



2022 Company Profile



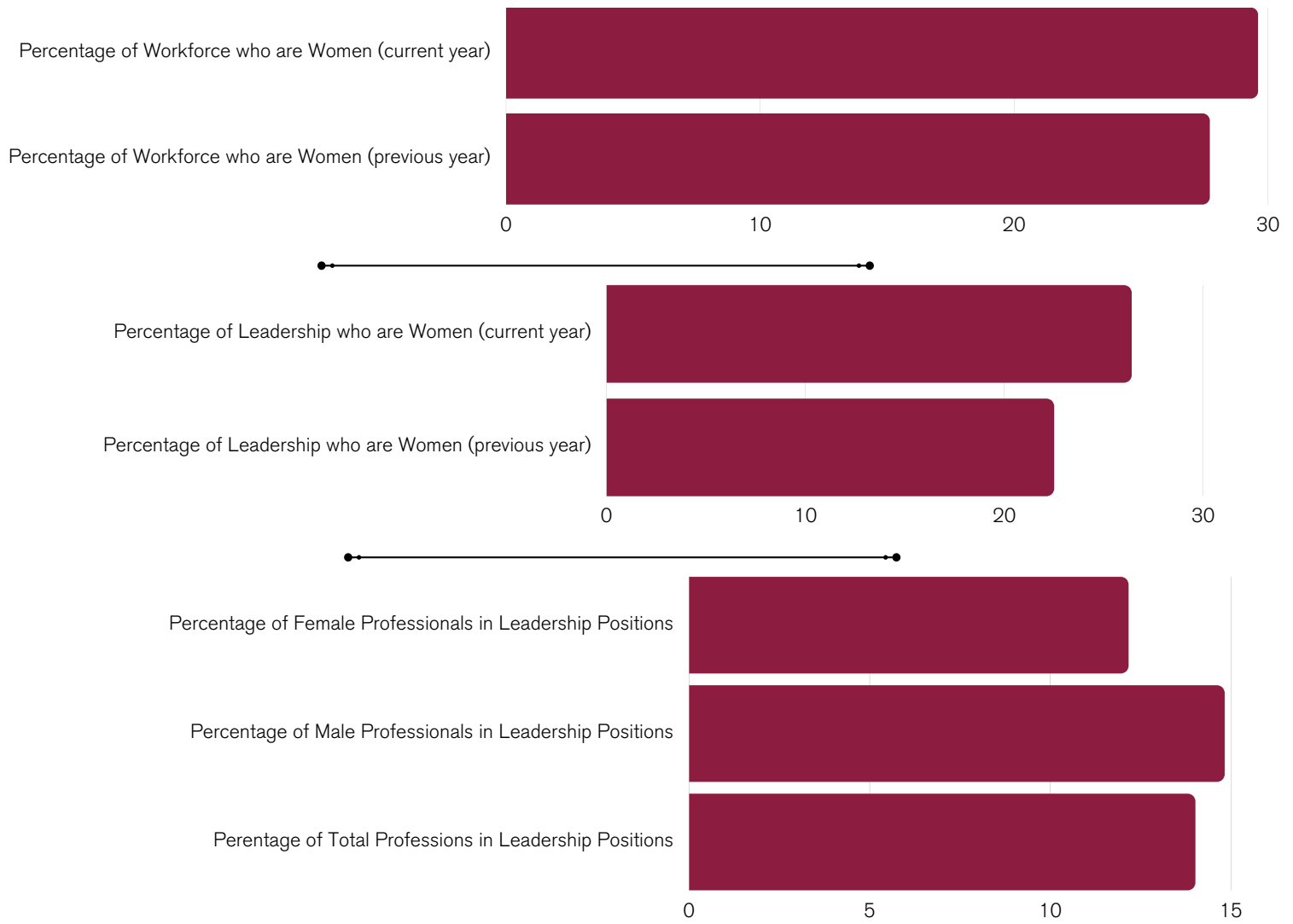
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Women's Power & Influence Index (1.0)



Cisco, a telecommunications equipment company, has been ranked as a **TRAILBLAZER** based on the criteria used for the Women's Power Index. In 2021, Cisco expanded its pay parity program to not just include base salary, but other forms of compensation. Cisco also has professional development programs called Inclusive Community programs, including Women of Cisco, Women in Science and Engineering, Finance Women's Network, Women in Cybersecurity, Women in Supply Chain, and Women's Inventors. Based on Cisco's most recent EEO data, 26% of its executives are women, and 30% of their total workforce is female. Cisco offers childcare benefits, caregiver-paid time off, and fertility benefits. Cisco participates in several gender-driven community programs such as Girls Power Tech, a mentorship opportunity, and Cisco's Women's Action Network. To bridge the gap among women in the technology industry, Cisco has started a skills-based training program, Networking Academy, which offers courses in topics like cybersecurity, digital literacy, and programming. We could not find any information regarding a gender-specific mentorship program or diverse recruitment policies.

Workforce Profile



Binary scores are calculated as 1 or 0.

