



EQUITY, DIVERSITY AND INCLUSION SCHOLARSHIP PROGRAM

Frequently Asked Questions

Updated: 1.30.2026



STRIKE GROUP SCHOLARSHIP PROGRAM

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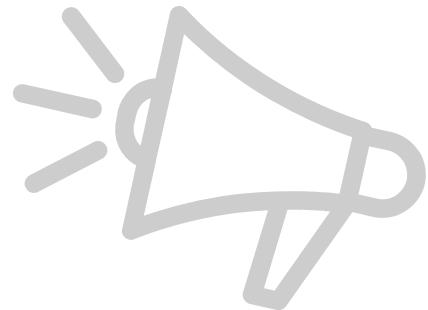
INTRODUCTION

The Strike Group EDI Scholarship Program is part of a broader commitment to Equity, Diversity, and Inclusion in our organization. We know that we must increase our focus on building the future talent pipeline and find more ways to support underrepresented populations in our industry. This scholarship program is part of our commitment to help break through barriers and create a positive impact in the community at large.

GENERAL EDI SCHOLARSHIP INFORMATION

What types of Scholarships is Strike offering?

1. Canadian Immigrant Scholarship;
2. Indigenous Scholarship;
3. LGBTQ2S+ Scholarship;
4. Western Canada Inclusion Scholarship; and
5. Women in Energy Scholarship.



What value is each scholarship?

Each of the five scholarships is eligible for \$2,000 to help offset the student's tuition.

What is the general eligibility for the scholarships?

To be eligible for the scholarships you must meet the following criteria:

- a. Applicants must provide responses to all required questions on the digital application.
- a. Applicants must be currently enrolled in full time post-secondary or trades program and maintain satisfactory academic standing throughout the program.
- b. Applicants will be required to provide proof of enrolment at the recognized post-secondary educational institution, indicating their full-time status and proof of payment.
- c. Applicants must provide proof of financial aid, if applicable.
- d. Applicants must commit to updating Strike Group on academic progress throughout duration of their program.
- e. Applicants must live in Western Canada.
- f. Strike reserves the right to award scholarships at the sole discretion of the company, and will base the decision on several factors, including eligibility, reference letters and information contained within the application.
- g. Strike in no way implies or guarantees that a scholarship will be provided to all applicants, regardless of eligibility.

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What kind of proof do I need to submit to show that I am enrolled in school full time?

Please submit a current copy of **one** of the following:

- Semester's tuition invoices or receipt of payment
- Your course schedule/ timetable (must include student name, school logo, and date)
- Letter from the Registrar (must be from the registrars office)
- Email from the Registrar (must be from the registrars office)
- Enrollment Verification Letter from the school you are attending (Signed or certified by the office of the Registrar)
- If unsure, please reach out to your school for guidance on what they can provide you with that officially confirms your enrollment.

What kind of proof do I need to submit to show that I am receiving financial aid?

Please submit a current copy of **one** of the following:

- Proof of a student or educational loan from a bank
- A Guaranteed Investment Certificate (GIC) from a Canadian bank
- A letter from the person, company, or school giving you money
- A current Employment Insurance approval letter

When are applications due?

| Scholarship Categories: | Annual Application Dates: | |
|-----------------------------|---------------------------|---------------------------------|
| | Applications Open | Applications Close |
| 1. Canadian Immigrant | January 1 | March 31 at 11:59 p.m. MST. |
| 2. Indigenous | April 1 | June 30 at 11:59 p.m. MST. |
| 3. LGBTQ2S+ | April 1 | June 30 at 11:59 p.m. MST. |
| 4. Western Canada Inclusion | July 1 | September 30 at 11:59 p.m. MST. |
| 5. Women in Energy | October 1 | December 31 at 11:59 p.m. MST. |

Where can I find the EDI Scholarship Application form?

The link to the digital application form can be found on our website at www.strikegroup.ca/scholarships/



What written responses do I need to provide?

