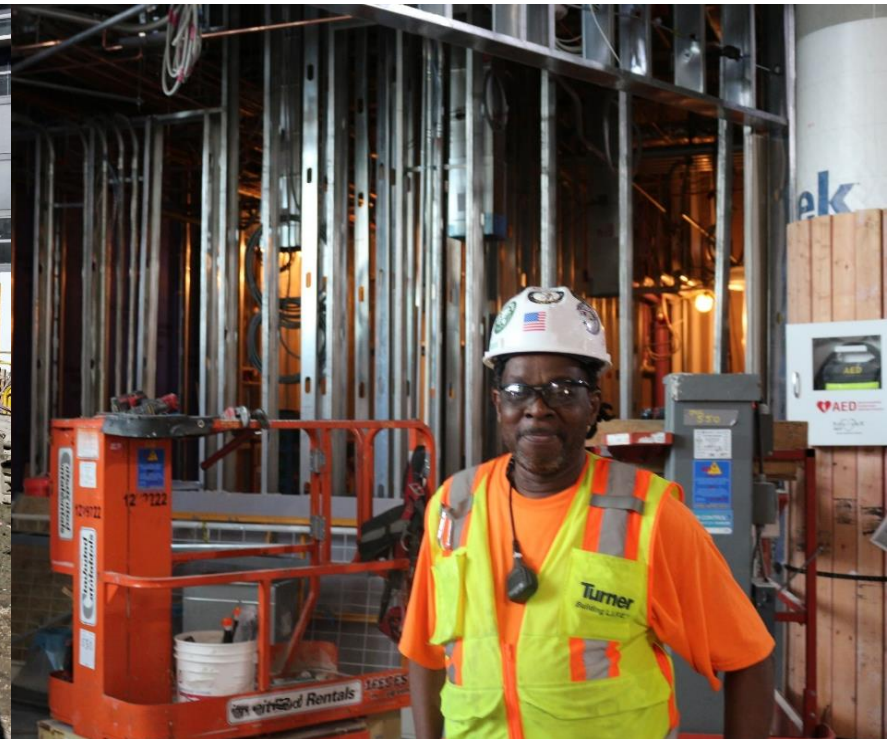


MSBA Contractor Roundtable

Creating a Diverse, Equitable & Inclusive Project Environment

June 3, 2021



Background

December 2020

How do we increase the workforce participation of women and people of color in our industry?

Today

How do we build and maintain an inclusive environment that allows us to retain and develop women and people of color?



SPEAKERS

Maureen Kirkpatrick

Vice President & Operations
Manager

Turner Construction Company

Eudad Gonzalez

Operations Manager
Special Projects Division

Turner Construction Company

Bill Aalerud

Senior Vice President
Columbia Construction

Vrajesh Patel

Project Manager
Columbia Construction

Mary Vogel

Executive Director
Building Pathways

Natesha West

Laborer Foreman
Turner Construction Company

Shamaiah Turner

Sheetmetal Worker
JC Cannistrano

OUR JOURNEY

1. **Timeline**
2. **Turner & Columbia's Actionable Efforts**
3. **Building Pathways**
4. **Industry Testimonials**
5. **Open Discussion**

