AGC of Washington Weekly *Toolbox Talk* Safety Meeting

Fostering a Culture of CARE

Date _____ Jobsite _____ Discussion Leader _____

Attendance Sign- In:

We spend plenty of time talking about what not to do in relation to diversity and inclusion in the workplace, but here are some things you can do now to start fostering a more inclusive workplace.

- Acknowledge differences, with respect.
  - Welcome ideas that are different than your own.
  - Observe diverse traditions, celebrations and holidays from other cultures.
- Become culturally competent
  - Actively seek out new perspectives or ideas
  - Invest in cultural-bias training
- Treat people in a way they wish to be treated rather than the way you wish to be treated. Common social activities and practices that are comfortable for you may not be comfortable for everyone. Most importantly, be respectful always.
- Be a spokesperson for diversity issues that are not necessarily your own.
- Understand the diversity elements you personally bring to the organization. Each of us is different and adds value to the organization because of these differences.
- Bounce an idea off someone unexpected on your team. If you routinely go to the same people, you aren't necessarily being open to the diversity of thought that others may provide.
- Rotate who initiates or leads meetings. Even informal ToolBox Talks or brief site meetings can be enhanced by a new person's perspectives or leadership styles.
- Talk about something other than work with someone you might not regularly speak with. Don't just make small talk. Ask them about something important to them, what they do for fun, or how their family is doing.
- For obvious reasons, it isn't prudent to ask about politics or other issues. There are plenty of topics, however, that could be a safe ground for fostering a friendly work conversation.

Other Safety Items Discussed: _____