

2021
DIVERSITY,
EQUITY &
INCLUSION
(DE&I)
**Year-End
Report**

ASRC FEDERAL

COMPASS
Diversity, Equity & Inclusion

Our DE&I Journey & Path Forward

ASRC Federal is committed to developing and sustaining a culture that promotes a diverse workforce and an equitable, inclusive workplace. Innovation and creativity are best enabled by cultivating a workplace with diversity at all levels of the organization. Ensuring diversity and inclusion is not only the right thing to do – it makes us a stronger company and better partner for our customers.

Diversity brings a number of advantages to any organization including greater innovation, better problem-solving abilities and increased profitability. Employees with diverse backgrounds bring different perspectives, ideas and experiences, helping to create organizations that are resilient and are positioned to outperform those that do not invest in diversity.

The DE&I Council made significant progress in 2021. We delivered on our commitment to offer DE&I focused programs and learning and development opportunities, including the addition of two Employee Resources Groups (ERGs), as well as incorporating DE&I best practices into our senior leader succession planning and recruitment efforts. Our Senior Leadership Team is also fully committed to continuing the momentum into the next year and beyond and has approved additional funding to support DE&I efforts in 2022 to show that we are fully vested as an organization to take our DE&I program to the next level.

Our ultimate goal is to ensure an inclusive workplace culture where employees feel appreciated for their differences. As our DE&I program continues to mature and grow, it will help us develop a thriving culture for our employees and make us a better performing business.



Jennifer Felix



Shaveta Joshi



George Morrow

Jennifer Felix

President & Chief Executive Officer

Shaveta Joshi

Chief Human Resources Officer
DE&I Council Senior Champion

George Morrow

VP, Robotic Exploration & Weather Division
DE&I Council Chair



MISSION

Statement & Purpose

ASRC Federal's diversity, equity and inclusion (DE&I) program, Compass, focuses on our most important asset – our employees. Compass sets the direction and focus for diversity, equity and inclusion at ASRC Federal and enables our employees to bring their best selves to work.

Our Compass Mission: Build an enduring enterprise committed to diversity, equity and inclusion.

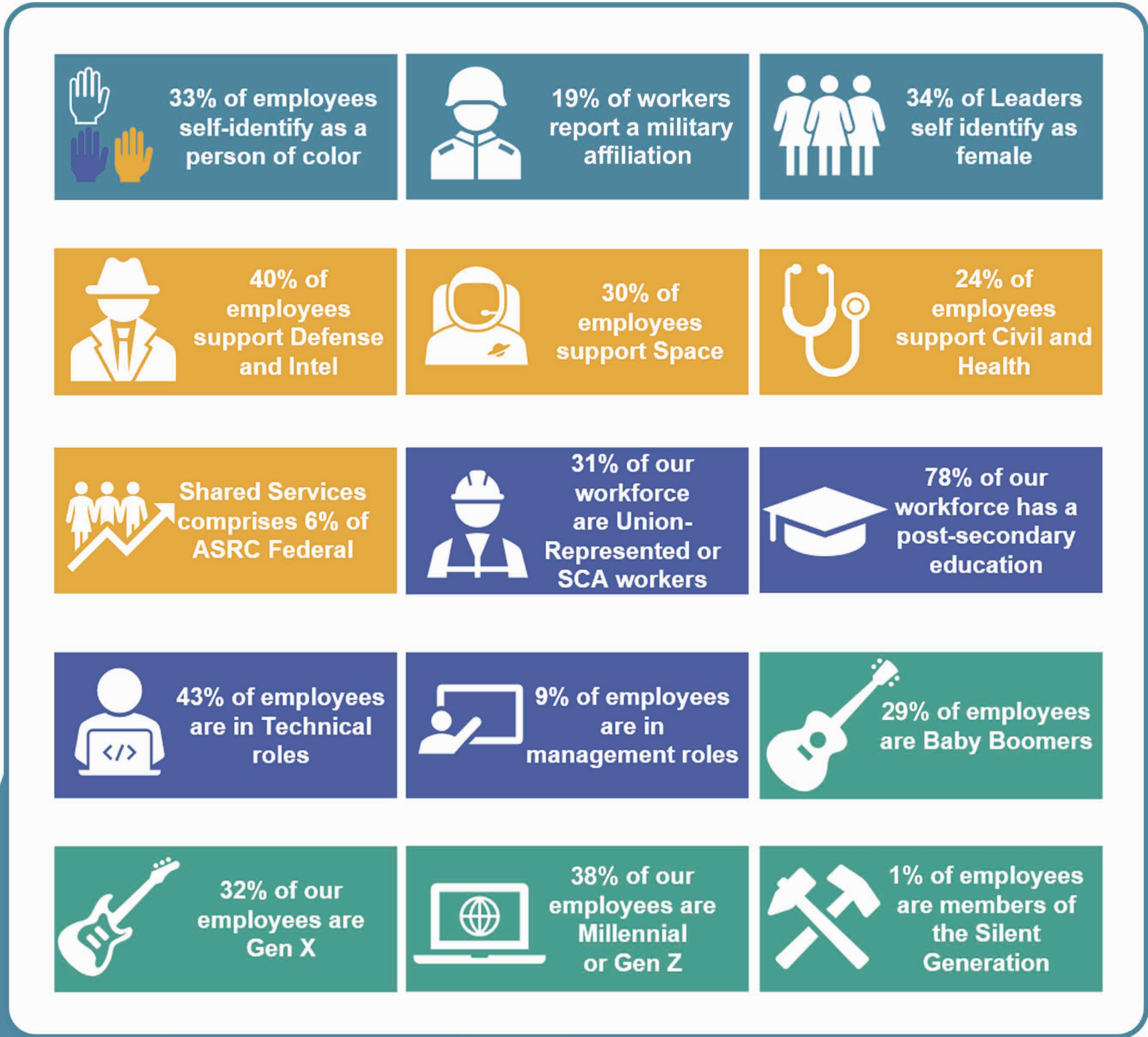
Our Compass Vision: Increase competitive success through the tenets of inclusion, innovation and creativity by leveraging the diversity of thought, perspectives, backgrounds and talents of our workforce.

