

NORTH AMERICA'S BUILDING TRADES UNIONS
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THE BUILDING TRADES
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**BUILDING CULTURAL
 COMPETENCY AND
 RESPECT FOR DIVERSITY**

Building Trades Multi-Craft Core Curriculum
 BUILDING CULTURAL COMPETENCY AND RESPECT FOR DIVERSITY

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Benefits for the Industry/Economy of Women's Participation in the Construction Sector

- Benefits of Diversity in Workforce
- Expanded Pool of Candidates
- Increased Market Share
- Public Image
- Social Justice
- Equal Employment Opportunity and Affirmative Action Regulations
- Community Benefit Agreements/Project Labor Agreements



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The Importance of the Construction Industry to Women's Economic Equity

GENDER EQUITY QUIZ:
 Test your knowledge!

- 1) Women today earn, on average, how much for \$1.00 earned by men?
- 2) What is the wage disparity for African-American women?
- 3) What is the wage disparity for Latina women?
- 4) 42% of all men earn over \$50,000. How many women do?
- 5) Of the 440+ occupations, how many are the majority of women working in?
- 6) What is the percentage of women in apprenticeship in 2010?
- 7) What is the percent of veterans returning from the war in Afghanistan and Iraq that are female?
- 8) What is the lifetime difference in earnings of a woman working in the trades vs. a woman in a traditional female job as a nurse assistant?
- 9) Construction jobs account for what % of blue-collar jobs paying wages above \$20 per hour

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The Importance of the Construction Industry to Women's Economic Equity

Gender Equity Quiz:

Answers

- 1) Women on average earn **77%** of men's wages
- 2) African-American women earn only **68%**
- 3) Latina women earn only **59%**
- 4) **9%** and this was the ceiling, although it is the floor for male workers.
- 5) **77%** of all women work in just **20** of 440 occupations
- 6) The percentage of women in apprenticeship in 2010 **2.2%**
- 7) **14%** of returning veterans are women.
- 8) The lifetime difference in earnings of a woman working in the trades vs. a woman in a traditional female job as a nurse assistant is **\$1,648,770**
- 9) Construction jobs account for **11.0%** of all blue-collar jobs and **38.5%** of blue-collar jobs paying wages above \$20 per hour

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Lifetime Difference in Earnings for Women in Traditional and Non-Traditional Jobs

Traditional	Nontraditional
<p>Nurses Assistant - Entry</p> <ul style="list-style-type: none"> □ \$10.29 per hour** □ \$20,581 per year □ \$617,430 in 30 years <p>Hospital Nursing Assistant: \$31,000</p> <p>Certified Nurse Aide CNA \$27,000</p> <p>Nursing Assistant CNA: \$32,000</p> <p>Long Term Care CNA: \$34,000</p> <p>CNA HHA in Pennsylvania: \$22,000</p>	<p>Apprentice Carpenter</p> <ul style="list-style-type: none"> □ \$15-18/hr <p>Journey-level Carpenter</p> <ul style="list-style-type: none"> □ \$37.77 per hour** □ \$75,540 per year □ \$2,266,200 in 30 years □ Crew Leader/Foreperson: \$79,310 □ Superintendent: \$ 85,000+
Earnings DIFFERENCE: \$2,266,200 - \$617,430 = \$1,648,770	

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Are We Post-Racial Yet?

The majority of Whites in America, including school administrators and teachers, underestimate the extent of racial discrimination and believe that all or most of the goals of the civil rights movement have been met.

- Almost half of African Americans said that they had been victims of discrimination within the previous month.
- 2008: 72% of Whites thought African Americans overestimated the amount of discrimination against them. 82% of African Americans thought Whites underestimated discrimination against Blacks.
- 2008: 26% of Whites said they had been discriminated against because they are white.
- 2008: African Americans were more than twice as likely as Whites and Hispanics to believe that African Americans would not "in their lifetime" or never, achieve racial equality. In the same survey, Hispanics and Whites were three times more likely than African Americans to say that African Americans have achieved racial equality.
- 2007: A majority of African Americans, Hispanics and Asian Americans viewed racial tensions as a "very important problem" and preferred doing business with Whites rather than with members of racial groups other than their own.
- People of color were more likely to say that their race was part of their personal identity.

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Myths and Facts

Blue collar work is nontraditional for women.

Women are not strong enough to do heavy labor.

Women won't like trades work.

FACT:
Many jobs now thought to be nontraditional for women have been performed by women in the past.

FACT:
The strength requirements for nontraditional jobs are often exaggerated. Many nontraditional jobs are not much more physically demanding than housework, and many traditional women's jobs, such as nursing and waitressing, are just as physically demanding as some nontraditional jobs.

