

BUILDINGENERGY BOSTON

Anti-Racism In Action

Kate Stephenson, HELM Construction Solutions

Jesse Ware, Auger Building Company

Maria Washington, Byggmeister Inc.

Session Chairs: Eli Goldman, Danny Veerkamp

Northeast Sustainable Energy Association (NESEA) | March 24, 2026

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Continuing Education Units

This session is approved for **1.5 credit hours** toward AIA (LU), BOC, and NAHB certification. Those who attend a full day of the conference are additionally eligible for credit toward MA CSL, NARI, PHI, Phius, and RESNET certification.

Northeast Sustainable Energy Association (NESEA) | March 24, 2026

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Learning Objectives

- Instigate and organize peer-led discussions on anti-racism topics
- Develop a group structure for learning conversations
- Create ground rules for participation in anti-oppression conversations and establish group norms
- Navigate being uncomfortable in a supportive setting

Northeast Sustainable Energy Association (NESEA) | March 24, 2026

ANTI RACIST ACTION GROUP

ARAG DEFINED



ANTI RACIST ACTION GROUP

Introduce yourselves to your table

Name and favorite animal
(30 seconds each)



Rules of Engagement

- One conversation at a time.
- For those who always speak - hold back. For those who hold back - try to step forward
- Guard rails around someone saying something “wrong”.
 - Don’t interrupt. Let them speak.
 - Assume good intent.
 - Ask curious questions instead of correcting.
- It’s always OK to “pass”.
- Facilitators reserve the right to redirect, conduct the flow.



ANTI RACIST ACTION GROUP

NESEA's Vision:

We envision a vibrant and resilient built environment that supports climate justice and equity.

ANTI RACIST ACTION GROUP

NESEA's Strategic Priority #1

Embrace the work of anti-racism and become more just and equitable. Our ability to fulfill our mission and our continued relevance and vitality as an organization require that we stand against racism and other forms of oppression, and stand for justice and equity. With this strategic priority we commit to actively engage individuals who identify with groups who have historically been marginalized because of their identities and/or abilities; to highlight the linkages between anti-oppression, equity, justice and sustainability in our programming; and to evaluate everything we do through the lens of equity and justice.

ANTI RACIST ACTION GROUP

GOALS

- Instigate and organize peer-led discussions on anti-racism topics
- Develop a group structure for learning conversations
- Identify resources and tools to allow the group to take informed and supportive action against racism
- Create ground rules for participation in anti-oppression conversations and establish group norms
- Navigate being uncomfortable in a supportive setting
- PRACTICE, PRACTICE, PRACTICE....

ANTI RACIST ACTION GROUP

2020 - An informal group meets in response to George Floyd's murder & the Black Lives Matter movement

2021 - Worked with NESEA to host a series of *Uprooting White Supremacy Culture* trainings with AORTA for NESEA community members, staff and Board

2022 - NESEA Strategic Plan identifies Anti-Racism as a strategic priority

2023 - BE Boston conference session *Addressing Racism and Subtle Acts of Exclusion in the Workplace*

