



Together we do what matters

Avanade Citizenship Annual Report FY22



Contents

01 Together we do what matters

A message from Pam Maynard, Chief Executive Officer3

Citizenship at a glance.....4

02 Bringing our citizenship mission to life

A message from Heba Ramzy, Global Citizenship Lead, Global Co-Lead, Responsible Business..... 6

Empowering young women: How we walk the talk 7

Education and entrepreneurship go hand in hand 8

Addressing the racial wealth divide 9

Accelerating digital transformation for nonprofits 10

Doing what matters is better together 11

03 Toward a more sustainable future

Helping clients achieve their environmental sustainability goals 13

Advocating as a responsible business 14

04 Employee commitment is key to success

Volunteers are the lifeblood of citizenship 17

Employee Networks: Where I&D comes to life..... 18

Stepping up to give20

05 Accelerating our impact as we move forward

A message from Caroline Fanning, Chief People Officer, Chair, Citizenship Council22

Partnering to do what matters23

Cover photo: Ashwini Ramanathan (in white shirt), a consultant in New York, and Avanaade colleagues helped nonprofit International Rescue Committee (IRC) in the organization’s NewRoots community farm in The Bronx, NY. The farm enables refugees to become self-sufficient by providing them with the resources to grow their own produce and provide healthy meals for their families.

*Our commitment to doing what matters comes through in our refreshed citizenship mission: **Make a sustainable impact on young people, underrepresented communities and our environment.***

Together we do what matters



At Avanade, our purpose is to make a genuine human impact for our people, our clients and our communities. We achieve this by [doing what matters](#).

That's especially true when it comes to corporate citizenship, and our focus on doing what matters comes through in our refreshed citizenship mission: *Make a sustainable*

impact on young people, underrepresented communities and our environment.

At Avanade we're committed to being responsible in everything we do, and our citizenship initiatives play an important role in bringing that commitment to life. I'm #AvanadeProud of the progress we've made in citizenship over the past fiscal year: We've impacted almost 1 million youth; our people have volunteered 24,000 hours; and we've worked with a growing number of clients through our [Tech for Social Good](#) program. And we'll continue to track our progress using our ESG (environmental, social, governance) scorecard.

We've also contributed to responsible business dialogue to help drive systemic change. For example, we participated in key conferences like COP26 and [WEF](#), and we're a steering committee member of the [Green Software Foundation](#), helping to build a trusted ecosystem of people, standards, tooling and best practices for green software.

Key to doing what matters is our focus on inclusion and diversity. Our diverse workforce reflects the communities in which we live and work as well as the clients we serve. I'm proud of [the work we've done](#) to make Avanade a place where people are encouraged and feel safe to bring their authentic selves to work – and where they can do their best work in an environment free of bias or discrimination.

As you read the stories in this report, you'll see that I&D is a common thread that runs through many of our citizenship initiatives – from our Employee Networks to our new BIPOC (Black, Indigenous and people of color) entrepreneur program with [Prosperity Now](#).

None of this would be possible without the commitment of our 60,000 people around the world, as well as our citizenship partners. Thank you to all those who live our citizenship mission every day. Together we do what matters.



Pam Maynard

Chief Executive Officer, Avanade, London

Citizenship at a glance

The datapoints on this page provide a picture of the reach, scope and impact of our citizenship activities over the past fiscal year.

On the pages that follow you'll find the stories behind the numbers.



Educating young people

917,000+
total youth impacted

300+
STEM Scholars and mentees since 2015

17
STEM Scholar university partners since 2015

161,091
youth impacted via JA

8
Avanade executives on JA boards

Global Technology Partner
JA Worldwide

4,295
youth access to computers



Supporting nonprofits

70+
nonprofit clients (through Tech for Social Good since our launch in 2018)

10
nonprofits supported pro bono

4
IP solutions harvested for nonprofits



Promoting environmental sustainability

375
laptops refurbished and redistributed to nonprofits

ISO 14001 certification
in 13 Avanade offices

EcoVadis
silver rating

17
Avanade Tech Grant awardees



Focusing on inclusion and diversity

60%
of Avanade board directors are women

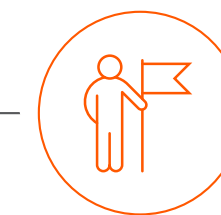
43%
of our Executive Committee members are women

14
Employee Networks

45
Employee Network chapters around the globe

3,000+
employees participating in Employee Networks

641%
increase in Employee Network participation in FY22



Engaging our employees

24,000
employee volunteer hours

1,626
Avanade employee volunteers

100+
Avanade Citizenship Champions

\$5 million+
in donations in FY22

2,700
computers donated to Ukrainian students in Poland, Bulgaria and Brussels (via JA Europe)



Bringing our citizenship mission to life

Photo: Amy Walsh, a cloud engineering analyst from Dublin, volunteers with Junior Achievement's Energize program, which focuses on teaching science to kids from sixth class in primary school.



