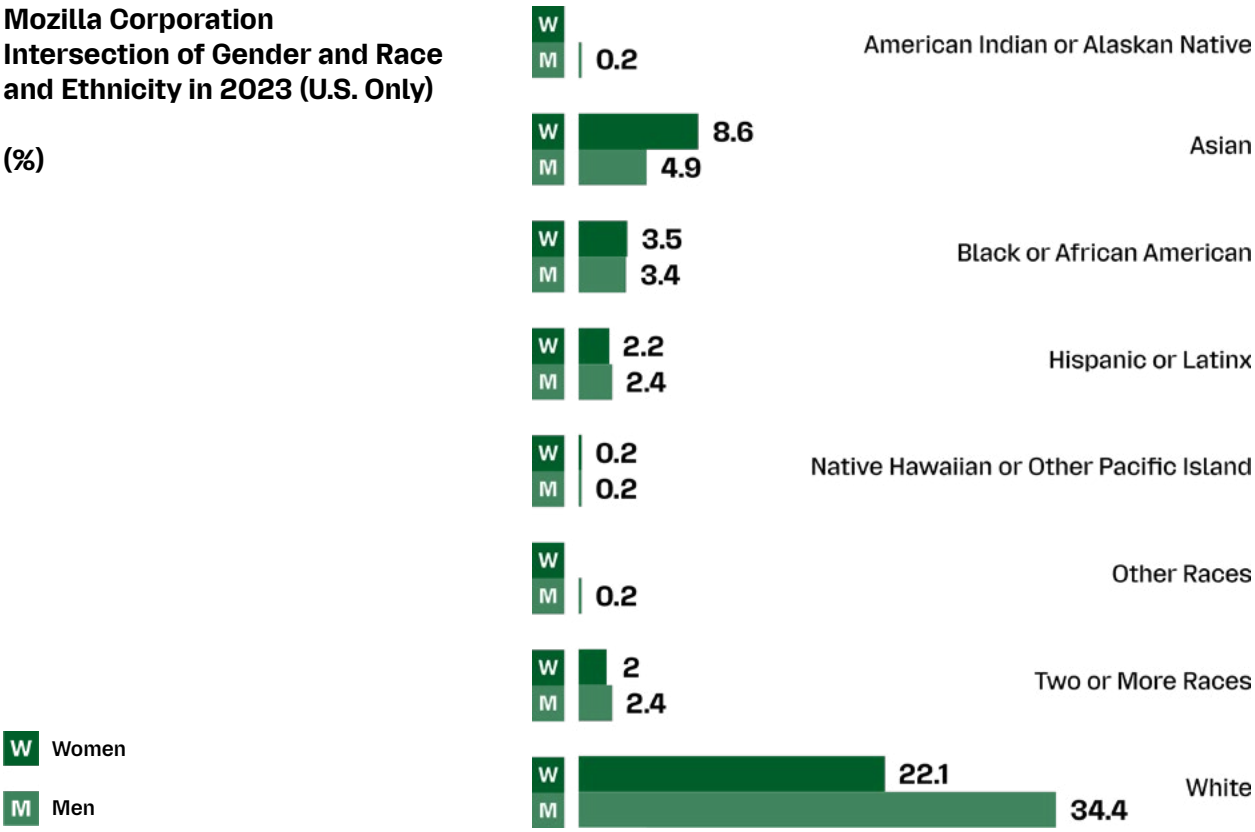
Mozilla Foundation Racial and Ethnic Diversity, 2019 to 2023 (U.S. Only)

(%)



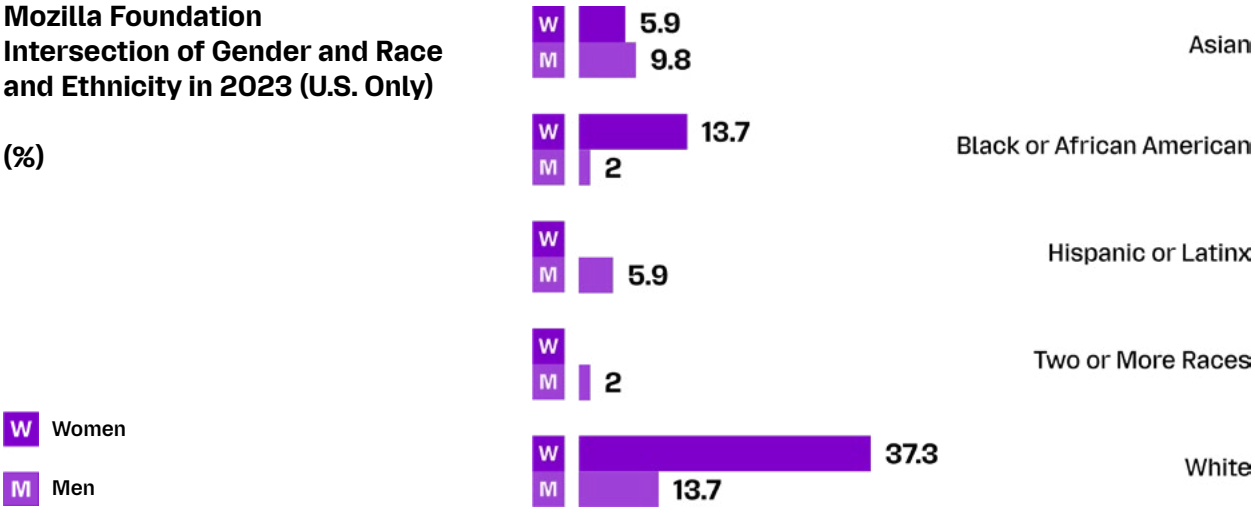
Mozilla Corporation Intersection of Gender and Race and Ethnicity in 2023 (U.S. Only)

(%)



Mozilla Foundation Intersection of Gender and Race and Ethnicity in 2023 (U.S. Only)

(%)



Workplace

As Mozillians, we strive to co-create a culture of belonging where each person feels empowered by their expertise and lived experience. This involves centering the perspectives of people who would be most impacted by the decision and offering divergent viewpoints without negative repercussions.

