

Blacks and Minorities in AEC: Perspective of Diversity and Inclusion

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Dwayne Sellars

Senior VDC Manager | W.M. Jordan Company

Vincent Spencer

Architect- Associate Principal | LS3P Associates



Kim Bates

Vice President, CIO

Webcor Builders

Kim Bates has been in Construction Technology for over 20 years. Her commitment extends beyond her CIO role, though. Kim believes that people are one of our most treasured assets. She has been instrumental in the development of wide-reaching Diversity & Inclusion plans within the industry. As a Black woman, she has provided insights to construction executive teams and boards that have helped guide meaningful change.



Lorrin Blair, PE

Manager, Technical Solutions
Autodesk

Lorrin manages the Technical Solutions Executive (TSE) team for Autodesk Construction Solutions, with team members located across the eastern United States and Europe. Lorrin is a Licensed Professional Engineer and holds a B.S. in Civil Engineering from Purdue University.



Cliff Cole

Director of Virtual Design and Construction
The PENTA Building Group

As Director of VDC at the PENTA Building Group, Cliff leads all implementation and management of construction technology and Building Information Modeling. Cliff has been in the construction industry for over 15 years. Cliff is responsible for monitoring execution of all projects that incorporate VDC processes and strategic technology initiatives for the operations and preconstruction groups.



Dwayne Sellars

Senior VDC Manager

W.M. Jordan Company

Dwayne is the Senior VDC Manager at W. M. Jordan Company and has led their VDC/BIM operations since 2009, bringing previous construction knowledge into this role from his experience as a Field Engineer, Superintendent and Project Engineer. Dwayne holds a Bachelor's of Science in Architectural Engineering from North Carolina A&T State University.



Vince Spencer, AIA

Architect – Associate Principal
LS3P Associates, Ltd.

Vincent J. Spencer is an Associate Principal with LS3P Associates in Charlotte, NC. Vincent has 20 years experience in design for educational and investment commercial clients. A member of Charlotte's K-12 designs design studio, he is an expert in the best practices for the design of state-of-the-art learning environments. Vincent holds a Bachelor of Science in Architectural Engineering from the North Carolina Agricultural and Technical State University and Master of Architecture from the University of Illinois in Urbana - Champaign.

Course Description

Blacks and Minorities in AEC: Perspective on Diversity and Inclusion

This session will be a panel from Black people and minorities in AEC-related roles discussing the impacts of diversity and inclusion on the construction industry. The questions will be focused on how the impacts of AEC have affected the industry globally, and how we can address these issues of skills shortages by retaining and supporting diverse groups. This class is aimed to bring awareness, establish dialogue, and engage a community of BIPOC (Black, Indigenous, and People of Color) people in AEC.

Learning Objectives

Blacks and Minorities in AEC: Perspective on Diversity and Inclusion

- Define Diversity, Equity and Inclusion
- Why Diversity, Equity and Inclusion is Important to the AEC Industry
- How to Deal with Unconscious Bias
- Take Action to Improve Racial and Ethnic Diversity
- How to Promote Equity in the Workplace
- How to Foster an Inclusive Work Environment

