DATAPRISE

Diversity, Equity and Inclusion Program

Making Strides Towards Meaningful Change.

Contents

Introduction

As one of the nation's leading Managed IT Service Providers, Dataprise is committed to upholding what gives us our competitive edge: our fantastically diverse people and culture.

We are intentional in our creation of a multi-faceted DEI strategy which focuses on a commitment to creating a workplace that is diverse, equitable, and inclusive - where **ALL** employees, regardless of their gender, gender identity/expression, race, ethnicity, national origin, age, sexual orientation or identity, education, or disability, feel valued and respected.

At Dataprise, we celebrate what makes us unique: our people. We believe in fostering a diverse and inclusive work environment that seeks and embraces thoughts and ideas from all different backgrounds.

We welcome everyone and are committed to providing equal employment opportunity.

WE ARE #DataprisePROUD!

Diversity
The presence of differences across an organization

Equity
Everyone has access to the same opportunities

Inclusion
People with different identities feel valued, leveraged, and welcomed

The Business Case and Challenges of Workplace Diversity

Risks of not having a diverse workforce and the need for Diversity, Equity, & Inclusion (DEI)
There are many benefits to diversity in the workplace. Different perspectives, opinions, and ideas can lead to more innovation and better problem solving. These aspects give Dataprise the key advantage to better serve our customers, reach new business markets, and gain a competitive advantage over other MSPs.

A diverse culture also helps us to foster a stronger sense of belonging for our employees in traditionally underrepresented groups. Our ability to foster our culture empowers our people to feel more integrated into the team and more connected to the company.

Bringing a diverse group of people together starts with Talent Acquisition. Since 2020, our Talent Acquisition team has restructured our talent strategy by casting a wider net and expanding our hiring practices to attract more candidates from diverse backgrounds, thereby enhancing the DNA of Dataprise and how it functions.

We have been successful in attracting a more diverse population of applicants by redesigning and overhauling our job descriptions with more inclusive language. Additionally, we are now leveraging our Applicant Tracking System (ATS) to identify under-represented groups and analyzing that data to strategically post our jobs to career sites that may yield a more diverse talent pool.

Lastly, we've used Talent Branding to amplify the voices of our employees. Our Human Resources and Marketing teams partner together to showcase the stories of our diverse employee base on social media, which highlights our diverse population and provides insight into what it is like to work at Dataprise.

Dataprise's DEI Commitment

2020 was a year that saw a resurgence of the topic of racial inequities, both in society as a whole and within the workplace. The protests that took place in the name of George Floyd, Breonna Taylor, Ahmaud Arbery, and so many others drew the nation's attention and prompted the business world to reignite the need to make progress in DEI and holding poignant discussions around racial equity.

For Dataprise, the events of 2020 opened a door to have more meaningful discussions about racial and cultural injustices, gender inequities, anti-racism, microaggressions, and more – topics many businesses were not taking seriously enough. In a time where nothing was "business as usual," we knew we needed to accelerate our journey of DEI at Dataprise.

We gained inspiration and took the "aha moments" and lessons learned from the past couple of years to create a meaningful DEI Program that is outcome-oriented oriented, intentional, and rigorous. The Dataprise DEI Program consists of four key aspects: **Leadership, Attract, Hire, Retain.**

1.Leadership: Executive sponsorship is the #1 indicator of a business initiative's success. Having leaders "bought in" to the program is powerful in that it shows an understanding from the top of the importance of inclusion regardless of race, color, or creed. It also sends a clear message to each employee that their unique strengths and weaknesses are supported, accepted, and embraced. Our DEI Program's Executive sponsor is Steve Lewis, our CEO. Steve has a proven track record of driving and growing diverse teams, which makes him the perfect person to sponsor this important initiative.

Steve Lewis: Chief Executive Officer

"No single individual is responsible for creating an inclusive culture - it takes a commitment from everyone - but it starts with me. I believe when we listen and celebrate what is both common and different across everyone on our team that we become wiser, stronger, and far better as an organization. It is important to me that every person at Dataprise feels heard and represented and they have room to thrive. I am encouraged by the diverse makeup of our company today, but we can – and must – do more. The goal of our DEI Program is to work towards creating more opportunities across all levels. Doing so will lead to a more dynamic and unified organization."

