

# Diversity and inclusion begin with us



Xerox Employee Resource Groups (ERGs) are voluntary, employee-led, underrepresented groups that foster a diverse, inclusive workplace. Every group is aligned with the company's mission, values, goals, business practices, and objectives. Our ERGs are focused on member development, engagement, belonging, support, and community.

#### **Asians Coming Together (ACT)**

Creates awareness of Asian contributions, promotes professional development, and enhances an understanding of Asian culture at Xerox.

#### **Black Women's Leadership Council (BWLC)**

Serves as a catalyst to advance professional development, facilitate hiring, and improve the retention of Black women in the Xerox workplace.

#### **Enable\_All**

Enable\_All supports Xerox team members and communities who have or are involved with disabilities (hidden or otherwise) by promotion, inclusiveness, and innovation. The ERG's mission is to promote acceptance of disabilities while encouraging, empowering, and lending dignity to those with disabilities.

#### **GALAXe Pride at Work**

Serves as a community for Xerox Corporation employees who are or who support lesbian, gay, bisexual, or transgender ("LGBT") persons.

#### **Hispanic Association for Professional Advancement (HAPA)**

Established to create a single, unified voice of Hispanic representation. HAPA works with the senior management at Xerox to ensure that Hispanics achieve increased presence at all levels.

#### **National Black Employee Association (NBEA)**

Committed to providing a community of support for Black employees at Xerox, with opportunities for mentoring, training and development, and outreach. It seeks to ensure that individual professional abilities and talents are recognized in employment and promotion practices, regardless of ethnic or racial group.

#### **The Women's Alliance (TWA)**

Seeks to ensure that Xerox recognizes and values women for their significant contributions and leadership.

#### **Xerox Veteran Service Members Association (VSMA)**

Dedicated to the support and engagement of military veterans, service members, military spouses, and families at Xerox. It celebrates the service, dedication, and sacrifices of these employees, recognizing both the unique challenges they may face, as well as the distinct advantages their collective experience brings to our team.

#### **Young Professionals NeXgen (YP)**

Devoted to creating an influential, global network of members while also providing opportunities for people to show initiative and work alongside leaders within Xerox.

#### **Xerox Leadership Association (XLA)**

Devoted to professional development, career enhancement, and the promotion of belonging and engagement.

ERGs at Xerox are open to ALL employees! Our groups and their members play a tremendous role in creating our company culture and helping us build a supportive environment where everyone feels valued and included.

#### **OUR ERGS HAVE THREE TIERS:**

- The ERG Executive Board;
- Executive Sponsor; and
- Global Diversity, Inclusion, and Belonging (DIB) Council.

The Global DIB Council is first. Our Global Diversity, Inclusion, and Belonging (DI&B) Council meets to review our DI&B strategic initiatives and practices, while providing feedback and recommendations to the executive team.

#### **THE PURPOSE OF ERGS**

Contribute to business success at Xerox by providing support in the following areas:

##### **Workforce:**

Mentoring, development, recruitment, and input on DIB programs, policies, and practices.

##### **Workplace:**

Promote inclusion, belonging, and engagement.

##### **Marketplace:**

Community service, cultural awareness, and relationships with community partners.

#### **WHY JOIN AN ERG?**

It's a fact that Diversity, Inclusion, and Belonging is an essential part of our Xerox DNA. Learn more here [Global Diversity, Inclusion and Belonging](#). Also, it's important to be aware that Xerox has multiple ERGs that are each focused on member development, engagement, belonging, support, and community.

#### **GET INVOLVED**

Learn more about ERGs and DIB:

- Enter [Xerox.com](https://www.xerox.com) on your internet home page
- Click on Careers at the bottom of the home page
- Go to the Equality, Diversity, and Community section and then select the Global Diversity, Inclusion and Belonging