Growing the food and building the infrastructure required for a growing population, one that will exceed 9 billion by mid-century, is an immense challenge for John Deere customers. And supporting those customers, wherever they operate around the world, is a big job — one that motivates all 68,000 of our employees daily.

Our commitment to delivering world-class products and services parallels our commitment to diversity and inclusion. Diverse teams bring better ideas and decisions, helping us build more innovative products and forge strong partnerships around the world. It’s a culture that reflects the breadth of our markets and broadens our business opportunities.

Commitment to diversity and inclusion should be a priority throughout any organization — and that commitment starts at the top. Here are some examples of how John Deere is putting our commitment into action:

- **Board of directors**
  Four of our 11 independent directors are female or people of color. In addition to sharing their expertise at regular board meetings, directors meet with employees at development seminars and leadership meetings.

- **Senior leadership team**
  Of the company’s 10 highest-ranking officers, our chief financial officer, chief administrative officer and general counsel are members of diverse groups. Two others were born outside of the United States. The diverse backgrounds of our management team enrich their decisions regarding the company’s performance and future plans.

  These leaders also sponsor diverse employee resource groups and champion semiannual talent reviews focused on opportunities for diverse employees. Their regional diversity and inclusion councils create localized plans that fit the needs of a particular region. What’s more, we make sure leaders have access to dedicated resources — both people and funding — to accomplish their goals.

- **Managers**
  Deere management sets a consistent and transparent tone on diversity and
inclusion. Leadership training focuses on building an inclusive environment and driving behavioral change in the organization. To help managers with development and team-building, questions measuring inclusiveness are a part of our employee engagement survey. For performance management, a diversity and inclusion competency is being added for all salaried positions.

A new program, Men as Diversity Partners, finds champions among managers who are members of nondiverse groups. Bringing them into the discussion removes barriers, builds collaboration and produces advocates for diversity in the middle of the organization.

- Employees
  Every employee is encouraged to develop a performance goal about what he or she can do to create a more diverse and inclusive culture at John Deere. And because we believe inclusiveness contributes to both employee engagement and business success, the company has established 45 employee network and resource groups dedicated to supporting racial, gender and lifestyle diversity.

Also, a top-performers program helps keep engagement strong among early-career people of color. These efforts are consistent with our company’s values, and we believe they help the company attract, develop and retain a more talented, engaged workforce.

To reinforce an inclusive culture, a new employee campaign themed “People Like Us Make John Deere” will be released later this year. The global campaign features employees sharing three characteristics about themselves. The objective is to foster an inclusive work culture by creating awareness of the unintentional biases often associated with race, gender or lifestyle.

- New talent
  To attract diverse talent, Deere invests time and other resources to helping develop minority college students. In 2017, John Deere was honored as Company of the Year by the Society of Hispanic Professional Engineers, citing Deere’s commitment to empowering students in science, technology, engineering and mathematics (STEM). Through our connection with the Society of Women Engineers, many Deere units host Introduce a Girl to Engineering days. And for the past three years, Deere has partnered with the Thurgood Marshall College Fund Leadership Institute, supporting the development of leadership skills at historically black colleges and universities.

Put simply, a diverse and inclusive John Deere is a stronger John Deere. I am proud of all our employees. And I’m equally proud of their efforts to create a more inclusive corporate culture and, in turn, to help our customers create a higher quality of life for all people around the world.

→ www.JohnDeere.com/diversity