It was an amazing year for citizenship



161,091
youth impacted
via JA

300+
STEM Scholars and
mentees since 2015

17
STEM Scholar university
partners since 2015

4,295
youth access
to computers



FY22 was an impactful year for citizenship at Avanade, as we enabled young people and underserved communities around the world. Activities like our [annual FUEL Conference](#) were key to that impact.

Just ask Jacqueline Myers. “This is the third time I have taken part in FUEL, after first attending as a STEM Scholar representing Cal Poly Pomona, and then attending as an intern and STEM Scholar,” says Jacqueline, who is a Los Angeles-based senior business analyst at Avanade. “This time, I was participating as a full-time Avanade employee, which was extra special to enable me to give back to FUEL, as it has given so much to me.”

The FUEL conference is one of my favorite citizenship initiatives. It was designed by Avanade in conjunction with Cal Poly Pomona for our [Avanade STEM Scholars](#) and interns, to provide an introduction to the world of business – with a focus on innovation, leadership and technology. This year’s conference included over 400 STEM students from 198 universities and institutions across 16 countries, as well as hundreds of Avanade employees.

FUEL hackathon winners break new ground

The hackathon is a highlight of our FUEL Conference. This year’s winners were SoilSync. Competing against 70 teams, their innovative ideas for implementing more regenerative agriculture practices won them the top spot across categories, which included environmental sustainability, displaced people and AI for good. SoilSync uses data and AI to detect, analyze and recommend improvements to replenish land that may be depleted due to industrial and agrarian factors.

Our focus on young people remains the backbone of our citizenship initiatives as we help prepare the next generation to join

the digital workforce of the future. To go beyond, we refreshed our citizenship mission: *Make a sustainable impact on young people, underrepresented communities and our environment.* And we expanded our focus to five key areas.

1. **Education:** Activate passion for STEM fields among our youth, especially young women and minorities.
2. **Entrepreneurship:** Disrupt the status quo, break down barriers to capital and help women and minorities participate in the new economy.
3. **Nonprofits:** Enable nonprofits to scale as they implement positive change through the capabilities of our people.
4. **Sustainability:** Act responsibly and use technology to promote greener community behaviors.
5. **Giving:** Invest in volunteering, fundraising, employee donations and matching.

You’ll see our new mission come to life on the pages that follow as we highlight initiatives focused on young people through [partnerships like JA](#); our work with nonprofit clients such as [IRC](#); our support for underrepresented entrepreneurs through [Prosperity Now](#); our commitment to environmental sustainability with clients like [Washington Maritime Blue](#); and the dedication of our employees through [volunteering](#) and fundraising.

It all comes down to doing what matters to help improve the lives of people in the communities where we work and live and on the planet that we share.



Heba Ramzy

Global Citizenship Lead and Global Co-Lead, Responsible Business, Avanade, Seattle

"We can see brilliant female leaders everywhere in the company. This is a great sign and is a testament to the opportunities that Avanade provides to women."

– Ying Zhang,
senior consultant at Avanade

Empowering young women: How we walk the talk

"Imposter syndrome is your fuel. Use the fuel to light your fire." That advice was provided by Six Khatiwada, senior director of data and AI at Avanade in Denver, to a group of young women at Brooklyn College and other CUNY (City University of New York) schools. [The Women in Technology Career Panel](#) was co-hosted by Avanade's Women's Employee Network and Avanade Advocators for Community, Education and Thought Leadership (ACET).

The panel, made up of Avanade senior female leaders, addressed a wide range of questions submitted by the students. Many of those focused on concerns that reflected "imposter syndrome," the feeling of not deserving your earned successes and feeling like a failure despite developing a thorough record of achievements. The panel encouraged the students to lean into their discomfort instead of viewing it as a barrier.

Support comes in many forms

Empowering young women is nothing new for us. Since 2015 our [STEM Scholarship program](#) has provided internships, mentoring and a support network to help more than 300 female students achieve their education and begin their career. We're proud to have welcomed a number of them to Avanade as employees—and to have watched many others join leading corporations.

Our support for young women comes in many forms. For example, our Austria, Switzerland and Germany (ASG) region's [Female High Potential Program](#) is an integral part of our leadership strategy and aligns directly with Avanade's inclusion and diversity strategy. As part of the program's goal to enhance leadership skills among our female workforce, we focus on improving networking, business and communication skills.

Most important, though, is representation. The fact that 43% of our Executive Committee is made up of women is one of the best examples of how we walk the talk when it comes to empowering women.

