



EC-Council

DIVERSITY, EQUITY, INCLUSION, AND BELONGING (DEI&B)

Q3 – Quarterly Report 2022

www.eccouncil.org

Our DEI&B Roadmap for Workplace Diversity and Inclusion, and a Global Outreach

Our DEI&B Roadmap for Workplace Diversity and Inclusion and a Global Outreach at EC-Council aims to embrace the four pillars of building an inclusive workplace that drives sustainable growth and innovation: “Diversity, Equity, Inclusion, and Belonging (DEI&B).” We emphasize creating a professional environment where everyone feels welcomed, has access to equal resources, and feels valued.

We firmly believe diversity should be celebrated, and every voice deserves respect and recognition. EC-Council has committed to making our company a strong example of progress in DEI&B, which reflects in all our actions and decisions. We keep pace with the changing landscape of diversity and inclusion and align our hiring policies, business processes, and best practices to ensure that every employee feels respected and supported.

We create growth opportunities and facilitate the professional development of all, especially employees from historically underrepresented groups. The unbiased employee experience can be witnessed no matter who our employees are and where they are. Such an inclusive environment improves collaboration, promotes innovation, and drives lasting change real fast.

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 are ensuring that our employees, accredited partners, and members not only share our vision of an equitable environment but also have the information, tools, and network needed to make a difference.

We take our obligation to inculcate DEI&B practices seriously and hence create informal opportunities involving everybody in the organization to encourage open conversations about diversity issues. These efforts aim to broaden the understanding of unconscious bias, create a culture of open discussions about DEI&B, and amplify the impact through active listening and interaction. All our actions show transparency into areas of improvement and the results.

Today, our global footprint extends across borders beyond our company’s offices. We reach out to other members and partners in the cybersecurity space to make the broader world a more inclusive and equitable space.

The practical applications of DEI&B vary across geographies and industries, but the thought behind our efforts is universal: EC-Council is committed to ensuring that our employees, partners, and members from various backgrounds, locations, and practices feel a sense of belonging and safety, and have an unbiased workplace environment to express their thoughts and can continue to be a force for creating greater good in the cyber space.

An Overview of Our DEI&B Progress This Quarter

As we move toward the end of 2022, we look back at all we've done in the first three quarters of the year. The principles in our DEI&B Maturity Model have driven our success. We look forward to what the final quarter of the year holds for EC-Council.

The DEI&B Maturity Model	Key Activities in Q1, 2022	Key Activities in Q2, 2022	Key Activities in Q3, 2022
Strategy and Commitment	<ul style="list-style-type: none"> ✓ Seminar: How High Is Your Cultural IQ? Building Cultural Dexterity 	<ul style="list-style-type: none"> ✓ Created DEI&B Champions Group 	<ul style="list-style-type: none"> ✓ Webinar Series: Inclusive Leadership
Workplace Inclusivity	<ul style="list-style-type: none"> ✓ Planned and Strategized for a DEI&B Champions Group 	<ul style="list-style-type: none"> ✓ Webinar: How to Eliminate Stereotypes 	<ul style="list-style-type: none"> ✓ Webinar: Training on Emotional Intelligence ✓ Webinar Series: Navigating Critical Conversations ✓ Webinar Series: Importance of Cultural and Emotional Intelligence
Talent Diversity	<ul style="list-style-type: none"> ✓ Women's Day Workshop on Mental Wellness: Work-Life Balance ✓ Webinar: Words Matter – Navigating and Understanding Diversity Terms and Phrases 	<ul style="list-style-type: none"> ✓ Workshop: Recruiting for Diversity 	<ul style="list-style-type: none"> ✓ Webinar: 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 Diversity Awards ✓ Webinar: Saying It Right – Effective Communication in an Inclusive World 	<ul style="list-style-type: none"> ✓ Outreach Project: Engaging with the Dispose Group ✓ Webinar: Effective Communication in an Inclusive World

Our Cornerstones in Action

During this quarter, EC-Council engaged in various activities that embodied the four cornerstones of our DEI&B Group Charter. Such participation affirms our commitment to these principles, assuring that our charter is a living document that informs the behavior of all EC-Council stakeholders.



PURPOSE

EC-Council employees participated in DEI&B Training: Emotional Intelligence, a session that helped contribute to organizational change by empowering participants to better understand themselves and others. Such growth brings our stakeholders closer together by fostering an atmosphere of mutual understanding and respect.

STRUCTURE AND PROCESSES

DEI&B Webinar: Navigating Critical Conversations was a two-part course that provided guidance for how to conduct productive conversations in the workplace. Participants were better equipped to recognize individual and cultural differences and use social intelligence to create atmospheres of tolerance and compassion. On an organizational level, creating safe spaces like these helps us to achieve the kind of transparency needed for constructive dialogues as we develop future DEI&B initiatives.

