

INCLUSION MEANS TO ME, EVERYBODY WORKING TOGETHER AND COMING TOWARDS A COMMON GOAL, AND DOING A GOOD JOB, AND DOING IT SAFELY.

DIVERSITY IS GOOD. I MEAN, IT'S WHAT WE HEAR. EVERYBODY'S DIFFERENT, EVERYBODY WANTS TO HELP OUT ALSO. YOU DON'T JUDGE ANYBODY.

INCLUSION, WELL I INCLUDE PEOPLE EVERY DAY. I GOT MY COWORKERS, AND LIKE I SAID WE WORK AS A TEAM, NOT JUST A ONE-MAN THING.

DIVERSITY ARE THE DIFFERENCES THAT MAKE US ALL UNIQUE INDIVIDUALS. IT COULD BE YOUR HAIR COLOR, IT COULD BE YOUR RACE, IT COULD BE YOUR RELIGION, IT COULD BE YOUR BACKGROUND. IT'S ALL THESE LITTLE DIFFERENCES THAT MAKE A PERSON UNIQUE.

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JANET JONES, SHIPBUILDER

I AM NOT JUST A YOUNG BLACK WOMAN WITH A PRETTY FACE. I AM A SHIPBUILDER. I UNDERSTAND THAT WORKING IN THE SHIPYARD IS A MAN INDUSTRY, BUT IT'S A WOMAN'S INDUSTRY AS WELL.

WELL, JANET JONES WAS BORN IN WASHINGTON, DC, CAME TO VIRGINIA IN '93. WENT TO OLD DOMINION, GOT INTO THE NURSING PROGRAM AND DECIDED THAT WAS NOT FOR ME. I DECIDED THAT I WANTED TO CHANGE DIRECTION. I'VE ALWAYS WORKED FOR AN ELECTRICAL COMPANY BECAUSE THAT'S WHAT MY DAD OWNS. I WAS HIRED UP AT THE SHIPYARD AND I'VE BEEN THERE EVER SINCE.

IT'S VERY SPECIAL TO ME THIS IS WHERE I BUILT MY FOUNDATION, BUT BEING A BLACK WOMAN IN THE SHIPYARD IT IS A STRUGGLE FOR ME IN THE YARD EVERY DAY. I HAVE TO COME TO WORK WITH MY A-GAME ON. I KNOW HOW I FEEL, I CAN'T SPEAK FOR ALL THE OTHER WOMEN BUT WHEN I SWIPE THAT BADGE IN THE MORNING I KNOW AT THAT POINT THE LIGHTS IS ON. I THINK THAT BECAUSE I'M A WOMAN, A BLACK WOMAN IN THE YARD, A VERY STRONG WOMAN, OPINIONATED, AND WON'T LAY DOWN AND GO AWAY. YOU HAVE SOME PEOPLE IN THE YARD THAT ISN'T GOING TO CHANGE. YOU HAVE SOME PEOPLE IN THE YARD THAT IS UP FOR THE CHANGE AND THE CHALLENGE. THEY'RE WILLING TO WORK WITH YOU, THEY'RE WILLING TO GIVE YOU A CHANCE. BECAUSE YOU HAVE PEOPLE IN CERTAIN GANGS LIKE WHERE I WORK, THE TEST GANG, I'M NOT IN THE TEST GANG BUT I'M A TEST ELECTRICIAN. BUT I WAS HIRED IN WITH THE TEST GANG, AND THEN I WENT TO THE NUKE GANG, AND THEN I WENT TO THE REFUELING GANG. AND ON THAT SIDE, IT IS STRICTLY MEN. I WAS THE ONLY WOMAN.

WOMEN ARE VERY KNOWLEDGEABLE IN THIS COMPANY, WOMEN HAVE A LOT OF EXPERIENCE IN THIS COMPANY. WE DON'T GET HEARD A LOT LIKE WE SHOULD, DOWN ON THE SHIPS WORKING BUT WE'RE VERY KNOWLEDGEABLE. WE'RE GOING TO SCHOOL, WE'RE EDUCATING OURSELVES AS WELL AS A MAN.

IN THE SHIPYARD I PULL CABLE, I HOOKUP CABLE, I TEST CABLE. I DO IT ALL FROM THE TOP TO THE BOTTOM. THAT'S WHAT WE DO. SO, I WANT NO SPECIAL TREATMENT, I WANT YOU TO TREAT ME JUST LIKE YOU WOULD TREAT THE GUYS. I WANT YOU TO GIVE ME THE OPPORTUNITY JUST LIKE YOU WOULD GIVE THE OPPORTUNITY TO THE GUY. I WORK VERY HARD IN THE SHIPYARD AND A LOT OF PEOPLE DON'T SEE IT BECAUSE, SOME MEN CAN'T HANDLE IT.

BABY

SWEETHEART

BABY GIRL

HEY LADY

JUST EVERYTHING DEGRADABLE THAT YOU CAN THINK OF I'VE HEARD IT OVER THE YEARS AND YOU JUST TURN THE CHEEK AND JUST KEEP GOING. I MEAN, IT MAKES YOU PAUSE BUT AFTER A WHILE WHEN YOU HEAR IT, YOU KNOW WHO YOU ARE. BUT EVERYONE IS NOT AS STRONG A JANET, AND JANET IS VERY STRONG, AND WORDS HURT. HEY, I'M HUMAN I WANT YOU TO TALK TO ME THE SAME WAY YOU WOULD TALK TO YOUR MOM. BECAUSE I'M A WOMAN.

I'VE LEARNED TO ADJUST, I'VE BEEN HERE A LONG TIME. SO YOU KNOW WHO YOU'RE WORKING FOR, AND WHO YOU'RE NOT WORKING FOR. SO, YEAH, BUT IS IT GETTING BETTER? I SEE CHANGE HAPPENING, IT CAN GET BETTER. I LIKE THE WORK AND I LIKE TO HELP PEOPLE AND I LIKE TO INSTILL CHANGE. ALL THE THREE THINGS THAT I AM. I LOVE CHANGE. SO, IF I CAN MAKE A DIFFERENCE, I COULD MAKE A DIFFERENCE FOR YOU.