



DEI&B
Quarterly Report
Q2 2023

EC-Council DEI&B initiatives aim at creating an environment in which all stakeholders—partners, communities, employees, and customers can fulfil their potential.

At EC-Council, we use an integrated approach to attain the greatest positive impact of diversity, equity, inclusion, and belonging (DEI&B) values through our workplaces, brands, and communities. We strive to see a society where everyone is treated equally, and we work to create fairer, more inclusive environment in our society.

Encouraging diversity can bring many benefits to organizations such as innovation, creativity, diversity of thought, positive impact on employees, productivity, innovation, culture, and even talent retention.

Individuals from diverse backgrounds offer a wealth of unique solutions, making EC-Council even stronger. Every person possesses unique qualities, which ought to be celebrated. We are determined to build a culture where everyone can thrive and where all individuals are treated with respect.

We set clear guidelines to eliminate any potential bias and reject any form of discrimination via our actions, policies and practices.

We are proud to have created a more flexible and accessible work culture. We have expanded our efforts to foster a sense of belonging for our employees and are energized by the momentum we have built. We realize that there is always more progress to be made and that we must continue to strive to make diversity and inclusion a way of life at EC-Council.

We have laid out an ambitious agenda this quarter to not only sustain but also build on our previous gains. From the launch of the EC-Council Culture Ambassador Program aimed at fostering a deeper sense of organizational identity and belonging, to a series of enlightening webinars that tackle everything from cultural competency to psychological safety, we are taking a holistic approach to DEI&B.

Our focus this quarter is not just on ticking boxes but on creating meaningful conversations and safe spaces—be it through discussions on team dynamics, personal impact, women's health, or technological inclusivity.

We are especially excited about our initiatives that directly promote gender equality and workplace well-being. Guided by data and driven by accountability, we are striving to ensure that the essence of diversity and inclusion permeates every aspect of our organizational culture.



An Overview of Our DEI&B Progress This Quarter

Since Q1, we have continued to make strides toward expanding our DEIB initiatives. The key activities in Q2 reflect an emphasis on cultural development, a focus that fosters inclusion and helps every individual feel a sense of belonging to EC-Council’s culture, even as we continue our efforts to recognize and champion individual differences, as emphasized in Q1.

The DEI&B Maturity Model	Objectives	Key Activities in Q2, 2023
Strategy and Commitment	<p>Identify and train a select cohort of internal Culture Ambassadors to lead DEI&B initiatives across various departments.</p> <p>Educate majority of the workforce on the principles of cultural competency and assess their understanding through post-webinar surveys.</p>	<ul style="list-style-type: none"> ☑ Initiated the EC-Council Culture Ambassador Program ☑ Webinar: Achieving Cultural Competency
Workplace Inclusivity	<p>Host an organization-wide virtual event featuring guest speakers from diverse backgrounds, achieving broad employee participation.</p> <p>Equip team leaders with the tools and strategies to improve team dynamics and solidarity, and measure the impact through pre- and post-webinar assessments.</p> <p>Introduce the concept of Happiness Circles to all departments to gauge the interest for future implementation through a follow-up survey.</p>	<ul style="list-style-type: none"> ☑ Celebrating World Day for Cultural Diversity: One EC-Council, Many Cultures ☑ Webinar: Increasing Personal Impact: Inspire individual and Collective Awareness, Enhance Team Dynamics and Solidarity ☑ Webinar: The Role of Happiness Circles in Workplace Well-Being
Talent Diversity	<p>Train substantial number of project managers and team leaders in fostering inclusive collaboration and assess skill acquisition through post-webinar assessments.</p> <p>Raise awareness among staff members about neurodiversity and cross-cultural differences and evaluate the immediate impact through post-webinar feedback.</p>	<ul style="list-style-type: none"> ☑ Webinar: Inclusive Collaboration ☑ Webinar: Embracing Differences: A Journey of Learning and Growth in Neurodiversity and Cross-Cultural Differences
Organizational Engagement	<p>Highlight the importance of digital literacy to broaden ICT education and inclusion</p>	<ul style="list-style-type: none"> ☑ Outreach project sponsored by EC-Council: ASEAN Girls in the ICT Policy Summit -- Digital Skills for Life

EC-Council has successfully delivered on many of its promised initiatives and events. We have actively promoted cultural understanding, individual development, workplace well-being, diversity, and inclusivity through a range of influential webinars and initiatives.



STRATEGY AND COMMITMENT



Khesha Patel

Khesha has a background of working within the Employment sector, covering both public and private areas, which includes Outsourcing, Recruitment, HR and currently is an Equality, Diversity & Inclusion Consultant (ED&I). She has experience working with empowering and encouraging a range of clients into paid employment. Clients include, but not limited to, individuals who are homeless, those with mental health matters, LGBTQI+ community and individuals with different types of disabilities.

Impact:

Participants were guided on communication skills to help them collaborate successfully with people from different backgrounds and cultures to increase efficiency, productivity, respect, and understanding. They also learned how to reduce the risk of misunderstandings, hurt feelings, and biases that can affect the quality of relationships.

