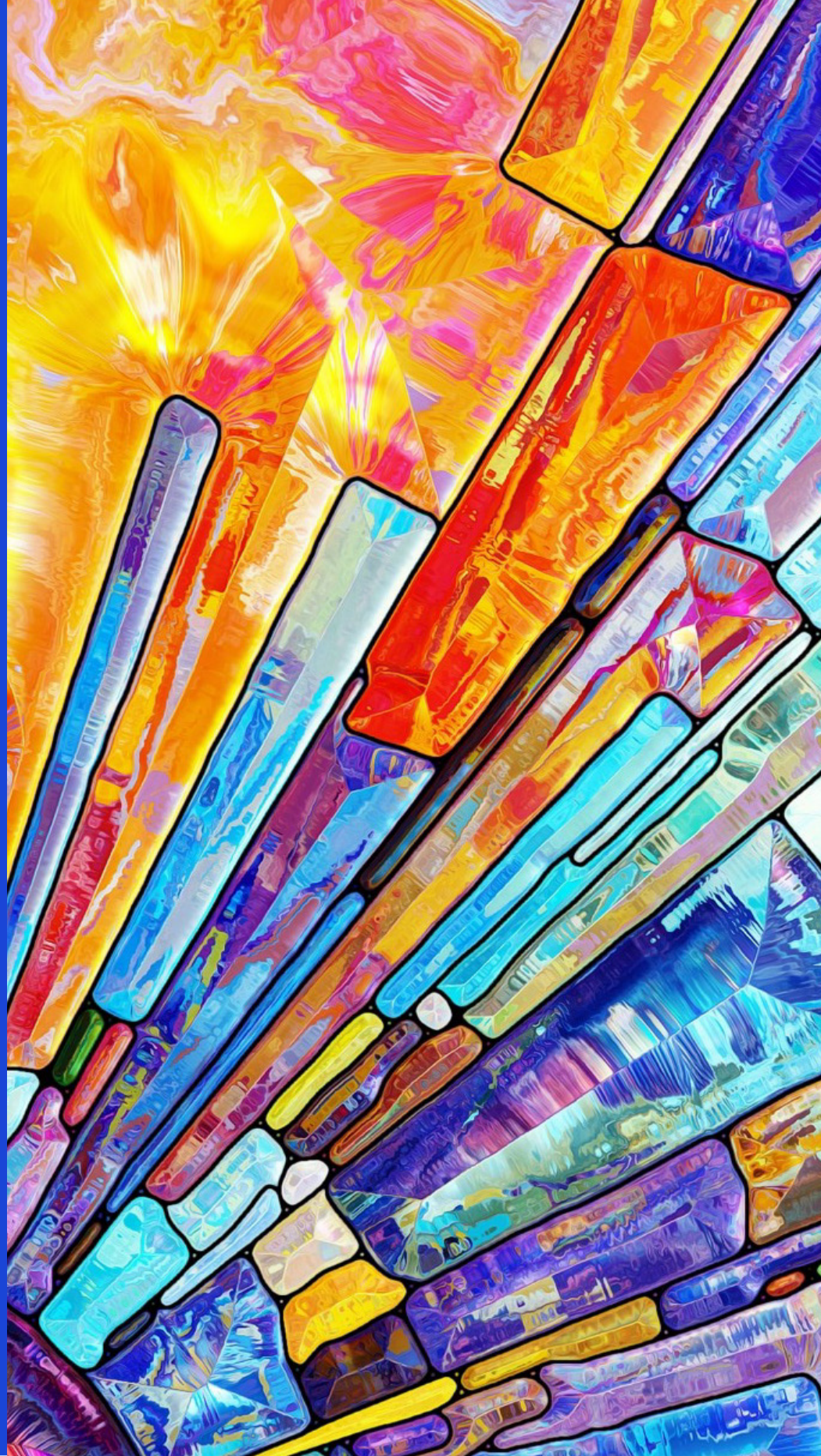


CORNING

**Global  
Diversity,  
Equity &  
Inclusion**



2022 Annual Report

# Inclusive Culture. Diverse Talent. Inspired Innovation.

Diversity, equity, and inclusion are integral to Corning's belief in the fundamental dignity of The Individual – one of Corning's seven core Values. We are committed to providing an inclusive environment where all employees can thrive. This begins with the understanding that our global workforce consists of a rich mixture of diverse people. Diversity will continue to be a source of our strength as well as a competitive advantage.



*"At Corning, we strive to become a better version of ourselves. While there's still work to be done, I am proud of the progress we continue to make on our diversity, equity, and inclusion journey. The rich diversity of our people globally unites us, drives innovation, and moves our company and communities forward."*

*Wendell Weeks  
Chairman and Chief Executive Officer*

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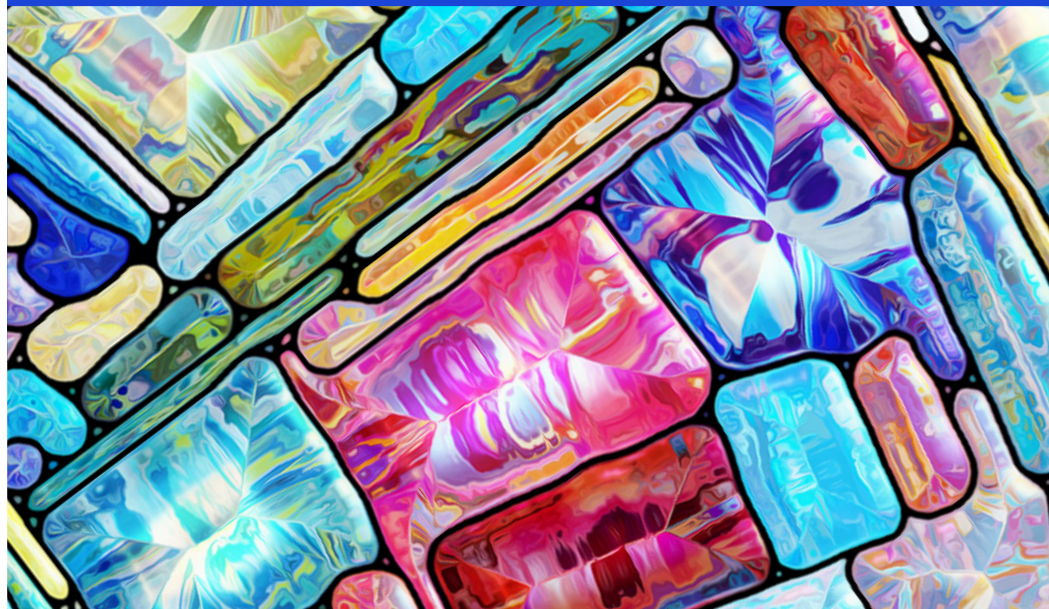
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# Leadership Messages

Sustained commitment from leadership is among the characteristics that have propelled and will continue to propel our diversity journey, establishing Corning as a globally recognized leader – not a follower – in corporate diversity, equity, and inclusion.

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## A Message from Our Chief Diversity, Equity & Inclusion Officer



The world around us continues to change rapidly, and each week brings new challenges. In last year's Diversity, Equity & Inclusion Report, we pledged to push ourselves to learn, evolve, and drive progress toward an even more inclusive work environment for an increasingly diverse workforce. This year's report illustrates our efforts to keep that

promise, demonstrating how we are embracing, celebrating, and supporting diversity, equity, and inclusion (DE&I) around the world.

For our efforts to truly be successful and meaningful, we must create an environment where all employees feel they belong. And we are doing it, as indicated by our annual employee engagement survey showing an increase in employees' sense of belonging.

We are continuing to make strides in expanding our employees' awareness of the need for our DE&I efforts and their role in it. As part of our DE&I Essentials training curriculum detailed on [page 31](#), approximately 90% of our global workforce has completed unconscious bias training, and 80% of our salaried workforce has completed training on the intersection between our Values and inclusive behaviors.

While learning about and advocating for inclusive behaviors is an important first step, we also recognize how critical it is to put our words into action. As you'll see on [page 12](#), one way we did this in 2022 was broadening our references to diversity and gender within our enduring Value of The Individual. In doing so, we are helping employees everywhere feel represented, no matter their varied backgrounds or experiences. When we recognize each person for the individual they are and see all the ways

they enrich our workplace, we give all employees the opportunity to participate fully and grow to their highest potential.

Corning has celebrated diversity in its many forms for decades. In 2022, we reflected on what diversity really means today. In this year's report, you will read stories that shine a light on the many dimensions of diversity that make up Corning and the work we do every day to support our employees and communities globally.

Every employee, regardless of position or location, has a role in building an inclusive environment at Corning. I am so pleased to see the momentum and enthusiasm for this work continue to grow across all our regions, businesses, and staff groups. The people and stories in this report reveal just a small glimpse into our incredible culture and how it continues to expand and evolve. You'll read on [page 6](#) how leaders such as Ed Schlesinger, executive vice president and chief financial officer, are critical in creating such a culture.

Our diversity is our strength and will continue to drive our life-changing innovations. I am proud of the growth and understanding I see at Corning locations everywhere – from Brazil to Poland, from Taiwan to the United States. We move forward – one business, one location, one employee at a time and, together, we are making a difference.

Dana Moss  
Vice President and  
Chief Diversity, Equity & Inclusion Officer

## A Message from Our Chief Financial Officer



The first time I led a large global team, one of my mentors told me I needed to spend 20% of my time on talent management – essentially, one day a week. At first, I thought that was unreasonable. But as it turns out, getting to know everyone on the team was a great formula for success – one I still use today.

I soon learned the incredible amount of diversity in the individuals, experiences, thoughts, skills, and achievements on this team – something I had not fully appreciated previously. It was powerful to hear different perspectives on the same topic and to allow the team to solve problems their own way.

This experience is just one example of why diversity, equity, and inclusion (DE&I) are all so important to me and why they play such a prominent role in my leadership as Corning's chief financial officer. It's also why I'm honored to write this guest editorial.

As CFO, you might expect me to fill this letter with the business case for DE&I. And it's true: Many studies have confirmed the economic advantages of a workplace that embraces diversity, equity, and inclusion. We also know the important role DE&I plays in recruiting and retaining the best people for our company and the benefits our differences can bring. But our commitment goes deeper than these points.

At Corning, we focus on DE&I because it's simply the right thing to do. When we embrace diversity, treat people equitably, and lead with inclusiveness, Corning fully lives its Values and becomes the best company it can be.

Our finance organization focuses on ways to make Corning better. This requires diversity of thought, experience, and perspective. But that's only half the equation. We also promote an environment where everyone feels seen, heard, and valued so we can include varied perspectives in our work. Here are a few examples of how we're putting DE&I into practice.

To ensure our efforts are sustainable, we put a structure in place, including a senior leader to direct our efforts, regional councils to provide global perspectives, and programming to teach our teams.

To improve the visibility of diverse talent, we created a mentorship program for our Black and Hispanic employees, taking lessons from our successful Women Leaders in Finance program, which you can read more about on [page 16](#). Our goal is to build on our progress by including more of our international colleagues in these programs.

To build a pipeline of underrepresented talent, we established partnerships with business schools at two historically Black colleges and universities, leveraging existing corporate relationships. These schools focus on the next-generation finance skills we see as pivotal for future success. And these partnerships are helping attract more diverse candidates for internships and entry-level positions.

To further engage our international teams in our DE&I journey, we work with our regional councils to learn what DE&I means to them. They help us develop programming to meet their cultural needs, and we learn from them when they share examples of "inclusion in action" at our global finance employee communications meetings.

But Corning's story does not end here. As you'll see in this report, there are so many examples across the company where we're making progress in DE&I. I'm proud we're working together every day to build a stronger culture – one that sparks new ideas, drives innovation, and encourages everyone to participate at their highest capacity. It's an ongoing journey, and we will keep learning and building on our successes. I am confident Corning will continue to focus on creating a diverse, inclusive, and equitable environment – where all employees can feel proud to belong.

