

MARCH/APRIL 2022

NAWIC Today

WIC Week events
across the country

Why diversity is vital
to the industry

National Officer
Election Guide

Your invite to
Annual Conference



Working Mothers

IN CONSTRUCTION

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Join the BID to WIN!

PUBLIC NOTICE:

ACCESS TO CALTRANS UPCOMING CONSTRUCTION AND ARCHITECTURAL & ENGINEERING PROJECTS

California Senate Bill 1 (SB1) will provide **\$54 billion** over the next 10 years for state and local transportation projects. This creates additional opportunities for all **small businesses**, including businesses owned by women, minorities, disabled veterans, LGBT, and other disadvantaged groups, to participate on public works projects with local and state transportation agencies.

Now is the time to get involved. Visit Caltrans' SB1 web site, (<http://rebuildingca.ca.gov/>) and learn more about planned improvements. **Review** Caltrans' online "look ahead" reports of upcoming construction and architectural and engineering contracts to identify potential **opportunities** for your business. **Attend** contract-specific outreach events, that include pre-bid meetings and pre-proposal conferences, and meet with prospective bidders/proposers. **Learn** about Caltrans contracting requirements at a **free** training or workshop.

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- Caltrans Outreach Events Calendar: (<https://dot.ca.gov/programs/civil-rights/caltrans-events-calendar>)

For more information, contact Caltrans' Small Business Advocate at smallbusinessadvocate@dot.ca.gov.

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Photo submitted by Sneha Bhoir

NAWIC **TODAY**
The National Association of
Women in Construction
The Official Publication of the National
Association of Women in Construction

Core Purpose: To Strengthen and Amplify the
Success of Women in the Construction Industry

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HOW TO CONTACT US

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Calendar of Events/Sponsors

Webinars:

March 2, 1 p.m. CST

Emerging Professionals: Networking 101: Making the Most Out of a Networking Event

March 4, 6 p.m. CST

WIC Week Happy Hour Kick Off & Bingo

March 7, 11 a.m. CST

Puget Sound Chapter: DE&I Panel

March 14, 5:30 p.m. PST

Central Oregon Informational Meeting

March 22, 12 p.m. CST

Membership: Networking 101: How to Host a Successful Networking Event

March 29, 12 p.m. CST

DE&I: Inclusion Scale and Creative Solution Workshop

Events:

March 6-12

Women in Construction Week

March 24-27

South Atlantic Region Spring Forum

April 7-9

Pacific Northwest Region Spring Forum

April 7-9

South Central Region Spring Forum

April 21-24

Midwest Region Spring Forum

April 28-29

Southeast Region Spring Forum

May 18-21

Northeast Region Spring Forum

May 19-20

North Central Region Spring Forum

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NAWIC

The National Association of
Women in Construction

*Leading
Builders.
**Building
Leaders.***

 Envision**Equity**



WIC Week

**CELEBRATING WOMEN
IN CONSTRUCTION
FOR 24 YEARS**

MARCH 6-12

WWW.NAWIC.ORG

**USE #WICWEEK2022 ON SOCIAL
MEDIA TO SHOW US HOW
YOU ARE CELEBRATING**



Hello, NAWIC!

Crissy Ingram, CAE
Executive Director

Hello NAWIC! We have a very exciting and full Spring ahead of us.

Have you seen the redesigned national website? Please take some time to browse through the news, blogs, calendar and store pages. There is an abundance of information for members (and non-members) out there. The board and staff have worked very hard to bring you an upgraded database and web experience. We hope that you will enjoy the streamlined look and ease of finding what you need. Of course, if you have questions or need help, the office staff is always just an email or phone call away.

By the time this issue is released, the National Board will have just finished up the Mid-Year Board of Directors' meeting. You will find the minutes and summary of actions from that meeting on the website.

It feels like we were just talking about the holidays – and now here we are at Women in Construction (WIC) Week! I have seen a number of amazing events planned around the country. You can ensure that you are getting all of the event information by following our Facebook, LinkedIn, Instagram, Twitter and brand new TikTok accounts. Also, the WIC Week page on the national website has a list of events with links to join. I encourage you to take advantage of the virtual options, so you can join events in other chapters and regions.

As we wrap up WIC Week, we will head right into Region Spring Forums. Each region has been working to plan an educational and valuable event. You can find information for each region on the calendar section of the national website (www.nawic.org). I know everyone is excited to meet up with old friends and create new ones! Region Spring Forums are a great place to make new contacts, learn new skills, and have some fun.

This is a very important time of year for our association– national board elections! We recently announced our slate of candidates and you can find more information in our annual election guide, which you can find in this issue. When voting starts on May 15, make sure that your voice is heard. Take time in the next couple of months to get to know the candidates and make informed decisions. These ladies are pledging their time, talents and dedication to our association.

Speaking of this issue... We are proud to highlight a very important demographic in our industry – working moms. Read on for some great stories featuring rock star moms in construction!

