

# **CORPORATE RESPONSIBILITY REPORT 2022**



## A NOTE FROM THE CEO

**W**hen I think about what it means to be a responsible corporate citizen, I reflect on my own personal experiences as an SGH employee for the entirety of my career. From my first day as a young engineer, I was part of a community committed to advancing the engineering profession by actively participating in industry organizations. Today, corporate responsibility means much more. At SGH, we believe we have an obligation to leave things better than the way we found them—our profession, communities, planet, and society. With this deep-rooted commitment already in place, we formalized and implemented a Corporate Responsibility Program (CRP) in 2022 to maximize our efforts and celebrate the meaningful work we are already doing.

The CRP provides a strategy and framework for the contributions our firm is making in three areas: Volunteerism & Philanthropy; Environmental Stewardship; and Diversity, Equity & Inclusion. The program helps us rally around the causes we are most passionate about and create momentum in making a positive impact.

This inaugural Corporate Responsibility Report shows the great effects of SGH team members' efforts to give back. I am profoundly proud of these accomplishments and honored to work side-by-side with people who care so much about donating their time, resources, and talent. Together, we have helped advance our industry, shape students into future leaders, and make the world around us a better place to live and work. The following pages provide a small snapshot of how we are doing this each day and what we look forward to in the coming year.



A handwritten signature in blue ink that reads "JParker". The signature is fluid and cursive, written in a professional style.

**James Parker**  
Chief Executive Officer

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I am profoundly proud of these accomplishments and honored to work side-by-side with people who care so much about donating their time, resources, and talent.

-James Parker,  
Chief Executive Officer







# VOLUNTEERISM & PHILANTHROPY

At SGH, we are committed to continuous improvement. This means growing as individuals and making a positive impact in the communities where we live and work. Giving back allows us to do both. The Volunteerism & Philanthropy pillar of the CRP provides structure and resources to support and celebrate the resources and time SGH employees spend together serving others.



## LOOKING BACK ON 2022:

- Focusing our efforts:** SGH employees identified the causes they are most interested in supporting. As a result, we proudly made two corporate donations to ACE Mentor and Rebuilding Together.
- Local leaders:** We engaged individuals in each office to serve as liaisons and help coordinate local efforts. These important contributors organized activities, managed budgets, and helped align local events with corporate strategy.
- Software support:** We launched Volunteering@SGH, a volunteering management platform where employees can search for activities and report volunteer hours.
- Team efforts:** Several popular group volunteer activities among SGH's offices included Construction competitions, beach clean-ups, Habitat for Humanity build days, and STEM-related educational events.
- Philanthropic donations:** SGH donated to organizations that mean the most to our employees and our clients. Many are regional causes that directly affect our local communities. Here are just a few:



## LOOKING AHEAD TO 2023:

- Build on momentum:** Focus our efforts by aligning with the specific causes our employees care about the most—for a stronger overall impact.
- Foster teamwork:** Plan more team volunteering activities to provide ways for employees to spend valuable time together serving others.
- Give back to the planet:** Use volunteering to support the Environmental Stewardship pillar of the CRP by participating in park, wetland, and beach clean-ups.
- Focus on basic needs:** Facilitate more donation events to collect food and essential items for the homeless population.



# VOLUNTEER SUPERSTARS



Many SGH employees donate their time year-round in meaningful ways. Every hour makes a positive difference. This year, we would like to highlight a few individuals who went above and beyond—donating hundreds of hours to make a positive difference in their communities.



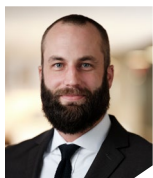
**Stephanie Anklin**  
**Youth Enrichment Services**  
 Coaches track & field and cross-country skiing; fits and repairs ski equipment.



