65TH ANNUAL CONFERENCE RECAP

Highlights from our FIRST EVER Virtual Conference!

ALIGNING PERSONAL PURPOSE WITH WORK

The intersection of work, passion, and personal experience.

NOTE TO MY YOUNGER SELF:

Never discount your experiences along the way!

ANNE PFLEGER, CIT

Introducing your 2020-2021 NAWIC President
We may be keeping our distance, but we are in this together.

🌟 Stay Calm.

📞 Stay Connected.

💪 Stay Active.

#AloneTogether

Go to AloneTogether.com for ways to take care of yourself and others.

Need training? The search is over...

1000s of training courses
100s of locations
1 simple solution

For more information visit www.easybooktraining.com or e-mail info@easybooktraining.com. Toll Free 1 833 278 1884.
FEATURES

5  An Interview with Incoming NAWIC President, Anne Pfleger, CIT
7  2020-2021 NAWIC Board of Directors
11  65th Annual Conference Recap
21  2020 NAWIC Award Winners
28  65th Annual Conference Resolutions
29  2020-2021 National Committee Chairs
39  Aligning Personal Purpose with Your Work
43  Note to My Younger Self: Never Discount Your Experiences Along the Way

COLUMNS

3  Visions – Let US
4  Association News – A Brave New Year
32  Committee Reports
36  Power Tools for Professional Women: Apply for All the Jobs

On the Cover:
Anne Pfleger, CIT, NAWIC President, 2020-2021

On the Back Cover:
Charlotte, Chapter 121, our 65th Annual Conference winner for best social media post using #NAWICAC2020.
Webinars:

**September 2, 11:00 a.m. CST**
CREW Network and the MIT Center for Real Estate present the 2020 CREW Network Benchmark Study: Gender and Diversity in Commercial Real Estate

**September 2, 1:00 p.m. CST**
NAWIC-People First Webinar “Ending Discrimination and Harassment in the Construction Industry”

**September 9, 6:00 p.m. CST**
NAWIC Town Hall

**October 13, 11:00 a.m. CST**
PD&E - “You’ve Got This!” – How to Connect, Collaborate and Construct the Life You Want Despite the Difficulties You Face

**October 13, 1:00 p.m. CST**
Membership & Marketing - Membership Retention

**November 10, 11:00 a.m. CST**
PD&E - “The Power of Two” - NAWIC Mentorship Program

**November 10, 1:00 p.m. CST**
Membership & Marketing - National Rebranding

Events:

**October 2-3**
Pacific Southwest Region Fall Conference

**October 9**
Pacific Northwest Region Fall Conference

**October 9-10**
Southeast Region Fall Conference

**October 10**
South Central Region Fall Conference

**October 16**
Midwest Region Fall Conference

**October 23-24**
Northeast Region Fall Conference

**November 6-7**
North Central Region Fall Conference

SPONSORS

**Builder Level**

ups.com

**Director Level**

ur.com

**Architect Level**

ferguson.com

**Craftsmen Level**

All American Asphalt
allamericanasphalt.com

Jed Dunn
jedunn.com

Reyes Construction
reyesconstruction.com

Liberty Mutual
libertymutual.com

Victaulic
victaulic.com

The Boon Group
theboongroup.com

BMSS
bmss.com

Wyndham Hotels & Resorts
wyndhamhotels.com
Let Us...
Anne Pfleger, CIT
NAWIC President

Helen Keller said, “Alone we can do so little. Together we can do so much.” This past June, during Board Orientation there was a challenge issued to those in attendance. They were asked to reflect on how this year’s NAWIC theme CONNECT-COLLABORATE-CONSTRUCT, was going to inspire them with achieving their goals for the upcoming 2020-2021 NAWIC year. Please take a moment to read what each board member stated. They started out by stating “Let Us” affirming that we will support each other to accomplish our goals together as a team.

Region Directors:
• Midwest Raven Hoffman: ....CONNECT to encourage Midwest Region Committee Chairs to think outside the box for a better experience.
• North Central Mashell Carissimi: ....COLLABORATE to promote NAWIC.
• Northeast Romina Byrd, SHRM-CP: ....CONNECT and engage the Northeast Region Chapters.
• Pacific Northwest Kelly Aust, LEED AP BD+C: ....CONNECT to make our members’ experiences better.
• Pacific Southwest Karen Ellis: ....CONNECT the Pacific Southwest Region chapters to build better relationships and strength.
• South Atlantic Wendy McQuiggan: ....COLLABORATE to make the world aware of who we are.
• South Central Jessica Huff: ....CONNECT the South Central Region better and COLLABORATE to let them know officers and region directors are a resource.
• Southeast Cindy Spiropoulos, CIT LEED GA: ....CONSTRUCT better partnerships with NAWIC.
• Parliamentarian Connie Leipard, CIT: ....CONSTRUCT the foundation for a cohesive CONNECTION and successful COLLABORATION of the board this year.

Officers:
• Immediate Past President Diane Mike, CBT, CRIS: ....COLLABORATE with the taskforces to propel the NAWIC Strategic Plan forward.
• Treasurer Karen Hager, CBT, CIT: ....CONNECT to bring education and leadership to the association.
• Secretary Kristey Stewart, CIT: ....COLLABORATE to educate ourselves on unconscious biases in order to help foster an inclusive and equitable membership and better CONNECT us.
• Vice-President Lauline Mitchell: ....COLLABORATE to successfully complete the strategic goals of the national committees.
• President-Elect Doreen Bartoldus, PE, CCM, ENV SP, DBIA Assoc.: ....CONNECT with our Industry to support our current members and attract new members.
• President Anne Pfleger, CIT: ....CONNECT to have the conversation.

Now it’s your turn! Tell me: what do you want you want to accomplish in your role for the 2020-2021 NAWIC Year? Send your response to president@nawic.org so we can have the conversation to see how together we can accomplish so much!
Brave New Year
Crissy Ingram, CAE, NAWIC Executive Director

This unconventional summer will be over before we know it! Let’s talk about a few things the association has accomplished while navigating this ever-changing world.

Our 65th Annual Conference is in the books, and what a success it was! Pulling together a whole new virtual conference was absolutely a learning experience and one we will never forget. We had over 300 participants and offered a multitude of educational and networking options, as well as our awards presentations and installation ceremony. Even in lieu of coming together in person, the feeling of NAWIC sisterhood was strong!

One goal in the National Strategic Plan is to improve awareness of the association and the industry we serve. Part of the action plan to accomplish this was to update our current marketing and branding. During the Annual Conference, Immediate Past President Diane Mike unveiled the association’s new logo and tag line. The national team sent out the new national, regional and chapter logos to the chapter presidents and added them to the website to begin using. This is one more step in our journey of moving the association forward into the future!

NAWIC members around the country have voiced that they would like more networking time with their peers. We hear you loud and clear, and we just rolled out our new Special Industry Councils. Time was given to each council during conference to start what will hopefully be a new and ongoing conversation and will allow you all to connect with like-minded women in the industry. If you weren’t able to join in on the zoom networking rooms at Virtual Annual Conference, you can still join the group at any time. More information on these groups will be posted on the NAWIC website, in the Connection e-newsletter, and on social media. Look for more information on this member benefit coming soon!

Along with the changing of the seasons comes Region Fall Conferences. These conferences add such value for every member, and they’re right around the corner. The region directors and their committees have done a fabulous job planning virtual fall conferences to keep us all engaged and safe. I hope that everyone is able to attend a fall conference in your region – and even in other regions. Let’s keep the education, networking and support of our members going!

Looking ahead, the national committees are working to continue bringing exciting opportunities to this new NAWIC year. Make sure you are watching the NAWIC website, Connection e-newsletter, social media – don’t forget to also follow the committee Facebook pages! – and this magazine for all of the wonderful ways to get involved this year.
How do you feel about being elected as president of NAWIC?

It is one of the most exciting and important times in my life, and I’m so honored to have been chosen by the membership to be their 66th president! NAWIC came into my life at a time when my forward momentum had stopped, and I honestly didn’t know which direction to go. Becoming a part of NAWIC gave me the drive to finish my college degree, the confidence to take a stand with my peers to discuss issues that women face in the construction industry, and the strength to be that support system for women who are wanting to take the next step in their personal or professional lives. Being elected president reaffirmed that I’m on the right path and that this is what I was meant to do.

Do you have a theme for your term in office?

My theme for the year is: CONNECT-COLLABORATE-CONSTRUCT.

What are your goals for the next year?

Goals for the upcoming year:

• Continue to increase the value of NAWIC for its members and potential members by:
  - Communicating and spotlighting current member benefits so all members are aware of what’s available to them.
  - Developing more online educational programs to broaden our members’ career opportunities.
  - Connecting chapters virtually to increase members’ “face-to-face” networking opportunities.
  - Providing more opportunities for members to develop their leadership and team skills on a national level.

