

# Global Diversity, Inclusion, and Belonging Report



DIVERSITY MATTERS. INCLUSION BONDS. BELONGING SUSTAINS.

# Our Commitment to Diversity, Inclusion, and Belonging



**Yetta Toliver, D.B.A., LSSBB**  
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Diversity, inclusion, and belonging (DIB) is a core value at Xerox. It is a central part of how we do business, and as the world continues to evolve and grow, promoting a culture that respects individuals and teamwork through inclusivity and belonging, is more important than ever. At Xerox, we work together to find ways to embrace diverse backgrounds and perspectives to drive innovative ideas and engaging work for our employees.

We are committed to building a diverse and inclusive environment where everyone can thrive. We continue to grow the representation of diverse talent in our executive ranks, and ensure diversity within our talent pipeline.

To remain competitive as a company and grow with an engaged, talented, and diverse workforce, we must continue to break down gender barriers in the workplace by hiring, promoting, and developing more women in senior leadership roles at Xerox. This begins at the top with executive support, but accountability from Xerox employees across the organization — at all levels and in all geographies — is equally important.

We will continue to empower our DIB advocates, expand our DIB initiatives, and hold our leaders and employees accountable with training, reporting, and other processes to promote trust, transparency, and accountability through our policies and actions while increasing visibility and opportunities for under-represented talent.

I am inspired by the progress we have made and looking forward to seeing how our work continues to move the needle and make a lasting impact on DIB at Xerox and in the communities where we work and live. I confirm that the data contained in this report is accurate.

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Global Head of Diversity, Inclusion, and Belonging

# A History of Commitment



**Joseph C. Wilson**  
The first CEO of  
modern-day Xerox

Diversity, inclusion, and belonging (DIB) is an essential part of the Xerox culture, although pivotal external events continue to spur meaningful internal action. Our organization has been a trailblazer in diversity for more than a half-century, starting with the leadership of Joseph C. Wilson, the first CEO of modern-day Xerox. Thanks to his vision, diversity became a part of our value system and set the foundation for our DIB strategy today.

Following the murder of George Floyd in 2020, under the leadership of the late vice chairman and CEO of Xerox, John Visentin, we continued to focus on the diversity and inclusion agenda by reinforcing a Company-wide culture of belonging, extending our reach into the communities that we serve, and fostering accountability by measuring our progress against Environment, Social, and Governance (ESG) KPIs.

In 2021, we continued to nurture our commitment to DIB by focusing on areas we could significantly impact. Our roadmap consists of five verticals that help us strengthen DIB within our organization while making an impact in the communities we serve.

We've made tremendous progress in recent years, fostering a more diverse and inclusive environment. We see progress in representation of diverse talent in our executive ranks, an expanded global footprint, and improved talent pipeline diversity. While this is a great start, we remain committed to the work that still needs to be done.

Learn more about our commitment to diversity, inclusion, and belonging on our website at: [xerox.com/jobs/diversity](https://xerox.com/jobs/diversity).

# Walk the Talk



## DIVERSITY, INCLUSION, AND BELONGING: STRATEGY IN ACTION

Diversity, Inclusion, and Belonging are not just words on paper — they are the core elements of our value system and central to the way we do business.

By fostering a culture of teamwork, professionalism, respect, and inclusiveness, we are creating a workplace where our people can grow and our clients can succeed. We recognize that DIB progress will only be sustained if we promote and encourage new ways of problem-solving and diversity of thought. The road is long, but we will keep moving forward, as one team.

### Here's how we will get there:

- **Diverse Pipeline:** A diverse and inclusive workforce starts with diverse candidates. We are focused on building a diverse pipeline and accelerating the careers of women, people of color, veterans, and people who self-identify as LGBTQ+ and/or disabled.
- **Partnerships:** We are building relationships with external organizations to ensure that our incoming talent better reflects the markets and communities we serve. For example, we are partnering with AI vendors to increase the pool of women and diverse candidates for our openings using their unique artificial intelligence algorithms.
- **Culture Change:** We are creating an environment enabling all employees to thrive by instilling the right leadership capabilities, aligning behind a shared vision, and communicating our journey. Xerox Employee Resource Groups (ERGs) are critical in helping us reinforce this company-wide culture of belonging and achieving gender equality. The Women's Alliance, for example, works to ensure that women are represented, recognized, and valued at all levels in Xerox. Enable\_All supports Xerox team members and communities who have or are involved with disabilities (hidden or otherwise) through promotion, inclusiveness, and innovation.
- **Community Outreach:** We believe our DIB efforts must extend into our communities. Consequently, we partner with the Prince's Trust, a leading youth charity in the U.K., while in the U.S., we partner with A Better Chance, an organization dedicated to increasing diversity at educational institutions and, as a result, diversity with employers. Both partnerships focus on fundraising efforts and useful assistance for the charity's programs that provide young people from disadvantaged backgrounds opportunities to succeed.
- **Accountability:** We hold ourselves accountable for showing progress by incentivizing our leaders – at the manager level and above – to achieve multiple people-related goals. We are committed to being transparent in this journey and publish our results annually.

