

TATA CONSULTANCY SERVICES

OUR COMMITMENT TO ACCESS, EQUITY & INCLUSION

Corporate Social Responsibility
FY 2018-2019 Highlights

#TCSempowers



Balaji Ganapathy
Head of Workforce
Effectiveness, TCS

HARNESSING ABUNDANCE, EMPOWERING COMMUNITIES

#TCSempowers

Since 2017, TCS has been using its Business 4.0™ thought leadership framework to leverage the power of digital technologies and help companies on their growth and transformation journeys. We are shifting mind-sets from one of optimizing scarce resources to that of harnessing an abundance of resources, capital and talent.

From a societal perspective we are committed to increasing **access, equity and inclusion** by harnessing abundance to empower communities. We have structured our efforts around the pillars of **thought leadership, education programs, pro-bono technology services, and employee volunteerism**.

I am pleased to share with you highlights of our work and its impact on society, including flagship efforts like **Ignite My Future in School, goIT, Digital Empowers, Business with Purpose** and partnerships such as with the World Economic Forum, Chief Executives for Corporate Purpose (CECP), and the U.S. Chamber of Commerce Foundation.

Thanks for your support, and we look forward to working with you to make a difference in society.

Warm regards,
Balaji



A FORCE FOR GOOD

In recognition of TCS's community investments and its impact on society, Rajesh Gopinathan, CEO & Managing Director, was honored with the Chief Executives for Corporate Purpose (CECP) 2019 'CEO Force for Good' Award.

Other honorees included Michele G. Buck, President & CEO, The Hershey Company, Edward W. Stack, Chairman & CEO, DICK'S Sporting Goods, and Alan G. Hassenfeld, Chairman, Executive Committee, Hasbro.

[READ MORE](#)

A photograph of Rajesh Gopinathan, CEO & Managing Director of TCS, and a woman smiling. Rajesh is on the right, wearing a dark suit, white shirt, and red tie. The woman is on the left, wearing a dark top. They are both smiling and looking towards the camera. The background is a blurred indoor setting with a large window or glass partition.

"It is the fundamental ethos of our business to bring everyone along on this new digital journey towards access, equity and inclusion"

—Rajesh Gopinathan, CEO & Managing Director, TCS



Closing The Skills Gap

TCS & World Economic Forum (WEF) have secured business commitments to skill **17.2 million** people globally by 2020.

This three-year partnership has been a unique model for driving scale and impact on the critical issue of skills as a great equalizer.

[LEARN MORE](#)



““Our collaboration with the World Economic Forum is driving systemic change to empower people with 21st century skills”

—Surya Kant, *President, North America, UK & Europe,*
TCS



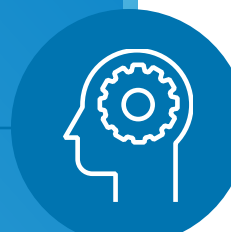
CLOSING THE SKILLS GAP

2016



A globally accepted skills framework provides common ground for leaders across sectors to recognize their role in developing solutions.

2017



Skilling commitments from global businesses catalyzed the need for industry to step up and take action.

8.2 million by 2020

2018



Skilling commitments grow to **17.2 million by 2020**

Country-level taskforces are now driving education and skills initiatives to prepare the local workforce, in markets like **South Africa, India, Oman.**

2019



Realizing Human Potential in the Fourth Industrial Revolution

Globalization and technology are disrupting how we work and exacerbating inequality. Here is how leaders can get ahead of this transition.

TCS launched closingtheskillsgap.org





Digital Empowers Summit

Laura Miller *CIO, InterContinental Hotels Group*



U.S. Chamber of Commerce Foundation

Accelerating Innovation For Business And Social Good

TCS' thought leadership forum on social purpose, **Digital Empowers** convened **500+** business, technology, government, policy, citizenship, civic and nonprofit sector leaders across Washington D.C., Atlanta and Charlotte.

