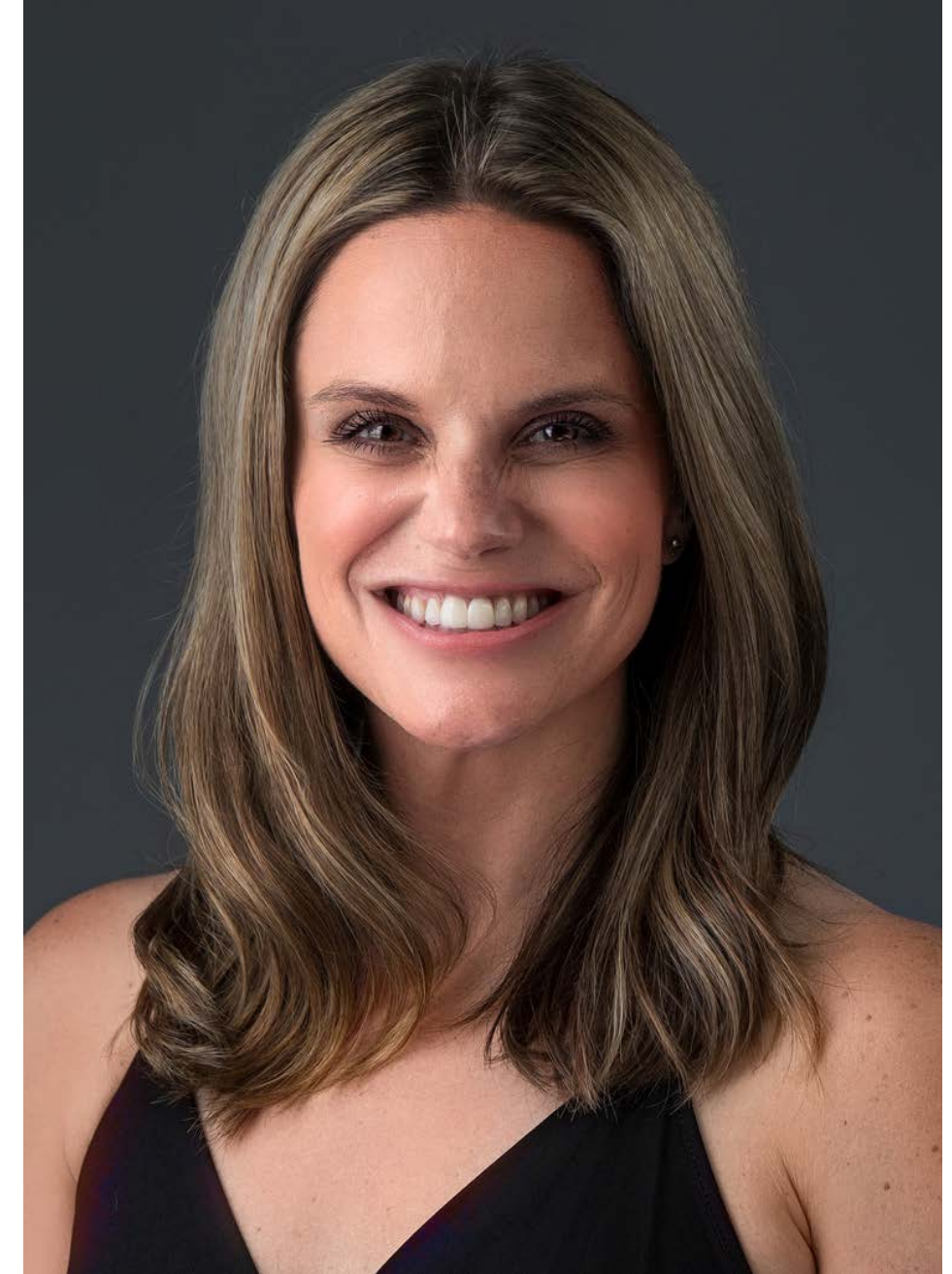




DIVERSITY & INCLUSION

NIA YPAC DISCUSSION

Meet the Author



ROBYN KAVANAGH

Director, HR



Resource Road Map

D&I Tool Kit

Let's dig deeper into NIA's
new D&I Tool Kit resource.

Defining D&I

Diversity is the mixture of differences and similarities which includes values, experiences, behaviors, beliefs, and backgrounds.

Inclusion is the degree to which individuals are able to participate fully in and contribute to the success of the organization.