Diversity, Equity and Inclusion



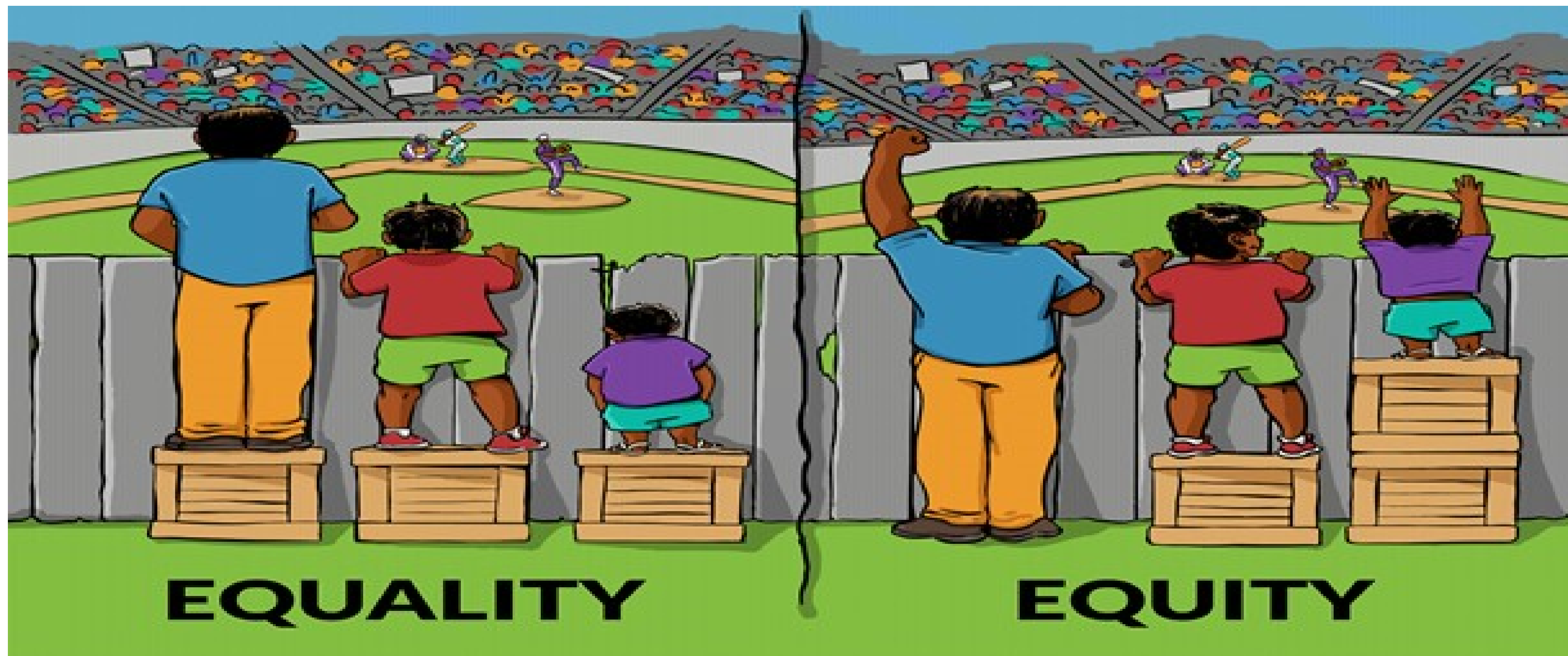
What is Diversity?

Diversity is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment or political perspective.



What is Equity?

Equity is promoting justice, impartiality and fairness within the procedures, processes and distribution of resources by institutions or systems.

