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.

Caltrans needs your help to repair and rebuild California’s transportation system. We are looking for qualified contractors, consultants, suppliers, truckers, and service providers to help fix our roads, freeways, and bridges.

- Construction Look Ahead Report: (http://ppmoe.dot.ca.gov/des/oe/contractor-info.html) Click on “Advertisement” then “12 Month Advertising Schedule”


- 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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NAWIC CALENDAR OF EVENTS

Webinars:

Nov. 9, 2 p.m. CST
PD&E: Catapult Your Career with Metrics Webinar

Nov. 10, 10:30 a.m. CT
Tradeswoman Industry Council: Confidence through Chaos

Nov. 16, 1 p.m. CT
Tesla Career Information Session

Nov. 17, 1 p.m. CT
Women Business Owners Industry Council: Business Strategy

Events:

Nov. 12-13
South Atlantic Region Fall Conference

Dec. 2-4
South Central Region Fall Conference

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My Journey with NAWIC

Karen Hager, CBT, CIT, ESP
Vice President

A little over fifteen years ago I received a promotion with my employer and was told, “if you want to get ahead in this industry, you need to join an organization...like NAWIC.” Having been familiar with NAWIC by name only, I decided to see what it was about. With my employer’s support, I joined and began going to meetings.

Those who see me now don’t know this, but when I first joined, I sat in the back of the meeting room and didn’t talk to anyone. When we would do self-introductions in our chapter meetings, I would almost pass out from nerves. Never, in my wildest dreams, did I think I would be where I am today. All because of NAWIC.

Even though I attended every Chapter meeting right away, it took me a couple of years before I would become more involved. I made a commitment to serve on a committee and stick with it. I was going to give my company some return on my membership. Doing that pushed me to be on other committees and then to accept a nomination to run for treasurer on our board. When a member told me I would make a good chapter president, I vehemently denied any desire to reach for that position. As my confidence grew, however, in my leadership potential I realized being chapter president was something I could do. It would be a challenge that would make me a better employee, a more involved member, a better leader, and much better person.

During my rise in the chapter, I went back to college to earn my bachelors of science degree and celebrated the birth of my first grandchild. I also turned 50. Juggling all these life experiences taught me that I can do anything. Of course, I didn’t come to this realization on my own. My NAWIC sisters believed in me and celebrated with me. With this level of support, it was an easy decision when I made up my mind to run for southeast region director. Being on the national board and getting to know the members in my region better made me realize I wanted to continue to be there for our members, giving them tools to succeed and helping their voices be heard.

I also got involved with NAWIC Education Foundation (NEF), earning my Construction Industry Technician (CIT) and Construction Bookkeeping Technician (CBT) designations. I began teaching the CBT course and continue to do so. When offered the opportunity to serve on the NEF Board as the NAWIC board liaison, I jumped at it, and did so for 3 years. This gave me an insight into what NEF does that I would not have known otherwise. During Annual Conference in Charlotte, NC, I earned my Estimating and Scheduling Practitioner (ESP) designation.

Little did I know during my journey that my association with NAWIC would also give me the confidence to leave my almost-30-year career and seek employment elsewhere. Never did it cross my mind to do so outside the construction industry. I stayed 2 ½ years with another company but left because they did not support growth in their employees and I am now with a firm that believes in the power of continuous learning, networking and NAWIC.

Now, as I begin my year as the NAWIC national vice president, no longer do I sit in the back of the room. No longer am I silent. No longer do I doubt in myself. I can thank NAWIC and its members for that. I can thank YOU ALL for that. Believe... and you can do it too.
Full speed ahead as we reflect on the past

Crissy Ingram, CAE
Executive Director

As the temperatures start to fall and the world starts to slow down a bit, it’s a great time to remember the wonderful 68 years that have brought us to where we are today.

This issue will look back at some of NAWIC’s history. I can only imagine what it must have been like for those first 16 women who envisioned a safe, inclusive future for all women in the industry and set out to make it happen. Over the years, their foresight has been the start of countless friendships, business opportunities and advances in the industry for women.

The state of the association is strong, and our membership continues to grow. New chapters are being chartered in the coming months in Minnesota and Northern Virginia. Information about these events will be broadcast on our social media outlets and the Connection newsletter soon.

