



**George Chaney**  
**Honeywell Lead Program Manager**  
14520 Botts Road  
Kansas City, MO 64147  
816-488-4860  
gchaney@kcncs.doe.gov

## **25<sup>th</sup> Annual Golden Torch Awards: Honeywell Bio**

Honeywell is one of the top corporate sponsors for the National Society of Black Engineers (NSBE). Honeywell works strategically with the Honeywell and NSBE leadership team "to increase the number of culturally responsible Black Engineers who excel academically, succeed professionally, and positively impact the community." The Honeywell NSBE Integrated Pipeline Program (HNIPP) is a 3 year, \$1.5M partnership centered on increasing the number of Black Engineers and developing their career readiness. Honeywell is leading the charge as NSBE's first Integrated Pipeline Program (IPP) to serve all three levels of the national organization (NSBE Jr., Collegiate, Professional).

Through the HNIPP partnership, Honeywell developed the HNIPP Scholarship Program and has awarded 86 collegiate scholarships totaling \$535k since initiation in 2019. The Honeywell Scholarship Review Board is currently in the process of selecting the 2021-2022 calendar year recipients. Each recipient will receive a scholarship and mentorship from two Honeywell professionals within their discipline. This program will also sponsor 40 memberships with the National Society of Black Engineers for Honeywell employees in FY22. These memberships will allow Honeywell representatives to engage with local professional NSBE Chapters and collegiate chapters nationwide. This will provide an opportunity to support NSBE Jr. STEM initiatives at various chapters across the country as well.

Honeywell respects and values the diversity reflected in our various backgrounds, experiences, and ideas. Together, we provide an inclusive work environment that fosters respect for all coworkers, clients, and business partners. At Honeywell, we are committed to treating people with respect and fostering a workplace that champions diversity and inclusion. Our people are our ultimate differentiator and having employees with diverse backgrounds, perspectives, and experiences is critical for our success. This is a commitment we share with employees, customers, shareholders, and suppliers.

This translates specifically into 1 of 8 core behaviors that all employees are expected to focus on – *Build Exceptional Talent*. We strive for all employees to spend time finding excellent talent and coaching others. Network relentlessly and help recruit the very best. Set higher expectations for yourself and others as motivation to continuously learn and grow. Be inclusive and ensure all contributions are valued. Create a positive, vibrant environment where people can do their best work. These are not just words we talk about but an important part of our performance process that we work with employees on.

Honeywell's commitment to diversity and inclusion is seen across all facets of the business, including the leadership team. Honeywell has a diverse Board of Directors that is widely recognized for its diversity, with 2 African Americans, 4 women, 2 Hispanics, and 1 non-U.S. citizen representing a wide range of professional experiences and perspectives. This independent Board sets the tone for all of Honeywell and takes an active interest in ensuring we have a truly diverse workforce that represents all races, religions, geographies, and perspectives.

As you will see throughout this application, the core principles of creating an inclusive and diverse workplace, and this behavior of building exceptional talent directly aligns with NSBE. We work in our communities to support STEM education and ensure the youth of today are excited about careers in engineering and can pursue this path. We actively recruit for the best talent across the U.S., leveraging NSBE's annual and regional conferences, and HBCU partnerships as a great source for engineering talent. Once engineers join Honeywell, we relentlessly focus on development, providing opportunities for engineers to grow their careers at Honeywell. Our values strongly influence employees and drive their direct support of NSBE's efforts.