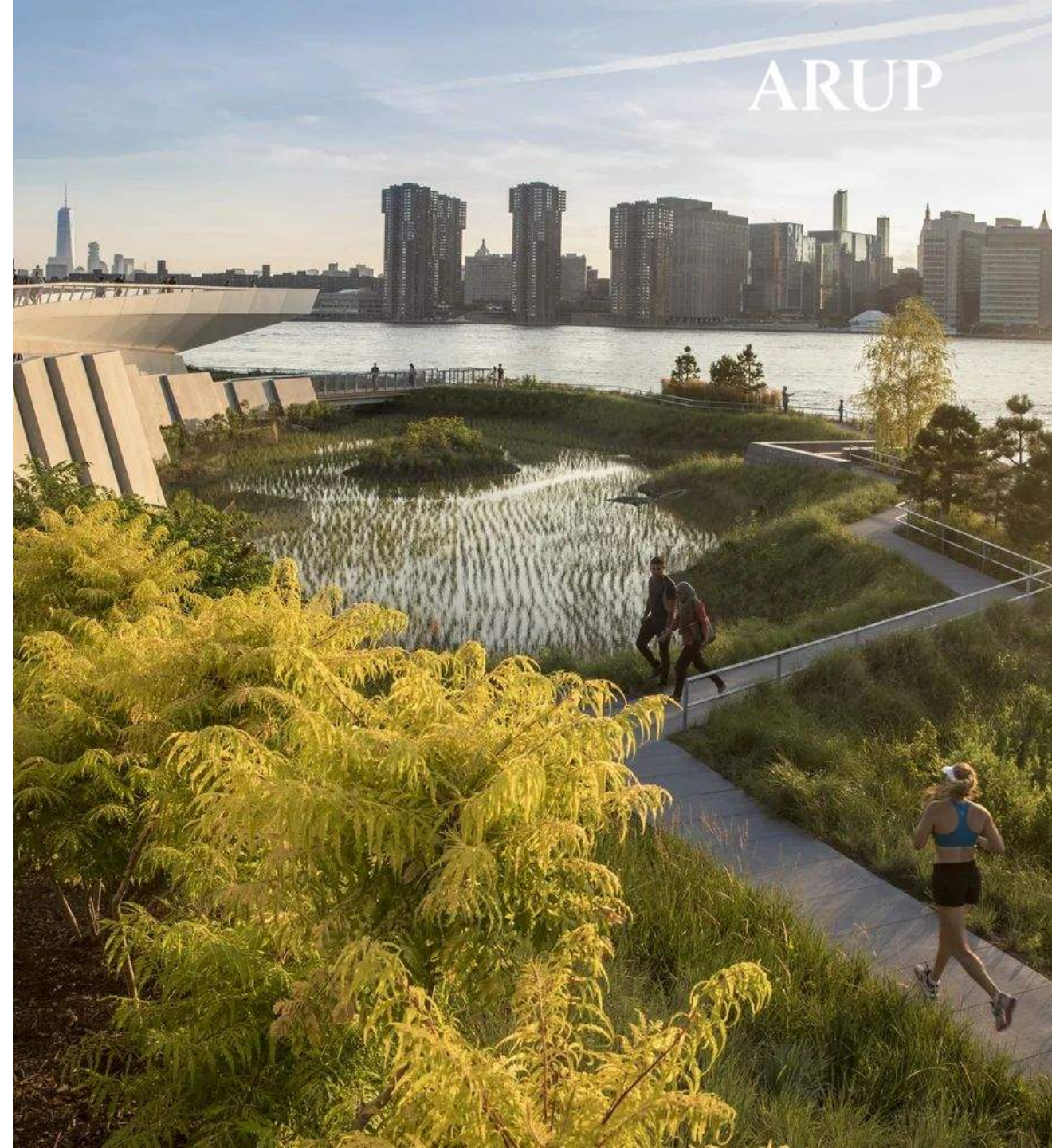


CHEERS Design and Permitting

Cleveland-Cuyahoga County Port Authority

Vincent Lee, PE LEED AP ENV SP

October 12, 2022



Arup

Dedicated to sustainable development, Arup is a collective of more than 17,000 designers, advisors and experts working across 140 countries. Founded to be both humane and excellent, we collaborate with our clients and partners using imagination, technology and rigor to shape a better world.



