



Diversity, Equity, Inclusion, and Belonging (DEIB)

Q2 - Quarterly Report 2022

Our DEIB Roadmap for Workplace Diversity and Inclusion, and a Global Outreach

At EC-Council, we firmly believe that every voice deserves respect and recognition because our diversity should be celebrated. Our constant efforts to build an inclusive and equitable organizational culture can be witnessed in all actions and decisions. We drive progress, enhance collaboration, and promote innovation and excellence through an environment where every employee feels respected and supported.

Today, we are reaching beyond our company to others in our field so that, together, we can make the broader world of cybersecurity a more inclusive and equitable space.

The key to our success is our people, and we are deeply committed to creating a company that reflects the diversity of our global customer base. To do this, we've been transparent about where we need to improve and been intentional about our approach. We are focused not only on increasing representation but also on creating a state of equity and harnessing the power that comes from diverse perspectives. We create equity when our employees feel a sense of community and belonging, when our systems and practices are fair and unbiased, when we ensure equal access and opportunities that meet individual growth needs, and when we give back.

We focus on issues that really matter, look for opportunities for change, and strive to continuously improve processes to better connect with our employees, partners, and customers.



Objectives and Efforts: A Quick Look

Objectives:

- Increase cultural competency
- Building cultural dexterity
- Eliminating stereotypes
- Understanding cross-cultural communication skills
- Driving inclusion in a hybrid work environment
- Elevating focus for global engagement

Efforts:

- Champion Group
- Seminars
- Workshops
- Seminar/Webinar
- Awards
- Publications
- Outreach Efforts
- Marketing Initiatives

Overview: Our Process and Progress

Since Q1, we've made strides with our DEIB strategy for change. We continue to uphold our values of celebrating diversity, treating employees and customers with fairness, and ensuring that every member of the company feels included. While we've made progress, we intend to continue growing so that all associates feel safe, valued and empowered.

DEIB: Within EC-Council and Beyond

We strive to foster an environment that better reflects the global outreach of EC-Council's certifications, programs, and services.

| The DEIB Maturity Model | Key activities in Q1, 2022 | Key activities in Q2, 2022 |
|---------------------------|--|--|
| Strategy and Commitment | <ul style="list-style-type: none"> ✓ Seminar: How High is Your Cultural IQ? Building Cultural Dexterity ✓ Planned and strategized for a DEIB Champions Group | <ul style="list-style-type: none"> ✓ Created DEIB Champions Group |
| Workplace Inclusivity | <ul style="list-style-type: none"> ✓ Women's Day Workshop on Mental Wellness: Work-Life Balance | <ul style="list-style-type: none"> ✓ DEIB Webinar: How to Eliminate Stereotypes |
| Talent Diversity | <ul style="list-style-type: none"> ✓ DEIB Webinar: Words Matter - Navigating and Understanding Diversity Terms and Phrases | <ul style="list-style-type: none"> ✓ DEIB Workshop: Recruiting for Diversity |
| Organizational Engagement | <ul style="list-style-type: none"> ✓ Planned Annual EC-Council Global Awards | <ul style="list-style-type: none"> ✓ Announced the Annual EC-Council Global Awards ✓ DEIB Webinar: Saying It Right – Effective Communication in an Inclusive World |

WEBINAR-I

EC-Council

DEI : HOW TO ELIMINATE STEREOTYPES

DEI & B WEBINAR SERIES



Jason Wee

Webinar on How to Eliminate Stereotypes with Jason Wee

Understanding stereotypes is important for ensuring language audits wherever we can. This webinar spurred us to encourage pronoun education across EC-Council. We use words to communicate, characterize, and describe everything around us; they are powerful tools that help us connect and convey meaning. Nothing may be more personal than how we want others to refer to us through our names and pronouns, which is why EC-Council is dedicated to gender-neutral language and pronoun education.

Impact

- 01 | 148 attendees of the webinar were checked for language audits at individual levels and subsequently at team levels.
- 02 | Conscious conversations with candidates were held, creating a safe and inclusive candidate experience.
- 03 | Employees have a better understanding of different social, geographical, and cultural markets.

WEBINAR-II

EC-Council

Workshop on: Recruiting for Diversity

Workshop Schedule

 **27th June 2022**



- 07:30 AM – 08:30 AM (US)
- 12:30 PM – 01:30 PM (UK)
- 07:30 PM – 08:30 PM (Malaysia)
- 06:30 PM – 07:30 PM (Indonesia)
- 05:00 PM – 06:00 PM (India)



Live Online

Brittany

This workshop was facilitated for all hiring managers at EC-Council to help them actively recognize and acknowledge the global inequalities and contribute to breaking barriers by utilizing strategic hiring planning.

The workshop focused on different kinds of micro-messages and how hiring managers can support candidates by becoming more self-aware: hiring managers can change language or phrases that could be damaging to the hiring process.

Impact

01

60 hiring managers committed to upholding workplace sensitivity initiatives.

02

We expanded inclusive thinking and actions.

