

The Blueprint



NAWIC | FORT WORTH CHAPTER #1 | SOUTH CENTRAL REGION

www.nawic-fw.org

September 2023

NAWIC Pledge

As material for the construction of our buildings,
I pledge the agility of my hands,
the ability of my mind,
and the integrity of my heart.

NAWIC Core Purpose

To strengthen and amplify the success of women in the construction industry.

NAWIC Core Values

Women focused, Courageous leadership,
Commitment to inclusion and growth,
Anticipate change.

Calendar of Events

Business Meeting – September 21st
The Woman’s Club of Forth Worth

Board Meeting – October 10th TK Elevator

Business Meeting – October 19th
The Women’s Club of Fort Worth

Fall Conference – October 13th - 14th

Ways & Means Golf Tournament – April 29th, 2024

President’s Message

As a sunset closes on my year as president, I look back fondly at the time. It has been a great experience, and we have grown as a chapter. I am looking forward to seeing what the new year brings.

We had a great WIC week with interacting with AIA and Roofing contractors’ association women, as well as seeing the new deco 960 building and several mixers to get to know each other better.

We celebrated our 70th anniversary as a chapter hosting Forum 2023, and had a great turnout.

As we install our new Board for 2033-24, let’s not forget that we get out of this what we put into it. Please get involved. I am so thankful and blessed to be your president this past year. Thank you and have a great year!!

Sincerely,

Karen Weatherford
Fort Worth Chapter #1 President

September
Spotlight



2023- 2024 Installation

NAWIC
The National Association of
Women in Construction

Fort Worth, TX

Please join us for our Business Meeting
September 21st, 2023

2023- 2024 FORT WORTH CHAPTER #1
BOARD INSTALLATION





68th NAWIC Annual Reports

By: Tracey Hart

2023 NAWIC 68th Annual Conference

Portland Marriot Downtown Waterfront

August 7th-12th, 2023

Report by Tracey Hart

The 68th Annual Conference and it was an exciting time indeed! The journey began on August 7th when we arrived in Portland. Once we arrived, we were welcomed by wonderful weather!

Tuesday, I attended the NEF Annual Board meeting and was installed as NEF secretary. We boarded buses for the NEF NAWIC Topgolf fundraiser, which was a blast! (If you did not participate in our Top Golf Fundraiser, you will have an opportunity to participate in our fundraiser in Houston! It will be indoors!) The atmosphere was lively as old friends reconnected and new bonds formed. Laughter filled the air as we swung clubs, cheered each other on, and vied for NEF top prizes. This event showcased the unity within the construction community.

On the second day, I attended a session titled "Powerless to Empowered - How to Find Your Voice." The focus was on improving communication and trust-building between individuals from diverse backgrounds. During this session, we explored the concept of Cultural Intelligence (CQ) – the ability to connect with people from different backgrounds, ensuring they feel valued. Cultural Intelligence involves five essential elements:

1. Curiosity: Cultivating genuine interest in other cultures.
2. Open-mindedness: Being receptive to diverse perspectives.
3. Courage: Engaging in challenging conversations.
4. Empathy: Understanding others' experiences.
5. Compassion: Treating everyone kindly.

Culture was defined as shared attitudes, values, and behaviors of a specific group. We learned about the dominant and non-dominant cultures, where the former hold more influence. Cultural self-awareness empowers us to understand ourselves and others better. Building trust involves both Cognitive Trust (knowledge and skills) and Affective Trust (emotions and relationships). Tools for building trust include active listening, authentic communication, and empathy.

Thursday's conference sessions were equally enlightening. We began with the NAWIC Annual Meeting and a keynote by Dr. Rhianna Rogers, who discussed the Infrastructure Act and its link to innovation and diversity in the field. The "Making Clean Energy Equitable" breakout session highlighted the importance of inclusive clean energy initiatives.

Next, I participated in M.J. Clark's coaching session, which focused on improving communication and trust-building. The session emphasized emotional intelligence, ownership, and authentic communication.

