



A CULTURE WHERE YOU BELONG

It takes courage to be who you are, especially at work. Which is why at Cummins Inc., we're always committed to helping you be your best self, whoever you are, wherever you are. Welcoming and responding to multiple viewpoints, voices, and abilities, we make room for everyone to succeed, respond with empathy, and win through the power of difference.

Our long history and values inspire our compassion and our actions. For decades, Cummins has been building a culture where everyone is responsible for creating an inclusive environment, and everyone belongs on our journey. Embracing the diverse perspectives of all people with dignity and understanding, we encourage our team members to make a difference by listening, asking questions, speaking up, and doing what is right.

Looking ahead, the team at Cummins is committed to taking diversity, equity, and inclusion further. We celebrate the fact that we come from different backgrounds and experiences, and aspire to have a workforce that is representative of the communities where we operate around the world.

Our company is at its best when we serve within a society where everyone is included and treated with respect. Diversity, equity, and inclusion power our people, our communities, and our future success.



While some still argue that business has no social responsibility, we believe that our survival in the very long run is as dependent upon responsible citizenship in our communities and in the society, as it is in responsible, technological, financial and production performance."

TOM LINEBARGER
CHAIRMAN AND CEO

"Cummins feels like home to me. There is an open, come-as-you-are atmosphere that allows me to be myself."

PHYLLIS M.
SERVICE CAPABILITY SPECIALIST



70+

WOMEN'S EMPLOYEE RESOURCE GROUPS

are supported with locations around the world.



MORE THAN 26%

of the company's employees are **women**.



MORE THAN 50%

of Cummins employees work **outside the U.S.**





OUR CRUCIAL, STRATEGIC ADVANTAGE

Diversity, equity, and inclusion are critical to our ability to innovate, win in the marketplace, and create sustainable success. Through authentic leadership and our collective vision, we aim to carry out our mission of powering a more prosperous world through these initiatives:



Create a workforce population with representation similar to the markets where we operate.



Demand that our workforce is safe and inclusive for all, enabling employees to bring their whole selves to work.



Foster an environment where all employees are encouraged to best use their talents to innovate for our customers.



Leverage our influence to promote diversity and inclusion in the communities where we operate.

cummins.com/careers

DIVERSITY INITIATIVES

Cummins Advocating for Racial Equity (CARE)

The first step in our journey to drive a sustainable impact in dismantling institutional racism and creating systemic equity.

CARE brings together all of our capabilities—employees, balance sheet, and philanthropy—to foster equity and combat the impact of racism on people, communities, and the economy. Our efforts focus on four areas:

- Police Reform
- Social Justice
- Criminal Justice
- Economic Empowerment

Cummins Powers Women

Promoting better lives for women and girls around the world.

We partner with non-profit organizations to improve laws and policies, and strengthen access to industry-relevant skills training. Since its establishment in 2018, this program has impacted more than 100,000 people.

U.S. Diversity Growth Initiative

The Cummins U.S. Diversity Growth Initiative is focused on our Black and Latinx talent in the U.S. As part of our global commitment to diversity and inclusion, this initiative is designed to help ensure that Cummins is being inclusive, and that talent within these historically underrepresented demographics is being appropriately leveraged and not overlooked or underdeveloped. We all win with more inclusion.

EMPLOYEE RESOURCE GROUPS

Open to all Cummins employees, these voluntary, employee-led groups provide ample opportunities for leadership training, cross-cultural learning, and professional development.

Some of our Employee Resource Groups:

- Worldwide Veterans Employee Resource Group
- Cummins Black Network
- Pride Employee Resource Group
- Grupo Organizado de Afinidad Latina (GOAL)
- Disability Inclusion Employee Resource Group
- Women's Empowerment (WE) Network
- East Asian Employee Resource Group
- Millennial Employee Resource Group
- South Asian Employee Resource Group

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#LifeAtCummins