

April 2021 Centerline

Pikes Peak Chapter 356

National Association of Women in
Construction NAWIC Chapter 356
PO Box 7455 Colorado Springs, CO 80933

April 2021
Volume 56

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Events

- 4/15 @ 5:30pm Cougars Gone Wired
- 5/13 @ 5:30pm CAD Award Ceremony
- 6/5 4th Annual Rosie Run

*Don't wait for someone to bring you
flowers. Plant your own garden and
decorate your own soul.*

Luther Burbank

Hello NAWIC Sisters!

Happy Spring!! I am so happy for longer, sunnier days and warmer weather! April is looking like another great month for NAWIC Chapter 356. Please be sure to take in all the information in this month's Centerline as there is a lot of GREAT content!!

I'm looking forward to our Membership Meeting on April 15th with the Cougars Gone Wired Team 2996! It is always exciting and impressive to learn about the robot project and challenge for the year and witness the young talent that is a part of this presentation. In May we look forward to combining our meeting with the CAD Awards! Be sure to RSVP!

At the end of the month myself, Kristen Ibarra, Karen Mitchel and hopefully a few others will be attending the Forum Conference in Salt Lake City. If you can't make the trip, be sure to check out the virtual attendance options!

I look forward to delivering a report to members at the May meeting about everything we learned at Forum!

Gardening season is just around the corner so remember, if you are planting, be patient and wait until AFTER Mother's Day! Hugs!!

Actions Move Mountains!

**Allison "Ally" Jencson—President
Pikes Peak Chapter 356 /President
CEO Front Line Floor Coatings/
Founder—GirderSkirts™**



Standing Committees 2020-2021

Professional Development & Education/NEF – Ginger Parry	719-596-0733	pde.nef.pp356@gmail.com
Membership & Marketing – Samantha Walter	719-649-2739	samantha.walter@ramparttile.com
Finance – Samantha Walter	719-649-2739	samantha.walter@ramparttile.com

Chapter Functions

Historian – Kristen Ibarra	719-203-3323	kibarra@rmg-engineers.com
Web Site – Valerie Bates	719-635-0902	ValeriePP356@outlook.com
Occupation Research/Referral – Christina Townsend	719-258-0421	christina.townsend@hubinternational.com
Parliamentarian – Karen Mitchell	719-686-7482	CO-kem513@outlook.com
Centerline Editor – Staci Calderon	719-339-5887	scalderon@rusinltd.com

Board 2020-2021

President

Ally Jencson

•

Immediate Past President

Valerie Bates

•

Vice President

Kristen Ibarra

•

Recording Secretary

Tammy Pascual

•

Treasurer

Samantha Walter

•

Directors

Amy Christiansen

Kelly Eustice

Ginger Parry

Shirley Clark

“We Can Do It!” – Rosie the Riveter

Special Committee Chairs 2020-2021

Block Kids – Naomi Kidd 719-632-9868 . nrkidd4ppc356@outlook.com

Bylaws – Karen Mitchell, CBT, CIT 719-686-7482 . CO-kem513@outlook.com

CAD Competition Amy Christensen 719-203-3340 . amy.christiansen@ramparttile.com

Social Media – Kristen Ibarra. 719-203-3323 . kibarra@rmg-engineers.com

Scholarship – Valerie Bates. 719-635-0902 . ValeriePP356@outlook.com

Strategic Planning – Jennifer Walker 719-505-6520 jennifer.walker@hubinternational.com

Marketing – Samantha Walter 719-649-2739 samantha.walter@ramparttile.com

WIC Week –Valerie Bates 719-649-4615 ValeriePP356@outlook.com

OSHA Alliance/Safety – Karen Mitchell, CBT, CIT 719-686-7482 CO-kem513@outlook.com

Membership Announcements

Welcome New Members!



Elysa Matthews

Designer-Timerblin Landscaping

***Emily Bonham, LEED AP BD +C, CM-Lean,
President at H.E. Whitlock, Inc.***



Emily McIntyre, CEO KnT Plumbing

Membership Announcements

Welcome New Members!



***Ashley Stoeber, Designer at Timberline
Landscaping***

Kayla Ortivez

Olson Plumbing and Heating

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Chapter Announcements

In our chapter announcement section, you will be able to see updates, news, announcements and any other important information that relates to our chapter and our members.

- ◇ A new Membership & Marketing Chair Person or Persons are needed. Samantha is looking to mentor someone for the remainder of this year and then have that person take over the Membership & Marketing role for our chapter for the 2021 – 2022 year. This is a great way to not only get involved with our chapter, but to get to know our members and the board members better. Please contact Samantha Walter at 719-649-2739 or samantha.walter@ramparttile.com so that she can share the specific things that the Membership & Marketing Chair helps with.

Chapter Fundraiser: Jewelry for sale! Earrings and fobs: \$5, Bracelets \$10 & Necklaces \$15. All proceeds go to our Chapter.

