



## INTRODUCTION

We are focused on people's SAFETY and WELL-BEING. We seek to develop a culture where all people feel valued. We are committed to showing respect to the diversity that is all around us. Together, we accomplish this by managing risk, creating a safe environment, and demonstrating the highest standard of care for each other.

For that reason, we DO NOT TOLERATE any behavior that threatens the physical or mental well-being of anyone who works with our company—that includes behavior that is biased or racist motivated.

## ATTITUDES INFLUENCE BEHAVIOR

We want to foster attitudes that promote positive behavior for everyone. **There are six attitudes we want to remove completely** because they lead to behavior—direct or indirect—that harms our partners and our employees.

- **Racism:** attitudes and systems that **harm** racial groups
- **Sexism & Genderism:** attitudes and actions that **harm** people based on sex or gender identity
- **Ageism:** attitudes and actions that **harm** people based on age
- **Homophobia:** attitudes and actions that **harm** people based on sexual orientation
- **Religious Bias:** attitudes and actions that **harm** people based on their religious beliefs
- **Xenophobia:** attitudes and actions that **harm** people from other countries

## OUR SHARED COMMITMENT

Words, attitudes, and behaviors have power. They can empower or hurt our people. As a company, we are committed to **leading conversations** and **uncovering attitudes that lead to actions that cause harm or pain** to our partners, clients, and entire organization and **replacing them with actions that demonstrate respect, inclusion, caring, and dignity** for others.

## THE COURAGE TO CARE

It takes courage to admit that our attitudes and actions harm people. It takes courage to care for people who are different from us. We are committed to creating an environment where everyone feels safe, valued, and respected. Help us make a difference.

- ✓ Acknowledge that attitudes and actions (prejudices and discrimination) hurt people.
- ✓ Recognize how **your** attitudes and actions impact others and be open to correcting yourself.
- ✓ Pay attention to how **you** treat others based on their race, sex, age, gender, sexual orientation, religion, or place of origin.
- ✓ Build relationships and find common ground with people who are different from you (think sports, food, hobbies, goals, family, children, and pets) but also learn to appreciate your differences.

**Diversity makes us better. Attitudes and actions have power. No tolerance.  
NO RACISM OR HATE IN OUR HOUSE!**

## THE COURAGE TO CARE (CONTINUED)

**Learning and Discussion Resources** (scan codes with mobile phone camera or access web links)

### Articles:



Making it Safe: The Importance of Psychological Safety

<https://safetydifferently.com/making-it-safe-the-importance-of-psychological-safety/>



History of the Swastika

<https://encyclopedia.usmmm.org/content/en/article/history-of-the-swastika>

### Videos:



Equality, Diversity & Inclusion

<https://www.youtube.com/watch?v=C-uyB5I6WnQ&t=41s>



Why It's Tough for Women to Work in Construction and How that Can Change

<https://www.youtube.com/watch?v=5iw0k0UqJxA>



What is Ethnicity?

<https://www.youtube.com/watch?v=E1AY95Z64gg>



The Origin of Gender

<https://www.youtube.com/watch?v=5e12ZojkYrU>



Introduction to Unconscious Bias

<https://www.youtube.com/watch?v=KCgIRGKAbfc&feature=youtu.be>



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