The Men and Women of Raytheon are driven by a singular objective: to make the world a safer place. In this age of constant and accelerating change, what we do at Raytheon, as a global technology and cybersecurity company, is more important than ever.

How we approach this is as critical as the objective itself. Our strength comes from our diverse backgrounds and ideas; our values guide how we work together as one global team to support our inclusive culture.

I view diversity as a business imperative. To meet the challenges we face, we need an environment in which everyone feels included and has an opportunity to grow and give their best — developing the innovative solutions our global customers depend on. As a company, we’ve been on our diversity journey for well over a decade. Our work on diversity and inclusion has significantly strengthened our company culture and given us a competitive advantage. But I know that we can do better.

As a result, I’ve challenged the Raytheon team to shake things up and do things differently relative to diversity and inclusion. Our comprehensive approach is highlighted by the following:

- We embed diversity and inclusion into how we work as a company. From how we recruit, develop and retain talent to partnering with diverse suppliers around the globe, diversity and inclusion is central to how we deliver innovative solutions to our customers. To be most effective, we need every Raytheon employee to feel included and have an opportunity to bring his or her whole self to work.

- We embrace a broad definition of diversity and seek to nurture an inclusive culture that recognizes all the ways in which we are different. For example, we extended our Employee Resource Groups construct to people with disabilities, veterans and early career professionals. We were the first defense company to receive a perfect 100 percent score on the Human Rights Campaign’s
Corporate Equality Index, provide domestic partner benefits and offer a paid parental leave benefit to all employees.

- **We hold leadership accountable for creating a culture of inclusion.** Leaders play a key role in shaping our culture, and inclusion requires engagement at all levels of the organization. Senior leaders are evaluated based on 360-degree feedback and are held accountable for targeted initiatives such as our sponsor program, through which they are expected to mentor at least three women or persons of color. They also serve as advisers for our Employee Resource Groups, demonstrating our sustained commitment to their growth and success.

- **We believe active, honest, two-way dialogue is essential.** Evolving company culture requires two-way engagement with honest, authentic dialogue between leaders and employees. Last year, I initiated a series of blogs that explored our current state and the changes we were making and asked for feedback. The series broke all engagement records for our internal blogging platforms.

- **We recognize that tomorrow's leaders are children in communities around the world today.** Providing for an inclusive workforce of the future requires supporting impactful programs that encourage science, technology, engineering and math (STEM) careers and drive an emphasis on diversity. From partnering with the Girls Scouts of the USA to inspire middle and high school girls to pursue careers in computer science to bringing MathAlive!, our award-winning STEM education program, to girls and boys in the Middle East, we are cultivating opportunity where it's needed most.

I'm as optimistic for our future today as when I joined the company in 1983. As we approach our centennial celebration, Raytheon is guided by our steadfast belief that our diverse and innovative people are our best asset.

irection} https://www.raytheon.com/responsibility/workforce/diversity-and-inclusion