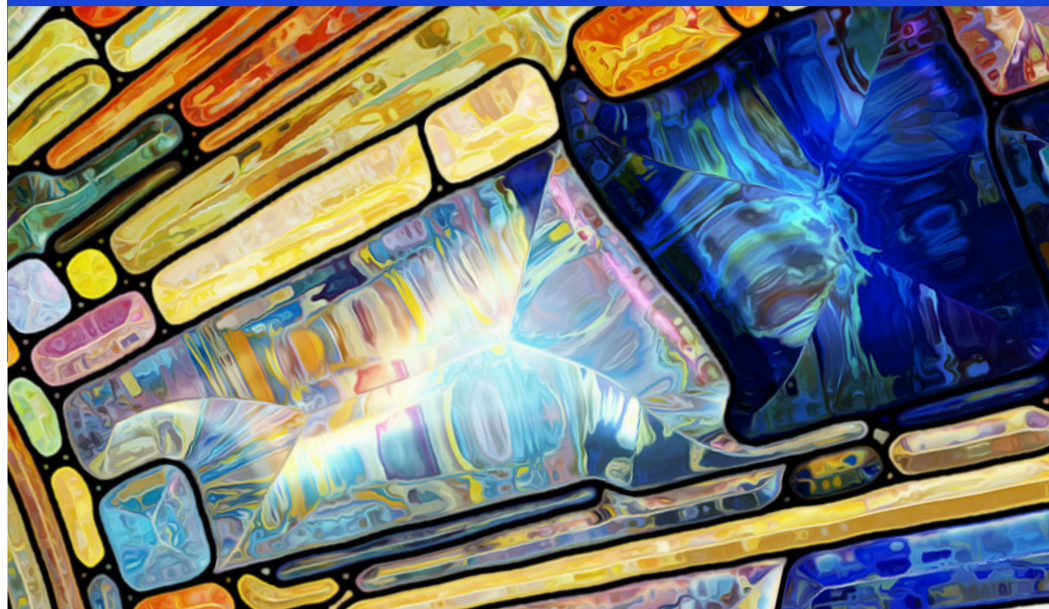
A handwritten signature in black ink, appearing to read "E. Schlesinger".

Ed Schlesinger  
Executive Vice President and Chief Financial Officer

# DE&I at Corning

Corning's success as one of the world's leading innovators in materials science has been built by the brilliance and determination of our diverse workforce for more than 170 years. Today, our DE&I efforts span the globe with more than 58,000 employees bringing to work many dimensions of diversity – united by Our Values.

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# Corning's Diversity Journey



## 1960s and 1970s

While company leaders had embraced diversity decades before, our documented diversity journey began in 1968 with the formation of the Mirror Committee. In the United States, external compliance-based requirements surrounding equal employment opportunity (EEO) and Affirmative Action became a national emphasis. The Mirror Committee embraced these initiatives. Efforts throughout the next decade centered around ending discrimination and ensuring access for groups that had traditionally struggled for inclusion.

During this time, Corning also began its programmatic approach to recruit from historically Black colleges and universities. In addition to recruitment and retention efforts, the company established the Corning Black Engineering Scholarship and Training program and joined the Graduate Engineering for Minorities Foundation.

## 1980s

In the 1980s, Corning began to proactively shift initiatives to better recognize and celebrate the vast perspectives of our employees and communities. The company focused on training – particularly on racial and gender awareness, and evaluated its recruiting, people-management, and compensation practices through a diversity lens.

Corning completed the company's first five-year EEO objectives (developed in 1979) and established new objectives to maintain our progress. The first Culture Diversity Director was appointed, and several corrective action teams (CATs) were commissioned, including the Black Progress, Women's Issues, and Black Education CATs.

Of particular significance, Corning's first Employee Resource Groups (ERGs) emerged. Eleven charter members formed the Society of Black Professionals to address recruiting, retention, and professional development of Black employees. The Corning Professional Women's Forum and the Women's Quality Improvement Team were also established, among others.

Today, Corning's ERGs represent the cultures and interests of thousands of our global employees. See [pages 32-38](#) for details on our Employee Resource Groups, which now include 15 groups with 51 chapters worldwide, all celebrating our diverse employees.





## 1990s

In the 1990s, Corning began to align diversity efforts more closely with strategic business practices, understanding that enduring change requires management accountability. The Chairman's Diversity Council was established, continuing the company's focus on the recruitment, retention, and growth of women and Black employees while also emphasizing the needs of other minority groups.

We were again recognized for our efforts to move women into and upward in manufacturing roles with the Catalyst Award, the premier recognition of organizational DE&I initiatives driving representation and inclusion of women. We first received the award in 1988.

Internally, our ERGs continued to grow. Several new groups formed, including the Black Growth Council, EDGE (Ethnically Diverse Group of Employees), and SPECTRA, representing lesbian, gay, bisexual, transgender, and queer/questioning employees.

## 2000s

The new millennium ushered in elevated diversity expectations, and Corning responded on a global scale. We established a Global Diversity Office to drive progress throughout our worldwide locations. The formation of the EMEA Diversity Council and the Asia Talent Council furthered these efforts.

The formation of new ERGs, including the Corning Chinese Association, Corning Professionals Network, Indian Professionals Network, and Native American Council, continued to recognize and celebrate our diverse employees. And our ERGs began to expand globally, with the formation of a chapter of the Corning Women's Partnership for Growth in Reynosa, Mexico.

We also sought to broaden our participation in external diversity organizations. We began a 20-year partnership with the Women of Color STEM and Black Engineer of the Year Awards. This year's winners are featured [on page 47](#) of this report.



## 2010s

Corning's focus on diversity, equity, and inclusion expanded throughout the 2010s with efforts to recognize additional dimensions of diversity and implement consistent practices and policies throughout our global locations. We achieved 100% pay parity between men and women in the seven largest countries in which we operate, and between minorities and whites in the United States. Diverse representation continued to increase in our leadership groups. For example, Asian leadership expanded in the region from 40% to more than 90%.

Recognizing various dimensions of diversity, we launched the UP<sup>2</sup> Women's Initiative, signed an amicus brief supporting marriage equality in the United States, and increased our efforts to support employees with disabilities.

Our ERGs continued to grow and expand into new regions with the addition of ADAPT (Able and Disabled Partnering Together), Corning Family Support Network, Corning Korean Community, C-VETS (Corning Veterans Engaged to Support), and the Global Latino Organization.

## 2020s

DE&I are still at the forefront of our company's social consciousness. In the wake of elevated societal unrest, Corning created the Office of Racial Equality & Social Unity (ORESU) to drive social change across our locations and communities. Initiatives are ongoing, such as the 2021 launch of a five-year strategic partnership with North Carolina A&T University to prepare students for careers in STEM, business, and education.

We have continued our efforts surrounding pay parity, achieving 100% gender pay equity for our salaried employees globally. And our efforts continue to set corporate standards with recognitions from organizations including the American Association for People with Disabilities, the Human Rights Campaign Foundation, and National LGBT Chamber of Commerce.

**As our diversity journey progresses,  
we will continue to contribute our voice to the DE&I discussion.**

# Diversity, Equity & Inclusion and Corning's Values

Corning's Values are vital to our business success, a source of pride and excitement for our employees, and the factor that ultimately sets us apart from our competitors. In short, we believe that how we do things is as important as what we do. That is why we believe in "all seven, all around the world, all the time." The following statements express how diversity, equity, and inclusion are intrinsic to all seven Values.

## Quality

Total Quality is the guiding principle of Corning's business life.

To deliver Total Quality, we need to understand, anticipate, and surpass the expectations of our customers. To truly accomplish that, our teams must reflect the dimensions of diversity embodied in our global customers and suppliers. We succeed when our diverse teams collaborate, continuously refine, and improve by learning from each other's experiences and by encouraging every individual to contribute fully.

## Integrity

Integrity is the foundation of Corning's reputation.

As a company, we are committed to acting lawfully, ethically, and fairly, and to maintaining the trust of all our stakeholders. Individually, how we treat each other is intrinsic to our personal and professional integrity. As they relate to diversity, equity, inclusion, honesty, decency, and fairness, we mean we respect all people, include all people, and demonstrate with our actions every day that we are committed to welcoming each employee's whole self to the workplace.

## Performance

Providing Corning shareholders a superior long-term return on their investment is a business imperative.

We recognize the proven business case that diversity, equity, and inclusion are key drivers of profitable growth and a positive return on investment. By welcoming diversity of thought and experience, treating employees equitably, and developing an inclusive culture where people feel encouraged to contribute, we are able to fully realize the competitive advantage of our people. And it is our people who have enabled our performance for more than 170 years.

## Leadership

Corning is a leader, not a follower.

A focus on diversity, equity, and inclusion is essential in charting Corning's course for continued leadership in our markets and businesses. Within our company, our leaders recognize that it is only by embracing all of the dimensions of diversity at every organizational level and by sustaining an inclusive work culture that we will fully capitalize on the potential of our people.

## Innovation

Corning leads primarily by technical innovation and shares a deep belief in the power of technology.

Very few companies can lay claim to a history of producing life-changing, lifesaving inventions for more than 170 years. Corning's commitment to innovation is unwavering, and we know that successful global innovation depends on diversity of thought, experience, background, and the unique traits of individuals working in a collaborative, inclusive culture. We also know that from diverse talent come diverse ideas that drive the next great innovation.

## Independence

Corning cherishes – and will defend – its corporate freedom.

We also respect and cherish the freedom of individuals to express themselves in an open, collaborative environment. When people are encouraged to engage in independent thought and invited to then share their ideas and collaborate, inspired and innovative products and services result.

## The Individual

We know that, in the end, the commitment and contribution of all our employees will determine our success.

Corning believes in the fundamental dignity of The Individual. The rich diversity of our experiences, thoughts, and who we are as individuals strengthens the impact of our collective achievements. We value the unique ability of each individual to contribute, and we intend that all employees shall have the opportunity to participate fully, to grow professionally, and to develop to their highest potential.

## Defining & Living Our Values

Our world, our company, and our employees have changed since the Corning Values were first introduced. Among Corning's Values, the Value of The Individual is most directly tied to our people, who are the foundation of the work we do. The Individual is where we address how employees feel valued and accepted as unique individuals, experience dignity, and pursue growth and development.

While our Values are enduring, the DE&I conversation is evolving. Corning is committed to being at the forefront of this conversation, acknowledging and celebrating the interconnected parts of our identities. In 2021 and 2022, a dedicated project team spoke with colleagues across Corning and looked at other organizations to understand what was working – and what could be improved – in how we define and live the Value of The Individual.

### The project team's analysis included:

<b>120</b>	focus groups with employees around the world	<b>100</b>	employee survey items
<b>&gt;31K</b>	unique employee comments shared via the Values Survey, DE&I Survey, and other tools		benchmarking vs. other large, international companies

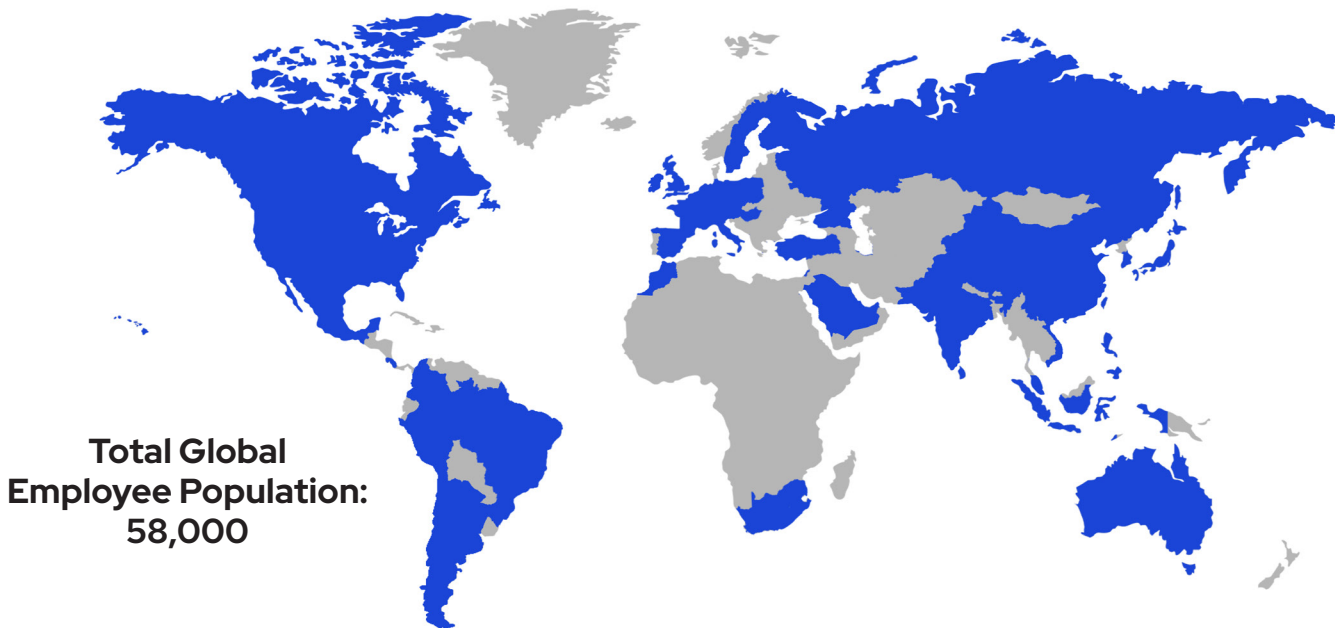
From this analysis, we identified a series of action items to help better align how Corning defines and lives The Individual Value, including a refreshed definition of the Value of The Individual, to the left. Our prior definition, while not wrong, did not speak fully to the multiple – and overlapping – dimensions that make up our identities and create diversity. We want to ensure that our definition is written in a way that is inclusive of all, as the Value intends.

The refreshed definition touches more fully on these dimensions, including the unique experiences, thoughts, and ideas that every individual brings to Corning and that strengthen our organization. The definition also broadens our reference to gender by using more gender-neutral language (replacing "his or her" with "their"), which means our colleagues who identify as nonbinary can feel more fully included.

