

BEYOND HQ

**Fostering Corporate
LGBTQ+ Culture to
Satellite Locations**



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SVP Global Diversity & Inclusion



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The Procter and Gamble Company
Senior Supply Chain Leader - Costco US
GABLE Global Affinity Team Leader

Where is your organization on its diversity journey?



When poll is active, respond at PollEv.com/ashbeckham  Text **ASHBECKHAM** to **22333** once to join

You have a group at HQ and you are starting the process of expanding

You have started to expand but are running into barriers

You have already expanded and you are looking for new ideas

What description best matches your employee distribution profile?



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Bank of America - Very
Disperse

P & G - Mixed

Boeing - Large Technology
and Manufacturing Hubs

GLOBAL D&I STRATEGY

Bank of America

Boeing

Procter and Gamble

Diversity & Inclusion priorities

People

Inclusion

Clients and Communities



Our focus on diversity helps us attract great talent. Our commitment to being inclusive helps us develop and retain great talent, offering our customers and communities unique perspectives to best serve their financial needs.



Supporting our teammates in the moments that matter most



Leave of absence support

Support for employees who need assistance with a complex leave, or guidance with an issue related to their leave



Terminal illness support

Support for terminally ill employees and their family members



Domestic violence support

Support and connections to resources for employees impacted by domestic violence



Retirement support

Support for employees who meet the rule of 60 and are leaving the company within 60 days



Medical accommodations support

Support for employees that need workplace accommodation consultation, identification and implementation



Transgender support

Support for employees transitioning in the workplace and connections to relevant benefits and resources



Survivor support

Support for employees and retirees who experience the death of a dependent, or for family members of an employee or retiree who passes away



Critical event support

Support for employees who are personally impacted by an event such as a natural disaster, violence or house fire



Military support

Support for our military employees and families as they join the Bank, relocate, or take military leave



Recognition as a Great Place to Work



Euromoney
World's best bank for diversity and inclusion, 2018 and 2016



DiversityMBA
#2 on their list of Best Places for Diverse and Women Managers to Work



Fortune's Best Workplaces and Best Companies
Top 50 for Giving Back (#2)
Best in Finance and Insurance (#22)
Top 100 for Diversity (#26)
Top 50 for Parents (#46)



Diversity Best Practices
Among 31 organizations recognized for superior achievement in diversity and inclusion



FORTUNE
#3 on the 2018 Change the World list



Billion Dollar Roundtable
Supporting supplier diversity and development



U.S. Business Leadership Network
Named a Best Place to Work for Disability Inclusion



Black Enterprise
50 Best companies for diversity for 2017



NAACP Equity Inclusion and Empowerment Index
Named to inaugural list for leadership in fostering an equitable, just and inclusive workplace



OMNIKAL's Top 50 Organizations for Multicultural Business Opportunities
For best practices and leadership in inclusion



Latina Style
50 Best Companies to work for in the U.S for 2018



Hispanic Engineer & Information Technology
Top 20 most Admired Employers List



U.S. Veterans Magazine
Best of the Best top Veteran-Friendly Company for 2017



Best for Vets Employers 2018
Top employers for military veterans (#23)



CivilianJobs.com
Most Valuable Employer: Military



Armed Forces Covenant
For our commitment to honor and support the armed forces community

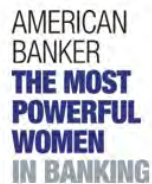


Recognition as a Great Place to Work



2020 Women on Boards

Commitment to board diversity, 5 years running



American Banker

Five executives named among the Most Powerful Women in Banking and Finance



Working Mother 100 Best Companies

30 consecutive years



Bloomberg Gender Equality Index

Leader in financial services, 2016-2018



ANITAB.org

2018 Top Companies for Women Technologists



Financial News

Highest number of EMEA executives on 100 Most Influential Women in Finance 2017 list