Global presence



89 offices

33 countries

75 yrs of independent ownership

17,000+ people

Arup is a leading international multidisciplinary planning and design firm that focuses on the built environment. We specialize in challenging buildings and infrastructure projects across the globe.

Our ownership structure – the firm is held in trust on behalf of its employees – ensures that Arup retains its independent spirit and remains a learning organization.



Our core services

- Acoustic consulting
- Audiovisual consulting
- Bridge design
- Building design
- Civil engineering
- Construction planning
- Controls and commissioning
- Cost management
- Development planning
- Electrical engineering
- Energy consulting
- Environmental consulting
- Façade engineering
- Fire/life safety consulting
- Geotechnical engineering
- Highway engineering
- Impact and blast engineering
- IT and communications systems
- Lighting design
- Logistics consulting
- Management consulting
- Maritime engineering
- Mechanical engineering
- Offshore engineering
- Plumbing engineering
- Project management
- Rail engineering
- Risk consulting
- Security consulting
- Seismic design
- Structural engineering
- Sustainability consulting
- Transaction advice
- Transport planning
- Tunnel engineering
- Venue consulting
- Visualization and modeling
- Water engineering
- Wind engineering

Equity, Diversity and Inclusion

As leaders across the built environment, it is our shared responsibility to bring about meaningful change for good through the projects we do and the people we choose to work with.



Our EDI Strategy

Vision:

We aim to make equity, social justice, and inclusion a fundamental part of how we shape a better world.

Diversity our Membership

- Graduate and intern recruiting
- Experienced recruiting
- Senior hiring
- Long-term pipeline

Enable Arupians to Thrive

- ERGs
- Workplace environment
- Inclusive Leadership
- Learning
- Development
- Sponsorship & Mentorship
- Succession planning

Transform Communities

- Our Work
- Our Clients
- Our Industry
- Supplier Diversity (MWDBEs)
- Community Engagement

Americas Region EDI Executive Committee

Our Equity, Diversity, and Inclusion strategy aims to foster a sense of belonging and encourage talented people of all backgrounds to produce their best work. This is a global initiative.



Eric Euting
Chair
EDI Director



Helene Tischer
North Geography



James Francisco
East Geography



Ellen Rhodes
West Geography



Sarah Rosen
People Team Liaison



Cynthia Chau
API Champion



Mackenzie Hill
Women+ Champion



Nicola Dobbs
Black+ Champion



Ale Echeverry
Hispanic/Latinx
Champion



Sean Walker
LGBTQ+ Champion

Employee Resource Groups (ERGs)



ASPIRE's purpose is to raise awareness of the diverse cultures and backgrounds within the several ethnicities in the Asian, Pacific Islander (API) community and to empower API members to perform to their full potential.

Contact: Cynthia Chau



Our focus is to organize, mentor, and uplift the morale and profile of Black Arupians. We work with the region's EDI and People leaders to develop transparent hiring and retention initiatives; provide opportunities for mentoring, networking, and skills development to support career progression; and highlight Black Arupians' contributions to the firm.

Contact: Ellen Rhodes



Connect Out is Arup's employee resource group for lesbian, gay, bisexual, trans, intersex, and queer (LGBTIQ) Arupians and our collaborators.

Contact: Diego Ramirez



Viva Arup! supports Arup's broader EDI goals to shape an equitable, diverse, and inclusive workplace, where everyone feels comfortable bringing their whole selves to work.

Contact: Ale Echeverry



Connect Women is a professional, inclusive network that improves the opportunities for women in Arup, to enable them to maximize their valued contributions to the firm, our clients, and our industry.

Contact: Mackenzie Hill

Newly formed: Connect Ability focused on Disability and Mental Health.

