Invicti 2023 DEIB Report

Diversity, Equity, Inclusion, & Belonging at Invicti

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Introduction

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We are proud to present our inaugural DEIB report, a testament to our commitment to creating an organization that is not only cutting-edge in its solutions, but also one that embraces the strength of diverse perspectives and fosters a culture of equality and belonging.

This report marks a significant milestone in our journey toward achieving a more diverse and inclusive workplace. It is an opportunity to transparently share our progress, challenges, and aspirations with all of you—our valued customers and partners—who have been integral to our growth and success.

Throughout this report, we will delve into the initiatives undertaken to promote DEIB, from recruitment and retention strategies that prioritize diversity to educational programs that foster cultural awareness and allyship. Our goal is to provide you with a comprehensive understanding of our journey and to showcase the tangible steps we are taking to create a more equitable and inclusive tech space.

The Connectiviti Community

In the dynamic world of technology, where innovation and progress thrive, we find ourselves at a critical juncture—one that calls for deeper introspection and steadfast action. At Invicti, we recognize that the future of technology can only be truly transformative if it is built upon the pillars of Diversity, Equity, and Inclusion, and Belonging (DEIB).

For us, DEIB is not merely an initiative but an integral part of our DNA. We firmly believe that a diverse team is a stronger team—one that fosters innovation, creativity, and empathy. Embracing unique viewpoints nurtures an environment where all talents can thrive and every individual feels empowered to contribute their skills and perspectives to the collective mission.

In 2023, we launched Connectiviti, our DEIB Community at Invicti, which is a great step forward. We also recognize that our journey is ongoing and that there is much work ahead. We are steadfast in our commitment to continual improvement and are humbled by the opportunities to learn from the diverse voices and perspectives that surround us.

Let's Talk Stats

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Invicti's Identity

2023 Benchmark Data

Our employment data was pulled in September 2023 via our internal human resources systems. It includes our full-time employee base and excludes our contract or contingent workforce.
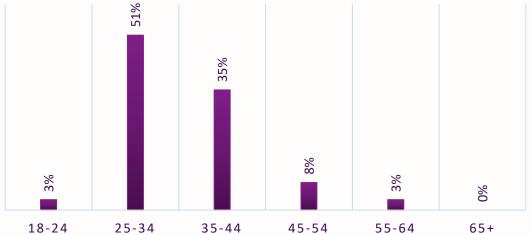
Please note, our data isn't perfect and there are some gaps. Our surveys did not have a 100% response rate, which is typical for most surveys of this kind. Since we are a global organization we rely heavily on our employees self-reporting things like age, race, sexual orientation, gender, and military status. The metrics following are the self-reported data divided by the total employee population. So, the representation of employees from marginalized groups may be greater.

EMPLOYEES BY AGE

■ 2023

18-24	25-34	35-44	45-54	55-64	65+
3%	51%	35%	8%	3%	0%

EMPLOYEES BY REGION

■ 2023

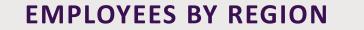| NORTH AMERICA	EUROPE	MIDDLE EAST & ASIA
29%	37%	34%

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Race and Ethnicity: US Employees

An exercise in transparency and honesty

Two of our core values are Integrity & Collaboration. As we continue to build a more diverse and inclusive work community of colleagues, we believe it's important to be honest and transparent about what diversity looks like at Invicti today.

Goals
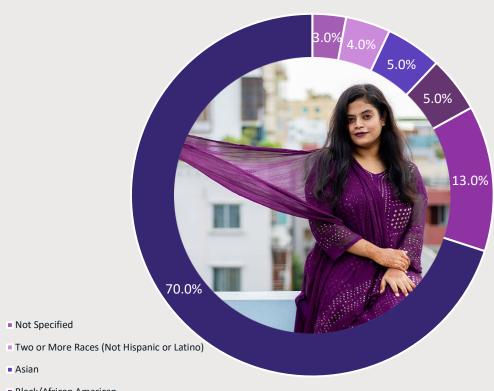We'll be setting goals in 2024 for the kind of change we want to see.

