INGERSOLL RAND has long been committed to building a progressive, diverse and inclusive environment. The diversity of our people makes us a stronger company all around the world; it’s a key reason Ingersoll Rand has endured since 1871.

Our commitment to diversity and inclusion is rooted in our longstanding values — integrity, respect, teamwork, innovation and courage — and bolstered by compelling data. Research shows diversity in the workforce yields significant business benefits. Diverse teams are more innovative and better at solving problems for customers; they turn higher profit and earn stronger return on investment.

But success is not just about having talented people with differing backgrounds. We strive each day to build an environment that is inclusive and respectful at its core. We believe that when people feel a sense of belonging, they are more engaged and deliver stronger performance. This creates a virtuous cycle of success for our people, customers, shareholders and communities.

That is why we place as much focus on our culture as we do on our company growth and execution; how we achieve results is just as important as the results we achieve. With the support of our leaders and Board, we have relentlessly integrated diversity and inclusion into the fabric of our culture — from our values and leadership expectations to talent practices and business strategies.

We have clear, measurable diversity and inclusion goals, and we track our progress to hold ourselves accountable. We provide our people a suite of exceptional programs and resources that continue to improve and expand. Employee Resource Groups and Inclusion Networks, for example, help employees learn about, celebrate and advance diversity and inclusion in the workplace. Immersive training and leadership development programs nurture our pipeline of diverse talent at all levels — from high potential women leaders to hourly plant supervisors. A new facilitated dialogue series, Bridging Connections, creates a safe space for employees to discuss complex social issues in a respectful environment. These programs,
and many others, work in concert to create a more diverse and inclusive workplace.

We also look for opportunities to leverage the strengths and best practices of others who share our goals. In 2017, Ingersoll Rand was the first in our industry to join the Paradigm for Parity coalition and pledge to bring gender parity to our corporate leadership structure by 2030. I was equally proud to join hundreds of fellow CEOs in a pledge for CEO Action for Diversity and Inclusion™.

Our efforts are building momentum that can be seen and felt across the company. Employee engagement scores increased 18 points in the past five years, and company engagement is now world-class among our peers. Notably, Ingersoll Rand consistently outperformed the S&P 500 Industrial Index over that same period.

While we are proud of our progress, we know the work to create a progressive, diverse and inclusive environment is never done. We have a lot to learn, and I look forward to continuing the dialogue within the business community to accelerate our impact. Together, we have the power to effect positive, sustainable change in our collective workplaces where diversity, inclusion and respect are the norm.

→ company.ingersollrand.com/strengths/inclusion.html