

# COMPASS

Diversity, Equity & Inclusion

## 2023 DIVERSITY, EQUITY & INCLUSION (DE&I) and CORPORATE GIVING

### Year-End Report



# Our DE&I Journey & Path Forward

Cultivating a diverse, equitable and inclusive (DE&I) workplace is critical as we execute our strategy and grow our business. Recognizing and embracing the diverse backgrounds, experiences and perspectives of our employees is foundational to ASRC Federal. We are committed to continuing to foster a welcoming culture for all and supporting communities across the nation.

In 2023, the DE&I Council made significant progress as our four employee resource groups (ERGs) – PRIDE, Multicultural, Women’s Impact Network (WIN) and the Military Community (MILCOM) – hosted a wide variety of events and activities that increased employee engagement and knowledge about important DE&I topics and offered valuable networking opportunities with colleagues in multiple locations across the company. We also raised awareness of employees in new demographics, such as employees with disabilities and the LGBTQ+ community.

In addition, we received several honors for our DE&I efforts in 2023, including the Great Place to Work designation (for the second year in a row), the Military Times’ Best for Vets Employers List and VETS Indexes’ 5 Star Employer Award.

As we look ahead to 2024, our organization will continue to evolve our DE&I program to ensure our diverse culture appreciates and celebrates the differences of our employees. Collectively, we are better positioned for success when our employees feel valued and have the opportunity to thrive and grow.



Jennifer Felix



Shaveta Joshi



Shavondalyn Givens

Jennifer Felix

President & Chief Executive Officer

Shaveta Joshi

Chief Human Resources Officer  
DE&I Council Senior Champion

Shavondalyn Givens

Director of DE&I, Social Impact & Corporate Giving  
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.





# The Evolution of

# COMPASS

Diversity, Equity & Inclusion

In 2023, ASRC Federal continued to make progress building upon its three DE&I goals. This year, the new PRIDE ERG officially launched in January and participation and engagement within the existing ERGs increased.

Throughout the year, a variety of communication channels – the monthly Compass newsletter, meetings, events and educational sessions – helped promote and share about DE&I across the enterprise, educate and engage our employees, and expand ERG membership recruitment and involvement.

## Achieved DE&I Goals:

- 1 **Engage employees to build awareness of diversity and a more inclusive environment**
- 2 **Refine talent programs and practices to more clearly align with DE&I objectives**
- 3 **Establish a measurement approach**

## 2023 Highlights

In alignment with ASRC Federal’s strategic DE&I focus areas in 2023, the company achieved significant progress in several areas:

1. Ensuring ASRC Federal employees feel welcome and valued in the workplace
2. Driving increased employee engagement, participation and interest in the DE&I program and associated ERGs through a wide variety of successful, well-attended events, activities and awareness opportunities
3. Featuring and celebrating employees in new demographics, such as employees with disabilities and the LGBTQ+ community
4. Expanding the company’s ERG offerings, while simultaneously building a higher level of inclusion through these important employee-focused groups
5. Fostering more connection opportunities for employees across the company in several locations around the country
6. Incorporating awareness of religious holidays in monthly Compass messaging



“DE&I should be part of our corporate DNA at ASRC Federal, and I am grateful that it is. By embracing our differences, unique experiences and vast backgrounds, we get diversity of thought. By capitalizing on diversity of thought, we organically create our own differentiators which is what makes us special in the competitive world we live in.”

**Kimberly Davis,**  
DE&I Council Member





# Recruiting and Outreach Efforts

ASRC Federal hosted and participated in nearly 100 recruiting events across the country. Events with a DE&I focus included veterans, the LGBTQ+ community, employees with disabilities and Generation Z/Millennial talent. We also partnered with over 15 diversity-focused organizations to expand the pool of potential talent.

