

# Diversity, Equity, and Inclusion (DEI) Council Charter

## Purpose

The Diversity, Equity, and Inclusion (DEI) Council was created in 2020 to establish and maintain a culture that welcomes all people through a more diverse, equitable, and inclusive construction industry.

## Committee Leadership

The chair and/or co-chairs serve for two years and then reviewed.

<b>Committee Leadership</b> Chair: Kimberly Gamble (Andersen Construction, Portland) Co-Chair: Afton Walsh (Walsh Construction, Portland)	<b>Staff Liaisons</b> Mike Salsgiver <a href="mailto:mikes@agc-oregon.org">mikes@agc-oregon.org</a> 503-685-8305 (direct) 503-706-8233 (mobile)
<b>Meeting Frequency</b> Monthly	<b>How to Get Involved</b> Open to all chapter members or category of members

## Objectives

The AGC Diversity, Equity, and Inclusion (DEI) Council will guide the integration of diversity, equity, and inclusion into the work of the Associated General Contractors.

We strive to create an inclusive, equitable, culturally competent, and supportive environment where all members of the community are and feel welcomed in the commercial construction industry.

## What do we want our Safe From Hate and Culture of CARE objectives to look like?

- Communications
- Exhibiting Inclusive Behavior
- Education and Training
- Support Relationship Building
- Mentorship

## Provide opportunities for members to be trained on Safe From Hate and Culture of CARE

- General presentations
- Training
- Tie in to safety?

## Partner with other organizations to support DEI programs in the industry



- AGC of America and active chapters
- NAMC Oregon
- Oregon Tradeswomen
- Construction Workforce Coalition

### **Speaker and networking element**

- Webinars
- Breakouts/training sessions at key AGC events (Summer Convention)
- Sponsorships/support of other organization events
- Communications plan/strategy

### **Direct financial assistance**

- \$10,000 included in 2022 AGC budget to support work of the AGC DEI Council



**THE ASSOCIATED GENERAL CONTRACTORS OREGON-COLUMBIA CHAPTER**  
9450 SW Commerce Circle #200, Wilsonville, OR 97070  
503-682-3363 • [www.agc-oregon.org](http://www.agc-oregon.org)