



# 2020 Global Diversity & Inclusion Year in Review



## Leading During Times of Change

Undoubtedly, 2020 was one of the most transformational years in our lives. Defined by a global pandemic, the subsequent economic downturn and continued periods of social unrest, the year provided Lockheed Martin with opportunities to evolve our overall business operations by finding new ways to facilitate togetherness, courageous dialogue and transparency. At every turn, we acted swiftly to ensure that employees stayed connected and had the resources to cope with many trying situations while processing ongoing stress due to the COVID-19 pandemic.

We saw nearly a 60% increase in Business Resource Group (BRG) forum participation and supported over 80 Courageous Conversations on Race. We also launched a new learning module called "I Care. I Act." for BRG leaders, members and allies who desire to learn more about addressing racial issues and becoming voluntary advocates for inclusion.

Our transformation throughout 2020 influences how we move forward to foster a resilient workforce, attract and retain top talent, provide more flexible work arrangements and drive innovative results. Upholding our core values – do what’s right, respect others, perform with excellence – will enable employees to support one another and strengthen our aim of achieving an inclusive workplace culture, where all employees can thrive and contribute to our mission.

## Building on Our Strong Culture

### Core Values

**Do What’s Right**  
Ethics  
Security & Compliance

**Respect Others**  
Diversity & Inclusion  
Full Spectrum Leadership

**Perform with Excellence**  
Continuous Improvement  
One Lockheed Martin Approach

### Customer Mission



**Innovation**



**Affordability**



**Reliability**

### Vision

**To be the global leader in supporting our customers’ missions, strengthening security and advancing scientific discovery.**

Equal Employment Opportunity (EEO) and Affirmative Action (AA) each play an important role in establishing an equitable, productive, inclusive and diverse work environment, and at Lockheed Martin we are fully committed to ensuring that our workplace incorporates both.



For a global technology company like Lockheed Martin, striving to maintain a diverse workforce and an inclusive work environment is not only the right thing to do – it’s also a business imperative.



**James D. Taiclet**  
Chairman, President & CEO

## Strengthening Our Inclusion Strategy

The Executive Inclusion Council (EIC) reinforces diversity and inclusion strategies as imperative business drivers and is comprised of Lockheed Martin's most senior leaders. By working with internal and external stakeholders, the EIC advocates and supports diversity and inclusion within their business areas and key functions.



### Executive Inclusion Council Members

**James D. Taiclet**, Chairman, President & CEO

**Ken Possenreide**, Chief Financial Officer

**Armando L. Castorena**, Chief Diversity Officer and Vice President, Human Resources

**Rhom Erskine**, Vice President, Global Diversity & Inclusion

**Maria Damaree**, Space General Manager and Vice President

**Marcel Lettre**, Lockheed Martin Government Relations Vice President

**Jon Rambeau**, Rotary and Mission Systems General Manager and Vice President

**Joseph Rank**, Lockheed Martin Saudi Arabia Chief Executive

**Elizabeth Wilems**, Aeronautics Information Technology Vice President

**Michael Williamson**, Missiles and Fire Control Program Management Vice President

### Functional Support

**Greg Karol**, Senior Vice President and Chief Human Resources Officer

**Dean Acosta**, Senior Vice President and Chief Communications Officer

**Susan Dunnings**, General Counsel and Vice President



At Lockheed Martin, our ability to innovate relies on a diverse and inclusive workforce to bring forward the best ideas and solutions. Through our robust diversity and inclusion efforts, we are enhancing the employee experience, investing in our current and future workforce and building diverse talent pipelines. This summary provides a snapshot of our efforts to drive equity and inclusion in 2020 – while also helping employees navigate challenging social issues and a global pandemic.

**Armando L. Castorena**

Chief Diversity Officer and Vice President, Human Resources, Enterprise Operations



Diversity and inclusion are the cornerstones of successful business outcomes. In 2020, we accomplished much on our journey, including finding creative ways to virtually recruit employees and accelerate veteran hiring. While the year brought significant change for us all, Lockheed Martin employees were able to effectively leverage resources and seize opportunities to assist one another, our communities and our country.

