



# 2016 GLOBAL DIVERSITY & INCLUSION ANNUAL REPORT



# A WORD FROM MARILLYN A. HEWSON



**Marilyn A. Hewson**  
Chairman, President and CEO

At Lockheed Martin, we are best positioned to solve our customers' toughest challenges when we bring together talented people with a wide range of backgrounds, capabilities and experiences. That's why we invest time and resources in promoting a culture of diversity and inclusion at all levels of the corporation.

Diversity and inclusion is a natural extension of our core values to do what's right, respect others, and perform with excellence. It is also fundamental to our continued success as a technology leader. By embracing the unique talents and perspectives of our team members, we foster an environment where innovation can thrive and all employees can do their best work.

I am proud of the efforts we've made in building an inclusive workplace while maintaining an environment where our people feel safe, respected and valued. While we've made great progress, we have the opportunity to expand on that success as we continue to evolve our culture.

It takes the commitment of each and every one of us, and I thank you for your continued focus on diversity and inclusion.

# TABLE OF CONTENTS

## Introduction

- 2 Business Imperative
- 3 Inclusion Continuum
- 4 About Global Diversity & Inclusion
- 5 Diversity & Inclusion Strategy

## Employee Engagement

- 7 Employees Connecting and Engaging
- 8 Leadership Forums
- 10 Employee Resource Groups (ERGs)
- 14 Inclusion Councils
- 16 Allies for Inclusion
- 17 Lens at Lockheed Martin

## Inclusive Leadership

- 19 Effective Leadership of Inclusive Teams (ELOIT)
- 20 Inclusion Dialogues/Leading Diverse Teams Videos
- 21 C.A.R.E. Program

## Diversity Outreach

- 23 Science, Technology, Engineering and Math (STEM)
- 24 Minority Serving Institutions (MSIs)
- 25 Diversity Outreach Events



# BUSINESS IMPERATIVE



## DIVERSITY & INCLUSION AS A BUSINESS IMPERATIVE

*At Lockheed Martin, we recognize diversity and inclusion as a business imperative. In a highly competitive market, we will make Lockheed Martin a place where everyone is able to voice their ideas and apply their abilities and skills to solve our customers' toughest challenges.*

**Our People Are Our  
Competitive Advantage**

## Defining Diversity & Inclusion

### Diversity

At Lockheed Martin, we define diversity as the various attributes we each possess based on characteristics from birth, experiences we have had, and decisions we have made.