• Continue to work with NAWIC Marketing and Branding Taskforce toward:
  - Repositioning NAWIC’s image to keep it fresh and inviting to potential new members.
  - Marketing our mission and communicating to our current and potential members the success they will have both personally and professionally by getting involved in NAWIC – because NAWIC is more than just a name and logo.

• Reconnect old partnerships, strengthen existing partnerships, and establish new partnerships/expressions of mutual interest that will benefit both sides.
• Continue to develop spotlight deliverables such as Speakers Bureau, Diversity Presentation, and National Mentoring Program.
• Complete the Virtual Chapter Leadership Training Program, which will cover NAWIC basics including tips, resources, out of the box ideas, and an in-depth focus of specific areas that each chapter requests.
  - Develop a procedure to keep the Chapter Leadership Training Program up to date.

You’ve spent a number of years on NAWIC’s Board of Directors. Now that you’ve finally reached your goal and are serving as President, how do you feel?

Being a member of NAWIC’s Board of Directors since 2014 has prepared me to be president of NAWIC. I’m excited, ready to serve, and confident in my abilities to lead – all of which I know will be crucial in helping the association adapt and tackle obstacles that cross our path in the coming year.

How do you plan to make yourself accessible to NAWIC members?

Now more than ever we must continue to CONNECT and communicate COLLABORATIVELY, to have the conversations to determine the best course of action for NAWIC and its members. In addition to contacting me via e-mail (president@nawic.org) and mobile (419-424-9733) either voice or text, there will be periodic town hall meetings that members can attend to have conversations with me and other
members of the board. In addition, with the board holding monthly calls to conduct business, members will have the opportunity to submit written proposals for board consideration. A template has been created which I would be happy to help any member complete. Also, don’t be surprised if, out of the blue, you get a call from me checking in!

In return, I will be asking all members for their commitment to support a positive, respectful, and open-minded environment where we can have the conversations and do the work necessary for the betterment of our members, association, and industry.

How did you enter the construction industry?

As a single mom, I was working almost an hour from home for a trucking company. It was important for me to be able to spend as much time as possible with my son, so I searched for a job closer to home. One of the positions was a receptionist for a local general contractor. During my interview, the part-owner was so impressed by my resume and our discussion that she offered me a Project Coordinator position even though they weren’t really looking for one at that time.

How did you first hear about NAWIC?

My boss attended an Ohio Builds awards dinner where a chartering NAWIC member of the Lima Ohio Area chapter talked to him about NAWIC and the value of membership for women employees and their companies. The next day, my boss called me into his office, presented me with the information on NAWIC, and said to join.

What was your first experience with NAWIC like?

My first in-person experience with NAWIC was about 6 months after I joined. The NAWIC member who recruited me reached out each month asking if I would be attending the next meeting. My response was always no until she asked if they could hold the next monthly meeting at my employer’s office. Since she had been so persistent, I thought the least I could do was host one meeting. Little did I know that one meeting was going to change the course of my life. It ignited an internal purpose and passion to not only improve personally, but to support and guide other women in the construction industry to do the same.

Do you have a message you would like to share with other women in construction?

If you have a dream or idea that feels a little risky, interpret the risk as an indicator that you’re on to something important, not necessarily something dangerous. Also don’t be afraid to fail, because failure is another step to success.

Age: 47
Employer: Charles Construction Services, Inc.
Job Title: Estimating, Safety, IT & HR Administrator
Education: B.S. in Business Management from the University of Findlay
Birthplace: Wilmington, DE
Family: Son (Lee, 24), Mom (Shawn), 3 Siblings (Alexander, Sarah, T.J.), 2 Sister-in-Laws, 1 Brother-in-Law, 6 nephews, 3 nieces
Pets: 2 dogs (Maggie-Shepherd/Husky mix, Cinna-Mountain Cur mix)
Hobbies/Pastimes: Camping, reading, horseback riding (rode Saddle Seat in 4-H on mostly Morgan horses), line dancing
Fun Facts About You: Big Vin Diesel, Tigger, and dragonfly fan; of my parent’s 4 children, I was the one who would spend the most time working with Dad on projects - so much so that his nickname for me was Andrew.
Community Involvement: Volunteer at Habitat for Humanity ReStore and Open Arms Domestic Violence Shelter
Quote for New Board: Let US together CONNECT-COLLABORATE-CONSTRUCT to continue to build a stronger association that will lead the way in the construction industry!
At this point in this issue of NAWIC Today, we would typically feature an amazing group photo of our new board all together, but in this age of COVID-19 and gathering virtually, we’ll instead feature each of them as presented in our NAWIC Board Installation at Annual Conference. This lack of photographic evidence of them together as a group, however, definitely does not diminish the wow factor of this fantastic group of women at the NAWIC helm this year, all of whom are dedicated to remaining connected and collaborating to continue moving our association forward to greatness. In the words of 2020-2021 NAWIC President, Anne Pfleger, CIT:

“One of the things that sets NAWIC apart from other associations is that we are such a diverse group of women who believe in the mission of strengthening and amplifying the success of ALL women in the construction industry. The 2020-2021 NAWIC National Board members are committed and dedicated to our association! Their knowledge, perspective, strategic thinking and diverse experiences together will “Connect-Collaborate-Construct” NAWIC and its members for the betterment our industry’s future.”

And now, without further ado, your 2020-2021 NAWIC National Board of Directors!
Secretary
Kristey Stewart, CIT

Treasurer
Karen Hager, CBT, CIT

Vice-President
Lauline Mitchell
President-Elect
Doreen Bartoldus, PE, CCM, ENV SP, DBIA Assoc.

President
Anne Pfleger, CIT
This August, NAWIC celebrated not only our 65th Annual Conference, but also our first ever virtual conference! In a true reflection of President Diane Mike’s themes for the year, we took challenges presented to our association by the COVID-19 pandemic and paved new roads into the Dawn of New Era!

Along with two amazing keynote speakers, NAWIC hosted over 300 industry professionals and offered fantastic education sessions and networking opportunities with NAWIC committees and conference sponsors and partners, as well as a debut of our new Industry Special Interest Councils.

Wednesday, we kicked off our virtual conference with an energizing opening keynote from Jessica Rector that focused on turning negative thoughts into positive actions - definitely a welcome and applicable topic in a year like 2020!

“The more we face fear, the more we get comfortable facing fear.”

Jessica illustrated how important it is to take action in order to overcome negative thoughts, patterns and fears and to become a positive influencing force on the world around you.

“Sometimes we have to go first. YOU have to go first - to let someone else know what is possible for them.”

Jessica also spoke about the influence of fear on negative thoughts and the impact of facing our fears to build confidence.

“The thing that scares you the most is the very thing you need to do to increase your confidence.” Imagine what great things we could all accomplish together on this road into a new era if each and every one of us did the thing that scared us the most?!

The opening keynote on Wednesday was followed by education breakout sessions on Construction-Driven Execution (Tricia Thibodeaux, Fluor, Inc.); Building a Breachless Culture (Josh Levy and Angelina Perryman); and How to Prevent, Break Through, and Extinguish Burnout (Jessica Rector).
Each of these speakers had so much to share with our attendees, who went into the evening networking opportunities with renewed levels of inspiration and an eagerness to see what would come next that was palpable, even in a virtual format.

On Wednesday evening, attendees had the opportunity to meet with and hear from representatives from the NAWIC Professional Development & Education Committee, the NAWIC Membership and Marketing Committees, People First RH, and She Built This City. This was a wonderful chance for attendees to not only learn more about each of these groups, but also to introduce themselves, chat with one another, and gain even more ideas and inspiration for their own chapters, regions, or even personal businesses and lives!

Thursday morning, the conference began with the Annual Meeting, the first order of which was to reveal the NEW NAWIC LOGO! This has been part of an ongoing rebranding effort with Taylor Brand Marketing to truly bring NAWIC into a new era with a modernized and unified logo to be used across the association, even on the chapter level. Each chapter has received their own personalized version of the logo to use going forward, and NAWIC is so excited about our new look!

After the Annual Meeting, attendees – full of the energy of awards announcements and rebranding – enjoyed more networking time. Thursday’s afternoon networking featured the NAWIC Chapter Development Committee, NAWIC-OSHA Alliance and Safety & Health Committees, NAWIC Women in Construction (WIC) Week and Emerging Professionals Committees, Team Rubicon, and Autodesk Construction Cloud.
Following the networking on Thursday afternoon, the conference featured additional education sessions on the topics of NAWIC Finances (Karen Hager, CBT, CIT), Accelerated Resilience (Courtney Clark), Suicide in Construction (Kathi Dobson, CIT, CSP, STS-C, SMS, CHST, LEED AP), and Harmony Through Teamwork (Jan Spence).

