



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. For our community engagement activities, we look for strategic partnerships that focus on promoting environmental protection, inclusion, and social justice. Stantec looks to empower communities while recognizing that each community has unique needs and opportunities.

Commitments and Practices

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](#). We have [committed](#) to invest a total of \$60 million to community organizations from 2007 to 2030.

In Our Operations

Worldwide, Stantec operations participate in a variety of community engagement activities.

Funding Pillars

Stantec's 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 STEAM¹ 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.

Employee Volunteering

We want our employees to thrive at work and within their communities. Volunteer activities help our communities, emotionally connect employees to Stantec, and 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 (which celebrated its 10th anniversary in 2023).
- We volunteer throughout the year as part of our support for underrepresented groups.
- 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.

Scholarships

Stantec proudly supports higher education. We prioritize direct financial support because easing students' financial burdens better enables students to complete their studies. Stantec has two annual scholarship funds:

- A \$200,000 fund is directed to the [Stantec Equity and Diversity Scholarship](#) to support underrepresented communities in STEAM studies. These scholarships are managed at a corporate level and administered by the associated educational institutions. Since inception, we have provided \$800,000 to 116+ students around the world and 30 internships across North America.
- Above and beyond our Equity and Diversity Scholarship funding, Stantec has allocated \$200,000 annually for global [scholarships](#) awarded through educational institutions and partners.

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



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 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](#) , [National Society of Black Engineers](#), [Society of Hispanic Professional Engineers](#), [ACE Mentor Program](#), [American Indian Science and Engineering Society](#), [Alaska Native Science and Engineering Program](#), [Catalyst](#), [Engineers without Borders](#) (EWB), [Indspire](#), [Rainbow Tick](#), [Steps for Life](#), [WaterAid](#), and [Water for People](#), to name a few.

As noted, we award scholarships to further equity and diversity in STEAM fields and partner with the above organizations to 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 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.

Stantec's SocioEconomic-Equity Network (known as SEEN) connects subject matter experts to further best practices on topics such as equitable public engagement, environmental justice, and social equity in the built environment.

With Our Supply Chain

While Stantec does not explicitly ask our suppliers or business partners to participate in community engagement activities, we do take this under consideration when selecting suppliers and prioritize those that have a positive local community impact.

Accountability

Stantec has successfully met our community engagement aspirations if we make our monetary donation goals and have high employee participation in our volunteer activities.

Material Topic / Value Chain Nodes Covered:

Community Engagement / Operations, Downstream (Clients), Upstream (Supply Chain)

See all [Stantec Management Approaches](#)