



AECOM ED&I and Social Well-Being Resources

2021 MarCom Awards

AECOM, one of the largest infrastructure firms in the world, is dedicated to delivering a better world by designing, building, financing and operating infrastructure assets in more than 150 countries.

A strategic priority for AECOM in 2021 was driving equity, diversity and inclusion (ED&I) across the organization. Blue partnered with AECOM to create social well-being resources to support underrepresented groups like women, LGBTQIA+ and Black employees. For a seamless employee experience, all of these resources are accessible through WellBeingAtAECOM.com.



Ways to Support African American Colleagues and Benefits Overview

AECOM is committed to supporting the health and well-being of African American employees and their families. Resources were developed to promote allyship and foster a safe, healthy and inclusive environment for African American colleagues.

Ways You Can Support Your African American Colleagues and the Community

Become an Ally to Your African American Colleagues

It's important that we all create a safe, healthy and inclusive environment for our AECOM colleagues. Here are 5 ways you can become a better ally to your African American colleagues.



- 1 Educate yourself by reviewing the Social Change Guide on guidance.resources.com (Organization Web ID: AECOM) and exploring these [racial trauma, resilience and ally resources](#).
- 2 Invite your African American colleagues to social events to get to know them on a more personal level. Through these interactions, you'll gain a better understanding of their experiences and whether they are getting the support they need at work.
- 3 Be an advocate for your African American colleagues, friends and loved ones. Speak out against and be open to discussions regarding injustice, racism and discrimination. Though these discussions may be uncomfortable, they are critical to gaining a better understanding of the African American experience and becoming a better ally. It's important to be an active listener and not take these difficult discussions as personal attacks on you.
- 4 Become a [mentor/mentee](#) to an African American colleague or [youth](#).
- 5 Give back to the African American community by making a charitable donation to one of these [African American charities](#).

And don't forget to celebrate **BLACK HISTORY MONTH** with your colleagues in February!

Sources:
 • [Centers for Disease Control and Prevention](#), [American Psychological Association](#), [National Endowment for the Arts](#)
 • [CNN](#), [Financial Research Foundation Center](#), [National Endowment for the Arts](#), [Centers for Disease Control and Prevention](#), [AECOM](#)

Did You Know?

African Americans experience higher rates of **microaggressions**, discrimination and social isolation at work than their white and minority counterparts.

African American women often feel less supported by their managers and have fewer sponsors at work than other workers of color.

African Americans make up 12.3% of the U.S. labor force and only 3.3% of leadership positions in U.S. organizations.

*This data applies to the U.S. labor force and is not specific to AECOM.

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AECOM Benefits to Support Our African American Employees and Their Families

Quick Health Facts:

African Americans have faced oppression and discrimination in the United States (U.S.), leading to a number of unique health and safety challenges.

Higher prevalence of heart disease, high blood pressure, diabetes, obesity and stroke.

Lower financial well-being than their white and minority counterparts.

2 more likely to die from heart disease than their white counterparts.

Lower confidence in the health care system and lower likelihood that they will seek assistance for their physical or mental health condition.

50% more likely to have high blood pressure than their white counterparts.

Inadequate access to educational, housing and economic opportunities and limited access to culturally competent health care professionals who understand their needs and challenges.



Helpful Benefits and Well-Being Resources:

AECOM is committed to supporting the health and well-being of African American employees and their families. Here are few tips and resources to help put you and your family on the path to good health and well-being.

Make your physical health a priority

- Find a **medical provider** that's right for you.
- Get your **annual health exam** to screen for illnesses and diseases, so that you can catch them in their early stages.
- Get free supplies with **Livongo**. If you're enrolled in an AECOM medical plan and have been diagnosed with type 1 or 2 diabetes.
- Embrace a healthy lifestyle by participating in **Wellness at AECOM** (U.S.) and **Global Well-Being at AECOM** (global).

Take care of your mental health and emotional well-being

- Register for the **GuidanceResources Employee Assistance Program (EAP)** to get free confidential counseling.
- Sign up for **myStrength**, a behavioral health tool to help you reduce stress and improve your mental health.

