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

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

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

Inclusion Index Company Award from Diversity Best Practices in 2020

Top 10 on CAREERS & the disABLED’s 2018 Top 50 Employers

100% score for “Best Place to Work for Disability Inclusion” on DisabilityIN’s Disability Equity Index—6th year straight.

Top 5 on Forbes America’s Best Employers for Veterans

2 years in a row named one of the World’s Most Ethical Companies by Ethisphere
BOOZ ALLEN’S DEI JOURNEY

1990s
Initiated DIVERSITY FORUMS to nurture employee mentoring

2000s
Increased REPRESENTATION OF WOMEN to 35% of Booz Allen’s workforce
Adopted FLEXIBLE WORK POLICY for all employees
Initiated FAMILY LEAVE programs for LGBTQ+ families

2010s
Refreshed DIVERSITY AGENDAS to foster inclusion across firm
Established DIVERSITY & CULTURE Team
Increased DIVERSITY REPRESENTATION on Booz Allen Leadership Team

2020s
Named FIRST WOMAN to Board of Directors
Increased WOMEN’S REPRESENTATION on Leadership Team to 55%
Increased diversity representation on BOARD OF DIRECTORS
Signed the CEO ACTION FOR DIVERSITY & INCLUSION pledge

Launched signature DEI program “UNSTOPPABLE TOGETHER”
Established firmwide PURPOSE AND VALUES with a commitment to ethical conduct
Named 2 more women to board, INCREASING REPRESENTATION of women to 42%
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Named women to LEAD 100% OF FIRM’S MARKET GROUPS

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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** 36%
- **African-American** 11%
- **Hispanic** 6%
- **Asian-American** 11%
- **Veterans** 30%

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

- **32%** of our employees are veterans or military-affiliated.
- **18%** identify as Black, Indigenous, or people of color.

**RECRUITING & RETAINING DIVERSE TALENT**

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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.

"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