Attendees then had another virtual networking opportunity – this time with some of our new Special Industry Councils: Women Business Owners, Women of Color, and Tradeswomen. NAWIC has been truly looking forward to debuting these councils to our members, and already we are seeing so much enthusiasm, excitement, and forward movement!

Thursday afternoon featured a panel discussion with iBuild Central Florida and moderated by Angela Highland, CIT, CPC, on the topic of Real Solutions for the Skilled Trades Shortage. This was a truly energizing and enlightening panel!

We wrapped up Thursday with our NAWIC Awards, and it was such an honor to get to see everyone recognized for their amazing accomplishments this year. In a year that has been incredibly difficult and wrought with challenges, our NAWIC members really rose to the occasion and shone so brightly!
Friday, we opened our final day of the 65th Annual Conference with more Special Industry Council networking opportunities. This time, we featured our Administrative/Finance, Management/Operations, and Technology Industry councils, and again attendees rose to the occasion, sharing ideas and information and making plans for the coming year.

After our morning networking, we held our NAWIC Board Installation and Award Recognitions. See pages 7-10 for a full listing of our new 2020-2021 NAWIC Board of Directors, and pages 21-22 for a full listing of the award recipients recognized this year.

For our final Industry Special Interest Council networking sessions, we featured our new Business Development/Sales/Marketing, Project Management/Safety, and Human Resources/Legal councils.

The final education sessions of the conference covered the topics of The Art of Managing Workplace Conflict (MJ Clark); Conceptual Planning, Scheduling and Risk Mitigation (Lana Coble); and Sustainable Concrete (Jennifer Mitchell).

Of course, before we adjourned, conference attendees witnessed the passing of the gavel from 2019-2020 NAWIC President Diane Mike to 2020-2021 NAWIC President Anne Pfleger.
65th Annual Conference: In Your Own Words

Really, our recap of our FIRST EVER VIRTUAL CONFERENCE wouldn't be complete without a montage of how YOU, our members, experienced it. So, this year, we’ve decided to add: “In Your Own Words”. Thanks to everyone who shared their favorite moments, memories, takeaways, and feelings via social media with #NAWICAC2020. Together, we are NAWIC STRONG and “virtually” unstoppable!

Be sure to check out our feature of NAWIC Charlotte, Chapter 121 on the back cover - they were the winners of this year’s conference social media contest. Congrats Chapter 121!
So happy that NAWIC Northeast Region is going forward fabulously! Shout out to my NAWIC Chapter #143 for the Congratulations in the program. I hope you all enjoy it! And I hope you all can join us virtually.

Congratulations Rosendin Electric, Inc. on winning 2nd Place - NAWIC Safety Excellence Award in the Subcontracting Category. We appreciate your dedication, corporate values and commitment to safety in our industry. #NAWICAC2020

We love getting to know our NAWIC members! NAWIC Board of Directors 2019-2020 shared with the new logos! #NAWICAC2020 #NAWICCLT

It’s not the conference experience we expected, but we’re all making the best of what we’ve got! NAWIC National - U.S.A. has done an absolutely phenomenal job of getting this event up on a virtual platform. The presenters and MCs are making the best of what we’ve got! #NAWICAC2020 #NAWICCLT

Members of our chapter attending the 2020 annual conference at a social distance. One that won’t be forgotten! #NAWICAC2020 #NAWICCLT #NAWIC
"When everything seems to be against you, remember that the airplane takes off against the wind, not with it." – Henry Ford  

"Be Brave to Stand for what You Believe in, Even if You Stand Alone" – Roy T. Bennett

"The need... the need for NAWIC"
What an amazing 2 years it has been to serve the NAWIC Northeast as director. I’m excited to pass the gavel on to Renata Byatt.

Jodi Wiemerslage
Midwest Region Director 2018-2020

Rita Brown
North Central Region Director 2018-2020

Dove Sifers-Plutman, CR
Immediate Past President

Jennifer Sproul, LEED AP
Northeast Region Director 2018-2020

Anne Pfeifer, we look forward to your leadership, to connecting, collaborating, and constructing the future of NAWIC and the construction industry. You will be an amazing "caregiver" for NAWIC as President 2020-2021.

#nawicac2020 NAWICCT

What an awesome virtual conference. Great education, networking, and positive energy.

#nawicac2020
2020 NAWIC Award Winners

Committee Awards

Professional Development and Education:
Emerging Professionals:
Safety Excellence, 1st Place General Contractor:
Safety Excellence, 2nd Place General Contractor:
Safety Excellence, 3rd Place General Contractor:
Safety Excellence, 1st Place Sub-Contractor:
Safety Excellence, 2nd Place Sub-Contractor:
Safety Excellence, 3rd Place Sub-Contractor:

Best Website:
Best Social Media:
Video Contest, 1st Place:
Video Contest, 2nd Place:
Membership Recruitment, Small Chapter:
Membership Recruitment, Large Chapter:
Membership Retention, Small Chapter:
Membership Retention, Large Chapter:
Membership Region Overall Growth:
Best PR and Marketing of WIC Week:
Best Overall WIC Week, Small Chapter:
Best Overall WIC Week, Large Chapter:
Cross Pollination During WIC Week:

Lindsay Young
Amanda Jenkins
Clark Construction Group, LLC
Harper Construction
Alberici Constructors, Inc.
Faith Technologies, Inc.
Rosendin Electric, Inc.
Dynalectric
San Antonio, Chapter 11
San Diego, Chapter 21
Salt Lake, Chapter 90
Omaha, Chapter 116
Alaska, Chapter 197
Gr. Washington, DC, Chapter 67
Corpus Christi, Chapter 4
Pikes Peak, Chapter 356
Northeast Region
Richmond, VA, Chapter 141
Tallahassee, FL Chapter 72
Richmond, VA Chapter 141
Gr Birmingham, AL Chapter 53

NAWIC Recruiter

Recruiter Jacket  Tereissa Sauer
Recruiter Jacket  Tania Bowman
Recruiter Jacket  Stephany Connelly
Recruiter Jacket  Jennifer Sproul, LEED AP
Recruiter Jacket  Ashley Buckingham
Executive Spotlight Awards

Steadfast Award: Debbie Lesar, CIT
WHY NOT: Billiejo LeSage
Innovation: Leslie Westervelt
Ray of Sunshine: Lisa Thibodeaux
Chartering Tenacity: Olivia Adolph
A Hidden Gem: Tamara Crooks, J.D., CIT
Lean In: Sarah Copeland
Paving New Roads in PA: Ashley Buckingham

NAWIC Awards

Member of the Year: Leslie Westervelt, CBT
Future Leader: Dawn Brubaker
Lifetime Achievement: Luci Roberts, CCA, CIT
Carol A Kueker Construction Education Visionary: Ellyn Lester

NAWIC Builds – Excellence Awards

Residential: BBI Construction - Dorothy Day Community Rehabilitation Project, San Francisco, CA
Commercial: Division 5 Metalworks - Justice Center - Tribal Court, Peacemaking, and Tribal Police, Dowagiac, MI
Civil/Heavy Highway: Sunrise Engineering, Inc - C.C. Cragin Surface Water Treatment Plant & Hydroelectric Facility Project, Payson, AZ
Institutional: Steele & Freeman - Roanoke City Hall, Roanoke, TX

Founder’s Trophy

Ashley Buckingham
Executive Spotlight Awards

"The "Championing Diversity" Award goes to Robin Logsdon. After a few inquiries at our Regional Forum in Seattle, where she received encouragement and a variety of anecdotes that began with "I’ve had a chapter in Everett. Puts color to the affirmation that she was talking about, and the amount of work she has done, perhaps if we hadn’t been honored, but Robin has remained vigilant throughout. Her persistence and enthusiasm has been nothing short of amazing. She is a driving force behind her chapter’s success, and her hard work and dedication have paid off. We congratulate her and encourage her for all the hard work and effort she has put into this award.”

Laurina Muggar
NAWIC Secretary

NAWIC TODAY 23

"This year, my executive spotlight award is the "executive spotlight award" and it goes to Debbie Leneaugh, CIT, for her service dedication to NAWIC. She is a constant source of knowledge and support to all.”

Giselle Raghavan, CIT
NAWIC Executive Director

"This member's passion for NAWIC goes beyond her chapter and region. Her Director recommended her to serve on a national task force. When asked to serve, she did not hesitate. She quickly became an integral part of the task force. My executive spotlight "same page" award goes to Sarah Cooper from the GA Coastal City. MD chapter in the NAWIC Region for stepping up to the challenge and helping to establish a comprehensive Region Conference planning program.”

Anna Miller, CIT
NAWIC President-Elect

"This award is a symbol of the "executive spotlight award" and it goes to Ashley Rambach, CIT, for her service dedication to NAWIC. She is a constant source of knowledge and support to all.”

