

2022 CRYSTAL VISION AWARDS FOR EXCELLENCE

Awards Entry Handbook



THANK YOU TO OUR SPONSORS

PLATINUM

GOLD

SILVER

BRONZE

CONTENTS

Welcome from the NAWIC ACT Co-Presidents	1
A Message from our Platinum Sponsor	3
About the Awards	4
Crystal Vision Award	5
Construction Businesswoman of the Year	7
Leadership in Construction	9
Emerging Leader	11
Capital Region Student of the Year	13
Tradeswoman of the Year	15
Mentor of the Year	17
Innovation in the Construction Industry	19
Diversity and Inclusion Award	21
Achievement in Engineering	23
Achievement in Design	25
Entry Guidelines	27
Conditions of Entry	28
Become a Member	29

2021-2022 NAWIC ACT AWARD KEY CONTACTS

For any event questions, please contact:

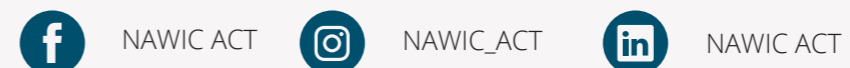
Dionne Field
 Events Co-Chair
 dionne.field@shape.com.au
 0400 118 243

Katy Horswell
 Events Co-Chair
 katy@sqcgroup.com.au
 0431 245 127

For any Awards Force (our submission platform) questions, please contact:

Siti Mustaffa
 siti.mustaffa@dqcs.com.au
 0433 441 350

FOLLOW US



WELCOME FROM THE NAWIC ACT CO-PRESIDENTS

2022 continues to be another unusual year for our members and our industry, with some sectors remaining busy despite some ongoing uncertainty, labour shortages and supply chain challenges. This is taking its toll on everyone, but the ongoing support NAWIC and its members continues to receive from the ACT construction industry has been unwavering.

Thank you to all of our industry partners. We could not do what we do for our members and our industry without you. By being a partner of NAWIC ACT, you are allowing greater access for your staff and leaders to be part of our programmes, and you are publicly promoting that you care about creating a culture that is equal for women and men.

While the full and ongoing impact of the pandemic and its associated lockdowns and restrictions remains to be seen; the data has already revealed that women have been disproportionately affected by unemployment and economic consequences. Women are more susceptible to economic shock because of concentrated insecure employment arrangements. As a significant contributor to the Australian economy, the construction industry and its leaders can stimulate opportunities for women.

Over the last two and a half years many employees have benefited from opportunities to work from home and other flexible arrangements; while organisations have witnessed an increase in productivity from these improvements. The construction industry has benefited from a renewed focus on our most important assets, our people.

People; members, is at the heart of what NAWIC does. NAWIC ACT's strategic goals are focused on breaking down stereotypes, providing support and professional

development opportunities, collaborating with industry and developing relationships with Government to facilitate policy change and lasting impact.

The 2022 NAWIC Awards are all about celebrating; celebrating our members and partners and the achievements of our members in our industry. NAWIC also believes it important to celebrate our role models; women, men and companies who contribute to change and support our members and our industry to achieve great things.

Everyone involved in the NAWIC Awards leaves with a win. Being nominated is a win, it's a win to acknowledge your own achievements, it's a win for the organisations who now have more confident and empowered employees.

On behalf of NAWIC ACT we look forward to receiving your nomination and celebrating together at our Awards in November.



KATHERINE HARRIS & MEAGAN HIGGINS
NAWIC ACT Co-Presidents

Our Role

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 the United States, New Zealand and Canada.

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 make a contribution to other women in the construction industry.

Our Vision

An equitable construction industry where women fully participate.

Our Mission

To drive changes that will aid in the increased recruitment, retention and further vocational development of women within all facets of the construction industry.

Our Core Policy

To achieve 25% minimum female participation across all of the construction industry by 2025.

