As we advance our vision to solve the world’s escalating water challenges through innovation and expertise, we are committed to creating an organization of inclusion and diversity, where everyone feels involved, respected, valued and connected and where everyone is free to bring their authentic selves and ideas.

Overview

One of the greatest sustainability challenges facing the world today is the urgent need to provide access to clean, usable water. Water issues around the world are rapidly escalating, due to overpopulation, severe weather patterns from climate change and aging infrastructure, among other factors. According to the UNESCO, nearly two billion people are expected to be living in countries or regions with absolute water scarcity by 2025. Water consumption is estimated to double every 20 years. However, at the same time, the global supply of fresh water continues to decline — falling roughly 26 percent per capita over the past 25 years due to pollution, climate change and other factors.

But, through focus and determination, powered by new technologies and innovation, there is incredible new potential to solve water. Xylem is a leading global water technology company unified in a common purpose: creating advanced technology solutions to improve the way water is used, conserved and re-used today and in the future. Our products and services move, treat, analyze, monitor and return water to the environment, in public utility, industrial, residential and commercial building services settings. Xylem also provides a leading portfolio of smart metering, network technologies and advanced analytics solutions for water, electric and gas utilities. A Fortune 1000 company, Xylem does business in more than 150 countries.

We are a company focused on creating both economic and social value. As part of our commitment to sustainability, Xylem founded our signature corporate citizenship and employee volunteerism program, Watermark, a decade ago to provide and protect safe water resources for communities in need around the world and to educate people about water issues. Last year, employees worldwide logged more than 35,000 volunteer hours, and Xylem Watermark was honored by Engage for Good with the Gold Halo Award in the Employee Engagement category. Barron’s ranked Xylem in the Top 10 on its inaugural list of the 100 Most Sustainable Companies headquartered in the United States,
and FORTUNE named Xylem to its 2018 “Change the World” list of 50 companies that have made a significant social impact through their core business strategy (Xylem ranked #7). Xylem has also been named to America’s Most JUST Companies list by Forbes and JUST Capital.

Highlights

Xylem has been embarking on a bold new phase of growth and innovation, as we work to harness our expertise and cutting-edge technologies to help water operators and communities around the world address the growing water challenges they face. We know the best way for us to achieve our aim and serve our stakeholders is to develop a world-class culture that taps into the power of inclusion and diversity. When you bring together people from different backgrounds and cultures, with different talents and experiences, you spark innovation and engagement and create something truly exceptional. Inclusion and diversity, and the cross-exchange of ideas that they foster, drive innovation.

Every day Xylem employees are advancing inclusion and diversity in exciting and impactful ways: In one example, an employee in Germany led the charge to connect Xylem to Charta der Vielfalt (Corporate Charter of Diversity for Germany — “The Charter”), a six-pronged corporate initiative supported by Federal Chancellor Dr. Angela Merkel to promote diversity in companies and institutions. The initiative has also received the support of the German Commissioner for Migration, Refugees and Integration, Aydan Özoguz.

Xylem, representing our corporation and all of our businesses with a presence in the country, has signed the charter, joining more than 2,200 businesses committed to “creating a work environment free of prejudice” that deeply respects all colleagues irrespective of “gender, nationality, ethnic background, religion or worldview, disability, age, sexual preference and identity.”

Another example is Xylem Women’s Network. Today women comprise one-quarter of our top management positions and one-quarter of our total workforce. Xylem Women’s Network is an employee group dedicated to providing a supportive platform to exchange ideas, facilitating learning opportunities, advocating for equality of opportunity and unlocking leadership potential. Formalized in 2017, the network is quickly growing with chapters launched in North America, Asia and Europe. As part of our commitment to convene a robust conversation around inclusion and diversity, our Raleigh, N.C., chapter hosted an event in August featuring two of Xylem’s women board members: Victoria Harker, CFO of TEGNA and an expert in business transformation, and Jeanne Beliveau-Dunn, CEO of Claridad and a 22-year veteran of Cisco. In a fireside chat format, they shared insights and engaged Xylem employees in a robust conversation focused on why inclusion and diversity are so critical to driving innovation. Harker and Beliveau-Dunn also provided their reflections on their career journeys and gave advice for rising leaders. Both challenged participants to be passionate and engaged, be clear about what you want, and work to advance inclusion and diversity by lifting up colleagues, giving advice, making connections and calling people out if necessary. As Beliveau-Dunn said, “We are all part of the solution.”
All of Xylem’s senior leadership team members have been strong champions of the Xylem Women’s Network. Claudia Toussaint, Senior Vice President and General Counsel for Xylem, and Jay Iyengar, Xylem’s Chief Innovation and Technology Officer, serve as executive sponsors for the group. In addition, senior leadership shares and showcases Xylem Women’s Network across internal and external social media platforms, encouraging engagement. In the wake of our successful event in Raleigh, more women and men across Xylem are coming together to plan events from Sundbyberg, Sweden, to Hollywood, FL, and beyond.

Conclusion

Xylem is committed to building a culture that values and promotes inclusion and diversity. We know that the cross-exchange of ideas that comes from diverse backgrounds fuels innovation and excellence — and will play a critical role in driving progress in our industry and helping our company advance our mission and purpose: to solve water.

→ sustainability.xylem.com/people/employee.html