

THE NAWIC JOURNAL 2019



nawic
The National
Association of Women
in Construction

Flex at Multiplex

Multiplex is committed to having an inclusive and flexible workplace where all employees are valued, encouraged to express their ideas and opinions, and able to reach their full potential. Our flexibility program is an essential part of this.

We have been implementing team based flexibility at Multiplex since 2013. With our support, each project team determines and designs the flexibility solutions that best suit their needs, and we regularly go back to those teams to assess what's working and what can improve.

We are proud of the shift in positive attitude towards flexibility amongst our people, and the real impact our program is having on their lives.



MULTIPLEX
Built to outperform.

www.multiplex.global
For enquiries please call 02 9322 2400
SYDNEY PERTH MELBOURNE ADELAIDE BRISBANE

CONTENTS

INTRODUCTION	2	REFORMATION: LEADING CHANGE & THE CHOICES CONTRACTORS CAN MAKE TO IMPROVE OUR SECTOR by Alison Mirams, Roberts Pizzarotti.....	44
ABOUT NAWIC	2	WE CARE & CONNECT	47
THE NAWIC BOARD OF DIRECTORS	4	MENTORING, ROLE MODELLING, NETWORKING & ORGANISATIONAL SUPPORT by Sandra Thomas-Sear, Thomas Independent Certification.....	48
NAWIC NATIONAL CHAIRPERSON'S FOREWORD Kristine Scheul.....	6	ABORIGINAL & TORRES STRAIT ISLANDER WOMEN ARE BREAKING NEW GROUND IN THE CONSTRUCTION INDUSTRY	50
MINISTER'S FOREWORD The Hon Michael McCormack MP.....	8	NAWIC PROFESSIONAL DEVELOPMENT COURSES by Caroline McConnachie, MAX Build.....	52
NATIONAL CRYSTAL VISION AWARD Cris Munoz announced as the 2019 winner.....	10	THE NEED FOR GIRLS-ONLY CONSTRUCTION CAMPS by Kristen Panebianco, Maslow Marketing.....	54
NAWIC IWD SCHOLARSHIP	12	I VOLUNTEER TO HELP INFLUENCE CHANGE An interview with Mike Smith, Northrop.....	56
THE NAWIC INTERNATIONAL WOMEN'S DAY SCHOLARSHIP	12	INSPIRING THE NEXT GENERATION TO PURSUE A CAREER IN CONSTRUCTION NAWIC WA's 'Crazy Cranes' LEGO event.....	57
WHY WOULD I WANT TO DO THAT FOR A CAREER? A summary of the NAWIC 2018 IWD Scholarship Research Report.....	14	WE ADVOCATE FOR CHANGE	60
WE CELEBRATE WOMEN	16	ATTRACTING MORE WOMEN INTO THE CONSTRUCTION INDUSTRY by Lauren Karan, Appoint.....	61
LIFE MEMBERS Radmila Desic honoured with NAWIC Life Membership.....	17	MATES IN CONSTRUCTION Suicide prevention in the construction industry - can women make a difference?.....	64
COMMITTED TO DELIVERING MORE Diversity has always been highly valued by BUSSQ Building Super.....	18	WHAT IS THE AUSTRALIAN GENDER EQUALITY COUNCIL? by Victoria Weekes, AGECC.....	66
MY LEGACY by Sarah Hogan, MPA.....	20	BUCKING THE TREND by Cherry Marquez, City of Boroondara.....	69
A TRADE CAREER IS AN OPTION FOR EVERYONE An interview with Tess Hanna, GTNT.....	22	EXPECT THINGS TO CHANGE FOR THE BETTER How Rebecca Dickson became a staunch advocate for women in construction.....	70
BECOMING A PARENT HAS MADE ME MORE SUCCESSFUL IN MY CAREER An interview with Eva Cho, Seymour Whyte.....	24	WOMEN'S ACCESS TO PROPERLY FITTING PPE by Dr Bee Oo & Dr Benson Lim, UNSW Sydney.....	72
DIVERSITY & GROWTH ARE KEYS TO ONGOING SUCCESS Celebrating diversity has seen FDC grow exponentially.....	27	HIRING GOOD PEOPLE Increasing your chances of getting it right by Megan Bell, Steople.....	75
A DIVERSE WORKFORCE ADDS DEPTH, EFFICIENCY & VALUE TO OUR ORGANISATION An interview with Access Solutions.....	28	DRIVING GENDER EQUALITY IN A MALE-DOMINATED INDUSTRY	76
WE ARE BOLD & BRAVE	32	2019 NAWIC AWARDS FOR EXCELLENCE	77
BLOKEY DAYS FADE AS WOMEN BUILD A ROLE IN CONSTRUCTION by Kate Meikle, Canberra CityNews.....	33	ACT National Arboretum, Canberra, Friday 20 September, 2019.....	77
MAKING CONSTRUCTION FAIRER & SAFER THROUGH HUMAN RIGHTS by Dr Natalie Galea, Australian Human Rights Institute, UNSW Sydney.....	34	NSW International Convention Centre, Sydney, Thursday 29 August, 2019.....	80
FINDING THE EXTRAORDINARY IN THE ORDINARY An interview with Sara Haslinger by Deborah Singerman, Deborah Singerman Consultancy.....	36	NT Darwin Casino, Friday 11 October, 2019.....	84
CREATING AN INDUSTRY MY DAUGHTERS CAN ACTIVELY PARTICIPATE IN by Adrian Esplin, Sarah Constructions.....	38	QLD Royal International Convention Centre, Brisbane, Friday 11 October, 2019.....	87
RETHINKING JOB DESIGN TO ACCOMMODATE NEW WAYS OF WORKING Flexibility at Multiplex.....	40	SA Chateau Apollo, Adelaide, Friday 25 October, 2019.....	90
I CAN'T IMAGINE DOING ANYTHING ELSE An interview with Jessica Critchley, Optimus Building Surveyors.....	42	TAS MONA - Museum of Old & New Art, Hobart, Friday 8 November, 2019.....	93
		VIC Grand Hyatt, Melbourne, Friday 25 October, 2019.....	96
		WA Westin Hotel, Perth, Friday 1 November, 2019.....	100



Editor: Kimmily Baty
Designer: Nikala Drager
Cover: Jacinta Hochman & Lydia Dales, Access Solutions
Image: Joshua Maguire

Publisher: NAWIC
 PO Box 470, Roseville NSW 2069
T: 1800 767 977
E: admin@nawic.com.au
W: www.nawic.com.au

NAWIC assumes no liability or responsibility for any inaccurate, delayed or incomplete information, nor for any actions taken in reliance thereon. The information contained about each individual, event or organisation has been provided by such individual, event organisers or organisation without verification by us. The opinion expressed in each article is the opinion of its author and does not necessarily reflect the opinion of NAWIC. Therefore, NAWIC carries no responsibility for the opinion expressed thereon.

©The NAWIC Journal 2019. Any form of reproduction of any content from this publication without the written permission of NAWIC is strictly prohibited.



ABOUT NAWIC

The National Association of Women in Construction (NAWIC) is an Australian, not-for-profit organisation formed in 1995.

NAWIC is led by a team of passionate volunteers who all strive to help champion and empower women in the construction and related industries to reach their full potential. With Chapters in every state and territory, we are also part of a global network of NAWIC organisations, including those in Canada, New Zealand, Singapore, South Africa, the United Kingdom and the United States.

NAWIC provides a forum for its members to meet and exchange information, ideas and solutions. We also offer our

members an opportunity to expand personal and business networks, maintain awareness of industry developments, improve skills and knowledge and contribute to other women in the construction industry.

OUR VISION

An equitable construction industry where women fully participate.

OUR MISSION

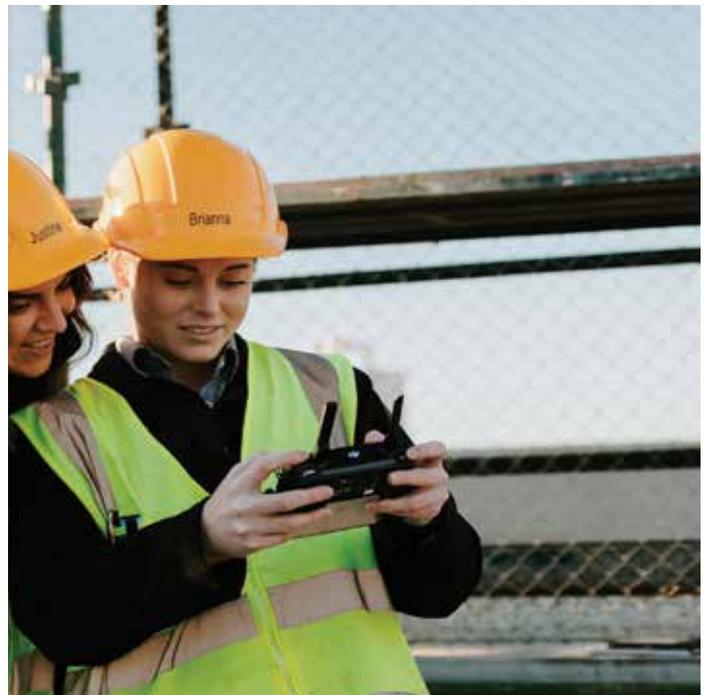
NAWIC is THE advocate for positive change for women in the construction industry.

OUR GUIDING PRINCIPLES

- We celebrate women
- We are bold & brave
- We care & connect
- We advocate for change

HANSENYUNCKEN

WWW.HANSENYUNCKEN.COM.AU



At Hansen Yuncken, our aspiration is to build an inclusive culture where we live by our values every day and people can be themselves. We understand that people from different backgrounds can offer different points of view. Working together we can create the highest value for our people, our business, our clients and our industry.

DRIVEN BY CHALLENGE, BUILT WITH PRIDE



THE NAWIC BOARD OF DIRECTORS

Helen Badger, Miriam D'Souza, Rebecca Dickson, Christina Yiakkoupis, Kristine Scheul, Alison Price and Fiona Doherty

KRISTINE SCHEUL

National Chairperson

Kristine joined NAWIC in 2007 and became Chair of the ACT members of the NSW/ACT Chapter, as it then was. After a few years she helped form the NAWIC ACT Chapter where she served as President for over two years. Kristine has a long history and background in construction having been the Construction Partner at Meyer Vandenberg Lawyers for several years before moving to Brisbane and joining Thiess. During her time in Brisbane Kristine was the Project Lawyer on both the Airport Link Project and the Victorian Desalination Project. Kristine is currently working as the in-house lawyer for Transport Canberra City Services which recently delivered the light rail project. Kristine is very passionate about the role of women in the construction industry and has both mentored, and been mentored, by some of the most talented and innovative women in the industry.

ALISON PRICE

National Vice Chairperson

Prior to being elected to the NAWIC Board in 2018, Alison held the position of NAWIC Queensland Chapter President for three years. During her time as President of the Queensland Chapter, Alison helped set up the 'Women on Tools' Committee and finalised the establishment of the Northern Territory as a standalone chapter of NAWIC. Alongside her work with NAWIC, Alison also sits on the Board of Austmine and the Waste Recycling Industry Queensland (WRIQ), and is the founder and Managing Director of her own mobile recycling, soil amelioration and remediation business, SoilCyclers. Alison promotes flexible work practices for all her team, both onsite and in the office, and actively offers opportunities for entry level applicants from any background to build careers in the construction industry.

HELEN BADGER

Director

Helen joined NAWIC in 2008 where she held various positions within the ACT Chapter including President. Helen joined the National Board as a Director in 2013 and was National Chairperson from 2016-2018. Mentoring and supporting all people to reach their full potential in the industry is an important element of Helen's approach. Helen is a senior project manager with GHD and has worked on a diverse range of projects nationally and internationally. Currently Helen is supporting the Director of National Parks to deliver on their capital projects.

REBECCA DICKSON

Director

Rebecca joined NAWIC in 2010. She has held various positions including the Victoria Chapter's Education Committee Chair, Board Director representing Victoria and Company Secretary. From 2015 to 2017, Rebecca held the position of Chapter

President for Victoria. Rebecca has over 12 years' experience as a construction lawyer and is currently the Senior Legal Counsel for John Beever Australia. As a Board member, Rebecca intends to apply her energy to ensuring greater visibility of our members, forging relationships with Government bodies and corporations and also increasing NAWIC's ability to deliver more mentoring programs for women and girls who want a career in our exciting industry.

FIONA DOHERTY

Director

Fiona joined NAWIC in 2008. She was the ACT Chapter's Treasurer from 2008 to 2011 and was a Board Director representing the ACT in 2011. Fiona again held the Chapter Treasurer role from 2015 to 2018 and was pivotal in the Chapter's growth from both a sponsorship and member benefit perspective. Fiona is currently a Director at Rider

Levett Bucknall. Fiona has extensive operational experience gained in commercial projects, both in Australia and overseas, and is a Board member for various not-for-profit organisations. As a NAWIC Board member, Fiona wants to engage with our members, demonstrate our relevance to the construction industry and most importantly, lobby Government and corporations for change.

MIRIAM D'SOUZA

Director and Honorary Treasurer

Miriam joined NAWIC in 2009. Prior to joining the National Board, Miriam was actively involved in the WA Chapter where she held various positions including Treasurer and Vice President. She was also instrumental in growing the Chapter's membership base. Miriam is currently a Projects Partner at Norton Rose Fulbright and has over 15 years' experience advising on a wide range of major projects in the infrastructure, mining,

waste and water sectors and has a depth of experience acting for both the private sector and Government.

CHRISTINA YIAKKOUPIS

Director

Christina joined the NAWIC Queensland Chapter in 2011. During her time as Co-Chair of the Queensland Chapter Awards Committee, Christina and her team were responsible for the ceremony growing into a sell-out event with an increasing number of nominees each year recognised for their outstanding contribution to the construction industry. Christina took on the Queensland Chapter Co-Vice President role in 2017 before joining the National Board later in the year. Christina is a Civil Engineer currently working for Pro Concrete Group on a large range of projects. Christina is always looking for opportunities to introduce her work network to NAWIC. 



KANE

Our greatest asset is our people

Ainsley Middleton | Contract Manager

kane.com.au

CHAIRPERSON'S FOREWORD

by KRISTINE SCHEUL
National Chairperson

As we enter the year of our 25th Anniversary as an organisation, I am very proud to be introducing NAWIC's inaugural self-produced Journal which has come together as a true amplification of women in construction and those who champion them.

At the beginning of 2019, the NAWIC Board set itself and the organisation several goals through its strategic plan. A year on, I am looking forward to the ongoing innovative ways in which the Board and all the extremely hard-working volunteers in the Chapter Councils of NAWIC across Australia, contribute towards achieving our

vision of an equitable construction industry where women fully participate. Volunteers are the backbone of this organisation and "keep going well past the point when they shouldn't". It is to all those amazing women and men who continually keep going, keep supporting, keep promoting, endorsing and encouraging women in construction, that we dedicate this inaugural Journal.

Some common themes have emerged throughout the conversations in this Journal but none more than the fact that an increase in diversity has a direct correlation to an increase in productivity and profitability. For some construction organisations, this isn't news, but organisations still struggle with attracting and retaining a diverse workforce in order to realise this promised productivity and profitability.

When the Workplace Gender Equality Agency released its report card for 2019, the messages were dismal for our industry. There has been some movement in the right direction with the 2.3% improvement in the gender pay gap in construction (significantly higher than the 0.5% average across all industries). However, the recent Ranstad Women in Construction report "*Smashing Through the Concrete Ceiling*" reiterated statistics that are supported by some of the stories still being told. Over 38% of women interviewed felt that a lack of gender diversity was a contributing factor to leaving or being reluctant to enter our industry in the first place. An incredible 39% accredited the lack of female role models in senior positions as the

key barrier to progression in the industry.

Flexibility in the industry appears to be the key. Our industry is often described as one of the most inflexible and rigid industries in the country. If the industry wants to remain relevant and maintain growth into the future, it needs to get smarter about women. Rigidity does not equal strength – inability to change is not an acceptable quality. As NAWIC members and stakeholders, we should all be dedicated to ensuring an equitable construction industry where women are eligible to fully participate. It is our collective responsibility to ensure that the treatment of inequality, in all its forms, is as much a part of workplace culture as safety.

At an industry forum I attended recently, I received some timely advice: to use our platform to shine a light on and amplify those organisations and individuals in our industry that are doing the right thing and let their example speak to those who still need to catch up. With that in mind, it is our pleasure to publish and therefore amplify some of the supporters and contributors to NAWIC through our Journal. I hope you enjoy the celebration of the diverse range of winners of the NAWIC awards in 2019. As the current and future role models for our industry, their achievements form part of the vision for NAWIC's future. We hope we have been able to shine enough light on the innovative and supportive initiatives they are deploying to ensure that this industry we champion, finally reflects the equality and diversity in the majority of the communities in which they practise. ■



CELEBRATING DIVERSITY & INCLUSION AT MIRVAC

Championing diversity, inclusivity, gender equality and workplace flexibility are all vital parts of Mirvac's DNA. We believe this has a positive impact on the health, wellbeing and happiness of our workforce as well as driving engagement, productivity and better business outcomes.

Our success in creating a diverse and inclusive culture at Mirvac can be attributed to our Diversity & Inclusion strategy, which defines a clear set of goals and the steps we all take to achieve them. Unsurprisingly it has a heavy focus on gender balance which has been, and continues to be, a huge challenge for our industry. Today we have 50 per cent gender representation on our Board, and continue to seek a 50/50 gender balance on shortlists for senior appointments.

We have successfully maintained a like-for-like gender pay gap of zero per cent for three consecutive years, and 43 per cent of our senior management roles are now held

by women, in line with our target. But efforts to promote gender equality are not limited to senior management. They can be seen right across our business and in fact we believe that empowering women to become future leaders must start at an early age. This year, Mirvac partnered with the GWS Giants on a leadership program for year 9 girls called 'Giant Goals' to demonstrate what a career in the property industry could look like. Mirvac are also supporting the Property Council of Australia's successful 'Girls in Property' programme, working with girls in year 10 to provide insights about the property industry.

In recognition of Mirvac's diverse and inclusive culture, in 2019, Mirvac was ranked number one in Asia Pacific and number two in the world for gender equality by Equileap. Equileap researched 3,519 companies in 23 developed economies, representing 98 million employees, and ranked them based on 19 gender equality criteria.



**BUILDING
DIVERSITY
AT MIRVAC**

If you would like to find out more about a career within a company that truly values a respectful, diverse and inclusive environment, where different backgrounds, opinions and ideas are accepted, encouraged and celebrated, we'd love to hear from you.

Please email careers@mirvac.com to contact one of our career advisors.



MINISTER'S FOREWORD



by **THE HON MICHAEL MCCORMACK MP**
Deputy Prime Minister
Minister for Infrastructure, Transport and Regional Development

Transport, Cities and Regional Development – a historically male-dominated workspace – 54 per cent of employees were women, many of these in senior management.

Furthermore, women are increasingly visible in politics. Following this year's federal election, four of the five National Party senators are women, ably led by my Deputy, Senator the Hon Bridget McKenzie.

Indeed my own wife Catherine works as regional manager for a robust regionally-owned building company. Catherine reminds me daily of the good work of female participants in her industry.

The message is clear: continue your good work. Thanks to your efforts in challenging stereotypes and lifting up those who have a go, women in construction are being supported to succeed in their careers of choice.

Yes, there is more to be done. While 2019 saw more construction employers developing gender equality policies and flexible work strategies, more can and should be done to attract and support female employees.

Greater efforts must be made to train, mentor, promote, and collaborate with women at all levels across the sector.

The Liberal and Nationals' Government will continue to work shoulder to shoulder with the construction sector as we tackle the challenges – and opportunities – ahead.

“Greater efforts must be made to train, mentor, promote, and collaborate with women at all levels across the sector.”

I am pleased to support the launch of The NAWIC Journal's fourth edition and offer my best wishes and my assurance the Government will work closely with you as together we build the infrastructure of the 21st Century for Australia – with women deeply and integrally involved in this mighty effort. ■

Increasingly, in infrastructure and policy, women are being seen at all levels. I am delighted at the significant contribution women are making to Australia's massive construction effort. Progress is being made but much more can be achieved.

Women are today trailblazing at the highest echelon, such as Romilly Madew, appointed CEO of Infrastructure Australia in January 2019, and Leilani Frew, who has worked as our Government's Infrastructure and Project Financing Agency's CEO since 2017. Both are key advisors for our \$100 billion infrastructure investment pipeline – an unprecedented investment which is setting Australia on a new course for the 21st Century.

Women are also more present across the broader workforce. In 2017-18, for instance, within my portfolio's Department of Infrastructure,

These numbers and achievements show that when the pendulum swings, it can swing quickly. Growing recognition of women across industry, government and politics not only highlights the great work of individuals, but also paves the way for more women to enter senior levels in construction – women who may today be the subject of young up-and-coming reports in The NAWIC Journal.

I congratulate the women whose stories are included in this edition of the journal, and I extend my gratitude to NAWIC and related organisations. Construction is a key economic driver and so is women's leadership and participation – given the size and significance of current infrastructure pipelines, we can't afford not to have women contributing.



GET GROUP AUSTRALIA

TRAFFIC MANAGEMENT
VACUUM EXCAVATION
LABOUR HIRE



With a professional, dynamic and contemporary approach to business, Get Group Australia is reinvigorating the Industry.



In 2009 Get Directed Traffic Control and Labour Hire was birthed and has had steady and rapid growth since the GET go.

Get Directed Traffic Control & Labour Hire offers a 24 hour, 7 days a week service. With our team of experienced Traffic Controllers and state of the art equipment we are here to assist.

At Get Directed Traffic Control we pride ourselves on offering personalised and professional service. All Traffic Controllers are licensed under the Traffic Controller Accreditation Scheme Authorised by the Department of Transport and Main Roads.

We offer a range of equipment with the highest of technology in warning lights, arrow boards, vms boards and fully equipped vehicles with safety alarms.

Being a Department of Transport and Main Roads registered company we can offer you the following services:

- ✓ Traffic Guidance Schemes
- ✓ Traffic Management Plans
- ✓ Certified Traffic Controllers
- ✓ Council / Main Roads Permits
- ✓ Traffic Counting
- ✓ Risk Management & Safety

1800 828 723

CRIS MUNOZ WINS THE 2019 NAWIC NATIONAL CRYSTAL VISION AWARD

Cris Munoz is the 2019 NAWIC National Crystal Vision Award winner. Open to Crystal Vision Award winners from Each State and Territory, the award is the highest honour bestowed to an Australian NAWIC individual or corporate member.

Cris Munoz is a role model, diversity champion and an outstanding construction industry leader. For over 20 years Cris has demonstrated a continuous commitment to her employer Multiplex, where she is the current Queensland Construction Manager, and to her female peers for her tireless work in providing the assistance and encouragement they need to advance their careers.

Since winning the 2018 Crystal Vision Award, Cris has used her influence to develop a program that will drive significant change by improving female retention rates and increasing the number of women in senior management roles. The industry-changing policy includes childcare support and continued superannuation during parental leave. A dedicated mentor, Cris has also provided formal and informal mentoring support for colleagues and she has been actively involved in advocating for women with numerous associations in the construction industry.

Speaking at the Victorian Awards for Excellence Ceremony, Cris said "I'm honoured to receive the NAWIC National Crystal Vision Award and to stand alongside the many talented women that the NAWIC Awards for Excellence recognise across the country. Construction is such a dynamic and exciting industry to work within and I'm passionate



Cris Munoz and Mary Linnell (with Kristine Scheul) were presented with their awards at the Victorian Awards for Excellence on 25 October

about making sure women have access to the opportunities and the support they need to fulfil their career aspirations."

Christina Yiakkoupis, Board Director, praised Cris' contribution to the construction industry.

"Organisations in the construction industry need to be paying attention to incredible women like Cris Munoz. Cris isn't sitting back and accepting the industry as it is with low representation of women, especially in senior management roles, but is instead leading change through positive initiatives." Christina said.

A Highly Commended Award was also presented to inspirational businesswoman and influencer, Mary Linnell. Mary, the founder and Managing Director of "Easy Glass Services" based in Darwin, works tirelessly to inspire and motivate women and girls to pursue a construction career through mentoring, speaker engagements and ongoing advocacy work.

NAWIC congratulates Cris, Mary and their fellow nominees. You are all leaders by example and embody what women within the construction industry all aspire to become. ■



A NATURAL FIT FOR HARD WORK

DESIGNED BY YOU, MADE FOR YOU,
TESTED BY YOU. YOUR CHOICE.

Blundstone
TASMANIA AUSTRALIA 1870

**EVERYWHERE
LIFE TAKES ME™**

[BLUNDSTONE.COM.AU](https://www.blundstone.com.au)
[INFO@BLUNDSTONE.COM.AU](mailto:info@blundstone.com.au)

FOLLOW US:



THE NAWIC INTERNATIONAL WOMEN'S DAY SCHOLARSHIP

The NAWIC International Women's Day (IWD) Scholarship has been awarded annually since 2009. Supported by our generous, long-term sponsor CULT, the research scholarship is the most significant award of its kind for female professionals working in the construction industry.

ABOUT THE IWD SCHOLARSHIP

The IWD Scholarship provides \$20,000 in funding for a NAWIC member to carry out research on a gender equality topic or initiative that will drive change and therefore benefit and empower women in our industry. In addition to presenting robust ideas to challenge existing thinking and outlining practical solutions, the winner's research must support and drive NAWIC's vision of an equitable industry within which women fully participate.

According to Bridgeen Rocks, former IWD Scholarship Committee Chair

and past National Board Director, the IWD Scholarship is one of the most significant programs NAWIC offers its members. "We have contributed \$200,000 to improving the industry with practical recommendations that have had impact. The IWD Scholarship embodies the values that we as NAWIC volunteers and members hold true - we celebrate women, we are bold & brave, we care & connect, we advocate for change."

"The IWD Scholarship enables research and practical recommendations to improve and enrich our lives. This research must be shared, debated and adopted. Creating an equitable construction industry in which women fully participate."

DR FIONA LAMARI - THE 2019 IWD SCHOLARSHIP WINNER

This year the NAWIC IWD Scholarship was awarded to Dr Fiona



Dr Fiona Lamari's IWD Research Report is now available.

To find out more about the NAWIC IWD Scholarship visit nawic.com.au

Lamari, Lecturer in Construction Project Management at Queensland University of Technology. Fiona's research proposal titled *Engagement with Regional School Students Through a Virtual Construction Site Tour - an Immersive Experience* aims to promote the exciting and diverse careers in the construction industry to female high school students through virtual reality. Fiona's research will enable students to step onto a construction site and experience a high-rise building being developed. Fiona's study will also measure the effectiveness of virtual reality as an engagement strategy for regional female high-school students.

Upon the announcement at the NAWIC NSW IWD Breakfast held at the CULT Design showroom on 7 March 2019, Fiona said she was thrilled to be the recipient of the scholarship. "I am grateful to have the opportunity to create an immersive experience for female high school students so they can take a peek at what goes on behind the gates on a construction site. I want to ignite their curiosity and have them walk away excited, wanting to find out more." ■

Dr Natalie Galea (2016 Winner), Dr Phillippa Carnemolla (2018 Winner), Dr Fiona Lamari (2019 Winner), Bridgeen Rocks and Sarah Hogan at the NAWIC NSW IWD Breakfast





Celebrating 25 Years of Excellence!



CUBIC IS A CLOSE-KNIT COMPANY OF PEOPLE WHO LOVE WHAT WE DO, AND THAT'S BUILDING INTERIORS.

With a diverse talent pool of over 350 Cubic employees, our people are an important part of our success. We foster a culture that embraces diversity and collaboration, and one that recognises the achievements of our people across our Sydney and Perth operations. Cubic is committed to improving the representation of women in the construction industry by building a pipeline of female talent across all areas of our organisation. Everyone is welcome at Cubic!



Congratulations!

We are proud of Aly Harper, Cubic Apprentice Carpenter in Western Australia, for her Master Builders National Apprentice of the Year Award nomination. Aly was the first woman to be named Master Builders WA Apprentice of the Year 2018, breaking the 14-year history of the award!

For more information on careers at Cubic, visit: www.cubic.com.au/careers

“WHY WOULD I WANT TO DO THAT FOR A CAREER?”

A summary of the 2018 NAWIC IWD Scholarship Research Report

The 2018 NAWIC International Women’s Day Scholarship was awarded to industrial designer, researcher and design educator, Dr Phillipa Carnemolla.

Over a 12-month period, Dr Carnemolla, Senior Research Fellow at the UTS School of Built Environment, investigated perceptions of the construction industry by examining existing research, interviewing female high school students and analysing UTS enrolment data for the Bachelor of Construction Project Management. Keeping in mind that women entering and remaining in the construction industry sits well below parity, Dr Carnemolla’s research examined how construction is portrayed and viewed by the very women it hopes to attract.

KEY FINDINGS

In her report, *Girls’ Perceptions of the Construction Industry: Building a Picture of who isn’t Interested in a Career in Construction and Why*, Dr Carnemolla reveals results of interviews with female high school students from an independent, all girls-school. Of the students interviewed, all expressed that the construction industry is not appealing because of its perceived exclusivity and gender imbalance. The participants also felt that the only females they see in the industry are generally young women holding the lollipop signs and directing traffic.



