

# **CORPORATE RESPONSIBILITY REPORT 2023**



# A NOTE FROM THE CEO

I am beyond proud of the accomplishments we saw through SGH's Corporate Responsibility Program (CRP) in 2023. Our team members have a strong desire to not only give back to our industry and community, but to also lead and advocate for sustainable change. In each of our three CRP pillars—Volunteerism & Philanthropy; Environmental Stewardship; and Diversity, Equity & Inclusion—we found ways, both big and small, to improve the status quo today and build a brighter future.

A perfect example of this dedication is our team members' support for those in need in Türkiye and Syria after a massive earthquake struck the region in February 2023. After the event—which affected more than 14 million people and damaged more than 100,000 buildings—we sprang into action. SGH structural engineers traveled to Türkiye on reconnaissance missions with the ASCE Coasts, Oceans, Ports and Rivers Institute (CORPI); Earthquake Engineering Research Institute (EERI); and Electric Power Research Institute (EPRI). We also organized donations to relief organizations, raising nearly \$30,000 in less than two weeks from employee contributions and a corporate matching program. Whether here or abroad, we put our expertise to use and opened our hearts to do what was needed.

Our 2023 Corporate Responsibility Report shares these and many other stories of our amazing people and the causes they care about. At SGH, we believe we have an obligation to leave things better than the way we found them—our profession, communities, planet, and society—and I am eager to see what comes next.



A handwritten signature in blue ink that reads "J.C. Parker".

**James Parker**  
Chief Executive Officer

# VOLUNTEERISM & PHILANTHROPY

In 2023, SGH employees really stepped up—organizing volunteer activities, collection drives, fundraising efforts, and more. We asked critical questions: Who needs our help the most? Where can we make an impact? What aligns best with our values? Then, we acted. Contributions came from individuals, small teams, and the entire firm, with impacts ranging from local causes to societal needs.



## *Looking Back on 2023*



SGH team members served as judges for the Engineers Alliance for the Arts Bridge Showcase for high school students in the San Francisco Bay Area.



SGH team members and their families at Canstruction in Washington, DC.



Nonperishable food items and toiletries delivered to the Healthy Waltham food pantry.

**Community:** Countless community members suffer from a lack of food and housing or have personal circumstances that create incredible daily challenges. We prepared meals, collected hygiene kits, and made blankets; helped construct and rehabilitate housing; and donated gift cards and money to help supply basic resources to our neighbors.

**STEM:** At SGH, we know that science, technology, engineering, and math (STEM) education can lead to rewarding careers. It's our obligation to share our love of these programs to encourage our industry's future leaders. From gingerbread house and steel bridge competitions to corporate work study and mentoring programs, SGH employees helped enrich students in a range of STEM opportunities.

**Construction:** Canstruction is an international hunger relief charity that raises millions of pounds of food each year. Local Canstruction chapters host annual competitions where teams build structures out of canned food, which are then donated to local food banks. This year, SGH employees participated in local events in Boston, MA; New York, NY; Richmond, VA; and Washington, DC.

**Holiday giving:** The holiday season is a particularly difficult time for many individuals and families. SGH employees partnered with local organizations to provide food, toys, toiletries, and other supplies for those in need. Healthy Waltham, Angel Tree by Salvation Army, and the Waltham Boys & Girls Club are just a few of the organizations we supported this year.



# A Focus on TÜRKIYE & SYRIA



## A FAST RESPONSE

On 5 February 2023, two massive earthquakes hit Türkiye & Syria, killing thousands of people and devastating communities. In response, a group of SGH employees quickly mobilized to see how they could help. Luna Oniz, an Associate Project Consultant from Oakland, led the effort, researching relief organizations and administering donations. Within a week, employees and corporate matching raised nearly \$30,000 to provide food, water, and supplies to the people affected.



Luna's drive to secure help for the people of Türkiye and Syria was extraordinary, and the way SGH rallied around the cause was truly inspiring. Our Corporate Responsibility Program provides the means, but it's our employees who make the difference.

- Nicole Sparks  
Volunteerism &  
Philanthropy Champion

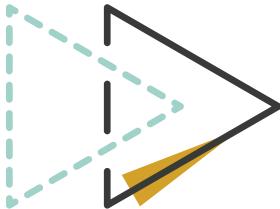
## ON-THE-GROUND RESOURCES

In the months following the earthquake, SGH engineers traveled to Türkiye for various reconnaissance efforts. Joining the Earthquake Engineering Institute (EERI); Electric Power Institute (EPRI); and ASCE Coasts, Oceans, Ports, and Rivers Institute (COPRI), we observed the post-earthquake status of hospitals, lifeline facilities, and ports in the affected areas to review performance, help recovery, and share expertise to prepare for future events. Read more about our work on [sgh.com](http://sgh.com).