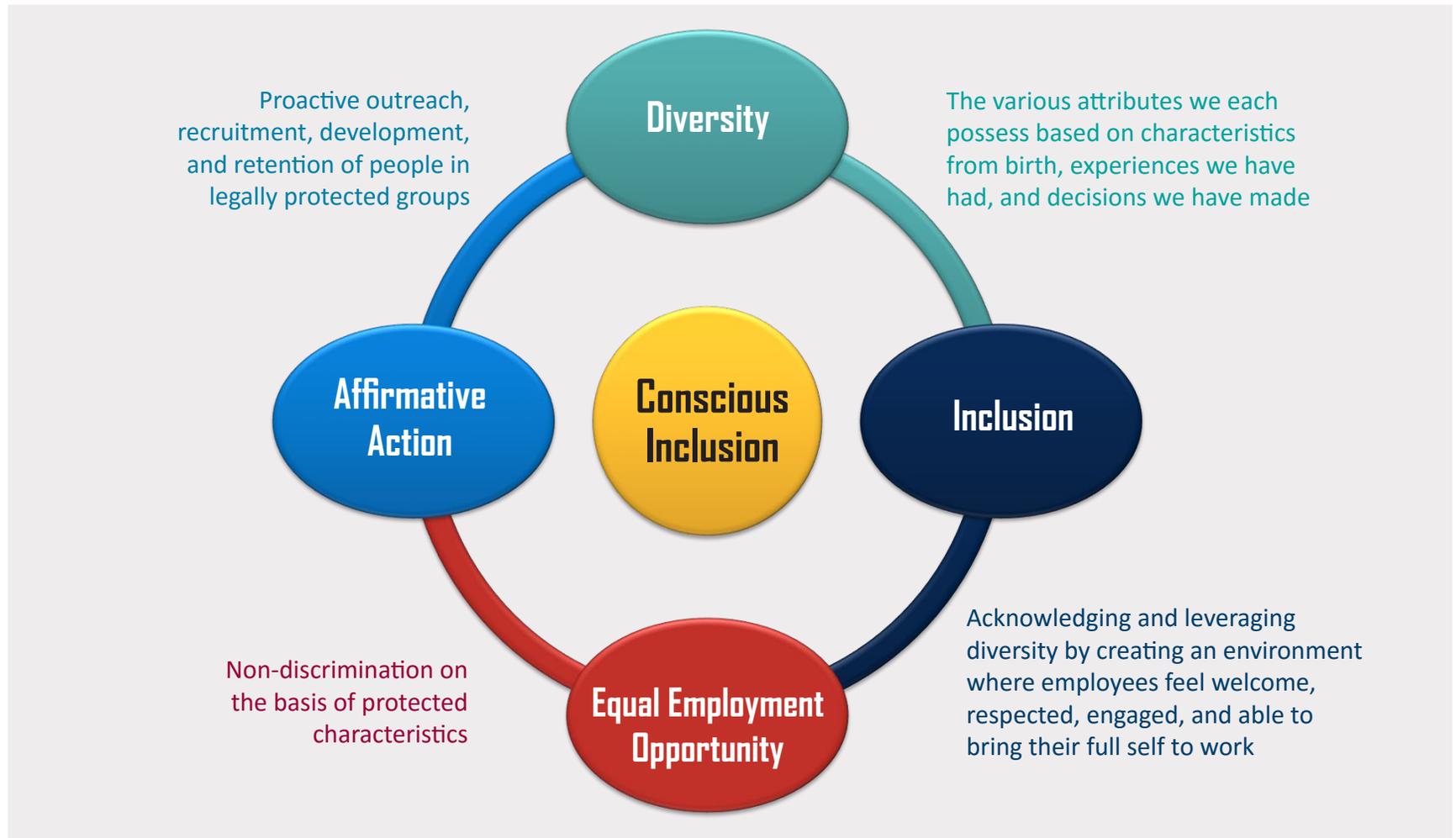
### Inclusion

We define inclusion as acknowledging and leveraging diversity by creating an environment where employees feel welcomed, respected, engaged and able to bring their full self to work in order to develop innovative solutions that drive business success.

# INCLUSION CONTINUUM

## The Inclusion Continuum

Lockheed Martin's competitive advantage of a diverse, inclusive and engaged workforce is built on a strong foundation of equal opportunity.



# ABOUT GLOBAL DIVERSITY & INCLUSION

## Our Vision

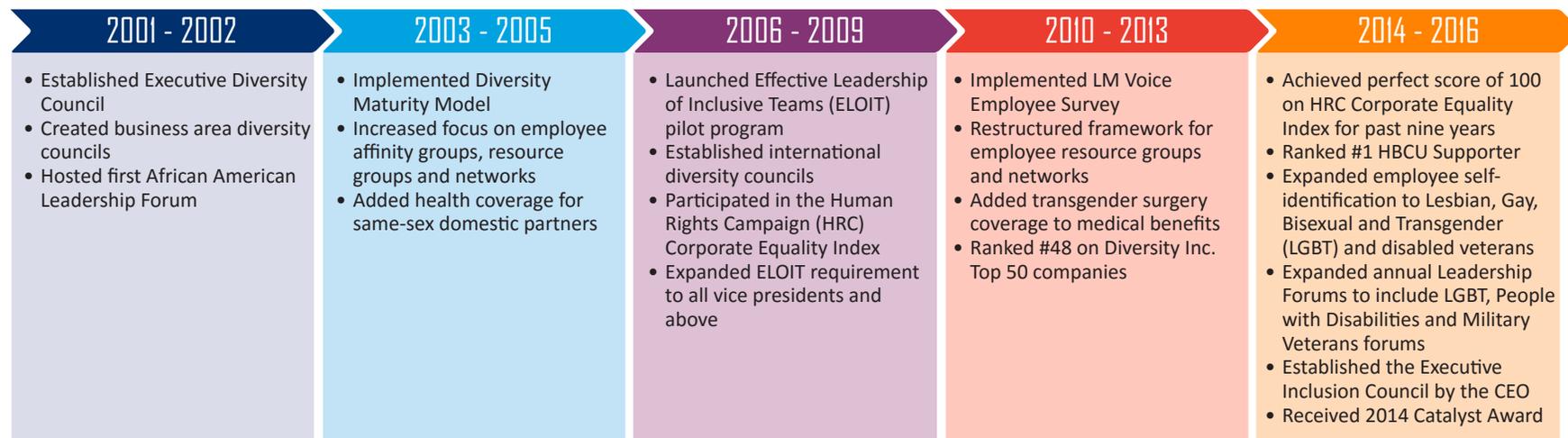
At Lockheed Martin, we foster a culture where the diverse talents and perspectives of our people power innovative solutions for our customers and drive business success.



## Our Mission

Diversity and inclusion are the foundation of our culture and reflect our values of doing what's right, respecting others and performing with excellence. By leveraging our employees' unique talents and experiences, we will deliver innovative, affordable solutions and unparalleled customer value.