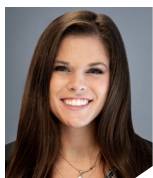
**Meika Hayles**  
**“The Dream Home Project” in cooperation with APTNE & Girls Inc. of Worcester, Girls Scouts of Eastern Massachusetts, and a dozen more organizations**  
 Helps young women and minority students explore engineering.



**Patrick Kelley**  
**Billerica (MA) Schools**  
 Coaches baseball and high school basketball, directs youth basketball, and helps high school cheerleading.



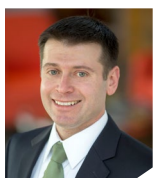
**Keith Nelson**  
**ACTS Honduras, Ocotal Water Distribution Project**  
 Works on surveying and water distribution system design; teaches construction and maintenance skills.



**Sierra Stewart**  
**Wolf Trap Animal Rescue**  
 Fosters pets.  
**The Pennsylvania State University**  
 Mentors alumni.



**Gary Strand**  
**Liberty Mountain Ski Resort**  
 Serves on the ski patrol (for the past 38 years!).



**Alec Zimmer**  
**Newton (MA) Youth Soccer**  
 Runs practice sessions, manages games, and helps parents.  
**Newton (MA) Schools**  
 Serves on the Building Committee and as an advocate for a school addition and renovation project.

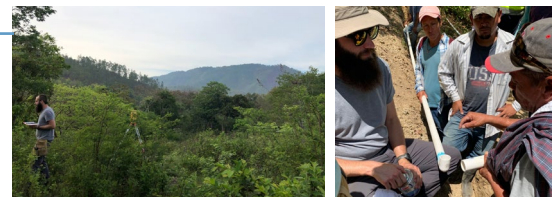


**The more we become aware of the great activities our fellow employees are doing, the more we can share in the accomplishments and encourage each other to participate. This type of work is contagious in the best possible way.**

-Nicole Sparks,  
 Volunteerism & Philanthropy  
 Champion



Meika Hayles founded the Dream Home Project to supply model kits and deliver curriculum for middle school girls to design and build models of their custom dream homes.



In May 2022, Keith Nelson traveled to Ocotal, Honduras, to help lay out and begin construction for 3.5 miles of water transmission line. The project includes ongoing design, monitoring, and reporting from the U.S., and its next phases are a storage tank and transmission network.

## OUR PROFESSIONAL COMMITMENT

In addition to the great work SGH volunteers are doing within their communities, we are also working tirelessly to be at the forefront of our fields, donating our time to furthering standards of practice in our profession. We embrace an obligation to share our knowledge and energy outside of the firm, actively participating in—and volunteering thousands of hours with—dozens of organizations by holding leadership positions, participating on codes and standards committees, and conducting research. Here are just a few:



American Concrete Institute  
*Always advancing*



American Nuclear Society



AMERICAN SOCIETY OF CIVIL ENGINEERS



National Council of Structural Engineers Associations



National Institute of BUILDING SCIENCES™



INTERNATIONAL INSTITUTE OF BUILDING ENCLOSURE CONSULTANTS



Building Enclosure Council

## IN THE NEWS:



**Pinn Winyoongphun** shared his experience volunteering around San Francisco.



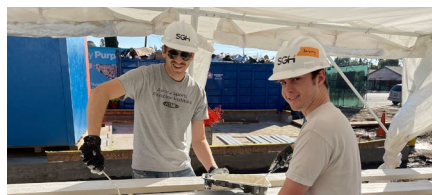
Employees volunteered at gingerbread-related events: the **Girl Scouts of Eastern Massachusetts's Extreme Gingerbread Challenge** and **SEAOSC's SoCal Gingerbread Challenge**.



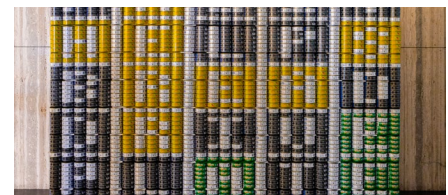
Christine Roy and Scott Grier celebrated **STEM Day** at the Waltham Boys & Girls Club with first and second graders.



