

PAE's Diversity Partnership Program

The PAE Diversity Partnership Program ("Program") is intended to provide an intentional, structured approach for PAE and minority and women-owned partner firms (or "Partner Firms") to pursue and deliver successful projects together. The program is a result of three virtual roundtable discussions that were held during the summer of 2021 and experience with numerous COBID and MWESB partnerships over the years.

[APPLY HERE](#)



About PAE's Diversity Partnership Program

PROGRAM GOALS



Help diversify the architectural, engineering and construction industry



Develop and execute protocols to ensure effective communication and successful partnerships



Create and leverage strong relationships to win and execute great projects



Provide resources and benefits that meet the needs of Partner Firms to overcome obstacles to success

PARTNERSHIPS

Partner Firms can be added to the PAE Diversity Partnership Program based on the discretion of PAE and the Partner Firm. Program considerations include:

- Do we share similar values?
- What is our history working together?
- Does the partner meet the Program's goal to increase diversity in the MEP industry?
- Is the partner COBID certified in Oregon?
- Does the partner have the appropriate expertise in their field?
- Will the partnership be mutually beneficial?
- Can we successfully win and execute work together?

The PAE Diversity Partnership Program Action Committee shall review potential new partnerships. PAE may reach out to new partners or firms may reach out to PAE regarding inclusion into the Program.

APPLICATION PROCESS

Potential Partner Firms shall submit their application by clicking the "Apply Here" box to the left.

Review and approval will be through the PAE Diversity Partnership Program Action Committee, as part of the JEDI Committee.

Once application is approved, Partner Firm shall provide PAE with the following:

- Certificate of Insurance
- Brief claims history (past 5years)
- Standard Marketing Materials (firm bio, resumes, headshot)

ON BOARDING

Each new partner shall go through an on-boarding process that will include, at minimum, the following:

- Identifying goals and desired outcomes for both parties
- Technical strengths and weaknesses of the Partner
- Non-technical strengths and weaknesses of the Partner
- Experience and expertise of the Partner
- Sharing marketing materials to allow for quick teaming and project pursuits
- Introduce the Partner Firm's "PAE Liaison," The PAE Liaison will be a PAE or Luma PM with relevant technical expertise

On boarding will occur within three months of acceptance by the PAE Diversity Partnership Program Action Committee and the PAE Liaison.

About PAE's Diversity Partnership Program

BENEFITS

PAE will provide assistance based on the need of the partner firm. Some of the following benefits may be available to the Partner Firms:

- Become one of PAE's preferred partners
- Resume building with exposure to a variety of project types including large and highly sustainable projects
- Marketing support for teamed pursuits, including qualifications development and interview coaching and strategy
- Access to internal PAE technical and non-technical training sessions
- Recruiting support including sharing of relevant applicants
- Project staff support
- Business or technical skill mentorship
- Exposure to PAE's network of clients

PARTNERSHIP ROLES

Successful partnerships will rely on commitment and support from both PAE and the Partner Firm.

PAE's role will be to:

- Plan for a successful engagement of Partner Firm in a project
- Define scope and roles of both PAE and partner firm on projects
- Solicit feedback from clients and project teams and share relevant feedback with the Partner Firm
- Provide opportunities for growth, experience and learning
- Share resources that PAE offers that may be a benefit to the Partner Firm

Partners will do the following:

- Clearly and honestly communicate firm capabilities and capacity
- Perform project work as agreed upon
- Meet with PAE liaison regularly
- Provide feedback to the PAE liaison regarding project engagement, successes, and challenges
- Identify areas for improvement of the Partnership program

COMMUNICATION

Each Partner Firm will be assigned a PAE Liaison. While the Partner may work with several different Project Managers (PM) and Principals at PAE during project work, the PAE Liaison will be the primary point of contact at PAE for the Partner Firm, in regards to the PAE Diversity Partnership Program and long-term relationship development. The Liaison will also perform annual reviews and be available to discuss challenges, concerns and lessons learned. The Liaison can also direct the Partner Firm to internal PAE resources and relevant subject matter experts. The PAE Liaison will be a Project Manager or higher.

Note: all project-related communications should be routed through the designated project team, and not the PAE Liaison.

As the partnership is developing, weekly communication with both the Liaison and project specific PM(s) is encouraged. As the partnership grows, frequency of communication should be discussed between Partner Firm, specific project PM(s) and PAE Liaison.

