



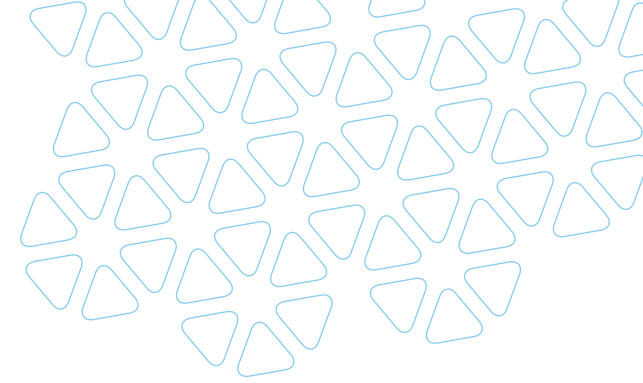
Diversity, Equity and Inclusion
Embracing Diverse Voices at TEKsystems



Accept and leverage differences to
create growth and opportunities
for all individuals

Foreword

Why Diversity, Equity & Inclusion Matters



Diversity, equity and inclusion (DEI) is essential to helping organisations grow and succeed. A robust DEI strategy increases awareness, decreases unconscious biases, and supports employees to thrive. Ample research espouses the theory that a diverse and inclusive workforce with equitable distribution of resource and opportunity at every level throughout the organisation leads to improved employee retention and positive financial outcomes.

Despite this, and despite the upsurge in public commitment to DEI initiatives across a spectrum of businesses of all sizes and industries, organisations continue to face challenges when it comes to tracking benchmarks and employee satisfaction and lack an understanding of the benefits of DEI. A recent [TEKsystems report](#), that surveyed 863 IT and HR professionals in the US and Canada, found that while 96% of IT workers say leadership makes it clear that diversity, equity and inclusion initiatives are a critical aspect of company strategy, these programmes are failing to create equitable workplaces for women and minorities in IT. These same challenges are faced throughout Europe. A [report by McKinsey and Company](#) found that only 22% of all tech roles across Europe are held by women: a “stunning statistic at a time when technology underpins so much of the innovation and growth in the world today”.

At TEKsystems, we’re on a mission to reverse that trend and to help our customers do the same. We’re dedicated to nurturing a culture that inspires performance, innovation and responsible action and we want our employees to show up as their authentic selves and achieve their goals, uplifting their teams,

and contributing to the success of our customers, consultants and each other. The TEKsystems DEI strategy constitutes three major pillars:

Our workplace – reinforce an inclusive culture where everyone has the opportunity to achieve their goals.

Our workforce – build a high-performance team that is reflective of the communities where we live and serve.

Our marketplace – add value by engaging customers through inclusion and diversity platforms.

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I am proud of the commitment we have made and the steps that we have taken in EMEA to develop the DEI agenda in our region. It has been embedded in our key business and people strategy and I look forward to seeing what we can achieve together by putting DEI at the centre of our growth strategy.



Rebecca Clarke (she/her)
[Director of Employee Experience](#)

Diversity, Equity & Inclusion

Diversity, equity and inclusion is integrated into all aspects of who we are and what we do. We're dedicated to creating a culture that inspires performance, innovation and responsible action. We want our employees to show up as they are and achieve their goals, uplifting their teams and contributing to the company's overall success. We strive to instill the value of inclusion into employees throughout their experience – during onboarding and continuing with talent management, communication, professional development and leadership training.

We ensure transparency of opportunity when promoting open positions through companywide communications, ensuring everyone has access to new opportunities. We have established several employee resource groups dedicated to supporting underrepresented groups which provide platforms to foster community, strengthen allyship and inspire each other to reach our full potential.

CULTIVATING A VALUES-DRIVEN CULTURE

We firmly believe that who we are as a company – our culture, purpose and core values – directly affects how we show up and deliver for our stakeholders. Over the past few years, we've evaluated our purpose-driven culture and reaffirmed how firmly rooted we are in these core values.