## Diversity & Inclusion Journey



# DIVERSITY & INCLUSION STRATEGY

## Desired Outcomes

A vibrant organization with a **highly engaged workforce** that attracts and retains highly skilled, diverse talent dedicated to the company's success

The ability to leverage our employees' unique talents and experiences to deliver innovative, affordable solutions and **unparalleled customer value**

In **fostering a culture of inclusion**, leaders exhibit cross-cultural competency skills in a global environment and at the highest levels

## Strategic Enablers

**Culture:**  
Evolving our culture to encourage collaboration and innovation; enabling all to contribute their full potential; recognizing and embracing global multiculturalism

**Organization:**  
Shaping our organization to embrace change, inclusivity and difference of thought; being the Employer of Choice for our workforce

**Leadership:**  
Enabling leaders to cultivate an inclusive, supportive and welcoming work environment; modeling the behaviors of a Full Spectrum Leader

**Talent:**  
Developing diverse talent pools to ensure strong pipeline and succession candidates; attracting and retaining diverse candidates at all levels

## Strategic Focus Areas

Employee Engagement

Inclusive Leadership

Diversity Outreach

## Lockheed Martin Values

Do What's Right

Respect Others

Perform With Excellence

# EMPLOYEE ENGAGEMENT



## Overview

Promote a culture of inclusion among employees through a variety of programs and resources.



# EMPLOYEES CONNECTING AND ENGAGING

Space Systems Company celebrated Diversity Day at 30 locations across the country to include over 2,100 employees participating in the 4th annual Walk of Inclusion. Diversity Day is a time when we celebrate and embrace who we are despite our differences, reflect on these differences, and vow acceptance and inclusion. It is a day to learn about the diverse traits of those we work with and strengthen the culture of inclusion. Diversity and inclusion are key tenets of the Evolving our Culture pillar of NextGen LM.

Aeronautics hosted their signature employee engagement event called "Connect and Engage Week." The week of activities were planned and hosted by the ERGs and Diversity & Inclusion Councils across all sites. The objective is to offer employees an opportunity to learn more about diversity and inclusion, and celebrate different cultures, talents, hobbies. Employees also got to interact with the different ERGs and engage with external community organizations that Lockheed Martin supports.



"Diversity Day is a day for us to unite together, learn about the diverse traits of our colleagues and reflect on our differences.

Each of us plays an important role in strengthening the culture of inclusion at Space Systems, and I am proud to say that I, along with the entire Executive Leadership Team, have joined the Allies for Inclusion network in honor of Diversity Day."

Rick Ambrose  
Executive Vice President  
Space Systems

# LEADERSHIP FORUMS

Leadership Forums are two-day conferences that are established and sponsored by executive management to address enterprise-wide matters affecting the Lockheed Martin workforce. Each forum focuses on leadership development, business strategy and networking. In 2016, seven Leadership Forums were held throughout the year at Lockheed Martin's Center for Leadership Excellence.



## African American Council for Excellence (AACE)

Feb. 22-23

### *Be the Change, Lean Forward.*

Leadership Masters presented the Mandela Architecture; through this performance, leaders discovered for themselves how Nelson Mandela created extraordinary, sustainable change.



## Able and Allies

Oct. 18-19

### *Strength through Inclusion.*

David Vobora, former NFL player and CEO of Adaptive Training Foundation, showed his video 'Upstanders' and spoke of his commitment to helping veterans with lost limbs regain purpose through a vigorous workout program.

