

This year's Diversity, Equity and Inclusion award winner has committed to building an inclusive culture and workplace that supports staff mentorship programs. Its Executive Leadership Team has emphasized the company culture by creating a diversity council to continue to grow inclusivity and diversity. Ultimately, the company's employees are provided an opportunity to grow and pursue their own career goals regardless of gender or ethnicity by allowing them to learn and grow in their discipline of choice and not be forced into a "pigeonhole" that was pre-determined based on the position into which they were hired. Employees are encouraged to brand themselves, to give back to their professions and communities by teaching and mentoring others, and to seek career growth opportunities within the company.

The company's inclusion and diversity program celebrated three years in 2021, with a heavy focus on implementing the three-year inclusion and diversity strategic plan. For the first time in 2021, the company-wide employee engagement survey included inclusion and diversity related questions to benchmark employee opinions on their inclusion and diversity efforts and to identify areas of strength and improvement.

Locally, the company's Philadelphia-area Inclusion, Diversity, and Equity in Action (IDEA) group has been working to implement the goals of the national inclusion and diversity strategic plan through action at the local level. The group also conducted a survey of local office employees to benchmark employee opinions and to identify the types of programming, topics, and frequency of engagement that staff prefer. The Hiring and College Outreach Subcommittee has coordinated staff attendance at several area college events to reach more diverse candidates, including a Villanova Inclusion and Diversity Fair and Rutgers Bloustein School of Planning Diversity, Equity and Inclusion Alumni Panel, and a presentation to Temple University's National Society of Black Engineers.

The ACEC/PA 2022 Diversity, Equity and Inclusion Award is presented to: **WSP USA Incorporated.**