After this session, we enjoyed a luncheon featuring an incredible speaker, Jamie McMillan. Jamie is the driving force behind KickAss Careers. Her story is one of strength and determination. Through KickAss Careers, Jamie travels, delivering engaging talks and workshops to thousands across North America. Her efforts are globally recognized for opening doors to well-paying trades and tech careers. Jamie's shares

her journey from struggling high-school student to advocate for women in male-dominated fields. Her story highlights finding purpose, support, and rising above negativity. Jamie's experience as a female ironworker drove her to partner with schools through #KickAssCareers. She encourages at-risk youth to explore rewarding trades careers. The session emphasizes recruiting future workforce by sparking interest in trades.

I also attended a session by Tim Taylor, which emphasized making construction an industry of choice for women. He shared that in March 2023, NCCER unveiled its Women in Construction Research Report throughout North America, coinciding with Women in Construction Week. The report resulted from focus groups held at industrial and commercial construction sites across the continent, involving over 200 participants from the trades. From these discussions, four key pillars emerged to support women's success in the construction industry. This research demonstrates that by making a few adjustments, women in construction can contribute significantly to the industry, working alongside their peers to build vital infrastructure across the nation.

Lastly, I attended a session titled "Get Your Time Back! Technology to Help HR & Operations Achieve Balance." Led by Anne Pflieger, NAWIC's Past National President, and Carrie Gardenhire, Associations Manager, the discussion revolved around using technology to streamline HR and operational tasks, promoting a healthier work-life balance. Anne Pflieger and Carrie Gardenhire, experts in their fields, emphasized the role of HR technology in boosting efficiency. They stressed how the right technology choices can save time and resources, allowing professionals to excel at work and enjoy personal time.

The process involves these steps:


1. Identifying challenges for improvement.
2. Assessing potential vendor partnerships.
3. Building a compelling business case.
4. Implementing best practices.
5. Guiding employees through the transition.

Benefits for Work and Growth: The session highlighted the benefits of leveraging HR technology:

- Addressing workforce shortages.
- Driving growth initiatives.
- Creating positive impacts.

The session also discussed specific processes like onboarding and I9 verification. Overall, the session underscored how HR technology can contribute to improved work-life balance, increased efficiency, and positive change within organizations.

After a productive morning, we joined the Installation and Recognition Luncheon. The conference was truly enriching, offering valuable insights, and forging stronger connections within the construction community.



68th NAWIC Annual Reports

By: Tammy Crooks

NAWIC 68th Annual Conference 2023
Portland Marriott Downtown Waterfront, Portland, Oregon
August 9 – 12, 2023
Report Submitted by Tamara S. Crooks

NAWIC's 68th Annual Conference was held in Portland, Oregon, and as with every year, the content and camaraderie boosts the excitement for a new year. It is always great to be able to spend time with our friends and acquaintances from all around the Nation, and this year was certainly no different. The weather also made it worthwhile since we were able to escape the 100°+ temperatures and bask in the glorious 80° days.

Tracey Hart and I arrived Monday, August 7, 2023, the day before conference activities actually began, in order to prepare for both the NAWIC Education Foundation Executive Committee Meeting and NEF Annual Meeting. The NEF Annual Meeting included discussion of the NEF Annual Report as well as the retirement of the 2022 – 2023 Board of Directors and installation of the new Board. I am extremely proud of the work NEF accomplished and excited about our plans for 2023 - 2024. Jill Hanson, NEF President, and Karen Hager, NAWIC President, are in sync with their plans for the upcoming year, and I am sure that it will prove to be an awesome partnership.

Tuesday night was spent at the NEF Top Golf fundraiser which turned out to be a great success! We had over 80 people pre-registered, and just under 100 in attendance. Registration included transportation to and from the venue as well as food and drinks. We had almost the entire second (2nd) floor to ourselves, and we certainly took advantage of it. It was a fun, interactive, and competitive way to spend an evening and also contributed to NEF's fundraising efforts. The feedback was so good that we are currently working on plans for our fundraiser at next year's Annual Conference.

