

PRIDE@VMware

FY20 Walking Deck

June 2019
pride@vmware.com

Why Diversity & Inclusion Matters to VMware

“Diversity is getting invited to the party; Inclusion is getting asked to dance.” – Verna Myers

Diversity: Refers to visible and invisible dimensions that result in different work styles, problem solving techniques, life experiences and perspectives, and perceptions of the workplace.

Inclusion: When all employees perceive they can be authentic, contribute fully and meaningfully, grow, develop, thrive and contribute to business impact.



Diversity & Inclusion enables us to:

- **Talent:** Attract and retain the best talent as an employer of choice.
- **Marketplace:** Increase collaboration with diverse customers, partners and global teams.
- **Innovation:** Accelerate innovation and improve our bottom line.

Power of Difference Communities (PODs)

Harnessing the Power of Human Difference



Power of Difference communities (PODs) are employee groups that enhance VMware's inclusive culture by harnessing the power of human difference. We have PODs for site specific locations as well as PODs designed to strengthen networks for women and underrepresented groups. PODs are open to anyone in the company and designed to help participants grow as leaders, engage with different communities, and drive business impact.

Corporate Diversity & Inclusion Goals

POD Strategic Priorities and Action Plans Align to the Three Goals Below

Culture: Foster and promote an inclusive community that values and celebrates human difference.

Representation: Increase our representation of women and underrepresented groups so that we reflect the communities we live in and serve.

Thought Leadership: Inspire and support the broader community of women and diverse talent in technology.

PRIDE@VMware

Mission and Vision

What is PRIDE@VMware?

PRIDE@VMware is an employee and business resource group that serves as a community for, and representative of, the Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual, Allies and Pansexual (LGBTQ+) people at VMware.

Mission

To create a diverse and inclusive workplace for the LGBTQ+ community at VMware.

Vision

VMware is the employer of choice for the LGBTQ+ community and the pinnacle of diversity and inclusion in tech.

vm inclusion



FY20 Strategic Priorities

Focusing on Impact and Outcomes



Scale our impact across VMware

Expand education and manager capabilities

Attract, develop and retain diverse talent

Advise HR to accelerate D&I

Position VMware as the employer of choice for LGBTQ+ people

FY20 Strategic Priorities

Focusing on Impact and Outcomes

Scale our impact across VMware

Focus on building resources and hosting events that can be used by all employees globally. Build a common foundation of engagement resources. Create engagement point for global VMinclusion groups.

Expand education and manager capabilities

Create a learning path on the various demographics within LGBTQ+ and best practices for being an ally.

Attract, develop and retain diverse talent

Identify recruitment opportunities for the talent acquisition team. Create professional development opportunities for LGBTQ+ employees and ally advocates. Identify areas of improvement for benefits worldwide.

Advise HR to accelerate D&I

Advise the HRBP, HRMP, and D&I teams to ensure that leadership's D&I action plans are appropriate for increasing representation and inclusion of LGBTQ+ people.

Position VMware as the employer of choice for LGBTQ+ people

Identify and engage with political activism, conferences, PRIDE parades, service learning, local LGBTQ+ partnerships, and sponsorships that offer high visibility to the VMware brand as a D&I thought leader.

FY20 Initiatives

Building on Our Momentum

New for
FY20

- Membership:** Create a membership strategy and deploy tools to better manage and engage members globally.
- Ally Program:** Create a program to enroll, educate and encourage Allies to create a more inclusive workplace.
- VMinclusion PODs:** Scale the impact of PRIDE@VMware by partnering with international VMinclusion PODs.
- Business Partnership:** Partner with HR and the business in areas where PRIDE@VMware can add value.

Building
on FY19

- Education:** Educate VMware employees, managers and executives on identities under the LGBTQ+ umbrella.
- Benefits:** Identify and act on opportunities to improve company policies, benefits and practices.
- Policy Response:** Create a framework for identifying and responding to legal, policy and rights issues.
- Out & Equal:** Increase the impact of our partnership and Workplace Summit sponsorship.
- Pride Parades:** Participation in Pride Parades to increase membership engagement and brand awareness.
- Communication:** Increase frequency and effectiveness of communications to members and VMware at large.

