



UNITY THROUGH DIVERSITY

The 2021 Corporate Social Responsibility Report highlights the meaningful ways Aerospace deepened its commitment and impact in fostering a culture and environment of trust, inclusion and belonging within our workplace and across our communities.

LETTER FROM THE PRESIDENT AND CEO

I am pleased to present The Aerospace Corporation's Corporate Social Responsibility Report for 2021, which details the many ways our people are making a difference in the workplace and in our communities.

Our people are our greatest asset at Aerospace, and we're proud to support them both in the critical work they do on behalf of our nation's space enterprise and in their efforts to make a positive impact where they work and live.

I encourage you to read more about the work Aerospace is doing to advance science, technology, engineering, and math (STEM) education, benefit our communities, support our military partners, and shape a more equitable, inclusive society.



FOSTERING A CULTURE OF TRUST, INCLUSION, AND BELONGING

Aerospace is building upon its commitment to diversity, equity, and inclusion (DEI) by providing a forum for employees to examine and discuss unconscious racial and cultural biases in the workplace and is actively engaged in fostering an environment in which these issues can be addressed openly and honestly in productive and healing ways.

Aerospace continues to invest in opportunities that enhance our employees' abilities to bring their best selves to do their best work, providing them toolkits and training that address unconscious bias and strengthen allyship.



PROVIDING SUPPORT FOR COMMUNITIES WHERE OUR TEAMMATES WORK AND LIVE

The Aerospace Committee for Equality (ACE) assesses, recommends, and executes the corporation's DEI actions through the focus areas of Recruitment, Representation, Retention, Education and Training, K-12 STEM Outreach, and Community Outreach.

Aerospace continues to build on meaningful progress in advancing DEI measures, actively investing in several community outreach programs designed to advance a culture of trust, inclusion, and belonging within the workplace and greater community.

AEROSPACE VOLUNTEERS UPLIFT THEIR COMMUNITIES

At Aerospace, our people have a rich history of giving back and creating positive impact within their communities and the causes they are passionate about.

As people strive to lead lives that reflect their values, the expression of civic life has evolved. Whether online, at the office, at the local food bank, with a vote, a voice, or a giving contribution, doing good comes in many forms, and Aerospace recognizes and celebrates them all.



ACE K-12 STEM PARTNERSHIPS

Aerospace is committed to nurturing and inspiring the next generation of STEM leaders in an environment that reflects its commitment to DEI.

Aerospace's K-12 STEM outreach programs remain focused on nurturing young talent in traditionally underserved communities and increasing community engagement and dialogue that will ensure equal opportunities for future STEM leadership and a robust pipeline of diverse STEM talent for years to come.

AEROSPACE NAMES STEM SCHOLARSHIP WINNERS

Increasing diversity in STEM is at the core of Aerospace's outreach initiatives. Building on its continued commitment to DEI, Aerospace named five winners of its scholarship and mentoring program - one from the initial flagship program in Southern California and four from regions where the company has major offices: Los Angeles, Calif.; Huntsville, Ala.; Colorado Springs, Colo.; Albuquerque, N.M.; and Arlington/Alexandria, Va.



AEROSPACE RISING STARS: FACILITATING PATHWAYS TO TECHNICAL AND SCIENTIFIC CAREERS

To ensure greater diversity and representation in scientific and technical fields, Aerospace is providing pathways to higher learning and academic resources for students in underserved communities.

The Aerospace Rising Stars Program aims to increase the number of diverse students and females in STEM disciplines and industry, while also providing an environment that enhances their personal and professional development and facilitates their entry and continued success in academic, industrial and research careers.

GOING FARTHER, TOGETHER

Aerospace is dedicated to celebrating the diversity of our employees and the communities they inhabit, while also ensuring an equitable and inclusive future for all.