

EC-Council

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

Q1 - Quarterly Report 2023



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

EC-Council embraces the four pillars of building an inclusive workplace: diversity, equity, inclusion, and belonging (DEI&B).

We have a responsibility to foster positive industry changes and create a professional environment where everyone feels welcomed, has access to equal resources, and feels valued.

Our efforts in Diversity & Inclusion are everywhere. We have been building the foundation for inclusion to take root within EC-Council and to cultivate a community of belonging and mutual support. In empowering our team members through diversity awards and recognition programs, we are committed to driving social progress. Through our outreach, technology, and diverse teams, we strive to create a lasting and positive impact on the cybersecurity industry.

We are committed to hiring and retaining women in our organization and fostering their professional development in our global operations as these developmental opportunities are critical to our sustained growth.

EC-Council team members are an incredible force focused on building a greater level of commitment to our global diversity practices across businesses. We believe that inclusion, diversity, recognizing and appreciating differences, being able to connect across geographical boundaries, and being mutually adaptive plays just as much of a role in our success as our products and services as a company. We understand that it takes diversity of thought, culture, background, and perspective to create a truly global organization. Diversity encompasses more than any one gender, race, or ethnicity: it involves all of humanity.

Thanks to our customers, partners, users, and a wide-reaching platform, we have both an opportunity and a responsibility to use our platform to champion support for underrepresented groups, challenge the status quo, and advocate for equal access to opportunities through cross-culture collaboration with employees and partners. After all, you can do your best work only when you are free to be your best, unique self. Original ideas come from diverse ways of seeing things! We want EC-Council to reflect the world around us and the industry we serve. The future workforce is a diverse workforce!



An Overview of our DEI&B Progress this Quarter

The DEI&B Maturity Model	Key activities in 2022	Key activities in Q1, 2023
<p>Strategy and Commitment</p>	<p>Seminar: How High is Your Cultural IQ? Building Cultural Dexterity. Created DEI&B Champions Group Webinar Series: Inclusive Leadership</p>	<p>Webinar: Steps to Becoming an Active Bystander (Race & Gender Version) Webinar: Leadership Talks series</p>
<p>Workplace Inclusivity</p>	<p>Webinar: How to Eliminate Stereotypes Webinar: Training on Emotional Intelligence Webinar Series: Navigating Critical Conversations Webinar Series: Importance of Cultural and Emotional Intelligence</p>	<p>Webinar: Practicing Acceptance Webinar: Navigating Multigenerational Workplaces</p>
<p>Talent Diversity</p>	<p>Women's Day Workshop on Mental Wellness; Work Life Balance Webinar: Words Matter—Navigating and Understanding Diversity Terms and Phrases Workshop: Recruiting for Diversity</p>	<p>Webinar: Promoting Women's Health Webinar: : DigitALL—Innovation & Technology for Gender Equality</p>
<p>Organizational Engagement</p>	<p>Announced the Annual EC-Council Global Diversity Awards Webinar: Saying It Right—Effective Communication in an Inclusive World Outreach Project—Engaging with the Dispose Group</p>	<p>Webinar: Psychological Safety at the Workplace</p>

Our Cornerstones in Action

During this quarter, EC-Council engaged in several endeavors that represented the four cornerstones of our DEI&B Group Charter. Such involvement 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: "Practicing Acceptance," a session that helped participants learn to be kind to themselves and to empathize with others, while actively embracing the experience of thoughts and feelings to effectively resolve internal or external conflicts and promote teamwork across the organization.

STRUCTURE AND PROCESSES

The DEI&B Webinar: "Navigating Multigenerational Workspaces" helped build participants' understanding and abilities to engage with different generations at work and overcome challenges of a multigenerational workforce. Participants were better equipped to recognize the challenge different generations face, to identify stereotypes and biases about generations, and to develop strategies to engage with different generations to create an inclusive work environment.

RESPONSIBILITIES

The DEI&B Webinar: "DigitALL - Innovation and Technology for Gender Equality" focused on promoting an equal workspace for one and all, bringing inclusion to the forefront of our organizational mission at EC-Council.

GOALS

Our DEI&B Webinar: "Psychological Safety at Workplace" enabled the participants to recognize the importance of psychological safety for oneself and for one's team and to foster a robust, inclusive organizational culture. Managers and leaders got valuable insights on leading by example to build high potential teams by enabling an environment where psychological safety flourishes.

