Diversity and Inclusion is Everyone’s Full Time Role

Mike Miles
General Manager & Executive Sponsor of Diversity and Inclusion
Microsoft Cloud and Infrastructure Operations
meet Mike

» Career and Academics
   » 16 yrs Microsoft - GPM, GEM, GM roles
   » 5 roles - TV, WiFi, Search Global Expansion, Search Platforms, Infrastructure
   » 4 locations - Silicon Valley; Redmond, WA; London; Paris
   » 11 countries - PL, UK, DE, FR, EG, IN, BR, CN, AU, CA, and US
   » 10 yrs Industry - startups, small companies; Dev & Dev Manager roles
   » BS Computer Science

» Where I Contribute
   » Grace Hopper
   » Timmy Global Health
   » Acres of Diamonds, Sophia’s Way
   » University of Arizona
celebrating diversity
"It’s not really about asking for the raise, but knowing and having faith that the system will actually give you the right raises as you go along. “That’s good karma. It will come back..."
“It [GHC] was a humbling experience ... I deeply desire a vibrant culture of inclusion. I envision a company composed of more diverse talent. I envision more diverse executive staff and a more diverse Senior Leadership Team. Most of all, I envision a company that builds products that an expansive set of diverse and global customers love. “

... later that week
di·ver·si·ty
[dih-vur-si-tee]

NOUN

1. the state or fact of being diverse; difference; unlikeness: diversity of opinion.

2. the inclusion of individuals representing more than one national origin, color, religion, socioeconomic stratum, sexual orientation, etc.: diversity in the workplace.

3. a set of conscious practices that involve: understanding and appreciating interdependence of humanity, cultures, and the natural environment.

4. practicing mutual respect for qualities and experiences that are different from our own.
business imperatives of diversity
A more diverse workforce produces better results.

Source: What is the Impact of Gender Diversity on Technology Business Performance, National Center for Women & Information Technology
A more diverse workforce is more effective at servicing and growing a more diverse customer base.

Source: Diversity, Employee Morale and Customer Satisfaction, Journal of Economics, Business and Management
A more diverse workforce helps recruit talent in a competitive candidate marketplace.
Microsoft’s approach

“We strive to create an environment that helps Microsoft capitalize on the diversity of our people and the inclusion of ideas and solutions to meet the needs of our increasingly global and diverse customer base”
1. **Transparency**
   Be transparent about progress and challenges.

2. **Equality**
   Equal pay for equal work.

3. **Talent**
   Recruit more diverse talent to Microsoft at all levels of the company.

4. **Training**
   Expand training for all employees on how to foster an inclusive culture.

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**Microsoft Diversity**
Anita Borg Institute

**For every $1 earned by men, our female employees in the U.S. earn 99.9 cents at the same job title and level.**

**Leadership roles = 17.9% female & 31.4% minority.**

**Multiple required and suggested training sessions for all employees.**
“ultimately what any company does when it is successful is merely a lagging indicator of its existing culture.”
Satya Nadella, interview with USA Today, September 15th 2015

Customer obsessed
Growth mindset   Diverse and inclusive   Making a difference
One Microsoft
“We don’t just value differences, we seek them out, we invite them in. And as a result, our ideas are better, our products are better and our customers are better served.”

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<th>Aware of diversity</th>
<th>Celebrating and accountable for diversity</th>
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<tr>
<td>Acknowledging differences</td>
<td>Value and enable differences</td>
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<td>View diversity as a narrow conversation</td>
<td>Inclusive behaviors and attitudes are core</td>
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<td>Diversity is an activity</td>
<td>Diversity and Inclusion is a key business priority</td>
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**From** | **To**
some specific programs
... gives middle and high school girls opportunities to learn about careers in technology, connect with Microsoft employees, and participate in hands-on computer and technology workshops.

Lean In Circles

- are small informal groups who meet regularly to learn and grow together, and they're changing lives. Women are asking for more, stepping outside their comfort zones, and leaning in.

YouthSpark

... is a global initiative to increase access for all youth to learn computer science, empowering them to achieve more for themselves, their families and their communities.

LEAP

- ... is an immersive, 16 week diversity program that provides participants with real-world development experience. The program combines traditional classroom learning with hands-on projects.

More: https://www.facebook.com/LEAP-Program-2003111493246691/posts
Go Do(s)
In the next 30 days...

01 Invite someone with whom you have no obvious commonalities for a cup of coffee
02 Create or join a Lean In Circle
03 Find one opportunity to include and seek input from people with a wide variety of backgrounds
04 Find one opportunity to challenge your own assumptions
05 Take at least two of the Harvard implicit bias tests