Team Invicti by Race

3.0%
4.0%
5.0%
5.0%
13.0%
70.0%

- Not Specified
- Two or More Races (Not Hispanic or Latino)
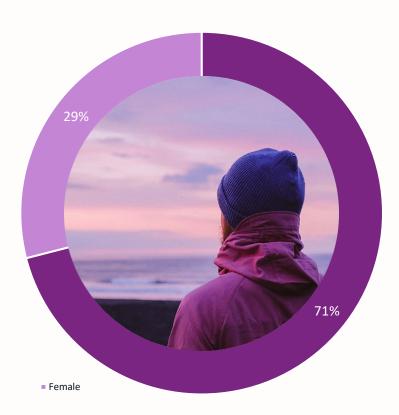- Asian
- Black/African American
- Hispanic/Latino
- White

Global Gender

Team Invicti Race & Ethnicity

We understand that identity is complex and people are multi-faceted. While we work toward building safe, secure ways to capture self-reported gender identity & expression from a global workforce, for this year's report, we define sex as the gender assigned at birth.

Team Invicti by Sex

29%

71%

■ Male ■ Female

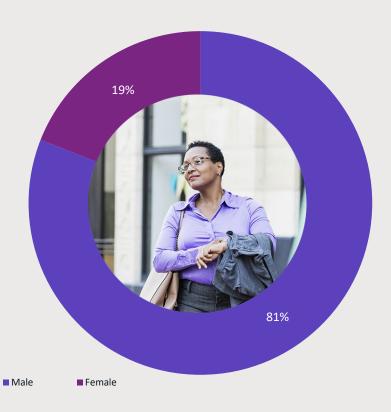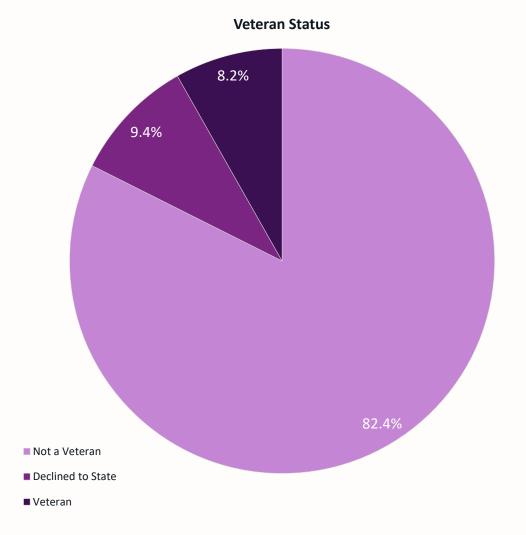### Team Invicti by Groups

Our Leadership data include both people managers and Individual Contributors that meet certain leveling guidelines. This community includes Sr Managers and up who are also people managers as well as Sr Managers and up who are process or systems managers.

Team Invicti Leadership

19%

81%

■ Male ■ Female

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Awards, Recognition, Accomplishments, Roadmap

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Awards, Recognition & Accomplishments

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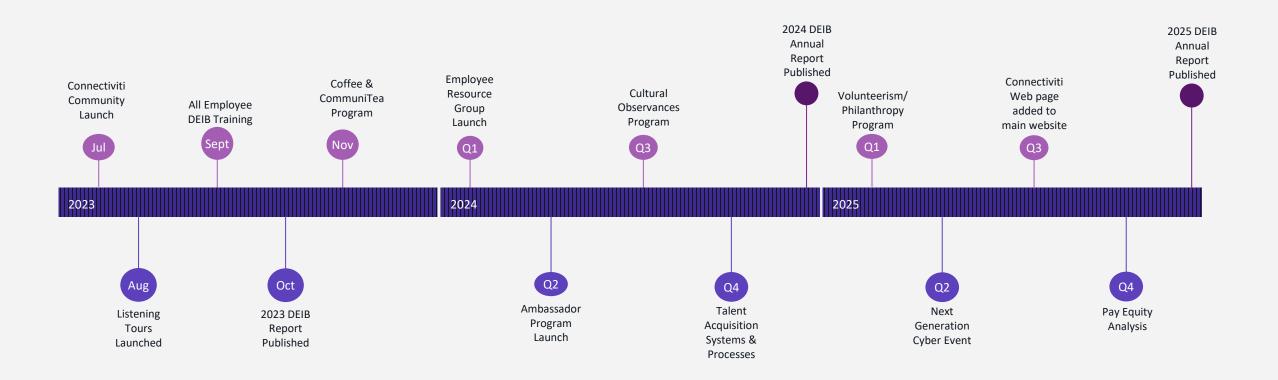
Making Invicti a Great Place to Work

We believe our biggest asset even above industry-leading products are the Invictians we get to work with every day. We are humbled at being named "Best" & "Great" places to work in multiple countries and passionate about the journey ahead.