Crafting Our Culture With Intention

In 2022, we committed to even greater levels of strategic focus to create and sustain a more diverse, equitable, and inclusive workplace culture:

- Opportunities for leadership to gain knowledge and skills in cultural awareness and skills through intentional and active engagement and training.
- Consistent employee competency journey toward inclusive leadership across the organization.

These areas informed our work throughout 2023 and will continue to shape our path forward. In the past year, we launched a DEIB learning library, trained 50 employees on inclusive communication, and achieved 100% manager training completion on how to approach performance and development in an equitable way.

"I feel deeply fortunate to play a part in building a welcoming and inclusive culture at Mozilla where everyone is engaged and empowered to meet the opportunities ahead of us with our mission as our guide."

Dani Chehak, Chief People Officer
Mozilla Corporation

Leading with purpose

As part of efforts within Mozilla Foundation to embed DEIB into every business unit, we launched the Anti-Oppression Leadership Training program, which engaged the leadership team (all 17 directors and executives across the Foundation) for the entire year. This strategy was formulated with the awareness that further empowering leadership around DEIB would be foundational to tackling how we function and operate in our programmatic work. In 2023, this cohort of leaders completed two distinct learning paths:

- Capacity building in the area of anti-oppressive leadership
- Leadership development aimed at nurturing more cohesion, effectiveness, and development within the cohort

Learning took place in live sessions, weekly circles, and coaching pairs. Further, DEIB principles were woven into each leadership retreat to provide additional opportunities to deepen learning as it relates specifically to day to day deliverables and management of teams. Moving forward, leaders will continue to monitor organizational survey results to identify further areas of improvement around inclusion and belonging. Additionally, coaching sessions will continue to solidify practices covered in the training.

> This work is both personal and organizational, and requires deliberate pace and space. As a global organization with the mission and values we have, we see anti-oppressive leadership as crucial and ongoing work. The training our leadership team participated in was the start of something that we come back to regularly for reflection and growth."
>
> Angela Plohman, Chief Operating Officer,
> Mozilla Foundation

Building resilience and community

How a company responds to emerging global events impacts an employee's ability to feel a sense of belonging in the workplace. To better support our globally distributed team, the Mozilla Foundation facilitated a series of community gatherings as a way to foster connection, empathy, and resilience. Centering the lived experience of those most impacted, these sessions allowed participants to talk frankly and honestly as it relates to the chosen topic. Part of our goal of being harm-aware is to be able to hold both negative and positive feelings that often aren't seen.

Sessions this past year included discussion topics such as grief, self-determination, and anti-oppression informed by real time world events such as modesty policing in Iran, anti-Blackness, anti-Semitism, transphobia, and ongoing global conflicts. These sessions, attended by 10-40 employees each, created an intimate space for support and healing for participants as well as a larger understanding across the organization that wellbeing is a central tenant to our workplace.

Intersectionality through Mozilla Resource Groups

Mozilla Resource Groups (MRGs) are voluntary and employee-initiated networks that are integral mechanisms of belonging, retention, psychological safety, and leadership across the organization. There are currently 300+ members globally within 7 unique networks:

- **Afrozilla:** Black Mozillians
- **Disability@Mozilla:** the Disability community at Mozilla
- **Latinzilla:** Latine or Hispanic Mozillians
- **Moz API:** Asian and Pacific Islander Mozillians
- **Pridezilla:** LGBTQIA Mozillians
- **WoMoz:** Women at Mozilla
- **Yallazilla:** Mozillians from the Southwest Asia and North Africa (SWANA) region

In order to optimize the effectiveness and company-wide reach of all MRGs, in 2023 we aligned governance including role descriptions, standardized processes, and budgets. These updates not only helped set expectations for how groups function and what support is provided to them, it also enabled increased impact and real-time feedback. Through a new Culture Awareness Roadmap, we also partnered with each MRG to identify specific opportunities to celebrate and commemorate cultural occasions meaningful to Mozilla's global employee demographic, with particular focus on ensuring the representation of historically marginalized groups. Throughout the year, MRGs collaborated across groups to co-host events around the theme of intersectionality and storytelling. Highlights included:

- Events featuring luminaries such as Arlan Hamilton (investor and the founder and managing partner of Backstage Capital), Kenrick Ross (Executive Director of the National Queer Asian Pacific Islander Alliance), Keith McCrady (Executive Director of 2-Spirited People of the 1st Nations), Victoria Huynh (co-chair of the President's Advisory Commission on Asian Americans, Native Hawaiians, and Pacific Islanders), and Ly Tran (author of critically acclaimed memoir, House of Sticks).
- Intentional MRG convenings and a demo table for accessibility and disability education at Mozilla's annual company-wide gathering.
- In addition to the professional development that comes with taking on a leadership role within an MRG, this past year members had the opportunity to attend conferences such as Afrotech and Grace Hopper, receive individual coaching and training opportunities, join book clubs, and get professional headshots.
- To support the community in the wake of the 2023 August fires in Maui, Moz API and the Mozilla Corporation DEIB Team collectively donated to the Maui Food Bank.
- MRG-curated Pocket collections for Black History Month, API Heritage Month, and Trans Day of Visibility.

"Being a member of Latinzilla has given me insights into and connections with colleagues in other parts of Mozilla. When I transitioned into a new role within the company, these relationships that had grown through the MRG helped me feel comfortable in my new role and team."

