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Navigant’s Diversity & Inclusion Program grew in 2013, providing new ways for our employees to connect with each other and to our clients, and to further enhance our collective cultural competency.

Our innovative approach to inclusion embraces all forms of diversity, beyond the traditional considerations. In addition to gender, race and ethnicity, we include generations, working and communication styles, experience, expertise, global perspectives and related differences. By celebrating our differences, we are better innovators, problem solvers and leaders. In 2013, we introduced a Young Professional Employees Resource Group devoted to expanding the connections and professional development of our next generation of leaders. We have been delighted at the overwhelming enthusiasm that this new programming has received.

We look forward to 2014, as we continue to enhance our Program to involve more employees, deepen our connections internally and externally, and best serve our clients.

Julie Howard, Chairman & Chief Executive Officer
Saul B. Helman MD, Diversity & Inclusion Council Chairman
Diversity & Inclusion at Navigant is core to our cultural fabric – every day, we bring our problem solving skills and innovative solutions to our clients’ most pressing issues. Diverse teams are better problem solvers, more creative and bring original perspectives to our clients’ needs and opportunities.

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.

Navigant provides employees with a variety of ways to engage in the Diversity & Inclusion Program, the most popular method of which is through our six Employee Resource Groups (ERGs). These are internal, global employee networks which are open to everyone, regardless of background. Our ERGs help employees connect, develop, build networks and create a community through relevant programming and activities. The following pages highlight stories from our ERGs across our global offices.
Pride Month

Navigant’s LGBTA ERG celebrated Pride Month with programming designed to engage employees in the conversation and build awareness around current progress in the LGBT community. Employees partnered with the Black/African Ancestry ERG to host a companywide screening of the documentary, *Brother Outsider*, inspiring attendees with the life of Bayard Rustin. Days after the Supreme Court rulings on same-sex marriage, the ERG hosted *Analysis of the U.S. Supreme Court Rulings on Marriage Equality*, featuring experts from three national law firms.

Exploring Chinatown

Our Asian Ancestry ERG arranged for employees across three of the Bay Area offices to take a guided walking tour through the streets of Chinatown, exploring the alleyways, visiting a fortune cookie factory, and learning about the rich history and culture of the area. The evening ended with dinner in Chinatown, which included first time introductions and animated conversations over a delicious full course Chinese meal.

I’m so grateful to work at a company that is committed to promoting inclusion openly and year after year. Navigant’s varied and continual activities and events keep me from taking for granted this workplace that makes me feel like I can be exactly who I am.

Jes Rivas
Associate Director
Energy, Boulder
Launch of the Young Professionals Employee Resource Group

Navigant’s Young Professionals ERG is dedicated to the development of young professionals through networking opportunities, knowledge sharing, mentoring and increased exposure to leadership to elevate the employee experience. Throughout 2013, young professionals connected, discussed needs and objectives, and designed and implemented programs to enhance their connections with each other and to invest in their professional development. Subchapters have developed across practices (e.g. Healthcare) and within major office locations (e.g. New York).

The Young Professionals ERG has allowed me to collaborate with colleagues around the office on matters that directly affect me. There is real enthusiasm around the office about implementing new programs that not only address young professional’s needs, but will ultimately benefit the entire Navigant community.

Dylan Connor
Consultant
Disputes & Investigations, New York

The Young Professionals ERG provides a forum to meet colleagues from other practices within the Firm and build connections for current and future collaboration. The enthusiasm of our young professionals and participation in local activities has made a positive impact on all of our young professionals – including new hires.

Mike Lowenthal
Senior Consultant
PACE, Washington DC

The ERG has allowed me to collaborate with colleagues around the office on matters that directly affect me. There is real enthusiasm around the office about implementing new programs that not only address young professional’s needs, but will ultimately benefit the entire Navigant community.

The Young Professionals ERG provides a platform not only to serve young professionals, but to enable young professionals to better serve the goals of the firm. This reciprocal relationship is key to the sustainability of the program, and empowers us as young professionals to become involved in our own development. The Young Professionals ERG has furthered my growth by expanding my internal network and increasing my engagement within the practice.

Lindsey Kreisher
Consultant
Construction, New York

The Young Professionals ERG provides a foundation for new hires to access the people and tools they need to become successful in their careers.

