Collaboration. Commitment. Creation

Diversity, Equity, Inclusion, and Belonging (DEIB)

Annual Report 2021
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We are proud to release our annual Diversity, Equity, Inclusion, and Belonging Report 2021 highlighting the progress and milestones we have achieved with the goals we set last year. This year, we look forward to incorporating more goals that represent EC-Council’s values and commitment to a fair, inclusive, and diverse workplace. EC-Council has long been committed to creating an equal opportunity workplace. We actively recognize and acknowledge the inequalities that exist globally, and we stand strong in our dedication to breaking through these barriers. Doing so begins from within, and as a global corporation, we do this through fostering a diverse and equal workplace for all.

Our mission has always been to advance the growth of cybersecurity communities and provide corporations, government bodies, and agencies with the resources to fight cybercrime. In the current landscape, business and security strategies are changing every day to meet the myriad changes the world has witnessed in recent years, especially in the wake of the pandemic. As an education provider, we also recognize that the cybersecurity community can flourish when people from diverse backgrounds and communities contribute.

Our mission at EC-Council is to welcome people from all backgrounds, nationalities, races, ethnicities, gender identities, religious beliefs, sexual orientation, status, physical abilities, political beliefs, and age groups to create an equal-opportunity platform from which all can work and collaborate. In 2021, we supported our DEIB goals by increasing awareness through reports, internal training, DEIB webinars, and unconscious bias training to help all employees understand this vision.

In 2022, we continue to build more diverse teams and to look to the global community for the people we invite to speak at our events, the subject matter experts we collaborate with, and the leaders we trust with the direction and success of the company. Diversity is key to success, and in 2021, we ensured that DEIB was an integral part of our organization’s values. We are carrying that mission forward into 2022 and beyond.

Fostering diversity, equity, inclusion, and belonging is an important part of creating a healthy working environment. This is a foundational goal, and I am proud of our organization’s commitment to achieving this and our goals around diversity. The 2021 DEIB Annual Report reflects the changes we have made, the success we have attained, and the lasting impact we wish to bring to the industry.

This report highlights our progress and future goals to promote diversity and inclusion, both internally and in the communities we serve. We are making steady strides to implementing a fair and harmonious environment for our employees by bringing in equitable hiring, implementing various webinars and internal training, and creating a platform for marginalized groups to realize their true potential.
Collaboration. An equal opportunity platform for people to flourish
EC-Council’s **Strategy for Change**

EC-Council’s approach to Diversity, Equity, Inclusion and Belonging was codified in the EC-Council DEIB Charter. Rather than simple laying out a set of tasks to accomplish, the Diversity, Equity, Inclusion and Belonging (DEIB) Committee focused on equality as it pertains to background, nationality, race, ethnicity, gender identity, religious belief, sexual orientation, status, physical ability, political belief, and age groups. The committee made effort on implementing real change within EC-Council and influencing the industry at large.
Historically marginalized groups as a percentage of our workforce

Meaningful and positive impact on the cybersecurity industry

More inclusive culture

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.

EC-Council hopes to one day be seen as a leader in diversity, equality, inclusion, and belonging by the cybersecurity industry.

Diverse range of perspectives, ideas

Blog Posts

Instructors

Articles

Conferences

Instructors

Outreach Efforts

Marketing Initiatives

EC-Council Representative

External Change

EC-Council’s Strategy for Change
Commitment.

Committed to creating an equal opportunity workplace.
Standing strong in our dedication to breaking through barriers.
2021 Short Term Goals and Results

It was a year to plant the seeds of change we wanted to see in the information security industry. To reflect on progress and opportunities. Our goals and achievements for Q1 of 2021 are given below.

**Goal:** At EC-Council we are continually challenging our ideas to create a more inclusive, equal, and unbiased environment for people from diverse backgrounds to thrive. Our goal was to ensure our core values and diversity, inclusion policies were not open to interpretation.

**Result:** The collective approach, efforts and initiatives are reflected in the EC-Council DEIB Charter and on our website at eccouncil.org/diversity.

**Goal:** Appointment of a Diversity, Equity, Inclusiveness and Belonging (DEIB) team that includes members from across our major offices. Our aim was to bring to the table unique ideas and global perspectives reflected in the organization’s outlook and values.

**Result:** EC-Council is proud to have established a DEIB committee in 2021. The committee includes British, Malaysian, Indian, and American members who meet every quarter to discuss areas of improvement and present ideas to the CEO.

**Goal:** To create a more inclusive hiring process by publishing the EC-Council equality statement in every job advertisement globally.

