



A LOOK BACK

2021 DIVERSITY, EQUITY & INCLUSION EFFORTS

At Motorola Solutions, we seek to build an inclusive culture and diverse workplace that enables each and every employee to bring forward their best and brightest ideas. We recognize that this is a journey and look forward to continued progress in 2022 and beyond. In the meantime, we invite you to look back at the Diversity, Equity and Inclusion (DEI) efforts that took place across the company in 2021, made possible by our executive committee, people leaders, the Office of DEI, business councils, Human Resources, the Motorola Solutions Foundation, our Supplier Diversity team and diversity champions across the globe.



2021 AT A GLANCE

FAST FACTS

Introduced “Inclusive” as a company value	PAGE 3
Launched an Inclusive Language document	PAGE 3
Launched a required DEI training course.....	PAGE 3
Introduced a DEI web page.....	PAGE 3
Celebrated heritage months	PAGE 3
Partnered with Historically Black Colleges and Universities	PAGE 5
Partnered with the National Society of Black Engineers	PAGE 5
Partnered with the Society of Women Engineers	PAGE 3
Partnered with the Society of Hispanic Professional Engineers	PAGE 5
Numerous internal events and volunteer opportunities hosted by business councils	PAGE 3 PAGE 5

RECOGNITION





RETURN TO AT A GLANCE

EVENTS

Although many Motorolans are still working remotely, we found many ways to come together in 2021, both virtually and in person.

- The People with Disabilities + Allies Council hosted a virtual webinar focused on the benefits of mindfulness for more than 800 Motorolans.
- The Veterans Business Council partnered with Operation Gratitude and the Veterans of Foreign Wars (VFW), as well as the Motorola Solutions Foundation, to support more than 15 veteran-focused community outreach activities, with more than 3,000 participants contributing to 1,175 volunteer hours. Their direct efforts led to the hiring of five veterans.
- The Women's Business Council held several events for International Women's Day, including networking events in Poland and internal workshops in Israel, the United Kingdom, Singapore and North America.
- The Lesbian, Gay, Bisexual, Transgender, Queer and Questioning (LGBTQ+) Business Council held a Pride, Pronouns and Parenting panel in honor of Pride Month which explored the history of Pride and addressed questions around being an LGBTQ+ parent.
- The Australia and New Zealand Inclusion and Diversity Council participated in the Go Purple for Spirit Day movement to pledge support for LGBTQ youth in a united stand against bullying.
- The Young Professionals Group came together on Sep. 11 day in eight cities to pack meals for Feeding America. In Chicago, more than 200,00 meals were packed during the event.
- Motorola Solutions sponsored 300 Motorolans to attend the Society of Women Engineers (SWE) conference, the world's largest conference for women engineers.
- Employees celebrated the diversity of our workforce through initiatives for Black History Month, International Women's Day, Asian American and Pacific Islander Heritage Month, Pride Month, Hispanic Heritage Month and Disability Employment Awareness Month.



DID YOU KNOW? IN 2021, WE:

- Introduced "Inclusive" as a company value.
- Launched our company's first DEI strategic plan, which outlines clear objectives, goals, metrics and accountabilities for the company and all Motorolans to follow.
- Launched a required DEI training course for all Motorolans.
- Introduced Motorola Solutions' first dedicated public-facing DEI web page which contains information about our DEI commitment, efforts and recognitions, as well as detailed workforce demographic data.
- Held our DEI Business Council Leadership Summit which featured external speakers, including DEI experts



[RETURN TO AT A GLANCE](#)

GROWTH & DEVELOPMENT

In 2021, we continued to provide resources and invest in programs and development opportunities to help foster an inclusive mindset.

- An Inclusive Language document was created to crowdsource from our employees a comprehensive list of non-inclusive technical terminology (e.g. “whitelist/blacklist,” “grandfathered” and gendered terms) along with recommended alternatives.
- A charter was formalized to guide the Inclusive Solutions Employee Advisory Council, an employee-led team that reviews our solutions and messaging with a DEI lens.
- We provided U.S. employees the ability to self-identify their gender, sexual orientation and pronoun preferences.
- Offered a “Recruiting for Diversity: What It Is and Is Not” webinar to equip people leaders with the tools and resources needed to ensure an inclusive applicant experience.
- The People with Disabilities + Allies Council partnered with IT and Marketing as advocates for Section 508 compliance which helped drive the inclusion of closed captioning on externally published videos and enabled accessibility features on our external Motorola Solutions website.



