

Booz | Allen | Hamilton®

# DIVERSITY, EQUITY, AND INCLUSION

EXECUTIVE REPORT





# OUR PROGRESS AND OUR PATH FORWARD

## A MESSAGE FROM HORACIO ROZANSKI, PRESIDENT AND CHIEF EXECUTIVE OFFICER, AND BETTY THOMPSON, CHIEF PEOPLE OFFICER

Empowering people to change the world: It's our guiding purpose as we strive every day to solve our clients' biggest challenges. At the same time, we're also committed to making sure that each of our more than 27,000 professionals are empowered—as part of a diverse, inclusive, and equitable workplace where everyone feels that they belong and are valued.

### LONG-STANDING COMMITMENT TO MEANINGFUL CHANGE

Decades ago, we made a decision to infuse diversity, equity, and inclusion (DEI) in our culture, and we've been committed to meaningful and lasting change ever since. We're proud of the progress we've made to date—it is a reflection of our purpose and values, has strengthened our business, and lays a strong foundation for the work ahead.

As 2020 shed light on deep, long-standing inequities within our society and the need for enduring change, we've intensified our efforts. With a desire for increased transparency and accountability, we've established six race and social equity-focused pillars to address fundamental inequities both inside and beyond our firm. Through these efforts we'll create conditions for everyone to bring their best, to belong, and to succeed.

### CREATING A MORE EQUITABLE WORLD

While we're proud of how far we've come, it's clear we still have a lot of work to do. As part of our ongoing DEI journey, we're creating a bold vision that's both aspirational and achievable. We'll use our unique voice, along with our capabilities, to lead by example, ensure fairness, and drive equitable access and outcomes. We're committed to being a force for good in advancing equity in our business and across our communities.

We know that diversity makes our lives richer, our solutions superior, and our firm more innovative. As we work to shape a better future, we'll continue to put people at the center of all we do— by doing everything we can to create a more equitable world for all.

Horacio D. Rozanski  
*President and Chief Executive Officer*

Betty Thompson  
*Chief People Officer*

# DIVERSITY, EQUITY & INCLUSION

In June 2020, we announced our Race and Social Equity Agenda—a firmwide effort to listen, learn, and act with purpose toward a better future. This agenda recognizes that to “empower people to change the world” we must address fundamental issues of inequity that have posed barriers to fully and meaningfully participate in this essential mission.

## OUR PROGRESS

We’ve already taken swift and meaningful actions, as a down-payment on our commitments, while taking a deeper look at our key processes and practices. We engaged an outside assessment partner to help us identify potential opportunities to improve equity and inclusivity, including with respect to any unconscious or systemic bias that could impact our employees. We held listening sessions to explore our employees’ personal experiences and short- and long-term ideas for change. We invested through philanthropy, pro bono service, and volunteerism to support nonprofit organizations working to support race and social equity in our communities. These initial, short-term actions, along with others over time, will help us fulfill our purpose and values as an organization that embraces diversity and is committed to equity and inclusion.

We’re proud of our commitments and our progress toward diversity, equity, and inclusion. It’s rewarding when industry peers, media organizations, and others recognize our efforts as well.

“ Each day we work to empower people—our colleagues, clients, and community—to change the world by living our company’s purpose and values, which are rooted in collaboration, doing right, harnessing the power of diversity, and embracing the mission at hand. ”

—Betty Thompson, Booz Allen Chief People Officer



## OUR DEI COMMITMENT: INDUSTRY AWARDS & RECOGNITION



**250+** recipients  
of Women of Color STEM Awards

**100%** score on the Human Rights Campaign  
Corporate Equality Index for the 11th year straight.

Named one of the  
**Best Companies for Women** by Forbes



U.S. Department of Labor HIRE Vets  
**Platinum Medallion**



**22 years** on Working Mother  
"Top 100 Companies List"

Washington Business Journal CEO of the Year Award:  
**Diversity, Equity, and Inclusion Champion**

In 2020, named one of the  
**Best Employers for Diversity** by Forbes



**Top 10** on CAREERS & the  
disABLED's 2018 Top 50 Employers



**Inclusion Index Company Award**  
from Diversity Best Practices in 2020

**Top 5** on Forbes  
**America's Best Employers for Veterans**

**100%** score for "Best Place to Work for  
Disability Inclusion" on Disability:IN's Disability  
Equity Index—6th year straight.



