

2024 Inclusion, Diversity and Merit Industry-Leading Practices Report



From the President and CEO



I am excited to present ABC's inaugural Inclusion, Diversity and Merit Industry-Leading Practices Report, showcasing our collective commitment to fostering an inclusive, diverse and merit-based construction industry. In accordance with our bylaws, we believe that work opportunities in this nation should be made available to all our people, regardless of race, color, creed, age, sex, national origin, membership or nonmembership in a labor organization, protected veteran status, disabilities or other protected classes, and we support programs toward this end.

The construction industry is a cornerstone of our economy. By embracing inclusion, diversity and merit, we ensure it remains vibrant and offers opportunities for all. This report highlights the remarkable initiatives of our member companies—submitted by applicants to ABC's Inclusion, Diversity and Merit Excellence Awards who scored highest in the five categories of leadership commitment, attracting, retaining, and growing talent, employee education, supply chain management and community engagement—demonstrating their dedication to creating a fair and level playing field with best-in-class recruitment, retention, training and mentoring programs.

We are proud of the progress made by our members in building an industry that values and benefits from the diverse talents and perspectives of all its people.

Gain valuable insights and strategies for implementing effective IDM initiatives, with a particular focus on the impact of work being done by our members. The report highlights successful programs and practices from members that showcase how local efforts contribute to fostering inclusive environments, promoting diversity and supporting mentorship programs.

We aim to inspire others by sharing these industry-leading practices. Whether you are just starting out on your IDM journey or already on the way, we invite you to join us in our commitment to creating more inclusive and supportive communities.

A handwritten signature in blue ink, reading "Michael Bellaman" with a stylized flourish at the end.

Michael Bellaman
ABC President and CEO

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Program Sponsor



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ABC's Commitment to Inclusion, Diversity and Merit

Associated Builders and Contractors is committed to fostering inclusion and diversity within the merit shop construction industry. ABC's inclusion, diversity and merit initiatives are designed to create opportunities for all individuals and organizations, ensuring that everyone can compete on a fair and level playing field. These initiatives are rooted in the principles of free enterprise and open competition, aiming to better the individual, the industry and the nation.

ABC's Diversity, Inclusion and Merit Committee, established in 1999, focuses on creating inclusive work environments through training and development that aligns with the merit shop philosophy.

National Excellence in Inclusion, Diversity and Merit Awards

At the annual ABC convention, companies are recognized for their exemplary IDM practices. These companies have set the standard for building a 21st century workforce by implementing best-in-class recruitment policies, retention practices, education and mentoring programs, supply chain management and community engagement initiatives.

IDM Academy

The IDM Academy offers a comprehensive ecosystem of live, on-demand and in-person educational resources to support the implementation of effective and sustainable IDM practices. This includes webinars, workshops, core sessions and advanced specialty sessions that provide practical insights and steps toward achieving superior results through inclusion and diversity.

Construction Inclusion Week

Through member-created initiatives like Construction Inclusion Week, ABC brings together the construction workforce to advance principles of inclusion and diversity. Construction Inclusion Week takes place every October and is an invitation to the construction workforce to unite to advance a sense of belonging for all. ABC hosts webinars during the week with industry professionals and community leaders who are excited to share their knowledge and experience in an effort to help participants improve inclusivity in their personal and professional life.

The themes for Construction Inclusion Week typically include:

- Commitment and Accountability
- Belonging
- Supplier Diversity
- Workplace Culture
- Community Engagement

The programming for Construction Inclusion Week also offers valuable insights for workforce recruiting and retaining and putting the best talent on the field.

ABC aims to create a work environment where all individuals feel valued and respected. These efforts not only enhance creativity and productivity but also attract top talent, ensuring a vibrant and innovative industry ready to build America.

ABC Mentoring Program

The partnership between ABC and the Academy of Construction and Design in Washington, D.C., is a dynamic collaboration aimed at empowering students with essential skills for the construction industry. Through this partnership, ABC provides ACAD students with valuable mentoring, direct contact with the ABC executive team and educational opportunities such as resume writing, interviewing and life skills workshops. These initiatives have significantly boosted students' confidence in job interviews and helped them to secure employment opportunities. Many students have recognized the positive impact of these workshops on their professional development, highlighting the importance of ABC's educational efforts in shaping their career paths.

Email ldm@abc.org for more information on ABC's Inclusion, Diversity and Merit initiatives.

