



2017 Diversity  
& Inclusion  
Annual Report

# AT&T IS







AT&T IS  
INDIAN



AT&T IS  
A VETERAN



AT&T IS  
MILLENNIAL



AT&T IS  
ASIAN



AT&T IS  
FILIPINO



AT&T IS  
LATINO



AT&T IS  
TRANS



AT&T IS  
OVER 50



AT&T IS  
GAY



AT&T IS  
BLACK



AT&T IS  
KURDISH



AT&T IS  
DISABLED





ARTISTS

ALLOFUS



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# AT&T IS DIFFERENT

Every single one of us is distinct. Millennial. Boomer. Latina. Asian. Transgender. Techie. Military veteran. Whatever words you choose to describe us, one thing is certain: AT&T would not be the powerful, innovative company we are today without every single one of us.



# A MESSAGE FROM OUR CHAIRMAN AND CEO

RANDALL  
STEPHENSON  
CHAIRMAN &  
CHIEF EXECUTIVE  
OFFICER



There are two simple reasons why AT&T places such a high value on a diverse and inclusive workforce: it makes us a stronger competitor and a better place to build a career.

Our employees reflect the world. They come from different cultures, practice different religions, speak different languages and represent different genders and sexual identities. That diversity of perspectives and experiences enables us to move quicker, innovate faster and deliver the solutions our customers really want.

By the same token, our inclusive culture makes sure that all these different voices are heard, respected and have a chance to succeed. In a very real sense, our commitment to diversity and inclusion creates a virtuous cycle that benefits everyone.

I am very proud of our company's commitment to diversity. Even though we may all be different, those differences don't divide us at AT&T. They make us stronger.

In the pages that follow, you'll see how and why that is.

A handwritten signature of Randall Stephenson in black ink. The signature is stylized and cursive, with the first name 'Randall' and last name 'Stephenson' clearly visible.

Randall Stephenson



On behalf of the more than 220,000 diverse and talented people of AT&T, thank you for your interest in our diversity and inclusion story. It's one we're proud to share, and I hope that as you get to know us through these pages, you'll appreciate why.

As our company's chief diversity officer, I had the opportunity in 2017 to share our story with many people, from soon-to-be college graduates looking for a company where they can achieve their fullest potential, to congressional committees seeking to better understand the myriad challenges and opportunities spanning corporate America's diversity efforts today. In every case, I was proud not only to list our many achievements, but to describe the ways we continue to raise the bar.

One thing that stands out as I reflect on the past year is the impact AT&T had in promoting real understanding, versus mere tolerance, regarding diversity. Our employees embraced our chairman's message from fall 2016 and took concrete steps to make a difference. Our 12 employee resource groups took the lead, and I'm proud of how they moved us all forward. The ripple effect on our communities is real. We also built on the tolerance-to-understanding message by acknowledging the need to get outside our echo chambers and to avoid binary thinking. That's a huge focus among our employees at AT&T this year.

Our goal is to set – and to continually raise – the bar. We did that in 2017. Enjoy, and if you're interested in a career at AT&T, please learn more at <https://www.att.jobs/>.



Corey Anthony

## A MESSAGE FROM OUR CHIEF DIVERSITY OFFICER



COREY ANTHONY  
SENIOR VICE  
PRESIDENT, HUMAN  
RESOURCES & CHIEF  
DIVERSITY OFFICER



# AT&T IS ALL OF US

AT&T people are smart. We're engaged. We're unafraid to celebrate the differences that make us strong. [Whatever we look like, wherever we're from, we are remarkable.](#) Our people, our community, our customers, our suppliers – all reflect the world in which we live and work. In the world of AT&T, every person is important, and everyone has a voice.

We are a corporate pioneer on the journey from tolerance to understanding, a journey which began with our company's leaders. [We are learning to move beyond binary thinking – a system of false logic that recognizes only extreme, mutually exclusive options – to recognize that diversity is the first step toward inclusion.](#) As we encourage authenticity in every encounter, we allow people to be their best. And when we work together in our strength, we become stronger together. Each of us strengthens all of us.

[Learn more about binary thinking and echo chambers.](#)

[View our “Echo Chambers” video.](#)



# CEO ACTION FOR DIVERSITY & INCLUSION

In 2017, Randall Stephenson joined more than 150 CEOs in signing the CEO Action for Diversity & Inclusion Pledge, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace. By participating, CEOs pledge to promote a workplace that respects and welcomes diverse perspectives and experiences.

Signatories represent more than 50 industries, all 50 U.S. states and millions of global employees.

Each CEO committed to three goals:

1

Create and maintain workplaces with environments of trust that support open dialogue on diversity and inclusion.

By working with the other pledge signatories across the United States, AT&T demonstrates our belief that we can cultivate meaningful change in our society by encouraging all of us to work together toward understanding.

## CEO **ACT!ON** FOR DIVERSITY & INCLUSION

2

Implement and expand education on unconscious bias.

3

Share best practices with each other, including lessons learned from unsuccessful practices.

*“At its core, diversity is not about tolerating our differences – it’s about understanding them. And that requires a commitment to honest and open dialogue. I’m proud to work with my fellow CEOs to help make that a reality in the workplace.”*

RANDALL STEPHENSON  
CHAIRMAN & CEO



AT AT&T, DIVERSITY AND INCLUSION ARE

# DELIBERATE

We consciously create an environment in which employees can thrive – without fear that their differences will impede growth. [That means focusing on four areas that constitute AT&T: our people, our communities, our customers and our suppliers.](#) By fostering diversity and inclusion in these areas, we make AT&T a great place to work for our employees, a contributing and relevant member of our community, a more innovative company for our customers and a champion of diversity for our suppliers. And by maintaining this focus, we encourage other organizations to do the same.





1

## EMPLOYEES





# AT&T IS INDIVIDUALITY

Diversity and inclusion start on the inside. As a company built on innovation, AT&T understands that a variety of viewpoints broadens the scope of possibility. We are a mix of generations, genders and cultures. We each have a unique background and range of experience. When all of us bring all of who we are to work, we become a team of minds that far exceeds what we can do alone. We also attract others eager to join a company that not only encourages authenticity, but believes it is essential to growth as individuals and as a company.



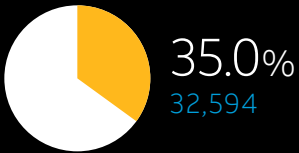
# EMPLOYEE DEMOGRAPHICS

We’ve maintained a diverse workforce even as we’ve transformed our business and organizational structure over the past three years.

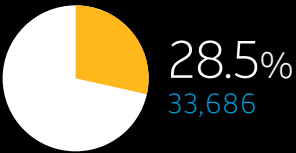
Our workforce is over 30 percent female and over 40 percent people of color, which is similar to other technology, media and telecommunications companies. Of note, our number of black employees is nearly 10 percent higher than the average for these companies and our number of Hispanic/Latino employees is about 6 percent greater.

## U.S. EMPLOYEES

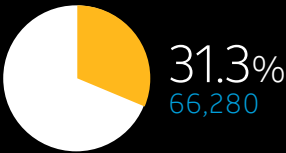
FEMALE MANAGEMENT



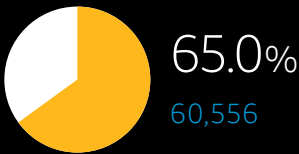
FEMALE FRONT LINE



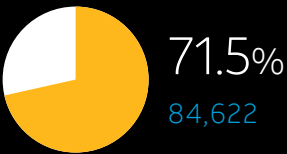
FEMALE TOTAL



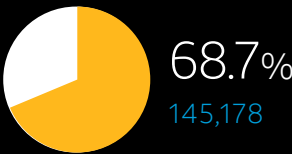
MALE MANAGEMENT



MALE FRONT LINE

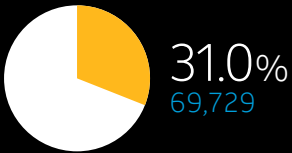


MALE TOTAL

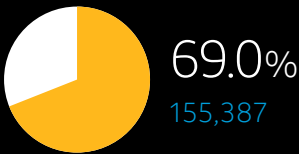


## GLOBAL EMPLOYEES

FEMALE TOTAL



MALE TOTAL



Global employee count excludes DIRECTV and SKY employees located in Latin America.

## U.S. EMPLOYEES

MANAGEMENT

58,372

### WHITE

63.1%

58,372

### BLACK

13.5%

12,512

### HISPANIC

11.1%

10,304

### ASIAN & PACIFIC ISLANDER

10.2%

9,500

### NATIVE AMERICAN

0.5%

491

### TWO RACES OR MORE

1.4%

1,335

### TOTAL PERSONS OF COLOR

36.9%

34,142

FRONT LINE

59,943

51.7%

59,943

22.3%

25,889

18.6%

21,529

4.0%

4,619

0.8%

911

2.6%

3,063

48.3%

56,011

TOTAL

118,315

56.8%

118,315

18.4%

38,401

15.3%

31,833

6.8%

14,119

0.7%

1,402

2.1%

4,398

43.2%

90,153

Percentages may not add up to 100 due to rounding.



# AT&T IS A WORLD OF DIVERSITY



## GLOBAL

Our global team of diverse, talented, committed people is essential to our success. Each of us brings a wealth of insight shaped by race, culture, nationality, religion, sexual orientation, gender identity and more. That’s why our goals for diversity and inclusion reach around the world.

We also recognize that different cultures have differing definitions of diversity and inclusion, so our strategy is flexible enough to adapt to those differences. We have an advantage when we move into new markets because we have employees who represent those cultures and guide us in the best approach to the new customer base. As we have expanded our presence in Mexico, Latin America, Europe, the Middle East and Asian Pacific countries, we have adapted our diversity and inclusion principles to create benefits and policies that make AT&T one of the best places to work in those countries – for all of us.

OUR WORKFORCE:

247,348  
EMPLOYEES  
WORLDWIDE

57  
COUNTRIES



## NATIONAL

IN OUR UNITED STATES  
OPERATIONS ALONE:

11,600+  
ARE VETERANS

2,000+  
ARE LGBTQ  
INDIVIDUALS

3,950+  
ARE INDIVIDUALS  
WITH DISABILITIES



26% ARE BABY BOOMERS



44% ARE GENERATION X



28% ARE GENERATION Y



2% ARE GENERATION Z



# “JUNTOS CONSTRUIMOS NUESTRA CULTURA DIVERSA E INCLUYENTE”



## MEXICO

The rallying cry for the diversity and inclusion initiative at AT&T Mexico says everything: “We built our diverse and inclusive culture together.” Our people are fundamental to our success. The goal of making AT&T the best place to work in Mexico has inspired more visible employee networking based on retaining current talent and attracting new generations of talent.

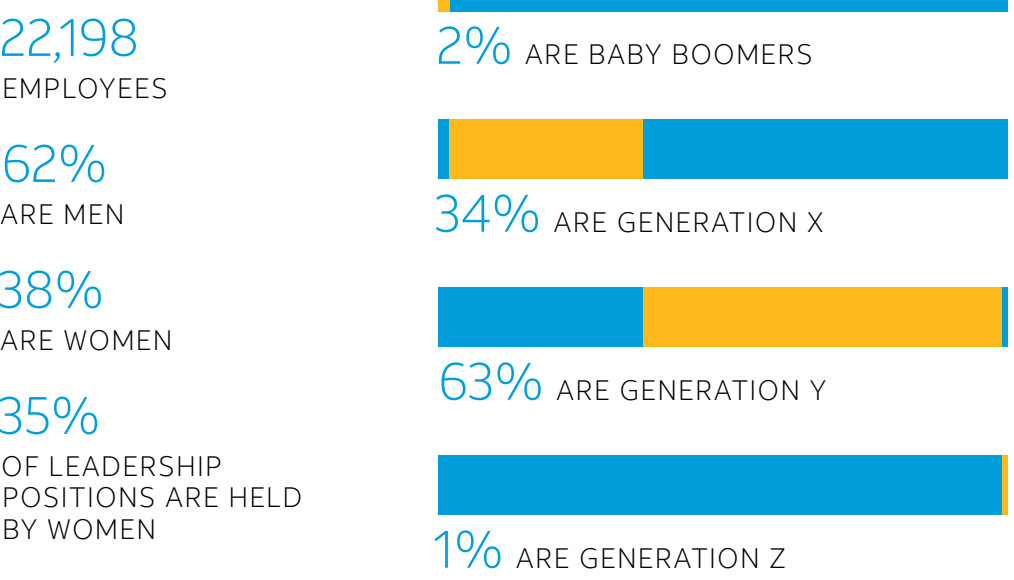
In addition to the work of *Mujeres en acción*\*, employees in Mexico started several programs to promote understanding and perform community service. *Diversidad Generacional* brings different generations together, taking advantage of the strengths of each, with education and networking opportunities. *Agente de cambio* promotes a culture of social responsibility through volunteer projects in the community. *Alianza LGBT* conducts activities to support the LGBT community in Mexico and participates in awareness and training projects that promote LGBT inclusion. *AT&T IncluyéndoTE* fosters a culture of inclusion for individuals with disabilities by changing perceptions and collaborating with other associations that serve people with disabilities.

AT&T Mexico creates benefits for the communities we serve. By reinforcing the identity of our employees, we not only create a positive work environment – we also inspire each other to take positive action.

### MEXICO EMPLOYEE NETWORKS (ENs):



### WORKFORCE:



### MEXICO RECOGNITION:

- Multiple Great Place to Work accolades, including:
  - Top 5 Great Place to Work
  - Top 9 Employer for Women
  - Top 3 Employer for Millennials
  - Top 10 Employer for Technology
- Empresa Socialmente Responsable
- Distintivo Empresa Incluyente – Inclusive Company (Tecnoparque and Toreo)

\*See Page 30 for detailed descriptions of our employee networks.



# HARNESSING OUR DIVERSITY IN LATIN AMERICA



## LATIN AMERICA

Vrio, the holding company for DIRECTV in Latin America and SKY in Brazil, operates in 11 countries, serving nearly 13.6 million customers across the region. This diversity is powerful, and when harnessed correctly, it can open our minds to unique ways of solving challenges.

Creating an environment of inclusion in which a diverse group of talented individuals can achieve their full potential is hard work, yet we pursue it with vigor – working across cultures, geographies and languages to create something stronger together.

Piedra, Papel, Tijera (PPT), our award-winning volunteer program, is one of the ways we foster a culture of inclusion. Since 2009, 11,740 employees across the region have carried out over 200 volunteer missions, contributing 101,533 hours of service to their communities. In 2017, Vrio launched Mujeres de LATAM, an initiative that focuses on supporting and accelerating the professional development of women through education and practical experience.



