



July 28, 2022

TO: ALL ATTENDEES,  
EASTERN REGION MANAGERS MEETING

FROM: JEFFREY P. SCARPELLO,  
EXECUTIVE DIRECTOR, PENN-DEL-JERSEY CHAPTER, NECA

RE: **CHAPTER DIVERSITY, EQUITY, AND INCLUSION EFFORTS**

Please find below a summary of the Penn-Del-Jersey Chapter, NECA's Diversity, Equity, and Inclusion (DEI) efforts:

1. In late 2020, the Chapter thoroughly researched ways other trade associations address DEI issues. Subsequently, the Chapter created its DEI Committee.
2. The Chapter Committee is extremely diverse, with 12 members of various backgrounds, ages, ethnicities, genders, etc. It includes Contractors and Associate Members. Additionally, NECA Representative Jack Savage has been a great asset to the group.
3. Chapter Board Member Joseph Kaluhiokalani (Aloha Communications Contractors) and Ken Copeland (Charles H. MacDonald Electric) are the Committee's Co-Chairs.
4. Soon after its inception, the Committee created a "Mission, Vision, Values, and Goals" document and established written criteria for a DEI Award.
5. The Committee has established a relationship with Exude, Inc., a Philadelphia based DEI consulting firm. This organization hosts regular DEI training sessions for our Members via Zoom and acts as our DEI Award's independent "Panel of Judges."
6. At Exude, we have primarily worked with Dr. Shannon Mason, who has to date offered "Inclusive Leadership" and "Inclusive Communications" sessions.
7. In December 2021, the Committee hosted a DEI Summit at the Chapter Headquarters. This was a full day dedicated to DEI discussion and education. The event consisted of remarks from NECA Director of Industry Development LtGen Ronald Bailey and other Chapter leaders, including our incoming President, and an in-person DEI workshop led by Dr. Shannon Mason of Exude, Inc.
8. At the Summit, the Chapter presented its 2021 DEI Award to Joseph Kaluhiokalani. This Award recognized him for his exceptional commitment to advancing DEI in our industry, above and beyond meeting equal opportunity requirements.

9. The Chapter sponsors vocational programs at Philadelphia schools with large minority populations, including Frankford High School and Mercy Career & Technical High School, allowing us to engage with youth from demographics that are severely underrepresented in the construction industry.
10. Joseph Kaluhiokalani and Aaron Kelley, our Chapter Staff DEI Committee Liaison, serve on NECA National's Diversity, Equity, Inclusion & Belonging (DEI&B) Task Force. Kaluhiokalani also serves on its Data Collection Subcommittee.
11. The Chapter DEI Committee continues to deliberate on new ways to improve DEI in the electrical construction industry. Quarterly Committee Meetings and DEI sessions continue and all Contractor & Associate Members are invited to join.
12. Since 2020, the Chapter has had a specific line item in its Annual Operating Budget dedicated to DEI Efforts.
13. The Chapter added a DEI Committee Report as an Agenda item at all Board Meetings.
14. The Chapter distributes a written Report of its DEI efforts at all Board Meetings.
15. The Chapter nominated Joseph Kaluhiokalani for the NECA National McGraw Award, based primarily on his efforts to increase diversity progress in our industry.
16. We are pleased that Joseph will receive the McGraw Award at the Austin Convention.
17. During the pandemic, the Chapter traveled to Washington, DC and produced a video of a DEI conversation with LtGen Ronald Bailey which was later broadcasted at our Annual Membership Meeting in 2020.
18. The Chapter secured LtGen Bailey to address its entire Membership again at our upcoming Annual Membership Meeting on November 15, 2022. LtGen Bailey is a tremendous resource. We highly encourage other Chapters to utilize him.
19. The Chapter is pleased to help other Chapters that need assistance in this important area, and we thank other Chapters, notably NYC and Boston, that have greatly helped and advanced our efforts.
20. Please contact me at 215-880-1014 or Aaron Kelley at 267-872-5890 with any questions, or if we can be of any assistance.

Thank you!

JPS:ark