

Employee Inclusion Survey results highlight how inclusion is experienced at Intel

New and expanded programs address the variance shown in employee survey data

Intel's bold pursuit of technology innovation and industry leadership doesn't stop at advanced chips and sustainable operations. Diversity and inclusion are just as central to our business, our purpose, and our values – and essential to our successful growth.

That belief fueled the launch of our Employee Inclusion Survey (EIS), created to develop a deeper understanding of how different employees experience inclusion at Intel, identify opportunities for improvement, and better understand the root causes of issues and how to address them. All employees were invited to participate in the May 2021 inclusion survey, and 27,255 employees completed it. While the global aggregate results for the survey (see table) had strong favorable ratings (% of those who answered Strongly Agree or Agree), the experience varies by employee demographic.

Employee Inclusion Survey Data – May 2021

EIS question	Global Demographics														
	Average favorable rating	Women (Global)	Men (Global)	Invisible Disability (Global)	Visible Disability (Global)	LGBT+ (Global)	USA all employee response	USA URM	USA - Hispanic or Latinx	USA American Indian or Alaska Native	USA Black or African American	USA White	USA Asian	USA Native Hawaiian or Other Pacific Islander	USA Veteran
Intel provides a safe and inclusive workplace for people like me	90%	90%	91% ↑	81% ↓	93% ↑	81% ↓	85% ↓	83% ↓	86% ↓	77% ↓	78% ↓	85% ↓	91% ↑	88% ↓	79% ↓
There are visible role models like me at Intel	80%	77% ↓	82% ↑	66% ↓	83% ↑	52% ↓	74% ↓	63% ↓	66% ↓	65% ↓	56% ↓	80%	76% ↓	66% ↓	72% ↓
There is fairness in the Insights/ Rewards process	72%	72%	73% ↑	64% ↓	81% ↑	66% ↓	62% ↓	60% ↓	63% ↓	62% ↓	54% ↓	65% ↓	64% ↓	64% ↓	64% ↓
My manager values diverse talents, beliefs, backgrounds, and experiences	89%	90% ↑	91% ↑	86% ↓	90% ↑	83% ↓	87% ↓	86% ↓	86% ↓	85% ↓	84% ↓	90% ↑	88% ↓	90% ↑	87% ↓
I can be open about who I am and still be successful at Intel	83%	83% ↑	85% ↑	69% ↓	89% ↑	66% ↓	77% ↓	75% ↓	78% ↓	66% ↓	70% ↓	79% ↓	82% ↓	81% ↓	73% ↓

While the global aggregate results for the Employee Inclusion Survey had strong favorable ratings (% of those who answered Strongly Agree or Agree), the experience varies significantly by employee identity categories—and Intel initiated steps to begin closing those experience gaps. The arrows indicate whether a data point is above or below Intel average across all demographics.

For example, the statement “Intel provides a safe an inclusive workplace for people like me” resulted in an all-employee average favorable rating of 90%, but among U.S. employees who identify as an underrepresented minority, 83% agreed, a difference of 7%. While a 90% average rating is favorable, in general, the large range of experiences among the different demographics in the survey indicates that Intel has room for improvement in building a sense of inclusion for some populations.

EIS question	USA Women Demographics				
	USA Women	USA Asian Women	USA Black or African American Women	USA Hispanic or Latinx Women	USA White Women
Intel provides a safe and inclusive workplace for people like me	86%	89% ↑	71% ↓	87% ↑	86%
There are visible role models like me at Intel	70%	71% ↑	40% ↓	63% ↓	75% ↑
There is fairness in the Insights/ Rewards process	62%	64% ↑	47% ↓	62%	62%
My manager values diverse talents, beliefs, backgrounds, and experiences	87%	87%	80% ↓	86% ↓	89% ↑
I can be open about who I am and still be successful at Intel	78%	80% ↑	61% ↓	80% ↑	79% ↑

The arrows in this chart indicate whether a data point is above or below Intel average for all USA women. Due to privacy requirements data where there are less than 50 responses cannot be shared. As a result, USA American Indian/Alaska Native women and USA Native Hawaiian or other Pacific Islander data is not included in the table above.

With the experiences of employee groups in mind, Intel has focused on introducing and expanding several initiatives to complement the many other practices and programs fostering diversity and inclusion across the company:

- To address the gap in “visible role models,” Intel doubled the number of executive inclusion advocates in 2021—senior leaders who (by example and action) foster a diverse, equitable, and inclusive culture in their business units. We're on track to double their number again in 2022.
- We significantly expanded Talent Keepers, a program supporting the progression and retention of Black/African American (Black/AA) employees and educating their managers on what it means to manage across different cultures and individual preferences. A 2021 pilot program focused on mid-level Black/AA employees and their managers has grown to reach 22% of the target population so far—and results show higher promotion and retention results for participants.
- In 2022 we are working on development of a new training module for managers that will help them make fair and equitable performance-management decisions—checking for and mitigating against potential biases and building employees trust and psychological safety.
- We introduced inclusion mentors into Career Connections, a popular peer-coaching program, so that any Intel employee who wants to enhance their inclusion skills can easily get some one-on-one advice from an expert.
- A broader network of 1,000 alumni of the now enterprise-wide Inclusive Leaders Program is driving inclusion across Intel, drawing on learnings from such program modules as “Inclusive Leaders Foundations” and “Respect Individuality and Build Belonging.”

We will conduct the EIS again in 2022 to help guide our continued efforts to drive an inclusive culture.

With these actions and others, Intel is continually working to make diversity and inclusion as central to our company as semiconductor innovation and responsible, sustainable practices—as we create world-changing technology that improves the life of every person on the planet.