

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

**October
2021**

Table of Contents

⊕ Message from Jay Bavisi, EC-Council Group CEO	3
⊕ EC-Council's Strategy for Change	4
⊕ Short-Term Goals and Progress	5
⊕ Mid-Term Goals and Progress	6
⊕ The DEIB Maturity Model	7
⊕ The DEIB Initiatives	8
⊕ Long-Term Goals and Progress	9



Message from Jay Bavis, 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 our industry, and this is our second report on our progress toward that goal. Diversity in our teams, the people we invite to speak at our events, the subject matter experts we contract with, the leaders we trust with the direction and success of our company, and other stakeholders must better reflect the community we ultimately serve.

Diversity means success. Diverse collaborations make us stronger and are a better reflection of our community. I'm proud of what we have achieved so far and look forward to making even more positive, lasting changes to our company that will impact our industry in the months and years ahead. As we work toward our goals, we will continue to publish reports to document our progress. We are proud to share our Q2 2021 report, which outlines the advancements we have made thus far. Our progress in the last two quarters is significant and we believe we are building something greater in the months and years to come. Our journey toward becoming a globally inclusive and diverse company is underway and I'm excited to lead EC-Council through it.

We recognize that, as a prominent member of the cybersecurity industry, we must lead by example. One of the ways we do this is through equitable hiring and promotion practices and by helping historically marginalized groups achieve their true potential, both within our company and in the industry at large. This report addresses our progress toward the goals we set for ourselves. It also reflects the initiatives that are underway that will ensure our impact in the industry is a positive one.

Jay Bavis
CEO and President
EC-Council



EC-Council's Strategy for Change

Rather than simply laying out a set of tasks to accomplish, the Diversity, Equality, Inclusion, and Belonging (DEIB) Committee hopes to implement real change to the culture of EC-Council. The efforts of the committee will focus on equality as it pertains to race, gender, religion, age, 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. The group believes EC-Council cannot meaningfully or positively impact the cybersecurity industry until the culture is more inclusive and until historically marginalized groups make up a percentage of our workforce. Cultural change will hinge on internal training tailored to each region where EC-Council has offices, 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, equality, inclusion, and belonging by the cybersecurity 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 by other representatives of EC-Council.

Short-Term Goals and Progress

For the first quarter of EC-Council's Diversity, Equity, Inclusion, and Belonging initiatives, goals to form a committee, create a public-facing webpage, and update policies 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 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 quarterly 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 now include 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

The second quarter of EC-Council's DEIB initiatives includes internal training and diversity initiatives as well as the creation of a maturity model to continue driving our success.



1. **Mandatory training of DEIB awareness across the company.**

We successfully conducted our first diversity training for our teams across the globe. All EC-Council employees were invited, and the vast majority attended. A recording of the training is made available to those who could not make the training.



2. **Quarterly DEI Initiatives.**

A DEIB holiday calendar and a variety of activities were created in Q2. One of the initiatives was EC-Council's partnership with MEGA Consulting and Saudi Women in Cybersecurity to host a webinar in August educating Saudi women about the shifting dynamics of the cybersecurity industry, career paths for women, and programs to support their career development.



3. **Create a scholarship program.**

EC-Council announced a USD 1,000,000 Ethical Hacking Scholarship for members of our community and funds were set aside for women and the neurodiversity community. Out of the \$1,000,000, \$500,000 was dedicated to women and neurodiverse communities to facilitate the development of their cyber skills.

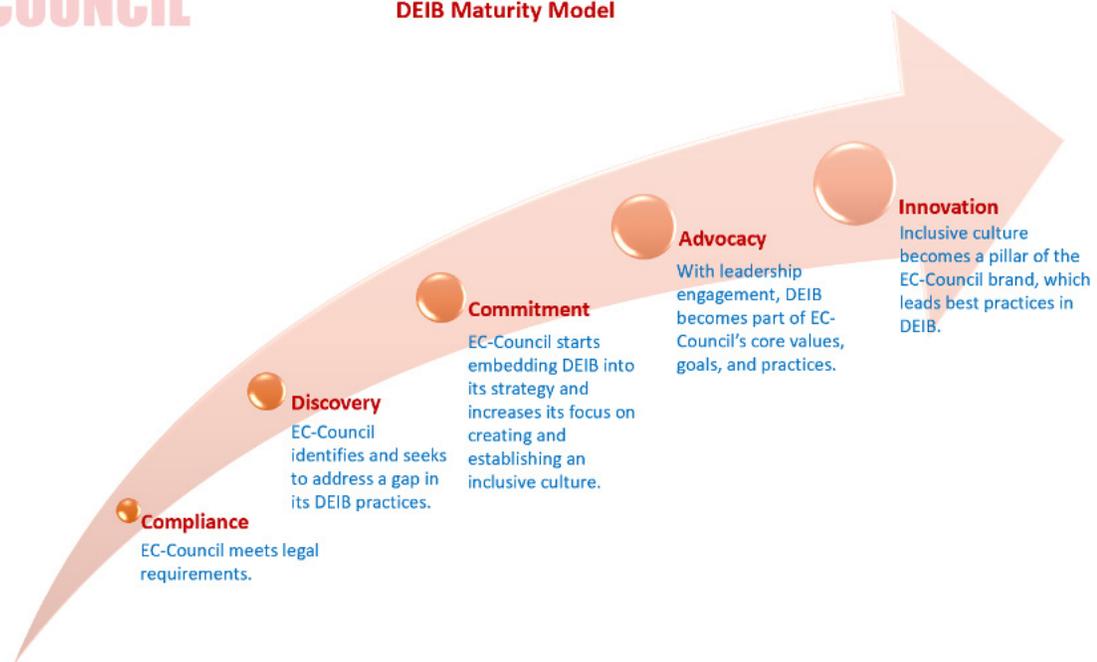


4. **Publishing of the EC-Council DEIB Maturity Model.**

As a way of benchmarking progress toward our goals, the DEIB Maturity Model (page 8) will be used to ensure the committee's initiatives are having a positive effect on employee morale, retention, and eventually, industry image.

