



DIVERSITY AT PROGRESSIVE AE

ProgressiveAE

DIVERSITY EDUCATION & TRAINING

The Institute for Healing Racism

Members of Progressive AE's leadership team and Board of Directors have completed the *Institute for Healing Racism*, a workshop designed to "promote action to eliminate institutional and individual racist behaviors and practices within business and community." In addition, senior leadership personnel have served on the Institute for Healing Racism Committee, Rotary Healing Racism, and Woodruff Institute for Healing Racism.

The Grand Rapids Summit on Racism

Progressive AE is an annual sponsor and participant of the *Grand Rapids Summit on Racism*, a local organization dedicated to combating racism in Grand Rapids.

Education from Local Leaders

Progressive AE invites leaders from local organizations to speak at company-wide informational meetings regarding diversity, combating racism, and ways to promote an inclusive work environment and community.

PROCUREMENT PRACTICES

Minority- and Women-Owned Businesses

When appropriate, Progressive AE partners with minority-owned and women-owned

businesses for internal business needs (e.g., caterers, florists, etc.) and works with minority- and women-owned subcontractors.

COMMUNITY INVOLVEMENT

Habitat for Humanity Women Build Program

Progressive AE employees have participated in the *Habitat for Humanity Women Build Program*, an international program that promotes the involvement of women in the construction of Habitat houses.

Multiracial Association of Professionals

Progressive supports and sponsors the Multiracial Association of Professionals (MAP) and served as underwriter for the 2005 map for the Hispanic Festival in Grand Rapids

Corporate Partnership with Jefferson Elementary

Progressive was one of the first and longest lasting corporate partners with Jefferson Elementary School, an inner-city Grand Rapids Public school largely comprised of at-risk African American and Hispanic students. Our programs at Jefferson included tutoring and Junior Achievement.

West Michigan Center for Arts and Technology

Progressive supports the *West Michigan Center for Arts and Technology (WMCAT)* – a program designed to help at-risk students and under- or unemployed adults realize their full employment potential by providing access to technology training and arts education. Together, with other West Michigan enterprises, Progressive AE is committed to promoting economic self-sufficiency and educational inspiration across racial and economic lines. We are presenting this project at *School Building Expo*, a gathering of school management and design professionals, so that other companies are exposed to the benefits of this program. Our hope is that the program's audience will be inspired to plant different locations similar to this project across the country.

Corporate Donations

Progressive donates employee volunteer time, money, and resources to the following organizations that support our commitment to inner-city and diversity programs: YWCA, Girl Scouts, Racial Justice Institute, Grand Valley State University Minority Scholarships, Michigan Women's Foundation, Women in Transition, Inner City Christian Foundation, National Association of Women in Construction, and the Delta Strategy; to name a few

PROFESSIONAL DEVELOPMENT & LEADERSHIP

Bravo & Associates

Progressive AE served as a business incubator for a minority-owned architecture firm, Bravo & Associates. The firm's principal, Genaro Bravo, partnered with Progressive AE on several key projects and occupied offices at Progressive AE.

SKO & Associates and HH Engineering Ltd.

Progressive AE has partnered with several minority architecture and engineering firms* and continues to have ongoing relationships with the following firms: SKO & Associates (Samuel Ojo) and HH Engineering Ltd. (Helen M. Himes).

Women in Leadership

Female Vice Presidents lead the Civil Engineering, Mechanical Engineering, Marketing, and Accounting teams at Progressive AE. In addition, the Human Resources and Recruiting initiatives are currently led by women.

Family Friendly Work Environment

Progressive AE employees enjoy a family-friendly work environment that offers and encourages flexible work schedules, including: compressed work weeks, modified summer schedules, part-time schedules, job-sharing, and work-at-home arrangements when requested

AWARDS AND RECOGNITION

Awards

Progressive AE women have recently been nominated for, and won, the following awards:

- *Most Influential Women in Western Michigan*
- *ATHENA Award* (honors individuals who strive toward the highest levels of professional accomplishment and are committed to advancing other women)
- *Distinguished Service Award*
- *Distinguished Leadership Award*
- *Michigan Society of Professional Engineers Professional Award*
- *Women's Resource Center: Women in the Workplace Award*

- First annual Holland Chamber of Commerce *Family Friendly Workplace Award*

Board Memberships

In addition, members of Progressive AE's leadership team – comprised of men and women – serve on the boards of several local organizations (e.g., Grand Rapids Economic Club, Rotary Club, Leadership Grand Rapids, Leadership West Michigan, United Way, Women in Transition, Kent County Convention Center Visitors' Bureau) and are committed to growing and diversifying the memberships of these organizations to reflect the diverse community of Grand Rapids.

As the above information demonstrates, Progressive AE is committed to diversifying our workforce by continually identifying ways to recruit, retain, and advance women and minority candidates. In addition, the leadership team at Progressive AE is committed to educating its employees on the value of an inclusive work environment and will continue to identify programs that support and advance these initiatives.

* Recent research by The Freelon Group indicates that **"only about one percent of the architects in the United States are African-American"** (as cited in the *Marketer*, volume 24, issue 3, June 2005)