

# DIVERSITY & INCLUSION



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# MESSAGE FROM THE CEO AND DIVERSITY & INCLUSION CHAIRMAN



We are proud of the strides and **growth of Navigant's Diversity & Inclusion program**. The Firm has built a culture that values equality and embraces the unique perspectives and backgrounds that our employees bring to their work and clients. 2014 has been a year characterized by this growth and reinforcement of our firm's values.

Our **innovative approach to inclusion fosters all forms of diversity**, beyond the more traditional considerations. In addition to gender, race and ethnicity, we include veteran status, generations, working and communication styles, experience, expertise, global perspectives and related differences. Our ongoing commitment to inclusion is highlighted in the firm's listing as a **"Best Place for LGBT Equality"** on the HRC's Corporate Equality Index for a sixth consecutive year.

By celebrating our differences, we are better **innovators, collaborators, problem solvers and leaders**. We are a better place to work, and we are a better partner to our clients in our delivery of solutions to complex issues and opportunities.

It is with great pride that we share the successes and unique stories that set the Navigant standard in this 2014 Diversity & Inclusion Report.

**Julie Howard**, Chairman & Chief Executive Officer

**Saul B. Helman MD**, Chairman, Diversity & Inclusion Council

# DIVERSITY & INCLUSION AT A GLANCE

TOGETHER,

**NAVIGANT**  
EMPLOYEE RESOURCE  
GROUP MEMBERS

AND THE

**NAVIGANT**  
LENDING A HAND  
FOUNDATION

DONATED MORE THAN

**\$117,500**

TO ORGANIZATIONS THAT SUPPORT  
WOMEN, RACIAL/ETHNIC  
MINORITIES, VETERANS OR  
INDIVIDUALS WITH DISABILITIES.

**61 PARTICIPANTS**

 IN THE

**CHICAGO  
PRIDE PARADE**



**31 NAVIGANT OFFICES**  
HOSTED EMPLOYEE ACTIVITIES

**PERFECT 100 RATING**

FOR THE SIXTH CONSECUTIVE YEAR  
ON HRC'S CORPORATE EQUALITY INDEX

MORE THAN

**1,300 ATTENDEES**

PARTICIPATED IN

**50 HERITAGE MONTH EVENTS**

**7 5 0**

EMPLOYEES  
ATTENDED

**13** PROFESSIONAL  
DEVELOPMENT

WEBINARS

# OVERVIEW OF THE DIVERSITY & INCLUSION PROGRAM

Every day, Navigant employees bring **unique problem solving skills and innovative solutions** to our clients' most pressing issues. The Diversity & Inclusion program supports that mission by providing diverse talent, including diversity of thought, background, gender and sexual orientation. The Program fosters an inclusive environment where colleagues are encouraged to **bring their true selves to work** and by educating employees about the many complexities and differences of cultures around the globe. Navigant's Diversity & Inclusion Program invests in our employees' collective and individual development so they can achieve their full potential and **provide the highest quality service** to our clients. The program provides employees with a channel to connect with each other and become **meaningfully involved** in the company and in our communities. One of the most popular ways of engagement and involvement is through our Employee Resource Groups (ERGs). These are internal, global employee networks that are open to all, regardless of background.

## Navigant Employee Resource Groups

- » Asian Ancestry
- » Black / African Ancestry
- » Latino Ancestry
- » Lesbian Gay Bisexual Transgender and Allies (LGBTQA)
- » Women
- » Young Professionals

*Through the ERGs, the many activities held around the Firm and the deep and lasting friendships we make among those similar to ourselves, Navigant's Diversity & Inclusion program gives everyone a welcoming, nurturing space in which to grow and flourish. But the real power of diversity is in our interactions not within our affinity groups, but outside them. When we interact with those who are different from ourselves, that's when the real growth happens, when decisions become better and when possibilities multiply. That's why Navigant's commitment to diversity and inclusion is so important and so powerful.*



**Steve Huffines**  
Director  
Valuation & Financial Risk Management  
San Francisco

# 2014 DIVERSITY & INCLUSION PROGRAM

## BUILDING AWARENESS

*Navigant fosters an inclusive environment both within the office and the communities in which it operates.*

### Chicago Pride Parade

Local and visiting LGTBTA ERG members walked alongside friends and family in the city's largest Pride celebration.