EC-COUNCIL

DEIB Maturity Model





Mid-Term Goals and Progress

The DEIB Maturity Model

The DEIB Maturity Model was created to reflect how EC-Council will progress and monitor compliance, discovery, commitment, advocacy, and innovation. It also reflects the ways in which EC-Council will achieve its DEIB maturity curve through the following:

1. **Strategy and commitment**
2. **Workplace inclusivity**
3. **Talent diversity**
4. **Organizational engagement**

The factors involved in each vector above are as follows:

Strategy and Commitment

- Strategy
- Infrastructure
- Accountability

Workplace Inclusivity

- Inclusivity and belonging
- Safe workplace
- Mentorship

Talent Diversity

- Training and development
- Recruiting diversity
- Succession planning
- Leadership diversity

Organizational Engagement

- Advocacy
- Communications
- Employee engagement
- Employee dedication
- Employee endorsement

Mid-Term Goals and Progress

The DEIB Initiatives

1. Create an EC-Council DEIB Global Advisory Group.

2. Establish EC-Council Scholarships for the diverse community.

- CEH (Practical) Scholarship, Sept. 2021: \$500,000 reserved for women and neurodiverse individuals

3. Use inclusive language.

- Use gender neutral language, such as teammates instead of guys, ladies, and gentlemen.

4. Create employee view boards.

- Publish employee view boards on the EC-Council Diversity webpage.
- In the view boards, employees talk about what diversity means to them and explain the value of being part of a diverse team.

5. Hire for diversity.

- Recruitment advertisements are to be screened through Gender Decoder: find subtle bias in job ads (katmatfield.com).
- Hiring managers will be provided with diversity guidelines. (These will be included in the recruitment SOP.)

6. Create an inclusive workspace.

- POSH Awareness campaigns
- No interruption policy during meetings

7. Establish an Annual Diverse Teams Award.

8. Generate awareness.

- Launch a DEIB webinar series.
- Implement a mandatory knowledge session for every new employee.

9. A Partnership to Provide Women in the Middle East with Cybersecurity Education and Career Development

- With the goal of bridging the cybersecurity education and skills gap, EC-Council Academia has formed an alliance with MEGA Consulting in the Kingdom of Saudi Arabia (KSA) to introduce cybersecurity courses to women students and professionals. The partnership is a collaborative effort that solidifies a commitment to closing the gender gap in the cybersecurity workforce by bringing in more talented women to prepare the nation to defend against the security threats of today and tomorrow.
- To build a strong, dependable, and growing network of passionate cybersecurity professional women in the Middle East, EC-Council, in association with MEGA Consulting and Saudi Women in Cybersecurity, organized a women-only webinar titled How to Build a Successful Career in Cybersecurity. In this webinar, Mr. Majed M. Alshodari, Chief Cybersecurity Officer for SALAMA Cooperative Insurance Company, addresses women students and professionals, highlighting the changing dynamics of the cybersecurity industry. He further discusses future initiatives involving women's empowerment; available career paths for women; and academic courses, training, and certification programs aligned to their career development.
- The event was well received, with more than 500 women in attendance. The number of attendees provides strong evidence that women in KSA are eager to join the talented pool of skilled cybersecurity professionals, are enthusiastic to gain technical skills training, and are interested in obtaining hands-on experience in the field to help them chart their career trajectory. EC-Council's partnership with MEGA Consulting is a robust initiative designed to inspire more women to pursue a career of their choice by enrolling in EC-Council's credentialing programs and receiving mentorship along the way.
- As the committee looks ahead to Q3 2021, internal training 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.

Long-Term Goals and Progress

EC-Council's long-term DEIB goals are to reach out into our network of partners, students, instructors, and industry experts spanning the globe. 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 everyone has the opportunity to access high-quality security training to benefit their careers and organizations.



IN PROGRESS...

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

Work on this goal will begin after internal training is complete.



GOAL MET!

2. Review the diversity of leadership and mid-management teams.

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



GOAL MET!

3. Map career progression and skills to key positions in EC-Council.

In an effort to promote outstanding employees and make sure our workforce is continually trained and supported in their career goals, the following will be implemented:

- An internal training library
- Policy updates to encourage promoting from within
- Measurements of employee engagement
- Efforts to improve the culture and reduce turnover



IN PROGRESS...

4. Announce a scholarship program for the betterment of our community with the appointment of an independent DEIB board of advisors.



IN PROGRESS...

5. From Q4 2021, we are moving from a committee system for DEIB to a more structured program in which Global HR will be held responsible for DEIB.

The committee will disband and instead expand to a global committee, where each office will nominate people to be part of the advisory committee. Under this model, DEIB will become part of a more formalized process that is integral to EC-Council's hiring, equitable treatment, and inclusivity practices, and HR will be held accountable for upholding the DEIB standards.