



2020

# Diversity & Inclusion Report

# Letter from the President



As I look back on the challenges and changes that 2020 brought, particularly regarding the pandemic and social unrest, I see a critical silver lining. At Agilent, we've become far more engaged with our employees as they navigate the issues facing our communities today.

In the early days of the pandemic, we had peers who decided to furlough employees and cut salaries. We chose a different path. From the onset of the crisis, as many were stressed about their well-being, we made clear to our employees that their physical and mental health, and that of their families, would always be our No. 1 priority. We guaranteed there would be no job losses or salary cuts due to the pandemic. We established flexible working arrangements. We supported working parents. We stayed true to our values and relied on them as our North Star as we forged a different path, one with our team's well-being at the center of our decisions.

In the wake of the social unrest of 2020 we knew we had a responsibility to become part of the dialogue – and part of the solution. After all, supporting a diverse, equitable, and inclusive environment is in our roots, woven into every aspect of how Agilent does business.

Our responses included donating to external groups that support the cause of racial equality. We also held heartfelt listening sessions with our Black employees, which led to the creation of a new employee network group that provides support, resources, and mentorship opportunities. We continue to listen and respond.

At Agilent, diversity and inclusion are about more than just messaging. They're about backing up our words and taking authentic action. Action leads us to understanding. Understanding brings us to answers. We're proud of how far we've come, and we're excited to continue building on this foundation.

Together, as One Agilent, we will always deliver trusted answers to our employees and customers all over the world. Together, as One Agilent, we are strong.

A handwritten signature in black ink, reading "Mike McMullen". The signature is fluid and cursive.

**Mike McMullen**  
President and Chief Executive Officer  
Agilent Technologies, Inc.



*“As a complex company of more than 16,000 people, we strive to foster a workplace where all employees can feel comfortable being their true selves. This commitment drives how we do business and the decisions we make for our employees, investors, and shareholders.”*

*Although 2020 brought a lot of challenges, I am proud of our progress and how we have helped keep our employees safe, supported, and aligned with this journey. I am optimistic the strategies we have in place will accelerate our D&I efforts to drive even more progress in the coming years.”*

**Dominique Grau**  
Senior Vice President  
Human Resources and Global Communications



*“Agilent has a strong foundation on which we will strengthen our D&I strategy to build a skilled, diverse talent pipeline centered on professional development. Development is not one-size-fits-all. It’s the practice, not the theory, that we must focus on.”*

*By bringing in a diversity practitioner with my background and experience, I think the company is showing how committed we are to doing an even better job. I consider it a privilege that Agilent has asked me to lead that journey.”*

**Patrice Jimerson**  
Associate Vice President of Diversity & Inclusion

## 2020 diversity & inclusion initiatives:

- **Agilent welcomed Patrice Jimerson to serve as associate vice president of diversity & inclusion.** Patrice has more than 25 years of experience as a diversity practitioner, with certifications in diversity strategy and diversity management.
- **75% of our leaders have completed unconscious bias training.** After all managers have completed this training, we will launch it for all 16,000 employees.
- **A new employee network group called CoBE (Council of Black Employees) was formed.** In response to social injustices and the Black Lives Matter movement, we held multiple focus groups with Black employees at Agilent and laid the groundwork for a new employee network group, with the mission to provide support and a sense of community for Black employees.
- **We sponsored career events and invested in mentorship programs including:**

