

INCLUSIVE ICR

JUNE 3, 2020



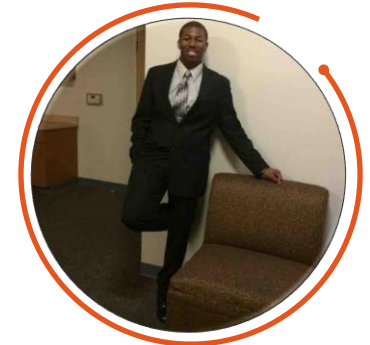
COLLINS AEROSPACE D&I TEAM



Diversity Inclusion Lead

- Global D&I strategy
- Business reviews and planning
- Retention strategies

Brenda Reuter



Manager, D&I and ERGs

- ERG Strategy
- Business alignment

Jeremy Walls

Intern

- Project Management
- Global Day of Inclusion

Travis White

D&I JOURNEY

EVOLUTION AND OUTLOOK



COLLINS DIVERSITY AND INCLUSION STATEMENT

ALL WELCOME. ALL EQUAL. ALL IN.

We believe a multitude of approaches and ideas enable us to innovate for the best results for our workforce, workplace, and customers. We are committed to fostering a culture where all employees can share their passions and ideas so we can tackle the biggest challenges in our industry, tap into the creativity of our employees, and pave new paths to limitless possibility.

WE ARE REDEFINING AEROSPACE ●



WHAT WE BELIEVE

A DIVERSE AND INCLUSIVE WORKPLACE

Positively impacts our work environment, how we treat one another and communicate in the workplace

Correlates to our ability to attract and retain the best talent and serve the needs of a diverse marketplace

Provides a competitive advantage by increasing our ability to meet the needs of our global and diverse marketplace.

Encourages innovative thought, better team performance and quality customer service that will only enhance our position in the marketplace

DIVERSITY AWARDS

UTC EXTERNAL RECOGNITION



Fairygodboss Best Company for Women to Work #9 (2018)



Forbes Best Employer for Women #99 (2018)



Corporate Equality Index: Best Places to Work for LGBTQ Equality 100 score (2018 & 2017)



DiversityInc Top 50: "Noteworthy" Company (2018 & 2017)



Latina Style Magazine Top 50 Best Places to work for Latinas #9 (2018 & 2017) #12 (2016)



Disability Equality Index Best Places to Work (2017&2016)



Top 10 Companies Millennials Are Most Excited to Work for



DRIVING CHANGE

INITIATIVES AND PARTNERSHIPS

POLICIES AND PROGRAMS

SUPPORTING A DIVERSE WORK ENVIRONMENT

- UT FLEX
 - Remote work, modified schedule, and hybrid arrangements
- UTC Scholar Program
 - Company sponsored, market leading benefits
 - 40,000 degrees earned and \$1.3B+ investment since 1996
- Re Empower
 - Candidates with 2yr or greater break in employment
 - 16-week paid program with on-the-job experience
 - Coaching, personalized success plans, leadership exposure

PARADIGM FOR PARITY

GENDER PARITY BY 2030

A coalition of companies* and business leaders committed to closing the gender gap in corporate leadership.

5 point roadmap

- Minimize unconscious bias
- Stepped goals for increasing gender representation
- Set measurable goals
- Base career progress on business results
- Identify women of potential and find them sponsors



*currently 120 participating companies

EMPLOYEE RESOURCE GROUPS (ERGS)

AFFINITY BASED EMPLOYEE NETWORKS

ERGs are designed to:

- Encourage personal and professional development
- Support and enhance inclusivity of members and other employees
- Provide a constructive feedback forum for the broader enterprise
- Engage in recruitment and retention of underrepresented talent

ERGs by the numbers

135 individual chapters

7 countries

44 unique sites in US

Each ERG is partnered with a C-suite executive sponsor



LEADERSHIP DEVELOPMENT

HIGH PERFORMANCE AND HIGH POTENTIAL

FUEL

(Fast-tracking UTC Emerging Leaders)

2 year cohort, Mid-career nominations

Tailored learning, Leadership exposure

EDGE

(Executive Development for Global Excellence)

1 year cohort, Director level

Sr. Leadership potential, Mentoring assignment

WILL Rise

(Women In Line Leadership)

