

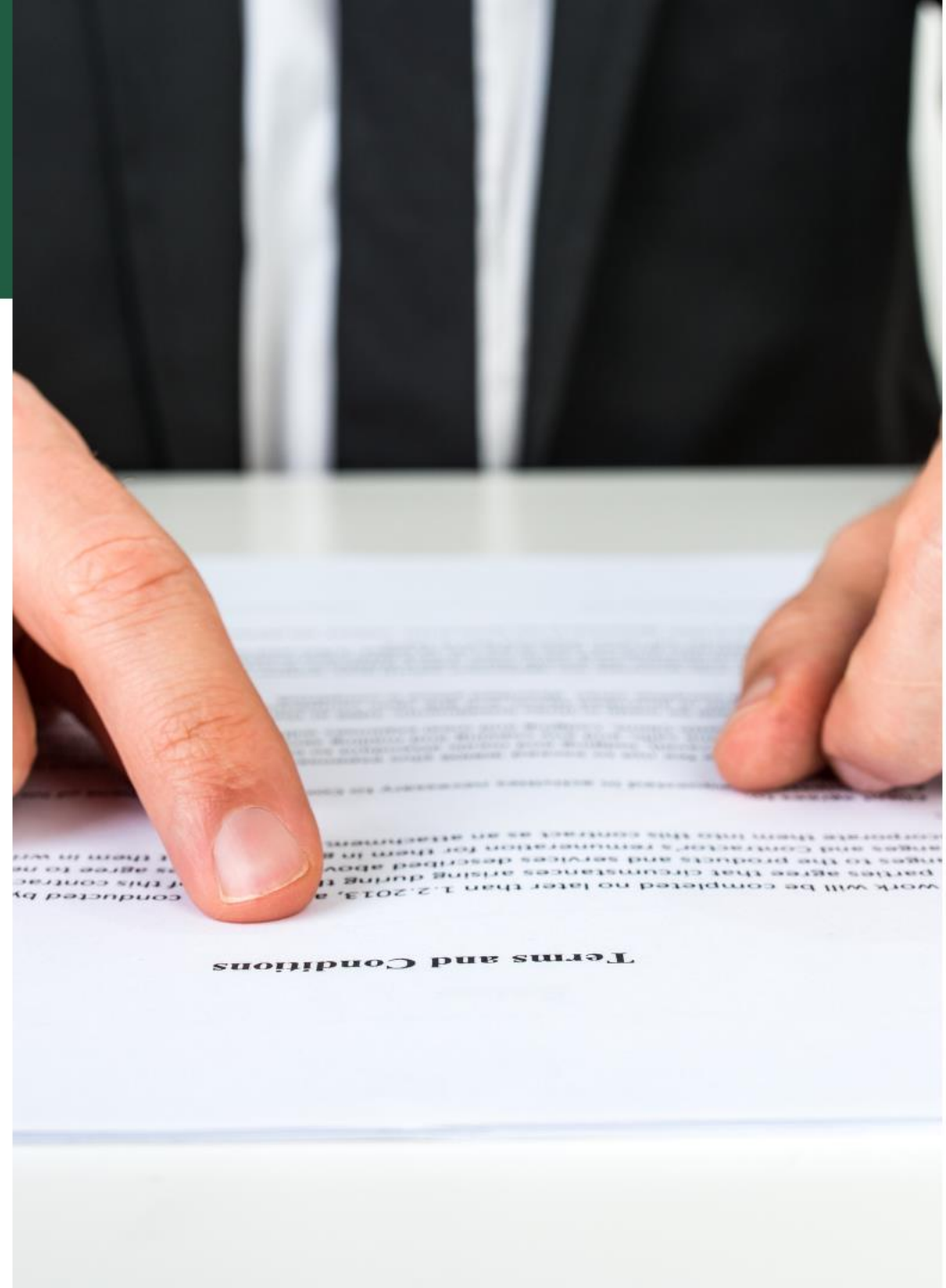


BRIDGING DIFFERENCES FOR INCLUSION

Presented by: Ko Ishikura & Jasmine Strout
Green International Affiliates, Inc.

