



## Cultivating Inclusion

Dell Technologies believes we are leaving too much potential talent on the table while in the midst of a talent shortage. Closing the diversity gap is critical to meeting future talent needs and incorporating new perspectives reflective of Dell's global customer base. We view diversity and inclusion as a business imperative that will enable us to build and empower our future workforce while also doing our part to address societal challenges.

- We build and attract the future workforce
- We develop and retain an empowered workforce
- We scale for maximum impact

### Additional Goals

- By 2030, 25% of our U.S. workforce and 15% of our U.S. people leaders will be black/African American and Hispanic/Latino minorities
- Each year through 2030, 90% of our employees will rate their job as meaningful\*
- By 2030, 50% of our employees will participate in employee resource groups to drive social impact
- Each year through 2030, 75% of our employees will believe their leader is inspiring\*
- By 2030, 95% of our employees will participate in annual foundational learning on key topics such as unconscious bias, harassment, microaggression and privilege
- Each year through 2030, 50% of the people empowered by our social and education initiatives will be girls, women or underrepresented groups

\*This goal's metric is based on the average rating employee respondents gave their leaders during our annual, internal and optional employee opinion survey of Dell Technologies employees, excluding VMware, Secureworks and Pivotal.

### MOONSHOT GOAL

50%

By 2030, 50% of our global workforce and 40% of our global people leaders will be women

### HOW WE GET THERE



#### Build & Attract

- Diversify to fulfill tech jobs
- Look beyond the "traditional" talent pool
- Partner to ensure workforce preparedness



#### Develop & Retain

- Empower to engage
- Support employee connections
- Strengthen through employee leadership, connection and growth



#### Scale

- Educate for equality in the workplace
- Partner to support diversity and inclusion
- Develop breakthrough diversity-related innovations