Reduce stress and find parental resources to help you manage your work and caregiving responsibilities

- Learn more about your **Care@Work benefits**, including access to family care providers, subsidized backup care and a caregiving **Resource Center**.
- Receive up to \$5,000 in **Adoption Assistance** per eligible adoption.

Improve your financial literacy and well-being

- Access **tools and resources** to help you improve your finances and save for important life events.
- Prepare for a financial emergency with this resource: **Financial Well-Being Checklist**.
- Explore options to refinance your loans with **GoodFi**.
- Save on everyday expenses and get discounts on your purchases with **Smart Spend**.

Build your social support network

- Join **BeCOLD**, the Black Employee Resource Group (ERG) in the Americas or the **Ethnic Diversity Network** for global employees.
- Participate in the **Global Well-Being Community**.
- Share the monthly U.S. Benefits e-Newsletter with your family.

Visit AECOM's one-stop shop for U.S. benefits, [AECOMbenefits.com](https://aecombenefits.com), to access all benefits information, well-being resources and vendor websites.

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Ways to Support LGBTQ+ Colleagues and Benefits Overview

AECOM is committed to supporting the health and well-being of LGBTQ+ employees and their families. Resources were developed to promote allyship and foster a safe, healthy and inclusive environment for LGBTQ+ colleagues.

Ways You Can Support Your LGBTQ+ Colleagues and Community

Be an Ally to the LGBTQ+ Community

It's important that we all create a safe, healthy and inclusive environment for our global LGBTQ+ colleagues and loved ones. Here are 5 ways you can become a better ally to your LGBTQ+ colleagues and community.



- 1 Educate yourself by reviewing the LGBTQ+ Resource Guide on guidanceresources.com (Organization Web ID: AECOM) and get familiar with this [glossary of LGBTQ+ terms](#).
- 2 Be an advocate and create teachable moments, no matter where you are or whom you're with. Anti-LGBTQ+ language and jokes are harmful regardless of whether they are intentional or unintentional. If one of your colleagues, family members or friends uses anti-LGBTQ+ language, let them know that you find it offensive.
- 3 Use inclusive language by using the appropriate **gendered and non-gendered pronouns**. Adding pronouns to your signature is one option you can use to be inclusive.
- 4 Be a **mentor/mentee** to an LGBTQ+ colleague or youth. Start with these [10 LGBTQ+ resources](#) for mentors.
- 5 Practice active listening when an LGBTQ+ person shares their experiences with you. If someone is comfortable enough sharing their experiences with you, it's important to listen, be supportive and actively engage in the conversation.

And don't forget to celebrate **Pride Month** with your global colleagues!

Resources:
• [Global LGBTQ+ Resource Guide](#)
• [LGBTQ+ Glossary](#)
• [LGBTQ+ Toolkit](#)
• [LGBTQ+ Toolkit](#)

• [LGBTQ+ Toolkit](#)
• [LGBTQ+ Toolkit](#)
• [LGBTQ+ Toolkit](#)

Did You Know?*

Many LGBTQ+ employees feel like they cannot bring their authentic selves to work; nearly 50% of LGBTQ+ employees in the U.S. remain closeted at work.

Only 77 countries prohibit discrimination in employment due to sexual orientation.

*This data applies to the broader labor force and is not specific to AECOM.

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Benefits to Support Our LGBTQ+ Employees and Families

Quick Health Facts:

LGBTQ+ individuals face unique health and safety concerns due to the societal, legal and social barriers they face, including:



Limited access to culturally competent health care professionals who understand their needs and challenges.



Higher rates of mental health conditions, suicide, substance abuse and youth homelessness compared to their cisgender counterparts.



Higher risk of HIV and other STDs among gay men, gay men of color and transgender individuals in the U.S.



Fewer safe spaces due to higher rates of violence (e.g., hate crimes and bullying) toward the LGBTQ+ community.

Helpful Benefits and Well-Being Resources:

AECOM is committed to supporting the health, safety and well-being of our LGBTQ+ employees and their families. Here are a few of the many benefits and well-being resources available to support you and your family.

