

April 15, 2021

Dear CCE Awards Nominations Committee,

RE: CCE Awards – Community Outreach and In-House Initiatives

It is my pleasure to nominate RAM to be considered for the CCE Awards in Community Outreach and In-House Initiatives in recognition of RAM's non-commercial contributions and services to the community and in-house management programs.

Please see attached on the following pages RAM's commitment to sustainability, our Diversity and Inclusion Policy, our Women-in-Engineering initiative, relevant articles and a Letter of Support from the United Way of Lower Mainland.

Regards,

A handwritten signature in black ink, appearing to read "Sharon Choi".

Sharon Choi
Marketing & Proposal Specialist
RAM

Your Project. Our Passion.

Sustainability

We recognize that our clients value the importance of being sustainable and resilient, which includes, having the ability to recover, prevent and mitigate impacts using sustainable practices. RAM has extensive experience incorporating sustainable and environmentally friendly design and construction principles into our projects. Our team includes:

- **Envision Sustainability Professionals (ENV SP)**
- **LEED® Accredited Professionals**
- **British Columbia Certified Erosion Sediment Control Lead (BC-CESCL) Professionals**

The relevance of sustainability in modern society has continued to rise – and therefore, in the face of climate change, evolving societal needs, and economic disruptions - projects cannot be designed or constructed in the same manner as historic practices.

An emphasis on continuous innovation in the area of sustainability is required to lead our communities towards sustainable development. While the role of sustainability in businesses remain contentious, RAM has chosen to integrate sustainability and social responsibility directly into our business strategy, as we continue to strive towards being a truly sustainable business.

Since our inception in 2007, sustainability has been at the forefront of our business philosophy – the premise of our firm’s sustained success is established on the equally important sustained successes of our people, our clients, our communities, and our environment. This holistic business model, combined with our latest market insights on sustainability tools and applications, enables us to deliver ever-evolving, innovative, and sustainable business solutions to our projects.



RAM planting trees for the One Tree Planted organization in Stanley Park



RAM Signs BC Builders Code's "Acceptable Worksite Pledge"



RAM's Diversity and Inclusion Policy

RAM is committed to supporting an inclusive and diverse workplace that recognizes and values difference. We recognize that our diversity—the many different and unique things we individually and collectively bring to work each day—contributes to building a stronger workforce and a better company.

In 2019, RAM signed BC Builders Code's "Acceptable Worksite Pledge" to fully commit to building a workforce where all employees are able to perform at their best and reach their full potential.

RAM was awarded the Recruiting & Hiring Champion award by BC Builders Code in their 2019 Champion Awards and the Workplace Culture Champion in their 2020 awards. To be considered for the award, RAM has demonstrated our commitment, leadership and action towards the increasing the retention of a provincial goal of 10% women in BC's construction workforce over the next 10 years.

Furthermore, many of RAM's team members are Gender Based Analysis Plus (GBA+) certified, allowing us to systematically incorporate important diversity considerations into our organization.



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From a point of empathy, we can then create an environment where everyone is valued, respected, and engaged.

”

Women in Engineering

At RAM, we are dedicated to addressing the need for more women to pursue careers in science, technology, engineering and mathematics (STEM).

Over the past decade, the number of women in the engineering profession in Canada has steadily grown. Despite this increase in the representation of women in engineering – both within the profession and in university engineering programs – women are still under-represented in this field. RAM is committed to increasing the representation of women in the profession so that it is more diverse and inclusive.

This is achieved by increasing the amount of attention given to women in our media work such as showcasing female employees in RAM and creating a dedicated section on our website that is focused on diversity and Women in Engineering. RAM also actively participates in professional associations including Women in Consulting Engineering (WCE) and Women's Infrastructure Network (WIN) and supports and promotes a number of programs, activities and



The Women at RAM celebrating RAM's success



RAM's Director of Project Delivery and Electrical Lead at her finished H-Frame Elimination project site.



RAM Participates in International Women's Day 2020 #EachforEqual Campaign

resources that aim to encourage the retention of women in the engineering profession.

As a company that values diversity and inclusivity in the workplace, RAM supports Engineers Canada's 30 by 30 goal in raising the percentage of licensed female engineers to 30 per cent by the year 2030.