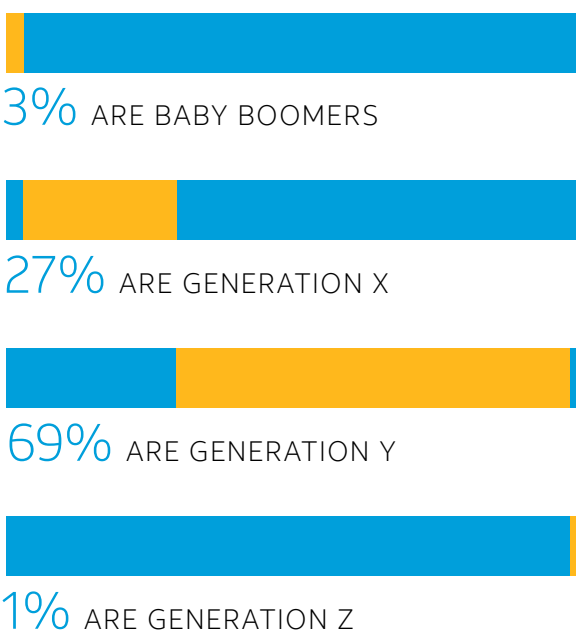
### WORKFORCE:

12,272  
EMPLOYEES

52.5%  
ARE MEN

47.5%  
ARE WOMEN

38%  
OF LEADERSHIP  
POSITIONS ARE HELD  
BY WOMEN



### LATIN AMERICAN RECOGNITION:

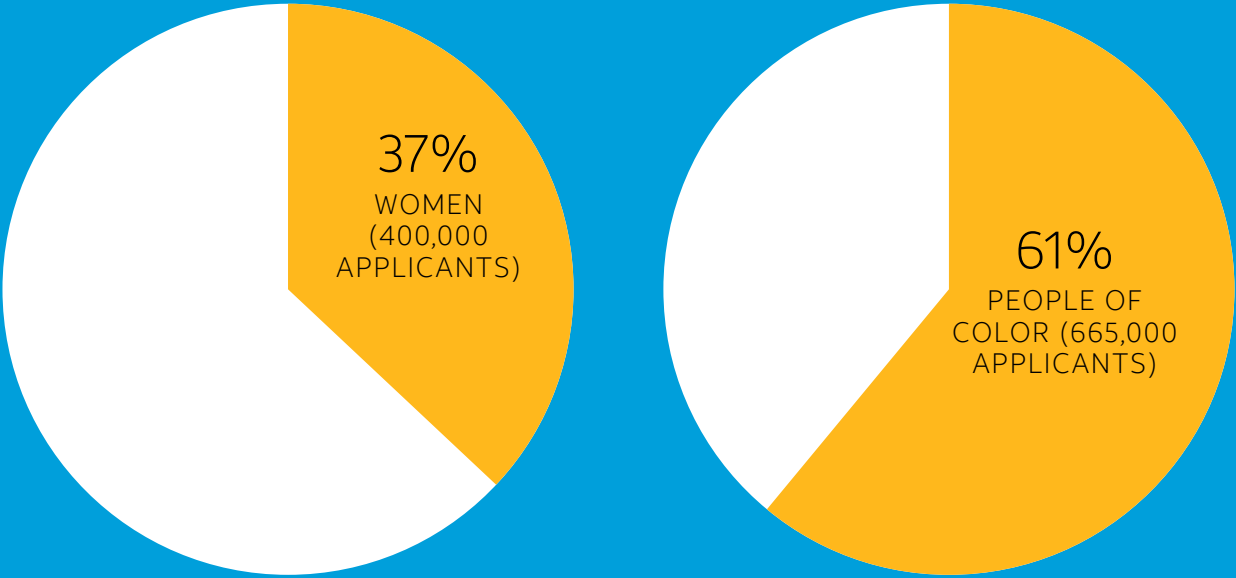
- Recognized by the Great Place to Work organization in 2017 as:
  - Best Place to Work in Ecuador, Ranked No. 6
  - Best Place to Work in Argentina, Ranked No. 10
  - Best Place to Work in Chile, Ranked No. 17



# RECRUITING AND OUTREACH

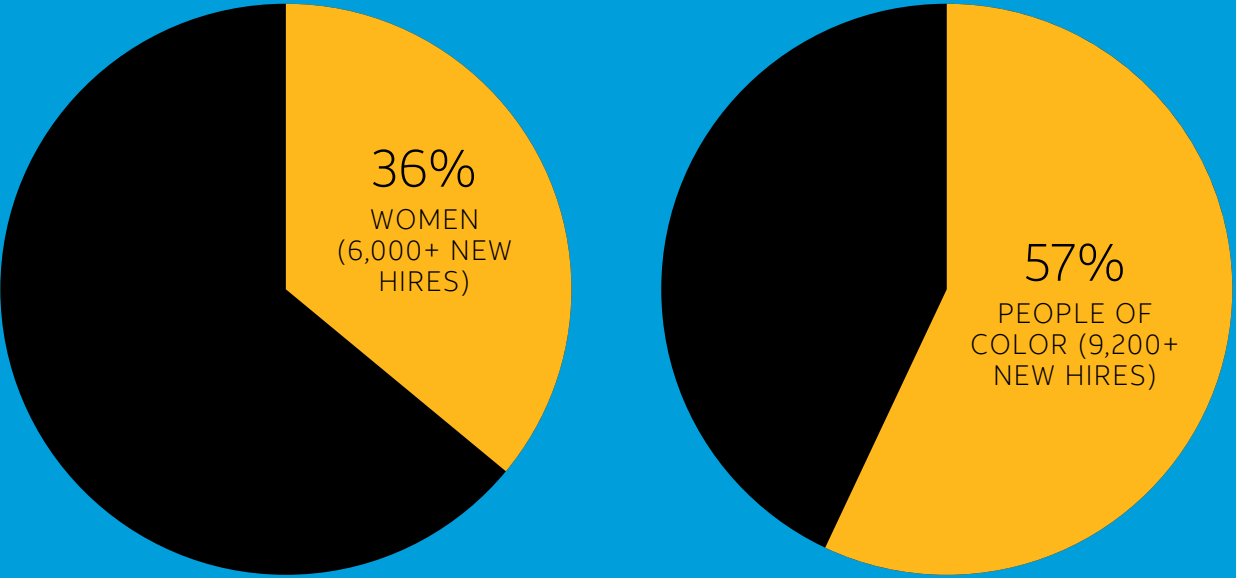
To maintain a diverse, inclusive workforce, attracting and retaining talent from a range of backgrounds must be a priority. We actively participate in job fairs, conferences, social media, webinars and other recruiting opportunities around the world. We also encourage multicultural graduates to pursue careers with AT&T in college and university programs in the U.S. as well as abroad. Our recruiting focus is to attract qualified people who share our values, period.

DIVERSE APPLICANTS



1.1 MILLION TOTAL U.S. APPLICANTS

DIVERSE HIRES



17,000 TOTAL NEW U.S. HIRES

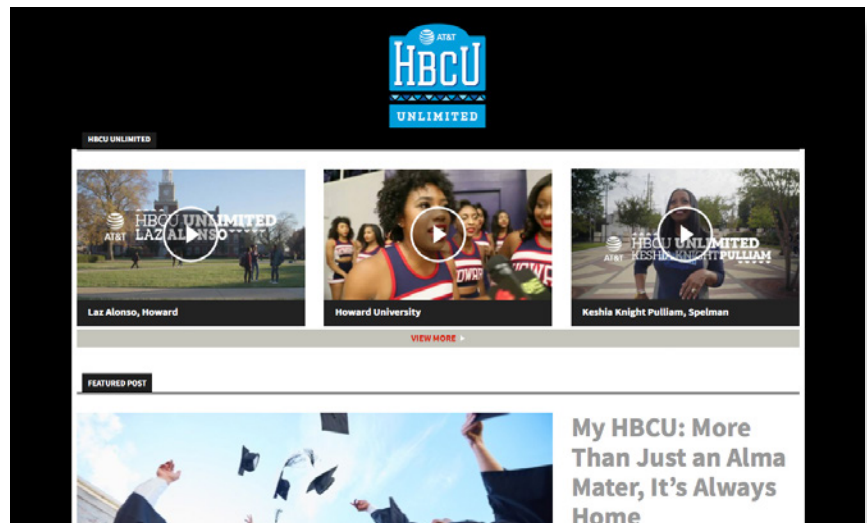
## RECRUITING AND OUTREACH (CONT.)

### *HBCU Unlimited*

*Historically black colleges and universities (HBCUs) are vital to our talent pipeline. In 2017, we continued to strengthen our relationship with these renowned institutions in exciting new ways through a program called HBCU Unlimited.*

*The program, created in partnership with the TV One network, celebrated the immense passion that HBCU students, alumni and supporters have for their alma maters by capturing their testimonials on camera. From current students to famous graduates of Howard University, Clark Atlanta University, Spelman College and others, these riveting vignettes appeared on multiple TV One platforms and gained traction on social media.*

[View more HBCU Unlimited videos.](#)



## GENERAL DIVERSITY

- AT&T Experience Weekend
- Create-a-thon
- Dallas Dinner Table
- Diversity Best Practices
- Google I/O Streaming Event
- HackerX local events
- Management Leadership in Training, career prep pre-internship workshops
- National Diversity Council/Texas Diversity Council
- Racing Toward Diversity
- STRIVE Boston Ezekiel Project
- Tech Week
- TechUP/MeetUp Events

## BLACK

- BEYA (Black Engineer of the Year Awards)
- Black Enterprise
  - Best Companies for Diversity
  - Black Men Xcel
  - Entrepreneurs Summit
  - TechConneXt
  - Women of Power Summit
- INROADS
- National Association of Minority Companies
- National Black MBA Association (NBMBA) 39th Annual Conference & Exposition
- National Sales Network Annual Conference and Diversity Career Fair
- National Society of Black Engineers
- National Urban League State of Black America Conference
- UNCF Masked Ball
- Women of Color in STEM

## GENERATIONAL

- AARP Virtual Career Fair



## RECRUITING AND OUTREACH (CONT.)

### *Joining forces with veterans*

*From 2013 to 2017, our goal for hiring veterans and their family members increased from 5,000 to 20,000 by the end of 2020. With 14,000 veterans hired since 2013, we're well on our way to the goal.*

*We encourage veteran candidates to meet with an adviser from the AT&T Veterans employee group to learn about career opportunities, the transition process and our supportive culture. By establishing a transition timeline, we help translate military skills to a meaningful civilian career, with resources and advice at every milestone.*

*For military families, we offer flexibility and services to help them at home while their loved ones serve. We also have tools to help them find jobs near military installations.*



## ASIAN & PACIFIC ISLANDERS

- ASCEND National Conference and Career Expo
- Asia Society Conference
- Organization for Chinese Americans

## LGBTQ

- Black Tie Dinner
- Dallas Resource Center
- Human Rights Campaign Time to Thrive
- Lesbians Who Tech Summit
- Out & Equal
- Reaching Out MBA

## MILITARY

- Arlington Hiring Expo with Texas Rangers, U.S. Chamber of Commerce Foundation
- MBA Veterans Career Conference
- Operation Reinvent
- Red, White & You Veteran Hiring Event, Collin County, Texas
- Veteran Summit hosted by AT&T

## NATIVE AMERICAN

- American Indian Higher Education Consortium Student Conference
- American Indian Science and Engineering Society National Conference
- National Center for American Indian Enterprise Development National RES Conference
- Native Edge, job-seeker platform
- *Winds of Change* Top 50 STEM Employers for Native Americans

## PEOPLE WITH DISABILITIES

- Autism at Work Summit and Virtual Career Fair
- Career Opportunities for Students with Disabilities, Full Access Summit
- Dallas Mayor's Committee for Employment of People with a Disability (EmployAbility)
- Inclusive Hiring Virtual Career Fair for People with Disabilities, invited by Microsoft
- National Organization on Disability (NOD)
- USBLN National Conference

RECRUITING AND OUTREACH (CONT.)

Connecting women with careers

Women at AT&T are instrumental in shaping the future of global connection. AT&T women employees impact all areas of the business, and they're known for going above and beyond the job to network with and mentor other women.

Our Women Who Inspire content series celebrates women making a difference in their communities and the world. Their leadership inspires us to work smarter and continue to create opportunities for women in science, technology, engineering and math.

Through thoughtful recruiting ads, social media and search engine marketing, we actively recruit women in technology. Online events such as the #WomenTalkTech Twitter chat feature AT&T employees and industry influencers. The most recent chat, with 232 active chatters, generated 12 million impressions that reached 1.6 million targeted viewers.



HISPANIC

- HENAAC Conference (Great Minds in STEM)
- Hispanic Association on Corporate Responsibility Symposium
- LATINA Style
  - LATINA Style 50 Awards Conference
  - LATINA Style Business Series
  - LATINA Style Hero Initiative
  - National Latina Symposium
- Owen Latin Business Association
- National Hispanic Corporate Council
- SER (Service, Employment and Redevelopment) National Annual Conference
- Society of Hispanic Professional Engineers
- TECHNOLOchicas

WOMEN

- Catalyst
- Dallas Women's Foundation
- Diversity Women
- Forté MBA Women's Leadership Conference
- Girls Rock (Dallas)
- Global Summit of Women
- Grace Hopper
- National Association for Female Executives
- National Center for Women & Information Technology Summit
- Odyssey Media
- Society of Women Engineers Campus Events
- Society of Women Engineers National and Region C Conferences
- Women in Technology Virtual Career Fair
- Women of Color STEM



# REAL PEOPLE CELEBRATE REAL #LIFEATATT

The demand for top candidates from diverse backgrounds is high – and we know they have great options. That’s why we launched our social campaign #lifeatATT, where our employees share their unique stories about what it’s like to work here. By sharing ourselves, we help others understand the real-life experience that all of us share.

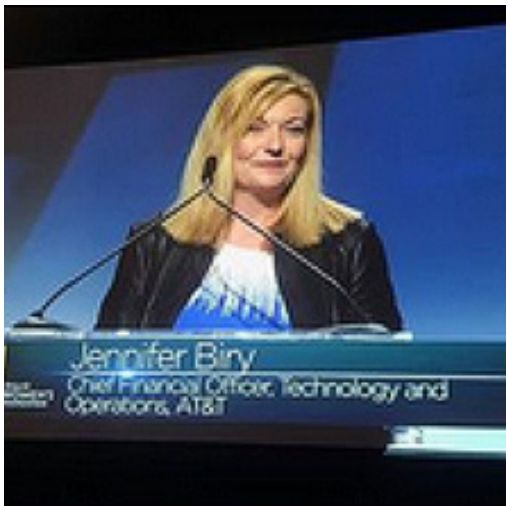
IMPACT:  
**103,000,000+**  
SOCIAL IMPRESSIONS



@tenita30  
Landon loves his Live Proud shirt! I don't have one so I dug deep into my retro AT&T bag to show some support! #lifeatATT #lovemyteam #pride



@kevinbacon\_snoopdogg  
Happy National Superhero Day! Mom and I work for AT&T and they wanted us to dress up so she and her creative employees made AT&T superheroes to fight off the #competition. #lifeatATT



@tenita30  
Tonight we celebrated women leaders that are making a difference in the world. @att was a sponsor of the @dallaswomensfdn Leadership and Award Dinner. Our very own Jennifer Biry, CFO of Technology & Operations at AT&T, did a good job presenting and hosting us at the event. #lifeatATT #attdiversity



@hannah1226  
Congrats to Brittney Lamb! Gotta admit I was extra excited to honor a fabulous female! #lifeatATT #girlscandoanything



@oc\_showstoppers\_attTeam  
Revolution having a blast at the fiesta #lifeatATT



@JusCallMeE  
Lighting it up blue for autism awareness on 4/2 is our #springthing. What's yours? #TUproud #LightItUpblue #lifeatATT

# TALKING ACROSS DIFFERENCES

When Chairman and CEO Randall Stephenson delivered the keynote address at our 2016 Employee Resource Group conference, he urged us to engage in dialogue with each other to help understand our similarities and differences.

In response, we created Conversations of Understanding, a program that brings teams together to discuss their personal stories in ways not normally experienced in a work environment. These conversations are opportunities to have open and honest dialogue to gain awareness of how our personal experiences shape who we are.

While the nature of the conversations is up to employees, basic ground rules guide the process: listen, avoid defensive and contradictory responses, ask questions to understand, show respect and thank team members for being open in sharing their stories. The key to successful conversations is full participation and inclusion of all dimensions of diversity: race, gender, sexual identity, generation, disability and more. As people feel more comfortable sharing their experiences, listeners grow in understanding – a key to creating an inclusive workplace for everyone.

These candid conversations are among the many tools and strategies outlined in our newly developed Tolerance to Understanding (T2U) Resource Guide. Using the guide’s framework, employees are expanding their knowledge, talking with colleagues and getting involved with different communities. By personalizing their use of the T2U resources, AT&T employees are taking charge of their role in strengthening our inclusive culture.



2,000+  
PARTICIPANTS

100+  
FACILITATED  
CONVERSATIONS OF  
UNDERSTANDING

COUNTLESS  
INFORMAL  
CONVERSATIONS OF  
UNDERSTANDING



# DINING FOR DIVERSITY

Another response to our chairman’s challenge was the adoption of a grassroots initiative focused on diversity and inclusion: DINE!

D I N E

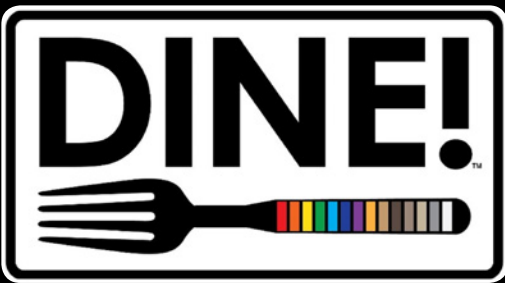
Discover differences

Include one another

Navigate new perspectives

Eat!

Sparked by Rachel Simon, a vice president in finance, the [DINE! concept](#) is that four to five employees who are different in some way – race, religion, upbringing, gender, culture, etc. – go to lunch and openly talk about their backgrounds and how that affects their views on life. Lunch is casual, Dutch treat, and conversation is the only requirement. The goal is to create a welcoming, inclusive, safe space where participants leave judgments and biases behind and open themselves to understand others’ experiences. With more than 250 lunches so far, thousands of people have participated. Our goal is 100 percent team participation – and we’re on our way!