- 1 indicates that all information for this category was found in publicly available resources.
- 0 indicates that information for this category was not readily available to the public.

All hyperlinks are valid as of 10/25/2023

Compensation

Pay Gap

Pay Gap Score

1

Existence of policy to address the gender pay gap

"An important aspect of our Conscious Culture is pay parity—equitable pay for similar work, regardless of gender (globally) and ethnicity (USA). As part of our Social Justice Beliefs and Actions, we expanded our pay parity program in fiscal 2021 beyond base salary to include additional forms of compensation fairness such as promotion, bonus, and stock decisions made in our reward programs."

Ref: pg 43, 2021 [Cisco Purpose Report](#)

Career Growth

Professional Development

Professional Development Score

1

Existence of professional development programs geared towards female employees

There are several different types of Inclusive Communities at Cisco, each of which provides a platform for employees to connect, build powerful new relationships, explore unique passions and talents, innovate, and develop.

These employee communities include:

Women of Cisco, Women in Science and Engineering, Finance Women's Network, Women in Cybersecurity, Women in Supply Chain, and Women's Inventors"

Ref: pg 1-3, [Cisco Inclusion and Collaboration](#)

Mentorship

Mentorship Score

0

Existence of formal mentoring programs to facilitate advancement of careers of female employees

Information related to this criterion could not be found.

Recruitment Efforts

Recruitment Efforts Score

0

Written commitment to attracting women to open positions

Information related to this criterion could not be found.

Work-Life Balance

Childcare Benefits

Childcare Benefits Score

Existence of childcare subsidies and support

1

"It is there when employees need it most, no matter the situation, and enables employees to either send their child to a facility for in-person care or have a childcare provider sent to their home, on an as-needed basis"

Ref: pg 1, [Cisco Benefit with Working Parents in Mind - Cisco Blogs](#)

Caregiver Paid Time Off (PTO)

Caregiver PTO Score

Availability of paid caregiver leave in excess of government mandates

1

"Becoming a Parent: We're expanding the minimum time off and support to parents who welcome a new child into their family, whether someone is having a baby, adopting, going through fertility treatments, or surrogacy. While the length of the leave varies from country to country, the minimum global leave for primary caregivers is 13 weeks, and supporting caregivers can take at least four weeks for bonding with the new child."

Ref: pg 1, [Cisco Caregiver PTO](#)

Health Benefits

Health Benefits Score

Existence of female oriented health benefits

1

"Up to US\$50,000 (lifetime maximum) for family planning expenses not related to medical necessity. Covered expenses include harvesting, freezing, and storage for eggs, sperm, and embryos, IVF services, and donor services."

Ref: pg 3, [Cisco Health Benefits](#)

External Stakeholder

Community Engagement

Community Engagement Score

Organizational support of initiatives that drive gender equality and women's empowerment in the community

1

"Cisco's global initiative, Girls Power Tech (GPT), is a special learning opportunity for girls and young women to connect with Cisco mentors at offices around the world. GPT aims to inspire them to consider educational and career paths in Science, Technology, Engineering, and Math (STEM)."

Ref: pg 1, [Cisco Community Engagement](#)

"The Cisco Women's Action Network is a group of Cisco female employees that participate in activities such as career counseling, mentoring, leadership development, and community outreach programs. The group is collaborating with the Networking Academy Program team to organize IT events for young women.

The purpose of these events is to encourage young women to consider career paths in the fields of science, math, engineering, and IT. The events give female students an opportunity to meet with female role models and learn more about career opportunities.

These types of events are held in Asia Pacific, Europe, Latin America, and the United States and take place at local Cisco offices, schools, or science and technology museums"

Ref: pg 3, [Global Gender Initiatives Cisco](#)

Inclusive Culture

Gender Equality Program

Gender Equality Program Score

Additional programs that promote gender equality within the industry or the company

1

"Women are disproportionately affected by many of the cultural, economic, and technological shifts the pandemic is accelerating. But even as many women navigate their new roles as full-time caregivers, ad hoc teachers, and breadwinners, digitization is providing a unique opportunity for women to rise...Cisco Networking Academy provides the opportunity for women to learn valuable tech skills, at their own pace, at home. Networking Academy is a skills-to-job program, providing courses in introductory to advanced networking, network automation and programmability, cybersecurity, IoT, digital literacy, and entrepreneurship. These courses can lead to great jobs that can now also be done at home."

Ref: pg 1, [Cisco Women Empowerment \(Cisco Blog\)](#)

Harassment Policy

Explicitly defined policies against sexual harassment and existence of anti-harassment policies that address verbal, physical, sexual and psychological harassment and violence

"Cisco does not tolerate harassment or discrimination of any kind."

Ref: pg 1, Code of Conduct FY20/21 Report

**Harassment Policy
Score**

1

Harassment and Discrimination Training

Existence of policies mandating discrimination and sexual harassment training

"As part of the onboarding process, new hires are required to complete the COBC certification and any other relevant supplemental codes and mandatory training when they join Cisco."

Ref: pg 3, Code of Conduct FY20/21 Report

**Harassment &
Discrimination Training
Score**

1