

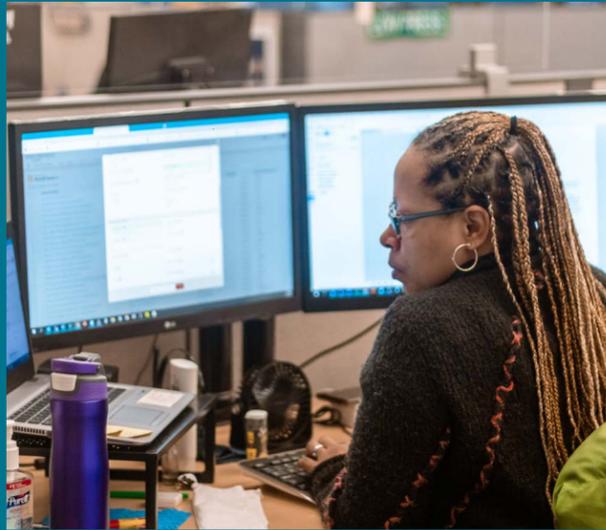
DIVERSITY, EQUITY & INCLUSION

MAKES A DIFFERENCE



SYSKA HENNESSY
GROUP

ENGINEERING A WORLD THAT IS USABLE AND ACCESSIBLE FOR EVERYONE



OUR DEI COMMITMENT

Syska Hennessy believes that an inclusive engineering and design process leads to a better user experience by meeting and supporting the needs of all people. To get there, we promote diversity, equity, and inclusion (DEI) in our corporate culture – through recruitment, employee engagement, and training programs; and in every stage of the design and construction process – through partnerships and industry activism. Together we recognize that the creation of truly inclusive environments can only happen when they reflect the work of, and address the needs of, people from a wide range of backgrounds.

DIVERSITY, EQUITY & INCLUSION MAKES A DIFFERENCE

One of the objectives of our Vision 2025 strategic plan was diversity. Diversity means having people of different cultures, races, perspectives, ages, genders, and ability represented in our firm. In 2019 our team revisited our diversity perspective and added equity and inclusion.

Why Equity? To ensure that all people are treated fairly and impartially. We also added inclusion because its important that people feel a sense of belonging. 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 continuing to leverage our differences and reframe our approach to build equitable and inclusive environments.



STRATEGIES

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

- 1 Increasing our diversity by recruiting and hiring BIPOC, 2SLGBTQAI+ and female and marginalized 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 our SHAPE ERG to further strengthen our culture of learning and mentorship.
- 4 Expanding or establishing partnerships with organizations that increase opportunities for BIPOC, 2SLGBTQAI+ and female and marginalized professionals.
- 5 Working with owners, partners, and the A/E/C community to expand DEI in the design and construction of the built environment.
- 6 Developing new initiatives and metrics in our business to continually improve diversity, equity, and inclusion at Syska Hennessy.

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.



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.



GREAT BUILDINGS ARE DESIGNED BY PEOPLE WITH DIFFERENT SKILLS, IDEAS, AND CULTURAL BACKGROUNDS.



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