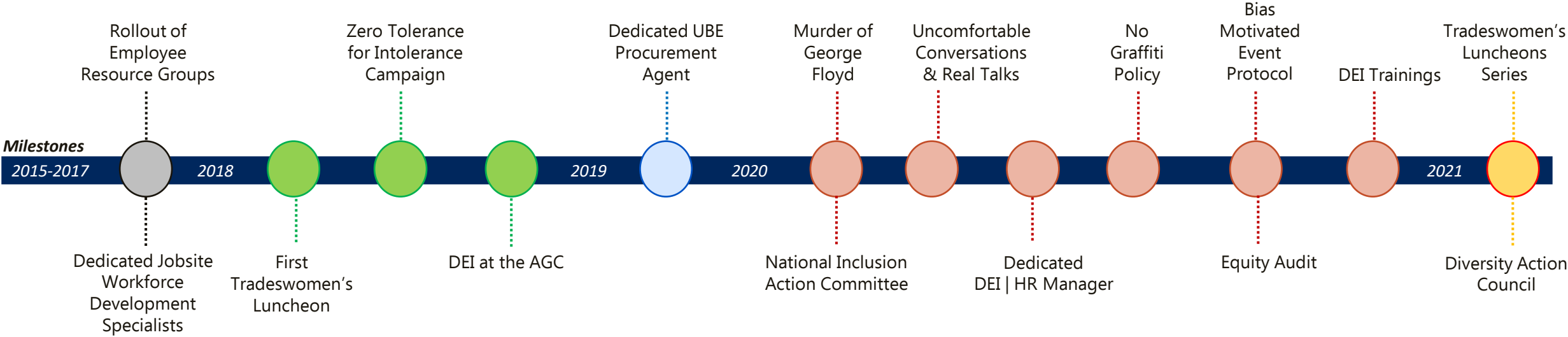
What are we trying to build?

A diverse, equitable and inclusive jobsite environment where all people feel safe and respected, allowing them to be their best at work.