# Where We Are Today



## WORKFORCE REPRESENTATION

We promote diversity through our culture of inclusion and opportunity — and we’re seeing results.

Here are some of our most recent statistics as of May 2023:

GLOBAL		U.S.	
<b>30%</b> women executives	<b>31%</b> women in management	<b>36%</b> women executives and senior management	<b>22%</b> minority executives and senior management
<b>30%</b> women on our Board of Directors	<b>26%</b> women employees	<b>24%</b> female employees	<b>2.2%</b> individuals with disabilities
<b>31%*</b> women in top management	<b>20%*</b> women in revenue-generating positions	<b>5.7%</b> of new hires are U.S. military veterans	<b>16%</b> of employees identify as LGBTQ+
<b>13%*</b> women in STEM-related positions		<b>32%</b> minority employees	
<b>67%</b> of the DIB Roadmap completed			

\*FY 2022 Data

“Globally slight improvement of women executives year over year. Opportunity to improve representation of women in management positions and on the board of directors. Voluntarily self-identification is enabling visibility of representation of LGBTQ+, disabilities, and veterans employees.”

– **Dr. Yetta Toliver**

# The Backbone of Our Commitment



## THE WILSON RULE

The Wilson Rule, inspired by our first CEO, Joe Wilson, follows robust outreach and recruiting strategies in order to foster diverse representation at management and professional levels throughout the business. This initiative ensures that women and minorities are among the final pool of qualified candidates for every open position. Joe's commitment to social responsibility, diversity, and inclusiveness remains core to the values of Xerox. It is part of our company's DNA as well as a key aspect of our hiring process.

## NON-DISCRIMINATION POLICY

Globally, we create policies that support our business goals and reflect the culture of the countries where we do business. At Xerox, we do not discriminate on the basis of race, color, religious belief, sex, age, national origin, citizenship status, marital status, union status, sexual orientation, or gender identity.

## COMMUNITY PARTNERSHIPS

We reach out to young people through programs such as the FIRST (For Inspiration and Recognition of Science and Technology) robotics competition and the Xerox Science Consultant Program to encourage broader interest in science and technology.

We are deepening partnerships with external organizations to expand our community reach and increase access to underrepresented talent:

[A Better Chance](#) strives to identify, recruit, and develop leaders among underrepresented young people of color throughout the United States.

[The Prince's Trust](#) helps disadvantaged young people aged 11 to 30 in the U.K. build a better future for themselves.

[Thurgood Marshall College Fund](#) provides opportunities for Black students to journey to college, through college, and into a career.

The [HBCU Collective Impact Opportunity](#) is a group of organizations that have come together to support and collaborate with historically black colleges and universities.

[Out & Equal](#) partners with companies, government agencies, and organizations to advance LGBTQ+ workplace quality.

[The Human Rights Campaign](#) strives to end discrimination against LGBTQ+ people and realize a world that achieves fundamental fairness and equality for all.

## RECRUITMENT

In the U.S., Xerox complies with Equal Employment Opportunity (EEO) guidelines and all applicable federal, state, and local laws that govern the hiring and treatment of its employees. We do not discriminate against protected veterans, including veterans of the Vietnam era and disabled veterans, individuals with a disability, or employees who take protected leave time.

We actively seek job applicants who are transitioning military, retired military personnel, and veterans with disabilities, as well as military spouses and family members for job opportunities at Xerox. We are proud to have partnered with several Military organizations over the years, such as the Military Spouse Employment Partnership (MSEP) and the White House Joining Forces Initiative, U.S. Chamber of Commerce, "Hiring Our Heroes" Career Fairs, along with other veteran recruiting outreach programs.

# Ensuring a Diverse Supply Base



## SUPPLIER DIVERSITY PROGRAM

The Xerox Supplier Diversity Program achieves new levels of success every year. We have a long history of providing fair and equitable opportunities for small and diverse enterprises to conduct business with us.

