

Dear Associates,

In a [message](#) to our associates, Doug McMillon, President & CEO, emphasized the fantastic work done by the tech team in these unusual times - finding practical solutions to make online grocery more accessible, helping associates stay productive and connected, and developing new ways of helping our most vulnerable customers. He mentioned that Global Tech is the bedrock of everything that Walmart offers and appreciated the team for adapting, staying nimble and moving with speed – going from ideation to action in record time.

The focus of our [Global Tech All hands](#) last week was divided between Culture, Diversity and Inclusion, the new recognition program, milestones reached since the onset of COVID-19 and our tech strategy. Suresh Kumar, our Global CTO & CDO reflected on the recent racial discrimination and Walmart's 100-million-dollar commitment for [advancing racial equity](#). Ben Saba-Hasan, SVP and Chief Culture, Inclusion and Diversity Officer along with Tony Waller, Senior Director of Diversity Relations spoke about the four pillars that will be at the core of our effort on advancing racial equity – education and workforce, healthcare reforms, criminal justice and economic empowerment. Cheryl Ainoa, SVP, Core Services - Retail & Emerging Technology along with Isabel Cruz, SVP People shared [key results](#) as part of our Tech FWD initiatives.

On the tech front, we have raised the bar of excellence in multiple areas – be it enabling associates to work seamlessly in the virtual world, expanding online grocery by making it more accessible, or protecting our vulnerable customers. With tech driven programs that helped the business – Enruta, Spark, Curbside Pickup and an improved Marketplace offering - we are getting ahead and in front of change. In other news, stay tuned to know more about the launch of Reimagine! Exciting activities lie in store for us.

Closer home, the recently held [ET RetailTech Virtual Summit](#) brought an opportunity for industry leaders to dive deep into the critical role that technology plays in the retail sector post COVID-19. I had the privilege to represent Walmart at this event and got a chance to talk about the impressive work that our teams are doing. To be a part of this platform and share the kind of work we are doing at IDC was a great experience! For me, it was a first of its kind experience because the keynote was pre-recorded ahead of time (via zoom) and then, on the day of the event, it was delivered as a video address rather than as a live zoom talk. I also got a chance to interact with the audience via the QnA chat window as they watched my video - an interesting experience 😊. If you have missed out on the summit, here's a brief summary of the key note featured at [ETRetail.com](#).

At IDC, we have all been a part of the month-long celebration of Pride, to acknowledge and appreciate the vast diversity within the Walmart community globally. This reiterates our commitment to always nurture an all-inclusive workplace where everyone can bring their best self to work and get equal opportunity to thrive. Our Pride story has been featured in [YourStory](#) with a special highlight on the [Inclusive Leadership panel discussion](#) held on our LinkedIn platform. I

congratulate the Pride ARG group for their continued efforts in ensuring a culture that embraces inclusivity and in reinforcing the need to have our associates as strong allies standing by the community. Nice work and keep it up!

Stay safe and stay connected!

Hari Vasudev

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