DE & I COMMITTEE

TRANSFORMING
THE CONSTRUCTION INDUSTRY
IS AN
INSIDE JOB
DE & I COMMITTEE

Mission

As a committee, we recognize the need to create, support and sustain an inclusive culture, where differences drive innovative solutions to meet the needs of our members. In this spirit, we are eager to serve our members through our pillars:

Communication
Education
Recruitment/Retention
DE & I COMMITTEE

Vision

A place of peace, safety and support; surrounded by openness and inclusivity in which to grow, dream and simply be...
POLL QUESTIONS

1. Do you know the definition of intersectionality?

2. Are you practicing ways to advance diversity, equity and inclusion in the construction industries?

3. Do you think you can learn more about your own unconscious bias?

4. How do you feel about having courageous conversations with others who may have a different perspective from your own?

Go to slido.com on your mobile device and enter code #730950
**INTERSECTIONALITY** is defined by Webster as: the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups.

Kimberlé Crenshaw, a law professor, who introduced the theory of intersectionality in 1989.

**WHAT ARE YOUR IDENTITIES AND HOW DO THEY INTERSECT?**
OVERLAPPING/INTERSECTIONS OF VISIBLE AND INVISIBLE IDENTITIES
MULTIPLE FORMS OF DISCRIMINATION

How would you describe your experience …” I have experienced discrimination for ____ of my following identities: 1) none, 2) more than 2, 3) more than 5?

https://imagesofintersectionality.home.blog/2019/08/28/
/what-is-intersectionality/
“Words Matter”

Martin Luther King, Jr. Quote:

"The ultimate tragedy is not the oppression and cruelty by the bad people but the silence over that by the good people."
Jolsna is reformed attorney, recent Texas business development professional turned nonprofit leader. This past April, Rosendin’s CEO requested that she work fulltime as President of The Rosendin Foundation, the charitable arm of Rosendin Holdings, the parent company of Rosendin and Modular Power Solutions.

Gerri Harris is President / Managing Member of G. Harris Consulting, LLC, a professional business management services firm that provides customized DE&I solutions, training, and coaching.

Debbie Rodriguez

At the age of 12, Debbie embarked on her first business venture providing lawn care services in her neighborhood..... She continues to thrive in supporting people who have drive and talent to build our futures.

Piljo Yae

Piljo started in the construction industry as an Interior Designer; however, she quickly learned that her structural steel knowledge was minimal, so she decided to ...

Jolsna Thomas, Esq.
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- Representation in the corporate pipeline by gender and race
- Diversity, Equity & Inclusion Lexicon
RECRUITMENT: Companies without a robust plan to focus on culture will be left behind. Today's workforce, and certainly tomorrow's Gen Z workforce which grew up on social media during the time of the #MeToo movement and George Floyd, are looking for transparency, culture, inclusion, belonging, and want to work in a company which is WOKE – able to discuss DBEI in an evolved manner. Much of the emerging workforce “gets it” and is looking for companies that mirror their social values. In the absence of a solid DBIE program, companies will be unable to attract or retain the talent they desire in a competitive hiring market.
PRODUCTIVITY: Diversity increases productivity by giving multiple perspectives. If companies keep hiring the same profile of employee with the exact same perspective as everyone else, the company will always do the same thing, failing to grow or attack challenges in a rich, diverse manner. Multiple perspectives increase creative thought processes, and in turn increase productivity.

RETENTION: A sense of belonging has the greatest impact on retention. When we sustain employees, it ensures the company learns over time; improving over time. When people feel authenticated, they will stay.

