

OVERVIEW

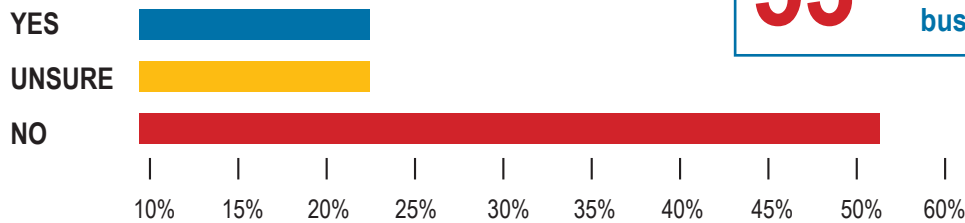
Diversity & Inclusion has increasingly become a priority for organizations across all industries and is being discussed more than ever before within construction. But where do you start?

AGC MA has formed a D&I steering committee to support and inform members about the benefits of embedding diversity & inclusion in their organizational culture. Whether D&I is a new topic at your organization or a mature strategy, we strive to provide learning tools and share best practices across all levels. Our mission is: To inspire construction companies to create a culture of sustainable business practices that promote a workforce of diverse backgrounds, perspectives and inclusivity.

We surveyed regional AGC members to identify common trends and roadblocks for adopting a truly inclusive culture. See below. We are using these and national statistics to create ongoing educational programs and resources for members to utilize.

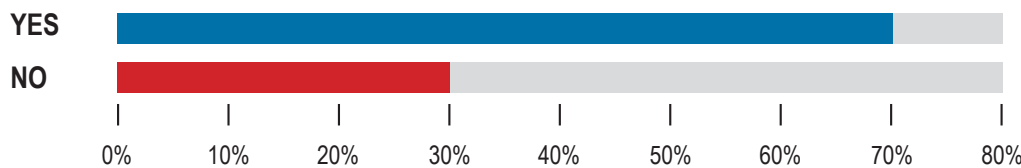
TOP FINDINGS AT A GLANCE

1. The Majority of Surveyed Organizations Do Not Have D&I Stated As a Clear Priority.



53% of surveyed organizations report D&I is not currently stated as a business priority

2. However, the Majority of Surveyed Organizations are Considering Establishing D&I as a Future Priority.



70% of surveyed organizations report that D&I is being considered as a future priority

3. Who is Responsible for D&I at Your Company?

Nearly half (46%) of survey organizations report that HR & Recruiting team own D&I and efforts are primarily focused on compliance & building a diverse talent pool

- suggests efforts are compliance focused vs. business critical

Human Resources/ Recruiters

46%

Senior Leadership



D&I/ Compliance

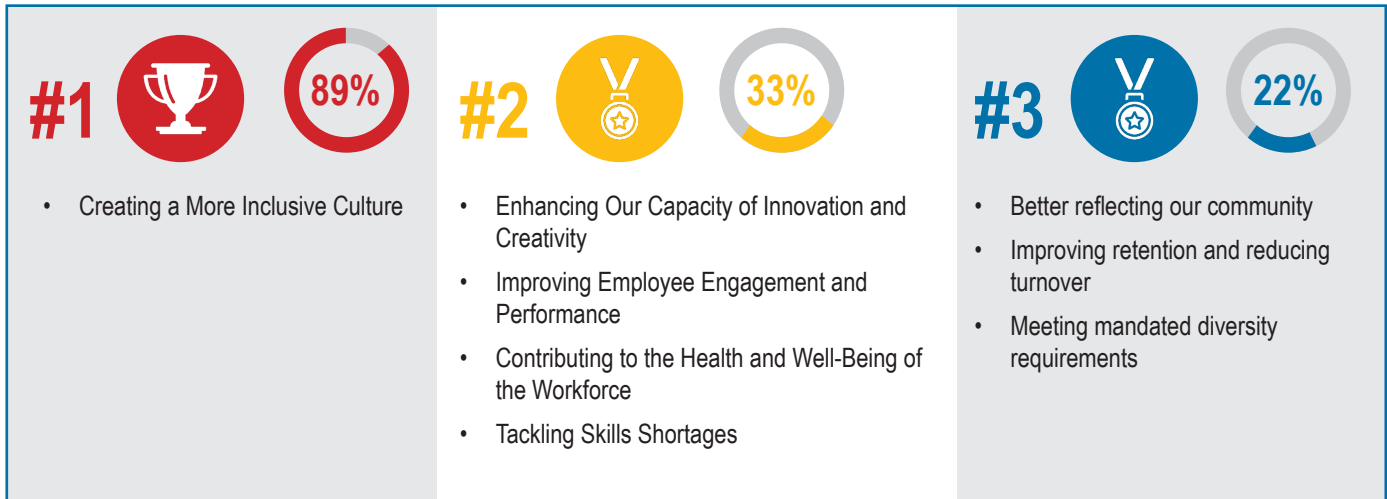


4. How is D&I Communicated if it is a Priority at Your Organization Currently?



67% Senior leadership is seen as primary stakeholders for communicating D&I efforts

5. Top Objectives for Companies Expansion of D&I Efforts:



6. Two Biggest Challenges on Making Progress with D&I:



7. Where We Are:

- Majority of organizations aspire to have more diverse & inclusive culture.
- Diversity strategy is still compliance focused or programmatic (ex HR/Recruiter responsible/may have ERG's)

Where We Want to Be:

- Embed D&I into all Talent Practices (policies & processes are designed to prevent bias & encourage D&I)
- Leadership Prioritizes D&I Efforts, non-inclusive efforts are not tolerated, organizations are transparent with D&I metrics & goals
- Everyone owns and communicates D&I strategy; all are held accountable for being a part of the solution and empowered to take action

How can I leverage this information at my company?

1. Become more informed with D&I trends by reading and understanding
 - Results of this survey
 - [AGC D&I Business case](#)
2. Ensure company leadership reads & shares relevant trends
3. We're all in this together & the AGC D&I Committee and community is here to support your journey.