Jill Johnson, CIT, CIT, ESP
NAWIC Vice President

"My executive spotlight award is the "executive spotlight award" and it goes to Debbie Leneaugh, CIT, for her service dedication to NAWIC. She is a constant source of knowledge and support to all.”

David Allen, CIT
NAWIC Immediate Past President

"This year, my executive spotlight award is the "executive spotlight award" and it goes to Debbie Leneaugh, CIT, for her service dedication to NAWIC. She is a constant source of knowledge and support to all.”

Giselle Raghavan, CIT
NAWIC Executive Director

"This year, my executive spotlight award is the "executive spotlight award" and it goes to Debbie Leneaugh, CIT, for her service dedication to NAWIC. She is a constant source of knowledge and support to all.”

Giselle Raghavan, CIT
NAWIC Executive Director

"This year, my executive spotlight award is the "executive spotlight award" and it goes to Debbie Leneaugh, CIT, for her service dedication to NAWIC. She is a constant source of knowledge and support to all.”

Giselle Raghavan, CIT
NAWIC Executive Director

"The "Executive Spotlight" Award goes to Robin Logsdon. After a few inquiries at our Regional Forum in Seattle, where she received encouragement and a variety of anecdotes that began with "I’ve had a chapter in Everett. Puts color to the affirmation that she was talking about, and the amount of work she has done, perhaps if we hadn’t been honored, but Robin has remained vigilant throughout. Her persistence and enthusiasm has been nothing short of amazing. She is a driving force behind her chapter’s success, and her hard work and dedication have paid off. We congratulate her and encourage her for all the hard work and effort she has put into this award.”

Laurina Muggar
NAWIC Secretary

NAWIC TODAY 23
Founders Trophy
Ashley Buckingham
South Central PA Chapt

Lifetime Achievement
Luci Roberts, CCA, CIT
Austin, TX Chapter 7

Future Leader
Dawn Brubaker
Boise, ID Chapter 245
The NAWIC Excellence in Construction Awards recognize outstanding projects in the areas of residential, commercial, institutional and civil heavy highway construction.
Resolutions for 65th Annual Conference of the National Association of Women in Construction

RESOLUTIONS

WHEREAS, being asked to resolve a conference a month before it concludes can be a challenge, but yo, I’m young, scrappy and hungry, and I’m not throwing away my shot;

WHEREAS, we are all first timers for the NAWIC 65th Annual Conference and first virtual conference, which gave all NAWIC members the opportunity to literally be part of the “Dawn of a New Era”, and if President Diane Mike was going to be this visionary in her theme, perhaps she could have warned us about home schooling and murder hornets;

WHEREAS, our living rooms, home offices, job trailers and laptops are the new conference site, with our dress code for this year’s conference taking a decidedly more comfortable approach (psst...pants optional);

WHEREAS, under the leadership of President Diane Mike, NAWIC has innovated as promised last year and brought us the new; it’s an online conference, more widely accessible and less expensive, with networking for industry groups, tradeswomen, women on color and business owners, and time to revisit and re-watch our favorite parts of this conference at our leisure;

WHEREAS, 2020 has been a difficult year, made even harder for our members who are part of an industry and gender that ranks at the top for burnout, but we’ve learned from our keynote speaker how to reset ourselves, fire up and resolve to move forward positively;

WHEREAS, we watched Josh Levy and NAWIC’s own Angela Perryman teach us how to work towards our best compliant and breachless project, and if that failed, they gave us the knowledge to know when to call your local, friendly, NAWIC-member construction attorney;

WHEREAS, in the dog days of summer, where no one is going anywhere anyway, there is no better time to improve our skills and join in on sessions about avoiding the missteps of miscommunication, learning how to get through these tough times and more by using the Art of Resilience and finding out about the bad—and good—of team conflict;

WHEREAS, we were inspired by Ally Jencson who shined a light on the value we bring by being uniquely ourselves; whether we are feminine or not, cis gendered, transgendered, LGBTQ or straight, Black, Latina, white or more, it gave us the confidence to bring our own unique “badassery” to the job and our lives;

NOW, THEREFORE, BE IT RESOLVED THAT, we virtually commend (and don’t forget to like, comment, share, post, etc.) and thank our National President, Diane Mike, her team of Past-Presidents, Board of Directors, staff and all the volunteers who put in tremendous work to turn this conference virtual and give us a reimagined annual conference, writing a new chapter in the her-story of NAWIC;

BE IT RESOLVED THAT, because women join NAWIC for belonging and community, that we all endeavor to reach out, text, call, chat online or email (and keep doing that) and talk about what you liked and learned from this annual conference, make plans to see each other when it is safe to do so, and be the support system that we need now more than ever;

BE IT RESOLVED THAT, I am going to take my shot and thank my NAWIC squad who are always there for me for advice, brainstorming, chatting or a Facebook laugh online: Jenn, Romina, Catherine, Carlie, Michele, Kristey, Christy, Liz, Doreen, Barb Allen, Rita Brown, Kizzy, Heather, Mackenzie, and so many more—thank you;

BE IT RESOLVED THAT, you make time to take the things that you learned from this conference, the parts that connected with you, collaborate with your chapters and companies, and unabashedly construct something better—be fired up and fearless; and

BE IT FURTHER RESOLVED THAT, we will see each of you again at the NAWIC 2021 Annual Conference, in whatever form it takes, under a new logo, new branding and the leadership of our new 2020-2021 NAWIC National President, Anne Pfleger.

By:  /s/ Jessica E. Murphy
Jessica Murphy, Esq.
Greater Worcester Chapter No. 241
2020-2021 National Committee Chairs

Membership Committee:
Chair: Andrea Ward, CBT
Co-Chair: Karli Meisinger

Marketing:
Chair: Tara Labosky, AIA, CCCA, LEED AP
Co-Chair: Jenn Sproul

Strategic Planning Committee:
Chair: Vickie Nickel, CIT
Co-Chair: Chris Wigginton

Emerging Professionals:
Chair: Ashley Farmer
Co-Chair: Heather Groves

Professional Development and Education:
Chair: Kizzy Ferrer, CIT
Co-Chair: Susan McCants

WIC Week:
Chair: Toni Osberry
Co-Chair: Shawna Alvarado
NAWIC-OSHA Alliance:
Chair: Karen Mitchell, CBT, CIT, CIS
Co-Chair: Laura Casey

Safety & Health:
Chair: Adair Stevenson, PG, ACI, ICC, SCDOT

Bylaws and Governance:
Chair: Robin Fulton Meyer, CBT, CIT
Co-Chair: Catherine Schoenenberger

Chapter Development:
Chair: Dena Rowland
Co-Chair: Janet Bates
THE NATIONAL PROFESSIONAL DEVELOPMENT & EDUCATION (PD&E) COMMITTEE IS CHALLENGING EACH CHAPTER TO PARTICIPATE AND COMPETE IN THIS YEAR’S CONTEST IN DEVELOPING THE MOST IMPACTFUL PD&E PROGRAM/WORKSHOP THAT WOULD BENEFIT MEMBERS ACROSS THE ASSOCIATION.

CHAPTERS ARE ENCOURAGED TO THINK OUTSIDE THE BOX AND CREATE A UNIQUE PD&E PROGRAM THAT MEETS MEMBER’S REAL WORLD CAREER NEEDS AND FOSTERS CONNECTION, COLLABORATION AND CONSTRUCTION.

SUBMISSIONS ARE DUE BY JUNE 30, 2021 VIA EMAILED SUBMISSION FORM TO PDE@NAWIC.ORG.

AWARDS TO BE PRESENTED AT ANNUAL CONFERENCE 2020-2021.

NOTE: EXTRA POINTS WILL BE AWARDED TO THOSE CHAPTERS WHO ENGAGE MENTORSHIP AS PART OF THEIR PD&E PROGRAM.
Spotlight on: Membership & Marketing
Submitted by Tara Labosky

Although this year’s Marketing and Membership Committees have specific goals, the overall objective is to elevate marketing and membership programs on both the region and chapter levels. Providing support, promoting achievements, encouraging communication, and setting an example are just a few ways the committees hope to achieve our objectives. We want your regions and chapters to share what is working and what isn’t and to tap into tips and information from other chapters and regions on how they solved problems or found different solutions.

Outreach to Region and Chapter Chairs: By hosting 30-minute monthly calls, we want to maintain enthusiasm and offer support. More importantly, we want to hear from you and assist with resources, issues, and goals on both a region and chapter level. We want to hear your struggles and your accomplishments. We will be sending out a monthly email to region chairs with outreach of what is happening at the national Level. We will want you to share with your chapters and copy us as well.

