



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



4b Year 1 and 2 Expectations

The first step in any program is participation. In order for an ICR member to participate in 2022 and 2023, a member needs to:

1. Sign a commitment pledge;
2. Participate in a survey focused on Workforce and Supplier diversity;
3. Participate in one industry recruitment event (and share which event it is);

Commitment Pledge

The commitment pledge is signed by an authorized representative of the organization and establishes a commitment to participate in the IDEAL Accreditation Program. In signing the commitment pledge, the authorized representative affirms that company representatives will participate in ICR programming, provide accurate and appropriate data as requested by ICR staff and contribute to the development of the overall IDEAL Program goals.

Participate in ICR Survey

The ICR Survey is an industry wide effort to establish initial benchmarking standards as well as growth metrics for Workforce Diversity and Supplier Diversity in our industry. The initial survey will become a baseline for the IDEAL Accreditation Program for the future establishment of key performance indicators. All information provided by member participants will be anonymous and confidential at an individual member level. The information will be aggregated and presented to the entire membership.

Examples of topics covered in the survey includes:

- Provide demographic workforce data, including data by race/ethnicity, sex, and job categories
 - (Similar to EEO-1 Form)
- Does your organization have an assigned executive in charge of diversity and inclusion?
- Does your organization have a diversity & inclusion plan (with respect to recruiting, hiring, retaining, and promoting staff)?
- Does your organization participate in the Indiana Chamber Best Places to Work?

Contribute Data on Workforce Diversity

The survey will be the primary tool for gathering workforce diversity data. In Year 1, the goal is to collect baseline data. As the program develops there will be opportunities to leverage educational programming and develop industry best practices. Data collection will allow for program support efforts to be data-informed to better drive performance.

Contribute Data on Annual Diversity Spend

While the industry has focused on diversity spend by project there is an opportunity to understand what industry stakeholders are doing overall to develop long-term sustainable partnerships with diverse business owners. Owners, General Contractors and XBEs all have opportunities to spend with diverse businesses on both public and private projects but also on professional services and supplies each organization might need for their business. The first two years of the IDEAL Accreditation program will be focused on identifying the strength and frequency of diversity subcontractor and supplier



relationships with ICR member partners rather than collecting data simply on project spend.

Key Performance Indicators

Successful organizations know what they want to accomplish. The use of key performance indicators (KPIs) helps senior managers, middle managements, and laborers to understand the shared goals for an organization or an industry. What gets measured gets done. The development of KPIs will be a core deliverable of this effort but they will be informed by ICR stakeholders. Within the IDEAL Accreditation framework participants will inform ICR how they approach diversity and will hopefully establish goals for maturity and improvement.

Participate in one Recruitment Event

Recruitment of construction talent is a key competitive advantage for any company in the industry. As an industry there is a shared interest in cultivating interest, recruiting, and training diverse talent that is reflective of the communities we serve. ICR will support the industry by developing recruitment events for industry stakeholders. We also will support industry stakeholders by facilitating the connection to community-based programming that cultivates interest in the construction trades.