

## **Addressing Jobsite Culture**

### **Additional Q & A from 10.1.20 Event**

**What kind of outreach are you doing with D & I in high school educational settings? Exposure is needed for minorities and women at that level so that they know the opportunity is there.**

While the work of this committee was not focused on overall diversity and inclusion efforts, there are many organizations doing work to reach out to people of color and women for the construction industry. Many apprenticeship programs do outreach at high school events. And pre-apprenticeship programs like Oregon Tradeswomen, Construction Hope, Portland Opportunities Industrialization Center, and Portland Youth Builders also do outreach with youth. Other organizations like All Hands Raised, Self Enhancement Inc., the Urban League of Portland and many others do this work as well.

Oregon Tradeswomen hosts an annual Career Fair two days in May, with exhibitors and hands-on activities for attendees with the Friday date open only to middle and high schools with a sole focus on the skilled trades career pathways. For more information visit: <https://tradeswomen.net/fair> as well as monthly Career Education Sessions (virtually during COVID).

All Hands Raised offers an annual event, Industry for a Day, which focuses on careers in the construction sector for educators and administrators. For more information visit: [industry https://allhandsraised.org/stay-engaged/ifad](https://allhandsraised.org/stay-engaged/ifad).

The Portland Area Union Apprenticeship Council provides information to adult jobseekers as well as middle and high school students, educators, parents and administrators through their website, Assessing Union Apprenticeship: <https://sites.google.com/nietc.org/unionapprenticeships> and annual event focused for educators and administrators, this year on October 22<sup>nd</sup> (virtually): <https://sites.google.com/nietc.org/unionapprenticeships/events>

**CBA's include the requirement for subs to adopt equity contract clauses when they sign their contract with the general.**

Community Benefits Agreements (CBAs) can often include clauses referring to equity, including requirements for anti-harassment programming. More information about CBAs used in the Portland Metro area can be found here: <https://www.cbanw.com/mawe/>

**Do the models have a way for apprenticeship programs (retention staff) to intervene as an advocate for workers facing harassment?**

These programs are meant to focus on how harassment is prevented and how a broader culture is shifted. Both Rise Up and Green Dot will provide strategies that staff could also use in day to day interventions. Programs would be applicable to apprenticeship programs but may

need some adaptation to fit the specific needs of your program. Staff may also want to look to response and intervention mechanisms within their own organization to think through how they advocate for workers who are sharing issues of harassment with them.

A great resource for programs to assess the response and interventions beyond culture change programming is the report released by the EEOC in 2016. [https://www.eeoc.gov/select-task-force-study-harassment-workplace#\\_Toc453686319](https://www.eeoc.gov/select-task-force-study-harassment-workplace#_Toc453686319) Of particular interest for this is Appendix B which is a checklist for employers that could be easily altered for apprenticeship programs.

Regulations governing Equal Employment Opportunity and Affirmative Action (29 CFR 30), along with some resources to support anti-harassment can be found here: <https://www.dol.gov/agencies/eta/apprenticeship/eeo>

**Would the programs identified be beneficial for a subcontractor where a GC or Owner doesn't require a program on a site? Is there one program that would work better for a subcontractor do adopt internally?**

Both Rise Up and Green Dot would be effective and useful programs for adoption by subcontractors. The committee absolutely encourages subcontractors to move forward with adopting programs internally to begin to create cultural shifts, even when it is not required. Subcontractors adopting these programs should make sure to include these efforts as information, where possible, in their bid documents.

**Current local and national, social and political events are creating a very divisive environment in the public sphere. Many jobsites allow employees to display political and ideological flags, stickers, and banners which can be threatening and hostile. What policies can contractors take to combat this on jobsites which maybe be increasing?**

The committee did not focus on HR policies that can be implemented by contractors, but instead on prevention training. The recommended programs would, over time, improve the culture of an organization. It could relate to zero tolerance policies that companies may already have in place. Each organization will need to decide for itself what is acceptable on their jobsites.

Some companies, such as Turner Construction, are implementing zero tolerance policies specifically pertaining racism and hate crimes.

<https://www.constructiondive.com/news/turner-construction-takes-a-zero-tolerance-stance-toward-racist-acts/583999>

**Can you clarify how the requirements flow through to subs? I'm hearing training of workers/managers but is that just the prime or do all subs have to participate as well?**

The recommendation is that the training would flow from the primary contractor through to the subcontractors as well. Public agencies have their contractor with the primary contractor but would expect that they include those requirements through their subcontracts.

**I teach high school pre-apprenticeship and also at the Community College pre-apprenticeship class. I love this conversation. It has been needed for a long time. I would like to find a training that I can integrate into my class. We can't afford much. Any ideas?**

It would be good to connect with the other pre-apprenticeship programs to understand how they are incorporating these programs into their curriculum. Both Rise Up and Green Dot have elements that would be appropriate to incorporate into a curriculum of a pre-apprenticeship program. We encourage stakeholders in our region to attend the upcoming learning sessions for RISE Up and Green Dot models, as well as reach out to local training providers to learn more about the models and cost.

**Does anyone with experience with Green Dot or Rise Up have experience with the program actually building a multi-racial, cross-gender ally culture with buy-in by white men? Building a culture of solidarity seems to me the key.**

Both programs are aimed at long-term culture change, which does increase their buy-in from white men, recognizing that those who are targets of harassment and discrimination rarely have the power to create that change on their own. However, neither program focuses only on training white men to be 'allies' in the traditional sense of the word. The committee also reviewed the program, Be More than a Bystander, which focuses training only on men to address sexism on jobsites.