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Diversity and inclusion go hand in hand at GE. Diversity captures all of the ways we differ; however, inclusion puts diversity into action through developing an environment in which employees can reach their full potential.

To understand how diversity and inclusion really take shape at GE, we’ve included the following thoughts and supporting examples.

Building and maintaining external pipelines are important for bringing fresh perspectives into the company.

University Relations and Workforce Planning

- Our global university relations and workforce planning teams are key members of our recruiting and human resources team. They build pipelines for future workforce talent through ongoing relationships with universities around the globe and help identify high-potential employees for promotion and new job opportunities. These teams help ensure that our businesses continue to hire and retain employees that have diverse perspectives and experiences, which we consider to be a true competitive advantage.

- Strategic Partnerships

Strategic, external partnerships such as our GE Girls program create a pipeline for future talent. GE Girls is sponsored by GE and is a program designed to encourage girls to explore the world of science, technology, engineering and math (STEM) and STEM-based careers. The program began in 2011 with one program at the Massachusetts Institute of Technology and has since grown to 20 programs at universities across the United States, with more to come. Since its inception, GE Girls has reached thousands of girls who will continue to explore STEM and engage with the
program throughout their high school years, ultimately helping to build interest and opportunity for women in STEM.

Leaders must be trained, visible and engaged with the company’s goal to strengthen diversity and inclusion.

• Leadership Development Opportunities

BrilliantYOU, our online learning platform, has a microsite called Culture of Inclusion where employees can read articles, take online courses, read leadership blogs, and engage in ongoing dialogue around diversity and inclusion. Additionally, several of our Crotonville leadership development courses have diversity and inclusion explicitly built into the learning experience. For example, within our People Leader Expectations course there is a 90-minute segment focused on exploring leadership signals that counter authenticity at work and cause employees to cover who they are.

• Inclusion Dialogues

Members of the global leadership team have engaged in inclusion dialogues facilitated by our senior executive and global inclusion leader. Many of these discussions have centered around “unconscious bias” to help leaders reflect on their own behaviors. Additionally, we launched an immersive learning experience titled Leading Inclusively, which explores the leadership decisions managers make that either support or run counter to inclusion. In this class, leaders explore their filters through group dialogue.

Affinity networks provide networking, mentoring and career advancement opportunities.

• Seven Affinity Networks

For a quarter century, GE’s affinity network model has helped our company attract and develop diverse talent to tackle the world’s toughest challenges. These teams are self-managed and propelled by the goodwill of employees, bringing tremendous value to GE and to the many communities around the world where we live and operate. Our affinity networks include African American Forum; Asian Pacific American Forum; Gay, Lesbian, Bisexual, Transgender & Ally Alliance; Hispanic Forum; People with Disabilities Network; Veterans Network; and Women’s Network. In addition to these seven affinity networks, there is also a global network of GE volunteers, which brings together employees from all backgrounds, functions and businesses for community engagement.

• Executive Sponsorship

Each affinity network has an executive sponsor responsible for championing the goals of his or her respective groups. Not only do these sponsors create opportunities for mentoring, but they also offer strategic support and represent the voice of the group to the broader executive leadership team.
Signature programs create a statement for your company’s vision on diversity and inclusion.

- **Balance the Equation**

  We know that a company that works to change the world, should reflect the world. In that spirit, GE has set good faith goals of increasing the number of women in STEM roles at GE by 2020 and also the representation of women in our technical entry-level leadership programs. That is how we will balance the equation.

While we take pride in our efforts for diversity and inclusion, we know that there is always room to learn, grow and evolve. Change, continuous learning and innovation are all part of our DNA at GE, and we look forward to strengthening our efforts and uncovering new ways to accelerate progress.

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