RELATIONSHIPS

People are the heart of our business, and we value deep, interpersonal relationships to enable collaboration and foster growth and development. We view every interaction as an opportunity to strengthen our relationships internally and externally.



PERSONAL & PROFESSIONAL GROWTH

We think one of the greatest gifts in life is to help someone else achieve their goals and live life to the fullest. We have a duty to develop ourselves and an obligation to understand, grow and support those around us both at home and at work. We are thirsty for wisdom, eager for opportunity and accountable for improvement.



SERVING OTHERS

We strive for excellence through serving others. We delight in the opportunity to serve the needs of our customers, consultants and one another. We draw personal meaning from service at work and in the communities we serve.



PERFORMANCE

We believe our role in work and life is to drive positive outcomes for people and our business. We push to achieve extraordinary results in concert with our character and ethics, showing up with energy and passion to win together. We believe in the power of goals and the force of will, and we tackle challenges with grit and resilience.



OPEN COMMUNICATION

We see the caring and respectful sharing of information and feedback as a responsibility of everyone and fundamental to having honest relationships, knowing that context and coaching make us better. We err on the side of communicating more as opposed to less while staying true to our commitments and acting in harmony with our words.



INCLUSION

We seek out and embrace diverse backgrounds, life experiences and individual perspectives because we believe that leveraging differences and fostering full participation of every employee positions us to achieve our goals and create opportunity for all. We practice unbiased empathy to ensure every person feels seen and heard and no matter who you are, you can flourish.



“ Sustainable change happens by implementing strategies that advance diverse, equitable and inclusive hiring and retention practices, work culture and values. ”



Franklin Reed, Executive Director, Global Inclusion, Diversity and Equity, TEKsystems

UNDERSTANDING DIVERSITY, EQUITY AND INCLUSION

While the terms are often used interchangeably, it's important to point out the distinctions:

- **Diversity** can describe a wide variety of differences among people, including race, ethnicity, nationality, gender and sexual identity, disability, neurodiversity, religion or faith – even life experiences and others.
- **Equity** is providing equal opportunities through a personalised approach, utilising unequal distribution of resources to “level the playing field.” Applying equity includes factoring in a variety of disparities within society that affects individuals to varying levels.
- **Inclusion** is the desired outcome, ensuring everyone genuinely feels safe, welcome and included. An Inclusive environment fosters a sense of belonging and improves overall well-being.

TEKsystems Diversity, Equity & Inclusion Strategy

An inclusive workplace culture is a place of work where individuals feel comfortable to be themselves and when they do, this has a positive impact on their performance and ultimately on the performance of the business. We have a three-pillar approach to our diversity, equity and inclusion goals:



OUR WORKPLACE

Reinforce an inclusive culture where everyone has the opportunity to achieve their goals



OUR WORKFORCE

Build a high-performance team that is reflective of the communities in which we live and serve



OUR MARKETPLACE

Add value by engaging customers through inclusion and diversity



OUR WORKPLACE: REINFORCE AN INCLUSIVE CULTURE WHERE EVERYONE HAS THE OPPORTUNITY TO ACHIEVE THEIR GOALS

We strive to cultivate a sense of belonging in the workplace and encourage our people to bring their authentic selves to work. We do this by creating programmes, training and other initiatives which embody an inclusive philosophy.

