



**2023**

DIVERSITY, EQUITY, INCLUSION & BELONGING REPORT

## Foreword

### From our Vice President of Human Resources

Bell Techlogix is proud to present our inaugural Diversity, Equity, Inclusion, and Belonging (DEIB) Report. Our growing company is committed to recruiting and retaining the best talent and creating a culture where each employee can show up as their authentic self.

Creating a sense of belonging for each employee is part of our core values at Bell Techlogix. We believe diversity drives our success just as much as innovation. Those values are reflected in our employee-centered initiatives, community partnerships, and our everyday interactions with employees, clients, and vendors. We want to move the needle forward and lead with understanding and awareness.

We know embracing diversity extends beyond our current employees. Our strategy involves strengthening recruitment efforts to develop a greater pool of diverse applicants and continuing to support organizations committed to increasing opportunities for women and people of color.

This inaugural DEIB Report is just the beginning of what is yet to come for Bell Techlogix. We are proud of our progress as a company and know there's work to do to diversify our workforce and create an inclusive workplace culture. Diversity and inclusion work demands a purposeful approach to learning, humility, vulnerability, and openness in our workplace.

Not only is championing DEIB initiatives for Bell Techlogix part of my responsibility, it's my absolute privilege and personal commitment as a mom to four daughters, two of whom are black, and one who is a part of the LGBTQ+ community. Working for a company that understands the importance of creating and supporting a diverse workforce brings me great pride. Together with our employees, we commit to building a stronger organization, a more diverse tech industry, and a better community.

**Ami Hall**  
*Vice President, Human Resources*  
*Bell Techlogix*





## Our Commitment & Our Journey

### Our Commitment

At Bell Techlogix, diversity, equity, inclusion, and belonging are at the core of who we are. Our employee-led committee, UNIFY, is driven to furthering this commitment every day, in every interaction. We understand that DEIB is not a quick fix but rather a long-term investment and commitment that will continuously be embedded in all that we do.

Our commitment to inclusion across race, gender, age, religion, identity, and experience is central to our mission to be an employer of choice for our team and deliver service quality, relentless focus, and operational excellence for our clients and partners. At Bell Techlogix, we know that having different perspectives, diverse experiences, and an inclusive environment, where all are welcomed, generates phenomenal ideas to solve the complex problems of our world today in technology and business, while also providing an exceptional user experience in our digital world.

