Today is the start of Construction Inclusion Week, a weeklong effort to raise awareness about the importance of creating a diverse and inclusive construction industry. Each day there is a different theme that our company will utilize to participate in diversity & inclusion-related activities through the week. Today’s theme is Commitment & Accountability, which is why I’m proud to be announcing that today [insert company name] is taking the Culture of CARE pledge.

Culture of CARE is an ongoing effort to help our company ensure we have an inclusive workplace culture where each and every one of our you feels valued, welcomed, included and safe when you come to work. As part of the Culture of CARE pledge we have committed to the following principles:

**Commit** to hire and pay based on skill and experience, regardless of ability, age, 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

This commitment we are making to building a Culture of CARE at [insert company name] does not end on Friday. Over the coming weeks and months, we will be evaluating existing company policies, inviting your feedback on our existing company culture, and deploying tools and resources to ensure we have a company culture that lives up to the pledge we’ve made.

In order for us to understand where gaps may currently exist in our diversity & inclusion efforts, I am also committing today to taking the Culture of CARE [Diversity & Inclusion Assessment](http://www.agc.org/culture-assessment). This Assessment will help us evaluate our current programs, practices, and policies as they relate to diversity & inclusion, identify areas for improvement, develop a strategy for addressing the gaps, and gather best practices to help us succeed. We will use this tool on an annual basis to measure our progress and celebrate where we started and how far we will go.

In addition, we urge all of our employees to make a personal commitment to creating a Culture of CARE by signing the [Culture of CARE personal pledge](https://buildculture.com/personal-commitment/). Be your own impact champion and help lead the change within [insert company name].

If you have any questions, reach out to [insert point of contact name]. I look forward to sharing more resources with you throughout this Construction Inclusion Week celebration and throughout the next year.

[insert CEO signature]