GOALS

Our DEI&B Webinar: Navigating Critical Conversations series offered further benefits for EC-Council's commitment to goals. The skills participants learned during this webinar will help to improve communication as we identify additional DEI&B goals and clarify our organization's intentions.

RESPONSIBILITIES

DEI&B Webinar: Inclusive Leadership explored and challenged traditional notions of leadership, which is an important part of creating a more diverse working environment for all EC-Council stakeholders. Furthermore, an open and more diverse workspace promotes the circulation of ideas and creation of opportunities at the heart of this cornerstone.

INITIATIVES FOR Q4

While we are proud of our progress so far, we understand that we must always strive for better implementation of the DEI&B charter. In Q4 and beyond, we look forward to further supporting and expanding our charter's cornerstones through activities that promote inclusion and growth for all members of the EC-Council community.

Making a Social Impact

On July 29, 2022, EC-Council employees participated in Engaging with the Dispose Group, an outreach project designed to help displaced people, single mothers, and others in need in this multiethnic community. EC-Council hosted this event at Pusat Pembelajaran Komuniti (Community Education Centre) Chow Kit in Kuala Lumpur. EC-Council volunteers distributed 70–80 essential kits including sanitary pads, wet tissues, cloth, blankets, and towels to people. EC-Council employees found additional ways to support this noble initiative, personally donating many of the items included in the essential kits. We are proud that our team responded with such kindness and generosity.



Positive Feedback from Our Community



EC-Council is a wonderful company to work for—but don't just take our word for it! Current and former employees alike speak highly of us on Glassdoor, a foremost site for candid, confidential company reviews.

- Manager



EC-Council is an excellent company with a strong quality culture, strong corporate values, and passionate people. The pace is fast and a lot is expected from employees in terms of creative contributions and diligent work. I have and will continue to refer people to work with this company.

- Anonymous



I worked for EC-Council since July 2017 and enjoyed every minute of it. The co-workers and the managers I worked with were good people to work and be friends with. The environment was always supportive, which enabled everyone to overcome any challenges that came into existence.

- Senior Manager

Source: Glassdoor



Great place to work! Amazing coworker and various activities and programs. Best experience and a very pleasant working place. Environment, people surrounding, and area were very developed and harmonious.

- HR Assistant



Caring Coworkers and Management that cares. Positive culture amongst employees. Feeling like you matter to the company and that impact is being made. Very fair compensation and willingness to discuss opportunities and professional growth. Willingness to be flexible with personal needs. Management that is connected with all in their chain. Clear expectations for job roles

- Anonymous



@EC-Council, I am given the freedom to express my views and efficiently contribute towards the company's growth. One can approach the reporting manager without any hesitation. My co-workers and the atmosphere is positive.

- Internal Auditor
(Current Employee)

Source: Glassdoor

A graphic for a workshop titled "Workshop on: Recruiting for Diversity". The background is dark with a network of white icons representing diverse people. A hand is shown pointing at one of the icons. The EC-Council logo is in the top left. The title is in large white text. Below the title, there is a red button with "Workshop Schedule", a calendar icon with "21st July 2022", a clock icon with "03:30 PM (EST)", and a "Live Online" badge.

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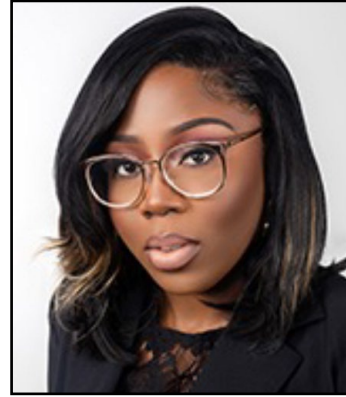
Workshop on: Recruiting for Diversity

Workshop Schedule

 **21st July 2022**

 **03:30 PM (EST)**

Live Online



Session Speaker:
Brittany Knowles

Brittany is a prolific speaker and has presented over 100 workshops/speeches on topics such as Sustaining Diverse Populations, Microaggressions, Implicit Bias, and Being Educated About Diversity (BEAD). Brittany's "conversations" are an amalgamation of knowledge, passion, and authenticity combining to create a transformative environment and braves paces for dialogue.

Webinar On Recruiting Diversity with Brittany Knowles

Research shows that traditional hiring processes have historically led to homogeneous work environments. Unconscious and implicit biases play a big role in who gets hired. EC-Council recognizes the inequalities that exist globally and is dedicated to breaking barriers by utilizing strategic planning, training, and development. This hiring workshop will examine bias and other forms of micro-messaging, help hiring managers identify strategies to foster inclusive hiring practices, and help them become more self-aware of phrases detrimental to hiring.

