



FY2019 ANNUAL REPORT  
Diversity and Inclusion



# Leading With Integrity, Innovation, and Inclusion

Founded in 1979, Seagate Technology is a world leader in the development, manufacturing, and continuous innovation of data storage solutions. From pioneering the first 5.25-inch hard disk drive (HDD) in 1980 to developing the world's highest-capacity drive in 2019, Seagate has a long and proven history of enabling people and organizations across the planet to store, share, and access data—faster and more securely than ever before.



As a technology innovator, Seagate's ability to meet the growing needs of customers and deliver sustainable value to all stakeholders depends greatly on our ability to attract, develop, and retain diverse, talented, and exceptional people.

This report highlights Seagate's commitment to diversity and inclusion (D&I) throughout fiscal year 2019 (FY19).

For more information, please refer to our website:  
[www.seagate.com/jobs/diversity-and-inclusion](http://www.seagate.com/jobs/diversity-and-inclusion)



INCLUSION IS ONE OF THE KEYS TO SEAGATE'S SUSTAINABLE SUCCESS. WE'RE STRONGER AS A COMPANY WHEN WE INCLUDE DIVERSE VOICES AT THE TABLE, CHALLENGE OUR ASSUMPTIONS, AND RECOGNIZE THAT OUR DIFFERENCES MAKE US STRONGER.

DAVE MOSLEY, CEO



# A Culture of Inclusion



MESSAGE FROM

Heather Howell

SENIOR MANAGER,  
DIVERSITY AND INCLUSION

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We must continue to foster a workplace culture where people feel safe to be who they are, respected by others, and welcomed for the unique contributions they bring to the table. This is what a culture of inclusion looks like at Seagate.

Guided by our values of **Integrity, Innovation, and Inclusion**, Seagate demonstrates its commitment to fostering a culture of inclusion in a number of meaningful ways. From launching global unconscious bias education, enabling Employee Resource Groups (ERG), and strengthening our relationships with key partners, including the Responsible Business Alliance (RBA) and United Nations Global Compact (UNGC), Seagate remains focused on living our values every single day—and being a place where all employees feel they belong.



# Defining Diversity

We acknowledge that diversity is vast and encompasses both the visible and nonvisible aspects that make us who we are. That's why we define diversity in two ways: as diversity of identity and diversity of thought.

## Diversity of Identity

The visible and nonvisible human characteristics that constitute identity: gender, race, age, sexual orientation, ancestry, physical abilities, religion, and more. At Seagate, everyone should be treated fairly and with dignity. There is room for everyone in our company, and we welcome diverse people and diverse perspectives.

## Diversity of Thought

The differences in perspective and expertise that we each bring to the table. People from various backgrounds and experiences bring different approaches to solving problems. Continuous Seagate innovation is the result of fresh ideas being strengthened by including many points of view.

# Leadership Support of Inclusion

At the heart of our D&I efforts is Seagate's value of Inclusion. Along with Integrity and Innovation, Seagate's Inclusion value informs our D&I practices, policies, and programs, and guides our strategic actions as a responsible global citizen.

While all of our employees are empowered to own and embody the spirit of Inclusion, we also leverage the visibility and influence of our executive leadership when it comes to championing and supporting Inclusion company-wide.

Three of our CEO direct reports (below) serve as official Executive Inclusion Champions, providing high-level guidance, support, and visibility for key D&I initiatives and programs.



**JOHN CLEVELAND**

Senior Vice President  
of Human Resources,  
Internal Communications and  
Community Engagement



**JOAN MOTSINGER**

Senior Vice President  
of Business Excellence



**JEFF NYGAARD**

Executive Vice President  
of Operations, Products, and Technology

# Representation Highlights

As we continue to expand our D&I efforts, we are proud of the positive impacts our teams have made in increasing representation of underrepresented minorities in the United States (U.S.), and of women globally. For more diversity data, please refer to [Seagate's FY18 Global Citizenship Annual Report](#).

## FY19 DATA\*

58.8%  
women  
in global  
workforce

29.5%  
women in  
management  
positions  
(global)

40.2%  
minority  
in U.S.  
workforce

35.3%  
minority in  
professional  
positions  
(U.S.)

\*As of June 28, 2019



FROM THE FIRST DAY I WALKED IN AT SEAGATE, I'VE HAD THE ABILITY TO JUST BE WHO I AM. SEAGATE HAS BEEN ONE OF THE FIRST COMPANIES WHERE I JUST FEEL COMFORTABLE AND SHOWS THAT DIVERSITY AND AUTHENTICITY WORK TOGETHER.

**BUFFY GARRIER**  
Global Travel Manager,  
United States



# Key Inclusion Programs

## Unconscious Bias Education: Inclusion and Better Decisions

We know that unconscious bias represents a major roadblock to an inclusive culture, where all employees feel safe, welcome, and respected. But simply raising awareness of unconscious bias isn't enough to mitigate its impact, which is why we set out to develop

a comprehensive global program aimed at equipping our employees—from executive level to individual contributors—with brain-based mitigation strategies to actively and consciously break bias in their own roles, teams, and organizations.

Launched in 2018, the Breaking Bias program includes digital, interactive training modules; half-day, in-person leadership workshops; and face-to-face roundtable forums open to all employees.

As of fiscal year end, 96% of all directors and above in the U.S., including our CEO's direct reports, participated in a half-day Breaking Bias workshop. The program is currently being deployed across the APAC (Asia-Pacific) and EMEA (Europe, the Middle East, and Africa) regions.