Of course, I love to take each issue of the magazine as an opportunity to invite you to our next Annual Conference. This year we will be at the Hyatt Regency Minneapolis in downtown Minneapolis, Minnesota. Mark your calendar for August 16th-20th for what will be THE event of the year. Check the Annual Conference page on www.nawic.org for updates as sessions and speakers are confirmed. You will also start to see announcements on social media and the Connection newsletter. You definitely don't want to miss this!



Face suicide risk.

And together, we can wipe out the stigma surrounding mental health.

Construction workers are statistically at a higher risk for mental health issues than virtually every other profession.

If you or someone you know is feeling depressed or suicidal, both you and they are not alone. **There are others in our industry who can relate, and more importantly, others who can help.**

For urgent assistance, please reach out to the **National Suicide Prevention Lifeline** right away.



WOMEN BUILD NATIONS
“We Can. We Will”

NATIONAL
SUICIDE
PREVENTION
LIFELINE
1-800-273-TALK (8255)
suicidepreventionlifeline.org



CRISIS TEXT LINE |

Text HOME to 741741 in the US

BE ALERT FOR THESE WARNING SIGNS:

- Increased tardiness and absenteeism
- Decreased productivity
- Decreased self-confidence
- Isolation from peers
- Agitation and increased conflict among co-workers
- Increased feelings of being overwhelmed
- Decreased problem solving ability
- Legal and illicit substance abuse
- Near hits, incidents and injuries

BUILDING A ZERO SUICIDE INDUSTRY.

Brought to you by the Construction Industry Alliance for Suicide Prevention

IT ALL ADDS UP: HOW ONE DEDICATED MOM WORKED HER WAY FROM AN ACCOUNTING JOB TO LAUNCHING HER DREAM RENOVATION BUSINESS



Helen Stanley is a woman who knows first hand the power of community. Her story is one of resilience, of which she has taken complete charge of the happy ending. No doubt there were many challenges, twists, and turns, however today she stands as a business owner and proud mother to four daughters.

Helen's journey into construction wasn't your typical entry through the front door. Rather, it was through the back office, to be exact, working in the accounts

department for a trucking company after her youngest daughter fell ill. With plenty of demand in both bookkeeping and responsibilities working in the field, Helen was able to find flexibility in her schedule which allowed her to prioritize her daughter's recovery which included several doctor's appointments and surgeries.

Whilst balancing the numbers, and meetings with inspectors, she acquired valuable real-life experiences on construction

sites. Before she knew it, the demand for her growing, diverse skillset landed her a job at a property preservation company. It was right about this time, that she fell absolutely in love with the construction industry.

"I've always been very hands-on. I don't have a problem getting dirty or getting super involved with stuff," exclaims Helen.

Always being up for new demands within her industry, she dove head-first into learning all

about renovation work and in no time, began running her own crew. As her knowledge and skills grew over the years, so did her passion for the industry.

Never missing an opportunity to network and grow, Helen found additional resources through communities online through Facebook. Her virtual connections with other women in the construction industry resulted in not just friendships, but also job offers. She was working hard, making progress in her career, and had what she thought was a really secure job. And then, Covid hit, cutting her revenue to one-third of what it had been previously. In July, she was let go by her employer and was left jobless with four daughters to support. Not one to be defeated even for a moment though, within 24 hours Helen found herself with a multitude of job offers from the connections she had made in the industry.

This became a pivotal point in her journey. During what could have been seen as a pure moment of crisis, Helen made an admirable decision that would set her entire life on a new path. She was going to work for herself. Before being terminated due to Covid, Helen had already had an LLC set up. She bit the bullet and took on her first client. Since launching her own construction company, the work has been non-stop. By August 2020 she had started taking on more work and over the next four months had completed over 100 jobs and was even able to purchase a new home for her family.

In addition to the many rewards for her hard work, there are many aspects of working in construction that Helen absolutely loves and says "seeing the transformation of a house when it all comes together" is one of them.



Helen has started her degree in construction management to show her daughters that you can go back to school and achieve your dreams at any time in your life, no matter your age or what society says is 'normal'.

As a self-proclaimed history buff, Helen's company now focuses a lot on historical restoration work. Her day-to-day sees her working and refurbishing houses that are 200 or 300 years old. As well as giving older houses a second lease on life, Helen says that she also loves the people that she meets and the connections she makes. Her clients are more than 'just another customer'. She puts an emphasis on developing genuine relationships with people, resulting in on-going work and a real community.

Although she has successfully built the foundation of her professional career over the last two decades, she has always put family first. Looking back almost twenty years ago, when Helen was just a senior in high school, she gave birth to her first daughter. She made the difficult decision to quit school, give up the scholarships that were offered to her, and fully commit to being the best Mom that she could be. This includes leading by example when it comes to following her dreams. So, decades later, Helen has started her degree in construction management to show her daughters that you can go back to school and achieve your dreams at any time in your life, no matter your age or what society says is 'normal'.

Walking confidently onto job sites hasn't always been easy. Being a blonde, blue-eyed female Helen has experienced her fair share of stares and comments. Her recipe for dealing with this is simply being stern and as direct as possible. She says "once anyone has a conversation with me, there's mutual respect". Her learning process never ends, if there's something she doesn't know about a job she will be the first one to ask questions. "If I don't know why you're doing what you're doing, I'll ask. I want to learn from that."

