

Dear Construction Professional,

Dr. Ricardo Eiris at the Construction Workforce and Technology (CWT) Lab in the School of Sustainable Engineering and the Built Environment at Arizona State University (ASU) is conducting a research study on characterizing racism on construction sites. Specifically, how professionals have witnessed or experienced racism and its impacts. As part of this research project, online and face-to-face semi-structured interviews will be conducted. Study findings are expected help us characterize the challenges introduced by racism in the construction professional practice. Ultimately, the results from this research intent to support and guide the development future strategies, educational and industry practices, and policies to address racism in construction.

We are inviting your participation, which will involve an interview session that lasts no more than 1 hour. This session will include completing: (1) a consent form (5-minutes), (2) demographic survey (5-minutes), (3) a semi-structured interview (approximately 45 minutes) (4) debriefing (5-minutes). Essentially, the consent form document states our human subject data will be in the form of video-audio recordings; be completely anonymized and held confidential; that your participation is voluntary, and you may stop participating this study at any time if you feel uncomfortable, and that we do not intend to inflict any harm. In the 5 minutes demographic survey you will be asked to provide basic information including sex, race or ethnicity group, age, professional experience, and employment status using another Quartics link. During the interview, you will be asked open ended questions about your experiences with or around racism in the construction site. Interviews will be audio-recorded and later anonymized using multiple strategies. The debriefing session will consist of answering any questions you may have, providing you with contact information to use in the future if you have questions or concerns regarding the research, and providing compensation to you, prior to concluding the session.

Your decision to participate in this research is voluntary and you may withdraw at any time. Participation in this study is not connected to your company, employers, or any professional membership. As compensation for the time invested in participating, you will be awarded an Amazon Gift for \$100 upon the completion of the interview.

All information you provide will be kept strictly confidential. After transcription of the interview, all data will be encrypted and de-identified by removing any names/dates/geographic variables and using voice modifying software (e.g., Filmora®, Voicemod®, Voxal®) so that your voice is unrecognizable, and we will discard the file with the original recording. Once anonymized, interview data will be stored on secure ASU cloud storage that can only be accessed by the research team. A secure passcode will be required every time that the researcher needs to solicit data from cloud servers. Direct identifiers of participants will not be maintained. Your responses will be confidential, and your identity will be protected by using pseudonyms. The results of this study may be used in reports, presentations, or publications but your name will not be used. Data will not be shared with third parties.

To sign-up for an interview, please pick a time slot that you are available to attend for approximately 1 hour, your preferred interview method (face-to-face only available if you are in the state of Arizona), and email address on the google form below. You will be directly contacted to confirm the time/date and will be provided with a Zoom link to attend the session based on your availability. This information will be only collected for the purpose of contacting you to coordinate the interview and compensate you and will be discarded upon completion of the interview. There will be no association between any information you provide during the interview with your email.

If you have any questions concerning the research study, please contact the principal investigator of this study Ricardo Eiris(reiris@asu.edu). If you are interested in participating in this research, please complete the following google form. If the hyperlink is disabled, copy, and paste the link to your internet browser.

Google Form Sign-Up Link: <https://forms.gle/P1GvnyRCnptD6Bfs6>

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