Nicole Sparks discussed SGH's Volunteerism & Philanthropy program in this **Q&A**.



**The Los Angeles and Orange County offices** joined Habitat for Humanity for a build day in Los Angeles.



For Construction 2022: The **New York** and **DC offices** contributed 3,156 and 2,000 food cans, respectively, to local food banks.







# ENVIRONMENTAL STEWARDSHIP

Environmental stewardship is a critical pillar of our CRP, encompassing the many ways that SGH employees protect our planet. We believe in making our world a better place and strive to ensure that our projects demonstrate sustainability, resilience, conservation, and efficiency.



## LOOKING BACK ON 2022:

- Embodied carbon:** SGH completed our first year as part of the Structural Engineering Institute's (SEI) SE 2050 Commitment and released a 2022 Embodied Carbon Action Plan. Over the year, we reported five projects to the SE 2050 database; updated internal life cycle assessment resources; updated model concrete specifications with low-embodied-carbon concrete requirements; and featured presentations on these topics by Julia Hogroian, Michael Tecci, Mark Webster, Alec Zimmer, and others.
- Passive House:** The Bowdoin College Schiller Coastal Studies Center received an honorable mention award in PHIUS's Passive Projects Design Competition—Jason Der Ananian and Gert Guldentops provided PHIUS verification services for the project. Cheryl Saldanha and Saul Accetta presented at PHIUS's national conference, discussing Passive House investments to offset conventional operational carbon consumption.
- Mass timber:** SGH partnered with Turner Construction Company to educate our staffs on mass timber design, which included a mass timber project tour at Wellesley College. Several team members also presented on mass timber across the industry, including Fernanda Fischer, Jeff Langlois, Eric Ober, and Mike Richard.
- Flood resilience:** SGH discussed flood-resistant design and sea level rise through articles and presentations by Cory Brett, Emanuel DeAndrade, Sean Donlon, and Matthew Gilbertson.
- Internal resources:** SGH's Sustainability Committee furthered internal education efforts, publishing a recurring sustainability newsletter to share information and promote upcoming events and hosting internal lunch talks on sustainable practices by Andrea Bono, Emma Ramsden, Matt Sander, Abigail Sefah, Mark Webster, and Ali Yalaz.



## LOOKING AHEAD TO 2023:

- Sharing our work:** Develop additional environmental stewardship resources on sgh.com to share our efforts on projects and within our communities.
- Internal teaching:** Present a "Sustainability at SGH" lunch talk and a continued "Embodied Carbon" webinar series.
- SE 2050:** Continue to support our commitment and make progress on SGH's Embodied Carbon Action Plan. We aim to estimate the embodied carbon of ten more structural projects in 2023—doubling our 2022 goal.
- Internal operations:** Apply sustainability principles to our corporate operations and leverage these opportunities to educate our staff.
- Client resources:** Present and highlight sustainability and resilience efforts during client meetings and lunch talks.
- New partnerships:** Promote recent partnerships with RESNET and ENERGY STAR to complement existing capabilities.
- Community involvement:** Participate in community initiatives and national events, including:
  - World Water Day (22 March)
  - Earth Week (April)
  - World Migratory Bird Day (13 May)
  - National Bike to Work Day (19 May)
  - National Learn About Compost Day (29 May)
  - Plastic Free July (July)
  - National CleanUp Day (16 September)
  - Take a Hike Day (17 November)





Maria Raggousis and Asa Bassam take part in National Bike to Work Day.



Gert Guldentops presents at the Bowdoin College Schiller Coastal Studies Center as part of the NESEA BuildingEnergy Pro Tour.

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**We want to better thread environmental stewardship into the fabric of SGH and challenge ourselves to do better, from our project work to our individual choices.**  
 -Cheryl Saldanha,  
 Environmental Stewardship  
 Champion



Mark Webster moderates an embodied carbon session at Structures Congress.



