

Diversity Committee Great Workplace Advisory Teams

In 2001 Malcolm Pirnie created four Great Workplace Advisory Teams (GWAT) to make sure its diversity goals were implemented throughout the organization. A fifth team was added in 2003. These teams have taken a number of steps forward toward diversity goals, such as providing posters and information at the Technical Symposium where the diversity booth was attracted many to its quizzes, prizes, and good conversation.

While this is a good start, there have been challenges. Budget

constraints led to cancellation of the 2005 Diversity Retreat, and the teams experienced a lack of time for regular meetings and follow-through. In 2006, we plan to address these challenges aggressively. A Friday/Saturday Diversity Retreat is being organized that will include a working session on awareness and skill-building. The event will help cut down the preparation and organization hours required during the year and give people greater satisfaction in their diversity programs and goals.

ADMINISTRATIVE SUPPORT

Pirnie Business Support Network (PBSN)
This team was created to increase business value through sharing of information and best practices.

Assignments

- Establish a process and skills matrix for administrative support in HR, Accounting, Operations, Projects, Marketing, Office Mgt. and IT
- Communicate the PBSN Web site and goals to the company
- Identify training needs for each Business Support level and function
- Research activities that administrators can participate in that may be included in EP

Members: Monica Lugo, Sam Bliman (co-chairs), Aileen Bobryk, Essie Fullilove, Diana Hollinger, Darlene Hufnagel, Mary Ann Nespolini, Khaliya Rashid

TRAINING/EDUCATION

This team promotes inclusion through training and other educational activities.

Assignments

- Develop e-learning modules
- Provide follow-up to training (e.g., dialogues, articles)
- Distribute diversity calendar and other educational handouts

Members: Mark Pochodylo, Lorraine Samuels (co-chairs), Michael Chung, Mary Ellen Hradek, Ralph Schiavone

RECRUITMENT

This team is entrusted with making suggestions that will enhance the practices and climate of Malcolm Pirnie to attract candidates of various backgrounds.

Assignments

- Create internship ambassadors
- Design "Diversity Matters at Malcolm Pirnie" T-Shirt
- Design the diversity component of the orientation program
- Create outreach plans for SWE, NSBE, SHPE, AISES, etc. with presentations and packages
- Create a special approach for historically black colleges and universities

Members: Bob Bolton, Adam Gersh, (co-chairs), Dara Himes, Alex Jimenez, Bill Kraekel, Palencia Mobley, Maisha Turner, Lyndell Williams, Heidi Wong

COMMUNITY RELATIONS

This team is responsible for tracking the many community-related activities Pirnie people are involved in.

Assignments

- Continue to track, collect, and document office projects
- Suggest presentations to share throughout the company
- Package high school outreach materials

Members: Dick Brownell, Nicole Brown (co-chairs), Jaqueline Crispino, Stephanie Hickey, Erika Janifer, Traci Angela Jones, Ron Ollie, Traci Silveira, Ken Zacharias

RETENTION

The Retention Team was created to study and suggest ways to increase retention of all employees.

Assignments

- Review exit data and employee opinion surveys (lack of opportunity for growth and disconnect with manager or supervisor cited as top reasons for exits)
- Design realistic 18-month strategy for newcomers (up to 3-year tenure) to increase visibility, experience, and comfort
- Include small offices, part-timers and other groups (consider support/affinity groups)

Members: Joe Lauria, Anne Marie McManus (co-chairs), Erin Keegan Caruso, Henry Chapman, Celia Earle, Patrick Parault

Answers to the Diversity Holiday Quiz

- Q.1. d Q.2. d
Q.3. c Q.4. b
Q.5. d Q.6. a

(Answers courtesy of 2002 Multicultural Resource Calendar, Diversity Resources, Inc. Source: Culturegrams: The Nations Around Us, Vol. 2, 1998-99.) Updated for 2005 by Diversity Matters staff.