MESSAGE FROM OUR PLATINUM SPONSOR



Lendlease continues to support the Platinum sponsorship of the National Association of Women in Construction (NAWIC) ACT, partnering to realise our vision to advocate for, empower, and facilitate the advancement of women within the construction industry. Our drive and progress towards an equitable industry can only be achieved with the support of NAWIC, the ACT industry, the ACT Government, and the courage of women to break the bias.



BEN OWEN
General Manager, Lendlease ACT

Currently, and in accordance with Master Builders Australia statistics, ACT is a leader in the percentage of involvement of women within the industry at 14.6% in comparison to surrounding States such as VIC (12.7%) and QLD (12.4%). As a State, we are also exceeding the national average of 12.9%. Whilst we would prefer female representation was higher, and we work towards NAWIC'S goal 25% by 2025, we are pleased that the ACT is a high-performing State in gender and diversity.

These results reflect the talented women within our industry who are invaluable to any workforce, with their involvement helping boost productivity, culture, and improve the bottom line of all businesses with a diversity of thought.

The Crystal Vision Awards for Excellence are a perfect opportunity to celebrate the incredible women (and men) who are breaking barriers and being the role models for future generations to come. We encourage you to participate in these Awards by nominating yourself, fellow colleagues, or a team to commemorate the achievements within the ACT construction industry that enables a state workbook of \$3.3b annually as of 2022.

ABOUT THE AWARDS

The annual NAWIC ACT Crystal Vision Awards showcases industry advancements and achievements of women, and for women, in the construction industry.

All nominations must be submitted via the online submission process. In order to nominate for an award, the nominee must be a current NAWIC member for 2022-2023 financial year. Nominations can either be by the nominee or for someone else. All entries are judged by a high profile panel of industry experts.

2020-2021 NAWIC ACT CRYSTAL VISION AWARDS FOR EXCELLENCE CATEGORIES

CRYSTAL VISION Lendlease

CONSTRUCTION BUSINESS WOMAN OF THE YEAR Construction Control

LEADERSHIP IN CONSTRUCTION Built

EMERGING LEADER Morris Legal Group

CAPITAL REGION STUDENT OF THE YEAR Manteena

TRADESWOMAN OF THE YEAR Canberra Institute of Technology

MENTOR OF THE YEAR AMA Projects

INNOVATION IN THE CONSTRUCTION INDUSTRY Norman Disney & Young

DIVERSITY AND INCLUSION AWARD Monaro Windows

ACHIEVEMENT IN ENGINEERING Elvin Group

ACHIEVEMENT IN DESIGN Hindmarsh

Nominations close 14 October 2022

KEY DATES

NOMINATIONS OPEN 26 July 2022

AWARDS WRITING WORKSHOP 23 August 2022 (face-to-face and online)

NOMINATIONS CLOSE 14 October 2022

AWARDS CEREMONY 18 November 2022, 6:30pm - Late, Hotel Realm Ballroom

CRYSTAL VISION

For advancing and furthering the interests of women in the construction industry.

PURPOSE

This award recognises a woman or man, who actively promotes and encourages participation and career progression of women in the construction industry.

Promotion may be by way of establishing policies, supporting legislation and/or creating supportive organisational structures.

PREVIOUS WINNER PROFILE

DR THERESE FLAPPER
2021 CRYSTAL VISION AWARD

Dr Therese Flapper guides people on win-win paths to deliver best for community outcomes with the application of science and engineering practices.

Therese deploys personal leadership attributes that provide paths forward in complex relationships. This is founded on substantial and practical experience from policy and planning through to procurement and delivery across the full asset value chain.

Therese has a depth and breadth of engineering experience including its inter-connectedness, the broadest objectives (such as sustainability and community health) and the details (regulatory to design).

She has a passionate drive to learn more and embrace all, mentor and empower all.



ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Open to any individual, female or male, within the construction industry
- Candidates must be based and working in the Capital Region
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- A minimum of two written references confirming the nominee's contribution to the construction industry and the way in which the contribution is significant
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Outline the nominee's relevant biography and contributions to the construction industry (i.e. your role, project, organisation, company) (10%)
- Demonstrate how the nominee has achieved one or more of the following (60%):
 - Encouraged and empowered women in the construction industry by establishing company policy or by initiating legislative changes or other changes to an organisational structure, benefiting women in construction
 - Achieved a position of significance and authority which has enabled them to influence and/or make policy decisions that are beneficial to women in the construction industry
 - Shown leadership in implementing initiatives for the betterment of women in construction
 - Successfully broken barriers with a 'first' for women in the construction industry
- Describe any lessons learnt and what advice the nominee would give to others (15%)
- Describe how the nominee is perceived by their colleagues as a positive role model or mentor to women (15%)

CONSTRUCTION BUSINESSWOMAN OF THE YEAR

For the businesswoman who directly contributes to the industry.

PURPOSE

This award recognises an outstanding businesswoman who is in a pivotal role in a company, partnership or organisation directly related to the construction, infrastructure and development industries.

A businesswoman who makes a significant contribution to the creation, development or growth of a construction or development related business.

PREVIOUS WINNER PROFILE

CLAIRE DENING

2021 CONSTRUCTION BUSINESSWOMAN OF THE YEAR

Claire is a dedicated Construction Industry professional with 20 years' experience, spanning across both the residential and commercial sectors. Currently AMA Projects' National Bid Manager, she holds a pivotal role overseeing the estimating and bid strategy and development of internal processes and procedures for the company nationally.

Claire's natural ethos is to build relationships. She enjoys working with our diverse range of clients and strives to clearly understand their operations to find the best solution to provide quality, value for money and to meet programme requirements.

Her passion for the industry is driven by the continual evolution of new trends, materials, construction methods and opportunities for growth.



ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Candidates must play a substantial role within the organisation
- Candidates must be based in the Capital Region
- Candidates must be individual and female
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- At least one written reference from a colleague confirming the nominee's contribution to the business/organisation and the way in which the contribution is significant
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Outline the nominee's contributions to the industry and describe their role (20%)
- Describe any challenges the nominee has faced and how they overcame them (20%)
- Describe how the nominee is a role model for other women in the industry (20%)
- Describe how the nominee has contributed to the achievement of the business/organisation addressing the following as relevant (20%):
 - The nominee's contribution to the ongoing business planning and development of the organisation
 - How the nominee has provided opportunities for women in their business
 - Demonstrates expansion or increased turnover of a business
- Demonstrate the nominee's ability to build relationships with key stakeholders and how they have supported the continual improvement of the business/organisation (20%)

LEADERSHIP IN CONSTRUCTION

Recognising exceptional initiative throughout their 5 to 15 years of industry experience.

PURPOSE

This award recognises a woman with 5 to 15 years of experience in any areas of the construction, property, civil or related industries; who demonstrates exceptional initiative in their fields, communities and places of work.

PREVIOUS WINNER PROFILE

LOUISE MEDLIN

2021 LEADERSHIP IN CONSTRUCTION AWARD

Louise has been instrumental in driving workplace health and safety best practice across her wide and varied career in construction, education, and health care settings.

With a partner holding a senior rank in the Australian Defence Force, Louise is a superstar, juggling childcare, work aspirations and project managing last-minute relocations to new areas depending on deployment requirements.

Louise takes this all in her stride – developing safety culture programs, mentoring young safety professionals, and increasing the awareness of the unemployment rate of defence spouses.



ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Is open to any occupation within the construction, property, civil or related industries.
- Candidates must have between 5-15 years experience
- Candidates must be based in the Capital Region
- Candidates must be individual and female
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- At least one written reference from a colleague confirming the nominee's contribution to the business/organisation and the way in which the contribution is significant
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Outline the nominee's contributions to the industry and describe their role (20%)
- Describe any challenges the nominee has faced and how they overcame them (20%)
- Highlight the nominee's key skills that will assist them in being successful in the construction industry (20%)
- Provide an example of the nominee's commitment to the construction industry (20%)
- Provide an outline of the nominee's aspirations and goals for future participation in the construction industry and what the nominees hope to achieve (20%)

EMERGING LEADER

For women in any roles who are demonstrating leadership early in their career.

