



Hatch and Hatch Mott MacDonald Canadian Outreach Program

Canadian Consulting Engineering Awards 2015



Hatch Mott
MacDonald



Hatch and Hatch Mott McDonald's Canadian Outreach Program includes environmental health, community relations, corporate giving and the environment. We strive to contribute to local capacity-building in areas where we operate, and to enhance social development and stability in our communities.

Headlining this effort is the Northern Communities Outreach Initiative (NCOI) aimed to inspire youth to pursue a career in engineering and to help build new talent to support engineering projects in northern British Columbia and Ontario.

We have also donated more than \$300,000 towards community investments, raised more than \$300,000 in fundraising for various charities, developed new scholarships and put programs into place to better the environments surrounding our offices and project sites.



Community Outreach

Northern Communities Outreach Initiative (NCOI)

Less than one percent of engineers in Canada are Aboriginal, and there is a strong demand for engineers with an Aboriginal background. We recognize the need to facilitate the entry of Aboriginal professionals into the engineering sector and strive to develop a working relationship with Aboriginal communities based on mutual respect and trust. The Northern Communities Outreach Initiative (NCOI) aims to inspire youth to pursue a career in engineering, and to help build a pipeline of talent to support engineering projects in Northern BC over the coming decades. Established in 2013 by Hatch and Hatch Mott MacDonald, this outreach initiative has reached over 950 students in remote northern BC communities including Prince Rupert, Terrace, Kitimat, Port Simpson, Haida Gwaii, and Dease Lake.



Nicole-Ann Poitras and Lisa Tallio (left) from the Minerva Foundation accept a sponsorship gift for the Combining Our Strength™ Initiative, presented by Simon Malin (middle) and Doug Hinton (right) from Hatch and HMM

To date, we have invested \$30,000 in our outreach initiatives in the region. We deliver engineering presentations to schools, a sponsorship of the Minerva Foundation of British Columbia's Combining Our Strength™ Program, and supporting curriculum development and delivery at Northwest Community College.

Hatch has an Agreement of Partnership with the Chiefs of Ontario to develop Mining and Environmental Assessment Workshops, with a sponsorship of \$50,000 over two years. Hatch sponsored and participated in the Keewatinook (Northland) Watch Environmental Assessment Training and Organizing workshop which was hosted at the Constance Lake First Nation; and sponsored and participated in the Understanding Mining Development Processes workshop, hosted by the Wahnapiitae First Nation.

Hatch sponsors the Aboriginal Mentorship Program through Lakehead University (AMP). AMP identifies Lakehead University science students as mentors and partners them with Aboriginal high school students from across Northwestern Ontario. Hatch's donation in 2014 supports the current Science Aboriginal Mentorship Program and helped establish an Engineering Aboriginal Mentorship Program.

Hatch established undergraduate engineering scholarships for Aboriginal students at three of Ontario's top universities: the University of Toronto, Queen's, and McMaster. In September 2014, Hatch launched a scholarship program at the University of British Columbia. Preference is given to Aboriginal and/or northern BC candidates.

The NCOI initiative requires coordination across external stakeholders both for strategic planning purposes, and for program execution. The NCOI

Lead who manages the NCOI communicates regularly with numerous external stakeholders including: school districts; school principals and teachers; other educational institutions; education and training staff with First Nations organizations; First Nations political representatives; municipal and other community representatives; and NGO and other program representatives.

Hatch has formed an Aboriginal Engagement Committee, with representation across Canada from the Regional Leadership Team, HR, Procurement, and the Environmental Services Group. The committee holds quarterly meetings.

Hatch's Aboriginal Engagement Committee created an Aboriginal Engagement Action Plan for Canada. It addresses the areas of business development, employment, community investment and community engagement. The plan will be reviewed annually by the committee to monitor performance and drive continuous improvement. It identifies actions, responsibilities, timelines and measureable targets. Corinne Boone, Managing Director, Environmental Services Group, sits on the committee and reports on Aboriginal relations to Hatch's Board of Directors.

