

Pre-Planning Guide



Construction Inclusion Week

2022

October 17-21, 2022
www.constructioninclusionweek.com



Construction Inclusion Week

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October 17-21, 2022

Save the date for Construction Inclusion Week 2022: October 17-21, 2022. Construction Inclusion Week amplifies awareness while celebrating diversity, equity, and inclusion (DEI) throughout the industry to spearhead change. The week provides educational and business resources for the construction industry including office teams, craft and jobsite crews, and industry affiliates. Improvements in the curriculum for this year include live-streamed content, facilitator tools, and more robust curriculum resources. Most tangibly, Construction Inclusion Week 2022 introduces a DEI Maturity Assessment to use as a baseline for targeted engagement with the training materials and future strategic implementation for industry firms.

This guide is designed to enable your firm to make decisions on how to participate in Construction Inclusion Week 2022 and begin planning your own internal activities. Participating firms will receive additional materials and resources to bring awareness to diversity, equity, and inclusion concepts for job sites, teams, and companies. Firm registration is open online: www.constructioninclusionweek.com.

Daily themes for 2022 include:

- Commitment & Accountability
- Belonging
- Supplier Diversity
- Workplace Culture
- Community Engagement

The construction industry should celebrate and embrace diversity, foster inclusion, and ensure that equity is apparent.

- *Champion inclusion* empowers us to reach our full potential, fuel innovation, and enhance connections with our employees, clients, and the communities we serve.
- *Harness and leverage the capabilities and global reach* of the construction industry and its affiliates to cultivate and perpetuate a culture of diversity, equity, and inclusion.

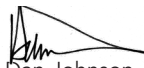
Our culture must become more inclusive to genuinely attract, retain, and develop the best talent for the construction industry and maximize our suppliers' diversity. The DEI journey is never-ending, and firms in the industry are in different places along the road to inclusion. For 2022, Construction Inclusion Week content utilizes a DEI maturity model framework to enable participating firms to discover materials best suited to their current level. Construction Inclusion Week aims to foster conversations that create alignment and push us further on this journey for our people and industry partners.

Our industry makes the most progress when we collaboratively work together. The actions of individual firms may move the needle, but fostering sustainable and measurable change requires unity, a shared focus on achieving goals, and taking bold steps. Participating in Construction Inclusion Week allows your firm to be a part of the change.

In 2020, a group of general contractors created a consortium with a single purpose: identifying ways to advance diversity, equity, and inclusion in construction. Through this effort, **Construction Inclusion Week** was born. George Pfeffer, DPR Construction, and Dan Johnson, Mortenson, are serving as co-chairs for Construction Inclusion Week 2022. For more information, email info@constructioninclusionweek.com.



George Pfeffer
President & CEO
DPR Construction
Co-Chair, Construction Inclusion Week



Dan Johnson
President & CEO
Mortenson
Co-Chair, Construction Inclusion Week



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PURPOSE:

- To stand united in setting expectations and promoting consistent behavior.
- To champion inclusion that empowers us to reach our full potential, fueling innovation and connection with our employees, clients, and communities we serve.
- To harness and leverage the capabilities and global reach of the construction industry and its affiliates, to cultivate and perpetuate diversity, equity, and inclusion.

PROCESS:

An annual week-long effort to heighten the awareness and engagement of Inclusion related activities with the goal of advancing inclusion throughout the construction industry.

PAYOFF:

- Unified construction industry that attracts and retains the best talent
- Boost employee morale and confidence in industry
- Increased employee productivity
- Improved client relations



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NEW FOR CONSTRUCTION INCLUSION WEEK 2022:

- DEI Maturity Model frame work for content
- Construction Inclusion Week merchandise/swag store - items available for bulk purchase
- Training guide/webinar for Tool Box Talk/Table Talk facilitators
- Daily live simulcast events
- Planning schedule template

SHARE YOUR PLANS FOR PARTICIPATION!

Post using hashtag **#CONSTRUCTIONINCLUSIONWEEK** and tag us on Instagram, LinkedIn, Twitter, and Facebook!