Diversity & Inclusion

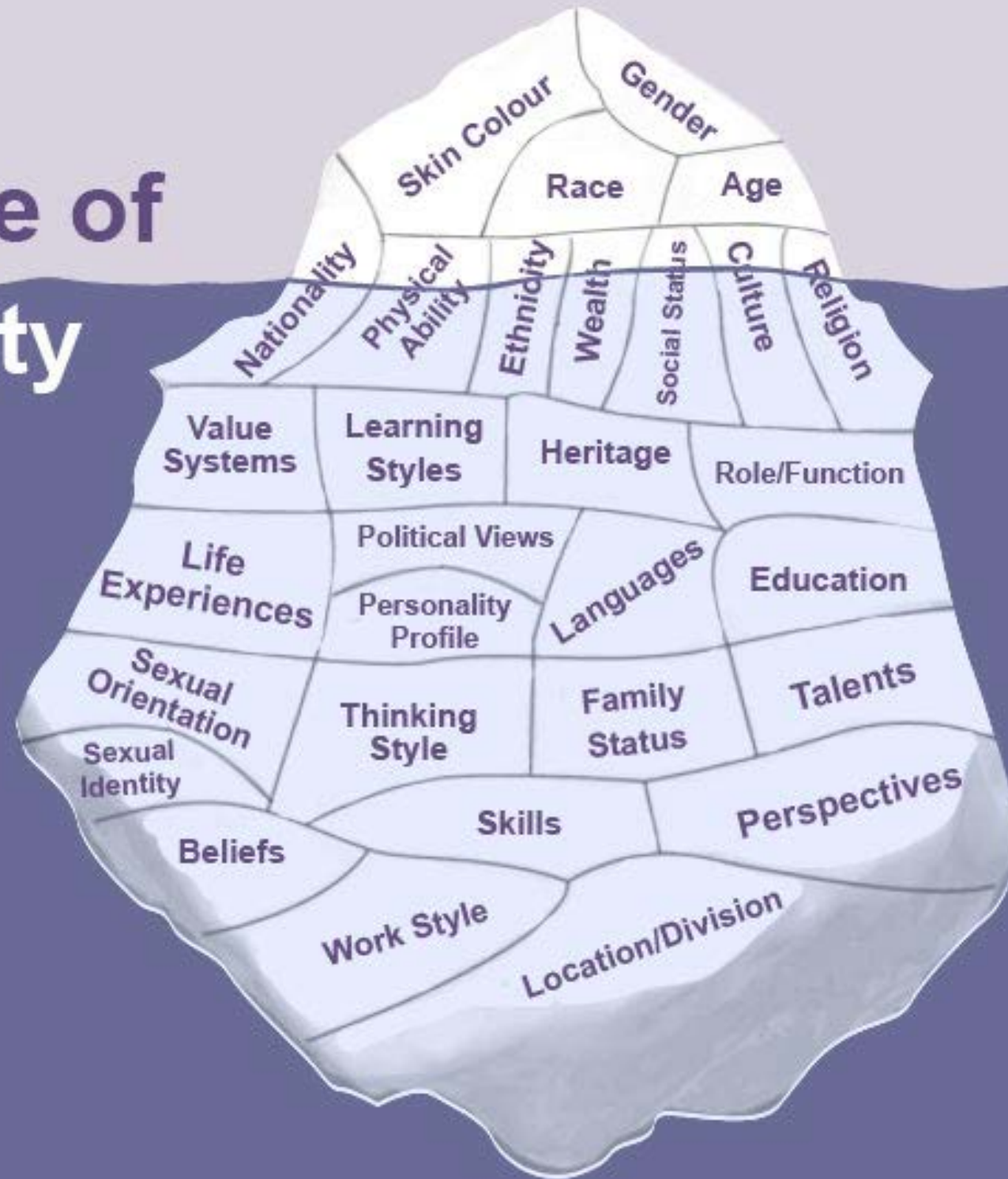
Diversity



The Waterline of Visibility

What percentage of an iceberg is visible above the waterline?

Waterline of Visibility



We are ALL IN to:

better ourselves.

better our company.

better our industry.

Our D&I Why

"How might we start
our D&I journey?"

Find Common
Ground.

Core Values



We find common ground in D&I
through our Core Values.

Our Values in Action



AWCI Joins Nearly 2,000 CEOs in Commitment to Advance Diversity and Inclusion in the Workplace

Autodesk and Associated General Contractors of America Equip Women in Construction with Properly Fitting Safety Harnesses
March 2, 2020



ANSWER THESE Qs:

- What can I do today?
- What can my company do today?
- What can my company plan and execute tomorrow?
- What does success look like?

Create a Strategy



FOUR CORNERS

CULTURE

CAREER

COMMUNITY

COMMERCE

The background of the top half of the image is a solid orange color. In the center, there is a dark silhouette of a person in mid-air, jumping over a gap between two large, dark brown rock formations. The person's arms are outstretched, and their legs are bent in a jumping motion. Below the person, a trail of small, dark particles is visible, suggesting the person has just jumped from the left rock formation. The overall scene is set against a lighter orange background, creating a sense of depth and movement.

THE REAL CHALLENGE IS NOT FIGURING
OUT "WHAT CAN WE DO?" BUT RATHER
"ARE WE WILLING TO DO IT?"

ROBERT LIVINGSTON

Q&A

How has the pandemic impacted D&I? (ex. remote work)

How might we incorporate D&I into benefits packages?

Ask me anything.