## Military Partners/Event Hosts:

- National Guard
- Military & Family Readiness
- ClearedCareers
- ClearedJobs.Net *(Featured as Employer of the Week)*
- ClearanceJobs *(Featured Employer for various events!)*
- Military.com/Monster
- Recruit Military
- American Corporate Partners

## Diversity Partners/Event Hosts:

- Professional Diversity Network
- Dice
- Norfolk University *(Historically Black Colleges and Universities (HBCU))*
- Equal Opportunity Publications *(EOP)*
- disABLED Virtual Career Fairs
- CareerEco Virtual Career Fairs
- ClearanceJobs
- Military.com/Monster
- DirectEmployers

## Disability Partners/Event Hosts:

- Bender Career Consulting
- SC Works

## Our Commitment to Veterans

ASRC Federal was recognized in two veteran focused lists in 2023 – Military Times: Best for Vets Employers List and VETS Indexes 5 Star Employer in the 2023 VETS Indexes Employer Awards.

The recent top honors ASRC Federal received from two military organizations highlights our commitment to this important segment of our workforce – nearly 20 percent of our employees identify with a military affiliation.



Our focus on veterans for 2023 included continuing to feature a military landing page on our company website, utilizing a dedicated military recruiter and expanding veteran focused programs through our MILCOM ERG. We were also active in the Department of Defense SkillBridge and American Corporate Partners outreach programs that help active-duty military professionals transition to the civilian workforce and support programs that provide services to promote mental health, financial stability and connection for veterans.





# Heritage Months & Observances

Throughout the year, ASRC Federal offered programs and provided resources to spotlight the following DE&I Heritage months and observances:

<div><b>JANUARY</b></div> <div>Dr. Martin Luther King, Jr. Day</div> <div>International Holocaust Remembrance Day</div>	<div><b>JUNE</b></div> <div>LGBTQ+ Pride Month</div> <div>Juneteenth</div> <div>National Caribbean American Heritage Month</div>	<div><b>OCTOBER</b></div> <div>Breast Cancer Awareness Month</div> <div>National Disability Employment Awareness Month</div> <div>National Coming Out Day</div> <div>LGBTQ+ History Month</div>
<div><b>FEBRUARY</b></div> <div>Black History Month</div>	<div><b>JULY</b></div> <div>Independence Day</div> <div>French American Heritage Month</div>	<div><b>NOVEMBER</b></div> <div>Native American, American Indian and Alaska Native Heritage Month</div> <div>Veterans Day</div> <div>National Veterans and Military Families Month</div> <div>Transgender Day of Remembrance</div>
<div><b>MARCH</b></div> <div>Women’s History Month</div> <div>Neurodiversity Celebration Week</div>	<div><b>AUGUST</b></div> <div>Women’s Equality Day</div>	<div><b>DECEMBER</b></div> <div>Human Rights Month</div>
<div><b>APRIL</b></div> <div>Celebrating Diversity Month</div>	<div><b>SEPTEMBER</b></div> <div>Hispanic Heritage Month</div> <div>Patriot Day</div> <div>Bi Visibility Day</div>	
<div><b>MAY</b></div> <div>Military Appreciation Month</div> <div>Asian American and Pacific Islander Heritage Month</div> <div>Mental Health Awareness Month</div> <div>International Day against Homophobia, Transphobia and Biphobia</div>		





# Employee Resource Groups (ERGs) Overview

ASRC Federal's ERGs boost 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 four ERGs for employees to participate in: Women's Impact Network (WIN) ERG, Military Community (MILCOM) ERG, Multicultural ERG and Pride ERG.



## Women Impact Network (WIN) ERG Summary

Launched in October 2019, the WIN ERG aims to build an engaged, supportive, and empowered community of women at ASRC Federal.



"DE&I provides an opportunity for all ASRC Federal employees to connect with one another and continuously grow, personally and professionally. We build community by sharing experiences and providing a forum to learn, not only new skills, but from the perspectives of others."

**Kerry Lawson,**

*DE&I Council Member and WIN ERG Lead*

## WIN ERG Engagement Milestones

- **Bottom Line Up Front (BLUF) Communication** *(February)*
- **Women's History Month Events** *(March)*
  - Growth Mindset
  - Leadership Panel
  - Meditation and Mindfulness
  - Keynote – Q&A with Jennifer Felix, President & CEO
- **Pregnancy, Miscarriage and Motherhood** *(May)*
- **Navigating ASRC Federal Tools and Resources** *(July)*
- **Agile for Everyone** *(August)*
- **Women's Equality Day – Trivia Contest** *(August)*
- **2023 Komen More Than Pink Walk Where You Are** *(October)*
- **Alaska Native Cultural Presentation** *(November)*
- **WIN Engage**





# Employee Resource Groups (ERGs) Overview *cont'd.*



## Military Community (MILCOM) ERG Summary

Launched in September 2021, the MILCOM ERG provides 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.