## *Looking Ahead to 2024*



Derrick Watkins builds a playground with Outreach Theraplay in Costa Rica.



At SGH Boot Camp, team members visited Boston Medical Center to build supply kits for Project Trust.



**Employee champions:** Some of our most meaningful efforts stem from one employee with a passionate voice—someone who comes forward for a particular cause. Their personal determination to make a difference is infectious. In 2024, we will continue to pay particular attention to these individuals to maximize SGH impact.

**Celebrations with purpose:** It's always more fun to align employee gatherings with philanthropic efforts. For example, we've incorporated group volunteering activities into our annual learning retreats and donation drives into holiday parties. We will continue to consider corporate responsibility as we come together for corporate events this year.

**Professional ties:** Often times, the causes we give back to also help advance our industry and strengthen our professional relationships. These organizations can protect and restore our built environment (like Landmarks Illinois and Landmark West!), hold particular meaning to our clients (like Sulam and Every Shelter), or advance the engineering profession (like ACE Mentor and The Engineering Center Education Trust). This year, we will continue to identify ways to bridge our personal and professional interests.

# 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



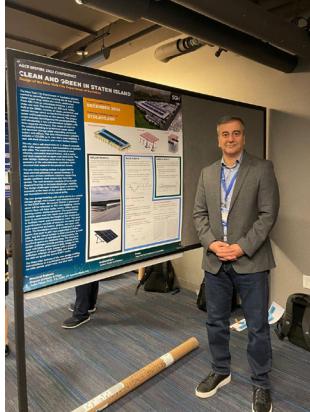
National Council of Structural Engineers Associations



INTERNATIONAL INSTITUTE OF  
BUILDING ENCLOSURE CONSULTANTS



Building  
Enclosure  
Council



**“**  
**Each year, SGH professionals contribute thousands of hours to our profession. It's part of our DNA as an organization. If we aren't working to advance our profession, we aren't doing our part.**  
**- Niklas Vigener**  
**Chief Technical Officer**



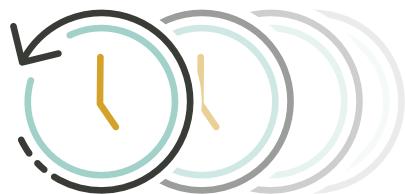


# ENVIRONMENTAL STEWARDSHIP



SGH underscores environmental stewardship as a crucial element of our CRP, embodying the many efforts of our employees to protect our planet and enhance our work. Our unwavering commitment to creating sustainable solutions resulted in SGH projects that showcased our sustainability, resilience, conservation, and efficiency efforts.

## Looking Back on 2023



Mark Webster presents to the Massachusetts Climate Action Network.

**Embodyed carbon:** In the fight against climate change, the AEC industry must recognize the significance of embodied carbon in structures and take proactive steps to address this issue. In 2023, we:

- | Doubled the number of projects we reported as part of the Structural Engineering Institute's (SEI) SE 2050 Commitment.
- | Became recognized as a building science expert consultant for multifamily residential projects on the Massachusetts "Decarbonization" hub.
- | Hosted a four-part "Cutting Carbon" webinar series and published carbon reduction-related content to our website.
- | Updated project specification templates to reduce the embodied carbon in structures and our proposal templates to better demonstrate sustainable capabilities.

**New partnerships:** Energy rating certifications help building owners meet code requirements, reduce energy consumption, meet sustainability goals, and qualify for certifications such as PHIUS or Passive House. SGH became certified as an official energy rating company partner with:

- | Residential Energy Services Network (RESNET)
- | U.S. Environmental Protection Agency's ENERGY STAR
- | U.S. Department of Energy's Zero Energy Ready Home



**Internal resources and initiatives:** We strive to build a workplace and professional community that champions sustainability topics. This year, we created slide presentations and other resources demonstrating our commitment, practices, and expertise. We also took part in several community initiatives, 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)
- | Daylight Hour (June)
- | National Cleanup Day (16 September)
- | Take a Hike Day (17 November)



# A Focus on EMBODIED CARBON



Photo by Anton Grassl

## ADVOCATING FOR CHANGE

In October, we hosted a four-part webinar series describing the impacts of embodied carbon on building projects and exploring how the AEC industry has responded to calls for reducing greenhouse gas emissions.

