SUPPORTING
LGBTQ+
EMPLOYEES

At Cummins Inc., *diversity and inclusion* is a core company value. Diversity and inclusion means our individual differences never have to be checked at the door. Leaders at Cummins have long argued that diversity creates a stronger and more competitive work environment, and ultimately helps us attract and retain top talent.

We have a history of standing up for what is right, even in the face of adversity. Our leaders championed the Civil Rights movement in the 1960s. We stood up against apartheid in the 1980s and in 2000 Cummins began offering domestic partner benefits, despite opposition. Simply put, Cummins strives to ensure all individuals are treated with dignity and respect.

NATIONAL LGBT CHAMBER OF COMMERCE (NGLCC)

The NGLCC is the business voice of the LGBT community, the largest advocacy organization dedicated to expanding economic opportunities and advancements for LGBT people, and the exclusive certifying body for LGBT-owned businesses.

» *2020 – The National Business Inclusion Consortium Best-of-the-Best Award marks the 5th consecutive year that Cummins has been recognized for outstanding achievements in diversity and inclusion. Cummins was also recognized as one of five finalists for the Best-of-the-Best Program or Initiative of the Year Award.*

» *2018 – Cummins Pride Employee Resource Group selected as the winner of the 1st Annual Business Resource Group Challenge, recognizing accomplishments in diversity initiatives in support of Cummins' LGBTQ+ employees and partners. Cummins' Pride ERG competed against numerous Fortune 500 companies with strong employee resource groups.*

#InclusionAtCummins #LifeAtCummins

LGBTQ+ PRIDE
at Cummins

*Initiatives supported
by Cummins*

2000

**Introduced
domestic
partner
benefits**

2005

**Formed LGBTQ+
Affinity Group**

**Added "gender
identity and/or
expression" to
Treatment Policy**

2007

**Added
transgender
guidelines
and benefits**

**Addressed
Indiana House of
Representatives
in opposition
to marriage
inequality bill**

2011

Addressed Indiana Senate in opposition to marriage inequality bill

2012

Opposed Minnesota marriage inequality constitutional amendment

2015

Signed amicus brief to Supreme Court, to strike down bans on same-sex marriage

Opposed Indiana Religious Freedom Restoration Act

Achieved 100% on Human Rights Campaign (HRC) Corporate Equality Index for the 10th time

Launched voluntary LGBTQ+ Self-Identification initiative

Supported formation of Indiana Competes

2017

Continued to achieve 100% on Corporate Equality Index

Participated in OSTEM, an LGBTQ+ conference

2018

For the 13th year, achieved a perfect score for the 2018 Corporate Equality Index by the HRC

Pride ERG received the Chairman's Impact Award, one of our most dignified internal awards, for their execution of LGBTQ+ Safe Leader Training

Participated in O4U – Engineering, an LGBTQ+ conference

2019

Received BEQ Pride LGBTQ Corporate Eminence Award

2020

Launched Pride Ally Program and received Global Impact Award

Expanded Pride ERG's reach globally via virtual Pride Learning Series and Safe Leader Training

2021

Updated Voluntary Self-ID section of HR Management System to allow for identification of non-binary gender identities

CALGARY, AB

EUROPE

FRIDLEY, MN

COLUMBUS, IN

NASHVILLE, TN

CHARLESTON, SC

MEXICO

CENTRAL AMERICA

COLOMBIA

BRAZIL

CHILE

BUPA

Cummins works to make all of our LGBTQ+ employees feel safe, welcomed and respected across 11 nations and more than 55 different sites.

CSSNA PRIDE EMPLOYEE RESOURCE GROUP

Jenny Bush
Vice President, CSSNA

Tom Shepherd
CSSNA Pride Sponsor

Brad Bremener

Kent Henry

Susan Atwood

Steven Grace

Meko Taylor

Betsy Adams

Arindrajit Roy

THE PRIDE EMPLOYEE RESOURCE GROUP has been holding virtual events throughout the pandemic to stay connected with employees.

#InclusionAtCummins #LifeAtCummins

INDIA

SOUTH PACIFIC

CUMMINS VALUES

INTEGRITY

Doing what you say you will do and doing what is right

DIVERSITY AND INCLUSION

Valuing and including our differences in decision making is our competitive advantage

CARING

Demonstrating awareness and consideration for the wellbeing of others

EXCELLENCE

Always delivering superior results

TEAMWORK

Collaborating across teams, functions, businesses and borders to deliver the best work

PRIDE EVENTS

WINNIPEG
VANCOUVER
COLUMBUS
INDIANAPOLIS
DENVER
CHARLESTON
NASHVILLE
MINNEAPOLIS
GUARULHOS
EDMONTON
FORT MCMURRAY
MADRID
LEEDS
PUNE
CALGARY
MELBOURNE
BRISBANE
ADELAIDE
PERTH

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