To download a copy of Dr Phillipa Carnemolla’s report visit nawic.com.au

Further findings of Dr Carnemolla’s report include:

- High school girls can’t visualise themselves in a construction career
- Schools, teachers and parents are not recommending a career in construction to high school girls
- The students did not see a career in construction as an aspirational career in STEM (Science, Technology, Engineering and Mathematics). Engineering however, was seen as an aspirational STEM career
- The language of STEM is bypassing the construction industry. Initiatives that use STEM language to increase female participation are unlikely to be recruiting for the construction industry
- There is a lack of visible, female champions in the construction industry. High school students do not see successful females in construction
- There is a lack of understanding about the diverse scope of jobs and careers that comprise the construction industry
- Parents perceptions of the industry are influential in steering students away from the industry

In addition to exploring high school girls' thoughts and opinions of the industry, Dr Carnemolla analysed university data on female students who are interested in a career in construction. Data from the UTS Bachelor of Construction Project Management degree was analysed from a 9-year period (2010-2018). The results indicated that in fact most offers to women applying to do this construction course are made to non-school leavers. At UTS at least, women receiving main round offers to undertake the Bachelor of Construction Project Management degree are over-represented from independent, all-girls schools.

This combined data reveals both the perceptions of construction, and where interest is coming from, both important contributions when addressing the imbalances in our industry.

RECOMMENDATIONS

As a result of her research findings, Dr Carnemolla made a series of recommendations that will enable

NAWIC, employer groups, leading companies and broader construction networks to better engage with high school girls and to communicate the potential for a construction career.



- Construction needs to reposition itself as a career for both women and men. The construction sector's employer groups and leading companies should undertake a campaign that rebrands construction as an aspirational career. Students, parents and schools need to be convinced
- The industry needs diverse role models and champions to communicate the potential and diversity of roles within a construction career
- Further research into the role that schools play in supporting careers in construction for girls is recommended. This will enable a better understanding of how schools can be better informed

Parental influence, limited understanding of the industry and fear of gender based discrimination were found to be the main barriers to pursuing a career in the construction industry.

about opportunities within the construction industry for all female students, across all levels of academic achievement

- The construction industry should be encouraged to review its recruitment practices to include non-school leavers – warranting further research into exactly where interest in construction training comes from and how it can be encouraged from an early age. Further research is needed into how construction training and tertiary education is marketed/targeted to understand why particular schools are drawing more interest ■



we celebrate women

*Robyn Shaw
2018 Corrs Chambers Westgarth
Award for Diversity Winner (QLD)*

Image: Joshua Maguire

we celebrate women

RADMILA DESIC HONOURER WITH LIFE MEMBERSHIP



NAWIC has a new Life Member.

At the Queensland Chapter's IWD Breakfast held on 4 March 2019, the wonderful Radmila Desic was presented with a NAWIC Life Membership, an honour bestowed on only eight other members in our association's history.

Radmila has been a NAWIC volunteer since 2004. She has held various

positions including the Queensland Chapter President and National Board Director. She was integral in establishing both the Northern Territory NAWIC Chapter and the Queensland Chapter's Women on Tools Committee. Radmila is also a NAWIC Crystal Vision Award Winner.

Radmila began her career in the construction industry as an apprentice Carpenter Joiner.

Throughout her career on the tools Radmila has been involved in programs that actively promote non-traditional careers to women. She continues to advocate apprenticeship and traineeship pathways as a real option for women.

Radmila, thank you for your service and commitment to NAWIC over the past 15 years and congratulations on this fantastic achievement. ■

SHAPE

your future

At SHAPE, we are committed to supporting the growth and advancement of women in the construction industry.

We recognise this isn't possible without an environment where all people are treated with respect and have equal access to opportunities. That's why we work so hard on creating an inclusive and constructive culture where people feel comfortable to be themselves, share their ideas, and support each other to achieve great project outcomes.

The single most important thing we will ever build is a great place to work.

Learn how you can be a part of our team.
Visit shape.com.au

SHAPE EXPERIENCE BETTER

we celebrate women

COMMITTED TO DELIVERING MORE

Diversity has always been highly valued by BUSSQ Building Super, a Fund that currently boasts two female directors on its six member board and is led by CEO Linda Vickers.

A long standing member of NAWIC and a former NAWIC board member, Linda has been committed to supporting women in construction throughout her career.

For more than 20 years Linda has been working with BUSSQ, a fund committed to helping workers in the building and construction industry plan for their retirement. Over this time Linda has developed a deep understanding of those working in the industry and the hardships they face due to the type of work performed and its cyclical nature. Furthermore,

Linda has seen women in the industry suffer financially from both construction downturns and time out of work to have a family.

Work Linda undertook with BUSSQ highlighted that many members, workers in the construction industry, believed they couldn't afford to retire. Statistics also highlight retirement can be a time of great financial stress for single women with 40% of older single retired women experiencing economic insecurity and poverty and 8.5% of women between 65-74 still making mortgage repayments¹.

Linda is committed to assisting women in the industry and throughout her career has sought opportunities to help women facing these statistics. Linda has also driven BUSSQ's commitment to assisting

women in the industry by building a team who share her understanding of workers in the industry and have experienced the pressures of time out of the workforce and life's changing pathways.

One avenue BUSSQ is delivering on this commitment is through its partnership with NAWIC.

In 2019 this partnership has delivered new initiatives for young women in the industry. The Fund has been able to provide support with the BUSSQ Apprentice Awards (in conjunction with NAWIC Queensland the Women on Tools Committee) and in particular through the inaugural BUSSQ Scholarship which will provide the recipient with funding towards study, purchase of tools, financial advice and mentoring support through NAWIC membership.

As an advocate for supporting workers in the industry Linda said, "We are very proud to have the opportunity to help these young women and provide opportunities to improve their future prospects within the building and construction industry."

Linda is a champion for women in construction and under her leadership BUSSQ will continue to extend its commitment to supporting women and workers in the industry. ■



Brittany Dibbens, Dannah Dowling and Stephanie Weston, pictured with Linda Vickers and Anne Kemp from BUSSQ, were recipients of the BUSSQ 2019 Apprentice Awards

1. The facts about women in super, <https://www.womeninsuper.com.au/content/the-facts-about-women-and-super/gjumzs>

WOMEN are the story and we are **PROGRESSING...**



As the world changes for women, MPA is determined to develop and grow the depth and breadth of our female talent pool.

MPA proudly supports and encourages women to thrive in this transforming industry.

mpa.com.au  

mpa | BUILDING
GENUINE
PARTNERSHIPS



Sarah Hogan presenting at the 2019 NAWIC NSW Awards for Excellence

MY LEGACY

NAWIC NSW Immediate Past President,
Sarah Hogan, reflects on her
journey with NAWIC



by **SARAH HOGAN**
Marketing & Client Relations Director, MPA

After five dedicated years as NSW NAWIC President I now sit as President Once Removed. It has been an incredible journey and I would like to reflect on the amazing success of NAWIC NSW and all that we have achieved together.

It was in 2008 that I joined NAWIC, which at the time was heavily focused on the construction sector of the property industry as this

was its heritage. A year later I was fortunate to be invited to become the Chair for the annual NSW Awards for Excellence. In the five years that I performed this role I sought to broaden the base of NAWIC in the property industry, the background of the applicants, the extent of sponsorship and increase the attendance and profile of the Awards night. The NAWIC NSW Awards have grown to become the

largest attended awards event in the property industry. In 2019 over 130 applications were received and over 1,200 attended the event.

I was privileged to become NAWIC NSW President in 2013 and having been in the organization a number of years, I looked to continue the evolution of NAWIC, its members and its relevance to industry. At the core was NAWIC's purpose which is

to promote and improve the property and construction industry by the advancement of women. I felt it important to increase engagement levels with industry and thereby their participation. Establishing partnerships with other organisations is essential to our success at NAWIC.

We understand that we need the support and strength of people and organisations across the industry. One of the initiatives I lead was to commence a mentoring program for NAWIC members. We received wonderful industry support from men and women who came forward to mentor young women on a yearly program. The mentor program continues to thrive today with over 50 people involved each year. This has had flow on effects including NAWIC NSW being the host state for the International Women's Day Scholarship. Through the generous support of CULT, this scholarship is now one of the most generous in the world for women in the property industry. The proceeds fund a research project by a woman that challenges existing thinking and outlines practical recommendations to enhance the Australian property and construction industry.

As NAWIC NSW President I was humbled by these successes and the contribution by so many to continue the advancement of women in our industry. I am committed to making a positive change towards gender diversity and doing much more than performing an executive role in a male-dominated industry. For me it's about leadership, networking, mentoring and contributing philanthropically. Equally, it's about embracing the fact that these tasks often sit alongside the important responsibility of running a family. As a leader, I have a responsibility to be transparent, to give back, and to do

what I say I am going to do.

The depth and breadth of our female talent pool develops and grows. Women are the story and we are progressing. NAWIC shines a light on this progress and provides a place for it to thrive and be celebrated, and I am very proud of this. In my time at NAWIC I feel that we have significantly and positively changed this industry for the better, that we have fundamentally and profoundly advanced women. We have done this through leadership, collaboration, education, networking and by supporting and celebrating excellence.

I know we have changed paradigms. Women now enjoy more opportunities that what we never could have imagined a few short years ago. Women now experience a greater sense of purpose and ambition.

From the apprentice, to the first-year university student, to the CEO. That they feel this ambition can now be realised and ultimately achieve success in their hearts - and their minds - and their industry.

It is important for me to extend a very special thanks to my employer MPA, who provided amazing encouragement to me over many years. MPA's directors Edward Singleton and Ben Ritchie have been unwavering in their long-term support of my involvement in NAWIC. I spent time every week performing my role as President and I have only ever experienced 100% support from them. MPA continues to support NAWIC. As a long term and current sponsor, and with members of my team performing roles on NAWIC committees including the Awards.

As Immediate Past President, I will continue to support NAWIC and look forward to being a mentor

and supporter of our new Co-Presidents and Vice President. I have also decided to take on the role of International Women's Day Ambassador in 2020.

In stepping down as President it is time for me to start something new in the property industry and continue my philanthropic journey of giving back. I am proud to have accepted a role on the Advisory board of the Property Industry Foundation (PIF).

PIF seeks to make a tangible difference to the serious and persistent problem of youth homelessness by partnering with respected charities to build safe environments and support initiatives in education, employment and well-being.

This theme for me of giving back also sees me helping to raise funds for Sydney Children's Hospital, Randwick. I Co-Chair the sunSCHine organization which is serious about making a difference to the lives of sick children and over the last nine years, it has raised over \$4 million to support the areas most in need at the Hospital, from Palliative Care to the Child Protection Unit. The 10th annual sunSCHine event is in October this year and we have ambitious plans to raise over \$1 million on the night.

I have been extremely fortunate to have had a successful career in the property industry. An industry that I did not choose but chose me. I could never have imagined the opportunities, experiences and relationships I have formed over some 15 years. I feel honoured to have undertaken the leadership roles at NAWIC NSW and I hope to continue to inspire women to not only believe what could be but to live out what can be. ■

A TRADE CAREER IS AN OPTION FOR EVERYONE

An interview with Tess Hanna,
Electrical Apprentice, GTNT
& 2018 GTNT Award for Achievement in Construction Winner (NT)

Currently, women make up only 1% of building trades and 3% of those employed in electrotechnology and telecommunications trades in the country. In recent years however, the number of women taking up trade careers has increased, indicating women do survive, and thrive, in trade careers.

Tess Hanna, an Electrical Apprentice in Darwin, is one of a growing number of women benefitting from the career opportunities the building, construction and industrial industries have on offer. Tess works as part of a team responsible for the maintenance and operation of the city's electrical distribution system. On any given day, Tess can be found conducting critical maintenance on an 11kV/415V transformer and performing live low voltage switching to ensure customers maintain their power whilst required works are completed.

What inspired you to embark on a trade career? Was an electrical trade something you always wanted to do?

In school I was always interested in science and maths, but career-wise I wasn't completely sure what direction I wanted to go in. I started a science degree at university after I finished high school but it wasn't until I spoke with friends and family (who were

electricians) that I realised I might enjoy completing an apprenticeship. It has been challenging at times, but honestly one of the best things I have ever done.

What do you enjoy most about your role?

I really enjoy the practicality of the role, it is very hands-on and I find this very rewarding. It is a great feeling when you get to finish a job and see the work you have completed. It is mentally challenging, as the theory side can be quite complex, and you are often required to do tasks such as fault finding (which is a bit like detective work!). I also like working as part of a team.

What do you see as the benefits of pursuing a trade career?

Pursuing a trade has many benefits, one of them being great pay and also the ability to progress in your career. There are many different paths you can take within the electrical industry and you can use the knowledge and skillset that you gain from an apprenticeship and apply it to any role that you do.

Do you find your male colleagues supportive?

I am currently the only female in my work group of approximately 40 people. Most of my male colleagues



Tess with her Achievement in Construction Award

Embarking on an electrical apprenticeship is one of the best things Tess has ever done

are very supportive and treat me in the same way as they treat everyone else. To me, working in the electrical industry is no different to any other field - you treat your colleagues with respect and do the work to the best of your ability. However, if someone wants to give you a hard time based on your differences then that reflects who they are as a person, not you.

At the end of the day you just need to do what makes you happy. During my time working in a male-dominated workplace I have learnt lots, met some amazing people and made some great mates.

What have been your main achievements in your career so far?

I received the NAWIC GTNT Achievement in Construction Award in 2018 and have recently been nominated for the Power and Water Rising Star Award. These have been memorable moments in my career as an Electrician. However, I believe the knowledge and skillset that I have gained from my apprenticeship have also been significant achievements and I will carry these with me for the rest of my life.

What have been your greatest challenges so far working in the electrical industry in Darwin?

One of the biggest challenges working in a trade role in Darwin is the heat and humidity. It gets very hot and humid and you can get



dehydrated very quickly. However, it is manageable, as you just need to ensure that you drink plenty of water and have breaks when you feel like you need them.

Why do you think the construction industry would benefit from having more females in trade roles?

I believe that diversity in the workplace is very important and I think females are capable of undertaking any job that they set their mind to. The few women I have worked with during my time as an Electrician have been very passionate about their work and have been great role models. I think that more women just need to know that completing a trade is an option for everyone and anyone who is keen!

What advice would you give to other women and girls thinking about a trade career?

Research the trade you are potentially interested in and try and obtain work experience in that role. Even if you do a week or so working with a friend or family member it is very beneficial to gain experience so that you get an idea of whether or not you will like the work. Work experience will also make you more attractive to a potential employer.

Also, do not be put off by other peoples' opinions – I was initially put off undertaking an apprenticeship when I finished school because people I spoke with did not think that I would be able to do it. It wasn't until I was older and had friends and family encourage me to go for it that I took the plunge and applied. It has honestly been one of the best things I have ever done and implore anyone considering undertaking a trade to just go for it! n

we celebrate women



Image: Joshua Maguire

BECOMING A PARENT HAS MADE ME MORE SUCCESSFUL IN MY CAREER

An interview with Eva Cho,
Design Manager, Seymour Whyte
& 2018 Probuild Achievement in Design Award Winner (QLD)

It probably comes as no surprise that many ambitious women in the construction industry are concerned how motherhood will affect their careers. The unexpected sick days, the constant juggling of priorities and of course the guilt. There's also the 'motherhood penalty' that often results in pregnant women and mothers being overlooked for promotions, penalised during pay negotiations and being perceived as less committed to their work. In fact, it's because of these reasons many women delay starting a family.

For other women, once they have children they find themselves at a career crossroads. Some may look for part-time work whereas others may leave the workforce altogether. Whilst motherhood can stall or derail a career, for others, it can be reinvigorating. The latter can certainly be said for Eva Cho, a Civil Engineer and the Queensland 2018 Probuild Achievement in Design Award winner, who has found parenthood has boosted both her career and her commitment to pursuing her profession.

Tell us about your current role and what it involves

I'm a Design Manager at Seymour Whyte. My role is like putting a

puzzle together. I coordinate and work across many sectors including design, safety, risk management, commercial and construction to develop design solutions to achieve a project's objectives. In the process, I engage people, ask a lot of questions and assess problems to try and make the most informed design decisions. A project's objectives are often competing so my role is a balancing act.

I don't deny my job is tough. I am a soft-spoken individual who works in a male-dominated, type A environment. However, I enjoy my work and it is rewarding to see projects delivered. I consider myself lucky to be part of a dynamic and engaging industry.

Please describe your family

My husband and I are parents to two young girls - Mia (7) and Addison (5). My husband also works in construction engineering. Despite his demanding role, he's an incredible father and a very supportive husband.

My daughters are highly energetic, precocious and engaging individuals. Conversations with them provide constant entertainment. Mia and Addison are very interested in what I do and what my job entails. I hope that as a working Mum, I am setting

a great example and I am a positive role model for them. Although they are very young, I sense my girls will follow a STEM path. Who knows, my daughters may become future construction industry leaders themselves.

What does a typical day look like for you?

Like many other families, our days are generally busy and chaotic. I try to wake up at 5:00am and go for a 10km jog, at least 3 times a week (early morning wakeups are much easier since becoming a Mum). I've discovered exercise is extremely beneficial in helping me manage my stress and maintain balance due to the daily chaos of life.

After my jog, I get my daughters ready. By 7:00am we are out the door and our kids are dropped off to school and kindy, a job shared between the needs of my role and those of my husband's. I'm generally in the office by 8:00am and home by 6:00pm for dinner after which I help my daughters with their homework. Between all this there's the kids' activities, any overtime required to meet deadlines at work, shopping and chores. I try to get to bed by 11:00pm before waking to another busy day. ▶

Can you please describe some of the ways in which parenthood has made you better at your job?

Being a working parent is definitely challenging, but the skills I've gained as a parent have improved my overall skillset, especially in relation to project management and leadership. Here are some other benefits I've personally experienced:

01 ARTICULATING SO THAT A MESSAGE IS HEARD

As any parent will attest, kids constantly ask questions. To help my daughters learn (and eventually leave me alone for at least five minutes), I've had to be more thoughtful in my responses by adapting them into their language and explaining the world in their terms. In my professional role, this skill has translated into being more thoughtful in understanding the drivers of the various stakeholders I work with and in articulating design solutions in a way that is relevant to them. Now, I go into greater depth to understand the 'how' and 'why' and I look for ways to find commonality between competing opinions and requirements.

02 IMPROVED RISK MANAGEMENT

I've found my risk management skills and safety considerations have heightened as a parent. Having children means you are constantly on alert, making sure they are safe and that their environment is a safe place to explore. This skill has translated into every aspect of my role, especially in how I evaluate design options. It has also given me a greater sense of responsibility to ensure my team returns home to their family. If for no other reason, a heightened sense of safety should be the reason more parents, especially Mums, are employed and considered for roles in the construction industry.

03 PREPARATION AND ADAPTABILITY

I am also now a practitioner of

preparation and contingency planning, which stems from the daily responsibilities of managing a household. For instance, to leave the house on-time, I have to ensure bags are packaged, uniforms cleaned and laid out, toys put away, dishes cleaned, lunches made, and the next day's plans coordinated with my husband the night before. It requires a lot of discipline to develop habits to avoid chaos and frustrations in the morning. Similarly, at work, I have a greater chance to meet project milestones or tender deadlines when plans are put in place and well-communicated.

I've also had to learn to adapt quickly to ever changing scenarios. While my engineering training has taught me to approach problems logically and methodically, I've found I cannot apply the same approach to raising children. Children are more emotionally connected and intuitive, and their behaviour and actions can sometimes be quite illogical. Plus, my children are just very good at creating chaos. So, in my work, my parenting experience has trained me to be more patient, calmer and adjust to the situations when something doesn't go as planned.

04 JUGGLING & PRIORITISATION

Since becoming a working Mum, I have had to work much more efficiently in both my personal and professional roles. This means having to clearly identify, clarify and prioritise critical deadlines, meetings, school involvement and important relationships while still finding time to maintain my physical and mental health. It is a daily struggle and I've had to learn to delegate and trust my overall support network. Consequently, I have a greater appreciation of my family, friends, and colleagues now more than ever before.

05 CONFIDENCE

Since becoming a parent, I have gained more confidence in my

abilities and I'm more decisive in my actions. Simply put, I don't have the time to second guess myself. My personal and professional roles are intricately connected and when I let doubt creep in, there are usually consequential negative domino effects in both my roles. My family has taught me to trust my instincts, training and experience to make decisions or to consult others when I need more information. I've found this skill has become invaluable as I'm progressing in my career.

Why should organisations in the construction industry consider employing more parents, especially Mums?

Mums are usually the project manager of their homes. I believe the skills Mums acquire through years of dealing with demanding and unpredictable clients (children and family, in general) and managing multiple chaotic schedules are the same skills that would be highly valued in the construction industry. I believe mothers also have more resolve to do well in their professional roles because they are responsible for looking after their family's wellbeing.

We tend to forget that parenting children, especially young kids, is a relatively short timeframe in a woman's career. When we don't support these women or actively encourage their return to the construction industry, we are losing an immense amount of talent.

Finally, I believe employing parents, especially Mums, would improve our industry's mental health. Parents innately are trained to support the mental health of their children. How great would it be if we could apply this skillset in supporting our colleagues?

I want to take a moment to thank the many parents, both Mums and Dads, who have inspired me to continue pursuing my career as a Mum. The endless tips and words of encourage have made all the difference. ■

we celebrate women

DIVERSITY & GROWTH ARE KEYS TO ONGOING SUCCESS

FDC have always believed in the powerful nature of diversity of thought. Celebrating this diversity has seen FDC grow exponentially, expanding its offices nationwide and diversifying in a range of disciplines such as fitout, refurbishment, construction, data centres, mechanical services and technologies.

The South Australian branch of FDC has seen particular growth in recent years. Established in 2015, the SA office has gone from strength to strength, delivering a range of diverse projects for a growing list of clients. FDC SA are focused on what lies ahead in 2020 and beyond.

With increasing external investment in the industrial and commercial sectors in South Australia, FDC has enjoyed the opportunity to deliver various construction projects, such as their recently delivered job for AJ Baker & Sons. FDC was engaged early under an ECI to assist in the design and construction of a new manufacturing and assembly plan warehouse, followed by the refurbishment of existing buildings to create a new showroom and office spaces.

As the South Australian government rolls out funding in the education sector in line with its Building Better Schools initiative, construction is thriving and with an impressive list of school/early learning projects already

completed, FDC SA are well positioned to deliver. Most recently, FDC SA successfully delivered two Goodstart Early Learning Child Care Centres—one in Underdale, the other in Belair. These construction projects included new activity rooms, office spaces, reception areas, planning and meeting rooms and amenities. Goodstart Belair is still in construction- due to finish late December.

Both in South Australia and nationally, FDC place great emphasis on the importance of diversity in supporting and facilitating this exciting time of growth in construction.

FDC are incredibly proud to be above national average in their percentage of female employees. As an organisation, FDC employs women in all areas of the company, from cadets through to senior management,

in both operational project roles and office-based positions.

In 2019, FDC SA were thrilled to see their Client Relationship Manager, Courtney Grose, appointed Vice President of the NAWIC SA Chapter.



Courtney Grose (left), NAWIC SA Chapter President and FDC Client Relationship Manager, represented FDC on a NAWIC panel this year

Courtney is a strong advocate for diversity and equity in the wider realms of the construction community. “I’m so lucky to have been welcomed into the NAWIC family and am honoured to represent the organisation as the Chapter’s Vice President,” Courtney said upon her appointment to the role. Courtney is dedicated to supporting the growth of FDC SA; she is also inspiring in her ambition to provide support to women in the construction industry.

FDC continue to be proud of their role in supporting diversity of thought within the industry. They are excited for the next chapter as they look towards continued expansion in commercial and industrial construction both nationally and, particularly, in SA. ■



FDC’s percentage of female employees is above industry standard.

A DIVERSE WORKFORCE ADDS DEPTH, EFFICIENCY & VALUE TO OUR ORGANISATION

An interview with Access Solutions,
2018 Clennett's Mitre 10 Crystal Vision Award Winner (TAS)

Established in 1993, Access Solutions is 100% Tasmanian owned and operated. The company provides flexible and innovative commercial and residential lift solutions for projects including the Devonport Living City Centre, Myer Icon, Macq 01 Hotel and the upcoming Parliament Square Hobart. Access Solutions sees itself at the cutting edge of the vertical transport industry with a focus on excellence and training and providing clients with customised solutions for any development.

Access Solutions strives to recruit, engage and retain women in their workplace. Providing tailored work packages is key to achieving this. They offer flexible start and finish times, days off to attend sport carnivals or school-based activities, both local and interstate, and a strong, family-focused environment for their employees. Their dedication to providing outstanding support for their staff saw them awarded the 2017 Tasmanian Government Employer of Choice Award.

What did winning the 2018 Crystal Vision Award mean to you?

We were greatly inspired by the

recognition of our peers in the construction industry for what we have essentially been doing for a long time. The win further encouraged us to keep pushing for changed perceptions in the industry.

In early January 2019, we employed the services of a female business development consultant, Paula McCarthy from Working Dynamics. She led our core leadership staff through personality strength and weakness tests and role clarity workshops.

One of our project managers has also recently taken maternity leave. As site visits were less achievable in the later stages of her pregnancy, we made provisions for her to move into tendering and contract management via our mobile workflow software. When she returns from maternity leave, her position will be held for her in a part-time or flexible capacity. She will have access to flexible working hours and she can work remotely from home if she needs to.

Furthermore, we have encouraged other young females in the Tasmanian construction businesses to join NAWIC and attend the monthly networking drinks. This has provided a talking point amongst fellow

industry professionals at events we sponsor and sheds a light on who and what NAWIC are all about to further grow the movement. We are proud to have the trophy displayed in our office and the NAWIC award is highlighted in our tender submissions.

Access Solutions has a large number of female employees. What are some of the roles they hold?

We're proud to be advancing our female employees' careers. We have women involved in our business from support roles through to management, whether it be construction, business development, marketing, labouring, hoist operating, finance, executive advisory or PR.

Lydia Dales fills our Construction Manager role. Due to her experience in Project Management and Human Resources, she is highly respected by her colleagues. Lydia oversees and directs over \$8m worth of construction projects. Lydia also initiated our ISO 9001 second party accreditation, collaborates with local and international stakeholders and together with Jacinda, forms the Management team when the Director, Ashley is on leave.

Jacinda Hochman is our Business



Development and PR manager. She has been the Project Manager for some of our largest projects including Myer Icon and Devonport Living City Centre. Jacinda is part of an emerging young leaders committee with the Master Builders Association and was the winner of the 2017 MBA Women in Construction Award. Jacinda also initiated workflow management software and Simpro within our business.

Linda Belstead is our Executive Advisor & Accounts Manager. Linda is responsible for all the accounting functions in the company and keeping abreast of the relevant construction industry workplace awards. Linda is also highly respected by her fellow employees whether on-site or in the office, through her calm manner of dealing with pressure situations, answering finance queries or providing wise words of advice to junior team members.

Do you think the females in your organisation encounter any challenges?

There will always be initial challenges to overcome and it is probably harder for females to 'prove' they are competent to project teams external to our organisation. However, once they demonstrate they are capable and know what they are doing, the females in our organisation have

generally found the industry to be very receptive to working with them.

Overall, it has become more common to see women in management roles and we believe this brings a wonderful balance when projects have mixed gender teams. There are, of course, still changes required in relation to tailored work uniforms, readily accessible female toilets (usually locked up in some obscure location), or the graffiti that still appears on various hoardings. But improvements are being made.

Each of our female employees have had to work through various situations where certain project managers may refuse to acknowledge them; or stakeholders in meetings who assume they are there just to take notes, or site contacts who will default to a male instead of talking to them. However, we believe if females go in with an open mind and expect to be confronted with some challenges, the industry will change and provide exciting, dynamic, and hands on career opportunities that have unlimited opportunities for both men and women.

Why does Access Solutions employ a large number of females, compared to other organisations in the industry?

We believe in diverse workplaces supporting a balanced and

productive environment. Both men and woman are valued for their differences and celebrated equally for their achievements. We provide a supportive and positive experience for all employees, removing the stigma that there are 'boys clubs' or 'ladies only' roles and we all assist each other irrespective of titles.

This has been demonstrated by two of our male apprentices taking out the Apprentice of the Year titles, one of our project managers winning the 2017 MBA Women in Construction Award and being the first commercial sponsor of NAWIC when it started in Tasmania. We do not hold a bias toward a specific gender when we undertake our interviewing process, as we focus on performance and ability as the deciding factor. We take great care to ensure female PPE is available to our onsite female employees and do not expect to have a one size fits all!

Our Managing Director, Ashley Dales, believes that satisfaction with life is enhanced when you're happy at work, and the spinoff is improved performance, work quality, higher productivity, better engagement and increased business. Work is not the central issue in life, but a means of support to enable our employees to best live out their aspirations. ►



Access Solutions has a diverse workforce with women employed in support roles through to management positions

What do you see as the benefits to Access Solutions of having a diverse workforce?