Diversity Equity and Inclusion (DEI) Cultural Shift

Turner Construction Company

Turner's Diversity Journey

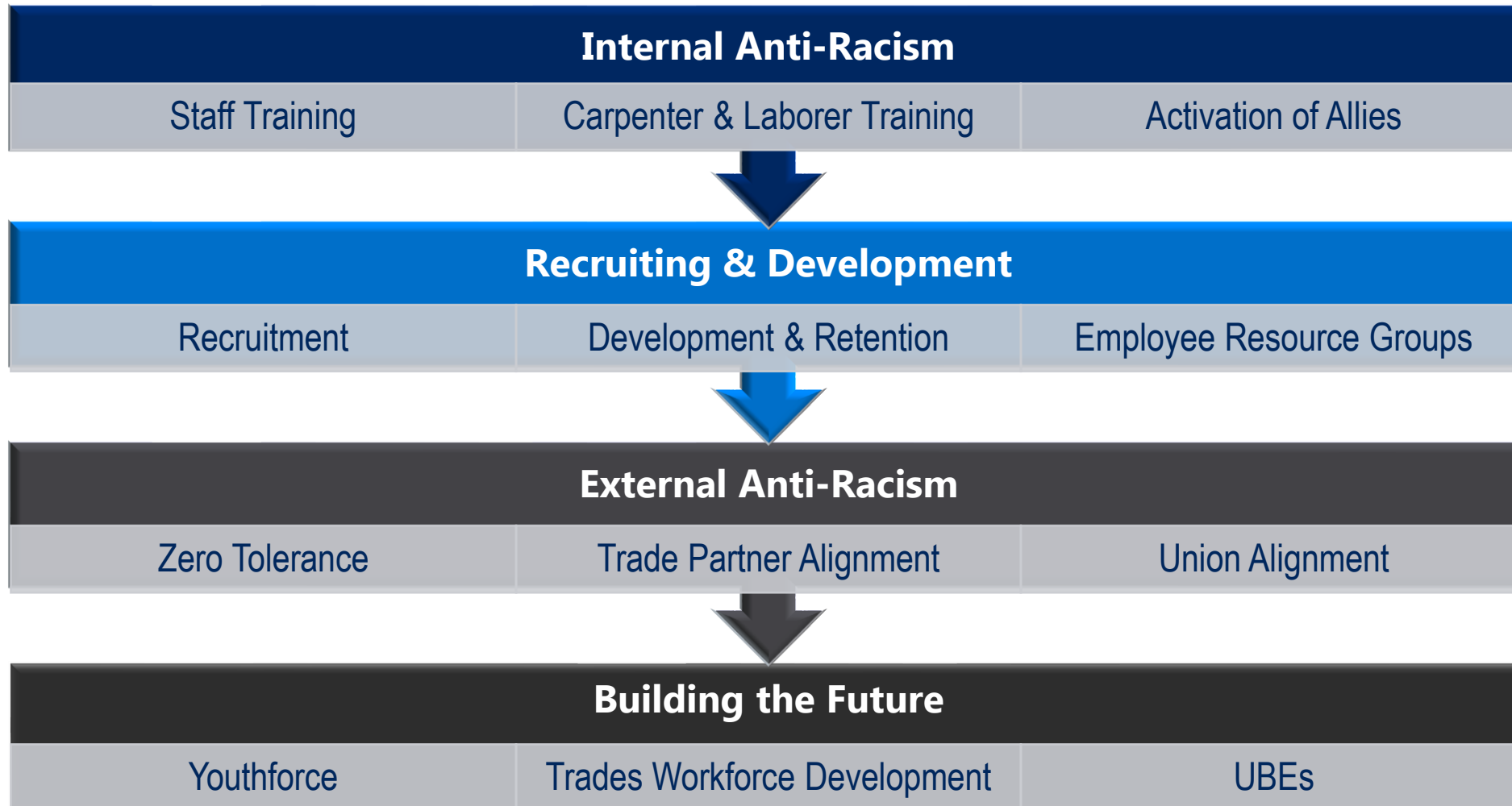


Creating an Inclusive & Equitable Organization

Committed to maintaining the focus and advancement of diversity, equity & inclusion (DEI)



Diversity | Equity | Inclusion

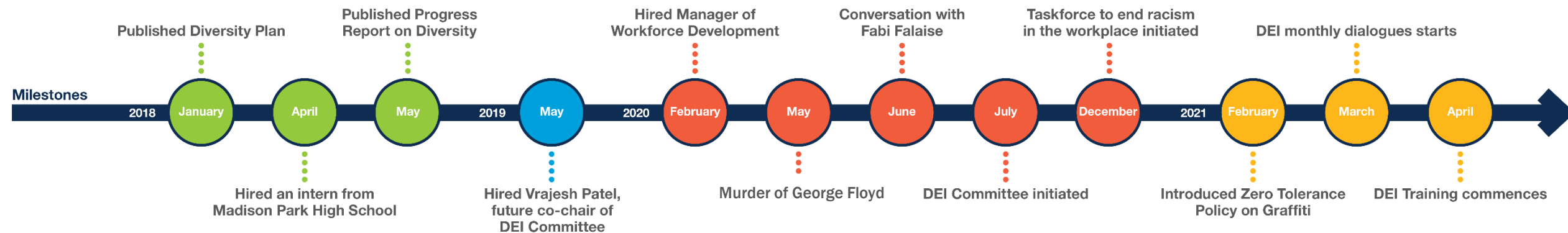


DEI Cultural Shift

Columbia

- What Steps has Columbia taken to change the culture?

Columbia's Diversity Journey



Catalysts for Change

1. No Graffiti Policy
2. Feedback and Support from the Inclusion Focus Group (Boston Employee Resource Group)
3. Bias Motivated Event Protocols

What have we learned?

A word cloud where the word "Discrimination" is the largest and most prominent. Other words of varying sizes and orientations surround it, including "Sexism", "Stress", "Respect", "Harmful", "Disrespectful", "Privileged", "Unconscious Biases", "Offensive", "Hate", "Safety", "Bigoted", "Empathy vs Sympathy", "Emotional", "Decreased Productivity", "Biased", "Harassment", "Intolerant", "Racism", "Vulnerability", "Productivity", "Rude", "Hurtful", "Psychological", "Cruel", and "Mean".