"Serving on ASRC Federal's DE&I Council, and as the MILCOM ERG lead, has shown me how the company embraces and celebrates our employees' differences. The MILCOM ERG is a dedicated community focused on fostering rich diversity within the military and among our employees across the country, and I am proud of the work we do to actively advance an inclusive workplace while leveraging veterans' insights to create career opportunities and a supportive network which nurtures professional growth for all members."

**Rose Kloehn,**

*DE&I Council Member and MILCOM ERG Lead*

## MILCOM ERG Engagement Milestones

- **Brown Bag Musters:**
  - Bottom Line Up Front (BLUF) Communication *(January)*
  - Employee Referral Program *(February)*
  - How to Build an Effective Resume *(March)*
- **Yom HaShoah and the Holocaust Event, Co-hosted with Multicultural ERG *(April)***
- **Memorial Day Event *(May)***
- **Hispanic Heritage Month, Co-hosted with Multicultural ERG *(September)***
- **Veterans Day Event and Fireside Chat *(November)***





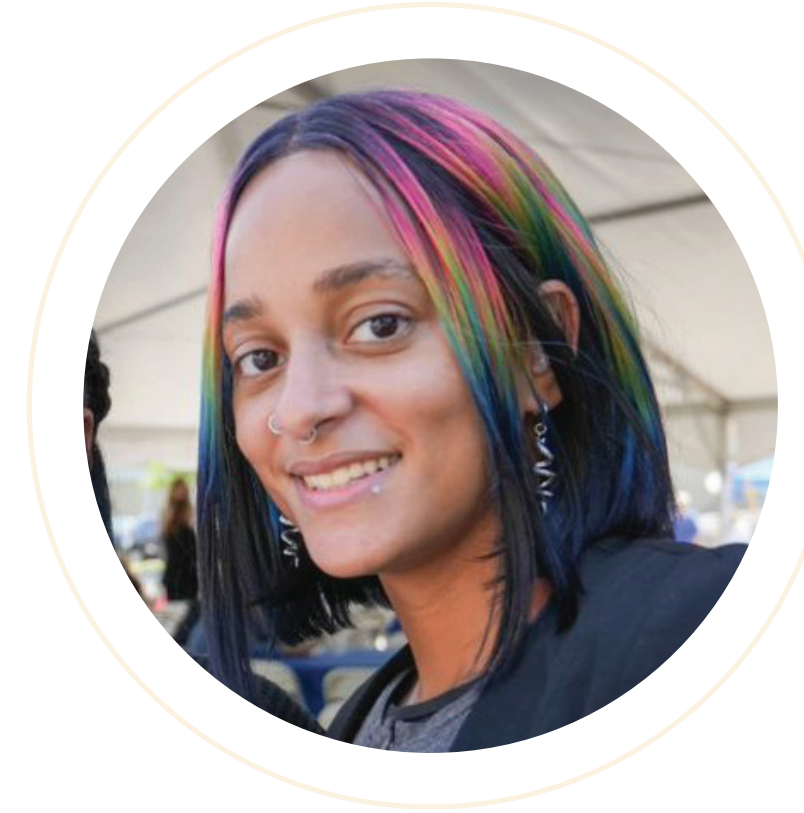
# Employee Resource Groups (ERGs) Overview *cont'd.*



Employee Resource Group

## Multicultural ERG Summary

Launched in November 2021, the ERG is a platform 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.