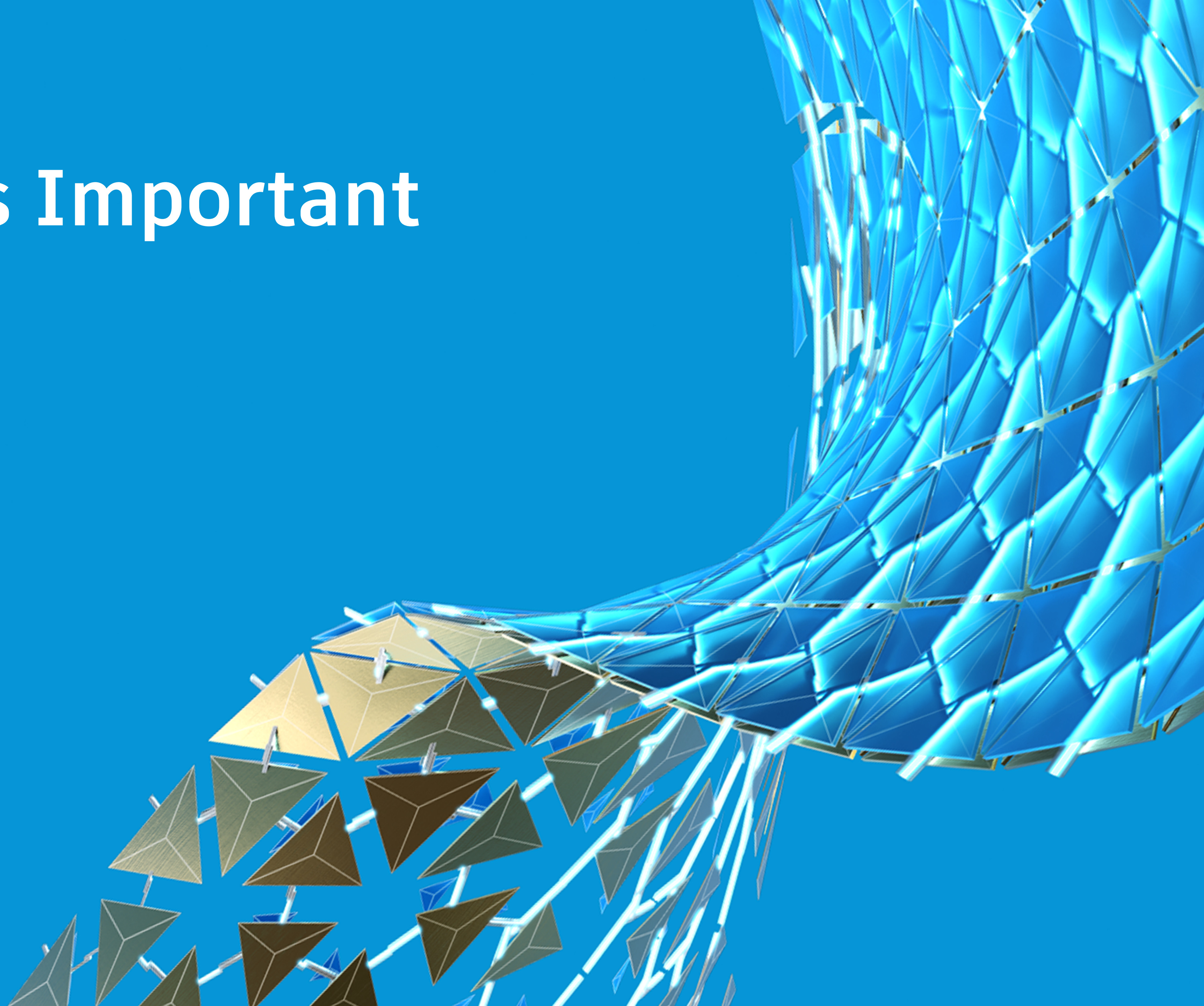


What is Inclusion?

Inclusion is an outcome to ensure those that are diverse feel and are welcomed. Inclusion outcomes are met when you, your institution and your program are truly inviting to all.