In a male-dominated industry, Access Solutions have woven value for women into our company ethics. Cultural change can be hard. However, through encouragement and the fact that it is the norm in our company to see women in high vis, in the office or in management, working alongside males or in some cases in charge of all male teams, we have seen women take on roles across the spectrum of the business.

Human value and dignity regardless of age or gender and respect for giving something your best, not being afraid to make mistakes, attention to quality and pride in your work has meant an even playing field for our male and female employees, or potential candidates for roles within our organisations. There are no designated 'guys only' or 'girls only' clubs and an open, team approach is taken for problem solving and round table discussions, meaning our employees are inspired to be engaged instead of kept within limits to abide by rules. This company culture is quickly observed by new colleagues who join the team and it continues to grow.

The women at Access Solutions have helped to bring a sense of the broader (and sometimes non-tangible) factors that help to create a level playing field. Our female champions are often sensitive to multiple dynamics and influences,

emotions and relational matters as they take in the big picture. This creates healthy working relationships in the office and onsite. Any gender dominated industry is not healthy nor representative of normal life or our communities. When men and women collaborate in teams, it brings a fantastic balance of diversity, harmony, humour, respect and efficiency.

Because our internal company structure is so supportive from the top down to our site teams, we have a high female employee retention rate and our staff have been able to provide support for individual female team members to have the resilience when they have faced the challenges and complexities of working within a male dominated industry.

NAWIC has further enhanced this platform of networking brave, resilient and caring female professionals within our industry. The women at Access Solutions have generated respect within the company and onsite from both genders by their focus on demonstrating strong leadership, passion for their work, confidence in their ability and an ethos of getting the job done. This company culture is strongly reflected from the top down where we celebrate our unique differences, both genders are proud to work with each other and each gender is confident to express their own strengths instead of trying to blend in under peer pressure or feeling like a minority.



We strongly believe that women add depth to our organisation and an approach and insight that adds bottom line value. Through recognising this value, the women of Access Solutions have contributed so much to our success as a company.

What advice would you give to other organisations in the construction industry who want to attract more females?

Roles and positions should be based on merit and competency. It shouldn't be based purely on trying to fill a role with a female as this sends the wrong message. It's important to identify the strengths required for a role and be open to females being able to do it. For any organisation, we believe it's really important to celebrate your differences and work to your strengths! A good balance of both genders creates a healthy dynamic for a high performing team. ■

Innovation in joinery.

Our passion for unique designs, quality output and outstanding customer service has given us a reputation for producing world-class residential and commercial joinery.

The highly talented people in our team have over twenty years experience in commercial joinery and project management, and provide a full range of services, from design and project management, to manufacture and installation.

"Our motto is 'innovation in joinery'. We want to be at the forefront in software and machinery, as well as people and processes. We've invested heavily in our people, software, and state of the art CNC machinery and automated board handling systems." - Ben Madden, Director



COMMERCIAL JOINERY
KITCHENS AND RESIDENTIAL JOINERY
CUSTOM MADE FURNITURE

CAPITALVENEERING.COM.AU



As part of our continued push for diversity, we entered nine inspiring female leaders into this year's NAWIC Awards for Excellence.

Congratulations to the following employees on their success:

- Project Manager Fiona Lethbridge - Winner of the WA Arup Diversity and Inclusion Award
- Graduate Engineer Esma Kaya - Commended for the WA Probuild Young Achiever Award
- HSE Manager Sarah Pettit - Commended for the WA Wood and Grieve Engineers Outstanding Contribution to Construction Award.

Diversity at Georgiou

Here at Georgiou, we are committed to playing a large part, both as an organisation and group of individuals, in addressing inequality in our industry.

In 2019 alone, we:

- launched our second Innovate RAP with a focus on supporting economic and social participation, respecting and promoting the rights of Aboriginal and Torres Strait Islander people and fostering strong leadership for reconciliation;
- introduced annual pay parity audits and became a WGEA Pay Equity Ambassador;
- introduced a leading Paid Parental Leave policy for both Primary and Secondary Carers;
- rolled out unconscious bias training for all managers and employees in recruiting roles; and
- commenced a review of our flexible working arrangements.

www.georgiou.com.au/diversity

we are *bold + brave*

*Erin Louise Gonthier
2018 CBRE University
Scholarship Winner (NSW)*

**THE FUTURE IS
FIRST NATIONS**

Image: Joshua Maguire

BLOKEY DAYS FADE AS WOMEN BUILD A ROLE IN CONSTRUCTION



by **KATE MEIKLE**
Director, Canberra CityNews

Peita de Boer transitioned to being a female in 2017 and admits that during her early career she didn't experience the confidence challenges that she now sees in women around her.

Peita and Kim Raysmith are the new NAWIC ACT Chapter Co-Presidents and hope to convince young women that a career in construction is a worthwhile, supportive and rewarding path and certainly not the blokey culture of the past. With a skills shortage in the industry, Peita says construction companies are desperate for increased participation by women.

Peita is a Director and Operations Manager at the construction company, Manteena Security, delivering complex security related projects and project management consultancy in Australia and overseas. She says, like many others, it was easy as a male for her to push her feelings aside.

"But in 2016 I hit a wall and it was unsustainable for me to continue on [as a male]," she says. "I transitioned the next year and decided to tell everyone I knew, personally. It was an incredible experience as I was vulnerable and sharing something that was deeply personal to me. I found my colleagues and team very supportive and instantly opened up about their own lives to me.

"It was that process of me sharing that allowed me to know the people I work with on a deeper level. And as a Senior Manager I became a more effective leader. I did feel a reluctance because I thought that the industry wasn't ready to be diverse and have a Director of a construction company being transgender. But I was so wrong.

"In November, 2017, after transitioning, I walked through the doors at Manteena as Peita. It was a humbling and fulfilling experience and I felt totally supported by my industry. I love construction and being on site where the action is, chatting to the team and being part of an exciting project. As long as you are confident and prepared to be vulnerable you can do anything – people like authentic people. I am more authentic now with my colleagues, my kids and family."

Likewise for Kim Raysmith, who says: "It's no longer the industry it was

with the negative perceptions from the 1980s. It's not a blokey world anymore and men [in the industry] are also supporting us. Women do feel more supported when we have a village and a sense of belonging. Canberra is also a great place to progress fast in your career in construction."

Kim is originally from Perth and admits it took time to adjust to Canberra. Five years ago, she was working out of a site shed for a Sydney-based company, managing three construction sites as a Project Manager in Canberra and felt isolated.

"I had two small children, I had suffered from postnatal depression and felt I had lost my connections," says Kim, who now works at global construction company Turner and Townsend as the Associate Director and Regional Manager for the ACT.

By joining NAWIC, Kim says the committee connected her with other women, creating friendships, broadening her networks and giving her purpose to help support others in her industry. Through events, awards, scholarships and programs, NAWIC aims to support women at every stage throughout their career, from school students to senior leaders. ■



NAWIC ACT Chapter Co-Presidents Peita de Boer, left, and Kim Raysmith

This article originally appeared in Canberra CityNews and was reproduced with permission.

MAKING CONSTRUCTION FAIRER & SAFER THROUGH HUMAN RIGHTS



by **DR NATALIE GALEA**
Postdoctoral Fellow at the Australian Human Rights Institute, UNSW Sydney
Co-Founder of Cultivate - www.cultivatesponsorship.com
& 2016 NAWIC IWD Scholarship Winner

It has now been two years since my PhD research, and two years of advocacy work on the findings about equality for women professionals in the construction sector.

Some of this has been talking to unions about getting the basics in order – things like safe and secure toilets and showers on work sites. And many of my presentations have been to companies, about the emerging social sustainability issue in the construction sector.

For too long, we've been ignoring the impact of how we're treating people in construction – men and women. In this industry, young men are 10 times more likely to die by suicide than die from injury on a construction site.

But in my research, I found there was a cultural denial among senior leadership, government and clients, about the influence they actually have to change things.

Contractors, meanwhile, have limited availability to do things differently. But they can influence clients, and it's critical for them to explain that their program, and the constraints they put on contracts, have an impact on people.

My focus is now shifting from advocacy to actually using and testing some of the interventions that could make a difference.

One of those is career sponsorship. With human resources expert Katriina Tahka, I've launched Cultivate, the only sponsorship program in Australia that is based on research to create cultural change. Our program came about after my research into what had worked for men's career progression, and one of those things was informal networks of sponsorship.

In my other role as a postdoctoral fellow at the Australian Human Rights Institute at UNSW Sydney, I'm working on several projects that could make the construction sector fairer and safer.

GENDER ON THE TENDER

"Gender on the tender" is the idea that companies competing for jobs should demonstrate gender equality and employee wellbeing, alongside traditional elements such as cost, time and design.

Putting gender on the tender is not just about women. It's about dealing with the masculine nature of the sector that's bad for everyone. It's

about the expectation that workers will have no caring responsibilities, and will not express any vulnerability around stress, anxiety and their mental health.

It's not just the government that needs to put gender on the tender – it's big property developers and clients that need to consider their footprint on the social sustainability of the sector.

The Green Building Council of Australia, which gives buildings a star rating at the completion of a job, is now considering whether to also award stars for how a project ensures women stay in the industry, and whether workers go home safely, and free of stress and anxiety.

DIGNITY BY DESIGN

This year the Australian Human Rights Institute will be meeting with more businesses about a set of draft principles that has been created with the Institute for Human Rights and Business, Raoul Wallenberg Institute of Human Rights and Humanitarian Law, and Rafto Foundation for Human Rights, to discuss how people can be better respected throughout the "lifecycle" of construction.



Workers on the Concord Hospital redevelopment in Sydney will be surveyed to determine the impact of a five-day work week on their wellbeing

Businesses don't necessarily see how their activities affect lives, but every part of the building lifecycle has human impacts, from the acquisition of land, to the treatment of the construction workforce, and eventually the use of the building, including for example, accessibility.

We hope to trace a project from conception to completion to better understand these impacts and consult broadly on the principles in order to put recommendations for improvements to government and private sector decision-makers.

FIVE-DAY WORK WEEK

One of the fundamental findings of my PhD research was that to increase the number of women in construction, we had to challenge the working conditions of men.

We found in our research that program is king, and that long hours and the expectations of presenteeism and total availability were deeply entrenched norms.

Workers were feeling the negative consequences of this. Most men we shadowed in the research raised the personal impacts of these work practices, including marriage

breakdowns, panic attacks and lack of sleep. For women, it meant they felt they couldn't have a successful career in construction if they wanted to or if they had children.

The five-day work week challenges the existing norm that we have to work six days – sometimes seven days – to successfully complete projects. It's about informing clients that running six-day weeks has huge human costs that they may not see or hear about due to a masculine blanket of silence in the sector. But it's the right thing to do as a company to understand the impact of your business practices on the lives of people in your workforce.

In new research with Roberts Pizzarotti and NSW Government we will survey and interview workers from the 1000-person workforce at the Concord Hospital redevelopment in Sydney, and also their next-of-kin, to learn how working five day weeks changes their lives over the two-year project. We want to know whether they stick to working five days, whether it improves their fatigue and wellbeing, and whether it will see men having more involvement in family life on weekends.

It's not a particularly innovative concept. The five-day work week in the sector was examined by Helen Lingard (RMIT) and Valerie Francis (University of Melbourne) about a decade ago, but our research will build evidence for a sector that has overlooked this simple move so far.

It was Alison Mirams, CEO of Roberts Pizzarotti, who approached NSW Government with an alternative to the six-day week planned in its tender documents. Alison argued that a hospital is a place of healing, and it would be fitting for this to start with the wellbeing of the workers.

The Concord site recently opened with a smoking ceremony led by the Metropolitan Land Council. It was the first time I had ever stood on a construction site where the word 'dignity' was spoken.

After the ceremony, I reflected on what a privilege it is to construct a place of healing and how sometimes in construction, we don't think enough about the legacy we are building for society. The five-day work week could be a starting point to heal a sector that is sometimes quite brutal on the people who work in it. ■

we are *bold + brave*

FINDING THE EXTRAORDINARY IN THE ORDINARY

An interview with Sara Haslinger,
Managing Director, Setera Consulting
& 2018 Lendlease Crystal Vision Award Winner (NSW)



by **DEBORAH SINGERMAN**
*Founder and Head, Deborah Singerman
Writing, Editing & Proofreading Consultancy*



Sara Haslinger's new venture, Setera Consulting, is an organisation of complex problem solvers using an evidence-based research approach that blends legal and non-legal work. Setera Consulting delivers advice, strategy and reviews for clients primarily in the construction industry, public administration, NSW Government and local government, infrastructure planning and delivery.

To find out more visit setera.com.au

Sara Haslinger was the NSW 2018 NAWIC Lendlease Crystal Vision Award winner. Her proposition for more women on expert panels, was a conventional marker of increased visibility and voice. Sara's hard-hitting views of government, the industry and influences for change unapologetically break the norm.

What did winning the Crystal Vision Award mean to you?

I was quite confronted by people in NAWIC getting excited because I was helping more women be recognised. It should be the norm. I am not sure that my award is changing the dialogue. I said to Lendlease, you nominated me for an award because it was about women, but it's not. It's about society, the community and opening up opportunities to see what is already amazing in people.

That is my personal passion. When working in the UK with families in chronic crisis, I met all these single mums and what kept shocking me was how extraordinary they were. While society judged them for living in poverty and around child abuse, on a day-in day-out basis these women were managing their children and the government services that were trying to constantly record their lives and equate society's punishment with shame.

I realised that by trying to open tiny doors for these women to start utilising their own personal resources, their self-worth went up dramatically and they started engaging in a different internal dialogue. There is an opportunity to have this honest, evidence-based dialogue in the construction industry. We do not need more data or more analytics. We need projects that deliver outcomes and change behaviour.

Who to you are the experts?

Infrastructure NSW asked me to look at their expert panels. When I looked at the list of over 300 names, I realised that only 40 were being used and of those only one or two were women. They were ex-public service employees so were not necessarily bringing in diversity for the panel.

There are so many extraordinarily proactive, amazing women and extraordinary human beings who are not necessarily the senior initiator or the charismatic person who has

been delivering government work for 20 years, but who nevertheless do things that are never seen. Why not find those people and put them at the table of experts? So, it was about going to the market and finding and meeting diverse people and bringing them to the panel.

For example, I am on a Board at the moment and we decided to include a younger person. I think she is now 31. It was confronting as a Board at the time to talk about why we were doing this. However, she was relevant to our Board. We needed her voice to interrupt the unrecognised bias in our thinking, to have someone with a different perspective help convince us how to build efficiencies, where we did not even know there were inefficiencies, because we had been doing things in a certain way for so long.

What is needed to bring about change?

The culture needs to be one of learning. To have a career path and build a place for yourself in the world where you get to contribute in the way you want to, requires certain skills. It is critical because the government listens to such a panel. That does not mean we put anyone there (they still had to prove their expertise). I was not interested in the ego experts but rather, for instance, in women who work tirelessly in the industry, bringing an extraordinary depth to understanding culture, government and change, yet whose name might get ignored when put forward to be on a panel of experts.

It's about shifting power and control. Change always needs a change maker. The system needs to recognise and embrace the change and then implement that change. You can remain stable and safe or you can embrace change; you cannot do both. The government needs to use the panel not just to review their thinking but to interrupt their thinking, to listen to the experts and have the courage to be interrupted and challenged by them.

Has there been one defining moment that has given you the most hope for women in the workplace?

The old model for women about wearing a tight skirt and flirting still exists but you want to be able to teach everyone about a non-

sexualised workplace. I remember I had a meeting with three men once, and it was so refreshing that throughout there was no flirting, nothing about me being a female. I was being treated as a peer, respected for my background and education.

What do you want to achieve with your own consultancy that you believe you would not have been able to achieve in government?

I expected government to be more evidence-based in relation to understanding why something has happened, to unpack it, invest in the interrupter and then build the new thing. (Deborah: But Sara found that government is either looking for projects with a proven business case or is presented with projects that do not inspire confidence.) I wanted to show government how you can, on this evidence base, build creative insight into how to create opportunities for long-term change. The community builds for the good and success of that community, relevant at a local and a policy level.

I was also shocked that everyone stayed in their silos, only coming together for group meetings. That does not create a collaborative environment. If you are working in silos you are guaranteed to never meet the complexities of what is called intersectionality. When, for example, they look at the housing crisis they only look at housing (but) you have got to look at all the different parts and the relationship between them, otherwise none of your efficiencies get captured and all of your inefficiencies remain.

What local councils call community engagement is where they talk to various groups, have meetings, or do a questionnaire. But this is not community engagement. I say to them, but you keep hearing the most current, loudest voice.

I am never scared to reach out. I make myself visible. I look across social media for community voices that I start to recognise and think, 'gosh that person feels true and nourishing to our community'. It is important to be constantly talking-to lots of people from diverse backgrounds, to build networks. It's not about money or about or the institution or system, but about the benefits of the person, the people and their community. ■

CREATING AN INDUSTRY MY DAUGHTERS CAN ACTIVELY PARTICIPATE IN



by **ADRIAN ESPLIN**
*CEO Sarah Constructions
& Generous, Long-Term NAWIC Sponsor*

My career in construction is incredibly rewarding. As the CEO at Sarah Constructions, I have the opportunity to lead a team of passionate and hard-working individuals to deliver exceptional results for our clients. Through our work, we literally build visions from the ground up, bringing life to our clients' aspirations. There's always something new or different to navigate and I thrive on these challenges.

As a leader in the South Australian Construction Industry, I am often asked to talk at Universities and Schools about career pathways. It's a task I take great pride in delivering. These presentations help explain the broad range of opportunities within commercial construction from working on the tools onsite; or in project management, through to the numerous office roles such as tendering and design. The breadth of potential roles within construction provides options for an incredibly wide range of people from those who like to physically build things with their hands, to those who like to draw and design, to process and task oriented people, through to individuals with strong communication and people

management skills. This huge breath of options for different skills and interests is one of the greatest strengths of embarking on a career path in construction.

What often stands out at these sessions, particularly at University level, is the low numbers of women in attendance. Even though much work has been done within the industry to try and shift its male-dominated status, there is still a poor representation of women looking to enter the field. Diversity in the workplace is in everyone's best interest. Diversity of voices, experiences and perspectives helps ensure more robust discussion and effective decision-making. Low gender diversity is a priority issue that the construction industry needs to address. However, if we're not working to attract young women to our industry, achieving gender equity will remain out of reach for our industry.

As the father of two daughters heading into their high school years, my awareness of these issues, and potential gender barriers to young women, has heightened. Ultimately, my career wish for my daughters is to find work through which they find

fulfillment and purpose; to realise their ambitions and feel rewarded in whatever work they choose. For my daughters, and for other young women to achieve this, it's vital that they feel comfortable considering pathways that were previously the domain of males. As an industry, we need to do more to ensure young women are considering careers in construction.

At Sarah, our focus is to engage the right person for the job. A person's skills, drive, desire to learn and cultural fit are determining factors, not their gender. I have repeatedly seen that it's through a diverse range of voices, a mix of people who bring various experience and perspective to the decision-making table, that we achieve our greatest outcomes. High performance teams that deliver excellent results, are the teams that include a mix of individuals, with broad perspective. Ultimately, the rise of women in construction will contribute positively to the bottom line of our business.

In my 20 plus years in the industry, I have seen many positive changes and a genuine interest in seeing more women in our workforce. Today gender equality is better than

we are *bold + brave*

Adrian, pictured here with his daughters and their dog Milo, wants the industry to do more to ensure young women are considering careers in construction

it used to be, however there is still much work to be done as the shift has been small and slow. There are three key focus areas, that will help drive change for greater female participation in construction.

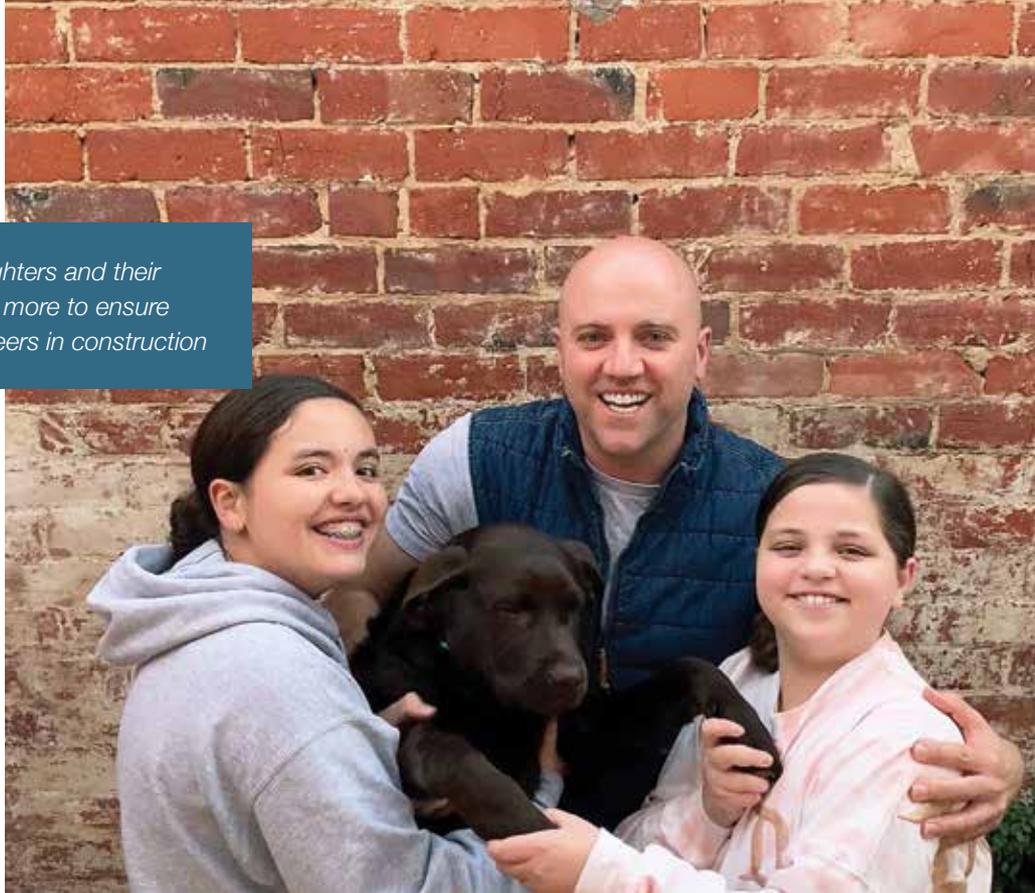
SHOWCASE POSITIVE FEMALE ROLE MODELS

It's incredible how much young children pick-up and what they mimic. When my daughters were younger, my wife and I used to joke 'monkey see, monkey do'. This ability doesn't go away, although it does become less obvious. Therefore, one of the most important things we can do, through industry bodies like NAWIC, industry awards and within our businesses; is to showcase the success stories from the great women currently working in construction.

Sarah proudly support the achievements of our female staff, such as Melisha Wellington who was the winner of the 2018 Master Builders HiViz Outstanding Woman in Construction award. Her success is inspirational for other staff at Sarah but also provides an important role model for young girls. They see the success of her career and this enables them to position themselves in her shoes, it opens the possibility of success.

WORK WITH SCHOOLS TO CHANGE THE NARRATIVE

The reality we face in construction today is that the pool of women looking for work in our industry is small. This creates challenges for businesses like Sarah who look to get the right person for the job, regardless of gender. There aren't enough female applicants competing alongside the number of male applicants. The time for changing this isn't at the point of when they're



applying for jobs, it's not even when they're at University, this change needs to start much younger, ideally in primary school. The possibility for both girls and boys to engage in STEM and other relevant subjects, needs to be fostered and encouraged from a young age.

As a business, Sarah proactively looks for ways that we can help support the schools we work with to engage students in the construction process. A recent example during the Pembroke Middle School Redevelopment involved our Project Manager, Paul Marino, and Design Manager, Michael Kilmartin, who worked directly with students over 3 workshops, challenging them to answer the question 'How can we build a sustainable building within a residential area?' Students, both girls and boys, enthusiastically embraced the challenge and gained first hand understanding of working in construction.

INDUSTRY COMMITMENT TO DRIVE CHANGE

The ability to implement real change needs to be embraced from all key stakeholders across the construction industry. As a collective body we need to consider what policy changes could be made

to both attract and retain greater numbers of women in construction. Conversations need to be continued around how we can ensure that construction workplaces are free of sexism and that the industry culture is accepting and supportive for everyone.

Businesses within construction also need to seriously look at how to increase workplace flexibility. Supporting this means accepting that staff can be productive away from the office. Flexible working options can help staff with young children, not just mothers but if we also support fathers in their role as carers, we also help enable women to have greater career stability. At an individual business level, we need to look at how we can manage our work practices to make it a more viable career for parents.

Industry bodies like NAWIC, provide an integral part in helping to shift the accessibility of construction as a career option for women. As an industry leader but also as a father, I will continue to advocate for the importance of diversity and equal opportunity. I want to make sure that our future generations of girls, including my daughters, can follow whatever career path they want, regardless of gender. ■

RETHINKING JOB DESIGN TO ACCOMMODATE NEW WAYS OF WORKING

The typical perception of a Project Manager role in construction is long hours, high pressure and full-time. But does it need to be?

As a premier global contractor, Multiplex has taken a number of steps to ensure primary care responsibilities don't exclude any employees from returning to the role they are best suited for.

So when Multiplex Project Manager Michaela Jones was set to return from parental leave in a part-time capacity late last year, both Michaela and Multiplex were determined to make it work.

As Michaela explains, as the first part-time Project Manager within the company, it required a complete rethink of how the role was traditionally designed.

"When I first started in construction, I never expected that I could progress my career this way while working part time. I saw a lot of barriers and always doubted whether it really was feasible to juggle the demands of being a Project Manager as well as a mother," said Michaela.

"It wasn't really until I was winding down for parental leave that I realised – we can actually do this, there is no reason we can't make it happen."

Michaela was set to return from leave as the Project Manager for the office and hotel towers on the huge six-tower M-city development in Melbourne.

To assist in her transition back to work, Multiplex consulted with Michaela and her team to re-design the role in a way that supported Michaela's needs, whilst also fulfilling the needs of the project and client.

Multiplex has had a flexibility program in place since 2013, with all employees encouraged to work flexibly in a way that suits them and their project. Because flexibility is part of the culture at Multiplex, Michaela found that her team had the skill and will to design their work around her part-time arrangement.

"I chose to come back three days a week at first, incorporating a working at home day as well," said Michaela.

"The way the project has been structured has made it a lot easier. I have a Senior Project Manager above me who provides cover and can be the senior representative when needed. I also have a great team below me, including a Senior Project Coordinator that I can rely on to take the reins while I'm not there.

"It's not only a great structure to support my role, but it's also providing fantastic opportunities for my team for their own career and personal development."

While the job re-design had set Michaela on the right path for success, there was still a challenging adjustment period to reset her own expectations of the role.

"The first few weeks after coming back to work were really challenging," said Michaela. "I was adjusting to a new project, new team, new baby, still not getting a lot of sleep and still feeding! I was also still in the mindset of working a six day week, feeling the expectation that I had to be across everything, every moment of the day.

"It is a big mindset change and the biggest challenge for me has been learning to let go. It has taken time to find my new 'normal', but I've learnt to be comfortable with knowing what I need to know at the right level of detail, and having trust in the team to deliver beyond that."



"... it is possible to prioritise your family life while still outperforming at work."

Michaela explains that creating some clear structure and processes to manage the part-time nature of the role was also critical to making it work.

"It's not a one size fits all situation - it has taken some trial and error to find the right approach for me," said Michaela.

"Establishing some set processes with the team really helped. For example, I now have a quick daily call with my 2IC to get a download of the day. That helps me stay across what's happening on site without

we are *bold + brave*



Michaela Jones, a Project Manager at Multiplex, has been able to return from parental leave in a part-time capacity. Multiplex encourages all its employees to work flexibly in a way that suits them and their project

getting bogged down in the detail, and then I can get on with the rest of my day with my daughter without distraction.

“Setting boundaries is also key. When I first came back from leave I didn’t want to make an issue of being part-time, so many people didn’t know. I was constantly getting calls on my days off. I learnt that it’s crucial to be open about it - people are not mind readers! We set up some clear boundaries and lines of communication, so everyone knows what to do and who to contact when I’m not available, and now I rarely get calls on my days off.”

Michaela also found that the experience has further boosted the visibility of flexible working arrangements for the entire team.

“My perspective has changed a lot since having a baby. Now flexibility is not just about work/life balance for me, but also doing the best for my child. Leaving work at a certain time is now non-negotiable in my mind as I want to get home and spend time with my daughter before she goes to sleep,” said Michaela.

“I think that’s a good thing for the site generally. It helps set the precedent

that it is possible to prioritise your family life while still outperforming at work.

“I was also very fortunate to have my husband take parental leave with his workplace during my transition back to Multiplex. This not only provided support and peace of mind leaving my daughter in his care and delaying her start in day-care, but has also provided the immeasurable opportunity for his relationship as her parent to grow and strengthen – a bond which they will now share forever.”