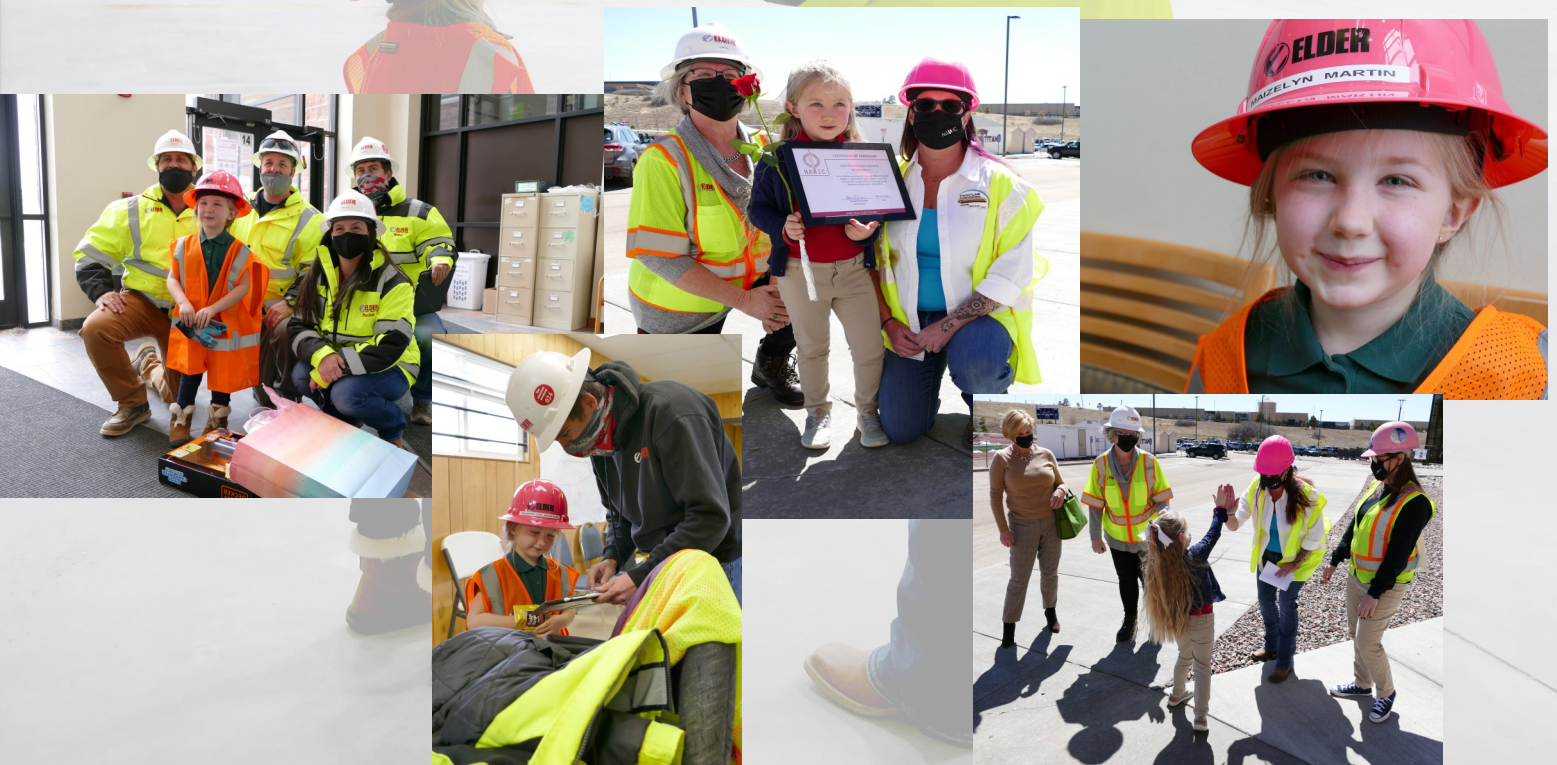
Please contact Katie for more info 719-332-7422

Chapter Announcements

Pikes Peak Chapter 356 Certificate of Friendship Award Recipient

At TCA (The Classical Academy), a little kindergartener named Maizelyn Martin has been fascinated by the construction going on at her school and saw that the guys worked really hard. One day last week she convinced her mom to let her bring them a snack. She brought our Superintendent Keith a bag of apples and a bag of oranges for the men who were working. Our Super practically melted into a puddle. So he and Brad Rusk, who is also working there, decided to see if they could do something nice for her as well. They got together with our PM Rachel Starr and our marketing person Lisa and coordinated with her teacher, principle, and mom to bring her a surprise on Thursday.

They rounded up the smallest safety vest and gloves they could find and got her a pink hard hat. They also picked up a child size tool kit and brought it over to the school. Mazey was thrilled! She also was also given the grand tour of the site and the job trailer. I'm attaching some pictures. She's adorable! *Linda Sterrett, Elder Construction*



Chapter Announcements

Meetings for 2021

Month	When	Where	Company	Topic
<i>January</i>	January 21st @ 6pm	Zoom	Mary Kay	"Maskney" and Dry Skin
<i>February</i>	February 18th @ 6pm	Zoom	HBA Cares	Guest House @ St. Francis Project
<i>March</i>	WIC week	Patty Jewitt	WIC Week	WIC Week Mixer Come one come all!!
<i>April</i>	April 15th @ 6pm	TBD	Cougars Gone Wired	Robotics
<i>May</i>	May 20th	TBD	TBD	TBD
<i>June</i>	June 17th			Depending on hard hat tour arrangements
<i>July</i>	July 15th			Depending on hard hat tour arrangements
<i>August</i>	August 19th	TBD	TBD	TBD
<i>September</i>		Installation	Installation	Installation

Chapter Meeting

NAWIC PIKES PEAK #356

APRIL MEMBERSHIP MEETING

Join us for our annual Cougars Gone Wired, Team 2996, Robotics Team presentation where the students will be sharing their virtual challenges for this year's robotics competition as well as their submissions.

- **Networking 5:30 pm to 6:00 pm**
- **Zoom to begin at 6:00 pm/MST**
- **Business Meeting to begin at 7:15 pm/MST**

Thursday, April 15, 2021 - 5:30 pm

\$22 per person - Dinner & Non-Alcoholic drinks

Cash bar available

Patty Jewett Bar & Grill

900 E. Espanola Street, Colorado Springs, CO 80907



NAWIC
The National Association of
Women in Construction

Pikes Peak

Please RSVP to

membershipeanawic356.org

by Sunday, April 11, 2021, if you will be attending in person, including any dietary restrictions.

Space is limited and is first come first served for in person attendance.

Zoom attendance is also available. RSVP by Tuesday, April 14, 2021 to receive Zoom information the day of the event.



NAWIC
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Pikes Peak

4th Annual Rosie Run

Saturday June 5, 2021

1800 Recreation Way, Legacy Loop Plaza

4th Annual Rosie Run 5K Shirts available for separate purchase (FREE with Registration!)

Live DJ ♥ FUN for the Family ♥ Scratch Mobile Kitchen Food Truck ♥ Vendor Expo and MORE!!



This 5K event and 12K bike ride was created to raise awareness

and support for women in the construction industry

and

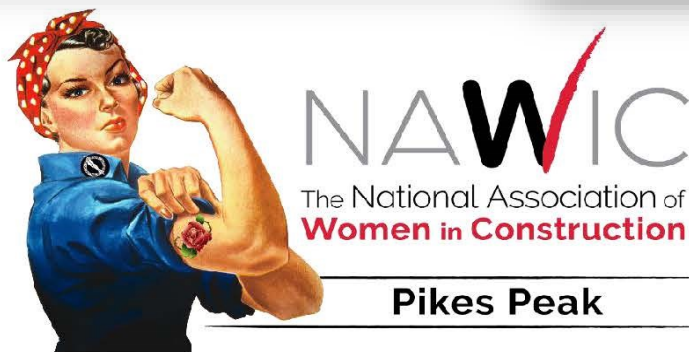


NAWIC Pikes Peak Chapter 356 (nawic356.org)

Like us and follow us @NAWICPP356

Race Registration and Vendor Expo Details online

www.runningguru.com/E1.asp?eID=82448



Pikes Peak

June 5, 2021

**Bike Ride and Run/Walk
with Vendor Expo & Food Truck
At Legacy Loop Plaza**

www.runningguru.com/E1.asp?eID=82448

4th Annual Rosie Run

Sponsorship Opportunities

This open to the public event is being professionally organized and set up by LYM Events in partnership with NAWIC Pikes Peak Chapter 356. The fourth annual Rosie Run 5K and Bike Ride will have a live DJ providing music and microphone services. Professional timing services provided for all run/walk participants. A vendor booth Expo and Scratch Mobile Kitchen Food Truck will be set up at the finish line for all participants to enjoy! It's going to be AMAZING! Be sure you and your company are a part of it!

