

**Evolution.
Education.
Elevation.**

2022 Annual Report on Diversity, Equity,
Inclusion, and Belonging (DEI&B)



A Message From Jay Bavisi, EC-Council's President and CEO



Once again, we are proud to release our annual report on Diversity, Equity, Inclusion, and Belonging (Diversity, Equity, Inclusion, and Belonging (DEI&B)). While we are proud of our accomplishments as an organization, we also understand that the task of making our workplace as well as the industry at large more diverse, equitable, and inclusive never ends. This report gives us an opportunity not only to look back at our growth and progress in 2022 but also to express our vision for 2023 and beyond.

Without exception, EC-Council welcomes people from all backgrounds, nationalities, ethnicities, gender identities, religious beliefs, sexual orientation, physical abilities, political beliefs, and age groups. Our goal is to create a platform that offers equal opportunities to all and brings diverse people together to collaborate and learn from one another. As education providers, we recognize how powerful the cybersecurity community can be when we all collaborate and work together in harmony.

We have always sought to help grow cybersecurity communities around the world and to provide corporations, government institutions, and agencies with the resources they need to fight cybercrime. In the current cybersecurity landscape, malicious actors demonstrate ever increasing ruthlessness and sophistication in their attacks. To fight cyber crime, we will need the best education for our security professionals and active communities sharing resources and insights. Creating spaces where people from diverse backgrounds feel welcome and safe to express themselves is even more important now than ever.

Our organization continues furthering our mission within the company and beyond. This year, we continued building more diverse teams and focused on learning, inviting experts from the global community to speak at our events and to lead educational activities for our team. We are proud of our thriving Diversity, Equity, Inclusion, and Belonging (DEI&B) Webinar series, which brings our team together and helps us all to learn more about diversity and inclusion. These talks give the diverse members of our company a chance to grow together and to discuss various issues at the heart of fostering a more harmonious and inclusive work environment.

We are equally proud of the work we've done in the world at large. Our monthly cybersecurity challenges bring together professionals and other enthusiasts from all over the world, giving people from different backgrounds a chance to connect and learn from one another. Such activities encourage growth in the cyber community and inspire collegial camaraderie that will be crucial in our ongoing security efforts. EC-Council employees also took time out this year to help people in need. By donating their time as well as essential health and hygiene items, these members of our organization demonstrated EC-Council's care and concern for the world.

As we continue our mission to create spaces where everyone feels welcome and valued, we are grateful for this opportunity to highlight our progress and outline future goals. We continue making strides creating a fair and harmonious work environment for employees, while engaging in valuable outreach to inspire positive change in the world. In these ways, we hope to give everyone an opportunity to reach their potential.

Firm Foundations: The Diversity, Equity, Inclusion, and Belonging (DEI&B) Group Charter

To ensure that our Diversity, Equity, Inclusion, and Belonging (DEI&B) Charter became a living document that directs the action of all EC-Council stakeholders, we defined the charter with four cornerstones.



PURPOSE

To foster true organizational change and create a culture and environment of empowerment.

STRUCTURE AND PROCESSES

To research, develop and propose effective mechanisms to ensure transparency of all Diversity, Equity, Inclusion, and Belonging (DEI&B) initiatives within our organization.

GOALS

To implement Diversity, Equity, Inclusion, and Belonging (DEI&B) initiatives across the organization, including the promotion and celebration of Diversity, Equity, Inclusion, and Belonging (DEI&B) principles, the creation of workspaces that foster inclusive engagement among employees, the implementations of tools to help demystify the Diversity, Equity, Inclusion, and Belonging (DEI&B), and the clear communication of all Diversity, Equity, Inclusion, and Belonging (DEI&B) needs, goals, and intentions within our organization.

RESPONSIBILITIES

To enable coordination among all stakeholders with regard to Diversity, Equity, Inclusion, and Belonging (DEI&B) initiatives, promote circulation of ideas, enable creation of opportunities for meaningful engagement with Diversity, Equity, Inclusion, and Belonging (DEI&B) principles, and foster self-assessment relevant to goals, responsibilities, and effectiveness of Diversity, Equity, Inclusion, and Belonging (DEI&B) initiatives.