# Our Diverse Workforce

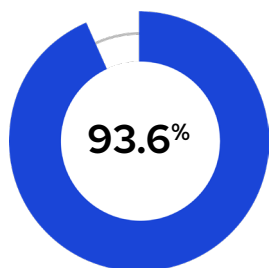
## 2022 Snapshot

152 Locations, 44 Countries



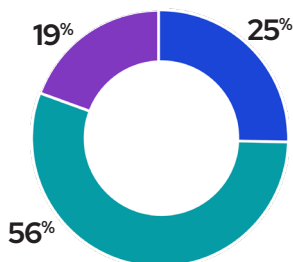
\*Map location designations are approximate.

## Global Employee Demographics



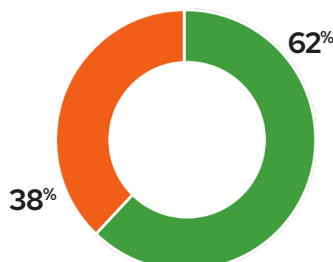
**GLOBAL SALARIED EMPLOYEE RETENTION RATE**

Based on voluntary turnover rate, excluding retirements



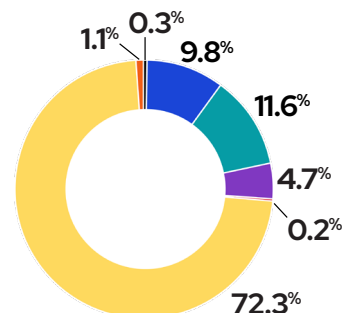
**GLOBAL EMPLOYEES BY AGE**

- Under 30 yrs old
- 30-50 yrs old
- Over 50 yrs old



**GLOBAL EMPLOYEES BY GENDER**

- Male
- Female



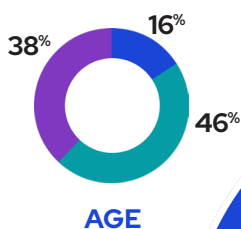
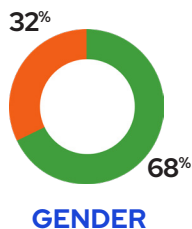
**U.S. EMPLOYEES BY RACE**

- American Indian/Alaskan Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- White
- Two or More Races

# Global Distribution of Corning Employees

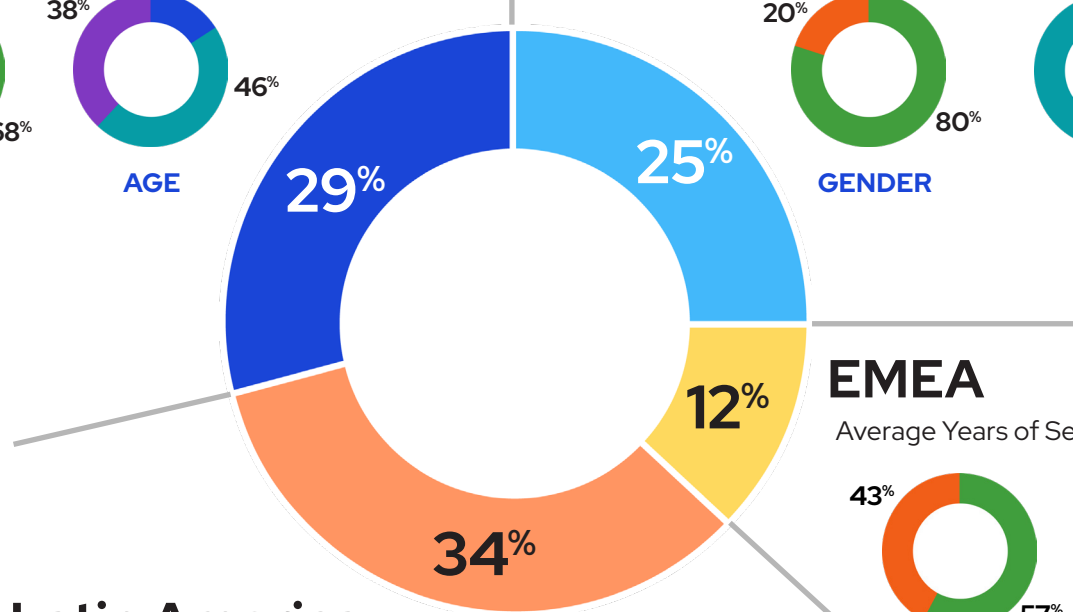
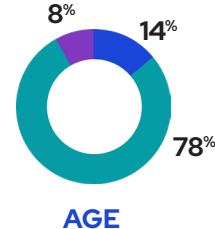
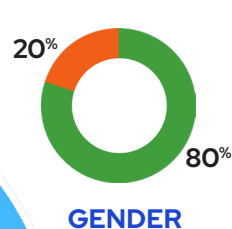
## North America

Average Years of Service: 8.7



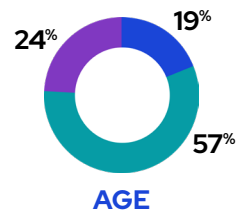
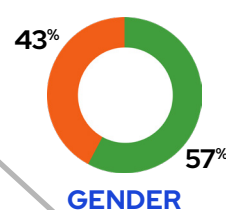
## Asia Pacific

Average Years of Service: 7.5



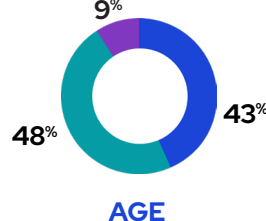
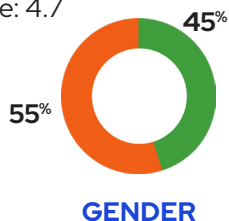
## EMEA

Average Years of Service: 7.1



## Latin America

Average Years of Service: 4.7



### GENDER

Male Female

### AGE

Under 30 yrs old 30-50 yrs old Over 50 yrs old

Pursuant to an agreement with shareholder Holy Land Principles, the following is a breakdown of the workforce of Corning's subsidiary MobileAccess, Inc. in Israel-Palestine: Executive/Senior Level Officials and Managers: Non-Arab 0, Arab 0; First/Mid-Level Officials and managers: Non-

Arab 21, Arab 0; Professionals: Non-Arab 25, Arab 0; Technicians: Non-Arab 1, Arab 0; Sales Workers: Non-Arab 0, Arab 0; Administrative Support Workers: Non-Arab 0, Arab 0; Craftworkers: Non-Arab 0, Arab 0; Operatives: Non-Arab 0, Arab 0; Laborers and Helpers: Non-Arab 0, Arab 0; Service Workers:

Non-Arab 0, Arab 0. The absence of Arab employees is due largely to MobileAccess Inc.'s size, geographic location, and specialized workforce.

§Only includes data from Corning's Human Resources information system.

# Spotlights

Corning is committed to leading our people, businesses, and communities to an intuitive DE&I mindset. On the following pages, we spotlight some of the ways Corning promoted this mindset in 2022 by helping increase diversity in our workplace, creating opportunities for the advancement of diverse talent, and strengthening the culture of inclusion where we work and live.

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Spotlight:

# Finance Accelerates the Progress of Women



*“I knew the program would be a great development opportunity for me, and I expected to benefit from it. The actual learning and benefits went far beyond my expectations.”*

*Chris Ding,  
senior manager, Finance, Corning  
China and Corning International  
Operations*

Upon her move from Shanghai to Corning, New York, for an expatriate assignment, Chris Ding needed to prepare for her U.S. driver’s test. She turned to a familiar face – her Women Leaders in Finance (WLIF) program coach.

“She was my go-to person whenever I needed help,” says Chris, senior manager, Finance, Corning China and Corning International Operations. “She provided support and mentorship that helped me grow both professionally and personally.”

That kind of support is not unique at Corning. Across its regions, divisions, and functions, Corning is implementing programs to further develop a strong, sustainable pipeline of women leaders for positions within the company.

Chris and other WLIF participants say the programs are generating results. “I knew the program would be a great development opportunity for me, and I expected to benefit from it,” says Chris. “But the actual learning and benefits went far beyond my expectations.”

## Contributing to each other’s growth

Through WLIF, Corning Finance provides structured coaching and seminars to support women starting leadership training. The program was established in 2009.

“In the finance industry, men and women begin their careers close to parity,” explains Patty Wahba, division vice president, Finance, and the program’s executive sponsor, “but most senior roles remain largely dominated by men, which means far fewer women role models, coaches, and advocates.”

Programs like WLIF are making a difference. Corning now has an additional 50 women in senior finance leadership roles around the globe. More than 150 women in the Finance organization have participated in the program, each guided by a mentor.

“The WLIF program shows what’s possible when organizations sustain, prioritize, and devote key talent to diversity, equity, and inclusion,” Patty says. “By creating an environment where we all take part in advancing each other’s growth, we not only achieve, but accelerate positive change.”



## Continuing the legacy

WLIF’s impact continues to multiply. Chris is now a coach. She is building successful coaching relationships with aspiring Finance leaders, including Ally Lee, finance controller for Corning’s Gorilla® Glass business in Taipei, Taiwan. As Ally prepares for a new career milestone – stepping into management – Chris’ guidance has been invaluable.

“Chris has given me a lot of advice on leadership and how to manage a changing environment,” says Ally, noting Chris’ expertise in modeling for financial simulations, navigating potential snags during internal audits, and building strong relationships through empathy.

An additional benefit of WLIF, Ally says, is the opportunity to build relationships across businesses and geographies. Many of the coaches and coachees do not work in close proximity and often connect virtually.

“The pandemic required us to change some of the ways the steering team supports our cohorts and how our participants interact, but many of those changes have been positive,”

Patty says. “We now host regular global virtual meetings with pertinent leadership topics, so the value of the program has actually increased.”

Whether formal or informal, Patty encourages every employee to take advantage of the opportunity to have others participate and invest in your development.

“No matter your experience or level, there is always an opportunity for improvement, both as a coachee and as a coach,” she says. “Everyone’s growth opportunities change throughout their careers, and programs like WLIF allow us to keep up with these needs.”

With the continued support of the Finance organization and the knowledge collected from their coaches, the next generation of mentors is ready to start paying forward the mentoring they were given.

“We received tons of help from our coaches,” Ally adds. “Now, we want to offer the same kind of help to the others to continue the good legacy.”



*“No matter your experience or level, there is always an opportunity for improvement, both as a coachee and as a coach. Everyone’s growth opportunities change throughout their careers, and programs like WLIF allow us to keep up with these needs.”*

*Patty Wahba  
division vice president, Finance*

Spotlight:

# Improving Diversity in Intellectual Property

As a child growing up on the Tuscarora Indian Nation in New York state, Anjanette Lecher never imagined how closely her career in intellectual property (IP) and her culture would intersect.

“I grew up learning the unique raised beadwork of the Tuscarora Nation,” Anjanette explains. “I was an avid lacrosse player and worked at a wooden lacrosse stick manufacturing company located within the Nation. It was clear that my heritage was rich with innovation, but I didn’t have the experience to understand how many aspects of IP were evident in my culture.”

Today, in her role as director of intellectual asset management, Anjanette teaches the fundamentals of IP to Native American children and other diverse groups, a part of Corning’s larger efforts to improve diversity in IP.



*“It was clear that my heritage was rich with innovation, but I didn’t have the experience to understand how many aspects of IP were evident in my culture.”*

*Anjanette Lecher,  
director of intellectual asset  
management*

## Increasing innovation output through diversity

“Corning’s Law Department began exploring formal avenues in which we could improve diversity in IP in 2020,” says Tom Beall, vice president and IP counsel. “I believe that improving diversity in the inventor community will bring even more innovation output to a company that is already extremely prolific.”

The department’s first action was to understand how to best support the strategic framework of the Intellectual Property Owners Education Foundation (IPOEF). This organization of inventors and IP professionals strives to promote an understanding of IP and its value to society, with a focus on uplifting innovation and creation by, within, and for underrepresented communities.

### Two main objectives in improving diversity in IP:

- 1** To create an educational awareness of IP with underserved communities
- 2** To improve diversity among innovators and in the attorneys who protect inventions

## A Personal Mission

For Anjanette, this mission is deeply personal, and as an inventor, she says the importance and impact of these types of programs can't be overstated.

"As part of our work, we've been able to spend time with students in tribal communities, expanding their vocabulary and helping them recognize the possibilities of a career involving intellectual property," she says.

A critical step toward improving diversity in STEM and IP is increasing diversity in the talent pool, which means inspiring the next generation of scientists and legal professionals. Corning supports IPOEF's IP Patch program, which familiarizes students with IP and encourages them to enter STEM careers. Through 2022, Corning has awarded more than 70 IP patches to students in Corning, New York, and within Native American communities in both New York and North Carolina.

Shawn Markham, a Corning corporate fellow with multiple patents, says that letting young people know they have the capacity to be innovators and inventors is a valuable first step.

