

vmi inclusion

The power of human difference

FY21 DIVERSITY, EQUITY AND INCLUSION REPORT



Progress Together

Embracing change in a year defined by it to drive greater DEI Impact

In a year of change and crises, diversity, equity and inclusion (DEI) has remained a key business priority for VMware and, in many ways, we've been able to move faster. The new normal of work from home has accelerated our plans for a distributed workforce, broadening our talent pool, enabling needed flexibility for our current workforce and allowing us to reach much larger virtual audiences than when we focused on delivering in-person events and programs. We are having more open and transparent conversations around systemic racism and social inequalities, and wellness and mental health is top of mind. Where we are comfortable doing so, we are opening the 'e-door' into our homes, meeting each other's kids, pets, messes and more – reinforcing and amplifying our commitment to bringing your authentic self to work.

We've come together and supported each other in new ways, creating connection and community in a more global and inclusive way. Our metrics show incremental improvement and momentum, but we know we aren't done. We are celebrating what we have accomplished together this year while recognizing that we have a lot more work to do as a company around our hiring, retention and inclusive culture efforts. We are serious about our commitment – wanting to build upon our sustained pace of change and go bolder – as demonstrated through our 2030 Agenda. Our 10-year commitment includes 30 goals by fiscal year (FY) 2030 to drive the outcomes of trust, equity and sustainability.

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Bridge Building Towards 2030

VMware believes that technology will play a critical role in building an equitable, accessible and inclusive digital future. Through our Anywhere Workspace solutions, we help our customers make the transition to a distributed workforce model, enabling them to attract more diverse talent and build a more inclusive culture. With our DEI efforts, we are redefining the workplace of the future. We empower employees with equal opportunity, inclusive leadership and increased flexibility. We've specifically committed to driving progress in this space with measurable goals and ongoing assessments. By 2030, we are confident that we will hire at least one woman for every one man we hire, and that at least half of our management team will be comprised of women and those from backgrounds currently underrepresented within our organization. With our partners, we work to close the digital skills gap in marginalized communities and make digital transformation more accessible for all.

The work we do today is laying the foundation for creating a more equitable, sustainable and resilient future.

Leader-Led

We continued our multi-year commitment towards leadership accountability in FY21¹. While we made progress in FY20, we didn't hit our representation goals, so we enlisted the help of 700 more senior leaders by extending our corporate DEI goals to all Senior Directors and above². We also took money dedicated to reward goal achievement and reinvested it into corporate-wide DEI programs and investments (see Targeted Investments). We shifted our goals away from representation to the strategic levers that drive representation: hiring (including interview slate goals) and retention.

Our senior leaders were supported in achieving their goals by getting on-demand access to their interview, hiring and retention metrics, regular communication and tools, and a dashboard that tracked directly to our DEI goals. Building from last year, all Vice Presidents continue to be aligned with HR and Talent Acquisition experts to create a personalized DEI strategy and plan. The VMinclusion Council, a global cross-functional executive advisory group, influenced and drove executive DEI accountability across business systems, decisions and processes. Examples of key business actions included sponsorship of our underrepresented senior engineering talent, listening sessions, and reverse mentorship opportunities with members of our Power of Difference Communities (PODs).

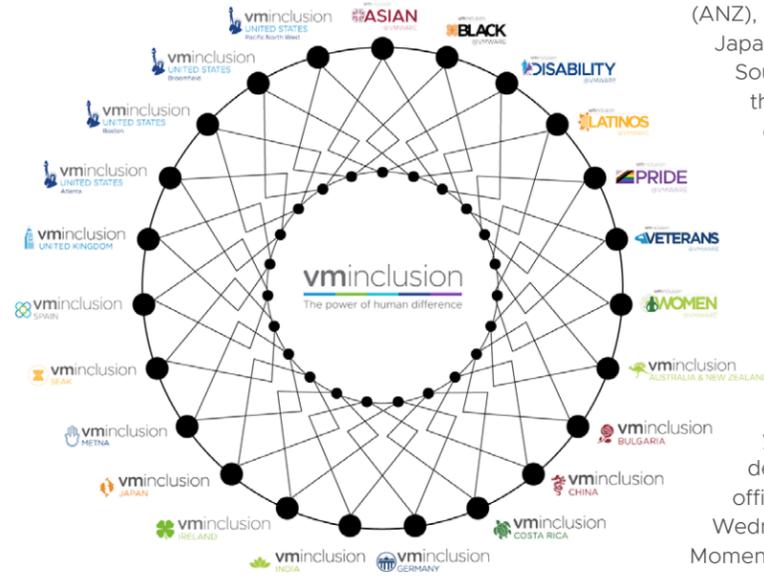


¹ Our Fiscal Year 2021 runs February 1, 2020 to January 31, 2021

² Inclusive of individual contributors at this level and above

Employee Empowered

Our Power of Difference (POD) communities are the employee-powered engines that fuel our DEI efforts. We have 7 global Demographic PODs: Asian@VMware, Black@VMware, Disability@VMware, Latinos@VMware, PRIDE@VMware, Women@VMware, and Veterans@VMware; and 17 VMinclusion Site PODs across our Global Locations: Australia and New Zealand (ANZ), Bulgaria, China, Costa Rica, Germany, India, Ireland, Japan, Middle East Turkey & North Africa (METNA), Spain, South East Asia & Korea (SEAK), the United Kingdom and the United States (multiple locations). We continue to empower 14 POD leaders – selected by a company-wide nomination process in FY20 – across our demographic PODs who dedicate 20 percent of their time to the role. Participation is open to anyone in the company and is designed to help participants grow as leaders, engage with different communities, and drive business impact.



While we were able to come together in February before the pandemic for our Annual POD Leadership Summit, the world quickly changed afterwards. This year, PODs came together across locations and demographic groups as we navigated work outside of offices and across intersectional topics such as Wellness Wednesdays (i.e., How to Be Present and Authentic in this Moment), #BlackTransLivesMatter - Raising Awareness on Systemic Racism & Transphobia and LGBTQ+ Equality in the Military.