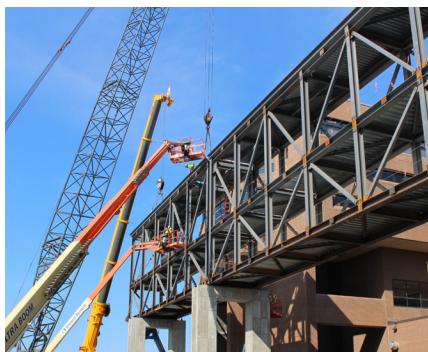


**One of the important things we can do as an industry is talk about these issues and understand them from all perspectives.**

- Julia Hogroian  
Embodied Carbon Reduction Champion,  
Consulting Engineer

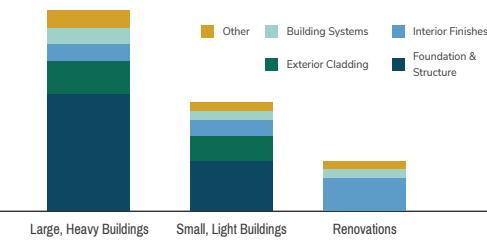
## PROVIDING RESOURCES

Throughout the year, we calculated and reported the embodied carbon of several new structural design projects for SE 2050 while distributing article and video resources to educate our partners.



Video: What Is Embodied Carbon?

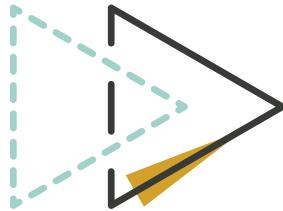
CARBON EMISSIONS BY BUILDING TYPE AND BUILDING ELEMENT



Article: Embodied Carbon in Structures



## Looking Ahead to 2024



The SGH SE 2050 team.



ASTM subcommittee on glass use.



Internal sustainability resources.

**Embodyed carbon:** The industry has important work to do to meet upcoming carbon reduction goals, and we remain committed to doing our part. In 2024, we will release SGH's 2024 Embodied Carbon Action Plan (ECAP), which includes calculating the embodied carbon on fifty percent of our qualifying structural design and renovation projects and extracting structural material quantities on all reported projects for submission to the SE 2050 database. We will also create tools to inform others about which insulation materials use less embodied carbon.

**External advocacy:** We are thought leaders in designing and evaluating high-performance building systems and remain committed to sharing our knowledge with the industry. In 2024, we will:

- Update proposal templates to better demonstrate our sustainable capabilities.
- Develop marketing materials about whole-building life cycle analysis capabilities.
- Continue participation with the Carbon Leadership Forum and New York State Technical Advisory Committee and expand our reach to other industry organizations.
- Take part in ASHRAE meetings to review the whole life carbon approach and passive building standards.

**Internal operations:** Educating ourselves and encouraging new ideas will help keep this work at the forefront. We commit to conducting internal, educational sustainability lunch talk sessions; improving internal information-gathering practices; tracking related proposal pursuits; and sharing information with our team members.



## Announcing NEW LEADERSHIP

We thank SGH's Cheryl Saldanha for serving as the first Environmental Stewardship Champion, and welcome Andrea Bono into the role in 2024.



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It has been an incredible journey kicking off the environmental stewardship program at SGH. I'm inspired by the enthusiasm and knowledge displayed by our amazing colleagues in all offices, from both our technical and operations staff. It's clear to me now more than ever that sustainability is a core mission for us all. I'm now excited to see Andrea take the helm. Together with the sustainability committee, her wealth of innovative ideas and passion for sustainability promises to take us to new heights. I am eager to see where we go next!

- Cheryl Saldanha

I am excited to take on this role and look forward to contributing to meaningful change with our clients, on our projects, and among our team members. The best outcomes result when we collaborate to create a sustainable future.

- Andrea Bono



# DIVERSITY, EQUITY & INCLUSION



SGH is committed to diversity, equity, and inclusion (DEI) in our workplace, promoting a welcoming and inclusive culture for our team members and project partners. These initiatives play a crucial role in the firm's success and are integral to our CRP. We formally established our DEI Council in 2022 and built on its strong foundation in 2023, marking our first full year of the program with significant accomplishments and forward momentum.

