

DIVERSITY, EQUITY & INCLUSION

MAKES A DIFFERENCE



SYSKA HENNESSY
GROUP

DIVERSITY, EQUITY & INCLUSION MAKES A DIFFERENCE

One of the objectives of our Vision 2025 strategic plan is diversity, equity, and inclusion (DEI). When we created the plan in 2015, we identified DEI as a trait that would characterize the Syska of the future. As we noted at the time, “Great buildings are designed by people with different skills, ideas, and cultural backgrounds. Diversity = strength. We look to shape the present and future by being different.”



Shortly thereafter, we created Syska’s SHAPE committee (Syska Hennessy Advocating Professional Equality).

Our commitment to DEI is especially meaningful today, given the nation’s ongoing social unrest and racial tensions. Recent events demonstrate just how important DEI is to the future of communities, the A/E/C industry, and Syska itself.

STRATEGIES

As we continue to amplify Syska’s DEI commitment, we are pursuing several strategies:

- 1** Increasing our diversity by recruiting and hiring BIPOC and female professionals.
- 2** Continuing to foster and promote an inclusive culture that enhances the employee experience, engages staff, and supports a sense of belonging.
- 3** Collaborating with leadership, our HR learning and development team, and SHAPE to further strengthen our culture of learning and mentorship.
- 4** Expanding or establishing partnerships with organizations that increase opportunities for women and minorities. Examples include the National Hispanic Society, National Society of Black Engineers, the Society of Women Engineers, and the ACE Mentor Program. We also support organizations through funding: Syska recently donated to the National Association of Black Farmers.
- 5** Working with owners, partners, and the A/E/C community to improve DEI in the design and construction of the built environment.
- 6** Developing new initiatives in our business and with SHAPE to improve outcomes in DEI.

BUSINESS BENEFITS

We view these efforts as not just the right thing to do, but also as beneficial for our business.

Simone Sloan, a consultant who moderated our August panel discussion on workplace DEI in the A/E/C industry, emphasizes that diversity and inclusion are strategic competitive advantages for organizations.

Recent findings support her view. According to a report from McKinsey & Company published in May 2020, “the most diverse companies are now more likely than ever to outperform less diverse peers on profitability. SCORE, the nation’s largest network of volunteer, expert business mentors, published an infographic in February 2020 with statistics on diversity’s influence on business success. Highlights include:

- **Companies that have more diverse management teams have 19% higher revenue due to innovation.**
- **Gender-diverse companies are 21% more likely to outperform.**
- **Ethnically diverse companies are 33% more likely to outperform.**
- **Diverse teams make better and faster decisions (They make decisions 2X faster with ½ the number of meetings, and their decisions deliver 60% better results).**

Innovation and creativity flourish when teams encompass members of different backgrounds, ethnicities, and cultures. That’s true for our internal teams and for the teams we build with external partners, contractors, and suppliers. And that’s why diversity efforts extend beyond the walls of our offices.

DIVERSITY SUPPLIER PROGRAM

Through our diversity supplier program, we support business suppliers owned by women, BIPOC's, service-disabled veterans, HUBzone designees, and members of the LGBTQ+ community. Our goals are simple: We seek out the companies that align with our DEI values, we work alongside diverse engineering firms and other consultants on projects to help

our clients realize their strategies, and we mentor team members to see everyone succeed as part of a cohesive unit.

The results of our efforts speak for themselves. Better project outcomes. Imaginative and inspirational built environments. A stronger society.



JOIN OUR SHAPE TEAM

The mission of SHAPE (Syska Hennessy Advocating Professional Equality), our internal employee resource group, is to advocate for more diversity and equity in the A/E/C business.

We support every Syska employee with ongoing training, education, and mentoring. We give them resources and tools they can use to design their careers according to the roles and areas that interest them, and promote professional equality through our SHAPE program.

Committee goals:

- 1. To promote and foster a collaborative workspace rooted in respect and powered by authenticity.**
- 2. Embrace an environment that is committed to embedding diversity and equality into the core of our business and culture.**
- 3. What we hope to achieve: By harnessing the strength of diversity, we integrate the best minds of our community to create innovation through every unique professional.**



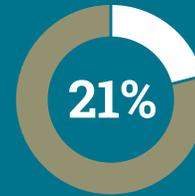
The three focuses of SHAPE



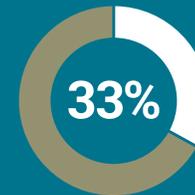
You can check out the new SHAPE video here



Diverse management teams have 19% higher revenue.



Gender-diverse companies are 21% more likely to outperform.



Ethnically diverse companies are 33% more likely to outperform.



Diverse teams' decision-making delivers 60% better results.

SHAPE 2020 COMMITTEE HIGHLIGHTS

- Proposed and collaborated with Syska to add diverse interview panels to hiring process.
- Proposed, collaborated and expanded applicant tracking scorecards with "inclusive nature" attribute.
- Established SWE (Society of Women Engineers) champions at most Syska locations.
- Planned and hosted events with SWE, SHPE (Society of Hispanic Engineers), and industry leaders.

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