

DXC Global Diversity Self-Identification Campaign

**Andrea M. Hall
October 4, 2018**

Hiring & Retaining People with Disabilities Globally

1% Thailand, Taiwan, Chili

2% Japan, Spain, Portugal, China, Qatar, Russia, Serbia

3% S. Korea, Israel, Slovakia, India

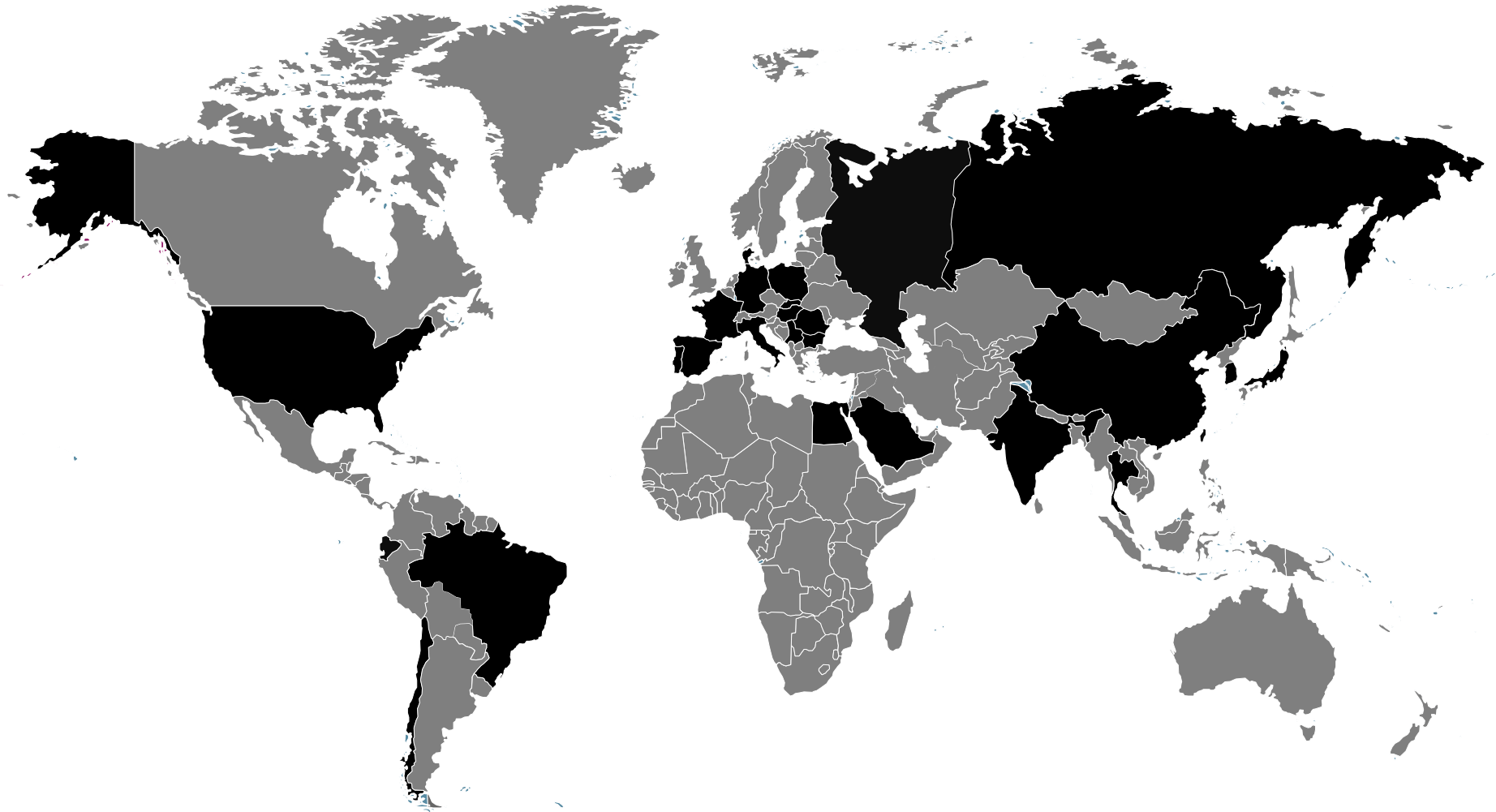
4% Romania, Bulgaria, Saudi Arabia

5% Germany, Brazil, Peru, Hungary

6% Poland, France

7% U.S., Italy

(some are rounded to the nearest whole #)



DXC Global Self-Identification Campaign

- **Our start point - Where are we now? (Zero to Actual)**
 - Conducted Global Diversity Discovery – where do we have regional hiring goals and how well are we doing in reaching them?
- **How do we successfully get where we want to be? (Actual to Goal)**
 - Create a global single source of truth where employees are able to safely enter/update this information
 - Starting with new hires – ask them to enter their country’s appropriate diversity demographic information
 - Next - Survey the workforce - asking teams to update their demographic data, as appropriate

What and With who do we engage?

- Planned a series of communications to all employees informing them all that we will be going country by country asking them to update their information and reinforcing that this is voluntary
- Communication 1 came from CHRO, follow-on (country communications) come from regional HR/VP
- Have company-wide FAQs available and linked to your communications
- Speak to the employee with WIIFM(us) action statements:

“You are helping DXC fulfill its mission and commitment to achieving an inclusive workplace”

We want to continuously improve our Inclusion and Diversity programs and being able to better understand our employee demographics will help us to identify programs are working and where we need further investment”

“Help us measure what matters”

- Be Mindful - this a time and culturally sensitive requirement. Many countries will have workers council implications – so granular involvement from labor relations, Human Resources, Legal and Workday subject matter experts as well as leadership is critical for our success.

Establish your timeline and your baseline

- Set your timeline parameters and schedule communications accordingly
- track and measure your success -- Determine gaps and strategize for gap closure as appropriate

Questions?

Andrea M. Hall
ahall46@dxc.com
571.296.8058