NAFE

Top Companies for Executive Women



Workingmums.co.uk

Top Employer Award for Career Progression



Women in Finance Charter

Pledging our commitment to gender equality



Fatherly.com 50 Best Places to Work for New Dads

Ranked in top 10 for the fourth consecutive year



Out & Equal

2017 "Outie" Award for Workplace Excellence



Stonewall UK Workplace Equality Index

For our inclusive workplace and support for the LGBT community



National Business Inclusion Council

Best of the Best for inclusion, three years in a row



Recognition as a Great Place to Work



Vault
50 Best Investment Banks
to Work For



Way Up
Top 100 Internship
Programs in 2018



Brandon Hall Excellence Awards
Eight learning and development
programs recognized, with a 100%
award rate for the sixth year in a row



Comparably
One of the top 25 Large
Companies for Professional
Development in 2018



RateMyPlacement
Top 100 Undergraduate Employer
list of United Kingdom employers
for 2017-2018 (#2)



**American Heart Association
Workplace Health Achievement
Index**
Gold level recognition



**Dave Thomas Foundation
for Adoption**
100 Best Adoption-Friendly
Workplaces List for 2018



JUST Capital
#1 most JUST company
out of "Banks" industry



Universum
Ranked #21 on its 2018
list of the World's Most
Attractive Employers



**Celent's 2018 Model Bank
of the Year**
For outstanding technology
and innovation



**Financial Communication
Society Portfolio Awards
Gold Award**
Best website in corporate
image category



Nielsen Norman Group
HR Connect named one of 10
Best Intranets of 2017



**Career Mastered Magazine's
2018 Top 10 Companies for
Women**
For being corporate champions
in advancing women's careers





Diversity and Inclusion at Boeing

Beyond HQ – Fostering Corporate LGBTQ+ Culture to Satellite Locations



Diversity and Inclusion at Boeing

Boeing Global Diversity & Inclusion | Boeing Employees Pride Alliance

- Diversity and inclusion are part of Boeing's values at the highest level. Having diverse employees, business partners and community relationships is vital to creating advanced aerospace products and services for our diverse customers around the world.
- The company's commitment to diversity means providing a work environment for all employees that is welcoming, respectful and engaging, with opportunities for personal and professional development. This in turn increases productivity, quality, creativity and innovation.
- Boeing has a formal, companywide diversity strategy, mission and goals, which guide a variety of internal programs and events. Our business excellence reaches new heights every day ... powered by Boeing people.

Business Resource Groups

Boeing Global Diversity & Inclusion | Boeing Employees Pride Alliance

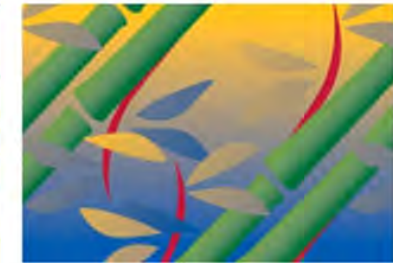
- Diversity Councils are integrated groups of site leaders, managers and employees, who work to improve employee engagement, provide learning and leadership opportunities, increase communication, and facilitate implementation of organizational diversity plans. Diversity councils are supported by a local executive champion. Boeing has more than 40 Diversity Councils.
- Business Resource Groups are employee-led associations designed to further personal and professional development, promote diversity within the company and strengthen networking. The members share a common interest, such as race, gender or cultural identity. The nine groups collectively have more than 100 chapters around the world. Membership is open to all employees



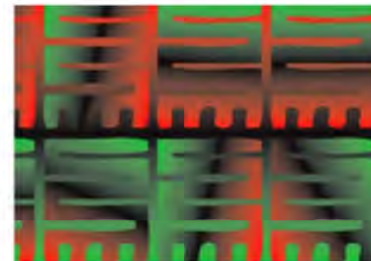
Employees Abilities Awareness Association



American Indian Society



Asian-American Professional Association



Black Employees Association



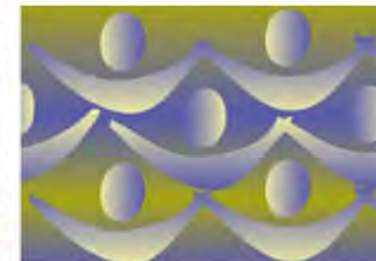
Boeing Association of Gay, Lesbian, Bi, Transgender Employees & Friends



Hispanic Employees Network



Boeing Generation to Generation



Women in Leadership Association



Boeing Employees Veterans Association

Boeing Honors

Boeing Global Diversity & Inclusion | Boeing Employees Pride Alliance



Others accolades include:

Boeing Global Diversity & Inclusion | Boeing Employees Pride Alliance

- On the Human Rights Campaign's 2018 Corporate Equality Index, Boeing earned a perfect 100 score – for the fifth consecutive year and the 10th time overall.
- Boeing earned a perfect 100 score on the U.S. Business Leadership Network's 2017 Disability Equality Index, an important measure of corporate performance in disability inclusion.
- U.S. Veterans Magazine recognized Boeing as a Top Veteran Friendly Company for 2017.
- Boeing received the 2017 National Organization on Disability (NOD) Leading Disability Employer Seal.
- Boeing was rated No. 1 by the National Society of Black Engineer's Annual Employer Preference Survey.
- Readers of Workforce Diversity for Engineering & IT Professionals named Boeing a top employer in the United States.
- Aviation Week's 2017 Workforce Study named Boeing the #1 Top Employer in the aerospace and defense industry.

Professional Associations: Member and Support:

Boeing Global Diversity & Inclusion | Boeing Employees Pride Alliance

Boeing employees, managers, and executives have been honored with individual awards from professional associations, including:

- Advancing the Finance and Accounting Professions in the Asian and Pacific Islanders (ASCEND)
- American Indian Science & Engineering Society (AISES)
- Asian American Engineer of the Year (AAEOY)
- Association of Latino Professionals For America (ALPFA)
- Advancing Minorities' Interest in Engineering (AMIE)
- Black Engineer of the Year Awards (BEYA)
- Great Minds in STEM (GMiS)
- Minorities in Research Science (MiRS)
- National Association of Black Accountants (NABA)
- National Institute for Leadership Advancement (NILA)
- National Society of Black Engineers (NSBE)
- Society of Asian Scientists & Engineers (SASE)
- Society of Hispanic Professional Engineers (SHPE)
- Society of Women Engineers (SWE)
- UnidosUS (formerly National Council of La Raza)
- U.S. Business Leadership Network (USBLN)
- Women in Aviation (WAI)
- Women of Color in STEM (WOC)