In partnership with the U.S. Chamber of Commerce Foundation, this forum explores how to leverage digital technologies **blockchain, cloud, IoT, robotics, AI, AR/VR, data analytics, human centered design, cloud.**

Social issues explored include workforce development and education, food safety and distribution, microfinance, opioid epidemic, community recycling, nonprofit capacity building, refugee resettlement, natural and human-made disasters, criminal justice reform, and healthcare.

[DOWNLOAD THE REPORT](#)



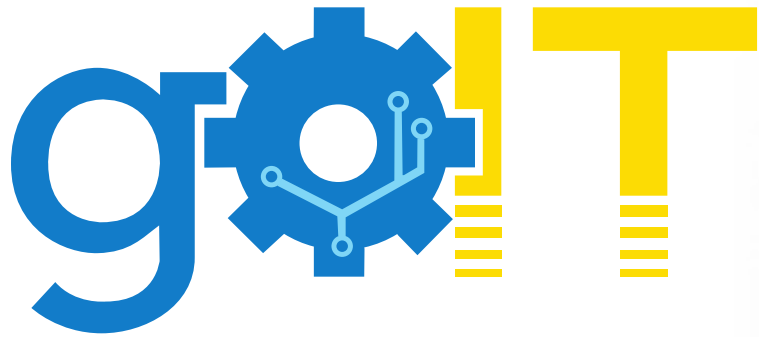
Inclusion of Indigenous Community

Indigenous peoples represent 5% of the Canadian population, but only 1.2% of ICT professionals at a time when there is a national call to action for reconciliation in education and careers.

TCS is exploring the topic of inclusion of indigenous peoples, and solutions that can accelerate their participation in the future of work in partnership with the Canadian Council for Aboriginal Business (CCAB).

TCS & CCAB published a first-of-its-kind report ***Digital Directions: Towards skills development and inclusion of Indigenous Peoples in the new economy***

[READ THE REPORT](#)



20,000TH STUDENT REACHED

goIT introduces middle school students to 21st century problem solving skills like computational thinking, human-centered design, agile, entrepreneurship.

Paired up with industry mentors, students produce inventive technology-enabled solutions to real-world problems.

94% of participants said that goIT has made them consider a career in technology.



20,494
Students Served



76
North American Cities



3,668
TCS Mentors Engaged



60%+
Minorities



42%
Girls

#TCSempowers

Empowering The Next Generation of Computational Thinkers

goIT has become the largest industry engagement CS education program for students in U.S. and Canada.

Through a train-the-trainer model and an agile, modular approach, goIT meets educators, schools, nonprofits & community organizations where they're at.

TCS employees mentor students, providing access to role models, bringing industry context and connection to the real world, exponentially increasing goIT's impact.

Educational Partners Include:





"I left the day believing..."

...that the vast majority of **340** middle school students believed, really believed, that they could build a computer app, that they had learned computer science in a real life laboratory, that they understood a complex process in simple terms."

—John Bole, *Director of School Support, Wyoming Department of Education*

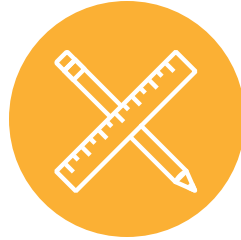
IGNITE MY FUTURE

**20K Teachers & 1M K-12
Students by 2021**

Ignite My Future in School (IMFIS) is a pioneering effort to empower U.S. educators through a transdisciplinary approach that integrates computational thinking into core subjects like math, science, art, and social studies.



7,990
Educators



467,690
Students



81
School districts
around the U.S.



50
U.S. states including
D.C. with participating
educators



99%
of Educators ready to
adopt into their classes

IMFIS is now the single largest industry-education partnership for computational thinking in U.S.

In partnership with Discovery Education, IMFIS provides best-in-class professional development, first-of-its-kind computational thinking resources aligned to national standards and frameworks, an interactive digital platform, a community of teacher leaders, and year-round engagement.

**Transforming
Computer Science
Education in U.S.**

IGNITE MY FUTURE

“It’s Incredible How Engaged Our Students Are...”

...when the problem hits home and they feel empowered to make a change!”