National President Doreen Bartoldus recently held a networking event at the Pennsylvania College of Technology. The president of the college’s student chapter, past Carol A. Kueker award winner Ellen Lester, Lisa Hayes with Barton Mallow and many more were in attendance. Luncheons and other events such as these help to bring awareness of NAWIC and the value that we have to offer.

Region Fall Conferences are wrapping up. Members have been able to attend these events either in person or virtually. Fall Conference is a great event to catch up on NAWIC news, spend time with fellow region members, and hopefully bring non-members into the conversation.

The national office team is working on a complete migration to a new website and membership database. This is a huge project, but we hope to have it finished before the start of the new year. Once complete, members will enjoy a newly designed, more interactive and user-friendly website.

The Global Affiliates Committee continues to strengthen our relationship with our affiliates in Australia, Canada, South Africa and New Zealand.

Be on the lookout for information on the newly developed Women’s Leadership Academy by NAWIC. The curriculum and schedule are currently being finalized and will be communicated soon.

The national office will be closed for the holidays from Dec. 23-Jan. 3. We hope that you will enjoy time with family and friends while closing out 2021. Here’s to a great 2022!
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The National Association of Women in Construction has always been a place where women can find support from their peers. Whether a tradeswoman, an architect, or a project manager, NAWIC was created as a community for working construction women with aspirations of success within the construction industry. In 1953, a group of 16 women set out to make the idea of this community a reality, and since this time the construction industry has been forever changed. Today and every day, NAWIC works to honor the great history of our association and the impact that our founders have had on women across the industry. NAWIC is and always will be a place for all women who want to make a difference within their careers, for their industry, and, most of all, for construction women.

Here, we'll detail the rich history of the National Association of Women in Construction with hopes of inspiring the next generation of NAWIC members to lead the industry.
Creating a place for construction women

Almost 70 years ago, a woman named Doris Efird was proudly working within the construction industry when she realized something was missing – support. And though she may have felt alone in some aspects of her career, Doris wasn’t the only one looking for more from her peers.
She and a group of fifteen other construction women, all based in Fort Worth, Texas, who had worked on various projects with each other over the years, met face to face and bonded over this missing link within their professional endeavors. Quickly understanding this was an issue that plagued construction women throughout the industry, the group made their networking permanent that year, and thus the group “Women in Construction” was created.

The 16 women, Alice Ashley, Ida Mae Bagby, Carolyn Balcomb, Sue Bowling, Margaret Bubar, Margaret Cleveland, Era Dunn, Doris Efird, Ronda Farrell, Hazel Floyd, Jimmie Blazier, Nina Ruth Jenkins, Ethel McKinney, Irene Moates, Mildred Tarter and Edna Mae Tucker, are credited as the founders of what is now known as NAWIC.

“Women in Construction” worked to give back to the local community within their first year of existence, holding fundraisers benefitting the Foundation for Visually Handicapped Children and other groups. News of the group spread rapidly throughout the Fort Worth area. The founders had a great desire to expand their presence and include more women in the group as well. In order to do this, however, the original charter, “Women in Construction of Fort Worth,” had to be amended to incorporate new chapters across the country.

In May of 1955, the group officially became The National Association of Women in Construction, and the outreach to construction women all over the nation began.
How NAWIC has grown and inspired construction women over the years

NAWIC has expanded since its inception to over 115 chapters nationally. The interest for recognition of construction women has also gone international, with affiliated programs in Australia, New Zealand, the United Kingdom, Canada, and South Africa. This worldwide support only shows how powerful one group of construction women with a dream can be, and why it’s important to recruit more women to the industry.

NAWIC is also the founder of 'WIC Week,' an industry-wide initiative that celebrates and raises awareness of the value that women add to construction. Companies of all sizes use the week to celebrate their amazing employees who are making a difference for all women throughout the industries. Chapters spend the week celebrating through giving back to their communities through various philanthropic projects and hosting sisterhood events.