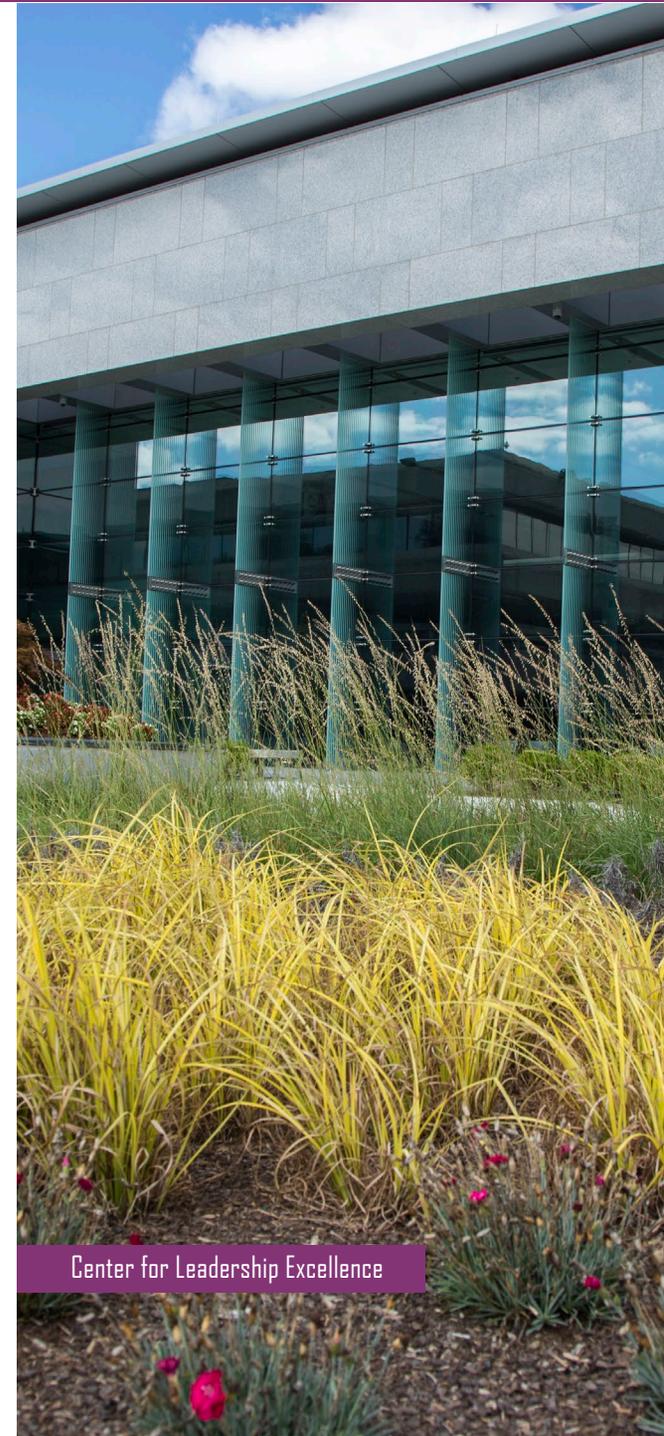


## Hispanic Organization for Leadership & Awareness (HOLA)

Sept. 13-14

### *Engage \* Empower \* Excel.*

The first day featured a joint ERG Executive Sponsor Panel discussion on the importance of Employee Resource Groups for mentoring, growing leaders, and developing people and professional skills. The second day featured guest speakers, panels, and a network activity.



Center for Leadership Excellence

# LEADERSHIP FORUMS



## Military / Veterans

Nov. 9-10

### *Celebrating Our Heritage, Defining Our Future*

Guest speaker retired U.S. Navy Capt. D. Michael Abrashoff provided leadership inspiration based on his book, "It's Your Ship." The former commander of USS Benfold described the principles he used to command one of the Navy's most modern warships and explained how these principles can lead to organizational transformation.



## Professional Asian American Network (PAAN)

May 9-10

### *NextGen LM Starts with NextGen You*

The speaker was Jane Hyun, Executive Coach and Global Leadership Strategist. Jane is also the author of *FLEX – The New Playbook for Managing Across Differences*.



## PRIDE, LGBT Professional Network

June 8-9

### *Reaching Beyond Tolerance to Inclusion*

Eric Alva spoke about his coming out story after he left the U.S. Marine Corps. Eric was the first Marine seriously injured at the start of the Iraq War.



## Women's Impact Network (WIN)

Nov. 2-3

### *– Accelerate Our Global Impact – Innovation, Integrate, Grow*

The 13th annual WIN Forum kicked off with Marillyn Hewson, Lockheed Martin Chairman, President and CEO, introducing the keynote speaker, U.S. Secretary of Commerce Penny Pritzker. Penny's message to attendees focused on three priorities to promote equal opportunity for women.

# EMPLOYEE RESOURCE GROUPS (ERGs)

Lockheed Martin Employee Resource Groups are voluntary, employee-led groups that serve as a resource for the company and its members by fostering a diverse, inclusive work environment aligned with our company values, goals and business objectives. They are formed based on various dimensions of diversity to include, but not limited to race, ability/disability, ethnicity, gender, gender identity, military/veteran status, generation and sexual orientation. Lockheed Martin has more than 70 ERG chapters encompassing approximately 8,000 members across all business areas. Benefits of ERGs include development of future leaders through varying ERG roles, ability to engage allies for learning and cultural awareness, increased employee engagement, and opportunity to solve key business challenges.

- AACE Dallas chapter sponsored a “Drone Discovery” youth science, technology, engineering and mathematics (STEM) event at the Barack Obama Male Leadership Academy. Students were taught the operations of flight and the engineering design process. Each team received an aircraft blueprint that was used to create a glider and strived to conduct a successful unmanned flight with the drone to reach a target.



- To honor Dr. Martin Luther King Jr.’s birthday, the African American Council for Excellence (AACE) celebrated his life and legacy by sharing how they serve their community across the Dallas and Lufkin, Texas; Ocala and Orlando, Fla; and Troy, Ala. locations.
- In observance of Black History Month, AACE hosted an Empowerment Lounge event. Speaker Frank St. John, vice president of Program Management, presented on “Be the Change/ Lean Forward.” The discussion specifically focused on how leaders can influence without authority.



