

# Inclusion *for all*

***For All***

DEI Annual Report 2021

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Diversity  
Equality  
Inclusion

## Commitment 3: Strengthen our culture of inclusion

### Inclusion is more than just a buzzword at Micron

We want everyone to feel appreciated and included, no matter who they are or where they work. In addition to increasing our inclusion index score this year, we were recognized by several organizations for our efforts to foster inclusion:

- We achieved our first top score of 100 on the [Corporate Equality Index](#), a Human Rights Campaign measure of key workforce protections, inclusive benefits and supportive and inclusive cultures for LGBTQ+ team members. Our score increased from 85 in fiscal year 2020 (FY20). Our PRIDE+Allies employee resource group (ERG) helped achieve this outcome by guiding Micron leaders

to understand the needs of the LGBTQ+ community, including how to change our benefit plans to better support this community.

- We earned our first score of 80 out of 100 on the [Disability Equality Index](#), a joint initiative between the American Association of People with Disabilities and Disability:IN. This score came in part from our efforts to improve accessibility. For example, we added closed captioning to our Zoom meetings for people who are hearing-impaired and published instructions to help team members who are colorblind adjust their computer color filters to improve contrast and make screens easier to read. Work we will do in FY22 includes ensuring individuals can access digital content, conducting a global evaluation of

our benefits from the perspective of people with disabilities to make them more inclusive, and assuring all job candidates that they can request accommodations for their interviews.

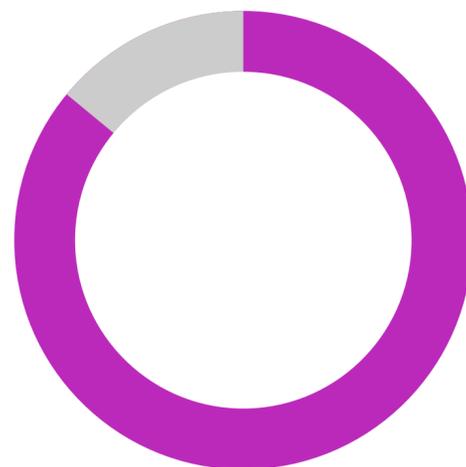
We also entered into strategic partnerships to create a more inclusive workplace *for all*. We joined the [Valuable 500](#), a coalition of more than 500 national and multinational corporations committed to unlocking the social and economic value of people living with disabilities. We also became a corporate partner of [Disability:IN](#), joining nearly 300 companies that work toward disability inclusion and equality. And we officially joined [Out & Equal](#), an organization advocating for greater workplace equality for people in the LGBTQ+ community.



“The pursuit of an inclusive, diverse and equitable culture is a necessity for every high-achieving company. To us, it’s personal. Hearing all voices, all ideas and all perspectives — being inclusive is in our DNA and core to our vision and values. We want everyone to be heard, seen and valued, no matter who they are or where they work. Hiring and ensuring equitable pay alone won’t address our diversity gaps. We must also create an environment that retains talent and that inspires talent to bring their best selves to work so they can achieve their full potential. While we have made great strides, there are many more steps to take on this important journey.”

— *Senior Vice President and Chief People Officer April Arnzen, executive owner*

### Inclusion index score



# 85%

In FY21, our inclusion index score increased to 85%, up more than seven points from FY20. Micron’s inclusion index includes a subset of two questions on the team member engagement survey that assesses Micron’s culture on behaviors that support inclusion. Real change takes time. These numbers tell us we’re on the right track.

# Development and advancement programs

One way we help retain talent is to ensure everyone has equal opportunities to advance and grow their careers at Micron. We offer several programs to support development and advancement for all our team members.

## Advance Sponsorship program

We launched the Advance Sponsorship program in FY19 to invest in senior female leaders through sponsorship, executive coaching and exposure to Micron executives and advanced opportunities. While it takes time for promotions to occur after program completion, we're proud that 50% of the women from our first two groups have received promotions. Eight women participated in our third group in FY21. We will continue tracking

participant progress to evaluate the program's success and opportunities for enhancements.

## Elevate program

Micron also understands the need to develop and support Micron's female leadership pipeline by nurturing team members early in their leadership journey. In late FY21, the company launched Elevate, designed for female midlevel leaders at Micron. Fifty female leaders from around the world (20 in the U.S. and Europe and 30 in Asia) are participating. This group-based program enables participants to network with each other, share tools and best practices, and identify their leadership styles. We will track and report on their progress in advancing their careers.

## 90-Day Leadership Sprint

Micron launched the pilot 90-Day Leadership Sprint, a development opportunity for Hispanic/Latino team members. Facilitated by Dr. Robert Rodriguez, the program included three sessions for 163 Hispanic/Latino team members to enhance their knowledge — from how to use heritage and culture as assets in the workplace to how to identify and manage career pivot points. Participants also learned how to create career action plans. An important part of the program was a session for the 72 direct managers of team members from the Hispanic/Latino community to help them better understand how to create an inclusive and welcoming culture for all team members to thrive.

## Spotlight



## Inspired by inclusion

“Does the company recruiting me just have good PR or is it actually committed to diversity and inclusion?” That’s what Tosin Akinro, supply chain engineer, often wondered as companies recruited him as a member of the National Society of Black Engineers (NSBE) and a new industrial engineering graduate.