Leadership Commitment

Demonstrating commitment to creating an inclusive culture that welcomes diversity of thought and ultimately places the best talent on the field in construction.

Bald Hill Builders, Walpole, Massachusetts

info@baldhillbuilders.com

As a woman-owned construction company, Bald Hill Builders is especially in tune with the benefits and advantages that inclusiveness and diverse subcontractors bring to the construction industry. The company has a strong passion for diversity, inclusion and meritocracy.

BHB's team aims to exceed all compliance goals and engage qualified underrepresented workers with positions at BHB or with subcontractors. The executive team mentors disadvantaged subcontractors to assist in the establishment and growth of their businesses.

Callahan Construction, North Pole, Arkansas

callahan-inc.com

Callahan is committed to enhancing diversity and inclusion on all its projects and throughout the construction industry by challenging its employees to enhance awareness, reveal new perspectives and promote aggressive change. This mindset makes the company more empathetic and responsive, leading to better projects and more collaborative relationships with its clients and the communities it serves.

Callahan has hired personnel explicitly tasked with providing the senior leadership team with insight and guidance on how to create a more supportive and inclusive work environment. This includes partnerships with Callahan's estimating and prequalification departments to create a

Callahan has hired personnel explicitly tasked with providing the senior leadership team with insight and guidance on how to create a more supportive and inclusive work environment.



pipeline for recruiting and working with historically underrepresented subcontractors, as well as a variety of community-focused programs that help to create opportunities for underrepresented groups through volunteerism and financial contributions.

Emerald Standard Services Inc., Pasadena, Texas

emerald-standard.com

Emerald Standard's commitment to the advancement of historically marginalized members of society has been at the core of its business since its founding. The company believes that fostering and promoting business opportunities, especially among those historically disenfranchised, is of supreme importance and necessity.

At the appointment of the mayor of Houston, Emerald Standard leaders served on the City of Houston's Office of Business Opportunity Advisory Board to provide private business perspectives and leadership to develop and strengthen city programs. These initiatives support the growth and success of small businesses and develop Houston's workforce, with a special emphasis on historically underutilized businesses and perpetually unemployed and underemployed individuals.

At the appointment of the mayor of Houston, Emerald Standard leaders served on the City of Houston's Office of Business Opportunity Advisory Board to provide private business perspectives and leadership to develop and strengthen city programs.



Henley Construction Co. Inc., Gaithersburg, Maryland

katied@henleyconstruction.com

At Henley Construction, inclusion involves creating an environment where everyone feels respected, valued and supported. This includes actively seeking out the input and participation of all community members, regardless of their background, socioeconomic status or level of education.

Company leaders participate in the Montgomery County Students' Construction Trades Foundation planning initiatives and in the Prince William County Career and Technical Education program, where they connect with students, staff and parents, talking with them and educating them on lifelong career opportunities in the construction industry.

Hourigan, Virginia

marquita.edmonds@hourigan.group

At Hourigan, inclusion and diversity are at the core of the company's culture, values and goals, upheld by leadership and embedded in business practices. Hourigan's IDM program, BEAM (bolstering equity, access and mobility), focuses on community engagement, supplier diversity, career development and inclusive culture. This comprehensive approach ensures tangible benefits for employees and local trade partners.

Hourigan employees are active leaders in their local communities, and service work is deeply engrained in company culture. Often far surpassing project supplier diversity goals, Hourigan forges relationships to develop and present opportunities to companies of all scale. Building the workforce of tomorrow, Hourigan engages with community and youth to expose career pathways in construction; additionally, serving in mentorship roles to trade partners organizations to help them scale and grow their business through workforce development efforts.

Creating an inclusive culture is important to Hourigan both on and off the jobsite. On site, company leaders uphold a strict zero tolerance bullying and harassment policy that can result in immediate dismissal from the site. Hourigan formed employee resource groups for women, black and Hispanic/Latinx personnel and holds listening sessions annually to ask questions, voice opinions and keep an open dialogue that fosters a welcoming and inclusive space for all. Leadership has shown its commitment by supporting the organization with a dedicated diversity and inclusion manager. Hourigan is a SWaM-certified small business with offices in the Commonwealth of Virginia.

Interstates, Sioux Center, Iowa

interstates.com

Interstates has implemented a veterans' employee resource group to create connections among veterans, help them understand veterans' benefits and transition to civilian life, and support their whole health and professional career.