In 2014, Hatch received "Committed" status under the Progressive Aboriginal Relations (PAR) Program through the CCAB. We are required to report annually on Indigenous inclusion to maintain this status.

**Progressive
Aboriginal
RELATIONS**

COMMITTED

Canadian Council for
Aboriginal Business 

Hatch and HMM work with local school districts and schools to provide hands-on engineering presentations to students, mostly to students in grades eight to ten. The engineering presentations in schools requires extensive resources from both Hatch and HMM. Engineers-in-training develop the concept for each year's engineering presentations; source and build the demonstration material; rehearse the engineering demonstrations; and then travel to schools in northwestern BC to deliver these demonstrations. Hatch and HMM encourages its engineers to use real-life examples and design drawings, which requires coordination with project and client representatives.



HMM engineer Ian Whitehead leads an engineering demonstration, as part of the Northern Communities Outreach Initiative, for students in Terrace, B.C.

We have received very positive feedback about the engineering presentations conducted in the local schools. Teachers often remark that the students who excel at hands-on learning are often those who struggle in more conventional learning environments, and who are often more engaged in our demonstrations than usual. Many students remark 'I can do it!' or 'I figured it out!' One Grade 9 student at the Skeena Middle School in 2014 declared after the engineering presentation, "That was way cooler than I thought it was going to be!"

Supporting the BC LNG Youth Conference gave many students a first time opportunity to travel outside of their communities. They experienced the University of British Columbia campus and met engineering students from remote communities. One teacher provided feedback about the event: “Events like this are like sowing seeds and for our students it was nice for them to see and be around people who were excited about our students’ futures and encouraging them in their pursuits.”

Engineers Without Borders

Hatch and HMM are major supporters of Engineers without Borders (EWB). EWB takes on projects in under-developed African countries to implement systemic change that will be everlasting. Our involvement with EWB is constantly increasing. We were the lead sponsor of the EWB Annual Conference in 2011 and 2014. We have raised over \$50,000.00 in two years via their Draft competition, hosted numerous African leaders at our office as part of the Kumvana program and participated in the Run to End Poverty marathon.



Hatch delegation at the 2014 EWB Rethink conference

Road Hockey to Conquer Cancer

The Road Hockey to Conquer Cancer is a uniquely Canadian event that supports the Princess Margaret Cancer Foundation. We held a variety of fundraising activities during the month leading up to the event included raffles, proceeds from our Hatch insignia store, bake sales and a dunk tank. Hatch and HMM staff also fundraise externally for the event. In 2014, ten teams made up of 115 Hatch and HMM employees raised more than \$207,000 for cancer research. We have retained the title as corporate cup champion for three consecutive years, as the company that raised the most money during the event.



The Hatch and Hatch Mott MacDonald teams at the event

Environmental Initiatives

Sustainability Week

To coincide with Earth Day Hatch and HMM offices host an annual Sustainability (SD) Week to help raise awareness about sustainability, community and the environment. Activities include daily lunch and learn seminars, trash pick-up and carbon footprint measurement.



ISO 14001

In 2014, Hatch was certified for the ISO 14001 and achieved certification of its Environmental Management System (EMS) against ISO 14001: 2004 standard to demonstrate its commitment to sustainability and responsible environmental management.



Summary

Outreach program initiatives require continual alignment across our two companies (Hatch and HMM), and several business units regarding the strategic objective of each community outreach; which communities to target; what type of outreach is most aligned with our outreach and business interests; and what resources are required to undertake this outreach.

Employees who are involved in our outreach activities gain a deeper appreciation of communities in and near the projects they work on. They engage with various community stakeholders and better understand their perspectives and priorities regarding development, engineering, and specific projects.

The relationships and trust that we build as well as the insight gained through community development activities help us execute projects more effectively for our clients. We can leverage community relationships and insights when designing and developing projects; developing stakeholder engagement plans; supporting environmental assessment work; developing local procurement and employment strategies; and developing capacity building and training plans for our projects.