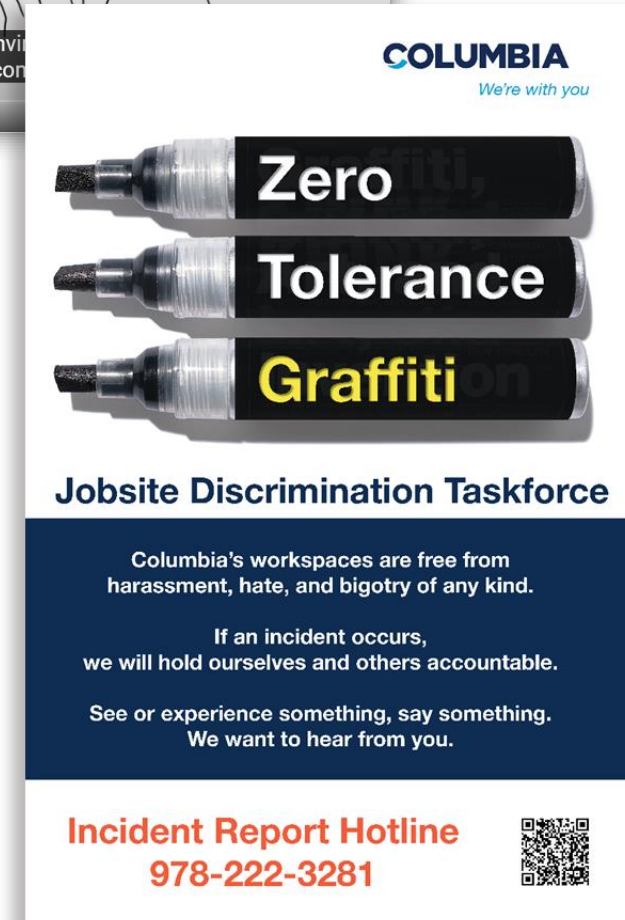
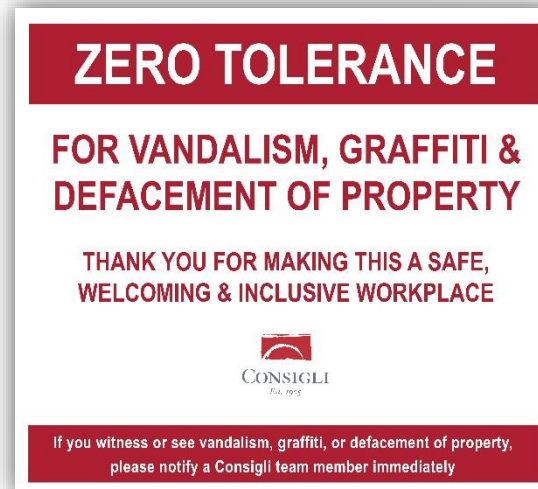
Policy Changes

- ✓ Graffiti Policy (No Graffiti)
- ✓ Stand-downs and tool box talks
- ✓ Bias motivated event trainings at the work place
- ✓ Anti-harassment and bias trainings in the field
- ✓ Engaging union representatives and trade partners
- ✓ Use of visual aids to help spread awareness



Implementation and Training

- ✓ Communication
- ✓ Support of the Taskforce / Leadership and Trade Partners
- ✓ Awareness and Response Training
- ✓ Unconscious bias
- ✓ Preventing workplace harassment
- ✓ Diversity and Inclusion : Cultural Competence
- ✓ Building a culture of Empathy



Orientation training of over 450 Staff and 1800 trade workers

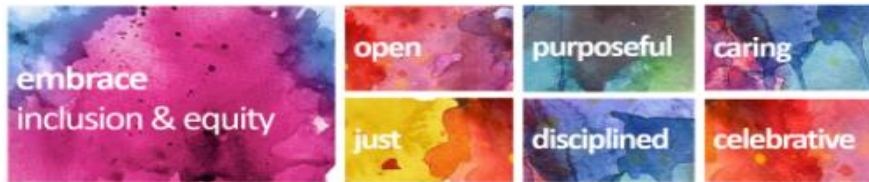
Internal Resources

Turner

SharePoint

Search this site

Community & Inclusion Corner [Home](#) [Community & Citizenship](#) [Diversity & Inclusion](#) [Employee Resource Groups](#) [Inclusion Action Committee](#)



- Inclusion Action Committee
- Peter's 2021 Webinar Library
- 2021 Cultural Celebrations: A Year in Review
- 21 Day Racial Equity Challenge

Standing Up to Anti-Asian Racism

"We have to speak up. We have to stand together. We have to bring awareness."