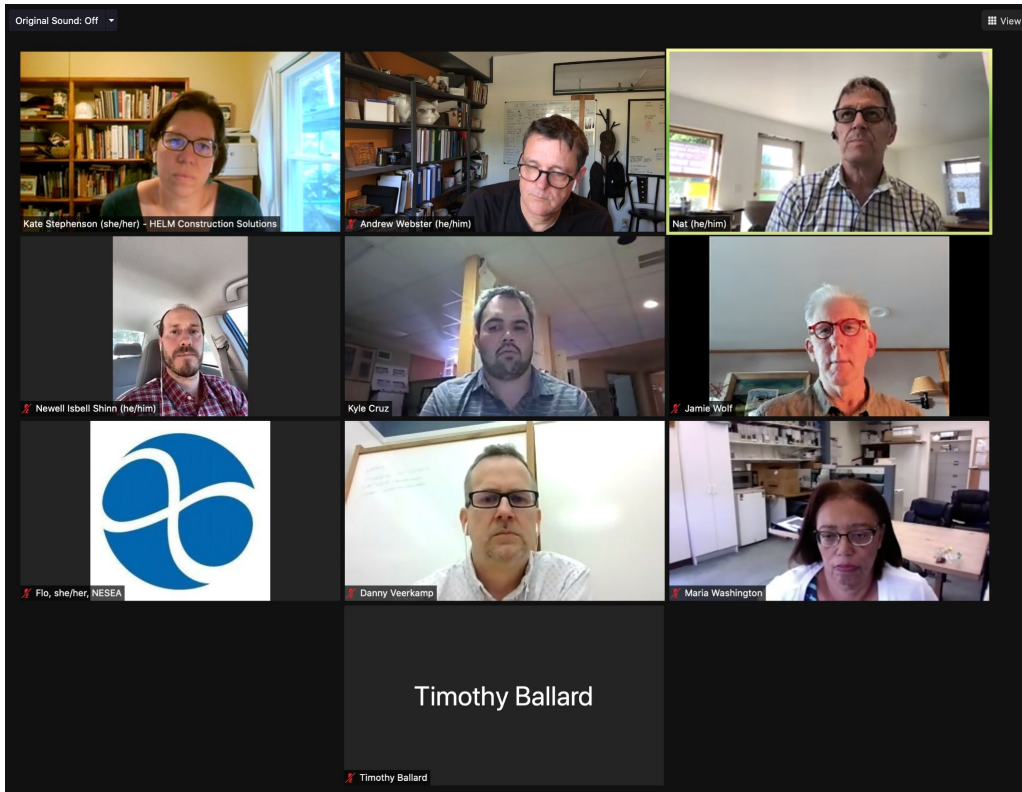
2024 - BE Boston conference session *Tools for Connection: Practicing Inclusion*

2025 - BE Boston conference session *Anti-Racism in Action*

2026 - Organized *Climate Justice* training with AORTA

ANTI RACIST ACTION GROUP

AAAND ACTION!



Online 2021



BE Boston 2024

AG

Active Listening Exercise

Speaker

- Pick **one** question to answer
- Use it as a jumping off point to share something genuine
- Try to fill the whole time


Listener

- Warm & attentive listening
- No interruptions
- Try to use body language to show attention

Three minutes, then swap!

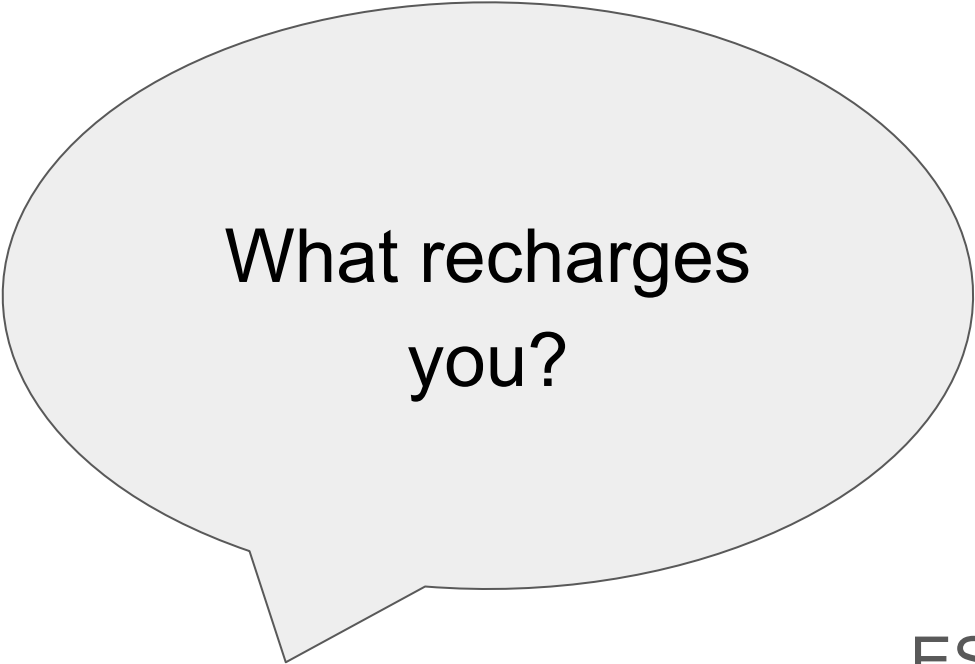
You don't have to answer the same question.

Active Listening Exercise



What do you do
regularly that
you're not paid for?

OR



What recharges
you?