"We Can Do It" Level - 2' x 6' All Weather UV Resistant Banner \$500.00

All banners displayed on start/finish line fencing and displayed for at least 4 (four) additional LYM Events running events over the coming year.

Your banner will be right where all the photos and social media post pics will be taken!

DEADLINE of May 15th for NEW Banner Sponsors only

Moxie Level - Race T-Shirt PLUS Race Registration Site Sponsor \$175.00

Your company logo on the back of all 5K participants T-Shirts AND logo on race registration site

DEADLINE of May 15 for all T-Shirt Sponsorships

Jive Bomber (A Good Dancer) 10' x 10' Vendor Expo Booth \$75.00

Market your business in person to all who attend the race and who may just be at the park that day!

Please provide your own tent, 6' or 8' table, 2 chairs and 2 booth attendees.

Vendors are requested to bring a Door Prize (minimum value \$25) to be given away at the finish of the race and you have an opportunity to share about your business with a microphone/speakers.

Don't have a table? Rent a 10'x10' pop up, 6' folding table with table cover and 2 chairs ADD \$50.00 Provided, set up and taken down for you! Rental fees payable to LYMevents on race day.*

Dame Level - Race Registration Site ONLY Sponsor \$50.00

Your company logo on the Race Registration website where all participants must register.

To become a Sponsor today please contact

Ally Jencson

ally@FLFloorCoatings.com

719-659-6618 call or text

**Mail checks to NAWIC Chapter 356 PO Box 7455 Colorado Springs CO 80933
Please let Ally know if you wish to pay by credit/debit card when reserving your Sponsorship**

2021 Rosie Run 5K and Bike Ride Sponsorship Form

Company Name: _____
 Address: _____ City: _____ State: _____ Zip: _____
 Contact Person: _____ Phone: _____
 Email: _____

I would like to show my support with the following sponsorships (check all boxes that apply):

_____ **“We Can Do It” Level** – 2'x6' Banner with your artwork hung at Start/Finish line **\$500.00**
Please email ally@FLfloorcoatings.com to coordinate banner design/creation.

_____ YES! I am a returning sponsor and my banner has already been created.
DEADLINE of May 15th for NEW Banner Sponsors only

_____ **Moxie Level** – 5K T-shirt (logo on back) + logo and website link on 5K Registration Site **\$175.00**
MUST email high res PNG file of logo and website link to ally@FLfloorcoatings.com
DEADLINE of May 15th for T-Shirt Sponsorships

_____ **Jive Bomber Level** – 10' x 10' Vendor Expo Booth **\$75.00**
 I agree to bring a door prize give-away valued at \$25.00 minimum

_____ YES! I would like to rent a pop up cover, table and chairs AND have it set up/broke down for me **\$50.00***
***Make SEPARATE check payable to LYM Events for rental fee.**

_____ **Dame Level** – 5K Registration Site (online ONLY) **\$50.00**
Must email high res PNG file of logo and website link to Ally@FLfloorcoatings.com

Sponsorship Total: _____

_____ I have enclosed my sponsorship check made payable to NAWIC Chapter 356.

_____ I would like to pay for my sponsorship via credit or debit card. Please fill out info below.

Name on Card: _____
 Card Number: _____ Expiration Date: _____
 Billing Address: _____ Zipcode: _____
 CVV (Numbers on back) _____
 Authorized Signature: _____ Date: _____

Mail sponsorship forms with payments to:

NAWIC Chapter 356

PO Box 7455

Colorado Springs CO 80933

If you prefer to email your forms, please email to Ally@FLfloorcoatings.com

2021 Rosie Run

Hello Lovely Ladies of NAWIC!

Our 4th Annual Rosie Run will be held on **Saturday, June 5th**! We need volunteers to help with this FABULOUS event. We will need at least 12 volunteers. I know this is a bit early but wanted to get this on your calendars as we all get very busy in the summertime.

We need volunteers that will be spread through the course to keep the runners on the pathway (Pharis and I let you know where to go and how many runners there are so you know when you can head back to the finish line). I will need someone to take pictures. We will want a few people at the finish line ringing cowbells and cheering on the runners as they pass the finish line.

Please RSVP to me if you are interested in helping out. I would like your name, cell phone number, and email address so it is easy to keep you updated with the event information as it comes closer.

Thank you & Happy Friday!

Kristen Ibarra
kibarra@rmg-engineers.com

WIC Week was a great success due to all of you wonderful women. Our mixer was a lot of fun, as it always is. We were able to meet in person and I really enjoyed seeing everyone. It was held at Patty Jewett Golf Course. It was an evening of catching up with each other, dinner and drinks. Some of our members told us about their experiences as members and what NAWIC has meant to them. We had a silent auction with a lot of wonderful items to bid on. We had 19 members and 8 guests join us for an evening of fun. Our chapter has had three new members join us since the mixer.

The Auction was a great success. We raised \$1,267.61 from the auction and had a generous cash donation of \$1,500 from Rusin Concrete Construction. This is a total of \$2,767.61 raised for Scholarship.

I would like to thank everyone that donated and bid on items.

See you next year,

Valerie Bates







SAVE THE DATE

The Pikes Peak 356 Chapter CAD/Drafting Committee would like to invite all members and guests to join us for our recognition of the participating students, teachers and sponsors during the May Membership Meeting.

When: Thursday May 13th @ 5:30pm

Where: Patty Jewett Golf Course
900 E. Espanola St, Colorado Springs CO
80907.

Feel free to contact either Amy Christiansen at 719-429-4676 or Angelique Kallio 179-377-0590 with any questions.

