

11:00 am – 12:00 pm

Session 1

DEI in the A/E/C Industry: Where We've Been, Where We Are, and Where We Can Go

Diversity, Equity, and Inclusion – it is a phrase that has become widely used across the world, but not always backed by action. Especially over the past year, companies are grappling with how to foster more diverse, equitable, and inclusive environments as a means of creating value for their stakeholders and driving innovation.

In this kickoff session, panelists will reflect on how the A/E/C industry has evolved over the years in its DEI efforts, and what opportunities are ahead if we truly commit to doing better.

Moderator: Julie Hasiba, EFCG Managing Partner

Panelists:

Shelie Gustafson, EVP & Chief People Officer, Jacobs
 Irvin Bishop Jr, EVP & Chief Information Officer, Black & Veatch
 Dr. Carl Henderson, Chief Diversity Officer, NV5

12:30 pm – 1:15 pm

Session 2

Attracting and Recruiting Talent: Across Underrepresented Communities

Attracting and recruiting top talent is one of the main challenges cited across organizations. At the same time, in the US, underrepresented communities – some of the fastest growing populations – are significantly less likely to receive employment offers in professional service industries.

In this session, panelists will share what they are doing to close this gap, especially among underrepresented racial and ethnic groups, as well as share how the concept of “diversity” can encompass far more than what we physically see in a person.

Moderator: Vishal Menon, EFCG Senior Analyst

Panelists:

Sadaf Parvaiz, Global Enterprise Inclusion & Diversity Leader, GHD
 Au'Janae Roberts, Communications Advisor, Wood

1:45 pm – 2:30 pm

Session 3

Attracting and Recruiting Talent: Across Gender Identities and Sexual Orientations

Over the past 10 years, EFCG data shows that there has not been much change in the percentage of women across the A/E/C industry. While organizations are setting new targets to drive progress, females still make up only a third of new hires. Furthermore, recent data shows that less than 4% of firms collect non-binary and gender non-conforming metrics. Is an organization's hiring efforts truly inclusive without considering these individuals?

In this session, panelists will dive into best practices for bringing in individuals of various gender identities and sexual orientations as well as reframing conversations that have long been about “filling a quota.”

Moderator: Julie Hasiba, EFCG Managing Partner

Panelists:

Laura Ramey, Chief People Officer, TRC Companies
 Michelle White, Chief People Officer, Harris & Associates

2:45 pm – 3:45 pm

Session 4

Developing and Retaining Talent: Across Gender Identities and Sexual Orientations

Developing and retaining talent can be one of the most effective measures to foster innovation and gain competitive advantage. This becomes a heavy lift when employees do not feel satisfied with their working environments. Recent McKinsey studies show that 1 in 4 senior women have considered stepping out of or slowing down their careers, and 1 in 3 LGBTQ+ employees have felt uncomfortable coming out at work. How can firms solve this if they hope to fill their leadership pipeline with diverse individuals?

In this session, panelists will explore how companies can develop an inclusive work environment for employees across gender identities and sexual orientations, and provide those individuals with an equal platform to thrive and advance in their careers.

Moderator: Ted Lower, EFCG Senior Advisor

Panelists:

Nana Berchie, Global People Director - Diversity, Inclusion, & Employee Experience, Arcadis
Jesse Vernon, Communications Manager and Equity, Diversity & Inclusion Leader, Arup
Julie Jennings, SVP of People, GEI Consultants

4:15 pm – 5:15pm

Session 5

Developing and Retaining Talent: Across Underrepresented Communities

According to EFCG data, the presence of minority and underrepresented community members in management and executive positions is minimal – if not nonexistent – in most A/E/C firms. These community members lack advancement opportunities in their organizations and are leaving the workforce at higher rates. Is this a cause-and-effect relationship? What other factors are at play?

In this session, panelists will share how companies can elevate voices of underrepresented communities across a firm, and broaden the landscape of key decision-makers.

Moderator: Vishal Menon, EFCG Senior Analyst

Panelists:

Mike Carragher, Chief Executive Officer, VHB
Nicole St. Hilaire, HR Business Partner and Diversity, Equity & Inclusion Lead, Jensen Hughes
Sumi Sankaran-Deal, Training Manager, POWER Engineers