

# Diversity, Equity & Opportunity

## Virtual Roundtable Series

The background features a grid of hexagons, each containing a different icon representing various fields: transportation (train, bus, car), science (test tubes, microscope), biology (DNA helix), government (state capitol), education (graduation cap), industry (gears, document), and local geography (map of Massachusetts).

MASSACHUSETTS  
**HIGH TECHNOLOGY COUNCIL**

*Dedicated to Growth... Committed to Action*

## Amplifying Employer Practices

September 22, 2020

# Diversity, Equity & Opportunity

## MHTC Virtual Roundtable Series

### Amplifying Employer Practices

- ❑ **Wendy John**, Head of Global Diversity & Inclusion, Fidelity Investments
- ❑ **Christina Luconi**, Chief People Officer, Rapid7

# Fidelity Investments

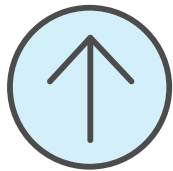
**WENDY JOHN**

Head of Global Diversity & Inclusion at Fidelity Investments

# Diversity & Inclusion at Fidelity Investments

**At Fidelity, we strive to build a workforce that celebrates and elevates employees of all backgrounds.** We do this to: 1) Provide relevant experiences for our increasingly diverse customers; and 2) Serve as an employer where people from all backgrounds can build dynamic, thriving careers as one of our 45,000+ employees.

We take a behaviors-based approach to progress with intentional focus across **three areas:**



**Increase**  
Workforce Diversity



**Remove Barriers & Support**  
Underrepresented Talent



**Create Customer**  
Value

# Affinity Groups at Fidelity Investments

Fidelity’s nine affinity groups are self-organized groups of employees with common interests in areas such as race, ethnicity, gender or sexual orientation, or who share similar interests based on similar sets of experiences who come together to create a positive and inclusive workplace for all employees.

### EMPLOYEE RESOURCE GROUPS (ERGS)



### SPECIAL INTEREST GROUPS (SIGs)



**1:3** employees participate in an ERG\*



**34%** of ERG members volunteered for Fidelity Cares in 2019\*



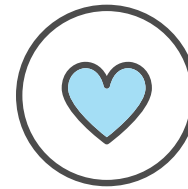
**25%** increase in ERG memberships over the last three years\*

\*Fidelity Investments, January 2020

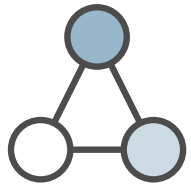
# Response to Recent Racial Inequality



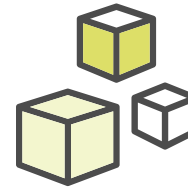
Recruiting more  
Black associates



Supporting our Black  
employees



Community Investment



Supplier diversity

# Simple Starts

Simple Starts are small behavioral changes that can help you create a more diverse and inclusive environment in your workplace. This approach doesn't require sweeping policy change, but instead taps into the individual power and influence that all of us have.

**Simple Starts is about embracing that regardless of your position in an organization, everyone has the power to effect change.**



Networking



Team  
Management



Hiring



Everyday Habit  
Changes

## We're on a Mission to Advance Diversity & Inclusion



“At Rapid7, we fundamentally believe that every person deserves an equal opportunity to build an exceptional career and that diversity of mindset is integral to the growth and success of our company.”

– Corey Thomas, Chairman & CEO

### OUR BOLD COMMITMENT

In 2018, we announced a goal for diversity and inclusion, 50/50 by 2020. At Rapid7, we recognize the importance of having diversity of thought in order to produce the best outcomes for our customers and community, and that we can best achieve this by having a workforce that more closely resembles the diversity of the customers and community we serve.

While recognizing that making progress isn't just about the numbers, we acknowledge that metrics are important to track progress for diversity and inclusion. Ultimately, our goal is to ensure that every person who works at Rapid7 feels like this is a welcoming, supportive environment to build a career full of learning, opportunity and reward.

To that end, while looking at diversity on a team-by-team basis and through various dimensions (including race and gender), we set out to do the following:

**Diversity:** 50% of our employees will be women or people of color by 2020.

**Inclusion:** every Moose feels they are accepted, welcomed and have equal opportunity to achieve an incredible career at Rapid7.



# OUR PHILOSOPHY AND APPROACH

Diversity & Inclusion isn't just buzzword language; it is ingrained in our core values. We ask that our employees **Be an Advocate**. Whether that is for our customers, underrepresented groups, or each other, we advocate when appropriate to create a better experience for all. At Rapid7, we call for everyone to **Bring You**. We want every Moose to be the truest form of themselves, and feel that Rapid7 is creating level playing field for all to feel where they can succeed in building a meaningful career.

We strive for a diverse workforce that mirrors the best minds around the world, as well as the security community we serve. With a strong diversity of mindset, we can continue to challenge convention and secure advancement for all.

In addition to our D&I efforts, we're tying it to STEM focus as well. Across the globe, we've partnered with organizations such as Hack.Diversity, BUILD, Queen's University in Belfast, University of Canberra, and BoSTEM. We've taken and raised the bar on the Parity Pledge and have been recognized in the Bloomberg Gender Equality Index two years in a row.



## Talent Acquisition

- Increased emphasis on campus recruiting
- Diversified sourcing
- Balanced interviewing team



## Leadership

- D&I mindset built into management and development programs
- Tracking the diversity of each team, with aid to help broaden



## Parity

- Regardless of age, gender, preference, or race, Rapid7 commits to pay parity. Our parity achievement will be validated in 2020 through an outside consultant.
- Rapid7 took the [ParityPledge](#), which asks companies to interview at least 1 qualified woman for every leadership role, VP and higher. We've taken it a step further and committed to interviewing at least one woman or underrepresented minority for every role.



