



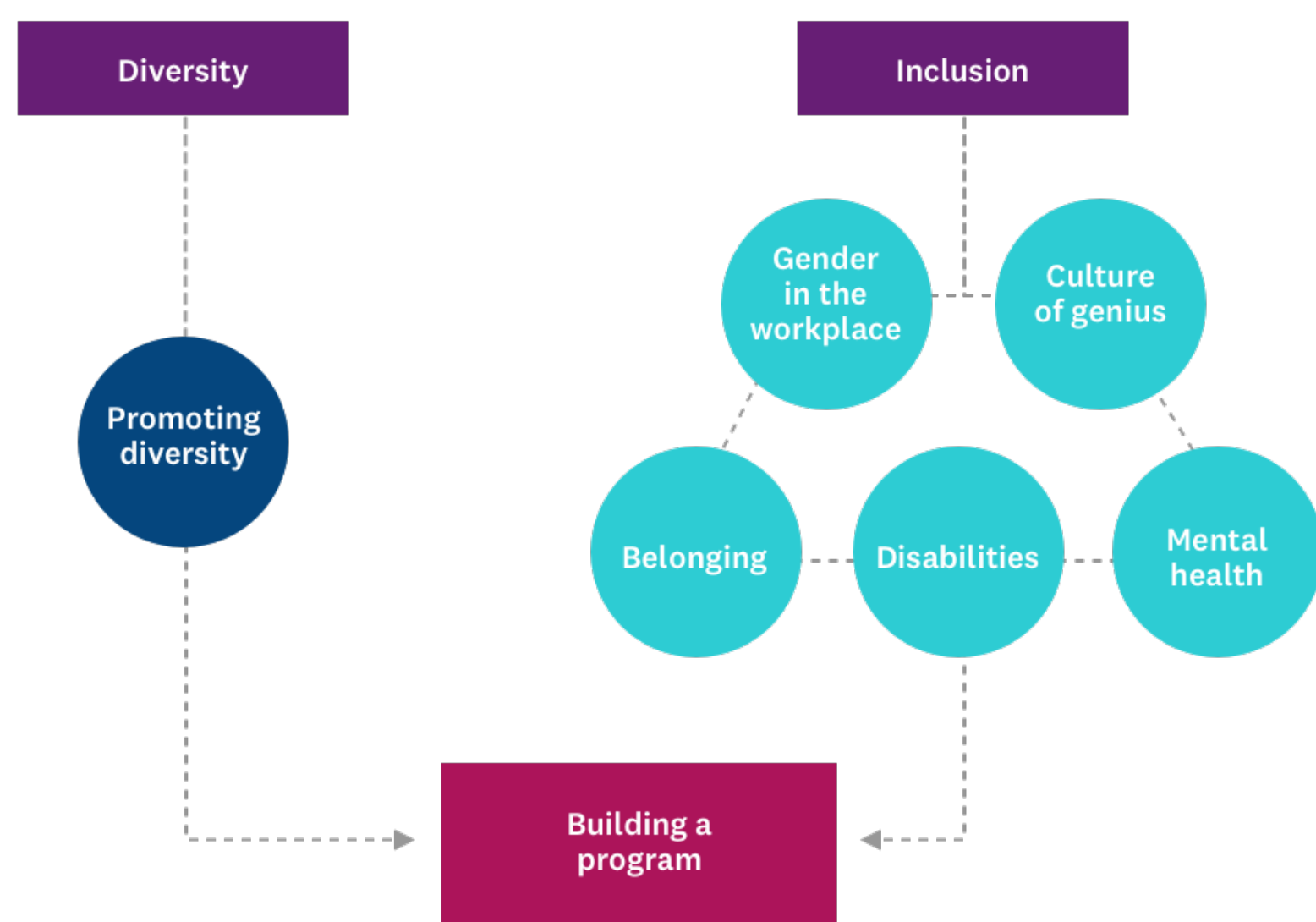
# Diversity and Inclusion in the Workplace: A Comparative Analysis Between a Large and Small Construction Company



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## Bali Construction Diversity & Inclusion Management Plan