Webinar : **Achieving Cultural Competency**





Dr. Meisam Eslahi

Dr. Meisam is Executive Director, EC-Council Global Services and has over 19 years of experience in information technology, with 15 years dedicated to cyber security in leadership and technical roles. In his current role as an Executive Director of Cyber Security at EC-Council Global Services (EGS), Meisam is leading, managing, and delivering a wide range of cyber security services to multi-national clients.

Impact:

EC-Council Culture Ambassador Program, where our senior leader Dr. Meisam, educated our global teams about EC-Council culture. This interactive session helped in promoting and reiterating our values and mission and creating a positive and inclusive work environment that is respectful of all cultures.

Webinar : EC-Council Culture Ambassador Program





WORKPLACE INCLUSIVITY



EC-Council Celebrates World Day for Cultural Diversity

Impact:

Celebrating cultural diversity helped participants to foster respect and open-mindedness for other cultures, break down harmful stereotypes, promote empathy and inclusivity, appreciate different ways of life, and broaden their perspectives.



Sukun

Sukun is a conscious living facilitator, with a background in Neuro-linguistic Programming (NLP). She creates spaces for authentic expression and psychological safety.

Her mission is to empower people to make conscious choices and lead authentic lives through self-awareness and emotional intelligence. This includes helping people to navigate through conflict constructively.

Impact:

This webinar inspired individual and collective awareness and reinforced the elements of a high-performing, solution-oriented, collaborative team.

Webinar : **Increasing Personal Impact**





Ali Kamran

Ali Kamran is a senior Academician & Trainer with an experience of over two decades, working with universities, colleges, MNCs and nonprofits. As a master trainer he has conducted a series of trainings for various international organisations. He is based in the UAE.

Impact:

Happiness Circles are a way to promote happiness at work. They are small groups of employees who meet regularly to discuss their work and personal lives. These circles can help employees feel a stronger connection with their colleagues and can help them feel more engaged in their work, leading to better job performance, increased productivity, and higher job satisfaction.

**Webinar : Role of Happiness Circles
in Workplace Wellbeing**





TALENT DIVERSITY



Charesha Barrett

Charesha Barrett is the founder and president of CHARP Education Consulting (CHARPED), a nationally recognized diversity, equity, and inclusion (DE&I) consulting and training firm. A transformational leader with more than 20 years of experience in providing training, curriculum development, and program planning services, Charesha is passionate about empowering individuals to grow professionally. She is a reflective practitioner committed to utilizing the best practices of diversity and inclusion to assist public and private organizations in creating more cohesive work environments.

Impact:

Participants learned how to adopt and promote inclusive collaboration in their daily lives, encourage an inclusive working environment, embrace differences, and build mutual trust, which leads to improvements in psychological safety, trust, creativity, and productivity.

Webinar : Inclusive Collaboration





Dawn Mader

Dawn Mader is a Diversity, Equity, Inclusion, and Belonging expert from Philadelphia, Pennsylvania, United States. Dawn has created, planned and actively participated in events in the area of DEI&B, and supports organizations in promoting DEI&B education and awareness.

Impact:

This session introduced our participants to neurodiversity and the idea that people experience and interact with the world around them in many ways. There is no one “right” way of thinking, learning, and behaving, and differences are not viewed as deficits.

Webinar : Embracing Differences: A Journey of Learning and Growth in Neurodiversity and Cross-Cultural Differences





ORGANIZATIONAL ENGAGEMENT

Outreach Project Sponsored by EC-Council: ASEAN Girls in ICT Policy Summit - Digital Skills for Life

The launch of Cyber Girls 100 at the ASEAN Girls in ICT Policy Summit was hosted by DICT Philippines and supported by ITU and the AU Trade & Foreign Affairs Department. The Cyber Girls 100 is a sponsorship initiative by EC-Council and distributor to support and encourage more female students to join the cyber security workforce. We are sponsoring 100 young ladies who are aspiring to join the industry.



Employee Insights Through Surveys:

We conducted comprehensive surveys to gauge the impact of our DEI&B initiatives on our workforce, providing invaluable insights for future planning.

