



**Celebrating the beauty in our differences.
Breaking down industry barriers.
Elevating marginalized communities.**

CANNONDESIGN

We're CannonDesign

As a global solutions design firm, our team includes a variety of incredibly talented people who share a single purpose: to help people continuously flourish. From architecture, engineering and construction to marketing, consulting, technology, human resources, legal and finance, our diverse team members contribute specific knowledge that strengthens our work. We are not homogenous. Celebrating the beauty in our differences includes welcoming employees with non-traditional, complementary backgrounds.

Our path to change

We believe — and results show — that our team is stronger, our work is better, and our impact is greater when we amplify diverse voices. When you join CannonDesign, not only do you join a group of talented people, but you also become part of a team committed to building more just and accessible spaces for all.

We recognize the need to champion an inclusive environment internally as well as align with our clients' commitments to creating more equitable pathways to success for underrepresented communities. **We invite you to join us on our path to long-lasting change.**





Our firmwide DEI goals are guided by five key principles:

Leadership Accountability

Providing culturally competent, inclusive leaders who are committed and accountable for leading bold change

Inclusive Systems

Creating and sustaining organizational systems, policies and practices that address bias and prohibit discrimination

External Relationships

Building long-lasting relationships with external partners who share our commitments to DEI and will continually push our firm and industry forward

Diverse Talent

Recruiting a diverse workforce that we actively develop, retain and celebrate

Respectful Climate

Providing a welcoming, inclusive, respectful and supportive work environment for people from diverse backgrounds and perspectives

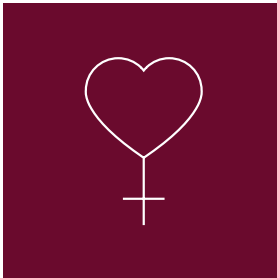
Our mission in action

At CannonDesign, the journey to building a more inclusive workplace is intentional, continuous, and multifaceted.

Our mission is grounded in measurable firmwide goals and fueled by deliberate action. We've implemented several initiatives to unify employees, integrate DEI practices into standard business operations and track our progress.

Here's a snapshot of a few DEI initiatives:

Our Employee Resource Groups (ERGs) are voluntary, employee-led groups of individuals who share common identities and interests. Currently, we have three ERGs:



Women@CD serves as a forum to advance the success of women through networking, mentoring and development opportunities.

LGBTQ+ aims to create an open and safe space for lesbian, bisexual, gay, transgender and queer+ employees and allies to meet, network and grow together.

Prism is a collection of distinct voices comprising underrepresented groups and allies who collaborate on initiatives that celebrate the beauty in our differences.

We employ a full-time Director of DEI and have an annual DEI survey to monitor progress.

Our **DEI Council** works closely with firm leadership and the Director of DEI on firmwide DEI strategies and sponsors critical DEI programs and initiatives.

Firm leaders are held accountable for DEI outcomes via annual **DEI Report Cards**.

We are continually working to develop **inclusive systems** which include a transgender, non-binary and gender non-conforming policy, as well as our pronouns initiative.

In 2021, we created a first-in-our-industry program called the **Inclusive Partner Program (IPP)** aimed at building deep-rooted relationships with businesses owned by BIPOC, women, persons with disabilities, veterans, LGBTQ+ individuals and other marginalized groups from across the country.

We actively **recruit at historically black colleges and universities (HBCUs)** and have strengthened our commitment to getting involved not only at career fairs, but through mentorship, internships and teaching.

We are a proud annual supporter of the **National Organization of Minority Architects (NOMA)** and its HBCU Professional Development Program, working with NOMA to enhance diversity within our ranks as a profession. We host NOMA Fellows for internships and support the organization's national conference.

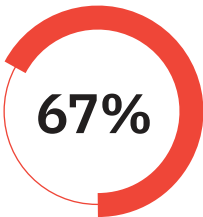
In 2008, we formalized our commitment to pro bono service with our **Open Hand Studio**, which enables us to bring design services to communities in need across the world.

We offer support groups for employees seeking **licensure**, an initiative that we anticipate will contribute to increased diversity, promotion and retention within our architectural, engineering and interiors teams.

