

AT&T Joins Over 150 CEOs to Commit to Diversity and Inclusion in the Workplace
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CEO Action for Diversity & Inclusion™ Will Improve Corporate Performance, Drive Growth and Further Engage Employees

NEW YORK, June 12, 2017 /PRNewswire/ -- AT&T¹ and more than 150 CEOs agreed to join the largest CEO-driven business commitment to advance diversity and inclusion in the workplace. They will sign the CEO Action for Diversity & Inclusion™.

CEOs are pledging to promote a workplace where diverse perspectives and experiences are welcomed and respected and employees feel encouraged to discuss diversity and inclusion. For continued advancement of diversity and inclusion in the workplace, companies can share best practices through a unified hub, CEOAction.com.

"At its core, diversity is not about tolerating our differences – it's about understanding them. And that requires a commitment to honest and open dialogue," said Randall Stephenson, Chairman and CEO, AT&T. "I'm proud to work with my fellow CEOs to help make that a reality in the workplace."

"We are living in a world of complex divisions and tensions that can have a significant impact on our work environment. Yet, it's often the case that when we walk into our workplace – where we spend the majority of our time – we don't openly address these topics," said Tim Ryan, U.S. chairman and senior partner, PwC. Ryan is also chair of the steering committee, CEO Action for Diversity & Inclusion™. "CEOs across the country understand this isn't a competitive issue, but a societal issue, and together we can raise the bar for the entire business community. By sharing best known actions and programs, we are helping to create a more inclusive environment that will encourage all of us to bring our greatest talents, perspectives, and experiences to the workplace."

The CEO Action for Diversity & Inclusion™ is led by a committee of CEOs and leaders from Accenture, BCG, Deloitte US, The Executive Leadership Council, EY, General Atlantic, KPMG, New York Life, P&G and PwC. The coalition represents more than 50 industries, all 50 U.S. states and millions of global employees. Each signatory committed to taking the following steps.

1. **Foster workplaces to support open dialogue on diversity and inclusion.** Companies will create and maintain environments, platforms and forums where employees can learn more about each other's experiences and perspectives.
2. **Implement and expand unconscious bias education.** Companies will roll out or expand education to help employees recognize and minimize potential blind spots, to better facilitate more open and honest conversations within their companies. The initiative is making non-proprietary education modules available to other companies free of charge. This training will live on the hub, CEOAction.com.
3. **Share best practices.** Companies will learn from each other to evolve existing strategies. This will create accountability to track progress and share regular updates with each other.

The first CEO Action for Diversity & Inclusion™ Summit will be this fall. Attendees will check in with one another, assess fundamental gaps and discuss next steps.

Companies that have not pledged can still use the hub and Summit as an opportunity to learn. Companies already taking these steps can use this platform to drive greater engagement within their own programs, submit best practices and mentor others on their journey.

CEO Action for Diversity & Inclusion™ steering committee quotes:

Accenture North America CEO Julie Sweet: "The need for innovation to grow, compete, and transform has never been greater – and we believe diversity is essential to driving this innovation. Our commitment is unwavering and we remain laser-focused on speeding the pace of our progress to continue creating an environment where everyone feels they belong."

BCG Senior Partner and Managing Director Joe Davis: "Diversity is not a 'nice-to-have' – it is key to

delivering superior results for our clients. Coming together with other CEOs and leaders to share our efforts and learn from one another through collaboration will drive the cultivation of more diverse and inclusive workplaces and enhance economic growth."

Deloitte US CEO Cathy Engelbert: "We believe in the importance of building strength through diversity and cultivating an inclusive environment where all of our people feel valued for who they are. By breaking down barriers, finding common ground, and providing a platform for shared experiences, employees will be empowered to be their authentic selves and express their greatest talents to do their best work and reach their full potential in every aspect of their life."