Continuing Our Mission: The Diversity, Equity, Inclusion, and Belonging (DEI&B) Maturity Model

EC-Council's Diversity, Equity, Inclusion, and Belonging (DEI&B) Maturity Model was developed to track our progress and to monitor compliance, discovery, commitment, advocacy, and innovation. This model helps stakeholders understand the ways in which we are achieving our Diversity, Equity, Inclusion, and Belonging (DEI&B) goals.



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



ORGANIZATIONAL ENGAGEMENT

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

EVOLUTION

Growing Our Mission to Meet the Needs of a Changing World



EC-Council's Evolving Strategies for Change

EC Council's Diversity, Equity, Inclusion, and Belonging (DEI&B) strategy is a living initiative, one that is constantly evolving to best serve our institutional goal of making all people feel valued and empowered. Though our Diversity, Equity, Inclusion, and Belonging (DEI&B) activities change from quarter to quarter, the heart of these initiatives remain the same. EC-Council embraces individuals of many races, ethnicities, genders, sexual orientations, religions, languages, and political perspectives. This commitment to diversity and the empowerment of individuals will never change.



We define Diversity, Equity, Inclusion, and Belonging (DEI&B) as follows:



DIVERSITY

is the practice of involving people of different backgrounds, including diversity in race, ethnicity, culture, gender, sexual orientation, ability, and many other facets of identity.



EQUITY

is the quality of being fair and unbiased.



INCLUSION

is the practice of ensuring equal access to resources and opportunities to everyone, including people who might otherwise be excluded or marginalized.



BELONGING

is a sense of feeling welcome and valued in an environment that embraces the individual for who they are.

EC-Council's corporate offices and global operations are primarily located in North America and Asia, but our reach extends to people all over the world. At the beginning of this year, one of our primary objectives was to bridge the gaps between people who live and work at great distances from one another to achieve a more harmonious and cohesive workplace. We initiated webinars, focus groups, policy changes, and programs to bring people closer together. We also focused on the advancement of underserved communities.

Short-Term Goals (Early 2022)

GOAL

Implement cultural awareness training programs for employees to help to enhance the understanding and appreciation of diverse backgrounds within the company.



EC-Council organized the seminar "How High Is Your Cultural IQ? Building Cultural Dexterity" to establish a strong foundation for increasing cultural awareness within our company.

GOAL

Improve inclusivity in our workspaces. EC-Council recognized the need for having employees get directly involved in this initiative. With this approach, employees could have a voice as well as a sense of ownership in the process of improving inclusivity.



At EC-Council, we initiated the establishment of our Diversity, Equity, Inclusion, and Belonging (DEI&B) Champions Group to communicate employees' experiences, concerns, and suggestions regarding improving workplace inclusivity.

GOAL

Address diversity issues by understanding the needs of potentially marginalized or misunderstood groups.



In honor of International Women's Day, EC-Council hosted the "Women's Day Workshop on Mental Wellness: Work-Life Balance," to address challenges women face as professionals. We also held the webinar "Words Matter -- Navigating and Understanding Diversity Terms and Phrases" to encourage the kind of atmosphere necessary for recruiting and retaining more diverse personnel.

GOAL

Maintain high morale and participation throughout our organization.



EC-Council initiated and structured the Annual Global Diversity Awards to recognize the excellent efforts individuals make toward improving our organizational diversity and to encourage unity among EC-Council employees across different locations.

Mid-Term Goals (Mid 2022)

GOAL

Implement learning activities to help employees to deal with unpleasant feelings that arise from difficult conversations in the workplace.



EC-Council hosted webinar series, 'Handling Rejection and Objections'. Participants got an in-depth understanding of how rejections and objections impact them and how they can effectively deal in a sensitive and informed manner.

GOAL

Continually provide learning activities to improve inclusivity in our company as well as to better understand the struggles marginalized groups face in the workplace.