Her advice for women who are considering getting into the construction industry is to absorb as much as they can. Listen, learn, and don't take things too personally. Finally, don't be afraid to put people in their place when they're out of line. You'll gain more respect and confidence in your own abilities for it. Helen is an absolute trailblazing leader who has proven that resilience and relationships can get you through anything.

MOVE OVER BOB

This article is courtesy of Move Over Bob. Move Over Bob is for trailblazing women who are evolving within a male dominated industry and know it's more than a job; it's a lifestyle.

We work with bonafide trailblazers to create a place of discovery for women in every part of their journey within their construction and trades careers. Through an inclusive and curious approach to each story, we quilt together a multifaceted community that is ready, willing and well equipped to step up to the challenge.

Find out more inspiring stories from real women working in the industry, go to moveoverbob.com.

WIC Week Happy Hour

Kick off WIC Week with NAWIC! Chat with women in the industry, hear from President Doreen Bartoldus, and get ready for the best WIC Week yet.

Friday, March 4

6 p.m. CST

www.nawic.org



Envision **Equity**



The reality of being a working parent

By Julie Salinas, DE&I Committee

It's 11 am on a Thursday. The office is still closed due to COVID-19 so everyone is working from home and my grandson, Ryder, is at my kitchen table on his computer, supposedly in class. He's seven, so sitting still, patience, concentration... all the skills we develop over time, he hasn't learned yet. I sense his restlessness so I turn around to find him standing on the chair looking upside down at the computer screen.

Me: Ryder, aren't you supposed to be in class? (My phone rings.)

Ryder: The teacher said we don't need to have the camera on. (My phone is still ringing.)

Me: Are you sure? I didn't hear her say that. (I answer the phone.)

Teacher: Ryder, your camera is off, please turn it on.

Me: (Turns around with grumpy grandma face while trying to sound nice to my co-worker on the phone.)

Ryder: What? I didn't know.

Me to coworker: I'll call you right back.

Ryder is now laying across my kitchen floor doing some type of stretch resembling Superman and flopping around like a fish out of water. He says it's PE. The cats run and hide, the dogs are barking, my phone is ringing again, and I have a meeting in five minutes.

That's how the day went. All day. And I know hundreds of thousands of working moms went through that every day for months while trying to keep their jobs, maintain their homes, support loved ones who lost jobs,

"This is hard.

There's no parenting book called 'What to Expect When You Weren't Expecting What Happened.'

No anecdotes from friends and family, no tv show, no doctor will tell you how to get through days like these."

and maintain their already fragile grip on some sense of a routine. This is hard. There's no parenting book called "What to Expect When You Weren't Expecting What Happened." No anecdotes from friends and family, no tv show, no doctor will tell you how to get through days like these.

According to a 2021 article published by McKinsey & Company on working mothers and COVID, working moms have "grappled with a "double shift" of household responsibilities, a more difficult remote-work experience, and concerns about higher rates of unemployment—particularly among mothers of color and single mothers. These burdens come on top of structural barriers for working women, including being the "only" woman in the room and playing an allyship role for others."

The study also found across both advanced and developing countries, mothers (at 75%) are

more likely than fathers (at 69%) to be struggling with mental health concerns.

And what about the "double shift?" As a mom, when your 9 to 5 ends, the 5 to midnight shift begins. There's school or daycare pickup, helping with homework, throwing in a load of laundry. Did I walk the dog today? Cook dinner, then clean up the dinner, the dishes, move the laundry to the dryer, take the dog for a walk in case you didn't already. Hustle the kids to the bath, check their breath smells like toothpaste because even though you're trying your hardest, you can't always make sure they brush and if they smell like toothpaste there's a good chance at least some made it in their mouth. You read the bedtime story or negotiate with your teen for ten more minutes on the cell phone before you confiscate it, give good night kisses, get the glass of water then off to fold the laundry, and make lunches for the next day when you do it all over again.

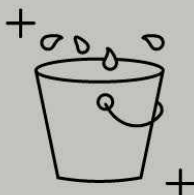
According to the McKinsey study, "now more than ever, mothers in particular, are taking on an even heavier load. Mothers are more than three times as likely as fathers to be responsible for most of the housework and caregiving during the pandemic. In fact, they are 1.5 times more likely than fathers to spend an additional three or more hours per day on housework and childcare." There is no quick fix for this. There is no easy solution. When I do get help around the house, my guilt kicks into overdrive and my conscious tells me if I was a better woman, I could do it all in heels with a smile and freshly coiffed hair. The reality is I live on coffee, yoga pants, and snuggles with my pup. And when I do break down and cry, I make it good. Because the world needs changing and it's up to me, and you, to do it.



41% of mothers working remotely have been impacted positively by remote work, which is 30% less than fathers working remotely.



Nearly 25% of mothers say that they are concerned that their work performance will be viewed negatively because of their caregiving responsibilities.



