



**BUILDING**  
the **FUTURE**  
**TOGETHER**



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# **THE BENEFITS OF PURPOSEFUL DIVERSITY & INCLUSION**



# THE “WHAT”

## DIVERSITY AND INCLUSION MEANS:

- Diversity: Entails ALL the ways in which people differ. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued.
- Inclusion: Authentically bringing traditionally underrepresented individuals and/or groups into processes, activities, and decision/policy-making.





# THE WHY

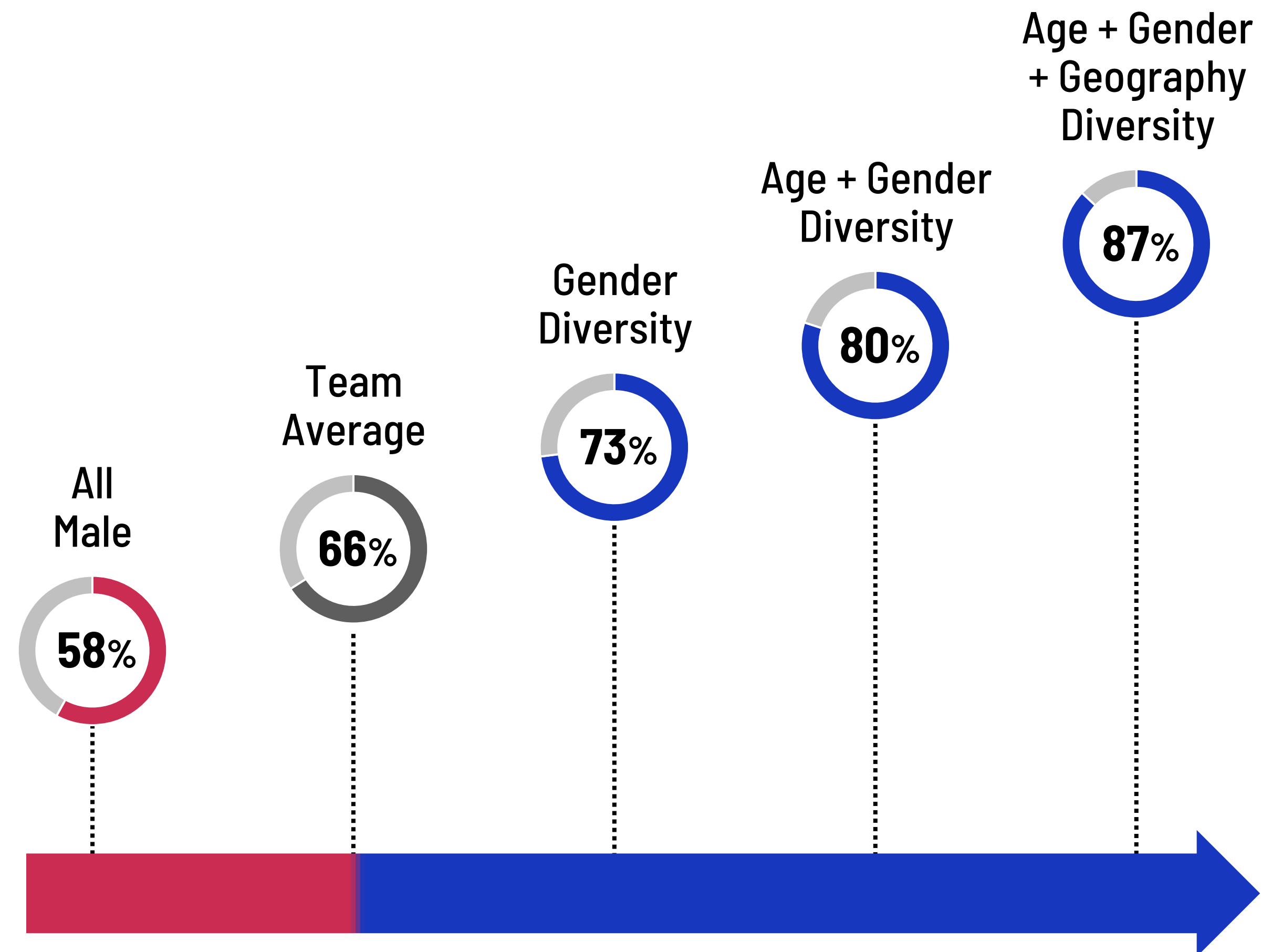
## Benefits of Diversity:

- Better Decision Making
- Purposeful Recruitment
- Workforce Retention
- Increased Profitability
- Catalyst for Change
- Innovation and Growth



# DECISION MAKING IS DRAMATICALLY IMPROVED

A recent article in Forbes magazine showed that gender diverse teams made better decisions **twice as fast** and with **50% fewer meetings**.



Diverse teams make better decisions up to **87%** of the time.



# PROFITABILITY

A 2019 McKinsey & Co. study showed that companies with diverse leadership teams were 25% more likely to experience above average profits.





# DIVERSITY ATTRACTS THE BEST TALENT

A 2017 PwC survey revealed that half of the people that show up for an interview in our industry have already researched us, and specifically researched how committed we are to diversity.





# RECRUITMENT WITHOUT RETENTION DOESN'T WORK

When diversity is present,  
employees are 80% more  
engaged in their organization.





