



# Promoting Diversity, Equity and Inclusion for All

CDW takes a comprehensive approach to diversity, equity and inclusion (DEI), and our actions related to fostering an inclusive culture reflect our values of trust, connection and commitment. We recognize the importance of these efforts for our business, our customers and our partners. These efforts help us contribute to and promote a technology industry where belonging is an everyday experience. In 2023, we focused on examining the meaning of inclusion and highlighting the importance of our global culture.



## CDW'S DEI STRATEGIC FRAMEWORK

### WHO WE ARE AND HOW WE WORK

Create an inclusive culture where **all dimensions of difference are valued and represented**, and all coworkers feel a sense of belonging that drives results.

### HOW WE GROW

Position CDW as the best place for talent where there is equity in our processes for hiring, advancement, development and retention of all coworkers and leaders regardless of dimension of diversity.

### HOW WE DO BUSINESS

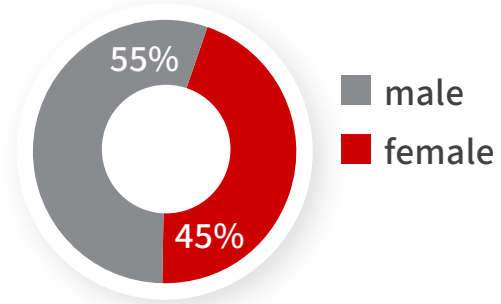
Embed our focus on diversity, equity and inclusion in our business practices with customers, partners and the communities we serve.



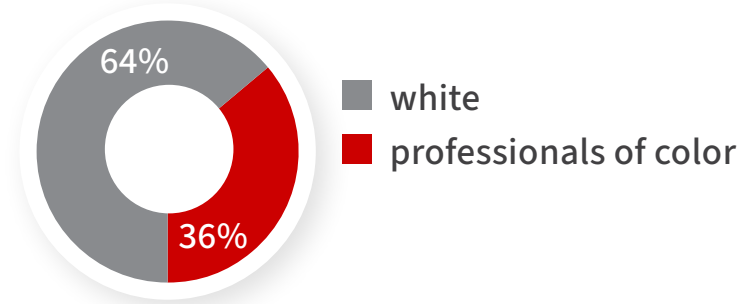
## DEI IMPACT AT A GLANCE

### BOARD DIVERSITY

Gender Diversity  
(Out of 11 directors)

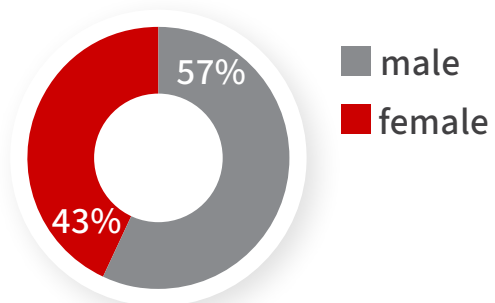


Racial Diversity  
(Out of 11 directors)



### EXECUTIVE COMMITTEE DIVERSITY

Gender Diversity  
(Out of top 14 leaders)

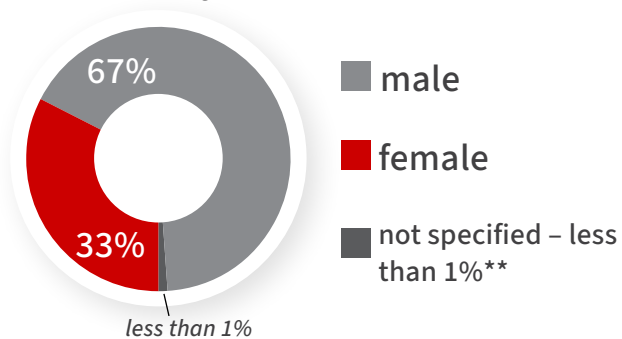


Racial Diversity  
(Out of top 14 leaders)