Impact:

- 01 By seeing examples of micro-messages in action, hiring managers will be able to recognize how micro-messages impact motivation and mental health and identify strategies to address and mitigate them.

A graphic for a webinar series. It features a dark blue background with a globe in the center. The globe is composed of a network of white dots and lines, with numerous small, semi-transparent portrait photos of diverse people floating around it. The text is in white and red, with a red banner at the bottom.

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DEIB - Webinar Series

“Saying It Right”

Effective Communication

in an Inclusive World

Webinar Schedule

 **22nd July 2022**

 02:30 PM – 03:30 PM (India)
05:00 PM – 06:00 PM (Malaysia)
04:00 PM – 05:00 PM (Indonesia)



Session Speaker:
Malavika Goyal

Malavika works at the intersection of gender, disability, sexuality, mental health, and art. Through a queer affirmative, disability-friendly, and inclusive approach, she manages and implements programs on Gender Mainstreaming, diversity and inclusion, and mental health. She has worked with numerous institutions in India on building gender-inclusive spaces, curricula, and training material on gender and sexuality and facilitating safe spaces for self-expression. She is currently working as a consultant with the Freedom Rising Program in North India which is working towards the eradication of child labor and building a movement for anti-slavery in India. Malavika's uses movement therapy and theatre of the oppressed methodologies to curate and facilitate sessions. Her work has led her to collaborate with organizations like UNICEF India, Work: No Child's Business Alliance, Breakthrough Trust, Ashoka University, METRO Cash and Carry, Forest Department of India, and many more.

Webinar On Effective Communication with Malavika Goyal

Effective communication is not just about what you say. This webinar explored the principles of inclusive communication: empathy, culture, and empowerment. It informed participants on the importance of words and how they impact an individual's life. During the session, participants were asked to introspect and consider their subconscious communication to enable them to understand the art of receiving and delivering their thoughts.

Impact:

- 01** 84 participants learned the art of receiving and delivering feedback through respectful, accurate, accessible, and relevant communication.

- 02** By focusing on self-awareness, diversity, and effectively conveying messages through expressive and receptive language, we were able to promote the concept of an inclusive culture in the workplace.



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Training on Emotional Intelligence

Webinar Schedule

 **27th July 2022 & 28th July 2022**

 India – 02:00 PM – 04:00 PM
Malaysia – 4:30 PM – 6:30 PM
Indonesia – 3:30 PM – 5:30 PM
UK – 9:30 AM – 11:30 AM

Session Speaker: **Tanve T Joshi**

Tanve is a clinical psychologist, with over five years of successful experience as a licensed emotional intelligence coach and a certified neuroscience coach. She has been consistently recognised for performance, excellence and contribution to success by developing realistic goals and life plans, for those who seek and motivating them to make life-altering changes. She is also a certified psychotherapist who specialises in perinatal mental health psychotherapy and forensic psychology.

Webinar On Emotional Intelligence by Tanve T Joshi

This workshop helped participants understand the meaning of emotional intelligence, its elements, and how it impacts workplace interactions. This session will help you become more aware of your emotional quotient and understand how to become more emotionally intelligent.

Impact:

01 77 participants developed self-regulation (the ability to control emotions and impulses), empathy (the ability to understand and share the emotions of others), and social skills, which helped build relationships, reduce team stress, defuse conflict, and improve job satisfaction.



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DEI&B WEBINAR SERIES-INCLUSIVE LEADERSHIP

Webinar Schedule

 **19th Aug 2022**

 9:30AM - 10:30AM MDT
11:30AM - 12:30PM EST
4:30PM - 5:30PM BST
9:00PM - 10:00PM IST
10:30PM - 11:30PM - WIT
11:30PM - 12:30AM - MYT



Session Speaker:
Cherina Darrell

As the Diversity, Equity and Inclusion Consultant and Trainer, Cherina Darrell (BA Hons) is a champion for inclusion. After moving to the United Kingdom from Bermuda in 2011, her passion for justice and equality naturally led her into the field of diversity and inclusion. She has spent the past 7 years developing strategic approaches and interventions to making D&I a reality and working with leaders, academics, researchers, and university students to bring inclusion to the forefront of their organisational mission. Outside of her office hours, she

collaborates with companies in the US and the UK to deliver and develop training, resources, content, and strategies that support and promote inclusive working environments. Cherina is passionate about D&I and believes in creating safe and constructive spaces for people to explore ideas and learn about each other's experiences.

