



AT&T supports the Sustainable Development Goals



SDG 5 • *Achieve gender equality and empower all women and girls*

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.

AT&T is committed to diversity and ensuring that people from all walks of life have the chance to use their talents in a way that delivers shared value and strengthens our communities, our countries and the world at large.

More than 90,000 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 our success begins with our people, and 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.

We have a longstanding reputation as a company where women can reach their highest potential. They are leaders in our industry helping champion the communications revolution.

- 33% of our total workforce are women.
- Women are 36% of AT&T managers.
- Women of AT&T is the company's largest employee resource group with more than 25,000 members.



In 2015, AT&T supported nine Employee Networks with more than 15,000 members across the globe – including the AT&T EMEA Women’s Network, AT&T Women of Technology and Women of Finance and the newly launched Mujeres en acción AT&T (Women in Action) and AT&T Asia Pacific Women’s Organization. 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:

AT&T has an ongoing commitment to diversity and ensuring that people from all walks of life have the chance to use their talents in a way that delivers shared value and strengthens our communities across the globe. We support several programs which 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 been a major supporter of IEEW and the PTB program since its founding in 2006. The program 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 120 young Mexican women will receive practical, accessible, comprehensive and job-oriented education. Once the women graduate, students are connected with companies so that they can obtain jobs, including potentially AT&T that promote their professional development and raise their employment prospects.



US Mexico Foundation STEM Program

AT&T collaborated with the US Mexico Foundation to support a comprehensive STEM program that provides low income, high school girls in Mexico with one-on-one mentoring, after-school STEM and language courses and an opportunity to travel to New York for networking and peer engagement activities.

Project Nanhi Kali

AT&T provides the Mahindra Foundation with support for an academic program that supplies under-privileged, rural girls in India with additional classes, learning materials and mentoring support so that they can become economically independent.

Over the past five years, AT&T contributed more than \$15.6 million in support of women through corporate, employee and AT&T Foundation giving.

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.

Ethiopian Drought Relief Fund

AT&T and Medhane Alem Ethiopian Tewahdo support the Ethiopian Drought Relief Fund that will provide food, water and nutritional supplements to those in need. Ethiopia's agriculture failed in 2015 resulting in food insecurity and malnutrition. This project funds a Targeted Supplementary Foods Program run by the NGO Goal Ethiopia. The project will support 1,668 Pregnant and Lactating Women (PLW) and 3,342 children under 5 suffering from moderate acute malnutrition for a 4-month duration in critically impacted communities identified by the local authorities.

In the United States:

Girls Who Code

As part of AT&T Aspire, AT&T has provided \$3 million in funding to Girls Who Code, a national non-profit organization working to close the gender gap in technology. Most recently, AT&T contributed \$2 million to Girls Who Code to support the expansion of the Girls Who Code Summer Immersion Program and Clubs Program, and the launch of the Girls Who Code Alumni Network, which will help ensure that young female graduates of Girls Who Code programs have clear pathways to careers in the computing field.