But there was something different about Micron. When he talked to a Micron recruiter at an NSBE conference, Tosin knew Micron was committed to diversity, equality and inclusion (DEI) and not just saying the right words.

And that has proven to be true still. He said he immediately felt accepted.

## Inclusion for all

### McKinsey Black Leadership Academy

Fifty Micron leaders participated in the McKinsey Black Leadership Academy program. There are two programs under the academy umbrella: the Black Executive Leadership program and the Management Accelerator for Black Leaders. These programs help participants strengthen their core business acumen and learn practical tools to overcome common mindset challenges and build management muscle through problem-solving and strategic thinking. Sessions designed to guide team members to achieving the next critical step in their careers were held for midcareer managers and leaders on the executive track.

### Inclusion advocates

When senior leaders evaluate team members for advancement opportunities, we want to avoid any unconscious bias. For that reason, Micron includes an advocate to participate in talent review and succession planning meetings.

There are more than 50 inclusion advocates who have received training worldwide. An inclusion advocate listens carefully for unconscious bias, calls any to the attention of the team, and challenges unfair assumptions to ensure decisions regarding promotions, rotation assignments, access to training and other advancement opportunities are determined fairly.

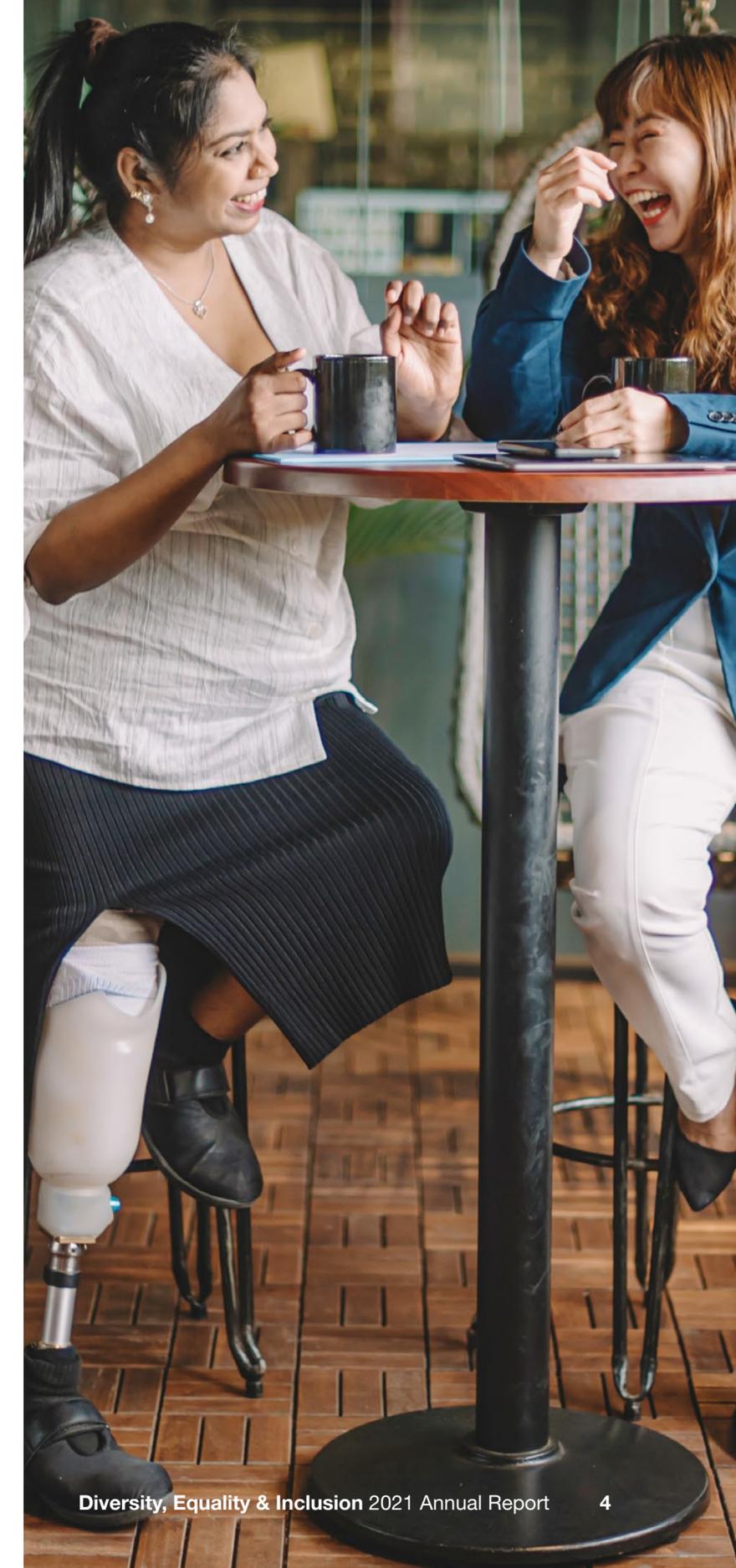
### Workplace flexibility

Micron believes we experience the greatest productivity and efficiency in a face-to-face environment. But the pandemic forced us to change our approach and empower our knowledge workers to work from home. While some team members preferred to work on-site, many appreciated the flexibility to choose where to work. As a result, we rolled out a pilot program of work arrangements that promote flexibility. Micron will listen closely to manager and team member feedback about the success of these programs.