Webinar On Inclusive Leadership by Cherina Darrell

Traditional leadership styles often see decisions being made from the top, unchallenged, and accepted as the best strategy. Inclusive leaders have a different approach: they are interested in wider views, want to unlock individual potential, and seek to enhance the collective power of teams. This approach supports an organization's ability to innovate and grow. But inclusive leadership doesn't happen by accident, and leaders are not made overnight. This webinar introduced the concept of inclusive leadership, explored the behaviors of an inclusive leader, and challenged traditional leadership.

Impact:

- 01** 50 participants gained practical knowledge that will help them become more inclusive leaders.

- 02** They were able to reflect on their own biases and assumptions in decision-making and understood the importance of leaders in role-playing and stamping out bad behavior.

- 03** They were aware of the interdependence between conscious inclusion, leadership, and organizational culture.

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DEI&B WEBINAR SERIES-NAVIGATING CRITICAL CONVERSATIONS PART 2

Webinar Schedule



26th Aug 2022



9:30AM - 10:30AM MDT
11:30AM - 12:30PM EST
4:30PM - 5:30PM BST
9:00PM - 10:00PM IST
10:30PM - 11:30PM - WIT
11:30PM - 12:30AM - MYT



Session Speaker:
Manesha Stiff

Dr. MaNesha Stiff is the Director of Diversity, Equity, and Inclusion at Rasmussen University Community and is also a diversity and inclusion consultant. She also served as the Director of Multicultural Student Engagement for Concordia University in River Forest, Illinois where she created and chaired the President's Task Force on Diversity and Inclusion. Prior to Concordia, she worked as the Director of Project Success at Northeastern Illinois University in Chicago. Dr. Stiff has a Ph.D. in Higher Education Leadership from Capella University and graduated

from North Park University with a Bachelor's in Communication and a Master of Management in Higher Education Administration. She is also a certified mediator and Peace Circle Facilitator. In July of 2020 Dr. Stiff began her term as President of the Illinois chapter of the Association of Black Women in Higher Education (ABWHE). In her spare time, Dr. Stiff enjoys reading, as well as working with her mentoring group for young Black girls, NE.R.DY (No Exceptions. Represent. Do You.) Brown Girls.

Webinar On Navigating Critical Conversations with Dr. Manesha Stiff

Every day we engage in numerous conversations, each of which plays an important role in shaping our expectations, relationships, and outcomes. Conversations come in many forms, from casual to professional, low-risk to high-stakes, and relaxed to tense. Navigating conversations effectively takes certain skills, such as social intelligence, courage, self-control, and humility. This webinar shed light on how to use dialogue to achieve mutual objectives while maintaining mutual respect.


Impact:


01 61 participants who attended this development opportunity will be able to understand the dynamics that contribute to critical DEI conversations and be able to apply the necessary tools to navigate them successfully.

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DEI&B WEBINAR SERIES - IMPORTANCE OF CULTURAL AND EMOTIONAL INTELLIGENCE

Webinar Schedule

 **9th Sept 2022**



9:30AM - 10:30AM MDT	9:00PM - 10:00PM IST
11:30AM - 12:30PM EST	10:30PM - 11:30PM - WIT
4:30PM - 5:30PM BST	11:30PM - 12:30AM - MYT



Session Speaker:
Kesha Patel

Khesha is an equality, diversity, and inclusion (ED&I) consultant. She is also a qualified mental health first aider with a degree in sociology from Durham University and a CMI level 5 award in managing ED&I. Her background includes work in outsourcing, recruitment, and human resources for both the public and private employment sectors. She has experience empowering various clients to find employment. Khesha's clients include but are not limited to individuals who are homeless or who may face mental health issues or physical disabilities. She has also worked with members of the LGBTQI+ community and counseled people coping with unemployment in the short- and long-term.

Webinar On Inclusive Leadership by Kesha Patel

This webinar facilitated individuals to learn more about emotional intelligence (EQ), cultural intelligence (CQ), and their impact on our daily life. The webinar introduced the concept of developing self-awareness and emotional management as well as inculcating an understanding of how cultural intelligence influences this process.

Impact:

- 01 45 participants gained an increased awareness of EQ, CQ, and the importance of communication and change.
- 02 They learned how to improve EQ and CQ for themselves and others and were able to work more effectively with diverse colleagues.

Our Commitment

Our scores for this quarter reflect our progress. We hope to add more DEI&B 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

- 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.
- Foster diversity and drive innovation through continuing webinars and training.
- Create continued Inclusion & Diversity training paths and syllabi.
- Officially launch DEI&B Champions' employee resource group.
- Activate Inclusion & Diversity OKR for all employees to focus on deliberate and intentional actions.



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