# MAKING AT&T A GREAT PLACE FOR ALL OF US TO WORK

The GPTW – Great Place to Work – movement focuses on creating a world-class culture with high trust and high engagement for everyone associated with AT&T. As we successfully recognize and reward our employees, they better represent us in our interactions with customers, suppliers and the community. This gives us the confidence and inventiveness to create the best entertainment and communications experiences in the world.



## BEST WORKPLACES FOR DIVERSITY

For the second year, global research and consulting firm Great Place to Work and *Fortune* named AT&T one of the Best Workplaces for Diversity.



## 2017 FORTUNE 100 BEST COMPANIES TO WORK FOR

For the second year in a row, *Fortune* confirmed something we all know: AT&T is one of the 2017 Fortune 100 Best Companies to Work For.



## DIVERSITYINC TOP 50 COMPANIES FOR DIVERSITY

For the 17th straight year, we were named to the prestigious *DiversityInc* Top 50 Companies for Diversity list. AT&T has been on the list since its inception, a pioneer among businesses that recognize the value of diversity and inclusion. Every year, more and more companies attempt to join this elite group. In 2017, over 1,800 companies participated. The list is developed exclusively from corporate survey submissions. Companies are evaluated within the context of their own industries. To be considered for a spot in the *DiversityInc* Top 50, a company must score above average in these areas: talent pipeline, talent development, leadership accountability and supplier diversity.



## NATIONAL BUSINESS INCLUSION CONSORTIUM BEST-OF-THE-BEST

We proudly accepted a Best-of-the-Best award in 2017. Uniting the nation's leading business diversity organizations, the Best-of-the-Best event recognizes outstanding achievement in promoting cross-segment diversity and inclusion. Only companies achieving industry-leading results across all diverse segments are eligible to receive this prestigious designation from the National Business Inclusion Consortium, a coalition of national diverse business organizations spearheaded by the National Gay & Lesbian Chamber of Commerce (NGLCC) that includes the United States Black Chambers, Inc., United States Business Leadership Network, United States Hispanic Chamber of Commerce, United States Pan Asian American Chamber of Commerce, WEConnect International and Women's Business Enterprise National Council.

See Appendix A for a full list of 2017 awards.



# CONNECTING EMPLOYEES WITH EACH OTHER

Employee groups are vital to achieving an inclusive company. Our 12 employee resource groups (ERGs) and employee networks (ENs) grew in membership and importance this year, and we focused on elevating the importance of these networks in non-U.S. locations. The continued growth of employee networks globally is a testament to the importance of our efforts.

## EMPLOYEE RESOURCE GROUPS OVERVIEW

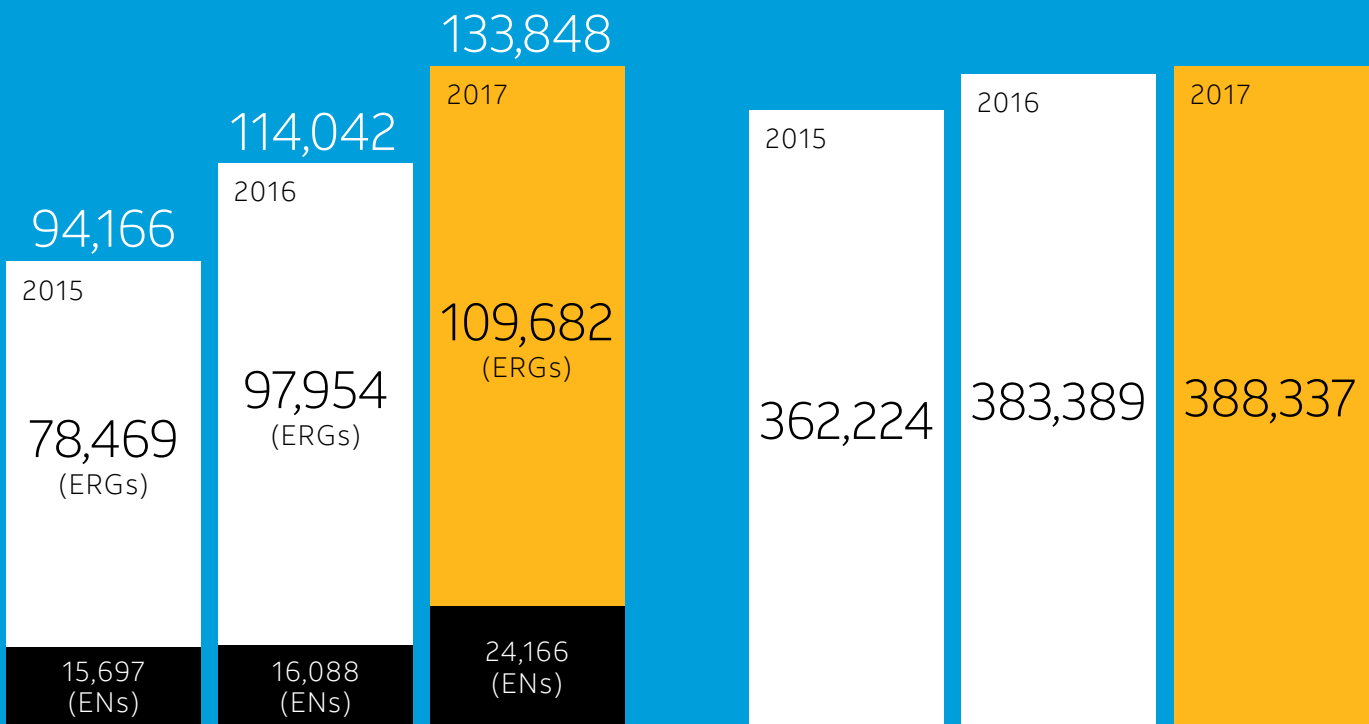
Our 12 ERGs are nonprofit 501(c)(3) groups that advance the professional development of their members, support our company’s business priorities and engage in community service. They represent a range of cultural populations, including women, generations, veterans, individuals with disabilities and members of the LGBTQ community. In 2017, our ERGs had more than 109,000 members.

## EMPLOYEE NETWORKS OVERVIEW

ENs focus on a common interest area of their members, a professional certification program, or the career development of an employee group in a specific business unit or region. Our seven international and five domestic ENs are created and managed by employees, but do not operate as nonprofit entities. In 2017, we provided cross-functional support for 12 employee networks with more than 24,000 memberships.



EMPLOYEE GROUPS (ERGs AND ENs)



EMPLOYEE GROUP ACTIVE MEMBERSHIPS

EMPLOYEE GROUP VOLUNTEER HOURS

Numbers for each year are based on end-of-year figures. Numbers for 2015 and 2016 have been adjusted to remove inactive employees.

# OUR EMPLOYEE RESOURCE GROUPS (ERGs)



**AT&T Veterans**  
*Serving Those Who've Served Our Country*

- About:**
- Founded in 1983
  - More than 10,000 members, including both veterans and non-veterans with a passion for serving those who've served
  - 44 chapters

**Mission:**  
To serve our veterans and their families wherever they are.

- 2017 Initiatives:**
- Contributed 40,000+ volunteer hours to hundreds of veteran-focused events and programs at both the national and local levels, including:
    - Carry the Load
    - American Corporate Partners
    - Operation Gratitude
    - Wreaths Across America



**FACES**  
*(Filipino American Communications Employees of AT&T)*

- About:**
- Founded in 1985
  - More than 3,350 members
  - 10 chapters

**Mission:**  
To champion diversity and inclusion, cultural awareness and personal as well as professional advancement through corporate involvement and community volunteerism to support our company's business imperatives.

- 2017 Initiatives:**
- Awarded 17 U.S. students with \$26,000 in scholarships – 26 percent more than 2016.
  - Awarded two students in impoverished and war-torn areas of the Philippines full STEM scholarships totaling \$9,500.
  - Launched the FACES-ERG app to facilitate collaboration with other 501(c)(3) organizations and help raise funds for them – along with supporting the chairman's priorities of equipping our people for the future, leading in connectivity and fostering personal and professional development.



**HACEMOS**  
*(Hispanic/Latino Employee Association of AT&T)*

- About:**
- Founded in 1988
  - More than 10,800 members
  - 42 chapters

**Mission:**  
To foster an environment where people support and encourage each other to succeed professionally, personally and in the community.

- 2017 Initiatives:**
- Maintained a strong commitment to education through \$131,000 in scholarship awards.
  - Initiated the Latino Diversity Stories collaborative to increase education and awareness of Latino cultures through engaging dialogue and personal stories.
  - Developed and executed the HACEMOS High Performer Experience, a six-month development program designed to equip high-potential HACEMOS members for the future and enhance the AT&T talent pipeline.
  - Recorded a total of 43,943 volunteer hours served across the country.





## ICAIE

(Inter-Tribal Council of AT&T Employees)

### About:

- Founded in 1996
- More than 2,700 members
- Seven councils

### Mission:

To establish a common-interest Native American organization committed to the cultural development, career advancement, education, understanding and general well-being of all employees – more specifically, Native Americans.

### 2017 Initiatives:

- Awarded \$30,000 in scholarships to Native American undergraduates.
- Established an educational endowment for the Lake Traverse Reservation community to inspire students to pursue higher education opportunities, specifically STEM disciplines.
- Leveraged the Spirit of Warmth fleece blanket program to network deeper into Native American communities to broaden mutually beneficial opportunities, resulting in a national 2017 ERG in Action Award.



## IDEAL

Disability Advocates

### About:

- Founded in 1989
- More than 4,150 members
- Seven chapters

### Mission:

To support individuals with disabilities within the community, the marketplace and the workplace.

### 2017 Initiatives:

- Championed the Walk to End Alzheimer's in several cities.
- Developed and launched the IDEAL Support Group for Caregivers of Loved Ones with Alzheimer's and dementia, which attracted more than 600 attendees after its midyear launch.
- On a recurring monthly call, with attendance as high as 160 members, employees transparently share struggles and successes, links to websites on caring for loved ones, or testimonials of products or groups that have helped them and their loved ones.
- Awarded more than \$16,000 in scholarships to AT&T employees and their families.
- Partnered with LEAGUE to host the "Everything Is Still NOT Fine" mental health awareness campaign, including a panel discussion with physicians, psychologists and AT&T employees with loved ones affected by mental illness.



## InspirASIAN

### About:

- Founded in 2006, merging two employee organizations dating back to 1978 and 1987 to form APCA Asian Pacific Islanders for Professional and Community Advancement
- Rebranded as InspirASIAN in 2017
- More than 9,000 members
- 14 chapters

### Mission:

InspirASIAN is a 501(c)(3) nonprofit employee resource group fostering diversity appreciation and inclusion in our workplace and community. We invoke inspiration from celebrating Asian & Pacific Islander heritage, increasing cultural awareness and developing inspiring leaders. We engage with imagination to deliver meaningful events and innovative programs that inspire others to make a difference.

### 2017 Initiatives:

- Positioned AT&T as "Best Asian Entertainment. Your Way." Continued the dialogue on understanding race relations through film screenings, panel discussions and blogs.
- Awarded \$156,000 in STEM, entertainment and public service scholarships to college-bound students. Supported drives for backpacks, food and holiday toys.
- Launched InspirASIAN's Social Voices and InspirASIAN Stars to spotlight our members' unique stories and contributions to our communities.
- Awarded 1,600 badges to top volunteers via tSpace, our internal social business platform created to spark networking, collaboration and sharing at an enterprise level.



**LEAGUE**  
(Lesbian, Gay, Bisexual,  
Transgender and  
Allies Organization  
of AT&T)

**About:**

- Founded in 1987
- More than 5,900 members
- 29 chapters

**Mission:**

To promote innovation and inclusion in a supportive environment for LGBTQ employees – championing diversity by developing transformational leaders within our company and communities.

**2017 Initiatives:**

- Celebrated 30 years of pride with an anniversary gala featuring a keynote by John Stankey, AT&T Entertainment Group CEO, and a special video message from our chairman, Randall Stephenson. Also integrated the AT&T We Are Bold campaign – a Pride Season collaboration with AT&T Entertainment Group. The campaign drove 260 million media impressions, including 220 million social media impressions and 45,000 hashtags from events and LEAGUE social media influencers.
- Awarded LEAGUE Foundation LGBTQ scholarships totaling \$34,500, a 23 percent increase over 2016.
- Supported member advocacy training to encourage members to speak out against legislative issues negatively impacting the LGBTQ community. Members lobbied state officials and testified in front of legislative committees against bathroom bills and many of the other 80-plus bills across the country that would negatively impact the community.



**The NETwork BICP**  
(Black Integrated  
Communications  
Professionals)

**About:**

- Founded in 1969, our oldest ERG
- More than 11,450 members
- 32 chapters

**Mission:**

To transform our future by empowering our members and our community today.

**2017 Initiatives:**

- Expanded The NETwork eSTEAM™ (Evolving Science, Technology, Engineering, Arts and Math) program, aimed at expanding academic achievement of high-performing African-American youths, ages 11 to 14, to include an application development trial in Atlanta and Chicago and a student summit in Dallas.
- Equipped members with nearly 6,000 hours of professional development through signature programs such as Transformation Thursdays, Super Skills Saturdays and a series of career boot camps.
- Created a 21-state outreach program – #10KTouches – to help bridge the digital divide by having members make 10,000 contacts promoting the program in 2017. Members of The NETwork made more than 13,000 impressions in low-income business districts, community centers and neighborhoods through a combination of social media and in-person efforts.
- Launched C.A.F.E. Conversations (Call to Action For Everyone), a series of candid discussions on issues that affect employees' ability to bring their best selves to work.
- Awarded 104 scholarships totaling \$92,000 to deserving high school seniors.



**OASiS**  
(Organization of  
Asian Indians at AT&T)

**About:**

- Founded in 2001
- More than 6,000 members
- Seven chapters

**Mission:**

To help global members identify ways to better leverage their talent, connections and engagements within its organization, community and ERG initiatives to drive leadership and recognition opportunities.

**2017 Initiatives:**

- Partnered with [AT&T Aspire](#) and [DECA](#) to host OASiS Let's Start, to equip high school students with the tools and resources to understand the basics of launching a startup business.
- Hosted OASiS Talks, which promoted inclusion within our diverse employee base by showcasing individual journeys that led to greater understanding of the strength of diversity.
- Created OASiS Ignite, a program that leveraged social innovation to address the gap in knowledge of launching new ideas in the workplace.
- Created the OASiS #CONNECT platform for AT&T business units to educate employees about their portfolio strategy in alignment with the company's priorities.





oxyGEN  
(Young Professionals  
at AT&T)

About:

- Founded in 2011
- More than 17,000 members, our second-largest ERG
- 27 chapters

Mission:

To enhance understanding, increase retention, engage, encourage and develop leadership skills of AT&T employees, with an emphasis on young professionals.

2017 Initiatives:

- Collaborated with the AT&T Entertainment Group Culture Council to create the Keystone Project: Personal Breakthroughs – a program designed to continue the conversation on equality and diversity in the workplace through a video-based social media campaign, as well as a technology platform to be rolled out in 2018.
- Partnered with Digital You, the American School Counselor Association and AT&T retail stores to create KidTips – a program directing parents to the [Digital You site](#) where they can learn about online threats and challenges faced by youth in a digital world, such as cyberbullying, password use, online predators and more.
- Awarded more than \$93,000 in scholarships.



>50  
Professionals  
50 & Forward

About:

- Founded in 2014
- More than 6,700 members
- 12 chapters

Mission:

To help members and communities succeed in tomorrow's world by sharing our combined personal and professional strengths with the power of AT&T.

2017 Initiatives:

- Career Management and Future Ready: developed educational programs to equip members for future opportunities within AT&T and their communities.
- Established scholarship program for nontraditional students.
- Supported various local efforts to raise funds for hurricane relief and underserved members of the community.
- Coordinated activities to raise awareness and funds for the Alzheimer's Association, the American Heart Association, the American Diabetes Association and the American Cancer Society.



Women of AT&T

About:

- Founded in 1972
- More than 24,000 members (women and men), our largest and second-oldest ERG
- 39 chapters and nearly 400 members at large

Mission:

To connect and inspire members to achieve their personal and professional goals and to effect change in the community.

2017 Initiatives:

- Launched the award-winning Cultivating Lifelong Learners program, which helped more than 10,000 employees navigate the many opportunities we have to “skill up” to meet the demands of an ever-changing work environment; included partnerships with external organizations CompTIA and Champlain University to bring employees as much information as possible.
- Collected and filled more than 1,500 backpacks with necessities that were donated to more than 40 organizations around the country to benefit human trafficking victims.
- Awarded \$171,700 in scholarships.