Austin American-Statesman Top Workplaces winner 2021

Built In Best Places to Work 2022 & 2023

Great Place to Work Turkey May 2021-2022

Connectiviti Community Charter, Launch, and Listening Sessions

Enabling pronouns in Internal Communications systems

WCAG Compliance for Enterprise products

3 year DEIB Roadmap

Connectiviti Community Launch — **Jul**

Listening Tours Launched — **Aug**

All Employee DEIB Training — **Sept**

2023 DEIB Report Published — **Oct**

Coffee & CommuniTea Program — **Nov**

2023

Employee Resource Group Launch — **Q1**

Ambassador Program Launch — **Q2**

Cultural Observances Program — **Q3**

Talent Acquisition Systems & Processes — **Q4**

2024 DEIB Annual Report Published

2024

Volunteerism/ Philanthropy Program — **Q1**

Next Generation Cyber Event — **Q2**

Connectiviti Web page added to main website — **Q3**

Pay Equity Analysis — **Q4**

2025 DEIB Annual Report Published

2025

Dates are estimates based on current Corporate Structure and resources.

Advancing Cybersecurity

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The Future is Brilliant

Diversity Sparks Innovation

In today's rapidly evolving landscape, technology is forging a profound connection with the principles of diversity, equity, inclusion, and belonging. As technological advancements surge forward, they are increasingly tailored to enhance and amplify these essential values.

With the aid of innovative tools, platforms, and data-driven insights, organizations are now better equipped than ever to foster diverse talent pools, eradicate biases in decision-making, and ensure equitable opportunities. From AI-driven recruitment processes that identify and mitigate bias to augmented reality experiences that cultivate empathy and understanding, technology is becoming a driving force in creating an inclusive and equitable world.
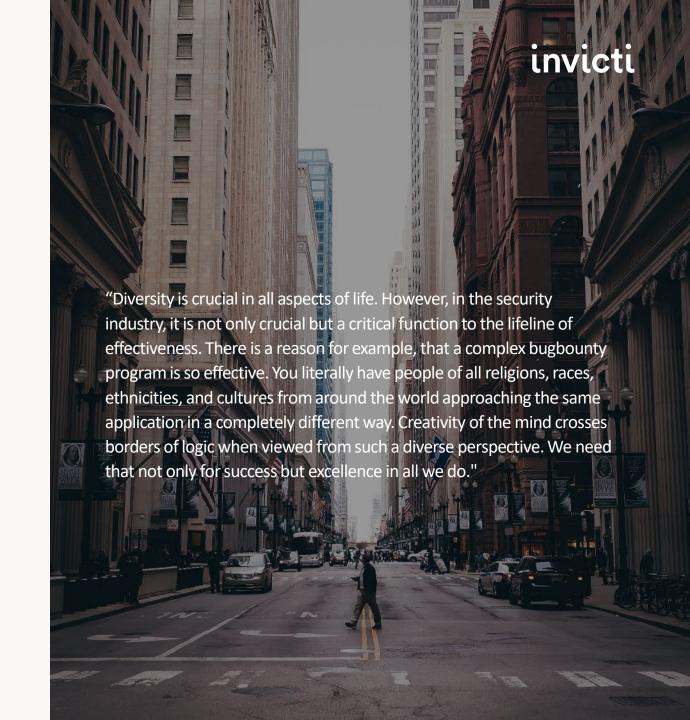
As these two trajectories converge, we are witnessing a future where technology serves as a catalyst for nurturing an environment where every individual's unique background and perspective are not only celebrated but contribute to the very fabric of progress and innovation.

Industry Thought Leaders

Frank Catucci

Chief Technology Officer
Head of Security Research
& Data Science,
Invicti Security

Frank Catucci is a global application security technical leader with over 20 years of experience, designing scalable application security specific architecture, and partnering with cross-functional engineering and product teams. Frank is a past OWASP Chapter President and contributor to the OWASP bug bounty initiative and most recently was the Head of Application & Product Security at Data Robot. Outside of work and hacking things, Frank and his wife maintain a family farm. He is an avid outdoors fan and loves all types of fishing, boating, watersports, hiking, camping, and especially dirt bikes and motorcycles.

"Diversity is crucial in all aspects of life. However, in the security industry, it is not only crucial but a critical function to the lifeline of effectiveness. There is a reason for example, that a complex bugbounty program is so effective. You literally have people of all religions, races, ethnicities, and cultures from around the world approaching the same application in a completely different way. Creativity of the mind crosses borders of logic when viewed from such a diverse perspective. We need that not only for success but excellence in all we do."