PURPOSE

This award recognises and celebrates a woman who is in the first five years of their career and demonstrates exceptional leadership in her role and personal life.

A woman that is seen as a model for others within the industry, overcomes adversity and utilises her skill and passion to influence change within the construction industry.

PREVIOUS WINNER PROFILE

KRYSTAL HAMLYN
2021 EMERGING LEADER

Krystal was studying her Master's degree in Architecture when she felt the need to experience the realities of the construction process to strengthen her designs and took on a shadowing experience at a construction company.

Once she stepped into steel capped boots on site, she never looked back. Working her way up from cadet site engineer to her current role of project manager with RPS Group

Krystal is also a young parent and committed executive on the NAWIC ACT Chapter committee and is passionate about providing guidance for women emerging in the construction industry by helping them foster positive lasting relationships that promote growth and resilience.



ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Is open to all women who have worked within the construction industry in any role for less than 5 years
- Candidates must be based in the Capital Region
- Candidates must be individual and female
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- At least one written reference from a colleague confirming the nominee's contribution to the business/organisation and the way in which the contribution is significant
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Outline the nominee's contributions to the industry and describe their role (20%)
- Describe how the nominee is as a role model for other women in the industry (such as achievements in chosen field, working with community, entering a field with limited number of women etc.) (20%)
- Describe any challenges the nominee has faced in their role and how they overcame them (20%)
- Describe the nominee's involvement in community and industry activities and any opportunities they have had to act as a leader (20%)
- What developments or changes does the nominee want to implement in the industry and how? (20%)

JUDGING CRITERIA

CAPITAL REGION STUDENT OF THE YEAR

A demonstrated commitment to lifelong learning.

PURPOSE

This award recognises women in the construction industry who have demonstrated a commitment to lifelong learning through the ongoing development of skills.

The award encourages women to pursue education and training pathways in broad areas of the industry and mentor others down the path of lifelong learning.

PREVIOUS WINNER PROFILE

JASMINE CLINGAN

2021 CAPITAL REGION STUDENT OF THE YEAR

Jasmine is concurrently studying a Bachelor of Construction Management at the University of Canberra full time, whilst also undertaking a full-time Cadetship with Icon. She is currently working on the \$120 million East Gateway project at the Canberra Airport.

Jasmine's dedication to her studies has seen her qualify for both the Dean's Excellence Award and a membership of the Golden Key International Honour Society.

Through her Cadetship she has gained, and continues to gain, valuable insights and knowledge of the construction industry and practices setting her up for a successful career in construction.



ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Candidates must be studying in the Capital Region.
- Candidates must currently be studying and/or working in industries that can include, but are not limited to: building, carpentry, plumbing, electrician, landscaping, glazier, building design, civil construction, interior design, construction education, etc.
- Candidates must be individual and female
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- At least one written reference from a colleague confirming the nominee's contribution to the business/organisation and the way in which the contribution is significant
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Provide details of the nominee's commitment to their own lifelong learning (25%)
- Provide details of the nominee supporting others in their skill development (25%)
- Describe a learning experience or project which developed the nominee's skills (15%)
- Describe a particular achievement/challenge the nominee has overcome through the demonstration of higher skill (15%)
- Provide an outline of the nominee's aspirations and goals for future participation in the construction industry and what the nominee hopes to achieve (20%)

TRADESWOMAN OF THE YEAR

Recognising the valuable contribution of a female tradesperson to the industry.

PURPOSE

This award recognises the achievements of a tradeswoman who has excelled and significantly contributed to the construction industry.

The objective of the award is to encourage women to pursue and establish their careers within the industry.