*As a mother of a gay son, participating in Pride and having Navigant be a proud supporter means a lot to me; showing support for our daughters/sons/ mothers/fathers/co-workers makes me proud to be part of an organization that embraces equality for all.*



**Maria Prekop**  
Manager  
Business Development  
Chicago

### AIDS Walk New York

The Black/African Ancestry ERG organized a team for the AIDS Walk New York. Through a friendly office challenge and a donation from Navigant's Lending A Hand Foundation, the New York office raised nearly \$18,000 to support HIV/AIDS research.



*The Black/African Ancestry ERG members recognize the importance of collaborating internally and externally to make a difference. The NY AIDS Walk speaks to Navigant's corporate culture of collaboration, impact, and community. I am proud to work with the New York office and the LGTBTA ERG to make an impact on our community.*



**Denise Walker**  
Associate Director  
Disputes & Investigations  
Los Angeles

# 2014 DIVERSITY & INCLUSION PROGRAM

## BUILDING CONNECTIONS

*Navigant provides employees with channels to connect with each other and become meaningfully involved in the company and in our communities.*

### Coaching Program

The Black/African Ancestry, Asian Ancestry and Latino Ancestry ERG members launched an informal coaching program open to employees at all levels.

The coaches provide counsel, guidance and perspective on a variety of topics such as personal growth, professional development and career planning, while supporting their own cultural competency development and reinforcing their inclusive leadership skills.

Currently, more than 48 employees participate in the coaching program and one coach/coachee pair was recognized firm-wide with a "Navi Award" for excellence in Best Apprenticeship/Coaching the Protégé.

*I can tell my mentor my ideas, ask him my questions, and know that he's committed to help me succeed as a professional and as a person. Having a mentor is very valuable and I definitely see myself giving back when it's "my turn" to be a mentor to someone else.*



**Lorraine Renta**  
Managing Consultant  
Energy  
Verona

### Thurgood Marshall Academy

Navigant has built relationships with education providers in the community to ensure students of all backgrounds are able to obtain the support and resources needed to succeed. One of those partnerships is with the Thurgood Marshall Academy in Washington, DC. Employees volunteer with students to teach them about careers in consulting through job shadowing and assist them with scholarship and college applications.

*I am really excited about the relationship we have developed with Thurgood Marshall Academy. Navigant's full-fledged support is a testament to the company's commitment to diversity and community impact. I am grateful to work at a company that shares my values and encourages employees to get involved and give back to the community.*



**Leslie Lambert**  
Senior Consultant  
Global Investigations &  
Compliance  
New York

### Women's Power Breaks

The Women's ERG is committed to promoting the personal and professional success of women within Navigant through training, networking opportunities and continuous professional and personal development.

Several of our global offices hold "Power Breaks" designed to promote internal connections and development opportunities for our women. During 2014, Julie Howard, our Chairman and CEO, traveled to multiple offices to share perspectives about her career and provide candid feedback and advice to Navigant women.

*The Power Breaks have allowed me to grow as a leader, as well as build stronger relationships with a great group of women. The collaboration across practices and levels creates an environment that nurtures the success of all women.*



**Marlane Russell-Williams**  
Specialist  
Operations  
Washington, DC

# 2014 DIVERSITY & INCLUSION PROGRAM

## FOSTERING PROFESSIONAL DEVELOPMENT

*The ERGs provide a number of opportunities for personal and professional development.*

### Expanding Cultural Values

The Asian Ancestry ERG held a firm-wide webinar led by Jane Hyun, author of [Breaking the Bamboo Ceiling](#), and a leading authority in talent development. The session, "Communicating with Confidence: Achieving Personal Impact," focused on how cultural values impact employees' communication, career development, executive presence and flexing style.