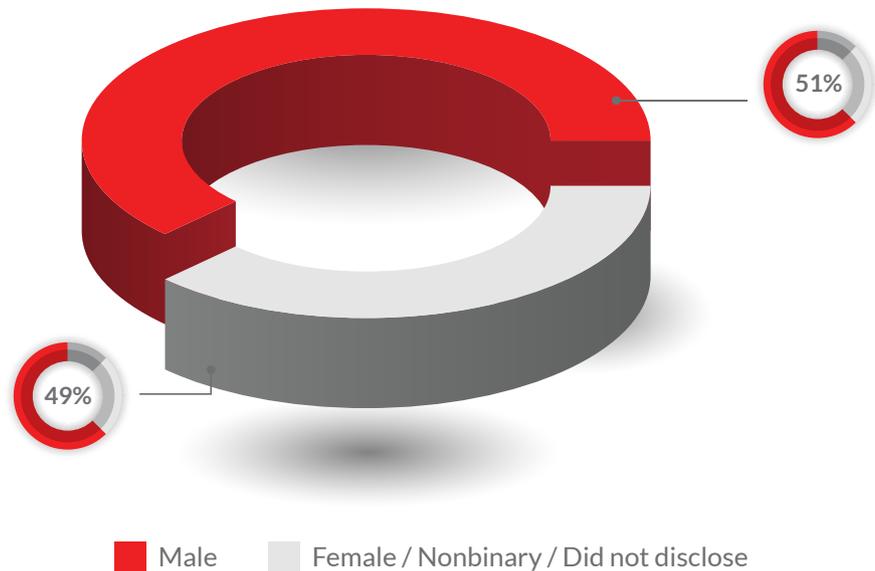
Over 70% of our global teams engaged in DEI&B activities this quarter, both online and offline. This participation facilitated cross-regional interactions and fostered a comfortable bonding environment that transcended cultural or individual differences.

Key DEI&B Survey Highlights

- **Inclusive Hiring:** Nearly 90% of respondents confirm EC-Council's commitment to hiring from a diverse pool of candidates.
- **Equal Opportunity for Success:** Over three-quarters (approximately 76%) believe that everyone in the organization is given an equitable chance to excel.
- **Openness to Cultural Diversity:** 80% of our workforce feels at ease discussing their cultural and social backgrounds.
- **Mutual Respect:** Over 80% affirm that respect is a shared value among team members.
- **Highly Recommended Workplace:** Close to 80% would endorse EC-Council as an inclusive work environment.

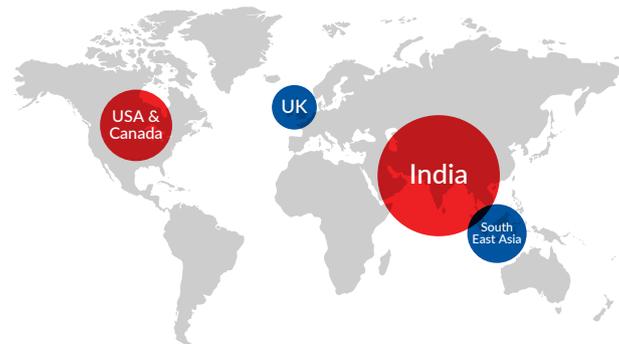
Gender Diversity

Over 70% of our teams participated globally in online and offline DEI&B events and activities this quarter. This participation helped team members interact with each other across regions and bond comfortably regardless of their differences.

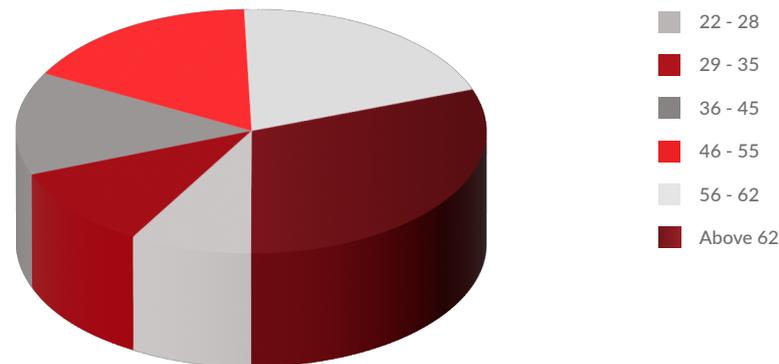


It is noteworthy that our Marketing team has a significantly higher gender diversity ratio, with women representing 42% of the employees.

Offices Spanning Across Five Continents



Age Diversity (in years)



As we look back on the achievements and learning experiences of the previous quarter, we are filled with gratitude and anticipation. The introduction of our Culture Ambassador Program, a wide range of educational webinars, and our special celebration for World Day for Cultural Diversity have laid strong foundations in our ongoing commitment to diversity, equity, inclusion, and belonging (DEI&B).

Nevertheless, our efforts are still ongoing. We remain steadfast in our commitment to establishing an environment where each person is acknowledged, listened to, and encouraged to express their true selves. The initiatives implemented in Q2 not only enhance our dynamic organizational culture but also align with our vision for a fairer and more socially inclusive world.

As we transition into Q3, we eagerly look ahead with renewed focus. Our upcoming plans are not mere extensions of our current programs; they represent new avenues that we believe will bring us closer to our DEI&B objectives. We are not simply moving on to another quarter; we are entering an exciting phase in our collective journey.

Our journey towards greater diversity, equity, inclusion, and belonging (DEI&B) would not have been possible without the unwavering dedication and active involvement of our team members, partners, and stakeholders. The support we have received thus far has been pivotal in the progress we've achieved and serves as a cornerstone for future initiatives. As we continue to embed DEI&B into the very fabric of EC-Council, we eagerly anticipate your ongoing contributions and engagement.

We firmly believe that our values are our source of strength, and it is the people who uphold these values that make EC-Council truly exceptional. Here's to a motivating and impactful Q3!



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Building A Culture Of Security

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