PREVIOUS WINNER PROFILE

SOPHIA SAKO

2021 TRADESWOMAN OF THE YEAR

Sophia started in construction 15 years ago in the civil sector. Having always wanted to jump on the tools, she began an apprenticeship in 2018, supported by family, while still a young mother to a 3 and 21 month old.

Sophia balanced this challenging apprenticeship, marred by a toxic site and management culture, with her family duties and a long commute. She likes to work closely with young apprentices, supporting them to develop their capability. She has demonstrated valuable leadership skills under pressure on her projects, since finishing her apprenticeship.

Now working with Manteena Group as a Project Contracts Administrator Sophia sees her career growth naturally progressing to becoming a site supervisor.

This award was sponsored by Ginninderry in 2021.



ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Candidates must hold or be in the process of applying for an ACT trade license, or be a fourth year apprentice, and be currently working in the Capital Region in a relevant construction field
- Trades can include, but are not limited to: builders, carpenters, plumbers, electricians, landscapers, bricklayers, machine operators, etc.
- Candidates must be individual and female
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- At least one written reference from a colleague confirming the nominee's contribution to the business/organisation and the way in which the contribution is significant
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Give an outline of the reasons the nominee was inspired to undertake a trade in the construction industry (25%)
- Provide details of the nominee's industry involvement (25%)
- Describe an experience or project which developed the nominee's trade skills (15%)
- Describe a particular achievement/challenge the nominee has overcome through the demonstration of higher skill by the nominee (15%)
- Provide an outline of the nominee's aspirations and goals for future participation in the construction industry and what the nominee hopes to achieve (20%)

MENTOR OF THE YEAR

A mentor that has encouraged professional growth of women in the construction industry.

PURPOSE

This award recognises an individual, man or woman, that is a mentor, assisting and encouraging women in the construction industry.

This award promotes investment in the development of women in the construction industry; it acknowledges the outstanding contributions made by the mentor to the professional growth, guidance and betterment of their mentees.

PREVIOUS WINNER PROFILE

JO MATAI

2021 MENTOR OF THE YEAR

Jo is a South African born Construction Management Professional with Indian heritage currently employed as a Commercial Manager for Lendlease ACT.

She has worked her way through the fundamental positions of Construction Management over the last nine years and is qualified in Business Management, Construction Management and currently studies a Bachelor of Law (Honours) part-time whilst working her current role.

Outside of this, Jo volunteers her time as a NAWIC ACT Committee Member (Education), to work collaboratively with NAWIC to achieve the 'Strategy Goals' that align with her personal interests in advocating for women's empowerment and advancement in the industry.



ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Open to individuals, male or female
- Candidates must be based and working in the Capital Region
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- A letter of reference or endorsement from a trainee or mentee in the program
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Describe the mentoring and demonstrate how this assists employees/trainees/apprentices develop skills and leadership qualities (30%)
- Provide details of how the mentoring program/mentor relationship provides a forum to share experiences, business skills and expertise to benefit others, particularly women in the construction industry (20%)
- Provide details of successful experiences where mentees have gained professional growth and guidance in career development or how a mentor has utilised expertise and networks to assist others and resolve challenges (20%)
- Provide details of how organisational change has occurred and how the mentor program has benefited women in the construction industry (30%)

INNOVATION IN THE CONSTRUCTION INDUSTRY

Demonstrated innovation in any implemented ideas that harness change.

PURPOSE

This award recognises innovations undertaken by women and companies in the construction industry.

The Innovation category will be considered for any implemented ideas that have harnessed change within the construction industry including but not limited to projects, programs, processes, systems or sustainability.

PREVIOUS WINNER PROFILE

CHRISTIE HARTFIEL

2021 INNOVATION IN THE CONSTRUCTION INDUSTRY AWARD

Christie is one of SQC Group's Senior Architects and Associate with over 20 years' experience in architecture and interior design and has a strong focus on sustainable, functional, high-quality design.

Having worked for several architectural firms in Canberra and overseas, she brings experience in Passivhaus design, residential, education, and government projects.

