



SUPPORTING
**LGBTQ+
EMPLOYEES**



At Cummins, ***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 5 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 the LGBTQ+ employees and partners. 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 and made public statements about them

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 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 our 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





***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

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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CUMMINS VALUES

INTEGRITY

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

DIVERSITY & 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*

