CONSTRUCTION SAFETY
CONSCIOUSNESS | ALIGNMENT | RESPECT | EMPOWERMENT

Toolbox Talk

Topic	Date	Project	Contractor
Respect - Inclusion			

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 why these situations are wrong and how you would feel if you were on the receiving end.

1. A transgender worker has asked the team to refer to them using the pronouns 'they/them/their'. The crew leader on the project continues to refer to them as he and him, going so far as to yell it in front of the team, eliciting laughter from everyone. The transgender worker explains to the crew that even just trying to use the right pronouns is a small way to show respect for their experience and help them feel safe on the jobsite.

2. Every Friday the field team gets together for a post work drink at the bar closest to their project. The all-male crew has formed a tight bond from these interactions which has greatly helped them on this job. A female worker joins the team but is excluded from the after-work drinks. A coworker tells her, "You wouldn't want to come, it's just a bunch of guys telling inappropriate jokes and talking about sports." The woman speaks up and says that she was All-American athlete and has no problem talking about sports but she doesn't want to be left out of an opportunity to build trust with the crew because they have a stereotype against women.

3. A project team is holding a pig roast party to celebrate the topping off of their new project. The entire team is invited except for the Assistant Project Manager, who is a practicing Muslim. The Project Executive asks the team not to mention it to her, saying "she works primarily out of the office and cannot eat pig product, it would just make things uncomfortable if she came." When the APM finds out, she explains that not eating bacon doesn't mean she can't go to IHOP. She tells the PX she hopes she will be included next time.

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

In each case, biases and stereotypes were limiting the ability of all team members to be fully engaged in their work and with their coworkers.
1. How could exclusion hurt the whole team?
2. Do you work more productively when you know and trust people onsite?
3. What is the likelihood that people who are discriminated against would speak up like this?

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. Mental and emotional wellbeing are directly tied into safety on a job site. 71% of workers experience harassment and discrimination annually.

If you are feeling harassed or discriminated speak up or escalate your concerns.

Participation acknowledgement

Print Name	Sign Name	Print Name	Sign Name

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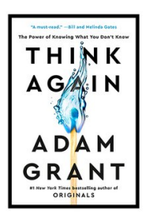
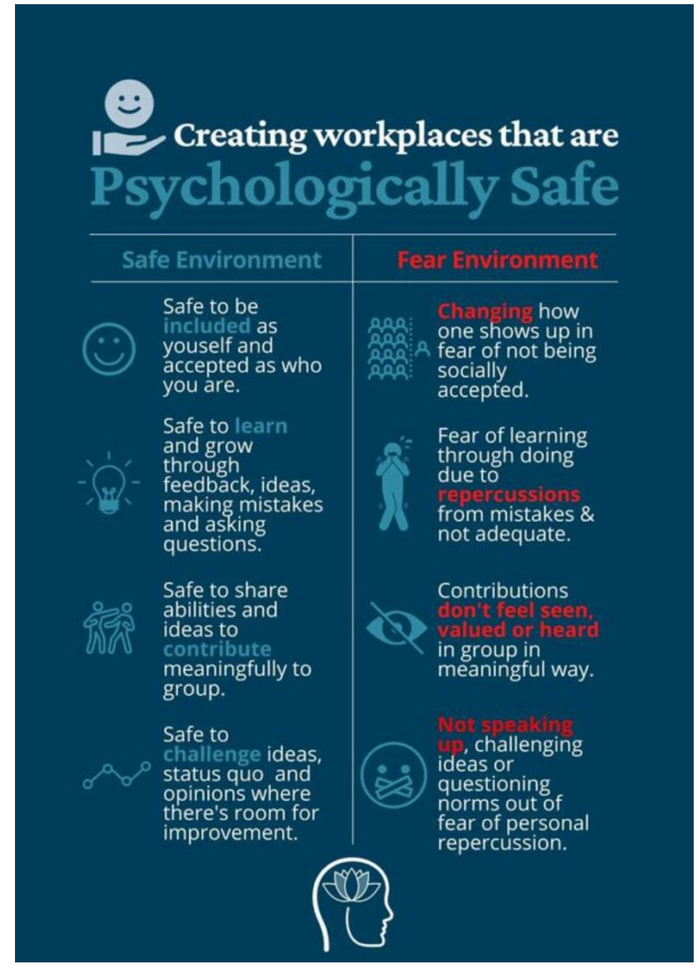
PSYCHOLOGICAL SAFETY

WHEN YOU HAVE IT:	*WHEN YOU DON'T:*
See mistakes as opportunities to learn	*See mistakes as threats to your career*
Willing to take risks and fail	*Unwilling to rock the boat*
Speaking your mind in meetings	*Keeping your ideas to yourself*
Openly sharing your struggles	*Only touting your strengths*
Trust in your teammates and supervisors	*Fear of your teammates and supervisors*
Sticking your neck out	*Having it chopped off*





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