In addition to the growth of the association, NAWIC has been able to provide scholarship, sponsorship, networking, and educational opportunities to members. These programs exist to strengthen women’s business or technical skills, offer leadership experience, and create a support system with the ability to bring equality within the industry. NAWIC’s opportunities also include outreach to young women and children to inspire future construction workers at a young age. Since the founding of the NAWIC Founders’ Scholarship Foundation (NFSF), an impressive four million dollars in scholarships have been awarded to students looking to pursue a career in construction.
TRAILBLAZERS:
THE FIRST
CONSTRUCTION
WOMEN TO MAKE
AN IMPACT IN
THEIR INDUSTRY

Many construction women feel there is still a long way to go for equal rights and representation within the construction industry. However, the opportunities women have within the industry now would not be possible without the historic actions of the construction women who came before them. These women, from World War II welders to high society architects, helped to shape the industry through their passion for learning new trades and helped to speak for women who were voiceless in predominantly male fields.

The National Association of Women in Construction wouldn't exist today without all of the sacrifices these women made. Here, we will highlight several women who showed leadership when expertise as construction women and within labor industries was unheard of.
Women Who Led the Way

Emily Roebling
Often noted as the “first woman field engineer,” Emily Roebling rose to prominence as one of the first documented construction women in the late 1800s. After her husband fell ill, Emily took over as a representative of his position of chief engineer to oversee the completion of the Brooklyn Bridge. Because Emily was one of the only people able to visit her husband while he was sick, she had to relay all correspondence to his team of assistants and builders. This gave Emily the opportunity to learn about strength of materials, stress analysis tests, cable constructions, and much more. Upon the bridge’s completion in 1883, Emily was the first person to cross the bridge. She was also honored at the opening ceremony for her devotion to the project and for being a leader for all women seeking higher education.

Cheryl McKissack Daniel
A modern day leader for construction women, Cheryl McKissack Daniel’s family business has made history as the oldest African-American-owned and female-run construction company in the United States. Crediting the origin of the business to a Tennessee slave, Cheryl can trace the business back more than two centuries. The business was then passed down generation by generation. Cheryl recalls walking through construction sites with her father as early as age ten, a cherished memory that fueled her and her sister’s passion for becoming construction women and following in the family footsteps. When Cheryl’s father became ill in 1982, the business was so profitable that many investors wanted to take it over. But the women in the McKissack family knew they wanted to keep it in the family. In 2000, Cheryl took over and moved the business from Nashville to New York City where it continues to operate successfully as a multimillion dollar company. She hopes to continue inspiring the black community and construction women to join the industry through her work.

Elsie Eaves
A civil engineer leader, Elsie Eaves is still considered one of history’s most influential construction women. Elsie’s work was so revered that in 1927 she became the first woman to be inducted as a full member of the American Society of Civil Engineers. Throughout her career, Elsie managed projects and worked for the Colorado State Highway Department, the Denver and Rio Grande Railroad, and the US Bureau of Public Roads. Her most impactful accomplishment, however, involved creating databases prior to the invention of computers, where she used her skills to track and report on trends and spending within construction projects through data collection. Elsie’s innovative use of technical skills made her one of the first construction women to master new data advances within the industry.
We started the new year by installing our newest pillar leads: Education Pillar, Mitch Savoie Hill, Communication Pillar, Mercedes Camor and Stephanie Garcia, and Recruitment and Retainment Pillar, Tanya Barkell.

Our committee is very active on social media posts and look forward to increased engagement from our members. We are continuously building our DE&I library located nawic.org and kicked-off our year with Construction Inclusion Week (CIW).

To commemorate the inauguration of CIW, conceptualized by A Time for Change Consortium, we launched a concerted effort in connecting with other trade associations and industry partners, thanks to our Community Partners Liaison Committee within the Retainment and Recruitment Pillar.

On Oct. 18 our CIW featured event was Inclusive Leadership-The Talk and The Walk! led Gerri Harris with G. Harris Consulting, LLC., Mitch Savoie Hill, CPC with SavHill Consulting, LLC., and Laura Lapidus, Esq. with CNA Insurance. We had a record-breaking 122 attendees for this session which also included our member companies.