The Black POD helped lead us through the global conversation around systemic racism. From the disproportionate impact of COVID-19 to the killing of Ahmaud Arbery, George Floyd and Breonna Taylor, to name only a few, along with the continued global momentum of the Black Lives Matter movement, our Black and African-American communities around the world were in pain. In June, the POD hosted a Global Culture Club meeting where employees came together to honor those lost, share personal stories, and offer support and solidarity. Over 5,000 attended or viewed the replay, and many said this was the most impactful experience of their time at VMware. The Black POD continues to grow in membership, and we launched the Black@VMware UK chapter, our first chapter outside of the US.

POD LEADERSHIP SUMMIT 2020:
85 ATTENDEES FROM 10 GLOBAL LOCATIONS ATTENDED. NINETY-FIVE PERCENT INDICATED THAT ATTENDING THE SUMMIT HELPED THEIR LEADERSHIP DEVELOPMENT.



MORE THAN
1,100
VMWARE PEOPLE SUPPORTED A FUNDRAISER ORGANIZED BY THE BLACK@VMWARE POD, DIRECTING NEARLY
\$550,000
OF INDIVIDUALS' AND VMWARE'S FUNDING THROUGH VMWARE FOUNDATION CITIZEN PHILANTHROPY PROGRAMS TO NONPROFITS SUPPORTING BLACK LIVES MATTER.

The Disability POD, newly launched in FY20, continued to build momentum as well. The POD rolled out a series of awareness building learning courses (including Understanding Disabilities to Creating Accessible Content), advocated and advanced the conversation around accessibility as well as mental health and partnered on our first-time submission of the 2020 Disability:IN Disability Equality Index. While our score highlights many areas of improvement, the baseline data has identified focus areas for immediate improvement and helped us build out a comprehensive disability inclusion road map for FY22 and beyond.

In light of the ongoing focus on social and racial justice and other VMware values-related policy issues, we added representation from each Global POD to our Political Action Committee (PAC) Board of Directors and updated our bylaws to support candidates or political committees that align to our Global Impact Goals and our EPIC2 Values. In the aftermath of the January 6 attack on the US Capitol, the VMware PAC Board of Directors unanimously voted to suspend all contributions from the VMware PAC in Q1 FY22.

POD members also support social issues through [VMware Foundation](#) programs. The mission of the VMware Foundation is to foster a culture of service by providing a platform to amplify the contributions of VMware people to their causes of choice and inspire the Citizen Philanthropist in all of us by empowering everyone to be active, engaged citizens in our communities. As such, several PODs around the world have created nonprofit fundraisers supporting issues top of mind for their members such as the Asian, Black, and Latinos Social Justice Funds and the LGBTQ+ Community Fund.

Targeted Investments

To accelerate our DEI efforts, money allocated for our leadership accountability efforts was reinvested into corporate-wide DEI efforts with a focus on foundational DEI education as well as racial and equity programs including:

Accelerating Impact – A 6-month leadership development program . focused on beliefs and actions by increasing awareness of participants’ brand and beliefs and using key insights to drive enhanced performance and a sense of belonging. Our first cohort focused on Black and African-American talent and building on lessons learned we are launching a second cohort in FY22 on Latinx talent. Each cohort consists of 50 leaders across VMware.

Coaching for all POD Leaders – As part of our POD leadership strategy, we are committed to providing POD leaders with ongoing opportunities to grow and develop. We partnered with BetterUp to provide personalized, confidential, one-on-one leadership coaching. Over 100 POD members spent over 1,000 hours on the platform with 99 percent reporting this was a valuable use of their time and 97 percent feeling like this helped them be more effective at work.

Factuality - A facilitated dialogue, crash course, and interactive experience, that simulates structural inequalities. We piloted this course and will offer it on an ongoing basis in FY22.

“Getting Real” – In an effort to enable all employees to feel comfortable and engaged in open and honest conversations about DEI topics, we launched the Getting Real speakers series. Speakers included Ijeoma Oluo, author of the book “So You Want to Talk About Race,” on conversations around race in the workplace; the GenderCool Project on spotlighting remarkable transgender and non-binary young people; Haben Girma, an American disability rights advocate, and the first deafblind graduate of Harvard Law School, on advocating for equal opportunities for people with disabilities; and actor Benjamin Bratt with his brother, Peter Bratt, producer, writer, director and activist, who were raised by their strong, indigenous single mother from Peru in honor of Hispanic Heritage Month.

Inclusive Language Training - This course focuses on the breadth and depth of inclusive language, including gendered language, global communication, and assumptive or reductive language choices. It also includes actions we can all take, including interruption prevention, mistake recovery, and bystander intervention. In our first year, over 250 participants from various geographies and departments participated in the voluntary course.

Inclusive Leadership in Action – An experiential course designed to increase awareness of diversity and inclusion key topics, build an understanding of how behaviors impact our culture and inspire behavioral change across VMware. Topics covered include diversity, inclusion, in-groups and out-groups, unconscious bias, microaggressions, covering, intersectionality, privilege and commitments. In our first year, over 700 employees have taken the training.

POD Leadership Impact Program – A 5-month long development program in partnership with Jayzen Patria Speakers for current and future POD Leaders designed to build their leadership skills and drive the growth of our innovative and inclusive culture. The experience focused on accelerating leadership skills, driving business impact, building remote communities and enabling distributed teams. Participants proposed a business impact solution, developed the business case and will present to leaders for buy-in for FY22. There were 48 participants across 13 global PODs in six project teams focused on key areas including recruiting, onboarding, professional development and mentorship.

Unconscious Bias Education – In our 6th year of investment and evolution in partnership with the Stanford VMware Women’s Leadership Innovation Lab, we continue to offer this foundational course around awareness building and actions to block bias in the workplace. The course is targeted to managers but open to everyone. Over 10,000 employees completed this training in FY21.



