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STAR Awards

2023

2023 TSIA STAR Awards
Featured Application

TSIA STAR Award – HPE Best Practices in DEI – 2023

How HPE's global DEI strategy and practices are fueling our unconditionally inclusive culture

Driving global Diversity, Equity, and Inclusion both internally and externally

At HPE, we embrace the principles of diversity, equity, and inclusion within and beyond our walls. This reinforces our focus on diversifying the workplace and striving for unconditional inclusion by advancing our business and living our HPE purpose. With a shared sense of belonging, our people leaders and team members bring a breadth of perspectives, ideas, and experiences to their work, fueling innovation and driving transformational change across our company and the IT industry. A skilled and diverse workforce is crucial in today's highly competitive business environment. Fostering an engaged community of team members from a wide array of backgrounds helps us adapt quickly and stay at the forefront of our fast-paced industry.

Global DEI Focus Areas

In 2023, we relaunched our Global DEI Strategy to focus on three key pillars: Equity; Advancement; Inclusion.

How we are Investing in DEI Progress

Driving an equitable workplace: Our Board is one of the most diverse in the industry, with 50% of board members identifying with one or more diverse groups. In 2022, five board members identified as women and two as ethnically diverse. Diversity is a key focus of our director selection process as we aim to ensure the right mix of representation, skills and experiences that allow for effective oversight of HPE.

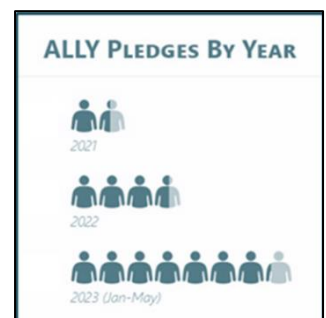
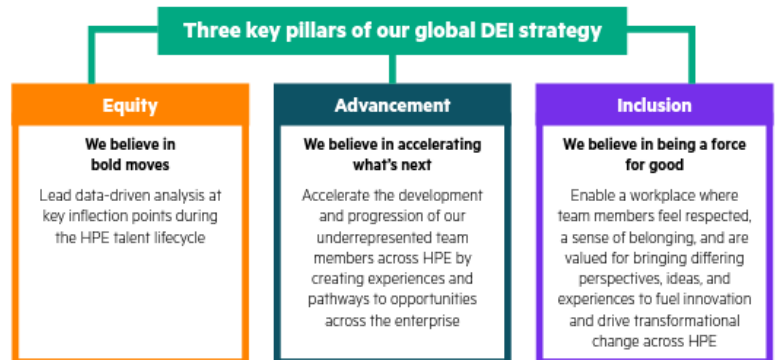
HPE is a more dynamic and effective workplace when our workforce reflects the communities in which we operate. We track representation across the company and use this data to inform strategies that drive equity within HPE. Each quarter, our Board reviews our progress toward achieving our aspirational representation goals. In 2023, we launched an in-depth, voluntary, and confidential self-identification program, Count Me In, in the U.S., Puerto Rico and UK, allowing team members to provide more specificity into their racial and ethnic backgrounds. We use the data to identify and to better understand outcomes across various demographics, tailor our programs and benefits, and stay ahead of emerging demographic trends within our workforce.

Advancing DEI across the talent lifecycle: We craft DEI integrated programming aimed at each stage of the talent lifecycle—from recruitment to development of senior people leaders—that will enable us to attract and retain top diverse talent. Our Executive Committee (EC) Sponsorship program pairs high-potential underrepresented directors with an EC member who provides access, visibility, and sponsorship with the goal to increase the diversity of the VP Talent pipeline. In 2022, 75% of our EC Sponsorship program participants self-identified as women.

Enabling equitable outcomes through inclusion: In 2022, our CEO, Antonio Neri, and other executives hosted Listening Sessions with diverse and underrepresented team members from across HPE. To help ensure that all team members share a foundation for understanding and implementing DEI, we offer Inclusion for All, a voluntary course grounded in behavioral sciences and cultural nuances. As of 2022, 75% of our organization completed this training.

