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Global Equity, Diversity and Inclusion

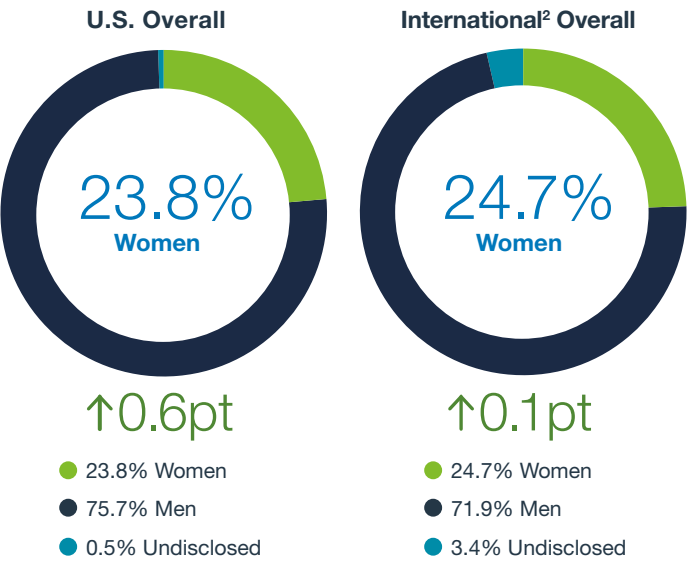
Equity, diversity and inclusion are foundational values at Boeing and key drivers of business outcomes. Each member of our global team brings a unique perspective, and we grow stronger when everyone has an opportunity to contribute. We are committed to the necessary and challenging work of

building an environment in which each teammate has a voice and feels inspired to achieve their full potential. Transparency is the foundation of this commitment, and we have been sharing our progress each year in our [Global Equity, Diversity & Inclusion Report](#) and our [EEO-1 Report](#).

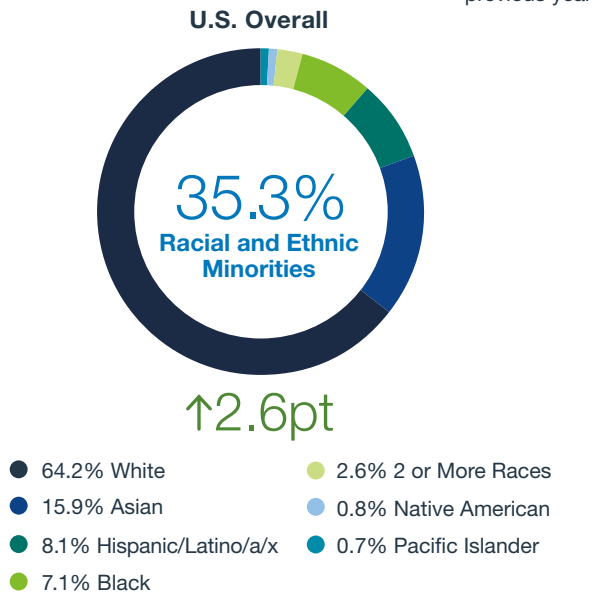


Read more about [Boeing's Global Equity, Diversity & Inclusion](#) efforts in our 2023 report.

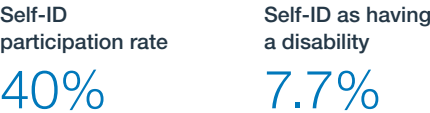
Gender¹



Race and Ethnicity³



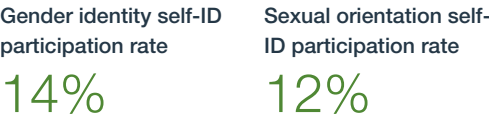
U.S. Disability⁴



U.S. Veterans⁵



U.S. LGBTQIA+⁶



View all Global Equity, Diversity and Inclusion data. Unless otherwise indicated, data presented are snapshots taken in December 2022.

1. All data on gender is collected globally. Numbers for gender may not total 100% due to team members who identify as nonbinary or who choose not to disclose.

2. International indicates team members outside the U.S.

3. Race and ethnicity data reflects the U.S. workforce only. Numbers may not total 100% due to inclusion of people who choose not to disclose or due to rounding. Racial and ethnic minority representation includes Asian, Black, Hispanic/Latino/a/x, Native American, Pacific Islander and Two or More Races as defined by the U.S. Equal Employment Opportunity Commission.

4. A disability is defined as a physical or mental impairment or medical condition that substantially limits a major life activity or a history or record of such an impairment or medical condition.

5. Veteran data reflects the U.S. workforce only based on voluntary, confidential self-identification. A veteran is defined as a person who served in the active military, naval or air service and who was discharged or released therefrom under conditions other than dishonorable.

6. LGBTQIA+ is a term that includes people of all genders and sexualities, such as lesbian, gay, bisexual, transgender, questioning, queer, intersex, asexual, pansexual and all others. Gender identity and sexual orientation data reflects the U.S. workforce only based on voluntary, confidential self-identification. Data related to gender identity and sexual orientation are not shared with the government, unlike gender and race/ethnicity data, which Boeing is required to submit to the Equal Employment Opportunity Commission for U.S. employees. The gender identity options include female, male, nonbinary, not listed, prefer not to answer, transgender female and transgender male. Gender identity and sexual orientation participation rates are reported as of March 1, 2023. We will continue our efforts to educate and encourage all team members to self-identify and expand self-ID options outside the U.S. where it is safe and lawful to do so.