General PAE Liaison and Partner Firm meetings should occur monthly. While Project-specific meetings should be conducted as needed for the success of the project and frequency should be determined by the project team.

PAE Diversity Program communication commitments:

- PAE shall confirm with Partner Firm on their willingness and ability to join project teams prior to committing the Partner Firm
- Annual reviews (see below for more information)
- PAE Liaison and PAE's project-specific PM(s) will stay in contact regarding scope of services and any other information that may affect project delivery
- Partner Firm shall inform PAE Liaison and (if applicable) PAE project-specific PM(s) of any changes in capacity or capabilities in a timely manner
- Invoicing to be conducted monthly and submitted to the project-related PM(s)



About PAE's Diversity Partnership Program

ANNUAL REVIEW OF PARTNERSHIPS

Each partnership shall be reviewed annually by the PAE Diversity Partnership Action Committee, the PAE Liaison and the Partner Firm. These reviews will assess:

- Successes
- Areas of improvement
- Lessons learned
- Values alignment
- Pursuit successes and failures
- Needs
- Continued partnership value
- Existing goals and objectives
- New goals and objectives for the coming year

Participation in the partnership is at-will. PAE and the Partner Firm may dissolve the partnership at any point. Not participating in the Partnership Program will not exclude a firm from partnering with PAE on project pursuits.

If the Partner Firm no longer meets the Oregon COBID certification requirements, they will no longer be eligible to participate in the PAE Diversity Partnership Program.

The PAE Diversity Partnership Action Committee and PAE Liaisons will meet at a minimum once a quarter. The purpose of these meetings will be to confirm the Diversity Partnership Plan is being implemented as intended, get feedback on the Plan, and address any issues with the Plan or partnerships that may arise.

[APPLY HERE](#)

About PAE

We're all about people and nature. Engineers have a reputation for complicating things. But at PAE, we like to keep it simple: People and nature are our driving forces.

Internally, we look out for each other and the spaces we occupy—inside and out. And the same applies to our work. We design high-performing buildings that keep people comfortable, healthy, and productive inside, while restoring the natural world outside.

Founded in 1967, PAE is a firm of more than 340 employees providing an array of services in mechanical, electrical, and plumbing engineering, building performance analysis, and lighting and technology system design. With offices in Portland, Eugene, Seattle, Spokane and San Francisco, PAE serves public and private sector clients throughout the western United States and beyond.

Mission and Vision

We help solve the planet's energy and water challenges. We do this by working with our clients to design the nation's highest performing built environment. To do this, we listen to our clients to deeply understand their goals, we hire and retain the best staff and we provide innovation engineering solutions that work.

Our Work

PAE's projects range from entirely new buildings to tenant improvements and historic building renovations. Essentially, we work with any type of building at any point in its lifespan, even when it's still just an idea. We do all this while balancing the project's first cost/pro forma and long-term operational cost requirements along with comfort, water conservation, and energy efficiency goals.

PAE's work spans nearly every sector and building type. From education and research, to commercial office and corporate campuses, to civic and cultural, to healthcare and housing.

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Living Buildings

30+

Net Zero Energy Buildings

65+

LEED Platinum Buildings

175+

LEED Gold Buildings

Core Competencies



Mechanical Engineering

PAE's mechanical engineering services are focused on building performance, comfort, controllability, energy use, maintainability, and the elegant integration of mechanical and plumbing systems with architectural design. We also offer related services such as fire-protection systems design, commissioning, comfort analysis, envelope optimization, water-cycle analysis, and energy modeling.



Electrical Engineering

PAE provides engineered electrical systems, including designs for metering and renewable-energy systems, that are tailored to each client's project criteria and malleable enough to meet future goals. We work collaboratively to develop innovative ideas for lighting, control, power, and technology systems that are integrated and work in concert with the building and its occupants.



Plumbing Engineering

PAE works early on with project teams to analyze the use of water to find healthy, innovative, and simple designs that elegantly integrate with the building's mechanical systems and architectural designs. Our regenerative solutions for water and waste include: water use reduction and energy-saving design strategies, specialty piping systems, onsite treatment, and more.



Technology Design

Our technology-design team works in partnership with our clients to provide tailored solutions that are reliable and robust. We design systems which enable occupants of the built environment to connect, collaborate, and innovate. We listen to each client user group and design intuitive audiovisual systems, powerful wired and wireless communications infrastructure, and dynamic physical security solutions.



