

# Our Commitment to Racial Equity



## STANDING FOR GOOD

General Mills is dedicated to becoming a reflection of the world we seek where racial equity, diversity and inclusion nourish us all. As a 156-year-old company, we know the sobering reality of systemic inequality is not new. It pulls at the moral fabric of our society preventing individuals and communities, including our own, from achieving their full potential. As a leader in the business community, General Mills has been and must continue to stand for good.



### EQUITABLE FOOD ACCESS

**OUR COMMITMENT**  
We will direct our philanthropy to work locally and nationally with food banks and anti-hunger organizations to address food insecurity that disproportionately impacts communities of color.



### EQUITY IN EDUCATION

**OUR COMMITMENT**  
Box Tops will build on its legacy of giving nearly \$1 billion dollars to schools, with a renewed focus on creating greater equity in education for kids of color so they can reach their full potential.



### EQUITY IN REPRESENTATION

**OUR COMMITMENT**  
Address representation and access opportunities at General Mills by:

- Doubling** the representation of our Black Managers\*
- Increasing our overall representation of minorities to **25%\***
- Doubling** our spend with Minority-owned suppliers\*

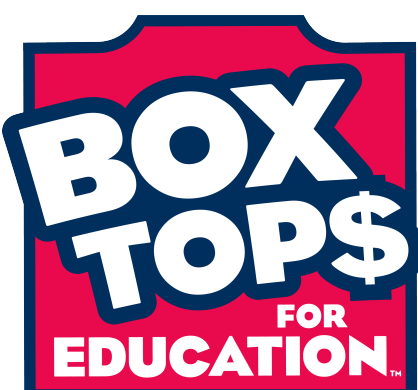
*\*In the United States*

Through partnership with our corporate peers, local and state government, community leaders and others, we will take bold and leading actions needed to combat racism and social inequity, and ensure our community is a place where all can flourish. We are proud to be a part of the **Minnesota Business Coalition for Racial Equity** to create sustainable and meaningful change around racial and social justice in our hometown.



WHAT WE'RE DOING

We've made our allyship resources publicly available to help organizations create a **culture of belonging** for marginalized communities.



\$500,000



We've committed to donating **\$500,000** to Black Men Teach to help increase the number of Black male elementary school teachers in MN classrooms; and co-investing **\$250,000** with the Minneapolis Foundation as part of their Reimagine Education initiative to support local nonprofit & education organizations to increase equity in Twin Cities schools. The Box Tops app has a new feature to support 'Schools in Need' which allows supporters the option to direct their funds to improve the educational experiences in participating schools that meet U.S. government criteria.

WHAT WE'VE DONE

**CEO Jeff Harmening on Representation**



"General Mills has been a leader in board and officer representation dating back to our first female board member in 1972. We know we live our purpose best when our workforce represents the diversity of our consumers."

**At General Mills, we have an ongoing commitment to diversity in leadership and talent acquisition.**

8%

of Officers at General Mills are Black compared to the U.S. average 3.5%\*  
**29% are People of Color**

17%

of Senior Leadership Team members are Black  
**23% are People of Color**

17%

of members of the General Mills Board of Directors are Black  
**34% are People of Color**

Source: 3.5% based on a study done by the Center For Talent Innovation study in 2019 on Being Black in Corporate America.



\$20 million

in charitable giving over the last five years (fiscal 2018-2022) to nonprofits in the Twin Cities (greater Minneapolis and St. Paul metro area), including US\$16 million toward promoting equitable food access and equity in K-12 education.

31 years

In **1992**, General Mills established a Supplier Diversity program with a focus on minority-owned businesses.

In fiscal 2022, the company achieved 40% growth in spending with diverse suppliers, creating 3,535 jobs, supporting \$19.5 million in wages, and contributing \$492.4 million in total economic impact.

32 years hosting Dr. Martin Luther King, Jr. Holiday Breakfast

In **1991** General Mills worked with community to create the first Dr. Martin Luther King Jr. Holiday Breakfast. The event is attended by thousands of people annually to celebrate the life and legacy of Dr. King. Since that time, General Mills and its Foundation have provided more than \$6.9 million in support to the United Negro College Fund (UNCF) to help Black students get to and through college.

### General Mills...

- 1953 began support of the United Negro College Fund
- 1963 began recruiting at Historically Black Colleges and Universities
- 1966 hired its first **female** officer
- 1972 appointed first **female** board member
- 1973 hired its first **minority** officer
- 1988 named Reatha Clark King as President of the GMI Foundation
- 1991 hosted first annual Dr. Martin Luther King, Jr. Holiday Breakfast
- 1994 created the GMI Office of **Diversity**
- 2013 chosen for a 10th consecutive year as one of the "Best Companies for Multicultural Women" by Working Mother. Seven years later received its Hall of Fame Award
- 2016 launched the Courageous Conversations, aimed at providing a safe and supportive place to have candid conversations about important social issues
- 2019 launched an Allyship Program to take intentional action, like listening, learning and uplifting individuals and communities who have been marginalized or overlooked
- 2021 expanded public disclosure of detailed racial/ethnic workforce diversity data
- 2022 Third Employee Network Summit: Boldly Being; Boldly Belonging, including the newest network, Disability Network

VIEW OUR ALLYSHIP RESOURCES

We're making progress, and we have a lot more work to do.

