

# Understanding our Professional Commitments to Diversity, Equity, and Inclusion

**CONSTRUCTION SCIENCE (CNS)**

**April 2020**



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# How CNS professional orgs define diversity...

- AGC – multiple references to other definitions, one that is emphasized is:
  - “These definitions also include ‘acquired’ diversity traits—such as cultural, generational and gender smarts; cross-functional business knowledge; a global mindset; military experience and language skills.”
  - AGC Document: [The Business Case for Diversity & Inclusion](#)
- ABC, ACCE, ASC, CMAA, DBIA, MCAA, NECA, & NAHB – Do not.



# How CNS professional orgs define who is underrepresented...

- ABC – Identify Diversity Resource Groups by category (<http://diversity.abc.org/en-us/Diversity-Resource-Groups>)
- AGC – not clearly indicated but seem to refer to BLS data
- ACCE, ASC, CMAA, MCAA, NECA, NAHB – Do not



# How CNS professional orgs measure underrepresentation...

- AGC – Bureau of Labor Statistics data
- ABC, ACCE, ASC, CMAA, DBIA, MCAA, NECA, NAHB - Do not

# How CNS professional orgs describe their professionals' obligations and commitments to diversity, equity and inclusion...

- ABC – Hold Diversity and Inclusion Summit (<http://diversity.abc.org/en-us/Diversity-and-Inclusion-Summit>), Diversity Excellence Awards (<http://diversity.abc.org/en-us/Diversity-Excellence-Awards>) and Diversity Resource Groups (<http://diversity.abc.org/en-us/Diversity-Resource-Groups>)
- ACCE – Increase Overall Diversity is part of the 2020 strategic plan. Specific goals to: Educate HBCUs of the benefits of ACCE accreditation, identify and develop new leaders for ACCE, Increase new individual involvement in ACCE.
- AGC – “The arguments presented for a company including diversity and inclusion as a key business strategy go beyond the moral imperative of “doing the right thing” and focus on the measurable and tangible financial results that can be achieved with effective implementation. As the population of the U.S. becomes more diverse, construction companies will need to reflect the changing demographics in order to find workers and retain a competitive edge.”
- CMAA – “Including diverse perspectives on teams and in decision making is essential to program and project success. CMAA is committed to promoting diversity, equity and inclusion with equal opportunity for all persons in its membership, leadership and activities.”
- NECA - As the nation's leading specialty contractor organization, the National Electrical Contractors Association (NECA) is committed to facilitating growth in the electrical construction industry. In doing so, NECA encourages an environment that embraces diversity as an integral factor for ensuring our industry's viability. NECA believes that by supporting business development, capacity building, career advancement, and involvement opportunities for people from all backgrounds, races, nationalities, genders, sexual orientations and disabilities, we make our industry more dynamic and better prepared to tackle the challenges of the future.



# Principles of diversity and inclusion or best practices that exist to guide us as CNS educators...

- AGC – None stated by AGC but their mention of a “intentional and practical cultural shift towards diversity and inclusion” as part of a moral imperative is also fitting in education.
- ABC, ACCE, ASC, CMAA, DBIA, MCAA, NECA – Have none



# Principles of diversity and inclusion or best practices that exist to guide us as CNS researchers...

- ABC – Does not
- AGC – None stated by AGC but their mention of a “intentional and practical cultural shift towards diversity and inclusion” as part of a moral imperative is also fitting for researchers.
- ABC, ACCE, ASC, CMAA, DBIA, MCAA, NECA, NAHB – Have none

# Principles of diversity and inclusion or best practices that exist to guide CNS in engaging the community...

- AGC – None stated by AGC but following their lead of embracing the changing demographics of the country and making intentional shifts in how we engage the community is a fitting guide.
- ABC, ACCE, ASC, CMAA, DBIA, MCAA, NECA, NAHB – Have none



# CNS upholds professional commitments to diversity and inclusion by...

- An intentional and practical culture shift towards diversity and inclusion can positively impact company profitability by improving employee productivity, recruiting and retaining top talent, increasing innovation, and creating a safer workplace. Furthermore, collaborative partnerships with diverse entities provide opportunities to expand market share.
  - See: AGC Document [The Business Case for Diversity & Inclusion](#)



CNS has identified the following opportunities for improvement toward creating a more inclusive and diverse division and/or college...

- Sponsoring regular student events to promote & retain women in construction
- Supporting the new student organization: Latinos Building the Future
- Recruitment at the Tomás Rivera Educational Empowerment Conference
- Recruitment at targeted predominantly Hispanic high schools
- Supporting the student chapter of Women in Construction