# OUR EMPLOYEE NETWORKS (ENs)



## AT&T Asia Pacific Women's Organization (APWO)

### About:

- Founded in 2015
- More than 450 members

### Mission:

To encourage and facilitate engagement, networking, education and sharing among AT&T Asia Pacific women.

### 2017 Initiatives:

- Championed R U OK Week, an annual event focused on stamping out the stigma of mental illness. Events included speakers, a small group discussion and a Give Back Day with AT&T Aspire held at various locations.
- Brought in external speakers to mark International Women's Day, discuss positive well-being, focus on the potential of technology to educate children and bring families together and much more.
- Read and discussed two books, *Grit* by Angela Duckworth and *Difficult Conversations: How to Discuss What Matters Most* by Douglas Stone.



## AT&T EMEA Women's Network (Europe, Middle East and Africa)

### About:

- Founded in 2013
- More than 600 members

### Mission:

To be an innovative and diverse network and to provide opportunities for members to exchange, learn and grow, both personally and professionally; together we can create the workforce of the future.

### 2017 Initiatives:

- More than 70 members from 11 countries joined mentoring circles.
- Held Coffee & Coach sessions and partnered with the UK Collaboration Zone on "Know Your Neighbor" sessions.
- Provided leadership development and technology enrichment sessions covering everything from career strategies to artificial intelligence.
- Worked with community partners to raise funds, fill needs and spread cheer around the holidays.
- Hosted a STEM-focused Girls Day at 11 EMEA locations to introduce more than 200 girls and young women to the exciting prospects of the world of STEM.



## AT&T Professional Engineers Network

### About:

- Founded 2016
- More than 800 members

### Mission:

To create an environment that fosters the development of professional engineers through coaching and mentoring programs for engineers in training and with continuing education for existing engineers.

### 2017 Initiatives:

- Established a database of Professional Engineers and Engineers in Training.
- Offered monthly continuing education programs with topics and presenters of interest to Professional Engineers.
- Created a mentoring program to connect aspiring Engineers in Training to Professional Engineers.
- Raised awareness of the value that Professional Engineers bring to AT&T.
- Grew our membership to more than 800.





## AT&T Women of Business

### About:

- Founded 2017, our newest EN
- More than 4,000 members

### Mission:

To increase awareness of the positive impacts and significant contributions women provide in business to cultivate the development and advancement of women in business leadership roles; through these efforts, we inspire all members to improve their leadership capabilities, seize growth opportunities and increase knowledge of business.

### 2017 Initiatives:

- Increased membership from founding in January to over 4,000 members in 26 countries.
- Held seven member education sessions and three fireside chats with 11,600 attendees.
- Launched a mentoring program, Mentoring Connections, that spans 13 countries as well as numerous global networking events.
- Established a social media presence on Instagram and Twitter and started a LinkedIn group.



## AT&T Women of Finance

### About:

- Founded in 2013, our oldest EN
- More than 4,400 members

### Mission:

To encourage and facilitate the development of members interested in the discipline of finance through mentoring, education and networking.

### 2017 Initiatives:

- Achieved a Net Promoter Score of 87 percent with a 75 percent year-over-year increase in response rate.
- 92 percent VP leadership participation.
- Delivered six education events with average attendance of 2,360 and 99 percent excellent/good rating.
- Conducted 59 networking events in 10 locations across the United States.
- Launched and hosted 30 virtual networking community circles.
- Facilitated 62 mentoring circles (15 percent increase over 2016) and added a diversity and inclusion module.
- Became the first AT&T EN to establish Mexico/LATAM mentoring circles.
- Featured members in monthly newsletters, education events and videos.
- Hosted more than 400 members in finance leadership luncheons.
- Refreshed brand and content on tSpace, our internal social business platform created to spark networking, collaboration and sharing at an enterprise level, and increased community membership by 206 percent over 2016.
- Launched the Educate You platform and produced three original videos.



## AT&T Women of Technology

### About:

- Founded in 2014
- More than 4,700 members, our second-largest EN

### Mission:

To encourage and facilitate the recruitment, development, advancement and retention of women of science, technology, engineering and math by providing educational and networking opportunities.

### 2017 Initiatives:

- Provided readout across AT&T Technology & Operations (ATO) of Women's Survey Action Plan led by Melissa Arnoldi (SEVP, ATO) with Susan Johnson (SVP, Global Supply Chain), Andre Fuetsch (President, Labs & Chief Technology Officer), Cathy Southwick (VP, Technology Engineering) and Kathleen Larkin (VP, HR Business Partner).
- Established six local chapters in Collaboration Zones.
- Logged 6,500 webcast views of events such as our Fireside Chat with Anne Chow, President, AT&T Business Solutions, and the Leadership & Business Acumen Panel featuring Rachel Kutz (VP, Strategic Initiatives, Global Supply Chain) and Sarita Rao (VP, Marketing Communications, Business Marketing).
- Attracted more than 1,000 attendees for Lunch and Learn sessions with topics such as Connected Health and Design Thinking.



## Business Professionals

### About:

- Founded in 2013
- More than 1,000 members

### Mission:

To help and motivate its members to become a world-class workforce ready for the future through the advancement of education, coaching and mentoring, and enhancing the knowledge and skills of its members by connecting them to other members and the larger AT&T organization.

### 2017 Initiatives:

- Held multiple local events, including speakers, speed mentoring, and our Practitioner Series and Reader Series.
- Held three local networking events with 70 attendees, including two in Bratislava and one in Košice, Slovakia, a new focus location – plus three Virtual Coffee sessions with 300 attendees.
- Received a Net Promoter Score of 80 percent Promoters on our annual survey – defined as those who would “absolutely recommend” or “likely recommend” membership.



## Mujeres en acción AT&T

### About:

- Founded in 2015
- More than 3,000 members

### Mission:

To encourage and assist with the recruitment, development, advancement and retention of women by providing educational and networking opportunities; to promote the contribution of female talent in Mexico.

### 2017 Initiatives:

- Launched a month-long awareness campaign for International Women's Day that impacted more than 1,000 employees.
- Selected 30 employees to participate in the second generation of our Ambassador program – a yearlong development program designed to shape their skills as future leaders. Six have achieved director-level positions.
- Kept members informed with seven newsletters throughout the year.
- Exchanged best practices on gender equality at the Global Diversity Council Women in Leadership Symposium.





## Parents @ Work

### About:

- Founded in 2013
- More than 1,300 members

### Mission:

To provide members with guidance and support on how to effectively balance family life priorities with career objectives and work commitments.

### 2017 Initiatives:

- Organized three live executive speaker sessions on their approach to work-life balance, including virtual sessions with Melissa Arnoldi (SEVP, AT&T Technology & Operations) and Peter Daly (VP, Global Service Management), and an in-person session with Thomas Harvey (SVP, Client Solutions and Operations).
- Grew our membership base by 37 percent over 2016.
- Continued to organize yard sales in the three hub locations – Bratislava and Košice, Slovakia, and Brno, Czech Republic – during spring and autumn and coordinated with local charities to donate the items that weren't sold.



## Project Management Network

### About:

- Founded in 2014
- More than 7,200 members, our largest EN

### Mission:

To help others who want to expand their knowledge of the project management discipline and to provide free world-class training for employees.

### 2017 Initiatives:

- Provided training and mentoring for employees interested in Project Management Professional (PMP) certification.
- Developed a draft of a new Project Management Institute Agile Certified Practitioner (PMI-ACP) course.
- Provided free training via our expert lectures.



## PULSE of India

### About:

- Founded in 2016
- More than 200 members

### Mission:

To create opportunities that encourage and empower our employees to become a highly engaged and healthy workforce while enhancing leadership capabilities and providing a meaningful existence in the organization.

### 2017 Initiatives:

- Grew membership by 79 percent pan-India.
- Launched two new chapters across AT&T locations in India – Chennai and NCR (National Capital Region).
- Contributed more than 3,000 volunteer hours that impacted 4,185 lives.
- Presented two live Executive Speaker Series sessions with visiting officers.



## TOGETHER (AT&T Most of World LGBT and Allies Employee Network)

### About:

- Founded in 2013
- More than 200 members

### Mission:

To develop a supportive environment for lesbian, gay, bisexual and transgender employees and allies.

### 2017 Initiatives:

- Became an ambassador of diversity by representing AT&T Slovakia during the creation of the Slovak Diversity Charter – an intercompany initiative based on equal treatment and mutual respect to keep the workplace free from all forms of harassment.
- Submitted our draft of the Ally Handbook to the TOGETHER board for review.
- Organized several local Pride Month activities promoting the AT&T brand.

# CELEBRATING ALL OF US AT THE NINTH ANNUAL NATIONAL ERG CONFERENCE

In 2016, our chairman challenged us to move beyond tolerance to understanding. At the 2017 ERG conference, Chief Diversity Officer Corey Anthony took the challenge a step further, encouraging employees to transform together by stepping out of our echo chambers and moving away from binary thinking to embrace the experience of listening to and actively considering a range of perspectives.

## 2017 HIGHLIGHTS:

- Nearly 200 leaders attended the conference, with more than 110 participating in a panel or fireside chat.
- Conference attendance exceeded 2,000 – and all slots were filled nine minutes after conference registration opened.
- More than 2,000 people participated in the webcast.
- Best-selling author and diversity professional Steve Pemberton delivered a powerful keynote.
- Randall Stephenson and former Dallas Police Chief David Brown discussed race relations in America.
- Social media impressions exceeded 10 million.
- The overall satisfaction ratings for the conference were the highest ever: 98.4 percent.

## SOCIAL MEDIA ENGAGEMENT:

3,247

#ATTERG17  
TOTAL TWITTER AND  
INSTAGRAM POSTS

4,643,662

#ATTERG17  
IMPRESSIONS

5,741,533

#LIFEATATT  
AT THE CONFERENCE  
IMPRESSIONS





CELEBRATING ALL OF US AT THE NINTH ANNUAL NATIONAL ERG CONFERENCE (CONT.)

DAY OF SERVICE: PUTTING INSPIRATION TO WORK

On Saturday of the 2017 ERG conference, employees demonstrated their dedication to helping the community by participating in a Day of Service.

In partnership with KaBoom!, a nonprofit organization that helps communities build playgrounds for children, over 400 employees and more than 75 family members gathered to build a playground for the Park South YMCA in South Dallas.





# ERG IN ACTION AWARDS 2017

Each year, we recognize six ERG initiatives for making a difference for our company, our employees or our communities. Congratulations to these worthy organizations on their outstanding impact!

## NATIONAL WINNERS:



### ICAE

*Spirit of Warmth: A No-Sew Blanket-Making Initiative*  
Donated 350 blankets to various Native American organizations – a culturally significant project connecting Native American organizations to AT&T; engaged 370 volunteers who contributed 1,227 hours to the initiative.



### OXYGEN

*Kid Tips*  
Developed program to increase cybersecurity for parents and schools; launched website to provide tips and resources to help keep kids safe; engaged 860 employees who contributed 570 volunteer hours.



### WOMEN OF AT&T

*Cultivating Lifelong Learners*  
Developed webinars and programs for continuous learning; presented 22 web conferencing sessions to more than 10,000 attendees; volunteers contributed more than 10,500 hours.

## LOCAL WINNERS:



### OASIS – TEXAS

*STEAM Connectors Program*  
Connected students in North Texas with science, technology, engineering, art and math; contributed more than 2,000 volunteer hours for all workshops; the program continues to grow.



### THE NETWORK – ILLINOIS

*Teacher Appreciation Week/RealMenRead*  
Program highlighted positive male role models in underserved communities; cultivated future talent for AT&T and technology development; 27 volunteers contributed a total of 110 volunteer hours.



### WOMEN OF AT&T – MARYLAND

*The Power of Us! eCycle Program*  
Technology recycle program helped launch the group’s first scholarship program; engaged 1,000 employees, collected 4,500 devices, contributed 2,500 volunteer hours and raised more than \$21,000.





# 2

## COMMUNITIES



# AT&T IS INVOLVEMENT

We recognize that diversity and inclusion must extend into the communities in which we live and do business. Supporting the community is not only good business – it's the right thing to do. Our commitment to philanthropy has been strong since our founding. And our employees' active participation is crucial to improving life for underserved populations including seniors, women, youth, people with disabilities and low-income families. From education programs for all ages to leading the way in assistive technology, our goal is to expand opportunity and empower diverse populations.



# REACHING OUT TO THE COMMUNITY

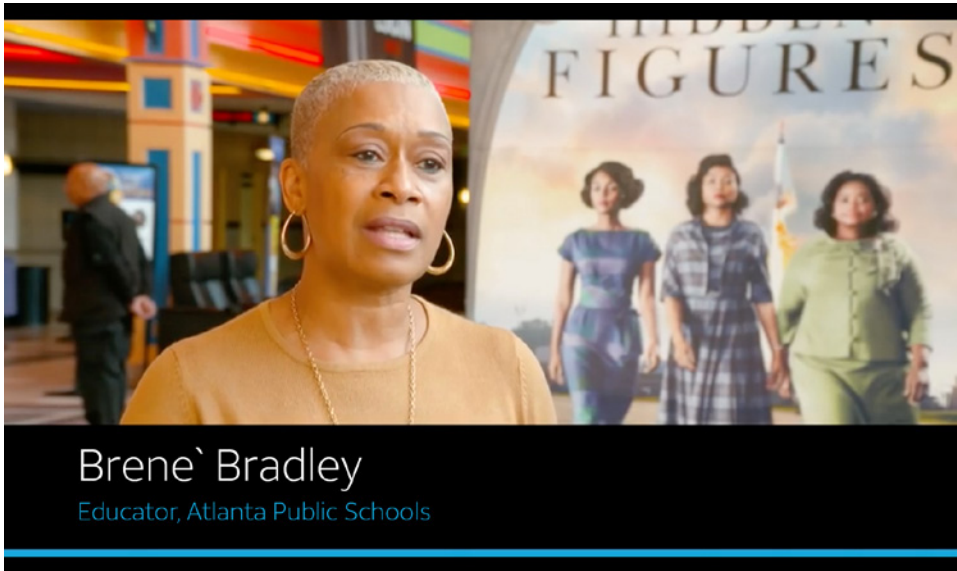
## BRINGING HIDDEN FIGURES TO LIGHT

To celebrate the contributions of black Americans in STEM fields, AT&T sponsored students in urban areas to see the film “Hidden Figures,” the story of three black women mathematicians who were instrumental in NASA’s campaign to launch astronaut John Glenn into space in 1962. In Los Angeles, we treated 500 students to free screenings of the film, along with a panel discussion on the importance of studying science, technology, engineering and math. Similar events took place in Dallas, Atlanta, Chicago and Oakland. Altogether, more than 5,800 students attended. We shared content on social media that garnered 226,200 impressions and 1,200 engagements.

Response to the story was overwhelmingly positive. We also engaged social media to spotlight our own AT&T “hidden figures” – black women who lead our business segments.

