Intel Diversity in Technology Initiative

In January 2015, Intel CEO Brian Krzanich announced Intel's new goal in diversity and inclusion: to achieve full representation of underrepresented minorities and women by the year 2020 in its U.S. workforce. He also called on the rest of the industry to join him in working to improve diversity in technology.

Krzanich announced a $300 million Diversity in Technology Initiative and a broad view of diversity and inclusion realized by a commitment to five core efforts:

- Achieve full workforce representation through focused hiring and retention programs
- Grow the pipeline of technical talent for the industry at large
- Improve diversity in our supply chain and vendors
- Invest in diverse entrepreneurs of emerging technologies
- Support women in gaming

Making Progress on 2020 Goals

In August 2015, Intel released a mid-year diversity update report highlighting progress to date against its commitment to achieve full representation in its U.S. workforce by 2020, as well as investments made to date that will lead the high-tech industry towards greater diversity and inclusion.

As of August 2015, Intel is on track to achieve its overall hiring goal for the year. This is meaningful considering that 85 percent of Intel's workforce is technical, so we must hire a large number of people with technical degrees and skill sets.

- Intel is currently tracking to 43.3% diverse hires in 2015, which exceeds its goal in the United States of 40% for 2015
- More African-Americans and women are working at Intel today than there were at the beginning of 2015
- More women and under-represented minorities are in leadership today at Intel than at the beginning of 2015 (VP and above, Fellows, and Senior Fellows)

Increased Transparency in Reporting: Beyond EE0-1 Data

In 2002, Intel was one of the first companies to publicly share its EEO-1 form. Continuing that tradition 13 years later, Intel is the first to share a diversity report with such detailed data.

The report includes significantly more information than the EEO-1 form or that has been reported in the past for Intel's U.S. workforce. The mid-year report includes:

- Hiring data
- Hiring goals (both numbers and percentages)
- Market availability
- Market representation
- Tables include:
  - Intel exceeding overall year 1 hiring goal
  - Changes in Intel's U.S. workforce representation for women and underrepresented minorities
  - Increase in diversity at senior levels
  - U.S. workforce representation by tech/non-tech and stage of career
Expanding the STEM Pipeline

Intel is helping to transform the lives of millions through education. Over the past decade alone, Intel and the Intel Foundation have invested more than $1 billion, and Intel employees have donated close to 4 million volunteer hours toward improving education in more than 100 countries. Intel believes that a highly educated workforce and a strong technology infrastructure are the foundations for success in today’s knowledge economy.

Intel’s programs and partnerships include:

- Latinos in Technology Scholarship Initiative
  - In October 2015, Intel announced that it will pledge $3.75 million in support of the Latinos in Technology Scholarship Initiative of the Hispanic Foundation of Silicon Valley (HFSV). Intel will provide scholarships of up to $10,000 every year for the next five years to 25 Latino college students with roots in Silicon Valley. In addition, Intel will also offer each student who earns a scholarship an internship for two summers and a full-time job upon successful completion of their degree.

- Code Talkers to Code Writers Initiative
  - In August 2015, Intel announced an investment of $250,000 over the next three years at three Arizona high schools in the Navajo Nation. The investment is a part of Science Foundation Arizona’s Code Talkers to Code Writers Initiative in honor of National Navajo Code Talkers Day and the 70th Anniversary of the WWII Code Talker mission, which helped to end the war. Intel will work with Science Foundation Arizona to implement a comprehensive education transformation plan at these schools that includes:
    - Enhanced computer science curriculum offerings and teacher professional development
    - Student-centered services such as hands-on support outside of school hours and summer bridge programs to minimize “summer brain drain”
    - Skills-based volunteering, tutoring and mentoring from Intel employees who are members of the Intel Native American Network – several of whom attended these Navajo Nation high schools

- Georgia Institute of Technology
  - In August 2015, Intel announced it will invest $5 million over the next five years to deepen its engineering pipeline partnership with the Georgia Institute of Technology and deploy research-driven solutions to inspire and retain women and underrepresented minorities to start and complete computer science and engineering degrees. The Intel and Georgia Tech program is anticipated to result in retaining more than 1,000 underrepresented minority students and improve access to thousands more students.

- Oakland Unified School District
  - In May 2015, Intel announced it entered into a memorandum of understanding with the Oakland Unified School District to ensure equitable access for all students and place students on a pathway to earn a college degree that provides them with meaningful economic outcomes to reach their full potential – and help create a better future. Intel will invest $5 million over the next five years to implement a comprehensive approach that will create a computer science and engineering pathway for more than 2,400
students with a graduating cohort of 600 students over the next 5 years. Intel and the Oakland Unified School District will focus on three critical areas:

- Quality teacher professional development and quality AP Computer Science course offerings
- Deep community, student and parent engagement
- Wrap-around services that include out-of-school time hands-on support, mentoring, tutoring, job shadowing and summer bridge programs to avoid “summer brain drain.” Intel employees will also support this initiative through tutoring and mentorships.

- Rebecca Minkoff
  - In March 2015, Intel, Rebecca Minkoff, and UN Women announced an effort to expand the pipeline of female engineers, support positive representations of opportunities for women in technology, and connect women around the world to opportunities to learn and lead through science, technology, engineering, and mathematics (STEM) education and careers.

- Girls Who Code
  - In its second year of partnerships, Girls Who Code and Intel launched the 2014 Summer Immersion Program in partnership with Stanford University’s Clayman Institute for Gender Research. The program has reached 380 high school girls across 19 classes in New York City, Boston, Miami, Seattle and the San Francisco Bay Area.