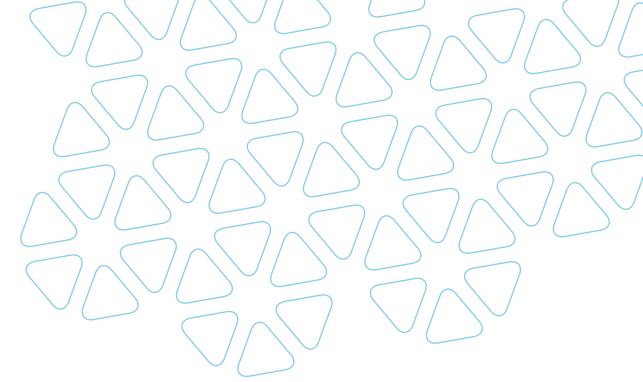
Executive Inclusion Board and DEI Committee

Critical to driving any strategy, is having leadership support and executive sponsorship. The first step in our journey was to establish our Executive Inclusion Board. The board plays an instrumental role in implementing our plan, but more importantly, embedding DEI in our overarching business strategy.

The next step was to ensure that we get wider commitment and reach throughout the business at every level across our EMEA organisation. We have established our DEI Committee to give us representation in every office throughout the region. The committee plays a critical role by providing invaluable input into our DEI strategy, bringing our core value of inclusion to life, and by being the voices of all of our people through sharing their continued feedback to the board.

It is made up of passionate, diverse individuals from across our business. They meet regularly and drive awareness and engagement in our DEI initiatives. The committee works hard to educate, empower and engage the wider business about the importance of an inclusive and diverse workplace.

We also partner closely with our colleagues in North America who continue to support us on our journey towards a more diverse and inclusive culture. Under the guidance of Franklin Reed, Executive Director, Global Inclusion, Diversity and Equity and his team, we have embedded DEI in our overall people and business strategy for the EMEA region.



Grant Wafer (he/him)



Regional Vice President
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Rebecca Clarke (she/her)



Director of Employee Experience
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Jenny Clark-Whittle (she/her)



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Raj Hans (he/him)



Executive Director of Financial Operations
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Axel Ödman (he/him)



Director of Business Operations
TEKsystems



Al Saunders (he/him)



Director of Vertical Sales
& Global Alliances
TEKsystems Global Services



Kay Adams (he/him)



Talent Delivery Manager
TEKsystems



Awareness Events Calendar

Our DEI committee consistently seeks to support our people with understanding and valuing different experiences and perspectives. We do this through a series of awareness campaigns, with the aim of respecting and celebrating diverse communities, cultures and faiths. A diverse and inclusive culture that recognises topics including International Women’s Day, Pride Month, Black History Month and Neurodiversity Pride Day supports our employees’ sense of belonging.

Employee Resource Groups

Employee resource groups (ERGs) are a great way to provide additional support and strengthen allyship for our people. They are open to everyone regardless of race, gender, age, functional roles, location, etc. They are important because they strategically align our people with the business. They give a voice to underrepresented groups within the organisation and they provide a platform for employees to support and educate each other on topics that are important to them. We are extremely proud of our three pivotal ERGs – **Women@TEK**, **Pride@TEK** and **Multicultural@TEK** – and we look forward to the launch of more ERGs in the future.

Internal Policy Review

As part of our internal DEI strategy, we continue to review and adapt our internal policies, to ensure that they are reflective of current trends and best practices. We aim to foster an inclusive workplace and make the necessary adaptations needed to align them according to the evolving needs of our people.