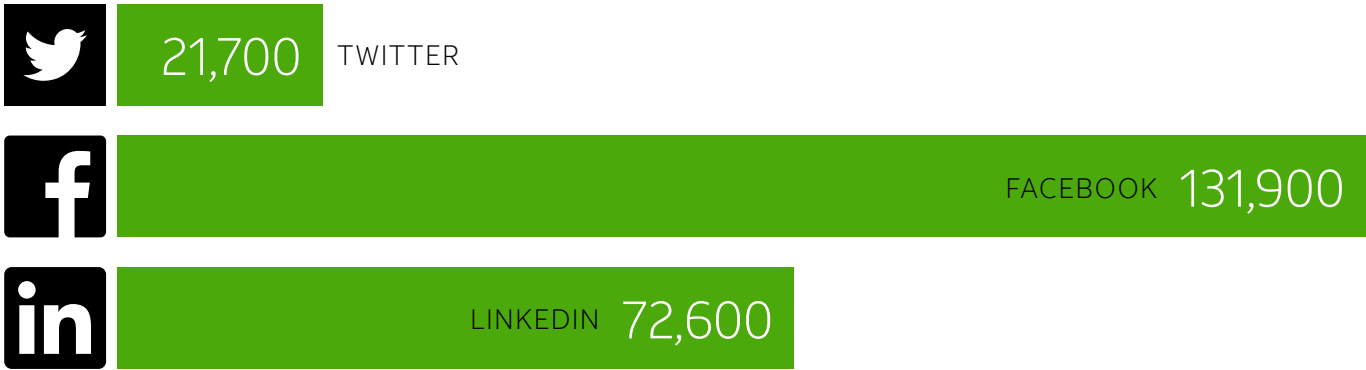
[Watch stars and students react to this inspiring film.](#)

[Read our press release.](#)

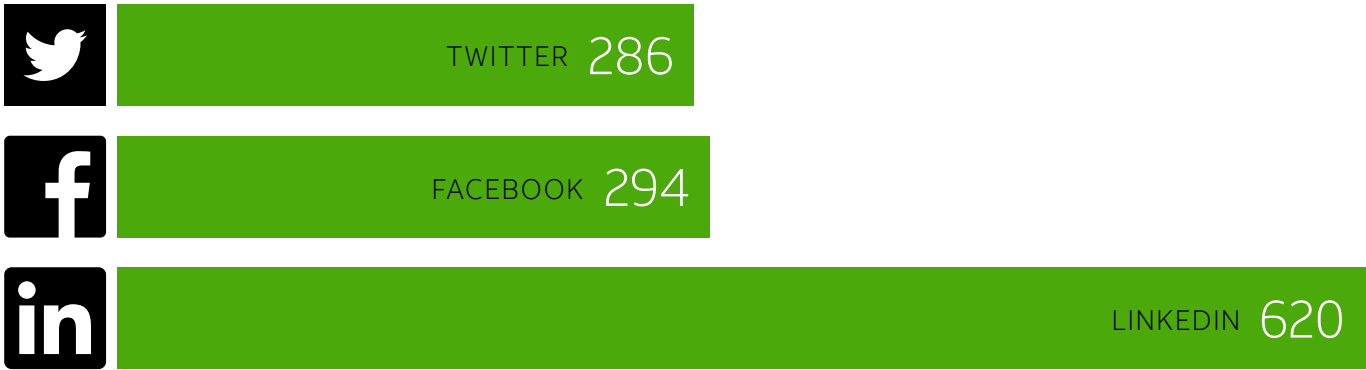


### IMPACT:

#### IMPRESSIONS:



#### ENGAGEMENTS:



REACHING OUT TO THE COMMUNITY (CONT.)

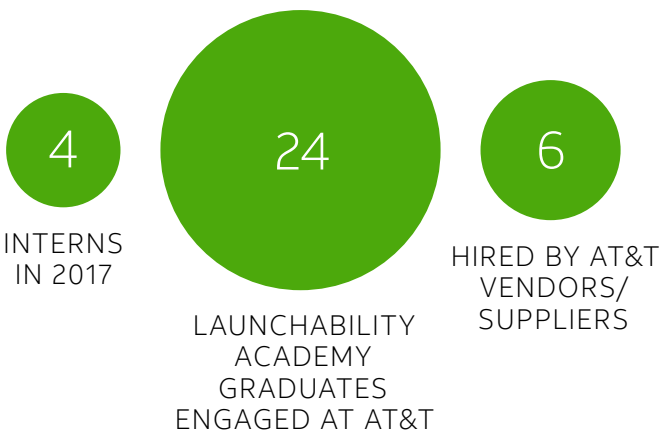
LAUNCHING OPPORTUNITY THROUGH OUR LAUNCHABILITY PARTNERSHIP

Respect for all of us means finding ways to expand opportunities that align individuals with their abilities. Working with community organizations that facilitate that goal allows us to broaden our view of what is possible. In summer 2017, AT&T partnered with LaunchAbility, a job placement agency for adults with cognitive disabilities, to pilot an internship program for adults with autism. The three-month program placed four interns at our global headquarters in Dallas. On-the-job training helped these individuals learn appropriate workplace conduct and more practical skills like email etiquette and interview tips. An on-site LaunchAbility coach supported supervisors, departments and interns throughout the summer.

[Explore LaunchAbility from one intern’s perspective.](#)



ENGAGEMENT:



KEEPING THE FAITH WITH INSPIRED MOBILITY

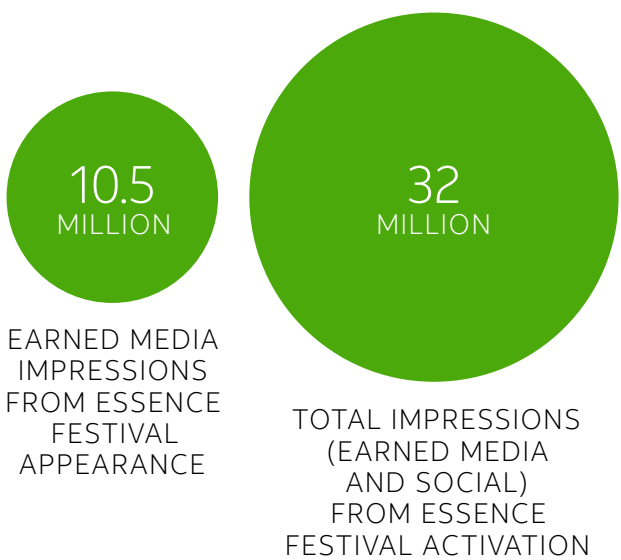
At the intersection of mobility, faith and inspiration, the AT&T Inspired Mobility movement reflects the powerful ways in which mobile devices shape our lives. In 2017, we sponsored online and in-person conversations inviting the public to talk about how they use mobile technology to connect with what inspires them. We featured hip-hop pioneer Joseph “Rev Run” Simmons and his wife Justine in a fireside chat at the Essence Festival, which was the most live-streamed event of the entire festival. We also encouraged community members to share inspirational thoughts, photos, memes or videos via social media using #InspiredMobility.

[Learn more about Inspired Mobility.](#)

[Read what Rev Run and wife Justine Simmons have to say about faith, family and the evolution of entertainment.](#)



IMPRESSIONS:





# STATE AND LOCAL INITIATIVES

We are proud that our commitment to the community made a positive impact at the state and local levels in 2017.\* The impact of our support in California and Illinois are just a few examples.



## HOMEBOY INDUSTRIES CALIFORNIA

AT&T contributed \$100,000 to Homeboy Industries to support solar panel training and Homeboy e-recycling programs that help formerly gang-involved and previously incarcerated men and women in Los Angeles County gain the personal strength, STEM education and vocational skills necessary to thrive in the workforce. More than 80 percent of program participants are Latino/Hispanic.



## PROYECTO PASTORAL CALIFORNIA

Proyecto Pastoral’s Promesa Boyle Heights program is a community-wide initiative to transform Los Angeles’ Boyle Heights neighborhood via a cradle-to-college-and-careers pipeline of support for children and youth. Over the course of two years, AT&T has contributed \$750,000 to Proyecto to support the expansion of this program, which serves 2,300 students in grades 9–12 in two economically disadvantaged areas of Los Angeles. Retention, graduation and college access services are provided through a collective impact approach including an initiative for local opportunity youth, tiered supports for all youth and high-intensity academic and wellness interventions for the highest-risk youth. More than 95 percent of the students served are Latino/Hispanic.



## FRIENDS OF THE CHILDREN ILLINOIS

In 2017, AT&T contributed \$250,000 to support the launch of the Friends of the Children (Friends) Chicago chapter. Friends works with schools and foster care systems to identify youth ages 4–6 facing significant risks, and to dedicate resources to assist them throughout their childhood. Each child receives one-on-one support from a salaried, professional mentor – a “Friend” – for 16 hours each month from kindergarten through high school graduation. One hundred percent of the students served are black.

\*See Appendix B for an expanded list of community initiatives by state.

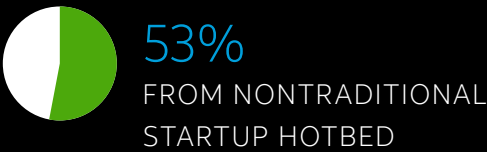
# NATIONAL INITIATIVES

AT&T also championed initiatives at the national level to encourage kids to stay in school, spark interest in technology careers, support entrepreneurship among underserved communities, and much more.

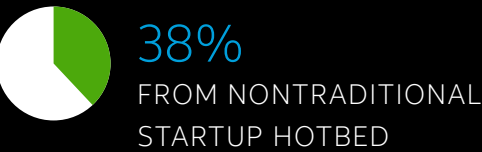
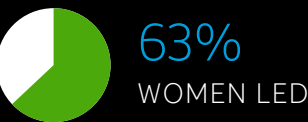
## AT&T ASPIRE ACCELERATOR

AT&T Aspire Accelerator collaborates with diverse (as defined by geography, culture or gender) entrepreneurs in the education technology space to support new products and services to help students succeed in school and in life. This program has contributed to the growth of 19 early-stage ed-tech companies, including 37 percent that are minority led – and in 2017, the cohort was 50 percent minority led.

TOTAL ALUMNI DIVERSITY  
(19 COMPANIES)\*



2017 COHORT DIVERSITY  
(8 COMPANIES)



\*See Appendix C for a full list of AT&T Aspire Accelerator companies.

## ALL STAR CODE

Since 2015, AT&T has funded All Star Code – a youth education program that connects high school boys of color to the tech industry through mentorship, industry exposure and intensive training in computer science. As of the end of 2017, we have channeled \$700,000 toward focused efforts in New York City and Pittsburgh, with planned expansion to other regions in 2019.

## BLACK GIRLS CODE

In 2017, we contributed \$350,000 to fund the launch of a new chapter of Black Girls CODE in Houston and strengthen the programs in Dallas and Miami. Black Girls CODE programs include local workshops and events covering such topics as web design, game development, robotics, mobile design and coding languages such as Java, Ruby and Python. Events include a one-week technology summer camp and a girls-only hackathon in collaboration with other regional girls’ organizations. Black Girls CODE has a reach of more than 3,000 students, with the expectation of reaching 10,000 in the next five years. Some alumni of Black Girls CODE participate in the AT&T Aspire Scholarship program with Udacity online learning.

## DISABILITY MENTORING DAY

In October 2017, employees participated in an AT&T Aspire mentoring event, Disability Mentoring Day. AT&T hosted the event in collaboration with the American Association of People with Disabilities. Disability Mentoring Day is a national effort to promote career development for kids with disabilities. We brought high school kids with disabilities to the AT&T Forum in Washington, D.C., for a great day of brainstorming, discussion and sharing opinions about their future.



## NATIONAL INITIATIVES (CONT.)

### GENESYS WORKS

AT&T has invested \$6.5 million in Genesys Works since 2012 to help provide underserved high school students with hands-on work experience and career training. In 2017, we contributed \$500,000 to the organization. Genesys Works offers an intensive summer training program with professional and technical skills development as well as career coaching. After the training, students begin a yearlong paid internship at companies such as AT&T. For the 2017–2018 school year, AT&T hosted 14 Genesys Works interns in the Bay Area, Chicago, Houston and Washington, D.C.

### GIRLS IN TECHNOLOGY

AT&T participated in the Girls in Technology Mentor-Protégé Program, a program designed to inspire the next generation of women to be interested in science, technology, engineering and mathematics (STEM). Protégés and mentors meet once a month for five months and participate in activities focused on leadership development, networking and developing strategies for success in a STEM career. Our director of public affairs, Celeste Carrasco, shared her experience as a “girl in technology” as part of a panel discussion that kicked off the 2017 program session.

### GLAAD MEDIA AWARDS LA AND NY

The GLAAD Media Awards recognize and honor media for their fair, accurate and inclusive representations of the LGBTQ community and the issues that affect their lives. They also fund GLAAD’s work to amplify stories from the LGBTQ community that build support for equality. AT&T was a Platinum Sponsor for the awards.

### GLSEN RESPECT AWARDS LA AND NY

The GLSEN Respect Awards, introduced in 2004 and held annually in Los Angeles and New York, showcase the work of students, educators, individuals and corporations who have made a significant impact on the lives of lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ) youth. AT&T was a Freshman Sponsor for the awards.

### PEACE THROUGH BUSINESS

Our involvement in programs like [Peace through Business](#), a training program that provides business education to women entrepreneurs in Afghanistan and Rwanda, reflects our commitment to strengthening communities around the globe.



### THE CIVIC 50

The Civic 50, awarded by the Points of Light organization, identifies and recognizes companies for their commitment to improving the quality of life in the communities where they do business. For the third time in five years, AT&T has been ranked as the top community-minded communications company on this prestigious list. AT&T has been on the list each year since Civic 50's inception in 2012.



### HRC FOUNDATION'S TIME TO THRIVE YOUTH WELL-BEING CONFERENCE

Once again, AT&T was proud to serve as a Presenting Sponsor of this transformative Human Rights Campaign (HRC) conference, which focuses on best practices for youth-serving professionals to ensure safety and inclusion for LGBTQ youth.

### HUMAN RIGHTS CAMPAIGN (HRC) NATIONAL DINNER

The HRC National Dinner brings together more than 3,600 HRC members, friends, families and allies for an evening of celebration and inspiration. Featuring a cocktail reception, an extensive silent and live auction, an elegant dinner, live entertainment and thought-provoking speakers and guests, the HRC National Dinner attracts the nation's top figures in entertainment and politics. AT&T was a Diamond Sponsor of the event.

### JOBS FOR AMERICA'S GRADUATES

Since 2008, AT&T and the AT&T Foundation have provided over \$11.4 million in funding to Jobs for America's Graduates (JAG) and its local affiliates. In 2017, AT&T contributed \$3.5 million to JAG to allow the national nonprofit to add new schools and expand existing programs through its 34 JAG State Affiliates with proven success records of keeping kids in school.

### NGLCC INTERNATIONAL BUSINESS & LEADERSHIP CONFERENCE

The National Gay & Lesbian Chamber of Commerce (NGLCC) is the voice for the nation's 1.4 million LGBT business owners and the \$1.7 trillion those enterprises add to the national economy each year. NGLCC enjoys the support and participation of more than 190 corporate partners as well as prominent executive leadership in striving to promote pro-business and LGBT-inclusive policies. The conference attracts more than 1,000 entrepreneurs, corporate decision-makers, affiliate chamber leaders and government officials from across the country and around the world. AT&T was a proud sponsor of the conference at the Vice President level.



## NATIONAL INITIATIVES (CONT.)

### PER SCHOLAS

In 2017, AT&T contributed \$300,000 to Per Scholas to support national technology training programs that serve more than 1,000 low-income, unemployed and underemployed individuals. The funding will support the growth of Per Scholas’ national IT training program as well as a collaboration with CodeBridge, which prepares graduates for mid-skill IT and web development positions.

### TECHBRIDGE GIRLS (TBG)

TBG launched in 2000 as a nonprofit program to expand academic and career options for girls in science, technology, engineering and math (STEM) in Seattle; Washington, D.C.; and the San Francisco Bay area. ChangeMakers, the signature model, is a yearlong after-school program that encourages girls to explore STEM concepts and career options as they develop a community impact project. We contributed \$25,000 in funding in 2017 and will support the Techbridge Girls’ ChangeMakers Community Showcase events in spring of 2018 to celebrate the accomplishments of participating girls in each region. The U.S. Senate Subcommittee on Labor, Health and Human Services, Education and Related Agencies highlighted TBG as an example of a STEM program that introduces girls, especially girls of color, to role models and mentors from STEM workplaces.

### TREVORLIVE NY AND LA

Founded in 1998 by the creators of the Academy Award-winning short film “Trevor,” The Trevor Project is the leading national organization providing crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender and questioning (LGBTQ) young people ages 13–24. AT&T was a Platinum Sponsor for TrevorLIVE, a signature semiannual fundraising event offering a celebratory evening of impact and awareness for the suicide prevention resources and crisis intervention services offered by The Trevor Project.

### YEAR UP

Year Up is a nonprofit that provides urban young adults with the skills, experience and support they need to reach their potential. Year Up serves young adults ages 18–24 who have earned a high school diploma or GED but are otherwise disconnected from the economic mainstream. Of those students, 51 percent identify as black/African-American and 27 percent identify as Hispanic/Latino. In 2017, AT&T hosted 18 Year Up interns in the Atlanta and Miami offices to provide them with firsthand experience in sales and customer support.





3

CUSTOMERS





# AT&T IS UNITY

At AT&T, we take “all of us” literally. As a global company, we connect with a multinational, multicultural customer base. Serving customers in the spirit of inclusion can mean something as simple as interacting with customers in their preferred language or as multifaceted as providing culturally relevant products, content and services. We also offer a range of communication tools for people with speech, hearing, vision and mobility differences. AT&T advertising and marketing intentionally reflect every demographic group and promote positive representations of their members.

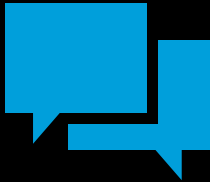
# CATERING TO OUR CUSTOMERS

Here are some of the many ways that we connect with our customers through language and culture, communication tools, and advertising and marketing.



