Year in Review

Corporate Citizenship

Helping people work better and live better while serving those in need around the world.

Corporate Citizenship at Citrix

Simply Serve

Employees receive 16 hours of paid volunteer time each year. The Global Day of Impact, which kicks off every April, empowers employees to join together as teams to support the causes they care about.

Simply Give

Citrix matches employee donations of up to 1,000 USD per employee per year, to qualifying nonprofits. Employees can also earn Cause Cards to donate to their favorite nonprofits, through the Dollars for Doers program, when volunteering on their personal time.

In 2016 we took a deeper look at who we wanted to be as a company. We redefined our core values and took extra steps to weave Integrity, Respect, Curiosity, Courage, and Unity into our corporate policies, culture, and activities. Our Corporate Citizenship efforts bring these values to life. Over the past year we supported education of the underserved, inspired dreamers, celebrated diversity, safeguarded the health of ourselves and others, nurtured our planet, and much more. Behind all of these efforts is an unstoppable team of employees whose passion and enthusiasm make it all possible.

This is Citrix. See us in action.

Donna Kimmel, Senior Vice President & Chief People Officer at Citrix (middle), kicked off the Global Day of Impact program with employees in Santa Clara, California.

Integrity

We act with honesty and hold each other accountable

Respect

We are open, inclusive and empathetic

Curiosity

We are continuously innovating, learning and improving

Courage

We dream big, and we are bold and selfless in pursuit of those dreams

Unity

We collaborate and win together

Educating the next generation of change makers

Education was a major focal point of our efforts in 2016. Employees set out to inspire the future doers and change makers of the world.

"We got to help a room full of fifth-graders build video walkie talkies! To see Citrix give tools to kids to help promote education and engineering, it's a fantastic investment."

— Chris Matthieu,
Director of IoT Engineering, Citrix

Partnering to support the community at Citrix Summit and Synergy

In partnership with the United Way, employees, partners, and customers worked side-by-side at our annual Summit and Synergy conferences in Las Vegas, Nevada, applying their experience to support local education programs. They participated in speed mentoring sessions with high school students and assembled 2,000 reading and science education kits.

At Synergy, volunteers helped students build robots and engineer bridges out of spaghetti and marshmallows and assemble Arduino kits, which can be used in classrooms to teach basic electronic and programming techniques.

Teaching kids to code in Patras, Greece

Employees in Patras, Greece, taught kids to code at a local elementary school using LEGO kits. They programmed a race car using a motion/proximity sensor and simulated an earthquake with a LEGO motor engine. The kids got a taste of what it's like to create an algorithm for real-life engineering scenarios.

Books in Bangkok, Thailand

At Citrix ServTech in Bangkok, Thailand, employees and partners worked together with Paper Rangers, a local nonprofit, to make 600 notebooks out of recycled paper donated by local businesses. Paper is very expensive in Thailand, and rural children in northern Thailand were happy to receive these greatly needed supplies.

Harnessing the power of human difference

Supporting Diversity and Inclusion

Citrix employees have a variety of backgrounds, perspectives, and beliefs. They contribute their experience and talent to a team united by a shared vision and core values.

Supporting our LGBTQ community

When tragedy struck in Orlando, Florida, Citrix partnered with Our Fund to support victims of the Pulse nightclub shooting and their families. A "Breaking Bread for Peace" fundraiser raised 50,000 USD, while increasing awareness and providing solace and support.

Citrix was named a Best Place to Work for LGBTQ by the Human Rights Campaign, the largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender, and queer Americans. Our programs proudly support non-discrimination workplace protections, domestic partner benefits, and public engagement with the LGBTQ community.

BEST PLACES TO WORK for LGBT Equality 2017 — 100% CORPORATE EQUALITY INDEX

Honoring achievements of women everywhere

Citrix celebrated International Women's Day on March 8 with events promoting diversity, inclusion, equal pay, and opportunity worldwide. Leaders encouraged support for the #PledgeForParity campaign and organizations working for the development of women in our local communities. Leaders encouraged employees to support the #PledgeForParity campaign, to donate to organizations supporting girls and young women such as WAGGS (World Association of Girl Guides & Girl Scouts), and to volunteer for nonprofits working for the development of women in their local community.

Equality in tech – one girl at a time

Citrix has long partnered with ITWomen, a nonprofit in South Florida that works to increase the number of women in technology and engineering careers. In addition to awarding scholarships, employees volunteer as key members of the Role Models program, encouraging middle and high school girls to consider futures in tech. This year Citrix sponsored a full-day video shoot for ITWomen's scholarship recipients as part of an initiative to build the organization's media library and highlight outstanding women alumni, programs, and resources.

