

EC-Council

Building A Culture Of Security



DEI&B

ANNUAL REPORT, 2023

EC-Council Diversity, Equity, Inclusion, and Belonging (DEI&B) Annual Report 2023

In 2023, EC-Council's journey was marked by successful growth and a commitment to shaping the future of our workplace. Throughout the year, we made significant investments in enhancing our Diversity, Equity, Inclusion, and Belonging (DEI&B) strategies and resources, recognizing their fundamental importance in building a culture of innovation and collaboration. At EC-Council, our commitment to Diversity, Equity, Inclusion, and Belonging (DEI&B) is ingrained in our core values and drives our organizational culture. We celebrate the unique blend of backgrounds, perspectives, and experiences that each member of our community brings to the table. EC-Council inspires employees from all regions and multi-cultural backgrounds to see themselves represented at all levels of the organization and develop an awareness of cross-cultural differences and similarities.

Our D&I committee, which is made up of members from varied cultures and geographies, is responsible for the development of corporate D&I strategy and the definition of global initiatives. Through a global approach, the deployment of these initiatives is supported by a network of D&I champions in all regions. We recognize that building an environment where every individual feels valued, respected, and empowered is essential for our success. At EC-Council, we strive to regularly engage with individuals from diverse countries and cultural backgrounds, making internal educational resources and intercultural awareness essential tools for effective collaboration.

This annual report highlights our key achievements, initiatives, impact, and future directions in advancing DEI&B within our organization.





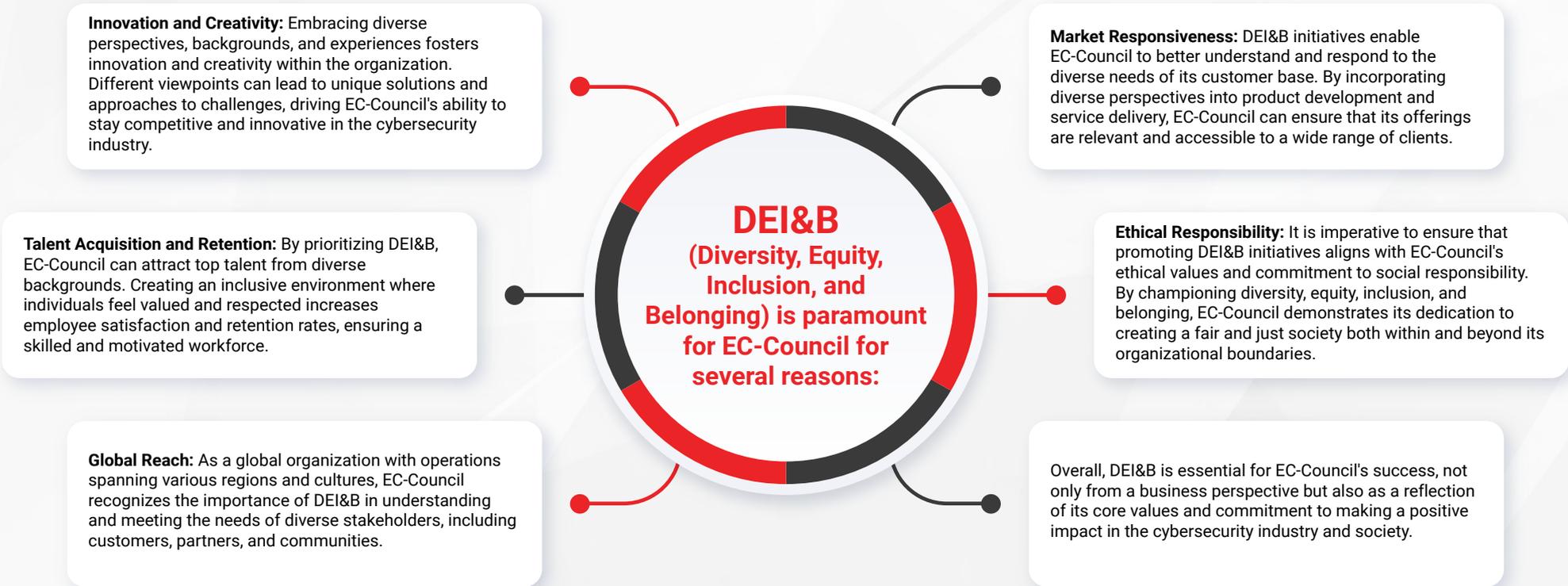
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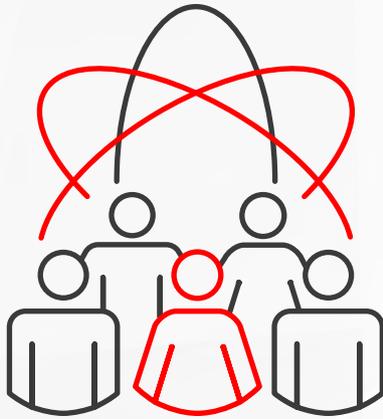
Jay Bavisi,
President and CEO of EC-Council Group

