



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."*

uh oh!

"That's good karma. It will come back..."

October 2016, GHC

"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.

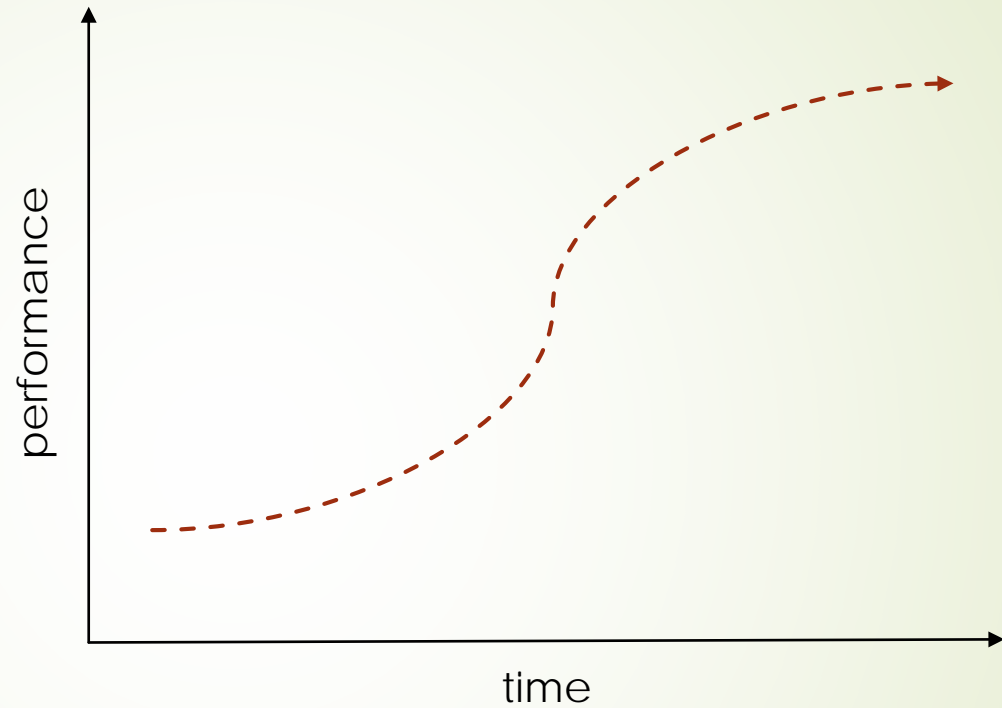


diversity
defined



business imperatives of diversity

A more diverse
workforce
produces better
results



diverse
team

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



diverse workforce

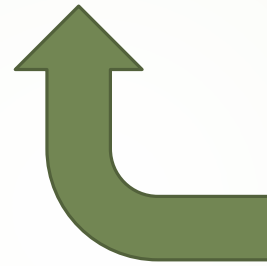


more and more satisfied customers

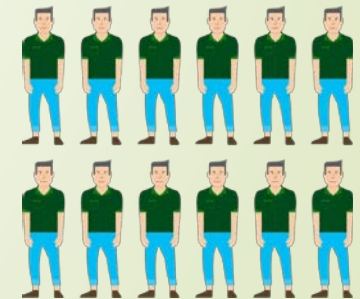
A more diverse workforce helps recruit talent in a competitive candidate marketplace



diverse workforce



job candidates



non-diverse workforce

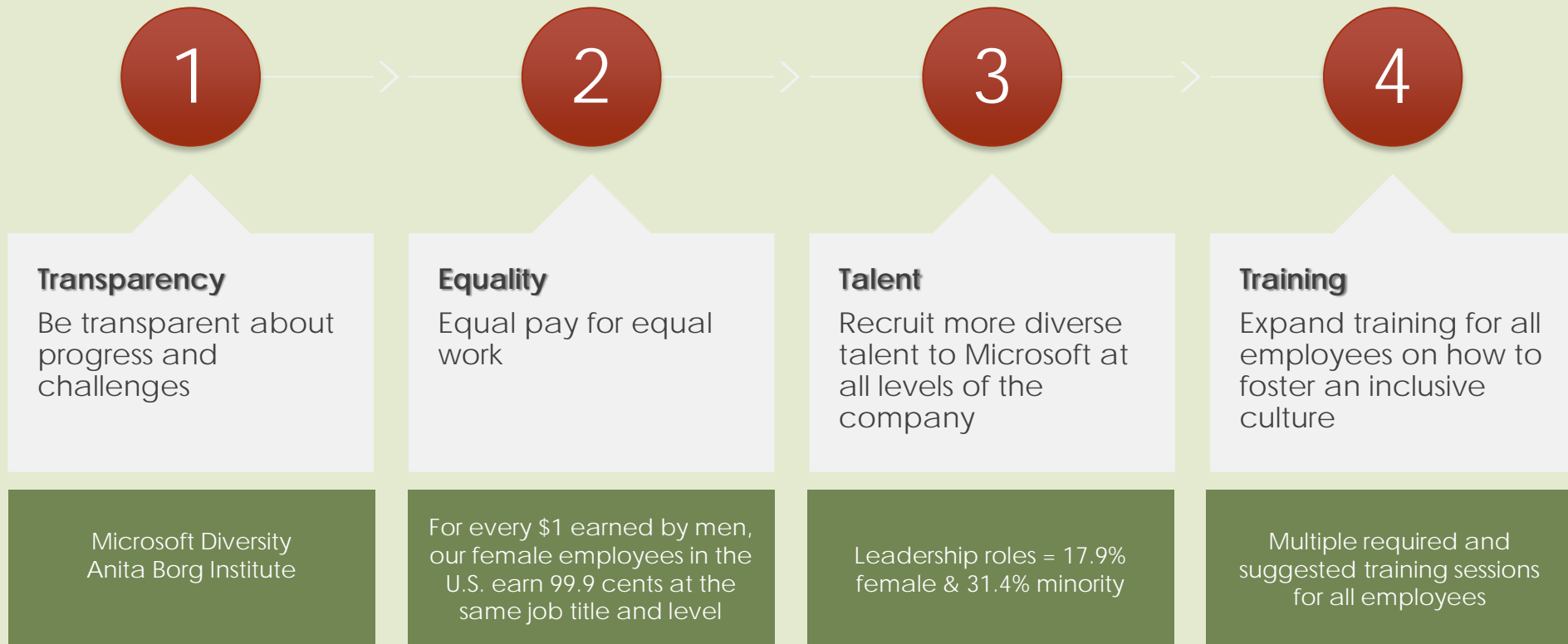


microsoft's approach

"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"



our focus





our culture



"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

Growth mindset → Customer obsessed
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."

Aware of diversity



Celebrating and accountable for diversity

Acknowledging differences



Value and enable differences

View diversity as a narrow conversation



Inclusive behaviors and attitudes are core

Diversity is an activity



Diversity and Inclusion is a key business priority

From

To



key transformations



some specific programs



DigiGirly

- ▶ ... 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.

More: <https://www.microsoft.com/en-us/diversity/programs/digigirlz/default.aspx>



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.

More: <http://leanincircles.org/>



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.

More: <https://www.microsoft.com/en-us/philanthropies/youthspark>



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>

A decorative graphic on the left side of the slide. It features a solid red arrow pointing to the right, positioned horizontally. Behind the arrow and extending upwards and to the right are several thin, dark grey, curved lines that resemble stylized grass or reeds. The background of the slide is a light, pale green color with a subtle gradient.

Go Do(s)

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](#)



In the next 30 days...