

Advancing Gender Equity

Outreach | Education | Policy | Partnership



6 December 2019

Cisco At A Glance



58%
of Cisco's Executive Leadership Team is diverse in terms of gender or ethnicity

Diversity



29%
of new hires were women—leading to record female representation of 25 percent

Possible:
Building from every perspective



- 29,000** members of our Inclusion & Collaboration Community—16 percent growth since FY17
- 29%** record hiring rate for women
- 58%** diverse executive leadership team

Figure 11.
Time away for new children

- 13 weeks** paid bonding leave for primary caregivers
- 4 weeks** for secondary caregivers
- 3 days** for grandparents



Pay parity is an ongoing commitment for Cisco. We will test for parity regularly & fix any gaps!

INCLUSION AND DIVERSITY

The Multiplier Effect



Maria Martinez

Sponsorship fuels a rich and diverse pipeline

Time 2 Give:
40 Hours Paid
Corporate Match Up To \$10K

Pipeline Accelerators



9.26
million students
have participated in
Networking Academy
courses since 1997

87K+
military personnel
have participated in Cisco
Networking Academy
since 1998



500,000+ Members
9 Technology Tracks



IoT



Cloud



Networking



Data Center



Security



Mobility



Open Source



Collaboration



Services

Focus Areas & Programs



Programs & Events

- Girls Power Tech
- Cisco Women of Impact
- Grace Hopper
- Simmons Leadership
- Catalyst Conference
- Cisco Networking Academy
- Cisco DevNet

Austin Specific

- TX Conference For Women
- Innotech
- Girls Scouts Women of Distinction – Robotics
- Cisco Cyber Security Badge
- BSA STEM Scouts
- Coding Day
- Code.org & GirlStart

Girls Power Tech

What: Global STEM Mentoring & Exposure Program

Who: Female students ages 13-18

When: Aligned to UN Girls in ICT Day

Where: Cisco Offices, Cisco Networking Academy Locations & Schools Across The Globe

Why:

- Build a diverse talent pipeline in STEM, especially for women in leadership roles
- Direct exposure for girls to Cisco & other technology
- Interaction with role models through mentoring
- Develop leadership experience for employees serving as global site leads



Coding | Speed Mentoring
IoT | AI | CyberSecurity



Program Growth



Year	# of Students	# of Employee Mentors	# of Countries	# of Event Locations
2017	3000	500	45	90
2018	4600	700	52	101
2019	6000	1600	50	115

The Power of Partnerships “Better Together”

- Girls In Tech Targeted Recruiting
- Girls In Tech Bootcamps
- Girls In Tech Hacking 4 Humanity
- Girls In Tech Start Up Bootcamp
- UT Girl Day
- STEM Scouts
- STEAM-A-PALOOZA