Chapter Highlights: What better way to get ideas for marketing and membership than to share accomplishments of other chapters? In addition to promoting outstanding work by chapters, we want to encourage communication so chapters can share ideas, best practices, and lessons learned. Region chairs, we want you to communicate back to us about goings-on in Membership and Marketing on chapter levels.

Set the example: Along with the Membership Committee, the Marketing Committee wants to be an example when it comes to social media. Our goal is frequent social media posts to share tips and ideas and to use as an informal forum to share. We will be doing this once a week, alternating weeks with Marketing and Membership. Feel free to share.

National Rebranding: While we can’t wait for the new NAWIC logo, this change requires regions and chapters to update websites, social media, marketing material, etc. The Marketing Committee, along with the Membership Committee, is here to help answer questions and provide guidance for a smooth transition.

Finally, a big thanks to Angela Troncoso, Oklahoma City #383 for serving as the 2019/2020 Marketing Chair and Virginia Aguinaga “Gin”, Gr Sioux Falls #237 for serving as the 2019/2020 Membership Chair.

Spotlight on Safety and Health: National Safety Excellence Awards
Submitted by Raven Hoffman, CIT, National Safety & Heath Chair
Greater Sioux Falls #237

The National Safety & Health Committee would like to take this opportunity to congratulate the winners of the Safety Excellence Awards.

In the General Contractor Category
1st place – Clark Construction Group LLC (NAWIC San Diego Chapter 21, Pacific Southwest Region)
2nd place – Harper Construction (NAWIC San Diego Chapter 21, Pacific Southwest Region)
3rd place – Alberici Constructors, Inc. (NAWIC Detroit Chapter 183, North Central Region)

In the Subcontractor Category
1st place – Faith Technologies, Inc. (NAWIC Greater Kansas City Chapter #100 and Milwaukee Chapter #105, Midwest Region for both chapters)
2nd Place – Rosendin Electric, Inc. (NAWIC Austin Chapter 7, South Central Region)
3rd place – Dynalectric (NAWIC San Diego Chapter 21, Pacific Southwest Region)

We want to give an additional shout out to Rosendin Electric, Inc. as the first entry received on January 30th! Thank you to everyone who submitted an entry. Everyone who submitted has excellent safety programs!
Spotlight on Professional Development and Education

Submitted by Kizzy Ferrer, CIT, CDT
2020-2021 NAWIC Professional Development & Education Committee Chair

Connect, Collaborate, Construct! Three simple but significant words that have shaped the goals of the Professional Development and Education (PD&E) Committee and sharpened its focus for this new upcoming NAWIC year. We have re-committed our central purpose to providing year-round educational opportunities for all our members that meet their real-world educational needs.

This year we will partner with the Emerging Professionals (EP) Committee to market and help chapters implement the mentoring program. This program was designed to provide a way for NAWIC members to connect to and learn from each other and is an incredible benefit to offer to members who are looking for this type of one-on-one interaction to help them achieve their professional goals.

After a successful launch last year, the NAWIC Leadership Book Club will continue drive engagement, helping us build our soft skills so we can become better employees and leaders in our industry. Program Coordinator, Lori Donnell, is excited to continue to lead this effort so stay tuned for more information on how you can join a book club in your region.

This fall, we are launching our social media “Show Me Your PD&E” campaign that will encourage members to promote and share the ways they are bringing to life their vision for PD&E in their own chapters. We want to see photos and hear about the speakers, educational classes, jobsite tours and community work you are doing, so be sure to like our NAWIC PD&E page on Facebook and share all year!

To add to the fun, we are throwing down a challenge for chapters to compete to win an award for the most impactful PD&E service/workshop that benefitted members. So, keep an eye out for the contest details.

NAWIC’s PD&E webinar series will focus on providing members with the educational opportunities that will leave them inspired to move their careers forward. Webinars will be held on the 2nd Tuesday of each month from 12 – 1 p.m. EST and will host guest speakers from across our NAWIC Nation. The webinar details are listed below. Links to register for these sessions will be available in the coming weeks and posted on all social media and our National web page.

- **Oct. 13th** - “You’ve Got This! – How to Connect, Collaborate and Construct the Life You Want Despite the Difficulties You Face!” - Kendra Davies, CEO - Stellar Life Coaching
- **Nov. 10th** - “The Power of Two” - NAWIC Mentorship Program - Emerging Professionals Committee - Ashley Farmer & Heather Groves (Committee Chairs)
- **Feb. 9th** - “Communication Tools to Optimize Collaboration” – Jim Bouchard - Black Belt Mindset Productions
- **April 13th** - “Marketing Strategies for Construction Professionals”- Amelia Swart - 712 Marketing Solutions, Inc.
- **May 11th** - “The Risk Management Approach to Construction Management”- Cindy Spiropoulos - HJ High Construction Company
- **June 8th** - “Construction Drawings 101- How to Understand the Basics”- Steffanie Schrader - Barton Marlow Construction
- **Sept. 14th** - “How to Identify and Leverage Your Teams Superpowers” - Amber Kinney - Dunn Construction

Additionally, we will continue our partnership with Engineering Consulting Services as we offer free continuing education courses that provide AIA/BOMI credits. Each quarter, members will get real world construction knowledge on topics that range from geotechnical and environmental to facilities and construction materials.

We are looking forward to serving this year and hope to make PD&E a valuable resource that will help you Connect, Collaborate and Construct your own successful career path.
**Spotlight on NAWIC-OSHA Alliance**

Submitted by Karen Mitchell, NAWIC-OSHA Alliance Chair

**Join Your Alliance in Supporting OSHA’s National Safety Stand-Down to Prevent Falls in Construction**

According to OSHA, fatalities caused by falls continue to be a leading cause of death for construction employees, accounting for 320 of the 1,008 construction fatalities (32%) recorded in 2018 (the most recent BLS data). Over the years, this number has been as high as 40%.

NBC News reported on April 11, 2019 that construction companies with ten or fewer employees accounted for more than 60% of all construction industries fall deaths, and many of them were in residential roofing. Recent research by the New York Committee for Occupational Safety and Health shows that falling from heights is the third major cause of death for women in the construction industry (after transportation incidents and violence). By taking the time to educate employees on fall hazards and prevention, we believe deaths from falls are preventable.

OSHA’s National Safety Stand-Down campaign to prevent falls in construction raises fall hazard awareness across the country in an effort to end fall fatalities and injuries and it’s an easy way to bring attention to a preventable cause of fatality and injuries in the construction industry. Take a few moments to navigate over to the OSHA website and take advantage of the resources found in this campaign. Taking a few moments to train your employees on fall hazards can save many lives.

**What is a Safety Stand-Down?**

A Safety Stand-Down is a voluntary event for employers to talk directly to employees about safety. While safety stand-downs can (and should) happen throughout the year, OSHA has scheduled the week of September 14-18, 2020 to bring focused attention to fall prevention.

Any workplace can hold a stand-down by taking a break to focus on “Fall Hazards” and reinforcing the importance of “Fall Prevention.” Most construction companies have fall risks, even if employees do not work at heights so this topic is important to most companies. Remember that fatal incidents can happen at any level, even while walking on a project site or working in an office setting. The link, https://www.osha.gov/StopFallsStandDown/index.html, has a tab for resources employers can use including educational and training tools, fall safety videos, campaign posters and other media.

**Who Can Participate in the Scheduled Stand-Down Campaign?**

Anyone can participate in the Stand-Down. Past participants have included commercial construction companies of all sizes, residential construction contractors, sub- and independent contractors, highway construction companies, general industry employers, the U.S. Military, other government participants, unions, employer’s trade associations, institutes, employee interest organizations, and safety equipment manufacturers.

Based on the disproportionate representation of employees of small businesses in fall fatalities, small businesses should take advantage of these free OSHA resources to educate employees.

**Certificate of Participation**

Employers who participate can show their commitment to safety by printing and displaying a campaign certificate. Starting September 14, 2020, employers will be able to provide feedback about their Stand-Down educational activities and download a Certificate of Participation.