THE BREAKING BIAS PROGRAM HAS HELPED ME TO BETTER UNDERSTAND THE MEANS BY WHICH BIAS IMPACTS OUR INDIVIDUAL AND TEAM DECISIONS, AND THE NEWFOUND FACT THAT I CAN ACTIVELY MITIGATE BIAS WITH BRAIN-BASED STRATEGIES.

**RANDY MYERS**  
Plant Manager, Thailand



# Employee Resource Groups: Building Community, Fostering Inclusion

ERGs are the lifeblood of an inclusive, welcoming workplace. At Seagate, our ERGs play a critical role in supporting their members, raising awareness of diversity, and fostering inclusion by providing development opportunities and resources to all employees.

Our program supports ERGs through development resources, communication, funding, and streamlined processes designed to foster a thriving, diverse community of global Seagate employees.

Seagate ERGs currently represent seven constituencies, including interfaith/religion, LGBTQ (lesbian, gay, bisexual, transgender, and queer), women, and veterans. As of fiscal year end, nearly 1,000 employees actively participated in at least one ERG globally.



THE CONNECTIONS I HAVE MADE WITH INDIVIDUALS FROM ALL DIVISIONS AT SEAGATE, WHO SHARE THE DESIRE TO BE PART OF SOMETHING SPECIAL, HAS BROADENED MY PERSPECTIVE. I AM ABLE TO TAKE WHAT I HAVE GAINED FROM PARTICIPATING IN THE WOMEN'S ERG INTO ALL ASPECTS OF MY ROLE AT SEAGATE.

**ANGIE CULBERT**  
Core Team Lead and ERG  
Leader, United States



# Community Engagement: Positive Impacts Beyond our Walls

Our commitment to inclusion doesn't end at our walls, but serves as a positive example of global citizenship to thousands of people in the communities where we live and work. Throughout the fiscal year, Seagate impacted over 53,000 people globally, and logged more than 20,000 volunteer hours across our workforce. Below are highlights of community engagement events from various sites around the world.



## Thailand

Seagate was a major sponsor of the Information and Communication Technology (ICT) “Youth and DigiEng Teacher Challenge,” where 2,400 students competed in teams, creating digital content based on Seagate’s “Data Age 2025” report, published in partnership with the International Data Corporation (IDC).



## China

Our Woodlands Equipment Engineering team shared some Lunar New Year happiness, distributing over 450 goodie bags to local senior citizens in need. Employees shared their enthusiasm for inclusion, spreading joy to the senior community.



## United States

Employee volunteers led workshops for middle-school girls at the “Expanding Your Horizons” STEM (Science, Technology, Engineering, and Math) event in Boulder, Colorado. More than 200 young women from across the state attended the event, which was aimed at inspiring the next generation of female scientists and engineers.



I FEEL PROUD TO WORK FOR A COMPANY THAT SUPPORTS EMPLOYEE-LED ACTIVITIES IN THE COMMUNITY. VOLUNTEERING CREATES A DEEPER CONNECTION FOR EACH OF US AND SHOWS US HOW IMPORTANT IT IS TO GIVE SOMETHING BACK FOR OUR CHILDREN, FELLOW PEOPLE, OUR COMMUNITY, AND OUR PLANET.

RAM SARDJOEPERSAD  
Account Manager, Amsterdam





## Standing Up for Human Rights: Supporting the U.S. Equality Act

Seagate was proud to sign the Business Coalition for the Equality Act, joining over 250 other U.S. and global companies in support of human rights and greater equality for LGBTQ people at the federal level.

As an active global citizen, Seagate is responsible for protecting human rights, upholding labor standards, and ensuring that all of our employees are treated with respect. [View Seagate's Human Rights Policy.](#)

The decision to join the Business Coalition for the Equality Act was unanimous among Seagate's executive leadership team, reflecting not only our ongoing commitment to human rights and equality, but also to being an active ally to LGBTQ inclusion.

“ BEING AN LGBTQ ALLY MEANS PLAYING AN ACTIVE PART IN SUPPORTING HUMAN RIGHTS AND STANDING UP TO OPPRESSION. IT ISN'T ABOUT PASSIVELY SUPPORTING—IT'S A MATTER OF STANDING UP TO HATE, CHALLENGING PREJUDICE, AND BEING A VOICE FOR INCLUSION.

**CHRIS WOLDEMAR**  
VP of Engineering,  
United States



# Awards and Recognition



## Best Employer for LGBTQ Equality

Reflecting our commitment to inclusion, Seagate is proud to receive a first-time perfect score in the U.S. Corporate Equality Index. As part of this achievement, Seagate earned the “Best Employer for LGBTQ Equality” designation, joining 572 other companies in support of LGBTQ inclusion and best practices.

## Best Tech Company for Women

The Best Technology Company for Women designation is given to a company who scores highly on reviews in three categories: overall job satisfaction, equal treatment at work, and whether someone would recommend the company to another woman.

## Inclusion and Disability Award

The Wuxi New District Human Resources Association granted the Representative of Inclusion and Disability Employment award to Seagate for its contribution to disability hiring and fostering an inclusive working environment in China.

# Looking Forward

## Sustainability and Strengthened Partnership

We are proud of the work we do to support diversity and inclusion across our global footprint, and we realize there is much more to be done. In addition to supporting ERGs and sustaining unconscious bias education, Seagate will continue to actively engage with the Responsible Business Alliance (RBA) and strengthen our strategic partnership throughout FY20 and beyond.

Specifically, Seagate will launch both internal and external RBA labor audits in sites across Asia, the US, and the United Kingdom (UK); we will work closely with the RBA on combating forced labor and human trafficking, ensuring compliance within our own diverse supply chain; and we will also continue our transition from Global Reporting Initiative (GRI) Core to GRI Comprehensive, increasing our transparency in reporting our global citizenship practices.



SEAGATE