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This guide supports the pre-planning considerations for Construction Inclusion Week 2022. Daily curriculum content will be organized based on a DEI Maturity Model to help participating firms identify the most appropriate content for their organization.

Each activity will include Learning Objectives, step-by-step instructions, discussion questions, and follow-up steps to support continuous dialogue and engagement beyond Construction Inclusion Week.

Day 1, October 17:
Commitment & Accountability

Day 2, October 18:
Belonging

Day 3, October 19:
Supplier Diversity

Day 4, October 20:
Workplace Culture

Day 5, October 21:
Community Engagement

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Construction Inclusion Week 2022

DEI Maturity Model | Assessment

Construction Inclusion Week 2022 content will be organized using a DEI Maturity Model framework. This structure will allow firms anywhere along the DEI journey to utilize curated resources that align with existing firm experience and organizational operations. *If your firm has multiple office locations, it may prove beneficial to complete the assessment per location if corporate operations differ based on geography.* The results of your assessment will help your firm select appropriate curriculum content.

DEI Maturity Assessment | Instructions:

STEP 1:
Check the box in the left hand column if your company's response is Yes. If the response is no, or unknown, leave the box blank. *DEI = diversity, equity, and inclusion.

STEP 2:
Count the checks by color recording the totals below; multiply the count by the number indicated per color; and add all totals for the overall score.

of Checks

Orange x 1 =

Teal x 2 =

Yellow x 3 =

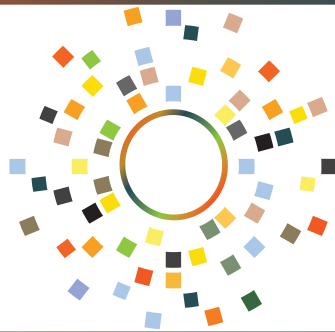
+

TOTAL SCORE=

Please see following page for scoring tabulation and results.

adapted from AEC DEI Maturity Model developed by PRAXIS

- Does your company achieve basic compliance (consult with HR department to confirm)?
- Has your company completed a Diversity, Equity and Inclusion assessment/diagnostic?
- Do all policies and practices reinforce Diversity, Equity, and Inclusion?
- Do the efforts of your company consider affirmative action goals?
- Is the talent pipeline diverse due to Recruitment/Retention/Advancement Policies?
- Is Diversity, Equity and Inclusion embedded into your organization's strategic and operational plan?
- Do firm leaders own, implement, and communicate Diversity, Equity and Inclusion strategy through their roles?
- Company lacks existing and defined Diversity Equity & Inclusion policies.
- Does your company have a dedicated Diversity, Equity and Inclusion role/position?
- Does the firm have a Diversity, Equity and Inclusion role in the C-Suite and/or highest leadership level empowered to influence firm decision making and has dedicated resources?
- Does your company view Diversity, Equity and Inclusion as a challenge or not recognize/believe the "why"?
- Does your company challenge the status quo including vetting project pursuits through a Diversity, Equity and Inclusion lens?
- Does management/leadership recognize the benefits of Diversity, Equity and Inclusion and implementing enhancement strategies?
- Is Diversity, Equity and Inclusion integrated into Standard Operating Procedures and training/development programming?
- Does your company view Diversity, Equity and Inclusion responsibility only through a Human Resource lens?
- Does your company advocate for social justice as part of their Corporate Social Responsibility activities?
- Does your company have a robust Supplier Diversity Program?
- Is there a minimum diverse supplier participation requirement on all projects regardless of owner goals?
- Does your company have a Supplier Diversity Program or Diverse Certified entity (MWBE/VBE/LGBTQ) outreach process?
- Is Diversity, Equity and Inclusion integrated into the company's Mission and Vision statements?
- Does your firm's Recruitment/Retention/Advancement Plan include a DEI lens?
- Are Diversity, Equity and Inclusion key performance indicators/metrics defined and measured?
- Does your company recognize that Diversity, Equity, and Inclusion is the "right thing to do," but have an unclear implementation strategy within the organization?
- Does the leadership of the firm (or it's board) reflect diversity in race, ethnicity, gender, and sexual orientation?
- Are productive Employee Resource Groups or affinity groups established?