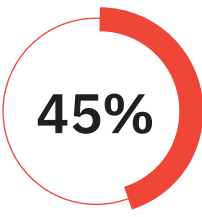
In 2024, we created and **published a children's book** focused on Deja the Dynamo, a young Black girl who uses design thinking to explore her world. We hope Deja will help inspire more diverse children to have an interest in architecture and design.



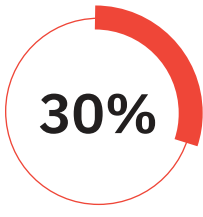
DEI at-a-glance



of our Board of Directors' members are women



of our teammates are women



of our teammates come from diverse backgrounds



DEI Event Highlights

- Webinars on allyship, disabling ableism and intersectionality
- Gender pronouns initiative
- Black History Month t-shirt fundraiser for HBCU students
- Firmwide discussion honoring Juneteenth
- Women's History Month celebration on #InspireInclusion

Our commitment starts at the top



Bradley Lukanic

Chief Executive Officer

“Our CannonDesign family strives to continually stand out as leaders concerning diversity, equity and inclusion. This journey encourages dialogues and conversations that challenge us, with goals creating a better tomorrow—within our practice and industry, for current and future employees, and for the world’s collective future. We acknowledge that change is necessary and we will leverage our community power and voices to be champions for all.”



Sharla Toller

Senior Vice President, Director of Diversity, Equity and Inclusion

“CannonDesign recognizes our firm thrives when we include diverse voices in every facet of our business. However, we are committed to more than just recruiting diverse talent; we are fully committed to equitably investing in and developing all of our talent to ensure they thrive in our workplace environment. I am proud to be part of an organization that truly values all facets of diversity, equity and inclusion.”



Swapna Sathyan

Principal, Board of Directors

“CannonDesign’s living-centered ethos guides our culture and norms. Our commitment to equity and diversity helps us elevate our talent and our impact. Inclusion and belonging release the power of this commitment to better serve our people, our partners and our communities.”



Charlene Miraglia

Principal, Director of Human Resources

“Leveraging diversity, equity and inclusion at our firm is not a nice to have but a must have. It fuels our creativity and innovation. It brings us closer together as a global community. It drives our daily behaviors in how we engage with each other and with our clients.”



Pallavi Keluskar

Director of Talent Acquisition

“At CannonDesign, we believe a living-centered work environment is essential for creativity and innovation to thrive. Our firm empowers employees to take control of their careers. We encourage and support ALL employees to meet their individual aspirations towards career success, work life and overall well-being.”

Fostering a sense of belonging

To create a workplace environment where all feel welcome to present their authentic selves, we must access the power of diversity by leaning into inclusive practices. Through leadership-led listening sessions, employee-led affinity groups, and internal surveys, we continuously invite employees to share their thoughts and experiences.

Regardless of your identity, background and beliefs, we aim to foster a sense of belonging for all. We celebrate individuality and provide space for you to thrive. When you join the CannonDesign community, you will find a space of acceptance that nurtures your best self.