Our second event on Oct. 19 was Power, Privilege, Oppression & Implicit Bias Workshop, facilitated by Dr. Sharbreon Plummer with LeaderSpring Center (LSC). We were also invited to be on the Build. Lead. Succeed. Podcast with Angela Highland featuring Gerri Harris, NAWIC DE&I Vice-Chair, Jennifer Morales, NAWIC DE&I Chair, and Kristey Stewart, NAWIC DE&I Past Chair, where we shared how the taskforce blossomed into a committee and our individual journeys that led us to come together as a committee.

Hiring a More Diverse Workforce presented by Ashley Keyes with One Workplace was the last NAWIC-CIW event and led by PD&E which was enlightening and offered industry insight on how we can attract diverse candidates.

As we embark on our first year as committee, our NAWIC Diversity, Equity & Inclusion Committee is focused on serving our association with resources they’ll need to start their own Diversity, Equity, and Inclusion initiatives in their workplaces. As Jennifer Morales, DE&I Chair stated, “Inclusion leads to workplace excellence where all are valued, seen, and heard.”

Please email us at deandi@nawic.org if you are interested in joining us!

“Inclusion leads to workplace excellence where all are valued, seen, and heard.”
Career Information Session

Find out about the different career opportunities Tesla offers in this virtual information session.

Tuesday, Nov. 16
1 p.m. CST
Register here:
Sara Bendrick

LANDSCAPE DESIGNER, CONTRACTOR AND TV PERSONALITY PROVES THAT WOMEN CAN HOLD THEIR OWN IN MALE-DOMINATED INDUSTRY

Move Over Bob

Leading with confidence seems like a simple task but, for a lot of women in construction, it is an acquired skill that takes overcoming significant obstacles and biases before being able to implement it on the job. “Accepting that I know more than I think I know and that whatever I don’t know I can figure out was a game-changer,” says Sara Bendrick, Landscape Designer, Contractor, and T.V. personality. Being on television with her hit shows such as Build It Like Bendrick and Lawn & Order, self-confidence has been a necessity for her. “When I started on television, they encouraged me to be hands-on and step out of my comfort zone. It was a blessing that made me really push myself,” recalls Sara of her early years on camera. Her first television show came after an audition in 2012 that she found in a local newsletter from the DIY network. They were looking for a landscape expert. Being new to the industry, Sara jokes that she wasn’t an expert at the time but was up for the challenge and so she applied.

After a successful audition, she began her pursuit to showcase her love of landscaping to the world. “I’ve always been an extroverted person,” says Sara, “but I don’t need to be in front of the camera if it’s not something I am passionate about.”
Not coming from a family in construction, her profession was entirely by her choosing - something that through the years she learned came as a surprise for a lot of people.

There was one summer in particular where Sara says she realized that she had taken on an unconventional career. "I remember working at an apartment complex as their maintenance manager, and a resident came outside with a question and initially asked, 'Do you speak English?'" In complete confusion, she responded yes to the man and asked him why he asked. His response, "I just figured you were a migrant worker." "It was so crazy!" Sara continued to laugh, "like it's that hard for people to believe, I chose this line of work!" Although this instance is a great example of people's biases against manual labor, Sara admits that she has had to check her own judgments at times. Recalling an instance where she was having to collect trash in her truck while running into an old high-school friend. "I actually felt embarrassed and self-conscious about how I looked collecting trash." Thankfully, a fleeting insecurity, Sara quickly shook it off and continued to stay on the grind doing the work she honestly loves to do. "It really is difficult, and my advice to young women is to expect it to be difficult when they get started, but also expect it to be so rewarding!"

Another piece of advice, Sara says, is to "find opportunities in every situation you're in." This includes learning from men willing to share their trade. "I have had mostly positive experiences with men on-site," insists Sara. "A large portion of my success comes from men who have been willing to take me under their wing and teach me their trade." Jumping into opportunities to learn has always come naturally to her having started her journey going to school for a degree in Landscape Architecture. One of which included traveling abroad to Prague when the opportunity presented itself. "The teacher basically told us where to be and it was up to us to find our way there; it was such an amazing experience," she recalls. This fearless attitude when approaching uncharted territory is very much why Sara has been able to accomplish so much within the industry she loves. Even when opportunities weren't readily available for her, she has always found ways to stay in the game including a bit of grassroots marketing. "I remember walking through neighborhoods and just leaving my business card on people's doors," she reminisces.