"To provide holistic, lasting solutions for our clients, we must capture the unique insights and options that result from diversity in all of its various forms. That will help us achieve our mission both for our clients and for ourselves."

Dave Smith
Managing Director
Red Oak Consulting

**MALCOLM
PIRNIÉ**

INDEPENDENT ENVIRONMENTAL
ENGINEERS, SCIENTISTS
AND CONSULTANTS

DIVERSITY MISSION STATEMENT

Malcolm Pirnie is a workplace where individual differences are valued, encouraged, and respected. We celebrate the achievements of all in a welcoming and accepting atmosphere where rewards are based on collaborative contributions and individual achievements.

DIVERSITY MATTERS

Diversity Matters is published by The Diversity Committee

John Batten, Chair
Bill Dee, Joe Lauria, Lynn Mays, Ron Ollie, Trisha Pasquini, and Linda Wilson of Malcolm Pirnie, Inc.

For more information or to send your comments, contact Linda Wilson at (wilsonl@pirnie.com) or Monica Lugo (mlugo@pirnie.com).

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DIVERSITY MATTERS

Winter 2005

Diversity training continues to expand at Malcolm Pirnie

Throughout 2005, Malcolm Pirnie has held several types of diversity training ranging from two-day workshops to ninety-minute sessions, and even held a customized presentation for Red Oak at the annual managers' meeting. Over 200 Pirnie



Birmingham - The diversity training group, shown in front of the lake at Aldrige Gardens, selected *Building a Cathedral* as their theme - a reminder of when day-to-day stresses cause them to forget their commitments during training.

staff members have now gone through diversity training.

"While the purpose of diversity training is to increase awareness of and build skills for an increasingly varied world, the result has also been increased camaraderie and team-building," explains Linda Wilson, director of workplace diversity.

"Often we hear we should change the name to 'communication building.'" That's a compliment since better communications is a major reason for doing this training.

"Diversity is inevitable in our world - in the workforce, in the client systems, and in our society-at-large. Because of this, we need to conscientiously ensure the environment is an inclusive one where differences are valued and everyone can be as creative as

continued on page 4

Letter from Linda Wilson

At Malcolm Pirnie, diversity is more important than ever. The composition of the U.S. population continues to shift. And time and time again, I hear from management and staff how important it is that our workforce reflects the growing diversity of our clients and their communities.

What this means is that diversity has become a business priority, key to our business success. That's why the company is working so hard to develop activities that encourage inclusion. In this newsletter, we describe some of the strides we made in 2005 during my first full-time year with Pirnie. We launched a new diversity intranet, held six introductions to diversity in California, Pennsylvania, and Delaware; and delivered five major two-day workshops. We've also included diversity-related activities in managers' performance plans. Staff-initiated activities are also being supported. We've just completed a recipe contest, which was truly multicultural-inspired. Keep an eye out for an art contest for children of Pirnie staff.

We have given workshops to increase our visibility at colleges and universities. Managers

tell me they want to make sure our candidate pipeline is filled with Gen-Xers and Millennials, especially since many Baby Boomers are at the retirement stage. You can find out how we are attracting some of these talented young people through our impressive intern program in this issue of *Diversity Matters*.

Feel free to contact me with any ideas you have for the program. Our diversity activities and achievements reflect not only Pirnie's business goals but also your willingness to embrace a climate of inclusion. This type of environment enables us to be more creative, better serve our clients, and increase our profitability, thus ensuring our long-term success and our position as the most sought-after environmental engineering consulting company in the United States.

Linda Wilson
Director
Workplace Diversity



Linda Wilson



Jorge Ayala - Rensselaer Polytechnic Institute



Jennifer Bogan Auburn University



Julia Drake The Cooper Union



James Hathorn A&M University Mobile, AL



Rosemary Jones University of Houston



Donald Lewis Howard University

Pirnie interns explore *Silent Spring*, Rachel Carson's

When Pirnie President and CEO Bill Dee mentioned Rachel Carson's Silent Spring to the 2005 summer interns during orientation, most interns (and some staff present) admitted they had not read this environmental classic. Published in 1962, Silent Spring was the book that "launched a thousand environmentalists" and energized the United States' environmental movement. It also benefited Pirnie as municipalities and other organizations moved to conform to higher environmental standards over the years.