### Micron moments

At Micron, we're proud to champion the rights, dignity and lives of our team members with disabilities and our team members in the LGBTQ+ community.

- [Lessons in Inclusion From a Disability Advocate](#)
- [Recognizing Transgender People Demonstrates They Are Valued and Respected](#)



# Team members leading the way

Team member voices are essential to our culture of inclusion. Our employee resource groups (ERGs) are behind much of the progress we've made over the past year.

We now have 10 ERGs, providing community for team members who are Asian American and Pacific Islander, Black, Hispanic/Latino, women, young professionals, people with disabilities, tenured and experienced, veterans, multicultural, LGBTQ+ or allies to any of these groups. These groups bring team members together and ensure they feel supported and empowered to stand up for equality — both within Micron and in the communities where Micron's team members work and live.

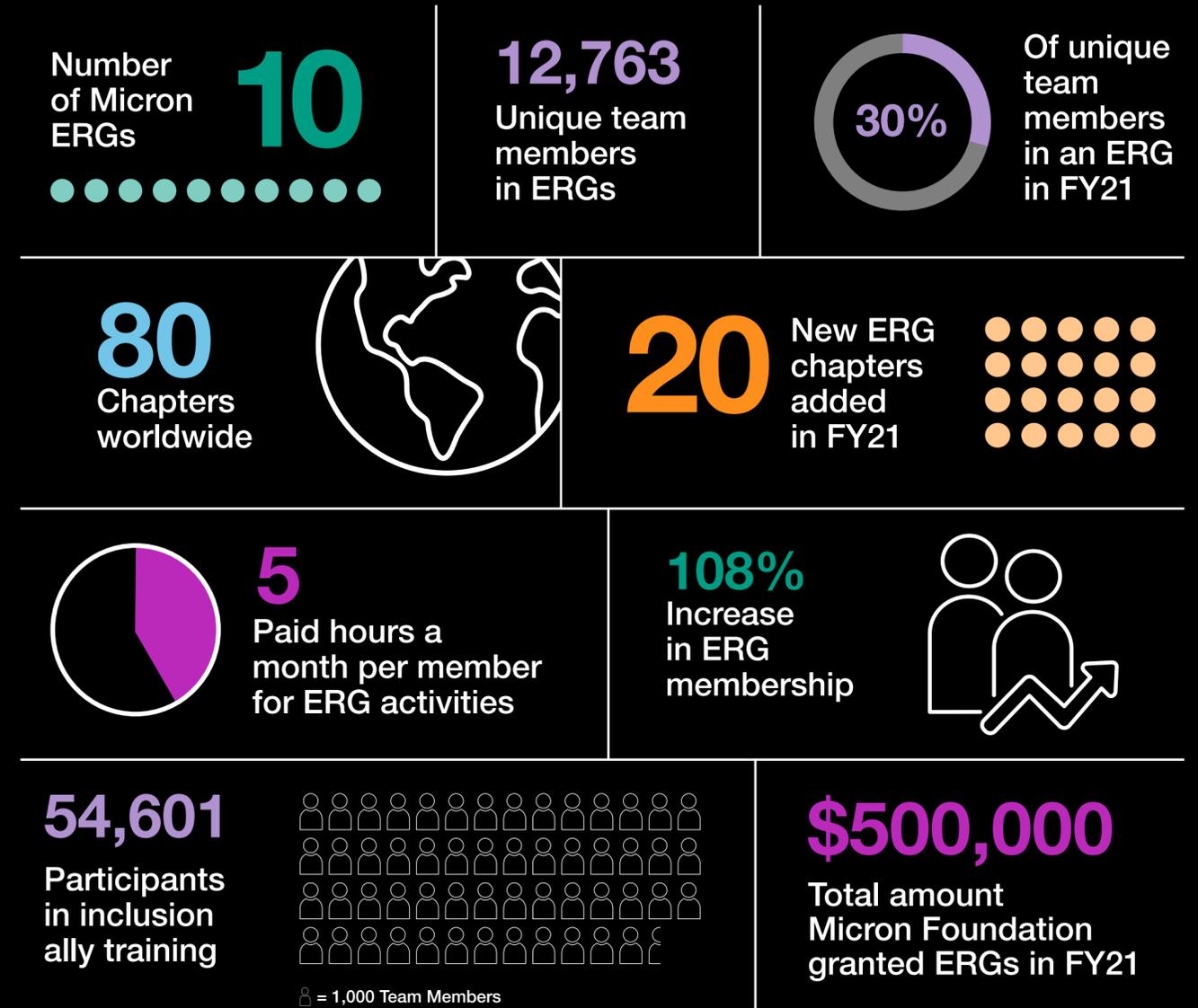
"I've met many colleagues that I would not have otherwise met," said Rosie Avila-Hernandez, senior manager of product engineering in Micron's Boise, Idaho, facility. Rosie launched the popular Micron Hispanic Professionals chapter in Boise. "It has expanded my awareness and understanding of others' unique stories and struggles, and the best part is that they have taught me how to support and advocate for them."

Given the ERGs' influence, Micron decided to better align ERGs with corporate goals, contributions to Micron's business and professional development.

