



# A LOOK BACK

## 2020 DIVERSITY, EQUITY & INCLUSION EFFORTS

As Motorolans, we are united by the belief that our differences make us stronger, and we celebrate diversity in all its forms. In 2021, we are strengthening our Diversity, Equity and Inclusion (DEI) efforts with the launch of a strategic DEI framework and plan and DEI training for everyone in the company. In the meantime, we invite you to take a look back at some of the DEI efforts that took place across the company in 2020, through business councils (employee resource groups), Human Resources, the Motorola Solutions Foundation, our supplier diversity team and diversity champions across the globe.



# 2020 AT A GLANCE

## FAST FACTS

Hired Chief Diversity Officer [PAGE 4](#)

Launched Diverse Leaders' Perspectives [PAGE 3](#)

Established AI Employee Advisory Group [PAGE 3](#)

Formed Motorola Black Inclusion Diversity Organization [PAGE 3](#)

Formed LatinX Business Council [PAGE 3](#)

Partnered with Historically Black Colleges and Universities [PAGE 5](#)

Partnered with National Society of Black Engineers [PAGE 5](#)

Partnered with Society of Women Engineers [PAGE 5](#)

Published Resources on Racism and Equality [PAGE 4](#)

Participated in the "In this Together" initiative with the National Minority Supplier Development Council [PAGE 4](#)

Hosted mental health and wellness series [PAGE 4](#)

Numerous internal events and volunteer opportunities hosted by business councils [PAGE 3](#) [PAGE 5](#)

## READ ON TO LEARN MORE ABOUT THESE AMAZING ACHIEVEMENTS

## BY THE NUMBERS

**4,200** employee DEI surveys  
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**2,693** mentorship hours through our Young Professionals Group  
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**300** female Motorolans attended SWE annual conference  
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**200** Motorolans attended virtual unconscious bias workshop  
[PAGE 4](#)

**82%** of funding within the Foundation's technology and engineering education grants directly benefited people of color.  
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**62%** of funding within the Foundation's technology and engineering education grants directly supported females in those fields.  
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# EVENTS

Despite working remotely, Motorolans found many occasions to come together virtually in 2020. In fact, event participation increased as accessibility became easier than ever before.

- As part of the new Perspectives speaker series, Ken Denman, lead independent director of Motorola Solutions' board of directors and venture partner at Sway Ventures, shared his diverse and unique insights on leadership, business and current events.
- The People with Disabilities and Allies Business Council hosted a virtual panel to share their personal stories and discuss how the Americans with Disabilities Act and reasonable accommodations can help all employees excel in the workplace.
- In honor of Pride Month, the Lesbian, Gay, Bisexual, Transgender & Allies Business Council hosted several events across the globe, including a mixology class and bake-off.
- In honor of Veterans Day, the Veterans Business Council hosted a fireside chat to mark their strategic partnership with the U.S. Army and discuss how they apply their military leadership skills in the workplace.
- The Australia and New Zealand Inclusion & Diversity Committee organized a team of Motorolans to present to more than 1,000 young girls about the value of STEM.
- The Women's Business Council organized events around the world in recognition of International Women's Day.
- Every quarter, the Young Professionals Group hosted an Earnings Call Bingo & Happy Hour, providing employees across the globe with a fun and engaging opportunity to learn about the company.
- The Multicultural Business Council celebrated heritage months, such as Black History Month, Asian Pacific American Heritage Month and Hispanic Heritage Month, in new and creative ways — from virtual cooking classes to panels to trivia contests.



## DID YOU KNOW?

- In 2018, we introduced a Gender Transition Policy which informs employees undergoing a transition and their managers of the employees' rights, and provides guidance to create an open and safe dialogue.
- In 2020, we established a cross-collaborative AI Employee Advisory Group to build community trust, ensure social responsibility and address cultural considerations for our products and services, with special attention on artificial intelligence and facial recognition.
- In 2020, the Multicultural Business Council formed two new chapters, the Motorola Black Inclusion & Diversity Organization (MBIDO) & LatinX, to provide greater focus to these specific groups and their initiatives.



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# GROWTH & DEVELOPMENT

In 2020, we continued to provide resources and invest in programs and development opportunities to help foster an inclusion mindset.

