



# COMMITTING TO A CULTURE OF CARE

Culture of CARE Toolbox Series – Part 1

Date: \_\_\_\_\_ Jobsite: \_\_\_\_\_ Discussion Leader: \_\_\_\_\_

## WHAT IS COMPANY CULTURE?

Every company has a culture. But, what does that really mean? Usually a company has a stated culture in the form of vision and mission statements. But in practice, company culture is the way people feel about the work they do, how they treat each other and behave in the workplace, where they see the company going, and what they're doing to get it there. This actual culture may or may not be in line with the company's stated culture.

## WHAT IS A CULTURE OF CARE?

We have pledged to building a culture that is safe, welcoming and includes everyone. Through this pledge we have committed to Culture of CARE's four founding principles:

- Commit** to hire and pay based on skill and experience, regardless of ethnicity, gender identity, nationality, race, religion, sex or sexual orientation
- Attract** prospective employees, suppliers and subcontractors by creating inclusive workplaces that are free from harassment, hazing and bullying
- Retain** high-performing employees by identifying and removing barriers to advancement
- Empower** every individual to promote a culture of diversity and inclusion

## WHY ARE WE MAKING THIS COMMITMENT?

We believe that everyone has the right to work in an environment that is free from harassment, hazing and bullying. This commitment applies not just to our employees, but to every individual who comes into contact with our company including subcontractors, suppliers, owners, and partners.

## WHAT DOES THIS MEAN FOR YOU?

We expect everyone in our company and on our jobsites to commit to and comply with the Culture of CARE values.

Discussion Questions:

1. In three words, can you describe what our current jobsite culture looks like?
2. What are the similarities and differences in how different people view the current culture?
3. How is the current culture similar or different to what is expected through a Culture of CARE?
4. How can you contribute towards building a Culture of CARE?

## IMPACT

People who feel unwelcome and excluded:

- have higher rates of psychological and emotional stress.
- are more likely to have accidents

**Construction has the highest rate of suicide among male workers.**

People who feel welcome and included:

- are happier, safer and more productive
- are more creative and innovative

This toolbox talk is part one of a three-part series about Culture of CARE. Part two and three will go into greater detail about how to turn this commitment into action. We will be discussing these talks in the coming weeks.