As part of the of Interstates Veterans Employee Resource Group, Interstates supports the Red Shirt Friday movement. The concept behind the movement is to wear a red shirt every Friday to show respect and support for troops and veterans. RSF was developed as a way for Americans to show support and appreciation for the sacrifices that U.S. troops are making and veterans have made.

As part of the of Interstates Veterans Employee Resource Group, Interstates supports the Red Shirt Friday movement.



The Veterans Employee Resource Group is dedicated to supporting veterans through a strong sense of community and tailored resources. Being part of the ERG supports veterans at Interstates by:

- Building meaningful connections between veterans and Gold Star families
- Navigating veteran benefits and aiding in the transition to civilian life
- Supporting holistic growth, empowering veterans to achieve professional and personal success

Interstates also has a Women's Employee Resource Group dedicated to attracting, retaining, developing and engaging women in the workforce. Being part of the Women's ERG supports women at Interstates by offering a network where they connect and find support, addressing the potential challenges of fewer women in construction.

The program fosters belonging and connection, ensuring every woman feels part of the Interstates family, and promotes growth through unlimited opportunities for growth and advancement.

John B. Cruz Construction, Roxbury, Massachusetts

info@cruzcompanies.com

John B. Cruz Construction emphasizes the importance of local workforce utilization and economic development, particularly in communities of color. This approach ensures that substantial projects benefit local businesses and workers, promoting a diverse and inclusive construction workforce.

M. Davis & Sons Inc., Kennett Square, Pennsylvania

mdavisinc.com

M. Davis & Sons Inc. shows its commitment to inclusivity by hosting student tours at its fabrication shops, obtaining its certification as a woman-owned construction company through the Women's Business Enterprise National Council and participating in diversity and inclusion events and panels.

M. Davis & Sons' engagement with communities promotes career opportunities for historically underrepresented populations. Collaborations with nonprofit organizations, local schools, second-chance programs and veterans' groups have broadened the company's talent pipeline.



Turner Construction, New York

turnerconstruction.com

Turner Construction has made substantial investments in minority- and women-owned businesses, demonstrating a long-standing commitment to diversity and inclusion. This has resulted in significant financial support for diverse subcontractors and an inclusive work environment.

Turner Construction is a founding member of AEC Unites, which seeks to eliminate hate and bias in the workplace. AEC Unites aims to inspire and promote inclusivity in the industry for Black talent and Black-owned businesses. The company's Inclusion Action Committee works closely with senior leaders and other key groups to foster an inclusive workplace.

In addition, Turner Construction conducts and reviews the results of an annual audit on the fairness of its processes, programs and practices, and recommends changes to achieve its goals. The company also established the "Our House, Our Home" training, customizable for contractors, clients and unions.

Attracting, Retaining and Growing Talent

Recruiting all people, including historically underrepresented groups, providing a fair and level playing field so all recruits can compete for jobs based upon merit. Providing growth opportunities for all employees—including those from historically underrepresented populations—to achieve their career dreams based upon merit. Educating and retaining diverse talent and creating an inclusive workforce that continues to excel.

Bald Hill Builders, Walpole, Massachusetts

info@baldhillbuilders.com

Bald Hill Builders' efforts to attract and retain talent include hosting job fairs, collaborating with community organizations and providing training opportunities such as OSHA certification and internships. These initiatives are designed to create a path for skill development and career advancement for disadvantaged groups.

BHB's project field team partnered with the other teams in the company to make a concerted effort to hire disadvantaged employees, focusing on women, people of color and residents of the cities in which they work. The team spoke with every subcontractor to identify job openings they may be able to assist in filling and helped them to obtain the position requirements, training and certifications needed and any other prerequisites for applicants. Any applicants who were not qualified were recommended to local organizations and BHB for training.

Callahan Construction, North Pole, Arkansas

callahan-inc.com

Callahan actively engages trade contractors that represent historically underrepresented groups, ensuring a diverse workforce. Their efforts include creating opportunities for emerging trades workers and maintaining a strong presence in community-focused programs.

Early Services Inc., Decatur, Alabama

jpearman@earlyservices.com

Early Services Inc. focuses on attracting and retaining diverse talent through targeted recruitment efforts and comprehensive training programs. The company's commitment to diversity is reflected in its hiring practices and support for employee development.

Early Services participates in local events that are geared toward middle school and high school students to introduce students to several different aspects of the construction industry.



