



2022 Global Equity, Diversity & Inclusion Report Summary

Soaring Higher, Together

“Protecting, connecting and exploring our world requires a diverse team that embraces challenges to advance our mission. Over the past year we’ve made progress on our diversity and inclusion commitments and recognize there’s still much more work to do. We remain steadfast in our resolve, for we have seen firsthand that when we support each other, when we seek diverse perspectives and listen with curiosity, we achieve the unimaginable.”



Sara Bowen
Vice President,
Global Equity,
Diversity & Inclusion

[View the full report](#) [Download the GEDI Strategy PDF](#) [Download the Data Glossary](#)

Who we are

We are encouraged by our progress, especially in light of the pandemic and challenges of the past year. With roughly 142,000 team members across the U.S. and in more than 65 countries, we remain committed to recruiting, supporting and developing diverse talent.

Compared to last year, women and racial/ethnic minority representation has increased overall. For the first time this year, we are also sharing data related to women of color, disability, gender identity and sexual orientation.

↓ ↑ pt change from previous year

Gender

U.S. Overall			International Overall				
Undisclosed	Men	Women		Undisclosed	Men	Women	
0.5%	76.3%	23.2%	↑ +.3pt	3.4%	71.9%	24.6%	↑ +.3pt

Race/Ethnicity*

U.S. Overall						
Asian	Black	Hispanic/Latino/a/x	Native American	Pacific Islander	White	Two or More races
14.6%	6.6%	7.4%	0.8%	0.7%	67.1%	2.3%
↑ +.4pt	↑ +.2pt	↑ +.4pt	no change	↑ +.1pt	↓ -1.7pt	↑ +.1pt

U.S. Veterans

Veterans	
14.6%	↓ -.2pt

U.S. Disability

Self-ID participation rate	Self-ID as having a disability
28%	6.4%

U.S. LGBTQIA+

Gender identity self-ID participation rate	Sexual orientation self-ID participation rate
7.1%	6.1%

*Race identification formatting was changed in 2021 to more correctly reflect the identities of employees.

Progress toward our aspirations

Last year, we established a set of near-term aspirations to achieve by 2025 and introduced our Seek, Speak & Listen (SS&L) habits to build stronger teams and achieve better business outcomes. While we are moving in the right direction, we want – and need – to accelerate change. We will continue seeking out and listening to all voices as we advance our aspirations.



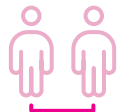
Increase the Black representation rate in the U.S. by 20%

Black representation rate has increased from 6.4% to 6.6% in the U.S., a 3% increase in the representation rate.* Encouraging behaviors that advance inclusion and disrupt bias, such as the SS&L habits has helped us move in the right direction but we need to accelerate our efforts.



Eliminate any statistically significant differences between the workplace experiences of underrepresented and at-representation groups

Quarterly pulse surveys showed that up to 87% of white teammates trust their manager to address bias, whereas 68% of Black teammates report the same, indicating there is still much work to do. Our Racial Equity Task Force, Business Resource Groups (BRGs), and other teammates are helping us identify gaps and address barriers. We know there isn't an easy fix, and that closing the experiential gap will require sustained, committed efforts.



Close representation gaps for historically underrepresented groups

Overall representation has increased for women, and racial and ethnic minorities, thanks in part to strengthened equity in our talent selection processes, bias mitigation training for hiring managers and ongoing accountability.

*This increase in representation rate reflects the percent difference between the 2020 and 2021 representation percentages: $(6.6\% - 6.4\%) / 6.4\% \times 100 = 3\%$.



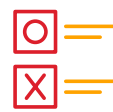
Achieve parity in retention rates of all groups

For each quarter in 2021, exit rates for women, men, and teammates of all races were within 1 point of each other, an improvement compared to 2020. New tools, like the “stay interview”/check-in guide have helped managers have candid conversations to support their teammates’ needs and goals.



Advance common understanding, shared experiences and mutual respect

In 2021 we launched the Seek, Speak & Listen habits through leader-led learning across our global enterprise. These habits help us build stronger teams and achieve better business outcomes. By the end of 2021, 97% of teammates completed the SS&L learning experience, and 85% of those surveyed reported using the habits in their daily interactions.



Report diversity metrics and progress annually

For the first time in our company's history, we published our diversity numbers in 2021 as part of our commitment to confront inequities, and we're committed to doing so each year.

Creating a culture of care

The Seek, Speak & Listen habits are foundational to who we are and how we work together. Success for us is a culture of trust, care and connection. With this open and inclusive culture, improved business outcomes will follow—in safety, quality, production, performance and inclusion.

By embracing these simple habits, we make better decisions, drive innovation and build connection. In our report, you will see how teams are embracing these habits to advance inclusion locally. For example, you'll learn that in Canada, teammates spoke up and launched the first international chapter of the Boeing Employees Indigenous Network BRG, and after seeking and listening, identified a need to provide Indigenous awareness training to all Boeing Canada employees. You'll read about our team in Mesa, which has worked hard to embed the Seek, Speak & Listen habits into everything they do, and made changes to better support their neurodiverse teammates as a result. These are just two of the many examples of Boeing teammates seeking out diverse perspectives, listening to learn, speaking up and taking action.

To drive change for our company and our communities, we invite you—our current and future team members, customers, suppliers and partners—to join us. Ask questions, share your insights, and join the conversation online by using the hashtag #seeksspeaklisten.