



Diversity Dialogues Resource List

The AGC MA Committee for Diversity & Inclusion (CFDI) has developed this list of diversity and inclusion resources that were used during its Diversity Dialogues series. The CFDI encourages you to use these resources to learn more about a particular diversity and inclusion topic and to guide discussions in your workplace. While this is not an exhaustive list of resources on a particular topic, we hope it is a starting point to navigate the journey to create a more inclusive and welcoming construction industry.

Topic: Systemic Racism

Video: Systemic Racism Explained

Video Link: https://www.youtube.com/watch?v=YrHIQIO_bdQ&feature=youtu.be

Sample discussion questions:

General

- What did you think about after viewing the video?
- Is there one thing that stood out more so than others?
- How does systematic racism show up around us, including in the workplace ?
- Do you think that the video's title brings up a preconceived conclusion?
- What is your biggest takeaway / actionable step from the video?

Specific to workplace/construction sites

- What can we do to address systemic racism in the workplace?
- When you think about D&I initiatives in your company, what does that look like? What do you think it should look like?
- What internal and external steps can be taken at your organization today to bring in a diverse talent pool?
- What can be done in schools and elsewhere to promote to black American students the path to high-paying, in-demand construction jobs?
- Given we are all active participants in systemic racism, when our white counterparts don't acknowledge or recognize their privilege, how does that make eradicating systematic racism more challenging?

Topic: Having Uncomfortable Conversations

Video: Uncomfortable Conversations with a Black Man by Emmanuel Acho

Video Link: <https://uncomfortableconvos.com/episode/episode-1>

Sample discussion questions:

- What part of this video made you most uncomfortable?
 - i. Protesting vs. Rioting
 - ii. The concept of white privilege “Fair Race”
 - iii. Whiteness can be weaponized
 - iv. Usage of the “N” word
 - v. Black Lives Matter
- How comfortable on a scale of 1-5 are you to act if you witness a racist act in the workplace?
- What has stopped you, or what do you think stops others, from speaking up when you have witnessed discrimination at work?
- How has this video and other recent events impacted your understanding of the concept of White Privilege?
- How can you spend your privilege to interrupt racism in the workplace?
- While most people do not condone rioting, were the examples given in the video able to help you better understand why it happens?

Additional Uncomfortable Conversations Episodes can be found at this link:

<https://uncomfortableconvos.com/watch>

Topic: Unconscious Bias

Video: 4 Steps for Busting Unconscious Bias

Video Link: <https://www.youtube.com/watch?v=K-n7el87Dmo&feature=youtu.be>

Companion article: <https://www.devex.com/news/opinion-a-guide-to-busting-unconscious-bias-92291>

Sample discussion questions:

- How does Unconscious Bias manifest in the workplace?
- The video mentions 3 types of biases:
 - 1) Like-me bias (bias towards people like you)
 - 2) Confirmation Bias (Only listen to information that confirms our preconceptions)
 - 3.) Anchoring (Your mind anchors to the first piece of information you hear)Does anyone have an example of one or more of these they would like to share?

- How comfortable / likely are you to identify an expression of unconscious bias?
- How comfortable would you be in addressing / reporting an expression of biases in the workplace?
- Would anyone be willing to share a time when they witnessed microaggressive behaviors?
- The video provides strategies on counteracting microaggressive behaviors. Are those strategies helpful? Are there any that were not listed that you think should be?

Additional Resources

Harvard implicit association test:

<https://implicit.harvard.edu/implicit/>

The Father-Son Activity:

<https://cultureplusconsulting.com/2018/08/16/a-ha-activities-for-unconscious-bias-training/>

Topic: *Understanding and Avoiding Microaggressions*

Definition of Microaggressions: Everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership. While microaggressions are generally discussed from the perspective of race and racism, any marginalized group in our society may become targets: people of color, women, LGBTs, those with disabilities, religious minorities, and so on.

– Dr. Derald Wing Sue

Video Resources and sample questions for discussion

1. Microaggressions in daily life

Video: The Look by P&G

Video Link: <https://us.pg.com/talkaboutbias/>

Sample discussion questions:

- Would anyone like to share what their first thought was when they realized the Black man was the judge?
- What specific microaggressions did you witness in the video?
- In this video, do you feel these behaviors towards the Black man were intentional/ non-intentional? Why / why not?
- Have you ever witnessed or been at the receiving end of microaggressive behaviors? How did it make you or the other person feel?

- When people discuss microaggressions, a common response is that they are “innocent acts” and that the person who experiences them should “let go of the incident” and “not make a big deal out of it.” Do you agree or disagree with this point of view?

The Look Conversation Guide:

https://downloads.ctfassets.net/oggad6svuzkv/KKij0sQvVURInX6aMuMqO/4234b208d08308ffeb5850bfd06d622/THE_LOOK_Conversation_Guide.pdf

2. **Microaggressions in the Workplace**

<https://www.youtube.com/watch?v=XjgozDwAjgg&feature=youtu.be>

Sample discussion questions:

- This video points out a lot of “unintended” microaggressive behaviors. Do you feel that, even if a microaggression is unintended, that it is still a microaggression?
- This video uses everyday workplace scenarios that highlight how microaggressive behaviors can “just happen” during your everyday conversations with co-workers that you may be used to engaging with on a day-to-day basis. Some of us have had the same co-workers for 10+ years and are very “comfortable” when interacting with them. Do you think it is still a good idea to “watch” what you say in order not to offend that person?

Additional Resources

TED Talk by Tiffany Alvord <https://www.youtube.com/watch?v=cPqVit6TJjw> contains strategies to avoid microaggressions.

Killing Me Softly <https://fobettarh.github.io/Killing-Me-Softly/> An interactive game demonstrating what it’s like to experience microaggressions on a daily basis.

HBR Review Article

<https://hbr.org/2020/07/when-and-how-to-respond-to-microaggressions>

Topic: The Impact of Confederate Flags, Swastikas, and Graffiti on Construction Sites

Video: The Complicated History of the Confederate Flag

Video Link: <https://www.youtube.com/watch?v=H1VnD-PRVh8&feature=youtu.be>

<https://www.facinghistory.org/resource-library/taking-down-confederate-flag>

Sample discussion questions:

- How have the meaning of symbols (confederate flag, thin blue line) changed over time, and why do we think that is happening?
- Are people getting more expressive, wearing their positions and beliefs more publicly? Why?
- In a democracy, should an offensive symbol be allowed to remain in a public space even if everyone does not find it offensive? What about in a private space/job site?
- Does your company have a policy against certain symbols or graffiti on a jobsite? Discuss.

Additional Resources

<https://www.facinghistory.org/resource-library/taking-down-confederate-flag>