Contact: Aaron Consebido

Scholarship Program

In 2021 we helped Shape a better world by continuing our regional scholarship program while also providing scholarships and mentorship opportunities to various students. In 2022 we are looking forward to expanding with Scholarship opportunities within the LGBTQ+, Indigenous groups, and more. Below are the partnerships we have created and begun scholarships with:

Regional Scholarship

Howard University

Texas HBCU – *Coming soon*

National Societies and Associations Scholarships

National Society of Black Engineers (NSBE) -

Society of Hispanic Professional Engineers (SHPE)

Discipline Specific Associations Scholarships

Audio Engineering Scholarships (AES)

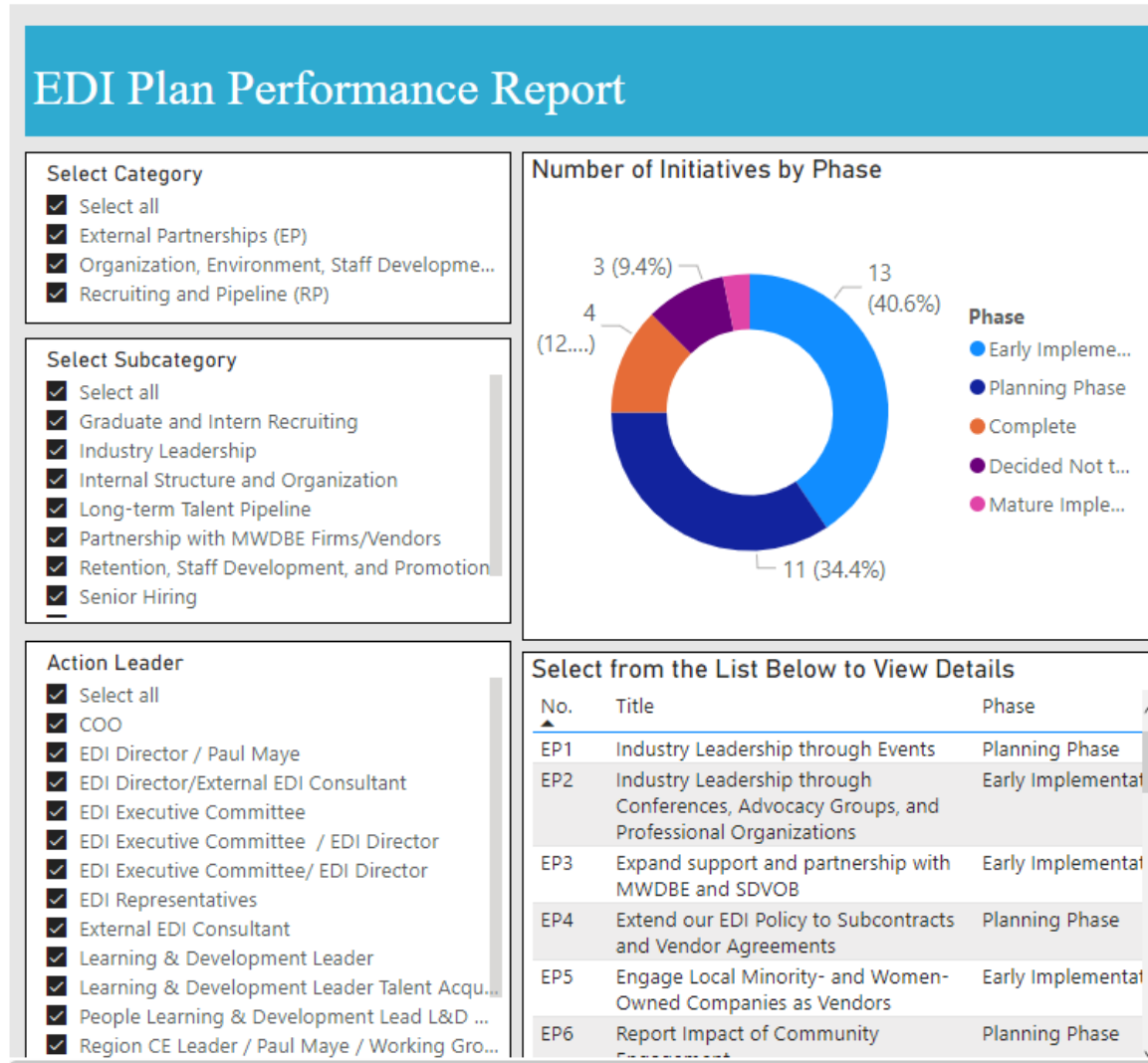
Translation Scholarship

Quiet Days

- No meeting days in Americas' offices
- Support EDI and wellbeing commitments
- Education and resources to be sent in advance