**Share Your Story with OSHA and NAWIC**

I would love to hear about how your company focused on fall hazards and prevention during the week of the campaign. Please email your activities to me at CO-kem513@outlook.com for inclusion on Alliance social media and/or NAWIC’s Alliance website. If you want to share information with OSHA on your Safety Stand-Down, Fall Prevention Programs, please send an email to oshastanddown@dol.gov or share your Stand-Down story on social media, with the hashtag: #StandDown4Safety.
NATIONAL SAFETY STAND-DOWN
TO PREVENT FALLS IN CONSTRUCTION

SEPTEMBER 14–18, 2020

Stop Falls Stand-Down

- Plan a toolbox talk or other safety activity
- Take a break to talk about how to prevent falls
- Provide training for all workers

For more information:
www.osha.gov/StopFallsStandDown
#StandDown4Safety • 1-800-321-OSHA (6742)
Applying for All the Jobs

Angela Highland, CPC

I’ve been writing articles for NAWIC Today for over a year now. The original idea for “Power Tools” was to help women grow their soft skills so they can be the best they desire to be in career, business and personal lives. I’ve written about a lot of different topics such as building confidence, finding your voice, leadership, communication, personal branding, etc. But in this issue, I want to circle back to the subject of confidence. It’s a big subject and through the experiences of my life, I’ve come to decide that this is actually the biggest barrier to women’s success. We all want more of it - even those who seem to have a lot of it- and it’s clear that a lack of it holds us back from reaching for our loftier goals. Waning confidence does not always mean we have self-esteem issues, nor is it an indication that we feel we are undeserving. This may be the case for some, and much has been written about how to bolster confidence to move forward in your career, but for others the experience of self-doubt is different. This group does not feel the same self-limiting level of fear about putting themselves out there. In fact, they are incredibly ambitious and massively talented and known in their personal circles as being “over-achievers”. They succeed at a lot of things, but when it comes to the big career goals and dreams, they are just not quite sure about “going for it”.

These women actually have a relatively high confidence rate in their experience, skills, and their own decision-making ability. They are self-assured about their capabilities and astutely aware that they have credibility as well as respect in the workplace. They become content in this place because they are doing well in their career and have built a nice cozy routine that brings the comfort of stability to their daily lives. If you ask them “what’s next for you in your career?”, you will notice a faint hint of confidence drain out of their bodies. They get fidgety and say things like “Oh, I don’t know - I’ve got ideas, but I think I should just be happy where I’m at.” - or - “I don’t think I’ve got the education they want me to have to get that raise/promotion” - or - “Ultimately, I would like to do blank but I think that’s aiming a little too high”. I know this firsthand because I’ve heard these exact words out of some of my coaching clients and it always gets my attention.

What is causing otherwise confident women to suddenly become unsure of themselves? They’ve obviously been able to show their impressive skill-set to get where they are, so what happened to make them feel that going to that next level is an audacious idea? Imposter’s syndrome? Fear of the unknown? If they grew up with certain family or social programming, they may have deep seated beliefs about whether they belong in careers into which women historically didn’t go. They still want the equal opportunity to sit at the table, but an invisible tether keeps them out of the room.

Last month, I saw a social media post showing that the gap in gender equality in the senior levels of leadership is still quite large. The article went on to report that a large group of HR specialists who were interviewed indicated that part of the reason is not because women aren’t wanted - it’s because women aren’t applying as much as the men. It turns out that 68% of women will not apply for a job they are qualified for if they can’t check all the boxes, compared to just 16% of men. This means that 84% of all men apply for positions they are not 100% qualified for because they are more willing to put themselves to the test. Recruiters see this as a power move and reward them for it. They will boldly take the risk, but we women tend to shy away from it. A study of 2000 white collar corporate males in a middle to senior management positions indicated that they don’t feel there is anything to lose by doing so, and everything to gain. They are willing to put in the work and embrace the learning curve if it means they’ll do better in their careers. What about you? Are you willing to do the same? Well, of course you are! So why don’t you?

In the book, How Women Rise by Executive Coach, Sally Helgesen, is a list of 12 habits she identifies as holding women back from reaching higher and growing in their careers. As I read through it, I found myself grabbing my highlighter and bobbing my head in agreement. The basic premise is that, if we can overcome the habitual mindset that is holding us back, we can be powerful gamechangers while also inspiring other women to do the same. You may occasionally bump your head on the glass ceiling or experience covert bias along the way, but this is really not what’s holding you back because you have the choice to leave those situations. I mean, seriously, why would you stay? No one puts baby in a corner.
I encourage you to get this book because it was something I really needed to read, and if you have career goals, you should do the same. Here’s the list of habits to break that will help you start thinking about changes you’d like to make sooner than later.

1. Reluctance to claim your achievements.
2. Expecting others to spontaneously notice and reward your contributions.
3. Overvaluing expertise with the belief that you have to master every detail of the job.
4. Just building rather than building and leveraging relationships.
5. Failing to enlist allies from day one (no one promotes a loner).
6. Putting your job before your career by letting your blind loyalty hold you back.
7. The perfection trap that leads to chronic controlling behaviors over unnecessary details.
8. The disease to please – enough said.
9. Minimizing yourself to be more likeable.
10. Too much emotion, too many words, too much disclosure.
11. Ruminating and putting all of your emotional energy into overthinking and overanalyzing.
12. Letting your radar distract you by using too much observation and not enough big picture.

Terrific! Here is yet another list that you can go through and mentally check off whether you think that sounds like you or not. I typically read this kind of stuff all the time and do the same thing. I file it away for future reference and have now analyzed myself on yet another level - because I don't do that enough! It's almost like taking the Facebook quizzes about your personality type based on what TV shows you watch. It's just more information for you to qualify yourself to yourself - it means absolutely nothing unless you actually use the information to improve.

I’m not going to leave you here with a pep talk about digging deep to find the greatness that’s inside of you. Been there, done that – currently writing a book about it. What I am going to do, however, is tell you how this is playing out for me as we speak. This is a powerful tale about having a serious internal conversation with yourself and harnessing that self-belief to take control of your own destiny.

A little history: In 2017, I sold my specialties subcontracting company to a larger subcontractor. I started that business in 2006 with $10,000 and a solid plan. It was successful from day 1 because I had taken everything I learned about managing other people’s businesses, plus a sobering lesson from one failed business 10 years prior, and created a strategy to build a strong foundation, a stream-lined process and eventually, an incredible team. For a variety of personal reasons, after 11 great years, I decided it was time to sell and open my own coaching and consulting practice specializing in leadership and team development. After seeking out the formal training and getting the required certifications, I set off on a new adventure. The freelance business model was much different than any business I had ever done before, but I was up to the challenge. I was doing the work and figuring it out and gaining some positive traction when COVID-19 came along and brought everything to a screeching halt. I pivoted, I reframed, I got creative and was able to generate some income while sheltering in place - but the money was not enough to sustain me until the economy got moving again. Companies froze all training budgets, and coaching is more of a luxury than a need for most, so I began to worry. I took each day as it came, continued to work my plan, did all I could to remain positive and hoped for the best. It became very clear that this pandemic was not going away soon, and my now-tapped emergency fund had dipped lower than I was comfortable with. I started to consider that I might need to get a job. Did I look for temporary work until the economy came back or did I accept that freelancing was not what I thought it was and get back on a career path?

I had fallen into a funk because I had to face the idea that I had failed in my new venture. Don't get me wrong, I don't think failure is a bad thing at all, but still...it messes with you all the same. The future was uncertain, and it was becoming clear that I could not financially wait out the pandemic, so I decided I would focus on finding a new full-time career opportunity and put freelancing on hold until the future became more clear. This was a daunting idea because I hadn't sat for an interview in almost 25 years. I knew my aptitude and my competence and was confident I could get a job, even in a saturated job market, but I couldn't ignore the fact that I am now on the other side of 50. Would anyone even want to hire me? What kind of job would I consider? Construction had been my world for 15 years, and I had great relationships there, so I figured that was a good place to start. Prior to this I had worked in several industries, so I felt I had good options. Although I have owned and operated successful companies, I still don't have that often-required college degree, so how would I stand out against everyone else looking for leadership positions? My confidence was a little shaky at the thought of it all, so I reached out to a recruiter friend who tested me and helped me overhaul my very old resume. My goal was to land somewhere in the C-Suite – CEO, COO or something similar, but I did resign myself that I might have to accept what was offered. Testing showed that I checked all the boxes for an executive position, and the recruiter reassured me that only about 50% of companies hiring insist on the college degree. I've never wanted to go to college, and it has never hurt me in my career. I've always learned what
I needed to learn and practiced the skills until I became an expert, so this was not something I ever worried about before, but this situation felt a little different.

As a woman who coaches other women on their badassery, I became keenly aware that I was now going to have to put up or shut up. All of my cheerleading for others would now have to be self-imposed because I was having doubts. Dig deep Angela, find your voice Angela, step outside of your comfort zone Angela, you’ve got this Angela. Yeah, yeah – I hear you.

I decided I needed a distraction from the voices in my head and engaged in a little COVID cleaning. I was reorganizing a bookshelf and came across the aforementioned book, How Women Rise. I had forgotten that I had it, as I am that woman who buys more books than she has time to read, and I pulled it out to be read as soon as possible. It spoke to me – no, it shouted at me. I needed to be reminded that I’m the problem AND the solution.

One week after I finished the book, I received an automated email from one of those online job search platforms giving me the daily offerings for positions I was searching for, and it included a very interesting job posting. It was a president’s position for a European conglomerate that was looking to expand their operations into the US. I read the job description, read the required qualifications and mentally checked every box. I was very interested, but a little intimidated at the position, so I discarded the idea thinking it was probably way over my head. I hit the back button and kept skimming the rest of the daily postings. I found nothing else exciting, so I closed the browser and went back to doing whatever I was doing.