SOURCE: NAWIC DE&I Task force (Mosaic)
Growing the number in the trades - Chicago Women in Trades, Ntl Center for Women's Equity in Apprenticeship and Empowerment. Lessons of the Field: Best Practices for Building Women's Inclusion

- Latinas 32% of women in construction occupations, compared to 16% of total female workforce
- White women 55% compared to 63% of all women in the workforce
- Black 8% compared to 13%, and Asian 3% compared to 6% of women in the workforce
FIGURE 3A AND B. THE CONSTRUCTION WORKFORCE IS MORE DIVERSE THAN THE GENERAL WORKFORCE

The Composition of the Construction and Extraction Trades Workforce, and of the Total Workforce, for Women of the Largest Racial and Ethnic Groups, 2016-2018

Women in the Construction & Extraction Workforce, 2016-2018

- Other/Mixed, 2%
- Latinas, 32%
- White Only, 53%
- Asian Only, 6%
- Black Only, 13%

Women in the Workforce, 2016-2018

- Other/Mixed, 3%
- Latinas, 16%
- Asian Only, 6%
- Black Only, 13%
- White Only, 63%

Notes: Whites, Blacks, and Asians are non-Hispanic; Latinas can be of any race.
Source: Authors’ micro data analysis of CPS IPUMS 2016-2018, see source for Figure 2.
What is an ally?

Before we begin, let's start with the basics. In order to show up as an ally, let's first define what it is. An ally is someone who takes action to support an underrepresented or marginalized group but is not themselves a member of that group. One can be an ally for members of any underrepresented or marginalized group—for example, those defined by racial identity, gender identity, disability, nationality, socioeconomic status, faith identity, or sexual orientation. Although this guide is focused on how to be an ally for racial equality, these concepts can apply to being a strong ally for members of any and all underrepresented, underserved, or marginalized groups.

For many who are seeking to be an ally, the most common question is often: How can I help? We’ve outlined 5 tips on how to become a better ally.

**Tip #1: Lead with curiosity and listen to build empathy.**

How an individual experiences the world largely depends on an array of factors including past events, personal beliefs, and cultural values. This means that within a certain group, there will be a range of interpretations and feelings. Generalizing how a certain group feels, acts, or perceives the world discredits the uniqueness of their identity. Just because one member of a group perceives the world a certain way doesn’t mean everyone from that group shares their view. And always be sure to listen to understand instead of listening to respond.

Tip #2: Take action.

The only way to address the challenges of racism, injustice, and inequality is exactly that—by addressing them. Start somewhere. One great place to start is the Project Implicit website, where you can take tests to help you uncover your unconscious associations and biases. Then, you can continue to educate yourself by reading books, listening to podcasts, meeting new people, or watching films. This will help you challenge unconscious biases, take a more active role in challenging inequity when you see it, and communicate candidly when having difficult conversations.

Tip #3: If you see injustice or inequality, say something—even if it is uncomfortable. If you find that conversations are uncomfortable, consider pausing to reflect on why they are uncomfortable. Talk to others with different perspectives. Journal or write down your thoughts. Understand that becoming a better ally is a process and will take continual work to do better. Above all, remember to practice active and empathic listening.

Tip #4: Do the research—read books, watch films, and listen to podcasts.

To make an impact, an ally must first take the time to learn about racial inequality—its history, why it still exists today, and how to dismantle it. Read books, listen to podcasts, and start conversations to better understand what you can do to create change. Keep in mind that many well-intentioned allies often reach out directly to people in the underrepresented or marginalized community to ask for guidance. However, it is not up to these communities to educate those who want to be allies for them—it is the responsibility of an ally to put in the time and do the work themselves.

Tip #5: Learn how to navigate challenging conversations when they arise.

Having conversations about race, inequality, microaggressions, and other topics can be challenging and uncomfortable—both at home and at work. There are great resources available to help build your skills in navigating challenging conversations such as this LinkedIn training, this step-by-step checklist, these 12 tips, and the book Crucial Conversations by Kerry Patterson, Joseph Grenny, Ron McMillan, and Al Switzler.

