Construction Inclusion Week

Audience	DEI level	Time Allocation
Table Talk (Office/Departments)	Intermediate	10 minutes

🎯 Learning Objectives

- Discover ways to contribute to an inclusive culture
- How to be a leader in contributions or initiative
- How to support group initiatives that have multiple levels of responsibility
- Be a myth buster to "Feeling Alone on an Island"
- Engagement of Employee Resource Groups with further reach into corporate initiatives

💡 Definitions

- **Inclusion:** practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized. It is a feeling of belonging; in the workplace means employees are valued, respected, accepted, and encouraged to fully participate, and show up as their authentic self.

Ways to Contribute to an Inclusive Workplace:

- Contributions can be made at every level of the organization so that each contribution is impactful. There are ways to accomplish this by assessing whether to be a leader or contributor to initiatives. This brings full support in order to bring to fruition. If you are leading an initiative to contribute to an inclusive workplace, there is support from various resources within the organization and externally to do so. If you are contributing to and supporting an initiative, it is positive to be accountable for tasks to see the initiative go into action.

📑 Discussion Questions

1 If there is an Employee Resource Group within the company, how can each person become a member or ally? If you are already apart of the group, share some instances of contributions to the group to help fellow employees figure out how they can contribute What are group activities to combat the "Alone on an Island" myth so that people feel comfortable bringing their original selves to work?

2 As leaders within the company, how can you seek out to engage employees at every level and department?

3 A coworker is given a new task for an organization initiative on team engagement. The coworker doesn't want to hear out ideas from other employees because "they've got it". Is this being inclusive?

4 A new employee starts in your department and loudly voices after only a few short days, that they don't see the reason for contributing to company initiatives because that's not what they are used to. Is this inclusive?