EC-Council hosted a Diversity, Equity, Inclusion, and Belonging (DEI&B) webinar, "How to Eliminate Stereotypes," which helped our employees understand how to challenge their existing assumptions about other groups of people so that we can better perceive individual differences. This is key to creating a more accepting workplace. Our webinar also brought together employees from various locations throughout the world.

GOAL

Improve engagement throughout the organization with regard to our corporate strategies and Diversity, Equity, Inclusion, and Belonging (DEI&B) initiatives.



Structured the Annual EC-Council Global Awards to recognize individual and organizational excellence and to encourage unity among EC-Council employees in our many locations. We also organized a webinar on "Allyship and Types of Allies" which helps employees learn to foster long-term productivity and meaningful connection among team members and also know how to intervene in a workplace.

GOAL

Maintain high morale and participation throughout our organization.



Besides giving recognition with the awards initiative, EC-Council addressed educational concerns by hosting a webinar, "Saying It Right: Effective Communication in an Inclusive World." This webinar improved organizational engagement by helping participants understand how to overcome personal differences and better communicate with one another across geographical spaces.

Long-Term Goals (Late 2022)

GOAL

Continue to make progress in creating a more inclusive work environment for all EC-Council employees. This includes putting our initiatives into practice and making sure that our work culture reflects genuine change at all levels of our organization.



EC-Council continued the Diversity, Equity, Inclusion, and Belonging (DEI&B) webinar series and conducted a session titled "Inclusive Leadership." This intensive training ensured that the principles of our Diversity, Equity, Inclusion, and Belonging (DEI&B) efforts reached all levels of our company's structure and gave participants an opportunity to incorporate sound Diversity, Equity, Inclusion, and Belonging (DEI&B) principles when taking on leadership responsibilities in their respective roles.

GOAL

Expand our efforts toward creating a more inclusive work culture at EC-Council, focusing not only on organizational policy but also on individual perspectives.



EC-Council held three new sessions of our Diversity, Equity, Inclusion, and Belonging (DEI&B) webinar series. "Training on Emotional Intelligence" helped participants learn to manage the emotional content of interpersonal interactions. "Navigating Critical Conversations" offered guidance on how to conduct potentially sensitive conversations with greater empathy and direction. "The Importance of Cultural and Emotional Intelligence" expanded participants' understanding of how to take cultural differences into account when engaging with others. These sessions all support a healthier and more inclusive work environment.

GOAL

Empower employees to create an unstoppable movement to drive tangible societal change by standing together as allies.



EC-Council hosted the webinar series, 'Allyship and Types of Allies'. Participants learned to foster long-term productivity and meaningful connection among team members and how to intervene in a workplace.

