

Our promise



Diversity is the mix, inclusion is the mix working well together

To question the ordinary, imagine the impossible and create the enduring it takes us all. At WSP Canada we strive to lead through our Guiding Principles to create an inclusive environment for everyone. With the best people and our lived experiences in hand, we have the power to design a place where our people, friends, families and neighbours, can thrive.

The world is changing and we must keep up.

- Women represent slightly more than **50%** of our population¹
- **62%** of Canadian women over 15 years of age are in the workforce (a 30% increase from 1976)²
- **22%** of Canadians are visible minorities³
- **3%** of Canadians between 18 and 59 identify as gay, lesbian or bi-sexual⁴
- **60%** of primary buyers are women⁵

The opportunity for us all.

Diverse and inclusive organizations are 21% more profitable ⁶ and 158% more likely to understand their consumers ⁷. And being more diverse and inclusive is simply the right thing to do for our people, business and clients.

Globally, we are committed to achieving 30% women in management positions by 2021

By better representing the communities we serve, we will bring more innovation to our clients, increase the quality of our work, and win more new work, in turn creating more opportunities for all of us.

As a result, we will be the premier consultancy in our industry.

The journey to inclusion does not happen overnight. We will be measured and thoughtful in our approach, starting with gender diversity and using these best practices to build an inclusive environment all across WSP.

We will build the next generation.

With only 22% of females⁸ in STEM studies, we need to do our part to build the next generation – engineers, urban planners, architects, scientists and business professionals. We will accelerate our work with youth organizations to build a passion for our field.

We will harness the passion of our people.

Our people are looking to make WSP the most inclusive environment possible – and they have our full support. We will enable their local efforts to come together through sponsorship and guidance. We will provide tools as our teams pull together employee resource groups and working committees that will guide our inclusion efforts at a grass roots level.

We will embed an inclusive mindset in all that we do.

We will challenge the status quo of what we do and how we do it.

This includes challenging our hiring and promotion practices for bias, and that equal opportunities are granted to everyone.

We will live our brand by our actions and by having a voice.

To drive action, we will continue to discuss the importance of and the barriers to diversity and inclusion.

We will partner with leaders in the field to increasingly have a voice both within WSP and in the market.

We will measure our progress and be transparent about where we are.

Good, bad or otherwise, we will regularly report the progress of our efforts to the CEO and the executive team with an annual report out to our people.

- We will measure our progress through;
- % of women in management positions
 - Diversity mix of our workforce
 - Turnover results by gender
 - Gender mix by level
 - Promotion rates by gender
 - Hiring rates by diversity mix
 - Engagement results
 - Gender pay gap
 - D&I focused sponsorship investment

All of us play a part.

¹ Catalyst 2019 Women in the Workforce. / ² Stats Canada 2019 / ³ Stats Canada 2017 / ⁴ Catalyst, Quick Take: Lesbian, Gay, Bisexual, and Transgender Workplace Issues (June 17, 2019) / ⁵ Nielson, 2016 / ⁶ McKinsey 2018, Delivering through Diversity / ⁷ Center for Talent Innovation 2013, Innovation, Diversity and Market Growth / ⁸ Engineer Canada 2017