Mothers are 1.5 times as likely to spend three hours or more on childcare or housework a day than fathers.



The COVID-19 pandemic caused 33% of working mothers to consider downsizing their career or leaving their job entirely.

2022-23 National Officer Election Guide

The 2022-23 National Officer Elections are quickly approaching. Voting opens May 15 and closes May 31. Active, corporate and member-at-large members who have been processed and are current on their membership by May 1 are eligible to vote. Ballots will be sent to all eligible members by May 15 by email. If a member does not have email, they will be sent a paper ballot.

Paper ballots must be returned to the return address on the envelope by May 31 to be counted. All electronic votes must be placed by May 31 to be counted. The votes are counted by an outside source determined by the NAWIC National Office.

Candidates and the NAWIC National Board will be notified of results within four working days following May 31. Results will be posted on the NAWIC National website within 24 hours of candidate and board notification.

For more information on the elections, refer to the NAWIC bylaws or contact Executive Director Crissy Ingram at crissyi@nawic.org.

President Elect Candidate



Karen Hager, CBT, CIT, ESP

A.B. Design Group, LLC

Greater Orlando Chapter #73

Member since 2006

35 years in the construction industry

Over my 35+ years in the construction industry I have worked for HVAC, Site Development and Architecture companies, where I learned a multitude of skills. During this time, I never let anyone tell me I can't do something. My only limitations are the ones I put on myself.

I believe all our members should have the same opportunities to enhance their potential. I went from an accounting clerk to CFO during my career while, at the same time, learning and managing multiple computer operating systems.

As President Elect, I will have a stronger association with industry partners to help our members excel and lead in their respective professions and to fulfill our Strategic Plan goal to increase training availability to our members. Knowledge is power. Every member deserves to have that power and I want to be part of making that happen.

Vice President Candidate



Kelly Aust, LEED AP BD+C

Skanska

Portland Chapter #54

Member since 2013

13 years in the construction industry

Both my experience in NAWIC as PNW Region Director and Secretary, as well as, my professional role as Construction Project Manager provide the reasons why I am qualified and excited about serving as Vice President. NAWIC is a dynamic association of remarkable construction professionals that have in common the desire to lead and impact a challenging industry. We do this with differing backgrounds and roles, time zones and regions, and in every part and piece of who we are. This diversity is our strength and the sisterhood that we experience, the support, is how even with differing opinions, we can move forward together.

I want to continue to contribute and make an impact that will enhance the experience of every member. As Vice President, I will assist our President in realizing their vision for the Association. I will engage with our committees and foster the collaboration and direction needed to help them progress. I will listen, speak up on issues and present topics that will help keep our association moving forward.

Vice President Candidate



Romina Byrd, SHRM-CP

Miller & Long Co, Inc.

Greater Washington Chapter #67

Member since 2015

25 years in the construction industry

My entire 25 year-plus career has been in construction, promoting workforce recruitment and development. I work in the world of concrete, yet my most powerful skills are collaboration, conflict resolution and communication (English and Spanish). I maintain strong relationships throughout the industry within associations, high schools and both merit shops and unions. I strongly believe in equal opportunity and equal pay for employees in construction, regardless of race or orientation.

The NAWIC Vice President is second only to the President. If necessary, I am ready. I am running on a strong NAWIC knowledge base and with an incredible board and team of mentors and staff. I also understand the importance of committees, the action pieces of our board. As VP, I will be the committees' board liaison. My number one goal is to assist with and to help implement committee planning in alignment with NAWIC's Strategic Plan.

Let's envision a stronger future!

Secretary Candidate



Raven Hoffman, CIT

Syverson Tile & Stone, Inc.

Great Sioux Falls Chapter #237

Member since 2013

30 years in the construction industry

I firmly believe each of us plays an integral role in the beautiful mosaic that is our association. I want all our members to understand the value they bring, not just from their role in our industry but also from who they are as individuals. I feel the many perspectives we offer are invaluable, making us a unique organization.

I am detail oriented and focused. I believe in leading by example and hold myself to high standards – both ethically and professionally. I constantly strive to grow and improve as an individual.

I believe communication is a stumbling block to many companies and organizations. Communication truly happens when there is an agreement of understanding on a topic. As National Secretary, I will strive to continue the excellent standard of record keeping established by my predecessors, along with being available to help our members achieve understanding of board actions.

Treasurer Candidate



Karen Ellis

Balfour Beatty

Greater Phoenix Chapter #98

Member since 1995

20 years in the construction industry

Inspired to join NAWIC in 1995, I have served my chapters (Phoenix & SW Florida) from Director to President to my current position as PSW Region Director. The past two years as Region Director influenced me to continue to serve on a National Level. Twenty years in construction accounting has more than prepared me to serve as NAWIC Treasurer.

Seeing the big picture is one of my strongest qualities, as well as understanding small issues must also be resolved. "Not my job" is one of the most obnoxious phrases to me. No matter what, "it is our" job. I may not know the answers to all questions; however, I have enough experience to know where to find the answers which I promise to communicate back to you, the member.

Please let the office of NAWIC Treasurer be MY job by voting for Karen Ellis. Thank you.