GOAL

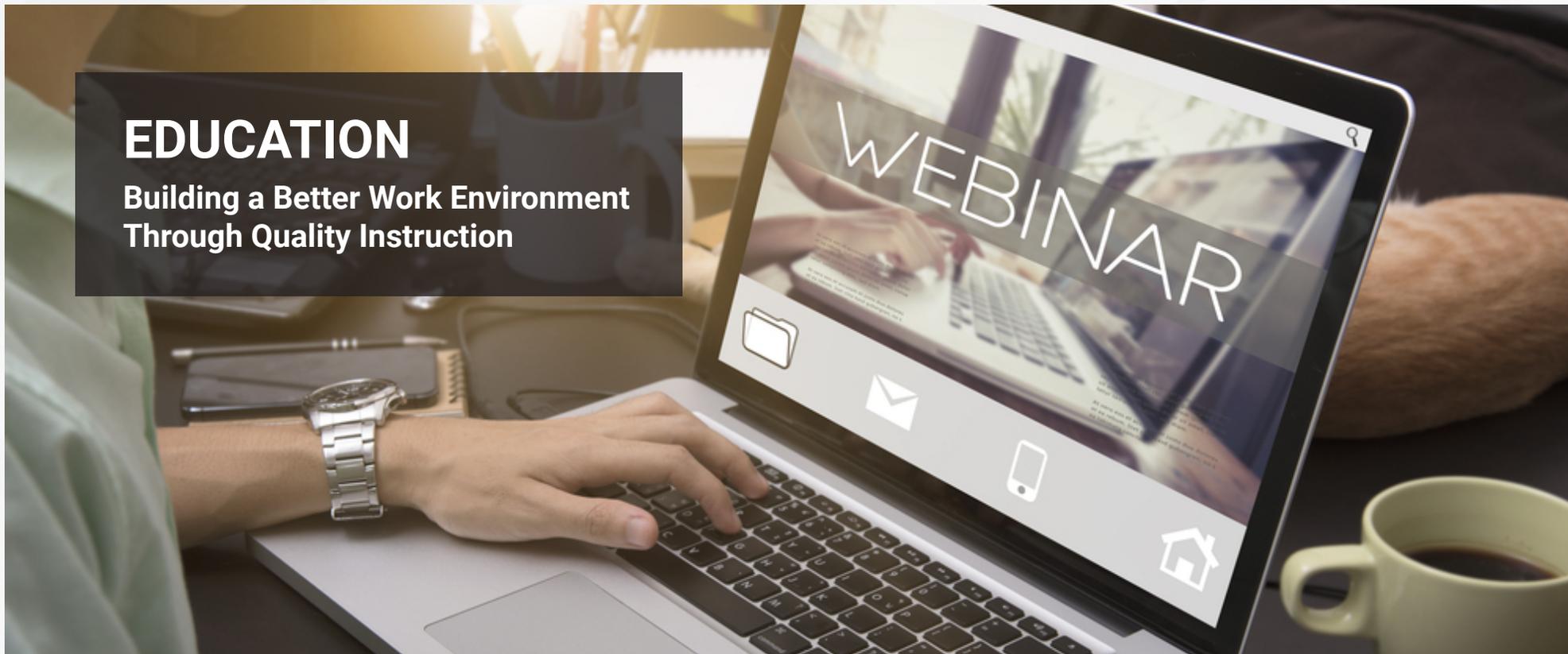
Look beyond improving engagement within the company to helping our company better engage with the world at large.



EC-Council sponsored an outreach project called "Engaging with the Dispose Group" to give our employees a chance to connect with their community and give back to it. We also hosted the webinar "Effective Communication in an Inclusive World," which gave participants the tools they need to interact with people in an increasingly diverse world.

EDUCATION

Building a Better Work Environment
Through Quality Instruction



Learning Together Through Diversity, Equity, Inclusion, and Belonging (DEI&B) Webinars

EC-Council DEI & B WEBINAR SERIES

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

EC-Council

Workshop on: Recruiting for Diversity



EC-Council

DEIB - Webinar Series "Saying It Right" Effective Communication in an Inclusive World