INITIATIVES FOR Q2

We continue developing our DEI&B initiatives with focused actions to support and mentor underrepresented employees, increase their visibility and representation in leadership positions, and sponsor DEI-related initiatives. Additionally, we aim to shift mindsets and practices to treat DEI as a core work policy that is acknowledged, evaluated, and rewarded across our global business operations.

Webinar, DigitALL: Innovation and Technology for Gender Equality with Dawn Mader



Dawn Mader

Dawn Mader is a Diversity, Equity, Inclusion and Belonging expert from Philadelphia, Pennsylvania, United States.

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DigitALL: Innovation and Technology for Gender Equality

21 March 2023

8.00 AM PST | 9.30 PM IST
4.00 PM UK | 11.00 AM EST

Impact

Participants had a greater understanding of the positive correlation between digital technologies and gender as well as an awareness of the costs and innovations around gender equality in the tech industry to empower more women to come to the forefront.

EC-Council Leadership Talks with Pooja Joshi

As part of our International Women's Month celebration and to honor our women leaders' achievements, EC-Council initiated "Leadership Talks." This is also a platform to create an inclusive world.



Pooja Joshi

Pooja Joshi, Director – International Business, is a senior sales leader who is working with EC-Council for 4 years. She shared highlights of her successful career journey, inspiring our global teams to achieve their professional goals.

EC-Council Leadership Talks

Pooja Joshi
Director – International Business, EC-Council

Pooja is a multiple award-winning professional with a rich experience of 24 years in Channel Sales Management and Training. Her expertise is in identifying the opportunities leading to business development by contributing to sales enhancement. Pooja joined us in July 2019 & currently manages EC-Council international business including channel partner management, channel development, enterprise, and retail business.

Pooja will take us through her inspiring journey at EC-Council over the last 4 years, her accomplishments, her support systems, some of the defining moments that brought her to where she is today & how she empowers others around her, leading with both her head and heart, tapping into what makes us all human.

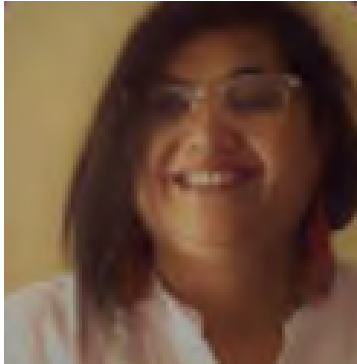
 **24 March 2023** | **FRIDAY**
2.30 PM IST | 5.00 PM MYT

Impact

This talk was an inspiration to others, helping them unlock their potential for major personal and professional growth. These self-improvement goals have a ripple effect, impacting everyone for the better.

Webinar on Psychological Safety at Workplace with Shuchita

This webinar sets out to build participant's understanding and ability to engage with different generations at work and overcome challenges of a multigenerational workforce.



Shuchita

Shuchita is a diversity, equity and inclusion strategist and evangelist and a firm believer in inclusion and psychological safety as a driver for cultures where innovation and knowledge flourish. She helps organizations identify and overcome barriers to adopt and operationalize strategies that build inclusive cultures. She has been and is associated with European multinational organizations, helping them design and operationalize DEI strategies in India as well as in countries across the Americas, Europe, and Asia Pacific regions.



Impact

01 Managers and leaders learned how to lead by example to build teams that outperform others by enabling an environment that fosters greater psychological safety.

02 By focusing on psychological safety, we were able to promote a more robust, dynamic, innovative, and inclusive organizational culture.

Webinar on Navigating Multigenerational Workspaces with Cherina Darrell

This webinar sets out to build participant's understanding and ability to engage with different generations at work and overcome challenges of a multigenerational workforce.



Cherina Darrell

Cherina Darrell (BA Hons) is the Diversity, Equity and Inclusion Consultant and Trainer, currently located in the United Kingdom. She is 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 organizational missions.

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DEI&B Webinar Series: Navigating Multigenerational Workspaces

Webinar Schedule

 **8th February 2023**

 **11.00 AM (EST) | 9.00 AM (MST) | 9.30 PM (IST)**

Impact

- 01** Managers and leaders learned how to lead by example to build teams that outperform others by enabling an environment that fosters greater psychological safety.
- 02** Participants learned to recognize the challenges different generations face.
- 03** Participants learned to identify stereotypes about generations and bias
- 04** Participants learned to develop strategies to engage with different generations to create an inclusive multigenerational work environment.