"Since the majority of our time in life is spent at work, it should feel like home—a safe space to be ourselves and celebrate each other and our different backgrounds. I am truly blessed to have served as the Multicultural ERG lead since our launch in January 2022. Since then, we have implemented events to educate, celebrate, network, cry, smile, laugh and really talk about things that we experience in our personal and professional lives. I am also part of our amazing DE&I Council, a group of fellow ASRC Federal colleagues who share my passion and vision for how DE&I can positively impact and shape our workplace and culture. 2023 was a great year and 2024 will be even better!"

**Imani Edwards,**

*DE&I Council Member and Multicultural ERG Lead*

## MULTICULTURAL ERG Engagement Milestones

- **Our Culture's Hair** *(February)*
- **Winter Reads Book Club Meeting** *(February)*
- **Gender Expression and Identity Session, Co-hosted with PRIDE ERG** *(April)*
- **Yom HaShoah and the Holocaust Session, Co-hosted with MILCOM ERG** *(April)*
- **Arabic Culture and the History of Arab Americans Session** *(April)*
- **Juneteenth Event** *(June)*
- **African American Music Appreciation Playlist Event** *(June)*
- **French American Heritage Month** *(July)*
- **Hispanic Heritage Month, Co-hosted with MILCOM ERG** *(September)*
- **National Native American and Alaska Native Heritage Month** *(November)*





# Employee Resource Groups (ERGs) Overview *cont'd.*



## PRIDE ERG Summary

Launched in June 2022, the ERG supports and advocates for our LGBTQ+ employees and allies and be a catalyst for positive change by promoting awareness, education, communication and career development and offering various networking and experience sharing opportunities across the organization.



“Why lead an employee resource group? Throughout my career, I have always wanted to see myself represented in all parts of the company, especially in leadership. What better way to accomplish that at ASRC Federal than to step in and lead our LGBTQ+ Employee Resource Group, PRIDE. By putting myself forward as an out gay man and queer individual, I am here for you if you need an ear or an ally. When combined with the representation, color and flair that our local champions and members bring to our group, I believe we have created a platform for representation that tells everyone looking, you are seen, and we are here to lift you up.”

