At Caterpillar, we believe in The Power of Everyone as a source of innovation and competitive advantage. We are proud that our people come from across the globe, with diverse backgrounds, experiences and perspectives. We are united by our Values in Action and collectively committed to our purpose of helping our customers build a better world.

“We have a strong diversity and inclusion (D&I) foundation, and we’re proud of the progress we’ve made in recent years. We’re committed to improving diverse representation at every level of our organization as we leverage the unique backgrounds and experiences of our global employees and further build our inclusive culture. A diverse global team will allow us to continue building positive, sustainable progress for our bright future.”

Jim Umpleby
Chairman and Chief Executive Officer
Caterpillar Inc.
2021 MILESTONES
We continue to build a more globally diverse workforce and inclusive environment to support our employees and customers, and the communities where we live and work. Key milestones in 2021 included:

D&I Framework
We introduced our strategic approach to diversity and inclusion with our five-pillar D&I Framework. The objective of the framework is to weave D&I seamlessly into the business, ensuring that the principles guide us in our daily operating rhythm.

Pay equity: Building on the equal pay studies that we conduct outside of the U.S. to meet local law or regulation, Caterpillar now conducts an annual pay equity review of our employee salaries in the U.S. This proactive pay review looks across gender, race and ethnicity to help identify any potential pay disparities and allows us to take action when appropriate. This ensures that we have comparable pay for comparable work resulting from sound and equitable pay practices.

Expanded gender identity options: The ability to self-identify is an important element of a robust and inclusive culture. We took action to provide employees who do not identify as either male or female the option to self-identify as non-binary. All elections are optional and confidential. We continue to welcome all people, regardless of their gender identity.

Learning and development: To further reinforce leadership accountability for diversity and inclusion, in 2021 we updated our leadership development programs. In the programs, our leaders learn and practice foundational skills key to their roles in building a high-performing and inclusive culture. These skills include coaching, change management, effective communications, influencing, giving feedback and creating psychological safety.

First comprehensive D&I Conference: Over 300 leaders and employees participated in Caterpillar’s first D&I Conference centered on our five-pillar D&I framework. Internal and external speakers, including a panel of Caterpillar’s top leaders, lead topics on building stronger business results and enhancing workplace culture. Built on the successful platform of our Women in Leadership conferences, the event also showcased diverse talent from across the enterprise.

GLOBAL COMMUNITY IMPACT
The Caterpillar Foundation and our businesses made important investments to advance equity in education and workforce readiness in underserved communities, as well as support for charities and initiatives most important to our 14 employee resource group (ERG) members.

APPROVED 36 WORKFORCE READINESS GRANTS
focused on STEM, technical and vocational education, and training programs for girls, underserved and underrepresented communities.

CREATED UNIVERSITY & INDUSTRY PARTNERSHIPS
focused on innovation through new workforce development programs for high school through mid-career diverse talent.

SUPPORTED ERG GIVING
through 2:1 Giving Campaign for charities nominated by our 14 ERGs.

DONATED $1,000,000 to the National Museum of African American Music to support and promote the museum’s focus on education and youth outreach in the Nashville, Tennessee, area.

For more on Caterpillar’s diversity and inclusion journey visit caterpillar.com/diversity.

Caterpillar’s 2020 EEO-1 Report
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