Henley Construction Co. Inc., Gaithersburg, Maryland katied@henleyconstruction.com

Henley Construction supports the transformative power of education and works with educational institutions to inspire students to explore careers in construction. The company offers paid internships and hands-on experience to bridge the gap between education and industry. Henley Construction hires student interns and develops them into full-time employees who have become leaders on their team in the office and the field.

Henley Construction implements fair and transparent selection processes, providing training and support to help individuals develop necessary skills and fostering a culture of equal opportunity and advancement.

**Hourigan, Virginia**marquita.edmonds@hourigan.group

Hourigan is working to build a strong and inclusive future in construction. To retain and grow its employees, Hourigan emphasizes mentorship, career advancement and leadership development, ensuring every team member has opportunities to grow and succeed. Hourigan provides clearly defined career tracks and regular career development check-ins with employees, ensuring that they know and understand their path to growth.

The company recruits from organizations, including HBCUs, community colleges and military and veteran groups, engaging underrepresented groups and recently welcoming refugee talent for the first time. To inspire future talent, Hourigan reached over 17,000 students in the past year through career exploration events, building a strong pipeline of diverse professionals for the construction industry. For early-career professionals, paid internships and the Project Engineer Development Program provide hands-on construction experience for the industry's future leaders. Hourigan hosted 12 interns from seven colleges this year, including Norfolk State University, a focus of recruitment efforts. By combining recruitment, development and retention efforts, Hourigan creates an inclusive workplace where employees from all backgrounds thrive.

Interstates, Sioux Center, Iowa

interstates.com

Interstates has developed programs to support veterans transitioning to civilian life, significantly increasing veteran hires and retention rates. These programs include a veterans' employee resource group and outreach initiatives at military installations. Community involvement and an increased presence at Offutt Air Force Base, Whiteman Air Force Base and Camp Dodge are contributed to a veteran hire increase from 4% in 2021 to 8.8% in 2023.

John B. Cruz Construction, Roxbury, Massachusetts

info@cruzcompanies.com

John B. Cruz Construction's approach to workforce development includes hiring local skilled tradespeople and subcontractors, ensuring fair access to work and economic benefits for community members. During construction at Verdean Gardens, an eight-building, 110-unit affordable housing complex in New Bedford, Massachusetts, the company ensured more than 60% of workers hired were people of color—the highest utilization rate of local labor that New Bedford officials had ever seen for a project of this scale, and the most diverse and inclusive.

John B. Cruz Construction hires local skilled tradespeople and subcontractors, ensuring fair access to work and economic benefits for community members.



Turner Construction, New York

turnerconstruction.com

Turner Construction has implemented best-in-class recruitment policies and retention practices that are recognized annually at ABC's convention. Turner's YouthForce program and participation in the ACE Mentor Program provide students with opportunities to build interest in the construction industry.

Since 2017, Turner Construction has introduced over 42,000 students to the possibilities of a career in construction. There are over 125 active ERGs, including young professionals, pride, veterans, parents, women, mosaic (diverse affinity groups), different abilities and interfaith.

Employee Education

Offering education to ensure cultural competence across the organization and promote every individual from all population sectors to better work together and achieve the best quality, safety and profitability for the company, including innovative and diverse workforce education programs, anti-harassment education, safety education as it relates to total human health, unconscious bias education and merit-based principles.

Callahan Construction, North Pole, Arkansas

callahan-inc.com

Education is central to Callahan's approach to IDM, both internally and externally. Its Callahan Academy offers continuing education opportunities to raise awareness about diversity and inclusion initiatives among employees and students to drive change.

Early Services Inc., Decatur, Alabama

jpearman@earlyservices.com

Early Services Inc. provides rigorous training programs emphasizing skill development and career advancement. Its mentoring programs offer guidance tailored to individual aspirations, promoting an inclusive culture. It offers current employees the opportunity to enroll in the North Alabama Craft Training Foundation for training to further their career.

Early Services provides internships which introduce high school children to the many opportunities in the construction industry work force.



Hourigan, Virginia

marquita.edmonds@hourigan.group

Through Hourigan University, employees access over 1,000 courses covering safety, inclusion and diversity, communication and software training, with 5,681 courses completed in 2024 alone. Initiatives like the Hourigan Leader program develop future leaders through a four-day off-site training program focused on emotional intelligence, relationship building and strategic thinking.

