



Women in Technology CZ Network



WIT Champion



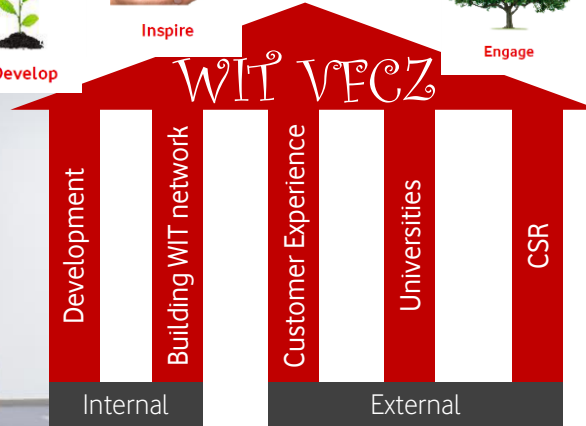
Develop



Inspire



Engage



We are proud to have **D&I index in VF CZ 97%** and **Diversity ratio 48%**

We are struggling with bringing **talented women to Technology (20%)** and developing them (**F band ratio is 10%**)

We aim to connect women in Technology, make them visible and help them grow their potential via a unique development platform



I. Development & II. Networking



II. Building WIT network & celebrating our success stories



Key components:

- Getting to know each other better activities
- Ensuring our women are regularly presented at VF Heroes
- Wall of Fame – our women's success stories
- Publicity for successful women
- Drink /afternoon coffee – once in 3 months – with an inspirational speaker
- Cooperation with other OpCos, building a buddy network, find female counterparts in similar roles



III. Customer Experience

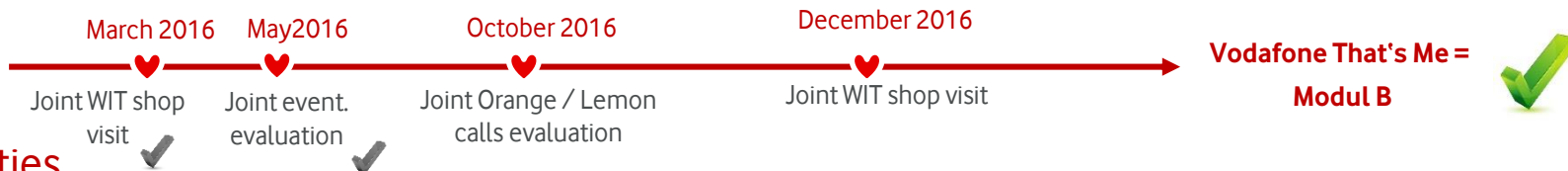
What

- Focus on female customers' view (both consumer and enterprise)



Events

- Active participation in all parts of the CX program (Vodafone That's Me)
- Use existing meaningful and appropriate activities: Shop visit & Mystery Shops, Shadowing Sales personnel, Listening to selected calls
- Tailored workshops



IV. Universities



Key components: Participation in Girls day

- Annual international event luring girls into technical fields (fourth Thursday in April)
- In Czech Republic supported by Gender Studies - organization supporting diversity and connecting different NGOs
- One day program (site visit, core location visit, demonstration of RAN planning.....)

Plan to cooperate with various Technical Universities (ČVUT Praha, TUO Ostrava, ZČU Plzeň, TUL Liberec, VUT Brno)

- Invite students to spend one day in VF
- Presentations at University
- Internships
- Cooperation with female groups already active in these Universities



V. CSR

Day for Nonprofits to be dedicated to:

Women with children that have existential problems as single parenting

Principles of the Day organization:

- Selected NGO is or will be a long term partner of Vodafone Foundation
- Our Day is to be aligned with VF motto “Modern technologies help”
- Our focus is mainly on providing professional background to the women



Long term goal:

- No one-time action but a long term cooperation with NGO focusing on fragile social groups
- Bring value to the society
- Fun with WIT team, possibly including other women in VF or IT women outside of VF

What we already did:

- To bound cooperation with Aperio NGO focusing on single caring mums
- 18th May 2016 Day for Nonprofits in VF for Aperio clients and their kids
 - 16 women, whole day high volume agenda (babysitting included)
 - HRD opening, IT and Telco buss presentation, HR and Finance mentoring