Industry Thought Leaders

Kalpana Tummala

Vice President Engineering &
Program Management,
Invicti Security

"Embracing, diversity, equity, inclusion, and belonging promotes a sense of security and changes the perception of the environment around you. The world is so different today than it was yesterday, and it is guaranteed that it will be much different tomorrow but having a deep appreciation of the differences and channeling that into positive energy results in delivering better business decisions, better products, and, overall, it makes a better and happier workplace."

Kalpana is a seasoned leader with over 22 years of technical and managerial skills at leading companies in the Semiconductor, FinTech, and Banking industries. Kalpana is well known for strong execution skills and for driving strong results through cross-functional teams with the utmost focus on Customer Centricity. Kalpana was recently leading Core modernization efforts at Regions Bank. Kalpana is based in Austin, Texas, and enjoys reading, gardening, volunteering, cooking, and dancing.
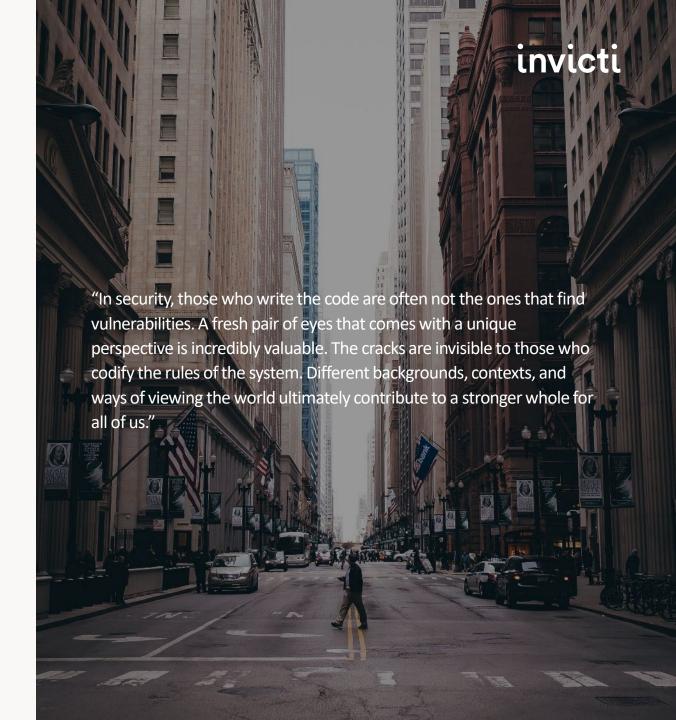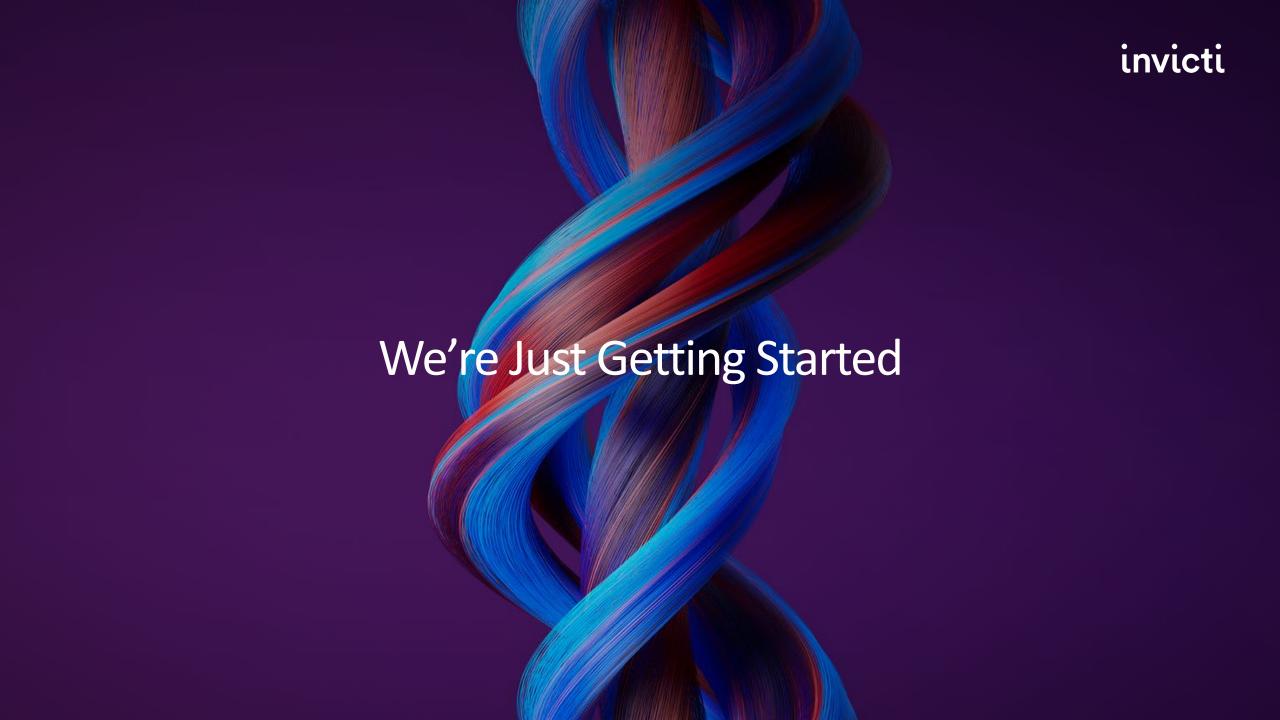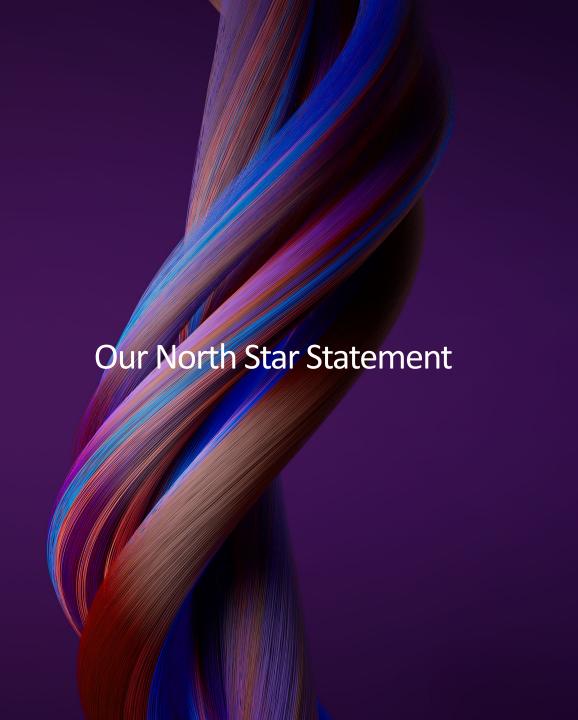
Industry Thought Leaders