With Michaela now comfortably settled back into her role, she doesn’t see part-time work as a roadblock to a successful career.

“I don’t see why I can’t keep progressing my career while being part-time – I don’t feel hindered at all. If anything, it’s interesting to learn how becoming a parent also helps you become a better leader. You come back upskilled in many ways. I’m more efficient and I’m better at not sweating the small stuff now,” said Michaela.

“I’ve also been very well supported through the process at Multiplex.

I can’t speak highly enough of my managers and the support they have provided.

“Overall, I’m really enjoying integrating being a parent and a Project Manager at Multiplex. It’s important to note that nothing is perfect – I’m not always nailing it and it is hard work! But it’s also very fulfilling. I feel like I’ve been able to achieve a balance of both in my own way.”

Michaela’s experience has since been used to help facilitate the return of a second part-time Project Manager in the Melbourne business, with hopefully many more to come.

“For other women in the industry considering a similar arrangement, I’d just say to not be scared to try things. Don’t make up your mind that it won’t work before giving it a go,” said Michaela.

“There isn’t a lot of precedent within the industry for part-time PM roles, but the more we do it and the more we test it, the easier we can make things for all parents in the industry. ■

I CAN'T IMAGINE DOING ANYTHING ELSE

An interview with Jessica Critchley,
Founder and Director, Optimus Building Surveyors
& 2018 Brickworks Business Woman of the Year Award Winner (TAS)

There are countless options for women in the construction industry. The sector has great jobs, rewarding careers and opportunities to build successful businesses. Jessica Critchley is a business owner who founded Optimus Building Surveyors in 2016. The Hobart-based company began with one staff member and in the space of just three short years has grown to eight employees.

Optimus offers an end-to-end service by providing advice, certification of documents, liaising with permit authorities and mediation when things don't go according to plan. They also offer advice and inspections throughout the building process to ensure that the building work is compliant with Australian Standards and the National Construction Code.

What inspired you to become a building surveyor?

Becoming a building surveyor certainly wasn't a career I had dreamt of. However, the construction industry had always appealed to me. I initially started in civil design and when working at a local council I was exposed to the mechanics of the building process. My interest was piqued and I could see the importance of the role of a building surveyor within the community.

I knew that the role would be challenging especially in a male-dominated industry, but I was up for the challenge and was driven to become the best building surveyor I could be.

Tell us about your career journey prior to creating Optimus?

When I left school, I didn't have a clear picture of what my career path looked like. I started in civil engineering and then did a little design work before having a break to start my family. It wasn't until I began working at a local council after maternity leave that I could see that the construction industry held a career path for me. After years of study and falling in and out of love with the job, I have finally found my passion in the construction industry and I can't imagine doing anything else.

What prompted you to start your own business?

After working in both the public and private sectors, I could see there was room in the industry for young and enthusiastic building surveyors. I wanted to provide a fresh approach and help remove the stigma of the 'building police' finding problems on site. Rather I wanted to become a problem solver. I am passionate

about the construction industry and after my own building project I wanted to help guide people through what can be a confusing process in one of their largest life decisions.

Have you encountered any challenges as a female business owner?

Prior to starting my business, I knew there would be both challenging and rewarding aspects and this has most definitely been the case. In the early days, some builders were not accustomed to having a female building surveyor on site, providing advice or asking questions. However, attitudes have changed and I am finding that instead of pushback on site, builders and other professionals are taking a more pro-active approach and seeking advice earlier and this is resulting in a more positive building experience for everyone from the designer to builder and homeowner.

What do you find most rewarding about working in the Tasmanian construction industry?

I find the camaraderie of the people in the construction here very rewarding. I have forged valuable working relationships with architects, designers, engineers, builders and owners of large building companies.

we are *bold + brave*



Having positive role models around me has given me the courage to grow my business and further realise my dreams.

What did winning the Business Woman of the Year award mean to you?

It was a great honour to be the first recipient of the award. To be recognised as a top businesswoman in my own right and a leader in the community by my peers was a very humbling experience. I would encourage any woman working in

the construction industry in their own area of expertise to apply for an award and be recognised as the best in their field. During the year, I had the opportunity to be part of the NAWIC “Construction in Schools” program. This initiative was set up to help primary school girls explore what a job in construction might look like and break down the barriers of a male dominated industry.

What advice would you give to other women contemplating starting their own business in the industry?

My advice would be to follow your dreams and not be influenced by people telling you that it’s ‘too blokey’ and that it will be too difficult to work in a male-dominated culture.

I would suggest that you surround yourself by positive people who can help you be your best. Believe in yourself but know when to reach out and ask for help because there is no shame in not knowing all the answers. Having your own business means that you never again have ‘just another day in the office’ – every day will be an adventure. **n**

REFORMATION: LEADING CHANGE & THE CHOICES CONTRACTORS CAN MAKE TO IMPROVE OUR SECTOR



by **ALISON MIRAMS**
*Chief Executive Officer, Roberts Pizzarotti
& 2018 Laing O'Rourke Business Woman of the Year Award Winner (NSW)*

If you could wave a wand over the construction industry to improve it, what would you change?

That was the question posed to me when I accepted the role of CEO at the start up construction company, Roberts Pizzarotti. There is no silver bullet that fixes the deep-seated issues in our industry but with a blank sheet of paper, I had the chance to attack a lot of elements simultaneously.

The construction industry is the third largest employer in Australia but when you lift the hood, the statistics regarding mental health and well-being are frightening. A construction worker is six times more likely to die from a suicide than a workplace accident, and our young workers are more than twice as likely to take their own life than other young Australians. The industry suffers from high presenteeism and high divorce rates. Despite having a record volume of pipeline, it is an unsustainable industry.

The construction industry is second only to mining in being the most male

dominated industry in the Workplace Gender Equality Agency (WGEA) data set, where only 17% of employees are female. Whilst mining has similar diversity challenges, it has half the gender pay gap of construction because it has been working to close the gap. Whereas in construction there still exists a culture of denial and resistance to diversity and equality initiatives.

According to WGEA, the gender pay gap in the construction industry is 29.4%, which is the second highest in the country. That pay gap has increased 4% over the past five years.

There is a lot of confusion around pay equality and gender pay gap. The gender pay gap, as referenced by WGEA, measures the difference between the average earnings of women and men in the workforce, expressed as a percentage of men's earnings.

Many companies report they have no gender pay gap, but they are really referring to paying men and women equally for doing the same jobs,

or jobs of comparable value. Pay equality doesn't necessarily equate to zero gender pay gap. Australian women won the right for equal pay in 1969. Companies that don't have equal pay for equal roles are operating illegally.

In 2018, Dr Natalie Galea and her UNSW colleagues authored a comprehensive research report called "Demolishing Gender Structures"



which focused on the Australian construction sector. It found:

- Business leaders and managers had a varied degree of understanding, readiness and ownership of gender diversity.
- Despite project leaders and line managers playing a central role in the careers of employees there is reluctance to take responsibility for gender diversity initiatives, undermining their effectiveness.
- There is a tolerance of sexism and gender bias.
- There remains rigid work practices, toxic culture and hostile attitudes to flexibility, parental leave and work-life balance.

Most construction companies are focused on gender diversity at graduate level with many reporting 50% of the graduate intake are women. Early enthusiasm by women about construction professions and their future careers in the sector decreases with increased exposure to the workplace, with women leaving the construction profession 39% faster than their male colleagues¹. It's wonderful to employ women but we must set them up to thrive and succeed.

I have been focused on the employment and success of women, but not at the expense of men. The rigid work practises and toxic cultures are not only bad for women's health and well-being, but also for men too². We need to improve the industry for both men AND women.

We had a once in a lifetime opportunity to build a better way and be the catalyst for positive change in the Australian construction sector. I have personally led our commitment to gender diversity as it's a business imperative. My executive team gender split is 50/50 and the overall business has 30% gender diversity. There are many elements that will move the needle, but we have focused on six key elements:

01 EQUAL PAY FOR SAME ROLES

We have salary bands for each role. Salaries are offered based on the bands and level of experience but not referencing their current salary. Using a person's current salary, perpetuates the pay gap. Whilst I acknowledge men are sometimes underpaid, we haven't seen any male candidates needing 30% pay rises, which we sadly have for women.

02 FLEXIBLE WORK STRUCTURES

We have created a workplace where everyone can contribute throughout their life stages. We have focused on developing technology to give access to real time data and reporting and to provide more time to solve construction challenges and less time on data entry. Everyone has an i-phone, i-pad and laptop. Everything is stored in the cloud so work can be done in the office, onsite or remotely. It's up to each individual how they work. Removing unnecessary process and paperwork allow our teams to leave work each day and have time for life.

Our sites have a 'flee by 3pm' initiative whereby one day/week, each person leaves at 3pm to enjoy life. We also offer three health and wellbeing days per year and personal training once per week.

We offer part time work for any role on site regardless of gender. We currently have a part-time female Project Engineer who works 3 days a week with us – one day from home and two days on site. One of our male Services Managers works 4 days/week in the office and one day from his regional home. ▶

1. Professional Australia, Women in the Professions Survey Report 2007. The Association of Professional Engineers, Scientists & Managers: Melbourne Australia. P. 1-8
2. Galea, N., Rigid, Narrow and Informal. Shifting the Gender imbalance in Construction: Building Industry Specific Responses. 2017.





Roberts Pizzarotti
Design Team meeting

When people tell me part time work won't work, I point to the medical industry where Doctors work in shifts and provide life-saving care. We are working with bricks and mortar. I have the attitude to 'tell me why it can work, not why it can't'.

I personally lead flexibility from the front, dropping off and picking up my son from school and regularly participating in his school events.

We are piloting a five-day working week with NSW Health Infrastructure on the Concord Hospital Redevelopment, where the site will only operate Monday to Friday. We have engaged UNSW to study the health and wellbeing benefits to the workers and their families.

03 INCREASING THE SUPPLY SIDE

They say you 'can't be what you can't see'. We have been inviting neighbourhood girl's schools to attend our construction sites to learn about the varying careers offered in construction. Every time we have hosted a school at least one young lady has walked away planning a career in construction.

We have four scholarships for women studying construction and property management at UNSW, guaranteeing space for women at University.

04 RECRUITMENT

We are committed to finding women for all roles.

Women take longer to employ because they doubt their abilities and they feel loyal to their current employers, however we have been patient. They are always worth the wait! Our job ads are non-gender specific, open to full time and part time and don't reference years of experience, which generates more applications.

We have standing agreements with recruiters to send us CV's of any talented females regardless of whether we are employing at that particular point in time.

05 EQUAL CONDITIONS FOR MEN AND WOMEN

It is sadly common practise for construction sites to be established with men's amenities and the attitude of "we will build female amenities when they come". With that attitude, women won't come.

We have set the following minimum standards for our construction sites, we have written these into our EBA and I personally inspect the amenities when they are built.

- a | Toilet and change facilities to be provided for women on site - with

appropriate safety considerations (i.e. showers to have doors and locks).

- b | Feeding rooms to be made available for women working on site.
- c | Zero tolerance for sexual harassment and sexually explicit graffiti. If found, it must be removed within 48 hours.

06 NO DICKHEADS

Anyone who does not support gender diversity and inclusion does not have a role at Roberts Pizzarotti, and we have stayed true to this.

The industry is filled with engineers who love to solve complex problems. We need to treat gender inequality with the same focus and drive.

It's a business initiative that needs attention, courage and a can-do attitude. I fundamentally believe that a business achieves better results when you capture the diversity of thought that is generated from men and women working together.

Gender inequality cannot be delegated to HR. It must be owned and led by the CEO and tracked and reported against monthly to drive systemic change. ■

we care + connect

*Jessica Corica
2018 Probuild Young Achiever
Award Winner (WA)*

Image: Joshua Maguire

MENTORING, ROLE MODELLING, NETWORKING & ORGANISATIONAL SUPPORT

Encouraging women to join & stay in the construction industry



by **SANDRA THOMAS-SEAR**
Building Surveyor & Designer, Thomas Independent Certification & NAWIC Member

Elizabeth Stanton sat having tea with her friends on a warm July day in 1848. During tea the friends decided to have a convention to discuss the rights of women and this is what started the women's rights movement.

Just like generations before us this concept is still true today, with research showing mentoring, networking and support groups encourage women to join, succeed and thrive in all fields including the construction industry. By acknowledging past and present successful women in the industry, we can show the next generation the achievements women have made over the years, so that they follow on this tradition of talking with friends to make real change.

Although the freedom for women to choose their career paths and education may be taken for granted, there is still some work to be done to change the culture within the construction industry to dispense the lingering stereotypes and bring forward the gender balance.

Through research I carried out whilst completing my dissertation at Central Queensland University I found evidence supporting the concept that women like seeing other women in the work environment and as a result the workplace becomes more relaxed and comfortable. Women also like networking, collaborating and communicating with other construction industry members. The great benefit of the internet in this modern era is that women in the construction industry can find each other, talk, mentor, support and encourage each other throughout their careers, no matter their role, location or commitments.

Mentoring is key to moving towards gender equality, removing unconscious bias and encouraging more young people, particularly women, to join the industry. Future generations will grow up with working and career mums and stay at home dads and both women and men know they can apply for any university course or trade they choose. I believe it's about changing

the construction industry's culture and society's stereotypes so more women see construction as a viable, supportive, friendly and accepting career option. Women and men in the industry need to be better role models to the next generation, not just by doing, but by engaging, supporting and encouraging women to join the sector.





NAWIC
Queensland's
mentoring and
networking events
provide members
an opportunity to
expand personal
and business
networks

My research determined that mentoring, role modelling, networking and organisational support encourages women to join and stay in the construction industry. The investigation suggested that a model that empowers and supports men to take up the challenge of changing old ways and actively supporting women in the industry is the way a contemporary construction industry can push the change from gender imbalance. We all need to do our part, stand up, make changes, adjust the language behind this unconscious thinking and indifference that occurs. We need to create new dialogue and perceptions in all our minds about gender in the construction industry.



This is where the construction industry needs to create its own industry specific programs to create an environment that's more accepting and inviting for both men and women. This can be true of any specialised field within the construction industry that is looking at changing the status quo. ■



NAWIC provides a range of mentoring programs and networking events for women in all stages of their careers in the construction industry. These events provide our members opportunities to maintain awareness of industry developments and to improve their skills and knowledge.

To find out more visit
nawic.com.au

ABORIGINAL & TORRES STRAIT ISLANDER WOMEN ARE BREAKING NEW GROUND IN THE CONSTRUCTION INDUSTRY

According to the most recent Census survey from the Australian Bureau of Statistics, the Construction industry is the third highest industry (equal to Education and Training) Aboriginal and Torres Strait Islander people are employed in, but only 10% of those employed are women¹.

Aboriginal Employment Strategy (AES), Australia's largest recruitment service for Aboriginal and Torres Strait Islanders sees this as an opportunity for Aboriginal and Torres Strait Islander women and is leading the way in changing this narrative.

In the last 12 months, AES has trained over 100 Aboriginal women in the Construction industry through its intensive pre-employment programs such as iCivil, iTradies and iTraffic. 75 of these women have secured full-time careers in the Construction Industry, while the other 20 have secured casual employment on major projects sites around Sydney.

Two Wiradjuri sisters Tara and Tarni Proberts-Roberts are fine examples of the AES traineeship success story. Born and raised in Camden, both women held full-time positions in the Childcare industry for over 6

years before taking the leap into the Construction Industry.

Tara was 28 years old when she decided to change her career direction. "I felt that I had reached my limit with Childcare and not enjoying my time there as much. I wanted something to challenge myself with and learn new things", says Tara.

Following in her sister's steps, at 25 years of age Tarni enrolled in the iTradie Program through AES. "I needed a change in career, to challenge myself and grow new skills. After seeing how well my sister was doing within her career in Civil Construction, it really motivated me to take a chance and start a new journey".

Tara graduated with a Trainee of the Year nomination in her region and state. She also received the Trainee of the Year runner-up for the country.

"Being recognised as doing well in my career and studies helped cement the fact I've made a good choice in my career change", says Tara

Tara was able to complete a Certificate 3 in Civil Construction and is now a Dogger (directing and advising Crane Operators) and

Labourer working on the new M5 in St Peters, Sydney.

Tarni's hard work and self-determination also paid off making her dreams a reality. After completing her Certificate 1 in Construction through AES iTradie program Tarni applied for a position at Lendlease Crown Resorts, Barangaroo as a Procurement Advisor. Tarni's interview was successful and she became the first AES Trainee to be employed by Lendlease directly. This achievement was followed by Tarni receiving the first Les Tobler Program Excellence Award at the 2018 AES Graduation.

"I am loving my new role as my day is split between different tasks, I feel like things are always different. I work with an amazing team, which I am extremely grateful for", Says Tarni.

Tarni adds, "I feel like times are changing and it's becoming a women's world. I am excited to see what is in store for the future of women in Construction. I see how quickly and widely it's spreading and I would love to see more women become involved.

"I advise my Aboriginal and Torres Strait Islander sisters to apply for



Wiradjuri sisters Tara & Tarni Proberts-Roberts



Aboriginal Employment Strategy (AES) is Australia's largest recruitment service for Indigenous people. Since its conception in 2015, AES has provided more than 21,000 employment opportunities and 2,500 Trainee and Apprentice programs to young Aboriginal and Torres Strait Islander Australians in urban, regional and remote locations.

To find out more visit aes.org.au

a role in the Civil Construction industry as it's a very rewarding career. To see a project from start through to finish is amazing. The amount of new skills and information you'll receive is huge! This is not just for men anymore. Whether you're wanting an office job, driving trucks, cleaning staff rooms, operating heavy machinery, being a surveyor, health and safety rep or traffic controller/gatekeeper, it's waiting for you. All you have to do is take a leap of faith outside your comfort zone."

Kristy Masella CEO of AES has dedicated her life to empowering Aboriginal and Torres Strait Islander communities. She has worked in Aboriginal Affairs for more than 30 years across many portfolios in both New South Wales, Queensland, and the Northern Territory. Kristy has been integral in the development of AES employment programs for Aboriginal and Torres Strait Islander women.

"Tara and Tarni Proberts-Roberts are both pioneers for Aboriginal and Torres Strait Islander women, paving the way for future generations to come", says Kristy.

"They are both exceptional role models for women and proving you can do anything with self-determination, commitment and their achievements are well deserved.

"I'm excited about breaking into other male-dominated industries, and carving out new career opportunities for women. Lady Tradies are just the beginning!" 



1. [1] 2071.0 - Census of Population and Housing: Reflecting Australia - Stories from the Census, 2016 <https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/2071.0-2016-Main%20Features-Aboriginal%20and%20Torres%20Strait%20Islander%20Population%20Article-12> (viewed 5 March 2016).



NAWIC PROFESSIONAL DEVELOPMENT COURSES

Build your career, brand & network



by **CAROLINE MCCONNACHIE**
General Manager, MAX Build
& NAWIC Member

Standing at the lectern about to present a keynote speech, stage lights blinding the audience, I take a moment and reflect: this is an empowering experience and one I wanted to share with a small group of supportive women. It was not that long ago I would have felt very differently.

Earlier in the year, NAWIC NSW ran two professional development courses, courtesy of Quinton Anthony and Roberts Pizzaroti, which covered personal brand and public speaking. Such is the need for these skills, both

interactive workshops sold out soon after release.

Building my Brand and Network was a great introduction to considering how you are perceived and whether those character traits the right ones to see you promoted. Our facilitator Polaris Coaching director, Jennifer Beard, asked us to review our networks – personal, strategic and operational – and identify gaps. Borne out of this session was an informal WhatsApp group.

Emboldened, many of us

returned for the next workshop, *Building Effective Presentation Skills*; although truthfully, it was the one most were least looking forward to, knowing we would be filmed giving an impromptu speech.

NAWIC New South Wales' professional development workshops provide members with opportunities to improve their skills and knowledge

Through that leaning into the discomfort, our group learnt some fantastic tools to improve physical presence, confidence levels and how to engage with the audience. These were the key takeaways:

- 01 **USE YOUR VOICE: WE'VE GOT THREE VOLUME LEVELS AND THEY ACT LIKE PUNCTUATION.**
- 02 **ARMS ARE GREAT SIGNPOSTS.**
- 03 **USE STRUCTURE: INTRODUCE WHAT YOU'RE GOING TO SAY, BEFORE YOU SAY IT IN DETAIL.**
- 04 **OUR BRAIN LIKES TO PROCESS THINGS IN THREES, BUT WE CAN STRETCH TO SEVEN MAIN POINTS.**
- 05 **USE STORIES, ESPECIALLY AT THE BEGINNING TO INTRODUCE YOUR MESSAGE.**



06 **WIN OVER YOUR AUDIENCE: A GREAT DEVICE IS ASKING THEM A QUESTION.**



07 **USE EYE CONTACT: GO AROUND THE ROOM LIKE A CLOCK.**

08 **PREPARE, PREPARE, PREPARE: RECORD IT ON YOUR PHONE, WRITE AND REWRITE.**

09 **POSTURE IS KEY: DON'T TWIST YOUR LEGS OR TILT YOUR HIPS. LOOK UP AMY CUDDY'S 'POWER POSING'.**

NAWIC organises a range of personal and professional development workshops and events to provide our members with opportunities to improve their skills and knowledge. The courses also enable us to support the industry by attracting and retaining talented women.

To find out more visit nawic.com.au



While the statistics on the underrepresentation of women in leadership roles are sobering, I recently learnt from the Property Council of Australia that only 15% of people on panel discussions are female. A major contributing factor must be the general shying away from discomfort or risk adversity conditioned from youth, and a lack of confidence in public speaking. But backing yourself is made only more difficult, especially in construction, when 'our voice' is different.

I circle back to the importance of networks. My personal and professional development has not been an isolated experience. Our little WhatsApp group has flourished and become an unexpected source of strength, where experiences, articles and events are shared. As I step down from the stage having finished my keynote speech, I know there's a handful of women I want to share that achievement with. ■



Caroline McConnachie shared her personal keynote speech experience with her NAWIC support network



Over 100 campers had hands-on experiences with a number of trades

THE NEED FOR GIRLS-ONLY CONSTRUCTION CAMPS



by **KRISTEN PANEBIANCO**
Principal Consultant, Maslow Marketing

For the past 12 years the NAWIC San Diego, California Chapter has been offering a free, week-long, girls-only construction camp for grades 8-12. It began with the belief that if we introduce girls to hands-on experiences in the trades they would want to come, and possibly consider construction as a viable career path. We were so right! Over the years, the camp has grown exponentially and there is a waiting list of interested girls.

This year, Camp NAWIC San Diego welcomed more than 100 campers, our biggest group yet! First time campers, called Apprentices, had hands-on experiences with electrical, plumbing, sheet metal, tile cutting, concrete, surveying, solar and how to operate heavy equipment. They were taught by men and women employed in the local construction industry

who volunteer their time and share their experiences and knowledge with these young campers. We were even lucky enough to have Trades Advocate and DIY Network's Rescue Renovation host, Kaylene McCabe join us and share her expertise with the campers. These mentors and volunteers inspire and educate our campers to see the numerous opportunities available in the construction industry.

"The opportunities this camp offers are incredible. This experience will teach you how to work in male-dominated workplaces with women who presently work in one. This camp really gave me the confidence I needed to pursue this type of work," Fineita, 14, Apprentice.

Returning campers, called Journeywomen, built on the skills they learned in their first year of

camp to complete a construction project and mentor the newer campers. This year's Journeywomen built two 3.66m x 1.83m "She Sheds" that required them to learn roofing, install windows and solar panels,



Kaylene McCabe, TV Host and Trades Advocate, shared her experiences and inspired the campers

we care + connect



NAWIC Australia is part of a global network of NAWIC organisations. We were inspired by the work of the NAWIC San Diego, California Chapter in introducing high school girls to construction careers.

To find out more visit futureconstructionleaders.org

put up dry wall and more. “I can confirm that every single Journeywoman learned at least one new thing throughout this week, whether they’ve been attending for two or five years,” said returning Journeywoman and Superintendent, Stacy.

Ultimately, the camp is about so much more than learning new skills. “We want to give them the confidence to know they are capable of doing anything they put their minds to,” said Melinda Dicharry, Camp NAWIC San Diego Co-Chair. Camp



NAWIC helps girls learn how to overcome obstacles, work in teams, improve their communication skills and build self-esteem, regardless if they decide on a career in the trades.

“It feels very rewarding because you see all the work that you’ve put in over the course of an entire week and you see it come to life. Learning all these skills and assets that are now in my tool belt,” proclaims camper Shanon, 18, Fourth Year Journeywoman.

This year it cost approximately 500 USD (roughly 737 AUD) per camper to run Camp NAWIC, but it is totally free for the participants. Campers receive meals, project materials, a hard hat, safety glasses, a set of small hand tools and LOTS of experience with different trades. We know it is money well spent as we see several of our Camp NAWIC graduates enter the workforce. ■

I VOLUNTEER TO HELP INFLUENCE CHANGE

An interview with Mike Smith
ACT Regional Manager, Northrop
& ACT Chapter Council Committee Member



NAWIC is led by a team of Board and Council volunteers who strive to help champion and empower women in the construction industry to reach their full potential. Mike Smith, Northrop's ACT Regional Manager and new dad to 3-month-old Magnus, recently joined the NAWIC ACT Chapter Council. Volunteering on the Council gives Mike the opportunity to expand his personal and business networks and maintain awareness of industry developments as well as allowing him to be part of an association driving real change in the industry.

What made you join the NAWIC ACT Council?

Prior to joining the Council, I received regular information and event notifications which kept me up to date with the work NAWIC was doing in the ACT. I regularly attended the NAWIC ACT events, including last year's 'Christmas Cheer'. At the event I learned one of the Committee Members was relocating to Sydney and it was then and there that I signed on to take his place - and why not? NAWIC was really starting to kick some goals in the ACT and was growing and increasing its presence, so it was a great time to join.

I always like to tell the story of attending my first Chapter Council meeting. Everyone was on time and seated, I walked in and sat down

and was the only male in the room. It occurred to me at that moment 'this is often what it feels like' for women in our industry. It was humbling to experience this perspective.

Why did you choose to volunteer with NAWIC rather than other industry associations?

I believe by joining NAWIC I can be part of an association that has the potential to influence and drive real change in the construction industry. I could have joined other organisations or associations that focus on practical solutions, such as rolling out improved contracts. However, in my opinion increased diversity is much more beneficial for the industry.

At present, we are missing out on the huge amount of benefits female representation brings to the industry. A diverse workforce, I believe, brings improved direction and a variety of backgrounds, strengths and perspectives, especially to projects. I believe the more people, the better the story and the better the outcome.

What is your role on the ACT Council and what does it entail?

My role was initially as a Committee Member. I helped out where I could and was heavily involved in the mentoring program rollout where I assisted with designing the application forms and ensuring the mentors and mentees were best matched.

Next year I am applying for the role of Sponsorship and Industry Engagement Co-Chair which will require me to generate sponsorship for the Chapter and liaise with organisations in the industry. My career progression was not the primary motivator for me joining the NAWIC Committee. However, the role will certainly assist with my personal and career development.

What are some of the exciting things you are working on with the ACT Council?

The mentoring program is one of the most exciting and beneficial initiatives on the NAWIC ACT calendar. The program involves workshops, catch-ups and networking events. There's also our annual, hugely successful awards night, our breakfast that sheds light on mental health, our end of year 'Christmas Cheer' and our International Women's Day breakfast to be held in March 2020.

Why should other men and women in the construction industry volunteer on a NAWIC Chapter Council?

By joining a Council, you have the ability to influence real change in the construction industry. Not only that, you will be surrounded by passionate and positive people, expand your network and make some great new friends. Oh, you also get to go to some very cool events. ■



INSPIRING THE NEXT GENERATION TO PURSUE A CAREER IN CONSTRUCTION

In October this year, NAWIC WA hosted a 'Crazy Cranes' LEGO event at Optus Stadium. The idea behind the event was to get kids excited about the amazing career opportunities available to them in the construction industry. Most importantly though, NAWIC WA wanted to show the young people in attendance, especially the girls, how fun and cool working in construction can be!

A first for NAWIC WA, the sell-out family event, co-presented with MATES in Construction, included a series of creative and fun challenges requiring careful thought, technical skills and some imagination to complete. There was a LEGO tower crane build, virtual reality experiences, imaginarium blocks, a free play 'brick pit' and the WA Brick Society even showcased some of their amazing LEGO projects. The

kids in attendance received high vis vests and had the opportunity to be photographed with a real-life crane. Natalie Busch, NAWIC WA Chapter President said the event was a great way to unite families whilst learning and having fun. It also served as a reminder of how jobs within construction have an impact on the entire family unit. "As an industry we need to do

we care + connect





NAWIC WA is looking forward to kicking off an energetic program to inspire conversations and change through carefully considered events and campaigns.

To find out more visit the NAWIC WA Facebook page @nawicwa

more to engage with and support our workforce, their families and communities. We know construction work can be physically and mentally demanding and, at times isolating, due to long and often unfriendly roster requirements of many projects” Natalie said.

