CONSTRUCTION SAFETY
CONSCIOUSNESS | ALIGNMENT | RESPECT | EMPOWERMENT

Toolbox Talk

Topic	Date	Project	Contractor
Respect - Bystander Intervention			

Instructions: Hold the guide with this side facing you and the other side facing your crew. The read the story.

I am going to read you three scenarios. As I do, I want you to think about the different ways a bystander can respond.

1. You are sitting with your co-workers on lunch break, and you hear one of them tell a joke a where the punchline is an offensive stereotype about women. You think it's a bad joke and you see the one female on your crew looking down at her boots. She seems very uncomfortable. So you tell the crew that you didn't think the joke was funny and that they need to have some more respect for others.

2. A tradesperson is explaining an issue on the job that may cause a schedule delay to the Crew Leader The tradesperson speaks English as a second language with an accent and has to think about some of the words before saying them. Frustrated, the Crew Leader begins talking over the tradesperson saying, "Learn to speak English. I can't understand people like you." The tradesperson appears increasingly upset and seems to be shutting down. So you jump in and ask the Crew Leader a question about the schedule and some other project work so that the tradesperson can regroup. Later you check in with them about the incident to offer support and say that they should talk to the Super or HR if it's not the first time.

3. You hear two members of the crew regularly make fun of a new apprentice on the job and have observed them move the apprentice's tools to other locations of the site. You see one of crew members entering the porta-john with a marker, and when you enter afterwards, you see a comment about the apprentice's sexual orientation written on the wall. You have noticed that since the apprentice has started at your site, they have appeared more tired each day and stopped talking to others. You approach your crew leader about the situation and tell them what you have heard and seen. You ask the crew leader to speak with the crew members or run you concerns up the chain because you don't want to lose the apprentice.

Lessons Learned - What went well? What improvements can be made?

Q: How would you describe the three responses?
A: - Direct Approach - Taking the issue head on
- Distraction - Interrupt or divert the bad behavior
- Delegate - Go up the chain to ask someone else with authority to intervene
Q: What are the drawbacks or dangers to each approach?
A: - Direct Approach may cause conflict or make you a target
- Distraction may not solve the underlying issue
- Delegation may not lead to a quick resolution or information may not be acted upon

ASK: "Does anyone have ideas or comments to share?" Pause for discussion. END WITH ACTION PLAN (ideas for what to ask or say).

Inclusion is more than a fad. Respect for each other is at the core of who we are and what we do. You can foster respect by:
1. Including others especially those who are targets,
2. Speaking up to site leaders or peers,
3. Escalating your concerns

Participation acknowledgement

Print Name	Sign Name	Print Name	Sign Name

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At present, **88.6%** of construction industry workers identify as white and over **90%** are male.

These figures look nothing like the rest of the economy: the next generations of workers don't identify as white; half of the U.S. population under 30 identifies themselves as being a race other than white.

Among female workers, **50.8%** of the U.S. population is female and they make up **47%** of the workforce.

Only **2.7%** of the construction trades are female and only **9.1%** of workers in the entire construction industry.

The 3 D's

Distract	Delegate	Direct
Interrupting the situation without directly confronting the offender.	Seeking help from another individual, someone authorized to represent others.	Directly intervening in the moment, to prevent a problem situation from happening.

of Bystander Intervention

CARE Construction Safety Leaders

CONSTRUCTION SAFETY

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