Dan Murphy
Chief Architect,
Invicti Security

Dan Murphy has 20+ years of experience in the cybersecurity space, specializing in web security, distributed systems, and software architecture. As a distinguished architect at Invicti, his focus is on ensuring that Invicti products across the entire organization work together to provide a scalable, performant, and secure dynamic analysis experience. Dan has had a life-long interest in secure (and insecure!) software, sparked by explorations of bulletin boards as a pre-teen, and an early job as a teenager securing networks and servers at an Internet Service Provider.

"In security, those who write the code are often not the ones that find vulnerabilities. A fresh pair of eyes that comes with a unique perspective is incredibly valuable. The cracks are invisible to those who codify the rules of the system. Different backgrounds, contexts, and ways of viewing the world ultimately contribute to a stronger whole for all of us."

We're Just Getting Started

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Our North Star Statement

Steadfast Commitment to DEIB

The evolution of Invicti's commitment to Diversity, Equity, Inclusion, and Belonging (DEIB) practices, from inception to current state, has been a transformative journey and we've only just begun. We recognize that embracing DEIB principles is not just a choice, but a necessity to build a forward-thinking and socially responsible company. We've started by embedding these values into our company culture, policies, and hiring processes.

As we look ahead to the next few years, the trajectory of DEIB at Invicti is both inspiring and ambitious. Building on our foundation of inclusivity, **we are committed to making even bolder strides toward a work environment where everyone is seen, valued, and elevated.**

Our focus will be cultivating a motivating work environment by curating diverse and equitable experiences for our people and processes that are measurable through comprehensive metrics. We will expand our efforts to ensure equitable career growth for all employees by, cultivating a leadership team that reflects the diverse world we live in.

Teşekkürler!

Mulțumesc!

Grazzi!

Grazie!

Děkuji!

Thank you.

AppSec with Zero Noise

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