**Michael Armour,**

*DE&I Council Member and PRIDE ERG Lead*

## PRIDE ERG Engagement Milestones

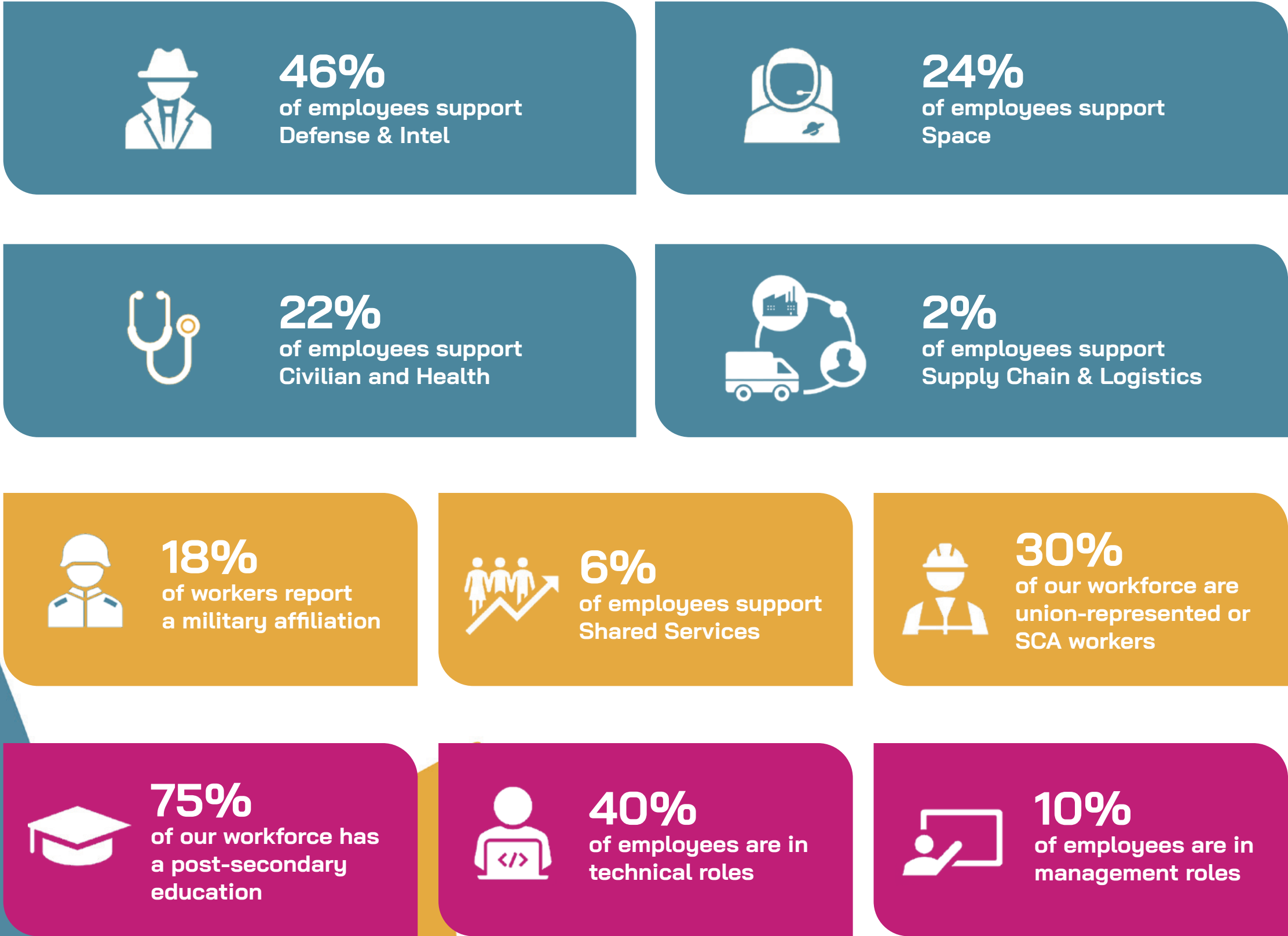
- Pride ERG Kickoff Event *(January)*
- Shared Valentine’s Day resources for the LGBTQ+ community *(February)*
- Recognized important LGBTQ+ women who made history and International Transgender Day of Visibility *(March)*
- Joint Multicultural and Pride ERG: Gender Expression and Identity Discussion *(April)*
- Sponsored and participated in Capital City Pride parade and festival in Washington, D.C. *(June)*
- Pride Month Panel Discussion *(June)*
- Participated in Out & Equal Workplace Advocates Conference *(September)*
- Shared New Toolkit for National Coming Out Day *(October)*





# Workforce Demographics and Representation

## Overall Demographics



“In our pursuit of success at ASRC Federal, Diversity, Equity and Inclusion serves as essential building blocks. Through my collaboration with the DE&I Council, I’ve witnessed our commitment to honoring every voice, fostering a shared purpose and unity. Each individual, including my own experiences, brings a distinctive contribution, weaving together a rich tapestry of innovative ideas. This steadfast dedication to diversity and collaboration not only nurtures innovation, but also shapes our enduring enterprise, positioning us solidly for sustained success.”

**Donna Klecka,**  
*DE&I Council Member*



“Being involved in DE&I at ASRC Federal has been extremely rewarding and has been a source of professional growth. I am proud to be a part of the positive impact DE&I is having on our organization and our employees. I have also enjoyed having additional opportunities to interact with our senior leaders and my team about our DE&I efforts. It has been so amazing to see how supportive, encouraging and appreciative the leadership team and our employees are about the DE&I Council’s work to continue driving a diverse, inclusive, engaging and productive culture.”

**Mark Hanrahan,**  
*DE&I Council Member*





# Highlights of Corporate Giving

In 2023, ASRC Federal demonstrated its commitment to giving back to communities by donating to a variety of important causes and giving employees time to volunteer in their local communities across the country. These efforts tie directly to our DE&I goals, such as support provided to the Arctic Slope region, veterans through Hope for Warriors, American Corporate Partners (ACP), and classroom projects around the country through Donors Choose.

