



2022 ICR IDEAL Accreditation Program Pledge

ICR IDEAL members are committed to diversity, equity & inclusion for all individuals within our construction industry and our communities. By signing the IDEAL pledge, members commit to participation in the program to develop and cultivate XBE partnership and business opportunities and improving diversity representation in our workforce. Members participating in the accreditation program will be asked to report on actions and results through annual reporting of company project spend and workforce goals focused on diversity and inclusion, and whose data will become part of our annual data collection for measuring program success.

ICR IDEAL members will be focused on developing a culture that provides for resources and leadership that will empower construction users, business owners, and employees to make lasting and impactful footprints in our industry, improve the quality of life, and build strong relationships that support business growth. Members pledge to the best of their ability to develop and nurture XBE relationships, ensure Owner project spend and provide for a skilled and inclusive workforce benefitting the communities we live and work in.

By signing the 2022 ICR IDEAL Pledge, you are agreeing to participate in the activities described in Section 4(b) of the ICR IDEAL Accreditation Program, a copy of which is attached.

Company Name

Date

Officer Name (printed)

Officer Signature