"Eventually, while in the field you meet enough people who pass around qualified leads, but that first year on my own was really tough."

Now, with over ten years in the industry, leading with confidence comes easy to Sara. "The best spot to be is when you're confident enough to know you can do it but that you don't have to do it anymore." Without having to constantly feel like she needs to prove her abilities, she can grow her business and work alongside subcontractors who at times might underestimate her but who learn very quickly that she is in control and extremely knowledgeable while on the job. "I have mixed feelings sometimes," Sara laughs, "because I think people have good intentions and occasionally, I'm like, 'You want to help me with 50lb bags of concrete? Okay!' It's this laid-back and easy-going attitude that makes her passion for her work shine through no matter what she is doing. Whether she is shiny on camera or working in the dirt. Sara is always giving one hundred percent to every project and opportunity that comes her way!

"It really is difficult, and my advice to young women is to expect it to be difficult when they get started, but also expect it to be so rewarding!"
When I started my career over 20 years ago, as an apprentice electrician, I was fortunate to meet women and men focused on building the presence of women in construction. Organizations like the National Association of Women In Construction continue to provide the resources, research and opportunity for individuals and companies to keep progress moving forward in meaningful ways. I am proud to support Camp NAWIC in Austin and share my talents with the young women who will one day join our industry.

My journey has taught me the importance of providing women employment opportunity through construction careers. I focus on sharing these opportunities and helping youth explore construction careers early. I am proud to chair the Rosendin DEI committee and support NAWIC’s commitment to building the future of women in construction.

This Hispanic Heritage month, I would like to first start by acknowledging my family. All my grandparents are Mexican immigrants. My parents were the first-born children on American soil. They and my extended family shared our rich history of Mexican traditions while developing a new history of American traditions. My father worked at General Electric repairing x-ray machines. His work exposed me at a young age to electrical engineering. My mother started her early career in CNC deburring. These two paths collided when I tried to find my
"I began to focus on how I could change the industry by advocating for those who feared speaking up."

way in the world with no funds for college and a newly divorced mother that needed my help. A family member suggested that I become an apprentice electrician in the construction industry.

As a young, apprentice electrician, I experienced the very best parts (fair pay and benefits, supportive teammates, and challenging work), but also the worst parts (harassment, unfair treatment, and racism) of the industry.

As I gained confidence in my ability and stopped worrying about retaliation, I began to focus on how I could change the industry by advocating for those who feared speaking up. I began to educate my network of supporters creating more allies throughout the industry.

In 2020, at the highest point of social reckoning in my lifetime, I helped establish the Rosendin DEI Committee with the support of Rosendin’s CEO Mike Greenawalt. Our committee focusses on supporting Rosendin’s long-term commitment to create opportunity for all. This has led to the creation of Employee Resource Groups, opening avenues for self-selection and application to Rosendin’s leadership programs, and an updated Stop Work card that supports individuals stopping work for harassment, hazing, bullying and acts of racism in support of the company’s zero tolerance policy. In 2022, we will continue our focus and training to recruit and retain diverse communities in construction. We continue to build an inclusive environment, where anyone can see themselves developing a career at Rosendin. This includes finding ways not only to support diverse individuals but to also celebrate them and the contributions they make to construction and the communities we serve.

To find out more about the DE&I Committee, visit: www.nawic.org/nawic/DEI.asp www.nawic.org/nawic/DEI.asp
Michael Riegel

THE MORE THINGS CHANGE, THE MORE THEY STAY THE SAME

“I DON’T GET NO RESPECT”
- RODNEY DANGERFIELD

Growing up in the 1970s and 80s, Rodney Dangerfield was a fixture on the comedy circuit and famously used that phrase to express his station in life. Underappreciated, disrespected, undervalued, and generally dismissed. Of course, he was a brilliant comedian using it as a bit to empathize with his audience and to make himself the butt of the joke. Fast forward to a recent episode of The Profit with Marcus Lemonis. In it, he is considering an investment of a company that makes kit homes that could be a solution to the affordable housing challenges in the US. I watched with interest as they debated construction process, margins, cost of goods, and supply chain challenges. Those were not what really grabbed my attention.