"Embracing Diversity, Equity, Inclusion, and Belonging isn't just about doing what's right; it's about recognizing the inherent strength that comes from the richness of perspectives and experiences that diverse voices bring. At EC-Council, we believe that encouraging a culture of DEI&B isn't just a responsibility; it's an opportunity to unleash innovation, creativity, and collective growth. Recognizing the need to extend our Diversity, Equity, Inclusion, and Belonging (DEI&B) efforts beyond our organizational boundaries, we launched strategic initiatives aimed at broadening our DEI&B programs' scope. These programs were carefully planned to meet the different needs of our employees and stakeholders, creating an environment where everyone feels included and respected. Additionally, we acknowledged the significance of strengthening our internal resources to effectively uphold our DEI&B commitments. Keeping these in mind, we undertook measures to expand our team, recruiting individuals whose expertise aligned with our vision for a more diverse, equitable, and inclusive workplace."



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





MISSION & VALUES

Our mission is to create a fairer, more socially inclusive world within our business and in society at large. We believe in embracing diversity in all its forms and ensuring that every individual, regardless of background, has equal opportunities to succeed. Our values of respect, inclusion, and equity guide us in building a workplace where everyone feels welcomed and valued.

EC-Council has successfully implemented DEI&B (Diversity, Equity, Inclusion, and Belonging) initiatives through comprehensive strategies and proactive measures.

Here's an overview of how EC-Council has demonstrated success in implementing DEI&B:



Clear Commitment from Leadership:

EC-Council's leadership, including CEO Jay Bavisi, has shown a strong commitment to DEI&B initiatives, emphasizing its importance and embedding it into the organization's core values and mission.



Structured Programs and Initiatives:

EC-Council has implemented structured DEI&B programs and initiatives, such as the Culture Ambassador Program, webinars on gender equity and cultural competency, and sponsorship of outreach projects like the ASEAN Girls in ICT Policy Summit. These initiatives aim to educate, promote awareness, and create a more inclusive work environment.



Employee Engagement and Participation:

The high participation rates in DEI&B events and activities, as evidenced by surveys, indicate that EC-Council employees are actively engaged and supportive of the organization's DEI&B efforts. This level of engagement is crucial for the success and sustainability of DEI&B initiatives.



Measurable Impact:

EC-Council conducts surveys and evaluates the impact of its DEI&B initiatives, collecting feedback from employees to assess the effectiveness of programs and identify areas for improvement. Positive survey results, such as high affirmative responses and increased participation rates, demonstrate the tangible impact of EC-Council's DEI&B efforts.



Continuous Improvement

EC-Council demonstrates a commitment to continuous improvement in DEI&B by setting ambitious targets, aligning HR policies, and empowering leaders and DEI&B committee members to drive meaningful change. This proactive approach ensures that DEI&B remains a priority and evolves in response to changing needs and circumstances.

An Overview of Our DEI&B Progress

EC-Council engaged in several endeavors that represented the four cornerstones of our DEI&B Group Charter. Such involvement affirms our commitment to these principles and assures that our charter is a living document that informs the behavior of all EC-Council stakeholders.

