CULTURE OF CARE

20 HR BEST PRACTICES FOR DIVERSITY IN CONSTRUCTION

JOB POSTING

- When possible, offer an "equivalent experience" option to job criteria.
- Be specific about what qualifications are preferred vs. required.
- If it is required, be transparent about why you are seeking a background check and be specific about records which would preclude a candidate from employment.

RECRUITING AND HIRING

- Communicate your hiring process up front—and stick to it.
- Include co-workers from different levels in interviews.
- Have a blind application-review process to address bias.
- Engage the workforce to create relevant job descriptions.
- Clearly communicate inclusive leave, PTO and healthcare policies to candidates.

ONBOARDING

- Provide initial and ongoing training for employees.
- Have a welcome tradition.
- Communicate expectations and timeline for a probationary period upfront.

PERFORMANCE EVALUATION

- Clearly state performance standards, referring to job description.
- Evaluate employees more than once a year, with no surprises.
- Ensure that professional and safety standards are responsive to cultural diversity.

PROMOTION & RETENTION

- Facilitate professional development upfront and ongoing.
- Appreciate and acknowledge success.
- Facilitate healthy work/life balance upfront and ongoing with employees.

STAY/EXIT INTERVIEWS

- Consider using counter offers to retain high-performing talent.
- Conduct exit interviews for all staff and apply feedback within the company.
- Conduct employee-perception or engagement surveys to inform company policy.

These Top 20 Best Practices were developed in collaboration with HR consultant Keonna Jackson.
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