—Jenna Rosienski, *IMFIS Educator in Wisconsin*



\$4.8 M In Training Expenses Offset for Educators

The impact on **educators and school districts** has been overwhelming and unprecedented.

National Recognition from 28 U.S. Congressional leaders across the Senate, House of Representatives, and also from state officials and education leaders

VOLUNTEERS



11,825
Health



975
Planet



2,315
Education



REACH
722
Events



IMPACT
115,400
Beneficiaries

SKILL + WILL = COMMUNITY IMPACT

Over **15,000** volunteer engagements
(**44% of headcount**)
through **680** community projects.

Skills based volunteerism is at 38% of
volunteer hours.



American
Heart
Association.

Hearts On Our Sleeves

Heart disease is still the #1 health risk in North America and TCS has expanded its close partnership with the American Heart Association (AHA).

TCS has increased touchpoints and fundraising while deepening awareness & knowledge through employee info sessions survivor stories, and hands-only CPR training.

In addition to Go Red for Women, TCS is supporting STEM Goes Red in NYC, Cedar Rapids, and Cincinnati.

\$418,000+ raised to-date

25,200+ total TCS volunteer touchpoints across US & Canada





There When Help Is Needed Most

4,875+ TCS associates across the US and Canada have volunteered to-date and **\$980,526** has been donated over the course of our partnership. Recent donations supported relief for natural disasters such as the California Wildfires, Hurricane Florence, and the Canadian Parliament St. Fire Appeal.

300 TCS associates packed **3,100** kits in 2018 to benefit veterans and victims of natural disasters in communities in which TCS associates live and work.

TCS supported these groups in Little Rock, AR; Tampa, FL; Dallas, TX; Cedar Rapids, IA and Edison, NJ.

“Cedar Rapids experienced a really bad winter this year...”

...which we all endured. The realization that there are community members who were choosing between a heating bill or groceries helped put into perspective what we do have and awakened the generosity in the team to care for the hungry and marginalized in our local communities. Together local TCSers were able to donate close to 3,700 pounds of food to our area food pantry – my heart is full of gratitude.”

— Analiza Vavra, *TCS Leaders with Purpose, Iowa*

Tech For Good

Leveraging our leadership in technology consulting, we provide pro-bono tech services to social impact organizations.

This support has helped build an infrastructure for youth learning across North America. We've enabled through MWM over a million completed mentoring opportunities and through CSforAll a commitment tracker to allow over 300 organizations to pledge to create opportunities for 47 Million K-12 Students and 246,000 Teachers in the U.S.

Since 2015, we have partnered with US2020 and brought together a community of intermediaries, funders, and practitioners that have the incredible opportunity to develop proof points validating STEM mentoring as an important tool in education reform.

\$35M
in Social Good



US 2020

npower

IMPACT | 2030



Smithsonian
Science Education Center





“It’s great to know the difference...

we are making in persons in their formative years.”

– TCS Mentor

1.2 million+

industry professionals engaged as mentors for girls and young women in STEM education and careers.

30+

U.S. states growth of grassroot level programs since 2014.

#BUZZ



#PROUD



In 2018, TCS was recognized as America's Top Community Minded Information Technology company by Points of Light in its Civic 50 list of America's 50 most community minded organizations

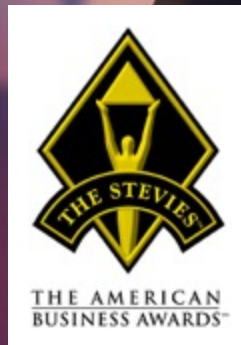
The U.S. Chamber of Commerce Foundation recognized TCS as a finalist for its prestigious 2018 Citizens Award for 'Best Commitment to Education'.



TCS CSR was recognized by Employee Engagement Awards as North America winner for past three years (2016-2018)



Innovation in Diversity Award for Ignite My Future In School



TCS' CSR efforts have been recognized with Gold and Silver Stevie awards at the American Business Awards for past five years (2014-2018)



Ignite my Future in School was honored in Fast Company's 2019 World Changing Ideas