BUILDERS CODE CHAMPION AWARDS CELEBRATE CULTURE CHANGE IN BC'S CONSTRUCTION INDUSTRY

Number of tradeswomen continues to increase across the province

Victoria, B.C. (December 14, 2020) – The Builders Code is honouring six employers with Builders Code Champion Awards for leading the way in advancing the culture of BC's industrial, commercial, and institutional construction sector. Their efforts have contributed to an increase in the participation of women in BC's construction trades from 4.6 to 6 per cent since 2018.

The Builders Code Champion Awards were launched last year to recognize companies that are taking proactive measures to eliminate discrimination, hazing, bullying and harassment on worksites in BC, and to create a safety standard that prioritizes the importance of psychological as well as physical safety for all workers.

The nomination process was open from June 4 to October 28th, 2020, with the judging conducted by Minerva BC, the BC Construction Association (BCCA), and the Builders Code Governance Committee. While a celebration event scheduled for December 2020 will not be held due to the COVID-19 pandemic, [videos of the award winners](https://youtu.be/nFRnx0JeRG4) (https://youtu.be/nFRnx0JeRG4) discussing how they prioritize culture and how the Builders Code has positively affected their business.

The 2020 Builders Code Champion Award categories and winners are:

- Recruiting & Hiring Champion: Chinook Scaffold Systems
- Loyalty Champion: Westcana Electric
- Workplace Culture Champion: RAM Consulting Ltd. (medium sized employer) and Lafarge Canada (large employer)
- Community Champion: Houle Electric
- Contractor of the Year: Mazzei Electric

The Builders Code sets a baseline code of conduct standard for all construction work sites in BC. Launched in March 2018, it is managed by the BCCA, with primary funding for the pilot provided by the Ministry of Advanced Education, Skills, and Training. Builders Code virtual training is now available for registration from www.builderscode.ca

The [BCCA's Fall 2020 Stat Pack](https://www.bccasn.com/resources/stat-packs-&-data/default) (https://www.bccasn.com/resources/stat-packs-&-data/default) also released today, shows that more tradeswomen are working in the sector and indicates that in a very short period of time the Builders Code and other initiatives are contributing to improved acquisition and retention of tradeswomen in BC's construction industry. The province appears to be significantly advancing toward the goal of 10% women in BC's construction workforce by 2028, helping to address the skilled worker shortage. The BCCA Stat Pack also shows that while continuing to adapt to the supply chain, worksite and other challenges caused by COVID-19, the construction industry's contribution to B.C.'s GDP has risen from \$21.2 billion to \$22.7B (8.6% to 8.9%) over the past year and the sector continues to be the No. 1 employer in B.C.'s goods sector.

“On behalf of everyone at BCCA, Minerva BC and all our Builders Code partners, I want to thank our winners for their support of the Builders Code and their leadership across the province during this

challenging year,” said Chris Atchison, President, BCCA. “These award recipients, the other nominees and the companies throughout B.C. who have adopted Builders Code are helping to shape a new workplace culture for construction and encouraging others to get involved. They recognize that the Builders Code has helped them set clear behaviour expectations among employees and supported them in the development of company policies all of which are contributing to attracting and retaining employees in a tight labour market. Thank you and congratulations.”

2020 Builders Code Exemplary Employer Award Recipients

Recruiting & Hiring Champion: Chinook Scaffold Systems (Nanaimo)

This award category recognizes companies that hire the best talent based on skills, experience, and attitude; work to attract diverse candidates; look for ways to remove barriers that hold them back; and compensate all employees at fair market value regardless of gender, race, religion, or ethnicity.

Chinook Scaffolding has shown its focus on culture and values by signing the Builders Code pledge, and they were awarded a Champion Award in 2019 for their efforts. They have shown their continued efforts toward equity by working with other community tradeswomen initiatives, such as Women Building Futures (WBF). While they are aware their trade is one that requires a degree of physical strength, they’ve implemented processes that are designed to ensure all workers can have a fulfilling career with their company. They have a strong female component in management positions, with a continued commitment to promoting female tradespeople – it is driven from the top down. They clearly have demonstrated their unwavering commitment to inclusivity.

