

Strengthening Diversity

DBE, EEO, & Affirmative Action Initiatives

NECA Minneapolis, St. Paul, and Twin Ports in collaboration with IBEW Local 110, 242, 292, 294, and 343 is committed to accepting and supporting the full spectrum of human diversities, including, but not limited to, race, national origin, gender, gender identity, sexual orientation, age, social standing, physical abilities, religious or ethical systems, national origins, and political beliefs.

Beyond being the right thing to do, it's also good for business. These actions affect employees directly and also have an effect on organization identity and profits. Employees who are valued and included are more likely to be motivated and productive.

We have partnered with a multitude of national and local organizations to continuously deepen our collective diversity.



In collaboration with Girl Scouts of the River Valley and industry partners we are educating young women about the electrical industry. This initiative involves multiple weekend events and a summer program that have introduced hundreds of middle and high school girls to the electrical industry with hands-on experiences assisted by volunteers working in the trade.

We partnered with Workforce Development for the Lake Street Works initiative that prepares Minneapolis's poorest, predominantly people of color, neighborhoods for construction jobs. Through Construct Tomorrow Events and Construction Careers Foundation events, among others, we recruit diverse talent. Our NECA Student Chapter at Dunwoody Technical College organizes a series of events to introduce their organically diverse student body to industry speakers, mock interviews, and contractor meet-and-greets. These are a few examples of our current initiatives.

NECA's diversity and inclusion efforts are enhanced by our current activities, which include but aren't limited to dedicated diversity & Inclusion committees, education/training, leadership advancement, community outreach/recruitment, CBA language improvement, industry events/group affiliations, and contractor policies. Through these activities and others, NECA and the IBEW will continue to grow and advance diversity and inclusion into the future.

Current Initiatives

Minneapolis & St. Paul Chapter

Community Outreach/Recruitment

- Girl Scouts: STEM program
- Summit Academy: Minneapolis vocational school focused on construction training for disadvantaged persons
- Construction Careers Foundation (Construction career exploration for Minnesota youth)
 - **Learn2Build:** Expose middle school students in targeted diverse neighborhoods to construction trade careers through activities and afterschool programming.
 - **Construction Apprenticeship Preparation (CAP) Schools:** Works with high schools to provide hands-on construction career learning opportunities using the Multi-Craft Core Curriculum (MC3).
 - **Minnesota Trades Academy (MTA):** Paid summer construction internship experience to help prepare for adulthood through life-long learning, skill development, and promote access to the construction industry.
 - **Construct Tomorrow:** Stand-alone building trades program that promotes regional job fairs to provide exposure to apprenticeship programs from multiple trades.
 - **Helmets to Hardhats:** Designed to place and recruit military veterans into the building trades.
- **Lake Street Works:** Construction training program for 11th and 12th grade students aimed at helping to restore and build economic recovery in South Minneapolis
- **Building Strong Communities:** Apprenticeship preparatory program for union construction careers with a focus on women, people of color, and veterans.
- Boys and Girls Clubs: Exposure to trades for both parents and youth
- Goodwill/Easter Seals: Career training/education
- Jeremiah Program: Program in MN that is dedicated to disrupting generational poverty for single moms
- **Power Partner MN**
- Trade School visits by JATC Training Directors
- Career Fairs

Initiative Highlights

Limited Energy JATC Girl Scouts: https://youtu.be/ugObO_cBmTQ
Words of Wisdom WIC 2022: <https://youtu.be/74efotjbjrE>
St. Paul JATC Girl Scouts: https://youtu.be/_oYZtAD9MtI
Power Girls Camp 2021 Minneapolis: <https://youtu.be/xMDXvyp2QBg>
Power Girls Camp 2021 St. Paul: <https://youtu.be/A36jK620b1Y>
Building Strong Communities 2022: <https://youtu.be/3mT6ErcnnWk>

Education/Training

- Limited Energy JATC staff bilingual
- Limited Energy JATC female instructor
- Minneapolis JATC female instructor
- ETA Harassment Prevention Training
- EEO and AA Classes
- Class offerings focused on increasing diversity including female participation, BIPOC participation, and millennial participation in management.

Industry Events/Group Affiliations

- NAWIC (Women in Construction Scholarship program)
 - WIC Week: Women in Construction held in conjunction with Dunwoody College of Technology
- Urban League
- Women in NECA

CBA

- 292 MLK Holiday
- Gender neutral contract references
- Non-discrimination policies
- Pre-apprentice programs
- Direct hiring opportunities for Limited Energy Technicians
- Expanded options for direct interviews

Chapter/Industry Diversity & Inclusion Committee

- Women in NECA – Twin Cities
- The union has a committee dedicated to people of color

Leadership Advancement

- Chapter board includes a BIPOC and a woman in executive positions.
- Chapter employs BIPOC personnel. The Board frequently discusses succession planning with an eye on increasing diversity.

Twin Ports & Iron Range

- Participate in Construct Tomorrow Events in Duluth & Hinckley, and Construction Careers Foundation events.
- Launched powernorth.com. A media partnership between the IBEW 242 & Twin Ports NECA
- Chapter is a member of NAWIC and their Chapter Programs Coordinator participates in a committee.
- High School Career Fairs throughout Northern Minnesota.
- Members of both JATC's committees serve on the advisory boards for Lake Superior College and Hibbing Community College.
- Actively engaged with 218 Trades and NEMOJET programs