



# Washington Building Congress DEI Summer Series: **Diversity in Thought**

Valuable lessons learned and practical insights  
for rethinking DEI



# AGENDA

- Introductions
- Rethinking DEI
- Current State of DEI
- What makes an inclusive leader?
- What are we doing?
- Sponsorship vs. Mentorship
- Q&A



CONSTRUCTION MANAGER // REDBRICK LMD

## David Osei

- Resides in Washington D.C., originally from New York City
- WBC Diversity Equity and Inclusion Chair
- Graduated from Carnegie Mellon
- Favorite Hobbies are chess, traveling, cooking, and watching TV
- Pronouns: He/Him/His





PARTNER // FOX ROTHSCHILD LLC

## Diana Lyn Curtis McGraw

Diana Lyn Curtis McGraw is a litigation attorney in the Washington, DC office of Fox Rothschild, a national law firm. She focuses on Construction and Bankruptcy, with an emphasis on businesses in the federal government contracting sector. Diana brings an insider's perspective, having managed federal compliance for a leading U.S. construction firm for eight years. Her bankruptcy experience includes representing trustees, committees, unsecured creditors, subcontractors and vendors in adversary and preference actions.

Pronouns: She/Her/Hers





GROWTH MARKETING MANAGER // NEXTPOINT

## Connor Jenkins

- Resides in Chicago, IL, originally from St. Louis, MO
- Graduated from Wheaton College in Music Performance and Business/Economics
- Volunteers with Howard Brown
- Digital Marketer with Tech for Campaigns
- Pronouns: He/Him/His



**What is Diversity Equity and  
Inclusion and why is it important?**



## IS NOT...

- A fad
- Compliance Requirement
- Singular role
- Temporary Initiative
- Reactive

## IS...

- A mindset
- The way we do our work (Behaviors, skills, attitudes)
- Long Term Investment
- A managed process

**What is the current state of  
DEI in the workplace?**



By the numbers

## The Ugly – Our Workforce

There are 10,019,790 people employed in the Construction industry in the US as of 2022.

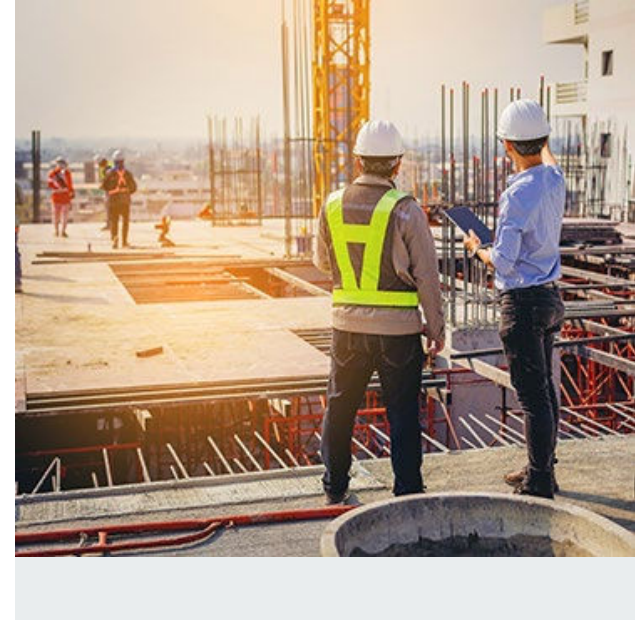
- 9.1% are Women
- 10.7% are Black or African American
- 24.5% are Hispanic or Latino
- Women are making 86¢ on the dollar compared to men
- average age is 38 years old.



By the numbers

## The Ugly – Our Leadership

- White individuals account for about 60 percent of the population but hold 84 percent of Fortune 500 board seats.
- Latinos, the country's fastest-growing ethnicity, make up 18.5 of the population but fill just 2.2 percent of board seats.
- Black individuals represent 12.5 percent of the population but hold just 4.1 percent of board seats.





## Opportunity by the Numbers...

- Increase women hires
- Research attrition rates
- Maintain pay parity

## By culture...

- Encourage paternal leave
- Provide well -translation forms and literature
- Celebrate religious traditions
- Everyone has value




By the numbers

## What makes an inclusive leader?

- Emphasize emotion intelligence and have open dialogue on issues, while fostering inclusive atmosphere
- Allow junior members into the conversation
- Escape silos and brainstorm new ways to manage a growing diverse and global workforce
- Right the rewards by having an open and honest dialogue on compensation and rewards
- Balance economic and non-economic rewards and incentives.
- Develop an ethically and morally strong office culture that is equitable to all employees.

*Source: Harvard Business Review*



What is your plan?

What is Fox Rothschild doing?



Fox Rothschild LLP  
ATTORNEYS AT LAW



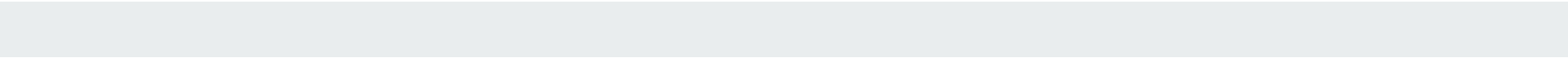
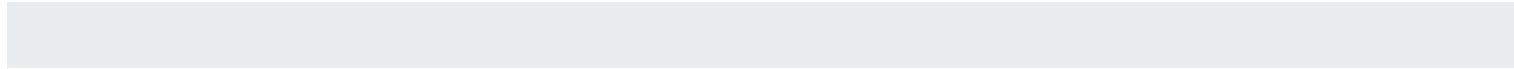


What is your plan?

What is Nextpoint doing?



**N E X T P O I N T**



**What is the difference between  
Mentorship and Sponsorship?**



Key Takeaways

What are three things you can do to kickstart this conversation where you work?

1. Internalize your worth
2. Listen
3. Engage



# 3 Books to Think Differently About DEI

- **Daring Greatly: How the Courage to Be Vulnerable Transforms the Way We Live, Love, Parent, and Lead** by Brené Brown
- **Grit: The Power of Passion and Perseverance** by Angela Duckworth
- **Radical Candor: Be a Kick -Ass Boss Without Losing Your Humanity** by Kim Scott



## QUESTIONS?

Join us in August for the next session on reshaping  
how we view our community and ecosystem