To foster cultural competence, Hourigan celebrates cultural events and holidays as a team that reflects the diverse backgrounds of its employees. A monthly report highlights engagement opportunities, cultural celebrations and resources to promote understanding. In 2024, the company also introduced a Life Skills Development Series covering topics like time management and personal finance, providing tools to enhance both personal and professional well-being.

As part of its BEAM program, Hourigan participates in initiatives like the Virginia Department of Small Business and Supplier Diversity's Construction & Contractor 101 series, where subject matter experts guide small and diverse businesses through project management. BEAM also supports employee resource groups that foster connection and learning. By combining internal learning opportunities, community engagement and cultural education, Hourigan empowers employees to thrive in an inclusive environment.

Hourigan's career development program focuses on how the company recruits, retains and advances top talent in the industry. The company provides clearly defined career tracks, ensuring that employees know and understand their path to growth.



John B. Cruz Construction, Roxbury, Massachusetts

info@cruzcompanies.com

John B. Cruz Construction's focus on employee education includes providing opportunities for local residents to grow their small businesses and ensuring the workforce is skilled and diverse. It utilizes data and information available at a municipal level to track Minority Business Enterprise statistics closely and to engage MBE vendors on projects whenever possible.

Morris Builders LLC, Prattville, Alabama

jimmymorrisjr@morrisbuildersllc.com

Morris Builders has invested significantly in educational programs, providing workshops, seminars and online courses to team members. Its mentorship program exemplifies its commitment to employee development, where seasoned professionals guide and inspire newer team members, fostering a culture of collaboration and growth.

Morris Builders recognizes that employees are a company's most valuable asset. The company has made it its mission to nurture talent, foster leadership and promote continuous learning through employee education initiatives and a commitment to safety.



Turner Construction, New York

turnerconstruction.com

Turner Construction launched the Inclusive Leadership Academy for employees of diverse backgrounds. This 12-month program seeks to help participants develop their leadership abilities, meet career goals by honing new capabilities and build productive relationships to create a sense of belonging that leads to a healthier workplace culture. The program aims to engage, retain and develop a high-performing, diverse population of employees, positioning them to advance into leadership roles.

Turner Construction aims to engage, retain and develop a high-performing, diverse population of employees, positioning them to advance into leadership roles.



Supply Chain Management

Recruiting suppliers and contractors, including those owned by historically underrepresented population segments, creating the opportunity for all those suppliers and contractors to compete on a fair and level playing field and the opportunity to be successful based upon merit.

Bald Hill Builders, Walpole, Massachusetts

info@baldhillbuilders.com

Bald Hill Builders' supply chain management efforts include breaking subcontracts into smaller portions to allow disadvantaged subcontractors to gain experience and develop skills. It provides training and support to underrepresented subcontractors to help them acquire larger projects.

The company conducts meet-and-greet gatherings with disadvantaged subcontractors to determine if they want to bid on a project. If they are qualified to complete the work and the paperwork required identifies areas of coaching and training, they assist and encourage them to bid on the project. BHG also provides one-on-one training with bid preparation, requisitioning, scheduling, payroll reporting, diversity goals, Procore and other construction software and custom training.

Callahan Construction, North Pole, Arkansas

callahan-inc.com

Callahan's subcontractor policies ensure that historically underrepresented groups are included in its supply chain. It has a significant number of MBE, WBE, VBE and DBE trade contractors on its qualified bidders list. The company also demonstrates its commitment to supporting minority- and women-owned businesses.

Hourigan, Virginia

marquita.edmonds@hourigan.group

Hourigan is deeply committed to supplier diversity, fostering opportunities for small, women- and minority-owned businesses to thrive. Hourigan collaborates closely with trade partners through a robust prequalification process, guided by dedicated specialists who provide resources and support to help partners navigate and succeed. Smaller businesses are further empowered through strategies like breaking up project scopes, allowing them to compete effectively and build economic strength.

Hourigan's CEO is a founding member of ChamberRVA's Supplier Diversity Community of Practice, which addresses challenges faced by small and minority businesses in the Richmond region. The company also actively participates in supplier diversity events, including spearheading the It Takes a Village program at the University of Virginia, where Hourigan partnered with 11 general contractors to support diverse suppliers and open opportunities for them with UVA.