# EMPLOYEE RESOURCE GROUPS (ERGs)



- In conjunction with National Disability Employment Awareness Month, Able & Allies hosted the National Down Syndrome Society (NDSS) President Sara Hart Weir for a lunch and learn. She discussed disability employment and legislation.
- Able & Allies engaged with 25 students with disabilities at the Lakeland, Fla., facility. The students are part of the High School High Tech program, funded by The Able Trust and coordinated by The Center for Independent Living, which combats the high school dropout rate of students with disabilities. Throughout the day, students participated in STEM-related activities and heard from speakers from the Able & Allies community.



- As part of the Hispanic Heritage Month celebration and STEM outreach, the Hispanic Organization for Leadership & Awareness (HOLA) hosted approximately 40 students and teachers from Orlando's Liberty Middle School for a tour of the corporation's Innovation Demonstration Center.
- Throughout 2016, HOLA sponsored a series of professional development webcasts entitled "Let's Talk" that were designed to share insights on leadership, career development, work life balance and diversity.



- The Military/Veterans group supported the 2016 Invictus Games and closing ceremony in Orlando where 500 injured soldiers and veterans from 15 allied nations competed.
- In honor of Veterans Day, the Military/Veterans ERG hosted a discussion panel where Lockheed Martin leaders discussed how veterans contribute to our mission and culture.
- The Military/Veterans Palm Beach, Fla., chapter hosted the second annual Flags for Fallen Vets event at the South Florida National Cemetery. More than 500 volunteers from the South Florida community placed flags at each of the more than 17,500 graves as a way to pay tribute to each of the service members laid to rest there.



# EMPLOYEE RESOURCE GROUPS (ERGs)



- The Clearwater, Fla., chapter of the Professional Asian American Network (PAAN) conducted a STEM event for the students at Forest Lakes Elementary School and shared insight about opportunities in STEM career fields.
- In celebration of Asian Pacific American Heritage Month, the Dallas and Orlando chapters competed in a dragon boat competition.
- Throughout the year, PAAN held a series of webcasts that focused on professional development. Webcast topics included rules of success, how to take charge of your career, and making sure your contribution is seen and heard.



- PRIDE and HOLA presented the film “El Canto Del Colibri,” a documentary directed by Marco Castro-Bojorquez that tells the stories of immigrant Latino fathers across the U.S. facing issues of immigration, faith, marriage equality, machismo, culture and the process of their LGBTQ children coming out.
- The Palm Beach, Fla., chapter of PRIDE organized a blood drive at the Northpoint facility in support of the survivors of the mass shooting at the Pulse nightclub in Orlando. With 30 volunteers and 23 lifesaving donations, the event helped refill blood banks vital to saving dozens of the victims of the attack on the lesbian, gay, bisexual, transgender and queer (LGBTQ) establishment.
- More than 100 PRIDE members gathered with a 150,000-person crowd in downtown Orlando for the 12th annual Come Out with Pride festival.



# EMPLOYEE RESOURCE GROUPS (ERGs)



- The Women's Impact Network (WIN) hosted the second annual "Introduce a Girl to Engineering" event at the Benton Middle School in Manassas, Va. The event engaged more than 200 girls with an opportunity to learn more about STEM.
- WIN honored Women's History Month with a webcast that discussed women's contributions in the workplace. They implemented a virtual recognition wall that shared stories of inspirational women.
- WIN participated in the Women in Leadership Symposium in Orlando, presented by the Florida Diversity Council. A WIN leader spoke on a panel titled, "Securing Your Place at the Table."

# INCLUSION COUNCILS

## 2016 Executive Inclusion Council (EIC) Members



**Marilyn Hewson**  
Council Chair



**Rick Ambrose**  
Space Systems Company



**Rainia Washington**  
Diversity and Inclusion

### BUSINESS AREA REPRESENTATIVES



**Rod McLean**  
Aeronautics



**Scott Greene**  
Missiles and  
Fire Control



**Michele Evans**  
Rotary and Mission  
Systems



**Kathy Tobey**  
Space Systems Company



**Charlie Bouchard**  
LM International



**Bob Trono**  
Enterprise Operations

### FUNCTIONAL SUPPORT



**Patricia Lewis**  
Human Resources



**Jenn Whitlow**  
Communications



**Susan Dunnings**  
Legal

# INCLUSION COUNCILS

## Executive Inclusion Council

The 2016 Executive Inclusion Council (EIC) strategic priorities were aligned with the four focus areas of our Human Capital Strategy: evolve our culture to encourage collaboration and innovation; shape our organization to embrace change; enable our leaders to cultivate an inclusive, supportive and welcoming work environment; and develop our diverse talent pools to ensure a strong pipeline.

