



Foundation

Annual Review 2023



Photo: Courtesy of Berry College, USA



Photo: Habitat for Humanity Community Build Day, USA



Photo: Solar Buddy



Photo: Habitat for Humanity Build Day, Toronto, Canada

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Photo: Solar Buddy

GHD Foundation is constituted by charitable companies registered in:

USA
(EIN 86-1440814)

Australia
(ABN 12 645 424 862)

Canada
(Registration No. 796286144 RR 0001)

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Message from our Chair and Managing Director

Since its doors opened in 1928, GHD's people have cared about local communities, supporting many worthwhile causes and building strong relationships.

Then something happened...

With pandemics, natural disasters, racial and economic inequality and climate change, local community work didn't seem enough. GHD had grown into an 11,000-people-strong, global success, with the resources to do more.

Locally and globally.

In 2020 the GHD Foundation was born and receives 1% of net profit from GHD.

In the first year, the Foundation had a broad focus, and we learned an important lesson - we tried to tackle too many issues and our resources were spread too thin. We were diluting our impact

So now...

GHD Foundation is focused on skilling people who will use their talent to implement real change for decades



Rob Knott

> Chair, GHD Foundation



Jo Metcalfe

> Managing Director, GHD Foundation

There are many groups underrepresented in STEAM education and employment including women and girls, First Nations Peoples and cultural minorities, regional and remote communities and people who face financial barriers. By widening participation in STEAM education and career opportunities, we make a bigger difference.

The Foundation has a range of global community relief and STEAM initiatives, including building partnerships that can further amplify our impact and our efforts. Our activities include grants, scholarships, bursaries and research.

We are not pursuing this alone. To create real change and amplify our impact, we are partnering with organisations that share our commitment. We are also committed to activities in the areas of water and energy security, and sustainable emergency response, especially with a focus on First Peoples. We are also working in partnership with GHD people, through GHD in the Community, to strengthen the impact of local initiatives and help make a difference in the communities where they live and work.

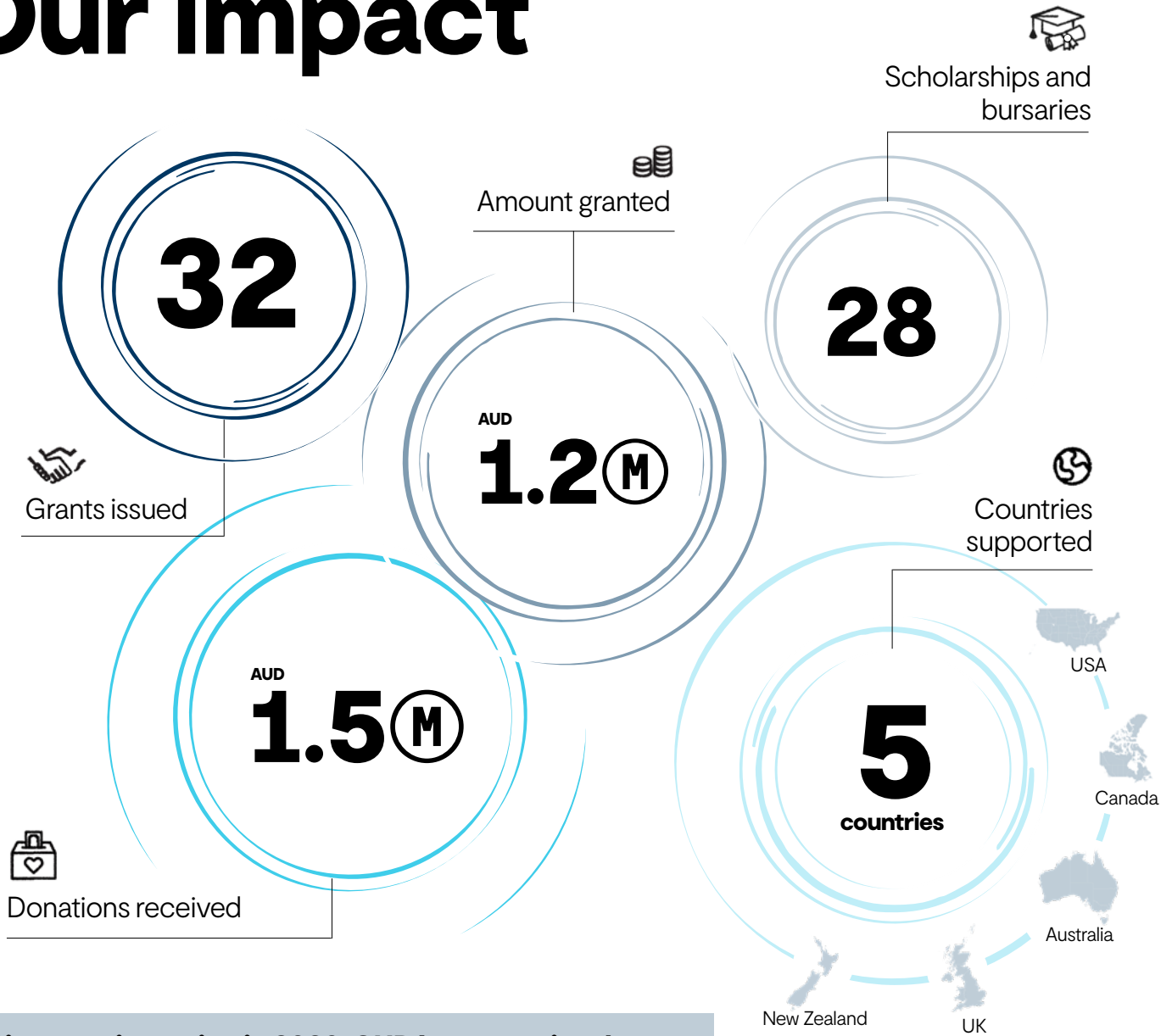
Thank you to the many partner organisations we have worked with during the 2023 financial year.