Known for her personable and practical approach to achieve tangible, positive impacts, she enjoys managing projects and collaborating with clients and team members.

Christie is sought out for her expertise and regularly shares her knowledge with the industry as a teacher of design.



ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Candidates are to be either based in the Capital Region or the innovation must be within the Capital Region
- Candidates may be either an individual or a company
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- A Letter of Endorsement from someone involved in the innovation who can attest to the nominee's role and contribution
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Describe the context of the innovation and how best practice was achieved (10%)
- Describe the innovation, focusing on the nominee's contribution (30%)
- Describe the key challenges/technical complexity that were faced and how the nominee overcame them (30%)
- Explain how the innovation benefits the construction industry, the organisation, the community, the client or women in construction (30%)

DIVERSITY AND INCLUSION AWARD

Demonstrated commitment to increasing diversity and inclusion.

PURPOSE

This award recognises an individual (woman or man) or an organisation, that has demonstrated a significant commitment to increasing diversity and inclusion in their workplace or organisation.

PREVIOUS WINNER PROFILE

RORK PROJECTS

2021 DIVERSITY AND INCLUSION AWARD

Rork Projects believe that an inclusive and diverse work environment contributes to the quality of their decision-making and successful business outcomes.

In their experience, they know there is a real and tangible benefit to creating equal employment opportunities and employing more female staff. Rork Projects proactively work to remove the barriers to success for women at all levels of their organisation.

This commitment can be seen in their 40% representation of female staff nationally, with a 13% increase in female employment throughout 2021!



ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Open to any individual, firm, partnership, company, or organisation within the construction industry
- Candidates must be based and working in the Capital Region
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- A Letter of Endorsement from someone in the organisation who can attest to the nominee's role and contribution
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Outline the nominee's contributions to the industry and describe their role (20%)
- Describe any challenges the nominee has faced in their role and how they overcame them (20%)
- Provide a detailed description of how the nominee has demonstrated significant commitment to increasing diversity and inclusion in their workplace or organisation through any one or more of the following (60%):
 - Establishing and implementing a company policy
 - Developing a diversity and inclusion program or initiative
 - Championing the transformational change in organisational culture to increase the diversity and inclusion of a workplace; or
 - Actively promoting diversity and inclusion in a construction project or organisation wide

ACHIEVEMENT IN ENGINEERING

Recognised achievements in engineering or civil works construction.

PURPOSE

This award recognises a woman's significant achievements through their career path in design engineering, site engineering or civil works construction. This includes both technical and leadership roles.

PREVIOUS WINNER PROFILE

NICKY FOOTE

2021 ACHIEVEMENT IN ENGINEERING AWARD

Nicky started her engineering career with a Mechanical Engineering degree from the University of New South Wales, later adding on an MBA (Technology Management) to develop her management and leadership skills.

In her early career she worked as a mechanical services designer in positions in Sydney, Darwin and Tasmania, working both as a consultant and a contractor.

After working overseas for a period she settled in Canberra, working for the Federal and ACT Government in facilities management and project management. She has worked on a large variety of projects in every state and territory of Australia.



ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Open to all women who have worked within the Engineering industries
- Candidates must be based in the Capital Region
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- A Letter of Endorsement from someone involved in the project who can attest to the nominee's role and contribution
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Outline the nominee's contributions to the industry and describe their role (20%)
- Describe any challenges the nominee has faced or an improvement initiated which has changed the outcome of the project (20%)
- Describe how the nominee is a role model for other women in the industry (20%)
- Describe the nominee's achievements on the project. Provide measurable examples of these achievements (20%)
- Demonstrate how the nominee has achieved best engineering practice on the project (20%)

ACHIEVEMENT IN DESIGN

Delivering innovative design that responds effectively to the client brief.

PURPOSE

This award recognises women in the Capital Region who have made a significant contribution to the design of a project that has reached practical completion.