A Cure for Understaffed Builders: A Dose of Diversity

AMY GUETTLER

(featured in Colorado Builder Magazine)



The pandemic's asymmetrical impact on unemployment means there's a huge pool of potential workers who don't know what this industry has to offer.

With an insidious pandemic, precipitous economic decline and ballooning unemployment, 2020 was one for the record books. As the effects of this unprecedented confluence continue rippling across the country, the business and social norms everyone took for granted are now longed-for luxuries. Many companies were forced to furlough or lay off employees, while others— particularly those relying on in-person services like restaurants and bars—shuttered their doors permanently. As a result, an alarmingly disproportionate number of otherwise hardworking women and members of minority communities suddenly find themselves out of work through no fault of their own.

Though not entirely immune to the effects of COVID-19, the construction industry's early designation as an essential business certainly helped. Even as national unemployment soared to 14.8% in Q2 of 2020, according to the Bureau of Labor Statistics, some 223,000 to 246,000 construction jobs remain unfilled, a figure bizarrely unchanged from the pre-pandemic unemployment rate of 4.1%.

With so many people in the market for meaningful work, it's hard to believe 85% (or four of every five) of home builders who participated in a recent National Association of Home Builders and Wells Fargo survey cited a paucity of qualified laborers as their biggest challenge when only a decade ago (2011), just 11% of respondents reported it as a concern. But aging does eventually take its toll, so as more veteran construction workers retire faster than they can be replaced, this industry anemia will only intensify if something isn't done to revitalize the workforce.

"It seems the industry is at a tipping point," noted Sarah McDaniel, marketing strategist and rainmaker for Denver-based Business Appliance Center & Ferguson Enterprises. "You can sense the changes in how things have 'always been done' as advances in technology and a skilled labor shortage have created an environment ripe for innovation. Innovation often comes from diversity in thought, background and experience, so this is an essential time to bring diversity into our workplaces."

Opportunity often lies where change and challenge intersect, so with so many Americans unemployed, underemployed, or overworked in a scramble to pay the bills, the pandemic reveals an obvious antidote to the industry's chronic labor shortage: A healthy dose of diversity in the workforce.

A dearth of diversity

Drive by almost any construction site, and odds are it is populated almost exclusively with men, and more pointedly, predominantly white men. To wit, consider these sobering 2020 statistics from the Bureau of Labor Statistics:

- Of all the nation's construction laborers, 86.6% were white. Forty-six percent were Hispanic, 8% were Black, 3.8% were women and Asian laborers represented a mere 1.4%.
- Not surprisingly, a whopping 91.4% of construction managers were white, while 14.5% were Hispanic, 8.4% were women, 3.3 % were Black and just 2.9% were Asian.

"For a long time—and especially in residential building—the construction industry has been a male-dominated, heavily white generational business," said Brian Dare, a recruiter at the nonprofit Colorado Homebuilding Academy. "This means people have known each other for decades, and while a tight-knit community is great, it often creates the perception of a wall to people who didn't grow up with a hammer in their hand."

As Colorado's building boom shows no sign of slowing, "if you don't look beyond those walls to bring in new blood," added Dare, "you just won't survive."

But family ties aren't the only bricks in those perceived walls. Antiquated racial and gender stereotypes on both sides of the equation also limit industry growth. Most women are still reared to perceive building and repairs as "men's work," so perhaps it's not surprising that in 2020, BLS found that women accounted for just 10.9% of the industry's workforce, marking only a negligible increase since 2011, when 8.9% of industry workers were women. With construction employment figures for both men and women of color just as dismal, attracting women and minorities to these careers has proven to be no small challenge.

Stereotypes, stigma and school

In addition to the trite gender traditions or ethnic prejudices present in many American homes, until relatively recently, schools did little to expose students to construction and other trade professions. By emphasizing four-year degrees as the best route to a meaningful, well-paying career, both society and academia (perhaps subconsciously) have stigmatized blue-collar work. Apart from leaving students who exhibit greater mechanical or hands-on prowess out in the proverbial cold, the lopsided attention afforded to white-collar professions effectively implied that the skilled trades were less than worthy career aspirations. Fortunately, many schools now recognize that college and a desk job aren't right for everyone and have begun reintroducing trade-related programs to their curriculum.

"Many individuals who don't want to go to college after high school finally have opportunities in trade schools that are now opening across the county," agreed Audree Grubescic, owner of Modular Sure Site, an offsite construction management and consulting service provider. "It's a slow shift, but we are starting to see schools like the [Colorado] Homebuilding Academy in Denver."

Education is essential to plugging the construction labor drain, so improved access to training and other opportunities to help those interested in the industry develop careers, regardless of gender, age or ethnicity, is an imperative driving the nonprofit Colorado Homebuilding Academy. Collaborating with builders, trade associations, universities, foundations and schools, the group serves as a resource for classroom lessons, hands-on training, real-world exercises, mentoring, job placement and ongoing support that encourages students from all walks of life to explore a future in the trades or construction.

Interestingly, in addition to working with schools and facilitating youth apprenticeship programs, Dare says those who attend the Academy's no-cost courses in basic construction, management and concrete skills are typically between the ages of 22 and 45.

Some are just starting out, others are looking for a new career, and many are simply seeking better pay, stable hours and work they can be proud of. Since these motives have long been just as relevant to women, the organization developed Women Who Build, a network aimed at attracting women to the various vocations that fall under the construction umbrella, and providing them with the career cultivation, ongoing support and training, access to role models and job placement they need to develop successful careers in this growing industry.

For companies looking to expand the payroll with diverse faces, partnering with groups dedicated to bringing more women and minorities in the workforce such as the Colorado Homebuilding Academy, **the National Association of Women in Construction (NAWIC)**, the Association of General Contractors of Colorado (AGC), the Colorado Contractors Association (CCA) or Build Colorado's Construction Careers Now program is a good first step. In addition to providing resources for cultivating inclusive cultures, they can also recommend qualified, diverse candidates to fill open positions.

Diving into diversity

To attract enough fresh blood to ensure business continues to thrive, this year, savvy companies in every aspect of the industry are redoubling efforts to bring more women and people of color into the field. But effecting meaningful changes in company culture won't happen overnight; it requires plenty of hard work and, critically, unwavering commitment.

"A dedication to inclusion and diversity must become a core value, from leadership all the way down," emphasized Amy Goffinet, marketing specialist at Taylor Morrison, a national home builder and developer headquartered in Tucson, Arizona. "To pave the way, it's important to focus on giving women and minorities opportunities; opportunities in the office, opportunities to work in the field and, most importantly, opportunities for them to climb the leadership ladder."

