

Everyone is part of the



AT&T is committed to listening, acting and understanding **BY DENIS P. DUNN**

DIVERSITY AND INCLUSION are core values at AT&T. We strive each day to foster a sense of belonging and empowerment in our diverse workplace, create relevant marketing for our diverse customers, listen before engaging in our diverse communities, and work as a team alongside our diverse suppliers.

We innovate with the community in mind and focus our diversity and inclusions practices on five pillars: our people, our communities, our customers, our content, and our suppliers.

We know that a diverse and inclusive workforce is a strong workforce, and by actively bringing together diverse views, backgrounds, cultures, and talents, we foster an inclusive environment where employees are valued, respected, and empowered to bring their ideas and help drive innovation.

We also understand that now more than ever, it's important that we remember our differences are not a barrier, but a bridge to common ground and shared values.

For us at AT&T and WarnerMedia, we're structuring our internal actions around our commitment to Listen, Understand and Act because we recognize that those are all critical components for successfully driving diversity and inclusion, inside and outside our walls. We need to listen to each other because all our thoughts and feelings matter, we need to aim to better understand, so we can see things from a different perspective, and we need to empower one another to take action to advance equality.

We know that a diverse and inclusive workforce is a stronger workforce. AT&T places our employees and their lived experiences at the heart of our inclusive culture, valuing and celebrating the diversity of their backgrounds, perspectives, and abilities. With our workforce made up of 35% women and 45% people of color as of 2019, AT&T is one of the most diverse places to work compared to other technology, media, and telecom companies in the United States.

As AT&T continues engaging with diverse communities and businesses, we understand it is not only the best thing to do, it is the RIGHT thing to do. Diverse businesses add value to our company and drive fresh ideas. In return, when we work with diverse suppliers, we make minority communities stronger.

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Our Supplier Diversity program seeks to make meaningful and measurable contributions to the economic growth of diverse companies and communities. In the last 52 years, we've invested more than \$187 billion with businesses and enterprises owned by minorities, women, service-disabled veterans, LGBTQ+, and people with disabilities. Currently, AT&T is on track to meet its commitment to spend \$3 billion with Black-owned suppliers by the end of this year.

We have also refocused our efforts to create more opportunities and paths to success for Black and underserved communities by committing resources that foster upward mobility for those who face long-standing social inequities and higher unemployment, all of which are exacerbated by the COVID-19 pandemic.

This diversity also translates to the content we create. Building a strong, ongoing and authentic connection with our customers is important to our success. Not only are we committed to providing diverse content, we also work to identify and develop authentic voices. AT&T is proud to support stories and storytellers that bring a diversity of experiences and perspectives to life, and we are committed, notably through WarnerMedia, to fostering diversity and inclusion in front of and behind, the camera.

By tracking our progress and a determination to keep improving, we've built a unique culture of respect, fellowship, philanthropy, and volunteerism at AT&T. And we're just getting started.

2020 has shown that, more than ever, our professional lives don't operate in a vacuum. Our goals, determinations, and how we work as a team are largely influenced by the communities we inhabit and the identities we assume. As we move forward into 2021, we will continue to learn from our employees and other businesses, and we're committed to keep listening and working to ensure we live to our value to stand for equality. ■



Denis P. Dunn is president of AT&T Delaware.