Midwest Region Director Candidate



Tammy Rico

A/E Design Firm

Greater Des Moines Chapter #80

Member since 2018

15 years in the construction industry

NAWIC has become an important part of my career. I was first introduced to NAWIC at a technology conference in Las Vegas and became hooked. When I moved states, that was first thing that I did was to look for a local Chapter. Since moving, I have become very involved.

The idea of being surrounded by amazing women that inspire and challenge us to do better is invaluable. I want to share that enthusiasm and support with more women in all aspects of the construction industry. Being a person who has lived in multiple states, been on both design and construction, and being a late bloomer to the industry gives me a different perspective that the benefits my Chapter, my Region, and will Nationally.

North Central Region Director Candidate



Alison Frye, P.E.

The Lincoln Electric Company

Cleveland Chapter #156

Member since 2014

10 years in the construction industry

I have been passionate about gender equity for as long as I can remember. After selecting a career path that was predominately male, I sought out organizations and role models who blazed the trail as women in our industry. In my career as a consultant, I established connections in the local and regional communities which I used to enhance NAWIC Cleveland chapter and NCR events and contribute to the regrowth of our region. My skills as a people and project manager contributed to my successes as a Block Kids, nominating, and social media committee chair as well as Cleveland Chapter President. My experience as interim NCR director gives me knowledge of serving in this role and the expectations of the national board and chapters.

I'm passionate about seeing the North Central Region grow into being the go-to organization for equity in the ACE industry that I know it can be.

Northeast Region

Director Candidate



Heather Groves

Cole River Consultants, LLC

Maine Chapter #276

Member since 2013

14 years in the construction industry

The Northeast is now a region with 18 chapters! My goal, as Director, is to further strengthen their unity within, and to, each other. To accomplish this, I set my sights on NAWIC's strategic plan, particularly the infrastructure goal. I will give voice to our region to ensure that infrastructure improvements continue, and be the direct line of communication between our chapters' leadership and the National Board. It's time.

I am a proven multi-tasker, accomplisher and critical thinker. Since joining NAWIC in 2013, I have become a wife, mother and business owner; all while serving on nearly every leadership position on my chapter's board, as well as fulfilling multiple committee chair positions, locally, regionally and nationally.

I am a product of NAWIC's greatest return on investment: the more you engage, the greater the opportunities for growth as a leader in the industry, as a woman in construction, as a woman.

Pacific Southwest Region Director Candidate



Karen Mitchell, CBT, CIS, CIT

Double M Concrete LLC

Pikes Peak Chapter #356

Member since 2008

20 years in the construction industry

As a 14-year member of NAWIC, I have discovered that I have a passion for encouraging and building up women. I joined NAWIC because I was transitioning to a career in construction. I stayed in NAWIC because of the relationships I developed across my region and the country. After serving for several years at the chapter level, including as chapter president, I began serving on regional and national committees. I am currently serving as the NAWIC Safety & Health Awareness Committee National Chair.

My platform as a candidate for Pacific Southwest Regional Director is Choose to Become. Choice is powerful. Women can choose their career directions, goals, and mentors along with their attitudes towards setbacks. I believe these choices shape us and as Pacific Southwest Region Director, I will work to support the women in the chapters of my region to choose innovative ways to achieve their collective goals.

KAREN MITCHELL

IT IS 2022 AND TIME TO LEVEL GENDER DISCRIMINATION IN CONSTRUCTION

Is gender discrimination still an issue in the construction industry?

Gender discrimination is a form of discrimination in which a person is **treated differently or unfairly** based on their sex or gender. Women have always been a minority in the construction industry. In 1985, only 9% of employees in the industry were women. Fast forward to 2021 and the percentage of women in the construction industry has grown to 10.3%. Although this percentage of growth seems small, it represents real progress. Unfortunately, the number of women reporting discrimination in the workplace has outpaced the growth. The professional organization Building Green reports that while blatant sexual harassment is on the decline, 66% of women report experiencing discrimination in the construction workplace. Gender discrimination is explicitly outlawed in the United States under Title VII of the Civil Rights Act of 1964, a federal law that prohibits employment discrimination based on race, color, religions, gender, or national origin. Unfortunately, anti-discrimination laws do not always protect women against discriminatory practices, especially, subtle interactions or nuanced body mannerisms where they are treated differently. Gender bias persists even into 2022 affecting women, women of color, and transgender women who have chosen construction as their career. Ending gender discrimination is essential to creating a safe and healthy construction workplace for women and allowing women the opportunity to succeed.

How does gender discrimination in the construction industry affect an employee's safety and health?

According to a recent study by the University of Washington (UW) Interdisciplinary Center for Exposures, Diseases, Genomics, and Environment, women who feel persistent stress in the workplace due to discrimination are unlikely to perform optimally. Additionally, if they work a physically demanding job, they may end up being injured or sick more often, and less efficient at their tasks. Noah Seixas, a professor in the UW Department of Environmental and Occupational Health Sciences explained that women in construction are a vulnerable population, and that "the risks that women construction workers are exposed to are very wrapped up in discrimination." Seixas added that women are "less able to protect themselves from traditional construction hazards because of pressure to perform beyond their capacity, because they're less likely to ask for help, and because they more often work alone." Gender discrimination should not still be an issue in 2022. It is time to end gender discrimination in construction. Here are suggestions to help make the culture safer and more inclusive for women in the construction industry.

