



Management Approach: Community Engagement

Stantec is passionate about creating strong, vibrant communities, and we aim to make a difference in the places where we live and work. We look for strategic partnerships that leverage and empower entire communities while recognizing that each community has unique needs and opportunities.

Policy and Program

Stantec's pledge to donate up to 1% of our annual pretax profits to charitable and nonprofit organizations is reflected in our [Community Engagement Policy](#).

Our annual donations are categorized under [four funding pillars](#):

- **Arts:** We contribute to the arts programs of the communities where we live and work by supporting visual and performing arts organizations, museums, art education programs, symphonies, and public media.
- **Education:** We support youth in their pursuit of higher education through scholarships and educational programs. We also partner with schools and businesses to help students pursue education or training in STEAM¹ disciplines.
- **Environment:** Our support for the environment is focused on programs related to sustainable development, environmental responsibility, energy efficiency, air quality, and climate change.
- **Health and Wellness:** We focus on supporting credible and recognized health charities including national, provincial, or state charitable health organizations, regional hospitals, and health centers.

Employee Volunteering

We want our employees to thrive at work and within their communities. Volunteer activities not only emotionally connect employees to Stantec but also inspire employees to have fun and make a difference in the world.

Stantec supports a variety of programs:

- We hold a signature Company-sponsored volunteer event: Stantec in the Community Week²
- We have long-standing partnerships with a series of non-profit organizations that directly connect to the positive impact of our firm, including the [National Organization of Minority Architects \(NOMA\)](#), [Society of Hispanic Professional Engineers \(SHPE\)](#), [ACE Mentor Program](#), [American Indian Science and Engineering Society \(AISES\)](#), [Alaska Native Science and Engineering Program \(ANSEP\)](#), [Catalyst](#), [Engineers without Borders \(EWB\)](#), [Indspire](#), [RedR](#), [Steps for Life](#), [WaterAid](#), and [Water for People](#), to name a few
- Employees support STEAM¹ efforts around the company, both by volunteering their time and raising money
- We encourage employees to take part in initiatives that support their personal causes; under our Dollars for Doers Program, we donate up to \$500 to a charity for a minimum of 25 hours an employee spends volunteering

Inclusion and Diversity

Stantec has programs focused on supporting underrepresented groups through outreach in mentoring, education, and knowledge and resource sharing. We annually fund the Stantec Equity and Diversity Scholarship to further diversity in the STEAM field. We work with organizations like NOMA, SHPE, AISES and others help develop a strong pipeline of diverse leaders who can add value in our industry for years to come. We directly support communities by applying our technical skills on EWB projects around the globe. As a corporate partner in formal Indigenous Partnerships, we invest in local Indigenous communities.

¹ STEAM: Science, technology, engineering, art, and math.

² In 2020, unfortunately, our annual Stantec in the Community Week activities were postponed because of COVID-19 restrictions. It was temporarily replaced with a virtual, internal program called Acts of Kindness.



Scholarships

Stantec proudly promotes post-secondary education. Easing students' financial burdens better enables students to complete their studies. To assist students in pursuing their goals, Stantec has two annual scholarship funds.

- Each of our regions award scholarships.
- New to 2021, a \$200,000 Corporate fund is directed to the Stantec Equity and Diversity Scholarships to support underrepresented communities in their STEAM studies. These scholarships are administered by the associated educational institutions.

BetterTogether Fund

When disasters impact the communities where we live and work, our Company and employees rally together to support the areas, organizations, and people who need it most. To provide similar support to our own Stantec community, we created the Stantec BetterTogether Fund and seeded it with an initial \$200,000 donation. Through this initiative, employees can donate money to directly support fellow colleagues facing difficult times, such as after a natural disaster or during unforeseen personal challenges. All donations directly benefit our people with grants between \$500 and \$2,500. By harnessing the giving power of the worldwide Stantec team, our combined donations will make a big difference for employees facing unexpected hardships.

See Also

Management Approaches

- [Inclusion and Diversity](#)
- [Indigenous Connections](#)