"I believe the culture that ERGs help us promote in the company ultimately translates into a better business result, a bigger business impact for the community."

— Micron President and CEO Sanjay Mehrotra

According to [DRR Advisors](#), which helps businesses develop organizational practices that foster diversity, leadership and inclusion, most companies have between six and eight ERGs and strive for a participation rate of 8% to 10%, with the gold standard being 20%. Micron exceeds the gold standard with an ERG participation rate of nearly 30%.



## Micron's Ten ERGs\*

- Asian American & Pacific Islander Network
- Black Employee Network
- Capable
- Hispanic Professionals
- Women's Leadership Network
- Young Professionals
- Mosaic
- PRIDE +Allies
- Tenured & Experienced at Micron
- Veterans Employee Resource Group

[Learn more](#)

\* Our ERG communities proudly include members of the group and their allies

## **New AAPIN ERG**

Asian Americans are the fastest-growing major racial or ethnic group in the U.S., with more than 20 million Asians, according to the [Pew Research Center](#). Almost all trace their roots to 20 countries in East and Southeast Asia and the Indian subcontinent.

In FY21, members of the Asian American and Pacific Islander community and their allies came together to create Micron's 10th ERG, the Asian American and Pacific Islander Network (AAPIN). Their goal is to raise awareness of the hate crimes aimed at members of this community, especially during the COVID-19 pandemic, and the unfair stereotypes this community has

experienced for centuries that have contributed to discrimination, including the Chinese Exclusion Act in the 1880s and imprisonment of Japanese Americans during World War II.

At the same time, the AAPI community has made many contributions to America through its members' hard work, creativity and ingenuity. You can see the contributions of AAPI people in art, science and commerce throughout the United States. These team members also helped sponsor Micron's first [Asian/Pacific American Heritage Month](#) in May.

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## Empowering our ERGs

Micron held the first annual ERG Accelerator Summit this year to empower ERGs to do more. Nearly 500 ERG leaders and executive sponsors around the world attended the virtual two-day event. Participants learned how ERGs can support Micron, develop their leadership skills and grow their careers. Participants also shared best practices and learned about a new model to better align our ERGs to the business. [Learn more.](#)

### The 4C Model provides a guide

The summit was an opportunity for ERG leaders to connect, learn and grow. During the summit, Dr. Robert Rodriguez, founder and president of [DRR Advisors](#), explained the 4C Model, an industry-standard ERG operating model. ERG leaders used the model to build more intentional, actionable objectives around culture, career, community and commerce into their ERG business plans. These 4Cs are all areas where ERGs can significantly influence Micron.

“Through the summit, we learned so much more can be done, and it inspired us to bring our ERGs to a higher level,” said Teddy Pramono, Mosaic global lead based in Singapore.

During the summit, regional and global ERG leaders were selected and announced. These

leaders help align ERG activities to the 4C Model. They led the development of two-year strategic roadmaps and presented them to our ERG steering committee and CEO. ERGs continue to share and act on those strategies. Here are two examples:

- The Capable ERG identified six global projects that align to the 4C Model. Its members partnered with the central facilities team to develop an inclusive building plan and budget for accessibility projects. They led efforts to add closed captioning to Zoom meetings for people who are hearing-impaired. And they published step-by-step instructions to help team members adjust their computer color filters to improve contrast and make screens more accessible for people who are colorblind.
- In support of their commerce plans, members of the Black Employee Network and PRIDE+Allies ERGs worked through Micron’s procurement team to initiate their first meetings with the National Minority Supplier Development Council and National Gay & Lesbian Chamber of Commerce respectively, organizations that advance business opportunities for certified minority business enterprises. Increasing supplier diversity is one of Micron’s six DEI commitments.

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— *Teddy Pramono,*  
*Mosaic global lead based in Singapore*

### Micron empowers ERGs to do good

Last year, Micron’s ERGs helped the Micron Foundation decide how to support underrepresented communities who were disproportionately affected by the COVID-19 pandemic. Based on that success, Micron President and CEO Sanjay Mehrotra announced that the Micron Foundation would award each of Micron’s 10 ERGs \$50,000 to distribute to charities through an initiative called the ERG Grants Challenge.

This first challenge empowered our ERGs to direct resources and investments to further uplift the communities where team members live and work. They distributed [\\$500,000 across 19 nonprofits](#). Nine of our 10 ERGs participated through our crowdsourcing platform, Spark, to select nonprofit organizations. Each ERG nominated and voted for one or two nonprofits aligned with its affinity, 4C Model and the Micron Foundation’s pillars of giving. The newest ERG, AAPIN, formed during the challenge in time to select its desired nonprofit organizations as well.

“Supporting organizations and people in our local communities through philanthropic efforts is an important part of who we are as a company, and I am extremely proud of this new partnership with our ERGs,” said Micron Chief People Officer April Arnzen.

### Micron commits to ERG success

The ERG Accelerator Summit illustrated that the work of our ERGs can be time-consuming, with many members using their personal time to contribute to their ERG’s success. As a result, we announced that ERG members may use up to five hours a month of work time to focus on ERG programs. This modest start demonstrates Micron’s understanding of the passion our ERG members have for the work they do to create an inclusive company *for all*.