Educate leadership and employees on the issues faced by underrepresented workers, particularly women, in the construction workplace.

Education continues to be the most effective way of ending gender discrimination in the construction industry and is, in fact, a requirement in changing company culture that often reinforces stereotypes against women. Company leadership must first educate employees about gender discrimination. They then must create strong policies against sexual harassment and for inclusion and train all employees to understand and practice these policies.

Examine hiring and promoting practices.

It is important to give women and transgender construction applicants as much opportunity as men. According to LinkedIn, the job description is often a candidate's first experience with a company, so it is important to spend time crafting it carefully using gender-neutral pronouns and being selective about the language. The job listing should emphasize the company's commitment to diversity and inclusion and should spell out inclusive benefits like parental leave and childcare subsidies. Women, particularly women in leadership positions, should be a part of the hiring process.

Hire and promote women to construction company leadership positions.

According to Big Rentz' "Women in Construction: The State of the Industry in 2021, 73% of women in construction feel passed over for leadership roles due to their gender. Further, forty-seven percent of women report that they have never worked with a construction manager who is a woman. Women must be put in positions of leadership and on boards. A diverse leadership team or board of directors can only benefit a company.

Promote social inclusion

Big Rentz' report found that eight out of ten women feel left out at company social events. Encourage a wide variety of social events that would appeal to all genders and their families.

Support women in achieving a healthy work-life balance.

A balance between work and other life commitments can improve productivity and morale. Offering support for eldercare and childcare is one way to help women achieve this balance. Company leadership can also create local mentorship groups specific to the needs of women.

The link between gender discrimination and the safety and health of women in the construction industry is undeniable. Combatting gender discrimination in construction will create a safer, healthier, and more diverse workplace which benefits all workers. It will also make the construction industry a desirable and rewarding career for women.



Karen Mitchell is the Chairperson for the National OSHA-NAWIC Alliance. She has been a NAWIC member since 2008 and is a member of the Pikes Peak Chapter #356. She has 20 years of experience in the construction industry and is the owner and office manager of Double M Concrete LLC.

For more on the OSHA-NAWIC Alliance, visit nawic.org.

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WomenWorx, gloves designed for women

Around since 1989, HandCrew Gear has taken over the hand protection industry one glove at a time. Our mission is to offer the best quality products all while offering the best price point for our customers. Over the years, we have been able to adapt with new trends in the industry and in 2021, we launched our very first women's glove brand, made by women, for women. WomenWorx has been a big success, and will soon be in stores nationwide. It offers a wide range of gloves from leather, to all purpose and dipped. They were created to fit women, which was the goal for this collection. It took lots of time and brainstorming to create as we want women to be proud of the industry they are in, all while doing it with style and comfort. WomenWorx is a brand we want all women to wear and be proud of! Check us out on Instagram, Tik Tok and Facebook! @handcrewgear

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Michael Riegel

THE HIDDEN POWER OF THE COFFEE CUP: MANAGEMENT FOR SUPERVISORS

A colleague would often complain about my management style. He'd rail: "How is he getting anything done? All I see him doing is walking around with a coffee cup!" What he didn't realize was that my coffee cup was my prop, my entry ticket into a casual conversation with my team members. He also failed to see that the coffee cup was my Trojan Horse, allowing me to "sneak in" deeper connections.

Many academic programs don't teach you how to interact with your teams to elicit maximum effort and engagement (or at least my MBA program didn't). Promotions are often made without these skills firmly tucked into the newly-minted manager's back pocket. I know this from over 30 years in the corporate trenches managing construction projects, programs, and teams. I was left to develop my own style in managing the most critical success factor: employees. Here are three tips (that I had to learn on my own) to help you manage your teams more effectively.

Give Away the Home Field Advantage

A call to the boss' office induces a similar reaction no matter the subject matter to be discussed. We become nervous and anxious. We begin to replay any number of scenarios of the upcoming conversations. The dialogue in

our heads often goes to the worst of places: did I forget to answer a client email or call? Am I going to be laid off? So what makes the employee react so negatively? It comes down to the balance of power and the "home field" advantage. No matter the relationship between supervisor and team member, the balance of power is real and weighs heavier on the employee than it does on the manager. Consequently, the manager needs to be vigilant not to further exacerbate the anxiety. My approach was to engage my teams in a constructive manner as to find out the latest progress on their projects or challenges that needed to be addressed. I did not want to make if feel like a big deal or leave them feeling like I was Torquemada at the Spanish Inquisition. As often as possible, engage your team members where they are comfortable, not where you feel most comfortable. There are lots of places to have tough and not-so-tough conversations that allow you to reduce the anxiety. Take your employee for a walk to the local Starbucks for a casual cup of coffee, or in the conference room, or even standing by the water cooler. I found this to be a very successful approach. My colleague who complained about my style never understood this and was never able to unlock his team members' full engagement, potential and openness.