The first (1st) breakout session I attended was on Wednesday, August 9, 2023, titled *Coaching Skills for Work and Life* presented by Michael Riegel. This presentation focused on three (3) coaching skills that can be used at work and life in general. Those skills were (1) Being Curious; (2) Anticipating and Overcoming Obstacles; and (3) Creating Commitment and Accountability. Mr. Riegel touted using the G.R.O.W. for coaching. Those elements are as follows:

- **Goal** – A specific goal needs to be articulated.
- **Reality** – Ascertain what the status of reaching the goal is and how they plan to achieve it.
- **Options** – Figure out how to achieve the end result.
- **Will** – Obtain ownership and buy-in of the action plan.

The Annual Conference opened with our Keynote Speaker, Dr. Rhianna Rogers, who spoke to us about the Infrastructure Act and how DEI can be utilized in this endeavor. She also discussed ways that companies can incorporate and advance DEI into their culture.


The second (2nd) breakout session I attended was *Grief: A Hidden Safety Risk* presented by Jennifer Landon. This subject is personal for me, and I found it to be very informative. Some of the issues highlighted were: (1) those that are grieving need to say what they need; (2) do not avoid the name of the individual as it will help keep the memory alive; (3) not everyone grieves at the same rate; (4) need to be cognizant of how grief affects not on the psychological, but the physical as well; and (4) the brain reacts to grief in the same manner as if a traumatic event has occurred. The key is to mitigate risks by identifying the types of grief and being able to recognize the signs.

The industry luncheon brought with it the presentation of the Excellence and Excellence in Safety Awards. The keynote speaker, Jaime McMillan of KickAss Careers shared her path into construction as a career. She was exciting and engaging while emphasizing the need for us to all be advocates for women in the industry.

The Friday luncheon brought with it the retirement of the 2022 – 2023 NAWIC Board of Directors as well as the installation of the incoming Board. The NAWIC Red Rose Recruiters were also recognized as well as Membership Committee awards handed out. The new NEF President, Jill Hanson, presented the NEF Pin to Karen Hager.

Friday evening is always a culmination of the Conference. The highlight of the evening was watching as two (2) longtime friends were recognized for their contributions to NAWIC and NEF. Katie Loughmiller was awarded the Carol A. Kueker Construction Education Visionary Award. Katie is a former Austin Chapter President and member of NAWIC, so it was truly an honor to see her recognized for her work at Kansas State University. Robin Fulton-Meyer was also awarded the NAWIC Lifetime Achievement Award. Robin has been a mentor and sounding board for so many NAWIC members that it was awesome to witness her be honored for her body of work.

Overall, this year's Annual Conference did not disappoint. It is always a time to catch up with friends and learn something new. I truly hope that everyone takes the opportunity to attend one. I know it will be an unforgettable experience.



68th NAWIC Annual Reports

By: Andrea Giron

Many Paths One Mission: NAWIC Annual Conference 2023

Andrea Girón

Powerless to Empowered:

Discovering your voice with cultural intelligence. This term was not in my vocabulary and Dr. Amy did such a wonderful job unveiling this topic. Summarizing the reasons why it is difficult to speak up: (rejection, cause of conflict, language barriers, standing out, timing, judgement, being wrong, stuttering, uncertainty, etc). Learn to be the LEARNER and the LISTENER. Meet people where they are vs. where I think they should be.

How does Minimization impact you? Assumes everyone is like me, makes others invisible, pressure to assimilate.

Build Common Vocabulary:

- Two levels of culture: dominant and non-dominant
- Diversity: it is visible, race, gender, generation ability

Cultural Intelligence Tools:

- Accept your authentic self.
- Appreciate your humanity.
- Develop your team.

