

OSPE Values

OSPE Values – a series of beliefs that guide OSPE culture, unite our staff and define our brand:

- 1. We believe that engineers have an obligation of leadership**
 - a. Engineers are trained to think differently and have an obligation to use this profound knowledge
 - b. Engineers need to be bold, courageous and take initiative to start important conversations on the tough issues

- 2. We solve problems through collaboration and are focused on producing positive solutions**
 - a. We have a positive mindset – we are here to make a difference
 - b. We embrace curiosity and different perspectives on the tough issues
 - c. We ask the right questions

- 3. We fully embrace equity, diversity and inclusion in all that we do. We believe that we can have a larger impact by embracing all aspects of diversity, including gender, ethnicity, age, sexual orientation and engineering background. We believe that our organization can accelerate the emergence of a more diverse engineering workforce by embodying and exemplifying diversity in all that we do.**
 - a. Gender parity – while we realize that the 30 by 30 goal is a stepping stone, we support and embrace gender parity in all materials, communications, awards and activities
 - b. Inclusion – we seek to build a fully inclusive and equitable engineering community
 - c. Board composition – we embrace all elements of diversity, including factors like geographic location, ethnicity, specialty and age
 - d. We recognize that diversity of technical ability and area of specialty or discipline, is important for developing sound policy solutions. We avoid a focus on one area of engineering (i.e. civil)
 - e. Diversity will result in a better engineering profession

- 4. We are guided by factual evidence**
 - a. Nonpartisan – we let the facts speak for themselves
 - b. We respect the views of others – the basis of any agreement/disagreement is grounded in fact