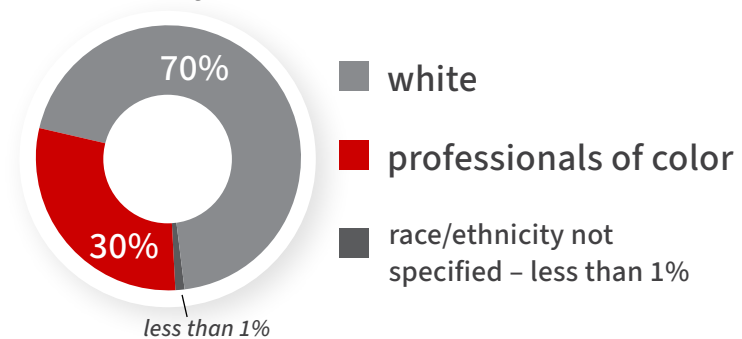


### COWORKER DIVERSITY

Gender Diversity – Global\*



Racial Diversity – US\*



\*Figures may add up to more than 100% due to rounding

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\*\*“Gender not specified” option only applies to the US and Canada





## FOSTERING A COWORKER-CENTRIC CULTURE

CDW's commitment to diversity, equity and inclusion is critical to nurturing our coworker-centric culture and creating the future-ready talent that our business needs. We strive to create an environment consistent with our values that encourages inclusion and emphasizes the importance of belonging. When coworkers feel that they can bring their authentic selves and unique perspectives to work, we all become better collaborators and bolder innovators as we work together to **make amazing happen**.

We continue to offer learning and engagement opportunities related to inclusion and belonging that are available to all coworkers, including:

- Townhall meetings
- Quarterly "Including YOU" newsletter
- Affinity events organized by our Business Resource Groups (BRGs)
- Third-party learning platforms
- Programming and initiatives led by our functional DEI coalitions

**CDW UK is a registered Disability Confident Employer – the second level of the Disability Confident government initiative designed to help recruit and retain great people.**



## CDW Receives Top Score on Disability Equality Index

In 2023, CDW earned a top score on Disability:IN's Disability Equality Index and was named to the "Best Places to Work for Disability Inclusion" list. We are proud to be recognized for our ongoing work to advance inclusion practices.

Over the past year, cross-functional teams collaborated to strengthen and streamline the coworker experience. Our intentional inclusion of coworkers from various stakeholder groups – including DEI, Coworker Success and Facilities – embodies the One CDW approach.





## LEGACY EXCELLENCE PROGRAM

CDW's Legacy Excellence Program™ (LEP), a partnership with the Thurgood Marshall College Fund and four Historically Black Colleges and Universities (HBCUs), helps us build and maintain a diverse talent pipeline and act on our commitments to promote diversity, inclusion and digital equity. The LEP offers students financial support, mentorship and participation in CDW's 10-week, paid summer internship program. Our inaugural cohort completed their second summer internship in 2023, and our second cohort will begin a new, one-year program in May 2024. We have awarded scholarships to 50 students from the Thurgood Marshall College Fund's participating publicly funded universities, covering the 2022–2023 and 2023–2024 academic years.

Of the students in our first LEP cohort, 100% who were offered a full-time position when the program ended signed offer letters to join CDW's full-time workforce.



### CDW's LEP Honored by Alabama A&M

**Alabama A&M University, one of the partner schools for the Legacy Excellence Program, honored CDW and the LEP at its 2023 annual scholarship gala. CDW and the LEP received a Fiscal Year 2022 Diversity Partner Award from the university.**



## BUSINESS RESOURCE GROUPS ALIGN TO ENHANCE IMPACT

CDW’s Business Resource Groups (BRGs) are vital to the coworker experience. The coworker-led groups encourage connection, allyship and belonging, in addition to providing professional development opportunities across the globe. In 2023, we began the process of uniting all BRGs within one ecosystem, which will:

