



DIFFERING **SIGHT** CONDITIONS
LOOKING BEYOND THE SURFACE

A Closer Look at Differing SIGHT Conditions

Experienced design-builders know that subsurface risk and the impact of pre-existing conditions on a project is in the eye of the beholder and is often directly related to individual and collective perceptions. A good design-builder would not commit to a firm, fixed price before doing appropriate subsurface investigations. And a good Owner would not expect them to do so.

The best design-builders address differing site conditions based not only on the information they clearly see in front of them, but on a deeper analysis of the situation. **It just makes good sense to look beyond the surface.**

So, if it makes sense to look beyond the surface on a project, doesn't it make sense to look beyond the surface in other aspects of our lives, including in our relationships, interaction, and partnerships with others? DBIA is proud to have some of the most forward thinking, innovative, caring and committed members in the design and construction industry. But even at DBIA, implicit bias is alive and well. "Diversity" and "Inclusion" are the safer, sanitized version of the elephant in the room – racism and racial bias. That is why DBIA is taking a bold stance in not just dipping our toe into topics of "diversity and inclusion," but jumping waist-deep into the topic of racial bias and how we see each other when we refuse to look beyond the surface.

As protests continue to sweep the country, it is clear that returning to "business as usual" is not only beyond our current reach, but likely will not be good for business for DBIA, our members, or any organization that wants to thrive and grow in the future. Our nation has seen enough of the vague platitudes about change; it is time for those that truly believe in fair and equal treatment regardless of race to commit to action. Achieving racial equity in the workplace is certain to be one of the most important issues that companies will tackle in the coming decade, making it one of many other "disruptors" for DBIA, our members and our industry.

Please join DBIA as we engage in "less talk" and "more action" to find solutions to the core issue of racial bias in the AEC industry.



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DBIA Diversity, Equity & Inclusion (DEI) Committee Charge

The charge of the DBIA's DEI Committee is to increase awareness of diversity, equity, and inclusion issues by engaging in "less talk" and "more action" to find solutions to the core issue of racial bias in the AEC industry. We will achieve this by:

1. Demonstrating DBIA's commitment to positive change with updates/revisions to our:

- Membership Application
- Contract Documents
- Code of Ethics
- Region Charter

2. Prepare our members to successfully address the complex issue of racial bias by:

- Adjusting DBIA's core education and conference programs to include discussions of the value of diversity (risk and reward discussions)
- Helping Owners create a space where opportunities and fair treatment of all, regardless of race, is expected both internally and within project teams
- Highlighting transformational results of firms that embrace diversity
- Engaging minority leaders at the National and Region levels
- Transforming the way MWSBE firms are viewed and engaged by eliminating the stigma associated with these firms
- Determining strategies for members to become "neighborhood advocates" by engaging those from underserved communities and further engaging MWSBEs (i.e., scholarships, internships, etc.)

3. Make diversity and inclusion a key element of Workforce Development initiatives including:

- Reaching out to minorities at elementary, middle, and high school levels to educate on careers in the AEC industry
- Partnering with historically black colleges and universities (HBCUs) to educate about design-build and the broad array of opportunities in the AEC industry
- Improving the image/perception of industry labor jobs by highlighting the important contribution to society of their work

