

Intel Diversity in Technology Initiative

In January 2015, Intel set an ambitious goal to be the first high technology company to reach full representation of women and underrepresented minorities in its U.S. workforce by 2020. Intel committed \$300 million to support this goal and accelerate diversity and inclusion—not just at Intel, but across the technology industry at large. The scope of its efforts span the entire value chain, from spending with diverse suppliers and diversifying its venture portfolio to better serving its markets and communities through innovative programs like Hack Harassment, which aims to combat online harassment.

At that time, CEO Brian Krzanich announced the \$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

[Transparency in Reporting](#)

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 was on track to achieve its overall hiring goal for the year.

In February 2016, Intel continued its commitment to diversity and inclusion goals and transparency by publicly issuing a [full-year 2015 report](#) and announcing 2016 goals. Intel achieved the overall hiring and retention goals established for 2015, launched multiple programs and announced investments in its five key pillars of diversity strategy: workforce representation, pipeline, supplier diversity, venture diversity, and gaming. Intel experienced challenges in retention of its African American population, and the focus for 2016 will build on hiring goals to include investments in cultural transformation and retention of our key talent.

- Held all employees accountable to Intel's goals through company-wide bonus program.
- Publicly shared goals and detailed workforce data, including with this report how many employees left the company.
- Exceeded annual hiring goal, achieving 43.1 percent diverse hiring against a goal of 40 percent. For 2016, Intel's goal is 45 percent.
- Met goal to retain overall diverse employees at the same rate as the rest of the population. For 2016, Intel's goal is to retain diverse employees at a rate higher than the rest of the population.
- Intel has a stretch goal to close gaps for its non-technical diverse populations in 2016.

[Looking Ahead in 2016](#)

In 2016, Intel will continue the discipline of setting aggressive goals to drive change internally and externally. Intel's goal is to achieve 45 percent diverse hiring in the U.S., with a new sub-goal of 14 percent hiring of underrepresented minorities. Intel will work to improve retention of diverse employees and maintain its focus on progression. We'll put a greater emphasis on our environment and continue to build on a number of new retention initiatives we introduced in 2015. The company has

added a stretch goal of reaching full representation in its nontechnical population by the end of the year. Finally, Intel will continue to drive progress on spending with diverse suppliers and investing with diverse entrepreneurs.

[Expanding the STEM Pipeline](#)

Through transformative education initiatives, financial assistance, and internship opportunities that offer experience and technical skills, Intel is paving the way for more women and underrepresented minorities to enter and succeed in tech careers like engineering and computer science.

Intel's programs and partnerships include:

- Latinos in Technology Scholarship Initiative – Hispanic Foundation of Silicon Valley (HFSV)
 - In October 2015, Intel [pledged](#) \$3.75 million over the next five years to support a total of 125 scholarships for Latino college students who have chosen a science, technology, engineering, or math major. 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 \$750,000 over the next three years to implement a comprehensive education transformation 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. These schools will offer an enhanced computer science curriculum with a professional development program for teachers and support programs for students. In addition, students will receive 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](#) a \$5 million partnership with Georgia Tech to support approximately 1,100 underrepresented minorities over the next five years. This year, 15 Intel Scholars received scholarship support, and another 80 students enrolled in its peer-to-peer tutoring program. Intel hosted a pre-finals survival camp to give these students an opportunity to meet Intel employees and learn more about Intel and the tech industry overall.
- Oakland Unified School District
 - In May 2015, Intel and the Oakland Unified School District [announced](#) a partnership to strengthen the computer science and engineering pathway curriculum at two of OUSD's high schools. Intel has committed \$5 million over the next five years to this project. Through this partnership, Intel and OUSD are committed to enhancing the education of 2300 students over five years and graduating 600 students through these pathway programs. So far, the OUSD–Intel partnership has redesigned the curriculum and raised awareness of the opportunities it offers among students, teachers, and parents. This summer, students will be invited to attend a special summer immersion program in Oakland, attend the summer institute at Georgia Tech, or participate in an internship.

[Investing in Diversity](#)

The Intel Capital Diversity Fund, announced on June 9, 2015, identifies and invests in women- and minority-led technology companies. The fund is focused on investing \$125M over five years in a broad spectrum of innovative companies with founders/CEOs—or at least three members of the senior management team—who are women and/or underrepresented minorities. This fund, which is the largest of its kind by a significant margin, further underscores Intel's broad commitment to diversity and inclusion in all aspects of its business.

To date, nearly \$19M has been invested in five firms: Brit + Co., CareCloud, Mark One, Venafi and, most recently, LISNR, which was announced at the Intel Capital Global Summit in November. LISNR, co-founded and led by an African-American CEO, has created and is commercializing a new communication protocol called SmartTones, which sends data over high-frequency, inaudible audio waves. Full descriptions of each of our Diversity Fund portfolio companies can be found on the [Intel Capital website](#).

Increasing Supplier Diversity

Intel believes that working with a diverse supply chain brings innovation and greater value to its business. In 2015, Intel made significant progress in diversifying its supply chain, exceeding its 2015 goal of \$250M, by spending a total of \$299M with diverse suppliers—double the \$150M it spent in 2014. And Intel is on track to meet its publicly stated commitment to spend \$1B annually with diverse-owned businesses by 2020.

For 2016, Intel has set an aggressive goal of \$400M in diverse supplier spending.

Leveling the (Virtual) Playing Field

Throughout 2015, Intel continued its efforts to expand inclusion in gaming. In Q4, it sponsored Indiecade and GaymerX to support the work of independent and diverse game developers. In December, Intel announced a nationwide game design contest with Drexel University, with a focus on engaging middle school girls in game design. Intel announced the second annual Intel Challenge, a tournament for the world's top women's gaming teams, to be held during the Intel Extreme Masters in Katowice, Poland.

One of the first groups Intel sponsored was the Cybersmile Foundation, and with its help they've greatly expanded their resources available for online harassment counseling. At the recent Intel Extreme Masters event in San Jose, California, Intel CEO Brian Krzanich faced off with Dallas Mavericks owner Mark Cuban in a League of Legends charity match that netted \$38K for Cybersmile.

Building on these commitments, Intel announced at CES 2016 an industry-wide campaign focused on ending online harassment. Launched by Intel, Vox Media, Re/code and Lady Gaga's Born This Way Foundation, Hack Harassment encourages industry-wide collaboration. Vox Media and Re/code are leaders in how the world receives media and editorial content about our smart and connected world. Born This Way Foundation is a leader in supporting the wellness of young people and empowering them to create a kinder and braver world. Together with Intel, this coalition forms a strong basis on which the rest of the technology industry and those who care about reducing online harassment can come together.

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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