



SUPER *Fight*

STEPS TO AID PREPAREDNESS AGAINST SYSTEMIC RACISM IN CONSTRUCTION

1

Equity. Be intentional about equitable representation of all racial groups as an employer. Who are in leadership position in your companies? Leaders in this battle of equality and equity such as Martin Luther King Jr, famous Author, Michael Dyson, and many more will tell you: civil rights discussions, voting rights, sympathy towards George Floyd's incident, sympathy towards the workers that experienced the pain of seeing a death threat on a site really cost you nothing in the grand scheme of things; economic parity does. This requires a shakeup, and restructuring of the skeleton on which the flesh of your company is built on. Another critical piece of equity is being intentional about building a pipeline of future talent through coaching, mentorship, and many more.

2

Build and Maintain Allyship with the communities you serve. In construction we build communities, these communities will be affected by such acts of hate, therefore growing and nurturing community allies is key.

3

Build and Maintain Allyship with other likeminded Employers to build synergy. We need to work together, and hold everyone and their actions accountable: empower GC's, trades people, businesses that support inclusive diversity. Keep that as your company's culture. Even when there is no issue. Key word is "keep".

4

Maintain ongoing training on inclusive diversity (with a big emphasis on validating the content on a routine basis). This is something that really sowed the seed of trust with many at EllisDon. EllisDon maintains mandatory Respect in the Workplace and Inclusive Diversity Training developed by our People and Culture Team.

5

Treat racism and hate crimes with the same urgency as physical occupational health and safety issues.

6

Invest capital into creating and maintaining strategic partnerships, formation of affinity groups, team building events that amplify inclusivity.

7

Start and keep having tough conversations within your company about racism, at every level. Use this medium to educate each other, inform each other, promote awareness, and develop measurable metrics. At EllisDon, we are intentional about the participation of employees from all levels of the organization to sit down and have tough conversations and lay their cards of thought on the table.

8

Security. Site security must be effective and up to par at all times.