



Consulting  
Engineers and  
Scientists

## EMPLOYER DIVERSITY SPOTLIGHT

### WHY IS DIVERSITY IMPORTANT TO YOUR COMPANY?

GEI views diversity as a vital element to achieving our goals for leadership, governance, and growth. We view diversity as an essential element of leadership development and as a GEI cultural value that is woven into our operational decision-making.

### DOES YOUR COMPANY HAVE ANY DIVERSITY-SPECIFIC INITIATIVES OR EMPLOYEE GROUPS/ORGANIZATIONS?

GEI's Board of Directors has made diversity a top priority for GEI, and has created a board-level committee whose charter includes oversight of the implementation of initiatives to achieve our diversity goals.

Additionally, GEI's Board of Directors issued the following statement on diversity:

#### **GEI DIVERSITY STATEMENT**

WHEREAS the mission of GEI Consultants, Inc. (GEI) is to deliver professional services of exceptional value to our clients through expert and ethical engineering and science consultancy; and,

WHEREAS GEI is committed to educating and encouraging its employees to better serve our clients, communities, and each other, consistent with our company values; and,

WHEREAS GEI defines diversity as a broad representation of experiences, perspectives, opinions and cultures achieved through the inclusion of people of different genders, races, nationalities, disabilities, sexual orientations, ages, religious beliefs, and veteran status; and,

WHEREAS GEI values inclusiveness as an essential source of vitality and strength for the effective pursuit of its mission; and,

WHEREAS GEI has a long standing policy prohibiting discrimination;

THEREFORE, BE IT RESOLVED by the Board of Directors of GEI Consultants, Inc., that the infusion of diversity into the corporation is of vital importance and the Board of Directors hereby commits itself and GEI to an ongoing proactive process of seeking and achieving diversity in its governance, leadership, committees, employment, programs and activities.

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### IS THERE ANYTHING ELSE ABOUT YOUR COMPANY THAT'S IMPORTANT FOR DIVERSE JOB SEEKERS TO KNOW?

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GEI encourages and supports staff participation in organizations that reach out to diverse groups such as Society of Women Engineers, National Society of Black Engineers, American Indian Science and Engineering Society, etc...

GEI's internal employee referral program utilizes the diversity of GEI's existing junior staff to further expand the overall diversity of our staff. This includes creating a culture where staff views themselves as GEI's brand ambassadors and are constantly vigilant to identify that next great candidate for hire.

GEI provides equal opportunities for all staff to advance to positions of increased leadership and responsibility and managers work with staff through their professional development to prepare them for positions of greater responsibilities.

GEI's workplace policies have a great deal of flexibility and have proven valuable to a number of staff looking to balance work and life experiences. This includes generous paid time off, ability to take extended voluntary unpaid leaves for a variety of personal reasons, and adjusted work schedules to allow for family needs. Please see the following link to our web site for some of our staff stories: [geiconsultants.com/why-join-gei](http://geiconsultants.com/why-join-gei)

### WHAT CO-OP OR FULL-TIME POSITIONS ARE YOU HIRING FOR?

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GEI continues to grow and expand nationwide. To view our current job openings and to apply please visit our website: [sharepoint.careers.geiconsultants.com/\\_layouts/15/start.aspx#/SitePages/Home.aspx](http://sharepoint.careers.geiconsultants.com/_layouts/15/start.aspx#/SitePages/Home.aspx)

**For more information on GEI co-op positions,  
Drexel co-op students can visit SCDCOnline.**