**Rhom Erskine**

Vice President, Global Diversity & Inclusion



## Workforce Demographics

**114K** Employees

**60K** Total engineers, scientists and technologists

### Impact by Numbers

Lockheed Martin views diversity and inclusion as a strength. It enhances our ability to recognize, value and draw upon unique perspectives and experiences to drive innovation and solve our customer's toughest challenges.



**23%** Employees who self-identify as a **Female**

**22%** Executives who self-identify as a **Female**

**33%** Board of Directors who self-identify as a **Female**



**9%** Employees who self-identify as a **Person with Disabilities**

**9%** Executives who self-identify as a **Person with Disabilities**



**28%** Employees who self-identify as a **Person of Color**

**14%** Executives who self-identify as a **Person of Color**

**8%** Board of Directors who self-identify as a **Person of Color**



**22%** Employees who self-identify as a **Veteran**

**21%** Executives who self-identify as a **Veteran**

**42%** Board of Directors who self-identify as a **Veteran**

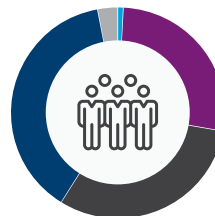


"2020 was transformative in many ways and provided opportunities to weave **Diversity and Inclusion** more deeply into Lockheed Martin's culture. I am proud of the strides we've made with helping our employees explore their biases, confront any barriers to driving greater inclusion and leverage valuable resources to increase employee retention and engagement."

**Fran Dillard**

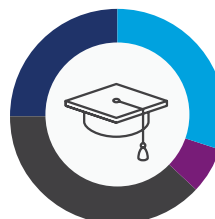
Director, Global Diversity & Inclusion

### Generation



- Traditional – Less than 1%
- Baby Boomer – 27%
- Generation X – 31%
- Millennials – 38%
- Generation Z – 3%

### Education



- High School/None Indicated – 30%
- Associates/Some College – 7%
- Bachelors – 38%
- Graduate/PhD – 25%

## Business Resource Groups

### BRGs are Building Community and Leaders

In 2020, Business Resource Groups (BRGs) played a pivotal role in creating virtual spaces where employees feel safe and can share authentic experiences. Throughout the year, BRGs fostered an inclusive workplace and strengthened employee connections. We value the ongoing contributions of these groups, as they provide a forum for employees to share common concerns and experiences, gain professional development support and serve as foundational communities for connection, inclusion and change. BRGs serve as foundational communities to foster and enable continued change and inclusion to enhance our culture and the overall employee experience.



# 36K

Employees involved in BRGs



**In 2020, these groups collaborated in many ways. Here are a few examples.**



**ABLE & ALLIES**

#### Able & Allies

To raise awareness for mental health and well-being during the COVID-19 pandemic, Ables & Allies launched the Mind Matters campaign in the U.S.



**BEC**

Black Excellence Council

#### Black Excellence Council

BEC hosted transformational dialogues on race, offering support to employees, advice to leadership and educational opportunities for the workforce.



#### Hispanic Organization for Leadership & Awareness

HOLA's premier *Let's Talk Podcast* focused on timely and relevant topics such as allyship and intersectionality.



Professional Asian American Network

#### Professional Asian American Network

PAAN Mentoring Program saw 42 mentors and 66 mentees paired up across 21 sites in 14 different states and Germany.



#### PRIDE

PRIDE Community and the Transgender Council sponsored a series of educational events during Transgender Awareness Week.



#### Military Veterans

Military Veterans launched the Military Spouse Alliance to foster networking for military spouses to build sustainable and meaningful career paths.



#### Women Impact Network

WIN implemented the Women of Color strategy to bring awareness to their unique experiences and advance allyship opportunities.

**Did You Know?** Lockheed Martin International launched leadership teams for the development of four new Employee Networks: Gender Balance U.K., Gender Balance Australia, Race and Ethnicity U.K. and Military Community U.K.



## Investing in our Current and Future Workforce

We are powered by our people. We understand the importance of investing in our current and future workforce. We recognize the value of training, career development and leadership opportunities, and we are dedicated to helping our people gain the right exposure to propel their careers forward.



As part of the 2020 **Equality in Education** campaign, Lockheed Martin pledged to provide **\$1 million** to address educational access and opportunity.

