

A person is running away from the camera on a paved path. The scene is bathed in the warm, golden light of a sunset or sunrise, with long shadows cast on the ground. The background is slightly blurred, showing greenery and a clear sky.

Shaping the Future of Work for Women in the Digital Transformation

MARC (Men Advocating Real Change) Business Case

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EMEA Regional MARC Sponsor



Building a Legacy of Good

We are committed to driving human progress by putting our technology and expertise to work where it can do the most good.

Supply Chain	Environment	People	Communities
Driving transparency, accountability and continuous improvement across a responsible supply chain.	From innovative design to end-of-life recycling and everything in between, we keep the environment in mind.	Attracting the best talent, building diverse and inclusive teams, and winning together. That's the Dell way.	We apply our funding, technology, and volunteered expertise to help communities grow and thrive.
<ul style="list-style-type: none">• Customer tours• Supplier audits + training	<ul style="list-style-type: none">• Reducing our impact• Energy efficiency• Recycling	<ul style="list-style-type: none">• Employee resource groups• Flex work programs	<ul style="list-style-type: none">• Youth learning programs• Pediatric cancer care

Learn more at legacyofgood.dell.com



Why is it important for us?

- It is good and normal
- We make our workplace collaborative and inclusive
- It drives better business performance
- We connect better with our customers

Embrace all differences



Gender



Sexual orientation



Disability



Way of thinking



Age



Home location



Marital status



Religion

OUR COMPANY SUPPORTS:



MEN ADVOCATING
REAL CHANGE

Acting for Diversity and Inclusion

- Making it REAL



MARC

Many Advocating Real Change

A catalyst for both emotional and intellectual learning

Significant increase in male membership in the Women's Employee Resource Group since we deployed MARC:

- **13% of total members now men, up from 7%**

MARC Sessions

Join in the conversation today.

MARC sessions offer a judgment-free space for leaders to grapple with challenging subjects directly and honestly.

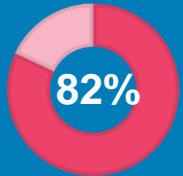
Topics discussed include:

- Unconscious bias
- Privilege
- Insider/outsider dynamics
- Gender role conditioning

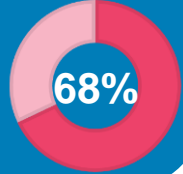
MARC is a key component of our diversity and inclusion strategy and helps us make Dell a great place to work which drives great business outcomes.

MARC Survey Results

MARC has changed the way they think and behave



Have seen a change in their leaders' behaviors and progress



Call to Action

- ✓ 100% execs to attend a MARC session in FY19
- ✓ Cascade leader-led MARC Awareness sessions for people managers globally
- ✓ All are encouraged to take the unconscious bias e-learning

Internal figures



Total Participants

2 423

+700 since July!



Across

21 countries *

Covering

35+ sites



Site Contacts

41 people



116

active

Ambassadors



65% of global
exec population
engaged



Upcoming Sessions

20 sessions scheduled in
Montpellier, Cork, Limerick,
Amsterdam & many more in
planning (Czech, Egypt ++)

* Germany, CEE, Spain, Denmark, France, UK, Ireland, Italy, Morocco, Netherlands, Poland, Romania, Russia, Saudi Arabia, Sweden, Switzerland, UAE, Slovakia, South Africa, Qatar, Finland, Norway.



External figures: The Business Reality

Inclusion increases **Customer Satisfaction**; drives **Employee Engagement**; and inspires **Innovation**

25%

The Diversity Inc. Top 50 companies outperform stock exchange performance by an average of 25%.

Diversity Inc.

39%

Higher customer satisfaction in inclusive workplaces.

Gallup Workplace Studies

85%

Enterprises agree that diversity results in the most innovative ideas.

Forbes Survey

The **#1** managerial characteristic that impacts employee engagement is a strong commitment to inclusion.

Catalyst Study

87%

Organizations cite culture and engagement as their top challenges, but less than half believe they have good programs in place to engage and retain employees.

Deloitte, Global Human Capital Trends 2015

Questions?

Our purpose

**We create technologies
that drive human progress**