- In late August, Tinisha Agramonte joined the company as Chief Diversity Officer to provide leadership, direction and guidance on our DEI strategy.
- A group of more than 300 Motorola Solutions women leaders virtually attended the Society of Women Engineers' annual conference, the world's largest conference for women in STEM career fields. The event provided a platform for female engineers to connect with like-minded peers, share innovative ideas, make connections for career advancement and recruit top female talent.
- The Women's Business Council brought together more than 200 female employees and allies around the world for a virtual workshop focused on defining unconscious bias, belonging and identifying areas of personal improvement.
- In June, a group of employees compiled a Resources on Racism and Equality document to help us learn how to be effective allies.
- The Young Professionals Group's Mentor Program continued to forge relationships across the company, enabling both mentors and mentees to develop, network and grow. Since its start in November of 2019, a total of 2,693 hours have been invested in the program by its 156 participants.
- The People with Disabilities and Allies Business Council, in partnership with other business councils, held a series of webinars focused on mental health and wellness.



## SUPPLIER DIVERSITY

Our Supplier Diversity team drives competitive advantage for our business, inclusion in our supply chain, economic impact in the communities we serve and alignment with our mission of corporate responsibility.

In 2020, COVID-19 severely impacted minority-owned and small businesses. Motorola Solutions was one of 30 corporations that participated in the "In this Together" initiative with the National Minority Supplier Development Council to provide funding to minority-owned businesses during this economic hardship.



## RETURN TO AT A GLANCE

# VOLUNTEERISM

In addition to promoting a culture of inclusion, an important role of the business councils is employee engagement in the community.

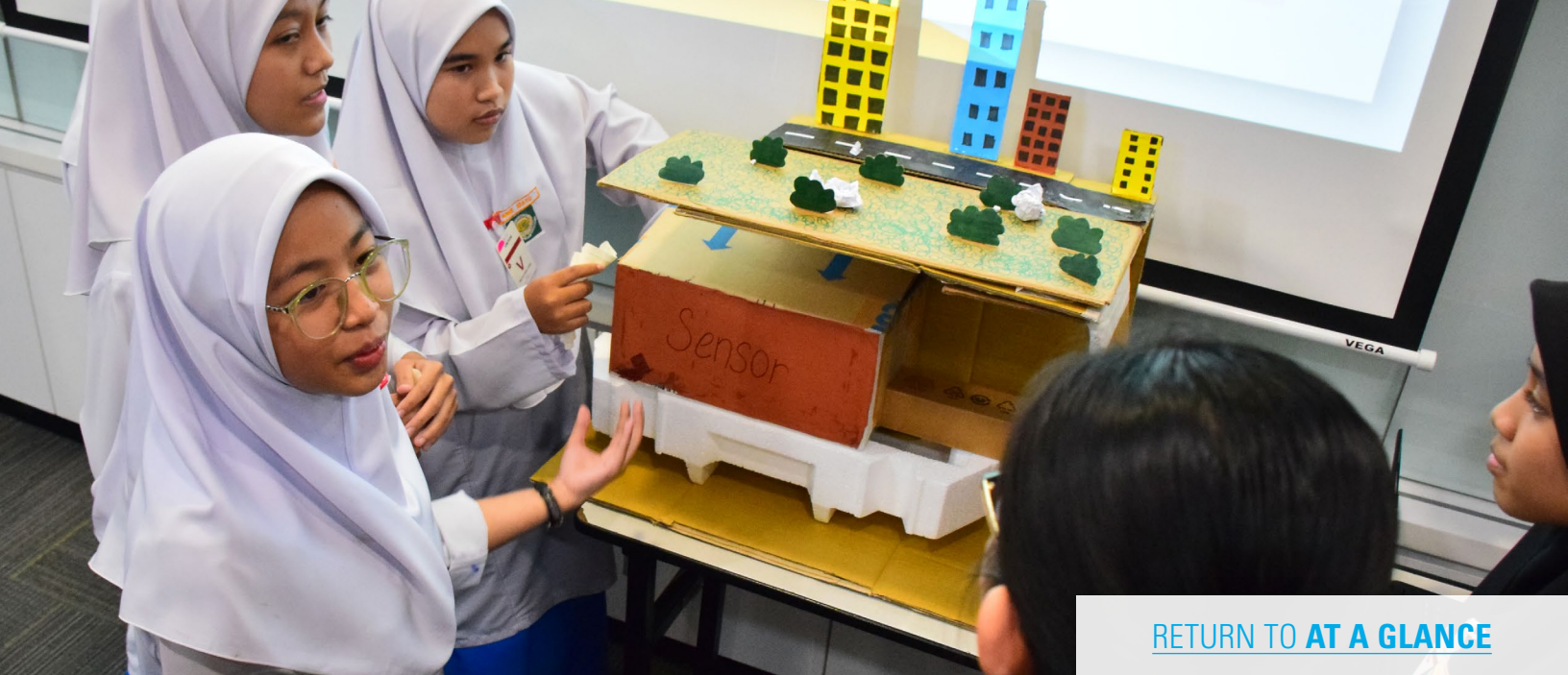
- In the Adopt-A-Hospital program, the Motorola Solutions Foundation provided \$500 USD for each Women's Business Council chapter to support a local hospital or community organization in an underserved or under-resourced area.
- A group of 18 Women's Business Council members stitched reusable cotton fabric masks for hospitals and nursing homes, with 900 hours and ~2400 masks donated in total.
- Through a Motorola Solutions Foundation grant and in collaboration with Operation Gratitude, 200 employees made 2,000 handcrafted paracord bracelets for active duty service members.
- In partnership with the American Red Cross, the Veterans Business Council provided Chicago's Jesse Brown VA Medical Center with masks to help protect veterans from COVID-19. The VBC also provided sleeping bags, blankets and tarps to homeless veterans and provided the Veterans of Foreign Wars (VFW) with 500 turkeys to be delivered to veterans and their families for the Thanksgiving holiday.
- The Young Professionals Group started the year packing female hygiene kits for the Red Cross before transitioning to fully virtual events, offering multiple volunteer-from-home activities for people to complete on their own. The group ended the year with a virtual 5K to benefit the National Law Enforcement Memorial Fund, with hundreds of employees around the world participating.
- The Multicultural Business Council collected stuffed animals for children as part of a partnership with the Guatemala Maya House, a nonprofit organization serving uprooted children and families in Palm Beach County, Fla. They also hosted a Toy Drive for the children of Casa Central, giving 30 sponsor children gifts during the holidays.