In 2024, Hourigan hosted open houses, sponsored events and collaborated with organizations like the Metropolitan Business League, Virginia Hispanic Chamber of Commerce, Virginia Department of Small Business and Supplier Diversity, Virginia Asian Chamber of Commerce, Virginia Hispanic Chamber of Commerce, Virginia Beach Minority Business Council and the City of Richmond Office of Minority Business Development. By combining mentorship, education and engagement, Hourigan continues to strengthen industry diversity and create meaningful opportunities for underrepresented suppliers and contractors.

Community Engagement

Engaging within communities to promote career opportunities for all, including historically underrepresented groups, working with nonprofit organizations, local schools, second-chance programs, veterans' groups, churches, disability advocacy groups and more.

Bald Hill Builders, Walpole, Massachusetts

info@baldhillbuilders.com

Bald Hill Builders' community engagement efforts include presenting career days at local schools, supporting local youth programs and collaborating with community organizations to host job fairs. Its approach focuses on creating positive experiences and shaping future leaders.

Callahan Construction, North Pole, Arkansas

callahan-inc.com

Callahan engages with local organizations and community development groups to improve its hiring pipeline and support minority stakeholders through mentorships, board-level participation and active memberships.

Callahan is an active participant with local organizations and community development groups to improve the company's direct hiring pipeline. It also allocates funds to community organizations striving to improve training and opportunities for minority stakeholders.



Early Services Inc., Decatur, Alabama

jpearman@earlyservices.com

Early Services Inc. supports community engagement by participating in local events, sponsoring educational programs and collaborating with community organizations to promote career opportunities in construction. The company works closely with organizations that place veterans in the workforce.

Emerald Standard Services, Inc., Pasadena, Texas

emerald-standard.com

Emerald Standard has a long-standing commitment to advancing historically marginalized communities through its involvement with the National Association of Minority Contractors and other local organizations. These efforts include educational programs and workforce development initiatives.

Emerald Standard is the NAMC Houston Education Committee chair, organizing monthly lunch-and-learn seminars featuring major corporate partners for 72 consecutive months. It also partners with the University of Houston on its Construction Management Talent Pipeline Program. During the past four years, this program has helped over 50 historically underutilized businesses in the local construction industry enhance their skills and capacity.

The company also provides the disadvantaged students of Houston's Third Ward with highly subsidized tuition—75% or more—to create opportunities for many young people of color to develop successful careers in the construction industry.

FED Corp., Gladwin, Michigan

fedcorp.com

FED Corp.'s community engagement includes sponsoring community fundraising events, supporting local youth programs and participating in community outreach initiatives. Its efforts focus on building relationships and supporting the community through activities and events.

Employees engage in community partnerships and function as board members for community organizations such as community arenas, activity centers, the United Way, Crimestoppers, Shop With a Hero and the local animal shelter board. They often lend support to the grant-writing efforts of these local institutions to foster the growth and development of their programs and operations.

FED Corp. offers scholarships of \$2,000 to graduating seniors who write essays outlining how construction has improved their lives. One student from each of two local school districts is awarded a scholarship annually.

FED Corp. shows appreciation for all residents of the community by partnering in community fundraising events and sponsoring sporting events and community outreach programs.



Henley Construction Co. Inc., Gaithersburg, Maryland

katied@henleyconstruction.com

Henley Construction's Community Builds program, established in 2020, is a cornerstone of the company's commitment to giving back and fostering positive change in the communities it build in. The program collaborates with end users to complete projects that improve and benefit underserved populations. The initiative strengthens Henley's ties to the community and aligns with

its growth, innovation and collaboration core values. Each project reflects Henley's belief in the power of community engagement and the importance of making a tangible, lasting impact on the communities where its employees live and work.

Henley recently wrapped up a school project for students with disabilities and found that the new school would need specialized equipment. The new school's design included a sensory room for students with disabilities or other functional needs. Following construction, Henley Construction found out the school had no budget for equipment for the new sensory room. After researching the specific needs, Henley Construction asked a few trade partners to partner on a donation to support the school and, together, they were able to fully equip and install the necessary equipment for the students.

Henley Construction's community engagement extends to partnerships with educational institutions and focused outreach initiatives. The company offers students internships and hands-on learning opportunities, encouraging careers in construction while contributing to community development.

Henley Construction partners with other companies to support community needs and ensuring the community is better than it was before construction started.



