



**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION**



**Diversity & Inclusion - Joint Statement**

August 3, 2020

The International Brotherhood of Electrical Workers (IBEW) and the National Electrical Contractors Association (NECA) are committed to promoting and embracing a culture change across the Electrical Construction Industry (ECI). The success and viability of the ECI depends on holding its members accountable at all levels, jobsites and office affiliates. Equity, inclusion and a workplace that fosters respect, acceptance and is free from discrimination, is critical for ensuring the future of the ECI. The IBEW and NECA maintain a zero-tolerance policy that is deeply woven into the industry-wide Code and Standard of Excellence. Through awareness campaigns, training and education, the IBEW and NECA stand together in championing its Diversity & Inclusion policies, practices and initiatives.

**NECA's Diversity and Inclusion Strategies**

The NECA Diversity and Inclusion Taskforce (NDIT) is comprised of a diverse platform of individuals across the Nation who are committed to building change. This collaborative group of professionals meet regularly to map real-time strategies for tackling industry-wide awareness. Through ingenuity, brainstorming and taking a top down, bottom up approach, NECA's Diversity & Inclusion Taskforce bridges gaps across all boundaries to represent and give a voice to people of all backgrounds, races, nationalities, genders, sexual orientations and disabilities.

To empower individual growth, Women in NECA (WIN) was created to provide a collaborative forum for all women affiliated with NECA-member companies, NECA chapters and local LMCCs. WIN supports the professional development of women working in the electrical contracting industry through educational and networking events, promoting diversity in the industry, and encouraging women to explore careers in electrical contracting.

As a people focused organization, NECA's overarching mission is to build a capable, diverse, and inclusive workforce. With an unwavering commitment to equity and equality, NECA continues to transform the landscape of the industry.

**IBEW Standing Committee on Diversity and Full Inclusion**

The IBEW Standing Committee on Diversity and Full Inclusion grew out of a unanimously passed resolution at the 39th International Convention. The committee is comprised of IBEW officers, leaders, and members from every branch, district and background, including members from the IBEW women's committee, young worker's committee and the long-standing Electrical Workers Minority Caucus (EWMC).

The guiding vision of the committee is that: IBEW will be a union that welcomes, supports and encourages diversity in our membership and leadership. We work to organize, fully respect and include all workers, regardless of our identity differences, in order to build a strong and indivisible IBEW for our families and our communities.

The IBEW encourages its local unions to create women's, young workers' and veterans' committees and participate in local EWMC chapters. Through these groups, IBEW members play an important role in promoting inclusion and leadership opportunities for members from historically marginalized communities to excel within the IBEW, thus building a strong future for both the organization and its members.

**ECI Inclusion Statement:**

The mission of the ECI is to celebrate diversity in communities across America, advance a culture of belonging, respect and acceptance, and attract the best industry talent in order to pave the way for future generations.

**LONNIE R. STEPHENSON**  
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