Month	Day	Event
June	17	Juneteenth
September	30	National Day for Truth and Reconciliation
October	12	Día de la Raza
December	2	International Day of Persons with Disabilities
January	23	Lunar New Year
March	8	International Women's Day
May	17	International Day Against Homophobia, Transphobia, and Biphobia

EDI Three Year Action Plan



40.2% of our firm are women and non-binary individuals which is about **10% higher** than our A/E/C counterparts

Over **33%** of our firm identify as racial/ethnic minority individuals which is **more than double** of our A/E/C industry peers (at 15%)

According to 2021 EFCG CEO survey

Community Engagement

- We give the funds and allow our employees to give their time to provide technical assistance to humanitarian and developmental organizations around the world
- We encourage our staffs to undertake networking and education activities on charitable & community issues at the grass-root level
- Each year we aim at donating 1% of our profits directly to charitable causes.



Engineers Without Borders, USA

Arup sponsored two members of the San Francisco office to oversee well drilling in rural Kenya in July. When completed in January 2013, the project will improve drinking water quality for 500 people and a local health clinic. The work is part of a greater effort that aims to make clean water accessible at the three primary schools within the area and potentially work with Kenya's Education department to expand the local secondary school.

© Arup



Community Engagement

- Engineers Without Borders
- Bridges to Prosperity
- WaterAid
- RedR
- Habitat for Humanity
- Community Engagement Network
- Ove Arup Foundation



Supplier Diversity Performance

Contract Name & Number	Description of Work	M/WBE Goal (%)	M/WBE Award (% of M/WBE Award \$ in relation to total contract \$)
NYCEDC Newtown Creek Green Infrastructure, 53320001	Design of ROW Bioswales and Stormwater Greenstreets in the Newtown Creek watershed	18%	38.73%
NYCDEP Kensico-Eastview Connection Tunnel 2, 20171428186	Design support for a new Kensico-Eastview deep rock, water conveyance tunnel, new screen chamber building, and connecting conduits to the modified Upper Effluent Chamber and to the (proposed) Eastview Connecting Chamber	20%	20.28%
NYCEDC Hunter's Point South, Phase 1, 27360005	Design of street infrastructure and a waterfront park	20%	32%
NYCEDC Hunter's Point South, Phase 2, 273600015	Design of infrastructure and a waterfront park, including tidal wetlands and a seawall	21.07%	58.22%
NYCDOT Engineering Services Agreement Planning & Sustainability, 84111MBPS591 (PIN),	On-call contract to provide transportation planning and engineering and urban design for 57 task orders	18%	18%

M/W/DBE and SDVOB Open

**Wednesday, October 5**

Time: 3-4:30pm

Location: 77 Water Street, New York, NY 10005

Dedicated to sustainable development, Arup is a collective of designers, consultants and experts working globally. Founded to be humane and excellent, we collaborate with our clients and partners using imagination, technology, and rigor to shape a better world. We greatly value our partnerships with M/W/V/DBE and SDVOB firms because the success of our projects depends on the quality of our teams. Please join our annual open house to meet some of our key decision makers and learn more about how we work.

This event will be facilitated by James Francisco, Arup's Equity, Diversity, and Inclusion Leader for the New York.

[Register here](#)

Arup is an independent firm of designers, planners, engineers, consultants, and technical specialists offering a broad range of professional services.