**Result:** A more inclusive hiring process is now integral for every global office of EC-Council. The inclusion of an equal opportunity statement in every job advertisement globally is now corporate policy.

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

**Result:** EC-Council integrated existing antidiscrimination policies across all subsidiaries’ corporate HR and employee handbooks. An audit confirmed that all regional and national employee manuals include diversity statements, normalized to reflect the larger corporate commitment to these ideals.
EC-Council DEIB Group Charter

To ensure the EC-Council DEIB Charter became a live document that is ingrained in the behavior and actions of all EC-Council stakeholders, it was defined further with 4 cornerstones:

**Purpose**
To foster real organizational change and create an organizational culture and environment of empowerment

**Goals**
Defined to bring alive DEIB across the organisation – be it promotion and celebration of DEIB, workspaces that foster inclusive engagement between employees, tools to de-mystify DEIB and facilitating communication on all DEIB needs, goals and intentions within the organisation.

**Responsibilities**
Defined to enable coordination among all stakeholders on DEIB, promote the circulation of ideas, enable the creation of opportunities for meaningful engagement on DEIB and self-assessment relative to goals, responsibilities and effectiveness of various DEIB initiatives.

**Structure and Processes**
Defined to research, develop and propose mechanisms and ensure transparency of all DEIB initiatives within the organisation.
2021 Mid Term Goals and Results

Q2 saw the successful implementation of internal training and diversity initiatives as well as a maturity model to track progress and growth. These were rolled out to all global offices. Our goals and achievements for Q2 of 2021 are given below.

- **Goal:** Mandatory DEIB awareness training across the company.
  
  **Result:** EC-Council conducted the first mandatory diversity training for all global teams. The initiative saw participation by majority of employees. They were provided with a recording of the training, which was conducted by an industry expert.

- **Goal:** The aim of the DEIB committee was to support and strengthen EC-Council’s mission to create an equitable workforce environment that encourages the growth of a diverse cybersecurity community.
  
  **Result:** The DEIB committee worked through numerous initiatives in the second quarter on the above. EC-Council’s partnership with MEGA Consulting and Saudi Women in Cybersecurity was a testament to this commitment. The webinar focused on educating women in Saudi Arabia about career paths, programs to support their career development, and the shifting dynamics of the cybersecurity industry.

- **Goal:** To boost the growth of the cybersecurity community.
  
  **Result:** Created a scholarship program. EC-Council announced the Certified Ethical Hacker (C|EH) Practical Scholarship funded at USD 1,000,000. Fifty percent of the funds were allocated for women and the neurodiverse community, and the scholarship was dispersed in its entirety.

- **Goal:** To align the committee’s initiatives with the company’s long term vision.
  
  **Result:** EC-Council initiated and published the EC-Council DEIB Maturity Model to gauge the company’s growth and success in alignment with the long term vision, diversity and inclusion goals.
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. The Maturity Model also reflected how EC-Council would achieve its DEIB Maturity Curve.

**Strategy and Commitment**
- Strategy
- Infrastructure
- Accountability

**Workplace Inclusivity**
- Safe Workplace
- Mentorship
- Inclusivity and Belonging

**Talent Diversity**
- Recruiting Diversity
- Training and Development
- Succession Planning
- Leadership Diversity

**Organisational Engagement**
- Advocacy
- Communications
- Employee Engagement
- Employee Dedication
- Employee Endorsement
The DEIB Initiatives - **Awareness**

Formed an EC-Council DEIB Global Advisory Group to plan key initiatives & implement strategies and policies within the organization to meet the desired goals.

- The DEIB committee also successfully introduced and conducted internal training on inclusion and diversity. More members from diverse backgrounds were added to the DEIB team to ensure active participation and get opinions for bringing innovative initiatives to the table.

**Raised awareness through various training sessions and webinars on the importance of using inclusive language. This initiative is ongoing, and training is held on a quarterly basis.**

  - Introduced the usage of gender-neutral language, such as teammates instead of guys, ladies, and gentlemen.

**Created an inclusive workspace.**

  - Conducted POSH Awareness campaigns.
  - Implemented a no interruption policy during meetings.

**Ensured inclusion and diversity are an integral and ongoing part of the hiring process.**

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

**Generated awareness.**

  - Launched a DEIB webinar series with a webinar on Diversity, Equality, Inclusion & Belonging - The Future of Work, to bring alive the core concepts of DEIB and how embracing it enables the creation of a successful and committed team.
  - Implemented a mandatory knowledge session for every new employee.

