

# DIVERSITY, EQUITY, AND INCLUSION



CRAIN'S NEW YORK BUSINESS 2021  
**EXCELLENCE IN  
DIVERSITY AND  
INCLUSION AWARDS**  
WINNER: DIVERSITY CHAMPIONS



## WHERE WE STAND TODAY

# 100%

pay equity achieved

# 31%

female workforce  
(industry average is 10%)

# 49%

of our employees are  
from underrepresented  
communities

**Senior Director of Diversity & Compliance, Brooke Woodson**, will serve as resource to fulfill the client's diversity initiatives. Having worked in public, private, and non-profit sectors for over two decades, he brings seasoned real-world construction and DEI leadership experience to the project. He ensures established compliance plans will be implemented due to his Underutilized Business Enterprise and agency networks, and his leadership of Shawmut's diverse trade outreach and onboarding efforts.



## Building a Culture of Belonging

We realize that fighting against systemic racism, discrimination, and inequality must be an ongoing focus. Here are some of the critical steps we've taken in our DEI journey:

- › Created sponsorship and mentorship programs to elevate underrepresented employees
- › Built enhanced education and awareness training programs
- › Launched MWBE and enterprise partner diversity initiatives
- › Created a Diversity Leadership Council comprised of over 70 members nationwide and representing all regions and divisions

While there's still much for us to do on our journey, we're proud that the culture we've built has received national recognition with over 75 Best Place to Work awards.

## Culture of Care

Our job sites are critical to our DEI work and we've made updates to ensure we're inclusive, equitable, and diverse in people, ideas, and experiences, including:

- › Training programs for jobsite personnel on inclusive conversations
- › Inclusive conversation ground rules posted on all jobsites
- › We've updated our safety materials and documents to have inclusive language (such as updating foreman to foreperson)

## Diverse Partnerships Program

We understand that to shape a more inclusive tomorrow we must invest in the communities in which we build. The Shawmut Diverse Partnership Program enables economic, social, and community opportunity through strategic partnerships that strengthens and increases business opportunities for Underrepresented Business Enterprises (UBEs).

At our core, we're committed to increasing participation of diverse vendors, subcontractors, and suppliers to exceed project requirements or goals set by our partners and establish lasting partnerships that lead to knowledge-sharing, innovation, and long-term success. Not only is it the right thing to do, but supplier diversity brings diversity of people, ideas, and experiences to our projects—improving quality of work, strengthening the communities in which we build, and enabling an unparalleled experience for our clients.

## Building Partners Series

Central to the Diverse Partnerships Program is our Building Partners Series—a 6-session, 12-course accelerator program specifically built for our trade partners and subcontractors, including minority business enterprises (MBEs), women business enterprises (WBEs), and veteran business enterprises (VBEs).

## Harvard Academy Program

Executive Vice President Kevin Sullivan serves on the leadership team of the Harvard Construction Academy. The organization's mission is to increase opportunities for Underrepresented Business Enterprises (UBEs) through training based programs with select Construction Manager/General Contractors.