

Diversity and Inclusion Milestones of Progress

Our long-held commitment to diversity and creating a culture of inclusion continues to accelerate its momentum across HP. We are resolute in our mission: Ensuring our global team reflects the marketplace; that diversity and inclusion are woven into the fabric of mainstream business thinking and practice throughout HP; and that HP is a great place to work. Today, we see great progress, but there is much left to do. Below is a sampling of milestones that mark our continuing journey.

1970s

- Equal opportunity policy
- College recruiting program launched

1980s

- SEED program
- Black managers' network
- 1st women's conference
- Women/minority focus groups
- Managing diversity programs

1990s

- HP's first diversity vision and strategy established
- Diversity and inclusion added to employee survey questions
- Accelerated development program with focus on women and people of color
- Catalyst award for leadership in advancing women in the workplace
- CEO people hoshin with a focus on diversity and inclusion
- First black employee forum held
- Employee network group guidelines published
- First diversity leadership council established
- Diversity advisory boards, task forces and councils instituted
- CEO diversity dialogue with senior leaders company-wide on diversity accountability
- HP Business Reasons for diversity and inclusion published internally and externally
- Diversity Accountability Framework Guide for Managers published
- Revised nondiscrimination policy to include sexual orientation
- Diversity education strategy published; online diversity tools and resources launched
- Work options guide published to support managers and employees
- First deaf and hard of hearing forum held
- No harassment policy strengthened and published company-wide
- Leadership, education and development (LEAD) program launched
- International diversity initiatives established; first European diversity forum
- Domestic partner benefits established
- Increased diversity representation in the HP Board of Directors
- 10th anniversary women's conferences held
- Corporate objectives revised to include diversity

2000 and beyond

We've strengthened our long-held commitment to diversity and a culture of inclusion to respond to the marketplaces, workplaces and communities in the 21st Century.

- Diversity, inclusion and work-life website expanded
- CEO dialogue series with employees
- Diversity strategy expanded to include the marketplace, workplace and community
- Global expansion of diversity leadership council
- Diversity sourcing strategy and focus
- Diversity education portfolio expanded
- Products and services accessibility policy announced
- Global eSpace: virtual center for cross-cultural dialogue created
- Diversity and inclusion online sales support center launched
- Updated values and corporate objectives
- Best work environment policy announced, aligning standards of conduct
- HP behavior continuum and web-based resource center launched
- Renewed and reaffirmed the Open Door Policy
- Diversity and inclusion philosophy, priorities and goals established company-wide
- Diversity goals added to EC scorecard
- HP women among the 50 most powerful women in business (Fortune; Ann Livermore and Lien Siaou-Sze)
- First black women CEO heading US multinational tech company in South Africa (Thoko Mokgosi-Mwantembe)
- Disability Mentoring Day goes global; disability hiring programs in Japan and Brazil
- Employee Resource Groups (ERG) renewed and go global
- Gender identity/expression added to nondiscrimination policy and harassment-free policy
- Simmon's Management School women's conference brings an innovative business focus
- Direct sales support instrumental in closing big deals (e.g., Proctor & Gamble, Delta Airlines)
- Accessibility for employees with disabilities expanded – CC, assistive technologies, training
- Work-life philosophy established; 16 years on Working Mother Best list
- Over 50 worldwide diversity-related awards received
- Site councils re-invigorated and expanded globally
- Common Thread, HP's online news digest and "gathering place" puts differences to work
- First Women's Summit in India