## Inclusive Benefits

- We supply benefits that are inclusive to all, including gender-neutral restrooms and showers, and mother's suites
- Increased paternity leave in 2019, and commission coverage for quota carriers on leave.



## Development

- Curated gamified, courses on diversity, inclusion and belonging through LinkedIn Learning
- Bias training with D&I expert



## Culture

- Ensuring D&I goals are embedded in our core values and expected behaviors
- Zero tolerance for intolerance. We are fostering a culture of inclusion for all.



## Rotation Program

- In 2019, we launched our first rotation program for recent college graduates. They spend 18 months, rotating through various teams, learning how each team effects each other and in turn, breaking the silo effect and gaining visibility into all of Rapid7.
- We committed - and achieved - in making our rotation program cohorts at least 50% women or underrepresented minorities and search all places to connect with diverse, qualified candidates.



## Partnerships & Education

- We partner with organization to fuel STEM interest in youth from under-resourced communities, as we believe the investment needs in D&I is at all levels.

# RAPID7 COMMUNITIES

At Rapid7, we believe in everyone feeling like they experience a real feeling of belonging to our community. We are one Moose and we advocate for our fellow Moose. To further this, some communities have organically formed. Our affinity groups focus more on educating and creating inclusion within the larger community, rather than creating further exclusion.

"What's important to me in diversity and inclusion is the inclusion. Here, there are no barriers to getting involved and making an impact. We have a strong culture around inclusivity." - Jen Carson, Security Solutions Engineer

## VETERANS

This year we launched **MooseVets**, an internal organization with the goal of promoting inclusion, aiding recruitment, and driving outreach to the veteran community at Rapid7.

"We held Lunch and Learns at the Austin and Alexandria offices to spread awareness and have 48 members of this organization. MooseVets held a series of runs across all U.S. on Veterans Day as a salute to those who have served and to raise money for the Wounded Warrior Project. Across the company, we were able to bring in \$2,526 to donate to WWP."

- Billy Cannon, Manager, Security Solutions Central

## WOMEN IN SECURITY

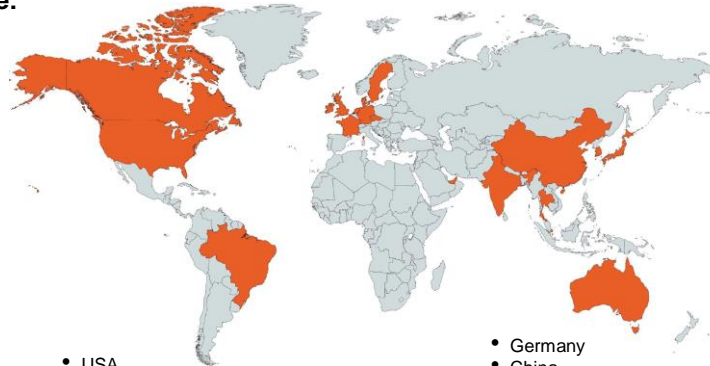
"The culture, equality of opportunity, and the commitment to excellence of Rapid7 as a company has given me a real boost and helped me to be confident in my own technical abilities, through the fantastic mentorship and collaboration that my teammates have offered through the years. I feel like I've really grown in my technical and managerial abilities since I've been here, and I look forward to proving myself as a technical leader here in the years to come."

- Claire Burn, Software Engineer II

## LGBT

Focused on creating a welcoming environment, **MoosePride** is our space for LGBT Moose and allies to connect, discuss, and share ideas and events. With MoosePride, Rapid7 has had a presence at QueerCon and participated in Pride Parades.

**As a global organization, our homes are never limited, but currently include:**



- USA
- Great Britain
- Ireland
- Australia
- Brazil
- Sweden
- Singapore
- Canada
- France

- Germany
- China
- Netherlands
- United Arab Emirates
- Denmark
- Czech Republic
- Japan
- India
- Korea
- Thailand

## BEYOND DEMOGRAPHICS

**At least 50%**  
of our departments have  
increased their diversity



With an increase in gender & racial diversity among teams, we believe we are more productive and creating higher-quality solutions for our customers.

Infinite D&I exposure points for individual Moose and teams



We've seen interest in D&I involvement and discussions increase

### #rapid7givesback

Through our annual month of giving back to the community, we work with various nonprofits focused on STEM and Diversity & Inclusion. We are committed to working with youth from under-resourced communities, to show them possibilities in a STEM career.

**We are investing in the development of the future leaders of tech from all backgrounds.**

Rapid7 supported many Diversity & Inclusion and STEM programs in 2019, including ArtLifting, BUILD, Pledge LA, Shecurity, TUGG, and Chica Project.

**2500+**  
Hours invested in STEM  
and D&I activities  
globally in 2019

In 2019, Rapid7 supported universities around the globe and conferences around the U.S. to aid career development for underrepresented groups

### Spotlight on one of our D&I partners: Hack.Diversity

We work closely with the organization Hack.Diversity, who tackles the underrepresentation of high-skilled minority employees in Boston's tech community. We've proudly supported them since the initial class in 2017.

**7**

Hack fellows hosted  
at Rapid7 since 2017

**29%**

Of Hack fellows  
converted to full-time  
employees

**110+**

Hours volunteering with  
Hack.Diversity in 2019