Cheryl Saldanha and Saul Accetta present on Passive House at PHIUS's national conference.



SGH's Oakland office volunteers with Sea Valor to clean up trash on Angel Island.



SGH and Turner employees tour a recently completed mass timber project at Wellesley College.

## OUR PROFESSIONAL COMMITMENT

SGH staff members took part in national and local organizations and committees focused on sustainability and resilience. Here are just a few:

- | ACI 130 Sustainability Committee – Alec Zimmer
- | AEI DC Committee of ASCE NCS – Maria Raggousis
- | AIA NY Building Science Committee – Cheryl Saldanha and Corey Wowk
- | AIA NY Committee on the Environment – Corey Wowk
- | AIA San Francisco Building Enclosure Council – Andrea Bono
- | AIA San Francisco Committee on the Environment – Andrea Bono
- | AISC Sustainability Committee – Julia Hogroian
- | APT Disaster Response Initiative – Daniela Lugo
- | ASCE 7-22 Flood Loads Subcommittee – Matthew Gilbertson
- | ASCE AEI Sustain – Andrea Bono
- | ASCE COPRI Ports & Harbors – Bill Bruin
- | ASCE Infrastructure Resilience Division – Ricardo Medina
- | ASCE SEI Resilience Committee – Kevin Moore
- | ASTM E60 Committee on Sustainability – Ricardo Medina
- | Building Enclosure Council | DC – Myrto Kambouris and Kyung Yoon
- | Carbon Leadership Forum Boston Policy Group – Mark Webster
- | MA School Building Authority Designer Selection Panel – Rachel Shanley
- | NCSEA Resilience Committee – Kevin Moore
- | Passive House Network Policy Committee – Cheryl Saldanha
- | RAiNA – Phil Frederick and Corey Wowk
- | SEA-MW Sustainable Design Committee – Matthew Sander
- | SEANY Resilience Committee – Aydin Pekoz
- | SEAOC Resilience Committee – Kevin Moore
- | SEI Resilience Committee – Ricardo Medina
- | SEI SE 2050 Subcommittee – Mark Webster
- | SEI Sustainability Committee – Julia Hogroian
- | TRB Subcommittee on Resilient and Sustainable Buried Structures – Shokoufeh Shoushtari

## IN THE NEWS:



We released a **2022 Embodied Carbon Action Plan** as part of the SE 2050 Commitment.



**Mark Webster** was named an SE 2050 Net Zero Hero by SEI.



BD+C named building science expert **Cheryl Saldanha** to its 40 Under 40 Class of 2022.



SGH completed several projects involving sustainable design, including the new **Apex Plaza** featuring mass timber, solar energy, and green roofs.







# DIVERSITY, EQUITY & INCLUSION

SGH values diversity, equity, and inclusion (DEI) and strives to foster a welcoming and inclusive workplace for our employees and project partners. These efforts are vital to the success of the firm and a core aspect of our CRP. We were proud to formally establish this program in 2022 and look forward to even more progress in 2023 and beyond.



## LOOKING BACK ON 2022:

- | **Research:** Completed work with the Neuroleadership Institute (NLI) to identify our current state.
- | **DEI Council:** Formed a specialized council to champion and advance DEI activities.
- | **Special interest groups (SIGs):** Formed and continued to encourage several employee-run volunteer SIGs to meet with fellow team members and learn about areas of interest.
  - | **LA/OC Social Justice Group:** Improving the LA/OC offices and volunteering beyond the office.
  - | **Woman's Cohort West:** Women supporting women.
  - | **LA/OC Book Club:** Discussion group for books, articles, podcasts, news, movies, and more.
  - | **NY DEI:** Sharing different cultural traditions, experiences, and topics on our mind with organic discussion.
  - | **NYShe:** A place for women to discuss and share their experiences with the intention of providing comradery, support, and understanding.
- | **Recruiting efforts:** Established new relationships with Historically Black Colleges & Universities (HBCUs) to open new opportunities for graduates.
- | **Adapted career paths:** Created new technical shareholder positions, introduced a scientist career path, and updated Senior Project Manager (SPM) position requirements to create new and more inclusive pathways for our staff to advance their careers and benefit from their talents.
- | **Flexible work arrangements:** Formalized policies to allow for flexibility in schedules and work locations to help employees balance their needs.