### Our Journey

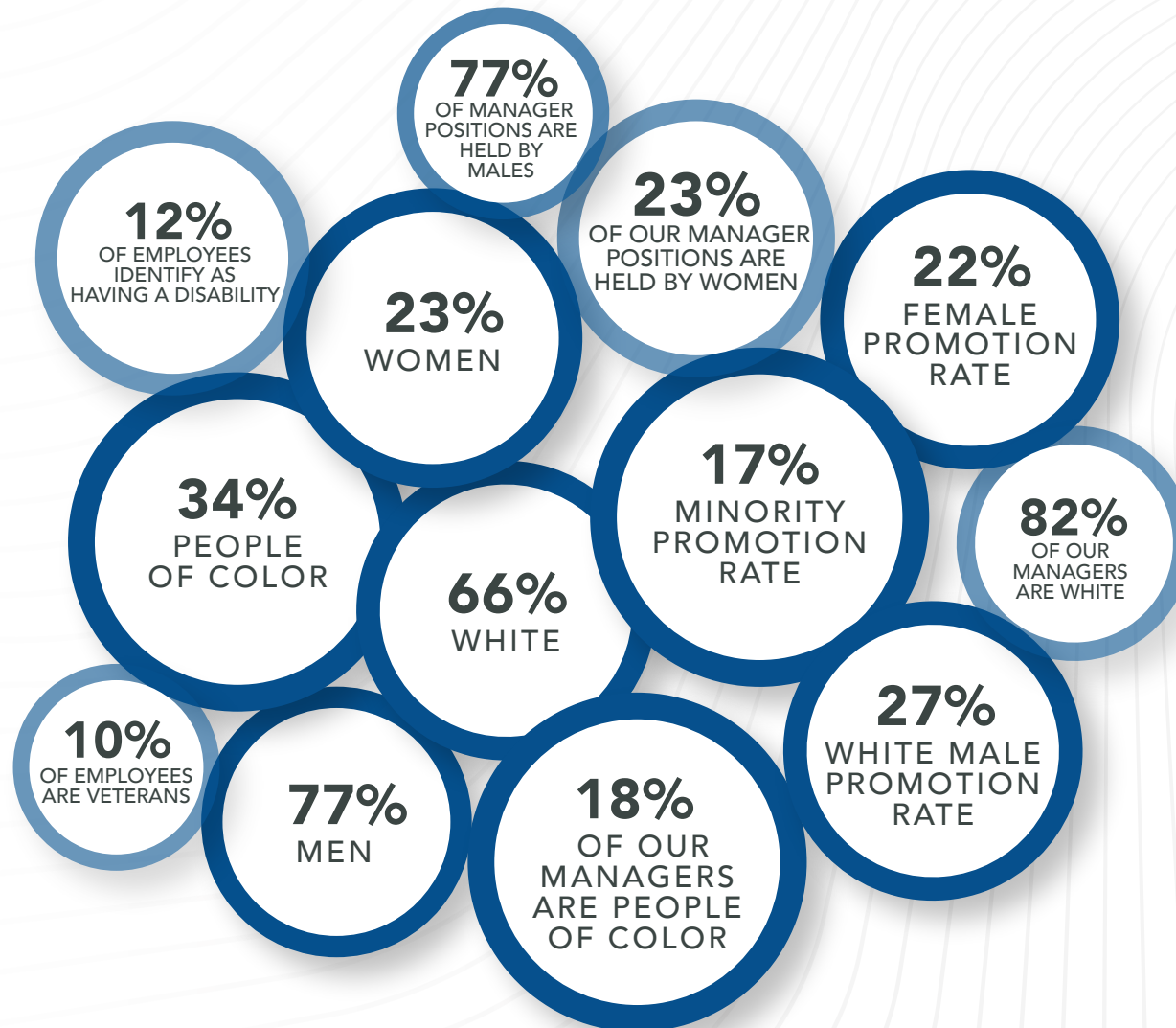
In 2020, it became apparent that we needed to do more within our company and communities to embrace diverse perspectives and identities and strengthen best practices to ensure all employees feel valued and seen.

As a start, we launched our UNIFY committee. This employee-led committee is a diverse group of individuals with the passion and desire for change. The committee furthers our commitment to diversity, equity, inclusion, and belonging, followed by open sessions across the organization, in which we engage with outside experts and consult with community organizations to help further our strategy. These efforts led to an official company-wide holiday to celebrate Juneteenth beginning in 2021. The discussions also helped to shape our ongoing diversity strategy. The actions we have taken to further our diversity, equity, inclusion and belonging commitment are:

- Launched our employee-led committee, UNIFY, which is driven to further our commitment for diversity, equity, inclusion, and belonging here at Bell Techlogix.
- Launched Courageous Conversations, which creates a safe space for employees to learn from one another, share openly, and give feedback.
- Created a Supplier Diversity Program as a strategic business advantage to further our commitment to DEIB. We partner with Minority-Owned Businesses; Minority Business Enterprise (MBE), Women's Business Enterprise (WBE), Veteran Business Enterprise (VBE), LGBT Business Enterprise (LGBTBE), and Disability-Owned Business Enterprises (DOBE).
- Support and sponsor STEM scholarships to increase the number of women and people of color in the technology industry.
- Support, sponsor, and seek veterans and their spouses for employment.
- Support and sponsor Women & Hi Tech.
- Support more equity and inclusion in motorsport as a sponsor for Shift Up Now, an organization committed to helping women break barriers in the male-dominated sport.



## Our Representation



## IT Industry Data

### Information Technology Professional Statistics by Race

55.0%	WHITE OR CAUCASIAN
15.9%	HISPANIC OR LATINO
12.4%	ASIAN
10.9%	BLACK OR AFRICAN AMERICAN
0.4%	AMERICAN INDIAN & ALASKA NATIVE
5.4%	UNKNOWN

### Information Technology Professional Statistics by Gender

77.3%	MALE
22.7%	FEMALE

## Bell Techlogix Data

### Bell Techlogix Employee Profile By Race

\*self-reported data from employees

65.7%	WHITE OR CAUCASIAN
8.0%	HISPANIC OR LATINO
3.3%	ASIAN
16.1%	BLACK OR AFRICAN AMERICAN
6.9%	TWO OR MORE RACES

### Bell Techlogix Statistics by Gender

\*self-reported data from employees

76.9%	MALE
23.1%	FEMALE

## Our Path Forward

In 2023, we are driving to accelerate our DEIB journey by increasing diversity at every level, while building a best-in-class culture of inclusion and strengthening our community impact. Some of our objectives include actively promoting and enabling diversity by including DEIB-focused training for all people leaders, increasing interest in STEM within the communities where we work and live, and taking action on our DEIB goals previously mentioned. These goals, to increase the representation of women and minorities at Bell Techlogix, are critical to our future growth and the success of our company. We are proud of the progress we have made as an organization this far and look forward to strengthening diversity, equity, inclusion, and belonging.