Sarah Vasquez,
Latinzilla co-chair and Senior Communications Manager,
Mozilla Corporation

"In my role as a Sr. Privacy Manager, how Mozilla uses and protects employee demographic data is an important topic. Being a part of Afrozilla and the broader MRG community has informed my knowledge and perspectives around representation. What it means to be seen as well as protected."

Nneka Soyinka,
Afrozilla co-chair and Sr. Privacy Manager,
Mozilla Corporation

"Disability is inherently intersectional: anyone can acquire a disability at any point in their lifetime. Some of my biggest insights about disability come from working with and learning from my fellow MRG leads and all our communities."

Kim Bryant,
Disability@Mozilla co-founder & Sr. Staff Product Manager Accessibility,
Mozilla Corporation

Marketplace

Mozilla is committed to building a future where people's identity and socio-economic context do not determine their online access, opportunities, or quality of experience. From working to ensure the accessibility of our products to opening pathways for those historically shut out of tech, we continue to nurture an inclusive industry and society for all.

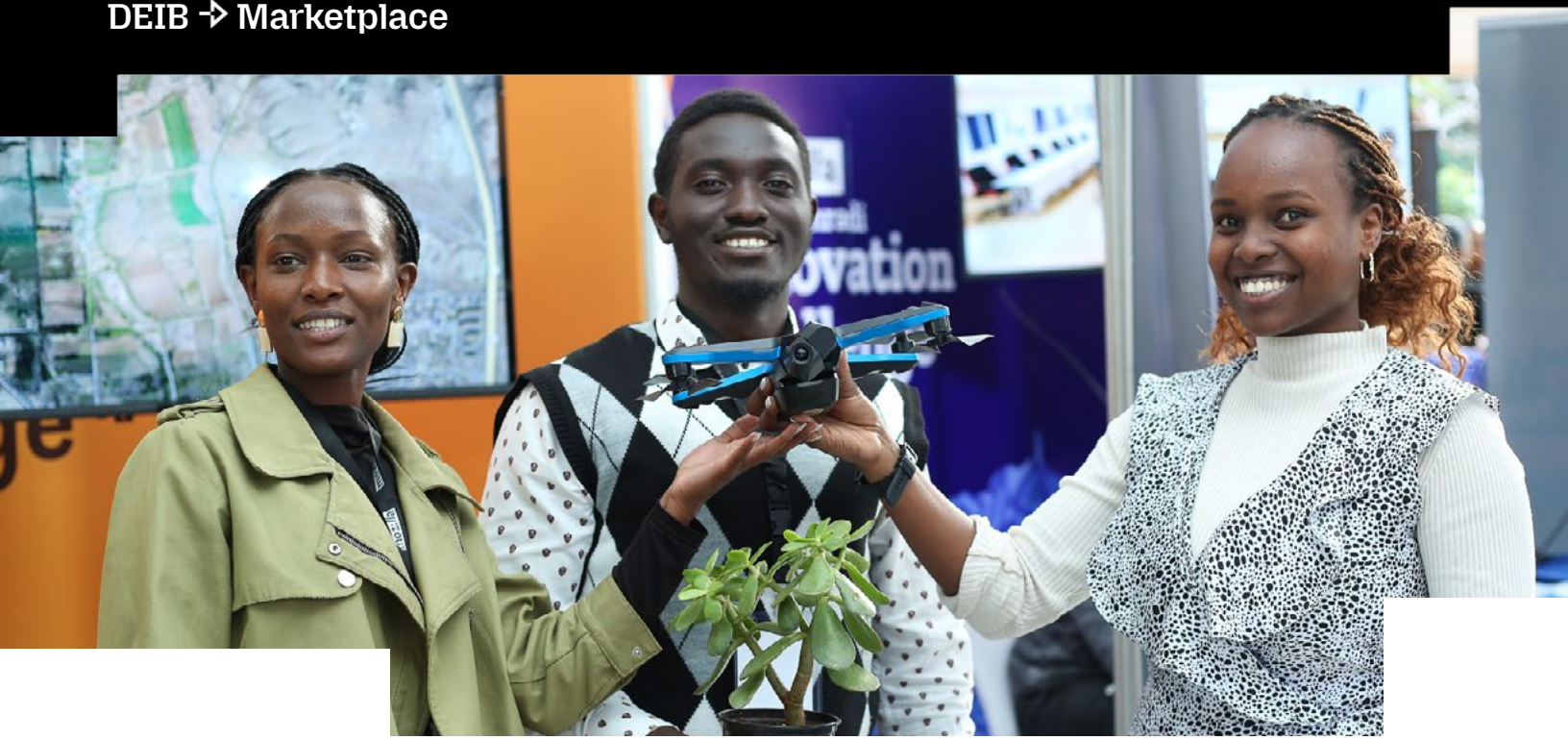
Expanding Access Through Firefox

People with disabilities comprise at least 27% of the overall population. At Mozilla, accessibility is a fundamental part of our vision of the web and mission to ensure the internet is "open and accessible to all," helping to empower people of all abilities to contribute to the common good. To that end, our Accessibility Team maintains the Firefox accessibility engine leveraged by people who use screen readers and other assistive technologies.

In 2023, the team completed a two-year project to re-architect the Firefox accessibility engine for improved speed, reliability, and maintainability. For the most everyday actions, like opening and closing an email, the performance is 2 to 3 times better. For more complicated use cases such as browsing very long pages and complex tables, Firefox is now 10-20 times faster. This effort ensures that Firefox will continue to be a compelling option for people who use assistive technologies.

Ultimately, if we want sites to be accessible we need to help authors build sites that are accessible by default. While the early Web's simple structure was a great step forward in accessible information exchange, accessibility has worsened as sites evolved from simple documents to much richer and more-complex experiences. The biggest challenge is that modern site-building techniques tend to require much more intentional effort by the author in order to deliver an accessible experience.

