

CIW 2025

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PRE-PLANNING

PLANNING OPTIONS & PATHS





CONSTRUCTION INCLUSION WEEK PLANNING OPTIONS & PATHS

This "Planning Options & Paths" guide is crafted to assist you and other decision-makers in your organization to effectively implement Construction Inclusion Week (CIW) towards this year's goal of Workforce Development.

Mix and match activities from the forthcoming Best-Practices Guide or design your own. Whatever path you choose, commit to measurable action and share your results. Construction Inclusion Week's five pillars are more of a compass than a checklist, **so use them to open doors in the way that best serves your people and your projects.**



PLANNING OPTIONS

OPTION A

Single-Day or Single-Pillar Focus (Quick Win)

Ideal for: First-time participants or crews with tight schedules.

Option A focuses on a Single-Day or Single-Pillar approach, making it ideal for first-time participants or teams with limited time. By selecting one pillar that aligns with a specific business priority, organizations can create a focused and impactful experience.

How this looks like:

Below is a sample of how you might execute Construction Inclusion Week in your organization using Option A.

- Pick one pillar that ties directly to a business priority— e.g., “Workplace Culture” to reinforce respectful-site expectations.
- Plan one signature activity (a Toolbox Talk, site walk, or lunch-and-learn) that fits a 15- to 60-minute window.
- Set one measurable objective—attendance target, feedback score, or action item logged on the JHA.
- Share the story internally and on social with #ConstructionInclusionWeek to inspire others.

Activity Ideas for Inspiration:



Host a Toolbox Talk on “Workplace Culture” to reinforce respectful-site expectations;

Tip: conduct a pre-survey to gather real life experiences from the team



Conduct a lunch-and-learn session featuring guest speakers from different backgrounds.

Tip: encourage discussion through sharing or Q&A Sessions



Create a feedback survey to gather insights on team experiences and share results with the organization.

Tip: explore creative and engaging ways to conduct the survey.



PLANNING OPTIONS

OPTION B

Traditional Approach, Full-Week (Deep Engagement)

Ideal for: Firms with existing CIW momentum and/or those want to maintain daily touchpoints.

Option B embraces a Full-Week engagement strategy, making it suitable for organizations that already have momentum with CIW or for those who would like to maximize the whole of Construction Inclusion Week through daily touchpoints with their teams.

This approach allows teams to explore each of the five pillars in depth throughout the week. Each day is dedicated to a specific pillar, with activities designed to engage employees and promote meaningful discussions around inclusion.

How this looks like:

Below is a sample of how you might execute Construction Inclusion Week in your organization using Option A.

DAY	PILLAR	SAMPLE ACTIVITY
Mon	Commitment & Accountability	Example: share hiring goals; post job-site dashboard.
Tue	Belonging & Workplace Culture	20-min guided Toolbox Talk on psychological safety.
Wed	Economic Opportunity	Virtual meet-and-greet with xBE vendors and suppliers.
Thu	Attract & Retain	Respectful-worksite walk-through with leadership.
Fri	Community Engagement	Hard-hat tour for local students; promote workforce directory link



PLANNING PATHS

PLAN THE PATH THAT FITS

Mix and match activities from the forthcoming Best-Practices Guide or design your own. Whatever path you choose, commit to measurable action and share your results. CIW's five pillars are more of a compass than a checklist, so use them to open doors in the way that best serves your people and your projects.

This Planning Paths section encourages flexibility in how your organization can engage with Construction Inclusion Week, encouraging your team to choose the approach that best suits your needs. Whether opting for a quick win or a comprehensive engagement, the key is to commit to measurable actions and share the outcomes.

One-and-Done?

PERFECT

This path is perfect for organizations looking to make a quick impact. Document the results and build on the momentum for next year's initiatives.

All Five, All Week?

FANTASTIC

This approach is fantastic for those ready to dive deep. Celebrate daily wins across your sites and communication channels to reinforce the importance of each pillar.

Hybrid Approach?

ABSOLUTELY

This option allows for flexibility by running 2–3 pillars while saving the rest for future engagement. It's a great way to balance immediate action with long-term planning.



Pro Planning Tip: As you embark on implementing Construction Inclusion Week, remember that the journey towards Workforce Development is an ongoing initiative. Set clear, measurable objectives for your chosen path, and don't hesitate to gather feedback to refine your approach for future initiatives. Celebrate your successes, no matter how small, and share your stories widely, both internally and externally. This not only inspires others but also reinforces your commitment to this year's Construction Inclusion Week Goals. Embrace the process, and let the pillars of CIW guide you in building a stronger and more resilient construction community.

Sponsoring Construction Inclusion Week positions your firm as a champion of progress and a builder of workplaces where people are respected, supported, and empowered to succeed. Align your brand with industry-wide momentum and demonstrate your commitment to a culture that welcomes talent, innovation, and opportunity for all.

	SPONSORSHIP		
			
Access to participate in CIW executive roundtable	✓		
Access to invite- only dinner with CIW founding firm leadership	✓		
Access to participate in CIW advisory planning committee	✓		
Recognition at CIW sponsored events	✓		
Link from CIW site to firm created content speaking to why you support CIW	✓	✓	
Logo included in CIW wrap-up piece	✓	✓	
Link from CIW site to firm created content speaking to why you support CIW	✓	✓	
Individual sponsor spotlight on social media	✓	✓	
Website, social media, and email badge for 2025	CO-BRANDED	CO-BRANDED	✓
Access to order hardhat stickers from CIW	UP TO 500	UP TO 500	ARTWORK ONLY
Company name listed included on sponsor feature page on CIW site	LINKED LOGO	LOGO ONLY	NAME ONLY
Access to all content	✓	✓	✓

GEAR THAT OPENS DOORS

Our **official CIW Swag Store** is managed by a certified diverse-supplier partner. From budget-friendly stickers to premium tech gifts, every purchase supports inclusive sourcing while amplifying the Opening Doors message on-site and in the office. Lock In Prices, Avoid Volatility

WHAT YOU CAN ORDER

Categories:

drinkware · tech & gadgets · office supplies · apparel · tools · safety gear

Co-branding:

many items can carry your company logo alongside the CIW mark

HOW YOU CAN SHOP

Filters: price range · order minimums · lead-time

MARKET-SMART PRICING:

lock in current rates by ordering early as prices may adjust later in the season