To ensure interns knew about the book's message, they were provided the book and were asked to reflect on it through questions. The following will inspire everyone interested in protecting the world environment.

What's the meaning of "Silent Spring?"

Silent Spring is the perfect title for this book... Spring is a time when the grass, the leaves, and the plants are in full bloom, painting a portrait radiating with color. Spring is a time when birds come to nurse their young and fish are seen in abundance...A "silent spring" is the exact opposite...defined by rotting vegetation, the absence of a bird's song, vacant bird eggs, and desolate streams. A silent spring is the absence of life and (means) fatal endings.

Nicole Quesada

The "silent" in the title represents the silence heard as a result of the lack of a bird population ...caused by the chemical treatment. The once musically alive morning only possessed deafening silence.

James Hathorn

What was the reason for the large number of dead birds in the book?

Elm trees in the U.S. were being infected by the Dutch elm disease, which entered the U.S. from Europe about 1930 in elm burl logs imported for the veneer industry. It was a fungus disease and was spread to

healthy trees by elm bark beetles. They began to spray the trees with DDT, but this affected the bird population. The birds weren't killed by direct contact with the chemical, but by eating insects with high concentrations of DDT in their bodies.

Jennifer Bogan

The birds would eat the poisoned insects and worms, and what was originally a "harmless" concentration of pesticide gets concentrated when hundreds of bugs are eaten.

Julia Drake

State the positives and negatives of chemicals.

As earth's population grows, so does the demand for food for all the creatures that reside on earth; therefore, the use of pesticides has become essential in meeting this demand. The first important synthetic organic pesticide was a chlorinated hydrocarbon, dichlorodiphenyl-trichloroethane or DDT. DDT has both advantages and disadvantages for earth's inhabitants. One of



The 2005 summer interns were welcomed by Pirnie executives, including President & CEO Bill Dee (top row, second from right).

the greatest advantages is that of controlling malaria and other insect diseases. DDT also effectively prevents diseases in poorer countries. Meanwhile, the disadvantages include harming animal populations, specifically the marine community and birds, and causing cancer in humans.

Donald Lewis

What was the most significant information that you got from the book?

This book is part of what started the modern global environmental movement. It shows that nature is vulnerable to human intervention. The

Holiday Diversity Quiz: Test your knowledge!

Test your knowledge of cultural holidays! Please indicate your answers, then visit page 8 for the correct answers.

QUESTIONS

1. Why does Hanukkah last eight days, from December 25, 2005 to January 1, 2006 this year?

- A. It marks the end of an eight year period of religious persecution by the Syrian Greeks.
- B. To commemorate the eight books of the Torah.
- C. It took eight days to restore Jewish independence from the Syrian Greeks.
- D. One day's supply of consecrated oil to keep the holy lamp burning lasted eight days.

2. What does the Mexican Fiesta de Guadalupe commemorate?

- A. The feast day of the patron saint of Mexico.
- B. Anniversary of the day on which Juan Diego, an Aztec peasant, is said to have seen a vision of the Virgin Mary.
- C. Jesus Christ's second coming.
- D. Both a and b.

3. Thanksgiving Day in the U.S. was

made a federal holiday in which year?

- A. 1621 - celebrated in Plymouth, Massachusetts.
- B. 1863 - when President Abraham Lincoln issued a proclamation designating the fourth Thursday of November as a day of National Thanksgiving.
- C. 1941 - legislation passed by Congress
- D. It is not a federal holiday.