Arup 77 Water Street New York NY 10005

21
number of
MWDBE
presenting firms

8
number of years we
have been hosting
event

200+
number of firms who
attended

Personal Project Experience



Green Infrastructure for Public Housing



MWRD of Greater Chicago Strategic Plan



Newark 360



NYCHA Red Hook Houses Sandy Recovery and Resilience



Sao Paulo Sustainable Housing Guidelines



Bradley Green Alley in Los Angeles

CHEERS Design and Permitting

ARUP



Global



Canary Wharf, London, England



Hunters Point South, Queens, NY



Allegheny Riverfront Park, Pittsburgh, PA



Marina Bay, Singapore



Songdo International Business District, Incheon, South Korea



Little Island, New York, NY

Local



CHEERS Masterplan



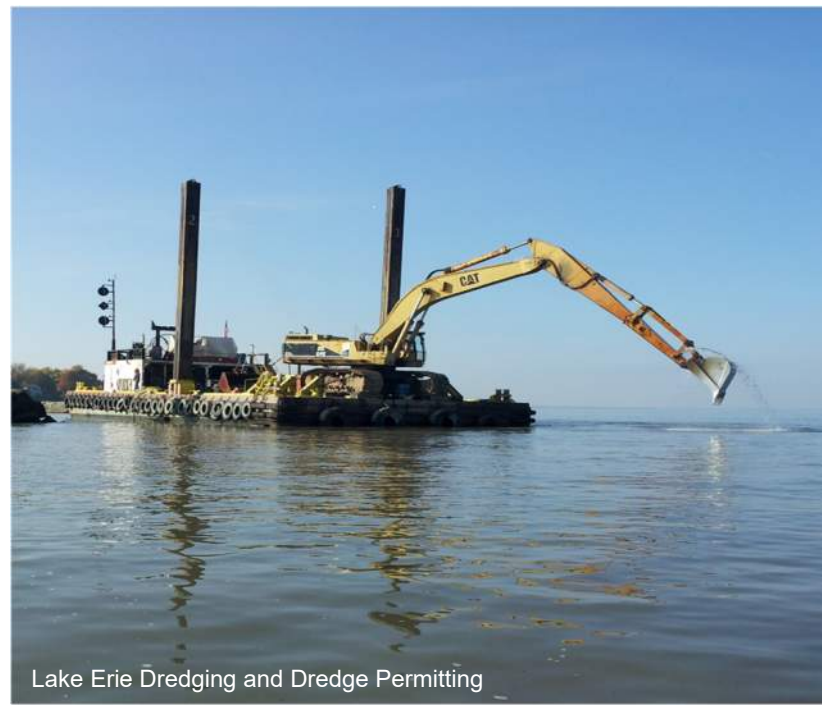
Cedar Point Causeway Wetlands, Sandusky Bay Initiative, City of Sandusky, OH