LANGUAGES:

160+  
LANGUAGES  
SPOKEN



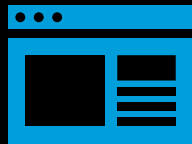
EMPLOYEES:

3,000+  
AT&T REPS  
WHO SERVE OUR  
CUSTOMERS  
IN LANGUAGES  
OTHER THAN  
ENGLISH



RETAIL STORES:

750+  
U.S. RETAIL  
STORES WHERE  
EMPLOYEES  
CAN ASSIST  
IN SPANISH



WEBSITES: MULTIPLE LANGUAGES

[att.com](#)  
OUR FULL-  
SERVICE  
ENGLISH SITE

[espanol.att.com](#)  
OUR FULL-SERVICE  
SPANISH SITE

[att.com/world](#)  
SELF-SERVICE OPTIONS  
IN RUSSIAN, POLISH AND  
FIVE ASIAN LANGUAGES



# CONNECTING WITH THOSE WE CONNECT

Customer outreach is an important way to connect with our increasingly diverse customer base. Our integrated program includes direct mail, email, radio, TV, online content, social media and retail point-of-purchase – all culturally relevant and in the appropriate language. Customer events in 2017 represented a cross-section of tradition and identity.

## WE ARE BOLD

AT&T has a long-standing commitment to the LGBTQ community and a strong record of support. In 2017, our fifth annual Live Proud campaign promoted a message of strength and courage: We Are Bold. In partnership with GLAAD, we encouraged consumers to use #WeAreBold on social media, with each mention effecting a \$1 donation toward a fundraising goal. AT&T also sponsored Pride festivals in 17 markets. By having a picture made in front of a We Are Bold backdrop, participants also effected a \$1 donation. The phenomenally successful campaign achieved 40 percent awareness among LGBTQ individuals online and received the Association of National Advertisers (ANA) Multicultural Award for Excellence in the LGBT category. It also received the American Advertising Federation Mosaic Award for best multicultural digital campaign. We raised a total of \$45,000 for GLAAD, while raising awareness of the organization’s work.

[Go behind the scenes of We Are Bold.](#)



IMPACT:	
277.4 million	EARNED MEDIA IMPRESSIONS
47.4 million	PAID MEDIA IMPRESSIONS
333,000	SOCIAL ENGAGEMENTS
916,000	EXPERIENTIAL IMPRESSIONS
76,000	EXPERIENTIAL ENGAGEMENTS



CONNECTING WITH THOSE WE CONNECT (CONT.)

SPONSORING ASIAN FESTIVALS

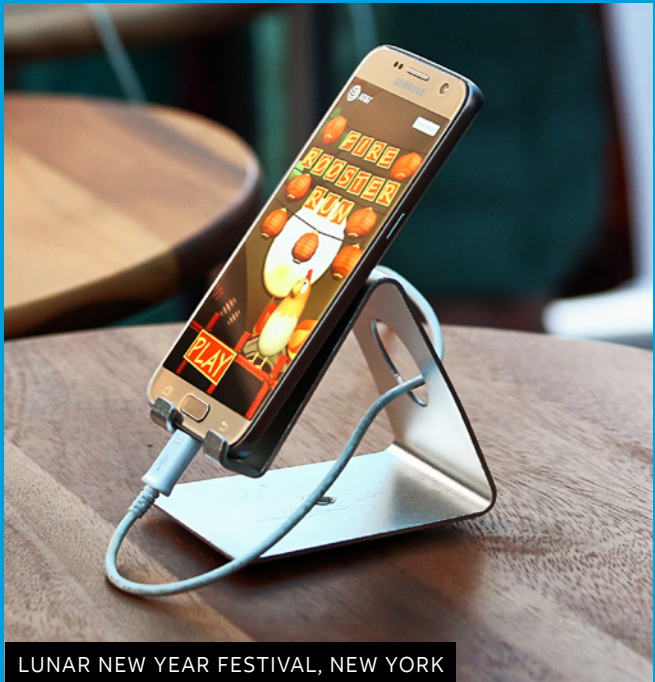
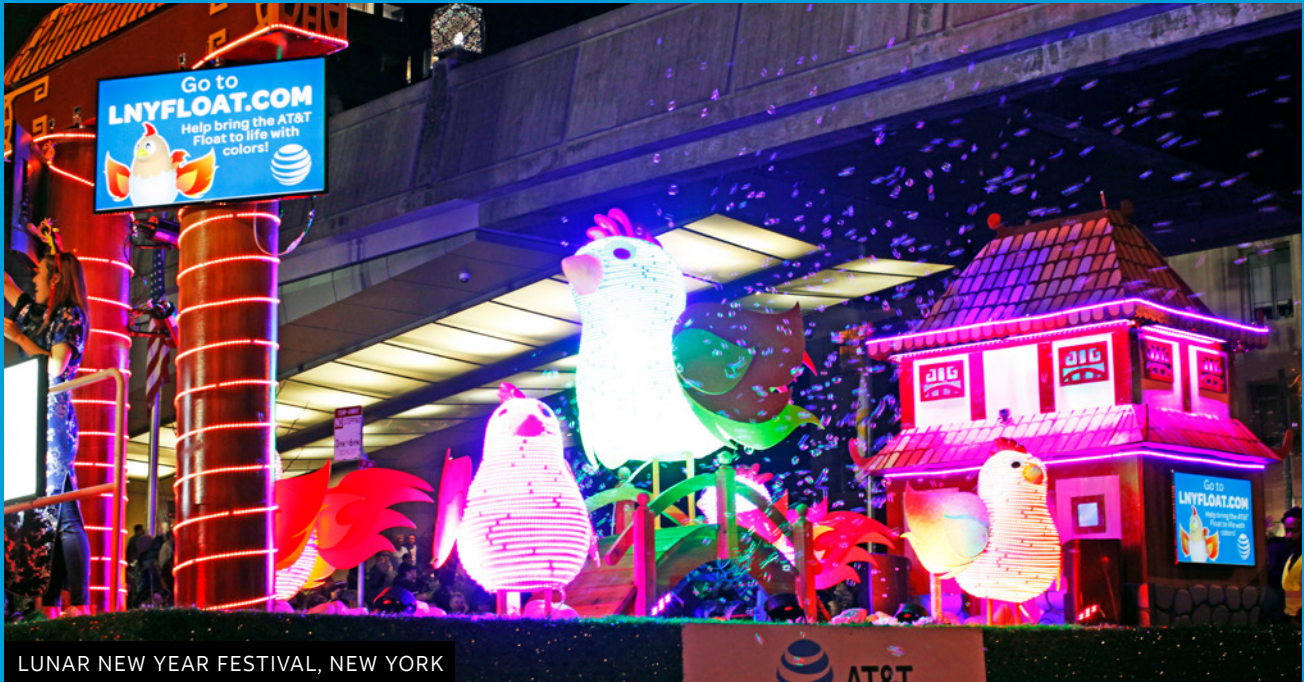
MAKING WAVES AT KCON

AT&T celebrated the Korean Wave convention, KCON, with entertainment showcases on both the east and west coasts. We hosted exclusive K-Pop artist meet & greets, including KCON's first-ever meet & greet for SF9, a VIXX fan meeting exclusively for AT&T customers at KCON, and artist booth visits by GFriend in New York and Cosmic Girls in LA. Total 1:1 engagements for all KCON events in both markets over five days was 40,713.



RUNNING WITH THE ROOSTER

Building and nurturing relationships with the Asian community means celebrating the heritage of a culture that is itself diverse. This year's Lunar New Year, marking the Year of the Fire Rooster, sparked release of a custom game, Fire Rooster Run, in which players took the Fire Rooster through an Asian-themed course via AT&T-activated mobile devices. The Lunar New Year campaign drove 171 sales – a record-breaking total. Engagement with the Fire Rooster Run was also significant, with 1:1 engagement of 13,647 for three Lunar New Year events over six days, or 2,275 engagements per day.





CONNECTING WITH THOSE WE CONNECT (CONT.)

EMBRACING HERITAGE EVENTS  
ON THE WEST COAST

Fall 2017 brought sponsorship of two significant Asian heritage events in the U.S. – the San Francisco Autumn Moon Festival, which 150,000 people attended, and the Los Angeles Korean Festival, with 80,000 attendees. The Autumn Moon Festival, celebrated by Chinese, Korean, Vietnamese and other people of Asian descent, is an opportunity to gather the entire Asian community and celebrate its diverse cultures. The Los Angeles Korean Festival, which promotes Korean culture and traditions, also embraces the entire multicultural community. AT&T featured the Augmented Reality (AR) Trivia Game, which took attendees through an AR experience that educated them on Chinese and Korean DIRECTV programming.



THE LOS ANGELES KOREAN FESTIVAL



THE LOS ANGELES KOREAN FESTIVAL



AUTUMN MOON FESTIVAL, SAN FRANCISCO



THE LOS ANGELES KOREAN FESTIVAL

IMPACT:

For all seven Asian sponsorship events, over a total of 17 days in three markets, the campaign achieved these results:

2.7 million

ATTENDANCE

253.8 million

EARNED PR IMPRESSIONS

69.8 million

SOCIAL MEDIA  
IMPRESSIONS

3.5 million

SOCIAL MEDIA  
ENGAGEMENTS

120.1 million

PAID SPONSORSHIP  
ADVERTISING  
MEDIA IMPRESSIONS

92,000 total  
5,418 per day

1:1 ENGAGEMENT



# EXPERIENCE MORE

Our innovative AT&T Experience More campaign celebrated how blind and visually impaired individuals experience more through their actions, passions and use of technology. The 10-week social campaign included a content series, national sweepstakes and meet-and-greet events with accessibility training at AT&T retail stores. Former Dallas Cowboys running back Emmitt Smith kicked off the project on the AUDIENCE network’s “Rich Eisen Show,” inviting viewers to participate in Experience More.

The campaign featured Aira, an assistive technology that connects blind users to a series of network agents via smart glasses. The agents see what the blind person is looking at by means of a small camera on the glasses, and provide real-time directions, feedback or assistance. AT&T provides dedicated network availability for the Aira service – the two companies are partners in bringing this game-changing service to the blind community.

Retail store events, videos and podcasts showcased some of the exceptional individuals and their determination to Experience More. AT&T Campaign Ambassadors included these barrier-breaking people:

### CHRISTINE HA

First blind contestant and Season 3 winner of TV’s “Master Chef.” Christine received the 2014 Helen Keller Personal Achievement Award from the American Foundation for the Blind.

### ERICH MANSER

Para-athlete with awards that include an Ironman world record. Erich completed the Boston Marathon with the assistance of Aira technology and a sighted guide.

### MICHAEL HINGSON

Michael escaped the World Trade Center on September 11, 2001, descending 78 flights of stairs with the help of his guide dog, Roselle. He advocates for the visually impaired to obtain assistive technologies.

### ERIK WEIHENMAYER

Eric is a noted adventurer, athlete, activist and motivational speaker and was the first blind person to climb Mount Everest. In 2008, he completed his quest to climb all of the Seven Summits – the tallest peaks on the seven continents.

To acknowledge the capabilities of the broader AT&T community, we asked blind and visually impaired individuals to share their own stories about how they Experience More for a chance to win a national sweepstakes. Winners received the once-in-a-lifetime experience of VIP treatment at a Dallas Cowboys game with Emmitt Smith acting as the Aira agent, doing a play-by-play of the game.

[Visit the campaign site here.](#)



IMPACT:	577,000
2017 People With Disabilities Experience More Program Result Highlights:	SOCIAL MEDIA ENGAGEMENTS
	8,000+
	SWEEPSTAKES ENTRIES
19.5 million	15.1 million
SOCIAL MEDIA IMPRESSIONS	EARNED MEDIA IMPRESSIONS
880,000	1,200
VIDEO VIEWS	AT&T NEWSROOM STORY IMPRESSIONS



# INDEPENDENT VOICES FOR A DIVERSE AUDIENCE

Our commitment to customer inclusion means delivering original content for every audience.

Together, AT&T and DIRECTV provide access to more than 550 channels, including networks that reach a range of generations, cultural backgrounds, and Spanish and other language speakers. We are continually evolving our roster of programming, adding 30 independent channels over the past two years, including the award-winning and exclusive AUDIENCE Network. Through Otter Media, a joint venture between AT&T and the Chernin Group, we are investing in the next generation of independent creators by exposing them to diverse audiences via more platforms.

Connecting all of us to programming that we relate to and can learn from is an important part of our diversity and inclusion mission. It's also good business.

MILLENNIAL FOCUS:



FEMALE FOCUS:



LGBTQ FOCUS:



AFRICAN-AMERICAN FOCUS/OWNED:



RURAL FOCUS:







4

## SUPPLIERS





# AT&T IS OPPORTUNITY

Just as a diversity of minds sparks innovation in our workforce, diverse suppliers bring fresh ideas and approaches that help us meet our customer needs.

Our goal is to connect diverse businesses with opportunities to provide products and services to AT&T around the world. Their efforts help us deliver world-class products and services to meet our customers' diverse needs and maintain our position in the communications and entertainment industries as an innovative leader.

# OUR SUPPLIER DIVERSITY PROGRAM

Our programs have increased and enhanced the quality of participation of businesses owned by minorities, women, veterans and LGBTQ individuals. We proudly work with companies that take diversity and inclusion as seriously as we do.

In 2017, AT&T continued its legacy of posting extraordinary supplier diversity spend – 25.2 percent against our corporate goal of 21.5 percent. This represents \$14.4 billion in spend with Minority Business Enterprises (MBEs), Women Business Enterprises (WBEs), Service-Disabled Veteran-Owned Business Enterprises (SDVBOEs) and LGBT Business Enterprises (LGBTBEs) – a \$181 million spend increase with diverse suppliers over our 2016 results.

1

Conducting strategic outreach to identify prospective diverse suppliers and providing support to drive new business.

2

Working with supplier diversity organizations to provide business development through educational scholarships, mentoring and technical training.

3

Encouraging our Prime Suppliers to maximize the inclusion of diverse suppliers as subcontractors. Prime Suppliers are required to provide an annual plan to outline the participation of diverse suppliers.

4

Working closely with internal business partners to educate them on our supplier diversity program and position diverse suppliers for opportunities within different business units.



# ENGAGING DIVERSE BUSINESSES TO ACHIEVE EXCELLENCE

## MOBILITY OPERATIONS DIVERSITY FORUM

In September 2017, the AT&T Mobility Operations Support Team (MOST) partnered with AT&T Supplier Diversity to host an information session with simultaneous webcasting to reach diverse businesses across the country who were interested in contract work for cell tower services. The event reached businesses in San Ramon, CA; Dallas, TX; Chicago, IL; Atlanta, GA; Bedminster, NJ; and Hanover, MD. More than 200 firms registered for the event.



## NATIONAL GAY & LESBIAN CHAMBER OF COMMERCE (NGLCC) ANNUAL CONFERENCE

In 2017, we increased our engagement in this four-day LGBT leadership conference, which attracted over 1,200 entrepreneurs, corporate decision-makers and affiliate chamber leaders. The event provided AT&T the opportunity to meet with the organization’s certified LGBT firms, and to expand our impact by hosting the LGBT Biz Pitch competition, which invited contestants to compete for a \$25,000 cash prize plus an additional \$25,000 of business consulting. Our team at the conference included External Affairs AVP Scott Saperstein, who provided the sponsor’s remarks and served as co-mentor with AT&T Supplier Diversity Senior Manager Lisa Castillo.



The team interviewed suppliers during the business matchmaker session and participated in the NGLCC Marketplace Expo. A California-based security firm was selected for a yearlong mentoring program designed to provide expert guidance and industry insights to support the firm’s business goals.

ENGAGING DIVERSE BUSINESSES TO ACHIEVE EXCELLENCE (CONT.)

U.S. HISPANIC CHAMBER OF COMMERCE NATIONAL CONFERENCE

AT&T sponsored the 2017 U.S. Hispanic Chamber of Commerce National Conference, which brought attendees together for three days of business sessions and networking. We were again inducted into the Million Dollar Club, which recognized our commitment to minority- and women-owned businesses through our work with Hispanic suppliers. The AT&T Supplier Diversity team also participated in a conference business matchmaking event that provided an opportunity to meet one on one with some of the largest Latino-owned businesses in the country.



WOMEN’S BUSINESS ENTERPRISE NATIONAL CONFERENCE

In June, AT&T joined the Women’s Business Enterprise Council (WBENC) in Las Vegas for its annual conference. The conference theme, 20 Years Looking Back to the Future, focused on WBENC’s many accomplishments over two decades of service to women-owned businesses and their corporate partners. AT&T is proud to be a founding member of WBENC, and we are pleased to look to the organization for certification, referrals and program support.