“The LEGO event proved a great way to bring families together socially, to enjoy some quality time and showcase the breadth of skills required for a career in construction to the entire family unit.”

Crazy Cranes was the first initiative on NAWIC WA’s bold new program that reflects the needs of an evolving

industry by showcasing the depth of opportunities available and also helping to drive reform. STEM career paths for women and girls, flexible workplaces and mental health and wellbeing are the key topics included on the 2019/20 agenda.

The agenda addresses the most pressing issues facing the industry and aims to tackle them through thought-provoking conversations. NAWIC WA’s quest, through the program, is to build a progressive and robust sector. One that embraces women and diversity, offers strong opportunities and new, flexible ways of working to attract and retain a wider talent pool.

Also launched in October, was #youcantaskherthat. The evocative campaign, a concept borrowed from the ABC, encourages open questioning between colleagues, employers and employees, the wider industry and community on the challenges and barriers facing women in the construction industry.

The initiative allowed people to bring up topics and experiences and ask questions in a safe forum. NAWIC WA wants people talking, exploring issues and most importantly discussing how the construction sector can adopt more flexible working conditions that will support more women entering the industry.

With women representing just 11 per cent of the total construction industry, the sector is missing out on the capacity and talents of half of our population. Through this campaign, and events like ‘Crazy Cranes’, NAWIC WA hopes to better engage with women and girls, men and employers to understand perspectives, barriers to entry and collaborate to reform and build a more robust, flexible industry. ■



Images: Robert Frith, Acorn Photography



The ‘Crazy Cranes’ LEGO event was about inspiring the next generation as well as carving out some precious family time for better mental health

we advocate for change

*Amanda Tan
2018 Hamilton Marino Award for an
Emerging Leader Winner (VIC)*



Image: Joshua Maguire

we advocate for change

ATTRACTING MORE WOMEN INTO THE CONSTRUCTION INDUSTRY



by **LAUREN KARAN**
*Recruitment Executive, Appoint
& NAWIC Member*



In June this year, I was invited to take part in a Q&A panel discussion at Constructionarium Australia's 'All-Female Story Bridge Build'. During the session I was provided some valuable insights into some of the considerations around attracting, recruiting and developing women in the construction industry.

One of the participants shared her journey of talking to her father, who was very traditional, in relation to career options and her desire to become an engineer. She chose to follow a path outside his suggested options of nursing and teaching. This young woman's story got the room talking with the other participants discussing their own journey into a career in the industry. It became apparent that the conversations we need to be having are with school leavers and students around what a career in the industry could mean for them and how some of their strengths and interests could really align to developing a career in the field.

CONSTRUCTION IS ABOUT PEOPLE MANAGEMENT

A common misconception in relation to construction roles is that they are purely technically-focused where academic excellence leads to success. However, this has proven not to be the case. I've been involved in many graduate campaigns where organisations have broadened their focus to consider other core traits that predict success such as leadership capability, problem solving and resilience. Indeed, many of the experienced women in the room at the Q&A session commented how they were simply not prepared for the degree to which a career in the construction industry is focused on people management as opposed to technical knowledge and proficiency.

Perhaps the questions we need to be asking women looking at graduate opportunities in the construction industry are:

- Do you enjoy managing tasks and seeing projects through to completion?
- Do you have a thirst for travel and a desire to see the country?

- Are you a natural problem solver?
- Do you get a sense of accomplishment from bringing people together to provide solutions?

The new conversation needs to be around the people management focus of the industry as no matter how you start out at some point, whether in a trade, engineering or construction management, you are going to need to collaborate with, negotiate with or manage people.

WE NEED TO ELIMINATE 'IMPOSTER SYNDROME'

There are also considerations that need to take place around how we prepare graduates for a career in the industry and how we attract females in this process. One of the attendees at the Constructionarium event had an interesting insight in her first graduate role and spoke to the panel about her feelings around 'imposter syndrome'. A senior manager had made a comment suggesting she was only in her role because she was the 'token female'. This had her questioning whether she really deserved her position based on merit.

The term 'imposter syndrome' was first coined by researchers Pauline Rose Clance and Suzanne Imes in 1978 and is defined as individuals feeling they were a fraud and would be exposed for achieving their success through luck or reasons other than that they are competent and skilled, despite being able to demonstrate that they were successful by external standards. The study on a group of high achieving women found that women were often having lower expectancies than men on their ability to perform tasks and



Sarah Armstrong an Operations Manager at Soilcyclers and NAWIC member said, "The all-female build was an extremely valuable experience that allowed me to increase my knowledge of the construction industry. At the end of the course, I walked away feeling like I had made sorority sisters - very strong, young professional women who want to help each other in the industry."

Participants in the 'All-Female Story Bridge Build' were provided with innovative and hands-on construction experience



would attribute their success to luck rather than effort. Men on the other hand, would more often attribute their success to ability.

What this tells us is the way we approach recruiting women into the industry needs to take this into account. We need to get to the point where we don't need to have 'female only' positions and are instead encouraging more women to 'lean in' and 'come forward' for that promotion or role. One of the most valuable ways we can do this as women is to act as a mentor, or align ourselves, with other women in the industry and encourage them. It's also important that we as women reach out to the men in the industry who can provide vital insight and can also act as valuable mentors. There are many avenues to do this. For instance, NAWIC offers structured mentoring programs and also networking opportunities to share insights with peers and where women can unite and encourage each other.

WORKPLACE FLEXIBILITY IS A NECESSITY

Another consideration is around how we attract both emerging women in the industry and retain those who have built a career but also have a family. A hot topic in this area is workplace flexibility. Flexibility is something valued not just by men and women juggling work and parenting responsibilities, it's also something recent graduates and new entrants to the workforce consider a high priority in order to fulfil personal commitments.

A 2018 study with women in STEM (Science, Technology, Engineering and Mathematics) found that women trade off working to their full potential for part-time and flexible working



ALL-FEMALE STORY BRIDGE BUILD

In June 2019, Constructionarium Australia, supported by the Department of Transport and Main Roads, Queensland Major Contractors Association, BMD Constructions and Seymour Whyte, undertook an all-female build of Brisbane's iconic Story Bridge.

The event, held to align with Women in Engineering Day on 23 June, comprised a three-day training program and a five-day build. Participants were part of a unique cohort that benefitted from a dedicated learning and development program with one outcome in mind - to create future female leaders within Queensland construction sector.

The 'All-Female Story Bridge Build' was a once-in-a-lifetime experience

with several NAWIC members taking part. Participation was open to final year engineering students, early career graduates and non-engineers pursuing a career in the construction industry.

Over the five-day build participants gained significant skills and experience that would have taken one or two years to learn in the course of normal employment. They managed all aspects of an engineering project including project and issues management, safety, budgetary control and timely project delivery. Participants also received access to industry leaders, dedicated learning and training sessions, group and individual mentoring as well as the opportunity to form a close-knit network of future female leaders in the construction industry.

To find out more about Constructionarium Australia, visit constructionariumaustralia.com.au

arrangements. They also felt a career break to raise a family was an obstacle to getting a promotion. We are at the point where we need to stop looking at women as needing to be the primary caregiver and disregarding men and their needs in their role as fathers. This includes improving paternity leave policies and making flexible work opportunities available for both men and women. Flexible work and part-time work will lose its stigma if we begin to look at it as a healthy and productive option for all working professionals, not just women.

Women in the construction industry don't want special treatment nor do they want to be given a role just

because they are female. We need to pave the way so if they do choose to have a family or their caregiving commitments shift, we can support them in the model in which we all work.

It's an exciting time to be in the construction industry as we move towards our goal of 11% of women in trades and find ourselves addressing so many different considerations to get us there. As much as organisations can create policies and governing bodies can create opportunities it comes to the point where we need to all band together and create the change we want to see. It's all about having the courage to be a part of the conversation that will lead us to a more diverse workforce. ■

MATES IN CONSTRUCTION

Suicide prevention in the construction industry - can women make a difference?

Suicide is complex. It is rarely a single event or situation; it is more likely a culmination of life events that pile up which finally causes someone to reach the tipping point. We do know that certain factors such as relationship problems, substance abuse, financial issues, mental illness, social isolation and loss increase the risk, but the fact remains that some people resort to suicide while most others in similar circumstances do not.

A person considering suicide will often send out warning signs or 'invitations' – whether this is consciously or subconsciously. Most people do not really want to die, but the pain of living simply becomes too great. Suicide is rarely an impulsive act and is often planned in detail.

According to the Australian Bureau of Statistics 3,128 people died by suicide in 2017 – 2,348 males and 780 females. Each year these figures are increasing, so the problem is not going away. While more men are dying to suicide each year, women attempt suicide at a higher rate than men, so this is not a male or a female problem – it is a community issue.

IS THERE A PROBLEM IN THE CONSTRUCTION INDUSTRY?

Unfortunately, the answer is 'yes'. We lose a construction worker to suicide every second day, and they are not only males. A major study conducted by the Australian Institute for Suicide Research and Prevention

(AISRAP) revealed that construction workers are six times more likely to die from suicide than from a work accident. Even though women make up a small percentage of the construction industry, they are not immune to the effects of suicide. There are many reasons why suicide is considered. Some issues identified specifically by our industry are long working hours, alcohol/drug abuse, financial instability, bullying and a culture of 'harden up' or 'have a cup of cement', which is not helpful to an individual who is struggling.

HOW CAN THE INDUSTRY TACKLE THE PROBLEM?

Suicide prevention is about connection, mateship and support. When people feel they can talk to others about their issues or concerns the feeling of being overwhelmed can lessen. Non-judgemental care and support of work colleagues, supervisors etc. is crucial for helping someone to feel like they matter. Education within a workplace is key to understanding how to notice if someone is struggling, listen without judgement and offer to connect them to the appropriate help and support.

MATES in Construction has worked to achieve this by way of a three-layered community development program in workplaces across the industry. Firstly, we raise awareness by conducting General Awareness Training, otherwise known as a GAT. At this training workers can volunteer



Suicide prevention is about connection, mateship, support and education. MATES in Construction conduct training within workplaces to raise awareness to prevent suicides in the construction industry

to become a 'Connector'. At the Connector training workers learn how to keep someone safe while connecting them to help. Finally, we train workers in suicide first aid, known as ASIST (Applied Suicide Intervention Skills Training) so that a safe plan can be established with a person at risk.

After ten years of building the



capacity in our industry to offer help and support to our mates, suicide rates in the construction industry are falling – we are one of only a few programs associated with a reduction in suicide rates in a target community. Our volunteers tell us that being able to make a real difference in another person's life is life-changing. Of course, saving just one life makes it worthwhile.

HOW CAN WOMEN CONTRIBUTE TO REDUCING SUICIDE RATES IN THE INDUSTRY?

In general, females are not that different to their male counterparts besides the fact that women are more likely to talk to someone and to seek help when they have problems. For whatever reason this is, and there are probably many, men can sometimes prefer having a chat with a female rather than a male about their personal issues; having women present can sometimes 'soften' a 'blokey, rough and tough' workplace culture.



MATES in Construction is a charity and relies heavily on the industry to get behind them. Without this support MATES would not exist. Encourage your workplace to participate in the MATES in Construction program by contacting 1300 642 111.

If you are concerned about yourself or someone else, today is a good day to do something about it. Call the MATES in Construction's 24/7 Helpline: 1300 642 111, or visit the website: <http://matesinconstruction.org.au>



As previously mentioned, suicide is a community problem, and therefore the more people equipped to offer help and support – the better! Many people know how to manage a physical injury and apply the DRABCD, but do you know how to manage when someone is having thoughts of suicide? The MATES program delivers practical education that can fill this gap.

TAKE AWAY MESSAGE - WHAT CAN YOU DO?

- Ask for help – you don't have to do it alone
- Look after your mental health
- Be a MATES 'champion' in your workplace and get the training to help others
- Start the conversation 



WHAT IS THE AUSTRALIAN GENDER EQUALITY COUNCIL?



by **VICTORIA WEEKES**
Chair, Australian Gender Equality Council

In September 2018, the Australian Gender Equality Council (AGEC) officially launched *It'sTime*, its first National Campaign for gender equality in Australia.

The Campaign video "*It's Time*" acknowledged the efforts of the suffragettes and the feminist movement of the 1970s, but questioned how far we have come in the last 50 years given that:

- women earn 23% less than men
- 1 in 5 women experience sexual violence after the age of 15
- women have 42% less superannuation than men
- girls receive 27% less pocket money than boys
- 1 in 2 women are discriminated against at work for being mothers

In response to this unacceptably slow pace of change, the idea of AGEC was born.

AGEC is Australia's first truly independent, national, non-profit body dedicated to driving gender equality. At the heart of our purpose is that everyone should have the

same rights and opportunities when it comes to pay, superannuation, treatment in the workplace and society regardless of gender.

Many of us are actively working to increase the pace of change towards gender equality, whether across industry or organisations, individuals and families or through government and society. AGEC was created to harness our combined power, to leverage individual initiatives and amplify the message through a collective voice.

SO, WHAT IS AGEC ALL ABOUT?

AGEC's four driving principles are to:

- act as an authoritative and independent voice for gender equality in Australia
- advocate for and raise awareness
- develop research driven policy
- raise awareness of the impact of policy and legislation

Key to our strategy are fact based campaigns that drive policy and connect with mainstream Australia to raise awareness of gender inequality

in all aspects of our lives. There's now ample evidence of the benefits of gender equality but the impact on our everyday lives is not always well understood. Where there's a knowledge gap, AGEC wants to fill that gap to help find the most effective ways to achieve gender equality.

We had a fabulous response to *It's Time* with more than 60 media stories over the last 9 months and invitations to participate in a number of important government and industry forums. You can watch the video on our website agec.org.au. It's a great way to start a conversation about gender equality

Since then we've been very busy. Some highlights include:

- Cutting-edge research '*Hands Up for Gender Equality*', revealing the powerful influence of gender norms in our school system on career choices of boys and girls
- Highly successful joint campaign with ABC News to boost women's voices in the Media attracting 4,000 new women commentators



HANDS UP FOR GENDER EQUALITY REPORT, 2018

The AGEC 'Hands Up for Gender Equality' Report, released in December 2018 continues to capture media attention with its ground-breaking insights into the powerful influence of gender norms on career choices of boys and girls. The study of 10,000 high-school boys and girls was aimed at identifying why so few girls opt for STEM, and to better understand the disparity in self-confidence in the workplace. Pleasingly it revealed that boys and girls have equal levels of self-confidence at school and the same desire for paid work. However, it demonstrated girls and boys career preferences are starkly different from an

early age, with girls' strong preferences for social sciences, arts & literature, and boys for STEM and finance.

The entrenched nature of these preferences explains the persistent low levels of women entering tertiary STEM studies, like engineering, maths and technology, as well as trades, that lead to careers in construction, mining, energy and aviation. It highlights the need for initiatives in primary school and early-learning to eliminate gender stereotypes that bias girls' and boys' career choices. Workplace initiatives, while important in addressing the recognition and promotion of women, alone will not change the pipeline of women entering these industries.

For the full report visit agec.com.au

one another, minimise duplication and leverage other's work. We also realised collectively we had a more powerful voice when aligned on key issues. AGEC and our Members acknowledge the broader systemic and social change necessary for gender equality, and AGEC addressing those issues will provide a strong foundation for long term change across all domains.

NAWIC WORKING WITH AGEC

NAWIC has been with us from the very beginning when we were just an idea. Through NAWIC's early support with other founding members we were able to get established, develop a strategy and successfully launch in 2018. Amongst our founding Board members, Past NAWIC Chairperson, Helen Badger, played an important role and is now a Lifetime Ambassador for AGEC. ▶

- Supporting AGEC's Members and supporters' voices in the recent Workplace Sexual Harassment Inquiry by the Human Rights Commission
- Participating in the Deputy Prime Minister's RoundTable on increasing Women in Aviation
- 2019 Member Forum to develop a comprehensive manifesto for gender equality.

AGEC has also gained recognition of key stakeholder and government bodies including the Office for Women, Workplace Gender Equality Agency, the Human Rights Commission and others.

HOW DOES AGEC WORK WITH OUR MEMBER ORGANISATIONS?

In short, collaboratively. AGEC recognises the incredible work being done by so many organisations to achieve gender equality within their sphere of influence, whether it is The National Association of Women in Construction (NAWIC), Australian Women Lawyers or the National Rural

Women's Coalition. AGEC now has 20 Registered Member Organisations representing over 500,000 women and girls and covering a broad range of business sectors, demographics and geographies across Australia. Our Member Organisations appoint our Board and drive our strategy and agenda.

Given limited resources, we realised our Member Organisations could learn and borrow from



Victoria Weekes presenting at the ALGWA 2019 National Conference

we advocate for change

Samantha Woodward and
Victoria Weekes at the AGECE
2019 Annual Forum



OUR BOARD & TEAM

AGECE is operated on an entirely voluntary basis. Our Board plays an important role in our operations and are supported but other volunteers.

VICTORIA WEEKES (CHAIR)	<i>Vice President of FINSIA</i>
CORAL ROSS (DEPUTY CHAIR)	<i>Australian Local Government Women's Association</i>
DR TERRY FITZSIMMONS (MANAGING DIRECTOR)	<i>Snr Lecturer & Director, Centre for Gender Equality, UQ</i>
ANN-MAREE DAVID	<i>President, Australian Women Lawyers Association</i>
LOREN BRIDGE	<i>CEO Alliance of Girls Schools Australasia</i>
SANDY HUTCHISON	<i>CEO & Founder, Career Money Life</i>
PASCALE HELYAR-MORAY	<i>Communication & Community Director</i>
SANDRA BUCKLEY	<i>CEO Women in Super</i>

Two of our founding Directors, *Helen Badger and Liz Ritchie*, recently stepped down having made a fabulous contribution to AGECE's formation and launch. We are enormously grateful for their contribution, insight and commitment.

AGECE Research is led by AGECE's *Managing Director Dr Terry Fitzsimmons*, of the UQ Business School. AGECE is fortunate to access the resources and network of the University of Queensland's Business School to assist in carrying out its vital research projects.

NAWIC attends AGECE's Annual Forums, where we decide what our key priorities and strategies are for the coming years. Samantha Woodward NAWIC's Victorian Chapter President participated in our 2019 Forum.

According to Samantha, "in March 2019, I was asked to represent NAWIC by attending the first national AGECE conference, in Melbourne Australia. I hadn't fully appreciated the AGECE has such a broad organisational membership base, that represents approximately half a million Australian women. What a powerful gathering it was! It was

so, inspiring to have conversations that were intelligent, passionate and intentional. The level of commitment in the room for bringing a manifesto together, was infectious. I look forward to the next opportunity."

BEST PRACTICE IN THE WORKPLACE – WHAT REALLY MAKES A DIFFERENCE?

2019 and beyond holds many opportunities and projects for AGECE to grow and build our influence and that of our members.

One of AGECE's major projects for 2019 is a critical analysis of WGEA's employer of choice data to identify

workplace best practice. With 4 years of WGEA employer reporting we are now able to evaluate performance and the initiatives that achieve the best outcomes for women. WGEA's choice of AGECE and UQ reflect their confidence in us to undertake a rigorous study and to produce a report that will make an important practical contribution to gender equality. The Report should provide valuable information to employers and industry groups, like NAWIC, to benchmark their initiatives and support future programs. The Report will be released in November 2019. ■

we advocate for change

BUCKING THE TREND



by **CHERRY MARQUEZ**
Senior Project Manager, City of Boroondara
& NAWIC Member



As I reflect on my career in the construction industry, I am reminded of a line in a song which goes “I am woman, hear me roar”. Indeed I roar as I stand with confidence and self-assurance in this male-dominated industry. Prior to working for local government, I worked as an architect for over 20 years in the private sector. And I am conscious that subtle barriers to gender equality still exist today. Are these barriers contributing to the current decline of the female work force in construction?

According to the Australian Bureau of Statistics, men continue to dominate the construction industry. Further, the number of women has fallen from 17% down to 12% in the last 10 years. Is this statistic true at my own workplace? What is the gender distribution within the Environment and Infrastructure directorate of the City of Boroondara? The staff at the directorate include architects, civil engineers, landscape architects, project managers, property valuers and traffic engineers in various technical, operational and support roles. Have these positions been occupied by men in the last five to ten years?

The table (right) outlines the approximate percentages of males and females in each department. Out of about 250 employees, 53% are men and 47% are women. That is really good news. And whilst I am not able to get historical data on the

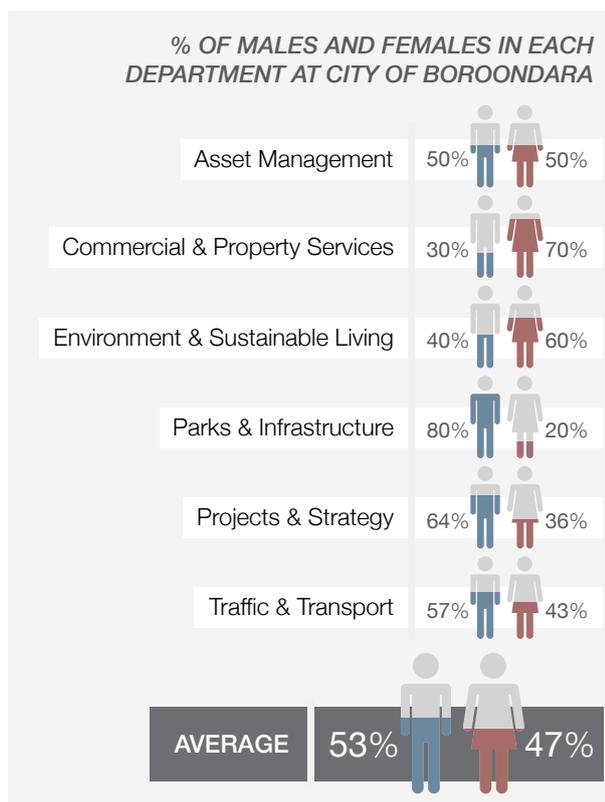
gender representation of the various staff over the last five to ten years, my conversations with some of the leaders in these departments provide some insights on why the City of Boroondara is bucking the gender inequality trend.

A female manager, whose position has previously been occupied by men, proudly noted that gender equality exists not only at officer level, but also in leadership roles in her department. Furthermore, she noted that management styles do differ between males and females

and that the display of one’s “softer” side is a sign of character strength and confidence. According to a male manager, there certainly are more women studying engineering degrees and applying for these jobs and when recruiting for staff, he looks for the best possible candidate with the right capabilities, experience and attitude, irrespective of gender. He added that it is the City of Boroondara’s culture of respect that is fostering this current state of diversity and inclusion. Another male manager acknowledges that men

and women are naturally different and generally have different inherent traits and characteristics and it is important that we treat each other equally.

For me, it is just uplifting to know that together with my fellow female colleagues, we are indeed bucking the trend. We are in an organisation that is progressive and is acutely aware of the importance of gender diversity if it is to attract and retain the best people. And so as the song goes, we are “in numbers too big to ignore” and we do celebrate our place in the City of Boroondara. ■



EXPECT THINGS TO CHANGE FOR THE BETTER

How our Board Director, Rebecca Dickson, became
a staunch advocate for women in construction

A characteristic of inquisitive and motivated people is that, the more they look into a field of endeavour, the more they appreciate its complexities and intricacies. Determined to understand it, and maybe even reform or change it, they are drawn into it, until it becomes their own passion. Had you told a 15 year old Rebecca Dickson that she would be drawn into the construction industry she'd hardly have looked up from Friends to laugh the suggestion off.

Rebecca grew up in Eltham on Melbourne's bushy north-eastern fringe. Her Mum, who was an events coordinator at the Hilton Hotel before retraining and working as a medical secretary and is now a school registrar, had a strong belief in education and instilled in her three kids an interest in ideas and learning.

Rebecca was a very talented student who won a place at The Mac. Robertson Girls' High School. She was somewhat naïve about what the world had to offer. An unashamed

fan of trashy TV back then (and still now!), she got a few insights from shows like *Ally McBeal* which she (half?) jokingly claims was enough for her to choose Law over Medicine. She studied Arts-Law at Monash majoring in Politics, Geography and Environmental Science, but was reluctant to enter the legal profession. To put herself through uni she worked as a swimming instructor and became interested in teaching. She also worked as a para-legal at Maddocks.

Still unsure about where to direct her energies, she enrolled in a Diploma of Education (Secondary Education) at Monash University. Around that time she was encouraged by her senior colleagues at Maddocks to apply for their graduate program. She warmed to the idea, but still completed the Dip Ed, before taking on the articulated clerkship the following year. The firm had three main practice groups and she eventually found her place with the construction practice. "They were a wonderful group," Rebecca recalls. "The partners with whom I worked were exceptional. Simone Holding, in particular, was a fantastic mentor and teacher. The partners were interested in the junior lawyers. They were patient. They listened. They involved us from the outset. They encouraged us to engage with clients ourselves."

*Rebecca Dickson (right of photo) with
Miriam D'Souza and Kristine Scheul*





Rebecca is one of a number of women in senior ranks at John Beever, a leading mechanical engineering company

Rebecca became increasingly interested in the law around construction, and in construction itself. Following an email from a colleague, she joined the National Association of Women in Construction (NAWIC) in 2011 to learn more about the industry and to meet other women and hear of their experiences. Given her drive, she was appointed the Chair of the Victorian Chapter's Education Committee, and is now in the midst of her second term on the National Board. She remains a staunch advocate for positive change for women in the industry and has prepared and will implement NAWIC's National Advocacy Plan. There are so many issues to address – including accessibility to roles and the pay gap. She is in regular communication with government and with industry leaders.

Keen on further specialising in 'front end' construction law, she took a job as project counsel with the Port of Melbourne Corporation to support the team responsible for delivering the Port Capacity Project. This was the project to re-develop the precinct under the Westgate Bridge including Webb Dock. She administered two major contracts - around roads and services and the wharves - making sure they ran the way they were intended to run. She was also on the project leadership team.

"I loved it," she says. "I had boots. I went to the site. I mucked in with the team. I could really see the importance of building relationships with clients, the relevance of the work, and the

level of trust that was nourished. I definitely was not a lawyer in the office. And I realised that I was starting to think of myself as a being part of the construction industry and not so much the legal profession."

Always considering the possibility of a better way, she began to think about the construction industry. She was very enthusiastic, she had fresh eyes, she was insightful and wanted to think from first principles. "I asked fundamental questions," she says. "What is 'the work'? How is work done? How it could be done? How people in construction have thought about things? How contractors and clients engage with each other?"

In those days Rebecca was often the only woman in the room, or in the team. And often the youngest person too. She had something to say and won the respect of those around her.

She has certainly emerged as a leader herself. She is also involved in the Australian Contractors' Association, the Construction Industry Leadership Forum, the Society of Construction Law (including co-chairing the Young Constructors' Committee). Like her mother she believes in education and encouragement for young people – and who knows what opportunities will open.

Which is exactly why, after a stint at MinterEllison and Melbourne Airport, she was attracted to John Beever (Australia) where she is the Senior In-House Counsel. John Beever features a number of women in its

senior ranks, including Joanne Riley (Commercial Manager), Ninna West and Julia Hay (both Senior Project Managers).

And if all this isn't enough Rebecca lectures (casually) in the undergraduate construction law subject at Monash University where she is also working towards her PhD. She acknowledges the shortcomings of the traditional adversarial approach that has typified parties on either side of contracts and the pressures that places on the whole industry. Her research looks at the human dimension of construction, identifying the impact of project procurement processes and contractual risk transfer on the mental health and safety of individual workers and also its impact on the individual's delivery of work. Management transfer the massive pressures on themselves to the workers so they can meet their deadlines. But who suffers? "Those writing up the contracts... sometimes forget that someone actually has to do the work," Rebecca says, "and it's individual human beings who bear the burden. This is about creating approaches which emphasise the reduction of stress, anxiety and pressure to get things done by building in appropriate time."

Given how dynamic and capable Rebecca Dickson is, expect things to change for the better. ■

Editor's note: Rebecca Dickson has recently been appointed to the Board of the AGEC.

WOMEN'S ACCESS TO PROPERLY FITTING PPE



by **DR BEE OO & DR BENSON LIM**
Senior Lecturers,
Construction Management & Property, UNSW Sydney

Ancedotal evidence suggests that access to properly fitting personal protective clothing and equipment (PPE) is a major issue for women working in the Australian construction industry. This was the stimulus to perform an empirical study, through a large-scale online survey, to provide an overview of women's accessibility to properly fitting PPE. The research findings seek to promote awareness on women's PPE needs.

BACKGROUND

The large-scale online survey was carried out between October and December 2018. A total of 636 usable responses were obtained from professional women (92.5%), tradeswomen (6.0%) and women labourers (1.5%) working in the construction industry across different states and territories in Australia.

The majority (71.5%) of respondents were aged between 26 and 45 years old. Most of the respondents were Australian (74.5%) and around 75% of hold an undergraduate or postgraduate degree. A total of 93.6% of the respondents were employees in public or private sectors. In terms of average weekly working hours, above half (55%) of the respondents worked between 41 and 60 hours and close to 60% reported that their income was the

primary source of support for their families. For their current annual job income (before tax), almost half of the respondents (47.0%) had an annual income above \$100k.