"We can see brilliant female leaders everywhere in the company," says Ying Zhang, senior consultant at Avanade in Beijing. "This is a great sign and is a testament to the opportunities that Avanade provides to women. Since I joined Avanade, I have had the opportunity to work with clients from different industries – allowing me to learn a variety of technical skills, professional knowledge and stay relevant."

Education and entrepreneurship go hand in hand

What do education and entrepreneurship have in common? They're both pillars of our citizenship mission and key to economic growth and prosperity. Which explains why our partnership with [JA \(Junior Achievement\)](#) is so important to us.

With JA we support the development of youth skills for the digital era to help equip the future workforce. We've collaborated with JA since 2016, supporting programs to teach young people – the business leaders of the future – about the world of technology, leadership and entrepreneurship.

Innovation and entrepreneurship come together at Gen-E 2022

Our focus on education and entrepreneurship was top of mind this past year. We were proud to be the European and technology partner for [Gen-E 2022](#), Europe's largest entrepreneurship event. Organized by JA Europe, the event is a celebration of the entrepreneurship and achievements of European students.

Hundreds of young entrepreneurs came together to showcase their cutting-edge business ideas and compete for the titles of Best Company and Best Startup of the year.

As part of our involvement in Gen-E, we sponsored the Avanade Digital Innovation Award, which was won by three students from Romania. They were honored for their innovation called Sign Text, which supports hearing-impaired individuals. The app uses AI technologies to translate sign language gestures into text and audio for digital platforms such as Microsoft Teams and WhatsApp.

"These young entrepreneurs had incredible ideas," says Annika Grosse, Avanade's Europe Data and AI lead, based in Hamburg. "It was difficult to choose just one winner."

Photo: Salvatore Nigro (left), CEO of Junior Achievement Europe, and Annika Grosse (right), Avanade's Europe Data and AI lead, presented the Digital Innovation Award at Gen-E 2022 to Cătălin Feticu, Maria Ghencioiu and Andrei Ștefan for their application called Sign Text.



Addressing the racial wealth divide

In last year's citizenship annual report, Gary Cunningham, president and CEO of Prosperity Now, noted that, "A time of crisis and great transition creates opportunity for innovation. And technology is a key to that future."

Together, Avanade and [Prosperity Now](#) are bringing that idea to life with a partnership dedicated to supporting Black, Indigenous and people of color (BIPOC) entrepreneurs. Avanade is committing \$1 million in cash plus in-kind contributions to help build sustainable wealth in the communities of 1 million BIPOC entrepreneurs through a targeted and strategic expansion of their network and ecosystem of supporters. "Entrepreneurs of color are disproportionately impacted when it comes to economic access and opportunities compared to their white counterparts," says Gary. "At today's pace of change, it will take 200 to 250 years to reach wealth equality."

Investing in bold ideas

The program supports the nonprofit's mission to build an economy that is just, fair and free from structural racism, where every person, family and community has the power to build sustainable wealth and prosperity. "A critical part of our strategy includes investing in bold ideas to impact the entire ecosystem," says Gary. "BIPOC entrepreneurs need game-changing interventions, and Prosperity Now is looking forward to partnering with Avanade to help disrupt systemic barriers and open up pathways for BIPOC businesses and their communities to flourish."

The initiative will incorporate technology to disrupt the status quo and help these entrepreneurs get access to capital markets and technical assistance. "Avanade is committed to forging partnerships that align with our purpose – to make a genuine human impact for our clients, our people and the communities in which we live and serve," says Pam Maynard, Avanade's CEO. "Working with Prosperity Now is a natural fit and an important step in creating access in communities that have historically been at a disadvantage when it comes to economic and entrepreneurship opportunities."

"A critical part of our strategy includes investing in bold ideas to impact the entire ecosystem."

– Gary Cunningham,
president and CEO,
Prosperity Now

Accelerating digital transformation for nonprofits

"What matters to you?" For many nonprofit organizations, the answer is both simple and challenging: to make a greater impact.

Helping nonprofits achieve that objective is the goal of our [Tech for Social Good](#) program. "We're committed to helping nonprofit organizations across the social sector accelerate digital transformation to fulfill their missions," says Innes Grant, Avanade's global nonprofit lead, based in London. "We're proud to bring over 20 years of experience to help unlock relevant, repeatable and affordable solutions built on the Microsoft Common Data Model and Nonprofit cloud, along with our own unique IP for the sector."

Our Tech for Social Good team works closely with Microsoft's Tech for Social Impact group to increase the impact we can provide to nonprofits. One example was our participation in Microsoft's NGO Tour 2022 by our team in Austria/Switzerland/Germany. The tour offers nonprofit organizations new insights into digital innovation tailored for the nonprofit sector. The audience at each location was invited to learn from practical application scenarios and the real experiences of project partners.