GOALS

- 1 Create an inclusive environment that welcomes all perspectives of the human experience and embraces the core values of the Iñupiaq culture.
- 2 Cultivate a workforce in which there are fair and equitable standards to promote competition and growth.
- 3 Serve our customers with the strongest solutions created by talented and diverse teams.



Workforce Demographics



“For me, being a part of the Compass program allows me to work with colleagues to assist in the shaping and delivery of organizational changes and improvement with respect to diversity, equity and inclusion. I believe the work being done by the Compass program participants brings together those committed to improving the workplace experience for employees which creates a welcoming, inclusive environment and creates opportunities to learn and share stories with one another.”

Tenetta Clagon, *Program Coordinator*



“ASRC Federal’s DE&I Compass Program creates a perfect platform where we as employees can come together and share our stories and/or experiences with each other to have a better understanding of what makes us who we are both in and out of the workplace.”

Judy Banister,
Senior Administrative Specialist



“The DE&I program events have given me an opportunity to discuss similarities and differences with my colleagues in a positive environment.”

Tracy Parks, *Program Manager*





“Taking part in DE&I activities and being part of an ERG has provided opportunities to learn about so many important issues in life. I’ve been able to take part in discussions around being a working mother and striving toward professional and personal balance, being a religious minority and sharing what that is like, being the parent of an LGBTQIA child and celebrating that, and most importantly listening to the experiences of others and learning from them. This has allowed me to show up at my company every day as my authentic whole self.”

Jill Young, WIN ERG Champion

2021 DIVERSITY, EQUITY & INCLUSION YEAR-END REPORT

ASRC Federal Proprietary

The Evolution of Our Compass Program

The DE&I Compass program started in 2020 with 10 small working groups made up of volunteers from across the organization and led by Council members to tackle developing our DE&I strategy and identifying opportunities to enhance our internal processes and increase employee engagement.

In late 2020, our initial DE&I survey was distributed to all employees and results from over 1,700 employees were used to identify the program’s focus areas.

The program found early success with the launch of various training and DE&I focused events and are currently working to create meaningful processes and procedures to support the overall DE&I goals and objectives as outlined.

In May 2021, the DE&I Compass program refocused its efforts to center around three focus areas and established a Program Management Office (PMO) to help drive objectives and provide better oversight on the collaboration between working groups. The Council took on an advisory role to share perspectives and to promote DE&I across the enterprise.

1

Engage employees to build awareness of diversity and a more inclusive environment

2

Establish a Measurement Approach

3

Refine talent programs and practices to more clearly support DEI practices



Timeline

We've taken important steps over the past two years to develop our diversity, equity and inclusion program at ASRC Federal to create a welcoming and inclusive environment where our employees can be their authentic selves and we are committed to continuing our journey for the greater good of our people, our culture and our communities in which we work and live.