Equitable Pay and Inclusive Benefits

COVID-19

In response to the COVID-19 outbreak, we acted with urgency to address the safety of our employees while continuing to support the business continuity needs of our customers and partners. We transitioned to a remote workforce model during the first quarter of FY21 and since then, have created flexible work and customer outreach experiences that have enabled our teams to remain connected with each other and with our customers while maintaining and enhancing productivity, operational excellence and innovation. We provided additional benefits to employees including a wellbeing allowance, Weekly Wellness conversations (“Wellness Wednesdays”), pandemic time off, home equipment allowance and coverage of COVID testing and treatment.

FUTURE OF WORK

Going forward, we plan to continue building a dynamic, global workforce of the future that empowers our people to work from any location, consistent with business requirements, that accelerates their productivity to deliver innovative solutions and operational excellence for our customers worldwide. We believe our approach to employee choice and flexibility will enable VMware to hire skilled and talented team members from many new locations across the world and contribute to meeting our DEI goals. While planning for the initiative was well underway before the emergence of COVID-19, the pandemic accelerated our efforts. As our employees demonstrated throughout the pandemic, work location does not dictate success. The choice and flexibility that form the cornerstones of this new distributed workforce model mirror the choice and flexibility we provide to our customers when choosing their digital infrastructure.

Going into FY22, additional changes to how we recognize and support our employees include new Employee Assistance Providers (EAP) who offer flexible and inclusive emotional wellbeing support for employees and their families, Wellness Committee, four company-wide holidays that highlight global events and give all employees a day to shut down and disconnect at the same time, and the addition of two new observed holidays in the U.S. – Juneteenth and Veterans or Remembrance Day. VMware also launched a family planning program on January 1, 2020 in the US called Maven. This supports all families: same sex couples, single parents, and younger employees who have no idea if or when they want a family but can find support to do egg freezing. Families that used our parental leave programs get assigned a Return to Work Coach to support them as they transition back to work. This program will be global later in FY22.



LYRA OUR NEW US EAP OFFERS COACHES / THERAPISTS FROM UNDERREPRESENTED COMMUNITIES AND THE ABILITY TO REQUEST SOMEONE FROM A PARTICULAR DEMOGRAPHIC. ICAS, OUR EAP OUTSIDE OF THE US, OFFERS MORE GLOBAL ACCESS TO SUPPORT OUR EMPLOYEES IN COUNTRY AND IN LOCAL LANGUAGE.



FEELING VALUED – KEY TO AN INCLUSIVE CULTURE
12,000 eCards shared on our new recognition platform

As we evolved to a more distributed workforce, we reimagined the way that we recognize and express gratitude for the many contributions of our people. In addition to launching a more formal recognition framework, we launched a new recognition platform: At Our Best. Through FY21, more than 12,000 eCards were shared on this platform by leaders and peers, creating strengthened connections and a sense of community.

OUR COMMITMENT TO PAY EQUITY

We are committed to equitable compensation. We know that leveraging the power of human difference starts with equal pay for equal work. We continually analyze compensation globally, accounting for multiple factors that influence pay such as job, grade, tenure, time in job, geographic location and performance. Our most recent data analysis as of November 2020 shows that at VMware, women, in the aggregate, adjusting for the factors identified above, earn 99 percent of their male counterparts’ target cash compensation globally and underrepresented minorities earn 100 percent of their white counterparts in the U.S.

INCLUSIVE HIRING

To improve representation of women and underrepresented communities, we’ve modified our hiring processes. We now require at least one woman and one underrepresented minority included in the interview stage of all open job requisitions in the United States, and at least one woman on all requisitions at the interview stage globally.

To block bias in our interview process, we focus on three pillars:

1. Job descriptions explain the work as performance outcomes (goals) and not individual characteristics of an “ideal” candidate. This helps reduce “requirements inflation” which often preclude candidates from non-traditional backgrounds. We want to hire people not only on what they have today but on what they will become by taking a positive career move by joining VMware.
2. Interviewing and assessment methods that seek a holistic evaluation of a candidate’s significant achievements and professional strengths against the performance outcomes in the job description.
3. Hiring teams are trained on how to reduce bias and an equitable interview process.

University Talent has been diversifying our campus engagement efforts globally over the last several years in line with our DEI goals. We are investing in diversity partnerships, events, tools and programs that give us access to millions of students across thousands of campuses and associations at once. This shift will allow us to exponentially expand our reach.

In the U.S., we have made a strategic decision to invest in a deep engagement partnership with nine Historically Black Colleges and Universities (HBCUs) and five Hispanic Serving Institutions (HSIs). We hired resources that have experience in executing engagement and recruiting strategies with these institutions. Over time, we will continue to expand our efforts and programs with HBCUs & HSIs while continuing to build our brand on these strategic campuses.



DESIGNING OUR PRODUCTS

In February 2020, we kicked off our first ever Accessibility Week with a Summit followed by an accessibility hackathon, a joint effort between the Office of the Chief Technology Officer, the Disability POD and our Accessibility Team. Five different countries, six different business units, and nine different products in total were represented. Ten concepts were developed during the hackathon including walk assistant application for Blind/Low Vision; open doors with the twist or tap of your smart phone; Alexa-based Voice User Interface (VUI) for VMware Wavefront; Intelligent Wheelchair Object Awareness; and making VMware's intranet accessible. Opening doors with your phone, the winning idea, was integrated into VMware Workspace One Access.

Furthermore, we automated captions for all Zoom meetings, added disability diverse icons to our branding library, upgraded our PowerPoint templates to accessible versions and completed the roll out of three largely accessible tools – Fusion, Workstation and Player, with more to come in 2021.

INCLUSIVE TERMINOLOGY

We launched a cross functional Inclusive Terminology Initiative to inspect the language we use – from code to customer to colleague communication and collateral. As such, we reviewed and updated the terminology we use in customer-facing and internal-facing content, products, services, or communications. As part of our ongoing commitment, we continue to identify and eliminate insensitive terms that don't reflect our values and continue to investigate tools and processes to help us do so seamlessly. Any employee can flag language for review, and we offer multiple courses around inclusive language to foster ongoing awareness efforts.