Two Consecutive GES/Coastal Engineering Contracts, Cleveland Metroparks



Port of Cleveland Mobility Study



Lake Erie Dredging and Dredge Permitting



USACE Dredge Material Management, Dike 12

Implementing from concept to construction

Songdo City | Incheon, South Korea



Masterplan



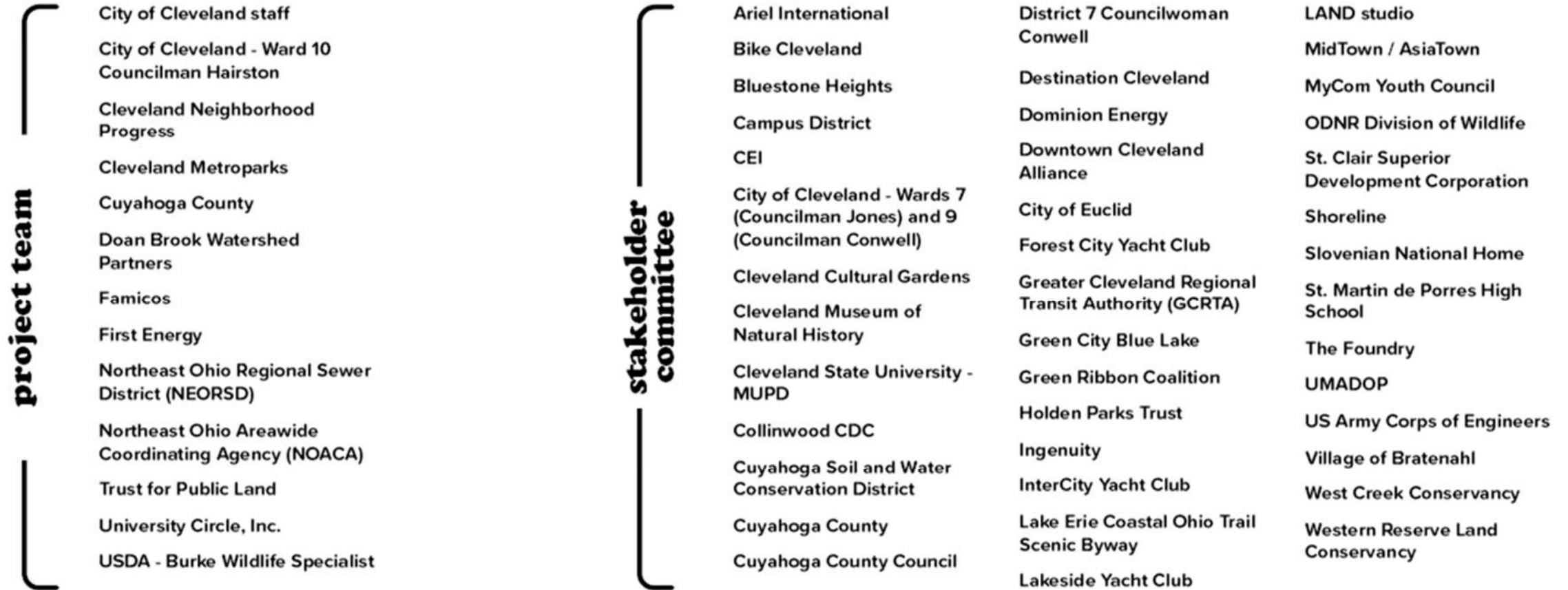
Large-scale Reclamation



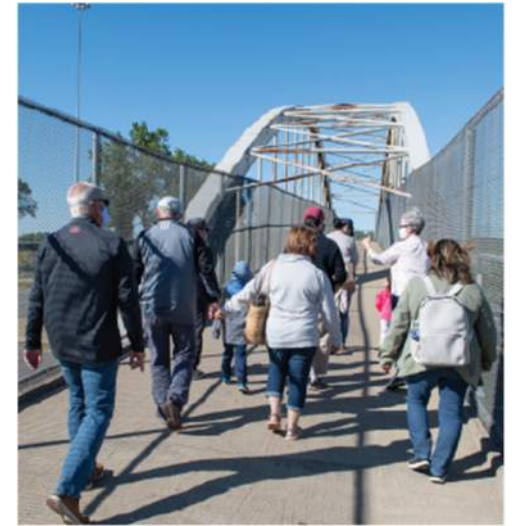
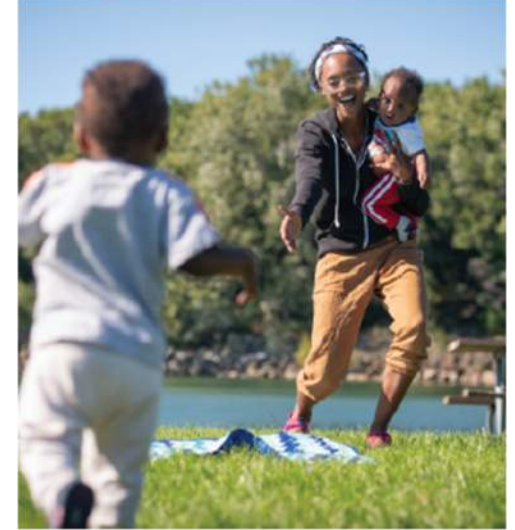
Sustainable City

This 1,500-acre international business district is the largest public-private development in history, a large-scale reclamation project built entirely on tidal mudflats through the beneficial re-use and placement of dredged materials.