## Corporate Initiatives

- Donors Choose
- Giving Back to Arctic Slope: Alaska EXCEL
- March of Dimes March for Babies and Heroines of Washington Gala
- American Corporate Partners’ (ACP) Remote Work Event
- Wallops Contractor Association’s Golf Tournament
- Madison County, AL Military Heritage Commission
- Support for Local Robotics Teams
- Luke Foundation’s Space Symposium
- Hacker in Heels
- 2023 Komen More Than Pink Walk Where You Are
- American Heart Association



## Donors Choose

For the third year in a row, ASRC Federal donated \$25,000 to classroom projects across the U.S. through the Donors Choose campaign

## Helping Schools and Students

**\$25,000**  
allocated to  
classroom projects  
across the U.S.

**202**  
funded projects

**184**  
schools served  
across 33 states

**80**  
employees randomly  
selected, participated in  
the program

**78%**  
of projects supported  
> 50% student population from  
low-income households

Over  
**\$5,000**  
given to projects in Alaska  
(including Wainwright,  
Nuiqsut and Point Hope)



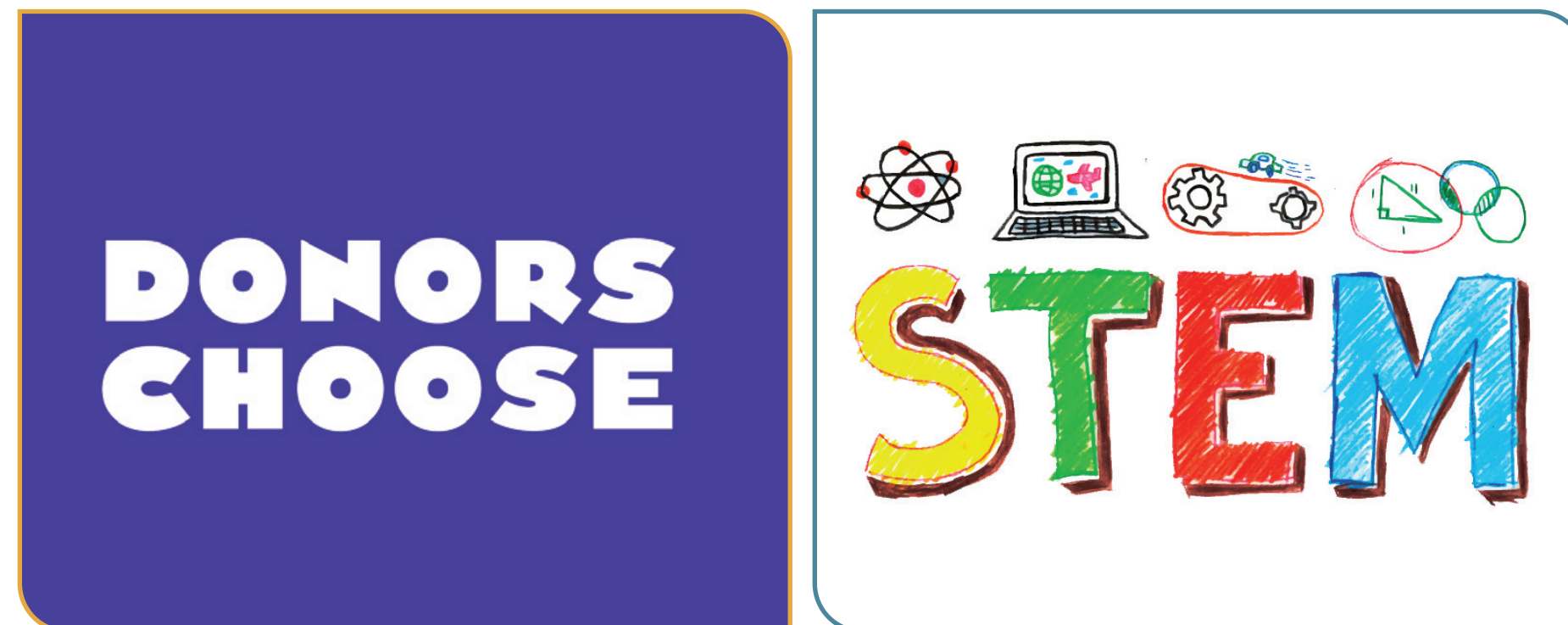


# Highlights of Corporate Giving *cont'd.*

## Giving Back to the Arctic Slope

This year, through the Donors Choose campaign, ASRC Federal helped to fully fund a school project called “Sharing Love With Our Elders” in Wainwright, AL which involved third grade students making and giving small gifts of love to elders in our community. We also helped to fund two additional school projects in Iñupiat territory, along with a variety of other teacher projects in Alaska that were funded by our employees. In addition, special shareholder initiatives included partnering with Alaska EXCEL, a nonprofit that supports shareholder development programs in Alaska.