The husband-and-wife team that owns the company got into the thorny discussion of personnel, hiring, retention, and attitudes. The wife finally comes forward with her reservations around some of the employees who are part of the construction team in the warehouse. Her words struck me as familiar and saddening in 2021: “we have some old-school guys who don’t like taking direction from the ladies.” You may be thinking that this is still a regular attitude that you confront on job sites, in project meetings, with clients, or even within your organization.

Yes, the industry is changing yet women still only comprise about 10 percent of the workforce. Yes, there should be equitable treatment and respect for any team member who is qualified, responsible, and productive. Yet, some of the attitudes persist. It is difficult to change attitudes which is the challenging part of the equation and, perhaps the most important element is how you react to those situations. Consider these approaches:

**Provide Effective Feedback.** If you are in a people-manager role or have oversight responsibilities, how much value would you estimate a team member provides if there is a lack of respect? In those moments, bring the issue out for discussion. The closer you can have that conversation to the incident, the more likely the offender will recognize the impact. Starting with – “I don’t think you intended to leave that impression” can be a way to take some of the friction out of the conversation. Then move onto the impact the attitude is having on you and others.
Acknowledge all contributions. With organizations, projects, and teams, individual contributions are often opaque, and their value not always connected to the overall success. In my career, I have heard project managers diminish the impact of staff members in the marketing or HR departments. Why? They had not made the connection that without marketing, there would not be a robust backlog of work or without the efforts of the HR team there would not be enough staff to execute the work. And those departments do a whole lot more than that. Pull your team together so everyone can understand that each person is critical to the overall success. Pull back the curtain so everyone’s accomplishments, talents, and skills can be displayed.

Might does not make right. You can try and address the attitudes with the application of brute force. As a parent, the “because I said so” approach never seemed to work out too well for me. Taking a direct and conversational approach worked a lot better, though, not when your two-year old is in full meltdown. Hopefully, you are not dealing with a full meltdown because we would be talking about a very different situation. As you initiate the conversation, find some place private. Even though the person may not have shown you respect, do your best to respect and preserve their dignity by avoiding a public airing of grievances. That might just be the hardest part.

There may come a time when you have exhausted all options and no matter how technically brilliant a team member is, the damage to the team can no longer be tolerated. In that moment, I fall back on the concept of “addition by subtraction” for greater teamwork, collaboration, and stability. Hopefully, it does not come to that.

Unfortunately, you may still be dealing with these types of situations. Take them on individually and, hopefully over time, you can have a meaningful and lasting impact on our industry so future generations can feel comfortable and secure showing up for work as they really are – valued, appreciated, accomplished, fearless, and respected!

I look forward to continuing the conversation and, if there are any topics you’d like to see covered, you can reach me at MRiegel@AECBusinessStrategies.com.

"Pull your team together so everyone can understand that each person is critical to the overall success. Pull back the curtain so everyone’s accomplishments, talents, and skills can be displayed."
Listen to NAWIC's new podcast every other Tuesday via SoundCloud or on your favorite podcast-listening platform. Hosted by Angela Highland and powered by Touchplan, you don't want to miss the real conversations with real women in the construction industry.

Find out more information at soundcloud.com/touchplan.
5 PODCASTS FOR FEMALE CONSTRUCTION WORKERS TO LISTEN TO TODAY

Many female construction workers become members of NAWIC because they want to feel supported within the male-dominated field of construction. One of our main goals with our NAWIC members is to share as much content as we can that will help female construction workers feel seen and heard. Among the sources of great content for female construction workers is the podcast category. We’ve rounded up a list of some of the top-rated podcasts created specifically for construction women and got a few suggestions from our members to add to the list. These podcasts are not only supportive spaces but are great conversation starters for female construction workers as well.

Build. Lead. Succeed.
NAWIC’s official podcast, powered by TouchPlan, is all about real conversations with real women in construction. Member and host Angela Highland talks with a wide variety of women, from board members to construction managers, on their experience stepping into a male-dominated industry. With new episodes released every other Tuesday, you don’t want to miss a single one.