Society for Women in Engineering (SWE)	Australian Indigenous Mentoring Experience (AIME)
National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBChE)	Ignite Program in Australia
WomenHack	SJSU 2020 Silicon Valley Women in Engineering
	Santa Clara University’s Diversity Works Expo & Fair
- **We continue to promote the advancement of women leaders** through programs such as GetOnBoard, a virtual summit helping women leaders ascend to board seats; G100; and Women in the C-Suite.
- **Our Emerging Leaders Program**, with 37 participants in 12 countries, offers unparalleled training opportunities to the next generation of leaders for our company.
- **We co-sponsor the Darlene Solomon Award**, which recognizes and supports promising women scientists. As Agilent’s chief technology officer, Darlene works closely with Agilent’s businesses to define the company’s technology strategy and R&D priorities.
- **We are partnering with organizations and universities to promote diversity**, including HBCU Connect, the largest student and alumni organization of Historically Black College and University supporters; Professional Diversity Network (PDN); UC Berkeley SWE Shadow an Engineer Day; and Hope Services, which provides jobs for people with developmental disabilities.
- **We implemented new recruiting and staffing tools to enhance diversity & inclusion**, like Textio, a resource to help us further reinforce a culture of belonging by enhancing the language we use in our job descriptions and employment related content.
- **We recognize important days such as:**
  - International Women’s Day** – We continued to celebrate our ENGs, particularly SWE and Women@Agilent who make it possible for women to stay connected through a particularly tough year.
  - National Hispanic Heritage Month** – We participated in the largest virtual gathering of Hispanics in STEM.
  - Disability Employment Awareness Month** - For over a decade, Agilent has been a proud partner of @hopeservicessj, the leading provider of employment opportunities for people with developmental disabilities.
- **We stayed connected during the pandemic by leaning on virtual networking**, like the digital spaces Women@Agilent and SWE created for professional development, personal growth and career networking.

# In 2020, our employee network groups played a pivotal role.

We recognize and celebrate our employee network groups that are the cornerstones of delivering on Agilent's promise to diversity and inclusion, especially in a year like 2020. These groups provide vital spaces and activities that help all of our team members feel supported and included.

## Council for Black Employees (CoBE)

The social injustices the world witnessed were a sobering reminder that much more progress must be made to create a more equitable and inclusive workplace for all. As a start, we held focus groups in 2020 to listen to and learn from our Black employees, which served as the groundwork for the foundation of CoBE in early 2021.

*"We hear from our top leaders how much they support us, and that they want our help in driving change. Pdraig [McDonnell, the president of Agilent CrossLab Group and executive sponsor of CoBE] set up a one-on-one call with each of us. I talked to him for an hour and got the sense he's genuinely invested and wants to know what he can do to help. It was so motivating."*



### Babatunde Awoyinka

Service Manager  
Founding member of CoBE and member of its leadership team  
United States

## SWE@Agilent

Growing from a grassroots interest in the Society of Women Engineers (SWE) this employee network group establishes a community for professional women to network, develop, and collaborate while also supporting girls in preparing for the STEM roles of the future.

*"As a first-generation Mexican and the first college grad in my family, I had to lead by example. But who was my example supposed to be? Navigating a white-collar workforce is no simple task when you don't have anyone to guide you. With the aid of my wonderful and encouraging boss, I have direction for the first time. In addition to that direct support, I was introduced to SWE@Agilent, which couldn't have come at a better time."*



### Karla Esparza

Chemistry and Supply Sales  
Account Manager  
Member of SWE@Agilent  
United States

## Women@Agilent

With nine chapters around the world, including in the U.S., Germany, Korea and Australia, this employee network group has also created a robust community with global reach to enable professional and personal development.

*"Unity is strength and both men and women can choose to challenge gender norms and stereotypes together. After a year in Agilent, I can feel that gender equality evolved naturally from our core corporate values and culture. At Agilent, we choose to challenge boundaries to create a better workplace for everyone."*



### Jin-Nyoung Choi

South Asia Pacific Korea  
Customer Operations Center  
Director  
Member of Women@Agilent  
Korea Chapter  
South Korea

# We continue to be recognized as a leader in diversity & inclusion:



**Recognized by Forbes as one of America's Best Employers for Diversity**



**Ranked #9 in Financial Times' Diversity Leaders ranking**, which represents Europe's most inclusive companies



**Recognized by Forbes as one of The Just 100: Companies Doing Right By America**



**Rated a 4.4 D&I Score on Glassdoor**, out of 5, through April 30, 2021

# Global Measures

## Building an environment where all employees can thrive

We want Agilent to be the place where talented people bring their unique ideas to work each day because we believe in the power of collaboration. Only together can we find the most innovative solutions to the evolving problems facing our customers. Our commitment to building diverse and inclusive teams is what makes it possible for Agilent to deliver trusted answers and insights that advance the quality of life.

Here you will find our global measures of gender diversity in leadership and gender pay equity, as well as a D&I index from our global leadership survey. We continue to track quarter by quarter so we can course-correct where we identify gaps.