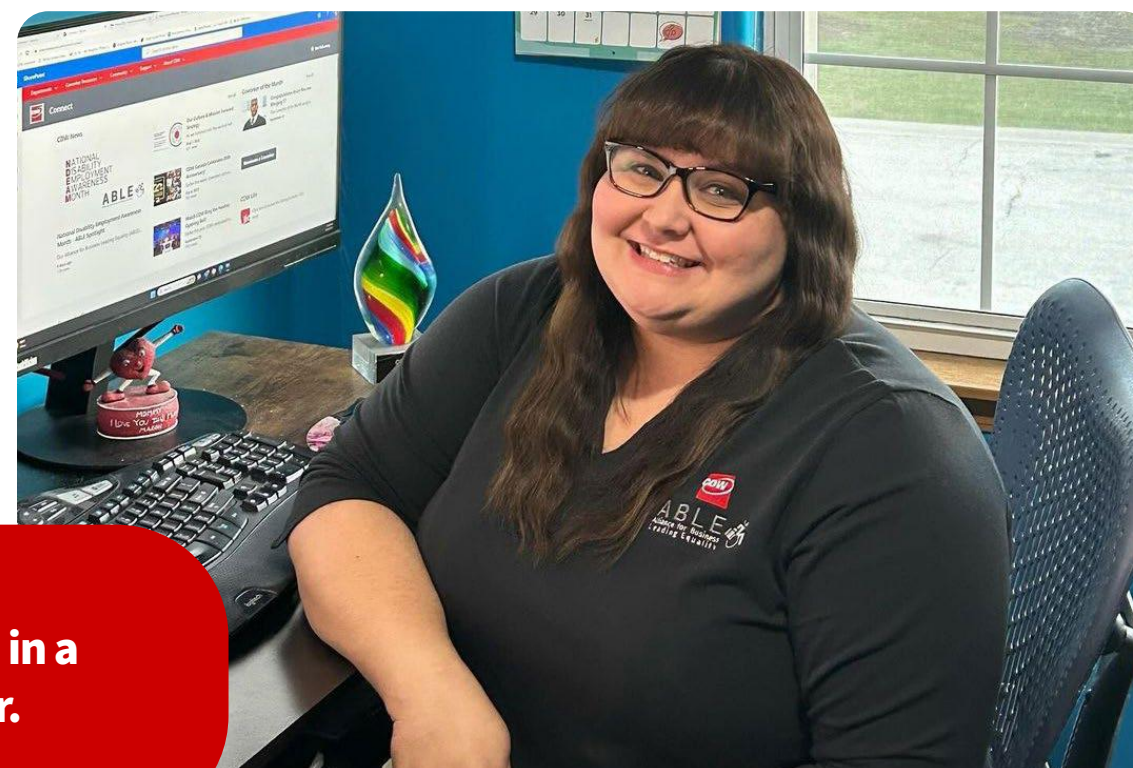
- Create a global BRG community
- Engage BRG collaboration across functions and locations
- Bring international BRGs under one umbrella for oversight, support and leadership development
- Maintain coworker engagement and allyship
- Enhance a sense of belonging and connect to the One CDW mindset

In 2024, our priority is to continue developing and implementing our global strategy, which embeds DEI into all facets of our business model. This strategy will be informed by benchmarking.

**In North America, over 4,050 coworkers participated in a BRG last year – a 15% increase over the previous year.**

In September 2023, CDW Canada celebrated 20 years in the market by launching The Giving Back Initiative – a program dedicated to giving back to the communities that have supported us. Through the efforts of various teams, individual coworkers and Canadian BRGs, we supported 20 charities across Canada, giving back to the communities that have supported us over the past 20 years.

Alongside the appointment of a DEI manager in 2023, the UK’s BRGs are engaging in strategy sessions to align both across the region and with our North American BRGs to further unite CDW’s inclusion and belonging strategy and enhance its impact. CDW UK will also launch a new BRG in 2024, Thrive, focused on health and wellbeing.





## BRGs in Action

- **UNITE** organized a series of social impact events across Canada in partnership with organizations like Big Brothers Big Sisters, Meals on Wheels, CIBC Run For the Cure and various food banks to amplify our culture of volunteerism.
- **Black Excellence Unlimited (BeU)** hosted a Stronger Together virtual event as part of CDW's Juneteenth celebration. The event featured music, a panel discussion on hip-hop and a session on improving health equity in underserved communities.
- The **Pan Asian Council (PAC)** competed in the annual Chicago Dragon Boat Race, which embraces the rich history and vibrant culture of the ancient Chinese tradition spanning over 2,000 years.
- Our **Business Resource Inclusion and Diversity Group for Everyone (BRIDGE)** hosted a special fireside chat with CEO Chris Leahy.
- **BRAVE** hosted several events and initiatives to commemorate Pride Month, including a support group, educational session about gender studies and a keynote speech titled "Building Resilience Through Radical Self Worth."
- **ABLE UK** offered an autism awareness event for coworkers.