SUPPLIER DIVERSITY

Our Supplier Diversity team is committed to providing economic opportunities to diverse-owned and small businesses through Motorola Solutions business and products. In 2021, we launched Supplier Connect, a forum to connect diverse businesses with our procurement team. We also partnered with two new advocacy organizations: The National LGBT Chamber of Commerce and Minority Supplier Development Council in the UK. And to promote awareness of our initiatives and opportunities, we sponsored and led sessions during the Department of Commerce’s Minority Business Development Week, Disability:IN’s National Conference, National Minority Supplier Development Council’s Leadership Week and tech:SCALE’s Diverse Supplier Summit.



RETURN TO AT A GLANCE

BUSINESS COUNCIL VOLUNTEERISM

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

- Various regional DEI councils hosted volunteer events throughout the U.S. The Central Region DEI Council introduced Motorola Solutions to 25 high school students from Chicagoland neighborhoods to share career paths and advice. The Northeast Region DEI Council participated and sponsored multiple events at Howard University and Morgan State. The Southeast Region DEI Council participated in the virtual National Society for Black Engineers (NSBE) and Society of Hispanic Professional Engineers (SHPE) conferences.
- The Women's Business Council ran a virtual donation program with Kids in Need which raised funds to support their Supply a Teacher initiative.
- The People with Disabilities + Allies Council volunteered with the Little City Foundation to clean up a home for individuals with developmental disabilities.
- The Veterans Business Council worked closely with Cadet Command and Reserve Officers' Training Corps (ROTC) programs nationally to provide radio support for training exercises. As a result, 825 cadets were trained on Motorola Solutions' land mobile radios.
- The LatinX Business Council collaborated with the Young Professionals Group to stuff plush toys and write cards for children in underserved or low-income communities in the Chicago area.



RECRUITING

Our talent acquisition team and business councils helped grow our diversity pipeline through sponsorships and partnerships with several organizations, including:

- An affiliate partnership with the National Society of Black Engineers (NSBE) and the NSBE47 virtual career fair.
- An Industry Partnership Council (IPC) membership with the Society of Hispanic Professional Engineers (SHPE) and the SHPE virtual career fair.
- The Society of Women Engineers and the in-person SWE WE21 conference.
- A strategic partnership with Women in Cybersecurity (WiCyS).

Additionally,

- We partnered with the New York City Police Foundation and the NYPD Options program to host a virtual tour of our Experience Center and a resume-building workshop.
- We hosted "Proud To Be First" and "Diversity Early Insights" events that included students from Historically Black Colleges and Universities (HBCUs).



[RETURN TO AT A GLANCE](#)

FOUNDATION

The Motorola Solutions Foundation continued its long-standing commitment to providing access and support to underrepresented and underserved populations in technology/engineering education and first responder programs, including people of color, females, people with disabilities, veterans and others. In 2021 specifically:

- The majority of the Foundation's 2021 grant funding directly benefited people of color including students, teachers and first responders.
- The Foundation increased funding to programs that promote diversity among first responders by 56%.
- Within technology and engineering education, 78% of the Foundation's funding directly benefited people of color and 60% directly supported women.
- The Foundation granted \$90,000 to the American Red Cross to provide supplies and support teams of volunteers on the ground during the COVID-19 crisis in India.
- Global Months of Service (GMOS), the company's annual volunteer-a-thon, focused on inclusivity. Employees across 43 countries logged over 47,000 volunteer hours during the months of September and October, resulting in \$230,000 in donations to nonprofits, many of which serve diverse and underserved populations.
- » The GMOS grand prize, a \$50,000 grant, was awarded to Code Nation, an organization that equips students in under-resourced high schools with the skills, experiences and connections that create access to careers in technology.
- » Signature volunteer activities included:
 - A full week focused on increasing access to STEM careers, including writing inspirational cards for Girlstart program participants.
 - A mentorship program with Fundación Cimientos in Argentina where Motorolans worked with 30 students from low-income areas to develop their technical (STEM) knowledge and soft skills.
 - Mentorship projects with Penang Science Cluster in Malaysia.



EMPLOYEE VOICES

In 2021 we looked for opportunities to amplify employee voices – through surveys, focus groups and storytelling. This informed our executive committee of changes needed within their organizations to foster a more diverse, equitable and inclusive culture which, in turn, informed their strategic action plans..

Did You Know?

More than 60 listening sessions were held globally, with more than 1,100 total participants and 3,100 individual insights shared.



For more information on Diversity, Equity and Inclusion at Motorola Solutions, visit our [DEI website](#).



Motorola Solutions, Inc. 500 West Monroe Street, Chicago, IL 60661 U.S.A. [motorolasolutions.com](https://www.motorolasolutions.com)

MOTOROLA, MOTOROLA SOLUTIONS and the Stylized M Logo are trademarks or registered trademarks of Motorola Trademark Holdings, LLC and are used under license. All other trademarks are the property of their respective owners. ©2022 Motorola Solutions, Inc. All rights reserved. 03-2022 [JP10]