Total Community Investment

2016
Year in Review

3,741 employees engaged
2,812 volunteered
1,479 donated

up 55% from last year

50 offices

26 countries

1,295 charities served

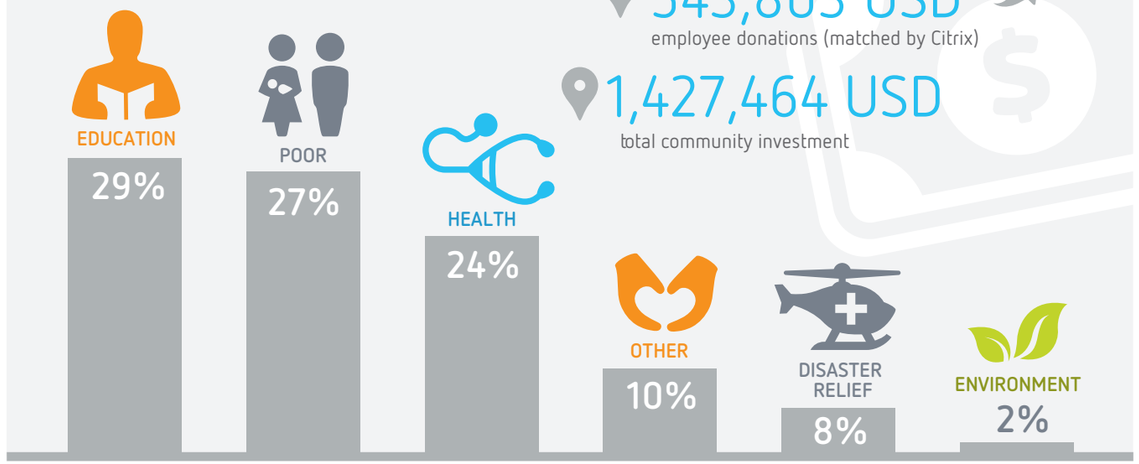
Simply Give

up 16% from last year

543,803 USD
employee donations (matched by Citrix)

1,427,464 USD
total community investment

Where we donate:



Diversity

Overall gender distribution

26% female

74% male

Executive level gender distribution

85% 15%

U.S. ethnicity

43% non-white

57% white

U.S. executive level ethnicity

69% white

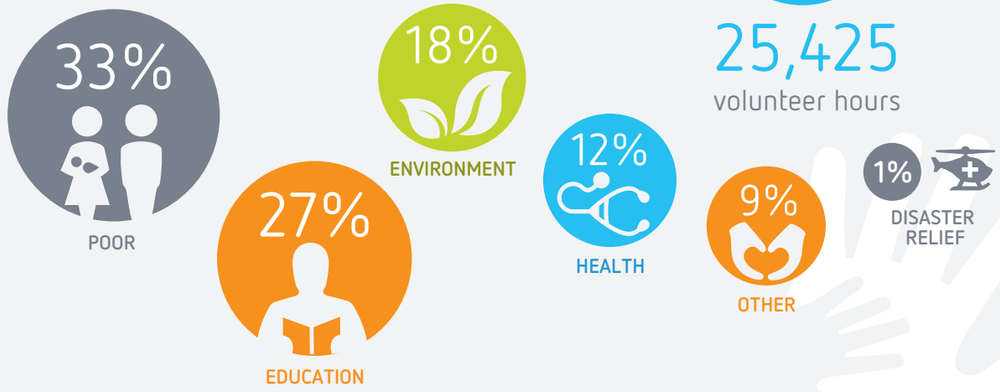
31% non-white

Data from September 2016. Gender data is global; ethnicity data is U.S. only.

Simply Serve

Where we volunteer:

25,425 volunteer hours



Prioritizing health and medical research

Citrites showed their commitment to taking care of themselves and their communities through a health awareness campaign called Impact Health, Get Involved, "I'm in!" for short.

"I'm in!" was about encouraging us all to prioritize our health, get physically active, receive a health checkup, and make time for our well-being.

October was Pinktober, with a focus on women's cancers, followed by Movember in November supporting men. Over the course of the two months, Citrites raised 72,000 USD to support 11 nonprofits actively researching cures and supporting people in treatment.

Portraits for a purpose

Dublin, IR, showcased their silly side by hosting a photo shoot to raise funds for the Irish Cancer Society.