DISCLAIMER

Our presentation describes how our company has consciously promoted diversity, specific to our company. We do not claim to be presenting the best practices to promote Equity Diversity & Inclusion. No part of the presentation should be considered to be legal advice.



Why DEI Matters in the Workplace



To gather in new ideas, experiences, and perspectives for problem solving so we can learn from each other.

Providing a comfortable environment for everyone leads employees to feel more loyal to their employers, resulting in a higher retention rate.

GREEN'S DEMOGRAPHICS

COMPANY-WIDE

28% minority

33% female

1% gender neutral

SENIOR MANAGEMENT

34% minority

25% female



GREEN'S DEMOGRAPHICS

100 EMPLOYEES

14+ NATIONALITIES

Albania, Bangladesh,
China, India, Iran,
Japan, Mexico,
Pakistan, Palestine,
Panama, Russia,
Turkey, United
States, Venezuela

7+ RELIGIONS

Agnostic/Atheist, Buddhist,
Christian, Hindu, Jain, Jewish,
Muslim

Our Core Values

Client Success

Integrity

Personal Growth

Technical Excellence

Work-Life Balance

Diversity

Responsiveness

Teamwork





Hiring Practices

Eliminate subconscious bias and hire employees that align with diverse culture

What is the composition of your Hiring Committee (Interviewers)?

1. Is the composition of the Committee/Interviews diverse?
2. Are interviewers aware of their own unconscious bias?
3. Are interviewers aware of certain gender or cultural tendencies?
4. Are interviewers accustomed to somebody who speaks English with an accent?

If any of the answers to the above questions is “No”, your Committee may not be well suited to judge potential candidates objectively.

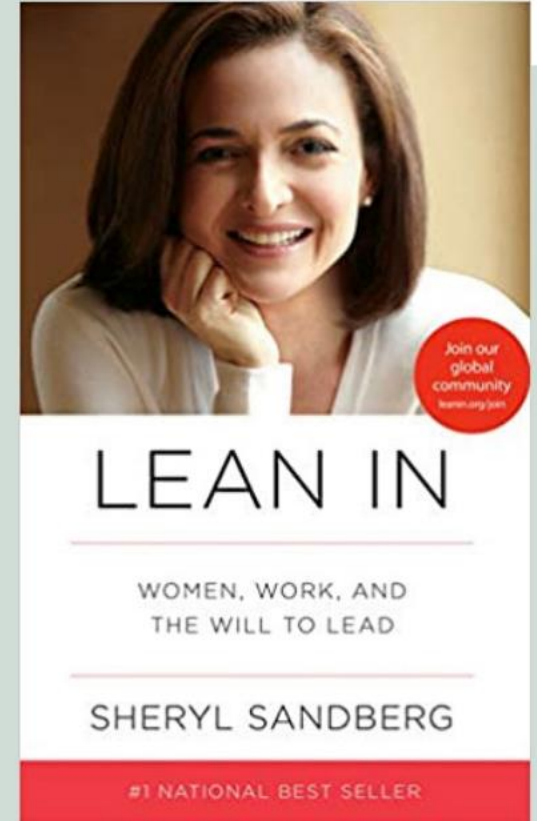
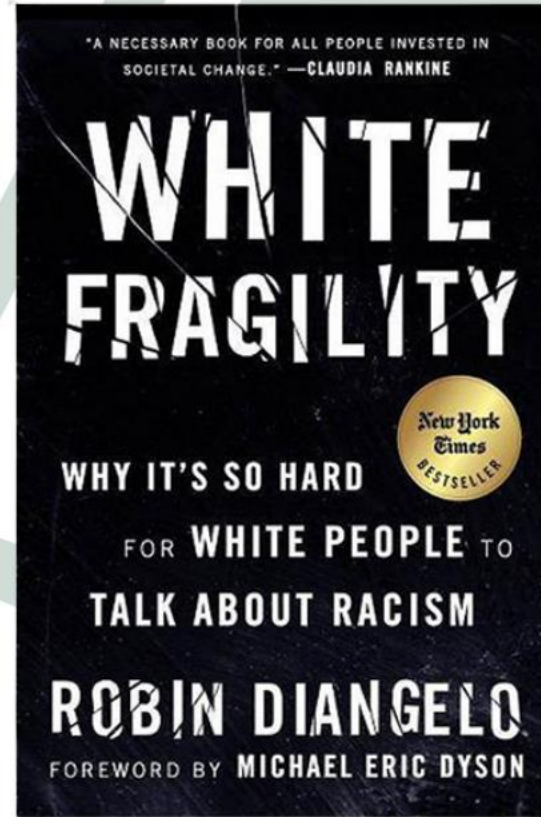
EYE AWAKENING INTERVIEW EXPERIENCE AT GREEN