The following nonprofits were selected to receive the challenge grants:

ERG	Organization	Amount
Asian American Pacific Islander Network (AAPIN)	<a href="#">Center for Asian American Media</a>	\$20,000
	<a href="#">Asian Immigrant Women Advocates</a>	\$30,000
Black Employee Network (BEN)	<a href="#">Black Girls Code</a>	\$50,000
Capable	<a href="#">Cerebral Palsy Alliance Singapore (CPAS)</a>	\$25,000
	<a href="#">National Alliance on Mental Illness (NAMI)</a>	\$25,000
Micron Hispanic Professionals (MHP)	<a href="#">Ayuda</a>	\$25,000
	<a href="#">Idaho Latino Scholarship Foundation (Idaho LSF)</a>	\$25,000
Micron Women’s Leadership Network (MWLN)	<a href="#">Days for Girls</a>	\$25,000
	<a href="#">Hagar Singapore Limited</a>	\$25,000
Micron Young Professionals (MYP)	<a href="#">Smile always Foundation</a>	\$20,000
	<a href="#">World Central Kitchen</a>	\$30,000
Mosaic	<a href="#">Muslim Missionary Society Singapore (Jamiyah)</a>	\$30,000
	<a href="#">Peace Winds Japan</a>	\$20,000
PRIDE+Allies	<a href="#">Taiwan Tongzhi (LGBT) Hotline Association</a>	\$25,000
	<a href="#">The Community Center</a>	\$25,000
Tenured and Experienced at Micron (TE@M)	<a href="#">Blossom Seeds</a>	\$30,000
	<a href="#">La Locanda Di Emmaus</a>	\$20,000
Veterans ERG (VERG)	<a href="#">Neptune Warrior</a>	\$15,000
	<a href="#">Serve Our Willing Warriors</a>	\$35,000

## A global effort

Our goal to create a more diverse and inclusive workplace is global. But each region sets specific goals tailored to its unique circumstances. Around the world, efforts promote gender equality, career development, opportunities for people with disabilities and an enhanced talent pipeline. Here are examples of our global DEI efforts in action.

### Prepared and Capable, China

To prepare university students with disabilities for high-tech careers, Micron Shanghai planned the Career Angel program, which launched in October. Students take STEM-focused classes, including some specifically about DRAM technology, and they also learn workplace etiquette, gain interviewing skills and participate in a mentorship program. To support and prepare the growing number of team members with disabilities that we expect to hire in the future, Xi'an team members formed a new Capable ERG chapter.

### Reduction in gender bias, Europe

The Micron Women's Leadership Network (MWLN) led several initiatives to reduce bias, build allyship and advance DEI objectives across the region. In Italy, the ERG held a "Who's Afraid of Bias?" workshop to provide tips for recognizing

and overcoming gender bias. It also supported the Global Women Mentorship Program pilot project with Politecnico of Milano to promote Micron as a top employer active in diversity and inclusion and to help female students prepare for their professional futures. The Micron Women's Mentorship Program launched globally in FY21. More broadly in Europe, the MWLN held a brown bag lunch for the inclusion ally program to discuss DEI objectives and ways the MWLN can meet them.

### LGBTBQ+ inclusion, India

To support our global LGBTQ+ workplace inclusion efforts, Micron India extended insurance coverage to domestic partners, added gender-neutral restrooms and held a virtual event for the International Day Against Homophobia, Transphobia and Biphobia. And, for the first time, India raised the Pride flag last June to celebrate Pride Month. Along the way, membership in the PRIDE+Allies chapter increased to 250 members. The India PRIDE+Allies chapter's next goal is to make the India Workplace Equality Index, a survey specific to India to measure progress on LGBTQ+ inclusion in the workplace.

Our goal to create a more diverse and inclusive workplace is global. Around the world, efforts promote gender equality, career development, opportunities for people with disabilities and an enhanced talent pipeline.

### **World Down Syndrome Day, Japan**

Micron recognizes World Down Syndrome Day as part of its mission to eliminate bias and build a culture of inclusion. To increase awareness, the Capable chapter located at our Hiroshima site turned the day into a weeklong event. The ERG displayed large photos of people living with Down syndrome and held a charity goods sale, where 200 people bought goods made by people with disabilities. In addition, more than 400 team members attended a seminar sharing families' experiences of raising children with Down syndrome. And 150 team members donated 2 million yen to related charities through Micron Gives, and the Micron Foundation matched the donations.

### **Support for people with disabilities, Singapore**

Micron Singapore works with several organizations to offer opportunities and support for people with disabilities. Micron was the first technology company to sign the Enabling Employment Pledge. Singapore's President Halimah Yacob started the pledge to create more inclusive workplaces for people with disabilities. After joining, Micron was honored to host the president in June. During her visit, she met with several Capable team members and learned how Micron's smart applications have enabled team members with different abilities to achieve their full potential.

### **Search for talent everywhere, Taiwan**

Director of North Asia Talent Acquisition Milan Chang believes Micron's Asia locations can create a diverse and inclusive culture by recruiting international talent, which is why Micron Taiwan searches for talent at overseas universities — especially in Hong Kong and the Philippines. We also reach out to foreign students studying in Taiwan where our leaders shared our best talent and diversity practices. At SEMICON Taiwan 2020, the world's second-largest exhibition for the microelectronics industry, Micron representatives participated on a panel about women in technology. Ideas for increasing diversity across the semiconductor industry were generated and exchanged between Micron and other panelists.