Here are the questions on the digital application form that require a written response:

Required:

- Please tell us how this funding will help support your education? (max 1000 characters)
- What is the reason you are applying for this scholarship? (max 1000 characters)
- Please tell us about your community involvement and extracurricular activities? (max 1000 characters)
- Why do you think you are a strong candidate for the scholarship? (max 1000 characters)

Optional:

- Is there anything else you would like us to know about you? (max 1000 characters)

How do I apply?

Complete the digital application using this link: www.surveymonkey.com/r/BR3DRQW

- Answer all required questions and upload all required documents prior to the deadline.
- Please note that incomplete applications will not be considered.

Can I apply for more than one scholarship?

Yes, applicants that are eligible for more than one category are welcome to apply for more than one scholarship.

How does Strike select the winning applicants?

- A panel of Strike Group employees will select the recipient of the scholarship.
- The panel will consider applicants:
 - » Program of study (all disciplines will be considered; however priority will be given to students in programs that support our industry);
 - » Financial need;
 - » Academic and career goals;
 - » Community and volunteer participation;
 - » Contents of application; and
 - » Reference letters (optional, but the letters provide bonus points when scoring applications).

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Where do I send my application?

- Applications must be submitted in the **digital application** form located on our website prior to the deadline.
- Applications will **not** be accepted via email.
- Please note that incomplete applications will not be considered.

Why are the scholarships broken into different time periods?

The scholarships are broken up into different periods so that they connect with relevant events, celebrations, or remembrances happening around the timing of each application. For example:

- **Q1 - January, February, March = Canadian Immigrant Scholarship**
 - January 24 = World Day for African and Afrodescendant Culture
 - January 29 = National Day of Remembrance of the Quebec City Mosque Attack and Action Against Islamophobia
 - March 21 = International Day for the Elimination of Racial Discrimination
 - February = Black History Month
 - March = Irish Heritage Month
- **Q2 - April, May, June = Indigenous Scholarship & LGBTQ2S+ Scholarship**
 - May 17 = International Day Against Homophobia, Transphobia, and Biphobia
 - June = Pride Month
 - June = National Indigenous History Month
 - June 21 = National Indigenous Peoples Day
- **Q3 - July, August, September = Western Canada Inclusion Scholarship**
 - July 1 = Canada Day
 - September 30 = National Day for Truth and Reconciliation
- **Q4 - October, November, December = Women in Energy Scholarship**
 - October = Women's History Month
 - December 6 = National Day of Remembrance and Action on Violence Against Women

All information can be found at www.strikegroup.ca/scholarships/

For additional inquiries, please email: scholarships@strikegroup.ca



CANADIAN IMMIGRANT SCHOLARSHIP

Eligibility

- Be a person that immigrated to Canada.

What do I need to attach with my application?

Make sure to include **all** of the following documents:

- Proof of enrollment in either post-secondary or trades program;
- Verification that you immigrated to Canada;
- Proof of receiving Financial Aid, if applicable;
- Two reference letters (optional); and
- Completed Strike Group EDI Scholarship Application form.
 - » In your application, provide examples of how you have been involved in, supported, or given back to your community in Canada.

What kind of verification do I need to submit to show my immigration status?

Please submit a current copy of **one** of the following:

- Canadian Immigration Identification Card.
- Valid Permanent Resident Card.
- Immigrant Visa and Record of Landing (IMM 1000).
- Confirmation of Permanent Residence (IMM 5292 or IMM 5688).
- Study Permit (IMM 1208 or IMM 1442).
- Permit to Come Into or Remain in Canada (IMM 1263).
- Written confirmation from the Immigration, Refugees and Citizenship Canada (IRCC) stating that you are "approved in principle (AIP)" for permanent resident status.
- A letter from IRCC confirming Convention Refugee or Protected Person status.

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INDIGENOUS SCHOLARSHIP

Eligibility

- Be a person with Indigenous ancestry, affiliation or status.

What do I need to attach with my application?

