

**maximus**

**Diversity, Equity, and Inclusion  
2023 Framework**

**Maximus is firm in our commitment to lead with DE&I in all aspects of our business. We work tirelessly to create and sustain a workplace where everyone can thrive and come together as our authentic selves. We believe in equitable practices, opportunities for growth, and career paths based on how our employees want to evolve – regardless of differences. The core of who we are is a fair, open, and inclusive workplace dedicated to the clients and communities we serve.**

**Vision** Our vision is to provide a workplace reflective of the clients and communities of people we employ and serve, at all levels of our company. Together we will push for social justice, gender and racial equity, and acceptance and belonging for all employees, especially those in marginalized groups, such as Individuals with Disabilities, People of Color, Women, LGBTQIA+, and Veterans.

**Mission** Our unique differences are the building blocks of our company. Our diverse backgrounds, experiences, and perspectives are powerful and allow us to have strong connections to one another, our clients, and the people we serve.

We will achieve our vision through:



Continuous support of employee engagement and education on DE&I topics



Thoughtful recruitment strategies and employee professional development



Intentional employee retention efforts



Development and implementation of a comprehensive supplier diversity program



Assessment and revision of company policies and practices to ensure equity

## Maximus' Commitment to Diversity, Equity, and Inclusion

# Strategic DE&I Priorities

*Our evolving DE&I journey requires a comprehensive approach that touches every aspect of the employee journey and experience.*



## Employee Engagement & Education

- Evolving Monthly Cultural Heritage Recognition Program
  - Hosting First Friday Networking Events
  - Engaging employees in Community Conversations on DE&I Topics
  - Publishing DE&I SharePoint site articles and interviews
- Supporting growth of our Employee Resource Groups (ERGs) and MentorU Mentorship Program

## Learning, Development, and Capacity Building

- Building DE&I competencies and skills of employees
  - Hosting and customizing DE&I training and workshops
  - Building our DE&I Coaches Program to ensure company-wide support and resources
  - Supporting MentorU Mentorship Program

## DE&I and ESG

- Focusing on KPI indicators including human resources data
  - Analyzing employee hiring, development, retention, promotion efforts and attrition rates
- Supporting racial equity audits
- Evolving Maximus Foundation with data collection and analysis to ensure DE&I lens and equitable grantmaking

# Strategic DE&I Priorities



## External Partnerships/Signatories

- Developing our external partnerships, alongside other companies that work for transformational DE&I
  - CEO Action for Diversity and Inclusion (Diversity, Equity, and Inclusion efforts)
  - The Valuable 500 (Disability Inclusion)
  - Weave (Building Social Trust)

## Supplier Diversity and Inclusive Procurement

- Supporting businesses that are at least 51% owned and operated by an individual or group that is part of a traditionally underrepresented, historically excluded, or underserved group
  - Small-business enterprises (SBEs)
  - Minority-owned enterprises (MBEs)
  - Woman-owned enterprises (WBEs)

## Workforce Planning Integration

- Partnering with Talent Acquisition Team
  - Expanding relationships and opportunities with Historically Black Colleges and Universities (HBCUs)
  - Making connections with other Institutions of Higher Learning, and organizations with a focus on People of Color and Women to improve diversity in recruitment
  - Partnering with Learning and Organizational Development to support career growth

# FY23 DE&I Goals – Creating BELONGing

Build	Engage	Leverage	Optimize	Navigate	Grow
<p><b>Build</b> community and foster belonging for recruitment, development, and retention of diverse talent</p> <ul style="list-style-type: none"> <li>- Charter and launch a minimum of 3 more ERGs</li> <li>- VETS (Veterans, Friends, and Family ERG)</li> <li>- Maximo (Hispanic/Latinx ERG)</li> <li>- Prism (LGBTQIA+ ERG)</li> <li>- Expand existing Mentorship Program</li> </ul>	<p><b>Engage</b> employees and our community organization partners to ensure a DE&amp;I lens to inform equitable grantmaking</p> <ul style="list-style-type: none"> <li>- Ensure our DE&amp;I lens is integrated into our Foundation work by creating a strategy in how we make grantmaking decisions, develop internal policies, and practices, and involve employees in support of grantee partners with increased community outreach and DE&amp;I resources</li> </ul>	<p><b>Leverage</b> relationships to help strengthen existing connections and to forge new pathways for diverse talent.</p> <ul style="list-style-type: none"> <li>- Commit to deep engagement with at least one Historically Black College and University (HBCU)</li> <li>- Develop Historically HBCU Collaborative with additional partner institutions</li> <li>- Develop framework for partnerships with Hispanic Servicing Institutions (HSIs) and Tribal Colleges and Universities (TCUs)</li> </ul>	<p><b>Optimize</b> how we develop and leverage talent pathways by providing DE&amp;I support (tools, research, workshop facilitation, etc.) to our talent acquisition teams, HR partners, and succession planning teams</p>	<p><b>Navigate</b> the Supplier Diversity space by promoting an inclusive approach to procurement</p> <ul style="list-style-type: none"> <li>- Initiate framework for Supplier Diversity Program using selected vendor for 1 year pilot (data collection phase)</li> <li>- Engage stakeholders from across the business in its development</li> </ul>	<p><b>Grow</b> DE&amp;I Equity and Inclusion Efforts</p> <ul style="list-style-type: none"> <li>- Partner with the Compliance Team to ensure best practices through building audits and education as it relates to DE&amp;I</li> <li>- Support meaningful education and engagement on best practices to support Individuals with Disabilities (IWDs) and Veterans; forge deeper commitment with our Valuable 500 Signatory</li> <li>- Increase educational efforts through workshops, training, and other resources.</li> </ul>

# Grow DE&I Equity and Inclusion Efforts – 2023 and Beyond

- Partner with the Compliance Team to ensure Maximus physical building locations support best and promising practices through audits and education as it relates to DE&I areas
- Support meaningful education and engagement on best and promising practices to support recruitment and retention of Individuals with Disabilities (IWDs) and Veterans; forge deeper commitment with our Valuable 500 Signatory





# Our Key Partnerships and Signatories



We are a part of the more than 2,200 CEOs have already pledged to:

Cultivate environments that support open dialogue on complex and often difficult conversations around diversity, equity, and inclusion

- Implement and expand unconscious bias education and training
- Share best-known diversity, equity and inclusion programs and initiatives — as well as those that have been unsuccessful
- Engage boards of directors when developing and evaluating diversity, equity, and inclusion strategies



The Valuable 500's mission is to use the power of business to drive lasting change for the 1.3 billion people around the world, living with a disability. Supported by strategic partners, we collaborate and connect with 500 of the world's most influential global businesses for disability inclusion. Together with our Iconic Leader companies, we are developing a Transformation Programme which will drive system change and make business more inclusive of people with disabilities.



Weave: The Social Fabric Project aims to build social trust to address the root cultural cause behind many of America's social problems. The Aspen Institute is a global nonprofit organization committed to realizing a free, just, and equitable society. Founded in 1949, the Institute drives change through dialogue, leadership, and action to help solve the most important challenges facing the United States and the world. Weave: The Social Fabric Project reports to the president of Aspen.