## RECRUITING

Our talent acquisition team and business councils play a key role in bringing diverse candidates into our company.

- In collaboration with the Multicultural Business Council and Women's Business Council, the Talent Acquisition team helped grow our diversity pipeline through partnerships with several organizations, including the National Society of Black Engineers, the Society of Women Engineers and the Society of Hispanic Professional Engineers, as well as schools, including historically black colleges and universities.
- The Veterans Business Council formed a strategic partnership with the U.S. Army and with HirePurpose to recruit more veterans.



# FOUNDATION

The Motorola Solutions Foundation has a long-standing commitment to supporting technology/engineering education and first responder programs that benefit underrepresented populations, including people of color, females, people with disabilities, veterans and others. In 2020 specifically:

- The majority of the Foundation's 2020 grant funding directly benefited people of color including students, teachers and first responders.
- 82% of the funding within the Foundation's technology and engineering education grants directly benefited people of color, while 62% directly supported females in those fields.
- For the third year, the Foundation committed \$100,000 in scholarships to the Society of Women Engineers to support females pursuing engineering degrees in college.
- During Global Months of Service, which takes place annually in September and October, employees and teams throughout the company competed for the opportunity to direct Foundation grants to organizations that support underrepresented populations, including people of color, such as the National Organization of Black Law Enforcement Executives (NOBLE), the National Association of Women Law Enforcement Executives (NAWLEE), the National Society of Black Engineers (NSBE) and the Kenneth Young Center in Illinois.

## RETURN TO AT A GLANCE



### EMPLOYEE VOICES

In 2020 we looked for opportunities to amplify employee voices — through surveys, focus groups and storytelling. Here are a few highlights:

- 4,200 employees across the company participated in digital DEI surveys to help leaders understand the employee experience, particularly as it relates to D&I.
- Employee perceptions of a diverse, equitable and inclusive workplace are up in Australia and New Zealand. In a recent survey:
  - 89% of employees said their manager is committed to creating a diverse and inclusive team.
  - 89% of employees said they believe the company is committed to creating a diverse and inclusive workforce.
  - 93% of employees said they feel they're able to discuss flex work options with their direct manager.



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