

## **Q1 How many women and minorities work at Booz Allen and at which levels?**

**A1** Booz Allen's minority and female client staff representation is on par with that of other firms within our industry, such as McKinsey, Bain and BCG. Booz Allen has women and minorities at every level within the firm. Women and minorities are not highly represented within the professional service industry at large, primarily because consulting has not historically attracted minority and women candidates. Booz Allen is committed to challenging the status quo.

We are committed to increasing the percentages of women and minorities on our client staff. Booz Allen is therefore devoting considerable resources to identifying, recruiting, developing and advancing women and minority candidates. We believe that the more diverse our teams are, the more creative and effective they can be.

Booz Allen's track record reflects our commitment to diversity in the workplace. Our efforts to recruit and retain women and minorities predate similar programs in American industry by at least 10 years, well before the current rise in the representation of women and minorities on MBA campuses. Booz Allen promotes primarily from within: we are committed not only to hiring women and minority professionals, but also to developing, retaining and advancing them.

Booz Allen's goal is to recruit and retain women and minority professionals at or above the current rate of their representation on top MBA campuses, which is approximately 25 percent women and 4 percent African American (slightly higher at non-core schools), 8 percent Asian and 3 percent Hispanic. We are also leveraging other channels to ensure that we identify other suitable candidates. Our hiring of women and minorities has increased, and our retention and advancement efforts are following suit.

## **Q2 Are there any internal support systems dedicated to the retention and advancement of women and minorities? What are they?**

**A2** The Diversity Team of the Global Core supports the recruitment, retention and career development of women and minorities within the firm at large. In addition, Booz·Allen has an African American Core Team, a firm-wide advisory group addressing issues related to all African-Americans within the firm. The Women's Advisory Board is tasked with advising the firm on issues related to women management consultants; and the recently launched Women's Core Team is responsible for increasing the recruitment, retention and advancement of women worldwide. Other affinity groups include the Workforce Diversity Council, the Hispanic Forum, the African American Forum and the Asian-Pacific Forum.

All of these internal support systems enjoy the active support of the firm leadership. Substantive results from these efforts have included enhanced mentoring and career development programs.

WCT	AACT
- job structure best practices to encourage work/life-friendly assignment management	- African American development programs for client staff
- networking groups for women by region	- support and tracking system of all African American interns and client staff performance
- website for women (and men) to dialogue with management about work and life issues	- three annual networking events led by the Firm's African American leadership team for the African American client staff (summer party, sponsorship to the NBMBA conference, in-office visits by African American partners)
- policy to support temporary non-client assignments and the transition back into client work	

For more information, please search 'Diversity and Employee Forums.'