8. Stantec, Global (Nepal and Pakistan)

Contact Information

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(a) Pillar 1: STEM Education

Activity		In	2019			In 20	020		Note
Stantec organizes study tours and site visit		ec organize visit for 12 N			Stantec o visit for [Revised	Nepal.	Total target #s in the year		
to Stantec Nepal		will also explo o organize stu					.		
facilities for	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
female students and young professionals in Nepal. WePOWER Secretariat will		1 with 4 student s	2 with 8 student s		1 study tour with 4 students	·			Quarterly Target #s with country
facilitate interactions between Stantec and various universities in South Asia.		1 3-day trip for 3 female hydrop ower enginee rs.	O NP		0 study tours NP				Achievem ent

(b) Pillar 2: Recruitment

Activities		Ir	2019			Note			
Stantec provides internship opportunities for female students.		tec recruit from Nepa		e student tern.	[Revised	the targets	s due to CC)VID-	Total target #s in the year
WePOWER, though the Secretariat and other Strategic	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct -	Aiming timeline

Partners, will			1						Quarterly Target #s
support Stantec in			female						with
advertising			studen						country
internships to			t						
students in various									
universities in South			NP						
Asia.			0						Achievem ent
									EIIL
			NP						
Stantec advertises			rtises all S			c advertise			Total target #s
vacancies in Nepal	junio		d-career v	acancies	junior a	nd mid-cai		cies	in the year
through various		in	Nepal.			in Nep	al.		ŕ
media of WePOWER									
and its Strategic					[Revised				
Partners.		T	T						
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct	timeime
								-	
		As	As	As	As				Quarterly Target #s
		neede	neede	needed	needed				with
		d	d						country
				NP	NP				
		NP	NP						
		no	no	no	0				Achievem ent
		vacanc	vacanc	vacancie					CIIL
		ies.	ies.	S.	NP				
		NP	NP	NP					

(c) Pillar 3: Development for Female Engineer professionals

Activity		In	2019				Note		
Stantec supports mentorship program of	Stante	c also explores	ors support s opportunities ctivities in Paki	s to support	[Revised	VID-19]	Total target #s in the year		
WePOWER	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
by availing its	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
senior engineers as mentors.			1 matchi ng NP	2 matchin gs NP					Quarterly Target #s with country
			0 NP	0 NP					Achievem ent

Stantec helps in identifying	St	tantec iden	tifies 3 me	ntees	[Povisoo	 I the targets	- - due to CO	VID 101	Total target #s in the year
student or	01	02	02	04	_	_		1	Aiming
young-	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	timeline
professional	Jan-	Apr-	Jul- 1	Oct-	Jan-	Apr-	Jul-	Oct-	Quarterly
mentees.			1	2					Target #s
mentees.			ND	ND					with
			NP	NP					country Achievem
			0	0					ent
Stantec	S	tantec non	ninates 4 se	enior	Stantec r	nominates 1	senior eng	ineer as	Total
sends its	er	ngineers as	expert spe	akers.		expert sp	_		target #s in the year
senior		_							III the year
engineers as					[Revised	I the targets	s due to CO	VID-19]	
expert	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
speakers in	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
events	1	1 senior	1 senior	1 senior	1 senior				Quarterly
organized by	seni	enginee	enginee	enginee	enginee				Target #s with
WePOWER	or	r	r	r	r				country
and its other	engi								
Strategic	neer	NP	NP	NP	NP				
Partners in									
South Asia.	NP								
	0	0	0	0	0 senior				Achievem
					enginee				ent
					r				
					NP				
Stantec			organizes ?			Total target #s			
hosts	work	shops/traii							in the year
workshops/t		professio	nals in Nep	pal	[Revised	I the targets	s due to CO	VID-19]	
rainings on	C++	-11		: 4: 4 _					
soft skills for	organiz	also explores e similar work	additional opp shops/training	s for women					
women			ers in Pakistan			1		T	
professionals	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
in collaboration	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
with Nepal			1 with 5	1 with 5					Quarterly Target #s
Engineers			women	women					with
Association									country
(NEA).			NP	NP					
((****/).			0	0					Achievem ent
Stantec	St	i antec orga	nizes 2 tec	nnical		<u> </u>	<u> </u> -	<u> </u>	Total
organizes		_	for 10 wom						target #s
hands-on		_	essionals.		[Revised	I the targets	s due to CO	VID-19]	in the year
technical	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
									timeline
trainings for	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
trainings for women	Jan-	Apr- 1 with 5	Jul-	Oct- 1 with 5	Jan-	Apr-	Jul-	Oct-	Quarterly Target #s

professionals in Nepal.		NP		NP					with country
iii Nepai.		0		0					Achievem ent
Stantec organizes online		Stantec org ngs/technic women p		ons for 10	[Revised	 the targets	s due to CO'	VID-19]	Total target #s in the year
trainings and discussions	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
for women professional on technical subjects with		1 with 5 women		1 with 5 women		,			Quarterly Target #s with country
senior engineers in its design center.		0		0					Achievem ent

(d) Pillar 4: Retention (including Facilities)

Activity			ln 2019		In 2020				Note
Stantec assesses and reports on provision of women friendly facilities in		al reports etariat.	[Revise	Total target #s in the year					
projects with its involvement.	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				1 report NP					Quarterly Target #s with country
				0					Achievem ent
Stantec organizes Webinars and contributes to discussion on		nars for 10 ngineers.	[Revised the targets due to COVID-				Total target #s in the year		
policies and practices that	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
improve Retention of women's practitioners for professional engineers in South		,	1 with 5 females	1 with 5 females		,			Quarterly Target #s with country
Asia Region.			0	0					Achievem ent

(e) Pillar 5: Policy and Institutional Change

Activity		In:	2019				In 2020		note
Stantec helps Nepal Engineers' Association (NEA) in developing its work-program for supporting women engineers in Nepali power/energy	Asso pro eng and WePo Pai Engine	cantec and Nociation (NEA) ogram for su ineers in pool leads a com women OWER Secretaria triners will supporers' Association gram for suppor	A) formula pporting wer. Stant mittee foo engineers at and its oth ort Stantec ar in implemen	te work- women tec joins cusing on er Strategic nd Nepal ting its work-	Star Ne cor engir [Revise	Total target #s in the year			
sector. Stantec	or. Stantec Q1 Q2 Q3	Q4 Oct	Q1	Q2	Q3	Q4 Oct	Aiming timeline		
joins and leads a Nepal Engineers' Association committee	Jan-	Apr-	Jul-	001	Oct- Jan- Apr- Jul- Oct- Qu Tai wit	Quarterly Target #s with country			
focusing on women engineers.		One meeting held. No progress to report.							Achievem ent