

Diversity, Inclusion and Belonging Statement

We are committed to be a company that creates and reinforces a sense of belonging for all our employees and recognize diversity and inclusion as necessary for the sustainability of our practice.

Diversity

Develop and maintain a diverse workforce, as described by age, gender and minority groups including race/ethnicity, sexual orientation, and disability.

- Identify and remove potential biases in sourcing, screening, and shortlisting applicants that limit a diverse pool of qualified candidates.
- Commit to hiring processes that expand the candidate search to larger geographic areas and diverse academic institutions.
- Implement policies that support procurement practices that promote diversity and empower underrepresented groups.
- Identify and remove potential biases in assignments, opportunities and promotions that may impede qualified diverse candidates from growing in their career path.

Inclusion

Promote actions to engage internally with our staff.

- Identify and eliminate internal practices that perpetuate bias and erode the inclusive culture we are striving to build.
- Enable a continuous improvement process through education, innovation, and the appropriate use of relevant industry standards and external guidelines.
- Implement employee development programs to increase employee engagement, career growth, and retention.
- Commit to performance feedback, pay, and benefit equity, employee assistance programs, wellness programs, and employee advocacy procedures.
- Promote, support, and organize team building via sport, social, and cultural group activities for employees.

Belonging

Through our diversity and inclusion activities we will cultivate a workplace where every employee's voice is recognized, their contributions are respected, and their potential is valued.

- Create an environment to empower employees to express their authentic selves, learn more from each other, and grow professionally.
- Implement strategies that promote transparency and accountability in our business partnerships, procurement strategies, and employment practices.
- Encourage employees to understand and practice allyship

Student Outreach

Accept the responsibility to promote engineering and related careers, in the underrepresented communities that we work.

- Commit to corporate participation in professional organizations that encourage women and/or minority opportunities in engineering.
- Identify and support local and national organizations that promote engineering education.
- Promote participation and sponsorship in school districts of low socioeconomic status.