## Celebrations of uniqueness

Celebrations bring people closer together and create a shared understanding that can help team members feel valued and respected. Micron celebrates a number of events around the world to recognize the uniqueness of the cultures where our team members live and work.

### Asian/Pacific American Heritage Month

In May, Micron celebrated Asian/Pacific American Heritage Month for the first time. Two key events were designed to call attention to AAPI history and harmful stereotypes perpetuated against the AAPI community. Two Boise State University professors and the vice president of partnerships at the [Asian Americans/Pacific Islanders in Philanthropy](#) discussed significant contributions from Asian Americans and Pacific Islanders in the U.S., as well as the hostile treatment these communities have experienced. They also talked about the vast diversity of people and cultures included under the AAPI collective, hailing from approximately 50 ethnic groups. An actor, journalist, CEO of an Asian American online news company and founder of a group that helps media and entertainment depict positive portrayals of Asians met to discuss media stereotypes of the AAPI community and the work these groups do to overcome them. Micron team members joined together as AAPI community members and allies to form our 10th ERG,

the [Asian American and Pacific Islander Network](#), in response to the increasing violence the community experienced during COVID-19.

### Black History Month

Several events helped Micron reflect on and celebrate the complicated history of Black Americans. A panel of Black doctors discussed the COVID-19 vaccine and its unique considerations among the Black community. A panel of Black police officers focused on the intersectionality of the Black Lives Matter movement and law enforcement while American writer and racial justice activist Tim Wise talked about race relations in the U.S. And we closed out the month with a celebration featuring the Oakland Interfaith Gospel Choir.

### Diwali

Celebrated through different traditions across India, Deepavali (Diwali) — the Indian festival of lights — is among the country's important and ancient holidays. With the support of our Mosaic ERG, Micron team members of all faiths around the world, from India, Japan, Taiwan, Singapore and the U.S., celebrate this festival together. In FY21, team members in Japan participated with traditional attire, henna drawings and a rangoli demonstration. In Utah, team members and families from the Indian

diaspora wore traditional attire, performed Indian music and dance and enjoyed Indian food.

### Hispanic Heritage Month

In September and October, Micron celebrated Hispanic Heritage Month with several events, including a webinar that focused on the disproportionate effect of the COVID-19 pandemic on the Hispanic community. Participants included Eileen Ellsworth, president and CEO of the Community Foundation of Northern Virginia; Amalia Brindis-Delgado, associate vice president of strategy with Hispanics in Philanthropy; René David Mejía Quintana, deputy consul for the Mexican Consulate in Boise; and José Vicenté Borjon, Mexico's consul in Utah. The Micron Hispanic Professionals ERG also hosted a virtual Latin dance party with Sound Wave Events as a celebration to close out the festivities.

### International Day of People With Disabilities

During International Day of People With Disabilities, Micron's Capable ERG led a discussion that celebrated the many ways Micron is creating a more accessible workplace. Although we still have much to do, Capable's work throughout the year will help all of us overcome ableism.



## International Youth Day

As part of International Youth Day celebrations, India's Micron Young Professionals ERG held a hackathon with more than 100 team members participating. During the hackathon, computer programmers and software designers collaborated and created a tech solution to an existing problem. The winners — members of Team 7: Rohitha Avvaru and Sai Ajay Kumar — successfully created a prototype of a chatbot that can be used to provide handy information on various users' queries internal to Micron. This chatbox conducts an efficient bot-user conversation that also automates action-based queries to help in formulating responses to user questions in their native language.

They spent almost three weeks from ideation to prototype completion. Judges selected the team based on the presentation of the solution, significance, scalability, technology used and inclusion of Micron's values.

## Juneteenth

For the second year in a row, Micron recognized Juneteenth, also known as Freedom Day, with events fostering reflection, many of which were sponsored by our Black Employee Network (BEN) ERG. We raised the BEN flag and lit up several of our sites in red, black and green lights (the BEN colors). And we invited Black-owned businesses and soul food trucks to serve food and desserts at certain locations.

The day after President Joe Biden made Juneteenth a federal holiday, Micron Chief People Officer April Arnzen announced it would also be a paid Micron U.S. holiday in 2022. "Celebrating Juneteenth at Micron means we recognize the past and are committed to taking responsibility for a better, more inclusive future," she said. "It is a time for celebration, but it is also a time for reflection, education and a renewed commitment to equality *for all*."

## Pride Month

During Pride Month, Micron lit up the world literally and figuratively. Several buildings shone with the many colors of the Pride flag, which was also proudly raised at our campuses around the world, including the sites of our five new PRIDE+Allies chapters in Asia.

One of the most powerful events included three mothers of transgender children. They shared their stories about learning how to best support their kids on their journeys. Through their experiences, these mothers revealed how they became vocal advocates for their children and the transgender community. They also addressed the numerous anti-transgender laws being debated this year in U.S. state legislatures. And, in Taiwan, team members heard a powerful talk from Digital Minister Audrey Tang, its first nonbinary minister in the top executive cabinet. A child prodigy, Tang started their own company at age 15 and now leads the island's digital and social innovation.