The DEI&B Maturity Model	Key Activities in Q1, 2023	Key Activities in Q2, 2023	Key Activities in Q3, 2023	Key Activities in Q4, 2023
Strategy and Commitment	<ul style="list-style-type: none"> ✔ Webinar: Steps to Becoming an Active Bystander (Race & Gender Version) ✔ Webinar: Leadership Talks Series 	<ul style="list-style-type: none"> ✔ Initiated the EC-Council Culture Ambassador Program ✔ Webinar: Achieving Cultural Competency 	<ul style="list-style-type: none"> ✔ EC-Council's D&I Global Champions met to review and realign our DEI&B vision and commitment for 2024. ✔ Webinar: The Case for Diversity & Inclusion in Hiring 	<ul style="list-style-type: none"> ✔ Initiated 'One EC-Council, One HR Philosophy': the uniqueness of the EC-Council story to be communicated across the globe uniformly, fueling our vision to be employer-friendly leaders in the industry and to build D&I as a way of life in the organization.
Workplace Inclusivity	<ul style="list-style-type: none"> ✔ Webinar: Practicing Acceptance ✔ Webinar: Navigating Multigenerational Workplaces 	<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 	<ul style="list-style-type: none"> ✔ EC-Council Annual Awards: We inspired our teams to engage in healthy competition and further nurtured their skills and abilities to boost their morale as well as their sense of belonging. ✔ Independence Day Celebration: We saluted the spirit of unity in diversity. 	<ul style="list-style-type: none"> ✔ Cultural engagements, celebrations & employee wellbeing activities found focus during the last quarter of the year that, presented ample opportunities for our global teams to come together and celebrate festivals across our offices. Be it Christmas, Diwali, New Year's Eve, or Thanksgiving, our international teams enthusiastically participated in team activities, fun events, and lunch and meet programs that reinforced a feeling of oneness among our diverse teams, irrespective of our ethnic and regional uniqueness.

The DEI&B Maturity Model	Key Activities in Q1, 2023	Key Activities in Q2, 2023	Key Activities in Q3, 2023	Key Activities in Q4, 2023
<p>Talent Diversity</p>	<ul style="list-style-type: none"> ✔ Webinar: Promoting Women's Health ✔ Webinar: DigitALL- Innovation and Technology for Gender Equality 	<ul style="list-style-type: none"> ✔ Webinar: Inclusive Collaboration ✔ Webinar: Embracing Differences: A Journey of Learning and Growth in Neurodiversity and Cross-Cultural Differences 	<ul style="list-style-type: none"> ✔ Webinar: Conflict Resolution: Navigating Through Conflicts Constructively, Collaborating With Cross-Functional Teams Spread Across Geographies. ✔ Dialogue in the Dark: This was a sensitization tour, an immersive walk-through in pitch darkness, with a slew of activities offering a learning experience to our participating team members to reflect and discover the world of the visually (dis)abled persons, raising awareness about their skills and abilities, to create a world that appreciates diversity and inclusion of persons with disabilities. 	<ul style="list-style-type: none"> ✔ Webinar: Gender Equity for Building a Supportive and Inclusive Work Culture
<p>Organizational Engagement</p>	<ul style="list-style-type: none"> ✔ Webinar: Psychological Safety at the Workplace 	<ul style="list-style-type: none"> ✔ Outreach project sponsored by EC-Council: ASEAN Girls in the ICT Policy Summit – Digital Skills for Life 	<ul style="list-style-type: none"> ✔ The D&I Award Committee recognized and honored our US Operations team at our Annual Awards ceremony this year for their diverse team, which includes individuals of multiple races, ethnicities, religions, genders, gender identities, and members of the LGBTQ community. Together, they truly exemplify the purpose of DEI&B. 	<ul style="list-style-type: none"> ✔ Our teams participated and contributed generously to the 'Joy of Giving' initiative to support underprivileged families to meet their basic needs of life & help them experience the season's cheer. ✔ Health & Wellness webinars were conducted to help teams improve work-life integration and enhance personal resilience



**THE
FOUR
CORNERSTONES**

EC-Council's Strategy and Commitment

As part of its broader DEI&B strategy, EC-Council has prioritized initiatives aimed at nurturing a culture of belonging and inclusivity across its global teams. Among these initiatives are the EC-Council Culture Ambassador Program and the "One EC-Council, One HR Philosophy," both of which reflect our dedication to creating an inclusive and equitable workplace where every individual feels valued, respected, and empowered.

The EC-Council Culture Ambassador Program was initiated to represent a proactive approach to educating employees about the company's core values and fostering a sense of belonging within the organization. Through this program, employees are empowered to serve as ambassadors of the EC-Council's culture, advocating for diversity, equity, and inclusion in their respective roles and departments. The goal was to educate most of the workforce on the principles of cultural competency and assess their understanding through post-webinar surveys.

Additionally, EC-Council has introduced the "One EC-Council, One HR Philosophy" to promote consistency in upholding DEI&B principles across all offices and departments. This philosophy highlights the need for uniformity and alignment in HR practices regarding diversity, equity, and inclusion, ensuring a standardized approach to fostering an inclusive workplace culture.



Workplace Inclusivity:

One key aspect of EC-Council's workplace inclusivity efforts involves conducting cultural engagements, festivals, celebrations, and employee well-being activities. These events serve as opportunities for employees to come together, celebrate their diverse cultural backgrounds, and engage in meaningful interactions. Whether it's organizing cultural awareness sessions, celebrating festivals from different cultures, or promoting health and well-being initiatives, EC-Council seeks to create spaces where employees feel a sense of belonging.