Model ARAG Discussion

Topic: Immigrant Workforce in Construction

Agenda:

Introduce the video
Watch a short video
Small Group Discussion
Large Group Sharing

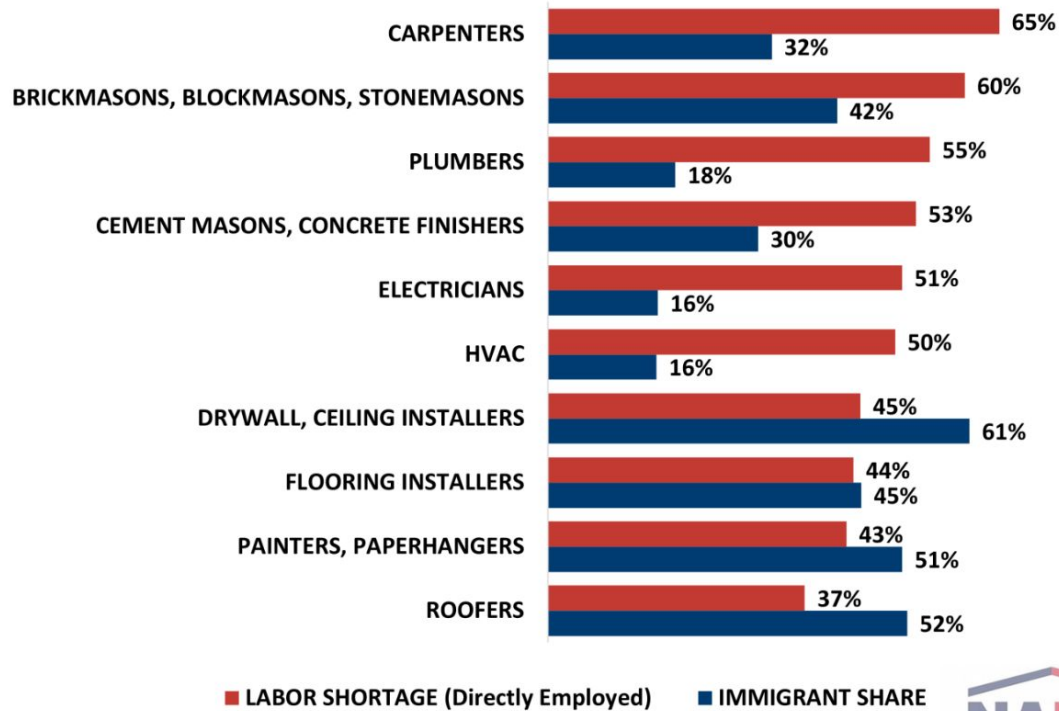


Immigrants in construction labor

“The construction industry highly depends on foreign-born labor, generally from South and Central America. Roughly **30 percent** of workers in the U.S. construction industry are immigrants. **In some states, like California and Texas, the share of construction workers who are immigrants is 40 percent.**”