Developing diverse leaders

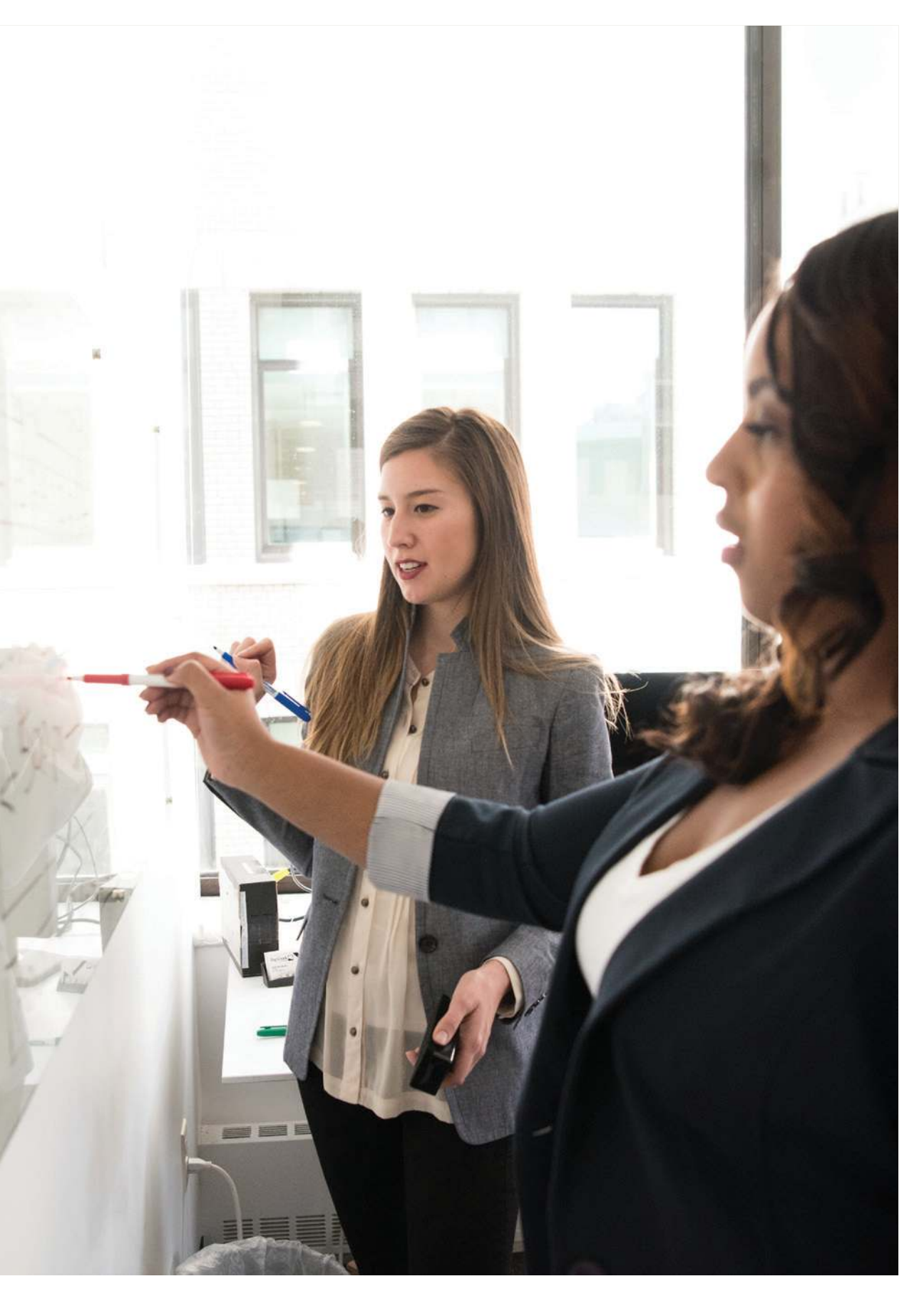
A critical component of advancing change within our firm and our industry is to invest in the growth and development of diverse talent. Whether it's through formal training or mentorship, we are committed to supporting emerging leaders, particularly women and people of color.

When you join CannonDesign, you will be matched with a new hire buddy to accelerate your understanding of the firm's culture and provide a welcoming touchpoint beyond your immediate team. Also, you may choose to participate in the firm's mentoring program to engage in one-on-one discussions and professional development, or you may prefer to tap into the collective wisdom of a mentoring circle to develop a common competency.

Our emerging leader program, NEXT, offers participants unique experiences that extend beyond their current role and illuminate the possibilities for firmwide leadership. NEXT members have the opportunity to lead critical strategic projects that advance the success of our firm, while receiving mentorship designed to strengthen key leadership skills and competencies.

Community engagement

Through Open Hand Studio, our incubator for public interest design, we provide pro bono and reduced-fee design services to underrepresented communities who would otherwise lack access to them. This engagement allows us to make meaningful contributions, while raising awareness of our industry and job opportunities within our firm. We are also involved with organizations focused on introducing design professions to underrepresented K-12 students, such as Ace Mentorship, Architecture + Education and our Designer for a Day program, to name a few.





Interested in learning more?
Visit cannondesign.com/careers.

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