- TechGYRLS @ TechShop
  - As a founding member of the Maker Education Initiative, Intel pioneered a partnership between TechShop and YWCA’s TechGYRLS. The overarching goal of YWCA’s TechGYRLS program is to empower girls with the technical skills and confidence necessary to explore the possibilities within STEM careers. For the past seven years, TechGYRLS operated a typical STEM after-school program and maintained a 20 to 25 percent dropout rate as the year progressed. With Intel’s help, TechGYRLS joined the maker movement and experienced tremendous results: a zero percent dropout rate in its young makers program. TechGYRLS will now be expanding its makers program to reach 700 girls in 2016.

- MakeHers Report
  - In November 2014, Intel released a global report called “MakeHers: Engaging Girls and Women in Technology through Making, Creating and Inventing.” The report’s findings indicate that girls involved with making, designing and creating things with electronic tools may build stronger interest and skills in computer science and engineering – which could potentially reduce the growing gender gap in these fields. As part of Intel’s broader efforts to increase access to and interest in computer science and engineering among girls and women, Intel’s “MakeHers” report contains key recommendations for parents, educators, policymakers and other stakeholders to increase girls and women’s interest and participation in computer science and engineering and reduce the tech gender gap through maker activities.

- Stay With It™, Inspired by Intel
  - Stay With It™ is an online community of over 50,000 participants in which engineering students can engage with each other and find compelling engineering-related content, academic resources, internship information and tips encouraging them to stay enrolled in their engineering majors and graduate. The initiative was born out of the President’s
Council on Jobs and Competitiveness in 2012 and is designed to address the staggering shortage of engineers in the United States.

- **Diversity Scholar Program**
  - Intel works with community organizations such as GEM Consortium, Semiconductor Research Corporation (SRC), Hispanic College Fund (HCF) and United Negro College Fund (UNCF) to offer internship opportunities and scholarships for college students in STEM programs. This is a strategic intern program that complements Intel's college intern program by ensuring 99 percent of the candidates are underrepresented minorities and/or females.

**Investing in Diversity**
In June 2015, Intel Capital announced the Intel Capital Diversity Fund – the largest venture fund of its kind – to invest $125 million in businesses led by women and underrepresented minorities. The fund launched with investments in four startups – Brit + Co, CareCloud, Mark One and Venafi – across a wide spectrum of industries, including the Internet of Things, the maker movement, cloud computing and cybersecurity. Startups will gain access to Intel Capital's business development programs, global network, technology expertise and brand capital.

**Increasing Supplier Diversity**
Over more than three decades, the practice of supplier diversity has evolved from a compliance movement among many major corporations seeking diverse suppliers to satisfy requirements on government contracts to a fully collaborative and corporate discipline for doing business and meeting organizational financial objectives.

Intel formally launched its Supplier Diversity program in 1998. Diversity as defined by Intel and Intel's customers includes both diverse and small business enterprises. The program reports to the vice president of the Technology and Manufacturing Group and general manager of Global Supply Management and, ultimately, to Intel's chief diversity officer.

In May 2015, Intel announced a goal of $1 billion in spending with diverse-owned businesses by the year 2020, to develop more diverse-owned businesses in technology and drive greater transparency in diversity spending. The program reports to the vice president of the Technology and Manufacturing Group and general manager of Corporate Strategic Procurement.

To build awareness of Intel's commitment to supplier diversity, Intel:
- Cultivates relationships with key organizations and corporations that identify, certify and develop diverse business enterprises
- Engages with influencer organizations and thought leaders who build image and act as advocates, including other high tech peers
- Builds relationships and grow business with women- and minority-owned businesses that drive competitive advantage

Intel has strong strategic relationships with several external organizations that support and demonstrate the company's commitment to diversity. Intel's strategy to maintain long-standing, consistent relationships has resulted in building a reputation as a trusted partner among opinion leaders, thought leaders and advocates.
Intel is a corporate member of the following organizations that certify, develop, connect and advocate on behalf of diverse-owned businesses:

- National Minority Supplier Development Council (NMSDC)
- Women's Business Enterprise National Council (WBENC)
- WEConnect International - certifies outside of the U.S.
- National Gay & Lesbian Chamber of Commerce (NGLCC)
- Minority Supplier Development China (MSD China)

Supporting Inclusion in Gaming
Intel has a long history of supporting the gaming and developer communities, and Intel believes both men and women should be respected as gamers. Recent events in the gaming community have shown the need for a more meaningful dialogue, where people treat each other with respect and professionalism and without threats of harassment.

Intel's investments related to gaming include:

- Supporting the International Game Developers Association Foundation (IGDA) through a donation which will be applied toward efforts to increase the number of women entering the game development field as well as provide resources for developers facing harassment.
- Work with anti-harassment/anti-cyberbullying charities, including The Cybersmile Foundation, to support the promotion of positivity online and enhance professional support services to tackle all forms of online bullying and hate campaigns.
- Sponsor of Girls Make Games, game-making camps and workshops for girls ages 11-14, programs to include more girls in more cities.
- Sponsor of the Two5six Festival by adding the Intel Game Academy to the event and bringing 30 diverse scholars to the May 2015 festival.
- Added the Women's Intel Challenge to the existing Intel Extreme Masters eSports league; also began sponsoring the united professional women's team to compete at the Women's Intel Challenge and at other competitions.

About Intel
Intel (NASDAQ: INTC) is a world leader in computing innovation. The company designs and builds the essential technologies that serve as the foundation for the world’s computing devices. As a leader in corporate responsibility and sustainability, Intel also manufactures the world’s first commercially available “conflict-free” microprocessors. Additional information about Intel is available at newsroom.intel.com and blogs.intel.com, and about Intel's conflict-free efforts at conflictfree.intel.com.

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