

FACT SHEET

Diversity, Equity & Inclusion at JetBlue

Come to Queens, N.Y., and you'll find yourself in the most ethnically diverse urban area in the world, where some 800 languages are spoken by people from all over the globe. That's where JetBlue is based, and we couldn't be more proud to be New York's Hometown Airline®. Our network now spans the US, Latin America and the Caribbean (and soon, Europe), with a crewmember and customer base that reflects that incredible diversity. We celebrate all our differences, whether they relate to our backgrounds, ages and abilities, our approaches or our gender identities. Every day we live our mission to inspire humanity as a leader in inclusion both inside and outside the company. JetBlue is a proud, equal opportunity employer— not only because it's the right thing to do in keeping with our integrity value, but because we think it's more fun that way, too.

Our Areas of Focus

JetBlue Equals represents our diversity, equity and inclusion efforts as an organization. We believe that the unique and shared identities, experiences, and thoughts of our crewmembers, customers, and communities are a tremendous asset that can help grow and strengthen our business.

Our work is centered around three key pillars: 1) Ensuring **representative leadership** that reflects the diversity of Customers and Crewmembers and leverages diverse insights towards enhanced decision-making; 2) Fostering an **open culture** where all Crewmembers feel psychological safety to share their experiences; and 3) Driving **commercial impact** by knowing our diverse Customers and providing them offerings that meet their unique needs.

Getting Involved In our Communities

Since 2012, JetBlue crewmembers have logged more than 1 million volunteer hours in our communities in support of their favorite causes. JetBlue is focused on ensuring diverse, fresh perspectives across all areas of the company. In addition, JetBlue and the **JetBlue Foundation** sponsor or provide financial or in-kind support to countless non-profit and community organizations. Both entities also support a variety of pipeline programs and initiatives focused on science, technology, engineering and math (STEM) and aviation education to ensure that even more women and traditionally under-represented groups are present in the hangars, boardrooms, airports and support centers of the future. Some of these organizations include:

- Black Girls Code
- InterAmerican University of Puerto Rico
- Massachusetts LGBT Chamber of Commerce
- National CARES Mentoring Movement HBCU Rising Initiative
- New York's Lesbian, Gay, Bisexual & Transgender Community Center
- NLGJA: The Association of LGBTQ Journalists
- OBAP – Organization of Black Aerospace Professionals
- The Viscardi Center (New York)
- Women in Aviation International

If your organization would like to be considered for a JetBlue in-kind donation, you're welcome to submit your request online at www.jetblue.com/wecare

Crewmember Resource Groups

In 2019, JetBlue was named the #1 Best Employer for Diversity in transportation by *Forbes* magazine, and we're pretty thrilled that there's no shortage of ways for crewmembers to celebrate their individuality and get involved. Our various Crewmember Resource Groups (CRGs) spearhead grassroots efforts across JetBlue to embrace and encourage different perspectives, thoughts, and ideas. CRGs are also a great way for crewmembers to get involved in professional development, recruitment and retention and supporting JetBlue's business through strategic initiatives or community outreach programs. Any crewmember can participate in any or all of our six CRGs—or propose forming our next group!



Blue Aviasian

Blue Aviasian celebrates the history and heritage of Asians, Asian Americans and Pacific Islanders. The group offers opportunities to learn about different cultures through immersive experiences (that also celebrate our fun value, like a crewmember-led dumpling making class!). Blue Aviasian also hosts networking events that connect crewmembers and leaders through intimate discussions about career development.



Blue Conexión

Blue Conexión shares the Latino culture and language in the workplace and the community. In 2019, Blue Conexión partnered with our airport experience team to develop an “Hablo Español” phrasebook for crewmembers to better assist Spanish-speaking customers passing through our airports.



JetBlue African Diaspora Experience (JADE)

JADE explores the rich cultures of the African diaspora through interactive, educational programming. During Black History Month in February, members spotlight the rich history and contributions of people across the African diaspora. JADE also hosts TravelCon, a day-long event for crewmembers to learn about the diverse experiences of traveling while black.



JetPride

JetPride became JetBlue's first crewmember resource group in 2012, offering professional development and networking opportunities for LGBT crewmembers and their allies. JetPride advises on LGBT-related matters in the workplace and also supports external initiatives in the community. During Pride Month in June, you'll find crewmembers marching across the network to celebrate diversity, equality and acceptance.



Vets in Blue

Vets in Blue provides a forum for crewmembers that honorably serve or have served in the Armed Forces. Our members represent JetBlue at recruiting events and support fellow veterans as they transition to the civilian workforce. The group also hosts the annual Honor Our Heroes flight, which pays tribute to veterans and their families through a special charter trip.



Women in Flight

Women in Flight provides members with educational, networking and mentoring opportunities that inspire career and personal growth. During Women's History Month in March, crewmembers lead the conversation on gender equality by hosting events and sharing stories that support and empower women. Throughout the year, the group also hosts their signature event, Fly Like a Girl, bringing young girls to aircraft hangars across our network to learn what it takes to run an airline.