Building a Coalition for Engagement



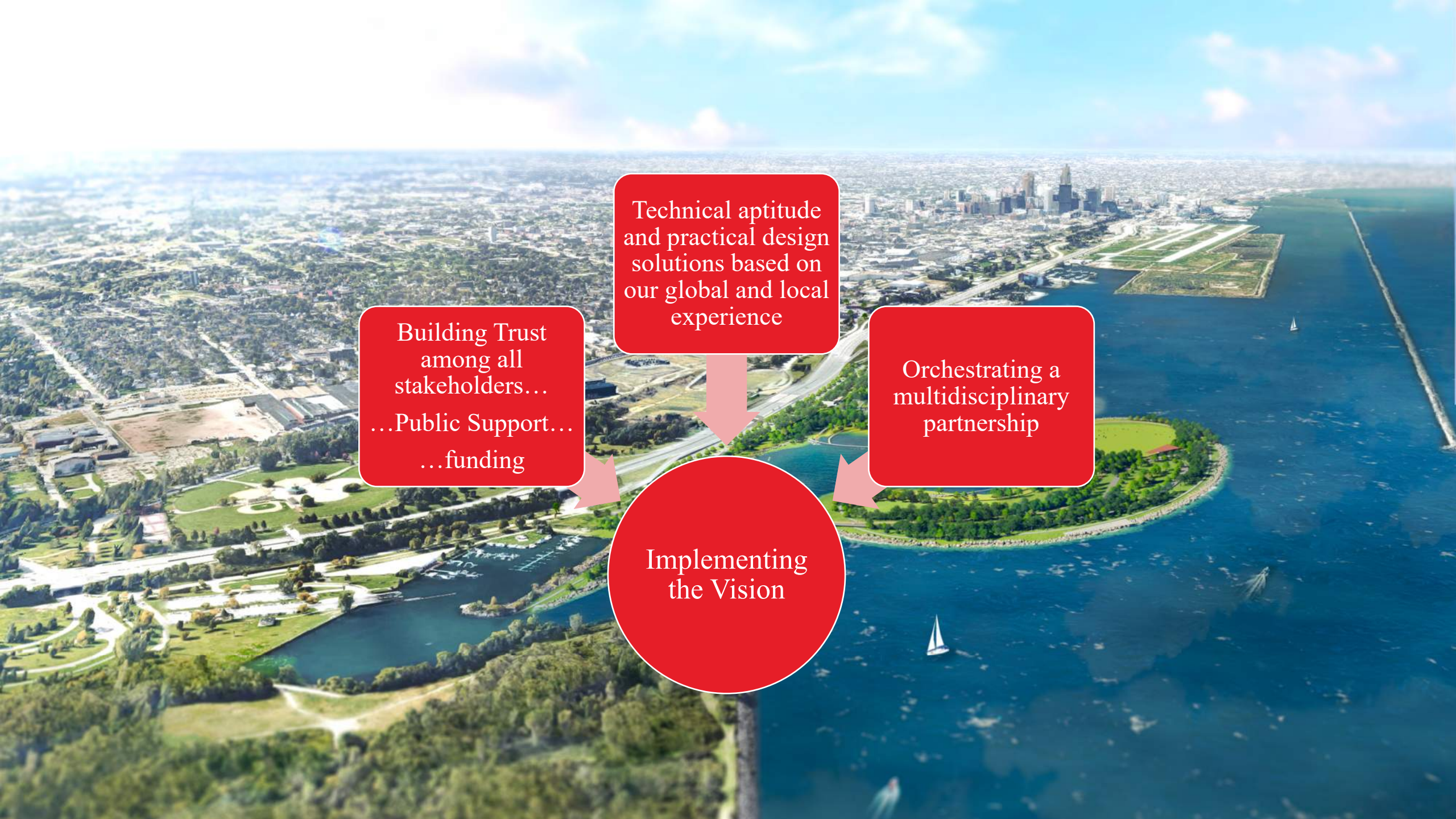
Continuing the Conversation



Multidisciplinary Partnership







Technical aptitude
and practical design
solutions based on
our global and local
experience

Building Trust
among all
stakeholders...
...Public Support...
...funding

Orchestrating a
multidisciplinary
partnership

Implementing
the Vision

Thank you