Tech is key to meeting increased demand

Our work with nonprofits this year ran the gamut from a Digital Care Assistant chatbot for [SOS Children's Villages](#) to a Microsoft Dynamics 365 Finance and Operations system and managed services support for the [International Rescue Committee](#) (IRC). The power of digital technologies to increase impact was made clear by Rachael Stewart, global ERP director for IRC: "The organization itself is trying to scale and meet the demand and at the same time position ourselves to be there for emergency response. The technology has allowed us to do that more quickly and with more agility."

The support we provide to nonprofits often extends beyond technology implementation. For example, this year a three-month secondment was available to work with IRC as a measurement and evaluation officer. The role involved training and supporting project teams across the globe in using analytics tools and developing guidance on how to pull, analyze and interpret metrics. Samuel Farrington, an analytics architect from our New York office, took up the secondment.

"I'm incredibly excited to be a part of the IRC Signpost team," says Sam. "In a short time, we've been able to bring the team up to speed on modern data best practices and to build out their data infrastructure. The work we've done allows the Signpost programs to better understand how their platforms are operating and to gain insight into the needs of their clients. This, in turn, has a direct impact on the lives of refugees and displaced people across the globe."



70+

nonprofit clients (through Tech for Social Good since our launch in 2018)

10

nonprofits supported pro bono

4

IP solutions harvested for nonprofits

Photo: The goal of Avanade's Tech for Social Good program is to help nonprofits accelerate digital transformation to fulfill their missions. For example, our work with the International Rescue Committee (IRC) is helping the organization scale and meet the demand for services such as legal support for Ukrainian refugees.



"The relationships that we've built at FHLBank Chicago have taught us how to care for our clients and how to be empathetic and help them be successful. Now we're extending our partnership into the community and using that empathetic lens to make a genuine human impact."

– Joe Mannacheril
Client account lead
Avanade

Photo: As part of a community-focused joint day of service, team members from Avanade and our client Federal Home Loan Bank of Chicago welcomed students from i.c. stars and Junior Achievement.

Doing what matters is better together

It's not only our nonprofit clients with whom we partner on citizenship initiatives. Through our "Better Together" program we work with some of our longstanding for-profit clients on community investment projects.

A recent example was a joint day of service with the [Federal Home Loan Bank of Chicago \(FHLBank Chicago\)](#). Our partnership with FHLBank Chicago began 20 years ago, and during that time, we have innovated together across almost the entire Microsoft stack as the company transformed for the future. A long and successful collaboration among two people-first organizations warranted a celebration, but we agreed that a champagne toast didn't feel right. Given the commitment our companies share for being active and responsible corporate citizens, we decided to extend the [power of collaboration](#) into making a genuine impact in the Chicago community.

As part of the community-focused celebration, team members from both companies welcomed students from i.c. stars and Junior Achievement, organizations that train low-income students and young adults through a technology curriculum and experiential, hands-on programs. "We want the students to see corporate citizens who are good at the functional parts of their business but don't stop there," says Cedric Thurman, chief diversity officer of FHLBank Chicago. "My goal is to have some of these students say, 'I'd like to work here someday.'"



Toward a more sustainable future

Photo: Elton Alex Silva and a team of Avanade volunteers from our Sao Paulo office planted native seedlings in the city with nonprofit Coletivo Ecologico Vira Mundo. Vira Mundo is an ecological collective that brings together young people and activists for the environment.





Helping clients achieve their environmental sustainability goals



375

laptops refurbished and
redistributed to nonprofits

ISO 14001
certification

in 13 Avanade offices

EcoVadis
silver rating

17

Avanade Tech Grant
awardees

Washington Maritime Blue, a nonprofit, strategic alliance of key maritime stakeholders, understands the important role that innovation plays in accelerating sustainability. “We will create an ecosystem like no other in the world to attract innovators building the technology of the future,” says Joshua Berger, the organization’s founder and CEO. “This is an essential next step to maintain and support the growth of the maritime industry and blue economy.”

That’s particularly important in the state of Washington, which has implemented a “blue economy” strategy to help create a thriving and sustainable maritime industry through 2050 and beyond. [Washington Maritime Blue](#) has a mission to implement this strategy across the state, and we were pleased to work with the organization, as well as the 5G Open Innovation Lab and TTS Wireless Amdocs, to conduct a 5G feasibility study to help pave the way for innovation and sustainability by modernizing port operations.

Do what matters with digital sustainability

It’s just one example of the kind of work we’re doing with clients to help them achieve their environmental sustainability goals through digital solutions. As a responsible business, we ensure long-term sustainability by minimizing our impact on the environment, fostering a diverse and inclusive workforce, and providing services that create long-term value for our clients and their businesses.