We provided **\$250,000** each to Advancing Minorities Interest in Engineering (AMIE), Girls Inc. and National Society of Black Engineers (NSBE). In addition, **1,516 employees** donated a total of **\$167,000** to support the Black Engineer of the Year Awards, INROADS and the Ron Brown Scholar Program.

In the '20-'21 academic year, Lockheed Martin filled more than **40% of early career requisitions** with candidates who identified as People of Color, including over **450 students** from Minority Serving Institutions (MSIs).



**Did You Know?** In August 2020, Lockheed Martin sponsored the Society of Hispanic Professional Engineers (SHPE) National Institute of Leadership Achievement (NILA) virtual conference. The conference seeks to develop the leadership skills of SHPE student chapter leaders. The event was enormously successful, with a 90% offer acceptance rate.

Employees learned about the history and programs offered by some of the HBCUs that BEC members have graduated from at **Missiles and Fire Control's HBCU Reserve Career Fair**, hosted by the Black Excellence Council (BEC) as part of **Black History Month**.

The **Plus One Program** provides employees at **Rotary and Mission Systems** with an opportunity to gain exposure to business areas, projects, programs and teams that interest them, including market segments and functions.

## Awards & Recognitions

**Our corporate culture and commitment to diversity and inclusion continues to be recognized. The awards below reflect our organization's commitment to championing diversity, inclusion, equity and access for all.**



Lockheed Martin was awarded **top supporter** for **Historically Black Colleges and Universities (HBCUs)** from US Black Engineer and Information Technology (USBE) magazine - a position we've held for the last **seven years**.



"I have a silent disability. I'm severely hearing impaired, but I have never been treated differently or discriminated against for this at Lockheed Martin."

**Kim White**

Enterprise Operations Able & Allies BRG Lead

## Enhancing the Employee Experience

Now more than ever, diversity and inclusion guides our business planning, decisions and actions. Senior leaders are committed to modeling inclusive behaviors and holding their teams accountable for fostering environments that help our employees thrive and innovate.



**Aeronautics'** weekly newsletter, **"Four Dimensions of Well-Being,"** focused on strengthening the mental, physical, emotional and career well-being of their diverse communities in response to the COVID-19 pandemic.

**"You Are Not Alone"** is a campaign championed by **Enterprise Operations** that focused on mental health education and awareness, including recognizing Overdose Awareness Day.

**Missiles and Fire Control** highlighted impactful experiences that compel employees to stop, think and **"Circle Back"** in a new forum to demonstrate healthy ways to improve the quality of working relationships.

**"Continuing the Dialogue on Race"** initiative provided a safe space for employees to unpack race and dive deeper into Lockheed Martin's GD&I commitment at **Rotary and Mission Systems**.

Over 2,000 **Space** employees participated in the **Inclusion Council Diversity Day** last October to connect, share their stories and celebrate the diversity that makes us unique.

## Building Diverse Talent Pipelines

Lockheed Martin values building a workforce with a diverse set of backgrounds, experiences and skills. We also recognize that inequity exists, especially in marginalized communities. So, we continue to do our part to attract and create pathways for diverse talent by partnering with Historically Black Colleges and Universities (HBCUs) and Minority Serving Institutions (MSIs), strengthening STEM pipelines and providing our recruiters with tools to recruit inclusively and equitably.

In partnership with the **Girls Inc. Eureka! Program**, the Space team hosted a three-week virtual summer experience for the third year to **build girls' confidence, skills and interest in STEM** through a hands-on research project and immersive experiences at Lockheed Martin.

Last summer, over **500 interns** joined Aeronautics from nearly **100 schools and over 85 different fields of study**. Aeronautics hosted a networking fair with its **ten BRGs and Employee Networks** to showcase Lockheed Martin's culture of inclusion. The team also facilitated a **D&I session** to inspire the next generation of leaders.

**Working to Include, Network, and Grow Stronger (WINGS) mentoring program.** Enterprise Operations expanded the online mentoring program to empower a diverse workforce in an inclusive workplace.



**1,000+**

profiles and **350** active mentoring connections were established in 2020.

### 2020 Diversity Outreach

**Lockheed Martin Serves** was a **COVID-19 response** focused on the **military community**. We accelerated veteran hiring by leveraging the Handshake to Hire Program.



**217**  
interviews

**64**  
offers accepted



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