



# Community Engagement Commitment

JANUARY 2024





At Stantec, we believe in helping the communities where we work and live become strong, vibrant, and inclusive. We achieve that by offering our services, volunteering our time, and giving financial resources.

Our community engagement program is a natural extension of our purpose and our [promise](#). We focus our giving on four pillars and have made several [commitments](#) that enrich the quality of life in our communities. Because we believe that investing in our communities benefits us all.

**Gord Johnston**  
President and CEO





Communities are fundamental. Whether around the corner or across the globe, they provide a foundation, a sense of place and of belonging. Supporting our communities means more than offering our design services. It means enhancing knowledge, prosperity, health, and quality of life. We achieve that by supporting endeavors in the arts, education, the environment, and health and wellness.

Since 2007, when we began tracking, our donations have exceeded \$44 million.

Each year, we set a target to donate up to 1% of Stantec's annual pretax profits to charitable and not-for-profit organizations. The target of up to 1% is met either through direct cash contributions or services in kind. We encourage personal charitable giving by employees, and we encourage and assist employees to volunteer.

Stantec is committed to investing in the communities where we live and work. By 2030, we aim to invest a further \$30 million into community organizations around the globe, taking our total to \$60 million since starting this initiative in 2007.

# \$7.8 million

in support of organizations in our communities in 2023

# \$44,122,655

Donated between 2007 and 2023

# \$916,000

Grants for BIPOC in 2023

# \$400,000

Scholarships in 2023

## OVER 5,600 GLOBAL COMMUNITY PARTNERSHIPS IN THE HISTORY OF OUR PROGRAM



#StantecTogether





### Arts

## Support for the Arts

We donate to visual and performing arts organizations, museums, art education programs, symphonies, community arts festivals, arts funds/councils, and public television/radio.

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- Indigenous Arts Festival
  - YVR Art Foundation
  - San Francisco Gay Men's Chorus
  - Wellspring Alberta
  - United Kids Foundation



### Education

## Support for Education

Scholarships and educational programs. Stantec supports school/business partnerships and programs that achieve objectives such as encouraging elementary or secondary students to pursue higher education or training.

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- National Organization of Minority Architects
  - American Indian Science and Engineering Society
  - ACE Mentor Program of America
  - Boys & Girls Clubs/Big Brothers Big Sisters
  - National Society of Black Engineers
  - Thomas Jefferson University



### Health & Wellness

## Support for Health & Wellness

We support healthcare initiatives that make a difference in the communities where we operate through investments in health and wellness. These include preventive education and training, outreach programs and research, and investing in health initiatives that support physical and mental health initiatives.

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- Food Banks
  - Habitat for Humanity
  - Mental Health
  - PRIDE donations
  - World Central Kitchen



### Environmental

## Support for the Environment

This avenue focuses on programs that promote sustainable development, environmental responsibility, energy efficiency, air quality, and addressing climate change.

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- Women in Environment
  - WaterAid
  - Engineers Without Borders
  - Oxfam
  - Water for People





## Advancing equity through inclusion and diversity

We know we must do more to address the very real consequences of systemic racism that exist in society today.

Building on initiatives we've had underway for many years, our actions will continue to focus on outreach in mentoring, education, and sharing knowledge and resources.

At their core, partnerships are about relationships. We have been building our relationships with organizations like **National Association of Minority Architects (NOMA)**, **Society of Hispanic Professional Engineers (SHPE)**, **ACE Mentor Program of America**, and **American Indian Science and Engineering Society (AISES)**. Our work with these organizations helps develop a strong pipeline of diverse leaders who can add value in our industry for years to come.







### Strengthening our commitment

On top of our ongoing commitments, we've launched a \$200,000 annual Stantec Equity & Diversity Scholarship to support underrepresented and BIPOC communities in their studies in science, technology, engineering, arts, and math (STEAM) fields.

The annual Stantec Equity & Diversity Scholarship offers varying levels of scholarships. Visit [Stantec.com](https://www.stantec.com) for more details. The next intake is September.

Our scholarship program aims to celebrate and reward the academic achievement and community leadership demonstrated by students through their extracurricular activities and goals.

At Stantec, we are proud to promote the importance of post-secondary education. To help students pursue their goals, we also distribute an annual allocation of \$200,000 for scholarships across our regions. These scholarships are administered by the institutions.

Visit our [Scholarships](#) page for those regions that have scholarship opportunities available.

**LEARN TOGETHER**

The Stantec Equity & Diversity Scholarship fund will be awarding \$200,000 in scholarships for the annual academic year. The number of scholarships and award amounts will vary based on the eligible applicant pool.

**ELIGIBILITY:** Underrepresented or BIPOC focusing on studies in the STEAM fields

VISIT THE COMMUNITY ENGAGEMENT PAGE ON STANTEC.COM/EQUITYANDDIVERSITY/SCHOLARSHIP FOR MORE INFORMATION.

#StantecTogether

### \$200,000 ANNUAL STANTEC EQUITY & DIVERSITY SCHOLARSHIPS







## Walking the Community Talk

In 2023, 6199 employees worldwide donned Stantec Together t-shirts as they donated their time, energy, and expertise to over 320 community organizations throughout the week.

**Stantec in the Community Week (SITC)** celebrated its 10th anniversary in 2023 with a \$100,000 donation to organizations around the globe.

SITC is held each year in addition to the many community outreach activities Stantec employees participate in throughout the year.

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**SINCE SITC LAUNCHED IN 2013  
OVER 49,600 EMPLOYEES  
HAVE DONATED THEIR TIME  
TO WORKING WITH OVER 2,000  
ORGANIZATIONS WORLDWIDE.**

\*Due to the global COVID pandemic in 2020, SITC week was postponed.

STANTEC IN THE COMMUNITY WEEK







# Other Initiatives

Supporting our communities isn't a one-week event for our people. Year round, we give our time and talent to organizations to make a **positive and lasting difference** in our communities. The list of organizations our people support is long, but here are a few examples:

- Mentoring Big Brothers and Big Sisters, NOMA, ACE Mentor Program students, etc.
- Serving hot meals at shelters
- Organizing blood drives
- Teaching at post secondary institutions

Through our Dollars for Doers program, our employees also participate on not-for-profit boards or in many events like charity walks, runs and other regional fundraisers for a variety of organizations.

## Questions?

For more information on Stantec's Community Engagement program, visit [stantec.com](https://www.stantec.com) or contact [communityengagement@stantec.com](mailto:communityengagement@stantec.com)