*In 2014, the Asian Ancestry ERG was focused on providing meaningful professional development programs and increasing cultural competency within our company. We are excited about further developing and equipping our people to better serve our clients and each other in 2015.*



**Jerry Chang**  
Director  
Valuation & Financial Risk Management  
Atlanta

### Six Critical Skills

The Young Professionals ERG hosted a series of webinars entitled, "Working Smart: Building Fundamental Consulting and Sales Skills," covering Navigant's Six Critical Skills that are essential for long-term career success. Each session was facilitated by a young professional at Navigant and included insights from internal experts about the tools and techniques necessary to build a career.

*I'm proud to work at an organization that actively supports and promotes diversity throughout its many programs. The crucial part of this broad initiative, however, is to ensure active participation among colleagues. As editor-in-chief of the Healthcare Young Professionals ERG (HYPERG) newsletter, we released our inaugural issue in November 2014 with the goal of providing in-depth content relevant to Healthcare Young Professionals. In 2014, there was a surge in opportunities to get involved at Navigant, and I encourage everyone to find the right avenue to contribute in 2015.*



**Eric Rodriguez**  
Senior Consultant  
Healthcare  
Chicago



# 2014 DIVERSITY & INCLUSION PROGRAM

## ATTRACTING AND RETAINING TOP TALENT

*Navigant's employees recognize diversity as a competitive necessity. Employees are highly engaged in the recruitment process providing their perspectives and leveraging their networks. Branding and recruiting initiatives enable the Firm to reach broadly into the market to attract a diverse pool of applicants. Employee training fosters an environment of awareness and inclusion, helping individuals identify and address unconscious biases during the recruitment and interview process.*



In 2014, Navigant enhanced the recruitment of Veterans and individuals with disabilities through partnerships with state and national agencies, national non-profit and government organizations, and local career fairs.

Navigant's approach to fostering an inclusive environment and supporting its employees has resulted in a 100 Corporate Equality Index rating from the Human Rights Campaign for six consecutive years.

# LISTING OF ORGANIZATIONS

## DEVELOPING EXTERNAL RELATIONSHIPS

*The Diversity & Inclusion Program sponsored several organizations, including:*

- » American Heart Association
- » Association of Latino Professionals in Finance and Accounting
- » Association of Women in Water, Energy and Environment
- » Kozyak Minority Mentoring Foundation
- » Lambda Legal
- » Mary's Center
- » Minority Corporate Counsel Association
- » National Asian Pacific American Bar Association
- » National Association of Women Lawyers
- » National Center for Lesbian Rights
- » National Hispanic Bar Association
- » National LGBT Bar Association
- » South Asian Bar Association
- » Women Business Leaders
- » Women's Leadership & Mentoring Alliance



# DIVERSITY & INCLUSION COUNCIL



**SAUL B. HELMAN MD**  
Council Chairman  
Managing Director  
Disputes & Investigations



**JULIE HOWARD**  
Chairman &  
Chief Executive Officer



**CHRISTOPHER ALEXANDER**  
Director  
Economics



**HECTOR ARTZE**  
Managing Director  
Energy



**DAN BRADLEY**  
Director  
Energy



**JOHANNA BARRAZA-CANNON**  
Director  
Healthcare



**JIMMY BURNETT**  
Managing Director  
Healthcare



**JERRY CHANG**  
Director  
Valuation & Financial  
Risk Management



**BRIAN COFFEY**  
Managing Consultant  
Energy



# DIVERSITY & INCLUSION COUNCIL



**ERIC FOX**  
Manager  
Human Capital



**STEVE HUFFINES**  
Director  
Valuation & Financial  
Risk Management



**ALEX HUNTER**  
Managing Director  
Healthcare



**SONYA KWON**  
Managing Director  
Disputes & Investigations



**KIRAN SEQUERIA**  
Managing Director  
Disputes & Investigations



**ANDREA TECCE**  
Managing Director  
Disputes & Investigations



**DENISE WALKER**  
Associate Director  
Disputes & Investigations



# NAVIGANT

[navigant.com/diversity](http://navigant.com/diversity)

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