1 year, Early to mid-career, Began grassroots

Focus business acumen and strategy

LEAD

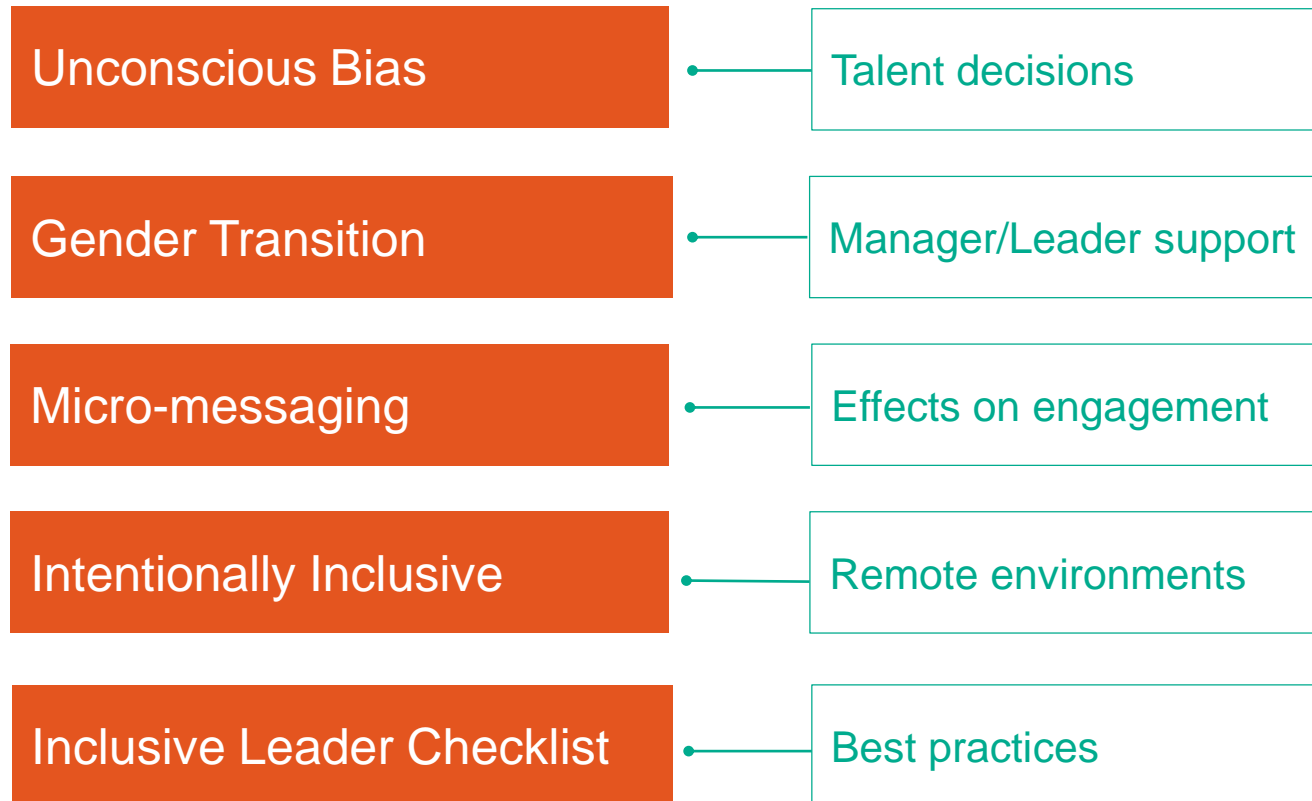
(Leadership Excellence, Accelerating Development)

18 month cohort, Director level

Role expansion, Enterprise leadership potential

INCLUSION AND CULTURE

PROVIDING SUPPORTIVE CONTENT



POWER OF CHOICE

EXPERIENTIAL LEADERSHIP DEVELOPMENT

Self-efficacy focused workshop

- Partnership with Kornferry
- Cohort of 25 early to mid-career
- Women, Hispanic, African American, PRIDE

1

Manager Webinar

2

2-day instructor-led session & teambuilding

3

Manager debrief development planning

4

90 Post-session participant check-in

QUESTIONS?