“Sustainability has rocketed to the top of the priority lists of CEOs in response to the demands of customers, employees, investors and regulators,” says [Jillian Moore](#), global lead, Avanade Advisory Services, and executive sponsor, sustainability and well-being, London. “Yet, beyond making a positive environmental impact to meet stakeholder expectations, leaders are coming to realize that sustainability transformation is essential to drive operational efficiencies and future revenue growth.”

We recognize that organizations need to bring together people, business and technology to innovate with digital to become more sustainable and grow. That’s the approach [Metal Exchange Corporation](#) took to become a partner of choice for new customers in the electric vehicle market and address the increasing focus on sustainability and combating climate change. We worked with the company to help it embrace sustainability, empower employees and increase agility with digital solutions.

We know that digital is key to helping organizations do what matters to achieve their environmental sustainability goals.



Embracing green software principles in just one division of a large organization could be the equivalent of keeping 26,000 fossil-fueled cars off the road for one year.

Advocating as a responsible business

As a responsible business, we're committed to doing what matters to drive long-term sustainability. One example is the Avanade Tech Grant program, which we run in collaboration with [InterConnection](#). Through the program, we refurbish our preloved computers and provide them to small nonprofits and directly to families who don't have access to technology. In FY22, we delivered 375 laptops to nonprofits, including [reBOOT Canada](#), which recently joined the Tech Grant program.

As part of our focus on environmental responsibility, we also work with our parent companies, Accenture and Microsoft, on a number of initiatives such as recycling and waste management.

Our commitment to green software

Tech-focused programs are a logical fit given our business, so it's not surprising that we focus on green software. With hardware costs plummeting and bandwidth growing, software has become bloated and inefficient, resulting in excessive electricity use and carbon impacts.

We help organizations use [green software principles](#) to mitigate these challenges in three ways: reducing the amount of electricity required to run software; optimizing the physical resources used by software; and balancing software usage by time or region to use clean, renewable or low-carbon sources of electricity. Research by Avanade and our partners indicates that embracing green software principles in just one division of a large organization

could be the equivalent of [keeping 26,000 fossil-fueled cars off the road](#) for one year.

Our commitment to green software is also evident in our role as a steering committee member with the Green Software Foundation, helping to build a trusted ecosystem of people, standards, tooling and best practices for green software. We also hosted several Green Software Foundation Summits this year; we sponsored the organization's first hackathon aimed at reducing the carbon footprint of software; and are co-chairing an initiative that enables the creation of carbon-aware applications.

Being part of the conversation

In addition, we were active in initiatives like COP26 and the [World Economic Forum](#), with a focus on environmental sustainability. As a responsible business, we believe it's important to join the broader conversation and help bring our company vision – *to advance the world through the power of people and Microsoft* – to life.

At WEF, [Miranda Hill](#), our global lead for innovation and global co-lead for responsible business, Seattle, joined a panel to discuss the findings of the [Earth4All initiative](#). Earth4All is led by a large collective of renowned scientists, economists and advocates, to present a plan of five system-shifting steps to achieve prosperity and well-being for all within planetary boundaries across the dimensions of, poverty, empowerment, equality, food and energy.



Advocating as a responsible business (continued)

Closer to home, we engaged our people in a number of [initiatives to celebrate Earth Day](#). For instance, we joined forces with Accenture and Microsoft to invite our people to be citizen scientists for the day by volunteering with [Zooniverse](#). Zooniverse is the world's largest platform for people-powered research. Made possible by volunteers, it brings people together to assist professional researchers. Zooniverse research results in new discoveries and datasets useful to the wider research community. We focused on six challenges with something for everyone: Adopting a Sustainable Lifestyle, Lowering Emissions, Reducing Waste, Saving Water, Reducing Energy Consumption and Taking a Stand on Climate Action.

The approach is designed to be a marathon and not a sprint, and aims to embed deep behavioral change. However, within just 10 days, our people had saved over 1 million gallons of water, removed over 45,000 pounds of waste and removed 374,000 pounds of carbon from the atmosphere.

In addition, environmental sustainability was the theme for this year's [InnovateFest](#) program. The annual program featured 10 days of content around the importance of sustainability for our clients, our business, our communities and our planet. Employees helped us do what matters by submitting their own ideas for sustainable solutions.

Photo: Through our Avanade Tech Grant program, we delivered 375 refurbished laptops to nonprofits, including reBOOT Canada and Youth Assisting Youth (YAY). Pictured here with representatives from the two nonprofits is Christopher Fernando (far right), manager, CRM solution delivery, Toronto, and one of our Avanade Citizenship Champions in Canada.





Employee commitment is key to success

Photo: Jodi Stiegelmeyer (center), director, program management, Dallas, helped raise funds for nonprofit World Vision by coordinating a 6K Walk for Water event. "It's a 6K rather than a 5K because 6K is the average distance that children and women in undeveloped places must walk to get any water at all," says Jodi.



