BUILDING AN INCLUSIVE SITE CULTURE

OPENING DOORS:
BUILDING A **WORKPLACE** FOR EVERYONE

Estimated Time:
15 minutes max

Audience:
All jobsites and office roles: laborers, supers, admin, trades, and leaders

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CONSTRUCTION INCLUSION WEEK 2025
TOOLBOX TALK

CIW PILLAR
Belonging & Workforce Culture, Commitment & Accountability

OCTOBER 13-17, 2025

TALK 5

BUILDING AN INCLUSIVE SITE CULTURE

LEARNING OBJECTIVES

This conversation explores how everyone plays a role in shaping inclusive jobsite and office culture, no matter what their title.

- Understand what "inclusive site culture" means and why it matters.
- Learn how small actions (micro-inclusions) build culture.
- Identify everyday behaviors that boost team morale and trust.
- Understand how recognition, feedback and inclusion improve retention and performance.
- Learn how culture impacts safety and performance.

DEFINITIONS

Inclusive Site Culture:
A work environment where every worker, regardless of title or background, feels respected, engaged, and empowered to contribute based on daily habits and values.

Belonging:
A workplace norm where teammates are valued, accepted, treated with respect and can contribute fully. Where that connection contributes to higher safety, trust, and retention.

Micro-Actions:
Small, everyday respectful actions that strengthen team culture (e.g., greeting team members, inviting input, recognizing effort) and build trust and inclusion.

Recognition:
Letting someone know their effort matters, even when they're not around, so they feel valued and seen.

KEY CONCEPTS

- Culture is defined by everyday behavior, not just policies or slogans.
- Every role contributes to the tone of the jobsite, from entry level / apprentice to executive / supervisor.
- Inclusive teams are safer, more productive and more likely to stay together.

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KEY CONCEPTS

- Empowering every voice creates resilient, high-performing teams.
- People are different, some like public shoutouts, others prefer quiet thanks. Ask for feedback in groups and one-on-one.
- Leaders set the tone, but each person shapes the culture through habits and choices.

CONTENT

Site culture isn't just about rules, it's about how people feel when they come to work. Do they feel respected, valued and part of the team? That's what an inclusive site culture creates.

An inclusive site is one where every role counts. From laborers to leadership, everyone has a part in setting the tone. When people greet each other by name, check in on teammates, and make room for new voices, it builds trust. That trust shows up in safety, productivity, and how long people stay.

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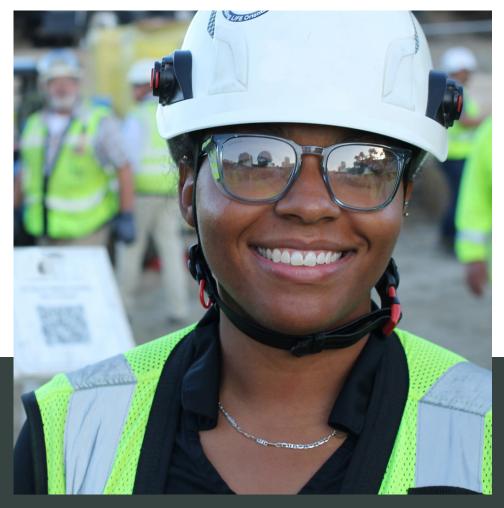TALK **5** BUILDING AN INCLUSIVE SITE CULTURE

Culture lives in everyday habits. It's not only about what leaders say, but also what everyone does. Keeping the site clean, rotating huddle leaders, giving credit, and listening with respect all send the message: "You belong here."

People also show up in different ways. People value recognition differently; some prefer public acknowledgement, others appreciate more private or direct feedback. Some speak up in groups; others feel more comfortable one-on-one. We build stronger teams when we make space for both.

Culture isn't something we fix once; it's something we shape daily. When we pay attention to how we treat each other, we build a site where people want to work and grow.

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ACTIVITY OPTIONS

General Ask: Think of a time when you felt like part of the team. What did people do, or not do, to make that feeling possible? What made the difference?

Now think about your current team.
How do you show people that they matter?

JOBSITE ACTIVITIES

OFFICE ACTIVITIES

SCHOOL/ COMMUNITY ACTIVITIES

GROUP ACTIVITY

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JOBSITE ACTIVITIES

- Start the day with "name + role" intros for new workers or subs.
- Rotate huddle leaders each week so everyone gets a chance to lead.
- Create a **"Team Shoutout Board"** where crew members post praise.
- Ask your team: What would make this site more respectful or welcoming?
- Share one new thing you learned about a co-worker this week.
- Make "see something, say something" part of your crew's daily rhythm, for culture too, not just safety.

OFFICE ACTIVITIES

- Launch a "Culture Pulse" survey; then discuss one improvement idea.
- Post weekly "thank you" messages from the office to jobsite teams in break areas.
- Launch a "Who Helped You Today?" thank-you wall.
- Ask: "What's one thing we can do better to support the team in the field?"

SCHOOL/COMMUNITY ACTIVITIES

- Host a **"What Construction Looks Like"** event with people from all roles, not just leadership.
- Let students or new hires shadow field crews, admin staff, or logistics' teams.
- Co-create a visual banner with students: **"Everyone Has a Role."**
- Invite students to identify 5+ types of jobs they did not know existed in construction.

GROUP ACTIVITY

- In pairs, ask: What's something you do that others may not see, but help the team?
- List all the roles on your job or team. What happens when any one of them is missing?
- Share a moment when someone made your role feel respected.
- Break into groups and produce a "Top 5 Culture Boosters" list, post it on-site.
- Use stickers or markers: everyone tags where they feel most valued on site.
- Build a quick "All Roles Matter" visual on a whiteboard with everyone's input.
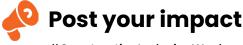
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DISCUSSION QUESTIONS

1. What does a respectful jobsite feel like?
2. What work/jobsite habits might unintentionally exclude or isolate people?
3. How can leadership highlight quiet or behind-the-scenes contributors?
4. What does shared accountability look like in your team culture?
5. How can onboarding be used to introduce inclusive culture norms?

We all want to feel like our work, and who we are, matters.
That starts with how we show up for each other.

This Week:

- Share a shoutout in your next meeting or huddle.
- Ask for input from someone you don't usually hear from.
- Recognize someone who doesn't always get credit.
- Suggest a culture-building norm to your supervisor.
- Post a moment where inclusion made a difference.

Post your impact

#ConstructionInclusionWeek
#CIWOpeningDoors
#InclusiveCulture

Inclusion isn't one person's job.
Its everyone's role. Every day.

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