

How Do You #InspireDEI?



1898 
PART OF BURNS & McDONNELL

DE&I Alliance, ERGs & Business Diversity Initiative



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At Burns & McDonnell, our commitment to building a diverse and equitable future for all is unwavering. We strive to cultivate an inclusive culture, where everyone feels valued, respected, and engaged, where our collective diversity is a catalyst for innovation and our varied perspectives lead to better solutions for our clients, our communities and our people. Our goal is to be a diverse workforce that is representative at all position levels. We are proud to be an Equal Employment Opportunity employer.

We celebrate diversity and it is the policy of Burns & McDonnell to offer equal opportunity in all areas of employment to qualified individuals, regardless of race, colour, religion, sex, age, national origin, veterans' status, sexual orientation, gender identity, disability, or other classes protected by applicable law. The most innovative solutions come from diverse teams, which is why we're committed to building both a dynamic workforce and partnerships with small and diverse businesses across our market sectors.

Our DE&I Alliance

The Alliance is the governing body on Diversity, Equity & Inclusion. The Alliance is the natural evolution of the Diversity Advisory Committee (DAC), which started in 2004 into an organization that empowers employees to take action in the DE&I space with the support of those who are vested in building a community of inclusion for our employees. The Alliance is a collaborative space where some of our most talented employee-owners, including Employee Resource Group representatives, corporate leadership, and company executives work together to continue making Burns & McDonnell a great place to work for everyone.

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Employee Resource Groups

Burns & McDonnell and 1898 & Co. have eight Employee Resource Groups (ERGs). These groups are voluntary, employee-led and developed inclusive communities that are open to all employees. They are typically developed based on a shared identity or experience, often called an "affinity." They help build client engagement, community engagement, and a positive employee experience. Our current ERGS are:

1. &PROUD enhances our firm's commitment to diversity, equity and inclusion (DEI) of the LGBTQ+ community by focusing on our three core pillars: PRIDE, Career Development and Community.
2. ADAPT provides a safe and empowering community for individuals living with or affected by disabilities and those who support them.
3. Asian and Pacific Islander advances career development, personal growth and visibility of Asian and Pacific Islander employees through recruiting, learning, networking and mentoring.
4. Black Professionals Network aims to enhance our company's commitment to diversity, equity and inclusion by supporting the recruitment, retention, and professional progression of Black employee owners.
5. LATINX creates a network for Burns & McDonnell LatinX individuals and allies that is focused on empowering the employee, the company and the community.
6. Network of Women (NOW) is committed to diversity, equity and inclusion (DEI) and places a high value on advancement and proportionate representation of women at all levels of the organization and in all career paths.
7. New Blue stands to provide a community for employee-owners that are 0-5 years into their career at Burns & McDonnell.
8. Veterans Empowered To Serve (VETS) creates a network for Burns & McDonnell veterans and allies that is focused on pushing the employee, the company, and the community forward.

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Business Diversity Initiative

Burns & McDonnell and 1898 & Co.'s Business Diversity Initiative has prompted our company to have over 2,600+ small and diverse suppliers offering a \$USD 2.3 billion business diversity spend over the last 5 years.

One case study example of how our Burns & McDonnell Business Diversity has supported has been impactful is at one of the largest design-build projects in the United States, the Wichita Northwest Water Facility, a critical project to the Wichita economy and enabling a reliable water supply to the state of Kansas. Burns & McDonnell subcontracted more than \$USD 350 million and over 10% spend with diverse business.



IPFA is committed to driving and supporting change with respect to Diversity, Equity and Inclusion (DEI) in the infrastructure and energy industry. In support of this we will be holding events, sharing thought leadership and conducting interviews with leading figures in our global network who are championing and taking action through DEI initiatives.