Volunteers are the lifeblood of citizenship



24,000

employee volunteer hours

1,626

Avanade employee
volunteers

100+

Avanade Citizenship
Champs

\$5 million+

in donations in FY22



As more than a million Ukrainian refugees streamed into Poland, thousands of Poles were moved to help their neighbors. Among them were many of our Avanade people, including Kasia Dobrowolska, Joanna Korepta and Paulina Bożek. They prepared and mobilized people to help refugees and joined forces with other companies to give our employees from Ukraine, Russia and Belarus the support they needed.

"It would be difficult to list all our volunteers separately, as there were so many people who generously helped," says Kasia, HR business consultant and Europe Citizenship Champion, Wroclaw, Poland. "They offered their homes and provided food and shelter for refugees, helped as volunteers at stations, airports and aid organizations. They also provided free transport from borders across the country, donated clothing and provided interpreter services. There were also cases where we offered help to families of Avanade colleagues." In addition, together with JA Europe, we donated 2,700 computers to help support Ukrainian students and families in Poland, Bulgaria and Brussels."

Kasia is just one of our many Avanade volunteers who are out there doing what matters every day. Avanade has a strong commitment to volunteering, which is deeply ingrained in our purpose to make a genuine human impact and brought to life through our citizenship ethos. Over the past year, our employees logged 24,000 volunteer hours for organizations ranging from environmental causes and animal rescues to education and health-oriented programs.

Saying thank you to our volunteers

One way we thank them is through our Avanade Volunteer Impact Awards. The program is designed to recognize Avanade volunteers who have gone above and beyond. Candidates are nominated by their peers and the winners are selected by our Citizenship Council. Winners receive a monetary prize that they can then donate to a charity of their choice.

Kasia, Joanna and Paulina were among this year's winners, honored for their support of Ukrainian refugees. The other winners were:

- **Aviva Shooman**, senior analyst, data engineering, New York, who's been involved in the Arolsen Archives' crowdsourcing initiative, [Every Name Counts](#). Arolsen Archives is the world's largest archive of documents on the victims and survivors of Nazi persecution.
- **Flávia Cristine da Silva**, senior consultant, Sao Paulo, who volunteers with [Cidadão Pró-Mundo](#), an NGO that promotes social inclusion and integration in Brazil through English classes

Our runners-up were:

- **Andrea de Souza Chagas**, associate front-end developer, Recife, Brazil, who was a mentor at the Innovation Camp hackathon held by JA and Avanade focused on innovative solutions
- **Jordan Free**, senior consultant, Houston, who created an educational outreach program for schools and children's homes that don't have access to computer science courses
- **Mateusz Łopusiński**, consultant, Wroclaw, Poland, who volunteers with Programersi, which gives young people, especially those on the autism spectrum, opportunities to learn programming

Photo: Dillikumar Karthikeyan, manager, infrastructure architecture, Singapore, and other Avanade colleagues volunteered during Junior Achievement's Hour of Code program in Singapore, teaching primary school students about topics such as block coding and artificial intelligence.



Employee Networks: Where I&D comes to life



14

Employee Networks

45

Employee Network
chapters around the globe

3,000+

employees participating in
Employee Networks

641%

increase in Employee
Network participation
in FY22

Chrystal Tyler, group manager, learning and development, Houston, says it all started back in the summer of 2018. "I was listening in on a conference call with the National Society of Black Engineers," she says, referring to the germ of an idea that led to our INSPIRE Black Employee Network, which she has co-chaired. "They were trying to find a way to incorporate coding into their regional conference that was being held in Dallas, Texas. I thought to myself that Avanade has a Talent Community devoted to Software Engineering and it would be awesome if Avanade could get involved.

"Someone in my network connected me to future INSPIRE co-chair Michael Harris, who was the Community Lead for Dallas at the time. We quickly connected and eventually hosted the first-ever coding hackathon for close to 60 sixth through 12th grade students." From there, they began building a board of colleagues to form the affinity group called "Blacks at Avanade," which later became INSPIRE.

"Creating access for everyone"

At Avanade, we celebrate the [diversity](#) of our people. We welcome every individual and embrace their unique perspectives. It's all part of our commitment to ensuring that [inclusion and diversity](#) (I&D) is embedded in our culture. "Since I joined Avanade two years ago, we've grown the I&D team and worked hard to infuse inclusion and diversity into everyday life at Avanade, creating access and avenues to involvement for everyone," says Hallam Sargeant, chief inclusion and diversity officer, Cincinnati.

Nowhere is our commitment to I&D more visible than with our Employee Networks like INSPIRE. Our 14 Employee Networks are formal communities led by Avanade employees and sponsored by Avanade's Inclusion & Diversity team. More than 3,000 employees are members of at least one of the networks, which represents a whopping 641% increase over the previous year. Our membership goal is 25% of all employees by 2025.