**Created employee view boards for better visibility on DEIB goals and progress.**

  - Published employee view boards internally.
The DEIB Initiatives - Engagement

Annual Diverse Teams Award
- EC-Council Group provides equal opportunities to all employees. The organization takes pride in being a workplace that does not discriminate on any ground, including race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other category protected by applicable law.

To celebrate the above, the organization launched an Annual Diverse Teams Award and acknowledged teams that lived the ethos of the organization.

Unconscious Bias Webinar
- The EC-Council DEI Advisory Team conducted a webinar "Microaggressions and Unconscious Bias," led by Brittany Knowles-Harris. This webinar was made available to all EC-Council employees to raise awareness on bias and how to detect unconscious bias.

Established EC-Council Scholarships for the diverse cybersecurity community.

- C|EH (Practical) Scholarship, Sept. 2021
  $1,000,000 reserved for women and neurodiverse individuals

- The creation of scholarship program was one of the most exciting initiatives that made security training available to the historically marginalized groups. The aim was to provide equal opportunity to learn high quality security training to benefit their careers and organizations.

Created a partnership to provide women in the Middle East with cybersecurity education and career development.
- EC-Council Academia partnered with MEGA Consulting in Saudi Arabia to educate Saudi women on the career paths available to them. This was part of an effort to address the industry's cybersecurity industry's skills and gender gap.

- The mission was to encourage women and help them choose their career pathways by joining EC-Council's programs while also being mentored through this journey.

- EA webinar titled "How to Build a Successful Career in Cybersecurity" was conducted to address the changing dynamics in the cybersecurity industry. The webinar, led by Mr. Majed M. Alshodari, Chief Cybersecurity Officer for SALAMA Cooperative Insurance Company, focused on key initiatives that need to be implemented to encourage women in cybersecurity. The event was a huge success, and more than 500 women in attendance.
Advancing the growth of cybersecurity communities.
Building more globally diverse teams.
Long Term Goals and Progress

EC council has a wide network of partners, students, instructors and industry experts spanning the globe. Our long term goals are aligned for their betterment.

Expand program awareness to external EC-Council stakeholders. Internal training was completed in 2021 and the projected completion for expansion to external stakeholders is targeted for Q1 2022.

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 promotions from within.
- Measurements of employee engagement: Completed.
- Efforts to improve the culture and reduce turnover: Completed.

Review the diversity of leadership and mid-management teams. Employee surveys in Q3 2021 allowed us to measure progress and draft hiring plans for 2022.
From Q4 2021, EC-Council moved from a DEIB Committee system to a more structured program under which Global HR would be responsible for DEIB. A global team was formed with members from different countries. The map below highlights the countries from where the members of the global team operate.

From January 2022, the accountability for upholding the DEIB Standards was structured with the EC-Council HR team. DEIB became part of a more formalized process that was integrated into EC-Council’s hiring, equitable treatment and inclusivity practices.
In 2021, EC-Council set new goals that elevated efforts across the organization to build an equal opportunity workplace—one that welcomes people from all backgrounds, nationalities, races, ethnicities, gender identities, religious beliefs, sexual orientation, status, physical abilities, political beliefs, and age groups. EC-Council has made its core values, statements, and policies on diversity, equity, inclusion, and belonging available at eccouncil.org, in employee handbooks, and in global recruitment advertisements. To outline the benefits of a diverse workplace and make the DEIB initiative transparent to all employees across EC-Council, EC-Council conducted mandatory DEIB training for all team members globally. And setting up a dedicated DEIB committee was an important milestone in EC-Council's journey to promoting a diverse and inclusive culture.

The company recognizes that these are the first steps on a journey, and that each journey begins with a single step. We are setting forth aspirations for the future with our long-term goals, while focusing on measurable goals we can strive for in the months to come. While the short-term and mid-term goals of 2021 brought EC-Council's diversity journey into the limelight and made a real difference to potential job seekers, partners, employees, and students of EC-Council, the long-term DEIB initiatives mark a new era of change. The committee system has been replaced with a more structured program in which Global HR is responsible for DEIB processes that are integral to EC-Council's hiring, equitable treatment, and inclusivity practices.

EC-Council is excited for the positive impact these changes have already made, and for those they will make—not only on its employees, but on its students, faculty, and alumni around the globe. EC-Council believes that real, lasting change begins from within, and as a global corporation, it is taking measures that reflect its diverse, global presence and welcome all into the worldwide cybersecurity community.