



Sustaining the Right Behaviors

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 for the diversity that is all around us.

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.

OUR SHARED COMMITMENT

We are committed to the highest level of respect and safety that extends to our job sites and offices.

We have a responsibility to reflect on our progress and to challenge ourselves to rise to this commitment—to be welcoming, respectful, and inclusive.

IN OUR HOUSE

We commit to working together toward a common mission, despite personal differences of any kind. We must consistently take action through our words and behaviors to value and respect one another every day.

In our house, we expect that everyone treats each other and talks with each other with respect.

THE COURAGE TO REFLECT

QR CODE

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QR CODE

{See Information Sheet for instructions on creating and inserting QR codes.}

Active Caring

Anti-Racism

Anti-Isms

Microaggressions

It takes each one of us to create and maintain an environment that insists on respect. It takes courage to:

- Care for others
- Become an anti-racist
- Recognize the impact of our words and actions on others
- Acknowledge our own biases and blind spots

When making a change or improvement, it's important to reflect on our own behaviors.

Since attending the Anti-Racism Toolbox Talks, consider the following:

- What does a positive environment feel like to you?
- How do you feel you are being treated?
- What have you seen or heard that's better?
- What has surprised you?
- How have you thought or behaved differently?
- Where is there still room for improvement?
- What is getting in the way of improvement?

Change is a journey that all of us make.

THE COURAGE TO ACT

Your Commitment

Change is a journey. It takes time and effort. It is intentional. Only you can decide for yourself to do something that helps to build our culture of respect. When we expand our awareness, get to know one another better, and learn to appreciate our differences, everyone can feel valued and do their best.

What's one commitment that you will make to create an environment of respect?

Working Together

Along with our own commitments, we should honor the journey of others.

- If you see something, say something.
- If you give feedback to someone, do it with respect.
- If you have hurt someone (intentionally or unintentionally) and they provide feedback, assume positive intention, accept it with respect, and apologize.

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



How to Build Trust and Relationships
<https://www.youtube.com/watch?v=wtNOq1Bwtt4>



Understanding Empathy
<https://youtu.be/vAJ6jDoePyY>



Empathy – Best Speech of All Time by Simon Sinek | Inspiritory
<https://www.youtube.com/watch?v=IJyNoJCAuzA>



Brené Brown on Empathy
<https://www.youtube.com/watch?v=1Ewgu369Jw>



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