“The most powerful aspect of the Builders Code is simply introducing the idea of all trades people are created equal and should be given equal opportunity.” Wendy Gaskill, Corporate Safety Management Team, Chinook Scaffolding

Loyalty Champion: Westcana Electric (Prince George)

This award category recognizes companies that value their employees and hire with retention top of mind. Their managers and supervisors work hard to create a safe, positive, and productive worksite and are invested in the development and success of all employees. The employer offers progressive benefits such as flexible schedule, family leave, access to childcare, and other competitive advantages that keep your workers loyal.

Westcana keeps family values top of mind and treats all employees like family. This is a key reason they have won their third Builders Code Champion Award (two last year and one this year). To aid in retention Westcana has lots to offer, from employee benefits (including mental health and bereavement leave) to flexible schedules for employees with children and families. Westcana has proven their commitment to equity with a workforce comprise of 30% women. Westcana has also shown their commitment to local, inclusive hiring through their work on the committee for PGNAETA (Prince George Nechako Aboriginal and Education Training Associations) Women in Trades Program. Their local leadership proves their proud commitment to building a construction industry that works for everyone.

“Builders code sets the foundations, the building blocks for a positive culture. It’s something we strive to follow and I recommend other companies strive to follow it. Open up your doors, be inclusive be respectful, hire more women, be diverse, it’ll have a positive effect in your company.” Doug Enstrom, VP, Wescana

Workplace Culture Champion – Small/Medium-sized company: RAM Consulting Ltd. (Vancouver)

This award category recognizes companies that commit to a respectful, safe and inclusive workplace culture; encourage employees to recognize their role in that culture; and hold employees and sub-contractors accountable, ensuring a work environment free from harassment, hazing, and bullying.

As a proud Builders Code signatory RAM's commitment to culture comes through loud and clear when they refer to their team as the "RAMfam". RAM has established a thorough onboarding procedure that promotes a culture right from the start. During the interview process potential employees are introduced to the Builders Code and made aware of the qualities of an Acceptable Worksite. Every year an Engagement Survey helps management to assess RAMfam attitudes towards different aspects of the job including physical workspace, team building activities, and communication across all levels. RAM has established individual training plans, platforms for networking, and commitments of inclusivity when it comes to training too. Women make up 33% of RAM's Leadership Team and their voices are included during project and corporate discussions. In 2019, RAM's Director of Project Services was shorted listed for the Women's Infrastructure Network's Emerging Leader's award. As of October 1, 2020, 69% of RAM's staff is made up of visible minorities (a 4% increase from last year) and 33% of the staff are women (a 5% increase from last year). This is RAM's second year as a Builders Code Champion Award winner.

"We've certainly had benefits from implementing the Builders Code from a business perspective. What that has really led to is maintaining or building a really high retention rate for female employees – as well as creating a culture to create new opportunities for female employees to go out of administrative staff into technical roles." Freddy Rawji, Talent and Business Development Manager

Workplace Culture Champion – Large-Sized Company: Lafarge Canada (Vancouver)

As an early signatory of the Builders Code, Lafarge puts a strong emphasis on culture and values. They have implemented annual training for both new hires and existing employees on Bullying and Harassment, Bystander training, and Code of Business Conduct (particularly Respect in the Workplace). All training is included in their Contractor orientations. Respectfully, for their employees, if an employee is uncomfortable raising a concern to their direct supervisor, they are encouraged to call an Integrity Line which is operated 24/7. Lafarge have seen an increase in the number of women in our workforce every year. As a large company with an internal motto of "I care for our Health and Safety. We see something and do something" - they are an organization that can help lead others to better and more acceptable worksites.

"We're asking a very traditional, heavily male-dominated industry to change and to adapt to a new way of doing business and to new faces in the team. The Builders Code is an important piece of that puzzle that allows us to continue that journey and gives us another tool to engage in conversations with our workforce." Lincoln Kyne, Vice President General Manager British Columbia and Western Canada Aggregates, Lafarge

Community Champion: Houle Electric (Vancouver)

This award category recognizes companies that promote career opportunities for women in the skilled trades; support their tradespeople to mentor others; and promote education, awareness and training that positively impacts their community, company and employees.