COURAGEOUS CONVERSATIONS

Step-By-Step Checklist for Difficult Conversations (source Judy Ringer)

https://www.judyringer.com/resources/articles/we-have-to-talk-a-stepbystep-checklist-for-difficult-conversations.php

Ki (pronounced “key”) is Japanese for universal energy or life force; it’s the central syllable in Aikido and the symbol you see in Judy Ringer’s logo.
Working on Yourself: How to Prepare for the Conversation

1. What is your purpose for having the conversation? What do you expect to accomplish? What would be the ideal outcome?
2. What assumptions are you making about this person's intentions?
3. What "buttons" of yours are being pushed? Are you more emotional than the situation warrants?
4. How is your attitude toward the conversation influencing your perception of it?
5. Who is the opponent?
6. What are your needs and fears? Are there any common concerns? Could there be?
7. How have you contributed to the problem? How has the other person?
4 Steps to a Successful Outcome

Step #1:
Inquiry: Cultivate an attitude of discovery and curiosity.

Step #2:
Acknowledgment means showing that you’ve heard and understood.

Step #3:
Advocacy: When you sense your opponent/partner has expressed all his energy on the topic, it’s your turn

Step #4:
Problem-Solving: Now you’re ready to begin building solutions.
Practice, Practice, Practice
The art of conversation is like any art—with continued practice you will acquire skill and ease.
The Art of conversation is like any art—With More Practice the Better You Become

How Do I Begin?

Here are a few conversation openers I’ve picked up over the years—and used many times!

- I have something I’d like to discuss with you that I think will help us work together more effectively.
- I’d like to talk about _____________ with you, but first I’d like to get your point of view.
- I need your help with what just happened. Do you have a few minutes to talk?
- I need your help with something. Can we talk about it (soon)? If the person says, “Sure, let me get back to you,” follow up with him.
• I think we have different perceptions about _________________. I’d like to hear your thinking on this.
• I’d like to talk about _________________. I think we may have different ideas about how to _________________.
• I’d like to see if we might reach a better understanding about ____________. I really want to hear your feelings about this and share my perspective as well.
In this study, women of color include Black, Latina, Asian, American Indian or Alaskan Native, Native Hawaiian, Pacific Islander, or mixed-race women. However, due to small sample sizes, reported findings on individual racial/ethnic groups are restricted to Black women, Latinas, and Asian women.
<table>
<thead>
<tr>
<th>WORD</th>
<th>DEFINITION</th>
<th>SOURCE</th>
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<tbody>
<tr>
<td>Advocate</td>
<td>a person who publicly supports or recommends a particular cause</td>
<td>Oxford Languages Dictionary</td>
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<tr>
<td>Affirmative Action</td>
<td>an opinion that supports or promotes a particular course of action</td>
<td></td>
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<tr>
<td>Ally</td>
<td>one who supports or helps a group, especially without direct involvement</td>
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<tr>
<td>Allyship</td>
<td>the willing support or help of a group, especially without direct involvement</td>
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<tr>
<td>Anti-racism</td>
<td>opposition to racism, esp. in favor of equal rights for all races</td>
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<tr>
<td>Belonging</td>
<td>to feel or be at home in a particular place or situation</td>
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<tr>
<td>Bias</td>
<td>a predisposition or tendency to think or feel in a particular way</td>
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<tr>
<td>Conscious Bias</td>
<td>(also known as explicit bias)</td>
<td></td>
</tr>
<tr>
<td>Unconscious Bias</td>
<td>(also known as implicit bias)</td>
<td></td>
</tr>
<tr>
<td>BIPOC</td>
<td>a general category of people who are of African descent in the United States</td>
<td></td>
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<tr>
<td>Black</td>
<td>(as used in the United States) describes the native inhabitants of North America</td>
<td><a href="https://www.healthline.com/health/biopc-meaning#origin">https://www.healthline.com/health/biopc-meaning#origin</a></td>
</tr>
<tr>
<td>Indigenous</td>
<td>(as used in the United States) describes the native inhabitants of North America. Indigenous is a broad term encompassing all tribes of the original residents of the continent.</td>
<td><a href="https://www.healthline.com/health/biopc-meaning#origin">https://www.healthline.com/health/biopc-meaning#origin</a></td>
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