A few other projects ASRC Federal helped fund through the Donors Choose campaign include: Rooted in Reading to provide additional classroom library books, Literacy and math manipulatives, Tiny but Mighty STEM Kids, STEM Matters to provide STEM resources and science kits in Alaska, Technology needs in Alaska, Outdoor equipment for playing at recess in Alaska, Math is Magical tools for math centers and Voices of Color in the school library to give students books with diverse authors, illustrators and characters.



## Donors Choose Campaign: Giving Back to the Arctic Slope | Teacher Feedback

“Thank you very much for donating LEGO sets to my classroom! Today, we had our first STEM center rotations, and the kids absolutely loved using the new LEGOs to build different things. I am glad to be incorporating more hands-on activities into their learning. Thanks for helping make that possible.”

**Mrs. Barraza**, *Gates Elementary, Los Angeles, California*

“Thank you for your generous donation! My job is to excite my students about science and the possibility of them becoming a geologist, biologist, engineer and other careers in STEM and science. With your help, I hope to inspire the next generation of scientists and professionals to meet their goals and make a better world for all.”

**Ms. Flores Monarrez**, *Rocky Point Prep, Denver, Colorado*





# Highlights of Corporate Giving *cont'd.*

## Donors Choose Campaign: Giving Back to the Arctic Slope | Teacher Feedback

“I have such a great class - they’re enthusiastic students and will be thrilled to have access to these engaging materials. I’m thrilled also to not have to cobble together countless resources from different places. I feel confident this will help with our state science test results and launch my kids toward middle school!”

**Mrs. Morrow**, *Snowshoe Elementary School, Wasilla, Alaska*

“My students have taken such an interest in STEM! Without donors like you, I wouldn’t be able to foster their love for engineering! Thank you!!”

**Mrs. Gordon**, *Southlawn Elementary School, Montgomery, Alabama*

“Thank you from the bottom of my heart for your donations and for making it possible for my students to be able to learn about STEM and Engineering.”

**Ms. Beltran**, *Horizon Middle School, Aurora, Colorado*

“Thank you so much for your kindness and support of our classroom and a school. These prize box items will motivate our students to work hard at achieving their reading goals. I am looking forward seeing their faces when they see all the new incentives we have to offer. Once again, thank you so much!”

**Mrs. Strain**, *Borman Elementary, Tucson, Arizona*

“Thank you, Ms. Brown, the ASRC Team, and the Bureau of Land Management for your generosity, and for your support to provide representation in our school Library.”

**Mrs. Haywood**, *Uphaus Early Childhood Center, Austin, Texas*

## Donors Choose Campaign: Giving Back to the Arctic Slope | ASRC Federal Employee Feedback

“I enjoyed so much getting feedback from the teacher last year that I’m overjoyed to be able to do it again this year! I love that ASRC Federal has chosen to support our public school teachers and am inspired by the opportunity to continue to give to communities across the country.”

**Rose Kloehn**, *Senior Proposal Development Analyst, Strategic Pricing*

“I just wanted to say thank you for the opportunity to donate and make a difference.”

**Kevin Browning**, *Open Source Intelligence (OSINT) Resource Support, Defense & Intel*

“So exciting! We selected a local project. Makes my heart happy.”

**Donna Klecka**, *Vice President, Information Technology Solutions, Defense & Intel*

“Thank you so much for allowing me to give a donation!”

**Laura Dryden**, *Test and Evaluation Project Manager IV, Civilian & Health*

“My husband and I have been donating to this charity for years and it holds a special place in our hearts to be able to sponsor educational needs of teachers in impoverished classrooms, which has been our focus.”