Indeed, the opportunities that companies create for existing women and POC personnel to advance their careers are just as important as those shaped for new recruits. People who have already broken barriers make it easier for others from similar backgrounds to see themselves in such a position, so encouraging leadership to share their career experiences can have life-changing impacts on others seeking to leverage their own skills and desires into new professions.

"With a woman CEO and three female divisional superintendents, we have upfront and approachable role models," added Goffinet. "Seeing this type of inclusion in practice goes a long way toward keeping you comfortable even as you're urged to move beyond your comfort zone."

Many of the best strategies to cultivate in-house diversity are much like those used to draw POC and women into the vocations, such as providing access to ongoing education, apprenticeships, support networks, women's career nights and other gender- or diversity-specific events. Still other ways to engage these individuals include job rotation opportunities, as well as highlighting and promoting their success stories and achievements.

Diversity dynamos

Construction and trade firms that have put in the work to develop staffs representing a breadth of different backgrounds do reap dividends.

"Diverse teams are shown to be productive teams," says Jenny Nowakowski, principal interior designer with residential interior design and architecture firm Indigo Designs Denver, LLC. "Forward-thinking companies understand that unique backgrounds encourage fresh perspectives, innovation and creativity."

The better a company becomes at integration, the easier it is to attract and retain diverse recruits. This has certainly been the experience of Mortenson Denver, a national private- and public-sector builder

where women comprise an astonishing 34% of the workforce—more than triple the national average. Ten percent of their craftworkers are female, and at least 15% of their subcontracts are awarded to small, minority- or women-owned businesses.

“We have always met the industry standard for diversity, but that’s not good enough,” maintained Kedmia Milam, Mortenson’s craft workforce manager and workforce development lead. “While we certainly don’t see people as numbers, ensuring our percentages of people of color, minority groups and women are above the industry average is a way to hold ourselves accountable to our commitments.”

To maintain its lead, Mortenson’s workforce development program performs a great deal of advocacy and outreach to demonstrate not only what the construction careers really look like (including introductions to trades like carpentry and masonry), but also how rewarding—both financially and emotionally—these professions can be. From supporting schools by conducting mock-up sessions, discussion panels, hands-on construction pours and Q&As to attending career fairs (Mortenson attends Aurora Public School and Jefferson County career fairs even when they’re not actively recruiting) where they distribute marketing and resource materials emphasizing their appetite for diversity and featuring images of their own multicultural workforce, Mortenson is proactive about engagement.

“If you want to create diversity in the construction community, it’s imperative to be visible,” said Christina Zavislan, the company’s senior marketing manager.

And although COVID-19 has put a damper on in-person gatherings, maintaining brand visibility remains attainable via a variety of traditional and technological tools. In addition to tangible marketing collateral such as brochures and mailers, Zavislan finds equal success with social media and other electronic recruiting endeavors.

“Social media plays a more important role at this time,” Zavislan explained, “but we’ve always worked with HR to ensure all job listings demonstrate our commitment to diversity and are published on various platforms. We love to spotlight our people, so LinkedIn is great for sharing our staff’s personal and professional success stories.”

“There will always be challenges to being actively involved in diversifying the construction and crafts industry, but you will find many different ways to go above and beyond,” encouraged Milam. “I’ve even done video interviews with incarcerated people!”

Diversity in building and construction has always been important, but perhaps never more so than now. In addition to making the industry appealing and approachable to young people, women and people of color alike, employers can mitigate community unemployment as well as reduce gender and racial gaps—all while building stronger, more innovative workforces.

PD&E Committee

Ginger Parry

How is it April already? It seems this year has taken on its own timetable. I have seen several memes on Facebook about how short January and February seemed, while March seemed to take forever! I cannot say March was exceptionally long for me, but I can say it does seem the individual days do take forever while the weeks fly by. The only explanation I have is there is a glitch in the matrix....

After numerous conversations with Ally, I finally have a new program for PD&E! I will be rolling out a Book Club starting in May. Currently, this will be naming the book in The Centerline followed by an email naming the book with a tentative schedule and some questions that pertain to the content of the book. The frequency of the books will depend on the length of the book as well as how quickly those who participate are reading the book. While I have several selections in mind, do not hesitate to send any ideas, suggestions, or favorites you have to me at pde.nef.pp356@gmail.com.

Some noteworthy items from National: The current book for the Leadership Book Club is *So Now What? A Guide for People Who Feel Stuck* by Catherine A. Brennan – but it seems they have discontinued the book club, so this will be the last time I mention it. The PD&E Webinar for April is titled *Marketing for Construction Professionals*. For May, the webinar will be about managing risks. If you are unable to attend any of the webinars, they are usually available on YouTube a week or so after the date of the webinar. Please log into the National NAWIC website for more details.

Quote of the Month: “If cauliflower can become pizza, you my girl, can do anything.” - unknown

Webinars: April 13, 2021 @ 10 AM – PD&E – Marketing for Construction Professionals

May 11, 2021 @ 10 AM – PD&E – Construction Management Fundamentals - Managing Risk

PD&E/NEF Book Club: COMING SOON

Leadership Book Club: *So Now What? A Guide for People Who Feel Stuck* by Catherine A. Brennan

Did You Know? For all the car enthusiasts out there, Ford unveiled their first Mustang on April 17, 1964, costing \$2,368.

Educational Corner

NAWIC WEBINARS

No upcoming webinars at this time, but look at all of the archived and you may find something that interests you.

- [Click Here to Login and View All Webinars or to get further information.](#)

LORMAN WEBINARS

Check them all out [HERE!](#)

NEF RESOURCES

Check out the awesome website with all the education updates and recourses [HERE!](#)

NAWIC MENTOR PROGRAM

Chapter Mentor [Program Guidelines](#) and [Resource](#)



Our Event schedule is filled with all the great programming and interaction that you have enjoyed in past — fantastic keynotes, client panels, workshops, Agency briefings by government agency representatives.

