



thinc design

Diversity, Equity and Inclusion Policy

Intent

thinc design is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion (DEI). We believe the diversity of our employees, our project teams, and the communities we design for is fundamental to the quality and relevance of our work.

Scope

This policy applies to all partners, staff, and contractors working on behalf of thinc design, and informs how we approach recruitment, project teams, and community engagement.

Policy Statement

thinc design embraces and encourages differences among our employees, including but not limited to age, colour, ethnicity, family status, gender identity, language, nationality, physical and mental ability, political affiliation, race, religion, sexual orientation, and socio-economic status. Our human resource practices and our office environment are built on the premise of equity and inclusion.

Recruitment, Development & Advancement

- Applying DEI principles to recruitment, compensation, professional development, promotions, and transfers.
- Regularly bringing junior and early-career landscape architects onto our team to develop their skills working directly alongside our partners and senior staff.
- Working toward more structured pathways for equity-deserving groups, including Indigenous people, women, racialized people, persons with disabilities, newcomers, and 2SLGBTQ+ individuals, into the profession of landscape architecture.

Workplace Culture & Belonging

- Promoting respectful communication and inclusive teamwork across the firm.
- Offering flexible scheduling to support staff with differing needs.
- Requiring all staff to always treat others with dignity and respect.
- Completing annual diversity, equity and inclusion awareness training.

Community Engagement

- Embedding accessible, WCAG 2.0 / AODA-compliant public engagement materials into every project, so all community members can meaningfully participate.
- Engaging marginalized and equity-deserving community stakeholders throughout our planning and design processes, with the thoughtful consideration of nuanced needs.
- Keeping our partners directly involved on every project from concept through construction administration, rather than delegating community-facing work to junior staff.

Reporting

Employees who experience or witness discrimination are encouraged to raise it with their supervisor or a partner directly. Inappropriate conduct may result in disciplinary measures.

Review

This policy is reviewed annually to reflect our evolving practices and commitments.