

## **CIF Diversity and Inclusion Charter**

The Construction Industry Federation, in collaboration with The Irish Centre for Diversity, presents the CIF Diversity and Inclusion Charter. Construction companies are increasingly integrating D&I practices into their organisations to ensure they and their workforces benefit from diversity and inclusion.

This charter outlines your commitment to advancing diversity and inclusion in your company. By signing up to this charter, you are publicly committing to taking steps to promote diversity and inclusion in your workplaces and your industry. By doing so, you'll be joining thousands of other companies and organisations across Ireland in promoting D&I.

Construction companies, like other sectors, face enormous systemic and legacy challenge in promoting D&I. The CIF and the Irish Centre for Diversity are partnering to help companies that sign up to the Diversity Charter meet their commitment to diversity in a positive, practical and realistic manner. Companies that sign up to the Charter will have a year to make changes that meet minimum D&I best practice guidelines (set out by the Irish Centre for Diversity.) Companies that sign the charter will be able to measure their practices, policies and procedures against a set of diversity and inclusion standards and access support from CIF's Training Department where required.

**Construction companies that sign up to the Charter commit to advancing diversity in their organisation by carrying out the following:**

- Setting goals to make your workplace more inclusive;
- Identifying areas of unequal representation;
- Addressing issues found to effect change;
- Encouraging a more diverse pool of applicants in the recruitment process;
- Assigning responsibility for meeting your charter commitments to a named, senior level individual;
- Working together to develop and adopt future protocols that support the practical implementation of the aims of this charter.

**In turn, the Construction Industry Federation will:**

- Recognise that organisations differ, and thus each organisation will set its own targets, strategy and implementation plan based on their capabilities;
- Require organisations to report on an annual basis on the activities and initiatives and their progress as a company.

## **Benefits to charter signatories include:**

- A CIF Diversity logo for your company to show you have made this pledge
- Appropriate social media exposure
- Access to information, tools and examples of good practice through the Centre and CIF Training

## **What is involved and how will my company be helped in its journey?**

The Irish Centre for Diversity can support companies throughout their Diversity & Inclusion journey. There are three levels for your company to achieve: Bronze, Silver and Gold.

*Every company that signs up to the Diversity Pledge must achieve Bronze level within one year.*

The three levels of D&I commitment that companies can commit to are set out below.

### **Bronze** - Committing

Investors in Diversity Bronze is all about helping you build a strong foundation that you can use as a platform, to embed EDI into wider organisational systems.

Investors in Diversity Bronze is designed to help get your organisation ready for your unique journey to becoming a diverse and inclusive organisation.

### **Silver**- Embedding

Building on the requirements, of Bronze, Investors in Diversity Silver will measure the sense of fairness and belonging from your employees' perspective.

Investors in Diversity Silver is designed to liberate the voice of your people and allow you to benchmark against other organisations whilst providing an overview of your key strengths and areas for development.

### **Gold** - Leading

Investors in Diversity Gold is all about demonstrating the 'lived experience' of embedding Diversity and Inclusion across your organisation.

To achieve Investors in Diversity Gold, your organisation will be required to undertake an in-depth benchmarked self-assessment of your practices across our 5 principle pillars

## How do I take the pledge?

By signing the CIF Diversity Charter, your construction company is demonstrating its commitment to effective diversity management, preventing discrimination and promoting equality, diversity and inclusion.

We at \_\_\_\_\_ sign the diversity pledge with the promise of working towards the following goals within our construction company.

We promise to:

- Attract and retain the best talent to our industry while taking positive steps to address any under-representation;
- Support colleagues in all areas so they can contribute their best to the industry;
- Comply with the legal requirements to prevent discrimination and promote equality; and
- Build awareness and understanding of the benefits of promoting equality and diversity.

CIF understand that different companies will have different resources and must achieve diversity through different steps. CIF will support you and your company, big or small, in setting out their own targets and aims for creating diversity.

\_\_\_\_\_  
Signature

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Date