

# SHAPE

SYSKA HENNESSY ADVOCATING FOR PROFESSIONAL EQUALITY



At Syska Hennessy we believe in promoting and fostering a collaborative workspace. One that is deeply rooted in respect and powered by authenticity. We embrace an environment that is committed to imbedding diversity and equality into the core of our business and culture.

Our SHAPE initiative focuses on three objectives:

Recruiting for Diversity	Diversity Training	Advocate for Professional Equality
Strive to make authentic connections with all backgrounds that will enrich our talent base and internal strengths. We inspire individuals to achieve their full potential by being actively involved within our communities.	Establish an inclusive workforce by supporting our managers and each other to become better team members, leaders, and communicators  Bring unconscious biases to the forefront of our conversations and actions.	Identify and seek opportunities to better understand our diverse strengths and values. Integrate those qualities by providing opportunities for continuous growth and development firm wide.

SHAPE's purpose as an Employee Resource Group (ERG) is to support Syska's initiative to develop our work with technically diverse perspectives and cultivate inclusive and diverse teams. Employees are vital to help promote the Syska culture. We are looking for people who embody the traits we value as an organization.

That is why we do not simply recruit great employees; we bring in new hires that want to be part of the Syska culture that is technically sound and embraces diversity, equality, and inclusion in the workforce.

Once on board, we support our employees with ongoing professional and technical training, opportunities for continuing their education, and mentoring. We also encourage our professionals to design their careers according to the roles and areas that interest them and promote professional equality through our SHAPE program.

Through our SHAPE program we are also able to tap into our diverse talent and their strengths and experiences by providing leadership opportunities. Our SHAPE program is spearheaded by members of the firm that want to take an active role in contributing their skills towards achieving the goals that we set out for ourselves.



**SYSKA HENNESSY**  
GROUP