4. Muslims celebrate Ramadan, the month of fasting, in what ways?

- A. Slaughtering of lambs.
- B. Prayer, reading the Qur'an (the holy book of scriptures), and worship at home or in a mosque.
- C. At sunset, the daily fast is broken by taking a sip of water and eating bread.
- D. All of the above.

5. Rizal Day in the Philippines celebrates the anniversary of Jose Rizal's birth (1861-1896) on December 30. Who is he?

- A. Wrote "America Is in the Heart," which speaks of the economic exploitation and ethnic discrimination suffered by poor Filipinos in his adopted country.
- B. Leader of the Philippine revolt against Spain in 1896.
- C. Franciscan priest who wrote "Mi Ultimo

Adios" (My Last Farewell) on the eve of his execution.

D. Founded the nonviolent reform society La Liga Filipa. Was arrested in 1896, tried for sedition, and publicly executed by a firing squad.

6. What are the seven principles of Kwanzaa, an African American holiday in the U.S.?

- a. Unity, Self-determination, Collective Work and Responsibility, Cooperative Economics, Purpose, Creativity and Faith.
- b. Love in place of the principle Cooperative Economics.
- c. Acceptance of Self and Others in place of the principle Self-determination.
- d. It celebrates the four principles of Faith, Hope, Love, and Creativity.

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1st Annual Diversity Recipe Contest

A wide variety of cuisines captured prizes in Pirnie's 1st Annual Diversity Recipe Contest. The origins of the recipes ranged from South Indian to Polish and Italian. Anthony Sumner of NEW won the Grand Prize with his Italian Ziti Bake. He received a portable DVD player, while winners in four other categories received \$25 AMEX gift certificates.



Anthony Sumner Grand Prize Winner

ITALIAN ZITI BAKE

by Anthony Sumner, NEW

- | | |
|---|--|
| <ul style="list-style-type: none"> 1 pound ziti, rigatoni, or other medium pasta shape, uncooked 1 teaspoon vegetable oil 1 large onion, chopped 2 medium zucchini, diced 3 cloves garlic, minced 1 28-oz can crushed tomatoes in purée 2 teaspoons Italian seasoning 1/4 teaspoon crushed red pepper flakes 1/4 teaspoon salt 1/8 teaspoon pepper 2 egg whites 1 15-oz container part-skim ricotta cheese 2/3 cup part-skim mozzarella cheese, grated 1/3 cup grated parmesan cheese | <ul style="list-style-type: none"> 1. Prepare pasta according to package directions. While pasta is cooking, warm the vegetable oil in a large saucepan over medium-low heat. Add the onion, zucchini and garlic. Cover the pan and cook until the vegetables are very soft, about 10 minutes. Season with salt and pepper. 2. Preheat oven to 325°F. Blend together the egg whites and ricotta cheese until smooth. In a 3-quart casserole dish, layer the pasta, ricotta cheese and tomato mixture, ending with a layer of the tomato mixture. Sprinkle the top with grated mozzarella and parmesan cheese. Bake until golden brown on top and bubbling, about 45 minutes. |
|---|--|

Recipe Winners in Other Categories

STARTER/APPETIZER

Wild Mushroom and Goat Cheese Quesadillas
Diana Arnold, PHO

MAIN DISH

Polish Garlic Pork Tenderloin and Broccoli Sandwiches
Bob Helkowski, PHL

DESSERT

Blueberry Pound Cake
Eva Weiner, NNJ

SIDE DISH

Vegetable Fritters
Nimish Chaturvedi, BIR

Summer intern program continues to flourish in its ninth year

"Pirnie's summer minority intern program is head and shoulders above others," commented Bernard Mucci, United Negro College Fund's (UNCF) New York area director. He said the orientation, in particular, is something no other company is doing.

This is high praise from one of the program's sponsors. This year, the program's ninth, we strengthened the program even further by adding a welcome dinner. Former Pirnie Chairman Gary Westerhoff gave a presentation, *Tight Lines Along the Way*, and a fly-fishing demonstration after the dinner, both to rave reviews.