EMEA DEI AWARENESS EVENTS

Better Together

 <p>08 March International Women's Day</p> <p>International Women's Day (IWD) is a global day celebrating the social, economic, cultural and political achievements of women. The day also marks a call to action for accelerating gender parity. Significant activity is witnessed worldwide as groups come together to celebrate women's achievements or rally for women's equality.</p>	 <p>21 April Eid</p> <p>As Ramadan draws to a close, Muslims all over the world will be celebrating Eid al-Fitr (also known as Eid ul-Fitr). Eid marks the end of a month of fasting from dawn to sunset, as well as spiritual reflection and prayer.</p>	 <p>01 - 31 October Black History Month</p> <p>October marks Black History Month in the UK. It gives everyone the opportunity to share, celebrate and understand the impact of black heritage and culture.</p>
 <p>22 April Earth Day</p> <p>Every year on April 22, Earth Day marks the anniversary of the birth of the modern environmental movement in 1970.</p>	 <p>10 October World Inclusion Day</p> <p>World Inclusion Day is a Global Holiday that takes place on October 18th. The Holiday was founded to unite communities of all people - from all abilities and all backgrounds - and celebrate living an inclusive life. WID aims to promote a kinder world!</p>	 <p>12 November Dussehra</p> <p>Dussehra is the Hindu festival of lights with its variations also celebrated in other Indian religions. It symbolises the spiritual "victory of light over darkness, good over evil, and knowledge over ignorance".</p>
 <p>21 March International Day for the Elimination of Racial Discrimination</p> <p>The UN General Assembly resolution 2142 (XXI) adopted on 20 October 1966, proclaimed 21 March as the International Day for the Elimination of Racial Discrimination to be commemorated annually.</p>	 <p>15-21 May Mental Health Awareness Week</p> <p>The UN General Assembly resolution 2142 (XXI) adopted on 20 October 1966, proclaimed 21 March as the International Day for the Elimination of Racial Discrimination to be commemorated annually.</p>	 <p>01 - 30 June Pride Month</p> <p>Pride Month is a vibrant and inclusive celebration that honours the LGBTQ+ community, their history, achievements, and ongoing struggle for equality. It brings together individuals, organisations, and communities to advocate for LGBTQ+ rights.</p>
 <p>16 June Neurodiversity Day</p> <p>Neurodiversity day is a worldwide initiative that challenges stereotypes and misconceptions about neurological differences, creating more inclusive and equitable cultures that celebrate differences and empower every individual.</p>	 <p>19 November International Men's Day</p> <p>International Men's Day is a global awareness day for many issues that men face, including parental alienation, abuse, homelessness, suicide, and violence.</p>	 <p>20 November Transgender Day of Remembrance</p> <p>The Transgender Day of Remembrance, also known as the International Transgender Day of Remembrance, has been observed annually on November 20 as a day to memorialize those who have been murdered as a result of transphobia.</p>

At a Glance

By the Numbers

Our employee resource groups (ERGs) are what connect us. Not only do they foster an inclusive workplace, but they also inspire new ideas and conversations. Our inclusive approach accounts for the evolving needs of our employees and supports them through their personal and professional journeys.

15	1,000+	100+
Employee resource groups and networks	Employees who belong to at least one ERG	ERG events per year

OUR WORKFORCE – BUILD A HIGH-PERFORMANCE TEAM THAT IS REFLECTIVE OF THE COMMUNITIES IN WHICH WE LIVE AND SERVE

A workforce that reflects diversity is one of the most effective ways to meet the needs of our customers and employees. We seek qualified talent from diverse backgrounds and experiences at every level of our organisation. By seeking out and embracing diverse backgrounds, TEKsystems leverages differences and fosters the full participation of every employee. To achieve this goal, our strategy includes recruiting, mentoring, supporting and promoting a diverse workforce.

Inclusive Hiring Best Practices

We are committed to developing and ensuring inclusive hiring best practices throughout the employee lifecycle. We are proactive in raising awareness and creating accountability across our organisation to support our ability to attract, retain and develop a diverse workforce.

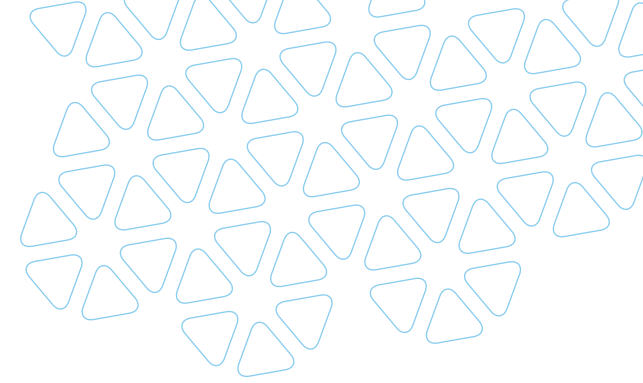
Unconscious Bias Training

Unconscious bias training enables us to build inclusive leadership best practice. The training we deliver is based on neuroscience and it is designed to improve self-awareness of our own biases. As we continue to roll out the training, we are working on embedding it in the learning journey of all our people. The unconscious bias training is provided to ensure we are incorporating inclusive leadership best practices.

