At 3M, we’ve seen firsthand how different backgrounds and perspectives can spur even greater creativity and innovation. It also helps us better understand and serve our diverse customer base around the world. Ultimately, diversity and inclusion are core values that make 3M a much more competitive enterprise.

**Performance-Driven** and Purpose-Driven: 3M is both performance-driven and purpose-driven, and those two are strongly related. Having a sense of purpose is a powerful builder of trust with our stakeholders, and it is also an important element of creating value.

For 3M, our purpose is defined by our vision, values and science. First, our vision — 3M technology advancing every company, 3M products enhancing every home, 3M innovation improving every life — guides what we do every day. Second, our ability to use science to help our customers and solve global challenges shapes our purpose. Finally, 3M’s purpose is found in our values, which include diversity and inclusion.

Prioritizing diversity and inclusion is more than just the right thing to do. At 3M, we’ve seen firsthand how different backgrounds and perspectives can spur even greater creativity and innovation. It also helps us better understand and serve our diverse customer base around the world. Ultimately, diversity and inclusion are core values that make 3M a much more competitive enterprise.

**Our Diversity and Inclusion Progress**

To create a more diverse and inclusive culture, 3M has a robust mentoring program, along with a dozen employee networks that focus on engagement and community outreach. Two of these groups — our Women’s Leadership Forum and African American Network — recently celebrated 40 years of progress. Over the last few years we’ve taken other actions to weave diversity and inclusion into the fabric of our daily business life, such as expanded development opportunities, flexible work arrangements and parental leave benefits. In 2017 3M was a recipient of the prestigious Catalyst Award for our work to advance diversity and inclusion, and we were recently recognized with 100 percent scores on the Corporate Equality Index and Corporate Disability Index. In addition, nearly 50 percent of our top 100 leaders are now diverse, and women comprise 30 percent of our board of directors.

**Looking Ahead**

While these are significant steps in the right direction, we can and will do more. Moving forward, one of our top priorities is to make 3M the most inclusive enterprise we can be.
This includes ensuring that every person feels included, respected and valued for who they are and the contributions they bring. Attracting and retaining top talent from all walks of life — all backgrounds, cultures and upbringings — will make 3M a much more diverse and powerful company that’s built for long run.

www.3m.com/3M/en_US/careers-us/culture/diversity-and-inclusion/