Applying Cultural Intelligence Tools at Work

- Stop: Slow down, and observe
- Listen
- Contribute

Women Against Women: Natasha Ozybko talked to us about how to be a girl's girl. Reminded us to reform our thinking, to keep an ongoing and open dialogue, to understand that actions have consequences, and to keep our eyes on the prize (whatever that may be). As women when we achieve power, barriers fall.

The conscious and unconscious bias exist i.e., affinity, gender, beauty, ageism, etc. She emphasizes that DIVERSE teams are better, and she encourages us to be at the forefront of change. She taught us about healthy competition and in her words "to brag better" about our accomplishments, to be unapologetically ambitious because for generations our culture taught us to step aside.

Evolving the Construction Industry: People vs Process

Jess had great insight on explaining why even though construction is such a critical part of our economy, it does not evolve at the same rate as its importance. It has been evident that companies without diverse teams have fallen behind. This session was such a great tie in from the above because I learned about the impact that diverse teams can have in an organization in conjunction with technology. Adopting and improving both is an unstoppable combination leading to the success of many organizations. Increase in productivity, revenue, customer retention and more.

It was great to know that the company I currently work for is making these positive changes and headed in the right direction. It taught me the role I play in maintaining this the new culture and continue to evolve with it.

Finally, the inspiring keynote speakers Dr. Rhianna Rogers and Jamie McMillan were such an energy boost and living proof that there are no limits to our goals when we find our passion.

Membership & Friendship

AUGUST BIRTHDAYS & ANNIVERSARIES BY ANDREA GIRON

Please add your birthdate to the Google sheet to update our list! – Membership Committee Thanks you!

Birthdays

Jodi Snow	2nd
Gayla Henderson	10th
Tamara Crooks	22nd
Alichia Deatherage	23rd
Jamie Greenway	27th

Anniversaries

Francine Hawkins-Alegeh	1 Yr.
Judy Horn	1 Yr.
Emily Joseph	1 Yr.
Gabrielle Robbins	5 Yrs.
Stephanie Harrison	6 Yrs.

DE&I Report

What Does Inclusion Mean to You?

NAWIC
The National Association of
Women in Construction
DE&I Committee



NAWIC DEI Committee

Introducing BRAVE Talks

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REAL
AUTHENTIC
VULNERABLE
EMPOWERED




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committee questionnaire!



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<p>All packages reflect membership benefits for one person/representative. Contact info@nawic-fw.org for pricing for additional representatives.</p>							

FORT WORTH CHAPTER #1

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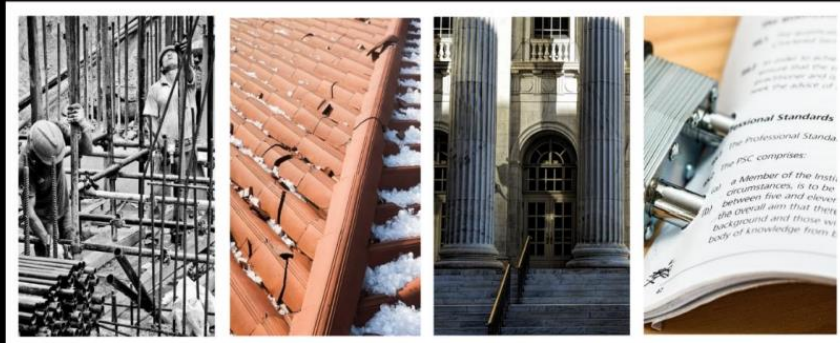
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2022 – 2023

Fort Worth Chapter #1

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Angela Taylor

**National
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Lauline Mitchell

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Strategic Plan: Megan Shaw
Ways & Means: Shelie Murphy & Megan Shaw
WIC Week: Riley Seahorn & Tammy Blake

Contact Info:

President:

Karen Weatherford
klweatherford@keyconstruction.com
president@nawic-fw.org

Bulletin Editor:

Andrea Giron
andrea.giron@groupnei.com

P. O. Box 162315

NAWIC

The National Association of
Women in Construction



NAWIC Fort Worth Chapter #1
P.O. Box 162315
Fort Worth, Texas 76161

