Diversity and inclusion are critical to our ability to innovate, to win in the marketplace and to create our sustainable success. They are about recognizing and valuing our differences and using those differences to solve the challenges in the world today.

Former Cummins CEO J. Irwin Miller said, “Character, ability and intelligence are not concentrated in one sex over the other, nor in persons with certain accents, or in certain races, or in persons holding degrees from some universities over others. When we indulge ourselves in such irrational prejudices, we damage ourselves most of all and ultimately assure ourselves of failure in competition with those more open and less biased.” Valuing diversity has always been important to Cummins, and Mr. Miller’s words are as relevant to us today as they were then.

In 2017, Cummins updated our core value to diversity and inclusion, rather than focusing solely on diversity. This reflects the importance we place on actively engaging our workforce to benefit from their talents, energy and unique perspectives. Through living our values and executing a variety of supporting diversity and inclusion initiatives, we encourage employees globally to use their diverse, competitive advantage to propel their careers upward.

Diverse Talent Acquisition

For Cummins to continue its success in our marketplaces, we need to recruit the best and brightest talent globally. By re-evaluating where we currently source our talent, we are able to better allocate resources to find the best available talent and ensure highly capable, diverse candidates. This means we’re recruiting at new conferences, colleges and universities and making sure we have senior leadership to support the growth and development of partnerships with new external organizations through which we can source the talent we need to win.

Leveraging Diverse Talent

Efforts to attract and retain diverse talent are nothing new at Cummins and are in action across our regions. In the United States, for example, we increased our focus on how we effectively leverage, foster and include diverse talent. Beginning in 2015, the U.S. Diversity Growth Initiative was introduced with a focus on hiring, developing, advancing and retaining African American, Black, Hispanic and Latino employees in the United States.

Global Network of Employee Resource Groups

Employee Resource Groups (ERGs) are voluntary, employee-led groups that
serve as a resource for our employees by hosting mentoring programs, professional development workshops, Cummins executive and external speaker sessions, lunch and learn opportunities, and community events. Currently, we have a network of 100-plus ERGs including the African and African American Resource Group, Multi-Ethnicity Resource Group, Women’s Empowerment Resource Group, Special Needs and Abilities Affinity Group, Pride Affinity Group, Veterans Affinity Group, and Millennial Affinity Group to name a few.

**Diversity and Inclusion Learning Experience**

To best understand how diversity and inclusion affect all of our employees and propel our business, we offer a series of learning experiences. These begin with Spectrum Diversity, a three-hour diversity and inclusion training that employees participate in during their orientation to the company. Employees also have the opportunity to participate in other trainings including Unconscious Bias, Inclusive Conversations, HIV/AIDS Peer Educator Training and LGBTQ+ Safe Leader Training, among others.

**Supplier Diversity**

Diversity procurement creates a competitive advantage for Cummins. We engage with a diverse set of suppliers that provide expertise, technology, and quality products and services. Additionally, working with diverse suppliers expands brand awareness and promotes our values externally. Diverse suppliers make up an important part of our supply chain. As a member of the Billion Dollar Roundtable, Cummins spends annually more than $1 billion in the United States alone with minority- and women-owned businesses.

**Executive Mentorship and Leadership Development Programs**

We’ve developed a number of programs to build a sustainable, diverse executive leadership pipeline. For example, the Executive Mentorship program pairs senior leaders with rising talent, including women and minority protégés, to develop deep, long-lasting relationships. The Global Leadership Development Program (GLDP) accelerates leadership development by providing content and experiences critical to being an effective leader in Cummins’ global environment. Cohort members learn about current business challenges, living our values and our leadership behaviors. Senior Cummins leaders are actively engaged in supporting all facets of GLDP, allowing them to gain visibility and champion global and diverse talent.

**Cummins Powers Women**

On International Women’s Day in 2018, Cummins launched its most ambitious community initiative: Cummins Powers Women. As part of this, the Cummins Foundation will invest more than $10 million in proven programs designed to create large-scale impact in the lives of women and girls globally. Cummins is partnering with a network of best-in-class nonprofit organizations with existing, outcome-based programs to advance gender equity, focusing on areas where significant barriers exist for women and girls. The Cummins Powers
Women program represents the company’s commitment to the advancement and prosperity of women and girls in Cummins communities around the world.

Diversity and inclusion are critical to our ability to innovate, to win in the marketplace and to create our sustainable success. They are about recognizing and valuing our differences and using those differences to solve the challenges in the world today. They are about genuinely appreciating the perspectives and experiences of all people — not regardless of their differences, but because of their differences.

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