In the future...

It's not hard to imagine that over time we grow our impact from hundreds to thousands of people globally who we have inspired and helped to access STEAM education powered by a highly effective network of partner organisations.

It's about letting our actions speak louder than words, leading by example. Through skilled people, we will empower communities to build more resilient future.

Our impact



Since our inception in 2020, GHD has committed AUD \$4.5m. During the same time period more than AUD \$2.6m has been issued as grants. For additional information please visit our website ghdfoundation.org

Our lenses



Grants and scholarships spotlight

STEAM grants

USA – Children’s Environmental Literacy Foundation (CELF)

This project aims to cultivate the next generation of civically engaged, workforce-ready environmental stewards, equipped with STEAM skills of data literacy, communications, and design thinking to help raise awareness of how everyday actions can protect the ecosystems and potable water provided by their local watersheds.

Engaging schools in regions where GHD has a presence, including in Greater Houston, Texas; Westchester County, New York; and Southern California, CELF will train teachers in its problem/ project/ place-based pedagogy to support implementation of student environmental projects.



Photo: Courtesy of CELF, Westbury students



Photo: Tech Girls Foundation

USA – Techbridge girls (TBG)

Committed to providing access to STEM education and careers for girls, TBG supports out-of-school time educators and STEM professionals with comprehensive ready-to-use equity training and curricula. The programs focus specifically on addressing systemic economic, racial and gender barriers for Black, Indigenous and “people of colour” girls, including trans and non-binary youth.



Australia – Aboriginal and Torres Strait Islander Mathematics Alliance (ATSIMA)

ATSIMA believes in the importance of mathematics education for Aboriginal and Torres Strait Islander students. The organisation delivers professional development programs, STEM camps, school maths programs, conferences and webinars for communities throughout Australia.

This grant is supporting ATSIMA to develop and implement a suite of resources for students up to year 10 which are aligned to the latest version of the Australian Curriculum: Mathematics. The materials will empower teachers with culturally responsive content that connects Aboriginal and Torres Strait Islander histories and cultures with mathematics.



Australia – Schools Plus

Supporting three schools located in low socio-economic areas, the partnership with Schools Plus enables STEAM program delivery throughout Australia.

The GHD Foundation-funded initiatives are school-led and designed to meet the specific needs of the students and teachers, bringing a targeted approach to STEAM learning, based on the school's context and unique challenges. As a part of ensuring program success, Schools Plus provides school leaders with expert coaching to help in the design, implementation and evaluation of the initiatives and connects schools with others across Australia undertaking similar work, to share learnings and resources.

