

One Cool Thing

In 2020, JE Dunn CEO Gordon Lansford took the CEO Action Pledge to build productive, diverse, and inclusive workplaces. The CEO Action Pledge is the largest business commitment to advance diversity and inclusion in the workplace. Nearly 2,000 COE's across 85 industries have taken the pledge. We recognize that our commitment under the pledge is not the complete answer, but we believe it is an important step toward building a more diverse and inclusive construction industry. There are several ways that JE Dunn is carrying out this commitment that impact our industry and communities in Kansas City and nationally.

- **Dedicated DEI Staff** - JE Dunn has a staff of nine full-time personnel focused on diversity, equity, & inclusion initiatives. They create opportunities to engage and connect civic organizations, trade associations, stakeholders, and our personnel to achieve these initiatives. They are supported by countless others in the company that have a personal passion for creating success in our DEI initiatives.
- **Minority Development Program** – When it comes to long-standing opportunities for diversity and inclusion, JE Dunn understands its role in helping minority-owned and women-owned business enterprises grow and succeed in the construction industry. That's why we created a formal education program for potential subcontractors that emphasizes minority and women-owned companies. The program, which lasts eight months, is free of charge to all admitted contractors who are selected through an application and interview process. The program is intended to prepare small business for success in the construction industry and to provide opportunities to work with JE Dunn. Launched in 2006, more than 500 companies have participated in the program in 13 cities, resulting in more than \$250 million in contracted work.
- **National Diversity Scholarship** – Building a diverse and inclusive workforce means more than simply recruiting top talent – it means mentoring a new generation of builders while fostering a culture of innovation and creative thinking. Geared toward construction and engineering students, JE Dunn's National Diversity Scholarship supports our three-pillar strategy for diversity and inclusion: workforce, workplace, and marketplace. It is a \$5,000 scholarship paid over the course of two years and includes up to two guaranteed internship opportunities. It is awarded to eight students nationally each year. [Learn more here!](#)



- **Building the Future Initiative** – Geared to K-12 students, this program is a workforce readiness initiative centered on construction careers. Through engagement with local schools and educational nonprofits, students gain hands-on experience and awareness of the many opportunities available in the industry. Learn more including how to link educators and teachers with the program and engage students [HERE!](#)

JE Dunn, we strive to connect diverse trade partners to bring innovative and high-quality solutions to our projects. Engaging with diverse civic organizations, trade associations, and stakeholders across the communities in which we operate enhances our goal of being an indispensable business partner to our clients.

