



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.

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