Three men interviewed one male candidate and one female candidate...



Lessons Learned From Our Past Hiring Experiences

- **Confidence Gap** between Men and Women
 - “Lean In: Women, Work, and the Will to Lead” by Sheryl Sandberg
- Even if you are not biased, **“Systematic Bias”** exists in our society.
 - “White Fragility” by Robin DiAngelo



Are You Looking for Qualified Staff?

There are a lot of very qualified foreign-born students with B.S. or M.S. from accredited US colleges. If your company is not considering them during this challenging hiring period, you may be missing out on qualified candidates. Why are you not hiring foreign-born students?

- You may not think their verbal and written English is good enough.
- You are worried about immigration paperwork.

Why can it be difficult to understand someone who speaks English with an accent?



Listening to English in an accent requires more mental energy.



The more you are exposed to a certain accent, the more effortless it will become to understand.



Your training program most likely includes writing skill training, which may be beneficial for non-native speakers.

Learn About the People **TO** Be Inclusive



Be proactive in educating yourself and submerge yourself into their world/culture.

Overtime you will notice your own unconscious biases and stereotypes.

U.S. Citizenship and Immigration Services (USCIS)

Employing foreign students with F-1 visas who graduated from accredited US colleges

SCHOOLS CAN APPLY AND APPROVE THE FOLLOWING:

**Optional Practical
Training (OPT) for F-1
Students – 3 years
after graduation**

**Curricular Practical
Training (CPT) - while in
school**

YOUR RESPONSIBILITY

Sign and certify on Form I-765
that acknowledges a student is
receiving proper training at your
firm.



H-1B Visa Application

Our firm applies for H-1B visa for students with OPT or CPT. You can apply as many times as possible while they are with your firm as OPT or CPT students.

- Lottery- based selection.
- Can be done at a minimum cost by an immigration attorney.
- If a student is selected by a lottery, your immigration attorney needs to prepare a full application (our immigration attorney charges us a few thousand \$\$ plus USCIS application fee).

Labor Condition Application (LCA)

Example salary required per civil engineering discipline in MA/NH:

Area Code: 71650

**Area Title: Boston-Cambridge-
Nashua, MA-NH**

OES/SOC Code: 17-2051

OES/SOC Title: Civil Engineers

GeoLevel: 1

Level 1 Wage: \$31.88 hour - \$66,310 year

Level 2 Wage: \$39.40 hour - \$81,952 year

Level 3 Wage: \$46.93 hour - \$97,614 year

Level 4 Wage: \$54.45 hour - \$113,256 year

**** Mean Wage (H-2B): \$46.93 hour - \$97,614 year**

Green Card Application



→ We apply for our foreign employees if it is beneficial to our firm. }

{ When advertising a job, all applicants should be considered for the job and any qualified US citizen candidate must be hired. ←

Practice What You Preach

If you are serious about DEI, you should take disciplinary action when someone behaves in such way that doesn't represent your company's values.

I have heard many times people say “go back to your country” at our old office. So, when you hear verbal abuse, what do you do about it?

