



EC-Council
**Committed to creating
an equal opportunity workplace**
Diversity, Equity, Inclusion, and Belonging (DEIB)
Q1 - Quarterly Report 2022



Message from **CEO Jay Bavisi**

“We must not only learn to tolerate our differences. We must welcome them as the richness and diversity which can lead to true intelligence.”—Albert Einstein

In 2021, EC-Council began to define exactly what diversity, equity, and inclusion (DE&I) and belonging looked like for our organization. It was necessary to pull our resources together to develop a plan that we could build upon for years to come. I will be the first to say that, on this journey, we have learned valuable lessons that have made us not only a stronger and more capable organization but also a more accountable and effective institution.

Our plans for promoting and supporting DE&I must be designed to celebrate diversity within the cybersecurity community. At the same time, we must also challenge many of the stereotypes that have become cemented within tech culture—specifically those surrounding people from various underrepresented communities.

With offices in more than 142 countries, EC-Council is a global company that embraces the differences that set us apart from our competitors. I genuinely believe that we represent our global community through our hiring practices and leadership opportunities. In this report, I am excited to share our progress and ideas, which I believe will contribute to our continued efforts to build a more inclusive and diverse company and to improve DE&I in cybersecurity more broadly.

We have witnessed how important it is to listen to those who have historically not been heard and to encourage action to ensure that we continue to represent DE&I through our company practices, workshops, webinars, and external partnerships. We remain determined to be the conduits of change we know this industry needs.

As always, thank you for being a part of our growth and triumphs.

— Jay Bavisi
President and CEO, EC-Council Group



EC-Council's **Strategy for Change**

EC-Council's reach encompasses individuals of a multitude of races, ethnicities, genders, sexual orientations, religions, languages, and more. Our DE&I strategy is a living initiative that was developed to ensure that all people—with all of their unique differences—are celebrated and empowered to grow, advance, and evolve within this organization and beyond.

We define DE&I as:

Diversity: The practice of involving people of different backgrounds, including diversity in race, ethnicity, culture, gender, sexual orientation, and ability, among others

Equity: The quality of being fair and unbiased

Inclusion: The practice of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups

EC-Council's corporate offices and global operations are primarily located in two continents: North America and Asia. Our DE&I initiative will intentionally look for ways to address and improve our internal and external experiences and bridge the gap using tools such as webinars, focus groups, policy changes, and programs that focus on the advancement of underserved communities. Our DE&I champions and committee members will assist the organization and its stakeholders in identifying ways to propel the organization forward, while actively building a stronger and more representative workforce.



- Increase cultural competency
- Promote diversity, inclusivity, and fairness as cultural norms
- Champion positive change

Our internal objectives are to:



Create opportunities for open dialogue and practical implementation of DE&I policy

Identify and eradicate offensive language and stereotypes

Improve internal communications through:

- Newsletters
- Intranet

Create opportunities for advancement of underrepresented groups

Our external outreach efforts will encompass:



Articles



Publications



Outreach Efforts



Conferences



Marketing Initiatives



Newsletters



EC-Council Representative



All company communications with company diversity statement included Website

EC-Council's DE&I initiative will focus on three specific objectives in its effort to develop a more open and inclusive employee culture:

Strategy

EC-Council's DE&I strategy will define the strengths, weaknesses, opportunities, and threats of the DE&I initiative as it pertains to our internal and external stakeholders.

Incorporate best practices and tools that facilitate building a more secure working environment.

Methodology

The DE&I infrastructure will incorporate surveys, definitions, and discussions that utilize relevant real-world examples, situations, and contemporary scenarios.

Accountability

The tools used to measure the progress and consistency of this DE&I initiative will gauge the impact and ethics of the aforementioned plans and efforts. Implementing a qualitative measurement methodology helps create consensus around a successful DE&I initiative.

EC-Council **DEIB** Group **Charter**

To ensure the EC-Council DEIB Charter became a live document that is ingrained in the behavior and actions of all EC-Council stakeholders, it was defined further with 4 cornerstones:

Purpose

To foster real organizational change and create an organizational culture and environment of empowerment

Goals

Defined to bring alive DEIB across the organisation – be it promotion and celebration of DEIB, workspaces that foster inclusive engagement between employees, tools to de-mystify DEIB and facilitating communication on all DEIB needs, goals and intentions within the organisation.

Structure and Processes

Defined to research, develop and propose mechanisms and ensure transparency of all DEIB initiatives within the organisation.

Responsibilities

Defined to enable coordination among all stakeholders on DEIB, promote the circulation of ideas, enable the creation of opportunities for meaningful engagement on DEIB and self-assessment relative to goals, responsibilities and effectiveness of various DEIB initiatives.



The DEIB **Maturity Model**

The DEIB Maturity Model was created to reflect how EC-Council will progress and monitor compliance, discovery, commitment, advocacy, and innovation. The Maturity Model also reflected how EC-Council would achieve its DEIB Maturity Curve.