The next biggest cohort (21%) had an annual income between \$81 and \$100k. In terms of the frequency of use of PPE among the respondents, 70% are frequent PPE users who worked on construction sites on a weekly basis, while the remaining had to work on site on a fortnightly, monthly or ad-hoc basis.

KEY FINDINGS

Using both descriptive and inferential statistics, the research findings focus on:

1. The difficulties experienced by the respondents in getting properly fitting PPE; and
2. The relationship between their overall satisfaction with PPE, self-efficacy and overall job satisfaction.

The key findings are summarised below.

- One-third of respondents do (or did) purchase their own PPE required for their jobs. Of these, a small group (6%) of respondents have (or had) to purchase their own PPE
- Except for those self-employed who must purchase their own

PPE, the top three reasons for the respective respondents to purchase their PPE were:

1. they were not able to obtain PPE that fits them properly from their employers.
2. their personal preference not to use PPE provided by their employers.
3. their employers do not provide all or some of their PPE (i.e. safety boots).

- The most common types of PPE used by the respondents are safety boots, safety helmets, safety glasses/goggles and waterproof and high visibility clothing
- The respective users indicated that properly fitting 'trousers' are the most difficult PPE item to obtain. The next PPE item which was considered difficult to access is 'protective clothing/overalls/outwear. This is followed by safety boots and waterproof and high visibility clothing (see Figure 1)
- About one-third (32%) of respondents need to make alterations or adjustments to the PPE provided by their employers or from their own purchases. The most frequently mentioned PPE for alterations or adjustments is 'trousers'

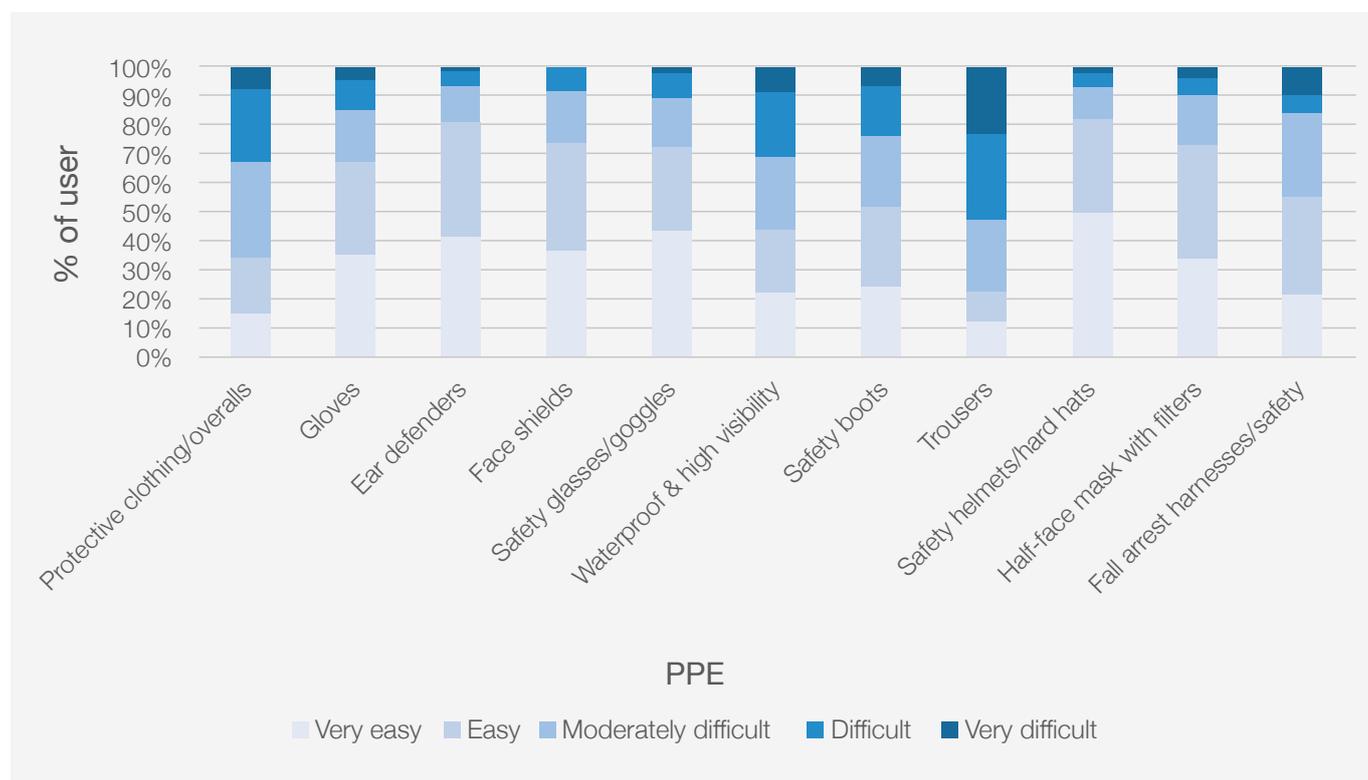


Figure 1 Level of difficulty in accessing properly fitting PPE

- The respondents perceived three top-ranked reasons for the lack of access to properly fitting PPE:
 - the male-dominated culture of the construction industry.
 - the limited supply of women-specific PPE in the market.
 - the lack of availability of PPE designed specifically for women for those with employers who do not provide all or some of their PPE (i.e. safety boots).
- The respondents perceived the level of information, instruction and/or training received for proper use of their PPE is statistically significantly inadequate (i.e. below the fair level at $p < 0.05$ level)
- 65% of respondents responded that ill-fitting PPE has hampered their work in some way, close to 4% responded this as significant (i.e. 'considerably' and 'a great deal', see Figure 2)
- Twenty (3.14%) respondents had suffered from work-related injuries

or illnesses in the workplace due to ill-fitting PPE

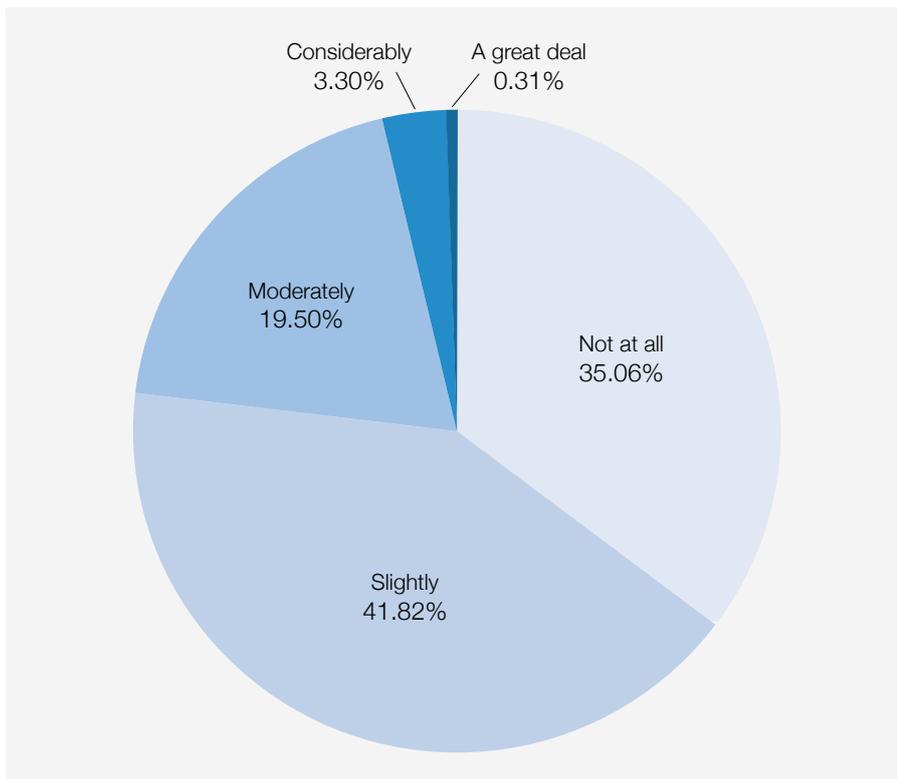
- The respondents were generally satisfied with the health and safety features of their PPE based on their rating on three top-ranked attributes, namely:
 - protection against health and safety risks;
 - safety features; and
 - durability.
- Most respondents were somewhat dissatisfied with the attributes related to 'fit', 'comfort' and 'flattering to the female body'
- The respondents' overall satisfaction mean score with their PPE is marginally below 3 (i.e. below the neutral level, out of a scale of 5)
- Based on eight measurement items, the respondents have high self-efficacy despite the fact that they are the minority group in the male-dominated construction industry
- As expected, the respondents with high self-efficacy tend to display a

high level of overall job satisfaction. 76% of the respondents were somewhat, or very satisfied, with their jobs. The corresponding mean score of 3.85 is statistically significantly higher than 3 (i.e. above the somewhat satisfied level) at $p < 0.05$ level

- The respondents' overall satisfaction with PPE is positively statistically correlated with their overall job satisfaction (i.e., $r = 0.217$, $p < 0.01$), but not with their perceived self-efficacy. The evidence is suggestive that the more satisfied the respondents are with their PPE, they are more likely to be satisfied with their jobs, and vice versa

SUMMARY AND THE WAY FORWARD

This is the first empirical study, to the authors' knowledge, on PPE for women in the Australian construction industry. It was encouraging to have such a large group of women willing to share their experiences with PPE. The survey findings are, indeed, consistent with anecdotal evidence that justified the need of this research study. ▶



If employers support the purchase and availability of properly fitting PPE for women, this will contribute to a more positive working experience and more satisfied employees.”

Figure 2 The extent to which ill-fitting PPE hampers work productivity

The overall picture that emerges from this study is that access to properly fitting PPE is a major issue for women in the construction industry. The problems they are facing include: the need to purchase their own PPE due to not being able to obtain PPE that fits them properly from their employers, the need to make alterations or adjustments to ill-fitting PPE and the lack of adequate training or proper use of PPE in their job tasks.

The results show that ill-fitting PPE not only hampers their work in some way, but also causes work-related injuries or illnesses for a small group of respondents. Nonetheless, it is really encouraging to find that the respondents have high self-efficacy and that there exists the positive correlation between their overall satisfaction with PPE and their jobs.

These findings have implications for construction industry stakeholders:

- Training organisations. Construction apprenticeship training programs should promote awareness of the importance of accessing properly fitting PPE and formalise the associated training curricula

- Employers. They should consider revisiting their PPE purchasing decisions by first investigating the fit problems experienced by their female employees. An in-house anonymous survey could be a way forward in addressing their concerns with PPE. Employers should also ensure employees (both men and women) can try on different sizes of PPE before it is issued to ensure it is properly fit and provide mechanisms for employees' feedback on PPE to facilitate their purchasing decisions
- PPE manufacturers. It would be helpful if they could address the concerns of the lack of availability and distribution networks of PPE designed specifically for women, especially the commonly used PPE types

Above all, the survey findings show that if employers support the purchase and availability of properly fitting PPE for women, this will contribute to a more positive working experience and more satisfied employees. This could also possibly help address the issue of poor job

retention for women in construction. Nonetheless, the role of women is of equal importance in campaigning for properly fitting PPE. They should report any issues of PPE to their supervisor and not accept ill-fitting PPE as the way things are done in the construction industry.

ACKNOWLEDGMENTS

A sincere thank you to the more than 600 busy women in the Australian construction industry who took time to complete the online questionnaire survey.

The online survey required considerable assistance from organisations supporting women in the industry who helped with the pilot testing and distribution of the questionnaire via emails and/or social media. Grateful thanks are due to National Association of Women in Construction (NAWIC), Women in Design and Construction (WIDAC), East Coast Apprenticeships, Engineers Australia, Tradeswomen Australia and UNSW Alumni. ■

HIRING GOOD PEOPLE

Increasing your chances of getting it right



by MEGAN BELL
Senior Consultant, Steople
& NAWIC Member

Imagine you're at a party and you meet a man called Bill who is a great tennis player. He's easy to talk to and you chat about the tournaments he's won. Later, when someone asks you to recommend an MC for an event, you might immediately think of Bill even though the only things you know about him are that he's good at tennis and you felt a connection with him.

This is an example of the "halo effect", where someone is good at one thing and we assume they will be good at other, unrelated things. We use these shortcuts in our thinking all the time as they save us time and mental effort to get through the thousands of decisions we make each day.

Thinking shortcuts (of which there are over 100) are often helpful. Maybe Bill will be a good MC and it has saved you the time of considering all your friends in detail to make a relatively unimportant decision. However, when the stakes are higher, such as when hiring a new employee or increasing gender diversity, it's important to be aware of any shortcuts in our decision-making and take steps to mitigate the risks of getting it wrong.

Having worked in leadership advisory within the construction industry, I

have seen firsthand these shortcuts in action. With the cost of a poor hire being up to 150% of salary, leaders understandably don't want to get it wrong so will often place heavy emphasis on recommendations from other colleagues or having a good feeling about someone when they meet them. Whilst these are of course valuable sources of information, they can lead us down a trap of hiring people without considering the full picture. How will this person operate in a new environment? What might be the hidden risks of hiring them? Are there other candidates who could do the job even better?

Research shows that whilst informal interviews and references are the most common hiring methods, they can actually be fairly poor at predicting success. What does increase your chances of getting it right is adding psychometric assessment including a behavioural style profile and cognitive ability tests. Crucially, assessments must be carefully selected, debriefed by a professional and used for onboarding and development, not just as part of the selection process. Used properly (which isn't always the case), these tools broaden your knowledge about the candidates



and allow you to make an informed decision.

In my experience in construction, using psychometrics also helps to improve diversity as it "levels the playing field" for candidates. We know that women are underrepresented in the industry and may not have the same connections as their male colleagues. Using gender-agnostic tools that measure IQ and behaviours such as strategic thinking, leadership and drive to succeed, allows you to compare candidates in a consistent way, whilst still taking into consideration other sources of information.

Using psychometrics also helps to improve diversity as it 'levels the playing field' for candidates.

So, the next time you're recruiting for a role, remember tennis-playing Bill and add in psychometrics to your selection process. Getting recruitment decisions right the first time impacts the bottom line, culture, reputation and performance, and is a crucial factor in promoting diversity within construction and associated industries. ■

we advocate for change

DRIVING GENDER EQUALITY IN A MALE-DOMINATED INDUSTRY

Driving gender equality in any industry can be challenging, so creating a strategy tailored to your organisational objectives is critical.

The first steps are to define your organisation's commitment, accountability, targets and roadmap to help set your goals. This strategy, along with leadership drive and commitment, were critical in helping the Queensland Building and Construction Commission's (QBCC) journey to gender equality which began with the launch of its first diversity and inclusion policy in 2017.

As the QBCC regulates the construction industry in Queensland, which remains one of the most male-dominated industries in the state, we recognised that it was our role to lead the way in gender equality. In pursuing this goal, the key pillars we identified were:

01 INCLUSION

Staff should be shown that the workplace culture fosters access and inclusion. This can start through people policies, guidelines and procedures, development of frameworks and governing material and lead to initiatives that celebrate differences, promote flexibility for all employees and educate staff on inclusivity and unconscious bias.

02 ATTRACTION & RETENTION

Changes in recruitment practices can be very impactful to meeting defined gender equality targets. This can be achieved by:

- Using different techniques to reach the targeted demographic
- Leveraging and creating networks can have long-term positive impacts



- Showcasing what your organisation is trying to achieve and clearly articulating your employee value proposition to attract talent
- Ensuring you have set, reportable targets
- Ensuring appropriate gender representation in selection panels

03 DEVELOPMENT

Providing an environment for growth, opportunity and gender pay equality.

- Coaching all managers to build their capability in understanding gender equality
- Developing traineeship programs within the organisation tailored to achieving targets
- Continually educating all staff on gender equality, what that means to the organisation and how it aligns to the organisational objectives

04 LEAD

Be bold and innovate, with leaders that pave the way.

- Develop leadership programs. For example, the QBCC introduced an emerging leaders program designed to support employees to step into executive leadership roles. The current intake of emerging leaders consists of 70 per cent women
- Gain Board and CEO engagement and buy-in as this is critical
- Regular reporting and pay equity audits to ensure the gender equality goals are being measured and focused on by leadership

While it may feel at times there is a long way to go, taking a multi-faceted approach to achieve the broader goal of gender equality will lead to incremental improvements in your organisation's gender equality overall inclusion journey. You just need to start somewhere and establish clear goals and objectives. Gaining leadership commitment and buy-in can make all the difference. ■



2019 NAWIC ACT *awards for excellence*

National Arboretum, Canberra
Friday 20 September, 2019



ACT awards for excellence

LENLEASE CRYSTAL VISION AWARD

Winner: Lauren Couter, Construction Control

Lauren Couter, Project Director at Construction Control, is recognised for her leadership in implementing initiatives for the betterment of women in construction as well as successfully breaking barriers for women in the industry. With numerous multi-million-dollar builds under her belt, including clients such as ANU and Canberra Girls Grammar School, Lauren leads by example by demonstrating a work/life balance, and empowering women within her circle of influence. As a mother of two children, Lauren mentors others within the industry and aspires to become a voice for, and a support network for, many younger and budding employees.

BUILT OUTSTANDING ACHIEVEMENT AWARD

Winner: Elyse Howard, Lendlease

Elyse is a Senior Project Engineer for Lendlease and is working on the Kambri Project, the largest single campus development since the establishment of the ANU. Elyse wants to create the best places for her clients and the wider community. The Kambri transformation has embedded in her the notion that well-designed and constructed places are more than buildings but destinations, meeting places and collaboration spaces.

GINNINDERRY TRADESWOMAN OF THE YEAR AWARD

Winner: Sarah Anne Duncan, Canberra Airport

Sarah never dreamt she'd be carving out a successful career as an Aviation Electrician. After working at Canberra Airport for more than nine years, Sarah is loving the role and the challenges it brings.



Lendlease Crystal Vision Award Winner, Lauren Couter

CHASE GROUP INNOVATION IN THE CONSTRUCTION INDUSTRY AWARD

Winner: Sarah Pollheim, Clarke Keller

A Senior Project Architect at Clarke Keller, Sarah is a registered architect with a Diploma in Interior Design and a Diploma in Project Management. Over the past 17 years she has practised in the ACT, NSW and SA, where she worked across a broad variety of sectors including retirement living, aged care, multi-storey residential, community and education.

MORRIS LEGAL GROUP EMERGING LEADER AWARD

Winner: Ntasha Krysti Gerebtzoff, gr8 @mosphere & Queen Bee Constructions

As a Director and Owner of two businesses in the ACT construction industry (gr8 @mosphere Design

& Drafting and Queen Bee Constructions), Ntasha provides work opportunities to young females interested in pursuing a career within the industry. Ntasha has demonstrated her ability to lead and drive high-end project outcomes, never compromising on quality.

AMA PROJECTS MENTOR OF THE YEAR AWARD

Winner: Nadine O'Keeffe, Built

As General Manager of the diverse Built team, Nadine has committed to share her depth of industry experience in the 2017, 2018 and 2019 NAWIC CEO Shadow Programs, which aim to inspire more women to keep striving for appointment to senior leadership and executive positions. Nadine has been a strong advocate for women in construction throughout her 20-plus year career in the industry.

MANTEENA CAPITAL REGION STUDENT OF THE YEAR AWARD

Winner: Dulani Nanayakkara, WSP

An Electrical Engineer with WSP in Canberra, Dulani has shown her commitment to furthering her education by studying part time through distance education at the University of Wollongong while working full time. Dulani will complete her Masters of Power Engineering Degree at the end of this year.



Ginninderry Tradeswoman of the Year Award Winner, Sarah Anne Duncan

ACT awards for excellence

MONARO WINDOWS ACHIEVEMENT IN SAFETY AWARD

Winner: Sarah Carroll, University of Canberra

Sarah is paving the way for a safe community at the University of Canberra through the implementation of an Online Incident Reporting Tool and Contractor Portal while mentoring students by sharing her own personal experiences and knowledge. As a busy mum and wife, she shows that you can reach a suitable work-life balance and that steel cap boots look good with a baby bump.

WSP ACHIEVEMENT IN DESIGN AWARD

Winner: Jane Louise Alexander, Davenport Campbell

Jane has been influential in the design industry for her implementation of modern work practices in Australia's largest and most awarded workplaces. Joining Davenport Campbell in 2005, she was recognised as an Associate in 2012. With experience in London, Scotland and Australia, Jane has been responsible for the successful delivery of more than 200,000sqm of workplace projects over her 18-year design career.

ELVIN GROUP ACHIEVEMENT IN ENGINEERING AWARD

Winner: Roberta Brosco, Northrop Consulting Engineers

Northrop Consulting Engineers Mechanical Engineer Roberta Brosco brings her positive, can-do attitude to every project as the perfect complement to her technical skills. Roberta never shies away from a challenge, and is keen to assist clients however she can, whether a small classroom upgrade or a technically challenging large-scale heritage listed upgrade.

HUON DIVERSITY AND INCLUSION AWARD

Winner: Manteena

Established in 1980, Manteena is a multi-award-winning construction company specialising in complex projects of exceptional high quality. Manteena has demonstrated a significant commitment to increasing diversity and inclusion in their organisation. Manteena not only celebrates the rich diversity of their workforce, they also leverage it to build the most outstanding teams to deliver the best experiences and highest quality projects for their clients.

IGNITE WOMAN IN BUSINESS AWARD

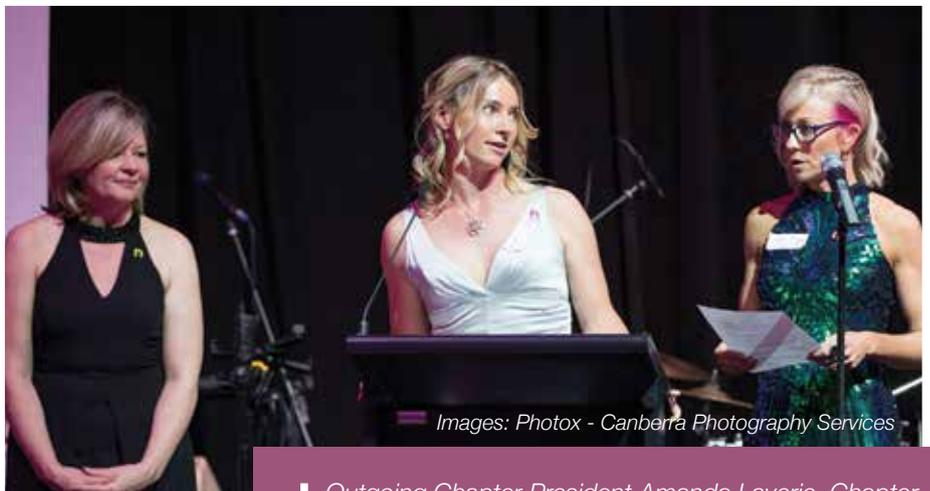
Winner: Nichelle Jackson, Canberra Town Planning

Nichelle Jackson is a Director with Canberra Town Planning. She has strategic planning expertise and experience across commercial, industrial, mixed-use and residential developments, as well as major transport and water infrastructure projects, significant recreational projects and large infill developments. She has been active in the construction industry as a property valuer and government policy advisor. ■

Yvette Berry,
Deputy Chief
Minister of
the ACT



Hannah and Eliza Reilly
were the evening's MCs



Images: Photox - Canberra Photography Services

Outgoing Chapter President Amanda Laverie, Chapter Co-Presidents Peita de Boer and Kim Raysmith



2019 NAWIC NSW *awards for excellence*

International Convention Centre, Sydney
Thursday 29 August, 2019



NSW awards for excellence

LENLEASE CRYSTAL VISION AWARD

Winner: *Melanie Kurzydlo, Growthbuilt*

As the first woman to join Growthbuilt's executive leadership team, Melanie Kurzydlo has used her influence to champion diversity in all its forms, and to drive progressive change within her company and her industry. As Director of Strategy & Business Relations, Melanie established Growthbuilt's diversity, inclusion and corporate social responsibility policies, aligning them to business strategy and partnerships. A dedicated mentor, Melanie has also influenced the next generation of leaders through her association with Sydney schools, universities and allied industry bodies. Melanie has encouraged Growthbuilt to embrace targets as it strives for gender balance and today 30 per cent of the business is female. The judges celebrate Melanie's leadership, advocacy and her commitment to the values that NAWIC holds true: to be bold and brave, and to care and connect.



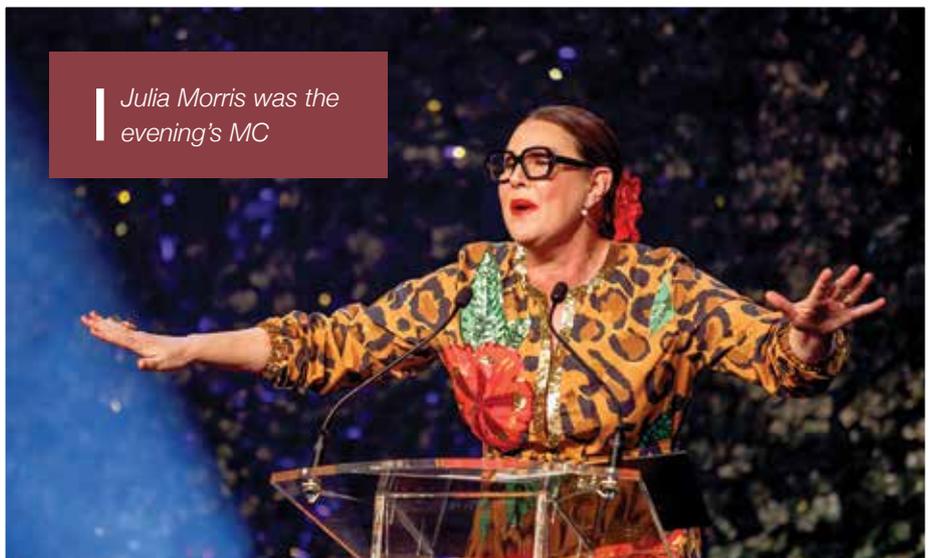
Lendlease Crystal Vision Award
Winner, Melanie Kurzydlo

TRANSPORT FOR NSW TRADESPERSON SCHOLARSHIP

Winner: *Aurora Hartshorn, AXIS Plumbing NSW*

A plumbing apprentice, Aurora Hartshorn was chosen by the judges for her commitment to the construction industry and, in particular, to the plumbing profession. Aurora's work ethic is admired by her colleagues, as is her capacity to pick up new skills quickly and effectively. Aurora's open, friendly and confident demeanour impressed our judges, as did her visible leadership in workplace safety. This scholarship will assist Aurora to further her education through her Certificate IV in Plumbing and Services and develop a deeper understanding of her chosen trade.

Merit: *Fatima Bertolini, Planet Plumbing NSW Pty Ltd*



Julia Morris was the evening's MC

After a decade-long career with a catering business, Fatima Bertolini was eager to find a new industry where she could learn a specialised skill. Always keen to create things with her hands, Fatima discovered a passion for plumbing. She completed her plumbing apprenticeship as a mature age student through TAFE NSW in 2014 and is about to undertake a hydraulic consultancy diploma.

PROBUILD AWARD FOR PROJECT MANAGER OF THE YEAR

Winner: *Brooke Emmett, Fulton Hogan*

As the Project Manager on an

upgrade of the Newell Highway in far northern NSW, Brooke Emmett oversaw more than 150 staff and subcontractors from commencement to completion. Brooke inspired her large team to work hard, work smart and maintain safety – and her strategic planning and resequencing of the program reduced construction duration by an impressive 25%. NAWIC's judges also applaud Brooke's engagement with local Indigenous communities, which saw her project surpass the minimum employment requirements. Thirty-seven local people of Indigenous heritage were employed on the project, including two school girls. ▶

NSW awards for excellence

CPB AWARD FOR CONTRIBUTION TO SUSTAINABILITY

Winner: *Amanda Visser, The Star Entertainment Group*

Amanda Visser has worked tirelessly over the last six years to bring sustainability to the forefront of The Star Entertainment Group's business operations. Her commercial and innovative approach to sustainability is delivering both environmental and financial dividends. The Star's 37 sustainability projects to date have saved more than \$2.7 million, as well as carbon and single-use plastic. This leadership is gaining global recognition, with The Star topping the Dow Jones Sustainability Index for the casinos and gaming industry for three years running. And Amanda's work as Chair of the City of Sydney's Sustainable Destination Partnership demonstrates a leader determined to drive large-scale change. Congratulations Amanda.

ROBERTS PIZZAROTTI AWARD FOR CONTRIBUTION TO A PROJECT'S DEVELOPMENT

Winner: *Natalie Borozan, Multiplex*

Natalie Borozan was engaged by the Presbyterian Church (NSW) Property Trust as the development manager on The Terraces, a retirement living and aged care project in Sydney's Paddington. After stepping into the role in 2014, Natalie has worked tirelessly on everything from project finance to planning approvals, stakeholder engagement to settlement. She worked closely with the client and builder to unlock an innovative finance model that allowed the project to proceed. Natalie's achievement is measured in the satisfaction of residents. More than 85% of the beds in the residential aged care facility are now occupied and 90% of the independent living units have been sold.

