

# DIVERSITY

# AT RACKSPACE

## OUR PHILOSOPHY

Diversity includes **ALL RACKERS**. By embracing our differences, we empower the workforce to deliver our results-obsessed **Fanatical Support®** to our customers.

“At Rackspace we believe in making heads count, not just counting heads. We are committed to driving an inclusive environment where Rackers can bring their whole-selves to work. We infuse inclusion into important talent practices, such as recruiting, talent development, and performance assessments.”

- **MANNY ESPINOZA**  
DIRECTOR, GLOBAL DIVERSITY & INCLUSION

## DIVERSITY & INCLUSION STRATEGIC FRAMEWORK

CAREERS

COMMERCE

**FUELED BY:**

Rackers & Leaders  
at Every Level.



CULTURE

COMMUNITY

## RACKER RESOURCE GROUPS

Our global Racker Resource Groups (RRGs) provide members and leaders with valuable opportunities to grow their network, be mentored, be supported, and practice leadership in a safe setting.

**RackVET**

**POWER**  
PROFESSIONAL ORGANIZATION FOR  
WOMEN'S EMPOWERMENT AT RACKSPACE

**TANDEM**

**RackParents**  
A Network of Support for Working Parents



## ELEVATE WOMEN IN LEADERSHIP PROGRAM

Women in the technology industry has been a well-publicized topic. To address this opportunity, Rackspace launched the Elevate Women in Leadership program. As part of this program we aim to provide women at Rackspace with increased growth opportunities, access to senior leaders, and opportunities for internal and external recognition. Thanks to our focus on elevating women, Rackspace has had year-over-year increases in the percentage of women hired for two consecutive years. In 2015 Rackspace was named as one of the best places for women in technology by the Anita Borg Institute.

“Rackspace doesn’t just accept or tolerate diversity, they embrace and celebrate it! That’s why I’m a proud Racker!”

– CASEY (SERGEANT, USMC), CHIEF OF STAFF, AUSTIN, TX

## EXTERNAL PARTNERSHIPS

Rackspace forms strategic partnerships with key organizations, such as the Anita Borg Institute for Women in Technology, Great Minds in STEM (focusing on Hispanics in STEM-related fields), and Stonewall (focusing on LGBT workplace issues in the U.K.). These organizations help to support the community, and provide engagement opportunities for our Rackers.

Rackspace proudly supports the Wounded Warrior Project.



A MULTICULTURAL RESOURCE PROMOTING EXCELLENCE



“It’s hugely important to me to work for an organisation that accepts and values people for who they are.”

– SIMON, TECHNICAL TEAM MANAGER, CHAIR OF TOGETHER RRG, LONDON, UK

Rackspace is committed to offering equal employment opportunity without regard to age, color, disability, gender, gender identity, genetic information, marital status, military status, national origin, race, religion, sexual orientation, veteran status, or any other legally protected characteristic.