### We are committed to:

- Actively seeking out certified diverse suppliers that can supply competitive, high-quality goods and services whose business models align with our business strategy
- Ensuring the inclusion of diverse suppliers as a part of our strategic sourcing and procurement process
- Communicating the value of supplier diversity both internally and externally to all stakeholders
- Leveraging our supplier diversity results to meet our clients' supplier diversity requirements

Our organization has established partnerships with certified small businesses as well as enterprises owned by minorities, women, veterans, LGBTQ+, and individuals with disabilities.

## THE FOLLOWING IS A BREAKDOWN OF THE VALUE OF PRODUCTS AND SERVICES OBTAINED BY US AND OUR SUBSIDIARIES FROM OUR DIVERSE SUPPLIERS\*:

Minority-owned	\$35 million
Women-owned	\$36 million
Veteran-owned	\$12 million
Small tier-1 businesses	\$387 million

## OUTREACH EFFORTS

We take part in several initiatives aimed at increasing diversity, inclusion, and belonging across various business areas.

- We are an active member of the New York New Jersey Minority Supplier Development Council and the Women's Business Enterprise National Council
- We participate in various national and regional conferences, matchmaker events, and forums related to promoting business with Minority and Women-owned Business Enterprises (MWBES)
- For more information on supplier diversity, visit [xerox.com/supplierdiversity](http://xerox.com/supplierdiversity)

\*North American data only.

## RECOGNITION

Several independent groups have recognized Xerox for outstanding supplier diversity, including:

- Latina Style magazine rated Xerox as one of the Top 50 best companies for Latinas to work
- Black Enterprise named Xerox as one of the Top 35 Companies for Supplier Diversity
- We were recognized by the Black Equal Opportunity Employer Journal as "Best of the Best" in Supplier Diversity
- We were recognized by the Hispanic Network as "Best of the Best" under their Top Supplier Diversity Programs
- Professional Women's Magazine recognized us as "Best of the Best" for Top Supplier Diversity
- We received the AT&T Prime Supplier Crystal Award for Outstanding Diversity Supplier Utilization

# Creating a Competitive Advantage



Our commitment to diversity, inclusion, and belonging begins at the top with total executive support. It's a way of life here.

## **EMPLOYEE RESOURCE GROUPS**

Dating from the 1960s, employee resource groups (ERGs) have and continue to play an important role in our diversity story. ERGs are voluntary, employee-led, underrepresented groups that foster a diverse, inclusive workplace. Our ERGs are focused on member development, engagement, belonging, support, and community.

## **GLOBAL DIB COUNCIL**

Our Global DIB Council, sponsored by the Chief Executive Officer (CEO) and Chief Human Resources Officer (CHRO), meets throughout the year to review our DIB practices, ERG programming, and to provide feedback and recommendations to the executive team. Council members include leaders representing various backgrounds and functions across Xerox.

This group focuses on:

- workforce representation
- work environment
- diverse customer markets
- diversity practices, including training and organizational efforts to continually improve all aspects of diversity globally

## **EXECUTIVE SPONSORS**

Our Executive Sponsors program aligns senior executives with ERGs to facilitate and maintain open communications. Through informal sessions, our CEO and other senior leaders provide guidance and feedback and develop a deeper understanding of DIB-related opportunities across the organization. This collaborative process ensures that we work together across all levels to create an effective and inclusive work environment.

## **DIB ADVOCATES**

We recruit employees to be DIB Advocates to help strengthen the inclusion of employees in all areas.



# ERG Global Presidents



**Robert Zhang**

[Asians Coming Together \(ACT\)](#)

Creates awareness of Asian contributions, promotes professional development, and enhances an understanding of Asian culture at Xerox.



**Renee Carter**

[Black Women's Leadership Council \(BWLC\)](#)

Serves as a catalyst to advance professional development, facilitate hiring, and improve the retention of Black women in the Xerox workplace.



**Tony Fagelman**

[Enable All](#)

Supports team members from Xerox and communities who have or are involved with disabilities (hidden or otherwise) by promotion, inclusiveness, and innovation. The mission is to promote acceptance of disabilities while encouraging, empowering, and lending dignity to those with disabilities.



**Ryan Crozier**

[GALAXe](#)

Serves as a community for employees who are, or who support gay, lesbian, bisexual, or transgender persons. The group aims to increase the visibility of its members within Xerox and beyond, and provide a connection between its membership and Xerox as well as with other LGBTQ+ organizations.



**Michelle Waites**



**Julio Lucero**

[Hispanic Association For Professional Advancement \(HAPA\)](#)

Established to create a single unified voice of Hispanic representation. HAPA works with the senior management of Xerox to ensure that Hispanics achieve increased presence at all levels.