EC-Council DEI & B WEBINAR SERIES

DEI : HOW TO ELIMINATE STEREOTYPES



Jason Wee

EC-Council

Workshop on: Recruiting for Diversity

Workshop Schedule

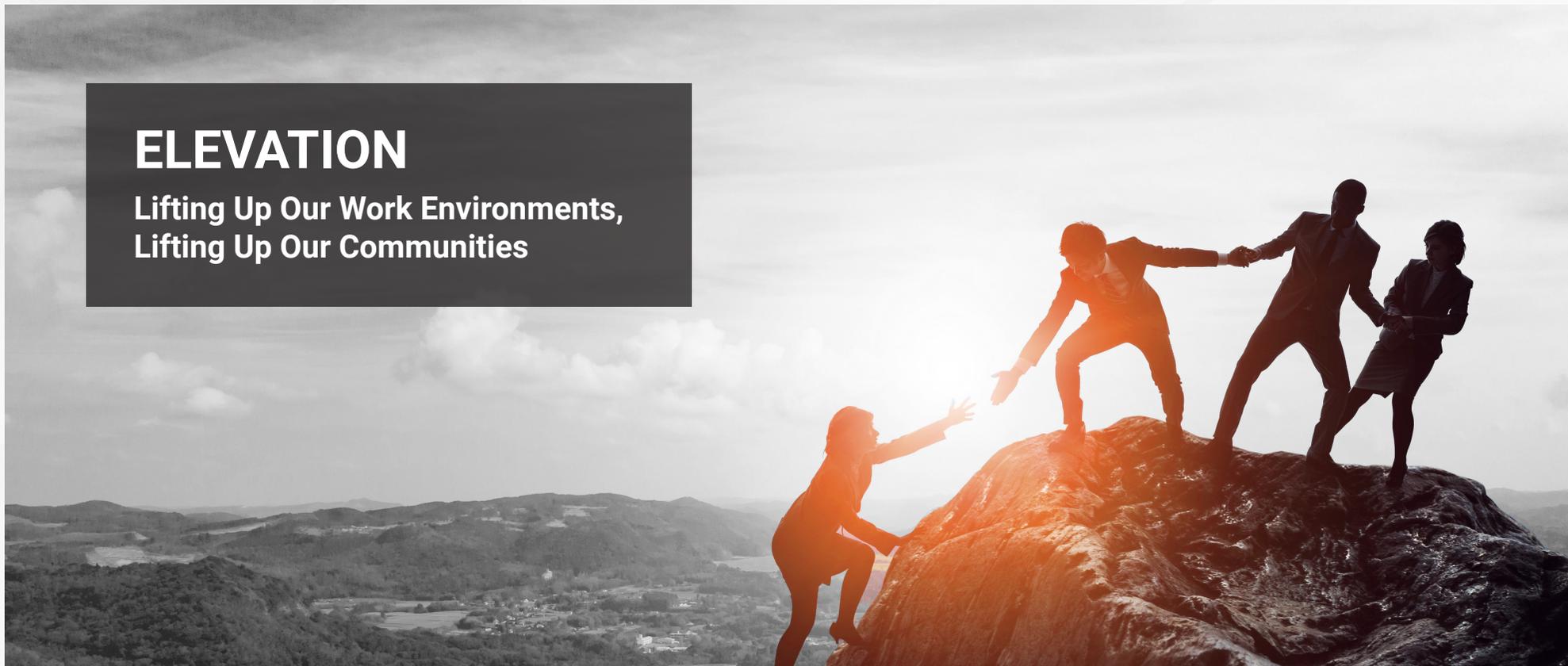
 27th June 2022

 07:30 AM – 08:30 AM (US)
12:30 PM – 01:30 PM (UK)
07:30 PM – 08:30 PM (Malaysia)
06:30 PM – 07:30 PM (Indonesia)
05:00 PM – 06:00 PM (India)

Live Online

ELEVATION

Lifting Up Our Work Environments,
Lifting Up Our Communities



Champions of Workplace Inclusion



One of EC-Council's most significant innovations from the past year was the formation of our Diversity, Equity, Inclusion, and Belonging (DEI&B) Champions Group. This group consisted of 11 members who volunteered their time to share their perspectives with regard to our diversity and inclusion initiatives. The Diversity, Equity, Inclusion, and Belonging (DEI&B) Champions Group performed important duties, helping to communicate different departmental views on how to foster inclusive work spaces both within EC-Council and the cybersecurity world at large.

Our Champions Group performed invaluable work, examining all aspects of planning and policies through a Diversity, Equity, Inclusion, and Belonging (DEI&B) lens. Their work elevated our diversity and inclusion practices by introducing additional rigor, structure, and quantifiable metrics to our initiatives.

This group also helped our Diversity, Equity, Inclusion, and Belonging (DEI&B) policies gain momentum. As a consequence of this group's work, we were able to encourage initiatives such as reverse-mentoring, prioritizing conscious conversations, and identifying and changing micro-messages.

Through their efforts, the Diversity, Equity, Inclusion, and Belonging (DEI&B) Champions Group helped build a sense of community and belonging for our employees. Their work helped to connect people socially and professionally by encouraging interaction between employees. Their expertise and experience were a priceless resource, giving their coworkers an additional voice and helping the organization gather information, which proves vital when assessing community needs and making decisions that affect us all.