## LOOKING AHEAD TO 2023:

- | **Employee resource groups (ERGs):** Establish firm-sponsored ERGs to dedicate resources that support important interests and issues (e.g., LGBTQ+ representation, women in engineering).
- | **Education opportunities:** Ensure all employees are familiar with the DEI Council's initiatives and available resources.
- | **Leadership training:** Provide education opportunities to support DEI-related conversations.
- | **Pronouns:** Educate team members and edit internal systems to support the voluntary designation of personal pronouns to support an inclusive environment.
- | **Juneteenth:** Recognize Juneteenth as a company-paid holiday as an important commemoration and celebration of Black history and culture.

## WHAT IS DEI?

### Diversity:

The collective mixture of differences and similarities of our employees.

### Equity:

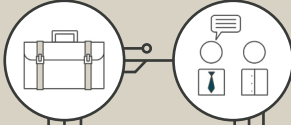
Fair practices and policies that ensure all SGH community members can thrive.

### Inclusion:

The act of creating an environment where every individual or group is and feels welcomed, respected, supported, and valued to fully participate.

## DEI COUNCIL SUBCOMMITTEES

**Career:**  
To attract, develop, advance, and retain exceptional diverse talent.



**Communication:**  
To keep employees informed on DEI activities.

**Culture:**  
To foster and maintain an inclusive workplace.



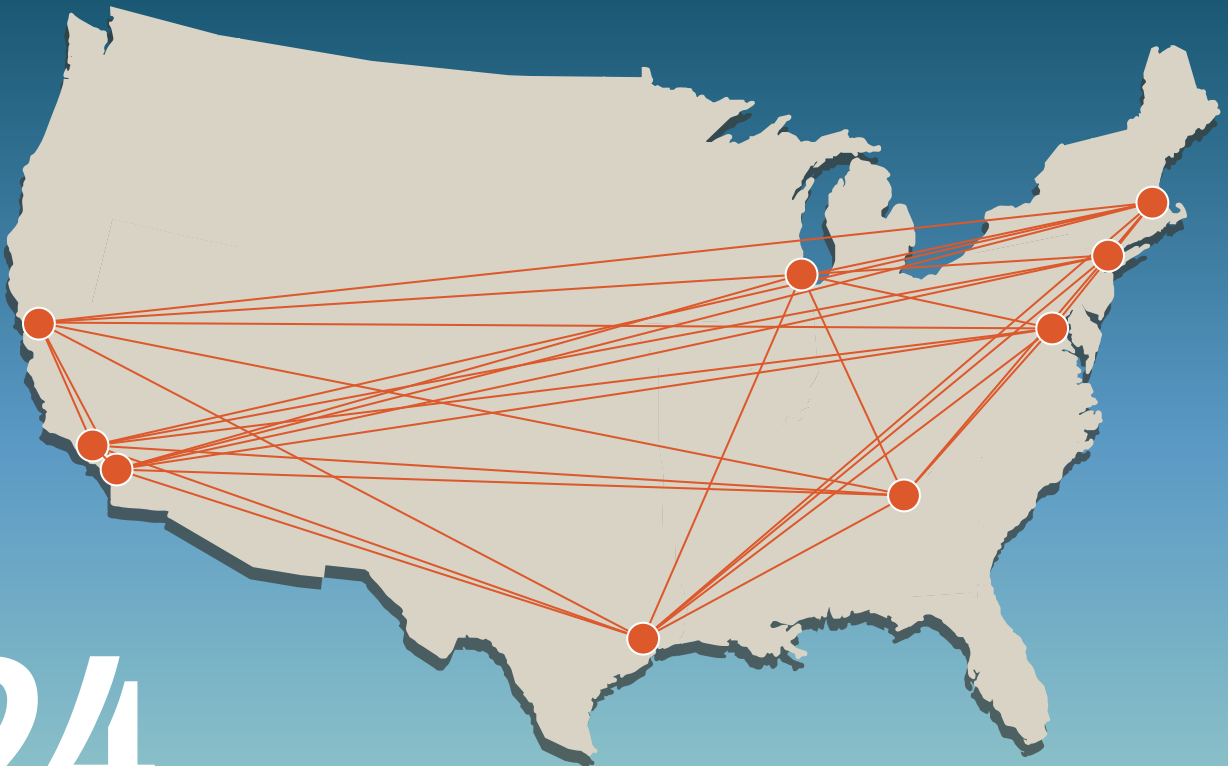
**Leadership:**  
To educate SGH managers and leaders on inclusive behaviors.