Benefits	For U.S. Employees	For Global Employees (all countries)
Health Plans	<ul style="list-style-type: none"> Same-sex and opposite-sex spouse and domestic partner (DP) coverage through the U.S. health care and voluntary benefit plans*, including coverage for: <ul style="list-style-type: none"> Gender confirmation counseling, surgery and therapy for all U.S. medical plans on the Aetna Healthcare Exchange Covers treatment for infertility, including artificial insemination, in vitro fertilization, and assisted reproduction (IVF, ZPT, Cryopreservation of eggs and sperm covered in cases of sterility (e.g., cancer) Rx coverage for HIV, PrEP drugs at no cost. <p>*Limits may apply and vary by carrier.</p>	<ul style="list-style-type: none"> Same-sex and opposite-sex spouse and domestic partner (DP) coverage through the Belgium, Brazil, Canada, France, Ireland, Mexico, Philippines, South Africa and U.K. health plans.
Life and Accident Insurance	<ul style="list-style-type: none"> Supplemental Life and AD&D Insurance to provide financial protection when you and your spouse/DP are on AECOM-approved international business travel. 	<ul style="list-style-type: none"> Business Travel Benefits Program to provide financial protection when you and your spouse/DP are on AECOM-approved international business travel.
Leave Benefits	<ul style="list-style-type: none"> AECOM Paid Parental Leave benefits and Family Medical Leave (FMLA) to support you and your family. 	<ul style="list-style-type: none"> Maternity, paternity and parental leave benefits above the statutory requirements in Australia, Canada, Hong Kong, Ireland, New Zealand, South East Asia and the U.K. to support you and your family (see your local Employee Handbook).
Caring Benefits	<ul style="list-style-type: none"> Free CaringWork membership providing access to family care providers, subsidized backup care, senior care planning guidance and a caregiver Resource Center. Up to \$5,000 Adoption Assistance per eligible adoption. 	<ul style="list-style-type: none"> Flexible work arrangements in many countries, including Africa, Australia, Ireland, the Middle East, New Zealand, the Philippines, Singapore, the U.K. and the U.S. to support you and your family. Visit your local Employee Handbook for more information.
Well-Being	<ul style="list-style-type: none"> A wellness discount on your medical plan contributions when you and your spouse/DP complete the U.S. Wellness program. Access to a variety of resources to be financially well through Education Assistance, Employee Stock Purchase Plan (ESPP), Health Savings Plan (HSA), Investment & Savings Plan (ISP), Smart Savings and more. 	<ul style="list-style-type: none"> Access to global well-being resources, activities, challenges and events through Global Well-Being at AECOM and local well-being resources in EMEA, South America and New Zealand.
Other	<ul style="list-style-type: none"> Easy employee and spouse/DP access to AECOM's one-stop shop for U.S. benefits: AECOMbenefits.com. Shareable monthly U.S. Benefits e-Newsletter. Join the Pride Employee Resource Group (ERG) in the Americas. 	<ul style="list-style-type: none"> Easy employee and spouse/DP access to AECOM's one-stop shop for Canada benefits: benefits.AECOM.ca. Shareable monthly Canada Benefits e-Newsletter. Join the Pride Employee Resource Group (ERG) in the Americas.

★ In 2020, AECOM received a perfect score on the Human Rights Campaign Foundation's 2020 Corporate Equality Index for the third year in a row and was designated as a "Best Place to Work" for LGBTQ+ Equality in the U.S.

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AECOM is committed to supporting the health, safety and well-being of women, working parents and women of color. Resources were developed to promote allyship and foster a safe, healthy and inclusive environment for women.

Be an Ally to Women at Work

We each have a role in creating gender equity and a culture of inclusion at AECOM. Here are 5 ways that you can do your part by becoming a better ally to your female colleagues.