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Being Right is Overrated

We all have a tendency, myself included, to develop tunnel vision and the perspective that our opinion about how to proceed is the “right” approach. We are also slow to recognize that we might be on the wrong track and the light ahead is not a project milestone but a freight train coming our way. This can happen from the nature of hierarchical organizations that value senior management’s opinion over the “boots on the ground” employee. As a result, as employees move up within the organization they come to believe that they must be right because their bosses were right and so on and so on. The message to a newly-promoted manager is that he or she “should be right” because it’s clear that upper management valued the judgment and decision making by sheer virtue of the promotion. The brave approach is to break the cycle and, when appropriate, let your staff know that you made a mistake or, even better, implement one their ideas without admitting your failure. Think about how empowering it would be for a junior member of your team to feel heard and then see his or her concept come to life. Even if you don’t want to expose yourself by admitting you were wrong, you can become a “hero” boss by letting others know how right your staff members can be.

Don’t Fear All Four-Letter Words

I’m a big fan of Emeril Lagasse, one of the first celebrity chefs, and his catch phrase of “Let’s kick it up a notch.” You may be thinking “how does this apply to me and my team?” It is all about the first word – let’s. That one little word tells others of the collective effort and that you are in the trenches with them. Let’s get this done. Let’s figure out some solutions. Let’s pull

together as a team. Such a small word but yet so powerful. First, it is important for your team to feel that they are part of a larger effort and, second, that you are not above getting your hands dirty. Beyond just using the word, the boss needs to put it into practice. While actions speak louder than words, an effective manager needs both action and words. Let’s think about the impact of that small four-letter word when you engage your team.

If you are sitting behind your desk reading this while drinking your morning coffee from your favorite mug (mine is from my alma mater), please stop now. Get up and go talk to someone in your office, coffee cup in hand of course, and find out what’s really going on. Meet them on their turf, treat them like the savvy professionals they are, and let them know you are all in this together.

"GET UP AND GO TALK TO SOMEONE IN YOUR OFFICE, COFFEE CUP IN HAND OF COURSE, AND FIND OUT WHAT’S REALLY GOING ON. MEET THEM ON THEIR TURF, TREAT THEM LIKE THE SAVVY PROFESSIONALS THEY ARE, AND LET THEM KNOW YOU ARE ALL IN THIS TOGETHER."

nawic puget sound

WIC WEEK 2022



diversity, equity, & inclusion panel discussion

Presented by NAWIC Puget Sound DE&I Committee



Monday, March 7, 2022
11:00 am - 12:15 pm PST



Virtual

panelists



Rita Brown

President/CEO
BCC+



Ally Jenson

President/CEO
Frontline Floor Coverings



Jeanette McArdle

Projective Executive, Associate
Prime Electric



Jennifer Morales

Underwriting Consultant
CNA Insurance



Melanie Ryan

Chief Executive Officer
MFR Coaching & Consulting



Shannon Tymosko

Electrical Apprentice
IBEW Local 105 / Lady Voltz

moderator



Gerri Harris

President,
G. Harris Consulting

Register at nawicpugetsound.com/wicweek

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COMMITTEE SPOTLIGHT: *Strategic Planning*

By Chris Wigginton, Strategic Planning Chair

Lately, I have been reading several articles on strategic planning. In today's world, we must keep abreast of current trends to successfully plan. Thinking strategically is no exception. One item I kept coming across was "Should culture or strategy drive your association?" My first thought was strategy, this is how we plan the future. Strategy is structured and tangible, yet culture is emotional and lofty. Once delving deeper into the subject, I realize associations need both to succeed.

The dictionary defines culture as customs, beliefs and achievements of people or other social groups, while strategy is defined as a plan of action or policy designed to achieve a major or overall aim. Strategy seems the logical front runner. However, in reading a recent article, focusing on strategy, without taking culture into account, can have those involved spending an inordinate amount of time on management/operational activities and quickly shift the focus from being leaders to being managers.

pult Your Career with Metrics."

In reviewing NAWIC's Strategic Plan, listed first are its core purpose, values, and mission statement. These represent part of NAWIC's culture and help define our organization. It is the heart and soul of what we stand for and the essence of how we want to operate.

Next are the goals, objectives, and strategies. A virtual roadmap to achieve our purpose and mission. These tend to be the focus of a Strategic Plan, checking off each objective gives us a sense of accomplishment and moves the association forward.

The Strategic Plan Committee, which is comprised of the NAWIC Board of Directors, has been reviewing the Strategic Plan with focus on leading rather than managing. From goals and strategies, we often see new committees born or existing ones reinvigorated. We are increasingly aware these committees and taskforces are not just a checkmark but are a vital catalyst to the culture and future of our association. Encouraging the committees for feedback and promoting innovative ideas ensures NAWIC's growth as an organization.