Why DE&I is Important



Attract and Retain Talent

Leverage Diversity & Inclusion to Engage **Talent**

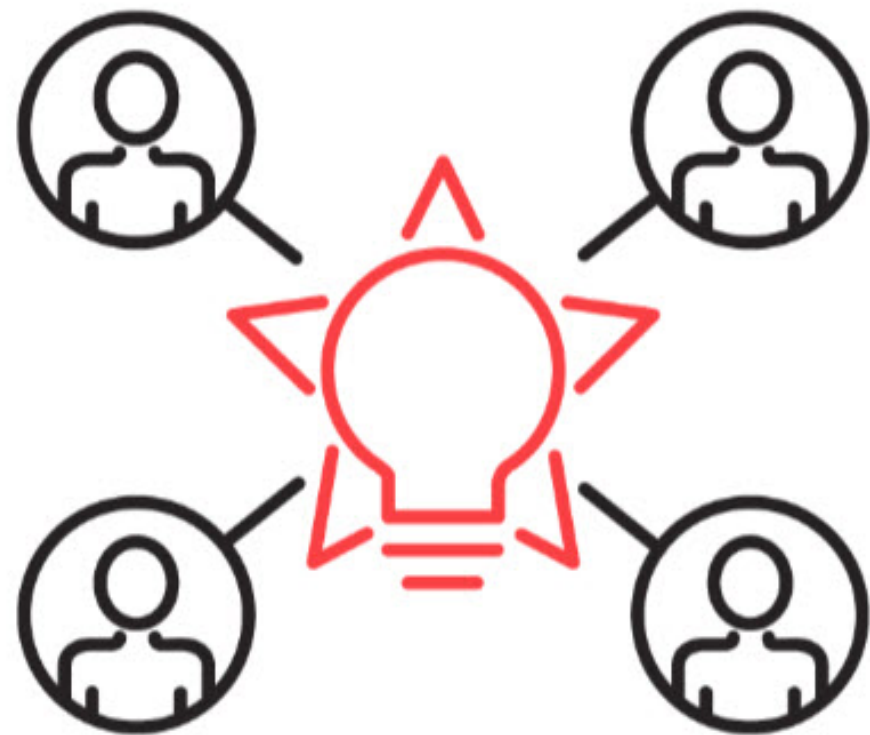


- Recruit and retain diverse workforces
- Increase job satisfaction and commitment
- Reduce discrimination and harassment
- Establish climate of trust
- Enhance productivity
- Decrease absenteeism and turnover

CATALYST

Innovation and Productivity

Foster **Innovation** with Diverse Perspectives & Inclusive Cultures

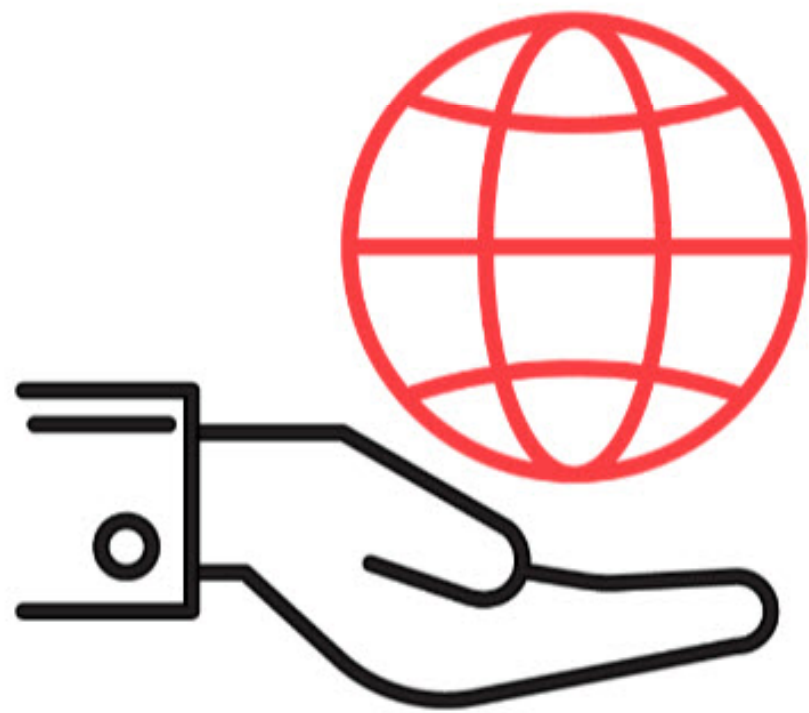


- Improve quality of decisions
- Spark creativity
- Align with consumer demands
- Reduce groupthink
- Solve problems faster

CATALYST

Reputation and Culture

Boost Your **Reputation** as a Responsible Employer



- Build brand value
- Improve reputation, consumer interest, and goodwill
- Manage risk
- Integrate environmental, social, and governance performance