-Chung Ng, IS HQ Manager



Anti-Asian American attacks increased during the Covid-19 pandemic - Vox



May is Asian American & Pacific Islander Heritage Month. In 1978, a joint congressional resolution established Asian/Pacific American Heritage Week. Historically, the first 10 days of May were chosen to coincide with two important milestones in Asian/Pacific American history: the arrival in the United States of the first Japanese immigrants (May 7, 1843) and contributions of Chinese workers to the building of the transcontinental railroad, completed May 10, 1869. In 1992, Congress expanded the observance to a month long celebration that is now known as **Asian American and Pacific Islander Heritage Month**.

Sky Well, Turner's Asian Employee Resource Group, is providing weekly spotlights on various employees from different ethnic backgrounds and countries. They will also be hosting their annual Cook Well on

Wednesday, May 19th, 2021 in celebration of AAPI. To learn more, make sure to visit the Sky Well Courtyard site.



Sky Well Courtyard

- AAPIHM 2021 Spotlight Week 1: Pakistan
- AAPIHM 2021 Spotlight Week 2: Bangladesh
- APAPHM 2021 Spotlight Week 3: Turkey



Get Trained - Hollaback! Together We Have the Power to End Harassment



Tradeswomen's Luncheons



Building Pathways

Retaining and Advancing a Diverse Workforce

- **Diversity, Equity & Inclusion Training**

- **RISE Up (Respect, Inclusion, Safety and Equity in the Construction Trades)**- a Respectful Workplace Program designed to provide all workers with the tools and support necessary to create and maintain a safe, inclusive and productive environment for everyone. The framework of the training is based on minimizing distractions and maximizing productivity, not on “blame and shame”

Manager training - tools to understand, identify and stop behaviors that jeopardize worker safety & retention

Worker/Employee Training or Site Orientation - can be conducted as part of the onboarding process and/or part of safety orientation or annual safety meetings. Addresses policies workers are expected to adhere to and provides examples which reflect the reality of the working environment. Engages participants to come up with solutions and to participate in jobsite efforts and emphasizes the importance of bystander intervention.

Job Box or Toolbox Talks

Posters/Stickers/Campaign Materials

Retaining and Advancing a Diverse Workforce

- **Ombud's Services**

- Independent, confidential platform to address bias, discrimination, and harassment in the workplace
- Employees – a sounding board
 - Private digital platform and confidential calls with trained professionals to get advice and action plan that best fits their needs
- Employers – data and insights
 - Aggregated data used to track behavioral trends and identify opportunities to improve culture that gives rise to unfair treatment

Retaining and Advancing a Diverse Workforce

Safe From Hate Pledge

1. We will enforce a zero-tolerance policy
2. We will implement and expand positive jobsite culture education on all our jobsites
3. We will continue to work with our community partners to support and recruit diverse talent
4. We will implement the Policy Group on Tradeswomen's Issues (PGTI) Finishing the Job (FTJ) Best Practices Manual
5. We will cultivate retention and leadership development efforts

Retaining and Advancing a Diverse Workforce

Equitable training and career advancement opportunities

- Maintain diverse core crews
- Ensure equitable on-the-job technical training opportunities
- Ensure equitable access to field leadership positions
- Train journey-workers in best practices for mentorship

Retaining and Advancing a Diverse Workforce



CARE THAT WORKS

Do you need early morning child care?

Our new program offering child care during construction hours might be the solution for you and your family!

We are a coalition of unions and community organizations representing families and child care providers. We're creating access to child care in Boston for families who work in or are seeking pathways to good, union careers with hours outside of 9 to 5.

Right now, we are looking for families who need child care starting as early as 5 a.m.



Scan the QR code or visit CareThatWorks.Org/Interest-Form to complete a quick survey if you have early morning child care needs.



Filling this out doesn't obligate you to participate in the program, it just means that someone will follow up with you and give you more information.

Featured Speaker

Shamaiah Turner

Featured Speaker

Natesha West

Q&A



**Thank
You!**