One example is the Diversity Equity & Inclusion (DE&I) committee. This started as a strategic taskforce to collect data to demonstrate a business case for diversity. The taskforce blew this objective out of the water, knowing they did not need to collect data, but be a driving force for NAWIC; becoming a prime business standard and the industry is now looking to them for data. Had they followed the original task and not challenged the Board to look beyond, they would be a hashtag on a plan while we sifted through data to see what to do next.

Another example is the new Global Partners Committee. Listed originally as the International Affiliates taskforce, they were charged to find out if our affiliates were still viable. Again, taking it further, they have set up open dialog with all our global partners. We are no longer in the mindset of how we can assist them, but how we can learn from each other. These international NAWIC organizations are not only viable but are starting NAWIC in other countries and are leaders in their respective industries. Does this effect NAWIC in America? You bet it does, as more construction companies are doing business globally.

The Website is being refreshed, check. Business Continuity and Succession Planning, check. Some taskforces complete their objectives and move off the strategic plan. These are not any less important to our operation as they will have lasting impact on our future.

Reviewing NAWIC's Strategic Plan with a new perspective let me see that we are on track with just the right amount of balance of culture and strategy. I am a list maker. I like the thought of crossing off tasks and the feeling of accomplishment. However, I also relish those times when I let the day unfold. Take time to review your chapter's strategic plan and make sure you are leading not managing and see where that takes you.



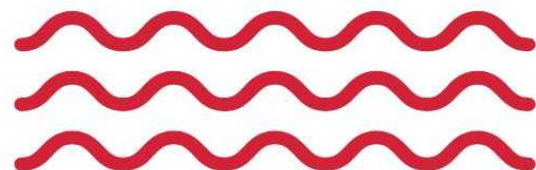
The National Association of
Women in Construction

**Emerging Professionals
Committee:**

*Tell us your
story!*

Post a video or a photo with a caption about how NAWIC has helped you develop in your professional and personal life on social media or email it to ep@nawic.org to enter.

Make sure you use #NAWICEP22 in your post on social media to be eligible to win a gift card. The contest ends June 30, 2022.



COMMITTEE SPOTLIGHT: EMERGING PROFESSIONALS

The National Emerging Professional Committee is excited to introduce ourselves for the 2022 year. We want you to know WHO Emerging Professionals are, WHAT our committee does, and HOW you can join our initiative.

WHO is an Emerging Professional?

An Emerging Professional is really identified by how you feel. Whether you are new, seasoned and/or are starting a new path in your construction career – then you are a NAWIC Emerging Professional.

That said – we want to know who you are! Our Emerging Professionals are doing amazing things and we want to show you off! Look at the prior page for information on our EP Spotlight Contest for 2022 which encourages members to post a video or a photo with a caption about how NAWIC has helped you develop in your personal or professional life. To enter, tag #NAWICEP22 on social media or email it to ep@nawic.org!

WHAT is the National Emerging Professional Committee and WHAT do we do??

The Core Purpose of this committee is to empower Emerging Professional women in the Construction industry to maximize their impact on their job. Our committee team this year, which consists of both Emerging Professionals and Seasoned members, has put together an incredible calendar of events we hope this can help support this purpose. A few topics we'll touch on in the coming year include tips on how to enhance both networking and negotiation skills, as well as a "how-to" on hosting an appreciation dinner.

We are also working on establishing a National Mentoring Database. By connecting long-time NAWIC members with newer ones, both parties can share ideas, opinions, points of view, guidance, and resources for mutual support in a largely male-populated industry. We know every Chapter has varying membership and therefore may not have the perfect mentor/mentee match within their chapter. If we can utilize a national database, our women will have more opportunities to connect with women who are successful in the specific area they want to grow in. If you are interested in being a Mentee or Mentor, please let us and your Region Chair know!

HOW do I start an Emerging Professional Committee at my local Chapter??

The best way to join our initiative is to start a local Emerging Professional committee! Partner with Regional and National EP Chairs, along with your Chapter's board members, to brainstorm what has worked and what can work to market an EP Committee, no matter what size your chapter is.

As a new committee, it is important to make SMART goals: Specific Measurable, Achievable, Relevant and Timebound. Determine your current resources vs. what your ideal resources would be to figure out goals that will actually be attainable!

A successful committee starts with engagement, so consider reaching out to other chapters that have had success drumming up interest in this initiative. Combining events between chapters can foster larger engagement. Utilizing both virtual and in-person networking events will maximize your outreach - and be sure to embrace the power of social media!

We hope you've learned a little bit more about us! If you have any questions or want to get involved, please contact us on LinkedIn, Facebook, or via email at ep@nawic.org!



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- Phone: 860- 243-2300 Ext. 122
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Women & Minority Applicants are encouraged to apply
Affirmative Action/ Equal Opportunity Employer

RECLAIMER OPERATORS AND MILLING OPERATORS

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CONTACT: Rick Tousignant

- Phone: 860- 243-2300 Ext. 133
- Email: rick.tousignant@garrityasphalt.com

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CONTACT: Dana

- Phone: 860-243-2300 Ext. 125
- Email: dana.briere@garrityasphalt.com

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