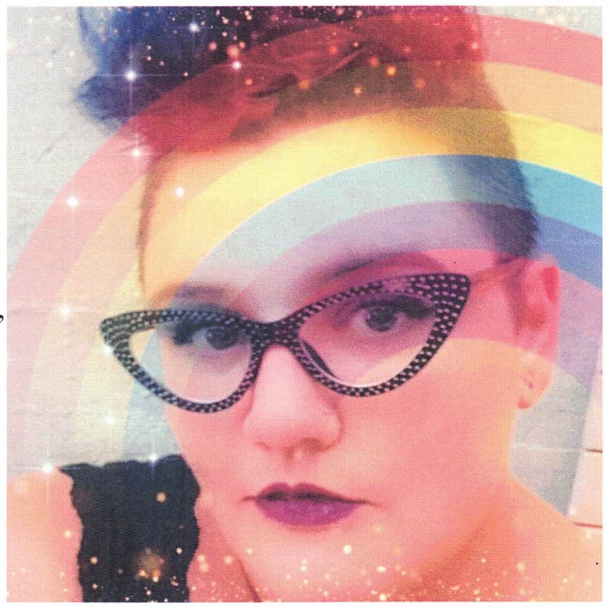
DE&I Committee: Ways to be an ally



June is Pride month. The construction industry has come a long way for inclusivity, but I know we can do better if we pause and stand together, seeing from another perspective.

When we say safety in construction, it evokes images of PPE, fall prevention, and OSHA. Seldom do we think of safe spaces for marginalized groups or being an ally for coworkers. Have you ever witnessed bullying or microaggressions and didn't know what to do? Here are a few steps you can follow to help create a safer, happier place to work.

1. Call out language. If you feel comfortable at the moment, you can say, "Don't use that language around me," or "I'm not ok with you using that word."

2. If you aren't able to say something at the time, tell someone in authority. Explain that you know it can be harmful if someone overhears slurs or bullying - whether they are an employee or customer.

3. Don't engage in teasing, joking about, or bullying any group of people. Remove yourself from the group if they are unwilling to stop.

4. If someone is being treated poorly, seek them out. Offer a hand or a lunch partner.

5. If you are in charge, learn about inclusion and then make it a requirement for your team to learn. Act on any reports swiftly and fairly, and make it known you will not tolerate certain behaviors.

Being an ally to marginalized folks can be challenging, but it's essential to create work environments that are welcoming and safe for everyone, whether that means hard hats or open doors. So next time you witness a microaggression or outright discrimination, step in and use your voice - I promise it gets easier!