"Education regarding inventing can and should start early," Shawn explains. "We do a lot of STEM activities with the local schools. When introducing our volunteers, we will say, 'This young woman has several patents.' The students' faces say it all. They realize, 'That could be me.'"

## Moving the needle

Reports on gender disparity among inventors published by the United States Patent and Trademark Office prompted Corning to sign The Diversity Pledge, making a public commitment to improve diversity among inventors at the company.

"Our initial focus is to measure and report on gender diversity, but our goal is to expand to other underrepresented inventor groups," Tom says. "While Corning's statistics for inventions by women exceed reported averages, we still have work to do. By participating in national initiatives like these, we hope to continue to move the needle both for Corning and the IP community in general."

Moving the needle applies to inventors as well as those who protect the company's inventions, Tom says.

"IP law requires immense creativity," he explains. "If I gave the same general description of an invention to every member of my legal team, they would each claim it in a uniquely creative way. Claiming an invention in multiple ways maximizes its value to Corning."

"It's a very natural response to stick with what and who you know," Shawn says. "We need to remember there are valuable individuals outside our 'box' that can help us develop solutions that have a bigger impact. If you are limited in your inventorship, you limit your potential impact and value."

## World IP Day 2022

To celebrate World IP Day in April 2022, Anjanette and other IP colleagues spent the day with fifth- and sixth-grade students on the Tuscarora Nation where she grew up, teaching IP fundamentals through the lens of Native American culture.

"We showed items from their culture such as beadwork, moccasins, woodwork, and a wooden lacrosse stick, demonstrating the many aspects of IP embodied in their heritage," she says. "As a former student of Tuscarora Elementary School, I was thrilled to create an awareness of careers in STEM and IP with the students."



## Spotlight:

# Celebrating Our Veterans

At Corning, we recognize that diversity comes in many forms, all contributing unique and valuable perspectives in the workplace. One of our greatest sources of talent is the United States military, with veterans and military personnel providing expertise in a variety of disciplines across the company.

Throughout 2022, we celebrated and recognized our active-duty service members and veterans, and helped connect them with the community, their colleagues, and each other.

## Engaging to support

Dave Velasquez understands first-hand the importance of forming connections.

As a company commander in the U.S. Army, he developed a camaraderie with his fellow soldiers that continues today. In his Corning roles as vice president and general manager of Corning® Gorilla® Glass and co-sponsor of our Employee Resource Group (ERG) for veterans, family members, friends, and supporters, he encourages colleagues to develop similar connections in the workplace.

“Our ERG chapters for veterans put the concept of ‘family’ into action,” Dave says. “We look out for those who deploy, making a point to know each other and connect to veterans near our facilities through outreach and volunteerism.”

C-VETS (Corning Veterans Engaged to Support) strives to enhance the lives of active-duty service members,

veterans, and their supporters by providing a forum for sharing, giving back to other veterans, and identifying resources that enable them to be their best as an individual or as an employee.

In 2022, Dave encouraged leaders throughout his organization to establish additional C-VETS chapters. With this type of support across Corning, employees formed four new chapters, bringing the total number of U.S. chapters to 11.

“The creation of this C-VETS chapter touches many people in the plant – those who have served, are currently serving, or have loved ones who have or are currently serving in the military,” says Elijah Lewis, program manager at Corning’s Canton, New York, facility and commander of its new C-VETS chapter. “Having an ERG that includes all races, genders, and religions allows employees to have brothers and sisters in the workplace that they can reach out to for support.”



The Newton, North Carolina, C-VETS chapter raised money for a scholarship program supporting the children of deceased or injured service members.

*“We look out for those who deploy, making a point to know each other and connect to veterans near our facilities through outreach and volunteerism.”*

*Dave Velasquez,  
vice president and general  
manager of Gorilla Glass*

## Connecting with the community

Corning's recognition of veterans extends beyond our company walls. In 2022, we celebrated our veterans internally while also supporting local community and national events.

C-VETS leaders organized the build and dedication of a bench to honor employees who served in the Global War on Terrorism sparked by the terrorist attacks on September 11, 2001. The bench, located just steps from Corning Headquarters, was dedicated in November.

Dave Quackenbush, pictured at right, designed and built the monument. "I wanted to build something that represents veterans and the military; something that's strong, that can last through time, something that we can all respect and look at," explains the U.S. Army veteran and Corning mechanic. "Being able to be involved in something like this myself ... personally, it's a great honor because

I know what people had to do and endure during these times."

Corning's veterans remain committed to serving the communities in which they live and work. This summer, our C-VETS chapters in North Carolina came together to raise money for Folds of Honor, a non-profit that provides scholarships for the children of service members who were killed or disabled while serving in the armed forces.

"Through a raffle and partnership with a local country club, we were able to raise more than \$14,000 for the organization," says Keith Rapp, C-VETS commander for the Newton, North Carolina, chapter. "We chose Folds of Honor because of their quality and mission and were proud to support such a wonderful organization."



## Receiving notable recognitions

For our support of veterans, Corning received several notable recognitions in 2022. The company earned the designation of VETS Indexes Recognized Employer, part of the 2022 VETS Indexes Employer Awards. The award recognizes organizations that do the most to hire, retain, promote, and support veterans.

"This award recognizes Corning's commitment to those who served or are serving in the military, and the value their experiences bring to our

organization," says Dave Velasquez. "Their contributions make Corning an even more diverse and capable company."

Corning Optical Communications received the Above and Beyond and Pro Patria awards presented by the North Carolina Employer Support of the Guard and Reserve.

Samuel Scoskie, a workforce development leader in Wilmington, North Carolina, nominated the

company for "going above and beyond" during his six-month deployment as a member of the Air Force Reserve.

"I don't think there's any possible way a company could support a citizen airman more than the leadership in Corning Optical Communications," Samuel wrote in his nomination.

For information on these and other recognitions received by Corning in 2022, see [pages 43-48](#).

## Spotlight: Pride Across the Globe



*“It is rewarding to be part of a company that seeks to develop their employees and ensure that we all respect and include every individual, regardless of our different backgrounds and views. We need to be sure that Corning is continuing to evolve in our policies and culture.”*

*Juliane DeOliveira,  
HR business partner*

From France and Germany to Taiwan, Brazil to the United States, and Mexico to Israel, Corning locations across the globe celebrated Pride Month and International LGBTQ+ Pride Day. In 2022, more global sites than ever before flew Pride flags, including 18 in Corning Optical Communications and five at our operations in Reynosa, Mexico.

For the first time, both of our facilities located in Brazil – Rio de Janeiro and São Paulo – raised the rainbow colors. While the action may seem minor to some, Corning’s Regional Counsel in Brazil and Central and Latin America says the impact is significant.

“Many of our LGBTQ+ employees are continuing to fight for equal rights in different situations in their lives,” explains Maira Lira Oliveira. “When they see the corporate support, it is another way to show that Corning cares about them and respects them for who they are as individuals.” Additional events to celebrate, educate, and learn from others took place throughout the year, with several highlights noted below.

### Educating and raising awareness

In Latin America, the local Diversity, Equity & Inclusion Committee held monthly meetings open to all employees in the region. Discussions included gender identity and expression, the meaning behind LGBTQ+, prejudices in the workplace, and the evolution of legally recognized rights in the area. In one educational session, a guest speaker and member of the LGBTQ+ community spoke about his personal background, his path to becoming a drag performer, and the importance of inclusion.

Juliane DeOliveira, an HR business partner in São Paulo, said the events helped raise awareness about important issues and different perspectives, while educating employees and deconstructing prejudices and unconscious biases.

“It is rewarding to be at a company that seeks to develop their employees and ensure that we all respect and include every individual, regardless of our different backgrounds and views,” Juliane says. “We need to be sure that Corning continues to evolve in our policies and culture.”

# Lifting up the LGBTQ+ community



Taiwan

During Taiwan’s Pride Month in October, employees from Corning Taiwan supported and participated in several events, including the third annual Asia Rainbow Ride. For the second year, Corning Taiwan sponsored the charity bike ride that raises awareness and visibility for the LGBTQ+ community in Asia.

This year, more than 100 cyclists rode across 229 kilometers of Taiwan’s

northern coast over the course of three days. Corning employee LiWei Chou, a senior research scientist at Corning Research Center Taiwan, participated in the event.

“Bicycling is a way to explore the world and get to know more people,” LiWei says. “The Asia Rainbow Ride is a unique event that attracts diverse groups of people who also love bicycling. It was very rewarding to participate and see in-person how the organizers are working to make a better world for the LGBTQ+ community.”

“Corning Taiwan’s presence in the Asia Rainbow Ride shows our commitment in supporting the LGBTQ+

community,” explains Amy Porter, division manufacturing manager for Corning Display Technologies. “It’s encouraging to see our employees in Taiwan advancing our diverse and inclusive culture.”

While acceptance and celebration of the LGBTQ+ community is growing, LiWei says that Corning’s support remains critical.

“Taiwan is the first Asian country to legally recognize same-sex marriage, but more discussion is helpful to gain better understanding and inclusion in society,” he says. “As a global company, Corning sets an example to welcome, respect, and treat everyone as equals at work and in our daily lives.”



United States



France



United States



Brazil



Mexico



Germany

## In-depth: Guided by values

As Corning's workplaces, employees, and culture have evolved to become more inclusive around gender and identity, so too have our policies and processes. In 2022, we made several meaningful changes, taking additional steps to support our transgender and nonbinary employees.

"The distinguishing characteristic of forward-thinking companies is the willingness to let their values guide their desire for meaningful and lasting change," says Stephanie Battaglino, internationally recognized transgender speaker, author, trainer, and workplace diversity and inclusion consultant. "Those values should not be constrained by legacy systems and processes that no longer sufficiently address today's dynamic societal forces."

Corning introduced a policy for transitioning employees in 2007, but as more employees have expressed their desire to openly transition at work, it became clear that the policy wasn't as robust as needed.

"It's encouraging that more employees feel comfortable enough to raise their hands and want to

transition at work," says Camille Torres, manager of Diversity, Equity & Inclusion. "But as we learned more, we realized there were things we could do better."

One of the major changes made in 2022, Camille says, was allowing a transitioning employee's new name to be printed on their identification badge, which had only been possible previously with legal documentation showing a name change. Work is continuing to extend this change into all of Corning's internal systems, such as the company directory and personnel systems.

"This is all about a person's identity," she explains. "Legal changes and documentation take time, and we want to be as proactive as possible in helping our employees be their true selves at work."

Working with Stephanie, Camille and others also developed a formal training course, which is available to transitioning employees' colleagues as needed. And as processes continue to be updated, communication on the resources available is critical.

"As we continue to evolve and align our systems to be more inclusive around gender and identity, we've got to be sure to let people know what the options are," Camille says. "The internal feedback has been overwhelmingly positive, and it doesn't impact just the employees who are transitioning. Many employees appreciate the training as they have shared they have a friend, family member, or neighbor who is transgender."



*"Today's corporate landscape has experienced seismic shifts in how it cares for and develops its core competitive advantage – its people. I believe what separates Corning from the pack is its laser focus on intentionally meeting people – all people – where they are each and every day."*

*Stephanie Battaglino, internationally recognized transgender speaker, author, trainer, and workplace diversity and inclusion consultant*



Spotlight:

# Recognition of Diversity



*“Diversity Month events gave us the opportunity to celebrate and promote different dimensions of diversity and demonstrate how diversity is more important now than ever before.”*

*Anna Cymerman,  
human resources director,  
Corning International and EMEA  
Diversity, Equity & Inclusion  
Programs*

At locations across Europe, the Middle East, and Africa (EMEA), Corning celebrated diversity in the workplace and society throughout 2022, providing education and showcasing the positive impact of diversity on our organization and communities.

In May, locations observed Diversity Month with events recognizing different perspectives on culture, gender, and disability.

“Diversity Month events gave us the opportunity to celebrate and promote different dimensions of diversity and demonstrate how diversity is more important now than ever before,” says Anna Cymerman, human resources director, Corning International and EMEA Diversity, Equity & Inclusion Programs. “We want to ensure that every employee feels welcome, respected, and listened to, and has a feeling of belonging and inclusion.”

Each EMEA location used a toolkit with a variety of suggested employee activities for “Diversity Tuesdays” throughout the month. With the toolkits as a starting point, each location adapted the activities to meet their specific needs.

In Poland, organizers highlighted a different topic and speaker each Tuesday, using an appropriate comparison.

“We compared diversity to trees,” explains Michal Pacholczyk, quality program manager and one of the session leaders. “Each tree is different and unique, but they all provide oxygen, store carbon, stabilize the

soil, and sustain the world’s wildlife. Each type of tree, while different, is essential.”