Pink bra workshop

Members of the Sales and SE team from Citrix Paris, FR, learned about women's breast health from local nonprofit Pink Bra Bazaar, as they showed off their creativity and sewing prowess designing purses and other objects from donated brassieres. They gave the gifts to friends along with an educational leaflet promoting breast health.

Comfort for kids

At Citrix ServTech in Helsinki, Finland, 1,000 care kits were assembled and distributed to young patients at the local University Children's hospital in partnership with Kummit, a local nonprofit supporting hospitalized children.

Bangalore, India, in action

In June, several Citrix IT teams in Bangalore came together to host a week full of activities for children with neuro-muscular and developmental disabilities at the Spastics Society of Karnataka. The organization provides diagnostic and intervention services to children with cerebral palsy, autism, and learning disabilities.

A month of mustaches

In November, 14 teams around the world sprouted mustaches and raised funds for the Movember Foundation, which supports research for male cancers, and addresses mental health and suicide prevention in men. In Raleigh, women joined the fun, sprouting paper 'staches to support the cause.

Focusing on the planet

To kick off the 2016 Global Day of Impact program, Citrix celebrated Earth Day and Arbor Day by pledging to plant a tree for every employee who volunteered in the month of April.

Employees logged 2,700 volunteer hours to 55 nonprofits across the globe. Funds for almost 700 trees were donated to regional partners including National Arbor Day Foundation (U.S.), Say Trees (India), and Woodland Trust (UK).

Bangalore plants 500 trees in one day

Citrix employees in India took tree-planting one step further. 125 employees traveled to Yeshwantpur Railway Colony in Bangalore, where they planted 500 saplings, proving what a difference one day can make.

Lighting up homes and hearts in Seoul

Elderly families struggling on government assistance in the village of Bukjeong got a surprise from Citrix Korea. Working with the Seoul Council on Social Welfare, employees installed energy-efficient LED light bulbs in 25 homes. The longer-lasting bulbs provided much-needed cost savings – and lit up the hearts of these families.

Post tsunami restoration in Japan

Minami Sanriku Oendan in Japan supports farmers still recovering from damages sustained in the 2011 earthquake and tsunami in Japan. Citrix Japan employees spent a day at a mountainous farm doing exhausting work that was equally fulfilling.

Preserving Swiss parks

Citrix Schaffhausen employees rolled up their sleeves and took to the great outdoors with nonprofit ProNatura. They supported environmental conservation of the flora and fauna in the Bargen region near Schaffhausen.

Jersey City beach clean up

Jersey City employees participated in the Corporate Beach Sweep & Scavenger Hunt, collecting and removing debris from the shoreline and recording their findings. Data gathered will be used to support pollution prevention initiatives for the city.

Global day of impact

These employees teamed up and gave back to their communities in ways that were most meaningful to them.

Serving with a smile

The EMEA leadership team supported BarcelonActua, an organization that provides food and shelter in the impoverished neighborhood of Raval near Barcelona, Spain. Volunteers visited the shelter, greeted guests, served dinner, and cleaned the kitchen. Although many did not speak Spanish, all agreed the best part was the exchange of a smile, which needed no translation.

Feeding communities in need in Singapore

Citrix Singapore packed more than 200 bags of food, which they distributed to 150 households in partnership with Thye Hua Kwan, a local nonprofit that provides programs for the elderly and sick, families in need, children, and the disabled.

Latin American and Caribbean teams support children's causes

Employees in Argentina, Brazil, Colombia, Chile, Mexico, and Peru supported hospitals, charities, and organizations that provide healthcare and services for children in areas of extreme poverty. Volunteers participated in activities with children and donated 3,800 USD across the six organizations visited.

Spring came early to an Amsterdam nursing home

The Citrix Western European leadership team visited residents at the Vreugdehof nursing home in Amsterdam. They helped decorate rooms in preparation for the Easter holiday, brightening the spirits of residents.

Truly global citizenship

These Citrites went the extra mile and made a real difference — on the other side of the globe.

Pedro Perez Fernandez

Lead Technical Relationship Manager
Madrid, Spain

With support from family, friends, and colleagues, Pedro collected more than 1,200 USD in donations for the nonprofit Africa Kids, which he used to purchase food, clothes, and toys for its children's home and school in Nairobi, Kenya. Citrix donated extra school supplies, as well as funds to construct a bathroom. Pedro spent 19 days at the school, teaching and playing soccer with the children and building the new bathroom.