“It is a time for celebration, but it is also a time for reflection, education and a renewed commitment to equality *for all*.”

– April Arnzen, Micron Chief People Officer

## Ramadan

To support our Muslim team members, Singapore introduced interfaith rooms during Ramadan and plans to add another interfaith room and a halal kitchen in the site's expanded building in FY22. Team members were invited to learn more about the religious practices of Islam, such as the significance of Ramadan and the festivities of Eid al-Fitr and Eid al-Adha.

Also, at Micron sites in Taiwan and India, prayer rooms were set up across all major buildings. These changes helped team members become more comfortable sharing their religion and differences with their peers. Muslim team members also launched a lunch session during Ramadan that introduced the Islamic and Muslim culture to the locals. Members of the Mosaic ERG led celebrations across many sites, encouraging traditional Indian dress, musical performances and, of course, food.

## Veterans Day

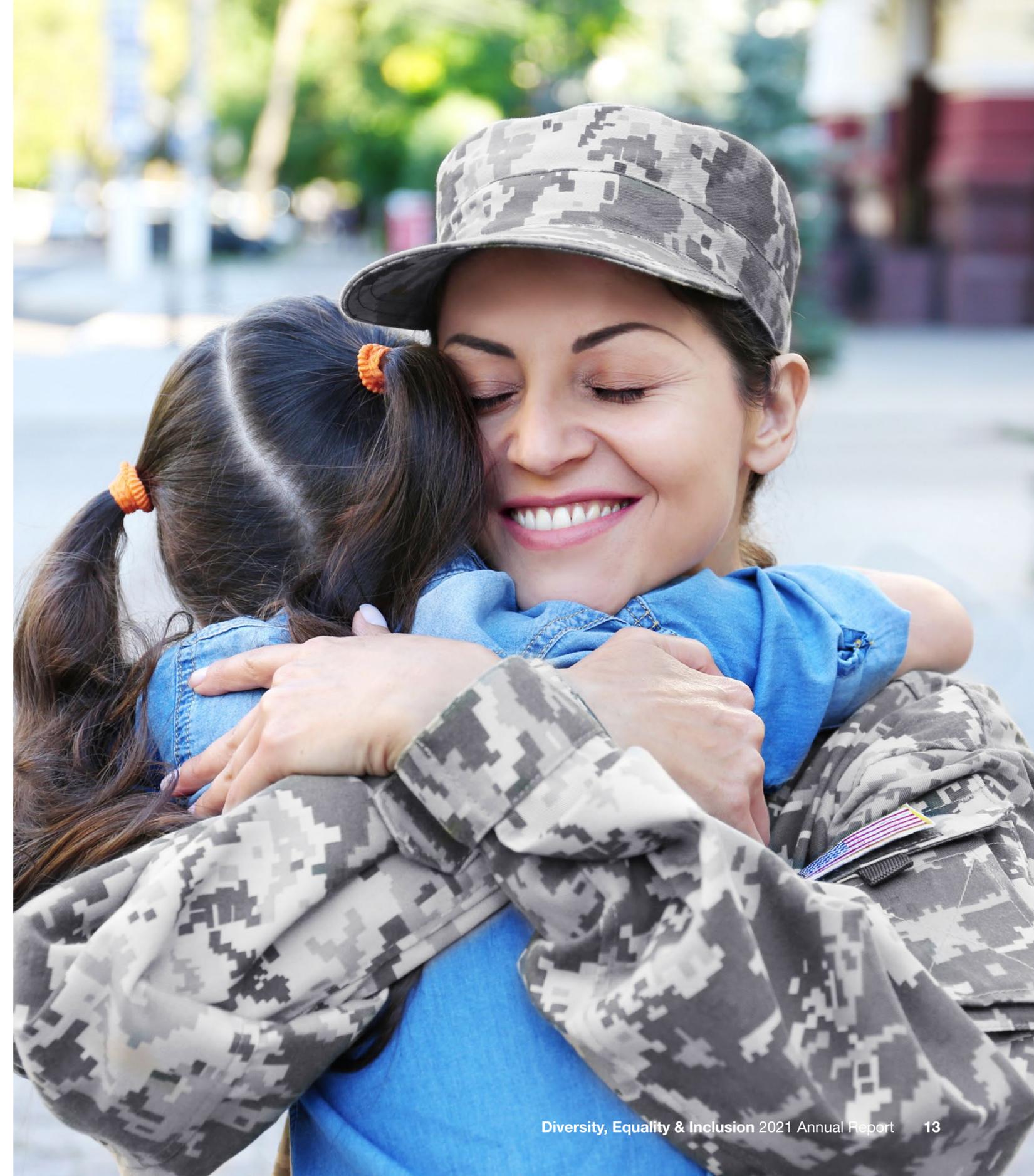
To honor our veterans and recognize Veterans Day, Micron Board Member Richard M. Beyer, a former Marine, joined a panel of our team members from the Veterans Employee Resource Group (VERG) to discuss the skills our veterans bring to the workforce, including leadership. Micron is committed to and recognized for our veteran hiring initiatives. The panel also talked about how to help veterans transition from the military to civilian life. In addition, organizations that aid veterans in overcoming trauma they may have experienced during service, such as the [Neptune Warrior](#) program, were recognized.

