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A Letter from the Chief Human Resources Officer

I am proud to present Bell Techlogix's Diversity, Equity, Inclusion, and Belonging (DEI&B) 2024 Report, which marks a significant milestone in our ongoing journey to bridge gaps and cultivate a culture of belonging. This report stands as a testament to our unwavering commitment to fostering a workplace where every individual can thrive and contribute their unique perspectives.

At Bell Techlogix, we firmly believe in the power of diversity to drive success and innovation. We are dedicated to creating an environment where each employee is encouraged to show up as their authentic self, and where their contributions are valued. The sense of belonging we strive to create for every member of our team is a cornerstone of our core values.

We are pleased to report significant progress in our diversity efforts, particularly in our promotion rates and overall representation. We have seen major increases in the promotion rates of women and minorities, as well as a notable rise in the overall representation of women in our workplace. This is a significant achievement, especially considering the tech industry's well-documented shortage of women. We are proactively working to bridge these gaps and ensure that our workplace is reflective of the diverse world we serve.

We recognize that by embracing diversity and inclusion, we not only enrich our workplace culture but also propel our business forward. Our employee-centered initiatives, community partnerships, and daily interactions with employees, clients, and vendors reflect our commitment to building a more inclusive and equitable environment.

Last year, as part of our strategy to continue our growth and deliver world-class solutions to our clients, we proudly opened our India-based subsidiary, Bell Techlogix India Private Limited. This expansion is not just a geographical one but a crucial step in embracing global diversity, enabling us to draw from a wider pool of talent and perspectives.

We also understand that embracing diversity goes beyond our current workforce. We remain committed to enhancing our recruitment efforts to attract a more diverse pool of candidates and to supporting organizations that champion opportunities for women and people of color. By leading with understanding and awareness, we aim to move the needle forward and set a standard for inclusivity in our industry.

I invite you to explore this progress report, which highlights our achievements and ongoing initiatives in the realm of DEI&B. Together, we can continue to build a workplace where everyone feels valued, respected, and empowered to reach their full potential.



Ami Graves
Chief Human Resources Officer
Bell Techlogix

Table of Contents

1. A Letter from the Chief Human Resources Officer
2. Our Path Forward
3. Courageous Conversations
4. Supplier Diversity
5. Supporting the Next Generation in STEM
6. Support for Veterans
7. Advancing Equity & Inclusion by Empowering Women in Sports
8. Our Recognition & Sponsorship
9. A Message from the Chief Executive Officer

Our Path Forward

At Bell Techlogix, our commitment to Diversity, Equity, Inclusion, and Belonging (DEIB) extends across every aspect of our organization, from our people to our culture, and into the communities we serve. We continue to invest in our people by providing DEI learning resources, celebrating differences, fostering courageous conversations, and creating opportunities for our teams to connect and learn from one another. This investment is the foundation of a culture that truly embraces diversity, belonging, empathy, and appreciation. We are dedicated to nurturing an environment where healthy, open dialogue is welcomed and encouraged. Beyond our internal efforts, we are taking meaningful action in the communities where we live, work, and serve. This includes increasing our philanthropic initiatives and supporting causes that matter to our communities, particularly by expanding opportunities in STEM education. Through these efforts, we aim to make a positive impact both within and beyond our organization.

Living Out Our Commitment

Our People

Continue investing in our people with DEI learning resources, celebrating differences, and courageous conversations.

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.

Our Progress

In the tech industry, where innovation is the lifeblood of progress, hiring diverse talent across all demographics isn't just important—it's transformative. A workforce rich in varied perspectives fuels creativity, drives breakthrough ideas, and deepens our understanding of the diverse global market we serve. At our company, we've taken bold steps to ensure our talent pool reflects this diversity. By proactively sharing job opportunities with underrepresented groups and forging strategic partnerships with organizations dedicated to advancing diversity in tech, we've seen substantial growth in representation across all demographic categories. These efforts are more than just numbers; they embody our unwavering commitment to building an inclusive, dynamic workplace that not only meets but exceeds the evolving demands of the tech world.



Courageous Conversations

At Bell Techlogix, we prioritize fostering an inclusive environment through our Companywide Courageous Conversations.

Our Courageous Conversations series is designed to facilitate open and honest discussions on sensitive and challenging topics, including diversity, inclusion, race, and other significant issues. We encourage participants to engage in these difficult conversations with a focus on understanding diverse perspectives and driving positive change. These dialogues are rooted in empathy, active listening, and a shared commitment to growth and learning.

Some of the impactful topics we've explored in our Courageous Conversations include:

- PRIDE Allyship
- Inspiring Inclusion
- Generational Diversity
- Mental Health in the Workplace
- Women Breaking Barriers
- The Race Talk & Black Culture at Work
- Pronouns, Gender, and Identity
- Affinity Groups
- And many more...