**2 years** in a row named one of the World's  
Most Ethical Companies by Ethisphere

# BOOZ ALLEN'S DEI JOURNEY



Initiated **DIVERSITY FORUMS** to nurture employee mentoring

Increased **REPRESENTATION OF WOMEN** to 35% of Booz Allen's workforce

Refreshed **DIVERSITY AGENDAS** to foster inclusion across firm

Established firmwide **PURPOSE AND VALUES** with a commitment to ethical conduct

Launched signature DEI program **"UNSTOPPABLE TOGETHER"**

Named **FIRST WOMAN** to Board of Directors

Named 2 more women to board, **INCREASING REPRESENTATION** of women to 42%

Named women to **LEAD 100% OF FIRM'S MARKET GROUPS**



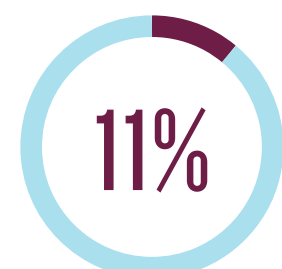
# REPRESENTATION MATTERS

We believe representation is an important element of inclusion. To increase representation at all levels of the firm, we've further grown our diverse leadership and talent.

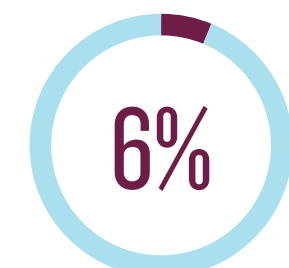
## A MORE DIVERSE FIRM AT ALL LEVELS\*



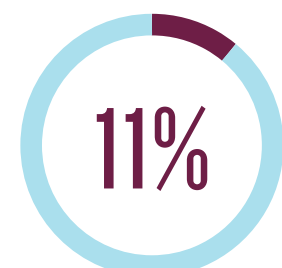
Women



African-American



Hispanic



Asian-American

**73%** of Booz Allen's 11-member Board of Directors is **ethnically and gender diverse**

**6 of 9** members of the Booz Allen Leadership Team are women

**30%** of our employees are veterans or military-affiliated, including **18 executive-level partners**

**32%** of the firm's more than 27,000 employees in FY20, identify as a **Black, Indigenous, or people of color**

\*Based on FY20 employee data.

“The mission of every leader in this firm is to create an inclusive environment in which each of us can REACH OUR FULL POTENTIAL.”

—Horacio Rozanski, Booz Allen President and CEO



## RECRUITING & RETAINING DIVERSE TALENT\*

	FY20	FY19	FY18
<b>ALL EMPLOYEES</b>			
Female	<b>36%</b>	36%	36%
Male	<b>63%</b>	64%	64%
BIPOC	<b>32%</b>	30%	30%
Veteran	<b>29%</b>	29%	28%
Under 30 yo	<b>20%</b>	20%	19%
30-50 yo	<b>55%</b>	55%	56%
Over 50 yo	<b>25%</b>	25%	25%
<b>SENIOR MANAGEMENT</b>			
Female	<b>33%</b>	32%	30%
Male	<b>67%</b>	68%	70%
BIPOC	<b>18%</b>	18%	18%
Veteran	<b>24%</b>	25%	25%
Under 30 yo	<b>0%</b>	0%	0%
30-50 yo	<b>62%</b>	62%	62%
Over 50 yo	<b>38%</b>	38%	38%

Note: Information set forth above is based upon voluntary employee self-reporting. Demographic information related to race and ethnicity is not captured for employees outside of the United States; however, all percentages above are calculated relative to our total workforce. This may result in an understatement of our Black, Indigenous, and people of color (BIPOC) representation, due to the unavailability of data for that portion of our workforce. As of the end of FY20, employees self-identifying as BIPOC comprised 32% of our U.S. workforce.





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TO LEARN MORE, PLEASE VISIT:  
[boozallen.com/about/diversity-equity-and-inclusion](https://boozallen.com/about/diversity-equity-and-inclusion)