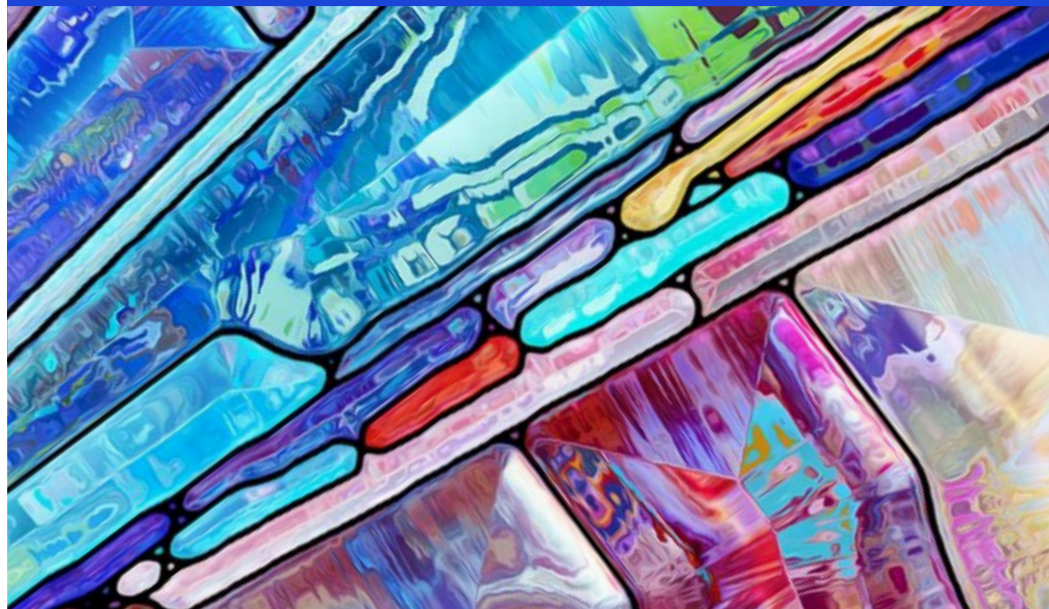
At the end of the month, locations in Poland, France, and Germany held a closing event, where leaders signed an official Diversity Charter and reiterated Corning’s commitment to diversity, equity, and inclusion.

“As a global company, it is important that Corning sets an example and takes concrete steps towards providing an inclusive workplace,” Anna says. “These kinds of events are an investment in the well-being of our current employees, and they also make a difference when attracting the next generation of talent.”

# Taking Action

At Corning, we believe that how we do things is just as important as what we do. Our corporate DE&I strategy includes well-defined priorities, action items, tactics, and measures that we focus on to make continued progress on our diversity journey with leadership and support from Corning's Office of Racial Equality and Social Unity, our Employee Resource Groups, and global Diversity Councils.

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# Driving Progress: The Office of Racial Equality and Social Unity

Corning marked a key milestone on our diversity journey in 2020 with the establishment of the Office of Racial Equality and Social Unity (ORESU).

In 2022, ORESU focused on building equity in education and economic development through continuous professional development, DE&I programs for educators, and continued collaboration with community partners.

“Our overarching mission at ORESU is to lead Corning’s DE&I efforts within the company and in the communities where we live,” said Lewis Steverson, executive vice president and chief legal and administrative officer. “And we put our energy into actions to help build a better future for people of color.”

## Advancing school diversity through partnership

### N.C. A&T Corning Scholars teach at Freedom School



In its second year, Corning’s partnership with North Carolina Agricultural & Technical State University, the largest historically Black university in the United States, continued to help prepare students for careers in STEM, business, and

education. ORESU also sponsored a summer internship opportunity for Corning Scholars in the N.C. A&T College of Education, which provided the opportunity to teach reading to elementary students at the Freedom School summer program on campus.

### Vital Voices details impactful work in local schools



Vital Voices, a new podcast available to the public on popular streaming channels, explores innovative ways companies can enable positive change in our communities. In its first season, Dr. Millicent Ruffin, ORESU’s

director of Community Affairs, discusses Corning’s partnership with local schools to further diversity and inclusion efforts in the classroom and beyond. [Listen to Vital Voices here.](#)

## Facilitating equity within education

### DE&I education coordinators make a difference

ORESU's DE&I education coordinators worked in partnership with school districts near Corning headquarters in New York. Their work has enhanced districts' capacity to enact equitable search and hiring practices; provided impactful professional development opportunities for staff; assisted the implementation of DE&I-related policies and practices; and leveraged student voices to foster affirming student-centered learning environments.



### ORESU Community Affairs raises donations for future teachers

In North Carolina, Edgecombe County Public School District's grow-your-own teacher program pays for students to go to college and then return to their home districts as teachers. To expand Corning's support of the Future Teachers Fund, ORESU kicked off a campaign to fund six students over six years. Corning Optical Communications and Corning Life Sciences committed to support four students over the next two years – bringing the pledged support total to 10 students in six years!



### Edgecombe County student receives Edge for Tomorrow Future Teachers Grant

Diego Alonso-Galindo, then a senior at Edgecombe Early College High School, was the 2022 recipient of the Edge for Tomorrow Future Teachers Grant that helps recruit and retain diverse teachers in Edgecombe County, North Carolina. Diego is now a freshman at North Carolina State University, where he is pursuing a degree in middle school STEM education before returning to teach in the county.



*"Being part of equitable, cross-cultural communities during the formative school years will better prepare students for our global world. Achieving this vision will take intentional, sustained DE&I leadership and support, and we embrace this challenge."*

*Dr. Millicent Ruffin, ORESU's director of Community Affairs*

## Building a better future

### First-time home buyers receive financial, volunteer support

We created the Building Generational Wealth Fund to support Black first-time home buyers. Through the fund, we partnered with Chemung County Habitat for Humanity in New York and with Building Shalom in Nash County, North Carolina. ORESU provided financial support such as down payment assistance, support toward appliances, and employee volunteers to help build homes.



### Program helps Moguls-in-Training explore entrepreneurship

We expanded our existing partnership with Planet Mogul during a December 2022 kick-off in Edgecombe County, adding to the non-profit's current work in Mecklenburg County, North Carolina. Corning's sponsorship supports Planet Mogul, a program helping middle-school students understand entrepreneurship and innovation, implement its innovative Moguls-in-Training program.



## Fueling progress in our communities

### ORESU Equity Catalyst Award recognizes community change agents

The ORESU Equity Catalyst Award recognizes educators who embody a commitment to advancing equity and to the creation of environments where all have equal access to opportunity. The inaugural recipients are Kristie Gates Radford, Corning-Painted Post High School teacher and International Baccalaureate diploma candidate coordinator, and Kelley Bacalles, Beecher Elementary School principal.



Catalyst Award winner Kristie Gates Radford, center, with ORESU's Debbie Fishbeck and Dr. Millicent Ruffin



Catalyst Award winner Kelley Bacalles, left, with ORESU's Jarvis Marlow-McCowan

## Network of educators supports teachers and fosters collaboration

ORESU partnered with the Greater Southern Tier Board of Cooperative Educational Services to create the Regional Equity Network of Educators. This network provides monthly opportunities for educators to collaborate in fostering environments that affirm students' racial, linguistic, and cultural identities and empower students to be change makers.



*"We strive every day to improve the world not just through our innovations but by supporting our people and the communities that they call home. Among the ways we make an impact is by engaging in our local communities to enhance public safety and create places where students of color can thrive."*

*Larry McRae, vice chairman and corporate development officer*

# Sustaining Education and Expanding Awareness

Corning is committed to providing an environment where every employee has the opportunity to do their best work, have their contributions valued and rewarded, and feel like they belong. To do this, we must recognize and celebrate what makes each one of us unique.

A sustained and comprehensive focus on education is moving us closer to this goal, expanding the awareness and perspectives of our employees to build a workplace environment where all can thrive.

*“Working inclusively allows all of us to give our best, get recognized for our accomplishments, and make everyone feel welcome.”*

*– From the DE&I Essentials course, Values and Inclusive Behavior*

## Developing the DE&I “essentials”

Corning launched its DE&I Essentials training curriculum in 2021, with a global course on unconscious bias that explains the causes, types, and ways to limit the impact of bias in the workplace. After tremendous response and positive feedback, it was clear that employees and leaders wanted more.

In 2022, the training curriculum expanded to include a series of courses addressing topics relevant to diversity, equity, and inclusion. Training is available in 12 languages for our global employee base and is delivered either electronically or via self-study.

Courses, which will be launched in phases for salaried and hourly employees, include additional topics such as inclusive behavior, curiosity, empathy, insider/outsider dynamics, and leading global teams.

### DE&I Essentials curriculum drives progress

The DE&I Essentials training curriculum broadens participants’ mindsets and provides context around how, and why, others think differently. It supports Corning’s DE&I strategy, driving progress by:

Establishing a common language around DE&I

Explaining key concepts related to DE&I and how they play out at Corning

Setting expectations for what inclusive behavior looks like at Corning

Applying learnings to everyday activities and interactions

## Embedding DE&I into leadership training

In addition to the comprehensive training curriculum available to all employees, DE&I-related topics and themes are being embedded into leadership and supervisory training programs. “For these programs, our intent is not to treat diversity and related themes as separate topics, but to incorporate them into how we teach specific skills and related capabilities,” said Rebecca Nelson, director of Workforce Development & Learning. “This approach demonstrates how intrinsic DE&I is to our everyday activities and shows how it should be a lens in all of our leadership activities.”

The approach varies for every program and audience and has been achieved through the presentation of relevant case studies, lectures, problem analysis, and discussion groups.

# Employee Resource Groups

Mindful Inclusion, Sustained Connections, Meaningful Actions

>6K employees engaged

15 employee resource groups

51 chapters around the world

Corning proudly sponsors a variety of Employee Resource Groups (ERGs) that represent vital employee interests and constituencies, all contributing to our success in unique and significant ways. These groups are designed to foster a stronger sense of belonging within our inclusive culture.

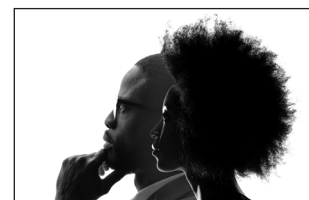
ERGs offer employees at every job level, tenure, and location the opportunity to meet one another, share experiences, and hold leadership positions beyond what might be available in their current roles. ERG leaders develop strategic skills while building their internal network and relationships with executive sponsors.



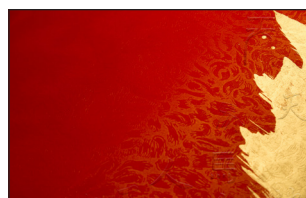
ADAPT  
(Able and DisAble Partnering Together)



Administrative Professionals Network (APN)



Corning Black Employees Network (CBEN)



Corning Chinese Association (CCA)



C-VETS  
(Corning Veterans Engaged to Support)



EDGE  
(Ethnically Diverse Group of Employees)



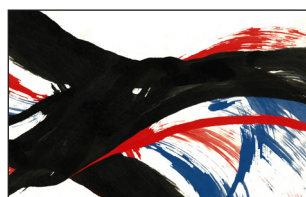
Corning Family Support Network (CFSN)



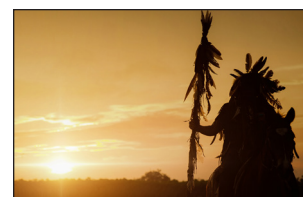
Global Latino Organization (GLO)



Indian Professionals Network (IPN)



Corning Korean Community (CKC)



Native American Council (NAC)



Corning Professionals Network (CPN)



SPECTRA  
(Lesbian, Gay, Bisexual, Transgender, Queer/Questioning)



Technology Community Women's Network (TCWN)



Corning Women's Partnership for Growth (CWPG)



## ERG 2022 Highlights

In 2022, our ERGs engaged in a variety of activities supporting their members, the entire Corning workforce, and our communities. While far from a complete listing, the following pages provide a summary of some of the activities our ERGs led or supported this year, each aligning with key pillars of Corning's strategy to develop a more inclusive workplace.

### Advocacy

Our ERGs advocate for change and raise awareness of important issues. Their actions often stimulate the company to respond with new policies, services, and professional development opportunities.

### Cultural Awareness

ERGs draw employees into cultural activities, increasing understanding among colleagues to enhance working relationships. These activities engage our broad employee population and showcase the vibrant cultures found across our global locations.

### Recruiting and Retention

ERG members serve as living examples of the Corning Values. With a variety of activities both internally and outside of Corning, these groups help to recruit and retain global and diverse talent.

### Community Outreach

Corning strives for diversity and inclusivity both inside and outside our walls. Our ERGs serve the communities in which we operate, providing education, financial resources, volunteer support, and more.

### Professional Development

Through workshops, specialized training, networking, and so much more, many ERGs offer professional development opportunities for their members. Their goal is to ensure every member has the resources to feel like a valued contributor.



## Advocacy

Our ERGs advocate for change and raise awareness of important issues. Their actions often stimulate the company to respond with new policies, services, and professional development opportunities.

### Focus on Health at 2022 Convention



The **Corning Black Employees Network (CBEN)** held its annual convention with a special emphasis on health and well-being. CBEN members had the opportunity to attend in-person events in **Corning, NY**, and **Charlotte, NC**, as well as via livestream. The convention's program was designed to increase awareness and build understanding of various aspects of physical, mental, and emotional well-being. Larry McRae, vice chairman and corporate development officer, delivered the opening remarks, and the CBEN convention keynote speaker was Wendell Weeks, chairman and chief executive officer.