Learn how to make your website more accessible for everyone



Open Pathways Through Africa Innovation Mradi

Over the past year, both the Mozilla Foundation and Mozilla Corporation reprioritized its strategy toward greater investment in people historically shut out of tech, in particular in Global Majority countries with focus on specific regions on the African continent. This effort included ensuring access and co-creating with those most knowledgeable in the issues we are trying to solve. This requires a community-led effort. In 2023, we increased investment and facilitated open pathways for knowledge exchange through convenings.

Africa Innovation Mradi (Mradi is the Kiswahili word for project, plan, or intention) is a Mozilla initiative that operationalizes the organization's manifesto on the African continent, specifically East and Southern Africa, by providing sustainable support to the local technological ecosystem. Through joint and independent interventions carried out by the Mozilla Corporation and the Mozilla Foundation, we seek to make an impact across the following areas:

- Strengthening innovation ecosystems in the Global Majority by identifying and supporting new tech by African innovators and advancing policy and advocacy that addresses internet health.
- Building products for real life by adapting Mozilla's products to the African context and localized user needs.
- Movement building through convening networks of African leaders working towards internet health.

Our model is centered around fostering meaningful partnerships with local stakeholders in the region, building trust and brand awareness of Mozilla, our products, and our values. Our goals are to generate product development, build community, build capacity, and produce a meaningful impact on the African internet ecosystem.

Strengthening Innovation Ecosystems

To identify and support new technologies by African innovators, we significantly increased our grantmaking in the region—funding twice as many projects in 2023 when compared to the previous year—and learned how to implement our work through exploratory grantmaking approaches driven by local needs, to support local voices and entrepreneurs, and to solve local problems.

Recognizing that rural areas are often further overlooked with opportunities and resources flowing to larger cities and urban areas, the Mozilla Corporation also launched the Mozilla Mashinani Challenge (Mashinani means 'grassroots' in Kiswahili) in Uasin Gishu, Kenya and conducted advocacy for online safety and cyber security across 20 rural communities in Kenya.

In total, the Mozilla Foundation and Corporation distributed more than $1 million in funding in the region, with the majority of that funding supporting initiatives in East and Southern Africa, through the following grants and awards:

Africa Mradi In Real Life (IRL) Fund: A new fund that distributed $275,000 in 2023 to fuel work by organizations on the African continent—with a particular focus on Kenya and South Africa—that are advancing digital and human rights, both on and offline.

SameSame is a chatbot supporting LGBTQI+ youth across the African continent

Creative Media Awards: Awards uplifting art and media that communicate, deepen understanding, and drive accountability around technology. Awardees in 2023 included: "In Sync," which explores the future uses of AI in rural communities in Eastern Uganda, and "That Code Doesn't Exist," a short film produced in Zimbabwe about ethical AI. These two projects received $50,000 total in awards.

Responsible Computing Challenge–Kenya: $200,000 in grants provided to 8 innovation hubs and accredited institutions of higher education in Kenya that embed ethics into computer science programs and curricula.

Africa Innovation Mradi Research Grants: Over $60,000 awarded in 2023 to support research led by groups committed to social justice at the intersection of AI and their respective community needs in Eastern and Southern Africa.

Mozilla Senior Tech Policy Fellowship: Fellowship grantee, Kristophina Shilongo made significant contributions to the development of participatory governance models for new AI policies and laws on the African continent.

Mozilla Mashinani Challenge: Showcasing startups based in rural areas ranging from edu-tech, e-health, transportation/logistics, and agri-tech solutions. In 2023, seven winners (out of more than 200 applicants) were granted a total of approximately $7,500 in awards.

Mozilla Innovation Week Tech Challenge: A weeklong event in Nairobi, Kenya showcasing innovation, talent, and products from the region. In 2023, 22 finalists from 580 applicants received training and competed for six awards totaling $130,000. Winners included Deaf Elimu Plus, a digital sign language platform built to provide equal access to education for the deaf and hard-hearing community, and Audread, which leverages AI and extended reality to create realistic learning experiences for refugees and learners from simple low end smartphones.

Making trustworthy chatbots to support women experiencing violence and abuse

To advance policy and advocacy that addresses internet health, the Mozilla Corporation also supports the Open Fibre Data Standard (OFDS)–a standardized and transparent way of describing terrestrial fiber optic networks. These fiber optic networks are the foundation of the modern internet, and the OFDS is designed to enable effective information sharing among global telecommunication regulators and operators. On the African continent, an entire country may depend on a single fiber optic network for its backbone infrastructure. Understanding the extent and interplay of these networks is fundamental to understanding network resiliency and growth. In 2023, a multi-stakeholder partnership Mozilla cofounded to advance this work culminated in a draft standard for describing terrestrial fiber optic infrastructure. In response to this work, the World Bank set aside $200,000 as part of their multi-million dollar digital economy support project to Kenya for support of the implementation of Open Fibre Data Standard in the region.

Adapting Common Voice to the African context

Common Voice, a flagship Mozilla Foundation initiative, is the most linguistically diverse open-source crowdsourced dataset in existence, powered by the voices of volunteer contributors from 115 language communities worldwide. The goal of the initiative is to mitigate bias in AI by democratizing speech tech for everyone. To adapt this Mozilla product to the African context and real African user needs, the Africa Mradi team collaborates with Common Voice on three languages: Luganda, Kinyarwanda, and Kiswahili.