Regenerative Design

Our regenerative design services help clients make informed decisions from sustainability goals to building performance and occupant satisfaction. Through careful analysis and our deep understanding of building science to show predictive performance and the value of goals over time, we provide an understanding between architectural design and building systems. Our data analysis informs the vision, implements details, and tracks performance.



Architectural Lighting Design

LUMA is the architectural-lighting division of PAE. As independent architectural-lighting designers, they collaborate with their clients to decide on a common vision through light. They listen and probe. They question and clarify, exploring all options. They then use light to organize and reinforce the architectural vision.

Diversity, Equity, and Inclusion at PAE

A Triple Bottom Line firm, PAE's success is measured not only by profit, but by its commitment to people and the planet.

35%
OF PAE'S WORKFORCE ARE WOMEN

52%
OF PAE'S ENTRY LEVEL ENGINEERS & DESIGNERS ARE WOMEN

20%
OF PAE'S WORKFORCE ARE BIPOC BLACK, INDIGENOUS, AND PEOPLE OF COLOR



JEDI

The JEDI (Justice, Equity, Diversity, and Inclusion) Committee strives to strengthen PAE as a company where diversity is a core asset, where all experiences are valued, and individuality is not only encouraged but also celebrated.

Just.

We are a JUST certified company. By becoming a JUST certified company, we are evaluating ourselves through a social justice and equity lens, and reporting on a range of organization and employee-related indicators: Diversity & Inclusion, Equity, Employee Health, Employee Benefits, Stewardship, and Purchasing & Supply Chain.

WOMEN IN LEADERSHIP

PAE created the Women in Leadership (WIL) Committee to create a program to provide leadership paths and development training for the women of PAE and to formalize a community of women so that they can support and guide each other.

GENDER-NEUTRAL COMPREHENSIVE PAID FAMILY LEAVE

In a bold move to retain women in STEM careers while supporting men to be equal caregivers, we were the first MEP firm in our industry to offer Gender-Neutral Comprehensive Paid Family Leave.

Corporation

PAE is a certified B-Corporation — a new kind of business that considers the impact of their decisions on their workers, customers, suppliers, community, and the environment. They create a community of leaders, driving a global movement of people using business as a force for good.

INTERNAL MENTORSHIP

PAE cares about training and creating paths for the next generation of thought leaders. New employees are assigned a mentor that they regularly meet with, that will promote skill development, provide new perspectives, and be a safe space for sharing concerns.

PRO BONO WORK

PAE has done pro bono work for a number of firms and nonprofits worldwide. In 2016, we became one of the founding members of the "Green Warrior Society," a select group of design firms curated by the founder of the Living Building Challenge. This group focuses their pro bono work on high-performance design for nonprofit organizations.

COMMUNITY SERVICE

Outside of formal AEC community service organizations, PAE provides 20 paid service hours for every employee to use according to their own values and has an internal team that regularly organizes community service opportunities for our staff.



ACE Mentor program allows PAE mentors to work directly with high school students interested in professions in the AEC industry. PAE also has one senior level engineer serving on the Board of Directors.

CHARITABLE GIVING

PAE is dedicated to giving back and being actively involved in charitable giving to worthy causes within our communities where we are located and elsewhere. Our Charitable Giving Program will continue to build on the commitment PAE has to employees and to the community. PAE matches all employee gifts up to \$100, with a firm wide cap at \$15,000.

MESA

MESA Day is an annual state competition for the MESA Schools Program in Oregon. PAE participates in MESA Career Days to teach the basics of electrical, plumbing, and mechanical engineering as well as lighting design, technology, and sustainability.

MORE

Principal Ruwan Jayaweera co-founded Room for More, an open collective of diverse professionals in the fields of Architecture, Engineering and Construction from different firms in the Portland area. The collective is inspired to contribute in the effort to increase, mentor and support diversity and equity in the AEC profession.

PORT OF PORTLAND

PAE participates in the Port of Portland Mentor-Protege Program, which is a nationally recognized small business development program that was developed to help small businesses overcome the barriers they face when trying to do business with government agencies.

COBID + DIVERSE TEAMS

The PAE Diversity Partnership Program provides an intentional, structured approach for PAE and diverse or COBID partner firms to pursue and deliver successful projects together. The program includes communication guidelines, role expectations, clear points of contact and communication procedures, and opportunities to share resources based on a firm's needs.

Portland State University

PAE participates in the Green Building Scholars Program, a program offered through Portland State University, which encourages STEM students to study of the physical phenomena affecting buildings with a particular emphasis on energy-use and environmental quality