EIC members serve as diversity and inclusion thought leaders and ambassadors. They provide guidance on our diversity and inclusion strategic framework for the enterprise and have focused on ensuring leaders have the tools, skills and techniques needed to strengthen Lockheed Martin's culture.

The council engages in very open and candid discussions regarding the many success stories of inclusive behaviors demonstrated by employees and leaders; opportunities to remove barriers to creating a more inclusive environment; and diversity and inclusion special topics, such as generations in the workplace, developing a diverse pipeline of talent and aligning Leadership Forums, ERGs and Inclusion Councils to business objectives.

## Business Area Inclusion Councils

Each of Lockheed Martin's four business areas sponsor and support an Inclusion Council. There are country-specific Inclusion Councils as well. These councils set the strategic direction of diversity and inclusion within their respective business area.

## Highlights

- Missiles and Fire Control's (MFC) Inclusion Council launched the Allies for Inclusion campaign to promote an inclusive work environment. They raised awareness and encouraged the inclusion of coworkers who may not share the same diverse traits. 1,800 employees across all U.S.-based MFC locations took the pledge.
- Enterprise Operation's Inclusion Council sponsored an Employee Resource Group (ERG) engagement campaign to increase ERG awareness and promote inclusion-based learning. The effort maximized employee participation with the utilization of 45 newly established site ambassadors across 12 locations.
- Space Systems Company's Inclusion Council, in conjunction with the business area's ERG and Employee Networks, sponsored Diversity Day. On Thursday, October 6, they united under the theme "Be U. Be United" to learn about the diverse traits of colleagues and strengthen their culture of inclusion.
- Lockheed Martin International Inclusion Councils launched Unconscious Bias training across many locations for leaders.

# ALLIES FOR INCLUSION

## Why Allies for Inclusion?

A network for employees to openly ask questions, learn and support the multiple aspects of diversity to create a more inclusive workplace. It serves as a "one stop shop" for leadership engagement in support of Lockheed Martin's Employee Resource Groups (ERGs).

## What Is an Ally?

An ally actively promotes an inclusive work environment by raising awareness, respecting others and encouraging the inclusion of coworkers who may not share their same diverse traits.

## What Do Allies Do?

Through their everyday actions, allies foster an environment where employees can bring their complete self to work. They lead by example to educate others and create awareness of unconscious bias between diverse groups of people.

## Why Are Allies Valuable?

Allies help develop inclusive teams that drive innovation and productivity within the workplace.

## Ally Actions

- **Speak up** when you hear something that makes you or others uncomfortable.
- **Ask questions** when you don't know or don't understand.
- **Actively listening to new perspectives** contributes to the complete picture.
- **Create a safe workplace** where all employees can bring their complete selves to work every day.
- **Monitor assumptions**, avoid stereotypes, and be open to a new understanding.
- **Encourage contributions** of all employees.
- **Join an ERG or Employee Network** to get to know new people and gain a new perspective.



## Results

- Lockheed Martin's Space Systems Company's diversity and inclusion index improved year-over-year.
- Space Systems Company saw a spike in attendance at the 2016 Regional Employee Leadership Forum.
- Both Space Systems Company and Missiles and Fire Control experience an increase in participation by non-minority leaders and employees.
- More than 1,800 employees in Lockheed Martin's Missile and Fire Control pledged to be an active ally for inclusion.

# LENS AT LOCKHEED MARTIN

Launched in March of 2016, the Lens at Lockheed Martin is an experiential diversity and inclusion (D&I) program designed to support the D&I strategy of creating an inclusive work environment. Contemporary feature films are either viewed in their entirety or use select clips are used to explore new and difficult topics in an unassuming and comfortable context. The discussion after the film provides an opportunity to share and exchange perspectives. The Lens at Lockheed Martin uses the power of visual storytelling to appeal to the adult learner and engage employees in a unique diversity and inclusion experience.

**Entertainment becomes enlightenment!**



## At a Glance

- Six Sessions in 2016
- 300 Participants
- Films Viewed:
  - Concussion (2015)
  - THE 33 (2015)
  - Zootopia (2016)
  - El Canto del Colibri (2015)
- Topics Discussed:
  - Dominate Culture
  - Informal Rules
  - Unconscious Bias
  - Conscious Inclusion
  - Immigrant Perspective
  - Messenger vs. Message

# INCLUSIVE LEADERSHIP

## Overview

An inclusive leader is one who inspires and makes others feel included and engaged. Inclusive leadership is about supporting people and valuing their unique talents. Leading inclusively and intentionally brings out the fullest potential in everyone.