This award recognises achievement in delivering innovative design, which responds effectively to the client brief. Design contributions may include architecture, interior design, landscape architecture, urban design, transport design, artistic design, heritage design or engineering.

PREVIOUS WINNER PROFILE

AGNIESZKA LISO

2021 ACHIEVEMENT IN DESIGN AWARD

As registered architect with over 17 years' experience and a Senior Architect at JUDD Studio, Agnieszka's skill and unique approach to both the design and buildability of projects has made a considerable impact on a number of sophisticated, award winning buildings including the recent Winnunga Nimmityjah Aboriginal Health and Community Centre, and highly sensitive projects of national significance and diplomatic missions.

She has managed complex works through all project stages: from master planning and functional brief development to concept design, documentation and construction. Her experience is extensive, including working with government and private stakeholders, engagement and management of specialist teams, and community consultation on sensitive projects.

This award was sponsored by AON in 2021.



ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Candidates should have a significant role in design and delivery of the project
- Candidates must be based in the Capital Region
- Candidates must be individual and female
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- A letter of reference or endorsement from a client or someone in the organisation confirming the nominee's contribution
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Provide relevant details of the project, including any unusual or unique features, restrictions, technical complexities and other relevant information (20%)
- Provide details of the successful application of innovation to the design of the project (20%)
- Provide details of the nominee's role in design of the project, including the nature and extent of nominee's contribution to the design, with particular emphasis on (20%):
 - The nominee's application of sound design practices and principles
 - Any exceptional design outcome achieved
- Describe how the nominee achieved satisfaction of the client's functional and aspiration brief for the project, as well as effective consultation and liaison with the user and other parts of the industry (20%)
- How did the nominee take a considered approach to principles of ecologically sustainable development and the beneficial impact of the design upon the consumer, owner, environment and surrounding communities? (20%)

ENTRY GUIDELINES

ENTRY PROCESS

- Set up a profile, if you don't already have one, on the [Crystal Vision Online Awards Platform](#) (there is a How To available on the NAWIC website under Awards > ACT Awards).
- Start a new entry on Awards Force.
- Fill out the required fields in the entry form which include nominee details and written responses to each of the Judging Criteria.
- The entry needs to address each of the Judging Criteria, which are detailed under each award category.
- Upload any additional required documents.
- Submit entry.
- All entries will receive a confirmation email after the nominations close in October 2022
- All nominees will be featured on-screen throughout the Awards Ceremony evening.
- Winners will be announced at the Awards Ceremony.
- You must be a NAWIC ACT member or become a member before entering.

AWARDS FORCE ENTRY SUPPORT

For queries and support relating to Awards Force, please contact:

Siti Mustaffa
siti.mustaffa@dqcs.com.au
0433 441 350

GENERAL

- References to Capital Region within this Entry Handbook refers to Canberra, Goulburn, Cooma, Bungendore, Yass and surrounds.
- The 2022-2023 Crystal Vision Awards for Excellence (Awards) are conducted by the ACT chapter of the National Association of Women in Construction (ABN 66 070 113 192), an Australian public company limited by guarantee (NAWIC).

JUDGING PROCESS

The judging process will be as follows:

- The ACT Chapter Council will appoint a panel of judges
- Each Award will be judged by three judges
- Judges will independently review the submissions in the Awards Force program and will individually score each Judging Criteria
- Judges may request further information from a nominee and/or may interview nominees if required
- The various panels will be carefully constituted to ensure that no conflict of interest exists, or is seen to exist
- The judging panel may consider entries for an alternate award in addition to the nominated category, if they deem that an entry meets the requirements for that category.