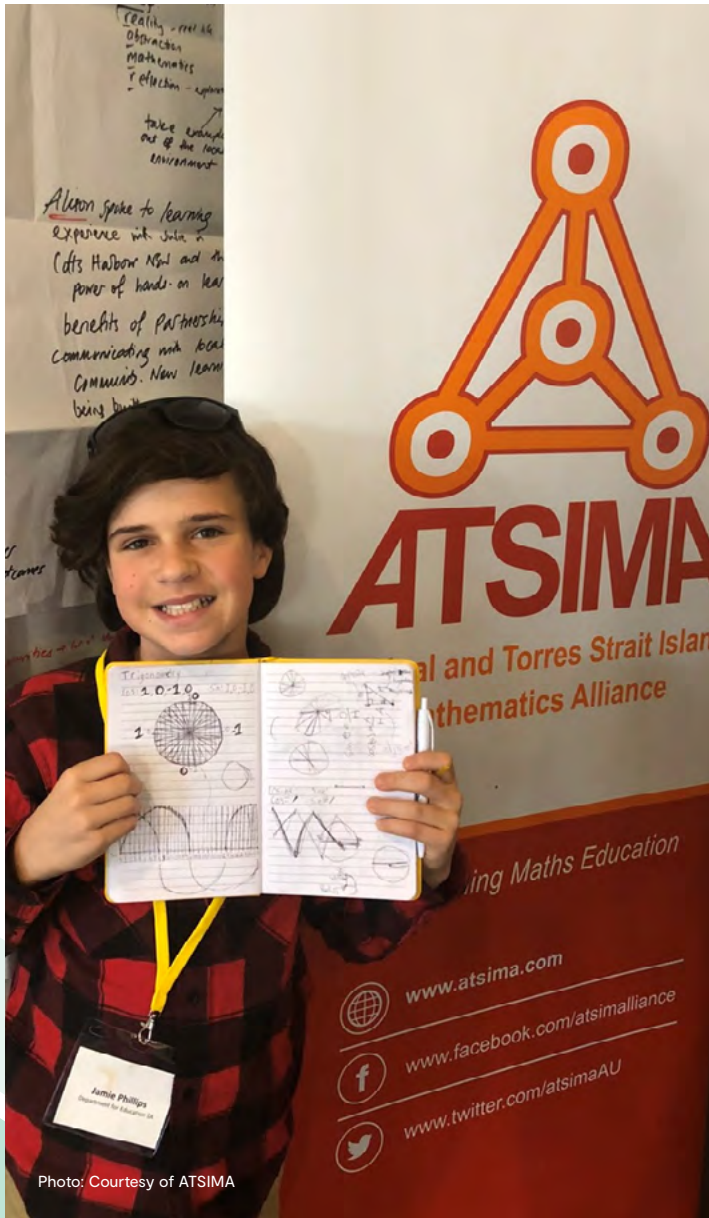


Photo: Courtesy of ATSIMA



Photo: Courtesy of Schools Plus



Photo: Courtesy of Schools Plus

STEAM scholarships and bursaries

Canada - University of Guelph

The first gift for our Canadian Scholarships and Bursaries program was University of Guelph's GHD Foundation Bursary for Women in Engineering, supporting a female student registered in the Bachelor of Engineering program who has demonstrated financial need. This scholarship aligns with the University of Guelph's commitment to enhance the representation and progression of women in the fields of Science, Technology, Engineering, and Math (STEM) by means of student-centered initiatives.



Photo: Zeena Abdelbasit (left) and Tej Gidda, GHD's Global Future Energy Leader (right).

Australia STEAM Scholarship - University of Queensland supporting regional, rural and remote students

Our first scholarship in Australia aims to address educational inequality in Queensland. The GHD Foundation Scholarship supports a student in STEAM studies and sits within the UQ Young Achievers Program. This scholarship program provides mentoring, advice, financial assistance, and opportunities for personal growth providing holistic support for regional, rural or remote students experiencing financial barriers.



UK - University of Salford

The inaugural UK scholarship by the GHD Foundation, is dedicated to sponsoring a three-year STEAM degree, with a particular emphasis on the built environment. Priority will be given to students who are the first in their family to pursue higher education. This scholarship aims to assist a student from a low-income background, thereby contributing to the expansion of educational opportunities.