Kip Makuc
Managing Director
Disputes & Investigations, Washington DC

I am the senior level sponsor of the Washington DC office Young Professionals Employee Resource Group. In less than a year, I think we have provided a vehicle for many unmet needs and have seen increased engagement in the Firm by young professionals.

The Young Professionals ERG provides a platform not only to serve young professionals, but to enable young professionals to better serve the goals of the firm. This reciprocal relationship is key to the sustainability of the program, and empowers us as young professionals to become involved in our own development. The Young Professionals ERG has furthered my growth by expanding my internal network and increasing my engagement within the practice.

Suneel Modani
Senior Consultant
Healthcare, Boston

Mike Lowenthal
Senior Consultant
PACE, Washington DC

The ERG has allowed me to collaborate with colleagues around the office on matters that directly affect me. There is real enthusiasm around the office about implementing new programs that not only address young professional’s needs, but will ultimately benefit the entire Navigant community.
First DC Carson Scholars Reading Room Opens

Employees around the country, in coordination with Navigant’s Lending a Hand Foundation, raised funds for the Carson Scholars Fund to open the first reading room in a District of Columbia elementary school. The Reading Room at Southeast Friendship Academy opened in November.

It is a point of pride to be able to support programs in our communities that contribute to the education and preparedness of our next generation. This initiative, and others like it, brings our people together and creates meaningful connections to our communities.

Jeff Green
Practice Area Leader
Disputes & Investigations, Washington DC
Career Investment for Navigant’s Women

Navigant’s Women ERG provides a forum to build connections via internal networking and hosting professional development and learning sessions.

» Harvard professor, Amy Cuddy, hosted a webinar entitled “The Power Position… Becoming Your Own Alpha.” Navigant women learned that by physically portraying confidence and authenticity, one’s brain literally reconfigures itself and follows suit, resulting in a person that is more likely to seek new challenges, take risks and better manage stress.

» A panel of senior Navigant women and Sally Helgesen, an internationally acclaimed author, speaker, and consultant presented a webinar entitled, “Be Intentional Be Present.” The participants focused on how to be intentional in their careers, making conscious choices, and recognizing that each stage of a career requires new skills.

» A panel of three senior Navigant women presented “Strategies for Building Your Career,” discussing strategic factors one should consider as they grow in their careers. Topics included taking risks, increasing visibility, enhancing confidence, expanding networks and relationships both inside and outside the company, and finding and working with mentors.

In addition, Navigant has Women’s Rainmaking Groups, a long-term program to invest in the development of our senior female professionals.

The Women’s Rainmaking program helped demystify the networking process by breaking it down into actionable steps and highlighting best practices.

Irene Onofrei
Managing Consultant
Disputes & Investigations, Washington DC
FOSTERING PROFESSIONAL DEVELOPMENT

Mentoring Enhances Development
Navigant’s Diversity & Inclusion Program sponsors mentoring initiatives for employees at all levels. These programs connect employees with peers and leaders from all corners of the Firm, providing influence and insight from colleagues with a diverse set of experiences.

I see the role of a mentor as that of a loyal advisor that cares about the mentee, and not only can help them understand the culture of the organization, as well as provide a perspective on the different personalities in the organization, but can also help when they need to make a decision that may impact their career.

Hector Artze
Director
Energy, Coral Gables

I am passionate about helping all of our employees be successful in their professional growth and development to achieve their professional objectives. Through the Diversity & Inclusion Program, our employees can make stronger networking connections early in their careers. I get a lot of satisfaction out of mentoring our employees and seeing them grow their networks and enhance their credentials.

