
AWS
re:Invent
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How AWS is cultivating a culture of inclusion globally

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Today we'll cover...

The AWS ID&E approach

Leading with Inclusion

Scaling globally



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The AWS ID&E approach

INCLUSION
is about
belonging

DIVERSITY
is about
being represented

EQUITY
is about
fairness

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AWS ID&E Flywheel

Inclusive Company Culture

Attracts and retains talent, who build great products and services – for everyone.

Customer Experience

Customers get access to the best minds and innovation in the market.

Drive New Products & Services

This creates a demand for more customers, innovation, use cases etc.

Metrics Matter

Actively learn and iterate from data-driven insights.



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AWS ID&E Pillars

1

Grow Talent

Growing talent means increasing the representation and retention of underrepresented communities by focusing on - hiring, onboarding, developing, and promoting.

Examples: Inclusive Hiring and Sponsorship programs

2

Cultivate Culture

We invest in inclusive cultures by providing our builders with a suite of ID&E programming to foster learning, awareness and allyship.

Examples: Inclusion Pledge and Inclusion Ambassadors

3

Customer & Community Engagement

As a global company, we strive to ensure that our AWS builders are a reflection of the customers and communities we serve.



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Inclusion Sentiment Tracking



Valued

Recognition of your contribution.



Trusted

Degree of trust between teammates to do a job.



4 Elements of Inclusion



Connected

Degree of connection between teammates.



Informed

Degree to which teammates have information to make decisions.

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Scaling globally

20 AWS customers are partnering with us on IT Skills 4U, our global initiative providing free training, AWS Certification vouchers, and career services support for Ukrainians globally.

1 in 7 people globally are estimated to be part of the Neurominority (Autism, ADHD,/ADD, Dyslexia, Dispraxia and more).

19K students trained across 8 countries globally through GetIT, inspiring 12–14 year old girls to consider a future in STEM.

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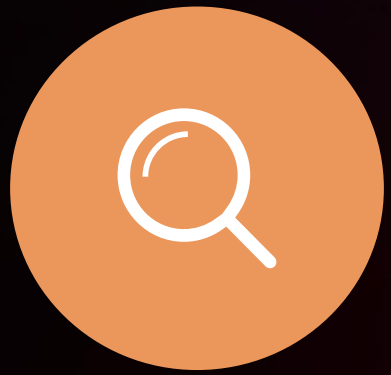
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ID&E Customer Engagement Opportunity



Thought Leadership

Executive Business Council / Fireside Chats / Panels / Webinars / Event Sponsorship



Co-innovation

Leveraging AWS Services / AWS Partner Solutions to automate ID&E



Community Engagement

Non-profit Partnerships / Customer Sponsorships / Tech for Good Initiatives

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Thank you!

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