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DEI Maturity Assessment | Scoring Tabulation:

Total Score Range
0-18
=
LEVEL 1
Basic/Awareness

Total Score Range:
19-36
=
LEVEL 2
Processing/Strategic

Total Score Range:
37-54
=
LEVEL 3
Advanced/Market Leading

The results of your assessment will help your firm select appropriate curriculum content. Daily theme curriculum content will be organized by level.

adapted from AEC DEI Maturity Model developed by PRAXIS

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PRE-PLANNING FOR CONSTRUCTION INCLUSION WEEK

- Determine your level of participation: consider company-wide, by project/department, include trade partners and clients
- Communicate with the leadership of each project team, office, department leader about the week's topics
- Organize how to deliver the daily messages on jobsites and the office
- Review the information with each leader/presenter at least a week ahead of the event
- Distribute the information and material to each Crew Lead from the Trade Partner so they can review them with their teams
- Leading up to Construction Inclusion Week, we ask you to reach out to trade partners and clients to inform them of our plans and invite their participation.
- Complete the DEI Maturity Model included in this guide
- Begin planning efforts using the planning schedule template included in this guide

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Kick off Inclusion Week with Communication from Leadership

Consider utilizing email, intranet articles, apps, Brown Bag virtual pre-recorded broadcast, company all-call meetings, toolbox talks

Company culture is set by managers and leaders. Be sure the message is authentic and outlines the significant and importance of the week along with encouragement of all employee to participate in events by answering one or more of these questions:

- Why is our company participating in Inclusion Week?
- What are the expectations of participation for both offices and jobsites in participating?
- What level of participation do we intend to achieve?
- Who will internally manage our participation?
- How will our organization incorporate inclusive activities and learning beyond Inclusion Week?

Planning for Construction Inclusion Week should include organizing events on your project sites and in your offices, and distributing communication materials to your employees, business partners and local communities.

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Before Construction Inclusion Week:

Determine if your firm will participate in Construction Inclusion Week and register online:
www.constructioninclusionweek.com

Please complete the registration form, provide your company logo, and share your plans. Follow the hashtag **#ConstructionInclusionWeek** to help promote and share your activities.

During Construction Inclusion Week:

Share success of your Construction Inclusion Week Activities. It will be important to designate representative within your organization to capture photos and highlights during the week. Your employees should also be aware of what activities and events are occurring nationwide or globally.

Other ways to promote include:

- Keep employees updated on what's going on during Construction Inclusion Week with updates on any internal company communication platforms, including company intranet sites, digital displays, or newsletters.
- Collect photos from jobsites, office events or project teams.
- Post activities on your company's social media channels throughout the week. Be sure to use the hashtag **#ConstructionInclusionWeek**.
- Share quotes and thoughts from employees and Inclusion leaders in your organization.

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FAQ's

Is Construction Inclusion Week a live conference or virtual conference?

- Neither - Construction Inclusion Week is an industry-wide awareness effort to create a collective safe spaces for difficult conversations, provide educational insights, and to foster a more inclusive construction industry.

What is Construction Inclusion Week 2022 going to provide?

- Construction Inclusion Week will provide a daily simulcasts, a library of conversation guides for jobsites and offices, as well as supplemental resources including videos, podcasts, and reading materials to aid you in planning events and activities within your organization.

How can I sponsor Construction Inclusion Week?

- For 2022, there are no sponsorship opportunities available. If you are interested in becoming a sponsor for future inclusion week events, please email info@constructioninclusionweek.com

How much does it cost to register or participate in Construction Inclusion Week?

- There is no cost associated for Construction Inclusion Week.

When will the resources be available?

- Construction Inclusion Week content resources will be available for download in July.

For additional information, email info@constructioninclusionweek.com

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