

## **Social Equity at HKS values diversity and representation, fostering inclusive, high-performing teams where everyone can thrive. We aim to nurture authenticity and create resilient, meaningful solutions that reflect the communities we serve.**

### **Our Purpose**

Through the Social Equity lens, HKS defines flexible policies and strategies that build belonging, promote psychological safety, and design for dignity and inclusion with the goal of creating a resilient and equitable workplace.

We have adopted an Environmental, Social & Governance (ESG) structure to serve, strengthen and sustain both people and planet. ESG is at the core of our practice, our firm's character and all our relationships. We infuse ESG thinking into everything we do and put forth design solutions that underscore our mission to create more just and resilient communities.

We have adapted the American Institute of Architects Framework for Design Excellence as our internal measures of design excellence for all HKS projects.



Ashli Pettigrew, PMP, LSSYB, NOMA

Director of Social Equity

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### **Our Commitments**

We will align our strategies and operations with the universal principles on human rights, labor, environment, anti-corruption, and take actions that advance sustainable development goals.

We will lead with knowledge and advocacy in providing support to our clients and partners to build resilient communities where we work and design.

We will promote commitments, policies, benefits, an organizational structure, and professional development strategies that allow all equal access and opportunities to achieve success.

We will attract and retain diverse and talented professionals.

We will invest in firmwide education and research to build knowledge and empathy for Social Equity.

We will leverage our global influence to assist under-served communities through Citizen HKS, our public interest design and community service program.

### **Governance**

This policy is set by ESG Leadership and will be approved by the Board annually. We will communicate our progress to our industry peers, stakeholders and clients through our annual Communication on Progress (CoP) to the United Nations Global Compact.