2019

**American Corporate Partners
(ACP) Partnership Established**

**WIN ERG Launched
(October)**

2020

**DE&I Program Launch
(June)**

**DE&I Council Established
(July)**

**Internal ICE Page Created
(August)**

**Unconscious Bias Training
for SLT, Council, HR
(September)**

**Unconscious Bias Training for managers
(any with direct report)
(November)**

**First DE&I Survey Launched
(November)**

2021

**Let's Talk Session Launch
(January)**

**External DE&I Web Page Created
(January)**

**COMPASS Brand Launch
(February)**

Book Club Launch

**Added pronoun (he/she/they) options to
company email signatures
(June)**

**Unconscious Bias Training for
All Employees
(August)**

**MILCOM ERG Launch
(September)**

**Multicultural ERG Launch
(November)**

**DoD Skillbridge Partnership Established
(November)**



2021 Accomplishments

COMPASS

Developed and introduced COMPASS, DE&I program name and brand in February 2021.

9 Let's Talk Sessions with over 500+ employees in attendance

Launched in January 2021, Let's Talk sessions provide employees a forum and safe place to discuss sensitive and important topics surrounding diversity, equity & inclusion. Topics this year included inclusion roundtable discussions per operating groups, microaggression, unconscious bias, being an ally to marginalized communities, ageism and generational bias and imposter syndrome, just to name a few.

4 Guest Speakers

Honoring Black History Month, Women's History Month, Asian American & Pacific Islander Heritage Month and Veterans and Military Families Month.

3 Quarterly Book Clubs to honor Pride Month, Hispanic Heritage Month and Alaskan Native Heritage Month

Launched early this year, the quarterly book club offers an opportunity for employees to share information, personal stories, ideas and discuss specific topics in depth as it pertains to the quarterly book topic of choice, which are chosen by members of the DE&I Council.

2 Employee Resource Groups (ERGs) launched this year

Military Community, MILCOM:
September 2021



Multicultural ERG:
November 2021



Recruiting & Outreach Efforts

Hosted 22 recruiting events and participated in 9 networking and outreach events to attract a broader and more diverse pool of candidates with the goal of hiring and retaining top talent among all areas of the business.

Currently, we are proud to partner with 7+ organizations to actively work towards building relationships and connections within various military, disabled and minority groups.

Unconscious Bias Training

In September 2020, the entire senior leadership and human resources teams completed required unconscious bias training.

In November 2020, unconscious bias training was offered to over 700 managers where 74% successfully completed the e-learning from across the organization.

Since August 2021, all employees can take advantage of this on-demand training through the Skillsoft Percipio platform which includes courses such as understanding unconscious bias, overcoming unconscious bias in the workplace and overcoming our own unconscious bias.



"Participating in the various WIN activities has been 'good for the soul,' as my son would say. WIN Engage has been rewarding, fun and a great opportunity to establish new friendships. The various guest speakers, panels and forums are not only enlightening, but also empowering. In addition, social events like WIN Brunch Hours and the Holiday Social and Recipe Exchange are always enjoyable, entertaining and very helpful with relieving some of the stress when trying to balance work and life."

Joan Haines, WIN ERG Engage Leader



Heritage Months & DE&I Observances

FEBRUARY

Black History Month

MARCH

Women's History Month

MAY

Asian American &
Pacific Islander Month

Military Appreciation
Month

Mental Health
Awareness

JUNE

LGBTQ+ Pride Month

Juneteenth

Global Day of Parents/
Caregivers

AUGUST

National Senior Citizen
Day

SEPTEMBER

Hispanic Heritage Month

Patriot Day

OCTOBER

Breast Cancer
Awareness Month

Global Diversity Month

National Disability
Awareness Month

OCTOBER/ NOVEMBER

Native American and
Alaskan Native Heritage
Month

Veterans and Military
Families Month



"I've been excited to participate in ASRC Federal's DE&I efforts in 2021. It is essential that we educate ourselves about the lives and experiences of people unlike ourselves. Those of us who identify with a majority group have an extra obligation to look beyond our core group and learn about the wondrous diversity of contemporary America. The DE&I book club, guest speakers, and other events are a great forum for ASRC Federal colleagues to share their experiences and learn from one another. I'm proud to work for a minority-owned business, and enjoy the opportunities offered by the DE&I Compass Program to learn about and from others. Bring your curiosity and join us!"

Susan Westenbarger, Program Administrator



Employee Resource Groups (ERGs)

ASRC Federal's Employee Resource Group (ERGs) aid in our effort to build a more inclusive workforce and serve as a conduit for employees with common interests, backgrounds and experiences to network, plan activities and also share information about their respective groups with the larger enterprise. We currently offer three ERGs for employees to participate in: Women's Impact Network (WIN), Military Community (MILCOM) and Multicultural ERG.