Our supplier diversity team conducts comprehensive outreach to connect with hundreds of diverse businesses across the United States. The following organizations play an important role in our supplier strategy:

MINORITY BUSINESS ENTERPRISES (MBE)

- National Minority Supplier Development Council (NMSDC) and its affiliates
- U.S. Hispanic Chamber of Commerce (USHCC)
- U.S. Pan American Asian Chamber of Commerce (USPAACC)
- U.S. Black Chambers, Inc. (USBC)

WOMEN BUSINESS ENTERPRISES (WBE)

- Women’s Business Enterprise National Council (WBENC) and its Regional Partner Organizations (RPO)
- Women Presidents’ Education Organization (WPEO)

SERVICE-DISABLED VETERAN-OWNED BUSINESS ENTERPRISES (SDVBOE)

- The National Veteran-Owned Business Association (NaVOBA)
- Disabled Veteran Business Alliance (DVBA)
- National Veteran Business Development Council (NVBDC)

LESBIAN, GAY, BISEXUAL, TRANSGENDER BUSINESS ENTERPRISES (LGBTBE)

- National Gay & Lesbian Chamber of Commerce (NGLCC)





# 5

## APPENDICES





# APPENDIX A: 2017 AWARDS

## COMPANY AWARDS

ORGANIZATION	AWARD
American Indian Science and Engineering Society	Professional Awards
Association of ERGs & Councils	ERG & Council Honors Award Top 25 – InspirASIAN
Black Enterprise	Named to the 2017 Best Companies for Diversity List
<i>Black EOE Journal</i>	Top Diversity Employer
	Top LGBT-Friendly Company
<i>Careers &amp; the disABLED</i>	Top 50 Employer
<i>DIVERSEability</i>	Top Disability-Friendly Companies
Diversity Best Practices	Diversity Best Practices Inclusion Index: 79%
<i>Diversity MBA</i>	50 Out Front Companies for Diverse & Women Managers
	Best in Class Specialty Awards:
	- Accountability
	- Board Diversity
	- Recruitment



ORGANIZATION	AWARD
DiversityInc	Top 50 Companies for Diversity (No. 3) Top 50 Specialty Lists - Employee Resource Groups (No. 3) - Diversity Councils (No. 12) - LGBT Employees - Mentoring (No. 8) - Recruitment (No. 1) - Supplier Diversity (No. 2) - Veterans (No. 4)
Diversity Value Index	Vanguard Score: 3.8
Great Place to Work	Best Workplaces for Diversity
Fortune	Great Place to Work - 100 Best Companies to Work For - Best Workplaces for African-Americans - 2017 Best Workplace for Diversity - World’s Most Admired Companies – Telecom

## APPENDIX A: 2017 AWARDS (CONT.)

ORGANIZATION	AWARD
Hispanic Network	Top Diversity Employer
	Top LGBT-Friendly Company
Hispanicize Wire	Top 5 Companies for Latinos – Silicon Valley (No. 1)
Human Rights Campaign	Corporate Equality Index: 100% (14th Consecutive Year)
LATINA <i>Style</i>	50 Best Companies for Latinas to Work For
	Employee Resource Groups of the Year – HACEMOS
LATINO	Top 100 Companies for Latinos to Work For
Logo.tv	Top 25 LBGT-Friendly Companies
<i>Military Times</i>	Best for Vets Employer
<i>Minority Engineer</i>	Top 50 Employers
National Association for Female Executives (NAFE)	Top 50 Companies for Executive Women
National Business Inclusion Consortium (NBIC)	Best-of-the-Best Corporations for Inclusion
National Gay & Lesbian Chamber of Commerce (NGLLC)	Corporation of the Year
National Organization on Disability	Leading Disability Employer Seal
PIVOT	Top Companies for African-Americans
Points of Light	Civic 50



APPENDIX A: 2017 AWARDS (CONT.)

ORGANIZATION	AWARD
<i>Professional Woman’s Magazine</i>	Top Disability-Friendly Company
	Top LGBT-Friendly Company
STEM Jobs	STEM Jobs Approved Employer
STEM Workforce Diversity	Top 50 Employers
Texas Diversity Council	LGBT Ally Award – LEAGUE
	Top 25 Texas Company for Diversity
Tyler Clementi Foundation	Upstander Award
U.S. Business Leadership Network	Disability Equality Index: 100%
<i>U.S. Veterans</i>	Top Veteran-Friendly Company
<i>Woman Engineer</i>	Top 50 Employer
<i>Winds of Change/The Pohly Company</i>	Top 50 Workplaces for STEM Native Professionals

## INDIVIDUAL AWARDS

ORGANIZATION	AWARD	INDIVIDUAL
Atlanta Business League	2017 “Atlanta’s Top 100 Black Women of Influence”	Theresa Spralling, Assoc. Director, Diversity
<i>Atlanta Tribune</i>	2017 Superwomen	Marvy Moore, VP & GM, Georgia/South Carolina, Mobility Retail Sales & Services, East Region
	2017 Women to Watch	Theresa Spralling, Assoc. Director, Diversity
Black Engineer of the Year (BEYA)	Technical Sales & Marketing Award	Mike Bell, Senior Principal Architect, Global Business
	Special Recognition	Patty Meggs, Sr. Quality/M&P/Process Manager, Business Marketing
	Modern Day Technology Leaders	LaKendra Davis, AVP, Sales, National Business
		Sylvester Freeman, Lead System Architect, Technology Development
		Kenneth Lovelady, Area Mgr. Network Process & Quality, Field Operations
<i>Careers &amp; the disABLED</i>	2017 Employees of the Year	Marcus Perry, Prof. Network Admin., Technology Operations
		Nebiyu Yoseph, Lead Advanced Technical Support, Cricket
		Gwendolyn Chuchian, Senior Records Clerk, Technology Development



## APPENDIX A: 2017 AWARDS (CONT.)

ORGANIZATION	AWARD	INDIVIDUAL
<i>Diversity MBA</i>	2017 Top 100 Emerging & Executive Leaders	Vinisha Clark, VP, Global Enterprise Solutions, Business Operations Julianne Galloway, VP and Assistant Treasurer, Finance Darrell Guy, VP, Associate General Counsel, Legal
<i>Ebony Magazine</i>	Power Player, 2017 POWER 100	Corey Anthony, SVP & Chief Diversity Officer, Human Resources
<i>Expansion Magazine</i>	100 Most Powerful Women in Mexico	Claudia Castro, VP, Customer Service, AT&T Mexico Nicole Rodriguez-van den Branden, AVP, Network Planning, AT&T Mexico
National Diversity Council	Leadership Excellence Award	Ken McNeely, Regional President, Pacific Region, External Affairs
<i>NJBIZ</i>	New Jersey's 2017 Best Women in Business	Chris Costello, VP, Small Business Solutions, Northeast, National Business
<i>Profiles in Diversity Journal</i>	Women Worth Watching	Jamie Barton, EVP, Sales & Service Centers, Digital, Retail & Care Theresa M. Bates, Principal, Tech. Project Management, Technology Development Fiona Carter, Chief Brand Officer, Global Marketing

APPENDIX A: 2017 AWARDS (CONT.)

ORGANIZATION	AWARD	INDIVIDUAL
<i>Profiles in Diversity Journal</i>	Women Worth Watching in STEM	Brooks McCorcle, SVP, Partner Solutions
		Teresa Ostapower, SVP, Technology Transformation
		Technology Development
		Jenifer Robertson, SVP, Technology Strategy
Women of Color (WOC) STEM	Career Achievement	Technology Development
	Special Recognition	Linda Molo, AVP, Network Services, Technology Operations
		Melissa Bolden, AVP, Project Program Management,
	Technology All Stars	Digital, Retail & Care
		Cassandra Borders, Area Manager, Network Services, Field Operations
		Ying Cao, Principal Systems Engineer, Big Data
		Smita Israni, Associate Director Technology, Technology Development
		Monique John, Lead Product Marketing Manager, Business Marketing
		LaShawn Johnson, Area Manager Network Process & Quality,
		Field Operations
		Elizabeth Kies, Senior Tech Project Mgr., Technology Operations





APPENDIX A: 2017 AWARDS (CONT.)


ORGANIZATION	AWARD	INDIVIDUAL
Women of Color (WOC) STEM (cont.)	Technology All Stars (cont.)	Lai Lau, Principal System Architect, Internet of Things Solutions
		Martha Schulze, AVP, HR Technology, Human Resources
		L. Michelle Smith, Director, Public Relations, Global Marketing
		Exa Whiteman, AVP, Technology Security, Technology Operations
	Technology Rising Stars	Dongyu Lin, Principal Inventive Scientist, Domain 2.0
		Architecture and Design
		Sabrina McKnight, Director, Advanced Analytics, Global Marketing
		Candace Weber, Lead Product Marketing Manager, Business Marketing
Workforce Magazine	Top 25 Workforce Game Changers	Kaley Gagnon, AVP, Integrated Product Strategy, EG Marketing
		John Palmer, SVP, Human Resources


# APPENDIX B: COMMUNITY INITIATIVES BY STATE


Connecting with our communities is a vital part of our business, and we're proud of the following initiatives that made a positive impact at the local and state levels in 2017. From promoting STEM careers in high-poverty high schools to providing help and hope for homeless veterans, our commitment to diversity and inclusion is empowering our neighbors and enriching our communities.


 **ALABAMA:** Supported a robotics lab that will enhance the STEM curriculum for students with disabilities using a hands-on engineering project to promote interest in science, technology, engineering and math careers.


 **ARIZONA:** Supported the STEM Mechanical and Underwater Robotics program to provide 76 low-income high school students with hands-on STEM activities, along with lectures, workshops and experiments in science, engineering and math to aid in high school success and post-secondary education preparedness.


 **CALIFORNIA:** Supported the empowerment and development of 21st century skills for young women in Los Angeles County. Girls Build LA challenges young women to solve problems in their communities while building skills that will prepare them for college, career and life.

 **CALIFORNIA:** Supported solar panel training and Homeboy eRecycling programs that help formerly gang-involved and previously incarcerated men and women gain the personal strength, STEM education and vocational skills necessary to thrive in the workforce.

 **CALIFORNIA:** Supported the expansion of the Promesa Boyle Heights program serving 2,300 students in grades 9–12 in two high-poverty high schools in Los Angeles. Retention, graduation and college access services are provided through a collective impact approach that includes an initiative for local opportunity youth, tiered supports for all youth, and high-intensity academic and wellness interventions for the highest-risk youth.


 **FLORIDA:** Supported Black Girls CODE educational programs in Miami and other locations in the U.S. serving underrepresented girls in the technology and computer science fields.

 **GEORGIA:** Supported youth with film production opportunities and digital resources. Through the program, students learn technical and professional skills in production while generating videos around community issues and gaining exposure to careers in digital media and film.


 **GEORGIA:** Supported the transformation of high school education through an investment in the Junior Achievement Academy (JA Academy) model providing development and direct support of a JA Academy site serving 600 under-resourced high school students in metro Atlanta during the 2017–2018 school year.




APPENDIX B: COMMUNITY INITIATIVES BY STATE (CONT.)



**ILLINOIS:** Supported a program at Northwestern University encouraging middle school girls with a passion for STEM to pursue excellence in the STEM disciplines in preparation for high school, college and beyond.



**ILLINOIS:** Supported matching funds for Friends of the Children’s federal Social Innovation Fund grant serving under-resourced youth in Chicago.




**IOWA:** Supported Family Alliance for Veterans of America’s two programs: Supportive Services for Veteran Families, which targets homeless veterans and their families as well as those veterans at risk of homelessness, and Passport to Independence, which provides housing to veterans who are homeless or disabled.




**KANSAS:** Supported GROW (Growing Real Opportunities for Women) in the recruitment, enrollment, mentoring and training of women


in technical jobs to include HVAC, construction, industrial engineering technology, power plant technology and automotive technology.




**MASSACHUSETTS:** Supported the High School Mentoring Academy, where underserved high school girls in Boston develop confidence and leadership skills as they mentor younger students.




**MINNESOTA:** Supported Hmong American Partnership’s Youth Lead program, creating career pathways for 125 low-income Southeast Asian youth.




**MISSISSIPPI:** Supported hands-on opportunities for high school students to use their classroom skills in exploring various career pathways, helping them develop problem-solving skills, learn teamwork, acquire communication skills and learn time management to prepare for the workforce.




**MISSOURI:** Supported the Save Our Sons workforce preparedness program for underserved, predominantly black young men in the St. Louis area.



**NEW JERSEY:** Supported the expansion of the ASPIRA Youth Development Program serving 1,530 predominantly Latino students in grades 9–12, of whom over 50 percent are recent immigrants. The program targeted high-poverty high schools in Paterson and Jersey City, as well as other cities in the U.S., providing after-school academic and social support to help students graduate high school on time and prepare them for success in college and the workforce.





**NEW YORK:** Supported Project Ready, a program that provides enhanced academic and social support to high school students to prepare for postsecondary success.




**NORTH CAROLINA:** Supported a residential pilot STEM program for underserved and underrepresented rural high school students.


APPENDIX B: COMMUNITY INITIATIVES BY STATE (CONT.)


 **OHIO:** Supported 1,668 students in grades 9–10 in three high-poverty high schools in Cleveland, where 270 of the most highly at-risk students will receive individualized case management support through City Year’s Whole School Whole Child program model to help them graduate high school on time and prepare for success in college and the workforce.


 **PENNSYLVANIA:** Supported the Learn & Earn Summer Employment Program, which prepares underserved high school students and young adults for college and career by offering workforce readiness training, paid summer internship experiences, mentoring and case management support.


 **PUERTO RICO:** Supported Universidad Central del Caribe Inc. by providing about 30 academic excellence and need-based scholarships to retain full-time students pursuing health profession degrees for the 2017–2018 academic year.


 **TEXAS:** Supported expansion of Communities in Schools (CIS), San Antonio’s High School Aspire Program serving 800 predominantly Latino students in grades 9–12. CIS will place site coordinators in five high schools in San Antonio to coordinate and implement targeted interventions aimed at increasing graduation rates and improving student achievement. All students will receive individualized case-managed services.

 **TEXAS:** Supported the expansion of Project Grad Houston’s GRADuation Aspirations program serving 1,735 predominantly Latino students in grades 9–12 from four high-poverty high schools in Houston. Thirteen Project Grad sites across Houston will provide coaching and programming services designed to increase grade-level promotion and on-time graduation, and develop student motivation and planning for college and career.

 **VIRGIN ISLANDS:** Supported STEM projects that will give 200 students workplace-based learning opportunities through problem-solving, real-world application of STEM education concepts and development of critical thinking skills.

 **WASHINGTON:** Supported high school retention programs serving Southeast Asian youth throughout the state.

 **WASHINGTON, D.C.:** Supported George Washington University’s Center for Indigenous Politics and Policy, Native American Political Leadership Program and the INSPIRE Program. This program will provide 100 percent of the term costs for 26 students attending either the 2018 spring or summer semester, along with advisement to tribal leaders and program alumni as they continue their educational and professional lives.

 **WASHINGTON, D.C.:** Supported ¡Adelante! America, a leadership development program for underserved Latino youth in grades 8–12.



# APPENDIX C: ASPIRE ACCELERATOR ALUMNI COMPANIES

## 2017 COHORT

BookNook  
CareerVillage.org  
Earshot  
Learn Fresh  
LiftEd  
Listen Wise  
LitLab  
Zulama

## PREVIOUS PARTICIPANTS

Bitsbox  
Cogent  
CommonLit  
Couragion  
The Graide Network  
Talking Points  
GradGuru  
Lea(R)n  
Mindblown Labs  
PlayPosit  
Quill

# APPENDIX D: REAL EMPLOYEES, REAL DIVERSITY

Our 2017 Diversity & Inclusion Annual Report is more than just a photo mosaic of the differences that make our company stronger. These are the faces of real AT&T employees.



AARTHIE N.  
SENIOR PRODUCT MARKETING MANAGER  
AT&T BUSINESS MARKETING  
YEARS OF SERVICE: 12+  
My diversity empowers me to be empathetic. It cultivates a notion to make a difference, a change, with my creativity. It helps me to understand people around me, nurturing to learn different insights and perspectives.



ABHIJIT R.  
PRINCIPAL SYSTEMS ENGINEER  
CHIEF DATA OFFICE  
YEARS OF SERVICE: 2  
My diversity empowers me to promote the idea that, together, we are greater than the sum of us individually.



ADRIAN G.  
SENIOR MEDIA PRODUCTION MANAGER  
HUMAN RESOURCES  
YEARS OF SERVICE: 15  
To me, diversity & inclusion is all about recognizing our differences as strengths and using all of our cultural and personal points of view to effect change in our company and community.