Webinar on Steps to Becoming an Active Bystander, Race and Gender Version with Khesha Patel

The webinar objective is to develop an in-depth understanding on how to become an active bystander, inclusive of everyone and challenge discriminatory and non-inclusive behaviour in the workplace.



Khesha Patel

Khesha has a background working within the employment sector, covering both public and private areas, which includes outsourcing, recruitment, HR and currently is an Equality, Diversity & Inclusion (ED&I) Consultant. She has experience working with, empowering, and encouraging a range of clients into paid employment. Clients include but are not limited to individuals who are homeless, those with mental health matters, the LGBTQI+ community, individuals with different types of disabilities, and individuals who face short/long term unemployment.

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DEI&B Webinar Series:
Steps to becoming an active bystander | Race and Gender Version

Webinar Schedule

23rd January 2023

11.30 AM (EST) | 9.30 AM (MST) | 10.00 PM (IST)

The graphic features a dark background with the EC-Council logo in red. Below it, the webinar title is written in white. The schedule section includes a calendar icon and a clock icon. The background image shows several people in business attire with their hands stacked in a circle, symbolizing teamwork.

Impact

The webinar helped participants develop an in-depth understanding of how to become an active bystander, being inclusive of everyone and challenging discriminatory and non-inclusive behavior in the workplace.

Webinar on Practicing Acceptance with Julia Barnes

How to be more accepting & how acceptance can transform our life. What are the benefits and tips for acceptance.



Julia Barnes

Julia has an MA in English Literature from Annamalai University, India. She has clocked in over 20 years as a working professional in roles of executive assistant, employee engagement, CSR, and DEI. She enhanced her knowledge in the DE&I space from Great Place to Work along with Avtar training. Julia discovered her true calling by making an impact in people's lives through Employee Engagement and Diversity, Equity & Inclusion.

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DEI&B Webinar Series - Practicing Acceptance

Webinar Schedule

19th January 2023

9:00 AM – 10:00 AM BST | 1:30 PM – 2:30 PM IST
3:00 PM – 4:00 PM WIB | 4:00 PM – 5:00 PM MYT

Impact

Participants learned about the four stages of acceptance and developed the ability to be more accepting of themselves and others and how acceptance can transform our lives.

Webinar on Promoting Women's Health with Dr. Amreen Singh

Women, while wearing many hats and juggling many roles and responsibilities, often forget to take care of their health. As a Women's day theme, this session comes to them as a reminder that they need to prioritize their health and well-being too.



Dr. Amreen Singh

Dr. Amreen Singh completed her MBBS-DMISM and her MD in Obstetrics and Gynecology from Nagpur. She is an expert in reproductive medicine and earned an ISAR-Aspire fellowship, a fellowship from Dubai, and a diploma from Germany in reproductive medicine.

A promotional graphic for the webinar. It features the EC-Council logo in red and white at the top left. The main title 'Gynecology & Promoting Women's Health' is in large, bold, black font. Below it, the text 'Webinar Schedule' is underlined. The date '10th March 2023' is shown with a calendar icon, and the time '11.00 AM (IST) | 1.30 PM (MYT)' is shown with a clock icon. The background of the graphic shows Dr. Amreen Singh smiling and talking to another person in a clinical setting.

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Gynecology & Promoting Women's Health

Webinar Schedule

 10th March 2023

 11.00 AM (IST) | 1.30 PM (MYT)

Impact

Participants were reminded to prioritize their health and well-being by maintaining a healthy lifestyle, while wearing many hats and juggling many roles and responsibilities in their personal and professional lives.

Wall of VIBE (Value Inclusion Belonging and Equity)

“Wall of VIBE” was designed to create a workplace culture where everyone felt valued, respected, and included. The posters with messages like “Everyone belongs here” and “Better together” were put up in offices worldwide to reinforce this message.

The VIBE initiative quickly gained the attention of our employees and became a central part of the office's identity. These posters are everyday reminders that make employees feel more comfortable bringing their whole selves to work, and leaders actively sought out diverse perspectives and experiences to inform their decision-making.



Our Commitment

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

Rating: Diversity and Inclusion



While we are proud of the progress we have made so far in fostering a supportive and empowering workplace culture, we recognize that our work is far from over. We are humbled by the challenges and opportunities ahead of us to do better and be better in our commitment to DEI&B. 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 2023

- 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 the DEI&B Champions' employee resource group.



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