**LET'S FOCUS ON WHAT WE CAN DO**





# THE HOW

Bring Diversity to our Organizations through:

- Education
- Training
- Industry Initiatives
- Overcoming Obstacles
- Transparency / Lessons Learned





# SMACNA WOMEN'S COMMITTEE

SMACNA - Western Washington

# WOMEN

IN CONSTRUCTION

MARCH 6-12, 2022



# LOCAL IMPACT #1

Cancellation rate of apprentices registered 2010 through 2015

Women

42%

Men

32%

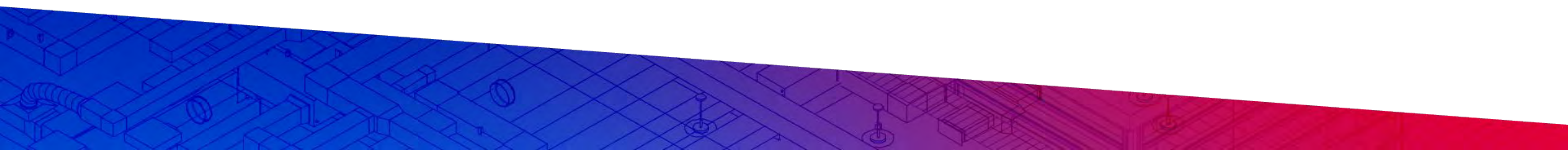
Cancellation rate of apprentices registered 2016 through 2021

Women

19%

Men

21%





# LOCAL IMPACT #1

Cancellation rate of apprentices registered 2010 through 2015



Cancellation rate of apprentices registered 2016 through 2021





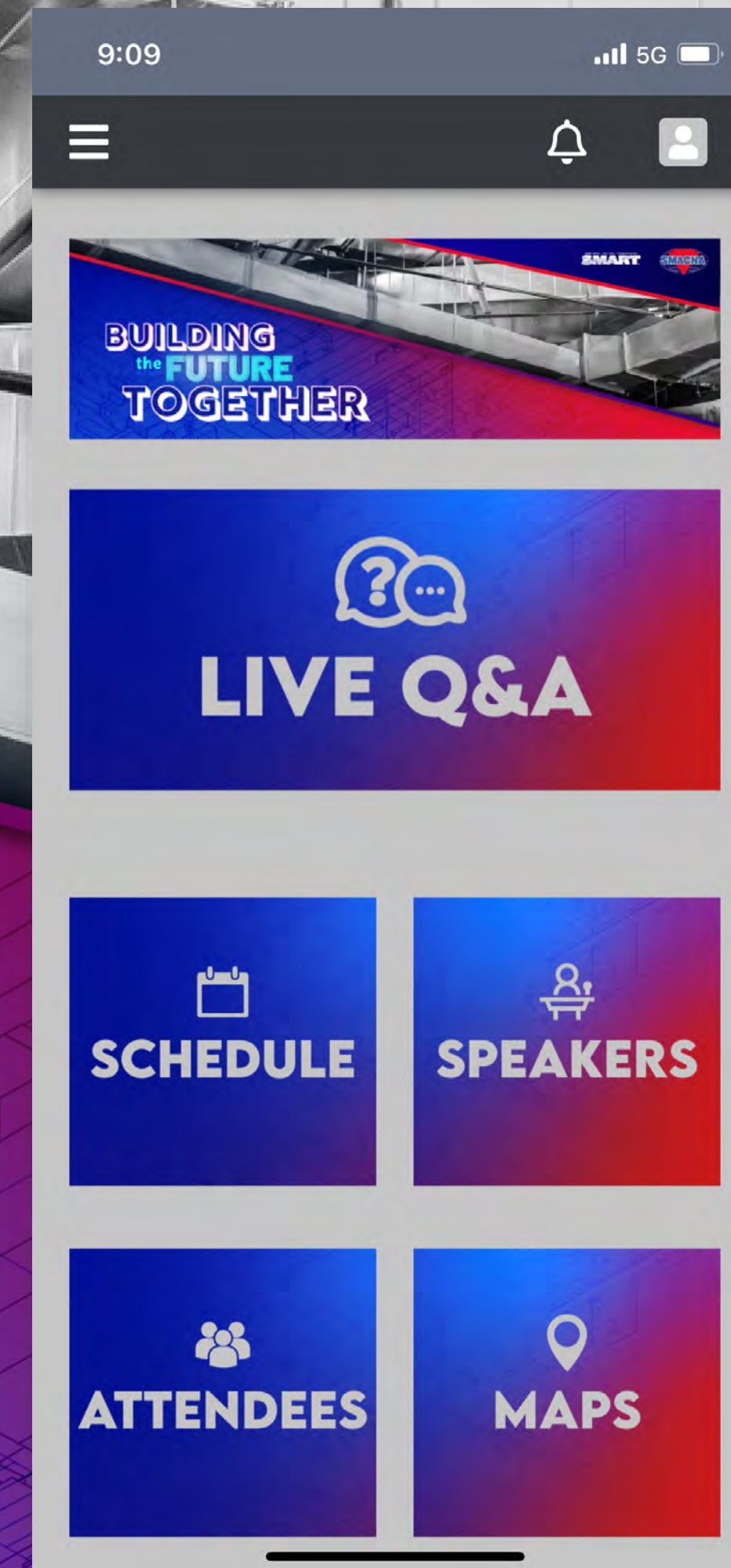
**THAT'S A**

**\$1,600,000**

**SAVINGS TO THE JATC**



# Q & A







**INNOVATION**  
**EMPLOYEE ENGAGEMENT**  
**DIFFERENT PERSPECTIVES**  
**DECISION MAKING**  
**ENHANCED ORGANIZATIONAL REPUTATION**  
**PROBLEM SOLVING**  
**CREATIVITY**  
**RETENTION**  
**PROFITABILITY**  
**RECRUITMENT**







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