ALEJANDRO A.  
DIRECTOR – GLOBAL MEDIA RELATIONS  
GLOBAL MARKETING  
YEARS OF SERVICE: 7  
My diversity empowers me to have compassion and see things from a very different perspective than my own and embrace it.



ALENCIA D.  
DIRECTOR – PROJECT/PROGRAM MANAGEMENT  
ATO STRATEGIC INITIATIVES OFFICE  
YEARS OF SERVICE: 20  
To me, diversity & inclusion is all about realizing that everyone brings value to the table. You don't create a delicious meal with a single ingredient! True inclusion recognizes that together we are better!



ALEXIS A.  
PUBLIC RELATIONS CONSULTANT  
GLOBAL MEDIA RELATIONS  
YEARS OF SERVICE: 6 MONTHS  
I see our company's commitment to diversity & inclusion in the smart, unique and inspiring people I work with every day.



APPENDIX D: REAL EMPLOYEES, REAL DIVERSITY (CONT.)



ALFONSO V.  
SENIOR FINANCIAL ANALYST  
FINANCE  
YEARS OF SERVICE: 17  
Para mí, la diversidad & inclusión es demostrar un interés sincero en la persona en sí, no un interés en la persona basado en color, nacionalidad o antecedentes. *(To me, diversity & inclusion is showing a sincere interest in the person, not an interest in the person based on color, nationality or background.)*



ALLISON K.  
LEAD FINANCIAL ANALYST  
FINANCE  
YEARS OF SERVICE: ALMOST 21!  
My diversity empowers me to educate society on what it means to be transgender. While we may present differently, we are the same person you knew, liked and loved prior to our transition. We are being true to ourselves.



ANAMIKA K.  
SENIOR STRATEGIC PRICING MANAGER  
FINANCE  
YEARS OF SERVICE: 2  
My diversity empowers me to think differently, innovate and solve problems due to my varied professional, educational and social experiences.



ANN-MARGARET S.  
SERVICE REPRESENTATIVE  
AT&T DIGITAL, RETAIL AND CARE  
YEARS OF SERVICE: 19  
To me, it's about being different and welcoming simultaneously. I love the melting pot and the fact that we are not afraid to embrace each other even when our cultures may be from anywhere in the globe.



ANNETTE S.  
SENIOR PROPOSAL MANAGER  
AT&T BUSINESS OPERATIONS  
YEARS OF SERVICE: 28  
To me, diversity & inclusion is all about bringing our authentic selves to work every day, celebrating our differences and seeing how those differences can make us stronger.



ANNIE L.  
SENIOR SPECIALIST – SCRUM MASTER  
AT&T TECHNOLOGY DEVELOPMENT  
YEARS OF SERVICE: 3.5  
My diversity empowers me to embark on life with my own personal sliding door. Understanding and appreciating others' uniqueness, while feeling seen myself, offers an experience where my universe is constantly expanding.



ANTHONY L.  
LEAD FINANCIAL ANALYST  
FINANCE  
YEARS OF SERVICE: 2  
To me, diversity & inclusion is all about being exposed to different experiences and perspectives. It is being able to learn from all different walks of life.



ASHLEY F.  
LEAD DIVERSITY CONSULTANT  
HUMAN RESOURCES  
YEARS OF SERVICE: 7  
To me, diversity & inclusion is all about embracing and valuing our differences. It's when we take the time to learn from one another's uniqueness that we can become collectively stronger.



BRANDI W.  
HR BUSINESS PARTNER II  
HUMAN RESOURCES  
YEARS OF SERVICE: 18  
I see the company's commitment to diversity & inclusion in how we treat our most important asset – our people! It is the way AT&T leads purposeful initiatives that bring diverse employees together all around the world.



BRIAN M.  
PROFESSIONAL TECHNOLOGY SOLUTIONS MANAGER  
AT&T TECHNOLOGY DEVELOPMENT  
YEARS OF SERVICE: 5  
My diversity empowers me to create a platform and a voice for those that do not know where to start or cannot be heard.



APPENDIX D: REAL EMPLOYEES, REAL DIVERSITY (CONT.)



BRIANNA T.  
LEAD COMMUNICATIONS CONSULTANT  
HUMAN RESOURCES  
YEARS OF SERVICE: 9.5  
My diversity empowers me to celebrate my multiracial background and authentically enjoy being a Trekkie.



CANDICE L.  
SENIOR EVENTS MANAGER  
GLOBAL MARKETING  
YEARS OF SERVICE: 3  
To me, diversity & inclusion is all about creating an environment that values and embraces individuals of all shapes, sizes, backgrounds, thoughts and experiences.



CHARLES B.  
LEAD PUBLIC RELATIONS MANAGER  
GLOBAL MARKETING  
YEARS OF SERVICE: 5  
To me, diversity & inclusion is all about being acknowledged for who we are and giving us a voice. It's about opening doors of opportunity for us to contribute. It's about drawing from our life and cultural experiences.



CHAZ P.  
DEVELOPMENT PROGRAMS CONSULTANT  
HUMAN RESOURCES  
YEARS OF SERVICE: 18  
To me, diversity & inclusion is all about engaging employees at all levels. We all bring different life experiences and backgrounds that support and contribute to the success of our organization. It is also a way for us to represent who we are as individuals.



DARREN D.  
STORE MANAGER III  
MOBILITY RETAIL SALES & SERVICE  
YEARS OF SERVICE: 4  
To me, diversity & inclusion is all about freely expressing self love.



DAVID S.  
NETWORK CENTER TECHNICIAN  
GLOBAL BUSINESS PROVISIONING & ASSURANCE  
YEARS OF SERVICE: 18  
To me, diversity & inclusion is all about the experiences you get working with people from all walks of life, from all forms of heritages, religious beliefs, ages, genders.... Glad to be part of a true mixing point.



DAVID W.  
DIRECTOR - PROJECT/PROGRAM MANAGEMENT  
AT&T NATIONAL BUSINESS CUSTOMER SERVICE  
YEARS OF SERVICE: 17  
To me, diversity & inclusion is all about celebrating our differences because #WEAREBETTERTOGETHER.



DAWN C.  
LEAD CHIEF OF STAFF  
AT&T DIGITAL, RETAIL & CARE  
YEARS OF SERVICE: 16  
To me, diversity & inclusion is all about having a unique voice that deserves to be heard.



DEBBIE D.  
SENIOR VP & CONTROLLER  
FINANCE  
YEARS OF SERVICE: 21  
My diversity empowers me to be a good role model to others - paying it forward.



EDWIN S.  
ASSOC. DIRECTOR - STRATEGIC PRICING  
FINANCE  
YEARS OF SERVICE: 13+  
To me, diversity & inclusion is all about proudly being ourselves, and being able to acknowledge each other's differences and understand how those differences contribute to the greater views of the team.



APPENDIX D: REAL EMPLOYEES, REAL DIVERSITY (CONT.)



**FAHZY A.**  
SENIOR MARKET RESEARCH & ANALYSIS MANAGER  
GLOBAL MARKETING  
YEARS OF SERVICE: 4  
To me, diversity & inclusion is all about embracing, respecting and celebrating our uniqueness, while we may disagree, because what matters most is our hearts.



**GAIL W.**  
LEAD PRODUCT MARKETING MANAGER  
INTERNET OF THINGS BUSINESS SOLUTIONS  
YEARS OF SERVICE: 16  
To me, diversity & inclusion is about living, socializing and working together to build a brighter future for all. My diversity empowers me to know that recognition for hard work and effort are earned and not based on quota settings.



**INDIA L.**  
PROFESSIONAL – BUSINESS MANAGEMENT  
AT&T TECHNOLOGY DEVELOPMENT  
YEARS OF SERVICE: 7  
To me, diversity & inclusion is about granting everyone a seat at the table. When we embrace D&I, we're able to form a fully stocked toolkit, allowing us to value and leverage differences to achieve exceptional results.



**JANICE K.**  
AVP HUMAN RESOURCES  
HUMAN RESOURCES  
YEARS OF SERVICE: 22  
To me, diversity & inclusion is all about recognizing and appreciating our differences to make the world a better place!



**JENNIFER G.**  
LEAD CONSULTANT – DIVERSITY  
HUMAN RESOURCES  
YEARS OF SERVICE: 10  
My diversity empowers me to respect and appreciate others for their unique abilities.



**JESSE W.**  
BILLING OPERATIONS MANAGER  
FINANCE  
YEARS OF SERVICE: 28  
To me, diversity & inclusion is all about understanding that people are different and recognizing that people are different.



**JOE H.**  
LEAD FINANCIAL ANALYST  
FINANCE  
YEARS OF SERVICE: 4  
To me, diversity & inclusion is all about our experiences that make us greater than the sum of our parts.



**JOHANNA M.**  
LEAD TALENT ACQUISITION MANAGER  
HUMAN RESOURCES  
YEARS OF SERVICE: 18  
I see AT&T's commitment to diversity & inclusion in every fiber that embodies this organization. Our goal to deliver a quality experience with our products, services and customer service requires us to review our work through the lens of every segment.



**JOSH M.**  
LEAD FINANCIAL ANALYST  
FINANCE  
YEARS OF SERVICE: 12  
My diversity empowers me to be me. I don't feel that I have to hide who I am. AT&T allows me as an individual to show pride in who I am, who I am married to and where I came from.



**KARI S.**  
LEAD DIVERSITY CONSULTANT  
HUMAN RESOURCES  
YEARS OF SERVICE: 12  
My diversity empowers me to bring my authentic self to every experience – at work and in my personal life.

APPENDIX D: REAL EMPLOYEES, REAL DIVERSITY (CONT.)



KATHERINE G.  
LEAD FINANCIAL ANALYST  
FINANCE  
YEARS OF SERVICE: 21  
My diversity empowers me to change or remove bias concerning my heritage and background. It has allowed me to be an example to other women of all cultures and backgrounds.



KENYA PRICE-B.  
MANAGER – BILLING OPS  
FINANCE  
YEARS OF SERVICE: 18.5  
My diversity empowers me to manage a team of 16 individuals with different backgrounds, religious beliefs and ethnicities fairly. It empowers me to listen to each person and address their concerns with genuine sincerity.



KIMBERLY D.  
MANAGER – BILLING OPS  
FINANCE  
YEARS OF SERVICE: 20  
My diversity empowers me to encourage others to go for their dreams and goals. It allows me to be myself and not be judged because of my skin color, orientation or how I dress, but by what I bring to the company.



LATYA T.  
LEAD FINANCIAL ANALYST  
FINANCE  
YEARS OF SERVICE: 9  
To me, diversity & inclusion is all about empowering people from radically different backgrounds by giving them access to opportunity while freeing them to unleash their true selves.



LIZETTE M.  
ASST. VICE PRESIDENT – FINANCIAL ANALYSIS  
FINANCE  
YEARS OF SERVICE: 25+  
To me, diversity & inclusion is all about intentional acceptance of our individual uniqueness that brings us together as humans. And as unique as we each are, there is always a common thread if we take time to seek it.



LOREE D.  
ASSOCIATE – CLIENT SERVICES PROJECT MGMT.  
AT&T BUSINESS OPERATIONS  
YEARS OF SERVICE: 10  
AT&T shows their commitment to inclusiveness by showing we ALL matter. Efforts like DINE, where we see our leaders actually participating, help set the stage for the rest of the company.



MACIE B.  
SPECIALIST – APPLICATIONS DEVELOPER  
AT&T TECHNOLOGY DEVELOPMENT  
YEARS OF SERVICE: 3  
To me, diversity & inclusion is all about having diverse viewpoints. When our company's demographics reflect those of our customers, we gain insights into consumer demands that might be missed otherwise.



MARK B.  
VERTICAL CHANNEL MANAGER  
AT&T BUSINESS MARKETING  
YEARS OF SERVICE: 25  
My diversity empowers me to foster inclusiveness, exhibiting the power diverse backgrounds play in building a work environment representative of the communities that we serve.



MICHAEL E.  
LEAD DIVERSITY CONSULTANT  
HUMAN RESOURCES  
YEARS OF SERVICE: 23  
My diversity empowers me to educate others on the importance of recognizing unconscious bias in the workplace and community. What our eyes see may not reflect reality.



MITT M.  
LEAD FINANCIAL ANALYST  
FINANCE  
YEARS OF SERVICE: 5  
My diversity empowers me to celebrate my Indian culture in both my personal life and at work.



APPENDIX D: REAL EMPLOYEES, REAL DIVERSITY (CONT.)



NADYA M.  
LEAD RISK SPECIALIST  
FINANCE  
YEARS OF SERVICE: 4.5  
To me, diversity & inclusion is all about giving equal opportunity to everyone. It's an environment where everyone can flourish while sharing ideas and knowledge without feeling undervalued due to social biases.



PATRICIA J.  
SENIOR RECORDS CLERK  
AT&T DIGITAL, RETAIL & CARE  
YEARS OF SERVICE: 20  
My diversity empowers me to learn and interact with other cultures to expand my horizons on the lifestyle of other cultures.



RANDALL R.  
LEAD CHANNEL MANAGER  
AT&T BUSINESS MARKETING  
YEARS OF SERVICE: 6  
To me, diversity & inclusion is all about being able to bring your authentic self into the workplace – no changes necessary; just come as you are.



RICK W.  
DIRECTOR – DIVERSITY & INCLUSION  
HUMAN RESOURCES  
YEARS OF SERVICE: 23  
To me, diversity & inclusion is about respecting and accepting those that are different from us, and recognizing the value in how this makes our teams even stronger.



ROSHUNDA W.  
SENIOR DIVERSITY CONSULTANT  
HUMAN RESOURCES  
YEARS OF SERVICE: 18+  
I see our company's commitment to diversity & inclusion in how AT&T serves its employees, customers, clients and shareholders.



RUSSELL S.  
DISPATCHER  
AT&T FIELD OPERATIONS  
YEARS OF SERVICE: 6  
My diversity empowers me to BOLDLY be my authentic self! I remember a time of wanting to conform to what society viewed as “normal.” Now I embrace my uniqueness confidently!



SAUL T.  
BRAND IDENTITY & DESIGN SENIOR CREATIVE LEAD  
GLOBAL MARKETING  
YEARS OF SERVICE: 1  
To me, diversity & inclusion is about tapping into a diversity of backgrounds and experiences, which leads to diversity of thought. To compete in business, this is more than something to be encouraged. It's critical.



STACIE C.  
PROFESSIONAL – BUSINESS MANAGEMENT  
AT&T BUSINESS OPERATIONS  
YEARS OF SERVICE: 8  
To me, diversity & inclusion is all about knowing that when I come to work each day, I am in a place where all individuals are respected, appreciated and celebrated.



STEVEN E.  
LEAD CHANNEL MANAGER  
AT&T BUSINESS MARKETING  
YEARS OF SERVICE: 14  
To me, diversity & inclusion is all about positively impacting the business and our employees by being inclusive across all cultures, genders and skill sets – leveraging the differences to create strength.



TAMMY W.  
ASSOC. DIRECTOR – DIVERSITY & INCLUSION  
HUMAN RESOURCES  
YEARS OF SERVICE: 17  
To me, diversity & inclusion is all about caring enough about people to embrace differences with many to make a difference for many more.

APPENDIX D: REAL EMPLOYEES, REAL DIVERSITY (CONT.)



THERESA S.  
 ASSOC. DIRECTOR – DIVERSITY & INCLUSION  
 HUMAN RESOURCES  
 YEARS OF SERVICE: 21  
 To me, diversity & inclusion is all about inviting and embracing  
 all the things that make us unique, including race, gender,  
 age, education, leadership styles, thinking styles, religion  
 and even political beliefs.



TINA J.  
 ASST. VICE PRESIDENT – HR BUSINESS PARTNER  
 HUMAN RESOURCES  
 YEARS OF SERVICE: 31  
 To me, diversity & inclusion is all about being different  
 without being excluded. It is when we allow all individuals to  
 feel as though they are respected and valued for who they  
 truly are.



TOMÁS S.  
 SENIOR TECHNICAL PROCESS/QUALITY MANAGER  
 AT&T FIELD OPERATIONS  
 YEARS OF SERVICE: 36  
 I see our company's commitment to diversity & inclusion  
 in the 12 employee resource groups that it supports and  
 celebrates. And commitment starts at the top.



WILL A.  
 SENIOR PRODUCT MARKETING MANAGER  
 AT&T BUSINESS MARKETING  
 YEARS OF SERVICE: 20  
 I see our company's commitment to diversity & inclusion  
 in my workplace and in my community. I am truly grateful to  
 work for a company that practices what they preach.