# ***Looking Back on* 2023**



Using <i>they/them</i> Pronouns		PRONOUN EXAMPLES:	SGH
<p><b>Using the singular <i>they</i>:</b>   They/them/theirs are pronouns just like he/she/hers and he/him/his!   They/them/their can be used exactly the same as she and he!</p> <p><b>Example (s/he):</b> She walked to the store.</p> <p><b>Example (he):</b> He walked to the store.</p> <p><b>Example (they):</b> They walked to the store.</p>	<p><b>Things to remember:</b></p> <p>When using they/them/theirs, you're referring to a singular person!</p> <p>Grammar rules still apply! You would say "they are" instead of "they is" because you're talking about one person.</p> <p>It's okay to mix up just respect those who correct you, and try to use their preferred pronoun's next time!</p>	<p><b>Male :</b></p> <ul style="list-style-type: none"> <li>He/Him/His</li> </ul> <p><b>Female :</b></p> <ul style="list-style-type: none"> <li>She/Her/Hers</li> </ul> <p><b>Gender Neutral :</b></p> <ul style="list-style-type: none"> <li>They/Them/Theirs</li> <li>Xe/Xem/Xyrs</li> <li>Etc.</li> </ul>	<p><b>Multiple:</b></p> <ul style="list-style-type: none"> <li>She/They</li> <li>He/They</li> <li>She/They/He</li> <li>All</li> <li>Any</li> </ul> <p><b>Typically, it means you can use either/any of the choices; however, it can vary by person.</b></p>
<p><b>What about Mr. or Ms.?</b></p> <p>The gender neutral pronoun for these circumstances is Ms. ("Mx")</p> <p>Example: That's Mx. Smith, Ms. Green and Ms. Robinson.</p> <p><b>SOURCE:</b> AT THE RAINBOW SPECTRUM   The Q Center   Rainbow Health</p>		<p><b>YES! Using singular "they" is grammatically correct!</b></p> <p>Singular "they" has been officially recognized by key bodies, such as Associated Press, The Chicago Manual of Style, and Merriam Webster</p>	

marital status sexual orientation  
military experience **parental status**  
thinking style **religion** ethnicity  
political ideology appearance  
**neurodivergence**  
**physical ability** job satisfaction  
education **mental health** age  
communication style geographic location

- Respecting differences:** Diversity of backgrounds, perspectives, and ideas makes our teams, offices, and community more creative, resilient, and high-performing. At SGH, we continued to put in the work to understand and celebrate what makes our team members who they are. We:

- Enhanced internal systems to designate personal pronouns, offered employee training modules about respecting who we are as individuals, and saw an increase in team members using pronouns to validate and respect colleagues.

- Held two firmwide keynote addresses hosted by Michelle Silverthorn of Inclusion Nation. The two talks, "Authentic Diversity" and "How to Successfully Communicate Across Differences," were followed by a series of moderated discussion sessions.

- | Established an internal task force to honor a wide range of holidays and observances while providing educational content for employees.

- | Developed a formal employee resource group (ERG) program to encourage shared support and resources for our team members.

- Listening and learning:** We work internally and externally to continually improve our efforts with the goal of making SGH the best place to be. Throughout the year, we hosted monthly listening sessions to discuss employee questions and feedback, distributed quarterly newsletters to communicate various accomplishments and initiatives, and conducted employee surveys to gather data on staff experiences and the impacts of our ongoing efforts.

- Building community:** We strive to provide a welcoming and inclusive workplace for team members and prospective hires. In 2023, the DEI Council partnered with SGH's Talent Acquisition team to encourage diversity in our talent pool and recruitment practices, which included updates to our College Recruiting Handbook.

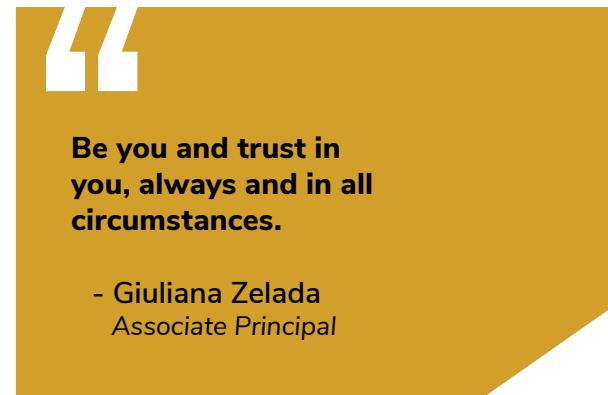


# A Focus on CELEBRATING DIVERSITY



## WOMEN IN ENGINEERING

International Women in Engineering Day is a time to celebrate the achievements of women engineers. Recognized internationally, this event plays a crucial role in raising awareness about women engineers and showcasing the exciting career prospects available.