Tangible Financial Results

Deliver Strong **Financial** Performance



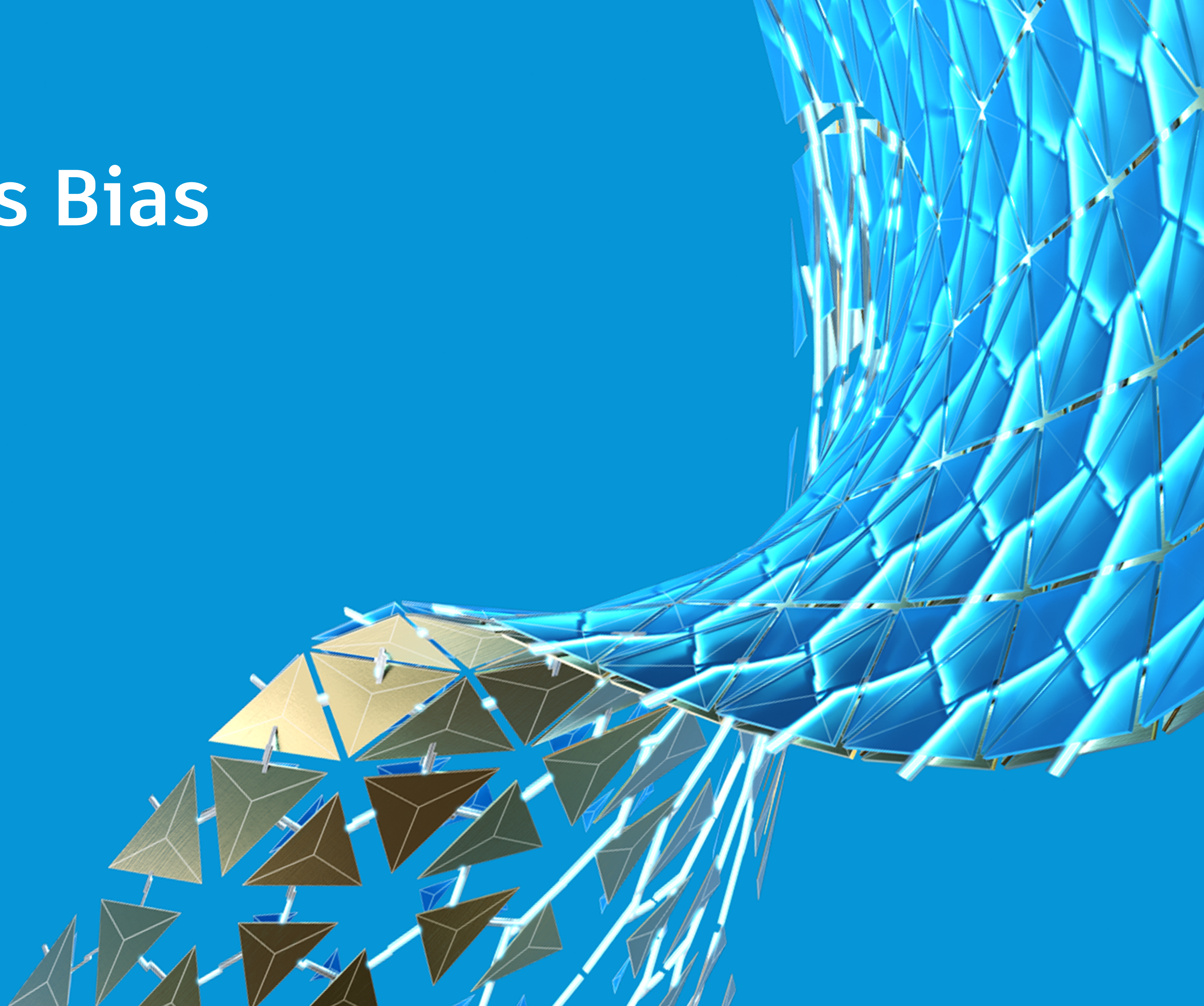
- Outperform competitors
- Demonstrate return on investment to stakeholders
- Thrive during economic recessions and periods of uncertainty

CATALYST

Business Case for Diversity, Equity and Inclusion



Unconscious Bias



What is Unconscious Bias?

Bias is a preference in favor of or against a thing, person, or group compared with another. It may be held by an individual, a group, or an institution, and it can have negative or positive consequences.



How to Deal with our Bias?



Improve Racial and Ethnic Diversity



Improve Racial and Ethic Diversity

EDUCATION

- Acknowledge the lack of diversity in the first place.
- Diversity training for manager and executives
- Change your language

CULTURE

- Change the grievance and complaint system
- Celebrate all religions and cultures
- Implement cross-training programs

HIRING AND RECRUITMENT

- Adjust how you screen and search for candidates
- Establish mentorship programs to grow diversity