### ERG Highlights

On Veteran's Day, **C-VETS (Corning Veterans Engaged to Support)** honored our veterans through the dedication of a bench in Corning's Riverfront Centennial Park.

**EDGE (Ethnically Diverse Group of Employees)**, **Corning Chinese Association**, and **Corning Korean Community** partnered for the Asian American and Pacific Islander Heritage Month-themed Q2 Book Club reading of "A Tale for the Time Being" by Ruth Ozeki, exploring mental health issues associated with multiculturalism.

To advocate for understanding of how to work better with people across the gender spectrum, **Corning Women's Partnership for Growth** members in **Gurgaon and Pune, India**, led a virtual session on gender intelligence.

The **Corning** chapter of **SPECTRA (Lesbian, Gay, Bisexual, Transgender, Queer/Questioning)** supported several employees in the name-change process.

**Corning Professionals Network (CPN)** brought a meditation guru back to **Charlotte** for the second year, offering two one-hour meditation sessions on mental health awareness.

For the first time, **CPN LATAM** raised the Pride flag at all six of Corning's manufacturing locations in **Latin America**, as well as two distribution centers and the **Rio de Janeiro, Brazil**, office for Pride Month.

The **Indian Professionals Network** hosted more than 70 people for its annual immigration seminar in collaboration with the Corning Global Immigration team.

**Corning Family Support Network** in **Corning** invited guest speakers from Pathways to talk about its foster care training program and therapeutic foster care program.

The **Native American Council** shared weekly emails focused on specific topics for sustainability during Native American Heritage Month.

## Community Outreach

Corning strives for diversity and inclusivity both inside and outside our walls. Our ERGs serve the communities in which we operate, providing education, financial resources, volunteer support, and more.

### Support for the People of Ukraine



The **ADAPT (Able and DisAble Partnering Together)** chapter in **Stryków, Poland**, organized a blood drive in March to help Ukrainian citizens in need. Corning Poland also partnered with EMEA chapters of ADAPT and the **Corning Women's Partnership for Growth (CWPG)** in support of the Polish Red Cross – a member of the International Red Cross and Red Crescent Movement – to collect essential personal items for Ukrainian refugees. With donations coming from Corning locations across **Poland, the Netherlands, Germany, and France**, volunteers collected 20 pallets of supplies in one week.

### ERG Highlights

When intense rainfall in **Petrópolis, Rio de Janeiro, Brazil**, caused mudslides and flooding that destroyed parts of the city, the **Corning Professionals Network (CPN)** started a solidarity campaign to donate food and clothing to those affected.

**CPN** members in **Charlotte, NC**, fed 114 families in need at the Freedom Communities Loaves and Fishes drive-through food distribution event.

The Adoption & Fostering Community of Interest within the **Corning Family Support Network (CFSN)** collected more than 100 backpacks, toiletries, supplies, and journals to donate to the **Steuben County, NY**, Department of Foster Care/Adoption Services, providing comfort to children transitioning to foster care.

The **EDGE (Ethnically Diverse Group of Employees)** chapter in **Wilmington, NC**, informed educators in the NC STEMwork program about essential STEM skills for students interested in careers in manufacturing.

**C-VETS (Corning Veterans Engaged to Support)** supported the Folds of Honor fundraiser in **Newton, NC**, raising \$14,380 in scholarships to help veteran children and spouses pursue education.

**EDGE**, the **Global Latino Organization**, and Corning's Emerging Innovation Group teamed up to support the Tour de Keuka local bike race. Members participated in the ride, volunteered along the race route, and raised \$7,910 to benefit United Way of the Southern Tier in New York.

**CWPG** in **Harrodsburg, KY**, replicated an earlier event led by the **CFSN** Adoption & Fostering Community of Interest and organized a supply drive for the Mercer County Department of Community-Based Services.

The **Corning, NY**, chapter of **SPECTRA (Lesbian, Gay, Bisexual, Transgender, Queer/Questioning)** was a 2022 sponsor of New York Coming Out Day, New York Pride, and the AIDS Ride for Life.

## Cultural Awareness

ERGs draw employees into cultural activities, increasing understanding among colleagues to enhance working relationships. These activities engage our broad employee population and showcase the vibrant cultures found across our global locations.

### Celebrating Hispanic Heritage



The **Corning, NY**, chapter of the **Global Latino Organization (GLO)** sponsored an exhibition at The Rockwell Museum in celebration of Hispanic Heritage Month. Interested employees were provided with a virtual tour, Q&A, and museum passes to *Frida Kahlo: Through the Lens of Nickolas Muray*, an intimate look at Mexico's most prolific and well-known female artist captured by photographer Nickolas Muray.

GLO also provided tickets to the Corning community for a sugar skull workshop at the museum in celebration of Día de Muertos. Participants were able to learn about and craft their own sugar skull, an often brightly colored and decorated skull to represent and honor loved ones who have passed away.

### ERG Highlights

To celebrate Diwali, the **Indian Professionals Network** hosted an in-person presentation at the Sullivan Park auditorium and organized lunches featuring Indian cuisine in various Corning cafeteria locations.

**C-VETS (Corning Veterans Engaged to Support)** in **Newton, NC**, held events for Memorial Day and Veterans Day to highlight the value veterans bring to Corning.

In **Harrodsburg, KY**, the **Corning Women's Partnership for Growth (CWPG)** offered lunch-and-learn sessions as part of the company's Juneteenth and Pride celebrations.

**CWPG** in **Reynosa, Mexico**, and **Rio de Janeiro, Brazil**, hosted 15 conferences and 12 roundtables for employees to raise awareness on topics such as LGBTQ+, gender, and disabilities.

**CWPG EMEA** presented "Pioneer Women in EMEA History" with a keynote by Alessandra Vizza, regional business director.

**ADAPT (Able and DisAble Partnering Together)** EMEA chapters observed World Down Syndrome Day on March 21 and World Autism Awareness Day on April 2 with activities and webinars.

This year's **Administrative Professionals Network** diversity workshop focused on transgender issues. The session included a diverse panel of Corning employees sharing their experiences and answering questions.

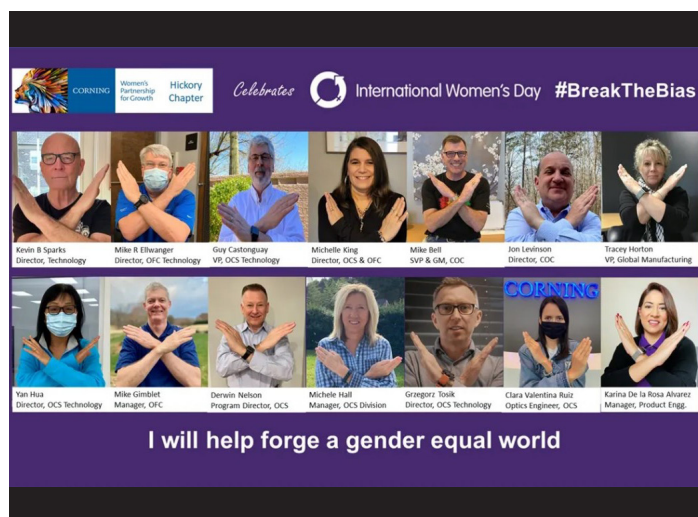
The **EDGE (Ethnically Diverse Group of Employees)** annual recap event in January featured cultural awareness and highlighted New Year's celebrations around the world.

The **Native American Council** sponsored the Waccamaw Siouan Pow Wow in **NC** and the Native Nations Festival in the **Corning** area.

# Professional Development

Through workshops, specialized training, networking, and so much more, many ERGs offer professional development opportunities for their members. Their goal is to ensure every member has the resources to feel like a valued contributor.

## Breaking the Bias



### Corning Women's Partnership for Growth (CWPG)

chapters around the world marked Women's History Month and International Women's Day with activities centered around the 2022 theme of "breaking the bias" and promoting a diverse and gender-equal world. While specific activities were tailored to the employees at each location, professional development content focused on the common biases that show up for women at work and strategies for breaking the bias.

In **Corning**, **CWPG** partnered with the **Technology Community Women's Network (TCWN)** to offer a series of interactive events for all employees and hosted a game of Jeopardy with trivia about women's history. CWPG chapter events on International Women's Day included a fireside chat in **Charlotte, NC**, Laughter Yoga in **Gebze, Türkiye**, and recognition of 11 women who work in Corning India for their leadership and performance excellence. CWPG launched a new chapter in **Manassas, VA**, to coincide with the company's Women's History Month celebration.

## ERG Highlights

**TCWN** collaborated with **EDGE (Ethnically Diverse Group of Employees)** on the Learn & Grow Series: "Addressing Obstacles Women Face," a panel discussion focusing on the professional journey from individual contributor to leader.

The **Indian Professionals Network** organized a professional development seminar for more than 75 people to help them navigate their career progression.

In October, the DEI Council and **CWPG** hosted a meet-and-greet event to give approximately 115 employees at the Hickory Cable Plant in **NC** the opportunity to form professional connections with people outside their work groups.

**Corning Professionals Network (CPN)** hosted a nine-part showcase in **Tewksbury, MA**, that enabled members to learn about the value that Corning brings to the world and explore the possibilities in their career progression.

**CPN** hosted a "Presentations 101" session led by Mike Bell, senior vice president and general manager, Corning Optical Communications, to help employees develop successful slide decks and speaking skills.

**CWPG** trialed a "speed networking" event in **Harrodsburg, KY**, with members and summer interns meeting for timed intervals to form professional connections that may lead to mentoring relationships.

In **Gurgaon and Pune, India**, **CWPG** offered a 12-month mentorship program designed to help women develop as future leaders of Corning's businesses in India.

To share lessons learned, best practices, and tips for being successful in their roles, the **Administrative Professionals Network** brought the global community together frequently in 2022 for virtual STIR (Socialize, Talk, Interact, Remember) meetings.

## Recruiting and Retention

ERG members serve as living examples of the Corning Values. With a variety of activities both internally and outside of Corning, these groups help to recruit and retain global and diverse talent.

### Recruiting and Retaining Internal Talent



**EDGE (Ethnically Diverse Group of Employees)** held several events in 2022 to introduce and expose members to people, experiences, and potential opportunities across Corning. At its annual event held in January, the **Corning, NY**, chapter invited Li Fang, president and general manager of Corning International, to speak to members about employment possibilities in China. In another example, EDGE featured Chief Technology Officer Jaymin Amin, pictured above at right, as he discussed leadership strategies and his experiences in technology in business. The discussion was part of the Dialogue with International Leaders series.

### ERG Highlights

**Corning Women’s Partnership for Growth (CWPG)** in **Reynosa, Mexico**, and **Rio de Janeiro, Brazil**, hosted the “MX Female Talent Event” with women leaders sharing stories, professional experiences, and efforts to find work-life balance.

**CWPG** found creative ways to connect with Corning Life Sciences’ remote sales force, from New Year’s resolutions and vision boards to craft hours, game nights, Halloween celebrations, happy hours, and year-end highlights call.

To create opportunities for members in Corning to make lasting connections and develop professionally, the **Corning Professionals Network (CPN)** hosted or participated in 37 events.

**CPN** members strengthened their connections in **Tewksbury, MA**, with weekly soccer and volleyball matches, monthly social hours, and a global talent show attended by 550 people.

Among the groups represented at summer intern events across our locations, **Corning Chinese Association (CCA)** attended the intern picnic in Corning to talk about the Values and culture that make Corning a great place to work.

**CCA** worked hand-in-hand with the Finance function on “Career Chats,” helping members understand their opportunities to develop in the areas of finance, networking, and project management.

**C-VETS (Corning Veterans Engaged to Support)** established a new chapter this year to support Corning’s military veterans and their community in **Fairport and Canton, NY**; **Keene, NH**; and **Charlotte, NC**.

The **Native American Council** participated in the American Indian Science and Engineering Society annual conference and career fair.

Members of the **Charlotte, NC**, chapter of **SPECTRA (Lesbian, Gay, Bisexual, Transgender, Queer/Questioning)** spread the word about employment opportunities at Corning while marching in the Charlotte Pride Parade.

