NOMAarizona - Call to Action

10 Action Points for Real Change in the Design and Construction Industry

1 **Acknowledgement of historic and current systemic and institutional racism and gender inequality in the United States.**

This is the most important, the other 9 points will not matter unless there is acknowledgement (much like an addict that needs to realize their addiction before recovery).

2 **No longer use the phrase "politically correct".**

It's about doing the right thing and treating everyone with dignity and respect.

3 **Develop strategies.**

Instill hiring & recruiting practices that are more objective for initial consideration, reach out to more diverse schools/programs to recruit qualified staff that also increases diversity.

4 **A no tolerance policy of racial/sexual/ LGBTQ/religious disrespect and harassment.**

Consequences not just for staff but also clients, consultants or upper management (e.g. a principal). It should no longer be tolerated due to revenue, bringing profit or clients to the firm, a current practice in some firms.

5 **Allow open dialogue, encourage listening and understanding.**

This will be uncomfortable for some staff. Firms must take the initiative to become more educated on the challenges of minorities & women not just in the profession but also in their communities.

6 **Buy in from all staff, especially critical with White staff.**

This is not a Black or Brown, People of Color or Woman problem, it's <u>America's problem.</u>

7 **Eliminate subjective promotions and partnerships.**

Provide actual identified measurable metrics and paths towards upper management and leadership for all staff.

8 **Mentor <u>all</u> staff that have expressed interest in "next levels".**

9 **"If they see or hear something, say something!"**

Each staff members should be their brother and sister's keeper regarding any observation of disrespect due to race, gender, religion or sexual orientation inside and outside the workplace.

10 **Treat people as YOU want to be treated.**