OUR PEOPLE are at the heart of everything we do. Everyone — our employees, suppliers, vendors, partners — plays a role in the success of our company. Their diverse perspectives and experiences have helped us be the viable company we are today and build the innovative products our customers love.

Since Henry Ford founded our company in 1903, Ford has been one of the most successful and well-respected companies in the world. We have persevered through challenges, have learned from them and have been humbled by them to be a better company.

Some would say that what makes our blue oval admired around the world are our automobiles. But that isn’t the case. The reason we have thrived is our people.

Our Belief:
Freedom of movement drives human progress.

Our Aspiration:
To be the world’s most trusted mobility company. Be a brand people trust. Build safe, inclusive work environments that value each individual’s unique contributions. Rely on, respect and care for each other.

Our Strategic Areas of Focus:
For several years, we have focused on five strategic areas of focus to drive our global diversity and inclusion strategy:

- Leading the Way;
- Diverse Workforce;
- Respectful and Inclusive Work Environment;
- Worklife Flexibility; and
- Strategic Partnerships.

Our strategic areas of focus touch every part of our business. We collaborate across our entire enterprise and in the communities in which we are located. There are many areas that we are proud of with respect to advancing diversity and inclusion.

Leading the Way
- We build alliances to help those in our communities in need of food and shelter, improving educational opportunities and contributing to
emergency relief and disaster response.

- We pride ourselves on making a better world through the Volunteer Corps, established in 2005, which has led the way for our workforce to positively affect their communities. It has grown into a network of current and retired Ford employees across six continents supporting their local communities by helping feed the hungry, delivering clean water, building homes and mentoring youth.

Diverse Workforce
- We are dedicated to building a diverse pipeline of the best and brightest talent. We partner with diverse professional organizations and educational institutions to support our hiring efforts and have led the way for diverse hiring programs.
- FordWorks is a hiring program for individuals with disabilities that has been adopted in India and the United States.
- Additionally, in the United States, we implemented the STEM Re-Entry program for individuals who have been out of the workforce for several years and want to return. We continue to expand these programs to leverage untapped talent.

Respectful and Inclusive Work Environment
- Our Employee Resource Groups (ERGs) have been instrumental in attracting, developing and retaining employees. We have 11 ERGs that are open to all employees. They provide a sense of community for employees and, more importantly, a sense of belonging so everyone feels included.
- We have focused on training initiatives that support individuals being more self-aware on the issue of being more inclusive. We launched unconscious bias training globally last year and continue to develop other training components to support inclusivity.

Worklife Flexibility
- As a company, we have led the way with our policies and programs to support the dynamic workforce that we have. We support a variety of specialized leaves of absence and alternative work schedules.
- We recently announced a paid time off benefit in the United States for new parents — New Parent Days for eligible mothers and fathers, who can take off additional time (10 days) in the first year of their child's life.
- Last year we launched a formal telecommuting policy in China to support our global flexibility strategy.

Strategic Partnerships
- Ford’s Supplier Diversity Development (SDD) Program is nationally recognized for its leadership and success in driving progressive practices. This includes strategic partnerships with diverse entrepreneurs. We want to continue to be a leader in SDD and have received a number of external accolades because of our commitment.
- We continue to support our dealers by providing educational resources in their communities. We also work with our Ford Minority Dealers Association (Ford MDA) and the National Association of Minority Automobile Dealers to sustain and strengthen their viability in the community and gain new partnerships.
What we have learned and where do we go from here?
Although we are proud of the work we have done, we have faced challenges in recent months that test us as a company. I look at these challenges as a way for us to learn and grow — an opportunity to reflect on what we can do to put our people at the top of our minds so they come to work feeling safe and with a sense of belonging every day. As a leadership team, we are pointing to how each of us can improve as leaders.

To gain employees’ trust, we have to show up as servant leaders.

We must be transparent with our employees, being open and honest with issues that affect them.

Finally, we want our culture to be human centered. These changes will support our goal of being the brand people trust. We are proud of our progress toward the goal of being diverse and inclusive, and we have many successes to celebrate. We have to continually learn to do more. It takes all of us to continue to build an inclusive environment, and it starts by putting our people first in the decisions that we make.

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