# EFFECTIVE LEADERSHIP OF INCLUSIVE TEAMS (ELOIT)

ELOIT provides a learning experience for leaders to engage in open and candid discussions regarding diversity and inclusion. They gain exposure to concepts of implicit bias and privilege; and explore subordinate group differences and dominant cultures. Each session focuses on developing partnership skills that deepen diversity dialogues and impact organizational change; and build awareness of U.S. white male culture, its impact on Lockheed Martin and the role of white men in creating an inclusive organization.

**White Men's Caucus (3.5 days):** This session is designed to engage white men by creating a safe space for them to discover their own culture and how that culture has impacted them. It also allows behaviors to be examined and shifts to occur so effective diversity partnerships are created. The first step is for white men to be grounded in their culture and to begin to understand their experiences are not the same as others. This can only be done when they have the opportunity to first explore this among themselves.

**White Men & Allies (3.5 days):** This session is designed to engage white men, white women and people of color to deepen partnerships and create an inclusive organization. Alumni from the White Men's Caucus join the session as participants to build their skills; deepen diversity dialogues; create effective partnerships across diversity boundaries; develop courageous leadership; and effect organizational changes. Participants learn about partnerships by practicing them with each other. This lab has fundamentally transformed work partnerships for those who have attended.

Leaders are better equipped to create a culture of inclusion which maximizes business results.

**ELOIT Summits (1.5 days):** Summits are designed to engage managers and enable them to build skills to work and lead inclusively; understand and articulate the Lockheed Martin inclusion engagement journey and the path forward; build awareness of U.S. white male culture, its impact on Lockheed Martin and the role of white men in creating an inclusive organization; and help them take specific action.

## At a Glance

- 2016 Learning Labs: 14
- 2016 Learning Lab Participants: 249
- Learning Lab Participation:
  - Executive participation is 100 percent
  - Vice President participation is 90 percent
  - Director participation is 42 percent
  - Manager participation continues to grow year over year

## Courageous Leader Award

SPONSORED BY WHITE MALES AS FULL DIVERSITY PARTNERS



*Richard Lockwood, Vice President, Business Performance, Rotary and Mission Systems (RMS), was the 2016 recipient of the White Men as Full Diversity Partners' Courageous Leader Award.*

"Rich fully embraces Lockheed Martin's values, and diversity and inclusion principles. Through his dedication and commitment to diversity and inclusion, Rich has significantly moved the needle in transforming RMS's culture. He talks the talk and walks the walk. He challenges assumptions and misconceptions, encouraging others to reconsider their mindsets. His leadership and passion for diversity and inclusion allow him to connect with employees at all levels and inspire greater engagement throughout our organization."

Dale P. Bennett  
Executive Vice President  
Rotary and Mission Systems

# INCLUSION DIALOGUES / LEADING DIVERSE TEAMS VIDEOS

## Inclusion Dialogues

Inclusion Dialogues are a set of workplace scenarios that address diversity and inclusion related matters. Leaders use the Inclusion Dialogues to engage their team members in an interactive exchange and candid discussion about each scenario. The first set of Inclusion Dialogues were released in the first quarter of 2016 and we added a new set each quarter during the year.

## Inclusion Dialogues Topics

1. Power of Affirmation
2. Employee Engagement
3. Conscious Inclusion
4. Micro-Inequities
5. Leading the Team Is Not Leading Yourself
6. In & Out Group Dynamics
7. Think Globally, Act Locally
8. Building Teams in the Midst of Transition
9. Understanding Unconscious Bias
10. Diversity Drives Innovation
11. Why Diversity Matters
12. What About Me?
13. Your Role as a Talent Manager
14. What's Wrong?
15. What's in a Name?
16. Blind Assumptions

## Leading Diverse Teams

As a result of employee requests to hear more from their manager regarding diverse perspectives and how they are valued in the workplace, we launched the Leading Diverse Teams series. This resource provides leaders with tips and techniques for building a culture of inclusion. Four videos were released in 2016 to all leaders.

## Leading Diverse Teams Topics

- Power of Affirmation
- Leading the Team Is Not Leading Yourself
- Understanding Unconscious Bias
- Your Role as a Talent Manager

# C.A.R.E. PROGRAM

**C.A.R.E.** is Lockheed Martin Aeronautics' diversity and inclusion model that describes core competencies to create and sustain a diverse and inclusive workplace environment. The elements of C.A.R.E. are embraced by all employees and the interactive workshop creates new experiences around diversity, inclusion and cultural awareness. The C.A.R.E. model aligns with the Full Spectrum Leadership model in defining attributes of successful leaders.



## Commitment

Personally committing to diversity and inclusion demonstrates our intent to affect positive cultural change.



## Awareness

Awareness of our conscious and unconscious biases – our beliefs, preferences, behaviors – is paramount.