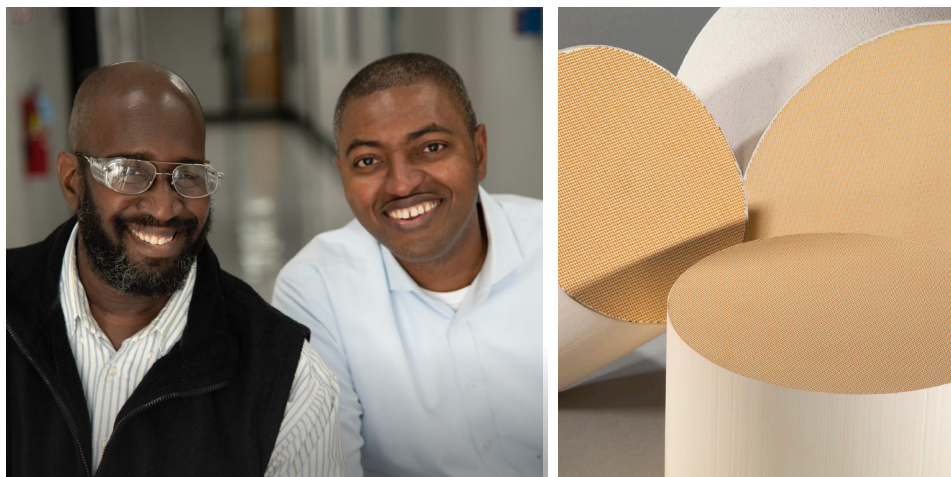
# Global Diversity Councils

With more than 58,000 employees across 44 countries, Corning strives to provide an inclusive and welcoming environment for every employee, across all dimensions of diversity. Our Global Diversity Councils help align strategic corporate initiatives with our regions and businesses, ensuring that every location is fostering an environment that celebrates diversity, equity, and inclusion.

## 10 diversity councils globally

In 2022, Corning supported 10 Diversity Councils across businesses, functions, and regions. With every Council leading a variety of meaningful and inspiring activities across their location or business, two groups inspiring significant progress are featured here.

## Auto MAP DE&I Team



Obiefuna "Obi" Okafor and Ricardo Rowe formed a DE&I team for the Automotive MAP, or Market-Access Platform, in March 2022, after recognizing the opportunity for more DE&I awareness and education in manufacturing facilities. Corning's Auto MAP includes both Corning Environmental Technologies (CET) and Automotive Glass Solutions (AGS).

"As former members of a corporate staff group, Obi and I realized that a lot of our DE&I efforts weren't as visible in our manufacturing facilities, especially activities surrounding Employee Resource Groups (ERGs)," explains Ricardo, pictured above at left, measurement and controls engineering leader at CET's Erwin, New York, manufacturing facility and co-chair of the team. "Our whole goal was to improve that pipeline and bring the efforts Corning is already undertaking to the plant level."

The team was created in coordination with representatives from all of CET's U.S. locations, which included CET Division Engineering, manufacturing

facilities, and the business leadership office; as well as the AGS location at Sullivan Park in Painted Post, New York.

They soon established communication with each of Corning's 15 ERGs, educating employees on membership, objectives, and activities. They also celebrated and highlighted observances – including National Disability Employment Month, Hispanic American Heritage Month, and Juneteenth – across locations in the U.S., using posters, facility monitors, and in-person events.

"Recognizing and highlighting diversity efforts goes a long way towards building a workplace where people feel valued," says Obi, pictured above at right, process engineering manager with CET Division Engineering and co-chair of the team. "This proves to all levels of the organization that Corning lives and believes in our Value of The Individual."

"We are still a new team, so our goals for 2023 center around continuing the momentum we started in 2022," he explains.

## Auto MAP DE&I Team Highlights

### Taste of Korea

In October, members of the Corning Korean Community (CKC) visited the Erwin, New York, plant for their annual Taste of Korea signature event. Booths featured Korean attire, food, pop culture, language, and writing. Attendees could explore each booth, view informational posters, taste Korean cuisine, and meet fellow employees from CKC to learn more about Korean culture.

### Recognizing Our ERGs in Blacksburg

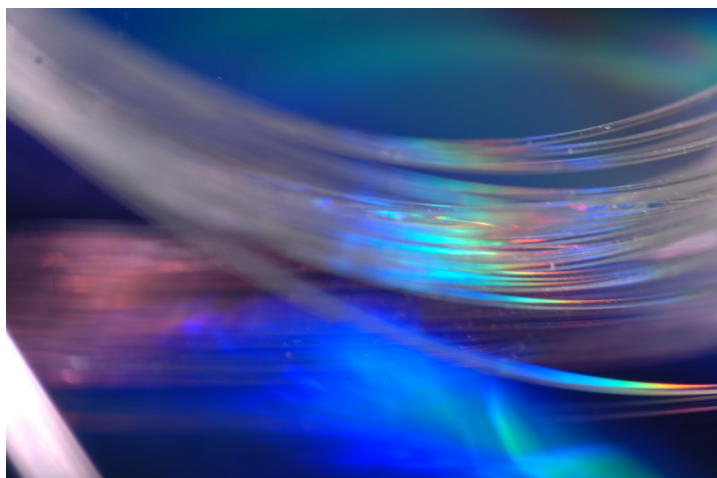
Representatives at CET's Blacksburg, Virginia, plant hosted their first ERG event in October. At rotating sessions in the factory, DE&I team members reviewed all of Corning's ERGs with employees. Snacks from different regions and cultures were available for participants to sample.

### Exploring ERGs with IDM Employees

CET's Integrated Die Manufacturing (IDM) facility hosted its first DE&I event in November, with multiple ERG representatives available to speak to employees across all three shifts about their groups. The event provided the opportunity to ask questions about the different groups' purpose and upcoming events.



## Corning Optical Communications APAC Diversity Council



The Corning Optical Communications APAC Diversity Council was established in 2021 to support and progress DE&I efforts within the Corning Optical Communications business in the Asia Pacific region.

"Our objective is to support and enhance an inclusive culture that values the full spectrum of diversity and to ensure we provide a safe and accepting environment where

our employees can bring their whole selves to work," says Xu Li, Corning Optical Communications APAC Diversity Council leader.

In 2022, the team made significant strides toward this objective, organizing and supporting initiatives to advance DE&I education and acceptance both internally and in communities around Corning.



# Corning Optical Communications APAC Diversity Council Highlights

## Cultural Conversation

For our employees, the APAC Diversity Council held its first Cultural Conversation on generational diversity. In addition, the Council organized two Diversity Dialogue sessions, where attendees learned and spoke openly about gender intelligence and LGBTQ+ awareness.

## 2022 APAC D&I Award

The APAC Diversity Council promoted the 2022 APAC D&I Award, resulting in a significant increase in both awareness and nominations, and completed multiple mentoring, coaching, and succession planning sessions for women across the region.

“Corning Optical Communications has employees working across seven countries and 16 locations in the APAC region,” says Xi Chen, plant HR manager in Shanghai. “We are proud to have a workforce that represents so many diverse cultures, backgrounds, and experiences, and these kinds of activities are helping ensure that diversity remains one of our greatest strengths.”

## Scholarship Program for Girls in Pune, India

The Council’s actions extended to Corning-area communities as well. Working with a non-government agency, they launched a scholarship program for girls in the Pune, India, community. One-hundred girls in grades eight through 10 were provided scholarships.

“The Diversity Council supports our employees, but also the communities where we live,” says Vivek V. Deshpande, HR manager for Corning Optical Fiber and Cable, India. “These scholarships are creating opportunities and possibilities for girls and we hope are helping to develop the next generation of innovators.”

“In keeping with the Corning Values, our Diversity Council works to foster an inclusive culture where everyone is able to bring their unique perspectives to the discussion,” says Xu. “We plan to move this work forward in 2023 and beyond, as we spark new ideas and strengthen our decisions as individuals and as a company.”



# Focus on People

Our company and employees are recognized year after year for our DE&I initiatives. As shown on the following pages, Corning's inclusive, collaborative culture puts people first and supports our success in hiring, developing, promoting, rewarding, and retaining diverse individuals with unique backgrounds and characteristics.

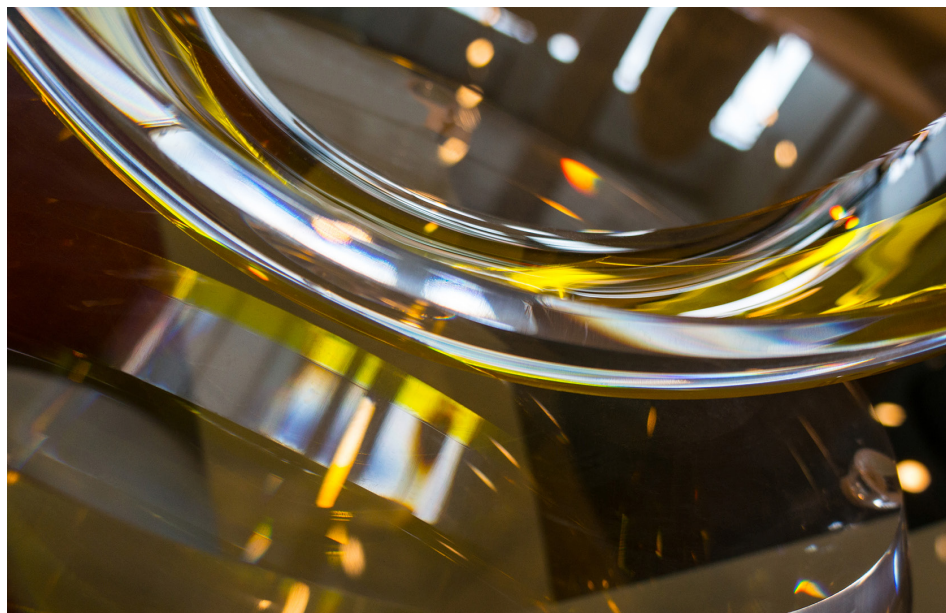
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# Awards & Recognition

Every year, Corning receives numerous diversity awards as a corporation and for individual employees. The following 2022 awards are particularly noteworthy.



## External Awards & Recognition – Corporate



### Human Rights Campaign Foundation's 2022 Corporate Equality Index

Corning received a score of 100 on the Human Rights Campaign Foundation's 2022 Corporate Equality Index (CEI), the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. The CEI rates companies on nondiscrimination policies across business entities; equitable benefits for LGBTQ+ workers and their families; supporting an inclusive culture; and corporate social responsibility. In addition to the score of 100, Corning was named as one of the Best Places to Work for LGBTQ+ Equality.



### Top Supporter of Historically Black Colleges and Universities

Corning is proud to have received this honor for 20 consecutive years, every year since the distinction was first awarded.

The Top Supporters of Historically Black Colleges and Universities (HBCUs) list surveys the deans of the 15 ABET-accredited, historically Black college and university engineering programs, and the corporate-academic alliance, Advancing Minorities' Interest in Engineering. The survey asks these individuals to list the corporate and government/non-profit organizations that provide the most support to their schools. In completing the annual survey, the institutions consider the following factors: support for infrastructure modernization and enhancement, research and mentorship projects, participation on advisory councils, faculty development opportunities, scholarships, student projects, stipends, co-ops, and career opportunities.



### AAPD and Disability:IN's Best Place to Work

For the fifth consecutive year, Corning was named one of the best places to work by the American Association of People with Disabilities (AAPD) and Disability:IN. Corning received a top score of 100 on the 2022 Disability Equality Index (DEI), a national, transparent benchmark that provides companies an objective score on disability-inclusion policies and practices. Companies are graded on their performances in five categories: cultural leadership, enterprise-wide access, employment practices, community support and engagement, and supplier diversity.



### NGLCC's Best-of-the-Best

Corning was named among the Best-of-the-Best companies by the National LGBT Chamber of Commerce (NGLCC) and its partners in the National Business Inclusion Consortium (NBIC), the seventh consecutive year of receiving the recognition for its commitment to diversity and inclusion across all communities. The Best-of-the-Best designation honors corporations for their commitment to America's diverse employees and business owners, which includes LGBTQ, people of color, women, and people with disabilities.



### VETS Indexes Recognized Employer

Corning's support of veterans earned designation as a VETS Indexes Recognized Employer, part of the 2022 VETS Indexes Employer Awards. The award recognizes organizations that do the most to hire, retain, promote, and support veterans. When recognizing employers, VETS Indexes considers veteran job candidate recruiting and hiring, veteran-inclusive company policies and culture, support for members of the National Guard and Reserve, military spouse/family support, and veteran employee development and retention.



### Black EOE Journal Top LGBTQ+ Friendly Companies

Corning was again awarded a place on the list of Top LGBTQ+ Friendly Companies for 2022 by Black EOE Journal. The annual review is an evaluation of the nation's employers, initiatives, and government agencies. It provides non-biased results that are valuable resources for job-seekers, business owners, students, consumers, senior management, business associations, employment agencies, and consumer groups. The lists are compiled from market research, independent research, diversity conference participation, and survey responses.



### Recognition from North Carolina National Guard

Corning Optical Communications was recognized by the North Carolina Employer Support of the Guard and Reserve (ESGR). Nominated by an employee at the Hickory Cable Plant for the company’s support during his deployment as a National Guard member, Corning received the Above and Beyond award, which recognizes employers at the local level who have gone above and beyond the legal requirements to support their Guard and Reserve employees. The division also received the Pro Patria award, a state-level recognition presented annually and the highest-level award bestowed by the ESGR State Committees.



Ed Hamilton, of the North Carolina Committee of ESGR, right, presents the Above and Beyond Award to Dan Koehler, plant manager, Corning Optical Communications.