We've terminated an employee who was verbally abusive towards a foreign employee.

It Starts with Empathy

**We believe DEI starts from
being respectful of each
other's differences and diverse
cultural backgrounds,
religions, and upbringings.**

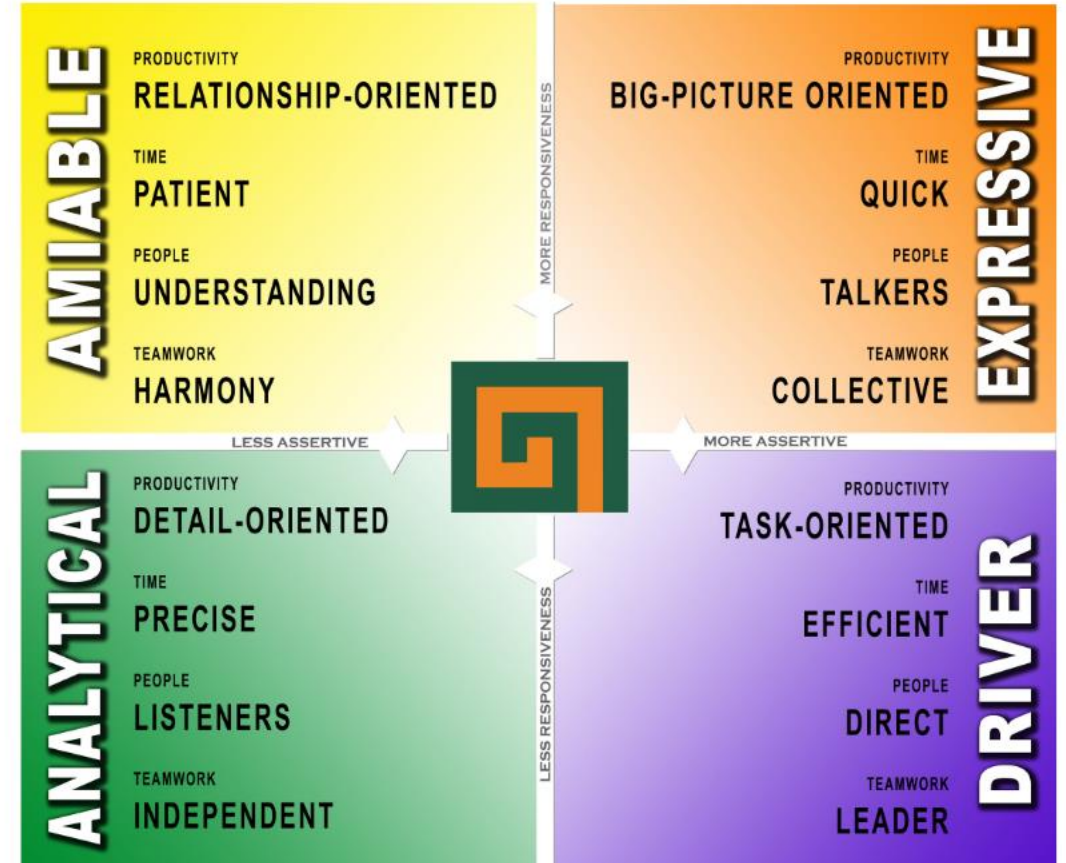


Cultivating Our Company Culture

We promote empathy in our company, and we encourage our staff to always put themselves in someone else's shoes.

Our Empathy Committee trains staff how to better communicate with those with different social styles.

SOCIAL STYLE CHARACTERISTICS





Cultivating Our Company Culture

In supporting neurodiversity, you can create a wellness room for anyone that may have anxiety, needs a distraction reset, etc.

Also serves as a prayer & mother's room in your office for those that need to attend to their personal needs in private.

Cultivating Our Company Culture

Ethnic Cuisine
Nights





Cultivating Our Company Culture

Celebrate International
Women in Engineering Day



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Thank You!

Questions?