Praveen Pasupuleti

Senior Business Intelligence Development Manager
Fort Lauderdale, USA

Praveen spearheaded fundraising events in Fort Lauderdale, including a volleyball and cricket tournament, to benefit the Spandana Foundation, a nonprofit in India focused on providing basic living, education, and healthcare to children in need. Through employee donations and a Citrix match, Praveen raised 53,000 USD, enough to provide food for 2,500 children for six months.

Jona Apelbaum

Global Senior Manager, Systems Engineers
Madrid, Spain

While in Nepal, Jona came across the family-run Solu Child Welfare orphanage, where he spent time volunteering and helping the kids with homework. Later, he learned the orphanage fell into financial hardship, and he eagerly stepped in to help. The husband-and-wife team who run the orphanage were unable to care for the 15 children. Funds were needed to help pay rent and buy food. With his personal donation, Jona was able to help, and he remains actively involved in raising funds for the family.

Sam Baartz

Sales Representative
Sydney, Australia

Cyclone Winton devastated areas of Fiji in February. Sam volunteered with the Parliamentary National Student Leadership Forum to support a high school impacted by the storm. Sam got Citrix to donate 1,000 USD worth of school supplies and secured an additional 750 USD from Staples office supply store. He visited the school for a week, where he taught classes about leadership, played sports, and helped with general maintenance, including building new shelves for the library.

Community game changers

They rally co-workers, inspire volunteerism, organize fundraisers, and lead impactful contributions to worthy causes. Each year, more than 90 Service Officers step up to lead Corporate Citizenship efforts on a local level. Those that stand out are honored as Service Officer Rock Stars. These are the individuals who go above and beyond to truly make their communities better.

Our 2016 service officer rock stars share their thoughts and advice on volunteerism.

"I think it's important to use every hour of GDI time we are given, and to encourage others to do the same."

Deena Goulty, Lead Facilities Coordinator
Chalfont, United Kingdom

"Volunteering is a way of life. There is no effort too great or too small when being of service to others."

Keely Respass, Office Manager
Jersey City, USA

"It's important to give back because we're all a part of the same community, and when volunteering, we help shape the kind of society we want to live in."

Rosa Resendez, Senior Executive Assistant | Santa Clara, USA

"The best thing about Corporate Citizenship and the volunteering spirit at Citrix is that it's easy to share with others and, when shared, it grows exponentially."

Maria Chang, Principal Consultant
Bethesda, USA

"Build relationships with everyone in the building. Go meet every new person and tell them all about the 16 extra hours they get to volunteer outside of their PTO!"

Brittany Tatum, Escalation Engineer, Worldwide Hardware Support
Alpharetta, USA

"I've learned that help is needed everywhere and you can create hundreds of little miracles by just paying attention to your community. It is about getting started and just helping when you can."

Kathrin Bohnert, Senior Customer Care Operations Manager | Karlsruhe, Germany

"We work together as a team to bring these events to life – I'm glad to be a part of it. I plan to organize more innovative events and continue to do good for years to come."

Praveen Makam, Salesforce Developer
Bangalore, India

"Don't be afraid to talk to people and encourage them to participate in GDI. It's also important to listen to feedback and organize events that people want to participate in."

Sarah Murphy, Support Sales Specialist
Dublin, Ireland

"Volunteering helps me to broaden my horizon and learn humility, empathy, and gratitude. It enables me to express my thankfulness by giving something back and making an impact."

Sonja Seewald, Senior Administrative Assistant | Dresden, Germany

"Being a Service Officer doesn't take up a lot of time. I encourage more employees to help organize activities that our colleagues will enjoy. It is meaningful and fulfilling!"

Kathy Chan, HR Generalist
Singapore

"When we volunteer, we're doing something without expecting anything in return. As long as the receiving party is happy, it's a joy. Sometimes the smallest acts are the kindest and richest."

Kris Lee, Executive Assistant
Singapore

"One of my favorite quotes is: 'Kindness is not an act, it's a lifestyle.' Citrix gives me the privilege to live that lifestyle."

Vipul Singhania, Senior Software Engineer 2 | Bangalore, India

Where can we do good next?

Our work as corporate citizens is never complete. There's always more we can do. It all starts with employee-generated ideas.

In 2015, through the interactive Pop-Up activity conducted around the world, employees selected education as the most relevant area for Citrix to move the needle. In 2016, employees participated in "Ideas for Impact" events, where they zeroed in on key activities they would enthusiastically engage in to support students along their educational journey. The ideas included hackathons, tutoring, coding classes, teacher training, robotics clubs, and makerspaces – for students at all levels. The most popular activity? Mentoring. In 2017, Citrix will pilot mentoring programs for secondary education students and new graduates in our larger offices.

CITRIX®

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