Moreover, EC-Council actively organizes cross-cultural events and festivals to celebrate diversity and promote mutual understanding among employees. These events provide platforms for employees to learn about and appreciate different cultural traditions, customs, and perspectives.

Talent Diversity:

EC-Council has undertaken various initiatives to cultivate a more inclusive and supportive work environment. One key aspect of these efforts has been conducting crucial webinars and training sessions focused on promoting gender equity, inclusive collaboration, and cultural competency among our workforce. In addition to internal training programs, EC-Council has also actively sponsored outreach projects and initiatives aimed at supporting candidates from underrepresented backgrounds. For example, we have supported events such as the ASEAN Girls in ICT Policy Summit, which aims to empower young women from the ASEAN region to pursue careers in Information and Communication Technology (ICT). We launched the groundbreaking Cyber Girls 100 program at the ASEAN Girls in ICT to bridge the gender gap and support young women in building successful careers in cybersecurity. Overall, our efforts in talent diversity reflect our commitment to creating a workplace where every individual feels valued, respected, and empowered to succeed. By investing in training and outreach initiatives, we strive to build a diverse and inclusive workforce that reflects the rich diversity of the communities we serve.

Organizational Engagement:

EC-Council actively participates in initiatives such as the 'Joy of Giving,' which holds particular significance within the Diversity, Equity, Inclusion, and Belonging (DEI&B) framework. These initiatives serve not only to support underprivileged communities but also to address systemic inequalities and promote equity within society. In addition to philanthropic efforts, EC-Council prioritizes employee well-being through the implementation of health and wellness programs. These programs are designed with a focus on diversity, equity, and inclusion, ensuring that they are accessible and inclusive for all employees. For example, the organization provides culturally sensitive health resources and services that cater to the unique needs of its diverse workforce. EC-Council's engagement initiatives under the DEI&B framework reflect its dedication to creating a workplace culture that embraces diversity, promotes equity, and fosters inclusion and belonging, and also contributes to building a stronger, more resilient organization that is better equipped to meet the needs of its diverse workforce and communities.

Impact and Survey Results:

EC-Council has witnessed significant impacts and positive survey results, showcasing the effectiveness of its initiatives.

Firstly, over 70% of teams across the globe actively participated in DEI&B events and activities. This high level of engagement underscores the widespread commitment within the organization toward fostering a diverse, equitable, and inclusive workplace culture. The substantial participation rate suggests that DEI&B initiatives have resonated with employees, encouraging them to actively contribute to building a more inclusive environment.

The results from the DEI&B survey further validate the organization's efforts. The survey revealed positive responses across various key indicators, including hiring practices, fairness, respect among colleagues, and overall satisfaction with the inclusive culture at EC-Council.

Moreover, specific gender diversity initiatives, such as targeted webinars and outreach programs, have yielded tangible results in increasing representation and inclusivity within the workforce. These initiatives have likely contributed to creating a more gender-diverse and inclusive environment where individuals from all genders feel empowered to participate fully and contribute their perspectives.

Learning Together Through EC-Council DEI&B Webinars and Key Events in 2023

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DEI&B Webinar

Gender Equity for Building a Supportive & Inclusive Work Culture

An illustration of five diverse women of various ethnicities and ages, shown in profile, looking towards the right. They are wearing different styles of head coverings and clothing.

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DEI&B Webinar

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

A stylized illustration of a human head profile in silhouette, filled with a vibrant, glowing network of colorful dots and lines, representing neural activity or cognitive processes.

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DEI&B Webinar Series: Navigating Multigenerational Workspaces

A photograph of a diverse group of people of different ages and ethnicities gathered around a table, looking at a laptop screen. They appear to be in a collaborative work environment.

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Webinar

The Case for Diversity & Inclusion in Hiring

An illustration of several stylized human figures in profile, rendered in various colors (blue, green, orange, red, purple) and wearing business attire, representing a diverse workforce.

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DEI&B Webinar

Role of Happiness Circles in Workplace Well-Being

A photograph of a smiling woman with dark curly hair and glasses, wearing a brown patterned shirt, holding a tablet computer.

Outreach project sponsored by EC-Council: ASEAN Girls in the ICT Policy Summit – Digital Skills for Life.