Keith Moses:
Vice President, Business Development

"At Dataprise we want our workforce to feel empowered. That's why we focus on creating a culture and brand that allows our employees to take ownership of their careers and affords us the opportunity to ATTRACT the very best in the industry. We've made tremendous strides and continue to evolve our talent acquisition strategy that's firmly built on our DEI initiatives and PROUD values. I'm honored to work for an organization that allows me to be my authentic self, hears my voice, and offers Employee Resource Groups inclusive of my individuality."

Marissa Withers:
Vice President, Human Resources

"Our people represent our largest investment and our most valuable asset. We believe in attracting the best talent, empowering employees to reach their full potential, and fostering a positive, welcoming, and inclusive environment where they can thrive. We work hard to cultivate a culture where everyone can bring their full and authentic selves to work each day. Having a variety of experience and perspectives makes us stronger – as individuals and as an organization."

2. Attract: building a more diverse workforce starts with our ability to cast a wide net in attracting people from all backgrounds to work at Dataprise. Through our DEI Program, we identified key areas to change within our Talent Acquisition strategy to identify under-represented groups and using data analytics to post our jobs to job sites that may attract more diverse talent.

3. Hire: Throughout our hiring process, we understand the importance of establishing Talent Acquisition tactics that prioritize hiring from a diverse talent pool. We have expanded where we post our jobs, what our job descriptions say, and who we partner with to make sure that we are attracting and hiring candidates from all backgrounds and are thereby empowering minorities and under-represented communities to build a career they love.

4. Retain: After attracting and hiring diverse talent, it is important that we create a work environment where they want to be. By forming a DEI Committee, which consists of employees from all parts of the organization, at all levels, and from many different backgrounds, we are being held accountable to continue our DEI mission and to execute on our DEI strategy. Each quarter, our "diversity ambassadors" meet to discuss progress, strategize what's working and what's not, and identify new ways to reach our DEI goals.

Diversity in Leadership
In the past couple of years, we have made tremendous strides to enhance our diversity within leadership at Dataprise but realize there is still much work to be done.

At the mid-way point of 2022:

22%	41%	19%
of Dataprise leadership are women	of Dataprise leadership are from historically underrepresented minority groups	of leaders under 35 are women

While we are making good progress, we recognize the need to pave a better path to leadership opportunities for underrepresented talent (BIPOC and females). To help, we have started working with external partner organizations to build community and provide resources to minority groups.

By 2025, we are committed to:
- Improving leadership representation of underrepresented groups by 30%.
- Doubling the number of BIPOC members of leadership.
- Recruiting and hiring in cities that contribute to a high quality of life for members of underrepresented communities.

"There are significant barriers for Black professionals in the workplace and a staggering race gap in VP/C-Suites in corporate America. We all can do better with action around equity in the workplace. Very few organizations have a balance at the top and I'm fortunate to work for an organization that takes a hard stance on changing the narrative. I use my journey to inspire other Black professionals to keep working towards your truth, your worth, and be the change you intend to see with the hopes other organizations follow suit"-Keith Moses: Vice President, Business Development, on issues impacting the African American community.

The Root of the Problem

Challenges for DEI in the Technology sector
The lack of diversity in the technology sector – particularly the low level of female representation in technical roles - is a widespread issue and not a challenge unique to Dataprise.

Through our DEI Program, we are working to do our part in moving the needle. We are creating ownership, holding ourselves accountable, keeping our core values at heart, and setting our goals high. While our diversity goals will continuously evolve, a few for 2023 include:

30%	25%	40%	35%
Women representation (U.S.; full-time)	Women representation among leadership (U.S.; full-time)	Black, Indigenous, or People of Color (BIPOC) representation (U.S.; full-time)	Black, Indigenous, or People of Color (BIPOC) representation among leadership (U.S.; full-time)
*Currently 21% as of Jan. 2023	*Currently 18% as of Jan. 2023	*Currently 33% as of Jan. 2023	*Currently 25% as of Jan. 2023

Another meaningful stride forward is the implementation of our Compensation Management System (CMS) in 2021 to ensure fair and equitable pay for all employees and compensation across the company is managed in a consistent and structured manner. Since implementing the CMS, we feel confident saying that each Dataprise employee is compensated not only competitively, but appropriate to their individual scope of responsibilities, as well as their impact on the success of the Company, regardless of their gender, race, religion, age, disability, etc.

