Boeing CEO Message on Equity, Diversity & Inclusion Report

CHICAGO, April 30, 2021—Boeing President and CEO David Calhoun shared the following message with employees today:

As we have witnessed horrific images in the news and heard heartbreaking stories from our people, our determination to advance equity, diversity and inclusion has only become stronger. It is clear we have an opportunity to be a force for change within our walls and in our communities — and we are taking an important step forward today.

For the first time, we are publishing our diversity metrics, which include representation numbers for several employee communities. As you will see in the data, we are on par with the aerospace industry, and we have made advancements in some areas, but we are not where we want to be. That is why the report sets specific aspirations we're working to achieve and outlines the actions we are taking to make progress.

The data released today delivers on a critical component of the equity action plan I shared with you last year, which reinforced our commitment to root out racism and invest in equity and racial justice inside and outside Boeing. As part of these efforts, the Racial Equity Task Force has been making strides in establishing themselves as an internal think tank supporting our efforts to create systemic inclusion and transformational change. Working with our Global Equity, Diversity & Inclusion team and extending the meaningful work of our Business Resource Groups and Diversity Councils, they have been engaging with employees and helping identify innovative approaches to inclusion and racial equity.

This work is a business imperative for us, because diversity and inclusion make us better in every way; when everyone has a voice, everyone is inspired to succeed together. As we resolve to do better, the gaps we see in our representation show us where we must focus our efforts to address disparities. We are sharing these metrics because transparency will help drive shared accountability, and we will continue to do so each year going forward to keep ourselves accountable.

We are also holding our people accountable with a zero-tolerance approach to behavior that is contrary to our values. Between June 2020 and April 21, 2021, the company terminated 65 employees and took other corrective action against 53 employees for engaging in or being a part of racist, discriminatory or otherwise hateful conduct. There is no place for hate within our company, and we will keep expecting the best from everyone in their interactions with one another.

We are in this together, and I expect every teammate to be part of the work ahead. As we reach an important milestone with the release of this inaugural report, I encourage all of you to engage in a meaningful conversation with your teammates about how you'll help move the needle at Boeing. Then, turn your conversations into action by building Seek, Speak & Listen habits, which are foundational to an inclusive culture. You'll be hearing more from me and members of the Executive Council about this enterprise-wide effort throughout May, and we ask for your active engagement.

Where we stand today will not limit how far we can go. United in our commitment to our values, we embrace the challenging and necessary work ahead of us to advance equity, diversity and inclusion within Boeing and beyond.

Dave