### Living Out Our Commitment

#### Our People

- Continue investing in our people with DEI learning resources, celebrating differences, and courageous conversations.
- Complete our Gender pay equity analysis for all roles at Bell Techlogix by end of 2023.

#### Our Culture

- Furthering a culture that embraces diversity, belonging, empathy, and appreciation.
- Continue to invest in our culture and welcoming healthy and open dialogue.

#### Our Community

- Taking action in the communities in which we live, work, and serve by increasing philanthropic initiatives and supporting causes in our communities.

### Bell Techlogix commits to achieving the following goals by 2025:

- Increase our women promotion rate from 22.4% to 25%
- Increase our minority promotion rate from 16.5% to 20%
- Increase our overall representation of women from 23% to 30%



Bell Techlogix CEO Ron Frankenfield was awarded the OperationALL Male Ally award at the 2022 Leading Light Awards & Scholarship Gala hosted by Women & Hi Tech. This award recognizes male allies who have demonstrated a long-term commitment and tangible efforts to mentor, recognize, champion, and/or promote female peers or employees.



## Our Recognitions & Investments



### 2023 GREAT PLACE TO WORK

Bell Techlogix is proud to be certified as a Great Place to Work! The prestigious award is based entirely on what current Bell Techlogix employees say about their experience at the company. This year, 85 percent of Bell Techlogix employees say it is a great place to work compared to 57 percent of employees at a typical U.S.-based company.



### GOOD WAGES INITIATIVE EMPLOYER OF CHOICE

Overseen by EmployIndy, the Good Wages Initiative (GWI) recognizes employers who pay a sustainable wage of \$18 per hour and offer health benefits to full-time employees.



### MILITARY SPOUSE DEPARTMENT OF DEFENSE EMPLOYMENT PARTNERSHIP (MSEP)

The MSEP program is an employment and career partnership connecting military spouses with more than 390 partner employers who have committed to recruit, hire, promote, and retain military spouses in portable careers. Bell Techlogix is among more than 400 partner employers participating in this program.



### SHIFT UP NOW PARTNERSHIP

This is the second consecutive year Bell Techlogix has pledged its support to diversifying motorsport by partnering with Shift Up Now. The partnership includes support of five female drivers, allowing them to compete in front-running equipment.

## Our Focus

At Bell Techlogix, we are on a daily pursuit to have a culture that values diversity, inclusivity, and belonging for all.

As a company we are operating with transparency and respect in all aspects of our business to further our commitment to diversity, equity, and inclusion.

We acknowledge our data as it stands today. This data shows opportunities for us to improve and have public accountability for our progress as we move forward.

Check out our [Diversity & Culture](#) page for more information.

Visit our [Careers](#) page to view the latest job opportunities available at Bell Techlogix.





## Message from CEO

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As a leading IT managed services and solutions company, we know our talented team of professionals are at the heart of our success. Providing the best resources and tools to help them achieve career success is not enough to be a great workplace. We must create a culture where all employees are not only inspired but feel welcomed and seen.

Having a Diversity, Equity, Inclusion, and Belonging plan is critical to achieving this goal. Our inaugural DEIB Report reflects our current efforts to close gaps in inequities to make our workplace better. From developing a safe space for discussion through Courageous Conversations to creating UNIFY in which employees are empowered to lead DEIB efforts, a framework is being established to strengthen our workplace culture.

As this important work continues, I am proud of our Bell Techlogix UNIFY team for developing the strategies and programming that enable us to have the hard conversations for ongoing progress. This year, Bell Techlogix was given the distinction of a Great Place to Work based on employee reviews. Our goal is to continue to exceed employee expectations by doing all we can to ensure they know they are valued and respected.

**Ron Frankenfield**  
**CEO**  
*Bell Techlogix*