We are proud that in 2020 we exceeded our goals for pay equity, and also achieved satisfaction scores of 80+% on the D&I-related index on our annual leadership survey. Even though 2020 was a particularly tough year for working women everywhere, we remain consistent in our gender representation at the leadership level.



### Gender Diversity in Leadership

**Measure:**  
Year-over-year increase in representation of women in leadership positions

**2020 Global Goal**

**Year-over-year improvement**



### Gender Pay Equity

**Measure:**  
Pay equity is a comparison between male and female compensation for comparable roles

**2020 Global Goal**

**1.000 ±0.005**



### D&I Index

**Our annual leadership survey includes questions that measure Agilent as a diverse and inclusive employer.**

**Measure:**  
Responses to the D&I Index in the annual leadership survey are equal or greater than 80% favorable

**2020 Global Goal**

**≥ 80%**



# U.S. Measures

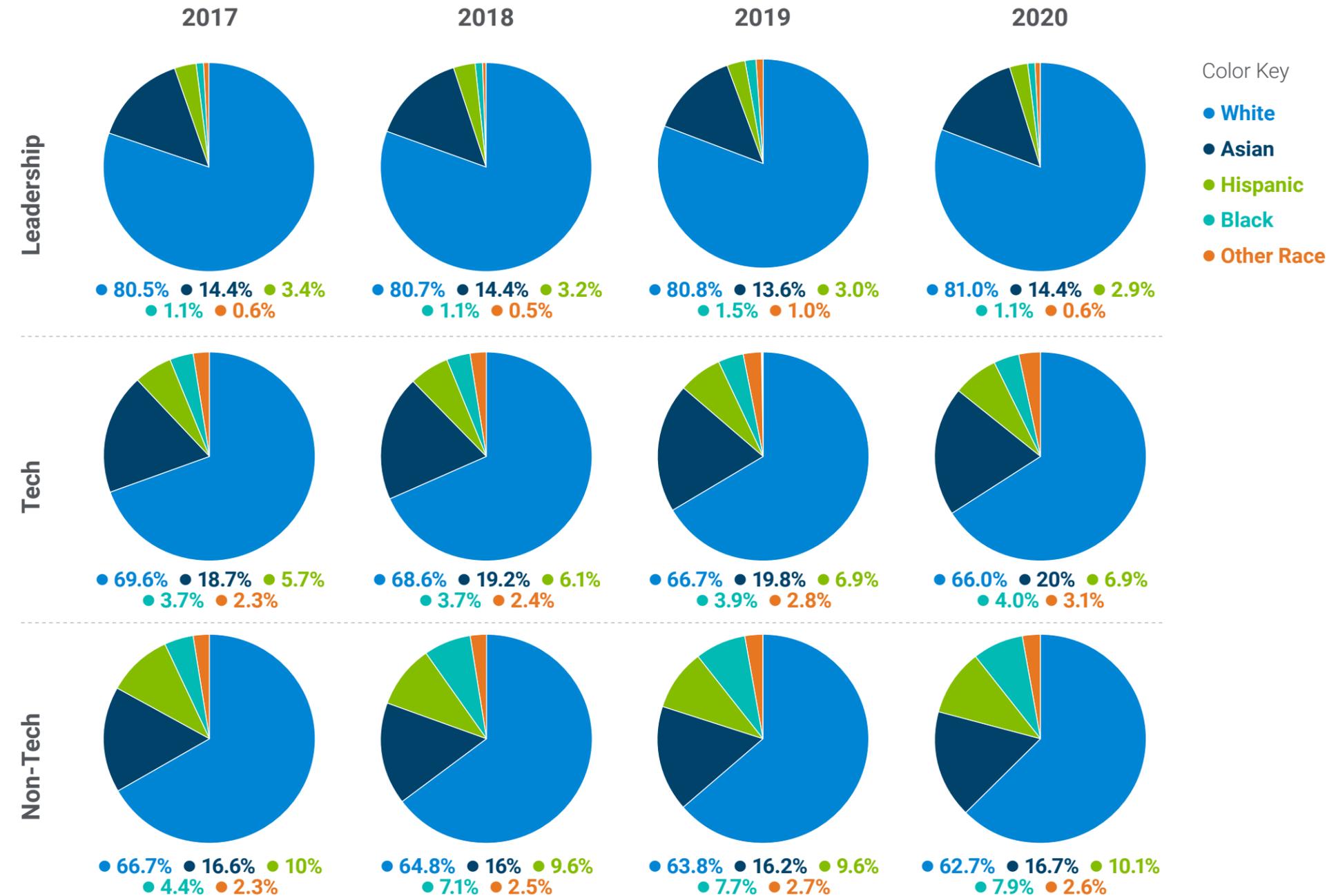


## Representation by race and ethnicity in the United States

We also track year-over-year metrics of race in our U.S.-based workforce, with breakdowns for Leadership\*, Tech, and Non-Tech. These detailed measurements allow us to course-correct where there's room for opportunity.

We are pleased that our new hires in 2020 have advanced our shift toward more diverse teams. We continue to prioritize these efforts, particularly for our leadership roles.

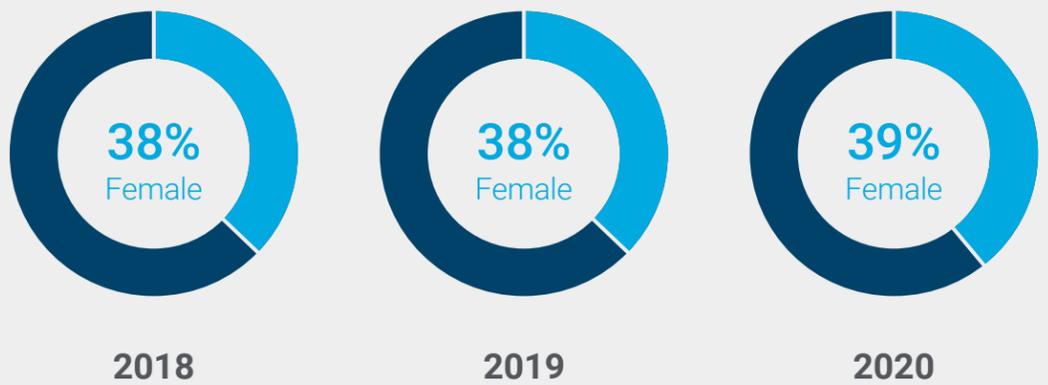
\* The "Leadership" group is comprised of officers, executives, and senior managers.