April 5 – 30, 2021

Sun.	Monday	Tuesday	Wednesday	Thursday	Friday	Sat.
Legend: P = Panel; W = Workshop				1	2	3
4	5	6	7	8	9	10
	Opening Keynote 11AM – 1PM	P – Innovation & Technology 10AM – 1130 Panel Keynote 12PM – 1PM P - Architecture's Perspective of Building Environ. 1:30PM – 3PM		Agency Forecast Panel 10AM – 1130AM P - ASCE Colorado Infrastructure Report Card 12AM – 2PM	P – The Power of Diversity, Equity & Inclusion 10AM – Noon 1PM – 2PM	
11	12	13	14	15	16	17
	W – Spirit of the West – Wyoming Industry 9AM – 10AM 10:30AM – 11:30AM 1PM – 2PM -	P – Front Range Transportation 1030AM – 1200PM Keynote 12PM – 1PM	W - Cybersecurity Maturity Model Certification 10AM – 11AM 1PM – 3PM	Agency Forecast Panel 11AM – 1PM		
18	19	20	21	22	23	24
		W – Trades Influence in the Industry 10AM – 11AM; 1 Keynote 12PM – 1PM, 1:30PM – 2:30PM		Agency Forecast Panel 11AM – 1PM	P – 2021 Engineering AM Panel – Engineering Outlook	
25	26	27	28	29	30	
	W – Business Operations & Success 9AM – 10AM;; 1030AM – 1130AM; 1PM – 2PM		W – Marketing & Business Development 830AM – 930AM 10AM – 11AM; 2PM – 3PM	Agency Forecast Panel 11AM – 1PM	Closing Keynote 1PM – 2PM	

2021 Colossal Colorado Industry Event Keynote & Special Speakers:

- Steven Rose, F.SAME, the Executive Director of Logistics and Command Civil Engineer for HQ USSPACECOM
- Heather Wishart-Smith, F.SAME, PE, SVP Innovation, Jacobs
- Lt. Gen. Richard M. Clark, Superintendent US Air Force Academy
- Brig. Gen. Joseph Schroedel, P.E., F.SAME, USA (Ret.), Executive Director, SAME
- Air Force Civil Engineer Center
- Allison (Ally) Jencson, President | CEO, Frontline Floor Coatings & 2020-2022 President, NAWIC Pikes Peak Chapter 356

COLOSSAL COLORADO VIRTUAL INDUSTRY EVENT 2021

HOSTS

Society of America Military Engineers
(SAME) Posts:
Denver Metro | Frontier | Pikes Peak

CO-SUPPORTERS

American Council of Engineering
Companies (ACEC)

Colorado Procurement Technical
Assistance Center (PTAC)

National Women in Construction
(NWAIC) Pikes Peak and Denver
Chapters

American Society of Civil Engineers
(ASCE) Southern CO and Denver
Branches

Society for Marketing Professional
Services (SMPS) Colorado

Associated General Contractors (AGC)
Colorado

Colorado Association of Black
Professional Engineers and Scientists
(CABPES)

Colossal Colorado Virtual Industry Event 2021

**Attend 20 informational webinars held over 4 weeks
beginning April 5, 2021**

Event Mission:

Provide relevant and meaningful information inclusive of all members of the A/E/C industry with a focus on helping today's small, minority, woman and veteran-owned businesses grow and thrive.

Boasting over 50 speakers, meaningful connections and client engagement, this event cannot be missed!

WHY PARTICIPATE?



DYNAMIC TECHNICAL PROGRAM. Technical programs addressing Innovation and Technology, Cybersecurity, Engineering, Transportation, and more. Earn PDHs!



BUSINESS OPERATION & SUCCESS. Attend workshops discussing ethics training, diversity and inclusion; trades in the industry, and other relevant subjects for business owners.



BUSINESS OPPORTUNITIES. Attend four Agency panels presenting over 16 Agency project opportunity forecasts.



MARKETING TECHNIQUES. Learn more about marketing your services and preparing proposals in the virtual environment.

Event Website:

www.colossalcolorado.org

Event Registration:

<https://www.eventbrite.com/e/colossal-colorado-virtual-industry-event-tickets-144072367329>

Sponsor Registration:

<https://www.eventbrite.com/e/colossal-colorado-virtual-industry-event-sponsorships-tickets-144311009113>

The monthly event is filled with all the great programming and interaction that our members have experienced at Post events and conferences.

COLOSSAL COLORADO

VIRTUAL INDUSTRY EVENT 2021

Event Committee

Event Chair

Cindy Lincicome, F.SAME
(TLI Construction, Inc.)
cindy@tliconstruction.net

Event Co-Chair

Wendy Amann (Huitt-Zollars, Inc.)
wamann@huitt-zollars.com

Wyoming Programs & Website

Christina Hiegel, (TriHydro)
chiegel@trihydro.com

Sponsorships

Doug Wells (Tribal1)
dougwells@tribal.one
Russ Cirillo (Pinyon Environmental)
cirillo@pinyon-env.com

Agency Briefings

Margo Waisanen
(Granite Construction)
margo.waisanen@gcinc.com

Virtual Technology Platform

Rick Lemieux (ARGO)
rlemieux@argo-sys.com

Communications

Sarah Hodge (Merrick & Co.)
sarah.hodge@merrick.com
Merinda Lobato (Merrick & Co.)
merinda.lobato@merrick.com

Event Website:

www.colossalcolorado.org

Event Registration:

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Sponsor Registration:

<https://www.eventbrite.com/e/colossal-colorado-virtual-industry-event-sponsorships-tickets-144311009113>

About Colossal Colorado Industry Event

Due to foreseeable social distancing requirements, and our commitment to keeping our attendees safe, the Pikes Peak, Denver Metro, and Frontier Posts, will facilitate a dynamic platform to provide training and networking opportunities throughout the Front Range through this virtual, month-long event! Partnered with other A/E/C organizations in the Front Range Area, we offer a premier event for the architecture, engineering, and construction industry.

Registration

For one low monthly price, registering for the Colossal Colorado Virtual A/E/C Industry Event will provide access to 4 Keynotes, 16 Agency Opportunity Briefings (in 4 sessions), 8 Client Panels, and 6 Workshops. Full session descriptions, speakers, panelists and sponsors are currently being developed and will be posted on the Event website. **Registration provides you with access to ALL sessions.**

A link and password will be provided for all sessions in the month. The link will be e-mailed to each registrant by April 2, 2021. We strongly encourage registration ahead of the event start date—April 6, 2021—however, registration will remain open through April 30th.

Industry (Large Business)	\$ 100
Industry (Small Business)	\$ 50
Non-Member	\$ 150
Government	\$ 25

Sponsorship Packages

Contact Doug Wells (719-352-6409/dougwells@tribal.one) for more information

Keynote Sponsors— \$250.00

One complimentary Colossal Colorado registration, website, e-mail and social media recognition (firm and logo), verbal recognition during opening keynote, firm contact and brief overview in electronic program; ad or graphic to appear on sponsor presentation slide as participants join conference and on thank you slide at end of session.