Andrea Tecce
Managing Director
Disputes & Investigations, Washington DC
Building External Connections

Participating in activities and as members of external organizations provides an opportunity for employees to learn how diversity can be an advantage in today’s changing business world. During 2013, many of our professionals were involved in the following professional organizations:

» Association of Latino Professionals in Finance and Accounting
» Association of Women in Water, Energy and Environment
» Cuban American Bar Association
» Lambda Legal
» 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
» Society of Hispanic Professional Engineers
» South Asian Bar Association
» Women Business Leaders
» Women’s Leadership & Mentoring Alliance

Combining Industry Visibility and Community Involvement

Johanna Barraza-Cannon, Latino ERG co-leader and a Director in our Healthcare practice, spoke at the 35th annual meeting of the National Council of La Raza (NCLR). While at the conference, Johanna connected with the president and CEO of Mary’s Center, a community health and social services facility in Washington DC, leading to a partnership with both the Latino and Young Professional ERGs. The team sponsored Mary’s Center annual gala and is currently exploring other areas of involvement. Johanna and Casey Nolan, Managing Director, will serve as co-chairs of the 2014 annual Gala, further strengthening the relationship between Navigant and Mary’s Center.

I think it’s important to channel our commitment to diversity and inclusion into our involvement in our communities, and by doing so, we can make a significant impact on the world around us. I invest in the development of girls from all backgrounds so they can become the leaders we need for tomorrow by serving on the Board of Directors and Executive Committee of the Girl Scouts of Greater Chicago and Northwest Indiana, the largest Girl Scout council in the United States.

Monica Weed
General Counsel, Chicago
DEVELOPING EXTERNAL RELATIONSHIPS

Connections Enhanced by Giving Back

A team of Navigant employees worked with the Minority Corporate Counsel Association (MCCA) on their 2013 study of diversity in general counsel positions in Fortune 1000 companies. Navigant appreciated the opportunity to demonstrate its support for this organization, and to promote and support diversity in the legal profession.

Navigant’s continued support of the MCCA has provided an opportunity for our professionals to externally network; attend conferences and meetings to obtain CLE credits; gather information about the marketplace as it relates to compliance and law, information technology, labor and technology, diversity and inclusion; and partner to promote community projects. The relationship with MCCA has grown over the past few years and it’s great to have a relationship where both parties benefit.

Denise N. Walker
Associate Director
Disputes & Investigations
An inclusive culture provides every employee with an environment where they can be their authentic self while enhancing their individual development, creativity and collaboration with colleagues. Navigant’s employee recruitment efforts are designed to attract the top talent that we need to address our clients’ most challenging business problems, regardless of background. We have focused recruiting programs to ensure that we are reaching the broadest pool of candidates. We tailor our training for employees to build an environment of awareness and inclusion, helping each individual who participates in the recruiting process identify and address unconscious bias.

Navigant’s approach to foster an inclusive environment and support its employees has resulted in a 100 Corporate Equality Index rating from the Human Rights Campaign for five consecutive years and recognition as a great place to work in the Top 100 Employers by Diversity Employers.

In 2013, Navigant launched initiatives to enhance recruitment of veterans and individuals with disabilities through partnerships with a number of associations, state agencies and national and local career fairs.

I have found that by being focused and expansive in our talent search, we can identify a broad pool of potential employees that results in truly providing the best people to meet our client’s needs. My personal commitment extends to mentoring and development of our employees.

The Diversity & Inclusion Program helps Navigant employees develop client relationships and provide better client service. We can understand our clients’ needs better when our engagement teams can mirror our clients.

Peter Pearlman
Director
Financial Services, Lawrenceville

Alex Hunter
Managing Director
Healthcare, Atlanta
DIVERSITY & INCLUSION COUNCIL

SAUL B. HELMAN MD, CHAIRMAN
Managing Director
Disputes & Investigations

JULIE HOWARD
Chairman & Chief Executive Officer

CHRISTOPHER ALEXANDER
Director
Economics

HECTOR ARTZE
Director
Energy

DAN BRADLEY
Director
Energy

JOHANNA BARRAZA-CANNON
Director
Healthcare

JIMMY BURNETT
Director
Healthcare

JERRY CHANG
Director
Valuation & Financial Risk Management

BRIAN COFFEY
Managing Consultant
Energy
Navigant continues to invest in the Diversity & Inclusion Program. We are excited about the expansion of our programming to our Young Professionals and the increased focus on community involvement. We look forward to continuing to implement innovative programming to *enhance our employees’ professional development and cultural competency* and develop more effective teams that creatively meet our client’s increasingly demanding needs. The Diversity & Inclusion Program represents a commitment to evolve and create innovative ways to meet the needs of our employees and equip them to best serve our clients.