



BUILDING AN INCLUSIVE CULTURE: *Unconscious Bias*

Please share what you've learned by posting using the hashtag **#ConstructionInclusionWeek**

BIAS

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Bias



- We're forced to make judgments everyday
- We use past experiences to guide judgment
- Unconscious Bias \neq Values or Beliefs

Bias



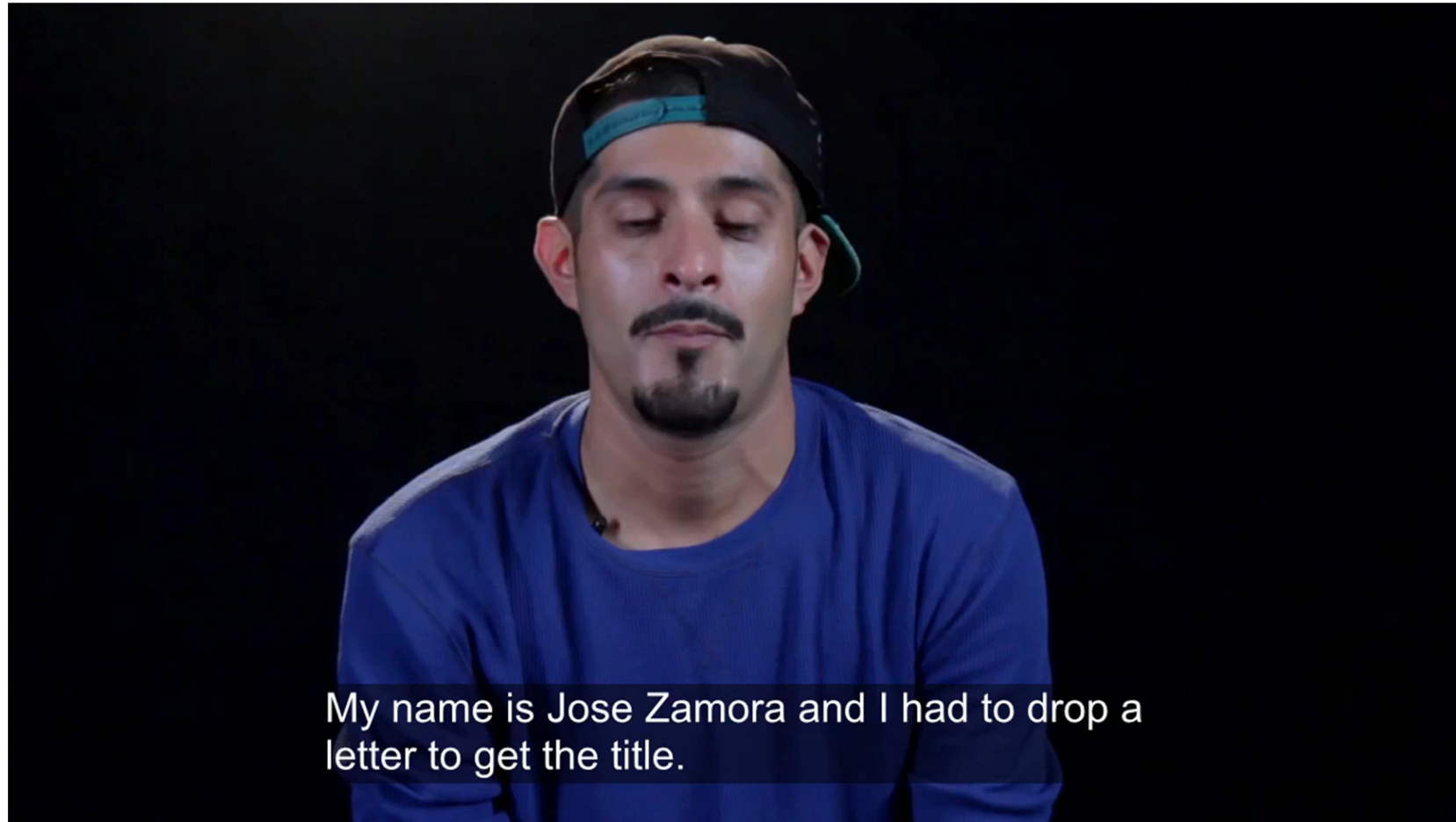
AN INTRODUCTION TO UNCONSCIOUS BIAS

Unconscious Bias is an Adaptation

- Lack of processing power
- Shortcuts to interpret the world
- Like me = safe
- **Inclusive behaviors take effort**

