Diversity and inclusion are essential for achieving our vision, fulfilling our purpose and being a sustainable company where the most talented people can thrive. A culture that doesn’t embrace people who look, think and act differently will simply not get to the best solution or results.

At Stanley Black & Decker, we are For Those Who Make The World — a purpose that has been excavated from our history, validated by our colleagues and positioned as an important North Star for an organization intent on demonstrating that our first 175 years were just the beginning. It is crucial that our “we” reflects the diversity of thought, perspective and background of “those” we serve and support to make the world … and make a positive difference in the world.

We strive to build and nurture a culture where inclusiveness is a reflex, not an initiative. Where there is a deep sense of pride, passion and belonging that transcends any role, business unit, language or country. And where all employees feel valued, heard and positioned to do their best work every day. While there is still work to do, we have made great progress toward this ambition.

Connecting diversity and inclusion to values and vision
As we live our purpose (For Those Who Make The World) and pursue our 22/22 Vision (achieve $22 billion in revenue by 2022), we’ve aligned our values accordingly. Within our values of inclusivity and collaboration, we strongly encourage our colleagues to demonstrate the following behaviors, and they are measured in our organization and people (performance) review process.
- Generate and embrace new ideas;
- Respect and leverage all aspects of diversity;
- Make decisions with an inclusive, global view;
- Be who you are, build trusted relationships; and
- Act with transparency and positive intent.

Positioning employee resource groups (ERGs) as inclusion catalysts

At Stanley Black & Decker, our talent goal is to draw from a global diverse talent pool to deliver on our company strategic objectives. We want to create and sustain a culture in which all employees can bring their whole selves to work, are empowered to pursue career advancement, and have access to resources to support their development in a safe and inclusive environment.

In 2015, the Women’s Network was the first ERG established at Stanley Black & Decker, quickly followed by the African Ancestry Affinity Network, Veteran’s Network, Developing Professional Network, and Pride & Allies Network (LGBTQ). These networks play a significant role in engaging our people in collaboration and innovation, empowering others by providing networking opportunities, improving representation across the business, and promoting career advancement.

By the numbers
- **In 2017 our ERGs contributed roughly $47,000** to community-based organizations in their regions. They are on track to contribute more than $100,000 in 2018.
- **ERG participation has increased from 500 employees** in 2016 to more than 1,500 in 2017.
- **As of first quarter 2018, our ERGs have a collective followership of more than 4,000 employees** on our social collaboration platform, Workplace. This enables them to engage with one another (and many others) across geographic and business lines, languages, and time zones.

Our first Global Diversity & Inclusion Conference in June 2017 attracted 100-plus network leaders to share best practices and plan. We anticipate more than 125 attendees in person for 2018 and will also webcast portions to broaden the reach.

Inclusivity is an important part of our strategic growth agenda. We are working to drive accountability and ownership of diversity and inclusion through all leadership levels, equipping managers to have team and individual conversations that will drive engagement and inclusion. We believe that everything communicates, with decisions and actions having the most credibility and impact.

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