Three Mozilla Fellows joined the Africa Mradi team for 2021-2024 to grow the Kiswahili community and dataset, connect the project to diverse stakeholders, and champion the value of having more investment in African languages. In 2023, these fellows also hosted two festivals to further partnership and collaboration with the community. The first was held in Mombasa, Kenya in partnership with Swahilipot hub to engage youth about voice solutions in AI and empower them to put their own language online. The second festival, held in Lubumbashi, Democratic Republic of Congo in collaboration with Nouveaux Horizons University and the Deep Learning Indaba - DRC chapter, focused on strengthening the gender-inclusive Kiswahili language and tech community that is bringing the Kiswahili language online in an equitable way. As of December 2023, the Common Voice Kiswahili dataset reached 1,000+ hours with 1,300 registered community contributors.

> Common Voice is important because it's an open dataset. Anybody can build on it, everyone can access the data and therefore the communities can start to build for the languages that they care about or they speak, or that those around them speak. My hope is that we open up the path for more voice technology."
>
> Kathleen Siminyu, Mozilla Kiswahili Machine Learning Fellow, Kenya

Africa Mradi x MozFest Mobilizes the East African AI Community

Mozilla Festivals (MozFest) are the premiere gatherings for activists, artists, technologists, and educators in diverse global movements fighting for a more humane digital world. Over the course of 2023, three activations took place convening over 7,203 participants from 138 different countries, with 34% from Global Majority countries (an increase of 7% from 2022).

- **MozFest Virtual:** 'The Collective Power of the People'
- **MozFest House Amsterdam:** 'Trustworthy AI'
- **MozFest House Kenya:** 'Mobilizing African Communities for Trustworthy AI'

The discourse about how Africans interact and are affected by emerging technologies is often led by high-level stakeholders overshadowing perspectives and lived-experiences of affected communities. The aim of MozFest House: Kenya in 2023 was to disrupt that dynamic by bringing together and engaging communities in Eastern and Southern Africa to speak truth to power around digital safety, digital rights, tech accountability, and governance models of data and the internet.

Bringing together different stakeholders aligned under the theme "Mobilizing African Communities for Trustworthy AI," MozFest House: Kenya included over 20 community-led sessions and curated art spaces on topics such as: feminist analysis of African regional AI policies, the #womensmarchZambia movement against gender-based violence, the digital ID movement, AI and the risk of digitizing discrimination in East Africa, local curation of data for AI models, and how to improve access to the internet in connectivity-challenged communities.

Keynote speaker Daniel Motaung (known for whistleblowing on Meta's outsourcing company, Sama, where he was hired for content moderation and paid $2.20/hr) shared his perspective on how to hold tech companies accountable, including building global content moderator workers' unions, advocating for better pay for content moderators, and including content moderators in high-level discussions at big tech companies. Motaung is also one of Mozilla's 2023 Rise 25 Award winners.

> "If we believe that privacy is culturally and socially articulated differently depending on the context, perhaps Africans should take the lead in conveying our definition of data privacy."
>
> Kristophina Shilongo, Mozilla Tech Policy Senior Fellow, Namibia

Early Career Engagement and Advocacy

Empowering Students to Create a More Just Tech Ecosystem

Those creating new technologies wield tremendous power. Through the Responsible Computing Challenge (RCC), Mozilla continues to advance how computing, humanities, and related fields are taught at colleges and universities. By training future technologists with an interdisciplinary view of tech and influencing the industry to hire candidates who think critically about social issues, the RCC is creating a more just and equitable tech ecosystem.

In 2023, we awarded $2.7 million total in prizes to institutions integrating responsible computing principles into undergraduate computing education across three regions:

- 15 universities in the United States, 11 of which are Historically Black Colleges and Universities (HBCUs)
- 10 universities in India
- 8 universities in Kenya

In total, we reached approximately 5,000 students while partnering with over 33 faculty members globally. These faculty members are using the grants to further incorporate intersectional issues of race, gender, disability, environment, law, data science, technology, and more into their classrooms.

The program will continue to expand globally, both in recognition of the global nature of computing as well as the ethical dilemmas and geographic inequities that often result from a narrow focus on technology in the U.S. and Europe. In 2025, the RCC will expand to South Africa building on the deep local legacy of activism against Apartheid, inequity, and injustice.

Nurturing the Next Generation of Tech Leaders

Building on a decade-long partnership, Mozilla participated in the Outreachy program again in 2023 to provide internships to people subject to systemic bias and impacted by underrepresentation in the technical industry where they are living. Over the course of the year, 8 interns received skill development and individualized mentorship.

In an effort to build upon our racial justice commitments and diversify our talent networks, Mozilla also expanded our partnerships to include Cal State LA's College of Engineering, Computer Science, and Technology. This public four-year university is a federally designated Hispanic-Serving Institution (HSI), with 55.8 percent of the University's students identifying as Hispanic. In addition to Cal State LA joining Mozilla's Collaborative Curriculum Program, we also hosted a Senior Design Capstone for the 2022-2023 academic year. The 10 student participants applied their theoretical knowledge to real applications by improving Firefox's import experience, which helps consumers make the switch to Firefox from other browsers. They fixed 76 bugs, notably adding favicon and autofill entry import, and improving support for other aspects of moving from Safari and Chrome-based browsers to Firefox. Their work improved and streamlined the Firefox onboarding experience.

We're in good company

Building a more inclusive and sustainable internet experience for all is an ambitious goal. At Mozilla, we are in great company. In 2023, Mozilla Trustworthy AI fellows, Inioluwa Deborah Raji and Abeba Birhane, and previous Mozilla awardees, Stephanie Dinkins and Shakir Mohamed, were named to the TIME100 Most Influential People in AI. Included among our Rise 25 Awardees were leaders such as Nyamekye Wilson, founder and CEO of Black Sisters in STEM, a group building one of the largest talent pipelines of Black college women in STEM, and Chris Smalls, founder and president of the Amazon Labor Union in Staten Island and an activist using technology to effect change and advocate for a better world. This coming year, Lusike Mukhongo is leading a groundbreaking effort to address pressing environmental justice issues faced by the Mau Indigenous Community in Kenya through AI-Generated Short Message Texts (SMS).