Panel & Workshop Sponsor— \$175.00

One complimentary Colossal Colorado registration, website, e-mail and social media recognition (firm and logo), verbal recognition during opening keynote, firm contact and brief overview in electronic program; ad or graphic to appear on sponsor presentation slide as participants join conference and on thank you slide at end of session.

Agency Opportunity Sponsors* \$150.00 (*Small Business Only)

One complimentary Colossal Colorado registration, website, e-mail and social media recognition (firm and logo), verbal recognition during opening keynote, firm contact and brief overview in electronic program; ad or graphic to appear on sponsor presentation slide as participants join conference and on thank you slide at end of session.

Raffle Tickets: for Registration to 2021 Virtual JETC!!

1 Ticket : \$10.00; 3 Tickets: \$20.00

Salt Lake Chapter #90 Presents

herstory

power the future!

Pacific Southwest Spring Forum 2021

April 29th - May 1st, 2021

Little America Hotel
Salt Lake City, Utah



Registration

ONLINE ONLY

Register online at
pswregionevents.org

Mailed checks are accepted.
Please register online before
mailing a check.

MAIL REGISTRATION CHECKS TO:

Robin Fulton Meyer
c/o PSW TRUSTEE
5744 S Club House Drive
Fort Mohave, AZ 86426

Speakers

SYDNE JACQUES, P.E.

Building Your
Personal Brand
Building What Matters

KAREN MITCHELL, CBT, CIS, CIT

OSHA Safety

DR. SUSAN R. MADSEN

Strengthening Your
Influence as Women

AND MORE!

Registration

MEMBERS

Early Bird (Until February 22nd)	\$160
Regular	\$180
Late (After April 1st)	\$195

NON - MEMBERS

Early Bird (Until February 22nd)	\$160
Regular	\$190
Late (After April 1st)	\$205

GUESTS

Saturday Luncheon Only	\$40
Saturday Banquet Only	\$65

Hotel Information

THE LITTLE AMERICA
500 S Main Street
Salt Lake City, UT

Room Rate	\$182 per night
Room Tax	14%
Parking	\$15 per day

HOTEL RESERVATION INSTRUCTIONS

Please make reservations directly with the hotel

Online:

Use code NATL0421 to book directly through the Little America website.

OR

Open your phone's camera app and scan the QR code to the right to be taken directly to the reservation website.

On the phone:

Call 1-800-437-5288 and ask for the NAWIC block through Reservations.





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(817) 877-5551 • Fax (817) 877-0324 • nawic@nawic.org • www.nawic.org

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H. J. High Construction
Greater Orlando, FL Chapter

Date: April 1, 2021

RE: Invitation to Annual Conference 2021

To: NAWIC Members:

Who's ready to **Connect-Collaborate-Construct** with other NAWIC members and partners across the country? This year's conference will be in-person with a virtual component. The virtual component will include live and recordings of all general sessions, keynotes, the installation luncheon, and awards gala. As we continue to receive support from our annual conference sponsors, we may be able to record some or all of the breakout sessions to provide both in-person and virtual the opportunity to see a session they missed or want to see again.

This year's Annual Conference offers a variety of sessions that will focus on your professional development, industry education, and personal development, as well as NAWIC-focused sessions. Gain new insight and perspectives from numerous speakers, expand your network, and find new ways to strengthen and amplify your career. Our diverse topics offer something for every woman in every facet of our industry.

- The '**Construction Zone**' exhibit hall is the spot for sponsor exhibits, refreshments, networking and more
- NAWIC Education Foundation (NEF) will offer a full day of training and testing for the **Estimating Scheduling Practitioner (ESP) Certification**
- Opening keynote **Dave Davlin** will challenge us to make the most of every moment in order to develop ourselves professionally and personally while creating value and making a difference in the lives of others
- Closing Keynote **Stacey Hanke** will prepare us to be the leader we were meant to be, Monday to Monday
- You will not want to miss the **Transforming the Construction Industry is an Inside Job Panel**, an authentic discussion led by **Shakira Brown**
- **NAWIC Partner's Luncheon** will feature **A|E|C Business Strategies' Michael Riegel** as he covers **Navigating Change and Transition in Uncertain Times**
- **Breakout sessions:**
 - **Workplace Harassment Prevention** with **Nikki Larchar** will teach you how to speak up, define your line and support harassment-free workplaces
 - **Powerful Communication Strategies Every Woman Needs to Lead Projects with Precision** with **Shakira Brown** will discuss proven strategies for a variety of communication challenges women in business at all levels face



Invitation to Annual Conference 2021
April 1, 2021
Page 2

- **Cyber Liability** with **Adam Guyton (PayneWest Insurance)** and **Megan North (AmWins)** will discuss how reliance on technology is now pervasive across all industries, no one is immune
- **Personal Boundaries** with **Catherine Brennan** will cover what is yours to take care of and what's not, taking control of your actions and reactions, when to say yes and when to say no, and the best way to love others
- **Struck-By and Caught In-Between** with **Andy Sterlin** from the North Carolina Dept. of Labor Occupational Safety and Health Division will discuss how while these types of hazards account for more than 50% of jobsite injuries, they can be the easiest to prevent
- **NAWIC Partners breakout sessions:**
 - **NEF's Melanie Myers** on what CEU's are and if you need them for your career, as well what is new and happening with NEF.
 - **Better Buildings Workforce Accelerator Panel** on the latest developments in sustainable building trends and workforce training, led by **NAWIC Executive Director Crissy Ingram**
 - **American Bar Association Construction Law Group (ABACLG)** with **Charles Renner and Purvi Shah** will discuss construction trends as the impact of the public sector on the construction industry is significant and examine how the current period of uncertainty is influencing 2022 project inventory
- **NAWIC chapter-level clustered discussions** on attendance, mentoring, challenges and more
- **National Committees open house**
- **And more....**

Don't forget to download our Mobile App to stay up to date of schedule changes and other information.

You won't want to miss out on this vast array of educational opportunities as we **CONNECT, COLLABORATE and CONSTRUCT** the best course of action for our association and industry!

Register Today!

I am looking forward to "seeing" you August 11th - 14th in Charlotte, NC.

A handwritten signature in blue ink that reads "Anne K. Pflieger".