At the next day's orientation, CEO and President Bill Dee gave a brief history of Malcolm Pirnie and environmental engineering in general. This was a good bonding experience for the 17 interns.

Each intern was assigned to a Pirnie office around the country. (A few students actually spent some time working at client sites.) To ward off loneliness and keep everyone in touch this year, we instituted a learning teleconference series entitled *Developing Summer Interns as Emerging Leaders*. Led by Ron Ollie, vice president, and Linda Wilson, director of workplace diversity, sessions covered four topics: identifying keys to success in the work world; securing a range of contacts for

support and networking; becoming a leader in these times; and exploring leadership by knowing your team style. This sparked further conversation among the interns after the teleconferences.

The 17 interns were selected from 14 schools. Nine were scholars from either UNCF or the National Action Council for Minorities in Engineering (NACME), and eight were traditional interns.

At the end of the program, the group came together once again to give final presentations to Pirnie staff and their own family members. Many of the interns expressed a desire to come back to Pirnie to work after graduation.

Supervisors and mentors were likewise very satisfied with intern performance. The comments of Tom Porter, DET associate were typical: "My intern was an excellent candidate and he performed well. The guys in our office did not want him to leave once they had him."

FACTS ABOUT PIRNIE'S 2005 INTERN PROGRAM

- This year interns were placed in WHI, BIR, HAR, DET, WDC, FTL, HOU, ORA, NYC, CLE
- Average chargeable ratio = 75%
- Every intern expressed a desire to return - Pirnie rated 4.87 out of 5, 5 being the best!
- Matching of expectations was judged at 95%!

I will definitely continue to participate in the Intern Program in the future."

See the article on pages 2 and 3 for comments from some of the 2005 interns on Rachel Carson's environmental classic, *Silent Spring*.

Manhattan College Summer Program



Malcolm Pirnie, Inc. contributed funds and staff time to the Manhattan College's High School Summer Engineering Awareness Program. Photo shows the group, led by Professor Walter Saukin, with Pirnie visitors.

"Diversity isn't the answer; it's part of the solution. Diversity is about listening and respect. Diversity is about understanding and reconciliation. Diversity is about solutions. And Pirnie is also about solutions. Diversity helps us create the right solutions for our clients."

Dan Shevchik
Chief Financial Officer



environmental classic, 43 years after publication

contamination of the food chain, cancer, death of species - especially birds - were too terrifying to ignore.

Rosemary Jones

The overall understanding of how uniquely the different chemicals affected individual species, such as birds, fish, plants, and even humans. It was amazing how quickly the pesticide and insecticide industry flourished with over 200 chemicals that were invented as an immediate solution to the nation's bug problem. Yet the solution ended up causing various problems in the ground waters that were directly infected.

Nicole Quesada

The most significant thing that I got was the lack of, or ignoring of, research that was done prior to using chemical insecticides.

Omar Muhammed

Sometimes what we think will help us, can actually hurt us more. Here in *Silent Spring*, farmers and companies are using pesticides so that bugs won't eat their products and reduce their profits. What they think is great because it saves their products is actually not. As Rachel Carson explains, the bugs eat the pesticide, the birds eat the bugs, the animals eat the birds, and we eat the animals. The catch is that the pesticide never goes away. As time goes on, the pesticide is building up inside our body...and will kill us once enough of it is in our body; that's basically what Carson is trying to say and after some time, people started listening, and laws were made to stop the use of pesticides.

Jorge Ayala

The most significant information I received from the book was when the author talked about birds that were dying by pesticides' residue. I knew oil and pop can holders injured birds. More people need to help out the situation with the birds. I guess that is why companies like Malcolm Pirnie were created to make the world a better place.

Brittany Lowry

What is your overall opinion of *Silent Spring*?