Women Impact Network (WIN) – Launched in October 2019, the ERG aims to build an engaged, supportive, and empowered community of women at ASRC Federal.

"We're proud of WIN Engage, which are sub-committees where members can get together on a consistent basis to network. It has provided a unique way for our community to connect and add on to their networks both professionally and personally. We've hosted two increments of Engage where we've had 100 to 120 active participants take part throughout the year with around 160 WIN members in total. We also have created several different levels of engagement that align to our charter. Our intent is to offer variety of opportunities for members to meet and discuss various topics of interest with a variety of ways to Engage with WIN." – **Kim Davis, ERG Lead**

WIN Engagement Milestones

- Networking for human aspects of connection through WIN Engage meet-ups and social events
- External community support through partnership with March of Dimes and recognizing Breast Cancer Awareness Month
- Offered Career Development via panels, guest speakers, Women's Center Conference, WIN Expressions and active listening sessions
- Acknowledged the importance of mental health – Mind, Body, Spirit – built into WIN Engage, featured in our Women's History Month activities, and WIN Exercise and Healthy Habit



Military Community (MILCOM) – Launched in September 2021, the ERG aims to provide a forum for ASRC Federal employees who are veterans, active guard/reservists, military spouses, family members and military allies to feel a sense of community and comradery among their peers to connect, network and grow as professionals.

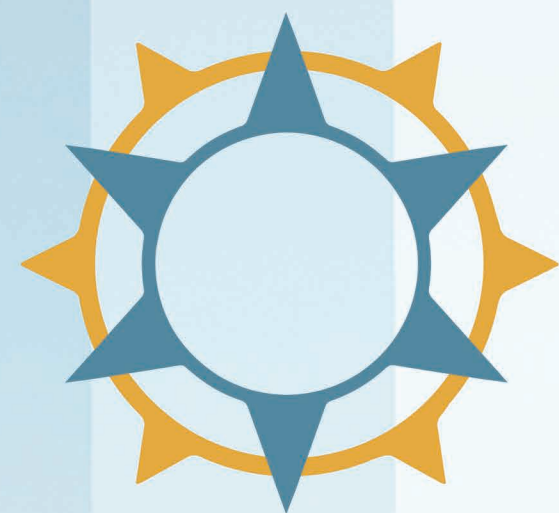
"The Military Community ERG (MILCOM) launched in early September and had its first kickoff meeting in early November in honor of Veterans Day, Military Family Appreciation Month, and the U.S. Marine Corps Birthday. The event was held for employees to get a better understanding of what the new ERG is all about, as well as hear from guest speaker Colonel Ted Studdard, USMC, Ret., who spoke about transitioning from military to civilian life. We had a little over 70 employees in attendance and currently have over 100 MILCOM members and counting. Currently, MILCOM leadership is meeting to determine the path forward for 2022 and are looking forward to finalizing the 2022 calendar and roadmap in early January." – **Jim Mason-Foley, ERG Lead**



Multicultural ERG – Launched in November 2021, the ERG aims to provide a forum for ASRC Federal employees to support, advocate and celebrate the diversity of all our employees from all backgrounds by offering various networking and experience sharing opportunities across the organization.

"I am looking forward to the year ahead as we host our first Multicultural ERG kickoff event in late January which will be an informative and interactive event showcasing what the ERG is, what we stand for and how to get involved" as our goal is to continue to increase our membership base and offerings into next year. In December 2021, we were proud to have recognized Universal Human Rights Month by taking a stand for equality by pledging our commitment through the United Nations global social media campaign. I'm excited to connect and continue to build our ASRC Federal Multicultural community and am honored to part of such a powerful and important initiative." – **Imani Edwards, ERG Lead**





LOOKING AHEAD TO 2022

As we begin this new year, we continue to be committed to building on the strong foundation established in 2021. Many of our goals are in the beginning stages as we continually challenge ourselves to create a workplace that welcomes all and provides an environment to grow and excel. We will further our DE&I efforts to ensure all current and future team members can thrive and contribute to our mission as well as have a positive impact in our communities.



"I'm passionate about being a part of the DE&I program because I'm passionate about people and their progression upward. This opportunity to be a part of ASRC Federal's new movement is exciting and it will be enriching to build relationships as well as bridge gaps across the ASRC Federal spectrum. Whether we possess similar or diverse backgrounds and cultures, Employee Resource Groups (ERGs) offers all of us a neutral platform to network and learn from one another."

Terrance Whitehead,
Multicultural ERG Champion & MILCOM Member



"I believe having a diverse workforce enriches the work environment, develops sense of belonging and cultivates sustainable organizational growth."

Ramesh Singh, *Program Manager*