Taking Action

Many organizations have the right intentions and say the right things when it comes to a commitment to DEI. But it's important that we are not just SAYING we want to be a part of change, it's important we are taking action and our employees see that our actions are having an impact. We believe these specific actions show the level of commitment we have across the organization in imparting significant change, over time.

Forming a DEI Program

We put together a multi-faceted DEI Program with our employee-led DEI Committee as the anchor. The DEI Committee consists of a passionate group of diversity ambassadors that keeps us accountable to executing in our DEI strategy to garnering a more diverse and inclusive workplace.

Employee Resource Groups (ERGs)

Our Employee Resource Groups are an integral piece of our DEI puzzle. ERGs bring employees together to create networks within Dataprise of employees who share common backgrounds, characteristics, experience, or goals. The members within an ERG meet regularly to network and socialize, work on professional development, and lean on one another to create a safe space to work through challenges or adversity.

Women Employees and Allies

LGBTQ+ Employees and Allies

Underrepresented Races and Ethnicities and Allies

Black Employees and Allies

"I'm really happy I can be so open about my identity at Dataprise. Not all employers are as welcoming to the LGBTQ+ community and it makes it that much easier to celebrate when you don't feel that you have to hide who you are"

Sam: member of DP PRIDE ERG & DevOps Engineer

Rising 'Priser Campaigns

Employee success should be celebrated, and we actively work to applaud the growth of our employees, particularly the underrepresented ones. Through our monthly Rising 'Priser campaign, we shine the spotlight on a hardworking employee who embodies our core values and who works each day to bring the Dataprise vision, mission, and values to life. This provides us the opportunity to educate others about the employee's career path and how Dataprise has supported their growth. Some of our recent Rising 'Prisers have come from minority populations, which we hope to continue to showcase more of over time.

Who's Rising at Dataprise
Mike

Who's Rising at Dataprise
Melissa

Who's Rising at Dataprise
Rodion

Goals & Metrics

You can't tell if your efforts are working unless you have a clear sense of where you are and where you want to be. A key piece of our DEI Program is to track DEI statistics and set DEI goals. By leveraging employee demographic information, we have a regular sense of where we are currently at as an organization and can set benchmarks for where we want to be by the quarter or year end. We also believe it's important to provide a high level of transparency across the company and share this data on a continual basis.

	2020 Q4	2021 Q4	2022 Q1	2022 Q2	2022 Q3	2022 Q4	2023 Q1
Employees	260	303	323	338	331	373	365
Ethnicities	30+	30+	30+	30+	30+	30+	30+
Languages Spoken	5+	5+	5+	5+	5+	5+	5+
Countries of Origin	25+	25+	25+	25+	25+	25+	25+
Female Employees	20.2%	22.2%	23.8%	22.22%	21.32%	20.6%	21%
Male Employees	79.8%	77.8%	76.2%	77.19%	78.08%	78.8%	78%
Employees Identifying as Non-Binary or Other	Data Unavailable	Data Unavailable	Data Unavailable	Data Unavailable	Data Unavailable	0.54%	1%
Females in Leadership	8.33%	14%	21.9%	17.19%	16.67%	13.64%	18%
Underrepresented Minority groups in Leadership	25%	40%	40.6%	34.38%	26.19%	31.82%	25%
% of Minorities in a Technical Position	Data Unavailable	Data Unavailable	Data Unavailable	Data Unavailable	Data Unavailable	33.02%	47%
% of Females in a Technical Position	Data Unavailable	Data Unavailable	Data Unavailable	Data Unavailable	Data Unavailable	15.24%	17%

Diversity & Talent Acquisition

Attracting and hiring a diverse employee base begins with our Talent Acquisition process so candidates know from the onset that we are an organization that prioritizes DEI. When implementing our DEI strategy, we reviewed all job descriptions, which are posted publicly, to ensure it includes inclusive language, a summary of Dataprise's commitment to DEI-centric hiring, and why it matters to our organization. We have seen early-on success with this as we have had several candidates take notice of our DEI Program and cited it as a main driver in them choosing as their next place to work.

To further crystalize what sets Dataprise apart from our competitors, the Talent Acquisition team is keyed into the importance of continually attracting top talent and are aligned to our vision of creating an inclusive workplace where underrepresented groups feel welcomed, supported, and empowered. We are proud to have a team of Talent Acquisition Advisors that carry multiple professional certifications, including certifications centered around building a more inclusive and diverse talent acquisition process.

