GWIC
GROUNDBREAKING
WOMEN IN CONSTRUCTION

Collaborate, Mentor, Lead — SUCCEED!
ROLLING THE DICE: INDUSTRY’S NEW AEC DIVERSITY AND INCLUSION ALLIANCE

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Construction remains one of the least inclusive industries in the country.

Women make up 9.1 percent of the construction industry in the United States, and the number has actually decreased since 2005.

<table>
<thead>
<tr>
<th>Occupation Sector</th>
<th>Number of Women</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales &amp; Office</td>
<td>423,000</td>
<td>45%</td>
</tr>
<tr>
<td>Professional &amp; Management</td>
<td>293,000</td>
<td>31%</td>
</tr>
<tr>
<td>Natural Resources, Construction &amp; Maintenance</td>
<td>196,000</td>
<td>21%</td>
</tr>
<tr>
<td>Service Occupations</td>
<td>14,000</td>
<td>1.5%</td>
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<tr>
<td>Production, Transportation &amp; Material Moving</td>
<td>13,000</td>
<td>1.4%</td>
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Construction and engineering firms are taking notice and want to change. We recognize:

1. Talent shortages
2. Need for innovation and continuous improvement
3. Changing workplace demands by employees
4. Recognition of inclusion as a core business imperative

A number of firms have come together to connect on this topic and commit to working collaboratively to support each other and advance change in the industry.
MEMBER COMPANIES
VISION

We are the driving force for equity and inclusion for all in the construction and engineering industry.
The Mission of DICE is to increase awareness and share best practices through peer-collaboration.
WHAT WE DO

Twice-annual member meetings

1. Hilti (Dallas) – April 2018
2. McKinstry (Denver) – October 2018
3. Lendlease (NY) – March 2019

Regular communications/collaboration

Developing more formal structure (charter, membership responsibilities, etc.)
WHO WE ARE

We are:
1. D&I practitioners/leaders
2. Decision-makers for our organizations
3. Peers interested in collaborating, learning, and sharing together

We are not:
1. A conference or event
2. An open meeting or public forum
TOPICS WE’VE COVERED

1. Inclusive benefits
2. STEM mentorship/pipeline building
3. Data and metrics
4. Employee Resource Groups (ERGs)
5. Group mission/vision/charter
6. Executive engagement
7. Best practices from other firms/industries
COMPANY SPOTLIGHTS
COMPANY SPOTLIGHT: MCKINSTRY

Key initiatives:

1. Training (leader, unconscious bias, manager toolkits, etc.)
2. Data and metrics (understanding what we have and how to better leverage it)
3. Engaging employee teams (Advisory Committee, Working Committee)
4. STEM mentoring/pipeline capacity building
COMPANY SPOTLIGHT: HILTI

Key initiatives:

1. Gender, Generations, Global (3Gs)

2. Building a workplace that works for all
   - (Beyond Bias Training, Cultural Diversity Awareness)

3. CEO commitment to elevating women
   - Catalyst for Change
   - Men Advocating Real Change

4. Work within construction industry to bring about D&I awareness and change
HILTI IN ACTION
COMPANY SPOTLIGHT: LENDLEASE

Key initiatives:

1. Empowering our leaders to be inclusive and address bias to make better decisions

2. Commitment to a level playing field, giving everyone the same chance to succeed

3. Flexible ways of working to support different needs, priorities and lifestyles
LENDLEASE IN ACTION

INTERNATIONAL WOMEN'S DAY 2019
MEET THE WOMEN OF LENDLEASE
WHAT’S NEXT
WHAT’S NEXT

DICE

Diversity & Inclusion in Engineering and Construction

1. Develop charter
2. Establish work priorities
3. Continue to enhance peer collaboration
4. Elevate presence in industry
5. Drive collective impact
Q&A
Q&A FOR AUDIENCE

1. What are your companies doing to formalize D&I efforts? Do they have a formal role for this?
2. What do you see as the biggest barriers to inclusion in the industry?
3. How can we attract more women into construction?
4. What advice would you give to companies about their corporate D&I programs?
5. What do you think are the biggest opportunities with this type of cross-company collaboration?
6. Are any of you interested in becoming leaders of D&I in our organizations? What is one learning or next action to get there?
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