



Stantec Consulting Ltd.  
400-10220 103 Avenue NW, Edmonton AB T5J 0K4

June 25, 2020

**Attention: Patti Stewart**  
ERIEC  
10209 97 St NW,  
Edmonton, AB T5J 0L6

Dear Patti,

**Reference: ERIEC Letter of Support**

With inclusion and diversity as one of our key business priorities, Stantec has been a strong supporter of ERIEC's mission to remove employment barriers faced by skilled immigrants and help them integrate into the local labour market. Our Edmonton employees started volunteering as ERIEC mentors in 2011, long before we formalized our partnership in 2014 when Stantec committed to offering 10 mentors per year. Having participated in ERIEC's Career Mentorship and Networking program streams, we've worked closely with the organization over the years to nurture diversity, promote knowledge sharing, and provide professional development, volunteer, and leadership opportunities to our staff, while helping to level the playing field for all Edmontonians.

It is due to the organization's hard work, professionalism, and unwavering commitment to making a difference in our community that our collaboration was a huge success: later in 2014, Stantec was recognized with a Partnership Northern Star Award having engaged over 80 employees in different initiatives that year. While we offered mentors and provided the necessary support, ERIEC does the heavy lifting to ensure both the Career Mentorship and Networking programs run smoothly and spark lasting change.

Throughout our partnership with ERIEC, we saw many skilled immigrants build strong connections with our employees and integrate into a new community. We learned firsthand about the organization's far-reaching impact and its leadership in nurturing inclusion and diversity in Edmonton. With our deep connection to this organization and its programs, when we were looking to establish our 65th anniversary scholarship, ERIEC was the perfect fit. In 2020, ERIEC awarded \$1000 to one of their clients, Abdul Mohd, to offset the cost of obtaining his P.Eng. designation, enabling him to practice engineering in Alberta. To this day, many Stantec employees continue dedicate their own time to mentor and coach skilled immigrants, and drive change as ERIEC's board members.

Stantec's relationship with ERIEC has provided a meaningful way to promote inclusion and diversity in the office and beyond. The staff and volunteers at ERIEC have changed many lives, assisting newcomers to Edmonton in their pursuit of fulfilling employment and connecting them with impactful mentors. ERIEC is one of the key driving forces of economic prosperity in Edmonton. I can't think of a better candidate for the Community Foundation Grant to provide funding for its business development program, and create opportunities to engage other organizations across Edmonton in promoting diversity in the workplace.

Sincerely,

**Stantec Consulting Ltd.**

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Design with community in mind