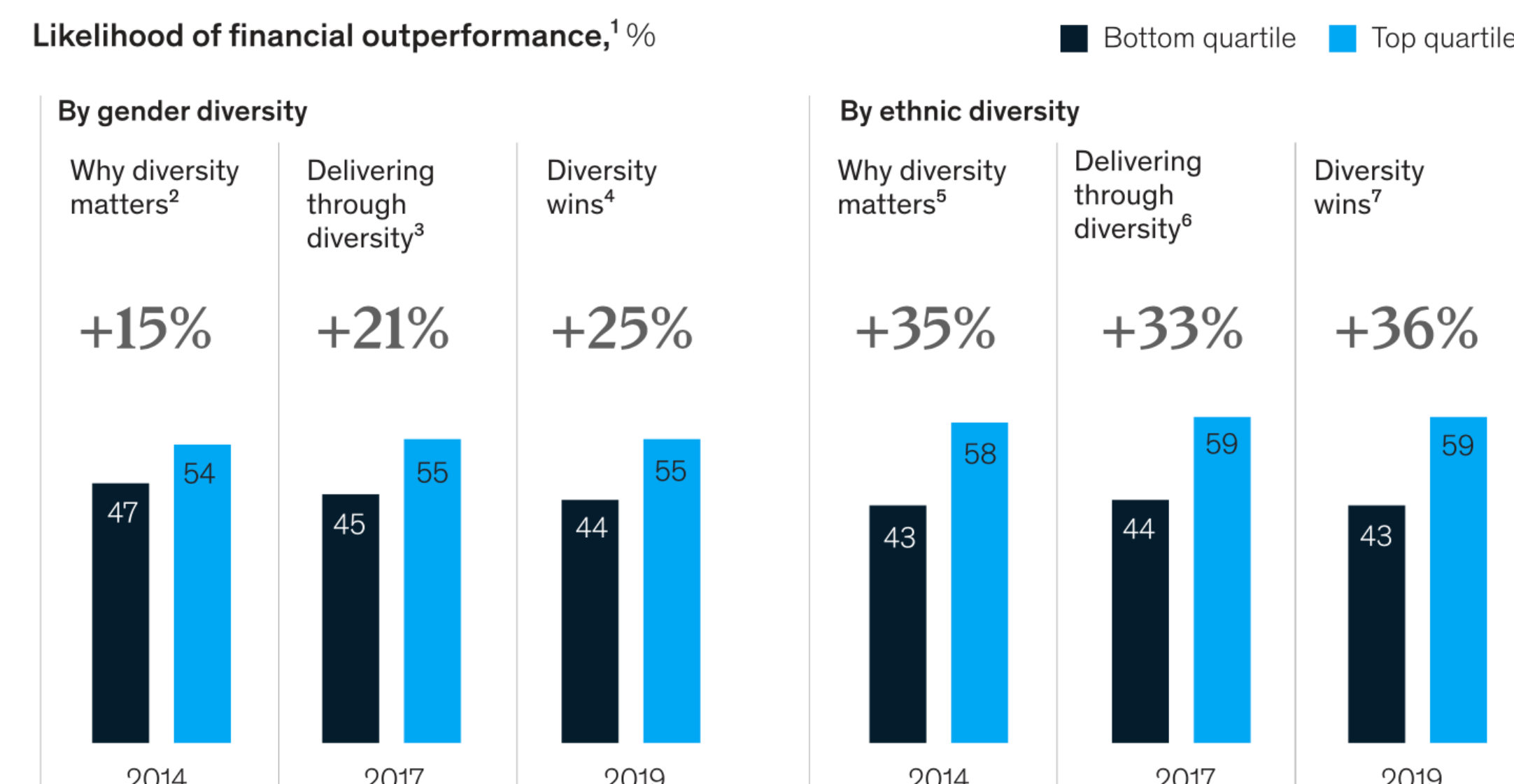
The purpose of this project is to compare the differences/similarities of diversity in the construction industry. I want the reader to be able to analyze my research and gain insight on how companies are operating relating to this issue when they head into their construction careers. Comparing companies within these industries will help provide solid data and information to support my research. Most importantly, I want the reader to understand what to expect in their future employment if they choose to work in the industry. Improving diversity in the workforce can reach out to more personnel with talent and skill to possibly attack the trade labor shortage in this industry. Analytical research methods in these reports were used to produce a combination of online research and interviews from six different people aligned with commercial and heavy civil companies. All interviewees hold different positions in the company and experienced unique circumstances based on the years with the company and their professional backgrounds. Through the interviews and research, it is evident that the construction industry has a long way to go in improving an inclusive workplace. As companies begin to develop new management strategies and recruit more employees, diversity continues to be a problem that stands in the way. This project looks to distinguish the holes in the industry which diversity lacks. This study will look to analyze the comparison of diversity management of a large heavy civil contractor and a smaller commercial general contractor.

## Kiewit Corporation Diversity & Inclusion Management Plan



**Key Words:** Diversity, workforce, management, commercial , heavy civil

## Financial Performance By Diversity



## Bali Employees Interviewed

- Kevin Balistreri- Owner, Male, Italian
- Alie Molina- Human Resources, Female, Puerto Rican
- Tom Flores- Project Manager, Male, Mexican/American

## Kiewit Employees Interviewed

- Jill Thomsen- Equal Opportunity Consultant, Female ,Caucasian
- Vimal Patel-District Manager, Male, Indian
- Michael Rios- Project Engineer, Male Mexican