

Communities. Impact. Jobs. Diversity.

Verizon's commitment to Diversity and Inclusion.



We are all included.

Verizon is focused on building a supply chain as diverse as the communities we serve. Diversity and inclusion is how we achieve success. By celebrating diversity across all spectrums, including but not limited to race, national origin, religion, gender, sexual orientation, gender identity, disability, veteran/military status, and age, we are a stronger company and culture.

We take pride in our talented and diverse team of people who focus on our customers, every day. Their combined intelligence, spirit and creativity make Verizon a great place to work, learn and grow.

Our commitment.

- \$55B spend with diverse suppliers over 10 years
- \$6.8B spend direct and indirect with diverse suppliers in 2022
- \$1B committed to spend directly with diverse suppliers each year

At Verizon, Supplier Diversity, Equity & Inclusion is a business imperative. We are committed to mentoring, promoting and engaging with diverse suppliers, including minority, women, veteran, service-disabled veteran, LGBT, and disability owned businesses.

We believe that diverse businesses create the greatest economic impact in our communities, as well as offer innovative, high quality and cost effective solutions for Verizon to better serve our customers. Verizon is a charter member of the Billion Dollar Roundtable, a coalition of 28 companies that each spends more than \$1 billion every year with diverse suppliers.

Building for the future: The City of Houston lights up small business.

- **Nakia Vestal, CEO and owner of DollMaker Lashes in Houston, TX**, upgraded her business know-how on topics such as finances and social media marketing. "Everything was a learning experience for me – from A to Z," she says. As a business owner, mother, and grandmother, Vestal carved out time to take Verizon courses – she's completed 20 courses on the portal – on Saturday and Sunday nights.
- **Shannen Garza Hakim, owner of the Houston-based jewelry boutique, Womxn on the Moon**, specializes in crystal, beaded and resin designs. She says Digital Ready courses taught her to focus her marketing on storytelling. Combining new skills with natural creativity, Garza Hakim devised a novel social media campaign: a scavenger hunt. The first person to follow the clues successfully found a beautiful message bracelet from Garza Hakim's collection.

Verizon Small Business Digital Ready.

- A 10-year commitment Verizon made in 2020 to support 1M small businesses with the resources to thrive in the digital economy as part of its responsible business plan, Citizen Verizon.
- \$1M+ grant funding given annually to business like yours
- 200+ live/virtual events, handpicked mentors and peers
- 40+ online courses with advice for your business

Recognition & Awards

- 2020 Top Corporations for Women's Business Enterprises
- 50 Best Companies for Supplier Diversity
- Million Dollar Club Recognition - Hispanic Chamber

