WSP USA Receives Awards for Diversity, Equity and Inclusion


NEW YORK, February 24, 2022 — WSP USA, a leading engineering and professional services consultancy, has been recognized for its efforts in promoting diversity, equity and inclusion with awards presented by the American Council of Engineering Companies (ACEC) chapters in New York (NY) and Pennsylvania (PA).

WSP received the 2022 Diversity, Equity, Inclusion and Belonging Award from ACEC-NY and the 2022 Diamond Award for Diversity, Equity and Inclusion from ACEC-PA. The awards recognize the firm’s commitment at a state-wide level to building an inclusive culture and workplace that supports staff development, belonging, team activities and mentorship programs.

WSP’s executive leadership team emphasized this company culture by creating the Inclusion and Diversity (I&D) Council. Through training offerings and programs that focus on a variety of topics including unconscious bias, authentic communication, the value of diverse teams and mental health and well-being for marginalized groups, WSP makes it a priority to cultivate an inclusive culture for employees. Employees are encouraged to advocate for themselves, to give back to their professions and communities by teaching and mentoring others and to seek career growth opportunities within the company.
“WSP has leadership and a workforce built upon a culture of diversity, equity and inclusion in the office, in the field and in the communities where we live,” said Bernie McNeilly, WSP northeast region president. “Employees are provided with an opportunity to grow and pursue their own career goals regardless of gender or ethnicity by allowing them to learn and develop their skills in the discipline of their choice, whether or not it was the position in which they were originally hired.”

In its announcement of the award, ACEC-NY highlighted WSP’s successful I&D Ambassador program, where ambassadors in each office focus on improving the inclusion and diversity of the firm’s staff in New York and across the U.S.

The New York office is also an active supporter of Pathways in Technology Early College High School (P-Tech) program, which focuses on bringing together high schools, colleges and the engineering workplace to create educational opportunities for underserved communities and students. Joni Edwards, a bridge inspector for WSP, was one of the first to volunteer as a leader for the program and was instrumental in bringing it to City Poly Technical High School for Architecture, Engineering and Technology, her alma mater.

“I’m really excited about what we are doing here at WSP with the P-Tech program,” Edwards said. “It’s bringing about actual change and helping people in a tangible way.” She added that she was able to implement her ideas for the program thanks to the support of her manager, Salvatore Iodice, senior vice president and department manager in the Valhalla, New York office. “I consider myself fortunate to have him as an advocate and as a manager. Without his leadership and support, we wouldn’t have this program today.”

ACEC-PA spotlighted the Philadelphia office’s Inclusion, Diversity and Equity in Action (IDEA) group, which is implementing the goals of WSP’s national inclusion and diversity strategic plan through action at the local level. The group conducted a survey of local office employees to identify the types of programming, topics and frequency of engagement that staff prefer. IDEA’s hiring and college outreach subcommittee has coordinated staff attendance at several area college events to reach more diverse candidates, including a Villanova Inclusion and
Diversity Fair; a Rutgers Bloustein School of Planning Diversity, Equity and Inclusion Alumni Panel; and a presentation to Temple University’s National Society of Black Engineers.

“WSP is continually striving toward creating an environment where everyone feels welcomed, respected and valued—where they know they matter and belong,” said Heather Martin, WSP urban and transportation planner in the Philadelphia office and senior lead equity consultant of the firm’s Equity Center of Excellence. “Our IDEA members are putting in the work to build connections and a culture where everyone is supported and encouraged to be their authentic selves wherever they are, whether in the office or in the field.”

About WSP USA
WSP USA is the U.S. operating company of WSP, one of the world's leading engineering and professional services firms. Dedicated to serving local communities, we are engineers, planners, technical experts, strategic advisors and construction management professionals. WSP USA designs lasting solutions in the buildings, transportation, energy, water and environment markets. With more than 12,000 employees in 200 offices across the U.S., we partner with our clients to help communities prosper. wsp.com

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