



**EC-Council's  
Diversity,  
Inclusion, and  
Belonging  
Report**

**July 2021**

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## Message from Jay Bavisi, EC-Council Group CEO

Since EC-Council's founding, our mission has been to arm companies, governments, and individuals with the knowledge they need to win the fight to secure our world's data, infrastructure, and information. That mission is expanding to becoming better community members in the industry we are a part of and this is our first report on our progress toward that goal. Diversity in our teams, the people we invite to speak at our conferences, the subject matter experts we contract with, and the leaders we trust with the direction and success of our company have to better reflect the community we ultimately serve. Diversity means success. Diversity means we are better together and a better reflection of our clients.

As we work toward our goals, we will publish reports to document our progress. I'm proud of what we have achieved so far and look forward to making more lasting changes to our company that will hopefully positively impact our industry in the months and years ahead. We committed in April to publishing a report outlining our progress in Q2 of 2021, and this is it. We understand that these first steps are small, but we are building toward something greater in the months and years to come. Our journey toward being an inclusive and diverse company has begun and I'm excited to captain EC-Council through it.

We recognize that as prominent members of the cybersecurity industry, we must lead by example, helping historically marginalized groups achieve their true potential both within our own company through our hiring and promotion practices, as well as in the industry at large. This report addresses our progress to the goals we set for ourselves as well as some other initiatives we're planning to make sure our impact in the industry is a positive one.

I look forward to reporting on even more progress in the next quarter.

Jay Bavisi



# EC-Council's Strategy for Change

Rather than simply lay out a set of tasks to accomplish, the Diversity, Equality, Inclusivity, and Belonging Committee hopes to implement real changes to the culture of EC-Council. The efforts of the Committee will focus on equality as it pertains to race, gender, religion, sexual orientation, gender identity, and national origin both within EC-Council and in the industry at large.

## Internal Change

Real change must come from within, and the Committee believes EC-Council cannot meaningfully and positively impact the cyber security industry until the culture within is more inclusive and the historically marginalized groups make up a larger percentage of our workforce and leadership. Cultural change will hinge on internal training tailored for each region where EC-Council has offices, but with the overarching message that no discrimination of any kind is permitted.

## External Change

EC-Council hopes to one day be seen as a leader in diversity, inclusion, and belonging by the cyber security industry. In order to achieve that goal, a diverse range of perspectives, voices, and ideas must be represented by our outreach efforts, marketing initiatives, conferences, instructors, articles and blog posts, and other representatives of EC-Council.

# Short Term Goals and Results

For the first quarter of EC-Council's Diversity, Inclusion, and Belonging initiatives, goals around forming a committee, creating a public-facing webpage, and policy updates were at the center of the progress.



## **1. Development of the Culture and People Page on the EC-Council website that outlines our core values. This will not be open to interpretation.**

The webpage was created and posted and will be continually updated to reflect our ongoing progress. <https://www.eccouncil.org/diversity>.



## **2. Appointment of a Diversity, Equality, Inclusiveness and Belonging team that includes of members from across our major offices (DEIB).**

The Committee was established and includes members from the UK, Malaysia, India, and US offices. The Committee meets frequently to discuss improvement and presents ideas to the CEO for input.



## **3. Publishing the EC-Council equality statement in every job advertisement globally to create an inclusive hiring process.**

All offices are now including equal opportunity statements in every job advertisement and this is now corporate policy.



## **4. Deeper integration of existing antidiscrimination policies across corporate HR and employee handbooks of all subsidiaries.**

An audit confirmed that all regional and national employee manuals include diversity statements and these were normalized to reflect the larger corporate commitment to these ideals.

# Mid Term Goals and Progress

As the Committee looks ahead to Q3 of 2021, internal training and excitement around diversity is planned for the company. Additional members of the committee are being recruited to include more voices as we tackle these next initiatives.



## 1. Mandatory Training of DEIB awareness across company.

As EC-Council understands there is a lot to learn, an external company is being sourced to provide DEIB training to all existing employees as well as create an onboarding process that includes this training as well. This is expected to be completed by August 2021.



## 2. Quarterly DEI Initiatives.

A calendar of DEIB holidays is being created and a variety of activities are being planned.



## 3. Publishing of the EC-Council DEIB Maturity Model.

As a way of benchmarking our progress toward our goals, a DEIB Maturity Model is being created to ensure the committee's initiatives are having a positive effect on employee morale, retention, and eventually, industry image.

# Long Term Goals and Progress

EC-Council's long term DEIB goals look to reach out into our network of partners, students, instructors, and industry experts that span the globe. We are also going to focus on the diversity of the make up our employees as well as the management teams that run the company. The creation of a scholarship program is one of the most exciting initiatives the committee has proposed. We hope to make security training available to historically marginalized groups so that everyone who wants it has the opportunity to access high-quality security training to benefit their careers and organizations.



NOT STARTED

## 1. Expand program awareness to external stakeholders of EC-Council

Work on this goal will begin after internal training has been completed.



NOT STARTED

## 2. Review of the diversity of Leadership & Mid Management Teams.

Employee surveys are planned for 2021 Q3 to measure where we are. Our goals will be based on survey results and hiring plans for 2022.



NOT STARTED

## 3. Career progression and skill mapping to key positions in EC-Council.

In an effort to promote standout employees and make sure our workforce is continually trained and supported toward their career goals, an internal training library will be available, policies will be updated to encourage promoting from within, and employee engagement will be measured and efforts to improve the culture and reduce turn over will be implemented.



NOT STARTED

## 4. Announcement of a scholarship program for the betterment of our community with the appointment of an Independent DEIB Board of Advisors.

The Board of Advisors for the scholarship will be formed in 2021 Q4 and their input will be the guiding force for the training being offered and the recipients of the scholarships.