



Equity & Community

# Implementing Holistic Diversity and Inclusion Initiatives

Manufacture Alabama Annual Meeting

Garfield Bowen, VP Social Justice Strategy & Initiatives, 3M

Sept. 17, 2021

# 3M Value Model

## Vision

3M Technology Advancing Every Company  
3M Products Enhancing Every Home  
3M Innovation Improving Every Life

## Strengths

-  Technology
-  Manufacturing
-  Global Capabilities
-  Brand

## Priorities

-  Portfolio
-  Transformation
-  Innovation
-  People & Culture

## Values

Diversity, equity, and inclusion  
Sustainability  
3M Code of Conduct

# Improving lives



# 3M serves customers through four business groups

Safety & Industrial

Transportation & Electronics

Health Care

Consumer



Accelerating safety and industry performance by serving the industrial, electrical and safety markets.



Moving transportation and a connected world forward by serving automotive and electronic OEM customers.



Connecting people, insights, science and technology to make better health possible around the world by serving the health care industry.



Innovating to simplify life and work by serving global consumers.

Enterprise Operations supports manufacturing, sourcing, and supply chain efforts for all BGs



# Equity & Community

Our Equity & Community team brings together the power of 3M’s diversity, equity, and community ambitions to **enable growth** for our businesses, while **enriching our communities** and **empowering our employees** to improve every life.

# Equity & Community: Working together to drive lasting change

A holistic and cross-functional organization that connects teams and strategies across three primary areas



**James Momon (he/him/his)**  
SVP, Equity & Community and  
Chief Equity Officer



**Ann Anaya (she/her/hers)**  
VP & Chief Diversity Officer

**Diversity & Inclusion**

Create a Culture of Belonging while enabling the attraction, development, and retention of diverse talent around the world



**Michael Stroik (he/him/his)**  
VP, 3Mgives

**3Mgives**

Build community partnerships through philanthropy and employee engagement driving equitable career pathways in STEM and Skilled Trades, while also addressing the most pressing social and environmental issues in 3M communities (global wealth and societal opportunity gaps/climate)



**Garfield Bowen (he/him/his)**  
VP, Social Justice

**Social Justice**

Orchestrating enterprise-wide social justice agenda to drive equitable outcomes in our workplaces, communities and business practices

# Three strategic social focus areas drive equity across our business ecosystem



### Equity in our Workplaces

Ensure 3M reflects our consumers and creates a culture of belonging



### Equity in our Communities

Focus on creating pathways for underrepresented communities



### Equity in our Business Practices

Ensure 3M's value chain creates access and opportunity

**2** Social justice platforms for change defined

**9** Social justice workstreams activated

**100+**

**Members** on extended social justice team



# 3M commits to advancing DEI in an accelerated manner

## Longstanding commitments

Increase diverse representation in management roles from 32.6% to 65.2%

Align philanthropic giving around 3 areas:  
Education, Environment, Community

Maintain compliance for supplier diversity requirements as a government contractor

Advocate boldly for STEM and Skilled Trades education

## Additional goals added since 2020

Double representation of Black/African American and Hispanic/Latino individuals from entry level to senior management in US workforce

Strategically invest **\$50M** to address racial opportunity gaps through workforce development initiatives with guidance from Community Coalition of civic leaders

Establish supplier diversity excellence by **doubling spend with diverse suppliers** in the US and starting a **mentoring program for diverse-owned suppliers**

Deliver **5M STEM & Skilled Trades experiences** to underrepresented students globally



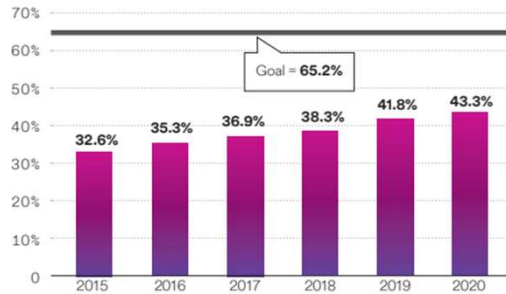
3M 2020

# Global Diversity, Equity & Inclusion Report

## Global Diversity Index: Diversity in management

In 2015, 3M set a cumulative goal across all diversity categories to double the pipeline of diverse talent in management globally from 32.6% to 65.2%. The global Diversity Index measures our progress toward this goal.

