



2022 Tradesworker Equity Council Recommendations for Safe from Hate Alliance Members & Industry

“An unheard voice is an action not taken”
- *Tradesworker Equity Council 2022*

The construction industry has made concerted efforts in recent years to shift the culture and remedy a long history of racism, sexism, homophobia, exclusion, harassment, discrimination and an overall toxic, masculine culture. The structural nature of long-standing racism has kept the dominant culture in power, and many have worked to ensure that their power is maintained – a system designed to benefit the few in power and with means. While many of these examples occurred in the past, these roots took hold and are still manifest in today’s construction industry. The failure to include communities of color in a meaningful way, coupled with a lack of capacity, has prevented our industry from diversifying in measurable and meaningful ways.

The consequence of this that ownership of firms remains largely white and male, and leadership in those companies, unions, registered apprenticeship, and positions of power and decision-making in our industry also remain largely white and male. Without real diversity, equity, access, inclusion, and opportunity, our jobsites and workplaces will continue to allow a culture of harassment, hazing, bullying, and exclusion continue to create hostile work environments, impact retention of a skilled workforce, and disproportionately harm women, Black, Indigenous, and other people of color (BIPOC). They continue to cause good workers to leave our industry, and impact not only the bottom line of construction, but harm individuals, families, and our communities.

The signatories of the Safe from Hate Positive Jobsite Culture Pledge outline a specific set of actions 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. The recommendations herein from the Tradesworker Equity Council are based on conversations and meetings with industry stakeholders over the last two years, independent industry research, promising and best practices, and tradesworkers’ personal, lived experiences.

In addition to the Four Pillars of the Safe from Hate Pledge, (1) enforce a zero-tolerance policy; (2) implement and expand positive jobsite culture education on all our jobsites; (3) work with our community partners to support and recruit diverse talent; and (4) cultivate retention and leadership development efforts, the Tradesworker Equity Council respectfully submits consideration of the following recommendations to industry.

Tradesworker Equity Council Priorities: Safe from Hate Pledge in Action

1. Accountability scorecard/dashboard on each of the four pillars of the Safe from Hate Pledge for each stakeholder group
2. Implement functional, autonomous, self-governed, and directed Steering Committee
3. Expand Tradesworker Equity Council membership & engagement
4. Expand number of jobsites implementing respectful workplace culture programs
5. Ombuds Office Implementation

Safe from Hate Alliance Steering Committee Structure Recommendations:

- Self-governing body with meetings facilitated by the steering committee members themselves – empowering the Steering Committee members to carry the work forward
- Stakeholder committees/groups select two (2) co-chairs/representatives to serve on the Steering Committee for one (1) year term
- Steering Committee elect co-chairs who convene meetings; set agenda and report progress at quarterly full membership meetings
- Steering Committee meet monthly to coordinate work, review progress
- Tradesworker Equity Council representation on Steering Committee rotate as tradesworkers availability permits
- Center work on the four pillars and Leadership Development, Empowerment, Advocacy, and Call to Action for Change

SFH Website Recommendations:

- Post stakeholder work plans on Safe from Hate website
- Post meetings on Safe from Hate website
- Post dashboard of progress on Safe from Hate website
- Post list of Safe from Hate Pledge signers on website
- Post meeting notes on website
- Add email for Tradesworker Equity Council on website

BOLI Recommendations:

- BOLI ATD implement statewide apprentice survey and share results
- BOLI ATD provide annual registered apprenticeship dashboard
- BOLI ATD provide annual review of registered apprenticeship programs pertaining to apprentice hours and completions; provide public notice to apprentices
- Increase resources, accountability, compliance, and enforcement with 29 CFR 30 (EEO in registered apprenticeship)
- Increase transparency on programs not in compliance with EEO and affirmative action requirements
- Implement an Ombuds Office at BOLI

Public Owner Recommendations:

- All public owners provide annual dashboard of project workforce jobsite incidents
- Survey tradesworkers on site for feedback with an anonymous process
- Provide and post respectful workplace commitments on all jobsites
- Provide and post jobsite support/liaison information on all jobsites
- Provide and post jobsite reporting information/process on all jobsites
- Provide and post worker rights information on all jobsites
- Ensure gender-inclusive, safe, well-lit, clean, health and safety focused, feminine-friendly restrooms and breastfeeding spaces on all jobsites
- Names on hardhats as requirement – safety and respect!
- Stop double-counting women of color in both categories for social equity workforce goals
- Post workforce participation dashboard publicly

- Require Respectful Workplace Programs on projects
- Stop awarding contracts to employers / contractors who are not Safe from Hate Respectful Workplace Pledge signers and who do not put the pledge into action
- Hire and utilize an equity/retention/jobsite liaison coordinator to help support respectful workplace culture pledge
- Put stronger compliance and enforcement in place
- Require remediation process, training, and education for employers not in compliance or struggling with respectful workplace issues with respectful workplace training program
- Implement social equity workforce goals on public projects
- Ensure that bid requirements, general contractors and subs have diverse core crew that represent women, BIPOC tradesworkers

Registered Apprenticeship Program Recommendations:

- Implement regular mechanism for checking in with apprentices on their jobsite experience (for example, are they receiving mentoring/training, do they have a quality journey person assigned, are they being rotated for a robust experience, or just cleaning, etc.)
- Review apprentice feedback on regular basis and use information to make changes when necessary
- Visit apprentices on their jobsites – make sure on-the-job training is happening, appropriate, and supporting skills acquisition
- Provide mentoring to apprentices
- Ensure apprenticeship staff are trained in respectful jobsite culture, implicit bias, and bystander intervention
- Create a position for jobsite liaison or equity coordinator and provide them training in respectful workplace culture
- Take jobsite issues/complaints seriously and have clear policies available on dealing with the issues; provide policy to apprentices
- Regularly review apprentice hours to ensure they are advancing, not being “starved out” and receiving on-going on-the-job training to improve skills to journey out
- Ensure apprentices are rotated with employers so their skills are built, well-rounded and ongoing
- Provide opportunity to provide feedback to the apprenticeship program on jobsite experience and incident resolution and on-the-job training
- Provide additional support and training to apprentices in the classroom and lab setting; support apprentices during layoffs by providing additional training “drop in” hours for training and tutoring
- Review jobsite issues with employers, including dispatch
- Communicate jobsite issues with union representatives (if applicable)
- Provide and post respectful workplace commitments to apprentices
- Provide and post jobsite support/liason information to apprentices
- Provide and post jobsite reporting information/process to apprentices
- Provide and post worker rights information to apprentices
- Hire women, BIPOC, and LGBTQ+ staff and ensure they are also in leadership positions
- Regularly review apprentice demographics and ensure recruitment and retention plans are in place, active and continuously improved
- Ensure that the Joint Apprenticeship and Training Committee (JATC) and/or Trustees have respectful workplace training, and are trained on implicit bias

- Provide a seat on the JATC and/or implement an apprentice advisory committee

Union Recommendations:

- Acknowledge the history of unions and structural racism and work to actively dismantle it
- Be mindful of biased “gatekeepers” and work to provide training, education, and remediation of such practices
- Be transparent about membership demographics
- Visit apprentices and journeyworker on their jobsites on regular basis, not only where there is an issue or incident
- Ensure that stewards, business agents, representatives have respectful workplace training
- Ensure that there is an opportunity for feedback regarding jobsite incidents/issues and resolution from tradesworkers most impacted
- Create a position for jobsite liaison or equity coordinator; ensure that they have respectful workplace training
- Support diversity, equity, and women’s committees
- Take jobsite issues/complaints seriously and have clear policies available on dealing with the issues and make sure members understand their contracts through transparency and regular training
- Provide recognition and appropriate compensation for members being used for diversity efforts and ensure permission to use such image, etc. and option for revocation
- Communicate jobsite issues with apprenticeship coordinators (if applicable)
- Provide and post respectful workplace commitments to members
- Provide and post jobsite reporting information/process to members
- Provide and post worker rights information to members
- Hire women, BIPOC, and LGBTQ+ staff and ensure they are also in leadership positions

Employer Recommendations:

- Communicate jobsite issues with apprenticeship coordinators, unions (if applicable) and owner for resolution
- Ensure general contractors and subs have diverse core crew that represent women, BIPOC, and LGBTQ+ tradesworkers
- Make sure on-the-job training is happening, appropriate, and supporting skills acquisition for apprentices
- Provide mentoring to apprentices
- Train journeyworkers so they are good mentors!
- Ensure gender-inclusive, safe, well-lit, clean, health and safety focused, feminine-friendly restrooms and breastfeeding spaces on all jobsites
- Names on hardhats as requirement – safety and respect!
- Stop double-counting women of color in both categories for social equity workforce goals
- Post workforce participation dashboard publicly
- Be transparent about workforce participation
- Provide and post respectful workplace commitments on the jobsite
- Provide and post jobsite support/liaison information on the jobsite
- Provide and post jobsite reporting information/process on the jobsite
- Provide and post worker rights information on the jobsite

- Stop double-counting women of color in both categories for social equity workforce goals
- Put the pledge into action – train frontline supervisors, foreman, and HR and enforce respectful workplace pledge and zero tolerance policy (for example, include in weekly safety talks and job box talks)
- Post and share zero tolerance policy and enforce it
- Solicit feedback from tradesworkers
- Regularly review the zero-tolerance policy and make improvements
- Ensure that there is fair appeal process
- Hire and utilize an equity/retention/jobsite liaison coordinator to help support respectful workplace culture pledge
- Hire women, BIPOC, and LGBTQ+ staff and ensure they are also in leadership positions

Trade Association Recommendations:

- Hire women, BIPOC, and LGBTQ+ staff and ensure they are also in leadership positions
- Require members to be signatory to Respectful Workplace Pledge and review compliance
- Require “high-road” standards for employer members – do they have respectful workplace training for frontline supervisors, diverse core crews, quality on-the-job-training program/plan, best practice zero tolerance policies, etc.

Community Organizations/Pre-Apprenticeship Training Program Recommendations:

- Host Apprentices & Tradesworker Rights Conference (in partnership with Building and Construction Trades unions, LERC, BOLI, Jobs with Justice, etc.)
- Hire women, BIPOC, and LGBTQ+ staff and ensure they are also in leadership positions
- Share service information publicly on who is served by program, who completes, who is retained
- Provide mentoring to tradesworkers/graduates
- Increase retention services
- Provide leadership development opportunities
- Provide jobsite culture training in pre-apprenticeship training programs to staff and to pre-apprentices
- Support graduates to participate in the Tradesworker Equity Council