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**People work where they do because of the communities that exist, that's why DEI is important. To have the best talent, we need to provide the most welcoming environment for everyone's daily experience.**

-Tiolina Pistilli,  
DEI Council Chair

## DEI COUNCIL MAKEUP



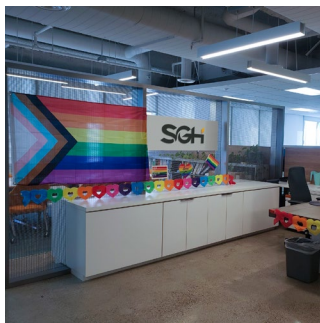
**24** members

representing all office locations, staff levels, and employee groups.

# IN THE NEWS:

## PRIDE CAMPAIGN

SGH employees (and family members) told us what made them proud for the month of June.



## WOMEN IN ENGINEERING

On 23 June 2022, we celebrated Women in Engineering Day and shared all the important ways that women contribute to our field. Additionally, we shared stories about some of our own employees.



Piecing Together a Career in Engineering.



An Engineer in the Making.



The Building Blocks of an Engineering Career.



Defining a Passion for Engineering (and More Math).



The Evolution of an Engineer.



Engineering Positivity.



A French Revelation: Finding a Pathway from Architecture to Engineering.



Applying Engineering to History: A Historic Preservationist in Training.





# WE'RE JUST GETTING STARTED

**A**s SGH's Director of Marketing, I have the privilege of seeing firsthand the many ways our employees make the world a better place—and the pleasure of helping to communicate and celebrate these efforts. I know how much the people of SGH care, and how much time and resources they devote to Volunteerism & Philanthropy; Environmental Stewardship; and Diversity, Equity & Inclusion. And now, with the formal launch of our Corporate Responsibility Program, we have an organized way to focus this work and capture all we're accomplishing.

I feel honored to be part of this program, seeking to highlight the many ways SGH employees have a positive impact on our profession, communities, planet, and society. When I flip through this 2022 Corporate Responsibility Report, I am excited to see those efforts come to life. At the same time, I know we're only getting started.

In 2023, we will build on the momentum of 2022. We will incorporate tools, such as employer matching, to encourage participation and maximize our impact on the causes that mean the most to our employees. We will have open lines of communication, emphasizing training programs and offering resources to make it easier for employees to get involved in the programs they are interested in. We will continue to focus our efforts, prioritizing positive change, personally and professionally. And most of all—we will have fun doing it, together.



A handwritten signature in black ink that reads "Nicole Sparks".

**Nicole Sparks**  
*Director of Marketing & Corporate Responsibility  
Volunteerism & Philanthropy Champion*





# CONTACT



## VOLUNTEERISM & PHILANTHROPY

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## ENVIRONMENTAL STEWARDSHIP

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## DIVERSITY, EQUITY & INCLUSION

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