

ORDINARY PROPOSAL #1 - Re: New Standing Policy on Diversity and Inclusion
(Submitted by the Government Affairs Committee)

WHEREAS, our country and our places of work consist of many cultural, racial, and ethnic groups, and

WHEREAS, a commitment to diversity and inclusionary practices fosters equal opportunity for all, and

WHEREAS, recruiting from a diverse pool of candidates means access to a larger talent pool for our industry, and

WHEREAS, achieving the goals of the NECA 1025 initiative will require an increase in the number of trained workers available, and

WHEREAS, collaboration and cooperation in the workplace can contribute to a better understanding of each other, and

WHEREAS, a diverse and inclusive workforce can foster creativity and innovative solutions in the workplace, thereby helping electrical contractors avoid employee turnover costs, and

WHEREAS, fostering policies to ensure diversity and inclusivity in a company's workforce can help capture greater market share for NECA contractors,

Therefore, be it RESOLVED that the National Electrical Contractors Association promotes and endorses adoption of this new Standing Policy (Diversity and Inclusion):

**Policy 7
Diversity and Inclusion**

As the nation's leading specialty contractor organization, the National Electrical Contractors Association (NECA) is committed to facilitating growth in the electrical construction industry. In doing so, NECA encourages an environment that embraces diversity as an integral factor for ensuring our industry's viability. NECA believes that by supporting business development, capacity building, career advancement, and involvement opportunities for people from all backgrounds, races, nationalities, genders, sexual orientations and disabilities, we make our industry more dynamic and better prepared to tackle the challenges of the future.

Comment from NECA National Office:

Overall, this policy demonstrates NECA's strong commitment toward diversity and inclusion and the Policy is recommended **FOR** adoption.