

# BUSINESS DIVERSITY: ADVANCING DIGITAL EQUITY AND ECONOMIC EMPOWERMENT

At CDW, business diversity is a critical differentiator in our ability to continue to deliver increasingly innovative products, services and solutions to our customers.

## ENHANCING OUR GLOBAL IMPACT

Business diversity is a deeply embedded, ongoing priority for CDW. Since the inception of our business supplier program in 2007, we have sought to promote diverse supplier participation representative of our customers and communities that contributes to sustainable economic growth. We are proud to have one of the most active programs in the technology industry and have been recognized by Gartner, the Billion Dollar Roundtable and WEConnect International as global champions for supplier diversity. We also embrace the responsibility to share our experience and expertise with our customers and suppliers. When they succeed, we all win.

When we invest in small and diverse businesses, we have the opportunity to drive job creation and contribute to lasting economic empowerment in our communities. An increasingly diverse global population means that minority audiences are becoming a larger target for companies and that diverse-owned businesses are comprising a larger portion of the small business sector.

In 2022, we enhanced our national strategy across the US by welcoming supply chain experts to our growing team. These regional market leaders are focused on building partnerships with local suppliers and across our customer base. Their efforts have improved our agility and increased our effectiveness in identifying and mentoring new diverse partners. Additionally, this comprehensive approach enables us to gain a deeper understanding of the unique challenges, opportunities and economies of scale present in each region. We use these real-time insights to inform and tailor our business diversity strategy, boosting both performance and impact.

CDW is committed to fostering equity and ethical behavior throughout our global supply chain, and we continue to advance our global supplier diversity strategy. In 2022, our operations in Canada and the UK exceeded their respective diverse spend targets. Collaboratively with our customers and supplier partners, we are realizing our long-held belief that community members are the drivers of prosperous, resilient local economies, and that healthy local economies create efficiencies throughout our global supply chain.

## INCREASING OUR SPEND WITH DIVERSE SUPPLIERS

- We have totaled more than **\$24 billion** in transactions with small and diverse businesses since 2007.
- In 2022, CDW achieved **\$3.6 billion** in diverse spend, working with approximately **1,400** minority-owned, woman-owned, veteran-owned and small, disadvantaged businesses.
- 2022 was CDW's fourth straight year as a member of the Billion Dollar Roundtable.
- In the UK, our diverse supplier spend was **\$44 million**, which represents **18%** growth. Our diverse supplier spend in Canada grew by **11%** and totaled **\$47 million**.

### BUSINESS DIVERSITY AWARDS AND RECOGNITION



US Veterans Magazine  
Best of the Best Supplier  
Diversity Program



Professional Woman's  
Magazine Best of the Best  
Supplier Diversity Program



Black EOE Journal Best  
of the Best Supplier  
Diversity Program



HISPANIC Network  
Magazine Best of the Best  
Supplier Diversity Program



DIVERSEability Magazine Best  
of the Best Disability Supplier  
Inclusion Program



One of America's Top  
Corporations for Women's  
Business Enterprises



Billion Dollar Roundtable  
membership



WEConnect International  
Platinum Global Champion for  
Supplier Diversity & Inclusion

One of our priorities in 2023 is empowering our seller community with the knowledge and resources to engage with our customers about how each company's ESG goals intersect. These intersection points will help both companies determine how to collaborate and advance their respective strategies. We're committed to simplifying the complexity of supplier diversity for our customers and partners, and we are ready to collaboratively solve their toughest challenges.



**MENTORING AND ADVOCATING FOR SMALL AND DIVERSE BUSINESSES**

Mentorship and advocacy are integral components of our program. It's one way we live up to our commitment to build stronger communities through economic inclusion.

In 2022, we continued our partnership with the City University of New York (CUNY), one of the country's most diverse public higher education institutions, by welcoming the second cohort in our mentor protégé program designed to enhance diverse partners' capabilities, assist in meeting development goals and improve their abilities to compete for and win contracts. CUNY's goal is to not only increase its business with diverse suppliers, but also to help those vendors grow their businesses outside of their relationships with the university. Building on that momentum, we've collaborated with other universities to expand our efforts to help diverse businesses capitalize on their expertise to win business.

2022 marked our fourth consecutive year as a member of the Billion Dollar Roundtable (BDR), an exclusive group of US-based companies that procures more than \$1 billion annually from minority- and woman-owned businesses on a first-tier basis. In August of 2023, we're excited to welcome our fellow members to our Vernon Hills, Illinois, headquarters for BDR's 2023 summit to share best practices in pursuit of collective vision to leverage our supply chains and positively impact our world.



**PROMOTING INCLUSION:  
MENTORING BUSINESS OWNERS WHO HAVE A DISABILITY**

During the year, CDW expanded our partnership with Disability:IN, a leading nonprofit resource for business disability inclusion worldwide. As an Inclusion Works partner company, we're proud to mentor disability-owned businesses. Disability:IN's Inclusion Works program provides companies with a team of disability inclusion experts to help them create an inclusive culture while simultaneously developing a sustainable recruitment strategy.



Additional Resource Related to This Section:  
[Business and Supplier Diversity page on our website](#)