**Diversity, Equity and Inclusion Technical Assistance**

**RISE Up (Respect, Inclusion, Safety and Equity in the Construction Trades)** is a Respectful Workplace Program designed provide all workers with the tools and support necessary to create and maintain a safe, inclusive and productive environment for everyone. The framework of the training is based on minimizing distractions and maximizing productivity.

It is not possible to just “outlaw bias”. While it may seem like all you need is established rules that are easy to understand and defend, research shows that training only is not effective and that “blame and shame management” does not motivate employees. In fact, training alone can harm diversity efforts and create more bias against underrepresented groups. To be effective, a program must be multi-dimensional, must be inclusive, must cover more than just women and race, and must be measured.

The RISE Up Program includes multiple components that ***when used together*** will create a respectful workplace. Benefits of a respectful workplace include increased safety, productivity and retention – resulting in a more profitable organization.

**Fully Customizable**

The RISE Up program is a fully customizable program. Organizations can use as many of the components as they choose and can customize the training based on their individual needs. Training and materials can be co-branded with your logo.

*BEST PRACTICES SHOW THAT YOU MUST ADDRESS POLICY AS WELL AS PROVIDING TRAINING, PROFESSIONAL DEVELOPMENT, MENTORING AND EMPLOYEE ENGAGEMENT OPPORTUNITIES TO SHIFT CULTURE.* One component alone may have some impact, but it will not miraculously create an inclusive workplace.

**Policy Review and Organizational Equity Assessment**

A RISE Up Affiliate will work in partnership with the contractor to provide a real-time snapshot of your organizations’ practices and policies as they relate to diversity, equity and inclusion. This assessment includes assessing current policies and procedures and gathering data from employees and leadership which is compiled in a report with recommended actions.

**Executive Team Training and Coaching**

Organizations are all at different places on the diversity, equity and inclusion journey. Some are just starting out, and some are well on their way. A RISE Up Affiliate will provide executive team training to create a foundation of diversity, equity and inclusion that is threaded through your organizational messaging and strategic initiatives.

**Manager Skills Training (3-hour training in-person, 2 ½ hour training virtual)**

Managers have a huge influence on their teams and on the cultures of their teams. They are dealing with day-to-day issues, like the conflicts that arise from diverse teams, and they need to set the tone and resolve problems. People leave managers more often than companies. This training will give your managers the tools they need to work in diverse team environments, and understand, identify and stop behaviors that jeopardize worker safety and retention. Training topics include topics such as identifying, addressing and resolving inappropriate behavior, prevention and response, and intention vs. impact. Training includes real life scenarios and other activities designed to challenge and grow supervisory skills.

**Worker/Employee Training or Site Orientation (2-hour training)**

Respectful jobsite training can be conducted as part of the onboarding process and/or part of safety orientation or annual safety meetings. It will address policies workers are expected to adhere to and provide examples which reflect the reality of the working environment. Training will engage participants to come up with solutions and to participate in jobsite efforts and emphasize the importance of bystander intervention.

**Worker Readiness Training**

New workers coming into the industry often are first generation construction workers and need additional support to succeed. This training gives new workers the essential skills they need to contribute to an inclusive workforce. Participants will learn communication skills, bystander intervention and how to advocate for themselves.

**Job Box or Toolbox Talks Train-the-Trainer**

Job Box Talks are created to be 5 – 15 minute training opportunities on a specific diversity, equity or inclusion subject. The train-the-trainer will teach up to 10 people in an organization how to utilize the job box talks and facilitate these conversations. In addition, the organization will receive the Job Box Talk materials and marketing package. Anyone will be able to effectively implement the talks after the training.

**Worker Orientation Train-the-Trainer**

A RISE Up Worker Orientation will be created specifically for and according to your entities policies and procedures. Up to 10 people will be trained to facilitate the train-the-trainer on a jobsite or within an organization. The organization will have access to this worker orientation for training purposes within their organization.

**Job Site Team or Culture Committee Creation**

A RISE Up Affiliate will assist the contractor with the creation of a Job Site Team or Culture Committee or an organizational Culture Committee to engages managers and employees to communicate and model values and create programs or events that support the company’s mission, purpose and values.

**Employee Surveys**

Every great DEI journey includes employee input. But asking for that input internally can often result in skewed results. A RISE Up Affiliate will administer an employee survey and provide a report and suggested activities or strategies to move the organization toward inclusion.

**Third Party Reporting Service**

A RISE Up Affiliate will provide confidential third-party reporting services for the jobsite (in certain geographical areas). Studies show employees are less likely to report violations to their supervisor or someone else in the company for fear of retribution. Business cards will be handed out at orientation and on the job sites with the reporting information process clearly outlined.

**Mentorship Programs and Leadership Programs**

Mentorship works for a variety of reasons. First, if a journeyman feels responsible for the success of the apprentice or worker, they will be more effective leaders and advocate on behalf of them. Second, it increases the number of women and minorities who find mentors. A RISE Up Affiliate will provide best practices for implementing a mentorship program within your company.

**Site/Employee Surveys and Reports**

Site specific RISE Up surveys can be designed to measure jobsite culture at the beginning and through the project. These surveys can be used as an evaluation method to plan and deliver training and development opportunities for workers on a specific site.

**Subject Specific Training**

Consultants can design subject specific training as needed. Current subject training includes:

* Implicit Bias
* Coded Language
* Bystander Intervention
* Bias in Hiring and Interviewing
* Coaching for Success