## CDW'S BUSINESS RESOURCE GROUP ECOSYSTEM

### NORTH AMERICA

Business Resource Groups (BRGs) in North America are open to coworkers in the US and Canada.



**Alliance for Business Leading Equality (ABLE)** is on a mission to inspire and encourage coworkers to come forward and celebrate our differences; to show how adversity can become a superpower and to educate coworkers on the experiences lived through visible and hidden disabilities.

We cultivate an environment of inclusion and acceptance at CDW, where people feel comfortable disclosing a disability and empowered to overcome any barriers they face. We strive to enable everyone to be the best version of themselves while at work.

Through compassion, empathy, and open mindedness, we can make a difference.



**Black Excellence Unlimited (BeU)** was founded on a mission to provide resources and development opportunities for CDW's black coworkers that enable them to achieve excellence and have a positive impact on our customers and community.



**PRIDE+'s** mission is to build an inclusive working world, accepting and welcoming our PRIDE+ community, while providing a safe space for all coworkers. We intend to create an open discourse by bringing diverse voices to the table to share lived experiences and points of views, enhancing the feeling of belonging and psychological safety within the community.

Overall, love and equality win.



**Business Resource Inclusion and Diversity Group for Everyone (BRIDGE)** cultivates connections across CDW to bridge the gaps in tenure, experience, function and generation to advance coworker and organizational success.



**Hispanic Organization for Leadership & Achievement (!HOLA!)** provides professional development and community involvement opportunities for all HOLA members and CDW coworkers at large in support of professional growth and the multiracial nature of Latin Americans.



**Military & Allies Resource Council (MARC)** recruits, develops and supports coworkers who have served our country both past and present, along with allies, to strengthen connections and partnerships with the greater community.



**Pan Asian Council (PAC)** builds a diverse community of coworkers that enables personal and professional development opportunities for Pan Asian coworkers.



**Women's Opportunity Network (WON)** promotes an environment where women succeed at all levels by providing resources, connections and development opportunities while driving CDW's business objectives. WON and WIN collaborate on global events and share best practices.



In addition to being able to participate in the North America BRGs, coworkers in Canada formed **UNITE** in 2022 to promote awareness, education and dialogue on DE&I topics, to support local and national causes that align with the group's mission, and to provide opportunities for personal and professional growth for its members.

### UK

The UK BRGs promote a culture of inclusion and belonging by providing professional development, informal mentoring and networking opportunities to their members. BRGs also provide a forum for coworkers to build awareness, celebrate their affinity area and collaborate with other BRGs.



**Armed Forces Network (AFN)** promotes, recognizes, and celebrates the unique experiences and transferable skills that veterans bring into CDW. Our mission is to build a network that supports the ongoing transition needs from the Armed Forces and wider community into corporate roles, for CDW's collective success.

AFN is a welcoming group for all coworkers with an aim to educate and raise awareness of the differing experiences our veterans have lived and ensure that opportunities are visible for all new and current veterans within CDW.



**Black Coworker Network (BCN)** aims to provide a platform for coworkers to recognize and challenge conscious and unconscious bias, by advancing a culture of belonging, allyship and opportunity for all; actively having an awareness of how to enrich and promote race equality and diversity in our community. We want to give ethnic minorities a voice that can be heard, will be listened to and also acted on.



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**Thrive** aims to empower, inspire and equip every coworker with the opportunities and resources needed to prioritize their wellbeing. We are dedicated to cultivating a workplace culture that recognizes and values the importance of physical and mental health, fostering an environment where individuals feel supported in their pursuit of overall wellness.

By championing initiatives that promote wellbeing, we strive to create a workplace where each coworker can thrive both personally and professionally.