Merit: *Natasha Devlin, Investa*
As the Senior Development

Chapter Co-Presidents
Elizabeth Brookes and Harriet Oldmeadow

Manager on Investa's 10VA project in Parramatta, Natasha Devlin is responsible for delivering a \$300 million project – from planning to design, costs to contracts. Natasha successfully negotiated a complex set of planning controls, achieving an additional 20,000 sqm of office space. She manages a team of more than 50 people working on a market-leading project that is enhancing Parramatta's position as Sydney's second CBD.

ACOUSTIC LOGIC SCHOLARSHIP FOR FUTURE LEADERS

Winner: *Camille Sevestre, Turner & Townsend*

Since graduating with a Master's Degree in civil engineering from France's National Engineering School in 2016, Camille Sevestre has worked in seven countries and across five continents. This global experience has helped her to develop valuable cross-cultural skills that she now applies to Turner & Townsend's complex education, commercial and leisure projects around Sydney. Camille currently leads an impressive nine education projects worth more than \$150 million, but the judges were equally impressed with her intelligence, drive and passion for Australia's construction industry.

MPA AWARD FOR ACHIEVEMENT IN CONSTRUCTION, REFURBISHMENT AND FITOUT

Winner: *Diana Jones*

As Project Manager on the Bank of



Images: *Nicholas Smith*

China's Sydney office upgrade, Diana Jones managed a complex and fast-paced project on a tight time frame. A strategic and responsive leader, Diana played a central role shaping this intricate \$80 million project in a live tenant environment, coordinating the services of 28 consultant disciplines. She maintained a trusted and respected relationship with the Bank of China, implementing innovative procurement and staging strategies to save time and money. Diana's proactive contribution has been recognised by the Bank of China, which has said 140 Sussex Street is the new benchmark for its global projects.

HASSELL AWARD FOR INNOVATION IN DESIGN

Winner: *Madeleine Blanchfield, Madeleine Blanchfield Architects*

Madeleine Blanchfield's Kangaroo Valley Outhouse is a bathroom in the bush. Picture a mirrored cube elevated above the ground and nestled in vegetation. The outhouse reflects the lush landscape, disappearing during the day while offering those who use it a window to the world. As the project architect, Madeleine was responsible for everything from ideation to execution. The judges applauded this small but beautifully executed project that meets a functional brief in an unexpected way, creating a magical and ethereal experience.

Merit: *Rebecca Deegan, Hansen Yuncken*

The Australian Catholic University's

NSW awards for excellence

decision to construct a FIFA-rated football field on the roof of its new car park demanded out-of-the box thinking, and Rebecca Deegan delivered. The cross-seasonal sporting field features a cricket pitch on hydraulic jacks – something never undertaken before. While Rebecca's primary role was as Contract Administrator, this qualified engineer took on various responsibilities throughout the project, from foreman to designer, safety officer to project engineer. Congratulations Rebecca.

Laing O'Rourke Business Woman of the Year Winner, Rowenna Walker



LAING O'ROURKE BUSINESS WOMAN OF THE YEAR

Winner: Rowenna Walker, Aurecon

As Aurecon's Global Leader for Rail and Mass Transit, Rowenna Walker is a well-respected influencer in the infrastructure sector. Since joining Aurecon in 2016, Rowenna has expanded her business sector with strong leadership skills and now oversees a \$100 million portfolio. A proven industry leader and influencer on large-scale and complex city-shaping projects, Rowenna is a role model and mentor within her organisation. She also works collaboratively with others to build a diverse and inclusive industry and to ensure that strong, capable women are given the assistance and encouragement they need to advance their careers.

JOHN HOLLAND AWARD FOR TEAM INNOVATION

Winner: Multiplex HR team

Multiplex's HR team – led by Caitriona Comerford, Rachel Surgeon, Belinda Abbott and Naomi McGrath – has implemented a team-based workplace flexibility initiative on 21 projects across NSW. Teams are empowered to define and implement their own tailored approaches to flexibility, with leaders accountable for the outcomes. Multiplex now has six years of data to confirm the strategy's success, and understanding of flexible options has increased by 39%. NAWIC's judges applaud an approach that Multiplex CEO John Flecker describes as "the single most impactful change we have implemented for all employees".

Merit: Timnit Tessema, Vanessa Lesicnik, Harshaa Raaha and Aleksandra Rakic, Multiplex

Four female graduates and engineers – Timnit Tessema, Vanessa Lesicnik, Harshaa Raaha and Aleksandra Rakic – have teamed up to develop a community-based program at Multiplex's 1 Denison Street site. The Jump Start Program encourages young women to consider careers in construction. Students from neighbouring high schools gain access to panel discussions and presentations, workshops and site walks to learn about the spectrum of career possibilities in construction. This grass-roots initiative is being driven by four talented women in construction who wish they had the same opportunity when they were in high school making career choices.

Merit: Delivery Coordination Team, Stockland

Stockland's majority-female Delivery Coordination Team – led by Alana Tropiano, Gemma Maindonald and Ashley Hurst – has saved time and money after undertaking a review of how retirement units were reinstated for new residents. The team's approach uncovered

a host of potential improvements to technology, accessibility, digital integration and accuracy. The judges acknowledge this team's ability to find smarter, more efficient ways to enhance a repetitive process. The result? Quotes are more accurate, defects have decreased and scope of works documents, which once took four hours to complete, now take one – saving around 2,100 hours.

CBRE UNIVERSITY SCHOLARSHIP

Winner: Vanessa Lesicnik, Multiplex

Vanessa Lesicnik has balanced her full-time studies and a demanding role within Multiplex on its 1 Denison Street project since June 2018. Currently undertaking a Bachelor of Construction Management, Vanessa has also stretched the reach of the industry as a champion of Multiplex' Jump Start program – an initiative that inspires female high school students to consider careers in construction. Vanessa has also been deeply involved in efforts to raise \$120,000 for the Royal North Shore Hospital Stroke Unit, after a Multiplex colleague suffered a stroke. NAWIC's judges applaud Vanessa's efforts, which far exceed the expectations of an employee in her role and level of experience.

Merit: Kara McCormick, CPB Contractors

After careers in nursing, retail and real estate failed to fulfil her, Kara McCormick embarked on an engineering degree. Despite being one of few females, having minimal industry experience and being older than most of her cohort, Kara was awarded the Dean's medal for three years running. Today, as part of CPB Contractors team, Kara fulfils her passion for site-based work as an undergraduate engineer on the Integrated Nepean Hospital, and encourages other women to consider careers in construction by hosting site visits and unconscious bias training. ■



2019 NAWIC NT *awards for excellence*

Darwin Casino
Friday 11 October, 2019



NAWIC CRYSTAL VISION AWARD

Winner: Amanda Challen, Advance Civil Engineering

Amanda is the Business Manager with Advance Civil Engineering, a civil contracting company specialising in complex concrete structures. Amanda has broken through barriers in construction throughout her career and is a trail blazer for ensuring the skills of women in the Territory industry are recognised and valued. Initially, her challenge was that she had to scream to be heard. Now, when she whispers, everyone leans in.

MCMAHON SERVICES AWARD TO A YOUNG ACHIEVER OR NEW STARTER

Winner: Srijana Ghirmire, Jacobs

Srijana is a Graduate Structural Engineer and Project Manager working in the structural team in Jacobs' Darwin Office. Srijana is active in promoting engineering as a career to young women at both secondary schools and at tertiary level. She is valued as a versatile member of staff and over the past two years she has performed the roles of Bid Manager, Site Inspector, Structural Designer, Bridge Engineer, Project Manager, Project Controller, Planning and Logistics Consultant and Fire Warden.

SITZLER AWARD FOR ACHIEVEMENT IN HEALTH & SAFETY, AND/OR ENVIRONMENT

Winner: Claire Costello, Jacobs

Claire is an Environmental Scientist in Jacobs' Darwin office. She has held many roles in the construction, oil and gas sectors over several years. She is an active member of her workplace community and works to inspire young women to pursue meaningful careers in the construction industry.



NAWIC Crystal Vision Award Winner, Amanda Challen

BUSSQ AWARD FOR PROJECT DEVELOPMENT OR DELIVERY

Winner: Susanne Tomsic, Laing O'Rourke

Susanne is a Senior Commercial Manager for Laing O'Rourke and has been working on the Larrakeyah Defence Precinct Redevelopment to ensure the project maintained a smooth transition from the Planning to the Delivery phase. She set up the systems and manages the procurement and commercial functions for the Temporary Base Entry, to ensure the Contract was executed as per the agreed terms, and ensured that the required conditions were met, and then set the project up for a successful delivery. Susanne is most proud of the integration of the Project Cost Control System Prism which delivered significant time savings and project tracking. ▶



BUSSQ Award for Project Development or Delivery Winner, Susanne Tomsic

NT awards for excellence

GTNT AWARD FOR ACHIEVEMENT IN CONSTRUCTION

Winner: Margaret Bell, GTNT

Margaret is currently completing a Certificate III as an Electro-technology Electrician with the GTNT Power Careers Program. Margaret has had to overcome being a woman working in a man's world and has done so with perseverance, positive attitude and hard work. ■



Award Winners Margaret Bell, Srijana Ghirmire, Amanda Challen, Claire Costello and Sandra Howlin



Mary Linnell was the evening's MC



Chapter President Cola Maurirere

Images: George F Photography



2019 NAWIC QLD *awards for excellence*

Royal International Convention Centre, Brisbane
Friday 11 October, 2019



QLD awards for excellence

Lendlease Crystal Vision
Award Winner, Becky Paroz

LENLEASE CRYSTAL VISION AWARD

Winner: *Becky Paroz, Queen B Project Systems*

Having spent almost thirty years in the construction industry, Becky has demonstrated her unique leadership abilities on some of the most demanding projects in the public and private sectors. As a successful Engineer and industry leading Project Manager she is a director in three companies and a global professional mentor.

JOHN HOLLAND AWARD FOR INNOVATION

Winner: *Helen Renton, John Holland*

Helen is currently a Contracts Administrator for John Holland on the Sunshine Coast Airport Expansion. Throughout Helen's career with John Holland she has been able to transition across a number of different areas and roles across projects. She has recently introduced a prefilled master claim sheet for subcontractors to submit their monthly progress claims, therefore eliminating claims for unapproved subcontractor variations. This innovation solved the challenge of control and uniformity in monthly progress claims and compliance with relevant legislation.

Lara Nakhle and Brisbane's 'With One Voice' performed at the Awards



Images: Joshua Maguire



PROBUILD AWARD FOR ACHIEVEMENT IN DESIGN

Winner: *Stacy Curtis, Jacobs*

Stacy is a Senior Associate Civil and Structural Engineering Design Manager for Jacobs. She leads and manages diverse engineering teams to deliver multidisciplinary design solutions and provide continual design support throughout the construction phase of a project. She is currently the Manager of the Construction Phase Services Team for the Design Joint Venture on the Bruce Highway Upgrade between Caloundra Road to Sunshine Motorway. Stacy is continually challenged to provide design solutions that achieve the best project outcomes for all stakeholders.

Winner: *Dee Passenger, Cottee Parker*

Dee is an experienced interior designer with almost 25 years' experience and is currently Head of Interiors and a Director at Cottee Parker. She has overcome a number of personal



The Hon. Michael de Brenni MP and Chapter Co-Vice president Penny Cornah

challenges that gave her the confidence to tackle anything. Dee has worked on a number of award-winning projects including Youi Head Quarters, QPAC and more recently the Tower 4 Residences for Queens Wharf. Dee takes a holistic approach to design and believes it all starts with understanding the site context and architectural form. She believes the interior must belong to the building.

CORRS CHAMBERS WESTGARTH AWARD FOR DIVERSITY

Winner: *Hastings Deering Together as One Flexibility and Inclusion Program*

The Together as One Flexibility and Inclusion Program developed by Hastings Deering was designed to create an environment where all their people, over 3,500 employees, feel like they belong. They celebrate their differences and know that it is those differences that make them stronger. People power have enabled each area to achieve great success both at the promotional level and on an individual one-on-one basis. Some of their results include 45 development opportunities for people working on the program, 18 official program lead events and over 3,000 in person program experiences for our employees.

QLD awards for excellence

ADCO Constructions Award for Achievement as a Businesswoman Winner, Rachael Turner

DIAL BEFORE YOU DIG AWARD FOR ACHIEVEMENT IN CONSTRUCTION (CIVIL WORKS)

Winner: Ivette Nino, Pensar

Ivette is a Site Engineer with Pensar joining the company in 2017 to work on the Gateway Upgrade North Project. Since then Ivette's attention to detail and timely and accurate reporting now sees her working on the Roma Street Coach Terminal Relocation Project which forms part of the larger Cross River Rail Project. Ivette who left Venezuela six years ago has cemented her career in Australia and is looking forward to the next challenging project.

CONSTRUCTION SKILLS QUEENSLAND AWARD FOR ACHIEVEMENT BY A TRADESPERSON

Winner: Bec Fisher, Servcore

Bec is a qualified electrician and currently works as a Field Technician for Servcore. Her responsibilities include installing, upgrading, maintaining and servicing the uninterrupted power supply to large supermarkets, liquor stores, retail stores and fast food outlets. Bec has overcome a number of difficult workplace cultures but has found that her strength and persistence to continually break down the barriers for women tradies has improved many workplace relations for others who follow in her footsteps.



about investing time and care into her highly valued team of carpenters, developing their strengths and professional interest areas.

MULTIPLEX BUILDING SUPER AWARD FOR ACHIEVEMENT IN HEALTH, SAFETY AND/OR ENVIRONMENT

Winner: Laura Arias, Pensar

Laura is currently a Project Manager at Pensar. Laura always maintains an open and honest line of communication with her clients and has delivered a number of complex, multi-disciplinary projects with zero lost time or defects. She thrives on researching the safety and environmental challenges that could present at each job and mitigating risks through strong safety procedures, non-negotiables and toolbox talks.

BUSSQ AWARD TO A YOUNG ACHIEVER

Winner: Emily Wyatt, Multiplex

Emily, is currently completing her third year of Multiplex's graduate program and already demonstrates impressive leadership and management skills. Emily has a background in architecture and is currently tasked with overseeing project planning, programming and service coordination of the internal finishes at 300 George Street. Emily has a passion for learning and has high aspirations of becoming a design manager. ■



Chapter President
Jen Gillett



Scott Hutchinson of Hutchinson Builders

Winner: Erin Richardson, Hutchinson Builders

Erin, is a fourth-year apprentice with Hutchinson Builders. She is entrusted to run the quality aspects of her jobs which have included the \$150M Emporium Hotel at South Brisbane and a \$50M vertical retirement living development at Newport. She is currently on a small rectification job at St Lucia whereby she is tasked with running the project while her Site Manager is on leave. Erin has earned the respect of her colleagues and subcontractors and has implemented several systems that improved her projects' success.

ADCO CONSTRUCTIONS AWARD FOR ACHIEVEMENT AS A BUSINESSWOMAN

Winner: Rachael Turner, Front Porch Properties

Rachael is the owner and director of the successful residential construction company Front Porch Properties. Rachael delivers new builds and renovations that feel good to live in and hold their appeal and value over time. She is passionate

BLUESCOPE AWARD FOR ACHIEVEMENT IN CONSTRUCTION (GENERAL/BUILDING)

Winner: Caitlin Smith, Multiplex

Caitlin is currently working as a Site Engineer on the 300 George Street Project. Caitlin is currently responsible for coordinating multiple trades, programming and sequencing, ensuring continuity of the works and safe access routes. While managing her own workload, Caitlin is also responsible for managing four cadets and graduates supporting them as they gain new competencies and experience. Caitlin is leading the way for younger players in the industry by mentoring them and offering them sound advice. She leads by example daily.



2019 NAWIC SA *awards for excellence*

Chateau Apollo, Adelaide
Friday 25 October, 2019



SA awards for excellence

SARAH CONSTRUCTIONS CRYSTAL VISION AWARD

Winner: *Enerven*

Enerven specialises in electrical, telecommunications and renewable infrastructure, with specific expertise in South Australia's distribution & transmission network.

Enerven are fully aware the construction industry has an inherent gender bias. By focusing on female retention, apprenticeships, females in non-traditional & leadership roles and encouragement to participate in initiatives like NAWIC, these biases are starting to be corrected. There is still a long way to go, but every step is a step in the right direction.

Enerven are committed to attracting & retaining talented people and to supporting increased female participation in the workforce.

Some initiatives include: providing flexible working arrangements, networking opportunities specifically for women, continuing super payments while on non-paid maternity leave and increased education around gender diversity. To ensure these aspirations are actioned, there is a dedicated Diversity & Inclusion Committee, with three sub-committees, one specifically focused on gender.

Enerven are determined to reach a point where women in construction is not the exception, it is the norm.

STARFISH DEVELOPMENTS GRADUATE OF THE YEAR AWARD

Winner: *Luisa Panuccio, Aurecon*

Luisa is a Civil Engineer and Consultant at Aurecon and a champion of reimagining engineering. Luisa combined her love of architecture, maths and design to complete a Bachelor of Engineering (Honours) (Civil and Architectural) at the University of Adelaide in 2017 before commencing her professional career as Civil Engineer at Aurecon.



CTC Business Professional Award Winner, Alison Bussey and the team from Enerven who won the Sarah Constructions Crystal Vision Award

Luisa has relished the opportunity to work on a variety of projects and is now the Lead Site Engineer on the Metropolitan Program of Works for DPTI. As an Ambassador for the University of Adelaide, Google, Engineers Without Borders Australia and Children's University Australia, Luisa has connected with students of all ages to speak about her experiences and help break down stereotypes associated with careers in STEM.

BADGE EMERGING LEADER AWARD

Winner: *Rosalia Faraonio, Lendlease*

Rose started in the construction industry in high school where she began working for her father's structural steel business. While working for her father part-time, Rose also studied a Bachelor of Civil and Structural Engineering, graduating in 2015 with first class honours. In 2016 Rose started as a Graduate Site Engineer for Lendlease on the Air7000 project where she was involved with tendering, procurement and management of structural trades on site.

In 2017 Rose's father became unwell and Rose left to assist her father with the family business. She was involved with managing structural steel projects and residential builds. In 2017, Rose built her first home as an "owner/builder" and is currently building her second. With her father on the mend, Rose started back with Lendlease in 2018 at the Osborne South Development Project as a Site Engineer, managing the construction of the largest building on site. While working at Lendlease, Rose has actively volunteered her time at University Career Information Evenings and working with her current client to assist in project information sessions. ▶



Chapter President
Kate Russo

SA awards for excellence

SHAPE CONTRIBUTION TO DESIGN AWARD

Winner: Jaana Bithell, Studio Nine

Jaana is a highly passionate and detailed designer who understands the true value of design as a tool of communication. As a self-confessed design nerd, she is a born organiser and problem solver who places strong emphasis on deriving an acute understanding of client and site to inform her design thinking. She believes in an honest approach to materiality and form to create long-lasting design solutions.

A proud ambassador of Studio Nine, Jaana actively engages in the local design and construction community. As Co-Vice President of the Design Institute of Australia SA/NT Chapter, her interest in design and advocacy sees her sharing her passion with colleagues and the wider industry through educational, informative, and social events.

Within Studio Nine, Jaana is a leader, driving systems and processes that better the overall design outcomes for not only her own projects but for all. She has strong technical knowledge that she shares with her peers and has been responsible for the delivery of several initiatives which have improved communication and efficiency across the studio.

CTC BUSINESS PROFESSIONAL AWARD

Winner: Alison Bussey, Enerven

Ali has over 10 years of experience in construction in leadership and management roles working across health, safety, environment and training management. As an experienced Safety, Quality & Environment (SQE) Manager, Ali offers unique expertise to support project and contract leaders; and ensure SQE excellence across all operations. She is adept in developing SQE strategy, including integration of work

MYKRA Project Achievement Award Winner, Alyce Read

groups, development of core risk programs, technology and resource planning.

Ali has developed and facilitated multiple safety programs, including cultural initiatives, women in construction and mining strategies. She is focused on driving the cultural shift in diversity and development for women, through leading by example - implementing, supporting, and adopting initiatives that will help drive this change.

She has forged a safety culture which underpins how Enerven operate across the entire business and one that is needed to transform and develop resilient people and teams, where the whole of business is aligned and engaged.

MYKRA PROJECT ACHIEVEMENT AWARD

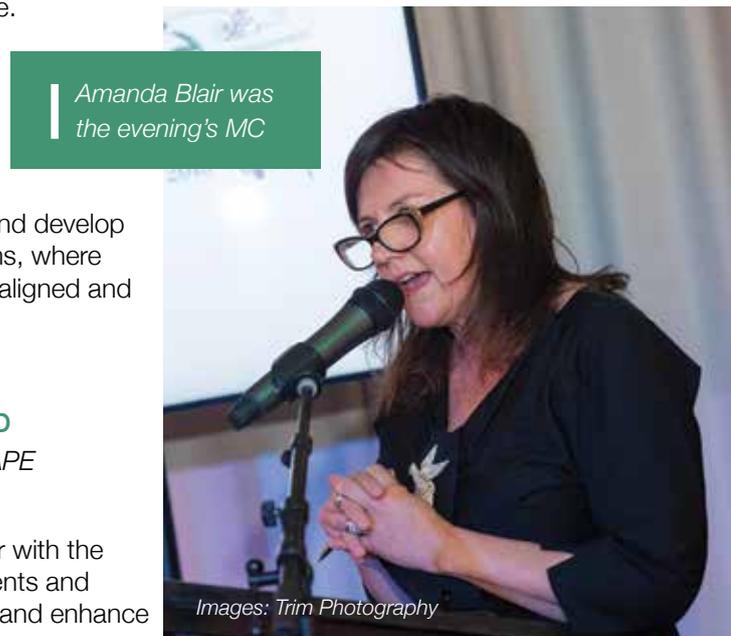
Winner: Alyce Read, SHAPE

Alyce is a creative thinker with the ability to engage with clients and stakeholders to improve and enhance their overall construction experience. Alyce has worked in the construction industry for 8 years, on a range of complex projects both in South Australia and nationally. She currently works as Project Manager for SHAPE where she is demonstrating her passion for safety through her involvement in the company's Safety Leadership Team and New Graduate Mentoring Program.

Alyce's projects have achieved high quality delivery outcomes, with one receiving an MBA SA award leading

to the nomination for a national award. Alyce managed the \$9.5m Mitcham Library and Brown Hill Creek project for the City of Mitcham. This project had a number of key elements including maintaining public interfaces and complex client value management opportunities.

Alyce shows genuine and sincere leadership qualities and significantly influences the overall positive culture of her team. ■



Images: Trim Photography



2019 NAWIC TAS *awards for excellence*

MONA - Museum of Old & New Art, Hobart
Friday 8 November, 2019



CLENNETT'S MITRE 10 CRYSTAL VISION AWARD

Winner: *Sophie Bence, Bence Mulcahy*

Sophie juggles a huge workload and a young family as well as fitting in a massive amount of volunteer work to support women in the architecture community. Sophie and her business partner Shamus Mulcahy established Bence Mulcahy in 2014. She recently presented along-side her client at the 'Houses' event 'Design Speaks' where she demonstrated the obvious connection she developed with them on their award-winning project, Mount Stuart Greenhouse. She is a very warm and welcoming person as well as a talented architect.

However, it is for her work towards gender equity that makes Sophie an outstanding recipient of the Crystal Vision Award. Disheartened by the staggering number of women who leave the architecture profession before they reach the age of 30, in late 2016 Sophie established a local 'women in architecture' group along with Bek Verrier and Yvette Breytenbach to support women in their profession. Now named The Findlay Project, the group provides a series of events and activities to highlight the role of women in architecture in Tasmania, strengthening the profession and fostering connections. Sophie has also been a member of the Australian Institute of Architects Tasmania Chapter Council since 2016 and took a position this year on the AIA National Committee for Gender Equity.

ALL BRICK AND ALL CARPENTRY ACHIEVEMENT BY A TRADESPERSON AWARD

Winner: *Nikki Fischer, Cooke & Dowsett*

Nikki has recently been working on two large scale commercial hydraulic projects, Parliament Square

All Brick and All Carpentry Achievement by a Tradesperson Award Winner, Nikki Fischer

Precinct and Crowne Plaza Hotel. Nikki has displayed excellent workmanship and organisational skills. Her technical knowledge of commercial hydraulic plumbing practices should be commended and her employer acknowledges they are very fortunate to have her on their team. She is an asset to Cooke & Dowsett and a fantastic advocate for women in the construction industry.



a virtually paperless office and also manages to squeeze in some time to teach Interior Design at Foundry.

BORAL ACHIEVEMENT IN THE CONSTRUCTION INDUSTRY AWARD

Winner: *Vanessa Hollister, Hutchinson Builders*

Vanessa has earned this particular award due to her innovative and diligent approach to her role at Hutchinson Builders as Safety, Quality and Environment Officer. Vanessa spearheaded the roll out of a new health and safety software program, Hammertech, she is the Tasmanian representative at national forums and is the champion of the new culture drive at Hutchies - "the standard you walk

past, is the standard you accept". Vanessa is the manager for all internal training relating to her role as well as subcontractor education.

ADBRI MASONRY CONTRIBUTION TO DESIGN AWARD

Winner: *Claire Ferri, Bury Kirkland Ferri*

Claire's work on this compact project recently featured on Grand Designs Australia and displays a strong Tasmanian edge. "Sustainable, handcrafted and local" was part of the brief which lead Claire down a collaborative path with some of our best artisans. Working with ceramicists, blacksmiths, artists and makers and utilising Hydrowood in certain elements, Claire has successfully formed a cohesive and uncluttered space. Claire's attention

Optimus Building Surveyors Business Woman of the Year Award Winner, Jane Valentine

OPTIMUS BUILDING SURVEYORS BUSINESS WOMAN OF THE YEAR AWARD

Winner: *Jane Valentine, Valentine Interiors and Design*

Jane began Valentine Interiors and Design almost five years ago and has grown it from a home business into a flourishing enterprise that incorporates social media services as well as their core design work and was recently awarded the 2019 Houzz Award for Customer Service. The team at Valentine Interiors has worked on a raft of local and interstate projects and collaborates with other professionals to provide the best possible outcome for their clients. Jane has an environmental focus and has moved towards



TAS awards for excellence

to detail overcame the complex nature of this fit out and it has resulted in the creation of a sanctuary that is refined, has a firm connection to place and is distinctly Tasmanian.

HUTCHINSON BUILDERS CONTRIBUTION TO A PROJECT AWARD

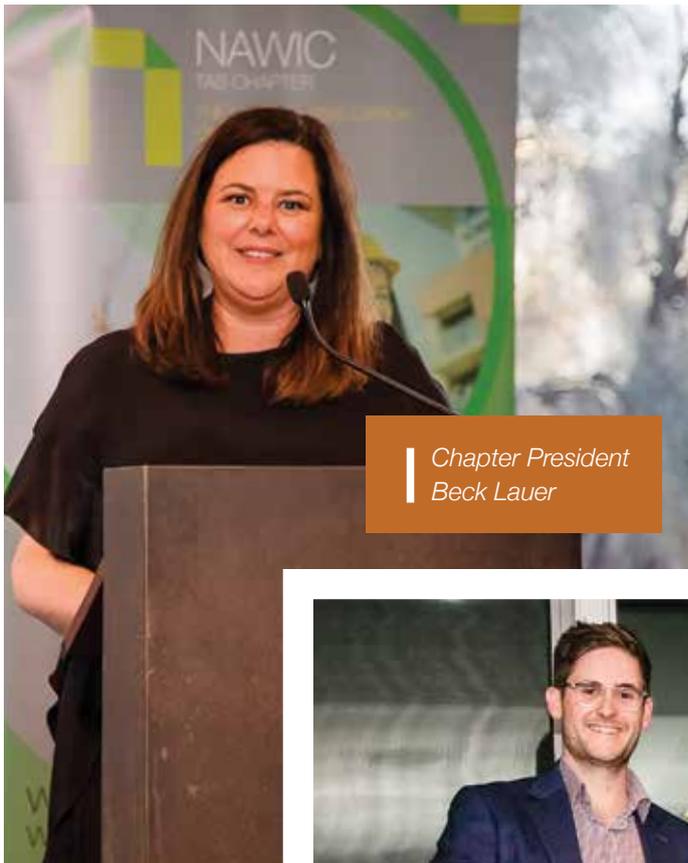
Winner: Claire Austin, Cumulus Studio

Claire is a Senior Architect for Cumulus Studio and undertook the dual role of architect and superintendent on the refurbishment and two storey extension of 80 Elizabeth Street. This project involved the adaptive reuse of a 70s office building into a contemporary 72 room hotel and threw some real challenges at Claire including structural issues and asbestos levels exceeding the initial report levels. Quoting Brendan Baynes of Vos Construction and Joinery "Claire's contribution to this project has not only been wholehearted and professional but has also been absolutely crucial to a successful outcome." Now we can all look forward to the seeing this revitalised part of our built heritage upon the project's completion next year.