Global and Local Roles

Aligned for Scale and Strategic Priorities

Global Roles

Current or Emeritus Co-Lead

Global Membership Lead

Global Education Lead

Global Communications Lead

Global HR Consulting Lead

Global Ally Program Lead

Global VMinclusion Liaison

Existing POD Experience

Global Pride Month Lead

Global Political Policy Lead

Global Benefits & Company Policy Lead

- General
- Transgender

Global Out & Equal Global Lead

Global Talent Liaison

Local Roles

Co-Leads & Core Members

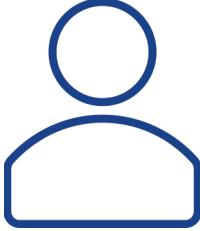
External Community Engagement Lead:

- Youth engagement
- University talent
- Service learning
- Local LGBTQ+ professional organizations

Pride Parade Lead

Pride Month Lead

PRIDE@VMware Global Leadership Team



Vincent McNeeley

Atlanta Pride POD Lead

Ricky Brooks

Austin Pride Co-Lead

Laura Folks

Austin Pride Co-Lead

Bryan Hope

Palo Alto Co-Lead

Amanda Neil

Palo Alto Co-Lead

Location-Based VMinclusion Pride Allies & Champions

Name	Location	Name	Location
Toni MacDermott	ANZ	Amy Baker	United States (Bellevue)
Cindy Kuo	China	TBD	United States (Boston)
Katherine Lopez and Warner Ramirez	Costa Rica	Patrick Geiger	United States (Broomfield)
Franziska Latham	Germany	Ken Cheney	Remote Employees
Maitri Kothari and Achint Patel	India		
Amy Waddell	Ireland		
Suzumi Hirai	Japan		
Louise Sharpe	United Kingdom		

PRIDE@VMware Executive Sponsors

Senior Executives for Business Alignment and Support



Jason Conyard

Palo Alto, VP, IT
Global Executive Sponsor



Jayanta Dey

Palo Alto, VP, ISBU
Global Executive Sponsor



Rick Franke

Atlanta, VP, GSS
Local Executive Sponsor

PRIDE@VMware FY20 Events Timeline

Q1 FY20			Q2 FY20		
February	March	April	May	June	July
		Out & Equal ExFo		Global Pride Month	Parade: Costa Rica
				Parade: Sophia	TBC: Ally Campaign
				High School Scholars	TBC: Education Program
			POD Leadership L.A.B.		
			Accelerate Your Career Series		
Q3 FY20			Q4 FY20		
August	September	October	November	December	January
Parade: Palo Alto		Out & Equal Summit	Parade: India	Annual Planning Workshop	
Parade: Austin		Parade: Atlanta	Annual Budget Planning		
Parade: Cork					
POD Leadership L.A.B.					
Accelerate Your Career Series					

How to Get Engaged with PRIDE@VMware

Let's connect!



Read and bookmark us on [Source](#)

Join our [Space on Social](#)

Join a local mailing list:

- Austin
- Atlanta

Volunteer by [contacting a Co-Lead](#)



Thank You

Appendix

Global and Local Core Team Members

Location	Core Team Member	Local Role	Global Role
Atlanta	Vincent McNeeley	Co-Lead	
	Megan Payne		Global Political Policy Lead
	Ben Kastroll		Global Talent Liaison
	Jeanette Denham	Pride Parade Lead	
	Robert Thompson	External Community Engagement Lead	
	Adam Henry	Events Lead	
	Muhammad Fuzail	Pride Month Lead	
Austin	Chuck Thompson		
	Laura Folks	Co-Lead	Global Ally Program Lead
	Ricky Brooks	Co-Lead	
	Cali Chin		Global Benefits and Company Policy Lead (General)
	Audrey Hart	Pride Parade Co-Lead	
	Julie Johnson	Pride Parade Co-Lead	
	Ricky Brooks	Pride Month Lead	
Palo Alto	Bryan Hope	Co-Lead	Global Out & Equal Lead Global VMinclusion Liaison
	Amanda Neil	Co-Lead	Global Pride Month Lead
	Briana Brophy		Global Benefits and Company Policy Lead (Transgender)
	Cameron Sturdevant		Global Membership Lead
	TBD		Global Communications Lead
	Deepa Joshi		
	Michael Hoefer	Local Talent Liaison	

PRIDE@VMware Branding Guidelines

Consistent Impact, Consistent Experience

ALWAYS

PRIDE@VMware

PRIDE@VMware POD

“PRIDE@VMware does...”

“Our POD does...”

EXCEPTION WHEN SPEAKING

“The Pride POD does...”

OTHERWISE NEVER

Pride

Pride POD

Pride VMware

The Pride POD does...