**Women's International Network (WIN)** is an evolving and inclusive platform for ALL coworkers that places a strong emphasis on building a diverse and inclusive workplace culture. We are committed to creating a community and culture that empower women in their progression both personally and professionally, while promoting and valuing equality, belonging, talent and leadership capability.

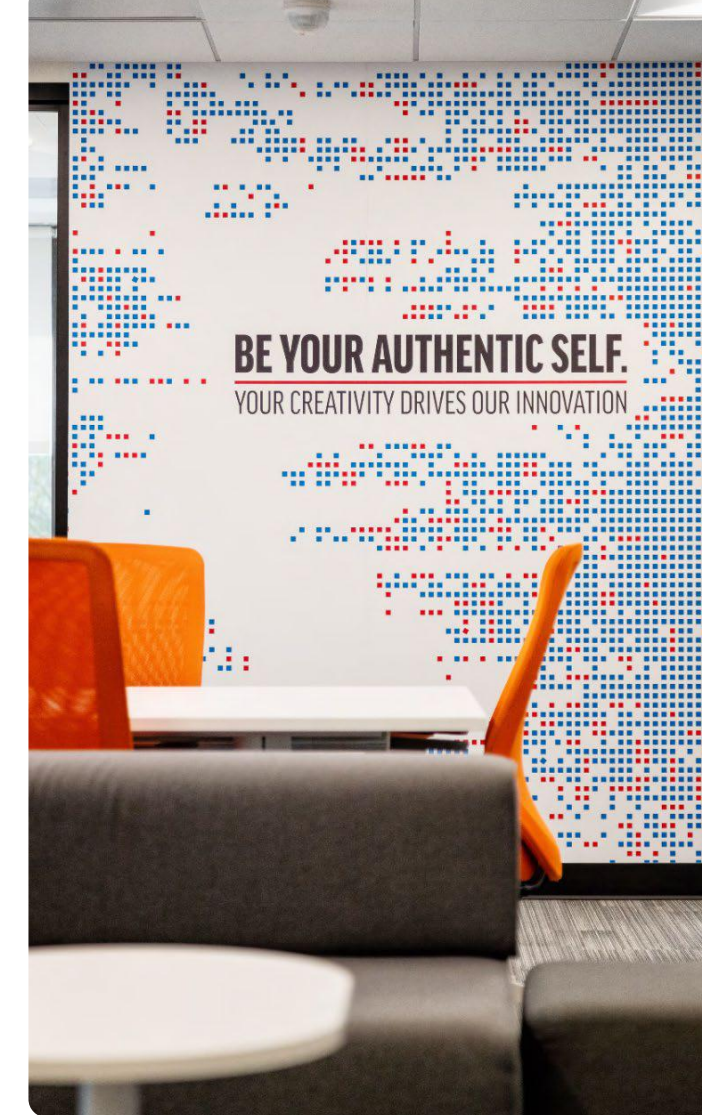


## OUR COMMITMENT TO AN INCLUSIVE WORKFORCE

CDW aspires to be the best place for talent by promoting equity in our processes for hiring, advancing, developing and retaining coworkers. We strive to attract a diverse talent pool and believe that inclusion of all perspectives yields better problem-solving and solutions for our customers.

After joining CDW, our coworkers are empowered to reach their highest potential, and we provide a variety of tools and development opportunities to help them achieve their career aspirations. Our learning culture surrounds coworkers with comprehensive resources and support, ongoing education and skills training and advancement opportunities at all levels. To read more about the opportunities we offer, please see the Coworker Training, Education and Development section of this report.

We offer programs to help current and future leaders build inclusive teams and develop their leadership skills, including Leading Women Executives (LWE) and Chicago Urban League's IMPACT Leadership Development.



### ADDITIONAL RESOURCES ON OUR WEBSITE RELATED TO THIS SECTION:

- [Diversity, Equity and Inclusion \(US\)](#)
- [Diversity, Equity and Inclusion \(UK\)](#)
- [Diversity, Equity and Inclusion \(Canada\)](#)
- [BRG page](#)
- [Careers section](#)
- [Careers blog](#)
- [Legacy Excellence Program page](#)