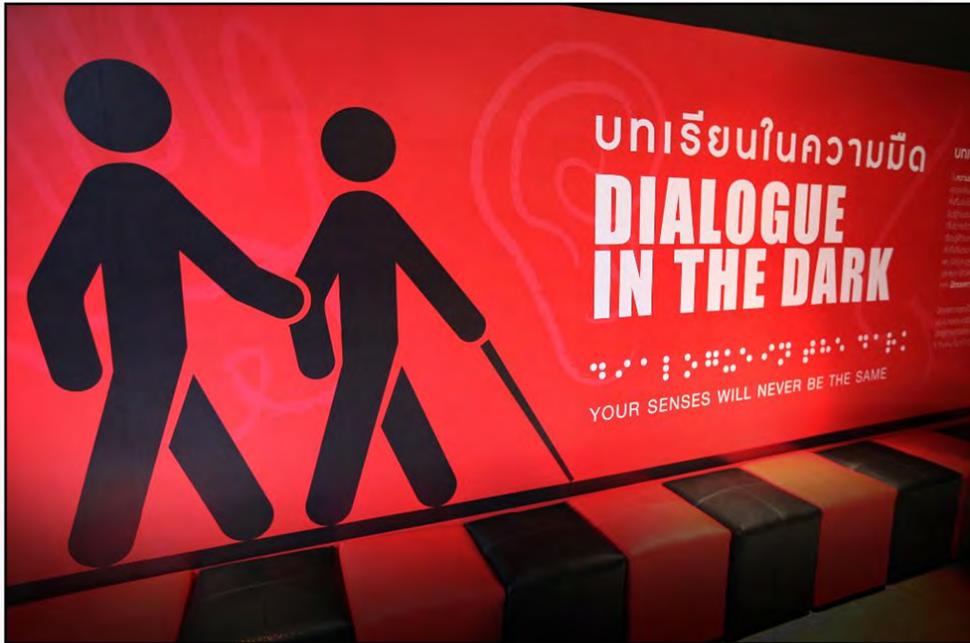


Celebrated the
World Day for
Cultural Diversity:

One EC-Council, Many Cultures. Celebrating cultural diversity helped participants to foster respect and open-mindedness for other cultures.



Organized Dialogue in the Dark, a sensitization tour, an immersive walk-through in pitch darkness, with a plethora of activities offering a learning experience to our participating team members to reflect and discover the world of the visually impaired community, raising awareness about their skills and abilities.



Spreading Joy through Giving:

EC-Council teams joined in the Joy of Giving activity, fostering social change and a sense of community while finding purpose in helping others.



Goals for 2024 Diversity, Equity, Inclusion, and Belonging (DEI&B) Initiatives

As we move forward, our commitment to Diversity, Equity, Inclusion, and Belonging (DEI&B) remains strong. We recognize that our journey toward creating a more diverse and inclusive workplace is ongoing and requires continuous effort and dedication.

Diverse Hiring and Retention Goals: Our top priority is to hire and retain a diverse team. We set targets to ensure people from all backgrounds have a place and voice at EC-Council. We actively search for talent from different walks of life and ensure they have opportunities to grow and succeed with us.

Inclusive HR Policies: We want everyone at EC-Council to feel included and treated fairly. So, we ensure to check and update our HR policies to make sure they're aligned to foster a culture of inclusion and equity.

Empowering Leaders for Change: Our leaders and DEI&B (Diversity, Equity, Inclusion, and Belonging) committee members play a significant role in making our workplace inclusive and driving meaningful change. Through training, education, and ongoing support, we seek to equip our leaders with the tools and resources they need to champion DEI&B initiatives within their teams and across the organization.

Expansion of Outreach Efforts and Partnerships: EC-Council is dedicated to broadening its outreach initiatives and forming partnerships to support individuals from diverse backgrounds, both internally and externally. This involves collaborating with external organizations, community groups, and educational institutions to create opportunities for underrepresented groups and promote diversity within the cybersecurity domain.



Conclusion

In conclusion, EC-Council's dedication to Diversity, Equity, Inclusion, and Belonging is a sustained effort. Through ongoing initiatives, collaboration, and a shared commitment to creating a more inclusive workplace, we strive to build a culture where every individual feels valued, respected, and empowered to reach their full potential. The annual report for 2023 highlights the significant role of DEI&B charter in driving innovation, attracting, and retaining top talent, and meeting the needs of diverse industry needs. Leadership commitment, structured programs, high employee engagement, measurable impact, and continuous improvement are highlighted as key pillars of EC-Council's DEI&B strategy. Further, the report also discusses the strategies for 2024, including diverse hiring and retention targets, inclusive HR policies, empowering industry leaders, and expansion of outreach efforts and partnerships.



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