Our talent acquisition team also receives this training to ensure inclusive hiring best practices and mitigate bias in the hiring process.

Seramount Inclusion Index

In 2021 and 2022, our colleagues in North America earned recognition for being an inclusive workplace by ranking on the [Seramount Inclusion Index](#), which helps organisations understand trends and opportunities in demographic representation, creates a road map to drive internal change, and identifies inclusion, diversity and equity solutions to close any gaps. Inclusion on the index will attest to TEKsystems' best practices in recruitment, retention and advancement of people from underrepresented groups, inclusive corporate culture and demographic diversity for racial and ethnic minorities. We are leveraging the expertise of Seramount in EMEA to learn how we can continue to develop our inclusion strategy in region.





OUR MARKETPLACE – ADD VALUE BY ENGAGING CUSTOMERS THROUGH INCLUSION AND DIVERSITY

We're committed to creating inclusive work environments where employees with diverse backgrounds and different abilities contribute to business success.

DEI Partnerships: DEI begins with partnerships, and we support organisations where our missions align

We are committed to leveraging our market position to foster a future pipeline of tech talent. As a strategic partner to [Tech She Can](#), an organisation that inspires girls and women to pursue careers in technology, we are able to help influence young minds at grassroots level and help attract future generations of diverse talent into the technology sector.



Our certified STEM Ambassadors – volunteers from our network of employees – offer their time, passion, and energy to visit schools, colleges, and youth group organisations to deliver requests from teachers and youth group leaders who want to link STEM subjects to the real world of work.

Marketplace Diversity Solutions: Diversity, equity and inclusion - a holistic approach

Attracting talent, optimising productivity, increasing retention and fostering an inclusive work culture are equally critical to achieving sustainable growth in an organisation. If you value equity and diversity in the workplace, you're in good company. We're passionate about helping organisations boost productivity and ROI through DEI strategies.

In It With You

Much like human beings, no two organisations are the same. That's why we customise sustainable programmes that make sense for your business.

What we bring to the table:

- **Intentional**, proven and progressive strategies
- **Dedicated** team of experts focused on driving diversity, equity and inclusion
- **Diverse** candidate pool
- **Commitment** to invest in community organisations



Diverse Talent Solutions

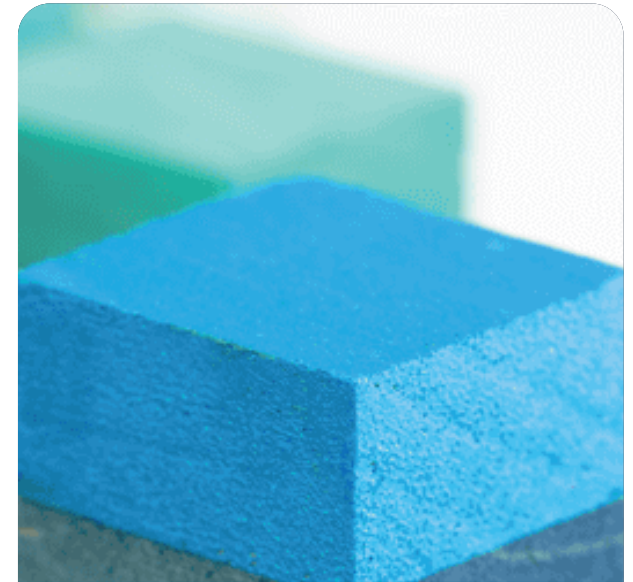
Our unrivalled network within the IT workforce connects us personally with hard-to-find talent. Additionally, we strive to provide diverse talent in our early career programmes.