Immigrants in construction labor

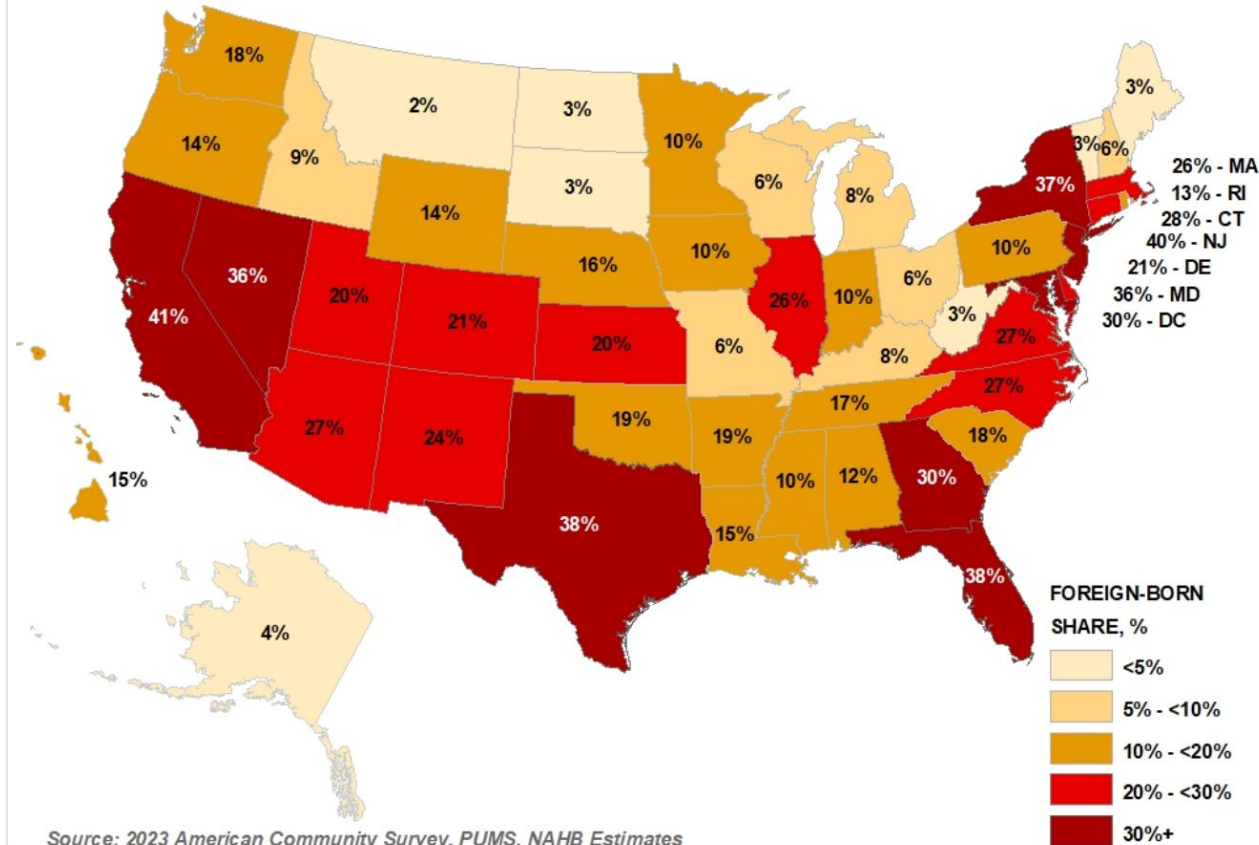
IMMIGRANTS IN CONSTRUCTION TRADES WITH HIGH LABOR SHORTAGES



Source: 2023 ACS PUMS; NAHB analysis



IMMIGRANT WORKERS IN THE CONSTRUCTION LABOR FORCE, 2023



Source: 2023 American Community Survey, PUMS, NAHB Estimates

National Association of Home Builders

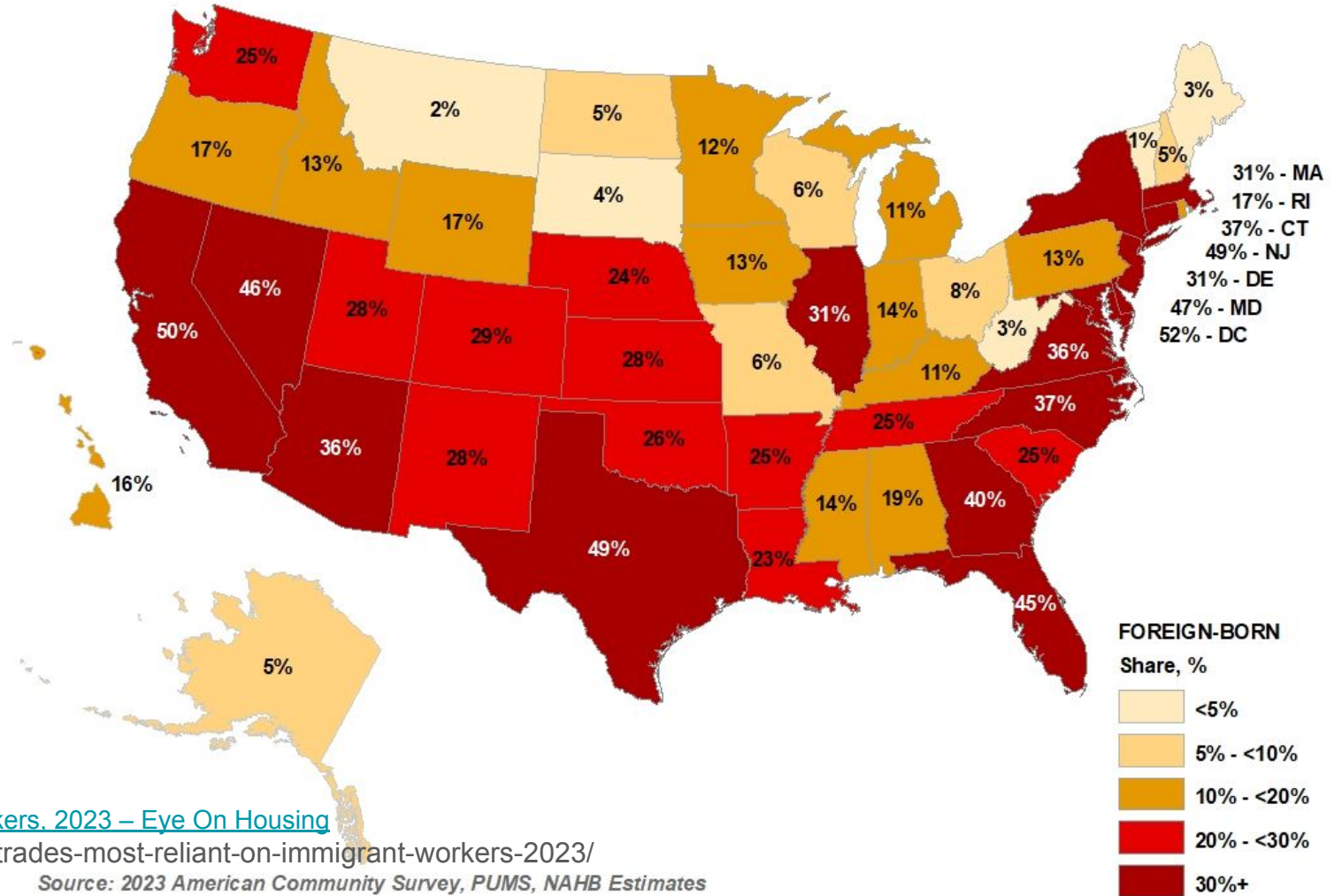
[States and Construction Trades Most Reliant on Immigrant Workers, 2023 – Eye On Housing](https://eyeonhousing.org/2024/12/states-and-construction-trades-most-reliant-on-immigrant-workers-2023/)

<https://eyeonhousing.org/2024/12/states-and-construction-trades-most-reliant-on-immigrant-workers-2023/>

Immigrants in construction labor

IMMIGRANT CRAFTSMEN IN CONSTRUCTION TRADES, 2023

“Because immigrant workers are disproportionately concentrated within the construction trades, immigrant presence among craftsmen is higher than their overall representation in the industry across all states. In California and DC, immigrant workers account for more than half of all tradesmen in construction.”



National Association of Home Builders

[States and Construction Trades Most Reliant on Immigrant Workers, 2023 – Eye On Housing](https://eyeonhousing.org/2024/12/states-and-construction-trades-most-reliant-on-immigrant-workers-2023/)