We have increased  
**10.7 points**  
cumulatively from  
2015 to 2020



## Global Inclusion Index

2017



of employees  
felt included

2019



of employees  
felt included

2020



of employees  
felt included

\*Inclusion Index data is not available for 2018



### U.S. gender pay equity

3M has achieved and is sustaining gender pay equity in the United States.\*



### U.S. pay equity for racial/ethnic groups

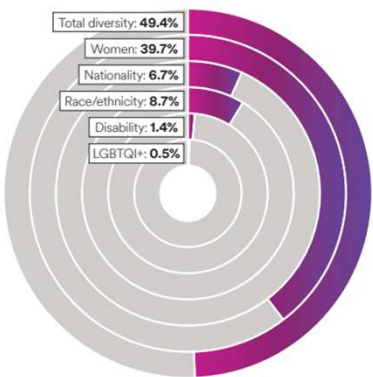
3M has also achieved and is sustaining pay equity for racial/ethnic groups in the United States.\*

\*Compares job category, job grade and location

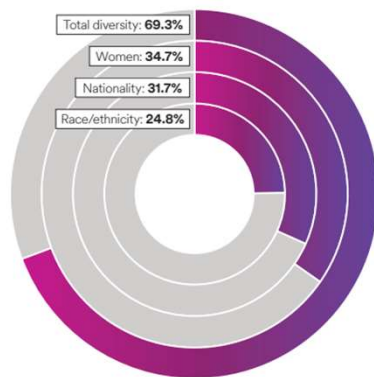


Read the full report:  
Visit [3m.com/equity](https://3m.com/equity)

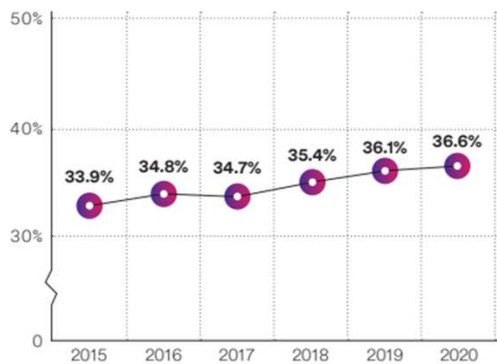
### 2020 global diverse representation of non-production employees (all levels)



### 2020 global diverse representation of vice presidents and above



### Women in our global workforce (all levels, production and non-production)



See global gender data by job level on page 10

# Drive equity in our communities

*Leveraging our People, Products, Philanthropy, and Partnerships*

Support the community ecosystem where families live, work, and learn



## Health Care

Health Care Equity

Address health care access and disparities for marginalized communities based on social determinants of health



## Transportation & Electronics

Urban Safety & Mobility

Improve urban safety for pedestrians, bikers, and drivers by enhancing visibility and signage in select city centers



## Consumer

Homeownership

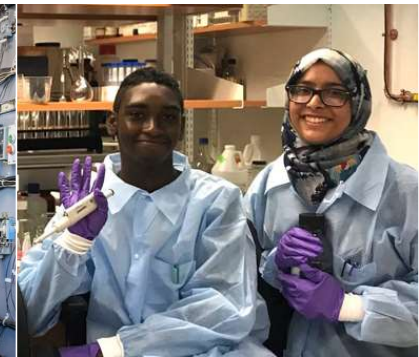
Address homeownership gap by partnering with organizations that increase ownership access for URGs and through meaningful product innovation that makes a house a home



## Safety & Industrial

Skilled Trades Upskilling

Connect URG students and young adults interested in vocational training with skilled career opportunities in fulfilling roles that provide equitable living wages



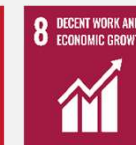
## 3M Company-wide

STEM Equity

Partner with schools and universities to ensure students have the tools, resources, and knowledge needed to succeed in STEM courses and careers



Taken together, these goals address fundamental needs:



# 3M sees STEM as critical path to achieving greater equity

## Building the next generation of scientists



Discovery EDUCATION | 3M



## STEM advocacy efforts

The pandemic has renewed our focus on STEM



People see STEM professions as key to improving overall quality of life.

