

Celebrating 25 years

NAWIC 2021

OUR VISION | OUR MISSION | OUR FUTURE

In order to achieve an equitable construction industry where women fully participate, NAWIC's goal is to drive changes that will aid in the increased recruitment, retention and further vocational development of women within all facets of the construction industry.

We aim to achieve this under three key pillars;

- **Advocacy** and lobbying for change.
- **Education** for individuals, companies and industry as a whole.
- **Connection**, Celebration and Support for all women in construction through our membership **Community**.

Ultimately, with these key pillars combined, we will continuously drive change internally and externally, individually and on an industry-wide scale.

WE ADVOCATE FOR CHANGE.
WE EDUCATE AND EMPOWER.
WE CONNECT.
WE ARE **NAWIC**.



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ADVOCACY

With our combined experience, our Advocacy team will be leading change across government and industry. We will be the 'go to' voice for comment around women in construction

EDUCATION

We focus on education at all levels, supporting robust initiatives designed to foster success, create future leaders and role models and empower our industry associates to make informed decisions.

COMMUNITY + CONNECTION

The presence of energetic and vocal NAWIC Chapters in every State and Territory delivers networking opportunities, individual support, recognition and a lifelong community for women on a personal level that is safe, supportive and welcoming right throughout Australia.

OUR 25-YEAR MILESTONE

UPON OUR SILVER ANNIVERSARY, WE ARE EMBOLDENED TO ANNOUNCE WE HAVE THE LEGACY, THE STRUCTURE AND THE SUPPORT TO ACHIEVE FUNDAMENTAL INDUSTRY-WIDE TRANSFORMATION.

OUR CORE POLICY? TO ACHIEVE 25% MINIMUM FEMALE PARTICIPATION ACROSS ALL OF THE CONSTRUCTION INDUSTRY BY 2025.

NAWIC'S MISSION IS TO DRIVE CHANGES THAT WILL AID IN THE INCREASED RECRUITMENT, RETENTION AND FURTHER VOCATIONAL DEVELOPMENT OF WOMEN WITHIN ALL FACETS OF THE CONSTRUCTION INDUSTRY

NAWIC 2021 OUR KEY PILLARS

EDUCATION

- ◇ Support education programs in primary schools
- ◇ Work with high schools to create a pipeline
- ◇ Promote educational programs and pathways
- ◇ Champion STEM career paths
- ◇ Support trade skills training programs
- ◇ Offer awards and scholarships
- ◇ Educate industry associates to make informed decisions that support the attraction and retention of women

ADVOCACY

GOVERNMENT

- ◇ Place gender on the tender and develop quotas
- ◇ Financial support for programs and grants
- ◇ Creation of policies around procurement and education

INDUSTRY

- ◇ Female-to-female women in leadership
- ◇ Flexible work practices
- ◇ Close the pay gap
- ◇ Drive cultural change
- ◇ Support diversified pipelines of employment

COMMUNITY + CONNECTION

- ◇ Connection through mentoring and events
- ◇ Recognition through awards
- ◇ Professional development and sponsorship
- ◇ A supportive community
- ◇ Networking opportunities