CONDITIONS OF ENTRY

1. All nominations must comply with the rules stated on the online awards nomination website.
2. Nominees may be self-nominated or nominated by another person. (If nominating another person, it is recommended that their endorsement is obtained for privacy reasons).
3. Nominees may enter more than one award category.
4. Nominations are encouraged from both the public and private sectors who are employed by small, medium or large organisations or those who are self-employed. Nominees will be assessed primarily by reference to their own achievements (i.e. their contribution to a project).
5. Nominees should address all the selection criteria described in the nomination form and submission document and may provide further information if it is relevant to their submission.
6. Nominees should be prepared to attend an interview and site inspection with the judges if required, regardless of which category has been entered. This will enable the nominees to demonstrate to the judges any unique or outstanding features of their work and to explain any other relevant matters.
7. All winners are encouraged to attend at least two additional NAWIC events in your state during the financial year.
8. The Crystal Vision Award winner in each state will be expected to speak at at least one NAWIC event in their state.
9. All nominees are encouraged to attend the Awards Ceremony.
10. All winners are required to make a speech upon receiving their award.
11. NAWIC reserves the right to use any entry in the Awards for promotional and marketing purposes. NAWIC will use its best endeavours to avoid, but will not be responsible for, any error, omission or misrepresentation made in such cases.
12. Nominees are requested to consent to their contact details being provided to NAWIC's public relations consultants for the purpose of any Awards-related or general public relations activities (e.g. newspaper articles, television or radio appearances, etc.).
13. The judges reserve the right to request further information and documentation from a nominee if required.
14. The judges reserve the right to determine the eligibility or otherwise of each nomination.
15. The judges reserve the right to consider a nominee from any other award category regardless of whether the nomination has been submitted for that award.
16. Winning entries from past NAWIC Awards may not be resubmitted, however, previous entries that did not win may be resubmitted providing the nomination complies with the criteria listed for each category.
17. NAWIC reserves the right to extend the final date of entry submission, or at its discretion provide extensions to one or more nominees.
18. NAWIC is under no obligation to provide an extension to all nominees or publish any extension.



**We advocate for change.
We educate and empower.
We connect.
We are NAWIC.**

The National Association of Women in Construction (NAWIC) are an Australian, not-for-profit organisation, led by a team of passionate volunteers who all strive to help champion and empower women, to create an equitable construction industry in Australia where women fully participate.



As a member of NAWIC, you can gain access to opportunities such as mentoring and support, network growth and ensuring your voice is heard.

Discover the following benefits:

- Discounts to diverse and exciting events nationally
- Members-only events
- Opportunities for mentoring programs
- Scholarships and awards
- Networking and professional development through shared knowledge and experience
- Access to our EAP Program
- NAWIC member benefits program



CONNECT WITH US



www.nawic.com.au

COMMITTEE THANK YOU

For volunteering your time, energy and skills. NAWIC ACT only achieves great things because of you.

CO-PRESIDENT

Katherine Harris

CO-PRESIDENT

Meagan Higgins

SECRETARY

Tayla Bennett

TREASURER

Krystal Hamlyn

PROFESSIONAL DEVELOPMENT CO-CHAIR

Ingrid Gillingham

PROFESSIONAL DEVELOPMENT CO-CHAIR

Yolanda Wang

EDUCATION CO-CHAIR

Emma Sckrabei

EDUCATION CO-CHAIR

Nolita Ryan

COMMUNICATIONS & MARKETING CHAIR

Alannah Andreini

SPONSORSHIP AND INDUSTRY ENGAGEMENT CHAIR

Mabel Chew

EVENTS CO-CHAIR

Dionne Field

EVENTS CO-CHAIR

Katy Horswell

COMMITTEE MEMBERS

Alana Morris

Jo Matai

Megan Campbell

Stacy Finnegan

Amy Dowie

Jo Whitfield

Nicholas Otevrel

Taylor Nikolovski

Andrew
Peereboom

Jodi Hitchcock

Peita de Boer

Tracy Wilcox

Carol Hand-
Blackadder

Lauren Cullen

Pia Kabay

Lesla O'Leary

Sadaf Asghari

Ilsa Stuart

Lisa Dart

Sarah Ackerly

Jasmin Clancy

Mabel Lam

Sema Isin

Jerri Coleman

Maddie Brown

Siti Mustaffa