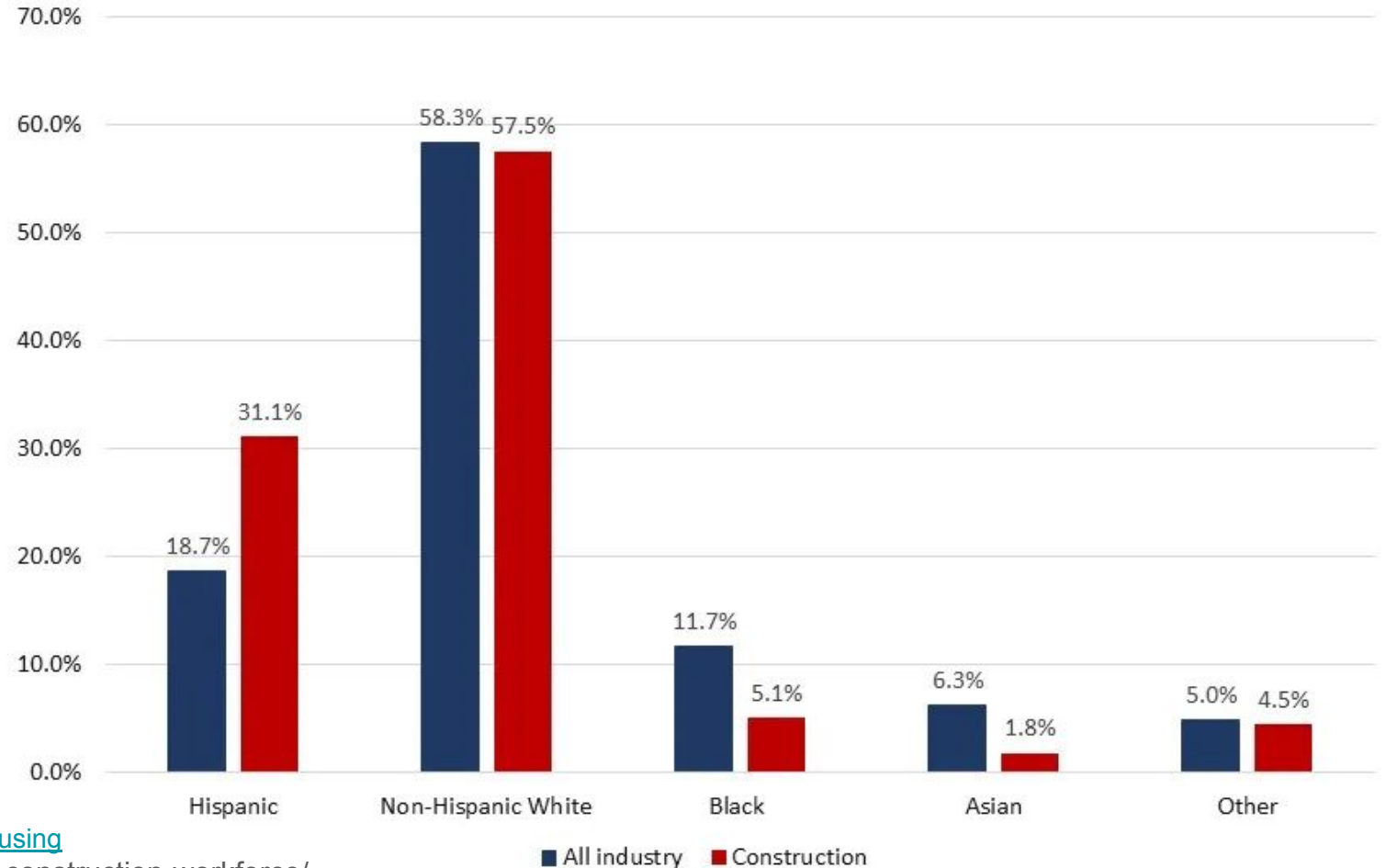
<https://eyeonhousing.org/2024/12/states-and-construction-trades-most-reliant-on-immigrant-workers-2023/>

Source: 2023 American Community Survey, PUMS, NAHB Estimates

Hispanic construction labor

“Hispanics are overrepresented in the construction industry, as they make up 31.1% of construction employment compared to 18.7% across all industries in 2022. Non-Hispanic White people account for 57.5% which is about the same as across all industries (58.3%). Black and Asian people are underrepresented in the construction industry.”

Labor Force by Race and Ethnicity



[Hispanics Comprise 31% of the Construction Workforce – Eye On Housing](https://eyeonhousing.org/2024/06/hispanics-comprise-31-of-the-construction-workforce/)
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Source: NAHB Estimates of 2022 American Community Survey, PUMS Data



RBS
NEWS
HOUR



Small Group Discussion

Prompt Questions:

Responses/Feels

1. What did you learn from listening to this video that was **new for you**?
2. In what ways do you think these issues affect the **design/construction industry**?

Actions/Next Steps

3. **How have you engaged** with this issue already?
4. **What can you do personally** to engage with individuals or organizations around this issue?
5. **What is a thing you/your company would do** in response to this?
6. How can you influence these issues in the **building industry/the NESEA community**?
7. **What organizations do you know of** that are working on this and **how can we support them**?



Join ARAG!

Join our April meeting to continue this conversation

Thursday, April 16th at 4pm (on Zoom)

Bring this model back to your company, your neighborhood,
or any groups you are a part of

QR to join Google Groups for notifications:



Reminder about Diversity Caucus - 1pm

Join ARAG!

Geographical Break out

hosted by a ARAG's human poles – regions of interest for networking/action
(Greater Boston, the rest of MA, ME, VT, NH, NY, CT/RI, Mid-Atlantic +beyond)

Thanks for coming!



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Please fill out an evaluation for this session



or: nesea.org/eval

Northeast Sustainable Energy Association (NESEA)