FACT:
Many women enjoy working with their hands and working outdoors. They take great pride in knowing that they have helped to build or create something. Many tradeswomen report a high degree of job satisfaction.

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Myths and Facts

Women aren't interested in non-traditional jobs.

Women won't want to tolerate the working conditions in male-dominated blue-collar jobs.

Women's family responsibilities will interfere with working conditions and hours of nontraditional jobs.

FACT:
Many jobs now thought to be nontraditional for women have been performed by women in the past. Often women haven't considered the possibility of these jobs but once they are introduced to the opportunities they are often quite interested in exploring more.

FACT:
Working conditions in many traditionally female jobs require working in all weather, dirty, noisy, and sometimes dangerous situations.

FACT:
Most working parents manage work and family responsibilities and programs can link women to resources to help identify support services for childcare.

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Multicultural Dynamics in the Classroom

[Redacted]

- Check out your own experience and understanding of multiculturalism and diversity.
- When did you first become aware of differences. What was your reaction? Were you the focus of attention or were others? How did that affect how you reacted to the situation?
- What are the "messages" that you learned about various "minorities" or "majorities" when you were a child? At home? In school? Have your views changed considerably since then? Why or why not?
- Recall an experience in which your own difference put you in an uncomfortable position vis-à-vis the people directly around you. What was that difference? How did it affect you?
- Rate your level of comfort when you are the only: male, white person, straight person, young person, of another religion

Adapted from: Teaching for inclusion (1998), Chapel Hill, NC: Center for Teaching and Learning, University of North Carolina at Chapel Hill.

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Images and Words are Powerful

Businessman	Middleman
Cleaning Lady	Man Hours
Clergyman	Manpower
Congressman	Manning
Craftsman	Salesman
Fireman	Stewardess
Foreman	Weatherman
Supervisor/Manager	Workmen's Compensation

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Images and Words are Powerful

Business Manager/Executive	Liaison/Intermediary
Housekeeper/Custodian	Working Hours
Clergy	Staffing
Congressperson/Congressional Representative	Labor Force/Human Resources/Workers
Skilled Worker/Artisan	Sales Agent/Associate
Firefighter	Flight Attendant
Supervisor/Manager	Weather Forecaster/Meteorologist
	Worker's Compensation

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"Unpacking the Invisible Knapsack" of Gender and Race Privilege

Select one privilege that you never thought of or add one.

To redesign social systems we need first to acknowledge their colossal unseen dimensions.

The silences and denials surrounding privilege are the key political tool here.

Adaptation from Peggy McIntosh, 1988

- I can be confident that my co-workers won't think I got my job because of my sex/race - even on a publicly funded project.
- If I make a mistake on the job, I can feel sure this won't be seen as a black mark against my entire gender/race's capabilities.
- Chances are my political and union elected representatives and the bosses in my construction company are mostly people of my own race/sex. The more prestigious and powerful the selected position or job title, the more likely this is to be true.
- I can go home from my job, apprenticeship class, or union meeting without feeling isolated, out-of-place, out-numbered, unheard, held at a distance, or feared.

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“Unpacking the Invisible Knapsack” of Gender and Race Privilege

I have the privilege of being unaware of my privilege

- I can do well in a challenging situation without being called a credit to my race/gender.
- The odds of my encountering sexual/racial harassment/graffiti or slurs on the job are so low as to be negligible.
- I am never asked to speak for all the people of my race or gender.
- I can be confident that the ordinary language of the construction site will always include my gender: “Foreman, Journeyman, Union Brotherhood, guys”
- As a child, I could choose from an almost infinite variety of children’s media featuring positive, active, non-stereotyped construction workers of my own race/sex. I never had to look for it; male heroes were the default.
- I will probably never be asked when I discovered I was heterosexual

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“Unpacking the Invisible Knapsack” of Gender and Race Privilege

Do we really live in a meritocracy

I earned opportunities

Legacy and Privilege vs Affirmative action

- I will never be expected to change my name upon marriage or questioned if I don’t change my name.
- Every major religion in the world is led primarily by people of my own race/sex.
- I can be sure that my children will be given curricular materials that testify to the existence of their race.
- I can go into a supermarket and find the staple foods, which fit with my cultural traditions, into a hairdresser’s shop and find someone who can cut my hair.
- I can choose blemish cover or bandages in flesh color and have them more or less match my skin.
- I will never worry that I have to leave my religious group because of my sexual orientation.

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Cultural Competency

Homework Activity:

What does privilege confer to you?

- 1) Reflect on any “privileges” you may have based on gender/race/language/sexual orientation.
- 2) Complete the following statement “I feel privileged because I am_____”.
- 3) Make a list of as many of the privileges you have working in the construction industry as you can think of that are related to your gender/race or other status.

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