# ERG Global Presidents



**Camell Branch-Selby**

[National Black Employees Association \(NBEA\)](#)

Committed to providing a community of support for Black employees at Xerox with opportunities for mentoring, training and development, and outreach. It seeks to ensure that individual professional abilities and talents are recognized in employment and promotion practices, regardless of ethnic or racial group.



**Sharon Allsopp**

[The Women's Alliance \(TWA\)](#)

Ensures that we, at Xerox, recognize and value women for their significant contributions and leadership.



**Deb Patsky**

[Veterans Service Members Association \(VSMA\)](#)

Promotes the wellness, stability, and visibility of those who served and continue to serve, resulting in increased veteran recruitment and community outreach.



**Tammy Richards**

[Xerox Leadership Association \(XLA\)](#)

Devoted to professional development, career enhancement, and the promotion of belonging and engagement.



**Vanessa Kerswill**

[Young Professionals NeXgen \(YP\)](#)

Devoted to creating an influential global network of members while providing opportunities for people to show initiative and work alongside leaders within Xerox.

# We're Part of a Greater Community

Our organization strives to enable employee-driven philanthropy and community programs to meet our overall mission: To create a more sustainable and just world powered by our innovation and acts of human kindness.

**At its core, our philanthropic efforts are focused on four strategic areas:**

- **Education and workforce preparedness:** we support the role of education in society — colleges, universities, science, technology, engineering, and math (STEM) education programs, and workforce development programs that prepare the next generation of leaders, inventors, and scientists.
- **Strong, vibrant communities:** our organization invests in communities where our people and clients live and work, strengthening ties with our stakeholders and embedding Xerox into the fabric of communities around the world. We enable our people to give back to the causes they believe in, and the support we provide enhances our corporate reputation, driving the company's success.
- **Sustainability:** we support programs and partnerships that mitigate climate change and make our world a better place.
- **Disaster relief:** we provide aid to our employees and their neighbors in crises during natural disasters.

Since 1974, the Xerox Community Involvement Program (XCIP) has championed our employees' volunteer spirit by providing essential funding from Xerox, driving meaningful changes in the communities we live and serve. In 2021, Xerox invested \$121,500 in XCIP, and employees led more than 100 projects worldwide.



## RECOGNITIONS

- “Best of the Best” Top Employer
- “Best of the Best” Top 50 Companies for Diversity
- Black Equal Opportunity Employer Magazine: “Best of the Best” Top Employer and Top Supplier Diversity Programs
- The Hispanic Network: “Best of the Best” Top Employers and Top Supplier Diversity Programs
- The Professional Women’s Magazine “Best of the Best” for Top Supplier Diversity Programs
- U.S. Veterans Magazine: “Best of the Best” Top Veteran-friendly Companies
- Top Employer in Greater Toronto for 2023
- Diversity MBA: “Top 50 Companies for Diverse Managers”
- Human Rights Campaign: “Best Places to Work for LGBT Equality” – 100% Score
- Mogul’s Top 100 Companies with Inclusive Benefits
- Latino Equity 100
- Individual Diversity Leadership Recognition: “The Wall Street Journal, Black Enterprise, and other noteworthy publications”
- Certified Age-friendly Employer
- VETS Index – 3 Star Employer for commitment to recruiting, hiring, retaining, developing, and supporting veterans and the military-connected community
- 90/100 Disability Equality Index
- #20 on Diversity Research Institute U.S. Fortune 500 Corporate Governance Report
- Certified as Disability Confident Committed in the U.K.
- Black Enterprise Best Companies for DEI

# The Whole of Who We Are

Our long history of diversity extends from the competitive advantage of our supplier diversity program to our people. Diversity, inclusion, and belonging (DIB) is an initiative that encapsulates the whole of who we are as a company.

We know that by providing our people with the educational resources they need today, we will secure the diverse leadership needed for our future. In doing so, we are strengthening our position in today's global marketplace and leveraging the unique collaboration that has allowed us to generate the ideas and energy necessary to revolutionize how the world works and shares information.

## CONNECT WITH US

Social media plays an important role in engaging our people around the world. It also stimulates discussions about our business, industry, technology, services, workplace, brand, and more.

- [blogs.xerox.com](https://blogs.xerox.com)
- [linkedin.com/company/xerox](https://linkedin.com/company/xerox)
- [youtube.com/xerocorp](https://youtube.com/xerocorp)
- [twitter.com/Xerox](https://twitter.com/Xerox)
- [facebook.com/xerocorp](https://facebook.com/xerocorp)