

Facilities Communications Department Facilities Communications Team

General Building Contractors Association Article

Title: Diversity, Equity & Construction: A Donald Moore Perspective



In February of 2021, Donald Moore was appointed as the Senior Vice President of Real Estate, Facilities & Operations at The Children's Hospital of Philadelphia. Originally from Chicago, Moore has had building construction experiences that span heavy & highway, residential, commercial high-rise, K-12 education and higher ed academic, and research and healthcare; geographically from Illinois, DC, New York, New Jersey and PA. Driven by a desire to make significant social impacts with the work that he'd engage in, when he found himself in New Jersey later in his career he was presented with one of the most impactful opportunities of his career. During his time there, he led a program to build schools

in the most impoverished communities throughout the entire state, eclipsing approximately \$8.6 BIL in size and scale, over approximately 50 cities. During his tenure he led a movement to present opportunities for diverse inclusion in contracting and professional services, and while doing so was the recipient of a joint legislative resolution from the State of New Jersey recognizing his service, leadership, and commitment to the community, including the labor interests throughout the state. While doing so he also ran a non-profit housing organization that focused on new home construction and renovations in the city of Plainfield.

Moore has over four decades of experience in facilities design and construction, and master planning and operations management, having most recently served as Vice President of Real Estate and Facilities at Drexel University, one of three former academic institutions where he led master planning and facilities development activity.

His reach and power in the region as a leader in development is worth noting and led to a Philadelphia Business Journal 2020 Minority Business Leader Award. Throughout his career, Moore has overseen countless projects over many cities, building meaningful and impactful relationships with the design and construction industry, the community, and public and private parties and interests.

During his tenure at Drexel, he spearheaded a partnership with uCity Square and Wexford Science & Technology that sparked redevelopment activity at the western-most end of Drexel's campus, advancing the development of a half-million square foot home for the College of Nursing and Health Professions and Drexel University College of Medicine. The partnership also enabled the construction of the Powell/Science Leadership Academy School. Both projects won Philadelphia Business Journal "Best Real Estate Deals of the Year" awards. Here in Philadelphia this development project became Donald's opportunity to enable positive change on large private sector projects. To that end it enabled bringing additional DEI to this business partnership, delivered an educational facility to the local community, and became a catalyst for DEI work as it relates to Donald's work moving forward throughout the City and region.

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Mr. Moore sees development within the design and construction industry and all that it offers as a means to uplift and transform communities. His knowledge of the construction industry is unmatched, and his clear understanding of unions, their importance in the industry as well as their interests, has afforded him a unique perspective and ability to bring diverse audiences to the table to advance development in a very complex city as it relates to social-economic relations. He's motivated by a mission to leave a positive impact on people through transforming spaces in housing, health care, research, and education. He is a current member of the Board of Trustees at the Free Library of Philadelphia where there is a commitment to the vision of building an enlightened community devoted to lifelong learning and offering physical locations within communities where this mission can manifest.

“The same way that my neighborhood library on the South Side of Chicago was at times a refuge for me from the negatives of the streets throughout high school and college, my constant desire is to provide similar spaces that positively impact people through housing, health care, research, and education, all so they each can become their best selves in the world. This motivation is also why today I’m a dedicated board member of Habitat for Humanity Philadelphia.” – Donald Moore, SVP Real Estate, Facilities & Operations, The Children’s Hospital of Philadelphia.



Donald now serves as the Board Treasurer and as of September of this year, he will serve as the new Board Chair of Habitat for Humanity Philadelphia, which provides new and renovated home options for 1st time homebuyers throughout our City. This summer, he played an integral role in helping to raise funds for the organizations \$5 million “We Build Together campaign” – a campaign which focuses on equity, longevity, and community growth and stabilization.

Diversity, equity, and inclusion are at the top of Donald’s priority list, and for him there is real recognition that the opportunities of Minority, Women-Owned Business Enterprises (MWBE’s) to breakthrough and be successful in the construction and real estate industry has traditionally been nothing short of inequitable. At CHOP, where he currently leads the Facilities Real Estate, Facilities & Operations Department, he is charting a course for change that is likely to have an impact for generations to come. His commitment to diversity and community development aligns with inclusion and diversity at CHOP, which are

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critical drivers for creating the ideal experience for every patient, family, employee, and member of the surrounding communities.

It's no secret that The Children's Hospital of Philadelphia is growing substantially, and it's clear that their major buildings development program will serve as a vehicle to pave the way for true change as it relates to diversity, equity, and inclusion in the construction industry. In a majority-minority city that is 44% Black, 15% Latino, and 8% Asian according to census data, there is simply no reason that MWBE's have been significantly locked out of participating in economic growth driven by these many development projects that have been and are now underway. When sole proprietors are taken into account, the total estimated number of minority businesses in Philadelphia is just over 16%, according to the latest census data.

“Traditionally, minority-owned business owners have not had seats at the table of major development projects – very few true or honest opportunities to work and partner with large non-diverse organizations. However, The Children's Hospital of Philadelphia is actively and with intention taking steps to aggressively change the narrative, and with our community investments with buildings projects and related job opportunities we're expecting to continue to be a prominent leader in making Philadelphia a more equitable city.” – Donald Moore, SVP Real Estate, Facilities & Operations, The Children's Hospital of Philadelphia.



As the GBCA continues its efforts to increase and mold the pipeline and diversity of construction professionals, there is a unique and pivotal opportunity to reshape the foundation to which this industry has become accustomed. Gone are the days where diversity has no place in development and construction, and it's obvious that The Children's Hospital of Philadelphia is committed to attracting top talent from diverse enterprises, both small and large, who are committed and have an interest in and track record of navigating the challenging waters of our

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construction industry. Intentionally opening the doors to welcome in greater diversity is foundational to ensuring the future stability of our industry. It's a must.