Make sure to include **all** of the following documents:

- Proof of enrollment in either post-secondary or trades program;
- Verification of Indigenous affiliation or status;
- Proof of receiving Financial Aid, if applicable;
- Two reference letters (optional); and
- Completed Strike Group EDI Scholarship Application form.
 - » In your application, provide examples of how you have been involved in, supported, or given back to your Indigenous community.



What kind of verification do I need to submit to show my Indigenous affiliation or status?

Please submit a current copy of **one** of the following:

- Certificate of Indian Status (Status Card), issued by Indigenous and Northern Affairs Canada (INAC).
- Letter from a government-registered First Nations community verifying the student is a member of that First Nation.
- Band Members who do not have Status can provide a letter from their Band or First Nation on appropriate letterhead and signed by a Band Administrator.
- Non-status individuals with a Status parent or grandparent, may provide a long-form birth certificate with supporting documents of Indigenous identity from a parent or grandparent.
- Métis card issued by a member Nation of Métis National Council of Canada, including Métis Nation British Columbia, the Métis Nation of Alberta, Métis Nation Saskatchewan, Manitoba Métis Federation, Métis Nation of Ontario and the Northwest Territory Métis Nation.
- Letter or membership card from one of the member Nations of the Métis Settlements General Council including Buffalo Lake, East Prairie, Elizabeth Lake, Fishing Lake, Gift Lake, Kikino, Paddle Prairie and Peavine.
- Letter from a government organization such as Inuvialuit Regional Corporation, Nunavut Tunngavik, Makivik Corporation or Nunatsiavut in Labrador.



LGBTQ2S+ SCHOLARSHIP

Eligibility

- Be an openly self-identified member of the LGBTQ2S+ Community.

What do I need to attach with my application?

Make sure to include **all** of the following documents:

- Proof of enrollment in either post-secondary or trades program;
- Verification of Identity;
- Proof of receiving Financial Aid, if applicable;
- Two reference letters (optional); and
- Completed Strike Group EDI Scholarship Application form.
 - » In your application, provide examples of how you have been involved in, supported, or given back to the LGBTQ2S+ community.

What kind of verification do I need to submit to show my LGBTQ2S+ status?

Please submit a current copy of **one** of the following:

- Valid Driver's License.
- Photo Identity Card.

DON'T BE AFRAID
TO SHOW OFF
YOUR TRUE COLORS

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WESTERN CANADA INCLUSION SCHOLARSHIP

Eligibility

- Be a person that was born in Western Canada (ie. British Columbia, Alberta, Saskatchewan, or Manitoba).

What do I need to attach with my application?

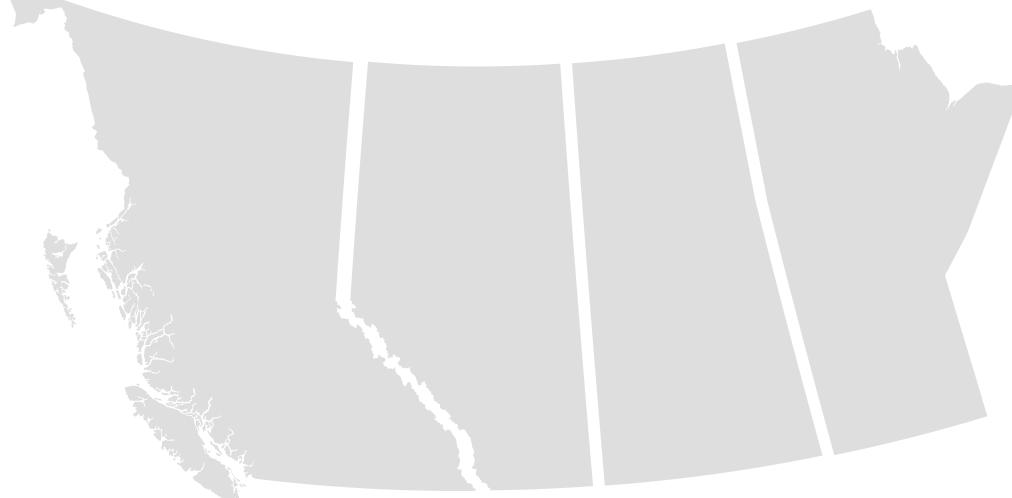
Make sure to include **all** of the following documents:

- Proof of enrollment in either post-secondary or trades program;
- Verification of Western Canada status;
- Proof of receiving Financial Aid, if applicable;
- Two reference letters (optional); and
- Completed Strike Group EDI Scholarship Application form.
 - » In your application, provide examples of how you have been involved in, supported, or given back to your local community.