We each have a role to play, and together we are bigger than the sum of our parts.

> Our power lies in the collective effort of people contributing to something better."
>
> Mitchell Baker,
> Executive Chair, Board of Directors
> Mozilla Corporation

Together We Thrive

The Mozilla Corporation and Mozilla Foundation will continue to take a collaborative and holistic approach to sustainability and DEIB across our organizations. This coming year, the Mozilla Corporation's Sustainability and DEIB Team will accelerate our work in three ways:

Awareness & action
In order to take meaningful action and create sustainable solutions, we are committed to educating and raising awareness on these issues through programming, leadership, and partnerships.

Transparency & accountability
Building on Mozilla's unique history and commitment to transparency, fairness, and advocacy, our DEIB and Sustainability work emphasizes taking responsibility for our impact on people, society, and the planet. We are building accountability into our company culture through clarity in commitments and policies, transparency in measurement and reporting, and strong governance and partnership structures.

Individual & structural
Social and environmental issues are bigger than any individual organization or industry can address, requiring long-term commitment, action, and partnership. We are working beyond Mozilla to identify and engage partners in building solutions where short-term improvements can lead to sustained, positive change.

As we progress through 2024, our sustainability program continues to grow and evolve as we define our forward-looking sustainability goals, pilot opportunities to decarbonize our operations, and drive sustainability beyond our four walls. Mozilla's Investment Committee, along with our outsourced investment advisors, are working towards measuring and improving the sustainability of our investment portfolio. For example, one of the equity asset managers we have invested with, Impactive Capital, has a core tenet of active engagement with portfolio companies, often on financially material ESG or DEIB issues, to enhance value creation. Additionally, the 10 awarded projects of the Mozilla Technology Fund will accelerate work at the intersection of AI and Environmental Justice.

Within our DEIB program, we will prioritize inclusive leadership, equitable programming, cultural competence, belonging, and connection including through:

- A commitment to improve our overall cultural competence within the organization by introducing the Intercultural Development Inventory (IDI).
- A focus on belonging and connectedness via a globally inclusive and sustainable gathering playbook and a framework for more inclusive day-to-day interactions.
- Expanded self-identification options for candidates within our talent acquisition process.
- An internal referral campaign through the Mozilla Resources Groups (MRGs) to increase the representation of women and people of color in our candidate pool.
- An HBCU and HSI internship program to foster greater diversity in the next generation of tech leaders.
- The Mozilla Learning Program, a one year learning journey for leaders and individual contributors with an emphasis on decision making, communication, conflict resolution, and inclusive leadership.

Within the Mozilla Foundation, the DEIB program is focusing on streamlining practices under new leadership. With a focus on data, we are introducing quarterly employee surveys on inclusion and belonging to measure psychological safety and trust as dimensions that affect employee life and satisfaction. Data from these pulse checks will be transformed into department-specific actions to address root causes that have led to senses of exclusion within the organization. We will also increase our storytelling and narrative reporting to raise awareness of our DEIB work both internally and externally. Lastly, we are building out more learning opportunities including topics such as disability and inclusive leadership.

Join us

Mozilla puts people before profit, creating products, technologies, and programs that make the internet healthier for everyone. Our mission is to ensure the internet is a global public resource, open and accessible to all. An internet that truly puts people first, where individuals can shape their own experience and are empowered, safe, and independent. Read the Mozilla Manifesto, Mozilla's Community Participation Guidelines, and Mozilla's Operating Values to learn more about the values and principles that guide the pursuit of our mission.

As a mission-driven organization with employees, volunteers, and community members spanning the globe, we strive to continue the journey in our commitment to fostering an equitable and inclusive culture—while also maintaining alignment to our core organizational values of transparency and accountability. We encourage you all to join our movement to make the internet more diverse, ethical, responsible, and inclusive.

Appendix

Sustainability data scope and methodology

For our 2020, 2021, 2022, and 2023 greenhouse gas inventories, Mozilla partnered with Watershed to conduct the analysis in accordance with the applicable standards from the Greenhouse Gas Protocol. Watershed offers a third-party software platform that allows us to measure, analyze, and share the results of our greenhouse gas emissions. As a result, our greenhouse gas inventory is comprehensive, including scope 1, scope 2, and relevant scope 3 emissions for Mozilla Foundation, Mozilla Corporation, and our subsidiaries.

Watershed periodically updates their greenhouse gas emissions accounting methodology to account for the latest climate science and accounting best practices, which is a continuously evolving space. These updates keep measurements as accurate as possible and in line with the relevancy and completeness principles of the Greenhouse Gas Protocol. Watershed typically applies three different types of methodology updates, in order to 1) incorporate the latest climate science, 2) include all relevant emissions that were previously not considered material, not reported by peers, and/or not quantifiable, and 3) improve granularity and specificity to enable action.

For the optional product use emissions (scope 3, category 11), Watershed developed a new methodology in partnership with Mozilla to calculate these emissions since a standardized methodology does not yet exist. We used a bottoms-up approach to evaluate the impact of Firefox, Hubs, and Pocket upon electricity consumption. For Firefox mobile, Hubs, and Pocket, input data included total time of active use by device type and country location. For Firefox desktop, input data also included CPU hours by device type and country location and Average Thermal Design Power (TDP) by country location.

This new methodology more accurately accounts for device emissions that can be reasonably attributed to Mozilla when our products are used, as opposed to over-attributing 100% of device emissions to Mozilla whenever a product is used. Since calculating digital and software product emissions is both optional and a newer space with no standard methodology, we aim to continuously improve our approach where possible and will continue to explore opportunities for improvement going forward.