## Results

Leveraging Lockheed Martin's unique, diverse talent pool represents a significant competitive advantage.



## Engagement

Engagement with employees promotes a stronger, more inclusive work environment.



## 2016 At a Glance

- 12 Workshops Held
- 100 Leaders Trained
- 244 Employees Trained
- C.A.R.E. Reference Guide Implemented
- Three C.A.R.E. Coffee Conversations Held with Leaders

# DIVERSITY OUTREACH



## Overview

Enhancing Lockheed Martin's talent and diversity brand in underrepresented communities by bridging strategic engagement initiatives:

- Increase strategic awareness and promotion of STEM
- Leverage partnerships with minority serving institutions (MSI)
- Engage with national and local community partners



# SCIENCE, TECHNOLOGY, ENGINEERING AND MATH (STEM)

The Diversity Outreach organization focuses on cultivating strategic partnerships with external agencies, organizations and professional groups and influencing diverse partnerships through strategic engagement. Success depends on collaboration among industry, educators, policy makers and families. As an industry leader, Lockheed Martin is committed to working with these groups to develop programs that educate and inspire tomorrow's scientists, engineers and mathematicians.

## STEM Outreach

STEM outreach includes non-profit and school partnerships that provide unique opportunities for our engineers to build one-on-one relationships with students as role models and mentors. We also partner with teachers to further STEM education curriculum. While some of our partnerships are designed to impact the overall K-12 population, we primarily align with organizations that focus on one or more key areas in STEM (such as raising minority achievement, gender equity and teacher development). These focus areas were selected because attracting and retaining more minorities and females to STEM will expand the talent pool and maximize innovation, creativity and competitiveness.

## STEM Programs

- Lockheed Martin's Engineers in the Classroom
- Million Women Mentors
- Viva Technology
- Advancing Minorities' Interest in Engineering (AMIE)
- White House Initiative on Historically Black Colleges and Universities



# MINORITY SERVING INSTITUTIONS (MSIs)

## Higher Education/Minority Serving Institution Strategies (MSIs)

Lockheed Martin supports a wide range of activities that reach students from elementary school through college to build a pipeline of diverse STEM talent. As a result, multiple partnerships with key universities and student organizations will continue to help Lockheed Martin recruit strong, diverse talent into the organization.

Corporate Diversity Outreach launched an initiative with Historically Black Colleges and Universities (HBCUs) to provide funding that supports various STEM-related projects such as undergraduate research and the enrichment of engineering and computer science programs.

Each partnership includes a campus engagement plan that drives efforts to help build a pipeline of diverse STEM talent. Our outreach model includes a Lockheed Martin senior leader serving as an executive sponsor. The outreach model helps ensure we are engaging future talent from every segment of the nation's population.

### PILLARS OF SUCCESS

ENGAGING



BRANDING



RECRUITING



A diverse talent pool is critical to achieving Next Generation Lockheed Martin

## Supported Minority Serving Institutions

- Alabama A&M University
- Cal State Pomona
- Florida A&M University
- Florida International University
- Hampton University
- Howard University
- Jackson State University
- Morgan State University
- Norfolk State University
- North Carolina A&T State University
- Prairie View A&M University
- San Jose State University
- Southern University A&M College
- Tennessee State University
- Tuskegee University
- University of California, Santa Barbara
- University District of Columbia
- University of Maryland Eastern Shore
- University of Puerto Rico
- University of Texas at Arlington
- University of Texas at El Paso
- Virginia State University

# DIVERSITY OUTREACH EVENTS

## February

- Black Engineer of the Year Awards

## March

- Asian American Engineer of the Year Gala
- American Association of People with DisAbilities
- Catalyst Conference & Awards Dinner
- PFLAG Straight for Equality Gala
- MAES Latinos in Science and Engineering Conference
- National Society of Black Engineers Conference

## April

- Careers and DisABLED Awards Dinner and Job Fair

## September

- National Black MBA Association Conference

## October

- Human Rights Campaign National Dinner
- Out & Equal Workplace Advocates Summit
- Out for Work Conference
- Hispanic Engineer National Achievement Awards
- Society of Women Engineers Conference
- Women of Color STEM Conference
- National Society of Hispanic MBAs
- Society of Asian Scientists & Engineers Conference
- Women in Aerospace Awards Dinner

## November

- Society of Hispanic Professional Engineers Conference
- Career Opportunities for Students with Disabilities Conference

## At a Glance

21 

Diversity events were attended

51 

Job offers were given on the spot at diversity outreach events

\$2.5 Million 

Sponsorship dollars were given

Lockheed Martin Corporation  
6801 Rockledge Drive  
Bethesda, Maryland 20817  
Learn more at [lockheedmartin.com/diversity](https://lockheedmartin.com/diversity)