General Motors is creating a future of zero crashes, zero emissions and zero congestion with a diverse, inclusive team that brings wide-ranging perspectives and experiences to solving transportation challenges. We win together, as one team. Just like the global community we share, diversity makes General Motors a stronger, better citizen.

Every day, we use our talent and technology to develop safer, better and more sustainable ways for people to move from point A to point B. We are unified in our purpose to create a world with zero crashes, zero emissions and zero congestion — so our loved ones can come home safely every day, so future generations will inherit a healthier planet and so everyone can save precious time.

General Motors (GM) has the resources and capability to deliver this transformation for our customers, and our employees will bring this vision to life.

As an open, inclusive company, we’re also creating an environment in which everyone feels welcomed and valued for who they are. One team in which all ideas are considered and heard, in which everyone can contribute to their fullest potential, with a culture based in respect, integrity, accountability and equality.

We’re challenging ourselves to engage in the complex conversations around diversity, to better understand unconscious bias and truly learn how to see the world through others’ eyes.

Today, I lead a Board of Directors that comprises 45 percent women and minorities, but this did not happen overnight. Nearly 50 years ago, in 1971, GM was the first Fortune 500 company to welcome an African-American director to our board and the first in our industry to promote African-American design and manufacturing leaders. We also were the first automaker to launch dealer programs for minorities and women, launch a minority program for suppliers and publicly ally with the LGBTQ community. We’re proud of this legacy of firsts because it illustrates our longstanding commitment, and it is the foundation on which we’ll keep building. Diversity and inclusion must be woven into everything we do, and we all play a role. Our diversity, in all its dimensions, strengthens our workplace, our products and our understanding of our customers, and it is key to achieving our vision and living our values.

Our diversity and inclusion roadmap supports our vision by:

- **Finding and growing the best talent from around the world.** As companies vie for highly skilled talent, we’ve found
untapped resource pools to fill key roles. Our Take 2 partnership with the Society of Women Engineers and iRelaunch offers 12-week internships for experienced women to re-enter the workforce. Since 2016, GM has received more than 7,600 applications for 84 openings and extended 72 full-time offers with a 98 percent acceptance rate. Importantly, 40 percent of participants identify as ethnic minorities.

- **Capitalizing on new and emerging markets.** We rely on employees across the globe to raise workplace and marketplace opportunities, and our women’s councils are a key source. We have 20 women’s councils globally, focused on increasing the number of women in our ranks at every level. These strategic groups connect directly with women in local markets, assisting them with professional development, establishing GM as a workplace of choice, creating leadership opportunities and improving our ability to engage with women buyers.

- **Leveraging the unique traits and attributes in our workforce.** Our support for the U.S. armed forces spans generations. In 2017, some 6 percent of all new hires were veterans, and we continue to support several training and recruitment programs for veterans. GM’s Shifting Gears program trains current military members to become certified technicians prior to leaving the service. We’re also building on our efforts to hire people with disabilities. As a founding and continuing member of Going for the Gold, a program underwritten by the U.S. Business Leadership Network, we have hired more than 300 employees with disabilities to fill engineering, manufacturing and IT positions. We’ve also partnered with the Michigan Alliance on Autism to create several positions for employees on the functioning spectrum, and we will be expanding this successful program.

- **Promoting social change through investments in science, technology, engineering and math (STEM) and underserved children.** To encourage today’s students to become tomorrow’s innovators, we invest in the development of a diverse STEM workforce and support greater participation of underrepresented populations. We’ve partnered with numerous organizations, such as Girls Who Code, to expand exposure to coding and technology with underrepresented girls, and Donors Choose to support teachers with STEM resources in under-resourced schools. More than 50 percent of our STEM investments directly support minorities to increase presence, persistence and achievement. We also have created a robust summer internship program called Student Corps that combines professional development, life skills and community service. Since 2013, we have provided 640 paid internships to high school students in underserved communities and paired them with our GM retirees for mentorship. These mentoring relationships have been transformational for the students, our retirees and employees.
This mission has no finish line. We will always seek new and innovative ways to live and uphold our diverse and inclusive workplace. We will continue to empower our employees and stakeholders to take ownership of their relationships with each other and our customers. We know we have more to learn and more work to do, and we are determined to do this work, the right way, for the long term. We’re interested to see what our fellow members have achieved, and we are confident we can learn from their successes.

www.GM.com