Making a Difference Through Community Outreach

EC-Council is not only interested in improving its workplaces—we care just as much about the world around us. An excellent and uplifting example of our organization's generosity occurred on July 29th, when EC-Council employees participated in Engaging the Disposed Group, an outreach project designed to help displaced people, single mothers, and other people in need in a multiethnic community in Kuala Lumpur. EC-Council hosted this event at the Pusat Pembelajaran Komuniti Chow Kit.

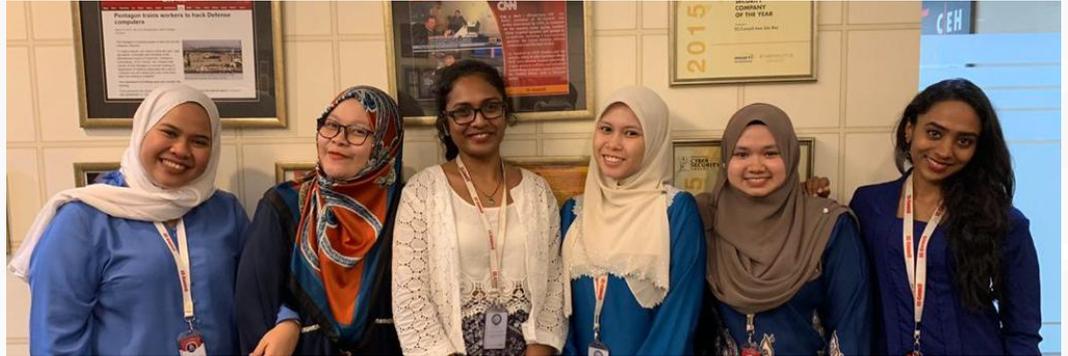
EC-Council volunteers handed out 70–80 essential kits including sanitary pads, wet tissues, cloth, blankets, and towels. EC-Council employees found additional ways to support this noble initiative, personally donating many of the items included in the essential kits. We are proud that our team responded with such kindness and generosity.





Celebrating Together

The holiday season provided great opportunities for EC-Council employees to celebrate together and cherish our personal and professional bonds.



OUR GOALS

Looking Back, Looking Ahead

An Overview of Our DEI&B Progress in 2022

The DEI&B Maturity Model	Key Activities in Q1, 2022	Key Activities in Q2, 2022	Key Activities in Q3, 2022	Key Activities in Q4, 2022
STRATEGY AND COMMITMENT	<ul style="list-style-type: none"> ✓ Seminar: How High Is Your Cultural IQ? Building Cultural Dexterity (Q1) 	<ul style="list-style-type: none"> ✓ Created Diversity, Equity, Inclusion, and Belonging (DEI&B) Champions Group (Q2) 	<ul style="list-style-type: none"> ✓ Webinar Series: Inclusive Leadership (Q3) 	<ul style="list-style-type: none"> ✓ Webinar Series: Handling Rejection and Objections (Q4)
WORKPLACE INCLUSIVITY	<ul style="list-style-type: none"> ✓ Planned and Strategized for a Diversity, Equity, Inclusion, and Belonging (DEI&B) Champions Group (Q1) 	<ul style="list-style-type: none"> ✓ Webinar: How to Eliminate Stereotypes (Q2) 	<ul style="list-style-type: none"> ✓ Webinar: Training on Emotional Intelligence (Q3) ✓ Webinar Series: Navigating Critical Conversations (Q3) ✓ Webinar Series: Importance of Cultural and Emotional Intelligence (Q3) 	<ul style="list-style-type: none"> ✓ Webinar Series: Allyship and Types of Allies (Q4)
TALENT DIVERSITY	<ul style="list-style-type: none"> ✓ Women’s Day Workshop on Mental Wellness: Work-Life Balance (Q1) ✓ Webinar: Words Matter – Navigating and Understanding Diversity Terms and Phrases (Q1) 	<ul style="list-style-type: none"> ✓ Webinar: How to Eliminate Stereotypes (Q2) 	<ul style="list-style-type: none"> ✓ Webinar: Recruiting for Diversity (Q3) 	
ORGANIZATIONAL ENGAGEMENT	<ul style="list-style-type: none"> ✓ Women’s Day Workshop on Mental Wellness: Work-Life Balance (Q1) ✓ Webinar: Words Matter – Navigating and Understanding Diversity Terms and Phrases (Q1) 	<ul style="list-style-type: none"> ✓ Webinar: How to Eliminate Stereotypes (Q2) 	<ul style="list-style-type: none"> ✓ Webinar: Recruiting for Diversity (Q3) 	<ul style="list-style-type: none"> ✓ Conducted team-building activities to keep employees worldwide connected in their professional environment