**Katherine B. DiRienzo**, *Manager, Contracts Administration, Contracts*

“I’m so pleased to have been selected for this outreach effort. I live in an area of high rural poverty where even \$100 can make a big difference in some of our classrooms. I’m proud to work for a company that supports this project.”

**Susan Westenbarger**, *Program Administrative Specialist, Civilian & Health*

“In all, the National Highway Traffic Safety Administration (NHTSA) team funded nine projects. Thank you for giving us the ability to help so many deserving causes.”

**Marion Strasser-King**, *Project Manager, Civilian & Health*





# Highlights of Corporate Giving *cont'd.*



## Support for Local Robotics Teams

This year, ASRC Federal was pleased to continue our two partnerships with local Robotics teams – Hammond High School in Howard County, Maryland and Glitch 2.0 Robotics Team in Asheville, North Carolina (*shown in photo*).

## 2023 Komen More Than Pink Walk

ASRC Federal's WIN ERG team invited employees in Beltsville, Md. to participate in the 2023 Komen More Than Pink Walk Where You Are event in honor of Breast Cancer Awareness Month. This event helps build awareness about the importance of early and regular screenings to help prevent breast cancer.



## March of Dimes and Heroines of Washington

March of Dimes leads the fight for the health of all moms and babies. The organization supports research, leads programs and provides education and advocacy so that every baby can have the best possible start. Building on a successful 80-year legacy of impact and innovation, March of Dimes empowers every mom and every family.

The March of Dimes honored ASRC Federal employee, Carrie Brown, with its 2023 Lifetime Achievement Heroine Award for her commitment to improving the lives of others through her volunteer work.

Carrie's work with teen girls in Jamaica, underserved youth in Washington, D.C. and Afghans impacted by conflict are a remarkable testament to her character. She is a community hero and demonstrates the remarkable effect one individual can have on so many.





# Highlights of Corporate Giving *cont'd.*

## March of Dimes and Heroines of Washington *cont'd.*

Since 2021, ASRC Federal has served as a proud sponsor for March of Dimes' Annual March for Babies. Our partnership with March of Dimes supports our Health Awareness Pillar for Corporate Giving. The work of the March of Dimes, including their annual Report Card and Maternity Care Deserts, helps promote equal access for American Indian/Alaskan Native women who are 54% more likely to have a preterm birth as compared to white women. This year, ASRC Federal employees participated in several walks across the country, including Huntsville, Ala., Colorado Springs, Colo. and Oklahoma City, Okla., along with the event held in Washington, D.C. at Nationals Park.







# LOOKING AHEAD TO 2024



“As we embark upon 2024, I am really excited about the incredible opportunities we have to continue to advance our DE&I program. Along with our dedicated leaders and employees, I am committed to continue enhancing and growing our program. The key priorities we have identified for the new year, in conjunction with the foundation we have already established, will enable us to achieve our DE&I goals, which are critical to our success as a company.”

## **Shavondalyn Givens,**

*Director of DE&I, Social Impact & Corporate Giving*

In the past few years, ASRC Federal has continued building and expanding its DE&I program, Compass, including amplifying opportunities for employees to engage with colleagues across the company and within the communities where they work and live. In 2024, our strategic priorities include leveraging our current DE&I program initiatives to maximize our cultural and workplace impact and to help maintain our competitive advantage in the industry.

We are also planning to host our second annual DE&I Council Retreat which will be an excellent opportunity for key DE&I stakeholders to network, collaborate, learn and engage in strategic planning for our annual goals. The DE&I Council’s priorities will include incorporating DE&I messaging in performance plans to foster ownership and actions, proactively continuing to highlight the DE&I business case for ASRC Federal and why it is critical to our success and starting to plan for a DE&I workforce survey to gain insights from employees to learn more about potential opportunities for our growth. Lastly, we will continue to expand our focus on faith and religion in the workplace.

These important actions will position ASRC Federal for success and enable us to continue to cultivate an innovative, inclusive culture that offers meaningful, impactful engagement opportunities for our employees to collaborate while supporting communities across the nation.

