Agenda

1. A bit about me

2. A bit about diversity and inclusion at Jacobs

3. A bit about Jacobs Women’s Network

4. A bit about making change happen
A bit about me
Diversity and Inclusion at Jacobs

Overview

- **MISSION** - An inclusive culture that fully engages all employees and stakeholders to deliver superior results for our people, clients and shareholders
- **VALUE PROPOSITION** - By using the views and experiences of many, we engage, inspire, develop and empower our people and drive world-class execution and innovation

Objectives

- Align with strategic business initiatives and measure
- Create cultural / mindset shift / awareness
- Create global business resources network
- Support talent acquisition, development and retention
- Create mentoring / reverse mentoring partnerships
- Channel high engagement into high impact events
- Engage in community outreach
- Drive Economic Inclusion & Supplier Diversity
Jacobs Women’s Network

5000+ members  82 chapters  15 countries  6 continents

Our Inclusive Culture

Diverse Membership

Women Leaders

Balance Representation

Improve Gender Metrics

Recruitment, Retention and Promotion

Unconscious Bias
Jacobs Women’s Network

VISION
Together we foster an inclusive environment where gender diversity and equality drive profitable growth.

MISSION
Accelerate a cultural shift by empowering women and promoting gender equality.

VALUES
- WOMEN have a right to unbiased opportunities.
- OUR foundation is integrity.
- MEN and women together can achieve gender equality.
- EQUALITY drives innovative solutions.
- NETWORK supports advancement based on merit.
Making changes

Lead
• Develop yourself and others
• Be a role model
• Tell other leaders what you’d like to see and how you and they can achieve it
• Mentor someone
• Acknowledge the challenges and help define and deliver the solution

Join In
• Join local groups
• Start a local group
• Participate
• Collaborate
• Share information, success and progress
• Reach out beyond the normal people, the normal groups

Be courageous
• Challenge the norm
• Tackle unconscious bias
• Don't be afraid to be speak out and take action
• Ask questions
• Your journey is inspirational – share it
Making changes

- Improves financial performance
- Drives innovation to meet customer needs
- Widens talent pool and reduces staff turnover
- Demographically diverse groups = better decision making, higher performance, creativity and encourage complex thinking as collective intelligence increases
- Enhances corporate reputation
- Reduces litigation risks and manages discrimination risks
- Increases client value and opportunity for sales
- Diverse employee populations = better at building relationships, challenging views and adapting to changing marketplaces