These networks do what matters to build and strengthen the communities of identifying members and allies alike. They support Avanade's mission of fostering an inclusive culture where employees feel seen, heard and develop a true sense of belonging. Employee Networks give employees a platform to become catalysts for change and active contributors to our inclusion and diversity journey.

From mentoring to service dogs

Our I&D commitment comes to life in a wide range of activities and programs that the networks sponsor, including:

- **Adelante Mentorship Program:** Adelante, Avanade's Latinx Employee Network, launched the mentoring [program](#) in 2021 to help members form mentor/mentee relationships.
- **Pride celebrations:** Prism, Avanade's LGBTQ+ Employee Network, has been [leading our Pride Month celebrations](#) for a decade to help drive positive change.
- **International Women's Day (IWD):** Our Women's Employee Network led a number of IWD events across the globe, as well as a #BreakTheBias social campaign.
- **Fundraising for paws4vets:** Our Veterans Employee Network has been active in fundraising for the paws4vets Assistance Dog Placement Program, through which veterans, service members and military dependents with physical, neurological, psychiatric or emotional disabilities can receive a dog trained to support their disability.
- **"This is my story" series:** This webcast series, led by our North American [DiversAbility Employee Network](#), has explored topics like invisible disabilities, multiple sclerosis and neurodiversity.



Employee Networks: Where I&D comes to life (continued)

Partnering with senior leaders to drive I&D change

What's the next step for our Employee Networks? In the coming year, each global and area-level network will be paired with an Executive Committee (EC) champion. "Each of these senior leaders have already created personal I&D framework commitments with measurable targets, so they are familiar with how critical I&D is to both our business and employee experience," says Hallam. "Bringing them into a specific Employee Network as a dedicated EC champion establishes them as a visible and active ally to their EN's community."

He notes that Employee Networks are crucial to creating Avanade's inclusive culture, and it's equally important for our most senior leaders to guide the way. "I'm excited to join these two things together and see all its potential unfold," he says.

Celebrating our people who do what matters

Hallam points out that I&D "doesn't just happen; it requires hard work and dedication." For that reason, we recently launched our [inaugural I&D Awards](#) to recognize, celebrate and reward our people for their contributions to advancing our I&D agenda. We were excited to receive 330 nominations globally. These global, area and Employee Network awards help raise the profile of role models across Avanade and inspire others to get involved. They also provide the opportunity for everyone in Avanade to celebrate progress on our I&D journey.



"Since I joined Avanade two years ago, we've grown the I&D team and worked hard to infuse inclusion and diversity into everyday life at Avanade, creating access and avenues to involvement for everyone."

– Hallam Sargeant
Chief Inclusion and Diversity Officer

Photo: New York Office employees and Employee Network leaders pose for a photo opportunity with Pam and the Executive Committee

Through our Avanade Gives program, all employees can donate to a cause of their choice as well as to specific organizations that the company supports.

Stepping up to give

Doing what matters takes many forms. While it's clear that volunteering is core to our citizenship mission, there are times when monetary funds are critical. At those times, we step up. Through our Avanade Gives program, all employees can donate to a cause of their choice as well as to specific organizations that the company supports.

Giving on a global scale

In FY22 we ran two global giving campaigns – our Holiday Giving Campaign for Displaced Young People and the Ukraine Giving Campaign – raising more than \$5 million in donations. In both cases Avanade provided corporate matching to increase the impact.

For the Ukraine campaign, local teams got involved. For example, in Austria, a group of colleagues contributed to support a private collection for a colleague's mother, living in Romania, who hosted refugees from Ukraine.

Focusing on displaced young people

Our annual holiday giving campaign focused on young people who have been displaced from their homes through conflict, persecution, natural disasters or domestic violence – a situation that has been exacerbated by the COVID-19 pandemic. Funds were raised to support several global and local charities. The four global charities selected are also Avanade clients through our Tech for Social Good program: International Rescue Committee, UNICEF, Red Cross/Red Crescent and World Vision.

To increase engagement in the holiday campaign, we introduced an element of gamification. A leaderboard measured donations by team, and the team with the highest participation received \$15,000 to donate to the charity of their choice.



Accelerating our impact as we move forward

Photo: Houston-based Komal Naqvi, senior consultant, Workplace Solutions, and one of our Citizenship Champions, and Adam Drutz, sales executive, together with other Avande colleagues provided 500 lunch bags to kids through the Kids' Meals organization, which focuses on helping to fight childhood hunger.



At Avanade, we're using environmental, social and governance (ESG) measures like sustainability, community impact and transparency to track and report on progress from our citizenship initiatives

Making a genuine human impact – every day



In her opening message of this report, CEO Pam Maynard noted that doing what matters is key to achieving our purpose of making a genuine human impact for our people, our clients and our communities. By now it should be clear the important role that citizenship plays in this. It means that we do what matters to educate young people, drive entrepreneurship for underrepresented groups, promote environmental sustainability, support nonprofits, embed inclusion and diversity in our culture, engage our employees – and so much more.