03

We increased the number of participating employees in the DEIB Champions Group, which focuses on diversity through inclusion at EC-Council.

Being the Champion of Workplace Inclusion

We formed a DEIB Champions Group, applying a DEIB lens to all aspects of action planning and policies at EC-Council. This added another advantage for improving our workplace culture: elevating our diversity and inclusion practices by approaching DEIB challenges with metrics, structure, and rigor.

Impact

01

11 group members of the new DEIB Campions Group shared their perspectives on curating diversity and inclusion initiatives to create awareness and lead to mindful changes.

02

A communication plan was outlined for how events and initiatives will be publicized and distributed in different areas of the company.

03

The DEIB Champions Group members will share initiatives supported by different departments within EC-Council to foster inclusive workspaces inside and outside the company.

Outcomes

Forming a DEIB Champions Group increases the momentum of EC-Council's DEIB activities as now we can encourage initiatives like reverse-mentoring, prioritizing conscious conversations, and identifying and changing micro-messages. This is good not only for talent management and employee engagement but also for morale as it's the ethical way to make progress toward purpose-driven goals for those who are impacted directly and indirectly by EC-Council.

Methods

The DEIB Champions Group add value to EC-Council's diversity goals and workforces by building a sense of community and belonging for our employees, by connecting people socially and professionally, and by encouraging interaction between employees.

The DEIB Champions Group also provide a resource for leadership and decision-making regarding employees, community issues, needs, and policies through their expertise and experiences to improve equality and equity. The DEIB Champions Group comprise an ever-growing cohort of EC-Council volunteer employees. The group is diverse in their roots, thoughts, geography, and experiences, but its members unite in the mission of supporting EC-Council's diversity goals.

Beyond the Numbers: Fostering Inclusivity

Fostering an environment that is diverse and inclusive empowers team members to feel like they belong, but doing so is no easy feat. Keeping employees engaged requires major investments and constant focus.

Appreciating Efforts: Diversity, Equity, Inclusion, and Belonging Award

“It has never been more important for us as employers to evaluate, embrace, and leverage the diversity of our workplaces, not only to benefit our organizations but also to strengthen our communities. EC-Council aspires to be an employer for everyone.” – Jay Bavisi

The DEIB award is the newest addition to our prestigious award categories to honor champions of equality and diversity and celebrate their efforts to help EC-Council implement its initiatives through the DEIB charter. This award celebrates the efforts of a leader to create an inclusive workspace for their team to foster diversity and advocate for equality.



ENGAGEMENT

Belonging Matters EC-Council Global Awards 2021



From left to right: Sumit Nigam, Executive Director of EC-Council Global Services; Jay Bavisi, President and CEO of EC-Council Group

As part of our effort to make every member of EC-Council feel valued, we recognize employees through our annual awards program. We awarded over 100 employees with EC-Council Global Awards 2021, from the U.S. to India to Malaysia and beyond. Through this program, we always hope to show employees that their commitment to excellence does not go unnoticed.

We also understand the importance of different and diverse perspectives in the ongoing fight against cybercrime. The DEIB Award is the newest addition to our prestigious award categories to honor champions of equality and diversity and celebrate their efforts to help EC-Council implement its initiatives through the DEIB charter. This award celebrates the efforts of a leader to create an inclusive workshop for their team to foster diversity and advocate for equality.

EC-Council Global Services (EGS), led by Sumit Nigam, is our DEIB Champion of 2021. Sumit has shown excellent motivation, commitment, and leadership skills in successfully driving the diversity agenda in EGS. EGS firmly believes in making a difference in the business community by encouraging diversity, inclusion, and equality, which reflects in their team's initiatives. We're proud of Sumit, and we hope more of our business unit heads will lead by example and support EC-Council in co-creating a safe and inclusive workplace for all.

Our Commitment

Our scores for this quarter reflect our progress. We hope to add more DEIB activities and training so we can continue learning and growing as a company.

Rating: Diversity & Inclusion ★★★★★

Source : EC-Council Company Page on Glassdoor

Our work is far from over, however, and we are humbled by the challenge and the opportunity ahead of us to do better and to be better. More than ever, we must take an empathetic approach to improving our workplace culture. We're proud of the strides we've made so far as a company to ensure our employees feel supported and empowered.

We take our obligation to our employees seriously and hold ourselves accountable for producing real results in inclusion and belonging.



Our Goals for the Rest of 2022

- Build additional sponsorships and partnerships to activate community contribution and expand the pipeline of marginalized candidates.
- Celebrate important global cultural, religious, CSR events, and holidays.
- Continue our speaker series and panels with leaders in the organization to create transparency and facilitate storytelling.
- Train all employees on implicit bias and inclusive practices.
- Create continued Inclusion & Diversity training paths and syllabi.
- Officially launch DEIB Champions' employee resource group.
- Review third-party partners and supply chains for diverse leadership and inclusive practices.
- Activate Inclusion & Diversity OKR for all employees to focus on deliberate and intentional actions.



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