Video Link: <https://www.youtube.com/watch?v=KCgIRGKAbfc&t=1s>

Manifestation of Bias



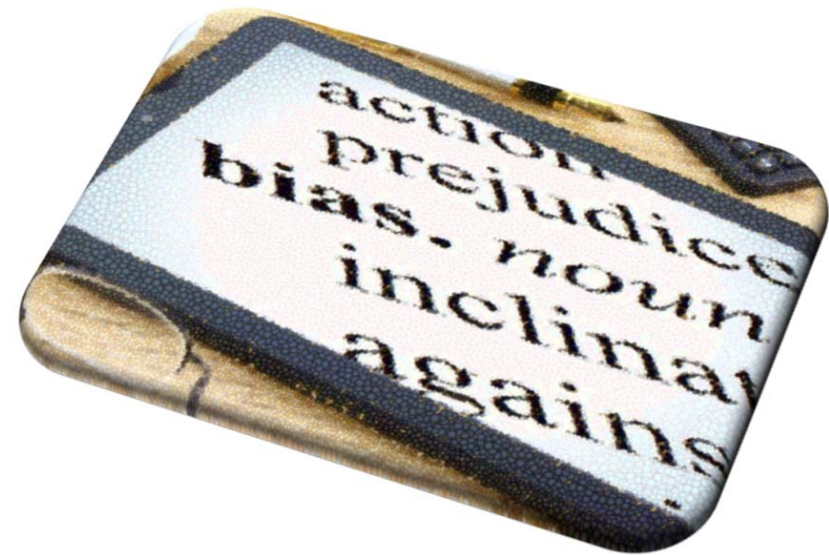
Video Link: <https://www.youtube.com/watch?v=PR7SG2C7IVU&t=1s>

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Mitigate Bias

4 Ways to Mitigate Bias

1. Recognize and accept bias
2. Explore causes
3. Get feedback
4. Engage with others



Mitigate Bias

Write down the last 5
people who walked in
the front door of your
home or sat in the
front seat of your car

*Not a family
member



DIVERSITY & INCLUSION

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Diversity

Visible Diversity

- Race
- Ethnicity
- Age
- Gender
- Accented language
- Physical disabilities



Diversity

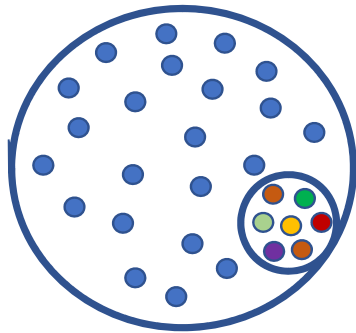
Non-Visible Diversity

- Physical abilities
- Educational background
- Sexual orientation
- Geographic location
- Income
- Marital status
- Parental status
- Leadership style
- Religious beliefs
- Work experience
- Personality type
- Personal belief systems
- Cultural perspectives
- Mental health
- Gender identity
- Past trauma
- Learning disabilities

