



Decoding DEI for Construction

(Without Any Politics!)

Foundational Principles of Diversity, Equity & Inclusion in the Workplace

Decoding the art of effective leadership and team cohesion rooted in understanding and authenticity to enhance employee recruitment, engagement, and retention in the construction industry.



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ELEVATING YOUR COMPANY CULTURE

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DEI training is an invitation, not a challenge.

"Learning key concepts of diversity, equity and inclusion (DEI) and how it applies to your company culture and recruiting efforts is not a 'one size fits all' approach. After being in the construction industry my entire life, I've experienced the trials and tribulations of introducing change into the work environment. And what I've learned is this: *change is an opportunity, not a threat.*

The purpose of this program is to meet everyone where they're at with their DEI journey. For some, it may be a refresher, for others, it may be completely new. Either way, it's a supportive and non-judgmental invitation to enhance your workforce and company culture.

The result will be an engaged and empowered team with leadership tools for talent acquisition and employee retention for today and years to come."

- Mandy McIntyre, Founder & Principal



THE ROI & BENEFITS OF DEI TRAINING

DEI training offers liability risk mitigation and a competitive edge in recruitment.

ENHANCES DECISION MAKING	FUELS PRODUCTIVITY	INCREASES TALENT ACQUISITION
<p>Diverse teams make better decisions than non-diverse teams up to 87% of the time leading to better results</p>	<p>Ethnically and culturally diverse companies are 33% more likely to be more profitable</p>	<p>55% of job seekers say it is very or extremely important to work at a company that prioritizes diversity and inclusion</p>
<p>Diverse team employees pull from a wider range of sources and experiences.</p> <p><i>Source: Forbes</i></p>	<p>Diversity offers a powerful team advantage in a competitive marketplace.</p> <p><i>Source: McKinsey Report</i></p>	<p>Investing in workplace DEI increases recruitment and retention.</p> <p><i>Source: Indeed.com</i></p>



DECODING DEI FOR CONSTRUCTION: (WITHOUT ANY POLITICS)

FOUNDATIONAL PRINCIPLES OF DIVERSITY EQUITY & INCLUSION IN THE WORKPLACE

OBJECTIVE:

Educate, enlighten, and empower your organization for stronger talent acquisition and employee development. This program aims to create an inclusive company culture that validates and celebrates all aspects of identity by utilizing diversity, equity and inclusion in the workplace.

GOAL:

Learning to lead and work cohesively from a place of understanding and authenticity to improve employee recruitment, engagement and retention within leadership teams and throughout your organization.

PROGRAM FORMAT:

Program in cohorts of up to 30 people. Each cohort is a 3 day training (Typically 1 afternoon half day, 1 full day, 1 morning half day). All sessions have break-out activities for group collaboration and team cohesion. Custom time frames available to best suit your team's schedule.

- Blended Format: (In Person 16 hours & Virtual 4.5 hours)
- Virtual Format: (20 hours)

Upon completion of each cohort training & to maintain momentum and engagement, each cohort will have 3 follow-up Zoom meetings (approximately 90 minutes in length) on a monthly basis to discuss how the training is being applied, recap core concepts, introduce new concepts, and address any challenges.

All training is based on Harvard Business School's Leadership Principles program and Cornell University's DEI program, respectively.

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PROGRAM OUTLINE:

Session 1: Fundamentals of Diversity, Equity & Inclusion

- Key terms of diversity, equity and inclusion
- Distinguishing between diversity and inclusion
- Distinguishing between equity and equality
- Discovering other key DEI terms

Session 2: Counteracting Unconscious Bias

- Defining bias - both conscious and unconscious
- Defining microaggressions
- How unconscious bias affects people in the workplace
- Effective action to improve employee interactions

Session 3: Diversity, Equity & Inclusion in the Workplace

- How stereotypes and prejudices influence behavior in work groups
- Methods to improve psychological safety in work groups
- Assess the three sources of inclusion in a workplace (organizational, work group and immediate supervisor)

