Our Vision

Diversity and inclusion isn’t just about making us feel good (though it does). And it’s not just an issue we’re passionate about (though we are). It’s a business imperative, allowing us to build bridges globally with our teammates and bring our best selves to work. Diversity and inclusion can’t live on the sidelines.

Whether diversity comes from race, gender, culture, income, learning style or sexual orientation, we are at our best when we can bring a variety of people to the table and take time to hear and truly understand one another’s views.

At General Mills, we believe if you lead with inclusion, diversity is more sustainable. We want to build a culture of inclusion that fosters diversity and allows all our employees to thrive. To achieve this, we know it takes more than one program or one conversation. Culture is born from clear expectations and thoughtful behaviors at all levels of the company. But it only works when CEOs and leadership can model those inclusive behaviors from the top down.

We expect our management team to serve as champions of inclusion and to expect the same from their teams. And we’re constantly evaluating our progress. Here’s an overview of the multipronged approach we’ve put in place to build a culture of inclusion across General Mills, from hiring and promoting to engaging everyone in between:

Recruit

Forming a diverse chorus of voices begins by getting great talent in the door. We recruit employees in partnership with the National Black MBA Association, Consortium for Graduate Study in Management, Management Leadership for Tomorrow, National Society of Black Engineers, Society of Asian Scientists and Engineers, and Reaching Out MBA.

Retain

We prioritize robust, ongoing development plans and “stay interviews” that encourage direct and transparent conversations with our employees — and action, where needed.
to drive retention. We are dedicated to pay equality, both inside and outside the United States, and we’ve validated that U.S. pay across functions is equitable. We’re working to do the same globally.

**Develop**

Everyone needs to have the resources to do their best work. Our review processes and mentoring programs work together to help identify what training, tools or roles our employees need to accelerate their career progression. Executive Diversity Review meetings occur regularly between our CEO and chief human resources officer to evaluate progress in diversity and inclusion, including the hiring and advancement of diverse talent.

More broadly and recently, General Mills put into practice three development programs spanning the entire organization: Unconscious Bias, Inclusive Leadership and Engaging Leader Training. These initiatives teach modern, long-lasting strategies for understanding the “why” behind diversity and inclusion and helping managers show up for their employees in really meaningful ways.

**Engage**

Employee engagement and participation are critical for creating a sense of belonging. We’re proud of our best-in-class employee networks, which are smaller tribes within our big General Mills family through which employees can find a foothold. Members of our six employee networks (Asian Leader, Black Champions, Hispanic, Women in Leadership, Veterans and Betty’s Family LGBT) support each other and reinforce our culture, coming together for inspirational leadership conferences throughout the year.

We expect members of our management team to serve as leaders and/or executive sponsors of these networks. We also work hard to encourage these groups to build bridges from one group to another, becoming living examples of inclusiveness. At a more granular level, our 30 employee clubs and more than 600 online social networks encourage employees to foster relationships, discuss shared interests and collaborate in transparent ways.

And our Courageous Conversation series gives employees a safe and supportive place to have candid discussions about important issues like #MeToo, Colin Kaepernick’s Take a Knee protest and mental health. Each session includes an open forum discussion facilitated by employee volunteers who are trained to facilitate these conversations.

**Communities**

It’s important for us to also be a leader in diversity and inclusion efforts in our surrounding communities. As the founding sponsor of the Dr. Martin Luther King Jr. Holiday Breakfast held in Minneapolis each year we bring together thousands of attendees across the community to celebrate Dr. King’s legacy and raise money for the United Negro College Fund. We also host an annual Pride reception as a free and open event for the broader Minneapolis/St. Paul metro area professional community, complete with activations that drive LGBT awareness and understanding. And on an ongoing basis, our General Mills Foundation supports a wide array of organizations that help diverse communities thrive.

A company cannot be diverse or inclusive without first being safe. We are
extraordinarily dedicated to best-in-class workplace safety and investment in our employees’ well-being. Our hope is that the collection of these efforts works together to build an impenetrable culture of inclusion that promises to reflect the diversity of our consumers.

We’re proud of our efforts to build bridges, but we also know there’s progress yet to be made. Let’s not forget that setting the tone starts at the top.