- 1 Educate your staff. Review this United Nations [toolbox](#) to learn how you can adopt gender inclusive language.
- 2 Encourage all team members to participate in team activities. Women bring unique experiences and new perspectives that greatly benefit problem solving and increase innovation in the workplace. Make a point to ask for women's input and perspectives during meetings and brainstorming sessions.
- 3 Give credit where credit is due. Research shows that women get less credit in predominantly male groups. While it's important to work as a team, it's also important to recognize the individual and team's success. Each team member should be given credit for their team's efforts, for a job well done. You can start by participating in the [Radux program](#) and sending kudos to one of your colleagues.
- 4 Support working parents. Since caregiving and mental health resources for working parents, clearly articulate flexible work arrangements and leave policies that they may be eligible for and that support and facilitate their anticipated events arise due to their caregiving responsibilities.
- 5 Become a [mentor/mentorship](#) role model for your female colleagues. Mentorship is a critical component of creating gender equity and enhancing career development opportunities for AECOM employees.

 Celebrate International Women's Day with your colleagues around the world on March 8. There will be great events and activities planned!

Sources:

- [American Heart Association](#)
- [Global Financial Literacy Excellence Center](#)
- [Harvard Health](#)
- [Harvard Kennedy School](#)
- [Maven Clinic](#)
- [Mayo Clinic](#)
- [Sydney Morning Herald](#)
- [World Health Organization](#)

Did You Know?

On average, women are currently working 71 hours per week to keep up with their workload and primary caregiving, homeschooling and housework responsibilities.

Women make up nearly 50% of the global workforce, but less than 30% of senior management positions and less than 10% of top leadership positions.

*This data applies to the broader labor force and is not specific to AECOM

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Quick Health Facts:

Worldwide, women face unique health challenges due to the gender discrimination they experience and the primary caregiving responsibilities they take on for their children and parents.



Less access to health care and social services than men.



Higher rates of mental health conditions, such as stress, anxiety and depression.

Lower levels of financial literacy and well-being than their male counterparts.

8.6
MILLION

women die from cardiovascular diseases (e.g., heart disease or high blood pressure) each year, many of which go undiagnosed and untreated.





1 million women die annually from cervical or breast cancer each year.

8.6
MILLION

women die from cardiovascular diseases (e.g., heart disease or high blood pressure) each year, many of which go undiagnosed and untreated.



Helpful Benefits and Well-Being Resources:

AECOM is committed to supporting the health, safety and well-being of women, working parents and women of color. Here are some helpful tips and resources for improving your health and well-being.

Health Topic	For U.S. employees	For Global employees (all countries)
Make your personal health a priority	<ul style="list-style-type: none"> Explore mental health resources through Wellness at AECOM 	<ul style="list-style-type: none"> Access global mental health resources at WellBeing@AECOM.com
Embrace a healthy lifestyle	<ul style="list-style-type: none"> Participate in Wellness at AECOM 	<ul style="list-style-type: none"> Get your annual health checkup using this Guide or Checklist Participate in Global Well-Being at AECOM and your local well-being program in Canada, Spain, Australia or New Zealand
Improve your work-life and wellness	<ul style="list-style-type: none"> Access tools and resources to help you improve your finances and save for important life events Explore options to refinance your loans with GoodFi Save on everyday expenses with Smart Spend 	<ul style="list-style-type: none"> Discover financial well-being resources at WellBeing@AECOM.com Learn about AECOM's Employee Purchasing Programs Discover the hidden costs of canceling with this resource
Remember that you care for others, too	<ul style="list-style-type: none"> Learn about AECOM's Paid Parent Leave benefits Use your Care@Work benefits which provide access to family care providers, subsidized backup care, senior care planning guidance and a care@work Center Receive up to \$5,000 in Adoption Assistance per eligible adoption. 	<ul style="list-style-type: none"> Take care of yourself with this self-care resource Learn about AECOM's local maternity, paternity and family leave benefits in Canada, England, Hong Kong, Ireland, New Zealand, South East Asia and the UK. To review your local Employee Handbook, click on the AECOM's flexible work arrangements policies in Africa, Australia, Indonesia, the Middle East, New Zealand, the Philippines, Singapore, the UK, and the U.S. Discover local parent resources on aude.com.au (Organization Web ID: AECOM)
Build your social support network	<ul style="list-style-type: none"> Join AECOM's or the Women's Employee Resource Group (ERG) in the Americas. Share the ERGs in U.S. e-Newsletter with your family. 	<ul style="list-style-type: none"> Participate in the Global Well-Being Community Share the monthly Global Benefits e-Newsletter with your family.

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