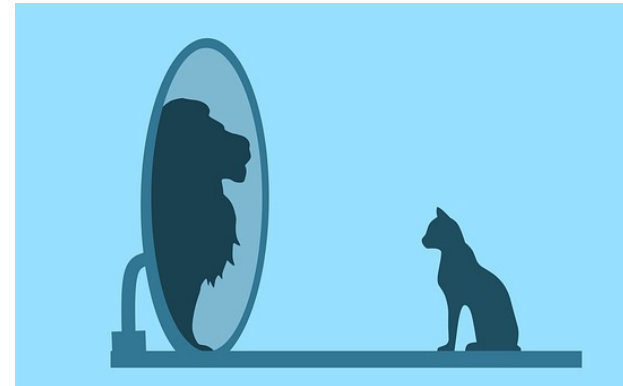


MY AUTHENTIC BRAND STATEMENT

“ I am a **people focused** senior executive who drives culture change toward **acceptance** and **inclusion**. I foster an **open** workplace culture by celebrating **individualization** and making people feel included ”



Clarity



Confidence

AUDIENCE



AUDIENCE



THOUGHT LEADERS



DEI ADVOCATES



CHANGE AGENTS

PONDER THIS



“Yes, the planet got destroyed. But for a beautiful moment in time we created a lot of value for shareholders.”

The New Yorker
26 Nov. 2012
Cartoon by Tom Toro

EXECUTIVE SUMMARY



Purpose

- Educate on aspects of social sustainability

EXECUTIVE SUMMARY



Value Proposition

- Connect your work to sustainability
- Increase attraction and retention as top employer of choice
- Prevent turnover
- Change culture

EXECUTIVE SUMMARY



Actions

- Commit to adopting best practices
- Advocate for change and speak up – use your voice
- Practice inclusion



Purpose

- Educate on aspects of social sustainability



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- Advocate for change and speak up – use your voice
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AGENDA