Bud Martin, North Central chair, right, presents the ESGR Pro Patria Award to Mike Bell, senior vice president and general manager, Corning Optical Communications.



### Prime Employers for Women Gold Award

sHero China, representing the evolution of an enduring legacy supporting and advancing women in the workplace, recognized Corning with the 2022 Prime Employers for Women Gold Award. The award honors progressive employers and workplaces where women can thrive, and Corning was recognized for its success in implementing DE&I in corporate China.



Evelyn Su and Wu Dan accept awards from sHero China.



### Excellence in Women’s Leadership

Corning China earned recognition for 2022 Excellence in Women’s Leadership Development. Criteria for the award include outstanding organizational performance by linking the development of employees to business needs; a company-wide commitment to gender diversity and the inclusion of women in leadership positions; promotion of an environment that encourages women to step into leadership positions and provides the security to do so; programs that build leadership capabilities and expand the success of women; and policies that support women and their careers.



### Best Family-Friendly Management in Korea

Corning Precision Materials was nominated and selected as one of the most family-friendly companies in Korea, a recognition it has received since 2013. The recognition is based on an evaluation of the company’s family support policy and examines a variety of support initiatives. The Korean Ministry presents the award to companies with the most outstanding family-friendly policies.



### Forbes Japan Women Award

Forbes Japan, in cooperation with LiB, named Corning one of its Women Award winners. The award recognizes companies that are developing and highlighting women leaders and professionals. In addition to the analysis of representatives of Forbes Japan, a survey of personnel managers, DE&I officers, and employees is used to select the winning companies.



### Best Workplaces for Women

Corning Korea was selected as a 2022 Korea Best Workplaces for Women recipient, awarded by Great Place to Work® Korea, a trust management research institution with associations in more than 95 countries across the globe. The award recognizes organizations that provide a positive workplace culture and effective trust management.

## External Awards & Recognition – Individuals

### Black Engineer of the Year Awards

The Black Engineer of the Year Awards (BEYA) are hosted by US Black Engineer and Information Technology magazine and the Council of Engineering Deans of the Historically Black Colleges and Universities. The awards recognize outstanding contributions to science, technology, engineering, and mathematics fields across the public, private, and academic sectors.

#### Science Spectrum Trailblazer

The BEYA Science Spectrum Trailblazer, part of the Outstanding Achievement Award category, is granted to individuals in the workforce.



**Dr. A. Boh Ruffin**

*senior manager,  
Laser Processing  
Research, Corning  
Research and  
Development Group*

### Women of Color Awards

Four Corning colleagues were honored in 2022 with Women of Color (WOC) STEM awards. Each year, WOC judges select the recipients from a pool of students, new hires, mid-career professionals and managers, executives, innovators, inventors, and change agents.

#### Technology All-Stars

The Technology All-Star Awards recognize accomplished women of color from mid-level to advanced stages of their career who have demonstrated excellence in the workplace and in their communities.



**Dr. Lingyan Wang**

*research associate,  
Crystalline Materials  
Research, Corning  
Research and  
Development Group*

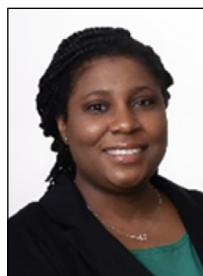
#### Technology Rising Stars

The Technology Rising Star Awards recognize women with 21 years or less of experience in the workforce who are helping to shape technology for the future.



**Venus Saatchi**

*senior process  
development  
scientist, CSM  
Advanced Optics,  
Corning Research  
and Development  
Group*

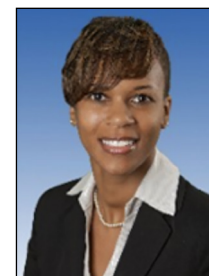


**Kristin Mott**

*process engineering  
manager, Corning  
Environmental  
Technologies*

#### Top Women in Finance

The Top Women in Finance Awards recognize superstars in the financial sector. These women are leaders in their field while promoting diversity and serving as role models.



**Felicia Jones Murrill**

*diversity, equity  
& inclusion  
program manager,  
Corning Optical  
Communications*

## sHero WomenIMPACT Award

The sHero WomenIMPACT Award is awarded to a leader who has gone the extra mile to coach, mentor, or sponsor women, and to support programs that further the development of women in the workplace. sHero China presented the award, representing the evolution of an enduring legacy supporting and advancing women in the workplace.



**Wu Dan**

*manufacturing  
director, Asia, Corning  
International*

## Diversity Woman Magazine's Power 100

Corning's Cassandra Taliaferro was named to Diversity Woman Magazine's 2022 Power 100 list. The list recognizes some of the country's brightest rising female stars across all races, cultures, and identities. The women recognized are described as innovative problem-solvers who are driven by a positive vision for the future. As they carve out careers for themselves, they are also determined to bring other women along with them.



**Cassandra  
Taliaferro**

*vice president and  
general manager,  
Corning Environmental  
Technologies*

## Women in Manufacturing Hall of Fame

Tracey Horton was inducted into the Women in Manufacturing Hall of Fame for contributing to the manufacturing industry by supporting, promoting, and inspiring women in the industry. As one of 13 inductees in 2022, Tracey was recognized as "one of our most personable, transparent, collaborative, and effective leaders. She leads by example and inspires. She has excelled in her own career, often as the only woman in the room." The Women in Manufacturing association is a vital part of the manufacturing community, providing women with a platform for learning, networking, career advancement, and recognition internationally.



**Tracey Horton**

*vice president, Global  
Manufacturing, Optical  
Connectivity Solutions,  
Corning Optical  
Communications*



# Internal Awards & Recognition

## Corning Black Employees Network Awards

The Corning Black Employees Network (CBEN) recognized several employees with CBEN Awards. The awards were presented at the Employee Resource Group's annual convention.

### CBEN People Development Award

For demonstrating a commitment to the growth and development of others, Roosevelt D. Dillard, Sr. received the CBEN People Development Award.



**Roosevelt Dillard**

*senior division  
vice president,  
Engineering, Optical  
Connectivity Solutions,  
Corning Optical  
Communications*

### CBEN Community Enrichment Award

For showing an effort to increase engagement and morale of Black employees in their workplace and communities, Tamika A. Crawl-Bey received the CBEN Community Enrichment Award.

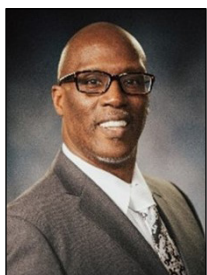


**Tamika  
Crawl-Bey**

*intellectual property  
counsel, Corning  
Optical  
Communications*

### CBEN Recruitment Award

For a dedicated and proven track record of recruiting and retaining Black employees, Mark D. Vaughn received the CBEN Recruitment Award.



**Dr. Mark Vaughn**

*technical talent  
pipelining manager,  
Corning Research and  
Development Group*

### CBEN Champion Award

For demonstrating allyship and support of the CBEN mission through actions and advocacy, while upholding Corning's Values, Dr. David Morse and Charlie Craig received the CBEN Champion Award.



**Dr. David Morse**

*chief technology  
officer, retired*



**Charlie Craig**

*senior vice president,  
S&T, Corning Research  
and Development  
Group*

## Corning Optical Communications Diversity, Equity & Inclusion “You Make a Difference” Awards

Corning Optical Communications established the annual “You Make a Difference” awards to recognize employees or teams who embrace and promote the advancement of diversity in the workplace and community, enabling truly inclusive environments in which we work and live.

The awards are presented in each of four regions: United States and Canada; Central and Latin America and Mexico; Europe, Middle East, and Africa; and Asia Pacific. Any employee assigned to Corning Optical Communications, with at least two years of service anywhere around the world, is eligible for this award. The recipients of the 2022 awards are:

### Asia Pacific



The winners receive the Flame AGlow Award at a local celebration event.



#### **Xiaoyan (Vera) Guo**

*SHCCH and AFOP DG, Optical Connectivity Solutions*

### Central and Latin America and Mexico



#### **Laura Guerra**

*RAM plant manager, Optical Connectivity Solutions*

### Europe, Middle East, and Africa



#### **Roshene McCool**

*market and technology development manager, Optical Fiber and Cable*

### United States and Canada



#### **Gene Gano**

*facilities engineering director, Optical Fiber and Cable*

## Manufacturing Technology & Engineering Diversity Awards

The Manufacturing Technology & Engineering Diversity Awards are designed to recognize and reward those who mentor, value, support, and respect individuals for their diversity of thoughts, ideas, styles, and cultures, and those who act to foster diversity, equity, and inclusion in the way we work. Awards are given to both individual contributors and supervisors, managers, or directors.

### Individual Diversity Award

Sylvie Lin received the 2022 Individual Diversity Award for individual contributors.



#### **Sylvie Lin**

*administrative assistant and process coordinator, Manufacturing Technology & Engineering*

### Managerial Diversity Award

Norris Kirby received the 2022 Managerial Diversity Award for supervisors, managers, or directors.



#### **Norris Kirby**

*senior manager, Machine Automation Systems, Manufacturing Technology & Engineering*

## EDGE Excellence and Champion Awards

Sponsored by EDGE (Ethnically Diverse Group of Employees), the Champion and Excellence Awards recognize employees and organizations that embrace Corning's inclusive culture and advocate for ethnic diversity initiatives. Recipients contribute to the professional development of ethnically diverse employees and help resolve challenges encountered by those employees.

### EDGE Excellence Award

John Larson was the winner of the 2022 EDGE Excellence Award. He was recognized for leading by example and valuing cultural diversity, embracing Corning's inclusive culture, and serving as a strong advocate for ethnic diversity initiatives.



**John Larson**

*improvement manager,  
Division Engineering,  
Corning Environmental  
Technologies, retired*

### EDGE Champion Award

Dr. Timothy Gross was the winner of the 2022 EDGE Champion Award. He was recognized for contributing to the progression of our ethnically diverse workplace, creating an environment where cultural diversity contributes to Corning's success, and encouraging the hiring and retention of ethnically diverse employees while empowering them to reach their full potential.



**Dr. Timothy Gross**

*research director  
and Science and  
Technology Fellow*

# Recruiting at Corning

Searching for  
the World's Best  
and Brightest



Corning's recruitment strategy focuses on seeking and attracting the world's best diverse talent to join our global workforce of innovators. We use a variety of methods to reach potential candidates to increase our chances of hiring individuals with the background and experience needed for every role. This approach puts people and their skills first, regardless of race, religion, gender, age, sexual preference, physical ability, or other dimension of diversity.

As we pursue this strategy, we look to hire people who have a passion for what they do and can contribute to our teams as they work to solve tough customer challenges. It is vital, too, that prospective Corning employees share our Values and have the necessary global mindset to be successful in our inclusive, collaborative culture.



We continue to partner with educational institutions, professional associations, and diverse organizations to attract and hire top talent for our workforce. Highlights from 2022 include:

### **Disability:IN Corporate Partnership**

Corning kicked off a three-year partnership with Disability:IN, focused on further integrating disability inclusion best practices into employee recruiting, enhanced technology for existing and prospective employees, and supplier diversity.



### **Professional Organizations**

We continued our long relationship with professional organizations to support the aspirations of collegiate and pre-collegiate students and technical professionals in engineering and technology. In 2022, we hired full-time and intern candidates from organizations including the Association of Latino Professionals for America (ALPFA), the National Society of Black Engineers (NSBE), the Society of Hispanic Professionals in Engineering (SHPE), the Society of Women Engineers (SWE), and Women in Manufacturing (WIM).



### **Corning Scholars and Fellows Program**

Now in its second year, our partnership with North Carolina Agricultural and Technical State University (N.C. A&T) provides opportunities for students in science, technology, engineering, and mathematics (STEM) and education. In 2022, our first summer internship cohort through the Corning Scholars and Fellows Program included 25 student interns. Five students majoring in education supported the Freedom School summer program.



### **HBCUs and HSIs**

We continued our efforts at historically Black colleges and universities to pipeline early career talent and expanded our efforts to include Hispanic-serving institutions.

### **Veterans**

Military veterans have an intense work ethic and proven expertise in a variety of disciplines, making them a valuable source of highly qualified, diverse candidates for employment at Corning. Our job search site features a U.S. Veterans page communicating the value Corning places on recruiting and hiring veterans. Corning continues to participate in veteran recruiting events for transitioning military personnel.

### **Intern Diversity**

In 2022, 35 percent of our interns were women – an increase from previous years – and 60 percent were women and/or persons of color. The number of Black interns almost doubled from 2021 to 2022.

We augment these efforts by making sure our openings are available in different venues, offering inclusive job descriptions that eliminate bias, partnering with our Employee Resource Groups to leverage existing relationships, and ensuring diverse Corning representation during interviews.

**For more information on Corning's available job opportunities, visit [www.corning.com/careers](http://www.corning.com/careers).**

# CORNING

Corning Incorporated  
One Riverfront Plaza  
Corning, NY 14831-0001  
[www.corning.com](http://www.corning.com)