

# Goals and progress

Each year we report our progress toward Cisco's enterprise CSR goals. In 2006, Cisco set its first GHG emissions reduction goal. Since then, we have set other goals to engage employees, reduce environmental impacts across our entire value chain, and benefit communities. Learn more throughout this report about how we've made progress toward each of our goals.

## Inclusive

**In FY21:** Achieve 80% community impact participation, as measured by employees' actions, including advocating for causes they care deeply about, volunteering, donating, and participating in programs that positively impact communities.



**ACHIEVED: 80% participation**

**By FY23: Social Justice Action 2:** Achieve a 25% increase in representation of all employees who self-identify as AA/Black from entry level through manager and a 75% increase in representation from Director to VP+ level (FY20 base year).

**ON TRACK: 11% entry level through manager**

**ACHIEVED: 90% Director level and 120% VP+ level in FY21 as compared to FY20**

**By FY23: Social Justice Action 7:** Expand supplier strategy by doubling our percentage spend with diverse suppliers and obtain reporting on diversity metrics from 100% of our FY20 preferred suppliers.

**IN PROGRESS: Obtained executive commitment and established business function champions to support our journey to double our diversity spend**

**ACHIEVED: Received workforce diversity reports from 100% of our FY20 preferred suppliers with U.S. workers in FY21**

**By FY25: Social Justice Action 8:** Commit US\$150 million to fund STEM education and drive technology modernization at four-year HBCUs.

**ON TRACK: Committed US\$50 million to the Student Freedom Initiative "Access to Education" endowment, of which US\$12.5 million was spent in FY21**

**ON TRACK: Selected 8 HBCUs to receive tech assessments in partnership with AVC Technologies as part of our IT Modernization program to build technology excellence**

**By FY25: Social Justice Action 10:** Commit US\$50 million to increase the diversity in our partner ecosystem by increasing the number of AA/Black owned technology companies in our partner ecosystem and increasing opportunities to accelerate the financial growth of AA/Black owned partners.

**ON TRACK: Established the African American Cisco Partner Community (AACPC), starting with 53 partners in FY21, with a focus on investing in partner growth**

**By FY25: Social Justice Action 11:** Invest US\$50 million in startups and venture funds led by diverse leaders.

**ON TRACK: Tracking in line to meet our five-year commitment**

Read more about our full list of 12 Social Justice Actions in [Inclusion and Collaboration](#).

**By FY25:** Positively impact 1 billion people through our social impact grants and signature programs.<sup>1</sup>

**ON TRACK: 716 million<sup>2</sup> people positively impacted through our social impact grants and signature programs between FY16-FY21<sup>2</sup>**

1. Some of our social impact grantees also receive funding from other organizations.

2. This number was updated in January 2022 based upon completion of independent limited assurance. Please see the details on the criteria for the number of people positively impacted between FY16-FY21 and the independent limited assurance report. To access the assurance report, download the PDF and open in Adobe® Acrobat® Reader to click-to-accept terms to access the full document.