



RESPECT AND INCLUSION ON THE JOBSITE / WORKPLACE



Construction
Inclusion Week

TOOLBOX TALKS

03



Estimated Time:
15 minutes max



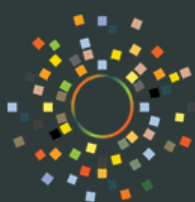
Audience:
All team members, field, office, unions or management

CIW PILLARS:

*Belonging & Workforce Culture,
Commitment & Accountability*



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ABOUT THIS RESOURCE:

This Toolbox Talk is provided as a voluntary workforce development resource in support of Construction Inclusion Week. It does not impose or endorse any directives, quotas, or identity-based exclusions or preferences.

The content reflects voluntary best practices and is designed to promote safety, opportunity, and inclusive team culture benefiting everyone across the construction industry, to help support, attract, and retain top talent. Construction Inclusion Week does not control or endorse the content of third-party links. Activities should be adapted to align with your company's legal policies and job-related criteria.



RESPECT AND INCLUSION ON THE JOBSITE / WORKPLACE

LEARNING OBJECTIVES

This conversation reinforces the importance of respect and inclusion in construction and how to foster a workplace where everyone feels safe, heard, and valued.

- Understand respect and inclusion in high-pressure jobsites.
- See how daily behaviors, good and bad, shapes trust, safety and morale.
- Learn how to respond to disrespectful actions or exclusionary remarks/behaviors.
- Understand how disrespect can impact mental health, retention and results.

DEFINITIONS

Respect:

Valuing others through positive behaviors, communication, and actions, especially in high- pressure environments.

Inclusive Environment: A workplace where all team members feel safe, heard, and valued regardless of role, background, or experience.

Psychological Safety: Confidence that a team is safe for interpersonal risk-taking, including speaking up, asking questions, and making mistakes without fear of retaliation.

Disrespectful or exclusionary remarks/behaviors: Actions or comments , intentional or unintentional, that violate our conduct standards or undermine respect and safety.

KEY CONCEPTS:

- **Respect isn't a buzzword, it's the foundation of safety, collaboration, and teamwork.**
- Disrespectful behavior weakens trust, increases turnover, risk, conflict, and accidents.
- Inclusion means all team members have the opportunity to contribute regardless of role or tenure, without identity based distinctions.



KEY CONCEPTS:

- Small actions, like using someone's name or asking their opinion, create a culture of respect.
- **Everyone contributes to jobsite culture, not just supervisors or leadership.**

Every person on the jobsite deserves to be treated with respect, no matter their title, background, or experience. A respectful jobsite is not just a better place to work, it's a safer, more productive one.

Respect shows up in how we talk to each other, how we listen, and how we follow through. It means using people's names, valuing different ideas, and handling disagreements without disrespect.

Inclusion means everyone has a voice, and no one is made to feel less than. Even small actions can send a big message, such as how input is requested, how ideas are heard, who is interrupted, or how credit is shared.





These moments shape how people feel about coming to work. When people feel disrespected or ignored, morale drops, and safety suffers. But when people feel seen, heard, and included, they do their best work.

Inclusion doesn't just happen at the leadership level. Everyone plays a role in creating a jobsite culture where people feel safe, supported, and respected. That includes calling out harmful behavior and modeling respect every day.

Respect and inclusion are not extras; they are the foundation of a strong team and a successful project.

When we lead with respect, we build more than just buildings, we build trust, safety, and pride in the work we do.





ACTIVITY OPTIONS:

General Ask:

Think about a time when you felt truly respected, or disrespected, on the job. What created that feeling? What did you learn? What made the difference? Now think about how you show (or withhold) respect in your daily interactions.

The following page includes ways to practice mentorship, on site, in the office, or with community partners:



JOBSITE



OFFICE



**SCHOOL/
COMMUNITY**



GROUP



JOBSITE ACTIVITIES

- Start everyday/shift by greeting each team member by name.
- Post a **“Respect on Site”** board: teammates write one way they show respect.
- Host a **“Respect Moment”** during toolbox talks or daily huddles (shout out someone’s actions).
- Rotate who leads huddles to elevate every voice.
- Practice pausing and asking, **“What do you think?”** when someone hasn’t spoken.
- Introduce a **“One Ask, One Acknowledge”** ritual at the end of each day.
- Invite team members to share a moment when they felt seen or heard.



OFFICE ACTIVITIES

- Audit team meetings: Who speaks, who gets interrupted, and who gets heard? Discuss what you see and recommend improvements.
- Create a **“How We Talk Here”** board (physical or digital) where teammates post examples of respectful language or communication habits that work well in your group.
- Pick one recent team message and discuss how tone and phrasing can impact trust. What came across clearly? What could have been better?
- Host a quick team check-in on language: what words build trust on this team, and what do we avoid?
- Create a **“Field Notes”** Highlight board to share lessons learned from the field.



SCHOOL/COMMUNITY ACTIVITIES

- Invite students to design **“Respect at Work”** posters for display on sites.
- Lead a classroom discussion on how students define and demonstrate respect.
- Lead a classroom circle about inclusion and safety culture in the trades.
- Offer conflict resolution or teamwork workshops in training programs.



GROUP ACTIVITIES

- Reflect in pairs: Share one time you felt respected at work, and why it mattered.
- As a group, list 3–5 simple ways your team can show respect every day. Post it where everyone can see it.
- As a group, role-play what to say when disrespect happens.
- Host a **5-minute “Bias Check” circle**: what assumptions might we bring to the work without realizing it?
- Ask: **What is one habit we need to stop, and one we should start, to make this team more respectful?**



*Every person
deserves a safe,
respectful jobsite,
and **everyone can
build one.***



DISCUSSION QUESTIONS

1. What does a respectful work environment look and feel like and what threatens it?
2. How should we address disrespect when we see or experience it?
3. What habits or traditions may unintentionally exclude people?
4. How can feedback be given respectfully under pressure?
5. What can each of us do to model inclusive behavior every day?

Respect is built in the small moments. It shapes trust, psychological safety, and teamwork, every shift, every site, **for everyone.**



THIS WEEK:

- Thank you to someone you don't usually acknowledge.
- Pause and actively listen before responding to someone's idea.
- Address one disrespectful behavior constructively.
- Ask someone how they prefer to be included in conversations or decisions.
- Start a team conversation about norms and inclusion.



POST YOUR IMPACT:

#ConstructionInclusionWeek
#CIWOpeningDoors
#RespectOnSite

Resources:

- *The Center for Respect*
- *National Equity Project*
- *Psychological Safety Resource Center*