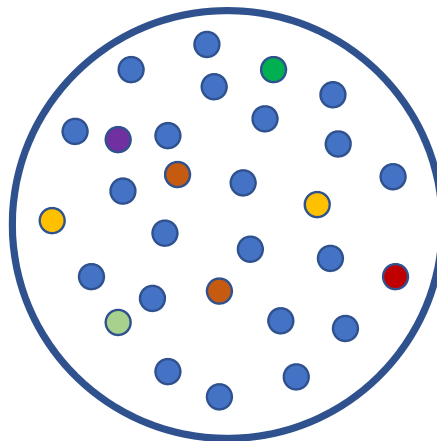


Inclusion

DIVERSITY & INCLUSION



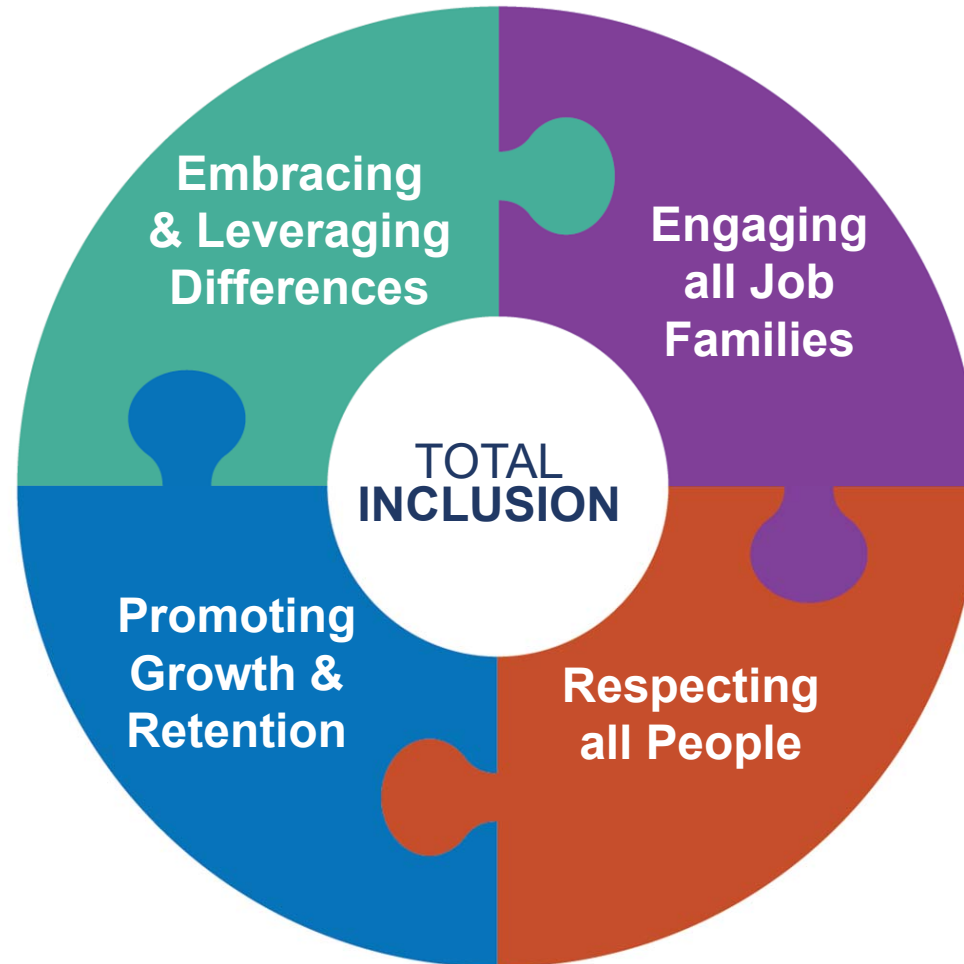
DIVERSITY



INCLUSION

Diversity is having different people at the dance, Inclusion is being invited onto the dance floor. – Verna Myers

Inclusion



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Inclusion



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Inclusion

VIDEO HIGHLIGHTS

- How many people found 1 of those boards resonated with them?
- What will YOU take away from this video, and this portion of the training?
- Every day you a choice on how you will influence that environment

Inclusion



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RIGHT Behaviors

Respect

i
g
h
t



- Apply the golden rule
- Listen actively
- Ask questions
- Display courtesy and consideration
- Seek to understand and support

RIGHT Behaviors

r
g
h
t
Inclusion

- Empathize and connect
- Act as a role model
- Value diverse thoughts and ideas
- Provide and seek dissenting opinions
- Collaborate



RIGHT Behaviors

r
i
Generosity
h
t

- Show care for all
- Put others first
- Seek opportunities to develop and learn
- Give constructive feedback
- Build comradery



RIGHT Behaviors

r
i
g
Humility
t

- Be vulnerable
- Possess self-awareness
- Offer and receive constructive feedback
- Recognize and admit weaknesses
- Acknowledge and mitigate biases and assumptions



RIGHT Behaviors

r
i
g
h
Trust

- Engender a safe and transparent culture that allows for open communication
- Take reasonable risks
- Don't fear failure
- Hold yourself and others accountable
- Learn from mistakes



RIGHT Behaviors

Self-Reflection

- Think about a time when you interacted with someone and wish you had a do-over.
- Did you fail to demonstrate a RIGHT behavior? Which one(s)?
- What are you going to do to correct the situation?



ADVOCACY:

- ✘ Making demands
- ✘ Bulldozing a leader or coworker
- ✘ Boasting or bragging
- ✔ Expressing interest for next assignment/career move
- ✔ Having a voice on the project
- ✔ Respectfully addressing career or environment concerns
- ✔ Bringing your experience to the project or department