# Leadership Breakdown

## Representation by gender in our global workforce

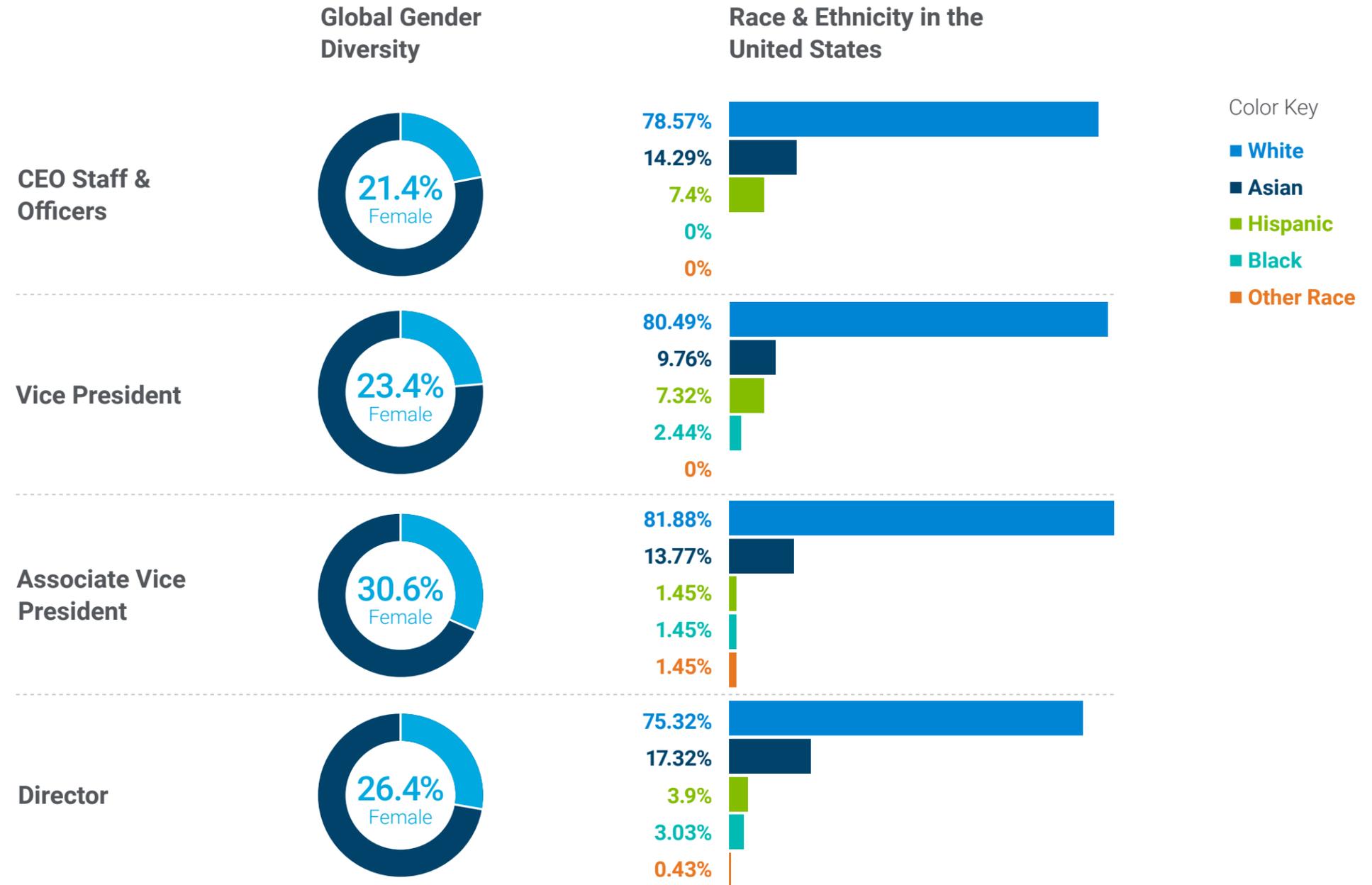
We are also tracking year-over-year movement of gender representation in our global workforce\*. The numbers below reflect the gender breakdown across our entire organization. We're pleased to report an increase in female representation at Agilent, despite the pandemic resulting in an external global trend of women downshifting their careers or leaving the workforce entirely.



\* Global gender split data includes male and female data only, not undisclosed. The gender demographics data represents Agilent's global workforce, year-end FY20 compared to year-end FY19 and FY18. Data is based on regular active employees.

## A breakdown of our leadership metrics

Recognizing that representation is especially important at the leadership level, we are also sharing D&I metrics that take a deeper dive into our different layers of leadership.



Color Key  
 ■ White  
 ■ Asian  
 ■ Hispanic  
 ■ Black  
 ■ Other Race

## Our path forward

To continue our progress and path forward, in 2021 we are broadening our operational metrics and further exploring the development and engagement of our employee population at every stage. Our goal is to improve global impact with an organization-wide model that allows for customization based on local needs.

By nurturing a One Agilent inclusive culture, we believe we will drive an exceptional employee experience throughout the full life cycle of employment.



## Advancing as One Agilent

We are on a journey for our people – for the more than 16,000 individuals who make us One Agilent, for our customers, and for our investors. Mirroring the communities we serve enables us to understand their needs and connect with them at a deeper level, allowing us to consistently deliver trusted answers and insights to advance the quality of life.

**Together, we are One Agilent.**

*“People tend to think of diversity in terms of racial and gender statistics. But at Agilent we recognize that representation is just one piece of a broader puzzle.”*

*That’s why, to create systematic change, we are focusing on processes, policies, and practices, not just numbers. Otherwise we risk leaving people out of the conversation.*

*Agilent has always done a good job of attracting great talent. Today we are more committed than ever to fostering a workplace where that talent wants to be, where everyone feels equally valued and encouraged to thrive.*

*We know there are no shortcuts, but that’s OK – we’re in this for the long haul. When I consider how strong our foundation is and how steadfast we are in our commitment to become even better, I’m certain that there has never been a more exciting time to be part of the One Agilent family.”*

**Patrice Jimerson**

Associate Vice President of Diversity & Inclusion



# Find out more about our **One Agilent culture**

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