Community relief

Habitat for Humanity

Responding to the need for housing security, GHD Foundation is supporting Habitat for Humanity projects in a number of countries. This partnership builds on GHD's long-standing relationship with Habitat for Humanity,

- **Australia:** The Foundation is a founding partner of the Women Building and Maintenance Social Enterprise Program, which helps women train and enter the construction industry.
- **Canada:** Supporting the Indigenous Housing Partnership and Women Build programs.
- **USA:** Contributing to new home construction and Women Build programs.
- **New Zealand:** The Foundation issued a grant to support Habitat's Cyclone Gabrielle long term disaster recovery efforts. Habitat regional offices are carefully assessing the needs of each affected community and implementing a long-term, localised response for maximum impact.



Photo: GHD volunteers at Habitat for Humanity Halifax Canada Build Day

RedR Australia

When disasters strike, RedR Australia deploys skilled people around the world to provide emergency and humanitarian relief supporting government, United Nations and local relief agencies.

GHD Foundation's 2023 grant provided support toward selection and training of humanitarian professionals and the ongoing operation of the organisation. This grant commitment also compliments GHD's long-standing partnership which currently provides pro bono support to assist operations and deployments.



Photo: GHD volunteers, Habitat for Humanity Build Day

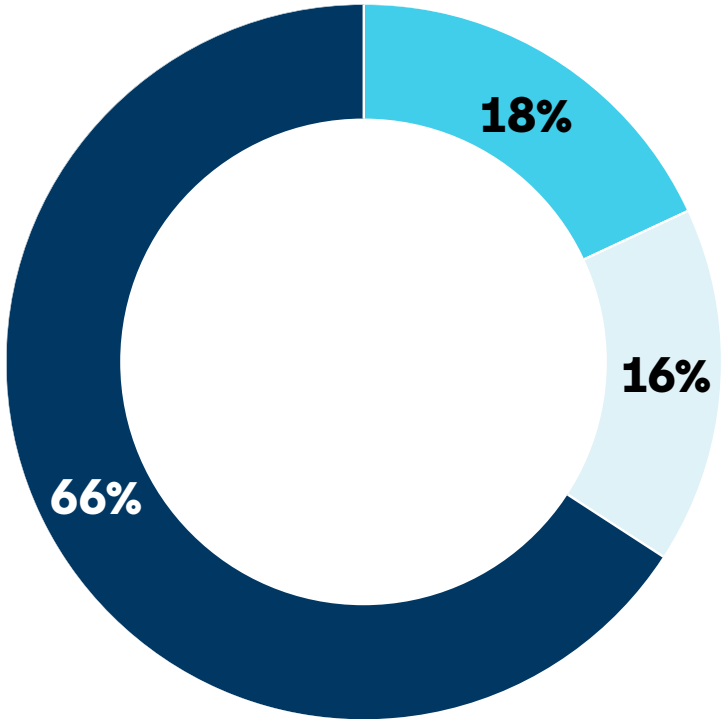


Photo: GHD leaders visit a Habitat for Humanity build site in Ontario, Canada



Photo: GHD volunteers taking part in RedR training

FY23 financial snapshot



- STEAM grants
- STEAM scholarships and bursaries
- Community relief

	Incoming	Outgoing
Donations plus Interest	\$1,421, 615	
Grants payment		\$1,218,575
Administration costs (incl professional fees)		\$73,704*

* Note: This represents 6% for FY23

→ All financials in Australian dollars

* Have you ever worked at GHD? Would you like to join GHD’s Alumni community?

If so, GHD would love you to join the Alumni Community. The power of this network is at your fingertips, no matter where you are in the world. Launching in 2024 it will offer both local and global connections with GHD and the GHD Foundation, so stay in the loop to receive exclusive events, communications, and business insights.

www.ghd.com/alumni



Foundation

Thank you **to all** **our partners, donors** **and volunteers**

**Thank you to all our partners, donors and
volunteers for skilling people who will help build
resilient communities.**

→ ghdfoundation.org



Photo: GHD volunteers, Habitat for Humanity Build Day, USA



Photo: Courtesy of Engineers Without Borders - Cambodia Pu Ngaol village workshop