

Construction Inclusion Week 2023:

A Celebration of Diversity, Equity and Inclusion



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The SMPS Diversity, Equity, and Inclusion (DEI) committee has been working since 2020 to define, develop, and implement strategies to increase inclusion throughout the architecture, engineering, and construction (A/E/C) industries.

An annual fall highlight is Construction Inclusion Week (CIW), an industry initiative to build awareness, celebrate DEI, and provide educational and business resources. In its third year, CIW provides an online forum from October 16 to 20, 2023, to engage with and share inspiration among construction teams and allied professionals across the country.

Construction is one of the world's most diverse and dynamic industries, employing millions of people from different backgrounds, cultures, and experiences. The journey toward a more inclusive and equitable work environment continues. CIW offers online activities throughout the week-long event, such as webinars, workshops, panel discussions, networking sessions, and more. Individuals and companies of all sizes and markets are welcome. "We encourage all firms that serve the building environment to participate in the CIW," urges Ray Seday, Chairman & CEO of McCarthy Building Company. This group includes owners, subcontractors, trade partners, design firms, technology providers, suppliers, industry associations, and educational institutions.

To learn more about CIW and how to get involved, visit ConstructionInclusionWeek.com. Complete a brief registration form to unlock a wealth of free resources, including a DEI Maturity Model framework that allows firms anywhere along the DEI journey to use curated resources that align with existing firm experiences and organizational operations. A short Assessment helps organizations, regional offices, or project sites get a quick pulse check on where they fit in the continuum: Level 1 (basic awareness), Level 2 (intermediate processing/strategic), or Level 3 (advanced/market-leading).

Each day has a different theme to guide content and conversations for individuals, small groups, and firms across the A/E/C spectrum.

Commitment & Accountability
(Monday, October 16)

Belonging
(Tuesday, October 17)

Supplier Diversity
(Wednesday, October 18)

Workplace Culture
(Thursday, October 19)

Community Engagement
(Friday, October 20)

Links are provided for planning tools, daily curriculum guides, and recommended toolbox/table talks for each level, along with ideas for at-home activities. You can also follow the hashtag



We all have a role to play in creating an industry where everyone feels included.

— Lynn Littlejohn, Vice President, Community Empowerment, Mortenson Construction



Construction Inclusion WeekSM



This week is about awareness and action, igniting change throughout the industry, how we work, and how we celebrate our diverse capabilities.

— Kamicia Mason, Vice President of DEI, McCarthy Building Companies

#ConstructionInclusionWeek on social media to stay updated on the latest news and events and share your thoughts.

Diversity is not just a goal; it is a fundamental strength of the construction industry. As our firms evolve, embracing inclusion is required for growth and prosperity. Join CIW and over 2,500 firms (and counting!) in celebrating achievements and committing to building a future where everyone's voice is valued and welcomed. As Kamicia Mason, Vice President of DEI at McCarthy Building Companies, notes, "We are all on this journey of inclusion together." Together, let's build a brighter, united, and inclusive tomorrow.



**We're participating in
Construction Inclusion Week!**

October 16-20, 2023

www.constructioninclusionweek.com