



AWCI Diversity and Inclusion Policy

The Association of the Wall and Ceiling Industry (AWCI) represents more than 2,000 contractors, suppliers and manufacturers throughout the commercial, governmental, institutional, retail and residential wall and ceiling construction industry in the United States and portions of Canada. AWCI's mission is to provide services and undertake activities that enhance the members' ability to operate a successful business.

AWCI is committed to promoting a diverse and inclusive culture within the association and throughout its membership, the wall and ceiling industry and the construction industry as a whole. To that end, AWCI has signed and committed to the CEO Action for Diversity & Inclusion™ pledge. This pledge outlines actions that AWCI and other participating organizations will take to cultivate a workplace where diverse perspectives and experiences are welcomed and respected, employees feel comfortable and encouraged to discuss diversity and inclusion, and where best known—and unsuccessful—actions can be shared across organizations.

AWCI commits to the four key goals of the pledge:

- 1) Continue to make our workplaces trusting places to have complex, and sometimes difficult, conversations about diversity and inclusion.
- 2) Implement and expand unconscious bias education.
- 3) Share best—and unsuccessful—practices.
- 4) Create and share strategic inclusion and diversity plans with our board of directors.

AWCI will strive to be a leader within both the trade association community and the construction industry regarding the evolution and priority of diversity and inclusion. AWCI will work to assist AWCI members and chapters to develop and enhance their own diversity and inclusion initiatives. AWCI will also commit to maintaining diversity and inclusion as a priority for the association now and in the future. As the construction industry evolves with respect to diversity and inclusion, AWCI will evolve as well with the continuous goal of creating a more inclusive wall and ceiling construction industry.

The AWCI Diversity and Inclusion Policy is based on the CEO Action for Diversity & Inclusion™ pledge (<https://www.ceoaction.com/pledge/ceo-pledge/>).

Approved by the AWCI Board of Directors on April 14, 2021