"As an employee at Bell Techlogix, I've been impressed by the company's strong commitment to mental health advocacy. From leadership to all levels, there's a genuine focus on creating an inclusive workplace that values diverse perspectives. Having always been a strong advocate for mental health awareness, I appreciate working for a company that prioritizes this initiative, ensuring employees feel heard and understood during challenging times. Personally, I've felt empowered to share my perspectives and experiences related to mental health. Bell Techlogix's dedication to fostering a collaborative, diverse, and supportive work culture has significantly impacted my well-being and job satisfaction."



- Lindsey Bard
Training & Development Specialist
Bell Techlogix



Supplier Diversity

At Bell Techlogix, we recognize supplier diversity as a vital strategic advantage and an integral part of our Diversity, Equity, Inclusion, and Belonging (DEI) strategy. Our dedication to DEI initiatives is deeply rooted in our company values, guiding how we engage with our internal teams, clients, and suppliers. In essence, DEI is essential to our success and a fundamental responsibility that shapes every aspect of our operations.

This commitment empowers Bell Techlogix to make a meaningful impact in the communities we serve by creating greater opportunities for local, diverse small businesses, including minority, women, and veteran-owned enterprises (M/W/VBE). We understand that strengthening and collaborating with these businesses not only enhances our services but also delivers added value to our customers.

“ As we continue our journey towards fostering a truly inclusive and diverse workplace, I am incredibly proud of the strides we have made. Our commitment is not just a corporate initiative, but a core value that drives our success and innovation. By embracing diverse perspectives and creating an environment where everyone feels valued and empowered, we are building a stronger, more resilient company that reflects the rich diversity of the communities we serve.”



- Elliott Patrick
Chief Operating Officer
Bell Techlogix

	<p>Minority-Owned Businesses</p>
	<p>Minority Business Enterprise (MBE)</p>
	<p>Women’s Business Enterprise (WBE)</p>
	<p>Veteran Business Enterprise (VBE)</p>
	<p>LGBT Business Enterprise® (LGBTBE)</p>
	<p>Disability-Owned Business Enterprise (DOBE)</p>

Supporting the Next Generation in STEM

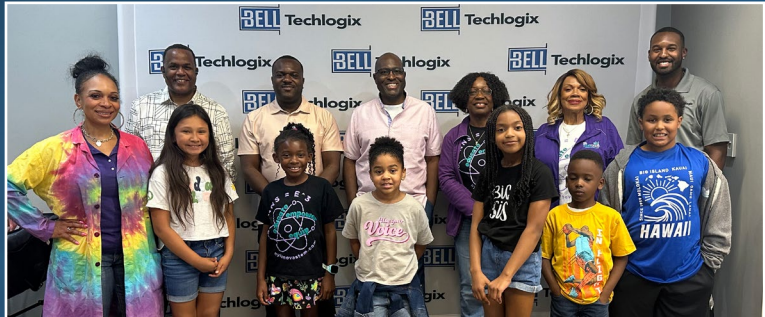
Women & Hi-Tech

Bell Techlogix is a proud sponsor of Women & Hi Tech’s Leading Light Awards, recognizing women of achievement in STEM who made great innovations in their industries, and have shown qualities of expertise, professionalism, leadership, service, courage, and tenacity as they built their careers, as well as awarding scholarships to women pursuing a career in STEM. We are proud to join other Indiana businesses committed to changing the landscape of women represented in STEM by sponsoring scholarships annually to an Indiana high school senior pursuing a career in STEM.



Nyla Nova STEMiversity

Beginning in May 2024, Bell Techlogix has partnered with Nyla Nova STEMiversity®, a leading institution dedicated to fostering STEM education among the youth, to host a robotics clinic at our headquarters in Indianapolis. Scheduled for Friday afternoons, this clinic provides a hands-on experience in the fascinating world of robotics, such as coding robots with the intuitive VEXGO software, building their very own robotic inventions from the ground up and tackling stimulating challenges to spur creativity and problem-solving skills, offering a unique opportunity for children in grades 3 through 5 to immerse themselves in the captivating world of robotics.



Support for Veterans

At Bell Techlogix, we are committed to recruiting, hiring, promoting, and retaining military spouses in portable careers. We ensure that any qualified military spouse or veteran is granted an interview for open positions within our organization.

We actively collaborate with organizations dedicated to hiring and supporting military families. As a proud sponsor and supporter of various national and local initiatives in Indianapolis, where our headquarters is located, we partner with organizations such as Hire Our Heroes, Operation: Job Ready Veterans, Workforce Opportunity Services, Helping Veterans and Families (HVAF), Project RELO, and INVETS. Through these efforts, we strive to create meaningful opportunities for military families and contribute to their success.