Hourigan, Virginia

marquita.edmonds@hourigan.group

Hourigan is deeply committed to engaging with local communities to promote career opportunities, particularly among historically underrepresented groups. The company's efforts include workforce development initiatives, volunteerism and partnerships with organizations that support education and economic growth.

Hourigan prioritizes workforce engagement through partnerships with programs such as the Virginia Community College Workforce Alliance, SOLVE Academy and ChamberRVA's Mission Tomorrow. In 2024, Hourigan connected with over 17,000 students through career exploration events, including local high school and middle school career fairs, empowering young people to consider careers in construction. These efforts equip students with the knowledge to make informed decisions about their futures, helping to grow a skilled and diverse talent pool for the industry.

Volunteerism is another key aspect of Hourigan's community engagement. Employees receive paid time off to participate in initiatives such as Habitat for Humanity's Women's Build, Junior Achievement Finance Park and Hourigan's Day of Caring. These opportunities allow employees to give back while strengthening community ties.

Hourigan also contributes through donation drives, such as collecting for YMCA Bright Beginnings and supporting homeless children through ForKids. By combining workforce outreach, volunteerism and philanthropy, Hourigan ensures its projects not only enhance the built environment but also uplift the communities it serves.

Interstates, Sioux Center, Iowa

interstates.com

Interstates supports community engagement through initiatives such as Toys for Tots, Midwest honor flight events—which provide veterans with an all-expenses-paid trip to Washington, D.C.—and the 50 Mile March, which empowers and raises funds for veterans facing mental health challenges and homelessness. It also participates in military transition programs to help veterans reintegrate into civilian life.

John B. Cruz Construction, Roxbury, Massachusetts

info@cruzcompanies.com

John B. Cruz Construction’s approach to community engagement includes leveraging local knowledge and hiring local workers. Their projects provide substantial economic benefits to the communities that the company serves.

The company built an eight-building, 110-unit affordable housing complex in New Bedford, Massachusetts. Over the course of the 18-month project, it ensured at least 50% of spending occurred with local businesses and more than 60% of workers hired were people of color. John B. Cruz Construction always researches the specific ZIP codes where its project sites are located and focuses on maximizing local hiring of skilled tradespeople within those districts. With this information, the project team mirrored the neighborhood demographics, including the consultants, architect and legal team, which were MBE firms. The positive impact of the project has generated additional work.

Lone Sun Builders Inc., Albuquerque, New Mexico

lonesun.net

Lone Sun Builders is deeply involved in community engagement, supporting local youth programs, educational initiatives and construction associations. The company holds career days at local schools, coaches youth sports programs in the community and supports and sponsors local youth dance programs that provide classes to underprivileged youth in New Mexico. It also supports ABC apprentices through backpack sponsorships, local school clubs and festivals at higher education institutions, and donates materials and labor to local nonprofits.

Lone Sun Builders is involved in many different aspects in the community and contributes both monetarily and through volunteer work, including coaching youth sports programs.



M. Davis & Sons, Kennett Square, Pennsylvania

mdavisinc.com

M. Davis & Sons' community engagement includes collaborations with nonprofit organizations, local schools and veterans' groups. It promotes career opportunities for historically underrepresented populations through targeted outreach and partnerships.

Turner Construction, New York

turnerconstruction.com

Turner Construction's community engagement efforts include partnerships with local organizations and community programs that support minority stakeholders and promote diversity within the construction industry.

The company is expanding relationships at historically Black colleges and universities, institutions that serve Hispanic students and universities that have a strong diverse structure. Campus coordinators work closely with the universities to help build the pipeline of incoming freshman through pre-college initiatives.

Turner has committed to providing \$15 million in scholarships, grants and support to pre-college STEM programs and other workforce development efforts by 2030. It has invested \$2.7 million to date in student scholarships and university support and programming. By the end of 2024, the company will have provided over 250 Turner Scholars with tuition assistance.

Turner Construction works every day to eliminate hate and bias from the workplace and the industry.

Welcome
Our House, Our Home

We are committed to create and sustain a great environment.
Feel free to be your authentic self.
Let's all look out for each other.
Actively care for others.
Treat people with respect and dignity.
Say something if you see hate or bias.
Speak up and stop work if there is an unsafe condition or safer way to perform a task.
Our work makes a difference and the progress we make in building a more just society is rewarding and life-changing.

Turner + You





Program Sponsor



For more information, visit abc.org/idmacademy
or email idm@abc.org.

DECEMBER 2024