

Cisco Inclusion and Diversity

Together we are the human network.



“When we talk about diversity at Cisco, it isn’t just about equal opportunity, or bringing in the best talent from a global diverse marketplace. At Cisco, it’s about inclusion and how we develop and optimize the contributions of our workforce who bring diverse life experiences, cultures, talents and perspectives to the business. Our inclusive culture promotes a creative, innovative and collaborative environment that helps drive our globalization strategy.”



John Chambers
Cisco Chairman
and CEO

“Employee Resource Groups are a worldwide network of multicultural, multigenerational experts committed to realizing the Cisco vision through business outreach, professional development, and recruitment.”



Marilyn Nagel
Chief Diversity
Officer, Cisco

Together We Are Limitless

Cisco is a multigenerational, multicultural community of individuals who work together worldwide to transform the way people work, live, play, and learn. Cisco employs more than 70,000 people in 92 countries in more than 373 locations worldwide.

Together We Are At Our Best

Cisco is a global company. Working with people from different cultures, backgrounds, genders, ages, ethnicities, abilities, and backgrounds in different locations goes with the territory. By understanding and building on our cross-cultural competence, we can greatly improve the way we work in our global community.

A commitment to inclusion and diversity (I&D) makes us a better company, a better global competitor, and a better corporate citizen. Our diversity creates more opportunities for a wider range of different ideas. Out of these, the most innovative solutions arise—every time.

By fully embracing the human network in all its multiplicity, we foster innovation and talent in the workplace that not only leads to better products and services, but better people, too. We see ourselves within each customer, which allows us to understand our shared values, and build stronger relationships. It’s a win-win—for everyone.

Together We Thrive

Cisco formed the Global Inclusion and Diversity Council in 2007 to integrate I&D into business processes and operations at all levels. The council is led by Brian Schipper, Senior Vice President of Human Resources, and is supported by sponsors at the executive level, reporting directly to the Cisco Operating Committee. Council members also serve as executive sponsors for major diversity programs and are important communicators of the diversity message.

The role of the council includes:

- Developing the I&D vision, strategy, and execution (VSE) plan
- Chartering new Employee Resource Groups
- Advocating policies that support an inclusive environment
- Implementing metrics for measuring the impact of I&D initiatives

Together We Are Brilliant

Cisco ERGs include:

Cisco Asian Affinity Network

Cisco Black Employee Network

Cisco Disabilities Awareness Network

Cisco Connected Women

Connected Women Technology Network

Conexion

Early in Career

Experienced Influencers

**Gay, Lesbian, Bisexual, Transgender,
and Advocates Network**

Indians Connecting People

Middle East Inclusion and Diversity Network

Veterans Enablement and Troop Support

Together We Succeed

Over the past few months, we have:

- Added inclusion and diversity initiatives to all employee annual performance reviews
- Coauthored an inclusion index for the annual Cisco Employee Satisfaction Survey
- Developed the innovative ERG Progression Model and ERG Progression Indicator
- Gained external recognition, receiving numerous diversity awards

Supplier Diversity

We believe that a diverse, multicultural supply chain is a source of innovation and is good for business in a variety of ways:

- Regional diversity gives us access to worldwide skills and markets, and provides business resiliency if disruptions occur in a particular region

- Culturally diverse suppliers that offer different viewpoints and styles of interacting help develop and market products that fit the needs of the global community
- Social diversity promotes inclusiveness that benefits communities and local economies

The Cisco Supplier Diversity Strategy has led to business success for Cisco and our diverse suppliers and partners, as it:

- Enhances the Cisco competitive advantage
- Positions Cisco to meet customer requirements
- Helps Cisco customers meet government requirements, by procuring a proportion of their goods and services from diverse suppliers and partners

Diversity Recruiting

Cisco uses many channels to identify and recruit top talent, looking for strong skill sets, as well as unique perspectives and cultural experiences. We partner with a variety of technical, professional, and community organizations, including:

- The National Society of Black Engineers
- The Society of Women Engineers
- The National Society of Hispanic Engineers
- The Chinese Institute of Engineers
- The National Society of Black MBAs
- The National Society of Hispanic MBAs
- The Anita Borg Institute for Women and Technology

Cisco is also involved in a number of military and veterans hiring programs.

For More Information

www.cisco.com/go/diversity



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Cisco has more than 200 offices worldwide. Addresses, phone numbers, and fax numbers are listed on the Cisco Website at www.cisco.com/go/offices.

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