HUTCHINSON BUILDERS CONTRIBUTION TO AN ORGANISATION AWARD

Winner: Domonee Rieper, Cunic Homes

Domonee is the Planning and Building Manager for Cunic Homes and has embraced this new, intrinsic role that was established during a period of rapid growth. Domonee has founded a range of innovative procedures to improve timelines and create business efficiencies. Some of these include a process map to streamline council approvals and track critical milestones and a hold point system that is designed to monitor project performance and reduce re-work. Quoting from



Chapter President
Beck Lauer



Hutchinson Builders
Contribution to an
Organisation Award
Winner, Domonee Rieper

Images: Karen Brown Photography

Brett Cooper, Director of Cunic Homes "Domonee's ability to map complex process has led to the development of effective procedures and better reporting across the business. She is respected by clients, colleagues, stakeholders and suppliers for her attention to detail, her motivation to meet deadlines and passion to exceed client expectations is exceptional."

HANSEN YUNCKEN INDUSTRY SCHOLARSHIP PRIZE (PRIZE MONEY DONATED BY TBCITB)

Winner: Nikki Fischer, Cooke & Dowsett

Nikki intends to put her prize money towards her Cert 4 in plumbing, which will take her around 2 years to complete. ■



2019 NAWIC VIC *awards for excellence*

Grand Hyatt, Melbourne
Friday 25 October, 2019



VIC awards for excellence

JOHN HOLLAND CRYSTAL VISION AWARD

Winner: Nicole Trumbull, WT Partnership

In her 16-year career as a Quantity Surveyor at WT Partnership, Nicole has advanced up the ranks to her current role as Associate Director. Nicole was one of the first employees at WT to require parental leave. Through her own experience, she was determined to ensure that other women who might require parental leave be provided with more guidance and clarity on taking time off to have children. On her return, Nicole updated the parental leave policy to include paid leave, a refresh of flexible working arrangements and a 'keeping in touch' program to help bridge the social gap for those taking time out to raise families. She worked with the Executive Team to implement the business case which has now become the official Parental Leave Policy across WT Partnership nationally.



John Holland Crystal Vision Award Winner, Nicole Trumbull



Lendlease Award for Outstanding Achievement in Building and Construction Winner, Danielle Savio

LENLEASE AWARD FOR OUTSTANDING ACHIEVEMENT IN BUILDING AND CONSTRUCTION

Winner: Danielle Savio, Multiplex

Danielle steered her team through an intensive project, fostering a great team culture while delivering the largest Passive House in the Southern Hemisphere. The Monash Peninsula Student Accommodation marked Multiplex's first foray into Cross Laminated Timber (CLT) construction and posed several unique complexities to be managed. Danielle played a vital role in the coordination and design of CLT for the project, meeting with the Italian suppliers to ensure the procurement and quality of the product. Working with an engineered timber innovation relatively new to the construction world at the time of project commencement, Danielle led the resolution to many challenges associated with incorporating CLT into the build.

Commendation: Sarah MacNish, Cross Yarra Partnership

The ability for Sarah to prioritise and actively manage her multiple stakeholder groups as the project manager for the Domain Precinct tram stop is a commendable achievement. The complex works involved substantial utility relocations, extensive stakeholder management and government liaison, rerouting tram lines and realigning part of St Kilda Road during a 17-day occupation to enable station construction.

HICKORY GROUP AWARD FOR OUTSTANDING DESIGN

Winner: Clare Parry, Grün Consulting

Clare played a pivotal role in the successful completion of Gillies ▶

DOWNER AWARD FOR OUTSTANDING ACHIEVEMENT AS A BUSINESSWOMAN

Winner: Dannielle James, Pipe Pro Directional Drilling

Dannielle James is the Owner and Director of a Ballarat based Civil Construction Company, Pipe Pro Directional Drilling that specialises in the installation of underground pipelines using trenchless technology across Victoria. Danielle and her husband Jason founded Pipe Pro Directional Drilling in 2013. Fast forward to 2015 the business secured a contract to install underground pipe for the entire gas network across the town of Swan Hill. From there the business has continued to grow and today, employs people and operates a fleet of more than 25 vehicles. It is clear that the success of the business is due in large part to Dannielle's diligent business planning, growth mindset, focus on stakeholder relationship management, employee development and engagement and her innovative thinking and willingness to take on new challenges.

VIC awards for excellence

Hall residence project for Monash University. The project was an Australian first to be certified under Passivehaus, and with no proven criteria, Clare in effect played a dual role as Passivehaus designer and certifier. The judges were impressed by Clare's confidence in her role, particularly as other concurrent projects earmarked to be Passivehaus certified, were dropped. She overcame construction challenges without an industry baseline to compare, completing extensive design models to verify the Passivehaus criteria and ensuring international best practice was achieved; all unprecedented for the southern hemisphere.

Commendation: Rachel Burke, Exner Group

The judges were impressed at Rachel's innovative application of new technology to modernise training approaches in a way that responded to diverse learning styles. The breadth of constituents required to make this approach successful took extremely strong stakeholder management in the face of entrenched practice. The result is an exciting new way to address the skills gap challenging the construction industry.

Commendation: Sin-Sing Dempster, CPB Contractors

In her role as design engineer on a major infrastructure project, Sin-Sing identified opportunities to improve the design shop drawing process using a collaborative online platform which eliminated the traditional manual review process. The judges were impressed with her innovative approach to consult with a broad range of stakeholders then set about the design and development of a new workflow review process.

ICON AWARD FOR COMMUNICATION, STAKEHOLDER AND MEDIA MANAGEMENT

Winner: Joanne Hammond, John Holland

Joanne joined the North Western Program Alliance in 2017, where she was given responsibility for managing the controversial level crossing removal on Buckley Street, Essendon. Joanne brought a unique approach to dealing with stakeholders as individuals. In doing so, Joanne identified there were members of the public who were visually impaired, including one

person who was totally blind and relied on a guide dog that was specifically trained to walk her in a certain direction. Due to the extensive number of changes and sequencing of works, Joanne decided it would be best to arrange for the visually impaired residents to be given the mobile numbers of her

Jo Stanley was the evening's MC

team, who were on standby to escort them (using taxis if needed) to the bus stop and/or train station as and when required.

BORAL AUSTRALIA AWARD FOR SAFETY

Winner: Kimberley Whitehead, VEC

Kimberley has demonstrated strong leadership towards safety through challenging traditional practice and methodology for the safe and successful delivery of her project. She developed an alternate and innovative delivery methodology to that originally planned which brought a significantly safer work environment whilst also maintaining the key requirements of the project stakeholders. Furthermore, Kimberley was instrumental in implementing a number of operational safety initiatives ultimately resulting in a project that had zero medical treatment or lost time injuries.

Commendation: Olga Lukaszewicz, John Holland

The judges were excited to see mental health and wellbeing take such a prominent role in a leading project within the Victorian 'big build'. Rail possessions are inherently stressful work environments in an industry already reluctant to discuss feelings—despite the demonstrated link between mental health and safety outcomes. To be so effective at bringing the topic to the surface demonstrated Olga's clear concern for her colleagues in the broadest sense.

HAMILTON MARINO AWARD TO AN EMERGING LEADER

Winner: Kylie Judd, Multiplex

While holding the role of Assistant Project Manager, Kylie has been described as one of the best project managers that an industry leader has worked with over their 26-year career. Kylie demonstrated leadership



VIC awards for excellence

skills whilst working in the Middle East and has continued with well-regarded leadership on a major local development. During her time in the Middle East, Kylie was faced with social and cultural differences including a language barrier but was able to adapt and successfully implement alternative procurement and construction processes with a totally male team, who had never worked for a female manager before. Now leading a group of 7 cadets and graduates, Kylie leads by example and enjoys the rewards of offering mentorship to younger team members.

Commendation: Laura Fenwick, WBHO Infrastructure

Laura has been working on a challenging project and demonstrated strong leadership skills in identifying project and client needs. She introduced new employment and training processes, involving social enterprises and indigenous groups. Laura successfully delivered these new programs into complex contracting arrangements with bold leadership and achieved acceptance amongst the multiple stakeholders involved.

MULTIPLEX AWARD TO A YOUNG ACHIEVER

Winner: Salonie Saxena, Coleman Rail

The judges were impressed with Salonie's achievements within her short career to date. In the two years since commencement in the construction industry Salonie has undertaken roles as Site Engineer and Project Engineer. Her key contributions have been the Australian delivery and implementation of the light rail track panel system and she has written a paper on sustainable infrastructure which recently was selected to be presented at the World Engineering Conference later this year. Salonie is also passionate about promoting STEM to high school children,

particularly females. Her industry volunteering includes involvement with In2Science, "Regioneering" an (initiative of conducting workshops with Aboriginal children in regional Victoria by Engineering Without Borders).

Commendation: Soizic Christian, Cross Yarra Partnership

The judges would like to commend Soizic on her broad contribution to the construction industry. Soizic established and coordinates program streams for students, graduates, people from a refugee or asylum seeker backgrounds, at risk youth and priority job-seekers. Programs include training, mentoring and placements with project teams, supplemented by site visits and special events.

Commendation: Simone Bourke, Coleman Rail

Simone is a civil engineer with just over three years' experience in the construction and rail industry. The judges were impressed with her passion, diligence and tenacity in delivering the Ballast Recycling Project allowing 100% of ballast removed from rail projects to be treated for reuse instead of being disposed to landfill. Simone volunteers to mentor new graduates and secondary school students about life as an engineer in the rail industry in the hope that more women, and men, will join.

RMIT UNIVERSITY AWARD TO AN OUTSTANDING STUDENT, APPRENTICE OR TRAINEE

Winner: Natasha Jarvis, Coleman Rail / Swinburne University

The judges felt Natasha was an outstanding nominee demonstrating she is a well-rounded individual, excelling academically, while committing to community projects



Chapter President
Samantha Woodward

Images: Unimpacked Photography

in addition to her work at Coleman Rail. Working in the fast-paced environment of rail construction, Natasha acknowledges she felt overwhelmed, but she did not let this dissuade her - focusing on the small victories, she used her talents of time management and organisation to deliver priorities, holding herself to account, and delivering tasks on time. She also recognised the importance of developing strong relationships with her colleagues. Her natural leadership qualities have been evident through her involvement in the Swinburne Engineering Student Society, tutoring mathematics to high school students, and her upcoming involvement in In2Science.

Commendation: Nicola Baldey, Buildcorp Group / RMIT University

Nicola is a Site Supervisor while completing her construction management degree at RMIT. Professionally, Nicola has been described as "an exceptional employee, known for her fresh perspective and 'hands on' approach". The judges were also impressed with Nicola's early work as a cadet in the estimating team, measuring and pricing an \$8.3 million tender that was subsequently won and delivered. ■



2019 NAWIC WA *awards for excellence*

Westin Hotel, Perth
Friday 1 November, 2019



SWAN GROUP CRYSTAL VISION AWARD

Winner: *Tanya Trevisan, Iris Residential*

Tanya Trevisan is the Chief Operating Officer of Iris Residential, a private WA-based property developer. As immediate WA past President of the Property Council of Australia, Tanya also sits on the WA Board of Property Council and is a member of its Executive Committee. Tanya's passion lies with delivering high quality housing diversity through good design in the belief that greater quality and diversity will encourage the growth of a more sustainable city; economically, socially and environmentally. As the first female President of the Property Council of Australia (WA), Tanya blazed a trail for diversity and specifically the representation of women. Tanya's participation in the industry further includes teaching design at UTS and she has been an active volunteer for over 20 years including as part of the editorial committee of two architecture magazines.

DISCUS PRINT & SIGNAGE CREATING THE BEST PROJECT AWARD

Winner: *Annika White, HASSELL*

Annika is an Associate Landscape Architect working for the HASSELL Landscape Architecture team. She has been part of the team for over 10 years and was the team leader for the landscape architecture component of Hibernian Place. The project vision was to create a green oasis in the city. Annika successfully delivered on this vision by providing many tree wells in the architectural slab, which required thorough coordination with the architects, engineers and arborist. Annika's passion was also evident in the relationships she built with the consultants. Hibernian Place is a project that Annika is very proud of, and her role in its creation has been a significant contributing factor in many



Swan Group Crystal Vision Award Winner, Tanya Trevisan

of the Awards Hibernian Place and the Westin have won to date.

Commendation: *Nayelly Garcia, CPB Contractors*

Nayelly is a Senior Estimator with CPB Contractors, with over 17 years' experience as a Civil Engineer. Nayelly was nominated by her colleagues for her critical work with the Metropolitan Road Improvement Alliance (MRIA) pavement design team, as well as her leadership in pre-contracts which translated into costs savings for clients and a competitive edge for CPB.

WOOD + GRIEVE ENGINEERS OUTSTANDING CONTRIBUTION TO CONSTRUCTION AWARD

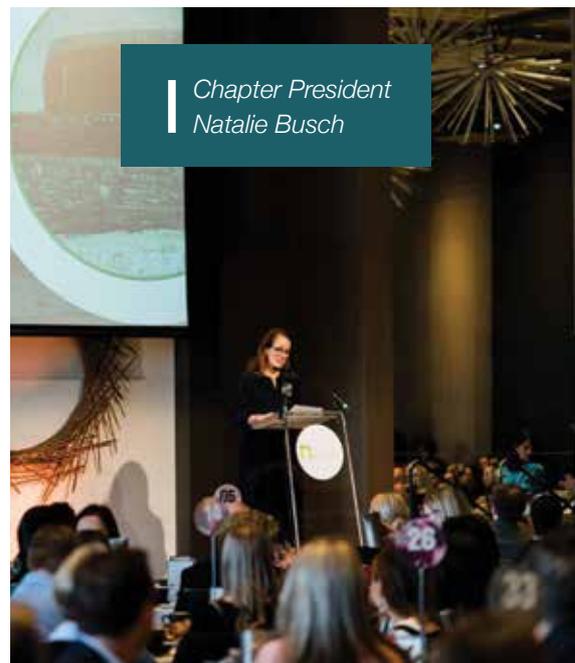
Winner: *Carmen Tasker-Watson, Broad Construction*

Carmen is the Safety, Health, Environment and Quality Advisor with Broad Construction. She has worked on 3 major projects since joining Broad in 2017. Carmen has significantly influenced the

safety culture on construction sites, leading to positive safety outcomes and the delivery of safe and high-quality metrics. She has strong relationships with subcontractors, is involved in daily safety walks and identifies subcontractors for Safety and Quality Awards. Carmen is passionate about the mental health of people on site, arranging MATES in Construction 'R U Okay' days. Carmen has demonstrated leadership and mentoring by guiding new female employees, is a source of support for her team members as well as subcontractors, and was recognised by Broad as a high potential female and was placed in their formal mentoring program for 2019.

Commendation: *Ashleigh Hiemstra, Merge Building*

Ashleigh is a qualified carpenter and became a registered builder in 2018, creating her own company - Merge Building. At 29, she wears many hats, including Owner, Director and Registered Builder. She is not only the face behind the business name, but meets with all clients, and manages the entire building process. Ashleigh actively champions women in the building trades and mentors young apprentices through the family business. ▶



Chapter President Natalie Busch

WA awards for excellence

Commendation: Sarah Pettit, Georgiou

Sarah is a HSE Manager at Georgiou, and joined the company in 2011. She has played an integral role in Georgiou's behavioural based safety program – "Safety Is My Way". She leads safety for Georgiou's Building business, the company's diversity strategy, and is a member of the Building Leadership Team. Sarah was also hand selected by Georgiou's CEO to work with senior women to develop Georgiou's first diversity strategy.

PROBUILD YOUNG ACHIEVER AWARD

Winner: Tricia Qiu, RPS Group

Tricia is a Project Manager for RPS. She has a Bachelor of Civil Engineering and Master of Engineering Project Management. Over the past 5 years, Tricia has worked on

a range of Defence projects, earning a vast array of experience across delivering structural, building replacement, environmental remediation, communication and security works. Tricia has forged her own path from a young age, coming to Australia in 2006 by herself at the age of 16, with limited English. By 2008, she had won the International Student Highest Achiever Award (Public School Criteria). Her commitment to advocating for women in male-dominated industries began in University, where she started volunteering for Robogals - a not-for-profit organisation that aims to inspire, engage and empower young women to consider studying engineering and related fields.

Commendation: Anè Brockman, Broad Construction

Anè is working in a dual role of a Site Engineer and Supervisor with Broad Construction. In her role, Anè is required to achieve optimum production and cost outcomes by

managing subcontractors whilst maintaining a safe work environment. Anè participates in Broad's buddy program, mentoring and coaching new graduates, has delivered lectures at Curtin University, is an active member of NAWIC and is always seeking new ways of doing things.

Commendation: Esma Kaya, Georgiou

Esma is a Graduate Engineer, and commenced with Georgiou in 2015 as a cadet. She currently works on the \$6.5m Cecil Avenue West Project, in a team of more than 40 people to deliver the project. She graduated from Curtin University in 2018, after completing her engineering degree part-time. Esma has helped to fix some flaws in policies which were traditionally geared towards administrative office-based roles and she has also played a large role in the company's diversity approach.

HASSELL INNOVATION AWARD

Winner: Hilary Hunt, Jackson McDonald

Hilary Hunt is a Banking and Finance Partner at Jackson McDonald. There has been a lot of recent publicity about the potential to mandate the use of Project Bank Accounts (PBAs) for construction projects. Hilary has developed PBA documents which are suitable for use by local governments (and other principals), which meant making significant changes to the complex documents developed for Government projects. This will make the use of PBAs more accessible to afford protection to more subcontractors in an insolvency scenario and make a significant impact to the construction industry. Hilary's innovative documentation will pave the way for local governments to utilise PBAs to ensure that subcontractors are not disadvantaged, without putting the administrative and economic burdens on the local government.

Jan Fran was the breakfast event's MC



Commendation: Lara Ellson, Aurecon

Lara is the Design to Innovate Partner at Aurecon WA & NT. When Rio Tinto advised the current process for procuring new contractors for construction projects was not working, Lara recognised an opportunity for a stronger focus on people to achieve business outcomes. Lara began piloting an innovative relationship-based contracting approach whilst aligning to Rio Tinto's normal procurement process.

WA awards for excellence



Award Winners Tricia Qiu, Fiona Lethbridge, Carmen Tasker-Watson, Tanya Trevisan, Madlen Jannaschk, Annika White, Hilary Hunt and Robina Crook (with Jan Fran)

ARUP DIVERSITY & INCLUSION AWARD

Winner: Fiona Lethbridge, Georgiou

Fiona is a Project Manager at Georgiou Group. Fiona joined Georgiou in 2008 as a graduate, and has risen to be the most senior operational engineer in the company. Fiona's biggest impact has been driving diversity across her projects and the company as part of the Women in Georgiou group. Highly respected by management and looked up to by many engineers, she is a trailblazer and the epitome of a strong fearless female. She is a visible champion for change within Georgiou which has earned her the respect of those she works with and those within the industry. Georgiou has achieved significant improvements in female representation across the company which wouldn't have been possible without Fiona's dedication to the diversity cause and her persistence in pushing the diversity agenda for the past eight years.

TBH SOCIAL RESPONSIBILITY IN CONSTRUCTION AWARD

Winner: Robina Crook, HASSELL

Robina leads urban design and planning projects at HASSELL. Robina is committed to how the design of cities can support the wellbeing of their inhabitants. This is reflected in her extensive volunteer work, including her role as Vice President at the Planning Institute of Australia, advocacy work around mental health in communities, universal accessibility, healthy communities, empowering women

and young planners, and taking her learnings back to her roots in the Wheatbelt. Robina's recent volunteer work with Alzheimer's WA focused on designing dementia enabling environments and whether our built environment is ready to meet the needs a growing population living with dementia. Robina also mentors women within the planning and urban design industry and supports women of all ages in remote and rural communities.

Commendation: Peta Miller, MATES in Construction

Peta Miller is a Case Manager with MATES in Construction (MIC) WA. Her role involves providing one on one support to construction workers struggling with life issues or mental health difficulties. She connects with clients, conducts therapeutic assessments and links them to specialised support case managers to help address their needs.

CURTIN UNIVERSITY EXCELLENCE IN SUSTAINABILITY AWARD

Winner: Madlen Jannaschk, Cundall

Madlen is a Sustainability Consultant at Cundall and a member of Cundall's WA Sustainability Team. After a 10 career as an Architect, Madlen joined Cundall in 2018 with a focus on economic and social sustainability. She is responsible for project managing and leading sustainable outcomes for clients in a number of renowned WA projects. By combining her experience in architecture with her passion for sustainability, Madlen has initiated and implemented many ground-breaking solutions for these

projects, while supervising and nurturing the careers of the more junior members of the team. Madlen has a passion for driving voluntary carbon action in business. She contributes to knowledge sharing events in the Cundall office including World Green Building Week and industry round table events.

Commendation: Michelle Angland, Arup

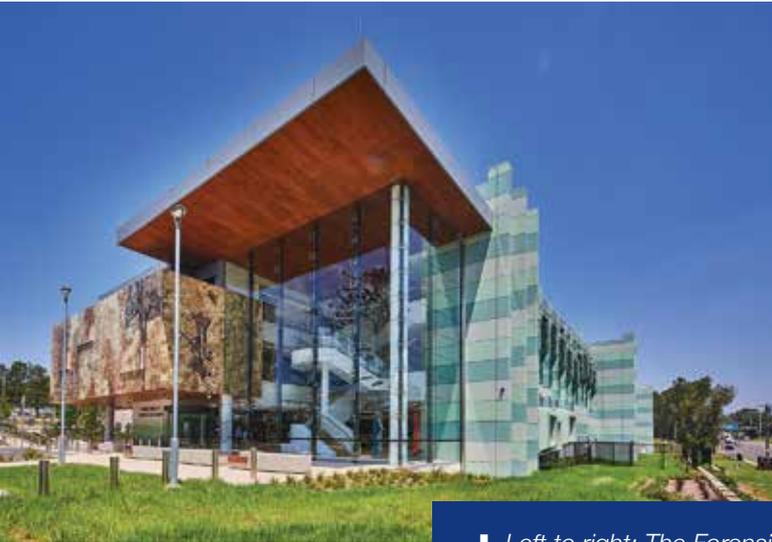
Michelle is a Senior Civil Engineer with 16 years' experience. She is a Chartered Professional Engineer, has a Bachelor of Engineering from the University College, Cork, Ireland and has a Graduate Certificate in Integrated Water from UQ. Michelle is passionate about sustainability, integrated design, and particularly integrated water management and embedding sustainable practices into design. ■

The Hon. Simone McGurk MLA



Images: Jillian McHugh

SEASONED OR STARTING OUT, WATPAC BUILDS CAREERS



Left to right: The Forensic Medicine and Coroners Court in Sydney, Lizzie Cox and Burj Khalifa Tower in Dubai

With a fresh look and new global capability, Watpac is breaking new ground when it comes to opportunities for the builders and engineers of tomorrow.

A seasoned project leader, Lizzie Cox brings a diverse project management and architectural background to Watpac and was awarded for her delivery during Watpac's construction of the Forensic Medicine and Coroners Court in Sydney.

Lizzie was also the only female Contractors Representative on a New South Wales Health Infrastructure project at the time.

The Royal Institution of Chartered Surveyors honoured Lizzie with the 2019 Woman of the Built Environment Award, and she was highly commended at the 2019 Australian Institute of Buildings Awards.

Lizzie's role on the project involved strategic management of the Clinical User Groups process and extensive stakeholder engagement. The project

also took out top honours in the health category at the 2019 Master Builders of New South Wales awards.

Lizzie commented, "I'm very proud of my current role with Watpac as it's allowed me the opportunity to focus and specialise in the health sector, which is a very interesting and extremely rewarding job.

"Each day there's always something new and challenging to tackle and to be able work through the design and delivery of these projects through careful stakeholder engagement and ensure we provide a fantastic facility that meets the needs of our client and the greater community," she said.

Family-like support and diverse work opportunities are equally important when starting out in construction. Building cadet Caitlin Byrne has experienced this first-hand when joining Watpac while completing her Bachelor of Construction Management with Honours at the University of Newcastle.

Caitlin said, "I've loved my time

working at Watpac as I've been fortunate to gain many opportunities to progress my career into areas that I am interested in, particularly in the Defence sector.

"I've been given the freedom to explore multiple career paths between business units and I've received plenty of valuable guidance and support from my team and the greater Watpac family throughout my time as a cadet," she said.

Watpac team members like Lizzie and Caitlin have endless career possibilities ahead of them.

As the newest member of Belgium-based BESIX Group, who deliver iconic landmarks like Dubai's Burj Khalifa tower, Watpac is bringing global capability and industry-leading experience to Australian clients. This means exciting opportunities for building professionals, trades, engineers and more.

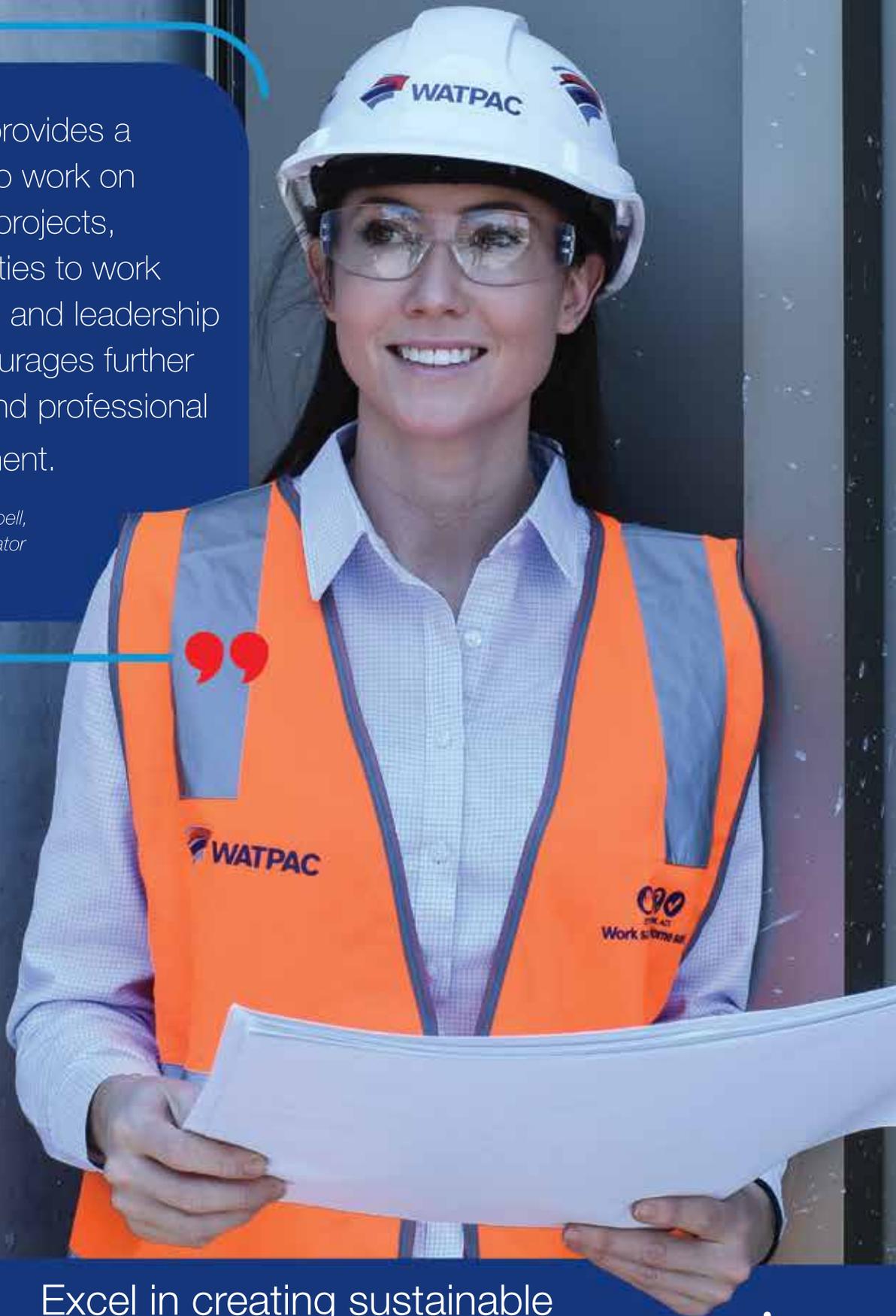
Discover how we build careers while we build Australia's future:

www.watpac.com.au ■



Watpac provides a platform to work on complex projects, opportunities to work overseas, and leadership that encourages further studies and professional development.

– Janelle Campbell,
Design Coordinator



Excel in creating sustainable solutions for a better world.





Our strength lives in our differences. Not our similarities.

A large, vibrant red geometric graphic is located in the bottom left corner. It is composed of several overlapping triangles and squares, creating a dynamic, angular shape that points towards the center of the page.

At FDC diversity of thought has been a key strength for almost 30 years. We bring together and celebrate people who think differently from one another. We have the analytical types with the creative ones, “big picture” team members with the detail orientated. This creates great conversations that stimulate new ideas and ensures the highest quality for our clients.

We are always looking for talented people to join our team. From graduates to experienced leaders we would love to hear from you.

careers@fdcbuilding.com.au