The next day, there was a bit of a scuffle on the internet – I know – that NEVER happens! It turns out that controversial musician Kanye West was floating the idea that he would run for President of the United States in the next election. I got a good laugh – those crazy celebrities! I then stopped laughing because I quickly remembered that history was repeating itself from a mere 4 years prior when reality TV host and businessman Donald Trump did the same thing. At that time, many people thought it was a joke…until it wasn’t, and we elected him. I sat there thinking if Donald Trump can win the highest seat in the land with questionable qualifications, and Kanye West could put his hat in the ring without any qualifications, then Angela, who checks all the qualification boxes, could apply to be President of North American Operations for a European conglomerate. (Make note to send Kanye a thank you card and a fruit bowl).

Long story short – I went back online that very day and applied for the position. 2 hours later, I got an actual response from a real person asking me questions. I replied with answers and 15 minutes later got another email with more questions. I answered those and no kidding, 30 minutes went by and I received another email to schedule a phone interview 2 days later with the CEO from London. That phone call happened, and 2 weeks later led to me being shortlisted for the position. As of this writing, I am 1 of 2 people considered and have a final interview with the board sometime over the next 2 weeks. In addition, I’ve already been told if I’m not offered the president’s position, I will be offered Vice President of Construction for North America.

I will get a little spiritual on you and say I believe that this is a big fat gift from God, and I am humbled and grateful. No matter what I’ve set out to do in my career, my true goal was to be great at that thing and help lift others to do the same. Everything I’ve done throughout my professional life has led me here. It turns out, I’ve got real chops, and neither my age nor my lack of higher formal education is an issue. Your circumstances do not block you from getting places – only YOU can do that. I’m here to testify that you are capable of anything and through your drive and your will, you can reach whatever goal you set for yourself. You’ve got to be clear, you’ve got to be focused, and you’ve got to take action.

Sisters, don’t let your old habits and mindsets hold you back. Get that book and work on overcoming your fears and the stories you tell yourself that keep you down. I am living proof that your intention and your powerful beliefs are all you need to succeed. For all we know, we only have one life to live and if COVID has taught us anything, it’s that life is short and unpredictable. Anything can happen at any time. You might as well go for it, I say, and why not go big? What have you got to lose? Apply for ALL the jobs, visit all the places, eat all the cake, buy all the shoes, love with all of your heart, and go places you never imagined.
Aligning Personal Purpose with Your Work
With Brittany Bainum, Founder, Tradeworthy Jobs

Brittany Bainum, founder of Tradeworthy Jobs, talks with NAWIC Today about her 15 years working in the construction industry, serving in several HR leadership roles, and how she is mindfully and intentionally breathing personal purpose into her career.

There’s a quote - “If you do what you love, you’ll never work a day in your life.” When you talk about aligning personal purpose with your work, where does the intersection of “work” meet with “passion and personal purpose?”

Finding your passion and personal purpose certainly doesn’t happen overnight. For me, it took more than two and a half years to truly determine my purpose. In short, I’ve identified my purpose as “to lead with joy and hope by serving first. I do so with honest love, responsible leadership, and championing growth.” What I pieced together was that I show up so that other women will show up.

Your purpose can be simple to start and evolve over time as you do. Your first thought could simply to be a good mom or dad. That’s purpose enough in my book! Then when things get nutty and feel like they are falling off track, you can re-center and point back to your original purpose. Next thing you know, you’re pointing in the right direction again. If I’m taking care of my child the best I can, then I’m living my purpose. Your purpose could also be to be a strong office manager or production manager - to bring order to others’ day. Move on that, and I bet you’ll find your day feeling and looking better than the one before - because now you’re showing up with purpose and intention - and that’s the magic behind the magician.

When identifying your purpose, it sounds like you need to be patient and have grace with yourself - which isn’t always easy to do. How do you give yourself the space to mindfully determine your purpose?

I recall when another mom colleague that I had worked with left the workforce. For some reason it was really hard for me to swallow. It had nothing to do with me, but suddenly, I started to question my own efforts: Should I be working? Am I doing the right thing? She’s probably leaving because it’s the right thing. Am I good enough mom? And so on... Fast forward to my personal development with a coach, and today I’m 100% confident in the choices I make around working and having three kids. Do I need flexibility? Sure. Might it take me a minute to get unfrazzled from the doctor’s appointment, coffee run, and losing my keys because one of the kids left them in a planted pot? 100%. But what I’ve found is that oftentimes, my superpower is that when I look around a meeting room with my peers in this industry, not fitting the mold is actually the power in itself. Being an outlier is not a bad thing. I bring a perspective, an angle, a thought that often many of my male counterparts don’t have. So, my purpose is around showing up and my passion is that you (as a female) will have the confidence to do so as well.

Ensuring it’s authentic - where do you truly start? How does one breathe personal purpose into their daily work in a meaningful and not forced way?

As I learned from my work with Positive Foundry, an organization dedicated to teaching skills such as identifying your purpose, it starts with your strengths. List them, say them, know them. Need to discover them? Use a tool like VIA Strengths (Values in Action) as a starting point. But know what strengths you bring to the table. Questions to help you unfold them could be:

- How do you know this is your strength?
- How do you action this strength regularly?
- How do you use this strength in challenging times?
- What other possibilities does this strength bring you?
- Who else do you know with this strength? (either someone you know or someone famous)
Once you’ve identified your strengths, how do you continue to move the needle to identify your purpose?

There are a few steps that help you determine your purpose and arrive at your purpose statement. The beauty of a purpose statement is that it’s one line, one action, one intent that only belongs to you. You can adjust it as you grow and evolve in your life and career - and it’s also your “guiding light” - whenever you need it, you can always find it as a reminder of who you are on this journey and where you want to go. Again, thanks to Positive Foundry, the actions are:

**Know what defines you**
To move forward you need to be in the right mindset - so think of a time when you were at your best. Close your eyes and think back. What were you doing? Who were you with? What was happening around you? And in the end, how did you feel? Who are YOU at your BEST?

**List your values**
Start by asking yourself: “What are my values?” What did you learn from your parents, siblings, family? What are your cultural values?

**List of strengths**
Next, go back to your strengths. List them out. What are you good at? What do others say you are good at? Why are you good at them? What gives you energy?

**List your passions**
What are your passions? What are four activities that you enjoy? What do you really like to do? What did you really enjoy as a child? These are likely words that end in -ing.

**List your labels**
Next are your labels. What are all the labels you’ve been given? Mother, teacher, runner, reader, etc. What things do you love to do? What activities give you energy?

**List your goals and achievements**
What are your goals? What do you truly want to achieve? What do you want to achieve in this lifetime? What do you want to accomplish? Is it raising children, starting your own business, changing lives?

**Determine your legacy**
Finally, what is your legacy? What does the world need? How do you want to make an impact on the world? What would need to happen in your life so you could say your life was ‘well lived’?

It’s also important to note that as you work your way through these steps, you should continually be asking the question WHY. Why do you want to define your purpose?

**Once these attributes have been identified, how do we bring it full circle?**

We can find our purpose at the intersection of **love, skill, and need**. When we love what we do, when we know what we are good at doing, and identify what the world needs, there sits our purpose. Reflect on all the writing from above and then build a purpose statement. Why are you here? How can you impact the world? Nothing you write here can be wrong! It’s a starting point and your purpose statement can evolve as much as you do!

It’s so easy to get caught in the grind...you go through the motions of work. How do you keep things fresh and continue to pump purpose into what you do? How do you adapt when things get stale?

I think the benefit of defining and knowing your purpose actually comes back up/proves its value when things get tough. When the situation is too hard, or the feelings become overwhelming and all you want to do is throw in the towel - recalling and reflecting on your purpose is actually going to help you build the resilience to keep going. When you say, “I can’t do this anymore” - your purpose says, “here’s why you can”. The number of times that shame has whispered to me, “You’re not good enough. You don’t know enough”
is uncountable, and I think it’s sometimes even easier to feel that way in an industry where women represent less than 1% while the national average hovers around 50%. So, it’s less a question of staleness and more a matter of, when will you really harness the power of your purpose?

You bring up a good point -- women need to continue to support each other in this industry. Our industry can be raw and real, yet also so incredibly rewarding. How did you get your start in the construction business?

Construction is truly all I know. It’s in my genes. My dad owned a contracting company that specialized in drywall, floors, and ceilings. I remember walking into buildings and having him talk about the ceiling they did in it, and the smell of new carpet is all too reminiscent of my childhood. He would bid jobs with colored pencils (and probably still does), and on occasion I would hit up a job site with him and hold the tape measure. A dirty warehouse with a two-person office, a sample carpet room, and space for a receptionist/accountant has been part of my story since birth. To me it’s comfortable and familiar, not intimidating.