Houle Electric signed the Builders Code pledge in March 2019 and has clearly demonstrated their commitment to improving equity. Houle has increased total tradeswomen by 50% in one year. They have implemented several internal diversity, equity and inclusive policies and offered similar training for all staff, including providing unconscious bias and diversity training to managers to enable them to actively foster a culture of equality. They can be considered an innovative employer because of the emphasis on teaching soft skills, such as how to communicate and build rapport in a professional way with the crew on site - skills that were not considered to be relevant several years ago. By educating their supervisors on these types of skills, Houle is working to change the old ways of thinking and create a more encouraging, supportive, and productive work environment for all.

“The Builders Code is well aligned with all the Houle values and this is why it forms the basis of our work practices. We think that all construction companies would benefit from having a similar commitment to the Builders Code. If we are all working with the same principles, we will be much more successful in attracting and retaining a diverse and talented workforce that will continue to advance our industry well into the future.” Chuck Phillips, President and CEO

Contractor of the Year: Mazzei Electric (Nanaimo)

This award category recognizes companies that are fully committed to achieving an Acceptable Worksite and building a diverse workforce where all employees are able to perform at their best and reach their full potential.

Mazzei Electric is a proud signatory of the Builders Code pledge. They ensure that we provide inclusive workplaces (this includes no tolerance for any sort of hazing, harassment, bullying, etc), and ensure that all employees have equal opportunities to advance with us. They can boast that 11% of their workforce is women, which is well above the average in BC Construction. As an example, they had their first female sub-foreperson this year as well as were able to promote a female Service Electrician into the Service Manager position, along with various other success stories. They are clearly a leader in hiring tradeswomen and creating safe worksites for all.

“I would absolutely recommend the Builders Code. I think it’s important that we have, I guess you can call it a platform across the industry that we are all held to the same standards. I think if you look a lot of what the Builders Code stands for, that is what should be acceptable across society and there is no reason the construction industry shouldn’t be held to the same standard.” Ben Mazzei, President, Mazzei Electric

ABOUT THE BUILDERS CODE

The Builders Code is co-funded by the Ministry of Advanced Education, Skills and Training, with financial contributions from the BC Construction Association, WorkSafe BC, the Industry Training Authority, LNG Canada, the BCCA Employee Benefits Trust, and the BC Construction Safety Alliance, the Builders Code is also supported by the BC’s four Regional Construction Associations and the Minerva Foundation of BC. For more information about the Builders Code, including virtual training and access to free HR policies and advisory services, please visit: www.builderscode.ca

ABOUT BRITISH COLUMBIA CONSTRUCTION ASSOCIATION

The British Columbia Construction Association (BCCA) works with four Regional Construction Associations (NRCA, SICA, VICA, and VRCA) to serve more than 10,000 employers in the provinces industrial, commercial, institutional (ICI) construction industry. For more information, visit us at www.bccassn.com (website), [@ThisisBCCA](https://www.facebook.com/ThisisBCCA) (Facebook) and [@thisisBCCA](https://twitter.com/thisisBCCA) (Twitter).

CONTACTS:

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April, 2021

Dear CCE Award Nomination Committee,

United Way is proud to have RAM as a partner. At United Way, our vision is to create a healthy, caring, inclusive community and RAM worked hard to support and strengthen our communities with their fundraising and events. RAM states they “are strong advocates for investing in the communities we live in and help build” and they truly are. They are dedicated to community outreach. Each employee we have encountered believes in this just as strongly as the next; it is truly an inspirational organization with which to build a partnership. The energy and passion which RAM puts into raising donations has to be seen to be believed- we were grateful for their contribution to our local communities.

Thanks to RAM’s 2020 campaign United Way is able to support local children and help youth succeed, assist seniors in our province, and build healthy communities during this disconnected time. RAM’s gift is 100% local and will greatly impact the communities and families who are struggling in the midst of this global pandemic. RAM’s contributions are instrumental in helping us strengthen our communities and change people’s lives for the better. We proudly align with RAM in so many ways and we were so impressed with their inaugural United Way Campaign, it was fulsome and engaging and we are looking forward to our future potential together.

These are just some of the many reasons why we are proud to endorse them for the Canadian Consulting Engineering Awards. Should you have any further questions with regards to this nomination please do not hesitate to reach out to me – 604.268.1315 or brittanyw@uwlm.ca. Thank you for your time in considering this application.

Sincerely,

Brittany Wiesner (she, her, hers)

Sales Manager , Corporate Development & Community Relations

United Way of the Lower Mainland

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