Goals for 2023 Diversity, Equity, Inclusion, and Belonging (DEI&B) Initiatives

The following methods outline our approach for improving cultural competency, connecting, learning, and engaging through internal forums for essential conversations, mentorship, and allyship.

- Continue our speaker series and panels with leaders in the organization to create transparency and facilitate storytelling.
- Regular cultural and religious sensitivity sessions on inclusion and diversity practices.
- Foster diversity and cultural sensitivity sessions on inclusion through continuing regular DEI smaller chunks of learnings, webinars, communications, and experiences threaded throughout the year to create a more lasting impact.
- Encourage Diversity, Equity, Inclusion, and Belonging (DEI&B) Champions employee resource group representatives to team up with other organizations to harness the power of their global audience.
- DEI&B Champions participate in community events that promote diverse groups, pride, cultural associations, and disability groups.
- Diversity, Equity, Inclusion, and Belonging (DEI&B) Champions to participate in community events that promote diverse groups, pride, cultural associations, and disability groups.
- Build upon our foundation to create a more diverse and inclusive culture with equitable opportunities for all.
- Improve our organization’s cultural competency and create more diverse talent pipelines. Our approach will be supported by an “inclusion toolkit” on how better to integrate inclusivity into our daily work and management practices, thus ensuring inclusiveness is a part of our recruitment and selection processes.
- Empower a cybersecurity workforce where everybody belongs with a scholarship for the certified Cybersecurity Technician program. We provide financial aid and career development support to all deserving candidates worldwide.
- Focus on recruiting diverse talent among women in specific divisions to boost creativity and innovation and nurture a culture of inclusion. Our goal is to connect, engage and empower working women.
- Strengthen employee resource groups (ERGs) to provide a safe and inclusive environment for employees to voice their opinions about Diversity, Equity, Inclusion, and Belonging (DEI&B) topics. Such feedback will result in new ideas and perspectives on Diversity, Equity, Inclusion, and Belonging (DEI&B).

Summary

In 2022, we at EC-Council set ambitious goals in expanding our Diversity, Equity, Inclusion, and Belonging (DEI&B) initiatives. Our mission was to make our organization a more diverse, equitable, and inclusive work environment while fostering the same qualities in surrounding communities and in the cybersecurity world at large. We cherish and champion individual differences, and one of our most important values as a company is to welcome people from all backgrounds, nationalities, races, ethnicities, gender identities, religious beliefs, sexual orientations, physical abilities, political beliefs and age groups. We make these core values and policies on Diversity, Equity, Inclusion, and Belonging (DEI&B)-related matters available on our company website and make our Diversity, Equity, Inclusion, and Belonging (DEI&B) initiatives transparent to all employees at EC-Council. Furthermore, we relied heavily upon our employees in communicating key Diversity, Equity, Inclusion, and Belonging (DEI&B) principles to other members of our company and to spread our mission to the world.

Our organization recognizes that these steps are just the beginning and that no matter what we achieve in any given year, there is always more work to do. Our mission evolves to meet the needs of our employees and the cybersecurity community. We establish long-term aspirations in keeping with our values, while focusing on measurable, achievable, short-term goals that align with our maturity model and the cornerstones of our Diversity, Equity, Inclusion, and Belonging (DEI&B) charter. The growth we have witnessed during the past year and the difference we've made in people's lives mark a new and lasting era of change.

EC-Council is excited to be a part of such a positive impact, not only for our employees, but for students, faculty, alumni, and friends around the world. As a global corporation, we will continue striving to maintain an inclusive presence that welcomes everyone into the cybersecurity community.

EC-Council

www.eccouncil.org



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