The world looks very different than it did six months ago - including how we work. Despite tackling this new norm of balancing work, homeschooling, and a pandemic, how do you stay sane and keep purpose top if mind.

Truly, when things get tough, lean on your purpose for strength. Taking a breather and coming back to your purpose will always help ground you. For example, when I heard our local school district was doing a hybrid model with the lingering thought that the school year would actually be starting 100% online, I remember feeling completely debilitated. I’m a mom of three kids with a full time job with expanding duties and a start-up, how on earth was I going to do this? I gave myself time to feel all the emotions of fear, sadness, overwhelm, anxiety... and where I landed was “I figured it out once, I’ll figure it out twice.” My purpose said, “I’ll lead us through this” - and that’s exactly what I had to do.

Most moms are leaders at heart - just watch who eats dinner last every night (in reference to Simon Sinek’s concept - leaders eat last).

You are balancing not only your kids and full-time job - but also a new digital start up called Tradeworthy Jobs. It’s a new tool and approach for the construction industry. What does the app provide its users?

We are on a new journey. Our intent is to shake things up when it comes to filling jobs in the construction industry. Tradeworthy Jobs’ ultimate goal is to serve both construction employers - and potential construction employees - and get to the future faster. Born out of the frustration with current recruiting methods and tools, Tradeworthy Jobs directly connects employers with construction candidates - truly adapting to the users’ needs. It’s new, it’s exciting, and we are continually evolving and adapting to our users’ needs.

As construction firms create positions, our job is to serve them to the masses. The Tradeworthy Job app also allows employers to build a comprehensive company profile, allows candidates to message employers directly, and gives candidates the ability to build their own profile with their experience (almost like a LinkedIn profile for construction candidates). We are encouraging readers of NAWIC Today to give Tradeworthy Jobs a try for FREE - check out TradeworthyJobs.com for more information. We hope you will join this journey with us.

With more than 15 years in the construction industry serving in a variety of HR leadership roles, and a rooted understanding of the challenges connecting construction employers to potential employees, Brittany launched Tradeworthy Jobs - an app and web-based platform dedicated to bridging that gap because of construction employers and candidates. Brittany earned her undergraduate and MBA degrees from Capital University, where she also played on the varsity volleyball team. Active in her central Ohio community, Brittany is married to Jason and has three amazing children, Ellie, Hali, and Brock.
Union Contractor Seeks: 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@garrityasphalt.com

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

Union Contractor Seeks: 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@garrityasphalt.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 Briere
- Phone: 860-243-2300 Ext. 125
- Email: dana.briere@garrityasphalt.com

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

IS HIRING!
Note to My Younger Self: Never Discount Your Experiences Along the Way

By Debra Hilmerson, President and CEO, Hilmerson Safety

I am often asked how I got where I am in the construction industry today and whether I had it rough because I am female. I believe that everything we experience prepares us for what's next. You build a life just as you might construct a building, so pay attention to whatever is going on in your life right now - it's happening for a reason.

I was one of the few women in commercial construction when I started my career some 30 years ago, but I was lucky. I didn't have a difficult time because of my gender. I was a tomboy and a tough, hard worker. I had two older brothers, an older sister, and a younger sister. My dad owned a junkyard, and we all had to pull our weight. Growing up in that kind of environment – driving front-end loaders and crushing cars at 10 years old - gave me confidence in myself.

I started my career as a construction laborer setting precast concrete. While I didn’t have it bad, I did have to prove myself. I was determined that no one was going to get in my way or say I wasn’t capable of performing a job. They didn’t give me the easy jobs, but they also didn’t set me up for failure by giving me the most difficult ones. Once I got into the groove, I knew I was working with people who wanted me to be successful, and I call them my brothers to this day. We’re still friends. In fact, we all reconnected earlier this summer.

Looking back, did I want to be standing in -35-degree temperatures, thinking this was the greatest career on earth? No. But you take the good stuff with the more challenging, and I stayed because I loved the camaraderie. I stayed because, when it was 75 and sunny, I was happy to be outside.

I don’t think I would do anything differently. I’ve been fortunate that everything has fallen into place. Every step of the way was the right step, and I knew there was a lot more ahead.

How cool would it be to own a construction company!

I discovered my passion for safety after being asked to represent my employer at a monthly joint labor/OSHA safety meeting during the construction of the Mall of America. After leaving the trades, I went to work as Safety Director on a $220M wastewater treatment plant in Seattle.

It was there that I encountered a woman-owned and operated crane business. I had never known of a construction company owned and run by a female, and I thought it was really cool. Maybe I should buy some heavy equipment and rent it out! I obviously didn’t do that, but the idea of owning a business stuck with me.
In 2001, I became an independent safety consultant. Then in 2017, after years of consistently seeing fall protection as the number one cause of fatalities and serious injuries, I shifted my attention to creating better equipment and solutions. I’m proud that our first two products, Hilmerson Safety Rail System and Hilmerson Barrier Fence Systems, are considered to be the future of our industry.

I didn’t do all this alone. The kudos belong to the construction industry leaders and workers who told me they wanted safer, easier to use, and more sustainable safety equipment that would also deliver a good ROI. They spoke. We listened. And we invested big money in our products to make sure they worked.

If I had started Hilmerson Safety 10 years earlier, I may not have had enough street cred or time in the trenches learning and seeing the challenges. I wouldn’t have been able to call people I’d met along the way, who are still actively working in the field, dealing with the problems daily, and ask for their free R&D advice. I’m glad I got into management and learned how to motivate change. Everything that happened prior to 2017 prepared me for the opportunity of starting my own product development company.

Do I consider myself a visionary? Yes, in terms of my space. With my experience, I can see where the industry needs to go, especially with respect to safety and security. Perhaps most importantly, I listen. The concept for our barrier fences came out of a conversation with a superintendent. We’re all challenged with the same problems. If this person is having this issue, you can bet others are too.

I’ve observed very few safety problems for which solutions already exist, even though we’ve had the same problems for years. This is why I’m determined to create solutions. I have a passion for this business and for making sure people go home safely at the end of the day. I want to create products that make lives easier, more efficient, and more profitable. I care about people and their successes.

Today, there are more women in construction than ever. Looking back at my own journey, I can see that opportunities are created in this industry because women have earned them and deserve them.

**More opportunities are out there for women**

While there are more opportunities for women, understand that it doesn’t mean you’re going to get a free ride. If you’re going to be in the trades, don’t walk through the job site wearing high heels – be prepared to work. Construction is rough. It’s tough. It’s fast paced. There’s change daily – but when you push yourself, you’ll go home every day feeling like you’ve accomplished something.

Male or female, you must learn to stand up for yourself without being combative. There will be people who don’t like you, regardless of your gender. If you are still with the same company in the trades after five years, you’re doing well.

Some women also have a tendency to put restrictions on themselves. Don’t get in your own way by thinking that just because you’ve never done something you can’t do it. Also, don’t assume that because you’re a woman, nobody wants to hear from you. Know your subject, speak with confidence, and make your goal clear – that you aim to make jobs better, easier, faster or safer – and odds are others will listen.

There’s a lot of talk about diversity, equity and inclusion in today’s world. So, let me conclude by putting this out there: To continue amplifying our voices in the industry, we need more men at women’s construction events. We’re in a male-dominated industry – we need to understand their perspectives, and we need them to hear ours. We need men showing up at our meetings and actively participating in our associations, chapters and events. With this type of inclusion, we could exponentially grow diversity.

*Deb Hilmerson, President & CEO, Hilmerson Safety*

*Changing a mindset takes a mountain of grit, something that describes Deb Hilmerson perfectly, from her hard hat to her steel toe boots. Her 30 years in construction as a field laborer, safety director and consultant landed her in the right place at the right time to transform archaic equipment practices on construction sites.*
PROPER FIT FOR WOMEN IN CONSTRUCTION

In 2019, women were 10% of the construction workforce.

Poorly fitted fall protection harnesses are ineffective and can cause fall injuries.

PERSONAL PROTECTIVE EQUIPMENT (PPE) is available in sizes and designs that fit women.

Employers should provide all workers with properly fitting PPE.

Take action and purchase PPE that fits appropriately.

Construction PPE for women: http://bit.ly/2Q1A7ko


Join the Campaign to Stop Construction Falls!
www.stopconstructionfalls.com

#StandDown4Safety

Disclaimer: Mention of any company or product does not constitute endorsement by the National Institute for Occupational Safety and Health, Centers for Disease Control and Prevention.
NAWIC
The National Association of Women in Construction
Charlotte, NC

65th Virtual NAWIC Conference
Charlotte Chapter No. 121

When women SUPPORT each other incredible things HAPPEN - Melanie