Advancing Equity & Inclusion by Empowering Women in Sports

Bell Techlogix began our corporate sponsorship of Alexa Pano, a rising star in the world of golf and 2023 LPGA winner, as we continue to support and empower talented individuals across all sectors. Alexa exemplifies many values we hold dear—dedication, resilience, and the pursuit of excellence. We aim to not only highlight her incredible talent but also inspire other women to pursue their passions and break barriers in traditionally male-dominated fields.

Our DEI initiatives are centered around creating opportunities and fostering an inclusive environment where everyone can thrive. Supporting Alexa is another step in this journey, showcasing our dedication to gender equality and representation in sports. We believe that diverse perspectives drive innovation and success, and by championing female athletes, we contribute to a more balanced and equitable world.



[Learn More](#)

Bell Techlogix Sponsor

“Their focus on professionalism, expertise, and success for their clients in the IT managed services space directly reflects the same attributes I want to bring to my game every day.”

- Alexa Pano



Our Recognition & Sponsorship



2024 GREAT PLACE TO WORK.

Bell Techlogix is proud to be certified as a Great Place to Work two years back-to-back! This prestigious award is based entirely on what current Bell Techlogix employees say about their experience at the company. This year, 77 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.

CEO ACTION FOR DIVERSITY & INCLUSION

CEO ACTION FOR DIVERSITY & INCLUSION®

CEO Action for Diversity & Inclusion® is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. Bringing together over 2,400 CEOs of America's leading organizations, the commitment outlines actions that participating companies pledge to take to cultivate a workplace where diverse perspectives and experiences are welcomed and respected, employees feel comfortable and encouraged to discuss diversity and inclusion, and where best known—and unsuccessful—actions can be shared across organizations.



ANNUAL MAYOR'S CELEBRATION OF DIVERSITY AWARD NOMINEE

Bell Techlogix has been nominated for the Mayors Celebration of Diversity Award for the second consecutive year. These prestigious awards recognize employers in Indianapolis who exemplify inclusivity in the workplace and are dedicated to supporting diverse individuals while fostering progress within our community.



CRN TECH ELITE 250

Bell Techlogix was again recognized to the CRN Tech Elite 250 and Solution Provider 500 lists this year. The yearly Tech Elite 250 compilation showcases solution providers based in the U.S. and Canada, that have distinguished themselves by attaining top-tier certifications and specializations from leading technology vendors in the areas of infrastructure, cloud, and security. Recognition on CRN's distinguished Tech Elite 250 list for the eighth year – and fifth consecutive year – underscores Bell Techlogix's commitment to excellence and dedication to staying at the forefront of technological innovation.



CHANNEL INSIDER TOP HYBRID SOLUTION PROVIDER 250

Channel Insider, a TechnologyAdvice brand, named Bell Techlogix to its inaugural Hybrid Solution Provider 250 list, recognizing the 250 most progressive IT solution providers and resellers in North America based on their commitment to advanced technologies and client success.



GOLF PARTNERSHIPS

Bell Techlogix is continuing to support to diversifying industries by supporting equity and inclusion in sports as a sponsor for female athlete Alexa Pano in the 2024 LPGA season and PGA Tour's Garrick Higgs, a South African athlete.

A Message from the Chief Executive Officer

As we conclude our **2024 Building Bridges: Enhancing a Culture of Belonging** report, I want to take a moment to acknowledge the significant strides our team has made together. This report is a reflection of our unwavering commitment to building a workplace where every individual feels valued, respected, and empowered to contribute their best. The insights and stories within this report serve as a testament to what we have accomplished and as a reminder of the work that still lies ahead.

Our dedication to cultivating a culture of diversity, inclusion and belonging has been evident in the initiatives we've launched, the opening our new India-based office, the conversations we've sparked—particularly in our Courageous Conversations, and the support we've offered one another. Each step forward has reaffirmed our belief that a diverse and inclusive workforce is not only vital for building a strong community but also essential for driving innovation and creativity. Last year, I committed to deepening our focus on diversity and inclusion by pledging to join the CEO Action for Diversity and Inclusion initiative. By aligning with this coalition, we are not just expressing our support; we are actively taking steps to create positive change. The collaboration and shared knowledge within this initiative empower us to learn from others and apply best practices that align with our values and objectives.

Looking to the future, we will continue to embrace our differences and celebrate the unique contributions each of us brings to the table. Together, we can ensure that our workplace remains a place where everyone feels they belong—where diverse voices are heard and valued, and where innovation flourishes. Let's continue to push boundaries, challenge assumptions, and make our workplace one where everyone can thrive.

A special thanks to our entire team for their dedication to this crucial work. I am excited to see how we will continue to grow and evolve as we strive to enhance our culture of belonging in the years ahead.



Ron Frankenfield
CEO
Bell Techlogix

CEO ACTION FOR
DIVERSITY & INCLUSION