



June 19<sup>th</sup> 2020

Mr. Joel Andersen  
Chief Executive Officer  
Andersen Construction  
6712 N. Cutter Circle  
Portland, OR 97217

Mr. Joel Andersen:

We write today on behalf of industry and community stakeholders who are committed to ensuring that our region's construction jobsites and workers are safe. We ask you to consider "safety" from a perspective of health, wellness, and industry safety, but also from a perspective of harassment, discrimination, and bullying. Women and People of Color remain under-represented in our industry and are frequent targets of harassment and discrimination and bullying. As our community and our nation are confronted with the ugly truths and daily instances of misogyny and racism perpetrated against women and people of color, we can no longer ignore harassment, bigotry and violence in our industry and on our jobsites.

On May 20<sup>th</sup>, 2020, a noose was hung on the PSU/OHSU/PCC/City of Portland project in downtown Portland, Oregon. Upon finding this grotesque symbol of racism, hatred and violence, a female apprentice of color immediately reported it to her company foreman at TCM Corp, a subcontractor to Andersen. The TCM foreman responded that it was "probably a joke" and did nothing further. The apprentice then went to an Andersen foreman, who indicated he would address it at a foreman's meeting, but later indicated to the apprentice that he had "forgotten about it." The apprentice took it upon herself to remove the noose. Neither of these responses from jobsite supervision at the subcontractor and GC level is acceptable. We can no longer stand by and excuse such behaviors in this way, for if we do, we are complicit.

As an organization whose mission is rooted in addressing the disparity that women experience in our industry, Oregon Tradeswomen acknowledges that at the intersection of race and gender, our Black and Brown trades sisters are at further risk each and every day as they experience not only sexism, but also racism. Not only are the barriers higher for them to overcome, but the stakes are higher as well – for their very well-being, and for their very lives.

We ask that Andersen Construction take the following steps to demonstrate an authentic commitment to address the May 20<sup>th</sup> incident, but also the institutional norms of our industry, which allow and encourage racism and misogyny to continue on our jobsites:

1. Share the outcomes of the investigation conducted at the jobsite pertaining to the incident of May 20<sup>th</sup>, 2020 with our industry and community leadership
2. Provide an update on actions taken to date, in following up and addressing the incident to the members who were onsite on May 20<sup>th</sup>

3. Implement a zero-tolerance anti-Bias policy on all Andersen jobsites with sub-contractor accountability
4. Develop and implement protocol for responding to future incidents which should include, but not be limited to: immediate investigation launch; jobsite-wide safety meeting; accountability of all subcontractors; prevention of retaliation of whistleblowers; and other measures that will help eradicate a culture of oppression, fear, violence and bullying
5. Secure external anti-Racism/anti-Bias training from a qualified training provider for front-line supervisory staff at Andersen and all subcontractors
6. Communicate to all staff, trades workers, vendors, subcontractors, and others associated with the jobsite the zero-tolerance policy and consequences for non-compliance
7. Immediate training of the foreman for both TCM and Anderson who neglected to immediately address the incident when informed
8. Implement a plan to ensure the safety, well-being and support for the People of Color and others on the jobsite who were directly impacted by the incident and reassure them that there will be no further harm or retaliation, or disruption to their work, reputation and careers
9. File a formal report with the Portland police

The values of increasing diversity, equity, and inclusion in our industry must lead us not only to speak out, but also to stand for justice and take action. As stakeholders in the construction industry and in our region, we recognize that we must take this moment to work together to put an end to systemic racism and sexism and create safer jobsites. We invite collaboration to create workplaces that allow all workers dignity, safety, and performing their jobs without fear or harm. We also acknowledge that our organizations have made many of our own errors pertaining to diversity, equity, and inclusion. We are equally invested in righting the wrongs that we have ignored in our own organizations.

We understand that you may have already taken some of these steps. We promise to stand with you and support you in addressing the culture of racism and inequity in the construction industry and will commit to working together for change. We have a tremendous amount of resources at our disposal that we are glad to share in terms of educational recommendations, as well as best practices developed for safer, discrimination-free jobsites.

The organizations listed below stand in support with us in signing on to this letter and stand with you in working together to eradicate racism. While our industry has made changes for the better, we have a long way to go. The time to act is now, and we ask that you partner with us on this important journey.

In solidarity,

Kelly Kupcak  
Executive Director  
Oregon Tradeswomen

Patricia Daniels  
Executive Director  
Constructing Hope

Oregon State Building and Construction Trades Council  
Columbia-Pacific Building Trades Council  
UA Local 290  
Bricklayers and Allied Crafts Local 1  
Cement Masons Local 555  
International Union of Painters and Allied Trades District 5  
International Union of Painters and Allied Trades Local 10  
IBEW Local 48  
IBEW Local 280  
IBEW Local 659  
Heat and Frost Insulators Local 36  
International Union of Operating Engineers Local 701  
International Brotherhood of Boilermakers Local 242  
International Union of Elevator Constructors Local 23  
Ironworkers Local 29  
LiUNA Local 737  
LiUNA Southern Oregon and Southern Idaho  
Pacific NW Regional Council of Carpenters  
Pacific Northwest Carpenters Institute  
Roofers and Waterproofers Local 49  
UA Local 669 Fire Sprinkler Fitters  
Oregon AFL-CIO  
ATU 757  
United Steelworkers DC 12  
SEIU 503  
POIC  
Portland YouthBuilders  
O'Neill Construction  
Rose Community Development  
Worksystems  
Portland Business Development Group (PBDG)  
The Urban League of Portland  
Verde  
APANO  
Jobs with Justice  
Minority Construction Group LLC  
Portland Harbor Community Coalition  
NAYA  
Oregon Environmental Council  
Climate Solutions  
Sierra Club  
Blue-Green Alliance

Cc: Brian Knudsen, Vice President, Portland, Andersen  
David Anderson, Chairman of the Board, Andersen  
Travis Baker, President & COO, Andersen  
Kimberly Gamble, Safety Director, Andersen  
Vicky Elkin, Risk Manager, Andersen  
Dan Heichelbech, President, TCM

Danny Jacobs, President, Oregon Health & Science University

Mark Mitsui, President, Portland Community College

Stephen Percy, President, Portland State University

Mayor Ted Wheeler, City of Portland

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