



Diversity, Equity and Inclusion Technical Assistance

RISE Up (Respect, Inclusion, Safety and Equity in the Construction Trades) is a Respectful Workplace Program designed provide all workers with the tools and support necessary to create and maintain a safe, inclusive and productive environment for everyone. The framework of the training is based on minimizing distractions and maximizing productivity.

It is not possible to just “outlaw bias”. While it may seem like all you need is established rules that are easy to understand and defend, research shows that training only is not effective and that “blame and shame management” does not motivate employees. In fact, training alone can harm diversity efforts and create more bias against underrepresented groups. To be effective, a program must be multi-dimensional, must be inclusive, must cover more than just women and race, and must be measured.

The RISE Up Program includes multiple components that ***when used together*** will create a respectful workplace. Benefits of a respectful workplace include increased safety, productivity and retention – resulting in a more profitable organization.

Fully Customizable

The RISE Up program is a fully customizable program. Organizations can use as many of the components as they choose and can customize the training based on their individual needs. Training and materials can be co-branded with your logo.

BEST PRACTICES SHOW THAT YOU MUST ADDRESS POLICY AS WELL AS PROVIDING TRAINING, PROFESSIONAL DEVELOPMENT, MENTORING AND EMPLOYEE ENGAGEMENT OPPORTUNITIES TO SHIFT CULTURE. One component alone may have some impact, but it will not miraculously create an inclusive workplace.

Policy Review and Organizational Assessment

ANEW and our partner consultants will work in partnership with the contractor to provide a real-time snapshot of your organizations’ practices and policies as they relate to diversity, equity and inclusion. This assessment includes assessing current policies and procedures and gathering data from employees and leadership which is compiled in a report with recommended actions.

Executive Team Training and Coaching

Organizations are all at different places on the diversity, equity and inclusion journey. Some are just starting out, and some are well on their way. ANEW and our partner consultants will provide executive team training and coaching, when needed,

Manager Training (3-hour training in-person, 2 ½ hour training virtual)

Managers have a huge influence on their teams and on the cultures of their teams. They are dealing with day-to-day issues, like the conflicts that arise from diverse teams, and they need to set the tone



and resolve problems. People leave managers more often than companies. This training will give your managers the tools they need to work in diverse team environments, and understand, identify and stop behaviors that jeopardize worker safety and retention. Training topics include topics such as identifying, addressing and resolving inappropriate behavior, prevention and response, and intention vs. impact. Training includes real life scenarios and other activities designed to challenge and grow supervisory skills.

Worker/Employee Training or Site Orientation (2-hour training)

Respectful jobsite training can be conducted as part of the onboarding process and/or part of safety orientation or annual safety meetings. It will address policies workers are expected to adhere to and provide examples which reflect the reality of the working environment. Training will engage participants to come up with solutions and to participate in jobsite efforts and emphasize the importance of bystander intervention.

Worker Readiness Training

New workers coming into the industry often are first generation construction workers and need additional support to succeed. This training gives new workers the essential skills they need to contribute to an inclusive workforce. Participants will learn communication skills, bystander intervention and how to advocate for themselves.

Job Box or Toolbox Talks (materials are free, train-the-trainers offered)

Job Box Talks will be 5 – 15 minutes training opportunities on a specific subject. The instructor card will have step by step instructions for the trainer, coaching questions and helpful hints. Anyone will be able to effectively implement the talk with the instructions given.

Posters/Stickers/Campaign Materials (materials can be downloaded for free or ordered from website)

Posters will be available to utilize on the site which highlight Respect, Inclusion, Safety and Equity and why they are important on the job site. Materials can be co-branded with organization logo.

Job Site Team or Culture Committee Creation

ANEW will assist the contractor with the creation of a Job Site Team or Culture Committee or an organizational Culture Committee to engages managers and employees to communicate and model values and create programs or events that support the company's mission, purpose and values.

Employee Surveys

Every great DEI journey includes employee input. But asking for that input internally can often result in skewed results. ANEW can administer an employee survey and provide a report and suggested activities or strategies going forward.



Third Party Reporting Service

ANEW will provide confidential third-party reporting services for the jobsite (in certain geographical areas). Studies show employees are less likely to report violations to their supervisor or someone else in the company for fear of retribution. Business cards will be handed out at orientation and on the job sites with the reporting information process clearly outlined.

Mentorship Programs

Mentorship works for a variety of reasons. First, if a journeyman feels responsible for the success of the apprentice or worker, they will be more effective leaders and advocate on behalf of them. Second, it increases the number of women and minorities who find mentors. Consultants can provide best practices for implementing a mentorship program within your company.

Site/Employee Surveys and Reports

Consultants can design pre- and post- job surveys or annual employee surveys regarding jobsite culture. This will be used for evaluation to measure improvement.

Subject Specific Training

Consultants can design subject specific training as needed. Current subject training includes:

- Implicit Bias
- Bystander Intervention
- Your Long Term Success – Employee Work Readiness
- Bias in Hiring and Interviewing