



## 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 focus on promoting environmental protection, inclusion, and social justice. We look to empower 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 in 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 STEAM<sup>1</sup> disciplines.
- **Environment:** Our support for the environment is focused on programs related to sustainable development, environmental responsibility, biodiversity protection, 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.

### Commitment

Stantec has committed to invest a total of \$60 million to community organizations from 2007 to 2030. As of 2022, our current charitable donations total is \$36 million.

### Employee Volunteering

We want our employees to thrive at work and within their communities. Volunteer activities not only help our communities and 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 Week.
- 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), [National Society of Black Engineers](#), [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](#), [Rainbow Tick](#), [Steps for Life](#), [WaterAid](#), and [Water for People](#), to name a few.
- 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 if an employee spends a minimum of 25 hours volunteering for that charity.

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<sup>1</sup> STEAM: Science, technology, engineering, art, and math.



## Scholarships

Stantec proudly supports higher education in many forms. We also prioritize direct financial support; easing students' financial burdens better enables students to complete their studies. To assist students in pursuing their goals, Stantec has two annual scholarship funds:

- A \$200,000 Corporate fund is directed to the [Stantec Equity and Diversity Scholarship](#) to support underrepresented communities in their STEAM studies. These scholarships are managed at a Corporate level and administered by the associated educational institutions.
- Above and beyond our Equity and Diversity Scholarship funding, Stantec has allocated \$200,000 annually for global [scholarships](#).

## Support of Underrepresented Groups

Stantec has programs focused on supporting underrepresented groups in our communities through outreach in mentoring, education, knowledge, and resource sharing. We award scholarships to further equity and diversity in STEAM fields and partner with organizations like the 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 also have formal partnerships with two Historically Black Colleges and Universities, Howard University and Tennessee State.

By applying Stantec's subject matter expertise, we directly support technical solutions for underrepresented communities like through our work on [EWB projects](#) around the globe. As a corporate partner in formal [Indigenous Partnerships](#), we invest in local Indigenous communities.

## Supporting Clients

Meaningful engagement with stakeholders is also an integral aspect of our project delivery, which is formalized through our Project Management Framework. Stantec employs and partners with a diverse network of communication experts, social scientists, and inclusion specialists to develop and implement targeted and tailored communication, outreach, and advocacy strategies. We approach stakeholder engagement in an integrated manner to ensure that communication and policy strategies are closely coordinated with and support the technical elements of the project at hand.

See all [Stantec Management Approaches](#)