**90%** say the world needs more people in STEM careers

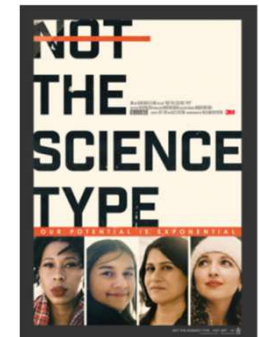
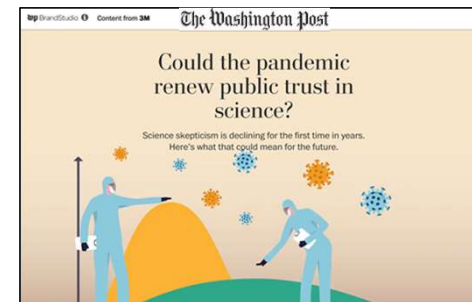
**84%** believe their country's economy will improve if more people pursue STEM careers

But barriers remain

Nearly all respondents (88%) say it is essential to increase diversity and inclusion in STEM fields, but they recognize women and other minorities face major obstacles

**73%** Underrepresented minorities often do not receive equal access to STEM education

**87%** We need to do more to encourage and retain women/girls engaged in STEM education





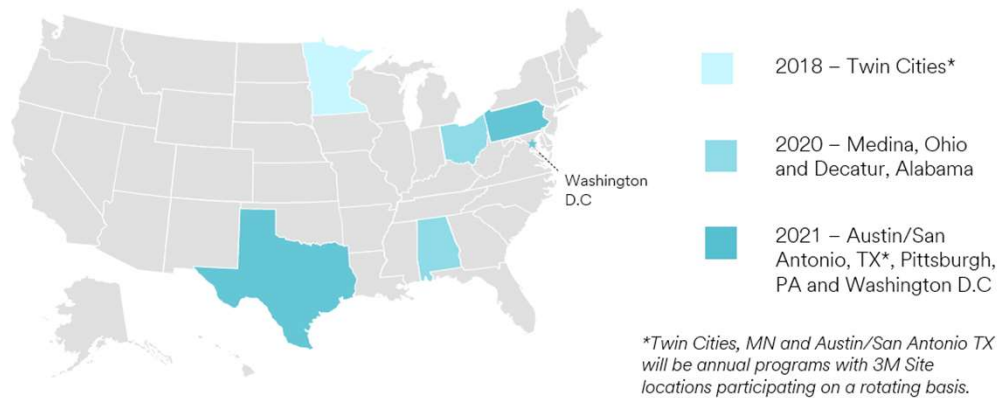
<https://www.youtube.com/watch?v=4O5jgB6YJvI>

# Maximizing community impact through giving & volunteerism

## 3M Impact

### Overview:

- Cohorts of 9-15 3Mers volunteer their time to support their local community
- Five weeks of engagement, ~60 hours per participant
- Teams of 3-5 3Mers are paired with a host organization (e.g., nonprofits, educational institutions, social enterprises that align to 3M's Sustainability Framework)
- Currently in 6 US cities and 9 counties, plan to expand



## Spotlight on Alabama

### Community efforts in Alabama, 2020

- **4,134 hours** volunteered
- **\$150,000 in grants** centered on 3Mgives key focus areas: Community, Education, and Environment
- **\$103,000 donated to 100+ Alabama charities** and nonprofits through employee giving match programs
- **\$30,000 given to STEM education** to Decatur and Guin public schools through Ingenuity Grants

### 3M Impact Local – Decatur, AL:

- 8 3Mers contributed 480 hours pro bono
- 2 teams worked with 2 host organizations:
  - Streamline donation process in the ReStore and write updated policy
  - Create online platform that tracks funding priorities



## Recruit and retain top talent

- Partner with county military recruiting organizations to identify candidates to transition into civilian jobs
- Proactively engage with local diversity organizations to recruit diverse talent

## Create a culture of belonging for all

- Increase plant employee engagement with timely, accessible and relevant programming from local and global chapters of 3M's employee resource networks (ERNs)
- Train global manufacturing and supply chain senior leadership to drive greater sense of inclusion and belonging
- Create psychologically safe spaces for challenging conversations
- Expand community giving through ERN Community Champion Equity Grants and 3M sponsored scholarship for underrepresented students in STEM
- Encourage production and non-production employees to participate in global marquee D&I events

# Together, we can create more equitable communities

Visit [3M.com/equity](https://www.3m.com/equity)





Equity & Community

Thank you