



Press Release

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Tanya Adams to Lead Inclusion and Diversity at WSP USA

New vice president of Inclusion & Diversity will lead three-year strategy to increase equity, inclusion and diversity in operations, hiring and community engagement.

CHICAGO, March 9, 2021 — WSP USA, a leading engineering and professional services consultancy, has appointed Tanya Adams vice president of inclusion and diversity. Adams will implement the company’s new three-year strategic plan to deliver equity and equality for WSP USA employees and the communities the firm serves.

Adams will partner with WSP USA’s Executive Leadership Team to ensure company policies and practices promote equity, inclusion and diversity. She will work with the business lines, regions and functional groups to create a work environment that produces three key outcomes: a culture of trust that provides safe spaces for sensitive conversations; increased workforce diversity and advancement of WSP diversity talent; and greater support for WSP colleagues who are leaders in underrepresented communities.

“At WSP USA, we want to reflect inclusion and diversity in everything we do, and I’m excited that Tanya will be leading this critically important mission for us,” said Lou Cornell, president and CEO of WSP USA. “We want to overcome our differences and form deeper connections with each other, and elevate and expand inclusion and diversity in our thinking and in our work.

Adams, who is based in Chicago, will retain her client-facing role as vice president of community relations, a position she has held since 2017. She will continue to report to Joe Willhite, Midwest District Leader for the Central Region. For her new duties leading inclusion and diversity, Adams will report to Chief Human Resources Officer Megan Van Pelt.

“I’m honored to have the trust and support of Lou and the rest of the executive leadership team in guiding WSP USA’s commitment to living our inclusion and diversity values as a company,” Adams said. “I have always worked to create a culture of true inclusion and diversity, so this new role feels like a natural fit for me.”

Adams will be responsible for implementing a new three-year strategic plan, which sets specific company goals for improving inclusion and diversity across operations, hiring and advancement, and in the communities we serve. The plan was developed by WSP USA’s Inclusion and Diversity Council, which Adams chairs.

“This plan positions WSP USA as an industry leader in the continuous advancement of inclusion and diversity at all levels of our workforce and in fostering equity through our work with clients and communities,” Adams said. “When leadership takes a strong stand with no ambiguity, it strengthens the entire organization. Open communication at every level encourages engagement, which is an important early step toward everyone sharing responsibility for this work.”

Adams joined WSP in 2006 after working for the Illinois Department of Transportation for 18 years. She holds a bachelor’s degree in political science from Chicago State University and a master’s degree in public affairs from the University of Illinois at Springfield.

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 10,000 employees in 170 offices across the U.S., we partner with our clients to help communities prosper. wsp.com

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