Space to Build
Praised for opening doors of communication for female construction workers, the Space to Build podcast founded by Kathryn Hart is a podcast made up of one-on-one conversations with women in construction. The goal of Space to Build is to amplify the experiences of female construction workers with different backgrounds and industry experience with the hope of providing inspiration and support for younger generations. Creator Kathryn Hart also encourages men to listen to this podcast so they can also understand how female construction workers feel within the industry. If you’re looking for a podcast to make you feel more connected to your fellow construction women, this is it!

The Constructrr
This podcast is all about uplifting female construction workers and working towards making the construction industry one of inclusivity and empowerment. Constructrr is hosted by Brittanie Campbell-Turner, a project manager and business consultant, who gives an honest look into the tough conversations happening between women in construction. In addition to the podcast, Constructrr shares livestreams of the episodes on their website so female construction workers seeking advice can have quick resources to pass along to their teams.

She Who Dares, Wins
Host Michelle Hand takes an honest look into what it means to be a woman in the construction industry but adds some humor and wit along the way. Michelle explores the good, the bad, and the ugly that comes with working in industries dominated by men. Although Michelle is based in the UK, the content transcends country borders. The podcast includes interviews with female crane operators, award-winning entrepreneurs, and engineering directors, just to name a few from recent episodes.

Hazard Girls
Founder and CEO of Juno Jones Safety Shoes, Emily Soloby, hosts the Hazard Girls podcast which discusses the experiences of women working in non-traditional fields. Female construction workers can find relatable content here as Emily discusses striking the right work-life balance and how women can overcome obstacles within male-dominated industries. The podcast also highlights how Emily’s guests ended up in their current career paths and what inspired them to take the risks to succeed in construction.
Industry Councils

Women Business Owner
Women of Color
Administrative / Finance
Human Resources / Legal

Management / Operations
Business Development / Sales / Marketing
Project Management / Safety

Tradeswomen

Find more information at
https://www.nawic.org/nawic/Industry-Councils.asp

Technology

NAWIC Industry Councils give a safe space for networking with other women in your field!

Join a council and become a change maker in your industry!
NAWIC NATIONAL WISHES YOU
A HAPPY HOLIDAY SEASON

WHATEVER YOU CELEBRATE, WE HOPE IT IS SPENT WITH FAMILY AND FRIENDS AND FILLED WITH JOY!

THE NAWIC NATIONAL OFFICE WILL BE CLOSED FROM DEC. 23-JAN. 3 IN OBSERVANCE OF THE HOLIDAYS. WE WILL GET BACK WITH YOU AS SOON AS WE CAN AFTER THE HOLIDAY SEASON. THANK YOU FOR YOUR PATIENCE.
CONSTRUCTION EQUIPMENT MECHANIC
(preferably experienced in Reclaiming and Road Milling Equipment)

We offer:
- Factory training on equipment we operate
- Excellent hourly rate & benefits

LOCATION: Bloomfield CT
CONTACT: Tom Dunay
- Phone: 860-243-2300 Ext. 122
- Email: tom.dunay@garryasphalt.com

Women & Minority Applicants are encouraged to apply
Affirmative Action/Equal Opportunity Employer

RECLAIMER OPERATORS AND MILLING OPERATORS
(must have current licensing and clean driving record; be willing to travel throughout the Northeast and NY)

We offer excellent hourly rate & benefits.

CONTACT: Rick Tousignant
- Phone: 860-243-2300 Ext. 133
- Email: rick.tousignant@garryasphalt.com

Women & Minority Applicants are encouraged to apply
Affirmative Action/Equal Opportunity Employer

Union Company seeks: Tractor Trailer Driver for Heavy & Highway Construction Equipment
(must have CDL License and clean driving record; be capable of operating heavy equipment; be willing to travel throughout the Northeast & NY)

We offer excellent hourly rate & excellent benefits.

CONTACT: Dana
- Phone: 860-243-2300 Ext. 125
- Email: dana.briere@garryasphalt.com

Women & Minority Applicants are encouraged to apply
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IT'S FINALLY HERE!

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Now you can represent NAWIC everywhere you go!

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Isn’t it time we got down to business?