In August of 2020, we announced our internal effort to change our standard product, services and marketing terminology to more inclusive language. Our continued commitment, focus and learnings resulted in an even bigger step forward towards changing terminology across the technology industry. In December, VMware joined forces with other technology leaders to eradicate racial bias from code by forming the [Inclusive Naming Initiative](#). This cross-organizational effort will remove harmful, racist, and unclear language in software development and unify the adoption of replacement terms across the technology industry. The long-term goal of the initiative is to remove all harmful and unclear language of any kind and replace it with an agreed-upon set of neutral terms. We are thrilled to be part of this effort, laying the groundwork to solve this issue for good.

RESPONSIBLE SOURCING

VMware has launched a new Responsible Sourcing Program that centralizes all supplier facing Environmental, Social and Governance (ESG) efforts. The new program supports VMware's newly established 2030 Agenda, and will focus its efforts in the following areas: DEI, Sustainability, and Accessibility. Within DEI, VMware has committed to spending \$1.5B with diverse suppliers by 2030, and plans to set specific spend targets for certified minority-owned businesses including those identified as Black, Latinx, veteran, people with disabilities, women, and LGBTQ+ owned businesses.

Measuring Change

Our FY21 hiring and retention goals specifically included:

At least 1 in 3 hires globally will identify as a woman – 31.5% (almost 1 in 3) of our hires self-identified as a woman. While our external hire rates exceeded our goals, our acquisition metrics brought us slightly below our goal.

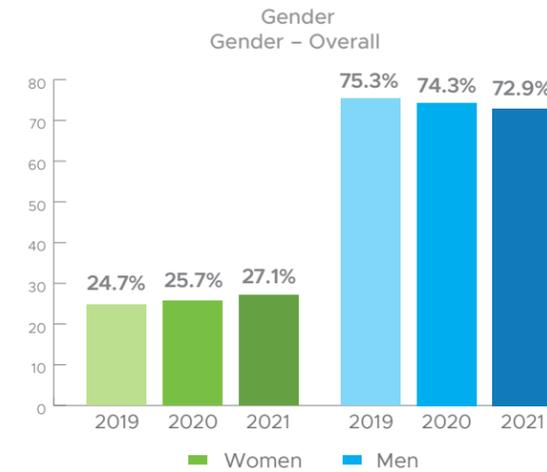
At least 1 in 7 hires in the U.S. will identify as an underrepresented minority – 13.3% of our hires self-identified as an underrepresented minority (URM)³. Our external hiring and acquisitions brought us slightly under our goal, with around 1 in 8 hires identifying as URM.

All interview slates should have at least one woman or US underrepresented minority – At the close of FY21, 82.4% of interview slates met this requirement. For FY22, we will continue to move this goal forward by requiring one woman and one URM in the candidate interview slates (U.S. only) and requiring a VP approval process for interview slates that do not meet this requirement.

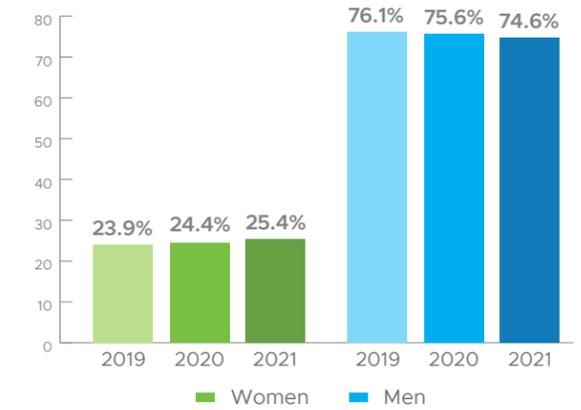
Attrition for women and underrepresented minorities is lower than company average – Attrition for women was 0.2% higher than our global company-wide attrition numbers, while U.S. URM attrition was 0.3% lower than the U.S. company rate.

³ URM includes those that identify in the U.S. as African American/ Black, American Indian/ Alaska Native, Hispanic/ Latino and Native Hawaiian/ Pacific Islander.

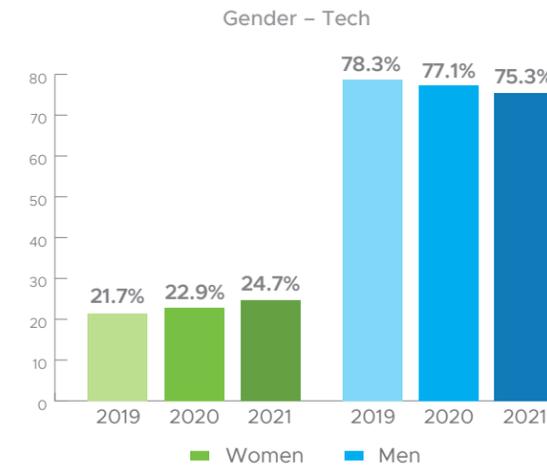
Gender Breakdown at VMware (Global)



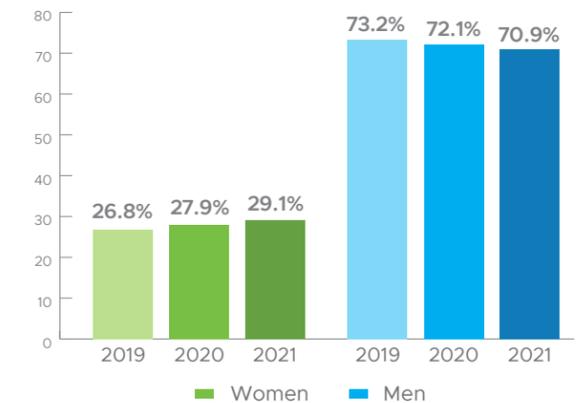
Gender - Leadership



Gender Breakdown at VMware (Global)

