



AGC MA Stand-Down for Diversity & Inclusion in Construction October 2021

Sample Script for Stand-Down Presenter

- Hi, my name is _____ and I am the [*Safety Director/Senior Superintendent/Human Resources Director, etc.*] for [*Name of Company*]

- This week, across Massachusetts, employers and employees, like you, are voluntarily stopping work to focus on a safety challenge that is 24 hours a day and 7 days a week. Thank you for recognizing this vital safety issue and standing down with us today.
- This stand-down is an opportunity for us to have a conversation with you to raise awareness and advance communication about Diversity and Inclusion issues. This will also be an opportunity for YOU to identify and help eliminate obstacles to diversity and inclusion in our workplaces and on the jobsites.
- In March of 2020, the Associated General Contractors of America's CULTURE OF CARE initiative launched which allowed Construction Leaders to make a PUBLIC PLEDGE to create a DIVERSE workforce and ensure an INCLUSIVE work environment.
- To date over 50 companies in Massachusetts have taken the pledge to LEAD this effort. Today's stand-down is our next step. It is clear that employers participating today are committed to this effort and we need your help to ensure our goals.
- A diverse workforce is important for many reasons. A diverse staff brings different experiences, education, skills, and ideas that can take us to a higher level of productivity and problem solving.
- Also, our workforce should be as diverse as the communities we are working in. However, statistics show that the Construction Industry lacks diversity.
- WOMEN make up 47% of the US Workforce but only 9% of construction and 3% of the crafts workforce.
- BLACK or African Americans make up 12% of the workforce but only 6% of the construction industry.

- Many local construction leaders are committed to eliminating barriers to hiring women and minorities and improving how we recruit to diversify our workforce.
- Construction Companies are actively partnering with organizations and educational institutions to obtain new candidate pools and attract under-represented groups into the Construction Industry.
- Inclusion is also an important part of our efforts. Inclusion is ensuring we provide a welcoming, safe atmosphere, voice, and opportunity to ALL workers regardless of their sex, race, religion, etc.
- An inclusive work environment results in better overall worker satisfaction, productivity, and organizational success
- Lacking Diversity and Inclusion has proven to pose safety risks, deter productivity, increase turnover, and diminish employee potential
- We can IMPROVE DIVERSITY on our jobsites and become INCLUSIVE by taking action. We can become a Diversity and Inclusion Leader and take the Culture of Care Pledge. We can encourage the same through personal employee pledges and pledges from our subs, vendors, clients, and business partners.
- We can Speak Up and Speak out. We believe the vast majority of employees perform their duties with integrity and do not support racist, sexist or similar behavior. We should identify detrimental behaviors on a jobsite and work together to create and sustain the work environment we all need to thrive.
- We can implement needed policies like a No-Graffiti policy to identify and eliminate discrimination and promote inclusivity.
- The benefits of these efforts will be considerable. We will create a SAFER work environment where all employees feel welcomed, included, and empowered. We will raise AWARENESS of these issues through Supervisor education and training that will identify workplace behavior that detracts from a healthy, inclusive work environment.
- Employees and Supervisors can work together to eliminate these obstacles to productivity, teamwork.
- We can create equitable opportunities for success for all workers.
- Lastly, we will create a stronger Construction Industry where our workplaces are free of bias and harassment

[INSERT COMPANY SPECIFIC D & I EFFORTS HERE]