For our 2019 greenhouse gas inventory, Mozilla partnered with POINT380 to conduct the analysis, which was also developed in accordance with the applicable standards from the Greenhouse Gas Protocol. Additional information on the methodology can be found in Mozilla's report on our 2019 GHG inventory results.

Employee demographic data–methodology

- All diversity data are self-reported and come from the Mozilla Corporation and Foundation's human resources information system for regular U.S. employees as of December 31, 2023. Progress over 12 months is compared against December 31, 2022.
- Staff at the Mozilla Corporation includes only regular, full-time employees. Staff at the Mozilla Foundation includes regular, full-time employees and fixed-term employees, as some fixed-term staff are tied to grants or specific funding sources.
- Currently, fewer than 1% of Mozilla Corporation employees select "other gender identities." We recognize that gender identities exist on a spectrum.
- In order to be in compliance with global laws, we do not track race and ethnicity outside of the United States at this time. All race and ethnicity data are for employees in the United States only, and categories are driven by United States government requirements for disclosure.
- Leadership representation excludes executive-ranked technical fellows and only includes all levels of directors, vice presidents and the executive team.
- Technical workers are defined as staff working on our products and within IT.
- Only voluntary departures are included in attrition calculations.
- Employees who opted to decline to provide demographic data are not included in the metrics provided.
- Employees who left fields blank were included in the calculations to build metrics.
- Some categories may not add up to 100% if fields were left blank or listed as "other."
- Calculations (and the methodology applied towards calculations) to build the metrics in this year's report align directly with the calculations used for previous reports.
- In the event of comparison to historical reports: Any differences in values of historical data are due to data corrections and/or updates. (e.g. if an employee made a change to their demographic information, we are using their most recent data for all past years).
- Data disclosed excludes employees of other Mozilla Foundation subsidiaries due to the risk of re-identifiability.
- In order to protect employees' identities, and reduce the chance for re-identifiability, we aim to not disclose data where there are less than five (5) data points. There are cases where there is a high risk of indirect identification, but the risk from re-identifiability may be low. In these cases, those specific categories might still be included in data calculations and in graph visualizations for external reporting.

2023 Employee data summary
For all past reporting, see here.

	Mozilla Corporation	Mozilla Foundation
Gender		
Overall Workforce		
Women	39.1%	70.7%
Men	60.9%	28.4%
Leadership		
Women	55.4%	60.0%
Men	44.6%	33.3%
Other Gender Identities	—	6.7%
Technical Roles		
Women	30.6%	—
Men	69.4%	—
Non-Technical Roles		
Women	67.6%	—
Men	32.4%	—
Hiring		
Women	46.6%	71.4%
Men	52.9%	28.6%
Attrition		
Women	40.8%	75.0%
Men	57.1%	25.0%

	Mozilla Corporation	Mozilla Foundation
Race/Ethnicity (U.S. ONLY)		
Overall Workforce		
American Indian or Alaskan Native	0.2%	—
Asian	13.5%	15.4%
Black or African American	6.9%	15.4%
Hispanic or Latinx	4.6%	5.8%
Native Hawaiian or Other Pacific Islander	0.3%	—
Other Races	0.2%	—
Two or More Races	4.4%	3.8%
White	56.5%	51.9%
Leadership		
Asian	10.8%	25.0%
Black or African American	8.1%	12.5%
Hispanic or Latinx	2.7%	12.5%
Two or More Races	5.4%	12.5%
White	56.8%	37.5%

Technical Roles		
American Indian or Alaskan Native	0.2%	—
Asian	12.4%	—
Black or African American	5.4%	—
Hispanic or Latinx	4.2%	—
Native Hawaiian or Other Pacific Islander	0.2%	—
Other Races	0.2%	—
Two or More Races	3.5%	—
White	58.9%	—
Non-Technical Roles		
Asian	16.2%	—
Black or African American	10.8%	—
Hispanic or Latinx	5.4%	—
Native Hawaiian or Other Pacific Islander	0.6%	—
Two or More Races	6.6%	—
White	50.3%	—
Hiring		
American Indian or Alaskan Native	0.9%	—
Asian	14.0%	26.7%
Black or African American	5.3%	13.3%
Hispanic or Latinx	5.3%	6.7%
Two or More Races	7.9%	6.7%
White	40.4%	40.0%
Attrition		
American Indian or Alaskan Native	2.9%	—
Asian	11.8%	—
Black or African American	8.8%	—
Hispanic or Latinx	5.9%	—
Two or more races	—	50.0%
White	61.8%	50.0%

		Mozilla Corporation	Mozilla Foundation
Gender and Race/Ethnicity			
(Overall workforce, U.S. ONLY)			
American Indian or Alaska Native	Women	—	—
	Men	0.2%	—
Asian	Women	8.6%	5.9%
	Men	4.9%	9.8%
Black or African American	Women	3.5%	13.7%
	Men	3.4%	2.0%
Hispanic or Latinx	Women	2.2%	—
	Men	2.4%	5.9%

Native Hawaiian or Other Pacific Islander	Women	0.2%	—
	Men	0.2%	—
Other Races	Women	—	—
	Men	0.2%	—
Two or More Races	Women	2.0%	—
	Men	2.4%	2.0%
White	Women	22.1%	37.3%
	Men	34.4%	13.7%

	Mozilla Corporation	Mozilla Foundation
Region		
Overall workforce		
AMER	63.5%	44.9%
APAC	0.9%	—
CANADA	16.8%	27.1%
EMEA	18.8%	28.0%
Hiring		
AMER	67.2%	53.6%
APAC	1.1%	—
CANADA	13.2%	28.6%
EMEA	18.4%	17.9%
Attrition		
AMER	72.0%	25.0%
APAC	4.0%	—
CANADA	10.0%	50.0%
EMEA	14.0%	25.0%

