## Gender Key Messages

The Gender Initiative established in 2000 is Cisco's external focus to impact the career lifecycle of women and girls through each of the four main areas below:

- **Access to Technology and the Internet:** Programs for Internet Access and Donation of Equipment into Sustainable Programs and NGOs Globally
- **Connecting to the Pipeline:** Programs that connect Cisco volunteers and Partners with community organizations to Mentor and Coach Girls and Women about technology careers
- **Education & Skills through Technology:** Build Skills Through Technology – Networking Academy Program is THE strongest global example of how to build skills needed in the economy through technology
- **Career Development:** Supporting and advising programs that help retain and sustain women in technology careers

## Gender Impact Numbers: Enrollment

- Worldwide Participation – 18% women (87,992F enrolled)
- European Female Participation - 9% women (11,000F enrolled)
- Emerging Female Participation – 21% women (32,000F enrolled)

## Goals

- Increase the number of females pursuing academic and career opportunities in IT worldwide
- Increase females' access to IT training and career opportunities
- Utilize Academy program as a model / gender laboratory
- Collect and share information on best practice recruitment and retention strategies
- Develop tools and resources to attract and retain more females to IT

## Scholarships

USAID and Cisco Systems have partnered to provide $300,000 in scholarships for women in Algeria, Morocco, Tunisia, Bangladesh, Nepal, Mongolia, and Sri Lanka, to attend Academies in their country. Over 500 scholarships were awarded to applicants in Asia and North Africa. Other Networking Academy scholarship programs are under development

## Current Partnerships

Cisco collaborated with USAID and the United Nations Development Fund for Women (UNIFEM) to implement a number of gender programs in the Middle East. We established 10 Networking Academies in Jordan and 50 percent of the 2500 students are women. Five hundred students, 50% female, enrolled in the ten Academies in Morocco.

Actively Teaching Instructors:

- Jordan – 44

- Morocco – 19

- Lebanon – 6

In FY06, as part of the Middle East Partnership Initiative (MEPI) five female business professionals from the Middle East came to work at Cisco and experience a different country and culture. These women from Morocco, Dubai, Egypt, Iraq, and Israel completed a one month business course and then began working in diverse roles across Cisco. MEPI was designed to work with the people and governments of the Arab world to increase political, economic and educational opportunities for all people in that region.

**LDC Initiative:** During the past five years, the Least-Developed Countries Initiative offered valuable IT education to more than 35,000 students, approximately 30 percent of them female. An effort to bridge the digital divide between developed and least-developed countries, this initiative was a result of the G-8 Summit in Okinawa, Japan, in 2000.

Cisco partnered with the United States Agency for International Development (USAID), United Nations Development Programme (UNDP), and other organizations to provide technical training through our Networking Academy sites in 51 developing countries. In FY2006, we focus training on gender opportunity, workforce development, and financial sustainability. The goal is to accelerate progress toward full integration of these countries into the world economy.

## Partnerships - Internal

Corporate AffairsHR: WW Diversity and Inclusion (Women's Talent) Employee Commitment (Volunteering, Civic Councils), Executive Teams, Marketing

## Gender Initiative Target Projects FY07-FY08

There are 10 Focus Projects in development in the European and Emerging Markets to align with the 10 year anniversary of the program.

Emerging

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| **Hungary:** | To connect lower economic status women to skills and opportunities in technology in Turkey, Serbia, Hungary and Croatia by partnering with the F_MAIL program (setting up an International professional network and mutual cooperation of youth organisation in the 4 countries above to provide an effective model for young women to enter IT courses and find IT careers in the IT sector).in FY07 |
| **Poland:** | To develop a pipeline, recruitment and retention program for women and girls through scholarships and female classes at the Warsaw Univ. of Technology and a high school program in Gdynia during FY07 and FY08 in the Networking Academy. Funding for scholarship grants is needed, determining opportunities now. |
| **Uganda:** | To increase female enrolment in Kyambogo University by at least 10% by the end of 2007 through pipeline, recruitment and retention programs with the Networking Academy |
| **Pakistan:** | To establish a regional Networking Academy, with female instructors, at Lahore Women's University.  In FY07, to expand the program through product donations to 8 additional female only local academies to be signed up by end of December 2006 |
| **Brazil:** | To partner with the Bradesco Fundacao to grow the Academy program within their Computer Center program by adding 40 Academies.  Each new Academy will have one female class of CCNA |
| **Mexico:** | To develop a pipeline, recruitment and retention program for women and girls, further steps and partner organizations to be finalized in October |

European

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| **France:** | To establish a pipeline program connecting the Cisco WAN with female Networking Academy students in France through mentoring opportunities and events sharing information on the industry |
| **Denmark:** | Set up female only classes and female recruitment focus at Erhvervsakademi Vest IT Akademiet. Goal is to increase from 0% to 10% in FY07 female participation. |
| **Greece:** | Increase female participation in the country and change the "idea" that the Net Acad Program is only for men through events with women and men working in technology and a marketing campaign. Focusing on University of Crete in cooperation with FORTH initially as a well respected University. |
| **Spain:** | MOU with Comunidad de Madrid with ITE, Security and Wireless.  Special focus is on women in employment and with the partnership with "Council on Jobs and Women" the goal is to train women and men for the workforce. |