None of this happens without the power of our people, who are central to our citizenship initiatives. I am in awe of the many ways they make the world better. The combination of the work we do for clients and the care we demonstrate is what makes Avanade special. In both cases, credit goes to our employees, who come every day committed to making a difference.

Championing the cause of citizenship

Nowhere is that clearer than with our Citizenship Champions Network. More than 100 incredible people across Avanade take on this extra role. It's an opportunity for them to follow their passions by engaging with global and local nonprofits, to connect with people across the globe and contribute to events.

Thank you to all our Citizenship Champions. We couldn't do what matters without you.

Our citizenship partners are also critical to helping us accelerate and expand our initiatives. Those partners range from organizations like Junior Achievement and Prosperity Now to our STEM Scholarship universities such as the New Jersey Institute of

Technology and Shanghai University (see page 23 for a full list of our citizenship partners).

Citizenship commitments: How are we doing?

Measuring progress – and success – in citizenship isn't always easy since the results are often qualitative, like giving students access to technology that they wouldn't otherwise have or helping a nonprofit expand its mission. At Avanade, we're using environmental, social and governance (ESG) measures like sustainability, community impact and transparency to track and report on progress from our citizenship initiatives.

Last year we launched our global ESG scorecard and, based on benchmark research conducted by a third party, we've been evolving it to ensure we're measuring the right things. For example, under the environmental heading, we focus on categories like climate, with metrics that include carbon net zero by 2025 and adoption of our Environmental Responsibility Policy.

From a social perspective, a key focus is on our communities, including metrics such as enablement of youth and BIPOC entrepreneurs, volunteering and community investment. And under governance, we focus on compliance, data privacy and security, and transparency and disclosure.

These goals will help guide us on our ongoing journey as a responsible and sustainable business making a genuine human impact – every day.



Caroline Fanning

Chief People Officer and Chair, Citizenship Council, Avanade, London

Partnering to do what matters

Our citizenship partners are key to our ability to increase and accelerate our impact. We'd like to thank the following organizations for their collaboration and support.

STEM university partners

Universidade Católica de Brasília
Ochanomizu University
Prairie View A&M University
University of Washington Bothell
Cal Poly Pomona
University College London (UCL)
New Jersey Institute of Technology (NJIT)
Technische Universität Darmstadt
Technical University of Munich
University of Waterloo
Faculdade Impacta Tecnologia (FIT)
Swinburne University of Technology
ESLIV Graduate School of Engineering
Howard University
Shanghai University
Institute National Science Appliques Lyon

Nonprofit partners

SOS Children's Villages
NetHope
JA Worldwide
Aleto Foundation
Prosperity Now
IPAM Amazônia
i.c.stars
Give Blck
Visão Mundial
Gerando Falcões
Embajadores de Educación

Cepac
SEI
Special Olympics
Catholic Relief Services
CARE Egypt
Meu Futuro Digital
The Smith Family
Australian Red Cross
World Vision
International Rescue Committee
Arolsen Archives

Avanade Tech Grant awardees

Key Tech Labs
reBOOT Canada
Computer Aid
InterConnection
Graham Windham
The Big-Brained Superheroes Club
Black Girls Do Engineer Corporation
Kent Youth and Family Services
The Museum of Flight
Garfield Foundation
STEMCompass Inc.
Mona Bailey Academy
CHOOSE 180
Treehouse for Kids Seattle
Washington Aerospace Scholars
Iraqi Community Center of Washington
Many Rivers

Alliance partners

Accenture
Microsoft



To learn more about corporate citizenship at Avanade, please visit <https://www.avanade.com/en/about-avanade/story/corporate-citizenship>.

Together we do what matters

North America

Seattle
Phone +1 206 239 5600
America@avanade.com

South America

Sao Paulo
AvanadeBrasil@avanade.com

Asia-Pacific

Australia
Phone +61 2 9005 5900
AsiaPac@avanade.com

Europe

London
Phone +44 0 20 7025 1000
Europe@avanade.com

About Avanade

Avanade is the leading provider of innovative digital, cloud and advisory services, industry solutions and design-led experiences across the Microsoft ecosystem. Every day, our 60,000 professionals in 26 countries make a genuine human impact for our clients, their employees and their customers. Avanade was founded in 2000 by Accenture LLP and Microsoft Corporation. Learn more at www.avanade.com.

© 2023 Avanade Inc. All rights reserved. The Avanade name and logo are registered trademarks in the U.S. and other countries. Other brand and product names are trademarks of their respective owners.



Do what matters

