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Global Equity, Diversity & Inclusion Report reflects Boeing’s journey

Boeing recently released its third annual Global Equity, Diversity & Inclusion (GEDI) report, which shared demographics data, progress toward the company’s six 2025 aspirations, and stories from across the enterprise and around the world about policies, teams and individuals who are making a difference. The report is an invitation to all prospective and current employees, suppliers, customers and community partners to join us on our journey toward becoming a more equitable and inclusive company.

Boeing has roughly 156,000 employees representing 47 nationalities in 65 countries. In 2022 we hired more than 23,000 new teammates, resulting in an increase in female representation across virtually all job levels — production and maintenance, individual contributors, managers,

directors and executives — and increased racial and ethnic representation in the U.S. at junior and senior levels. We also saw increased rates of participation in our self-identification process, which encourages employees to confidentially share their disability status, sexual orientation, gender identity and veteran status.

Key Highlights Included:

In 2022, Boeing tied inclusive hiring processes to its incentive compensation: 92% of candidate interview slates in 2022 for manager or director-level roles included at least one woman globally, or at least one woman or racial/ethnic minority in the U.S., showing that specific, measurable and financially relevant accountability has an affect on incentivizing the right behaviors that naturally lead to more diverse outcomes.

We reformed our Racial Equity Steering Team (newly named Equity & Inclusion Council) to include Executive Council champions and representatives from each of our nine Business Resource Groups, which increased transparency and access to senior leadership. We also made progress on our six specific 2025 aspirations we announced and continue to report against.

As we look forward to 2023 and beyond, we are energized by the progress we’ve made and are committed to continuing the hard work because it is necessary not just for our business success but also for the sustainability of aerospace and our communities.

Samuel Atilabachew, Commercial Airplanes, Renton. Duaa Alshareef, Human Resources, Saudi Arabia. (Boeing photos)



Pay equity summary

We foster a diverse, collaborative and inclusive environment that empowers employees to do their best. Equal pay for equal work is a foundational element of our approach. We hold ourselves accountable to equal pay for equal work by conducting regular compensation reviews to ensure that employees are compensated equitably throughout their careers — independent of race, gender or ethnicity. It’s the right thing to do and makes us a better, more inclusive and higher-performing company. We’re committed to continuing and expanding our analysis globally and doing the work to ensure pay equity at the time of hire and throughout every employee’s career.