- **Why social sustainability matters**
- **Best practices**
- **Speaking up**

WHY SOCIAL SUSTAINABILITY MATTERS

H – Highlight the 1st Point

O – OK So What

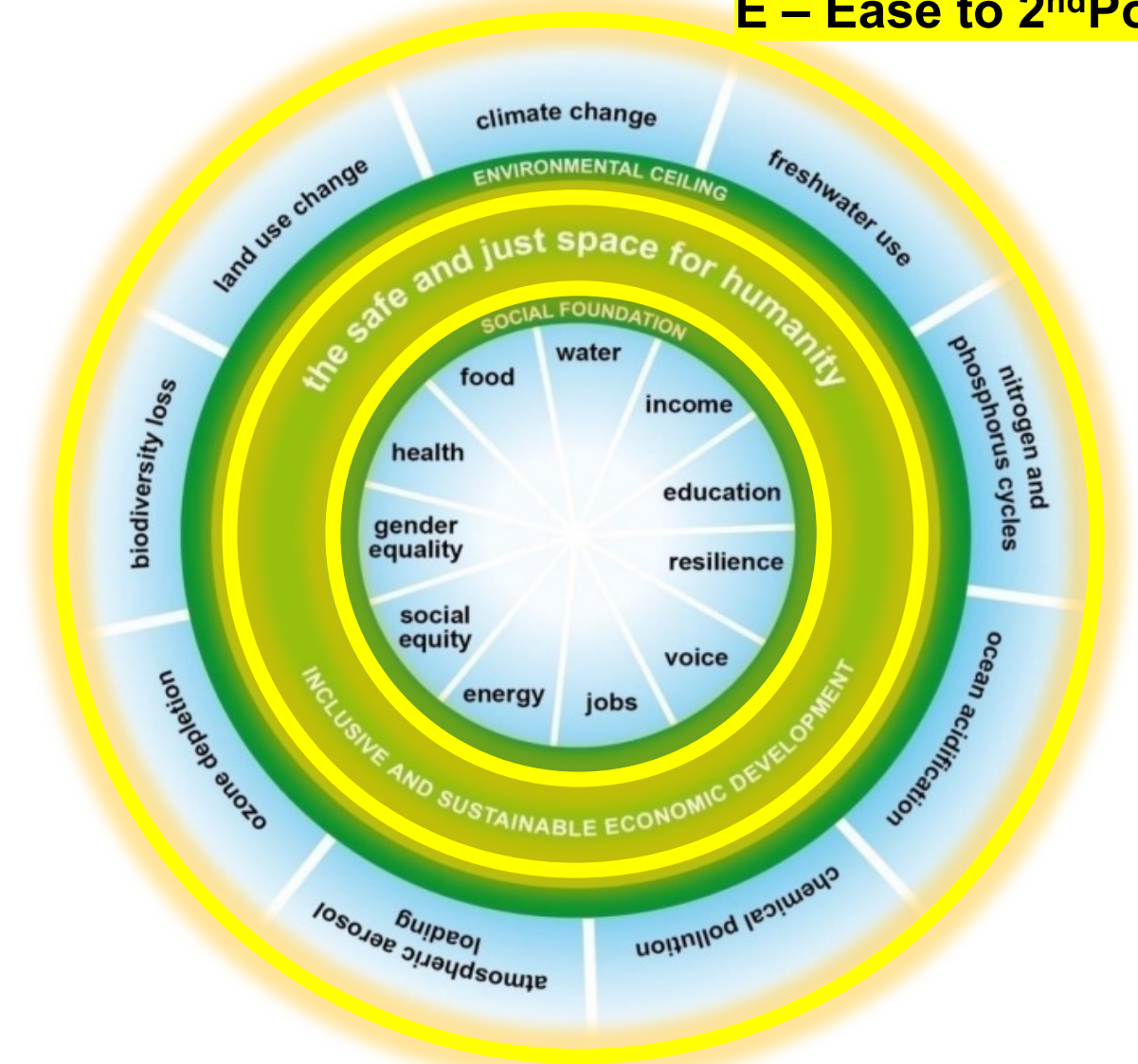
R – Relevant Information

E – Ease to 2nd Point

Social foundation

Environmental ceiling

Safe and just operating space for humanity



Courtesy of Villanova University & Oxfam

BEST PRACTICES

H – Highlight the 2nd Point

O – OK So What

R – Relevant Information

- Form equity, diversity & inclusion councils, taskforces, boards
- Implement Chief Diversity Officer roles
- Partner with ETAs to diversify and develop talent pipeline
- Promote employee participation in BRGs
- Encourage discussions on allyship, unconscious bias, inclusive practices
- Improve employee development using continuous learning

Gender
Equality



Racial
Equality



LGBTQ+
Support



Veterans &
Disabled
Individuals



Ever-evolving & constantly changing

- Form equity, diversity & inclusion councils, taskforces, boards
- Implement Chief Diversity Officer roles
- Partner with ETAs to diversify and develop talent pipeline
- Promote employee participation in BRGs
- Encourage discussions on allyship, unconscious bias, inclusive practices
- Improve employee development using continuous learning
- **Perform annual global pay equity & pay gap reviews and provide data**
- **Require all-employee, annual, mandatory diversity, equity & inclusion training**
- **Practice Seek, Speak and Listen**

Gender
Equality



Racial
Equality



LGBTQ+
Support



Veterans &
Disabled
Individuals



Ever-evolving & constantly changing

SO WHEN DOES BOEING 'SPEAK UP'?

H – Highlight the 3rd Point

S – Summarize

E – Ease to Finish Strong

“Boeing Statement on
Coronavirus” 3/4/20

“Boeing CEO Message on
Confronting Racism” 6/10/20

“Boeing CEO
Condemns
Intolerance and
Harassment in Note
to Employees” 6/1/20

“Boeing CEO Message Against
Hateful Acts” 3/18/21



“Boeing Statement on
Political Action
Committee
Contributions” 1/13/21



#STOP
ASIAN
HATE

“Boeing and Allen University Partner to
Establish the Boeing Institute on
Civility” 11/11/20

“Boeing CEO Outlines
Racial Equity Action Plan” 8/28/20

“We cannot solve our problems with the same level of thinking we used when we created them”

Albert Einstein