Strategy and Commitment



- Strategy
- Infrastructure
- Accountability



Workplace Inclusivity



- Safe Workplace
- Mentorship
- Inclusivity and Belonging



Talent Diversity



- Recruiting Diversity
- Training and Development
- Succession Planning
- Leadership Diversity

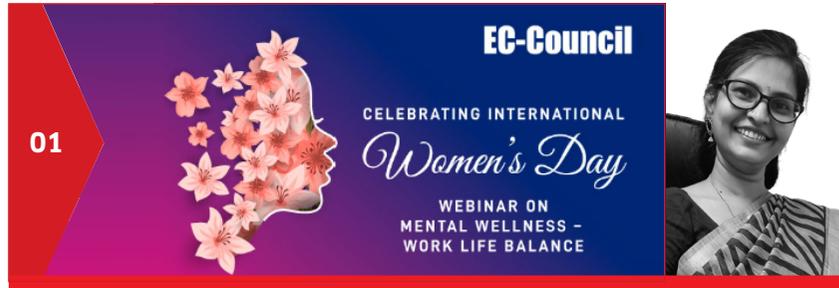


Organisational Engagement



- Advocacy
- Communications
- Employee Engagement
- Employee Dedication
- Employee Endorsement

The DEIB **Initiatives** - March 2022



Breaking the Glass Ceiling and Smashing Bias at the Workplace

At EC-Council, we are committed to work in tandem with the community at large and create a fair and equitable society. We take pride in our women employees and are committed to smashing gender inequality and building a culture where differences are valued.

Our Women's Day Celebration on 8th March, reflected our approach to breaking down institutional barriers and rejecting bias. Based on the global theme of #BreakTheBias, it brought to the fore

EC-Council's inclusive work culture, and an environment where differences are valued. Understanding that Women Employees very often juggle multiple roles in their day-to-day, the organisation gave voice to their accomplishments by acknowledging their dedication, diligence and commitment at work and their need for work-life balance.

EC-Council therefore organized an exclusive Women's Day Workshop on Mental Wellness: Work-Life Balance, by Maheepathi Gayathri, a passionate advocate for psychotherapy to help people live better and peaceful lives. The workshop covered topics areas such as:

Time and Stress Management

Effective time and stress management to balance between work and personal life

Preventing Burnout

Preventing burnout to reduce impact on quality of work and personal life

To build on the momentum created by the Women's Day initiative, and in an effort to further foster an equitable work culture, the organisation also organized a Webinar on 16th March 2022 that shone a spotlight on Navigating and understanding Diversity Terms and Phrases.

The DEIB **Initiatives** - March 2022



The graphic is a promotional banner for a webinar. It features a red and white color scheme with geometric shapes. On the left, a red arrow points right, containing the number '02'. The main title 'WORDS MATTER - NAVIGATING AND UNDERSTANDING DIVERSITY TERMS AND PHRASES' is in bold black text. A circular photo of Brittany Knowles is on the right. A black banner below the photo contains her name. The date and time 'MARCH 16, 2022 10:30 AM EST 3:30 PM LONDON TIME 9 PM IST' are listed in the bottom left. The EC-Council logo and 'DEI & B WEBINAR SERIES' are at the top. Social media icons and a copyright notice are at the bottom.

EC-Council

DEI & B WEBINAR SERIES

02

**WORDS MATTER -
NAVIGATING
AND UNDERSTANDING
DIVERSITY TERMS
AND PHRASES**

Brittany Knowles

MARCH 16, 2022
10:30 AM EST
3:30 PM LONDON TIME
9 PM IST

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The workshop was aimed at enabling employees to understand communication tactics and tools to fight conscious and unconscious bias at the workplace. The topics covered:

Deeper Understanding

A deeper understanding of intent and impact to help avoid or analyze conversations.

Reduce Misunderstandings

Reduce misunderstandings by defining specific terms and phrases to provide clarity about the words used when tackling the issue of diversity and equality.

The DEIB **Initiatives** - March 2022



How We Will Build High-Performance, Diverse Teams

In a rapidly changing economic climate and an increasingly global world, there is a need to build teams that are high performing, diverse, and capable of leading in any scenario.

These teams are built on the three levels of influence:

- **Credibility**, based on trust, believability, and reliability
- **Trust**, based on confidence, duty, and obligation, as well as globally diverse cultural norms such as relationship orientation and communication patterns
- **Respect**, based on character, reputation, and actions

By understanding and accepting these social norms and behaviors, employees learn to leverage their strengths, maximize their performance, and highlight their accomplishments more effectively.

An online seminar titled “How High is Your Cultural IQ? Building Cultural Dexterity” enabled EC-Council employees to uncover key leadership perspectives and values across seven dimensions that could affect employee performance and brand.

Learnings gained through this session included:

Understand the Leadership Model

Understanding how the best leaders influence those around them through points of influence, assets of impact, and investments of intention

Improving cultural knowledge

Learning to identify seven global moderating variables that influence how leaders increase their knowledge of their cultural heritage and norms

Applying the cultural dexterity model

Learning to use and apply the cultural dexterity model to enhance cultural understanding and build credibility as a strength to optimize client and talent experience

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