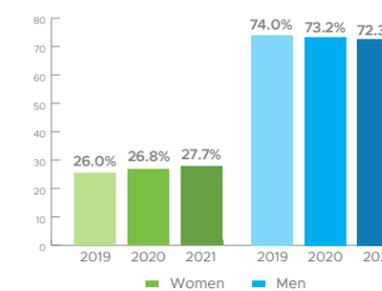


Gender - Non-Tech

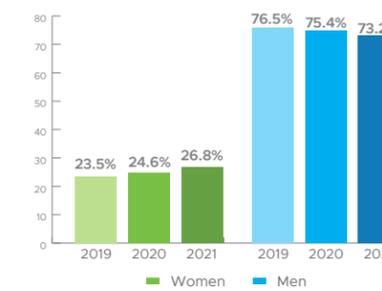


Gender Breakdown at VMware by Region

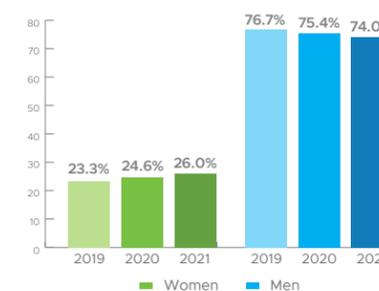
Gender by Region - AMER



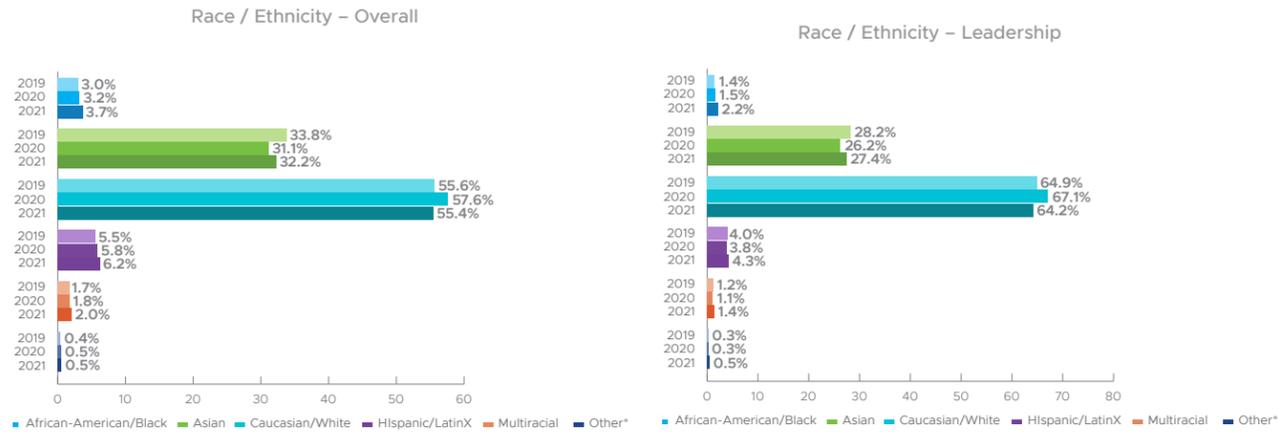
Gender by Region - APJ