PROMOTIONS

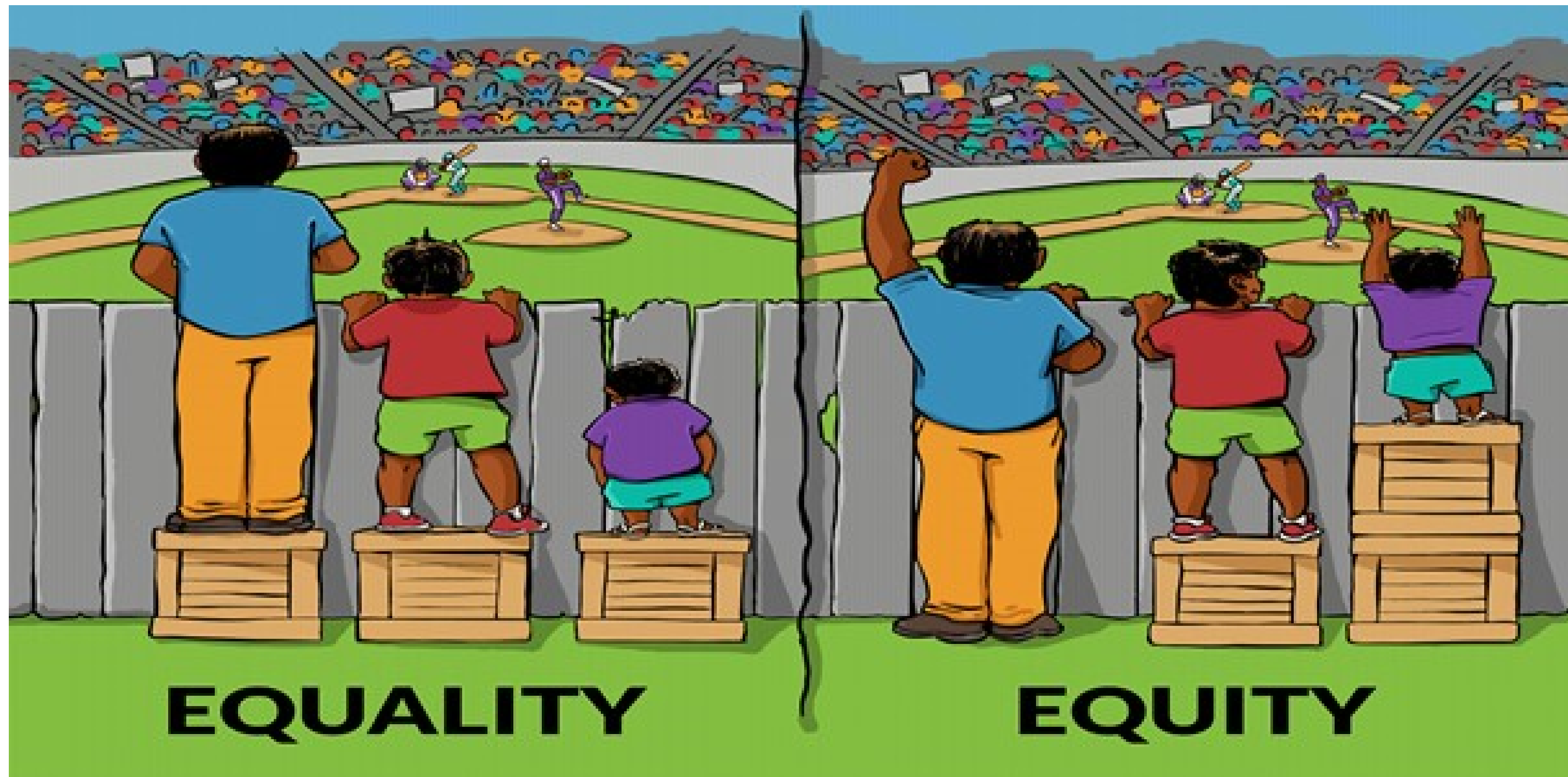
- Generate transparency in raises
- Hire diversity managers