## Women's History Month and International Women's Day

Micron held several events recognizing Women's History Month in the U.S. and International Women's Day. Chief People Officer April Arzen welcomed female directors from Micron's board to discuss their leadership journeys, including building allies, finding mentors and taking risks. Micron CEO and President Sanjay Mehrotra led a forum with the CEO of Arista Networks, Jayshree Ullal, about her journey from engineer to marketing to CEO. And Senior Vice President of Technology Development Naga Chandrasekaran interviewed Olympic athlete Alysia Montaño about her advice for thriving in both career and motherhood.

### Micron moments

- [Micron Celebrates Pride Worldwide](#)
- [Micron Recognizes World Down Syndrome Day](#)
- [Black History Month Social Justice Discussion With Tim Wise](#)
- [Micron Embraces Asian/Pacific American Heritage Month](#)



## Space for all

We know that the work of creating an inclusive culture belongs to all of us — not just members of underrepresented groups. Allies play an important role in encouraging everyone to feel welcome.

### Inclusion ally training

Micron wants to create space *for all* by helping team members understand how to make everyone feel welcome — not only through allyship but through *active* allyship. So we invested in ally training and set a goal for everyone to complete the training by the end of FY21. Team members had the choice of nine versions of inclusion ally training — one for each ERG (because our 10th ERG, the AAPIN, was established late in our fiscal year). The training encourages team members to be informed about allyship, listen to stories from members of underrepresented groups and learn how to advocate for people in those communities.

We achieved our goal, with 99.9% of team members completing at least one session of ally training. This achievement demonstrates that our team members understand the benefits of a diverse and inclusive workforce. And they didn't stop there. In total, more than 54,600 team members participated in all ally training

courses, meaning nearly 12,000 of our 43,000 team members attended more than one ERG-hosted training to learn to be an ally *for all*.

In addition to the training, team members can download the Ally/Bystander Intervention Guide. The guide teaches teams what to do if they witness unprofessional conduct or microaggressions in the workplace. It offers scenarios for discussion and outlines appropriate intervention techniques, including when to interrupt and when it may be safer to avoid direct intervention and get additional help.

### Global Inclusion Ally Award winners

We believe it is important to recognize and celebrate those whose allyship goes above and beyond. That's why we recognize Global Inclusion Ally Award winners each quarter. In FY21, 26 team members received this honor, with a call-out by our executives during all-team-member town hall meetings. Here are examples of the award-winning global inclusion initiatives:

- Implementing systems, first in Lehi, Utah, and then globally, to help team members who are colorblind use tools available to everyone

- Developing a mentorship program in Xi'an, China
- Installing barrier-free toilets in Japan to solve issues of inconvenience for team members with disabilities
- Delivering care packages to the Navajo Nation, which is experiencing high rates of COVID-19 in the U.S.
- Promoting community initiatives for blood drives and health fundraisers in Italy
- Creating Micron's curriculum for worldwide inclusion ally training
- Supporting gender equality and empowerment, with male allies in Japan sharing stories about their allyship



## Day of Understanding

We participated in the Day of Understanding, an event created by [CEO Action for Diversity & Inclusion](#) to help address bias in the workplace and society. CEOs and leaders from hundreds of signatory organizations participated in conversations about key issues on topics such as race, gender and sexuality to drive greater understanding and appreciation of differences. This year's theme, "Inclusion Allyship: Creating Space for All," sparked unique conversations and events around the world. Team members were provided copies of the Ally/Bystander Intervention Guide to hold small-group discussions about allyship.

- Our offices in China and Taiwan learned how to create an inclusive environment for people of all neurotypes.
- Micron India discussed steps to identify and avoid unconscious bias.
- Japan explored the courage to bring our authentic selves to work. In addition to sharing stories, participants reviewed case studies that encouraged a two-way dialogue about how to be respectful of the Japanese culture while also displaying courage. The session ended with attendees committing to be courageous and speak up at work on behalf of underrepresented communities.
- Micron Malaysia held two Day of Understanding sessions in English and Malay. During the dialogue, team members explained what

inclusion means to each of them and discussed barriers that get in the way, typically unconscious bias, and ways to combat these barriers. They also voted on committing to inclusive behavior going forward. The monthly #Let'sTalkDEI dialogue series was launched to deepen their understanding of creating an inclusive culture within Micron.

- In Singapore, team members discussed real-life scenarios of stereotyping. Team members talked about using gender-neutral terms and being accountable by reflecting on stereotypes and avoiding them.
- In the U.S. and Europe, Micron's Chief People Officer April Arnzen led a powerful conversation about allyship with Rabbi Dan Fink, Congregation Ahavath Beth Israel in Boise, Idaho, and Dr. Melina Abdullah, California State University. We also heard from several Micron allies — including Jeremy Werner, corporate vice president and general manager of the Storage Business Unit; Mark Kiehlbauch, vice president of Nonvolatile Memory Process Development Engineering; and Giorgio Scuro, vice president of the Automotive Division — about their personal allyship journeys. Arnzen shared that, for her, hearing personal stories is a strong reminder of what allyship means: the need to listen, to learn and to be self-reflective and self-aware.

We participated in the Day of Understanding, an event created by CEO Action for Diversity & Inclusion to help address bias in the workplace and society.