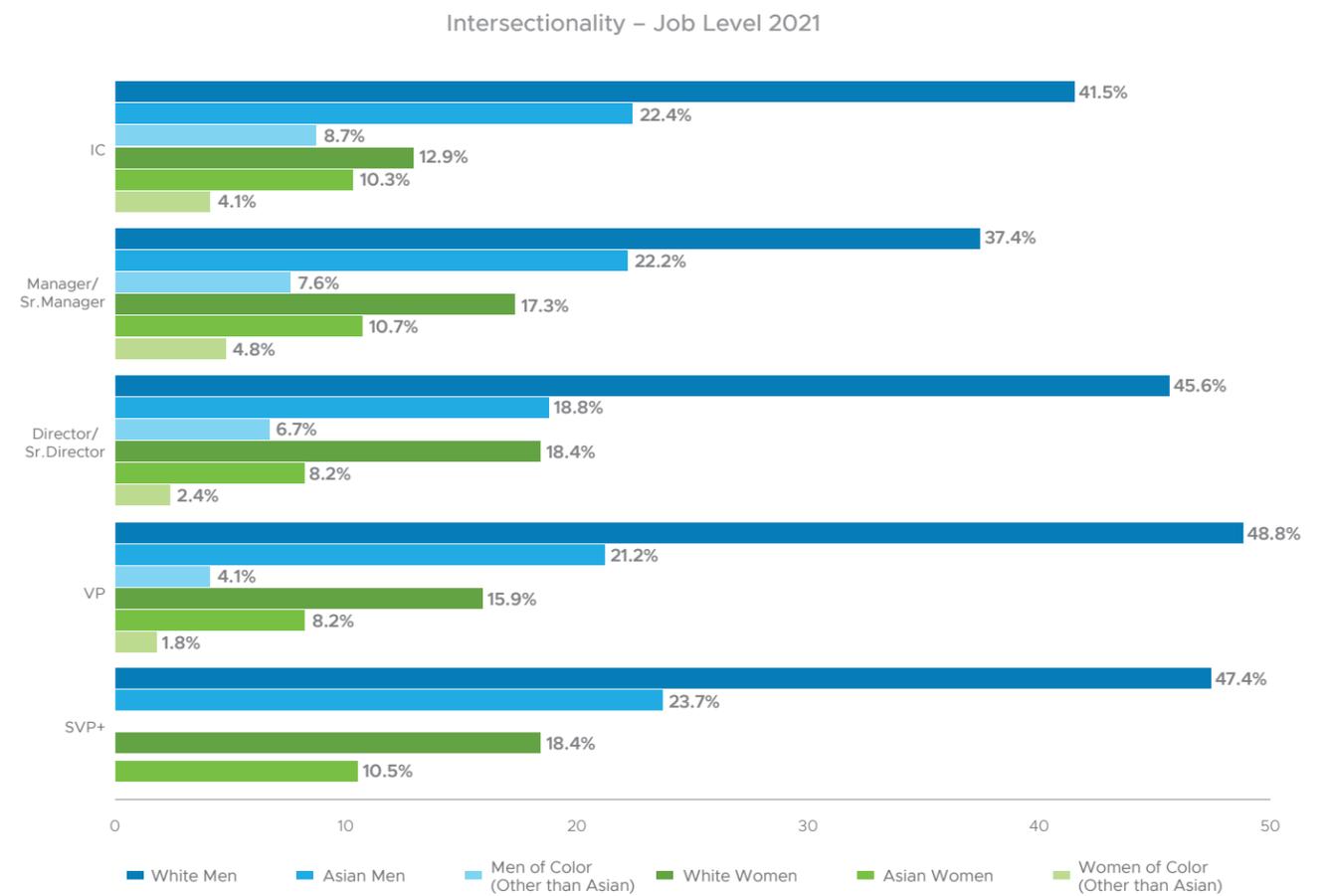
Gender by Region - EMEA



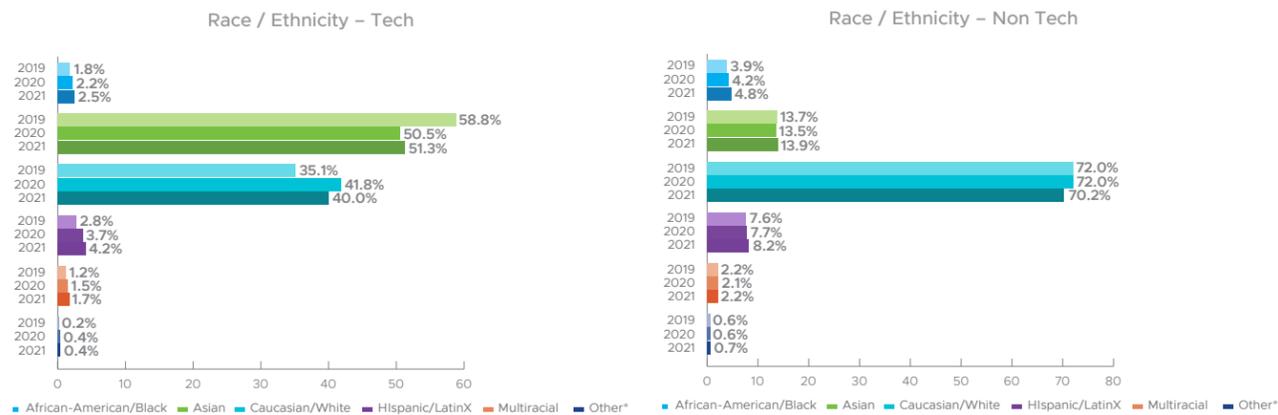
Race and Ethnicity at VMware (U.S.)



Intersectionality by Gender, Ethnicity and Job Level (U.S.)

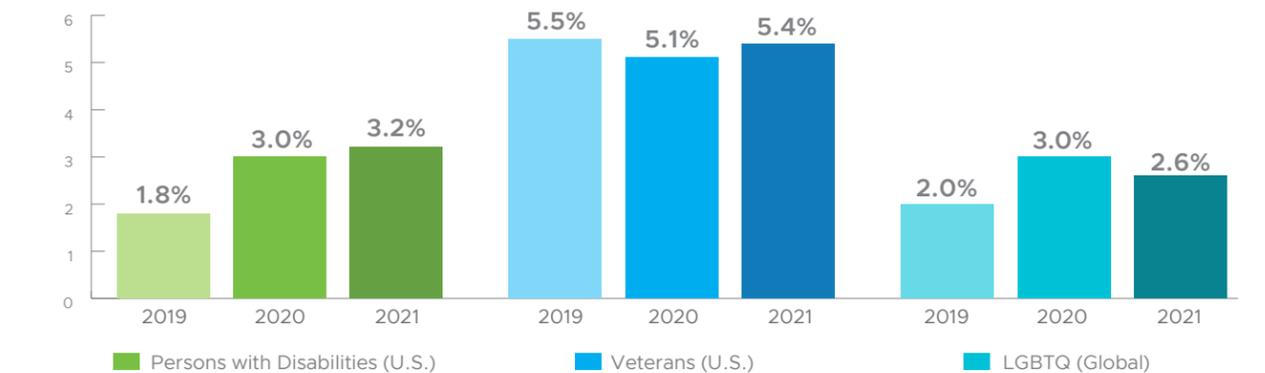


Race and Ethnicity at VMware (U.S.)

