



Intel Corporation  
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# Backgrounder

## Diversity in Technology Initiative

### Women

Formed in 2000, Intel's Women's Initiative is focused internally on connecting, inspiring, developing and advancing women at Intel. Our innovative programs are uniquely designed to help women build meaningful careers as individual contributors, managers and leaders. The primary strategy of the initiative is to create a strong, supportive environment where female employees can thrive.

#### *Within Intel*

- The Rapid Orientation for Accelerated Results (ROAR) Program was designed as a flexible platform to provide newly hired women with mentoring and knowledge-sharing opportunities. The program provides instant community and connection for new-to-Intel women in senior grades and facilitates rapid integration into Intel culture.
- The Command Presence Workshop was created to increase confidence, power and presence in mid-level technical women when presenting to a senior- and executive-level audience.
- The Accelerated Women's Leadership Program was designed to build leadership skills, confidence and presence among high-potential senior-grade women to support their advancement into more senior roles.
- **Mentor Program:**
  - The Intel Network of Executive Women (INEW) – Formed in 2009, it advances women's initiatives and champions efforts that are focused on identifying, mentoring and developing talent. Its protégés are central to our senior- and executive-level mentor programs.
- **Internal Conferences:**
  - Chartered in 1997 with global expansion in 2007, the Women at Intel Network (WIN) hosts nine conferences annually (both virtual and local), serving 4,000 women of all grade levels worldwide. The conferences create community, reduce feelings of isolation and promote professional development.
  - The Senior Women's Symposium for senior and executive women is an annual conference featuring internal and external thought leaders focused on building leadership skills, effective networks and strong relationships among women in senior roles at Intel. Initially piloted in 2012, and held twice to date, the 2014 symposium hosted more than 330 female leaders.
  - The Women's Principal Engineer and Fellows Forum's annual event provides a strong technical agenda to encourage idea sharing among Intel's senior technical women. It began in 2006 and is held annually.

#### *Outside of Intel*

Intel has strong, long-standing, consistent strategic relationships with several external organizations that support women. We have consistently been ranked as a top employer of choice by Working Mother Media.

- Anita Borg Institute (ABI) – Intel has had a long-standing relationship with ABI. Intel became an annual partner in 2005, a Grace Hopper Conference (GHC) sponsor in 2006, and a sponsor of its Women of Vision event in 2008. Intel's Justin Rattner is a member of the ABI board of trustees and several other technical women from Intel serve on ABI committees. In 2013, Intel was

selected as the ABI Top Company for Technical Women, and Genevieve Bell was selected as the recipient of ABI's prestigious award: Women of Vision-Leadership. Intel continues to have a strong presence at GHC. In 2014, Intel had 18 women presenting in various capacities, including three key panels. More than 100 Intel women attend GHC for professional development.

- Society of Women Engineers (SWE) – Intel became a member of the Corporate Partnership Council in 2004. Intel has sponsored the SWE Conference since 2005, with Intel attendees ranging from 75-150 depending on location.
- Institute of Electrical and Electronics Engineers Women in Engineering (IEEE-WIE) – Intel is sponsoring the 2015 International Leadership Conference for the first time, and Intel CEO Brian Krzanich will be keynoting.