

“Do the Right Thing”

Remarks by Chairman & CEO Bill Stasior

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It’s been an incredible eveningit’s also getting late. So, I want to assure you that I’ll be brief, but I do have something important to say.

It’s about “doing the right thing.”

Many of you have heard me talk about this with respect to our core values of *excellence* – in our work, *respect* – for each other, and *inclusion* – listening to each others’ ideas as we debate the important issues of the day.

Today, I’d like to talk about “doing the right thing,” but in a different context – one that relates specifically to the issue of diversity.

A lot of people ask me what do I *really mean* by “do the right thing?” They seem to be looking for specific rules – about what to do... and what **not** to do.

I believe that when you really get down to it, our core values are pretty simple in concept. (That doesn’t mean they’re easy to live, but they are pretty clear). And, we don’t need specific, detailed guidance and rules about what to do... (and what not to do...). Because, we **know** the answer deep inside: and that is, to DO THE RIGHT THING.

But, doing the right thing is **MORE** than *not doing* the wrong thing. This is especially true when it comes to diversity.

In matters of diversity, we must make a total and *active* commitment to “do the right thing.”

I believe a lot of people in general — and a lot of people at Booz Allen — are *not doing* the *wrong* thing. That is:

- They don't knowingly discriminate in hiring or promotions
- They don't make racist or sexist remarks
- They don't hate people who are different

But, I believe *far fewer* people are really “doing the right thing:”

- Making a real effort to hire and promote those who are different...
- Including diverse staff members in their lunch and after-hours get-togethers...
- Mentoring women and people of color

Martin Luther King, Jr. put it this way: “*We will have to repent in this generation not only for the words and actions of the bad people — but for the appalling silence of the good people.*”

Think about it --

If we're really doing the right thing, then supporting diversity must *change* from a passive concept ... to an **ACTIVE** concept!

The men and women we're honoring here tonight with Booz ·Allen's Diversity Award, did a lot more than refrain from doing the wrong thing.

They went out of their way to foster diversity:

- They devoted great time, effort, and spirit to mentoring staff...
- They found new opportunities for colleagues...
- They helped them succeed...
- They helped them feel like they belong.

In turn, we need to ask ourselves:

Do I support mentoring?

Or do I mentor?

Do I support diversity?

Or do I play an active role in organizations and efforts that foster diversity?

Do I support equal employment opportunity?

Or do I insist on seeing a diverse set of candidates for my job openings?

Do I support equal rights for women, and the disabled, and gays and lesbians?

Or do I get involved with programs that will make a difference in the quality of their life?

I came across a poem that captures this very well:

“Do more than belong, PARTICIPATE.

Do more than care, HELP.

Do more than believe, PRACTICE.

Do more than be fair, BE KIND.

Do more than forgive, FORGET.

Do more than dream, WORK.”

This is really our challenge as I see it

...to go *beyond* our good intentions

... and to *make good things happen.*

As we leave tonight, and think about all the things we’ve heard and learned during the course of this evening, I ask you to

Do the Right Thing.

Make it an active, (not a passive) commitment.

The Apple Computer ads say, “*Think different.*”

I challenge us to “*Do different.*”