DIVERSITY AND inclusion are part of Boeing’s values at the highest level. Our CEO chairs a Diversity and Inclusion Council of the company’s top executives, who also serve as sponsors of the company’s nine Business Resource Groups (BRGs). These sponsors provide strategic oversight, serve as advocates and leverage BRG leadership for emerging talent, and ensure a direct link to successful business results.

Having an inclusive workforce, business partners and community relationships are 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, focused on culture, talent and marketplace strategies that fuels business excellence and enables us to reach new heights every day ... powered by Boeing people.

Talent Pipeline
Our relationships with Historically Black Colleges & Universities and Minority Institutions (HBCUs/MI) constitute a key part of our diversity talent strategy. Since 2012, Boeing has brought on more than 850 HBCU/MI students as paid interns and we count more than 7,000 HBCU/MI alumni as employees – including more than 140 executives. This year, as part of Boeing’s $300 million tax reform pledge, we are taking this partnership to the next level with a major strategic investment with the Thurgood Marshall College Fund (TMCF), an investment aimed at developing diverse students interested in aerospace careers:


CHICAGO, June 5, 2018—Boeing [NYSE: BA] today announced a $6 million investment in the future technical workforce through a partnership with the Thurgood Marshall College Fund
TMCF, the nation’s largest organization exclusively representing the black college community.

To date, TMCF has awarded more than $300 million in assistance to Historically Black Colleges and Universities (HBCUs). In addition to scholarships, TMCF provides programmatic, capacity building, public policy and advocacy support for its 47 member-schools and the nearly 300,000 students that attend them.

“This investment is another example of how we are building a diverse pipeline of future talent,” said Michael Ford, Boeing vice president of Global Diversity and Inclusion. “Through scholarships, internships, on-campus engagements, and immersive opportunities at Boeing, we hope to inspire and enable HBCU students to pursue careers in the aerospace industry.”

“The support from Boeing is more than a gift,” said Dr. Harry L. Williams, TMCF president and CEO. “It is the manifestation of a long-term strategic partnership that will change the trajectory of so many innovative, intelligent and deserving students.”

Eight HBCUs will benefit from this support, including:

- Alabama A&M University
- Clark Atlanta University
- Morehouse College
- Spelman College
- Howard University
- Morgan State University
- North Carolina A&T State University
- Tuskegee University

Students from other HBCUs can also take advantage of the investment through TMCF’s award-winning Leadership Institute.

Today’s announcement builds on Boeing’s ongoing investment in HBCUs, including South Carolina State University, Southern University, Prairie View A&M University, Florida A&M University and Tennessee State University.

**Boeing Global Engagement Community Investments**

Boeing is actively engaged in the communities we operate in- and we believe that our workforce should reflect these communities:

- In 2017, Boeing contributed more than $47.4 million in grants to assist vulnerable populations worldwide.

- Over the last 6 years, Boeing and the Boeing Charitable Trust, have contributed more than $100 million towards community initiatives that have inspired an estimated 4.3 million young women in STEM globally. This includes a just announced $3 million grant to the George W. Bush Institute’s Global Leadership Impact Center that will support women’s empowerment and global leadership programs.

- Boeing, which employs about 20,000 veterans, has committed to provide more than $25 million in charitable giving to veterans programs between 2017 and 2020- and we are on track to exceed that commitment. Since 2017, Boeing has provided more than $47 million in sponsorships and other contributions to assist veterans and their families with transition from military service into civilian life. In particular, we are proud sponsors of the USO’s Pathfinder Program and we
have also invested in groundbreaking therapies at the University of Utah’s National Center for Veteran Studies, further demonstrating our commitment to providing a comprehensive suite of services for rehabilitation, retraining and recovery for our nation’s service men and women.

Boeing has contributed more than $3 million to the D.C. College Access Program as a founding member—a program which provides financial assistance and counseling to DC high school students who might otherwise never have the chance to attend college. Last year, Boeing committed another $1 million to start a STEM scholarship fund to encourage more of these students to pursue STEM degrees.

Boeing is also committed to ensuring that future generations understand the importance of diversity. Boeing was the first corporate donor to the National Museum of African American History & Culture. Our $5 million gift sponsored a wing of the museum dedicated to highlighting the contributions of African American’s to this country’s defense.

Boeing donated $500,000 to the International African American Museum in South Carolina and received the “Virgil C. Summer Corporate Award”.

Boeing contributed $25 million over 5 years to the Washington State Opportunity Scholarship Fund, which will provide more than 16,000 college scholarships to low and middle income STEM students in Washington by 2025. In 2015, Boeing announced a $15 million gift to the museum of flight—matched by a $15 million gift from the Boeing family—to the Museum of Flight in Seattle, Washington to create the Boeing Academy for STEM Learning. At least half of the students served by this program will come from underrepresented communities.

Development
Boeing works hard to foster a culture of diversity and inclusion for our employees and this is borne out by our more than 40 Diversity Councils (each with an executive champion) and more than 120 Business Resource Group Chapters and formal mentor programs. Boeing hosts three signature enterprise wide diversity events each year, our new LGBTQ & Allies Leadership Forum, the Global Diversity and Inclusion Summit and the Global Women’s Leadership Conference, which are attended by thousands of employees from around the world. In 2018 and 2019 Boeing will be the host city sponsor for the Out and Equal Workplace Equality Summit in Seattle and Washington, DC respectively, and we are a major sponsor of Out in STEM.

Further supporting the development of our diverse workforce, Boeing offers the Learning Together Program (LTP) which provides tuition assistance for our employees’ continuing education. The LTP program has disbursed more than $1B in support of employee continuing education and has provided for the equivalent of 43,000 years of college.

Recognition
These efforts, and others, which have helped Boeing create a world class, diverse workforce have been recognized externally:

- DiversityInc named Boeing a 2018 Top 50 Company for Diversity for our demonstrated progress in promoting diversity in our talent pipeline, talent development, leadership accountability
and supplier diversity -- and also named Boeing number two of the top 18 companies for veterans.

- Boeing earned – for the sixth consecutive year and the eleventh time overall – a perfect 100 score on the Human Rights Campaign’s Corporate Equality Index.

- 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.

- US Black Engineer & Information Technology Magazine named Boeing #2 for Top Supporters of HBCU Engineering schools.

- Readers of Woman Engineer magazine, the most widely read recruitment magazine for female engineers nationwide, ranked Boeing No. 1 among the top companies in the United States for which they would most prefer to work.

- Boeing has been recognized as a “Best for Vets Employer” by Military Times magazine.

- Monster.com named Boeing one of 10 Best Companies for Veterans in 2017 and 2016.

- Boeing Defense Australia named as a Veteran Employer of the Year – Large Business in the inaugural Prime Minister’s Employment Awards (2018).

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