It's a great eye-opener for us all to see the irreversible damages we ourselves have caused to our surroundings. I would recommend it to anyone regardless of their interest in the environment. The more educated we become about these issues, the more likely we will think twice before littering, cutting down rain forests, and contaminating the air with chemicals.

Bariana Minaya

The contents of this book were instrumental in changing the nation's environmental policy. Rachel Carson is a master at explaining the science behind pesticides and the effects of using chemicals to control nature. She is

persuasive and insightful, and offers visions of the future based on the continued indiscriminate use of pesticides. I was both enlightened and horrified by Carson's message.

Donald Lewis

Would you recommend it for others?

Yes, I would recommend this book to anyone interested in gaining information on how to better preserve the environment. I would start recommending this book at an 11th grade level.

Greg Smith

Yes, I would recommend the book to others. It would be a good requirement for environmental and civil engineering majors or anyone who was interested in environmental issues. I wouldn't make it a required reading for high school students because I think that most of them wouldn't appreciate it with the exception of those who are interested in the environment.

Jennifer Bogan

From the remarks of the interns, it is evident that Rachel Carson's *Silent Spring* is still relevant - for an understanding of the past, present, and future of our beloved environment. And it is all the more important to those of us here at Malcolm Pirnie since our work is devoted to the same goal as her book - a healthy environment.

* * *

An article on Pirnie's internship program can be found on page 6.

For more information on the history of DDT and its effects, as well as other PBTs (Persistent Bioaccumulative Toxins) Check these Web sites:

- <http://www.junkscience.com/ddtfaq.htm>
- <http://en.wikipedia.org/wiki/DDT>
- <http://www.epa.gov/history/topics/ddt/01.htm> (EPA press release 1972)
- <http://www.epa.gov/pbt/>

"The story of *Silent Spring* by Rachel Carson teaches us many important lessons about life. One is that you can make a difference in the environment and your quality of life...whether by writing a call-to-arms book like *Silent Spring*... or starting a "green" program in your office or community. We can all make a difference, and I am pleased that the interns were able to relate to the significance of Rachel Carson's work so many years after her book was published."

Bill Dee
President & CEO
Malcolm Pirnie



Brittany Lowry
A&T State University
North Carolina



Bariana Minaya
Manhattan College



Omar Muhammed
Morgan State University



Nicole Quesada
Stanford University



Greg Smith
Auburn University

Training at Malcolm Pirnie continued from page 1

possible. Our future profitability depends on that.”

A JOURNEY OF INCLUSION

Pirnie's two-day diversity workshop is entitled *Diversity: A Journey of Inclusion*. Employees from all functions and levels attend, some of whom are interacting for the first time.

The workshop is not structured like a formal lecture. Instead, it centers around a series of discussions and interactive exercises designed to help employees gain a deeper understanding of diversity and its value to the organization on individual, group, and organizational levels. The participants engage in a wide range of activities - and even a card game - that dramatize subtle and clearer differences in areas, such as newcomers and old timers; race/ethnicity, gender, age; and organizational role. As the day progresses, employees become aware of and practice new ways of dealing with diversity in a constructive, productive way.

Response to the workshops has been very positive. As one participant wrote: “Thank you for the past two days of training...It raised my level of consciousness. I also liked being able to connect with fellow staff members and get to know them in a new way that probably would not have occurred otherwise.”

Employees frequently get so enthusiastic about getting to know each other better that it is sometimes difficult to get through all the material. “But they go away with a deeper appreciation of differences,” Linda says, “So the sessions are achieving their aim.”

DIVERSITY LUNCHEONS

Before the two-day workshops are scheduled, a brief introduction is held - usually in the form of a ninety-minute mealtime session. A member of the Diversity Committee, along with Linda Wilson, usually leads a discussion on the importance of a culture of inclusion at Pirnie.

RED OAK PRESENTATION

Pirnie also ran a special one-time presentation on diversity for Red Oak during the managers' meeting this past February. Part of the discussion was on the challenges faced by all employers, including Pirnie, with the impending loss of Baby Boomers as they retire.