	Mozilla Corporation	Mozilla Foundation
Age		
(Overall workforce)		
<30	8.6%	11.9%
30-39	48.0%	54.2%
40-49	31.5%	25.4%
50+	11.8%	8.5%

	Mozilla Corporation	Mozilla Foundation
Working Location		
(Overall workforce)		
Office	8.4%	9.3%
Remote	91.6%	90.7%

2023 Awardees and Grantees in Sustainability and Deib

- Africa Mradi In Real Life (IRL) Fund
- Africa Mradi Research Grantees
- Catalyst Fund
- Creative Media Awards
- Mozilla Technology Fund
- Responsible Computing Challenge
- Rise 25 Winners

Additional Details: Carbon Ofsets

As part of our approach to achieving CarbonNeutral® company certification, Mozilla partnered with international climate consultancy and project developer EcoAct to invest in the four high quality carbon offset projects listed below. When selecting projects, we prioritized criteria including additionality, durability, independent verification (through Verified Carbon Standard certification), and co-benefits such as social impact and community resilience.

Project Name	Madre de Dios Amazon REDD Project	Darkwoods Carbon Forestry Project	Rimba Raya Biodiversity Reserve Project[2]	Crow Lake Wind Emissions Reduction Project
Project ID Number	VCS 844	VCS 607	VCS 674	VCS 756
Description	A Reduced Emissions from Deforestation and Forest Degradation (REDD) project designed around the impending effects of a new trans-Amazonian, inter-oceanic road.	A 135,394 acre property in British Columbia managed for ecological conservation objectives.	An initiative that aims to reduce Indonesia's emissions by preserving some 64,000 hectares of tropical peat swamp forest.	A wind farm located near Chamberlain, South Dakota. The project generates emissions reductions by displacing grid connected sources.
Project Type	Agriculture Forestry and Other Land Use; Reduced Emissions from Deforestation and Degradation	Agriculture Forestry and Other Land Use; Improved Forest Management	Agriculture Forestry and Other Land Use; Reduced Emissions from Deforestation and Degradation	Energy industries (renewable/non-renewable sources)
Project Category	Carbon avoidance	Carbon avoidance	Carbon avoidance	Carbon avoidance
Site Location	Peru	Canada	Indonesia	United States
Amount of Offsets Purchased[1]	19,000	18,500	7,500	11,000
Offset Seller	EcoAct	EcoAct	EcoAct	EcoAct
Offset Registry	Verra	Verra	Verra	Verra
Independent Standard that Project Meets	VCS, CCB-Gold	VCS, CCB-Gold, CCB-Biodiversity Gold	VCS, CCB-Gold	VCS

[1] These figures reflect the total quantity of offsets Mozilla has purchased, in some cases over a multi-year period. For the Madre de Dios Amazon REDD and Darkwoods Carbon Forestry Projects, Mozilla purchased offsets in 2020 and 2021; for the Rimba Raya Biodiversity Reserve Project, all purchases were made in 2020; for the Crow Lake Wind Emissions Reduction Project, all purchases were made in 2021.
[2] As of June 2024, Mozilla is aware that Verra is seeking clarification from the Rimba Raya project developer regarding government licensing. We will continue to monitor as new information becomes available.

Glossary of terms

Accessibility: the practice of making information, technology, activities, environments, etc usable for as many people as possible. We traditionally think of this as being about people with disabilities, but the practice of accessibility benefits other groups such as those with slow network connections who can benefit from accessible web design.

Anti-oppression: the strategies, theories, actions, and practices that actively challenge and mitigate systems of oppression from individual to institutional to cultural. (Source: Simmons University)

Artificial Intelligence (AI): computer systems capable of performing complex tasks that historically only a human could do. Mozilla's definition of AI includes everything from algorithms and automation to complex, responsive machine learning systems, and the social actors involved in maintaining those systems.

Bias: any thought or action that discriminates or disproportionately favors one person or group of people over another based on superficial or inaccurate perceptions of the person or group. (Source: Penn State)

Black, Indigenous, and People of Color (BIPoC): An acronym that aims to emphasize the historic oppression of Black and Indigenous people.

Civil Society: An area between the state, the market, and the private sphere. This refers to all institutions, organizations, or groups (formal or informal) that contribute to civic life, are not market institutions, and are not part of, or funded by, the state.

Cultural Competence: Having the capacity to function effectively as an individual and an organization within the context of the cultural beliefs, behaviors, and needs presented by the community.

Diversity, Equity, Inclusion, and Belonging (DEIB): Diversity, equity, and inclusion are three closely linked values held by many organizations that are working to be supportive of different groups of individuals, including people of different races, ethnicities, religions, abilities, genders, and sexual orientations. Diversity refers to who is represented in the workforce. Equity refers to fair treatment for all people, so that the norms, practices, and policies in place ensure identity is not predictive of opportunities or workplace outcomes. Inclusion refers to how the workforce experiences the workplace and the degree to which organizations embrace all employees and enable them to make meaningful contributions. (Source: McKinsey & Co). Belonging: More than just being seen or feeling included, belonging entails having a voice and the opportunity to use it and having the power to co-create the structures that shape a community. (Source: Othering and Belonging Institute at Berkeley)

Digital rights: an extension of the rights set out in the Universal Declaration of Human Rights by the United Nations as applied to the online world. Its main objective is to guarantee access to the Internet, avoiding the so-called digital divide, and a proper use of the network as a common asset belonging to the whole of humanity. (Source: Iberdrola)

Gender Justice: The systemic redistribution of power, opportunities, and access for people of all genders through the dismantling of harmful structures including patriarchy, homophobia, and transphobia (Source: The Global Fund for Women).