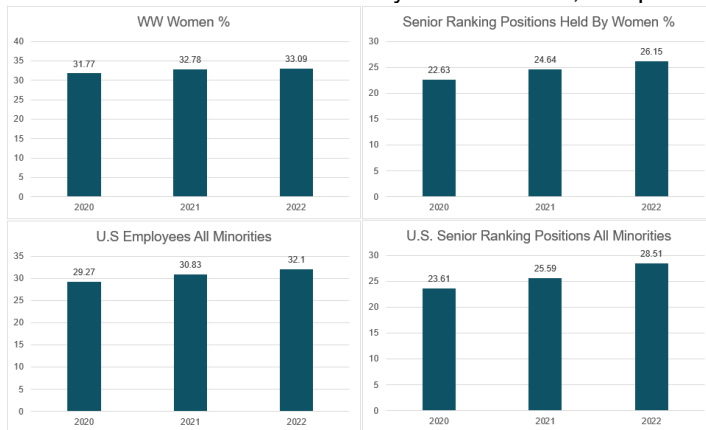
Our eight Resource Groups (RGs) and their 140+ chapters bring together team members of shared backgrounds and interests. In 2022, RGs coordinated over 350 events, keynotes, panel discussions, mentoring, networking opportunities, and outreach programs. Our RGs cover PRIDE, Disabilities Network, Black Employee Network, Early Career, Veterans, Juntos, Asian Network and Women's Network.

In addition to RGs, grassroots programs from across the company drive inclusion. One example is the ALLY program, which was developed to bring team members together and promote inclusion and understanding within HPE. The ALLY team promotes inclusion through various activities and listening events and asks members to sign a pledge committing to inclusivity. Since its launch in a single center in 2020, the program has expanded to multiple organizations globally, with participation more than doubling annually.



Business Impacts

Women now account for more than 33% of our population and 26.15% of our executive population¹. Within the US, our ethnicity representation grew by 1.27 percentage point year-over-year overall to 32.1% and by 4.9 percentage points to 28.51% in our executive ethnically diverse talent, compared to a 2020 baseline.



Almost **92%** of respondents to our 2022 VoW survey feel that HPE creates an environment where diverse perspectives are valued and people of diverse backgrounds can succeed. **91%** of respondents indicate they are comfortable being themselves at work. Strong engagement scores across demographic groups reinforce our confidence in these findings.

Our team members keep our unconditionally culture strong and lead our business. Recent college graduates cited our culture as one of the main reasons they chose to join HPE:

“During my HPE interview for an intern position, I was amazed by their strong focus on Diversity and Inclusion. HPE dispelled the notion of a male-dominated tech industry, emphasizing the importance of a diverse workforce and understanding individual backgrounds.” - Charlotte Hockin, U.K.

“The culture, community, technology, diversity, equality, inclusion, and philanthropy that HPE has is what I want to be a part of. I am so privileged to be a part of this amazing company!” - Victoria Powers, U.S.

Customer Impacts

Our responsibility to promote diversity, equity, and inclusion extends across our value chain. By increasing investment with diverse suppliers, we enhance the economies of underserved communities and improve the resiliency of our supply chain. Diverse suppliers receive additional opportunities to engage with our business through our Supplier Diversity Champions and Mentor Protégé programs and at industry events.

This year, we established supplier diversity reporting compliance for the tier one suppliers that receive the majority of our spend. We set baselines so we can measure our progress on data transparency and diversity. In 2022, HPE was named a 2022 Top Global Champion for Supplier Diversity and Inclusion.

Next Steps

HPE must continue to attract and retain top talent with diverse knowledge and capabilities. HPE has set bold diversity targets, recognizing that nothing we do is possible without the right talent bringing diverse backgrounds and ideas to fuel innovation. From the beginning, Bill Hewlett and Dave Packard instilled a commitment to corporate citizenship into the DNA of this company and we continue our push to do more to mobilize our talent and engineering to create a better future. At HPE, we will continue to prioritize inclusion, appreciation, and connectedness, and valuing the unique contributions of each team member. Beyond our own workforce, we will continue to invest in the diverse innovators, leaders, and next generation of talent that will propel our company and industry forward.

For more information, please see link to our [2022 HPE Living Progress Report](#).

¹ Defined as director level and above



For more information, visit the
TSIA STAR Awards Winners Page