Providing women and girls with equal access to education, health care, decent work, and representation in political and economic decision-making processes will fuel sustainable economies and benefit societies and humanity at large.

More than 88,000 women working at AT&T around the globe lead a transformation in the way we connect with our world. These women are executives, engineers, marketers, salespeople, finance leaders, attorneys and most importantly — they are mentors for the next generation of female leaders.

**AT&T Workforce Inclusion:**

AT&T believes that a diverse and inclusive workforce benefits our business, employees, customers, investors and communities. With a diverse workforce, we can better understand the different needs of our customers and can deliver products and services that enable them to do more.

- 32.7% of our total workforce are women.
- 36.6% of AT&T managers are women.
- Our Women of AT&T employee resource group has more than 26,000+ male and female members.
AT&T employee groups— including the Women of AT&T employee resource group, AT&T EMEA Women’s Network, Advocates for Women in Tech, Women of Finance, AT&T Women of Business, Mujeres en acción AT&T (Women in Action) AT&T Asia Pacific Women’s Organization, Turner Women, Women of Warner, Women at HBO, Ladies In Technology at Turner (LITT), and AppNexus Women’s Network. These networks are created and managed by employees, organized around cross-functional diversity and focused on specific business or professional development issues.

Support of Women Around the Globe:

We support several programs that promote gender equality and the empowerment of women in business, which include:

Institute for Economic Empowerment of Women’s PEACE THROUGH BUSINESS ® program

PEACE THROUGH BUSINESS® is a training program designed to provide long-term business education to women entrepreneurs in Afghanistan and Rwanda. AT&T has supported the program since its founding in 2006. PEACE THROUGH BUSINESS is implemented through three major components—In-Country Education, Leadership Development, and Train the Trainer—which combine to create a continuing program to educate women, promote their business and leadership skills, build a strong public policy agenda in the women’s business community and to help build stable democracies.

Rather than just serve as an example, AT&T aims to expand its reach globally to promote, increase, and improve the overall participation of women in the workforce — and PEACE THROUGH BUSINESS ® is a shining example of how to do so.

Laboratoria

Laboratoria is a social project with presence in Mexico, Peru and Chile, dedicated to identifying talented women, who live in areas with limited opportunities, and to provide them with coaching in web development. AT&T Mexico is united with Laboratoria to create the next generation of women web developers, through an educational program in which young Mexican women will receive practical, accessible, comprehensive and job-oriented education. Once these young women graduate, they are connected with companies so that they can obtain jobs, including potentially with AT&T, that promote their professional development and raise their employment prospects.
Girl Up Program

AT&T and the United Nations Foundation, Inc. support the Girl Up program, which provides educational opportunities for Somali girls living in refugee camps. Girls in these camps face a range of challenges such as lack of access to education and health risks, including high rates of maternal death and HIV infection.

Jhpiego

AT&T supports Jhpiego, a John Hopkins affiliate, that is working with global health experts, the Indonesian Ministry of Health, the Ministry of Communication and Information Technology and a local digital health social enterprise start-up, PT SijariEMAS Teknologi Inovasi, to develop and pilot-test health-related SMS content. These text messages target pregnant and breastfeeding women and provide evidence-based information on hypertension, tuberculosis and diabetes.

Project Hope

AT&T supports a collaborative effort with Project HOPE and Shanghai Children’s Medical Center to enhance pediatric medicine for remote regions of China. Their work supports training for pediatric health care providers and trainees.

Girls Who Code

AT&T made a $1 million contribution in support of the Girls Who Code Summer Immersion Program as well as its debut digital visual album and campaign, Sisterhood, which was released the week of the International Day of the Girl.

Black Girls Code

AT&T contributed $300,000 to support program strengthening and expansion efforts in Chicago, Dallas, Houston, Los Angeles, Miami and Raleigh, N.C.