



## Safe from Hate Alliance

## Steering Committee

### *Charter*

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[The Safe from Hate Positive Jobsite Culture Pledge](#) calls on all industry stakeholders in the construction industry to advance diversity, equity, and inclusion by clearly addressing jobsite culture. Because prevalent racism and sexism continue to create hostile work environments, impact retention of a skilled workforce, and disproportionately harm women, Black, Indigenous and other people of color (BIPOC), the Safe from Hate Positive Jobsite Culture Pledge outlines a specific set of actions the undersigned organizations will take to cultivate a respectful workplace, safe from hate, racism, sexism, discrimination, harassment, and bullying, where all workers are safe, respected and have dignity at work and in the construction industry.

All the signatories serve as leaders of their organizations and have committed to implementing the pledge within their institutions and realm of influence.

This charter outlines the role and commitments of the Safe from Hate Alliance Steering Committee, whose primary purpose is to bring transparency, hold accountable industry partners and ensure in the successful implementation of the Safe from Hate Positive Jobsite Culture Pledge and the four pillars, which are:

1. We will enforce a zero-tolerance policy
2. We will implement and expand positive jobsite culture education on all our jobsites
3. We will continue to work with our community partners to support and recruit diverse talent
4. We will cultivate retention and leadership development efforts

### **Goal**

Work together to advance the implementation of the four pillars of the Safe from Hate Positive Jobsite Culture Pledge.

### **Measurements of success include**

- Consistent implementation of the four pillars by all pledge signatories
- Building a shared annualized workplan to coordinate efforts and guide each sector's implementation activities
- Building cross-collaboration among construction industry signatories to address and improve jobsite culture in the region
- Accountability mechanisms in place of signatories to follow through on the commitments outlined in the pledge



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## **Membership**

- Three (3) representatives from each sector (Public Owners, Trade Associations, Unions, Contractors, subcontractors, Registered Apprenticeship programs, and community-based organizations in the construction sector), with three (3) alternates
- Tradesworker Equity Council shall be represented by the entire membership of the Council as the stakeholder group most impacted by the culture, policies, and practices of our industry
- Diversity of all persons, including but not limited to gender, race, age, experience, disability, LGBTQ+
- Ability to influence institutional policies, decisions, and investments within the sector
- Directly connected to the sector's broader Safe from Hate Pledge implementation efforts

## **Member Roles & Responsibilities**

- Consistent participation at monthly Safe from Hate Alliance Steering Committee meetings
- Sector meetings shall be consistent and ongoing outside of the Steering Committee and Coalition General Membership meetings recognizing that the commitment to this work cannot take a "vacation", and recognizing that the Tradesworker Equity Council is the only sector not compensated in this work, or able to take vacations from this work
- Commit to doing the work between meetings and attend each meeting prepared to report out on their sector's activities to date on implementation of the Safe from Hate pledge
- Lead on coordinating efforts within their sector between meetings to advance implementation efforts
- Actively engage and share best practices with sector signatories the work of other sectors in the Safe from Hate Alliance
- Identify issues, barriers, and needs related to coordination and building solidarity in the collective efforts to address jobsite culture in the construction sector
- Minimum 2-year commitment

## **Meetings**

- The Steering Committee will convene no less than once a month. Members are asked to block out up to 2 hours for each meeting.
- Smaller, limited duration task groups may be formed as needed to focus on specific action items.
- The Steering Committee will set the agenda for the quarterly Safe from Hate Alliance General Membership meetings
- Sectors also meet independently between meetings to implement their Safe from Hate Pledge efforts.

*\*Suggest including annual signatures from SC members or at least listing them with affiliation and start date of participation below.*