Partnerships

Dataprise is proud to partner with **Women in Technology** (**WIT**), a premier professional association for women in the technology industry. WIT's leadership development, technology education, networking, and mentoring opportunities provide women at all levels of their careers the necessary tools to succeed in the technology industry. This valued partnership will allow us to reach more talented professionals and continue to increase the level of diversity at every level of the organization.

Inclusion & the Employee Experience

Getting Involved

Employees at Dataprise have different ways they can join us in our DEI mission. Employees can join our DEI Committee, participate in one of our Employee Resource Groups, or volunteer to be featured in one of our DEI-centric social media campaigns. All of these are important opportunities to amplify employee voices, create a sense of belonging, and for employees to feel connected.

Support & Donation Efforts

We want employees and their families know that we support them in contributing to the causes and organizations they care about. We are happy to share that Dataprise offers donation matches to many DEI focused organizations such as the SATB2 Gene Foundation, International Rescue Committee, The Montgomery County Collaboration Council for Children, Youth & Families, The Thurgood Marshall College Fund, Black Girls CODE, GLADD, and more.
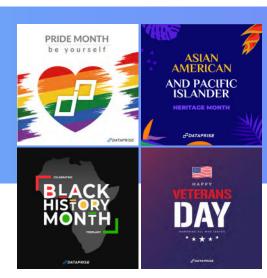
Social Media

In today's world, social media is how we stay connected. We have begun leveraging our social media channels to communicate about our employees and the causes and holidays that matter to them. This is just one of our many ways where we can give employees a platform to share their truth and to provide support, recognition, and appreciation.

Learning & Training

An essential element of our employee experience includes several Learning & Development initiatives aimed at affording our employees the opportunity to gain more knowledge, skills, and experience. Included in our Learning & Development Program is a large focus on DEI related training content. This curated training content helps to increase employee knowledge, awareness, and sensitivity around the topics that are relevant in a diverse, equitable, and inclusive work environment.

The recent DEI trainings we have implemented span quarterly role-based learning curriculums, monthly learning challenges (quick DEI micro-learnings) and best practice guides and cover important topics such as having inclusive conversations, intersectionality, microaggressions, the value of Employee Resource Groups, demonstrating compassion, resolving conflict, allyship, and how to create an inclusive environment that drives employee retention.

We feel this concerted effort to arm our employees with the right skills and knowledge to be an active contributor to creating a diverse, equitable, and inclusive workplace is paramount.

While our DEI learning engagement is high, we know there is more work to do. We plan to continue to provide ample DEI learning opportunities for our employees across all levels of the organization, including even more quarterly training and learning challenges in a continuous way in 2023 and beyond.

Manager Training

A successful diverse, equitable, and inclusive workforce starts with our leaders as they are the connectors and the best equipped to drive change and unity within their teams. This extends to creating a work environment where employees feel comfortable being their whole selves and speaking their minds.

To aid our managers in creating this type of inclusive environment, we launched several manager specific trainings that include actionable tips and best practices to drive inclusivity in their teams. We also asked managers to take what they learned and put it into action. Here is a small sampling of how some of our managers are working to foster diversity, equity, and inclusion in their teams:

Navid Salimian:
Senior Manager, TEC

"I will work to provide a safe space for employees to provide feedback and share their thoughts and feelings by ensuring part of our weekly 1:1s are dedicated to an open forum where the employee can simply speak their mind."

Kristina Mack:
Director, Marketing

"I will take a few LinkedIn courses this quarter that tie specifically to being a leader that fosters inclusivity, such as Fostering Belonging as a Leader ."

Veronica Camarena:
Credit Manager, Accounting

"I will continue one-on-ones where we discuss personal growth and learning, open communication, and expectations from one another."

Moving Forward: Our Vision for the Future

We have learned that to tackle human inequalities, we have to take a company-wide approach. This means developing every area of the business — from doubling down on the successful changes we've made to hiring, to creating and fostering an even more inclusive culture than we have today.

We're excited to expand the goals we've set for ourselves, such as increasing representation of underrepresented groups, bringing more diversity to our leadership team, and having a connected workforce that feels a strong sense of belonging.

We will continue to hold ourselves accountable and are more committed than ever to creating a workplace where all feel valued and respected.