Promote Equity in the Workplace

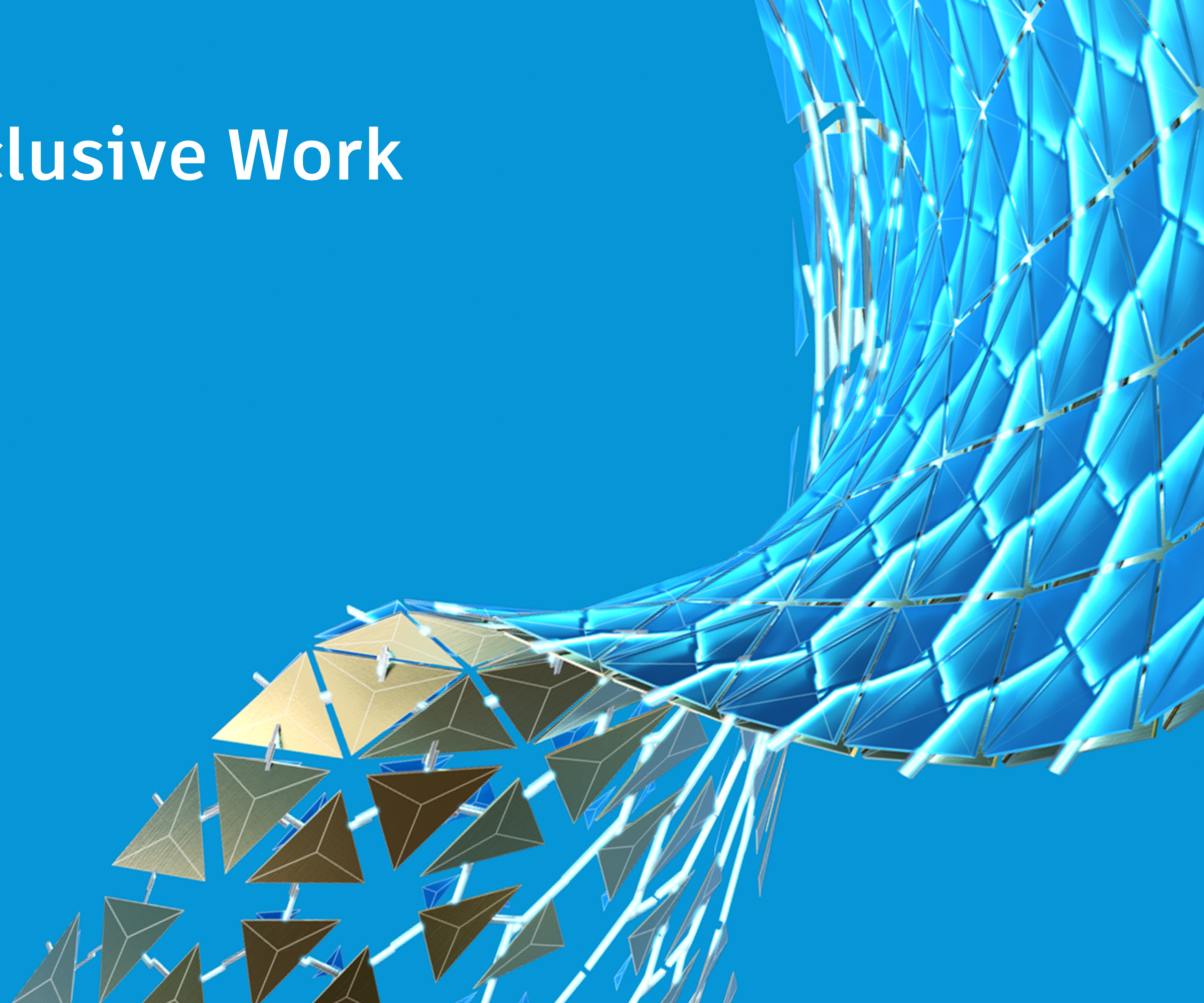


Promote Equity in the Workplace

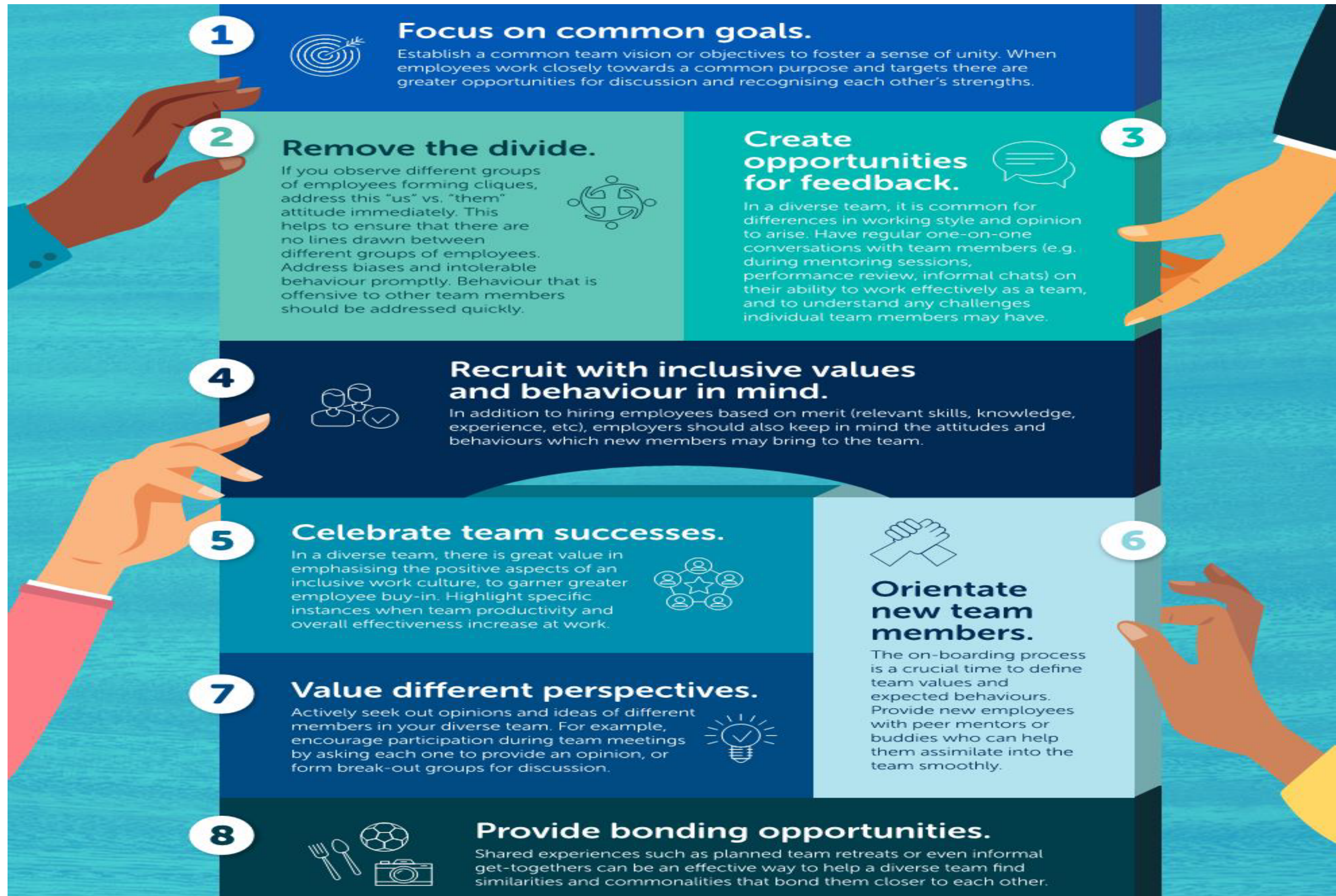
Equity is a process that begins by acknowledging the unequal starting place and makes a commitment to correct and address that imbalance. Equity is about enabling the full potential in others.



Foster an Inclusive Work Environment



Foster an Inclusive Work Environment



Business Case for Inclusive Culture

Creating an inclusive work environment is an effective way to make all employees feel comfortable and welcome within their workplace.

FIGURE 2 | The case for an inclusive culture

Organizations with inclusive cultures are:



2x

as likely to meet or exceed financial targets



3x

as likely to be high-performing



6x

more likely to be innovative and agile



8x

more likely to achieve better business outcomes

Source: Juliet Bourke, *Which Two Heads Are Better Than One? How Diverse Teams Create Breakthrough Ideas and Make Smarter Decisions* (Australian Institute of Company Directors, 2016).

Call to Action for Diversity, Equity and Inclusion



**“Darkness cannot drive
out darkness; Only light
can do that. Hate cannot
drive out hate; Only love
can do that.”**

Martin Luther King, Jr.



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