The Executive Leadership Council President and CEO Ronald C. Parker: "Diversity and inclusion in the workplace are key drivers of business innovation and economic growth. We must ensure that our workplaces keep pace with the constantly changing demographics of our country and open pathways for diverse experiences, perspectives and talent to drive growth opportunities and an even stronger set of leaders in business and beyond."

EY US Chairman and Americas Managing Partner Steve Howe: "EY's longstanding commitment to D&I is paramount, especially in today's social climate. We recognize that our strength comes from our diversity. The CEO Action for Diversity & Inclusion™ pledge enables us to work with other business leaders who are also committed to creating inclusive cultures that value people's unique perspectives to drive innovative solutions — and a better working world for us all."

General Atlantic CEO Bill Ford: "As industry leaders, we are seizing the opportunity to help drive meaningful change in the communities we serve. Acting now and having open conversations about diversity and inclusion in the workplace will empower our people to deliver their best work which will undoubtedly lead to greater business."

KPMG US Chairman and CEO Lynne Doughtie: "Inclusion and diversity are an intrinsic part of who we are and we are committed to ensuring that our inclusive culture remains in place so that all of our people have the opportunity to succeed and achieve their full potential. This cultivates an environment of dialogue and action, spurs innovation, and empowers our talent to drive quality for the capital markets, our clients and in our communities."

New York Life CEO and Chairman Ted Mathas: "Fostering a work environment that supports diversity and inclusion is a responsibility every business leader shares. But embracing different perspectives and opening ourselves to new ways of seeing the world is a responsibility we all share. The CEO Action for Diversity & Inclusion™ provides an opportunity to learn from each other, engage more people, and strengthen our society as a whole."

P&G Chairman of the Board, President and CEO David Taylor: "We have a proud and growing tradition of advocating for dialogue and action that drives progress – and issues of diversity and inclusion are no different. By working side-by-side with others to address these challenges head on, we believe we can create better workplaces and stronger communities where all people are welcome, valued, and respected."

For a list of the signatories of the CEO Action for Diversity & Inclusion™, visit CEOAction.com.

For more information on the CEO Action for Diversity & Inclusion™ or to get involved, please visit CEOAction.com.

¹AT&T products and services are provided or offered by subsidiaries and affiliates of AT&T Inc. under the AT&T brand and not by AT&T Inc.

About CEO Action for Diversity & Inclusion™

CEO Action for Diversity & Inclusion™ is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. Bringing together more than 150 CEOs of America's leading organizations, the commitment outlines actions that participating companies pledge to take to cultivate a workplace where diverse perspectives and experiences are welcomed and respected, employees feel comfortable and encouraged to discuss diversity and inclusion, and where best known—and unsuccessful—actions can be shared across organizations. Learn more at CEOAction.com and connect with us on Facebook: [CEO Action for Diversity & Inclusion](https://www.facebook.com/CEOActionforDiversityInclusion) and Twitter: [@CEOAction](https://twitter.com/CEOAction).

About AT&T

AT&T Inc. (NYSE:T) helps millions around the globe connect with leading entertainment, business, mobile and high speed internet services. We offer the nation's best data network* and the best global coverage of any U.S. wireless provider.** We're one of the world's largest providers of pay TV. We have TV customers in the U.S. and 11 Latin American countries. Nearly 3.5 million companies, from small to large businesses around the globe, turn to AT&T for our highly secure smart solutions.

Additional information about AT&T products and services is available at about.att.com. Follow our news on Twitter at @ATT, on Facebook at facebook.com/att and YouTube at youtube.com/att.

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*Claim based on the Nielsen Certified Data Network Score. Score includes data reported by wireless consumers in the Nielsen Mobile Insights survey, network measurements from Nielsen Mobile Performance and Nielsen Drive Test Benchmarks for Q4 2016 + Q1 2017 across 121 markets.

**Global coverage claim based on offering discounted voice and data roaming; LTE roaming; and voice roaming in more countries than any other U.S. based carrier. International service required. Coverage not available in all areas. Coverage may vary per country and be limited/restricted in some countries.



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