- **Early Career Programmes:** Solve the challenge of technology talent shortages and diversity gaps by finding and upskilling talent early in their IT career – supported by talent advocacy managers and industry-standard technical training
- **Skilled Talent:** Hire candidates from underrepresented groups in the workforce today by building a dedicated and flexible programme focused on inclusive hiring practices



Workplace Dynamics & Culture

Creating an inclusive environment is a competitive advantage that leads to employee retention. Through our learning and development, digital support and coaching expertise, we help customers create a sense of belonging and empowerment within their organisation to improve retention of their workforce. Our offerings include workforce development programmes, inclusive communications, recruiting, and workplace digital accessibility.



Supplier Diversity

Organisations are budgeting more to attract minority-owned technology suppliers. Many of these businesses, however, lack the connections and technical expertise to impact organisations on a large scale. We leverage our global market position and technical skills to help diverse suppliers grow their businesses.

TEKsystems Diversity, Equity & Inclusion Recommendations

DEI strategies benefit everyone and are more accessible than leaders realise. If you and your leadership team create a DEI strategy with a sustainable, diverse talent pipeline and checkpoints, your organisation will see increased productivity and growing business results. Below are five DEI strategies you can employ now.

Work From Where You Are

When you first start out, the task can be overwhelming. Where do you begin? You can start by focusing on diversity. Recruit and retain people of diverse backgrounds and experiences and, most importantly, set goals for increased representation across various demographics. Expand the pools from which you historically recruit to include non-traditional sources. Remove degree requirements for certain roles and continually leverage insights from your human resources team to shine light on where you're underperforming.

Get The Right Mindset

Get the right mindset. Focus on enrolling a cross section of stakeholders to create your approach. But this isn't simply a group of leaders making decisions. All employees should be invited to open and transparent dialogue about what's important to them. It's important to find the opportunity for equity in your feedback loops and processes. Investigate and remove barriers that limit feedback from certain communities to build the co-creation mindset, enrolling as many people as possible on the journey.

Breakdown Processes

As you review your DEI strategies, look for the unintentional processes and business norms that can inadvertently affect equitable access to opportunity. Focused, high-performing leaders can sometimes be a bit myopic when considering opportunities for their best talent. Not surprisingly, often it is those leaders who want to keep that talent on their team. Instead, we should incentivise leaders to seek the best opportunities for their people, even if those opportunities are in another function or department.

Try including talent mobility and leadership legacy goals in your leaders' performance reviews and seek ways to create positive reinforcement of the leadership behaviours that open greater access to opportunity.

Secure Senior Leader Support

Nothing is sustainable in any culture without leadership commitment. Diversity, equity and inclusion must be a top priority and treated by senior leaders as other clearly defined strategic business imperatives. They can't be things you simply pay lip service to; if so, despite the best of motivations and intentions, you'll risk getting distracted or derailed on the journey when other business opportunities, challenges or threats invariably come to pass. You must have consistent leadership follow through on purposeful DEI strategy and initiatives, but you must also consider that your leaders are people too – people on their own journey. They need education, support and guidance. They need to feel safe to ask questions, express concerns and challenge assumptions without fear of reprisal, as they would when engaging in any other strategic initiative.

Look Outside Your Organisation

Your team members want to be part of an organisation that has a great culture, and increasingly that means being one that also invests outwardly into the communities where we all work and live. Invest in organisations committed to underrepresented groups. Look to establish training partnerships with organisations to help create more opportunities and greater representation in the tech industry. Choose organisations with a shared vision, find ways to partner with them and involve your team members in the process.

HOW CAN TEKSYSTEMS SUPPORT YOU?

Connect with us at [TEKsystems.com/emeadei](https://teksystems.com/emeadei)