## Looking Ahead to 2024



Tio Pistilli shares a DEI update at SGH's year-end town hall.



### DIVERSITY, EQUITY & INCLUSION

**DEI Keynote Recap**

In May 2023, SGHers participated in the first ever company-wide DEI Education Program. Michelle Silverthorn of Inclusion Nation delivered a keynote address on Authentic Diversity, followed up by sixteen discussion sessions moderated by Kim Holmes, also of Inclusion Nation. The attached sheet summarizes the feedback we received, it can also be found on Milo, [here](#).

If you missed the keynote, a recording is available at [this link](#) now through July 31st. If you are looking for additional resources or ideas for what to do next, check out the attached "10 Steps to Build a More Inclusive Workplace" and "Building Inclusion Toolkit" where you will find embedded links to articles, videos, podcasts, etc. All resources and additional materials can be found on Milo, [here](#).

**Keynote Feedback**

"I thought this was a great opportunity to learn. Thank you for making this keynote happen!"	"Engaging dynamic speakers. Easy to listen to and understand. Topic felt approachable rather than intimidating."	"[Michelle] WAS AWESOME...and inspiring that we CAN fix years of bias and unequal establishments."	"Fantastic. Poignant. Relevant. Compelling. Actionable. True."
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"I found the keynote valuable and inspiring to promote change within SGH. Michelle was a great speaker. I also appreciated how many people from all levels of the company attended the talk, so I know that we've been exposed to that baseline material."

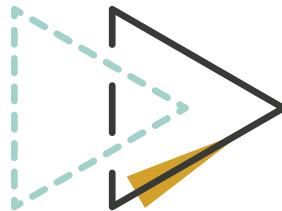
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[Keynote with Inclusion Nation | Milo \(sgh.com\)](#)  
[Build a More Inclusive Workplace- Authentic Div... | Milo \(sgh.com\)](#)  
[Building Inclusion Toolkit - Authentic Diversit... | Milo \(sgh.com\)](#)

**DEI SURVEY UPDATE**

Thank you to the 374 SGH employees who completed the DEI Council's company-wide survey in April 2023. The goal of this twenty-five-question survey was to set a baseline to measure our progress over time. We will use the findings to focus our efforts on better supporting SGH at large.

Quarterly DEI newsletter.



**Membership:** SGH's DEI Council advances DEI activities at SGH and serves as the driving force of these initiatives. In 2024, we will continue to support this group of professionals by welcoming new members and thanking others whose terms expired. We will also improve communication to align goals with the desires of the SGH community and support several educational opportunities around DEI topics.

**Expanded reach:** Diversity comes in many different forms. We continue to listen to groups within the company and commit to identifying ways for individuals to connect. In 2024, we will expand collaboration with SGH's leadership team and operations groups to support DEI-related education and conversations, and formally launch several new ERGs.



SGH employees celebrate Pride.



## Announcing NEW LEADERSHIP

We thank SGH's Tio Pistilli for her pioneering contributions as inaugural DEI Council Chair, and welcome Christine Diosdado into the role in 2024.



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The DEI Council has been a constant source of excitement and inspiration over the past few years, and it's been a privilege to support our work. I look forward to continuing as a Council member moving forward.

- Tio Pistilli

I'm thrilled to take on this role and lead our DEI Council in 2024. This is important for me, both personally and professionally, and I am eager to continue the work for inclusivity and openness.

- Christine Diosdado

The Council also welcomes Janelle Leroux, Molly Pobiel, and Melissa Symanski as Vice Chairs for 2024.





# WE DO IT BECAUSE WE CARE

I continue to be amazed by the generosity of SGH employees. Every day, and at every corner of our organization, I see individuals and teams demonstrating their commitment to corporate responsibility in countless ways.

I am also inspired by the myriad reasons fueling people's involvement in these activities. Recently, I attended my first meeting as a member of SGH's DEI Council, where each new member shared why they had wanted to join. Answers included a desire to uphold personal values, make SGH be the best it can be, pay forward acts of service, and build stronger client relationships, among others. I'm sure the answers would be similar if you asked those participating in our Volunteering & Philanthropy and Environmental Stewardship programs. Essentially: we do it because we care.

So, as I look back at all our team members' incredible accomplishments from the year, I reflect on why the Corporate Responsibility Program gives me personal satisfaction. As SGH's Director of Marketing, I know it is the right thing to do for our business and it makes us a stronger partner to our clients. But at the end of the day, it is a constant reminder that I am surrounded by people who care. And that feels good.



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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