Diversity
& Inclusion

OUR CITIZENSHIP PRIORITIES

Governance

Community
Impact

Diversity &
Inclusion

Environmental
Sustainability

Gender
Equality



Our people are the core of our business

More than

145



nationalities in
our workforce

Operations
in about

70

countries

40,000
women



among our ranks...and growing

We have

17

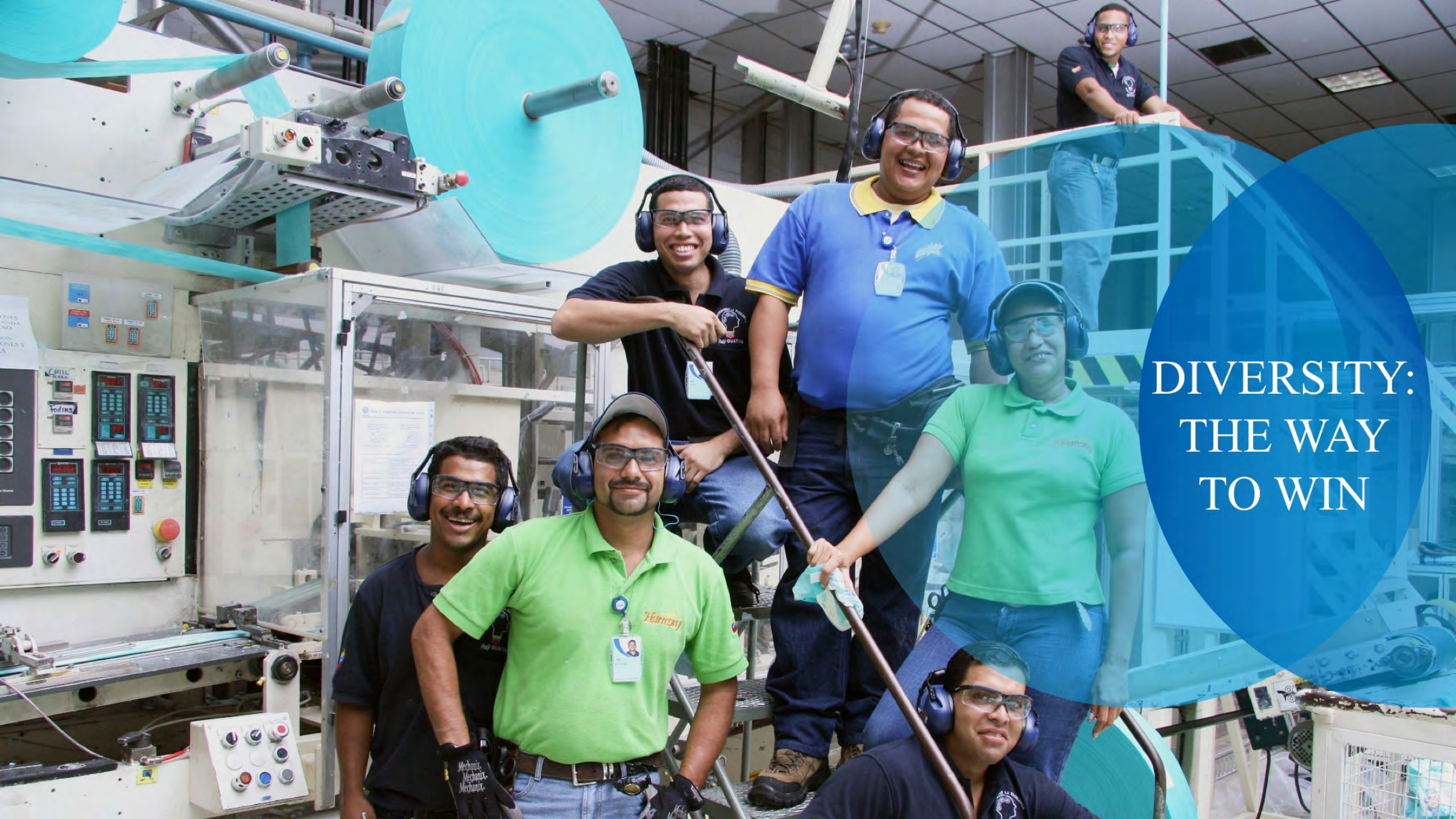
research and
development
innovation
centers

strategically located to understand
local consumers across
five continents



HISTORY OF DIVERSITY AT P&G





DIVERSITY:
THE WAY
TO WIN

A woman with dark hair pulled back, wearing a white blazer over a patterned top, is smiling broadly and listening intently. She has her hands clasped under her chin. To her right, the back of a woman's head and shoulders in a dark blue blazer is visible. The background is a bright office with windows. On the left, there are two overlapping blue circles of different shades, one darker than the other, which serve as a design element for the text.