Tampa, Florida - Staff members in the diversity training session participate in a fishbowl activity where “older” and “younger” participants describe their experiences and offer to share their expertise with each other.



Northern California - Participants of the diversity training workshop listen to a presentation on the various dimensions of diversity.



Phoenix, Arizona - A centering exercise that demonstrates how easy it is to “dance/connect” when we make true contact.



Columbus, Ohio - When members of the group stand in certain formations, it is a physical reminder of how race and gender intersect and how we can tear down artificial barriers.



“We live in a diverse society, and have a professional and moral obligation to harness the creativity, innovation, and broad-ranging ideas that a diverse workforce yields.”

Doug Owen, PE, DEE
Director
Municipal/Water Environment

Training at Malcolm Pirnie continued from page 1



Birmingham, Alabama - Employees participate in a small group conversation during one of the workshop's many interactive exercises.

2006 DIVERSITY TRAINING

Pirnie office, location, or Strategic Business Unit (SBU)

Date

| | |
|-------------|---------------|
| PHO | Jan 5 & 6 |
| WHI | Feb 2 & 3 |
| WHI | Feb 6 & 7 |
| NYC | Feb 9 & 10 |
| FTL/MIA/FTM | Mar 2 & 3 |
| NNJ | Mar 13 & 14 |
| BIR | Mar 30 & 31 |
| BUF | April 17 & 18 |
| ALB | April 20 & 21 |
| NEW | May 4 & 5 |
| PHO | May 16 & 17 |
| WHI | June 26 & 27 |
| NNJ | June 29 & 30 |

Be sure to check with the Diversity Intranet or your Human Resources Representative to confirm these dates. Chart as of 12/6/05.

Michigan Expo for Youth in Science and Engineering



Glenn Mroz, President of Michigan Tech University chats with Bill Popp (center) and Sean Chaparro (right), Pirnie employees and MTU Alumni at the Expo.

Detroit staff Sean Chaparro, Bill Popp, and Tom Porter attended the Michigan Youth Engineering and Science (YES) Expo 2005. Malcolm Pirnie sponsored 10 student participants. Hosted by Michigan Technological University, the YES! Expo 2005 took place on October 26, 2005, at Detroit's Ford Field.

The mission of the Expo is “to inspire middle and high school students to pursue education and careers in engineering and science.” Considering the lack of students enrolling in engineering these days, especially in civil and environmental areas, the crisis in graduate recruitment is no longer new and silent - it is raging! This Expo is an excellent way to start addressing this crisis, and hopefully one that will expand around the nation. Pirnie plans to be more involved in the 2006 Expo.



“As consulting professionals, our clients expect innovative and creative approaches to accomplishing their assignments. Diversity provides the different perspectives that allow us to fuel this innovation and creativity.”

W. Scott Phillips, PE
Director
Federal/Industrial/ Environmental Restoration

Pirnie incorporates diversity accountability into performance planning

It's one thing to *talk* about diversity, another to make it *part* of the business process. That is what began happening at Pirnie in 2005 as a result of a diversity accountability imperative. This past year, officers incorporated diversity-related activities in their performance planning. Vice President of Human Resources Trisha Pasquini and Workplace Diversity Director Linda Wilson reviewed the diversity goals and offered support for implementing or expanding the goals.

All Senior Associates and Associates were to include diversity-related activities as well; and those goals will be reviewed and supported again next year.

The following are a number of “best practices” officers recorded in their 2005 plans:

- Identify meaningful opportunities within your business unit for Women and Minority Owned Business Enterprises (WMBEs) and encourage our staff to go after them.
- Encourage young minority talent to take a look at Pirnie by increasing local partnerships with institutions, such as Tuskegee University.
- Support company diversity goals by making at least one technical/policy presentation at a diversity recruiting event.
- Champion the Women in Construction Initiative.
- Get active in the Houston Hispanic Chamber of Commerce.