



WHY WE DO WHAT WE DO



Equitable access and quality trade industry jobs start with goals that break down barriers and increase inclusivity. The Planning & Capital Construction equity objectives are grounded in evidence-based research on disparities in access, opportunity, and retention of women, non-binary, and minority craftworkers.

▶ P&CC's workforce equity goals address documented deficits in the trade industry¹

- Women, People of Color, and other minorities **leave apprenticeship programs at significantly higher rates**, compared to their white, male counterparts.
- Diverse craftworkers often receive subpar training and are relegated to menial tasks, adversely affecting their **retention rates**.
- Women and minority workers experience **bullying, harassment, hazing, and exclusion** on job sites across the industry.
- **Opportunities for advancement** are **few and far between** for women and minority craftworkers.
- Women and People of Color are disproportionately impacted by the **absence of steady work** in the trade industry.
- Other barriers include **access to childcare, exclusion from networking connections**, and fewer available **training opportunities**.

▶ P&CC's contracting equity goals respond to research showing a massive disparity for POC, woman, and COBID-certified MWESB/SV owned businesses in the construction field²

- The state of Oregon analyzed **\$3.2 billion dollars** of contracts and procurements to measure the participation and availability of minority- and woman-owned businesses.
- This study assessed the disparities between these businesses' **engagement in work versus their availability for work**.
- A **substantial disparity** was found: Minority- and woman-owned businesses are not awarded the contracts that their white, male-owned business counterparts receive.
- This provides evidence that specific racial, ethnic, and gender groups **experience barriers in the trade industry that need to be addressed**.

This research buoys P&CC's equity goals, dedicated to implementing a procurement diversity plan that engages the Minority, Women, and Emerging Small Business supplier community and a diverse workforce.

¹ Data provided by the 2024 [Regional Infrastructure Workforce Market Study](#)

² Data provided by the 2023 [State of Oregon Disparity Study](#)