INCLUSION:
THE GAME
CHANGER

DIVERSITY & INCLUSION



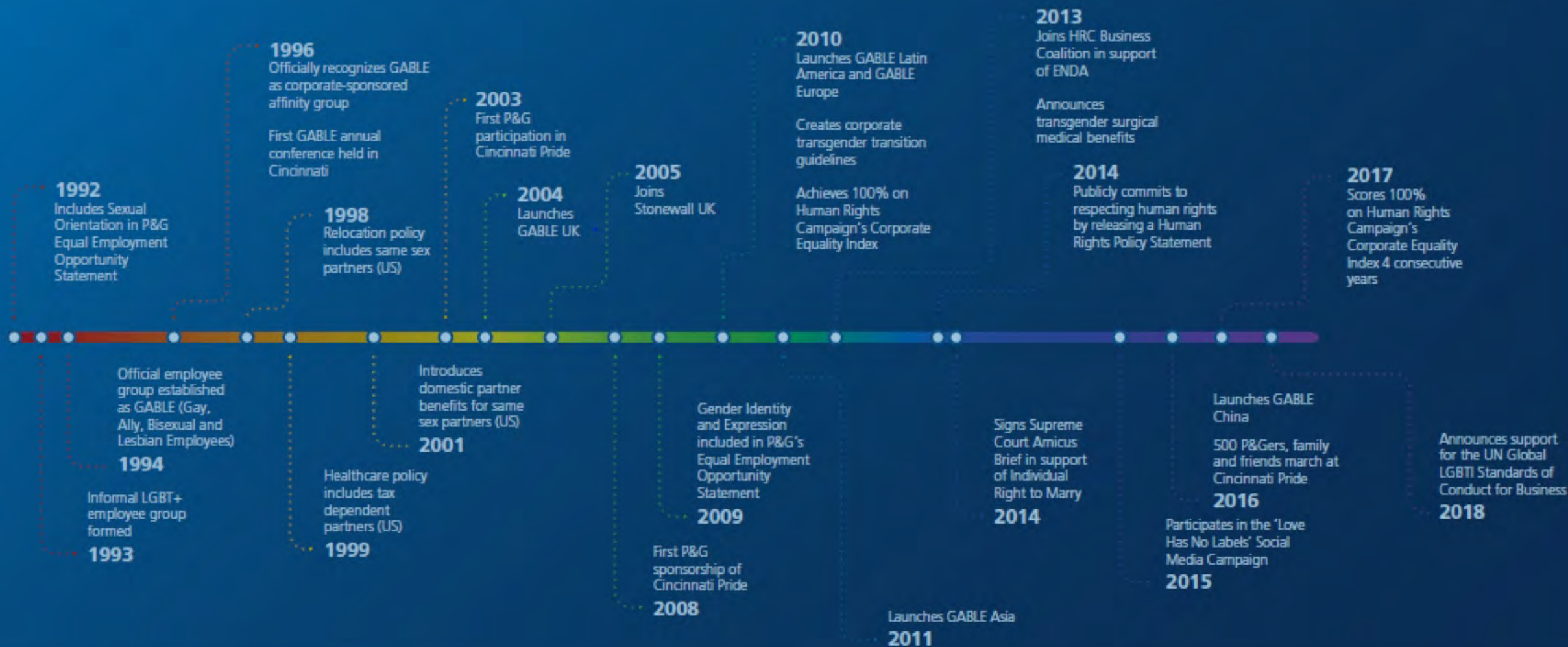
A central globe of the Earth is surrounded by a circle of diverse hands of various skin tones, all reaching in to support the globe. The hands are positioned around the globe, with fingers pointing towards the center. The background is a light, neutral color. On the left side, there is a blue circular graphic with overlapping semi-transparent circles, containing the text 'SUPPORTIVE AFFINITY GROUPS' in white, serif, all-caps font.

SUPPORTIVE
AFFINITY
GROUPS



HIGHLIGHTS OF OUR LGBT+ JOURNEY

Everyone Valued, Everyone Included, Everyone Performing at Their Peak.™



WE'RE PROUD OF THE ADVANCEMENTS WE'VE MADE OVER THE YEARS IN SUPPORT OF OUR LGBT+ EMPLOYEES.



HUMAN
RIGHTS
CAMPAIGN[®]

DiversityInc

WORKING
MOTHER

*Everyone Valued,
Everyone Included,
Everyone Performing
at Their Peak™*



STAGES OF IMPLEMENTATION

**Roll Out
Hurdles
Longevity**

What is the biggest challenge in the initial attempt to scale the corporate culture to satellite locations?



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Local company culture

Local community culture

Lack of corporate guidance

Lack of local resources

Lack of someone on the ground to lead the project

STAGES OF IMPLEMENTATION

Roll Out

Hurdles

Longevity

Once an ERG is launched locally, what is the biggest hurdle to overcome?

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No one who identifies with that affinity group onsite

Strong religious presence in local culture

Local managers do not prioritize initiatives

Corporate resources do not have local relevance

STAGES OF IMPLEMENTATION

Roll Out

Hurdles

Longevity

Once the ERG is established, how do we keep local employees engaged and the ERG evolving to local needs that may fall outside corporate directives?

 Respond at [PollEv.com/ashbeckham](https://www.poll-ev.com/ashbeckham)  Text **ASHBECKHAM** to **22333** once to join, then **A, B, C, or D**

Participation in corporate D & I conferences **A**

Establish direct line of communication to corporate ERG leadership **B**

Promote interaction between different ERGs locally **C**

Develop community partnerships to impact local culture beyond the walls of the facility **D**

STAGES OF IMPLEMENTATION

Roll Out
Hurdles

Longevity

WRAP UP



Q & A



THANK YOU!