Session 4: Improving Employee Engagement

- Defining engagement
- Examining disengagement
- Engagement versus satisfaction
- How engagement predicts performance

Session 5: Fostering an Inclusive Company Culture

- Climate versus culture
- Defining an inclusive culture
- The critical role of leadership
- Key behaviors of inclusive leaders

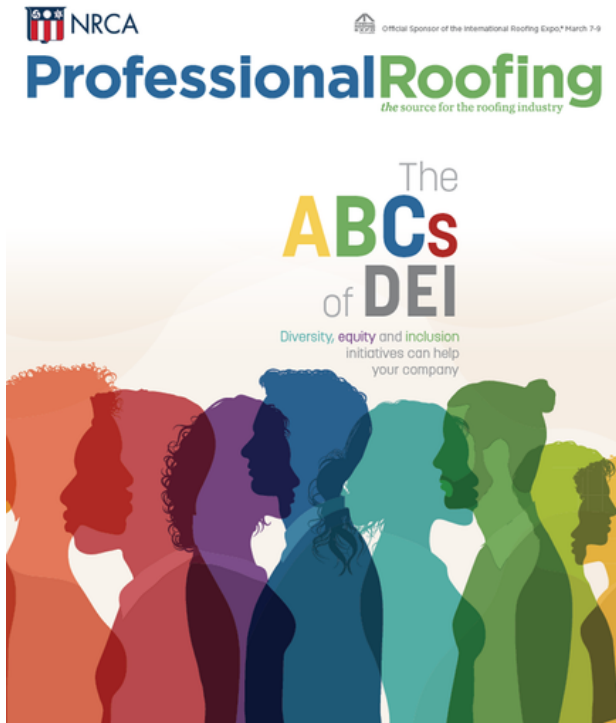
Session 6: Being an Employer of Choice

- Utilizing DEI's impact on recruitment
- Leveraging inclusion to drive innovation and creativity
- Enhancing the safety, health and wellness of employees
- Improving the employee experience



INCLUDED WITH TRAINING:

- DEI Survey / Assessment before and after the program.
- Workbook for each training session.
- Unlimited email and phone call access throughout the training for individual questions and guidance.
- Industry recognition for progressive employee engagement tactics with information for press releases.
- Certificate of completion for each participant .



Scan to read the March 2023 cover story,
"The ABC's of DEI"
by Mandy McIntyre

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PROGRAM INSTRUCTOR



MANDY MCINTYRE

**Founder & Principal,
Level Up Consultants**

Mandy McIntyre is the visionary behind Level Up Consultants. Prior to venturing into entrepreneurship, she amassed a decade of experience in the roofing industry, holding the position of Vice President at a Cleveland-based roofing contractor. Mandy's roots in construction run deep, having grown up in a family that owned and operated a small general contracting business.

Dedicated to fostering diversity, equity, and inclusion, Mandy currently serves as the Chair of the DEI Committee on the Board of Directors for National Women in Roofing. Her commitment to mental health advocacy is evident in her role on the Construction Suicide Prevention Steering Committee. Here, she collaborates with OSHA and industry supporters to raise awareness about mental health in the construction sector.

Mandy wears multiple hats as a registered Mental Health First Aid instructor certified by the National Council for Mental Wellbeing. Additionally, she is a Yoga Alliance-certified yoga and meditation instructor, blending holistic approaches to well-being. Mandy's pursuit of knowledge is reflected in her completion of Cornell University's DEI program and Harvard University's Leadership Principles program, showcasing her dedication to personal and professional growth.

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**EMPOWER & EDUCATE YOUR TEAM.
ELEVATE YOUR BUSINESS.
ENHANCE YOUR LABOR POOL.
INVEST IN YOUR COMPANY'S FUTURE WITH DEI TRAINING.**



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**Email mmcintyre@levelup-consultants.com
to learn more and register your business for training.**



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