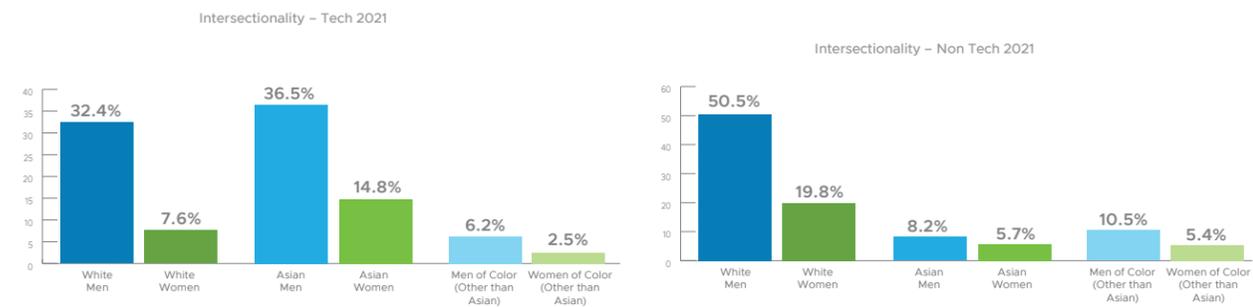


Other Communities at VMware

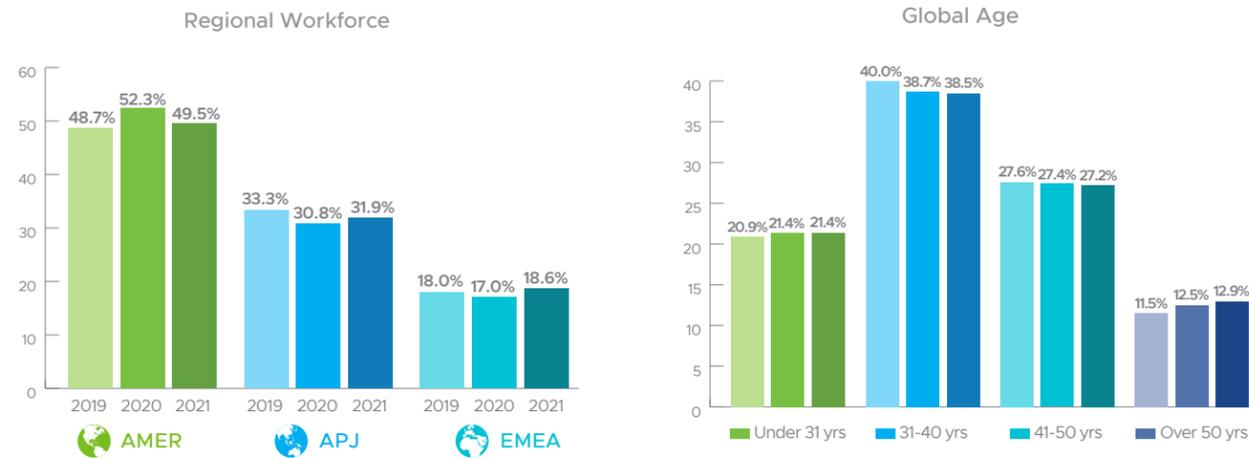
Other Communities at VMware Self-Identification



Intersectionality by Gender, Ethnicity for Tech and Non-Tech (U.S.)



Other Communities at VMware (cont.)



Overall, in FY21 we increased global representation of women by 1.4% globally and the representation of underrepresented minorities (URMs) in the US by 0.9%. We know there is still a lot of work ahead and although we did not meet our exact numerical goals in FY21, we are proud of the progress we made. We will continue to set aggressive goals to accelerate our progress.

Looking ahead, we are building inclusive culture into our FY22 Goals and will measure using employee pulsing questions aligned with our Inclusive Culture Survey questions, specifically:

- All employees are treated fairly in my business group, regardless of their individual differences.
- Senior leaders of my business group demonstrate a commitment to DEI through their actions.
- My business group is making noticeable improvements on its inclusive culture.

As shared in last year's annual report, we are committed to looking at our data across key demographic groups and closing the gaps between majority and underrepresented groups. To help us expand our measurement and goals over time, we launched a Self-ID Campaign in the U.S., going beyond compliance by giving our employees the option to voluntarily and confidentially disclose gender identity, LGBTQ+ identity, and pronoun, in addition to the already existing fields of gender, race/ethnicity, military status and disability status in our Human Resources Information Systems. We plan to expand these efforts globally going forward to help us better understand our employees and broaden our recruiting, hiring, development and retention efforts. We want our employees to feel safe telling us who they are. One simple step we took was to encourage everyone to add pronouns to their email signatures and in Zoom. That being said, with the low activation rate of 6 percent in the U.S. for the voluntary LGBTQ+ fields, we have much more work to do around communicating the "why" to encourage more employees to self-identify.

Data Footnotes:

- Data is reflective of each Fiscal Year. 2021 data is current as of January 31, 2021. 2020 data is current as of January 31, 2020. 2019 data is as of February 1, 2019. Our representation data excludes blanks and declines. Pay equity analysis was conducted in November 2020. Data from past years is restated to reflect organizational changes and may reflect slight variances from last year's publication.
- Leadership is defined as director level and above.
- "Other" includes American Indian, Alaska Native, Native Hawaiian, and Pacific Islander.
- Self-identification is voluntary disclosure data. Veteran data is collected for protected-status veterans only, which does not include all veterans. LGBTQ data was collected in countries where identification is legal as part of our employee survey which had limited employee participation. We recognize that our current gender reporting is not inclusive of our non-binary population and are working on more inclusive data collection efforts through expanded self-identification efforts.

Building Communities

We innovate to create new experiences to identify, expand and support the pool of underrepresented talent across the Technology Industry.



VMware Ascent Hiring Programs: We offer a variety of curated development and hiring programs for people with differing experiences and perspectives to start or restart their career at VMware including:

Apprenti: VMware partners with [Apprenti](#) to offer an innovative apprenticeship program where applicants can attend a VMware specific, four-month technical bootcamp and receive on-the-job training for a year in a software development role.

Nakshatra: VMware's six-month returnship program for professionals in India, Nakshatra enables participants to restart their career after having been away from the traditional workforce for two plus years. Returnees receive a paid returnship, on-the-job training based on business requirements, mentorship and learning paths to support a successful transition back into the workforce.

Neurodiversity Inclusion Program: VMware's [Neurodiversity Inclusion Program](#) is tailored for people with autism. The program includes enablement for recruiters, hiring teams, and candidates to engage in an interview process that is inclusive of neurodiverse individuals. If hired through this program, employees receive one-on-one mentorship and formal job coaching to ensure success and satisfaction in the new role.

Path Forward: In partnership with [Path Forward](#), VMware offers professionals in the US with five plus years of professional experience with the opportunity to restart their career after a two plus year career break. Path Forward participants complete an 18-week professional internship where they are given access to technical training, mentorship, and professional development.

