

# JOB BOX TALK INSTRUCTOR GUIDE

## Welcoming Diversity

### 1. DEFINE THE TOPIC AND GIVE EXAMPLES

**Diversity:** The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.

#### The Changing Diversity of Construction

The face of construction is slowly changing. Worksites continue to become more diverse and the culture of the industry is growing with it. The workforce is evolving! And it has its benefits. Studies show that:

- Racially and ethnically diverse teams are 35% more likely to perform better
- Gender-diverse teams are 15% more likely to have higher performance
- Diverse teams are 87% better at making decisions
- Inclusive companies are 1.7 times more innovative

## IMPACT

### 2. EXPLAIN THE IMPACT OF THE TOPIC

Here are some real and possible benefits to embracing diversity and inclusion in the workplace:

- With a variety of perspectives and life experiences on a worksite it creates the possibility for the cultivation of more creative ideas
- Collaboration can increase creativity
- Creativity can inspire increased productivity
- Productivity yields improved performance
- Reduction of fear and “othering” (speaking of a group of people as “them” in relation to another’s “us,”), increasing inclusiveness and belonging



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## Expectations

### 3. DESCRIBE EXPECTATIONS FOR ACCEPTABLE BEHAVIOR.

- **Treat others how THEY would like to be treated.** Common practices that are comfortable for you may not be comfortable for everyone.
- **Drive positive change in the organization.** Ask yourself: “What can I do to make my diverse coworkers feel as comfortable as I feel?” Be a spokesperson for diversity issues that are not necessarily your own.
- **Welcome ideas that are different from your own:** The creativity that comes with diversity can help you generate new ideas or improve a process already in place. It can also make work more interesting, engaging and fun.



### 4. ASK REFLECTION QUESTIONS

How can I create a more inviting work site for those who are different from me?



### 5. END WITH KEY TAKEAWAYS

A diverse, inclusive worksite is shown to maximize productivity and minimize distraction.