Research Request

Diversity & Inclusion Benchmarking:

FOCUS ON
Top Publically Traded Companies in Chicago

JUNE 2016
The following are the top five publicly traded companies in Chicago according to the Public Accountability Initiative:

1. The Boeing Company
2. United Continental Holdings, Inc.
3. Exelon Corp
4. Abbott Laboratories
5. AbbVie Inc.

**Boeing**

“The success of our company is really dependent upon having the best and brightest talent. Attracting that talent is one thing; but making sure that people have a voice, feel valued, are fully included in the workplace is critical to keeping that talent”

- Connie Summers, Senior Global Workforce Inclusion Specialist

There is need for the CEO, Dennis Muilenburg to have a statement on diversity and inclusion on the Boeing website.

**Diversity Councils** are integrated groups of site leaders, managers and employees, who work to improve employee engagement, provide learning and leadership opportunities, increase communication, and facilitate implementation of organizational diversity plans. Diversity councils are supported by a local executive champion. Boeing has more than 40 Diversity Councils.

**Business Resource Groups** are employee-led associations designed to further personal and professional development, promote diversity within the company and strengthen networking. The members share a common interest, such as race, gender or cultural identity. The eight groups collectively have more than 100 chapters around the world. Membership is open to all employees.

Internal programs and events are designed to work together to support diversity and inclusion throughout the year. Key diversity programs and events include:

- Mentoring programs
- Training
- Monthly heritage commemorations
- Companywide and regional diversity summits
- Global Diversity Awards Program

**Continental**

“Our mission is to create an inclusive work environment, characterized by dignity and respect, that empowers every employee to serve the global marketplace and contribute to our success.”
Specifically, Diversity and Inclusion is managed purposefully and strategically to enable United to operate more productively and efficiently.”

- Above is the opening paragraph on the D&I section of the United Continental website.

Full fact sheet click here.

Awards and recognitions

- Earned a 100% rating on the Human Rights Campaign’s Corporate Equality Index and named a "Best Place to Work" for five consecutive years
- Received the Business Leadership Award from Equality Illinois
- Illinois Committee for Employer Support of the Guard and Reserve (ESGR) Pro Patricia Award
- "40 under 40" honoree - Sarah Rae Murphy, VP financial planning and analysis Crain's Chicago Business

United’s Executive Diversity Council is comprised of officers and senior leaders from across the company who are committed to acting as champions of diversity and inclusion for the airline’s employees. The Council supports efforts to recruit a diverse workforce and promote an inclusive work environment at United.

Exelon

“At Exelon, we believe that we can deliver best on our commitments by having a diverse and inclusive team. Including diverse perspectives into our thinking leads to greater innovation, increased employee engagement and better solutions to take advantage of opportunities and overcome challenges.”

- Christopher M. Crane President and Chief Executive Officer

Full facts click here.

Five Pillars

1. Diverse + Inclusive Workforce - To attract, develop and retain talent of all backgrounds that reflects the realities of our marketplace, our communities, and the relevant labor market.
2. Inclusive Workplace - To create a culture of inclusion through consistent and sustained execution of the Exelon D+I strategy, including progress measurement for results.
3. Diverse Suppliers To achieves a diverse range of suppliers, vendors and service providers.
4. Community Relationships - To ensure that Exelon leadership has a significant reach and visible presence in a strategic core group of diverse community based organizations.
5. Leader in Diversity + Inclusion - To earn Exelon recognition as a D+I leader by its employees, local, regional and national thought leaders, and the communities it serves.

Abbott

“The business case for a diverse workplace is clear: companies with more diversity among their people think more creatively and adapt more quickly to changing markets. We’re a global company; we need a wide diversity of ideas and perspectives to understand the people we serve and be relevant to their lives.”

- Miles White, Chairman and CEO

Formal mentoring program gives employees the opportunity to work with fellow co-workers in structured, year-long developmental partnerships. And our relationship-oriented culture supports informal mentorships through regular career events and networking opportunities.

Abbott partners with professional and academic organizations to strengthen the pipeline of diverse talent.

AbbVie

"We are making a significant commitment to recruit, engage and support veterans when they return from their service and re-enter civilian life."

- Richard A. Gonzalez, Chairman and CEO

AbbVie promotes a work-life program called AbbVie Vitality. The Major ERGs are the Black Business Network, AHORA Hispanic/Latino Network, Asian Leadership Network, AbbVie Pride (Lesbian, Gay, Bisexual, Transgender and Allies), Veterans, and Women Leaders in Action (WLA). Withing and across the ERGs and employee population, employees are able to engage in mentoring in all stages of career. In regards to supplier diversity, the company has spent over $250 in the past three years with minority owned businesses.

For full facts, click here.

Workplace initiatives include:

• A succession planning process that facilitates identification and development of diverse talent.
• Inclusion Councils that facilitate the learning, inclusion, workplace integration, development, and retention of talent across sites.
• Inclusion workshops for managers and employees to raise awareness and build support for creating an inclusive culture and driving business results.
• Employee resource groups providing targeted development and engagement programs to enable, network, retain, and promote diverse talent.

External Relationships
• Hispanic Alliance for Career Enhancement (HACE) - HACE is a nonprofit organization dedicated to the advancement of Latino professionals. Through education, access, and professional development, they help Latinos succeed in every phase of their careers.
• Catalyst - Catalyst is the leading nonprofit membership organization working globally with businesses and professionals to build inclusive workplaces and expand opportunities for women and business.
• Empowering Women Network (EWN) - EWN is a professional development organization dedicated to the advancement of women.
• Diversity MBA - Diversity MBA is an organization focused on the development and advancement of diverse talent.
• Getting Hired - Getting Hired is an internet portal for job seekers and employees focused on creating sustainable employment growth and opportunity for people with disabilities.
• Chicago Lighthouse - Chicago Lighthouse for the Blind is an agency working to promote a future of independence with dignity for all people who are blind or visually impaired.
• AbilityLinks - AbilityLinks is a nationwide, web-based community where job seekers with disabilities and inclusive employers meet and gain access to valuable networking opportunities.