Technical Bootcamp: In partnership with [Galvanize](#), the VMware Ascent Technical Bootcamp provides career opportunities for people in the United States that have non-traditional backgrounds and skillsets, and who are looking for entry level software development positions. Participants attend a twelve-week, immersive technical training prior to being extended a job offer from VMware. Access to VMware technical mentors, one-on-one meetings with a dedicated talent acquisition expert, and instruction in DevOps, Java microservice development, advanced data structures, service design patterns, distributed application development, and VMware-specific technologies are several of the benefits of this opportunity. Once hired as a full-time employee, they receive a personalized, ninety-day onboarding and mentorship experience.



CodeHouse Atlanta: A weekend-long virtual event for Black and Latinx students who identify as women and are studying Computer Science/Computer Engineering. Attendees tackle a technical challenge that engages and gives back to the community, while practicing their technical skills alongside the mentorship of experienced industry leaders. VMware CodeHouse brings together the community of women in technology in an unrivaled experience unlike any other.

CodeHouse Palo Alto: A weekend-long virtual event for students who identify as women and are studying Computer Science/Computer Engineering. Attendees tackle a technical challenge that engages and gives back to the community, while practicing their technical skills alongside the mentorship of experienced industry leaders. VMware CodeHouse brings together the community of women in technology in an unrivaled experience unlike any other.

Connect: VMware Connect is an opportunity for potential job candidates to virtually connect with our global executives, hiring managers, VMware Talent Acquisition team members and individuals from our PODs. We host virtual VMware Connect events throughout the year focused on different topics of interest to talent around the world. These events will allow candidates the opportunity to understand what kind of careers are available at VMware, career progression opportunities and most importantly, how they can be a part of this and be empowered to be part of our community and environment where everyone feels they belong and can contribute to fully drive innovation.

Stanford VMware Women's Leadership Innovation Lab: Through a \$15 million endowment to the Women's Leadership Innovation Lab, VMware is investing in women's leadership research at Stanford for generations to come. We are committed to bridging the gap between industry and academia, and through this collaboration, we intend to accelerate combining research with practitioner insights to generate new evidence-based solutions.

VMinclusion Taara: We launched VMinclusion Taara in India in early 2019, making a commitment to train and certify 15,000 women on VMware products and technology that enable digital business transformation; so that they can return to the workplace more easily after taking time off, with confidence. Over 9,300 participants have engaged with the program and 68 percent of these women have activated their account to start their learning journey. Over 600+ companies in India have hired from this pool. We continue to partner with customers and partner to enable women to return and be hired across industries in India.

CONNECT

Stanford

VMware Women's Leadership Innovation Lab



VMware Achieve Scholarship: The VMware Achieve Scholarship provides a one-time \$10,000 USD tuition award to a student who identifies as a woman pursuing a degree in Computer Science, Computer Engineering, or related technical field.

VMware Rise Scholarship: VMware Rise Scholarship provides a one-time, \$5,000 USD tuition award to two students pursuing a degree in Computer Science, Computer Engineering, or related. Applicants must identify with one or more underrepresented minority groups.

VMware Nirmaan: In January 2021, VMware India hosted the second edition of Nirmaan, a unique forum committed to building a gender-balanced leadership talent pipeline and creating a supportive ecosystem for women in technology. The virtual event saw industry leaders come together to inspire the next generation of women leaders by fostering dialogue on how organizations can help drive inclusion to build a resilient workforce. The one of its kind virtual event was designed to create a real difference in the lives of Indian women in technology. It aimed to help them build not just knowledge but also network and learn some great career development tips. The agenda included inspirational addresses by women leaders and role models, industry insights and knowledge sharing, and also practical learning and career advice sessions for attendees. The unique giveaways for the interactive sessions included mentorship sessions and networking with VMware leaders. The forum saw an overwhelming response with over 2,000 professionals attending the different sessions and, to continue the conversations, we launched the Nirmaan portal, to engage in quarterly issues and topics that are relevant to women in tech going forward.

Women Transforming Technology: VMware founded the Women Transforming Technology (WT2) conference, a consortium of companies and organizations committed to building a community of support to tackle issues that women face in the industry. We hosted the 5th annual and first ever virtual Women Transforming Technology conference on May 5, 2020 with a theme of "We Rise" with Laura Dern, actress, producer, director and activist, and Kathryn Finney, CEO of digitalundivided, a social enterprise that leads high potential Black and Latinx women founders through the startup pipeline, as keynote speakers. Moving to completely virtual format enabled us to increase participation to over 6,000 representing 385 organizations, improve accessibility including closed captioning for all sessions, and increase the number of sessions and tracks.



Commitments

We believe that we can't solve this challenge alone and are working with strategic partners to create systemic change. We are proud of the recognition of our efforts.

Partnerships



We are proud of our DEI efforts in FY21 and our commitment to action. We know it will take all of us working together, across VMware, our partners and our ecosystems. We recognize that while the work may never be done, we must seize the opportunities ahead to go faster, be bolder, and continue to adapt and evolve to drive even more sustained impact in the years to come.

Recognition

- Best Places to Work for LGBTQ Equality, Human Rights Campaign 2021
- Blind's Top 15 Companies with the Happiest Employees 2020
- China International Public Relations Association - Silver Award of Corporate Culture
- Forbes 2021 Best Employers for Diversity
- Forbes 2021 Best Employers for Veterans
- Forbes 2020 Best Employers for Women
- Forbes 2020 JUST 100 List
- Glassdoor's Best Places to Work 2020
- ET Now Business Leader of the Year - CSR category for VMinclusion Taara
- India Workplace Equality Index (IWEI) Top Employers 2020 (LGBT+)
- [JobsForHer: Top 20 Most DivHERsity Programs 2020](#)
- [JobsForHer: Top 20 DivHERsity CHAMPIONS 2020](#)
- [JobsForHer: Top 20 WOMEN RETURNEE PROGRAMS 2020](#)
- [Women Leading Change Campaign Awards – VMware's VMinclusion Taara – Women Return to Work 2020](#)
- [Zinnov Awards – Inclusion & Diversity 2020](#)



