

VMWARE'S COMMITMENT TO DIVERSITY AND INCLUSION

VMwomen is an enterprise initiative to harness the power of human difference to drive great business outcomes for employees, customers, and shareholders. It is the first step in our long-term diversity and inclusion journey, and is led by CEO Pat Gelsinger, Chief People Officer Betsy Sutter, and executed by the VMwomen Council, a group of business leaders. Each organization and geography's action plan addresses how to influence our culture to grow female talent through recruitment, development, and retention.

DID YOU KNOW



Research shows mixed-gender teams led to higher profits and sales.



An increase in women has been linked to a group's effectiveness in solving difficult problems.



Companies that invest themselves in tackling glass-ceiling related goals perform better on the stock market than those that don't.



Develop women and girls as leaders globally



Be an employer of choice



Increase the representation of women so that VMware leads our industry

VMWOMEN: ASPIRATIONS



Engage women and men to drive positive change

Grow women into senior business and technical leadership roles



HOW WE'RE DRIVING CHANGE

LEVERAGE THE POWER OF HUMAN DIFFERENCE

RELENTLESSLY AND CONTINUOUSLY IMPROVE WOMEN'S REPRESENTATION

DRIVE REAL BUSINESS AND SOCIAL OUTCOMES



Each business leader has goals to foster awareness and inclusion within their organization.

LEADERSHIP MENTORING AND DEVELOPMENT GROUPS IN PARTNERSHIP WITH STANFORD UNIVERSITY'S CLAYMAN INSTITUTE.



Delivery against our business goal depends on our ability to attract, engage, and advance talented people from diverse backgrounds and perspectives.

We've made significant improvements to our interview and hiring practices that enable us to focus on hiring the best candidate with an eye for diversity.

We also have a specific focus on ensuring that our Job Descriptions are written in an unbiased way.



We are investing in industry events and networking opportunities.

20 HIGH SCHOOL GIRLS JOINED VMWARE ON CAMPUS FOR THE GIRLS WHO CODE SUMMER IMMERSION PROGRAM.

VMWARE CORK HELPS RUN CODERDOJO WITH A LOCAL ALL-GIRLS PRIMARY SCHOOL.

WE ARE PARTNERING WITH WOMEN WHO CODE AS FOUNDING SPONSORS.

Source: Catalyst, "Diversity Matters" (October 2014)