What kind of verification do I need to submit to show my local status?

Please submit a current copy of **one** of the following:

- Birth Certificate from a Western Canadian province or territory.
- Certified Statement of Live Birth from a Western Canadian province or territory.
- Certified Birth Registration from a Western Canadian province or territory.





WOMEN IN ENERGY SCHOLARSHIP

Eligibility

- Be a person that identifies as a female.

What do I need to attach with my application?

Make sure to include **all** of the following documents:

- Proof of enrollment in either post-secondary or trades program;
- Verification of Identity;
- Proof of receiving Financial Aid, if applicable;
- Two reference letters (optional); and
- Completed Strike Group Scholarship Application form.
 - » In your application, provide examples of how you have supported or given back to other women in your academic, professional, or local community.

What kind of verification do I need to submit to show that I am a woman?

Please submit a current copy of **one** of the following:

- Valid Driver's License that lists gender as Female or 'X'.
- Photo Identity Card.





ADDITIONAL SCHOLARSHIP OPPORTUNITIES

Strike also provides three annual \$1,000 scholarships, one each, through Sask Polytech, SAIT and NAIT. These scholarships are advertised directly through the schools, are administered by the specific schools, and are available to students attending these organizations.

We also regularly provide scholarships opportunities to local and Indigenous communities while we are working on large projects surrounding their communities.

For More Information:

Sask Polytech

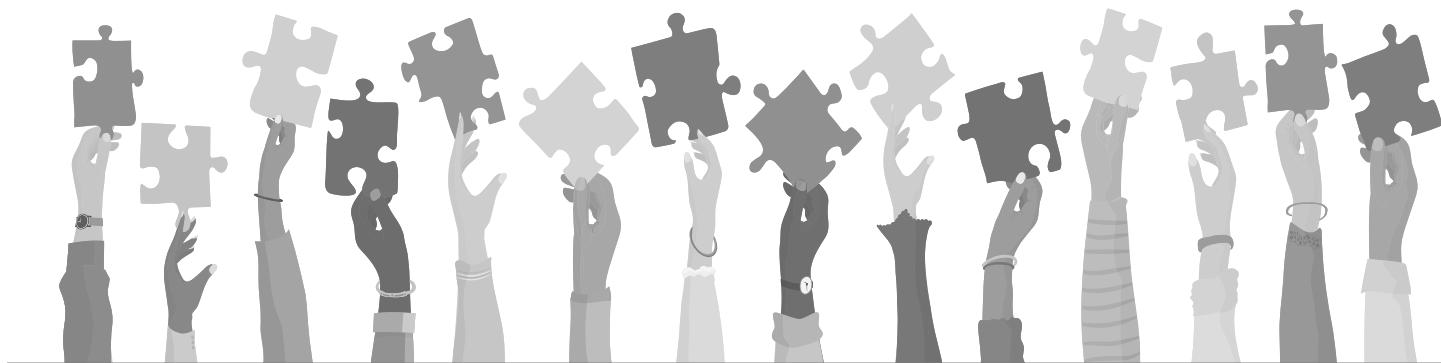
<https://saskpolytech.ca/admissions/resources/scholarships-and-awards.aspx>

SAIT

<https://www.sait.ca/admissions/tuition-and-financial-aid/student-awards>

NAIT

<https://www.nait.ca/nait/admissions/financial-planning/student-awards-funding-options>





Supporting the communities in which we live and work!



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