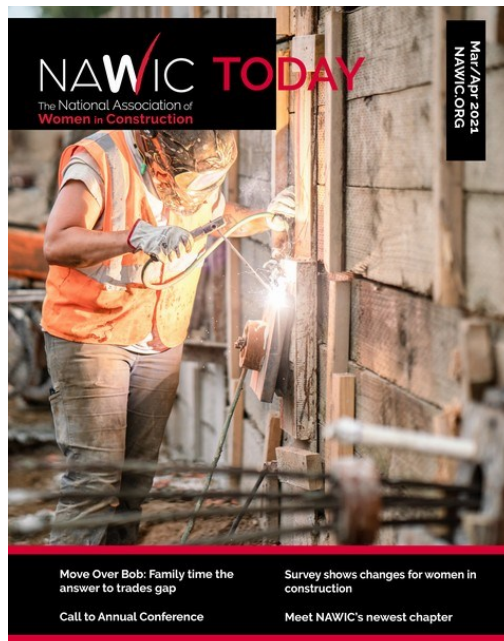
Anne Pflieger, CIT
NAWIC National President, 2020-2021



66th Annual Conference
August 11-14, 2021 • Charlotte, NC
National Association of Women in Construction

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*Click to preview
NAWIC Today publication*



Looking for a change or a new career in construction?

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Career Center Guide


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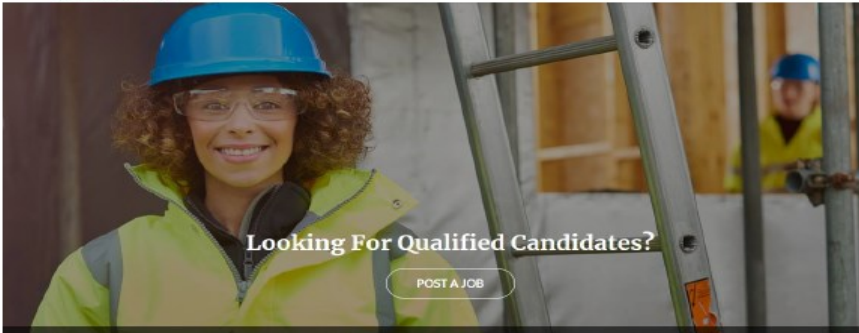


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Resume Review



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Account Quick Create

NAWIC The National Association of Women in Construction

Employers Job Seekers Sign-in or Create Account

Career Center Home Login

You must be logged in to your job seeker account in order to view the page you selected. Please log in below. If you do not have a job seeker account, you can create one by filling out the form below.

Job Seeker Login / Create Account (If you are an employer, please [login here](#))

By signing in you are accepting the [Terms & Conditions](#) and [Privacy Policy](#)

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Email*
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Forgot your password?

☐ Save my login information

LOGIN TO MY ACCOUNT

*Required field

Create a new account

YOUR INFORMATION

First Name*
Enter your first name

Last Name*
Enter your last name

Email Address*
Enter your email address

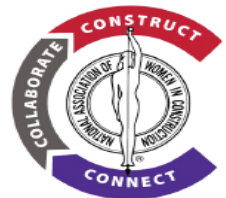
Password*
Enter your password
Password must be between 8 and 25 characters

☐ I agree to the terms of the Usage Agreement

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CREATE MY ACCOUNT

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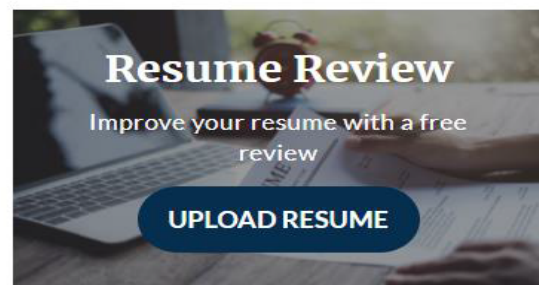


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Free Resume Review

Members have the option to request a free confidential resume evaluation from an expert writer.

Within 48 hours of uploading your resume, an email will be sent outlining strengths, weaknesses and suggestions to ensure you have the best chance of getting interviewed!



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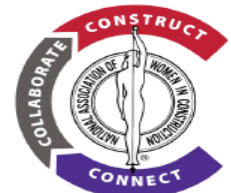
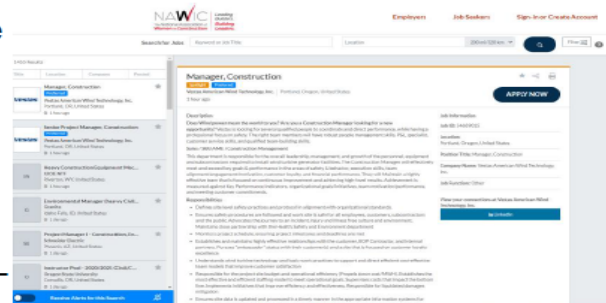


Quick, Easy Job Search

Job searching shouldn't be time consuming. You can spend less time searching and more time applying to relevant positions with the immersive "Job Search" page. This layout allows you to view job search results and job details on one screen, making searches faster.

Other features include:

- **Real Time Filters:** Advanced filters with real-time updating
- **Career Matches:** Find relevant jobs more easily with the "Jobs You May Like" section
- **Bookmarked Jobs:** Bookmark jobs using the star logo and apply when you're ready



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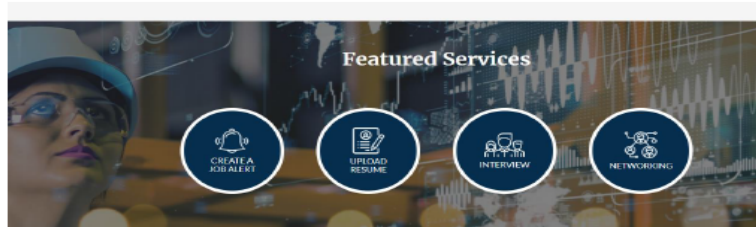


Articles, Tips, Recommendations

Members have access to articles relevant through different career development stages with the Career Resource Center.

There you can find:

- Access to relevant career content to assist with career development
- Materials to help prepare for job interviews
- Job searching tips
- Tips on how to efficiently change careers



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Job Alerts / Job Flash Emails



Jobs Matching Job
Seeker Criteria

Job seekers can set up a Job Alert and be the first to know when a job matching their criteria is posted. New relevant jobs will be sent directly to your inbox, saving you time in your job search.

With the exclusive Job Flash™ email, you will receive the latest jobs sent right to your inbox twice a month.

You can view jobs and apply right from your phone or tablet using your job seeker account.



Latest Jobs Sent Right to
Inboxes Twice a Month



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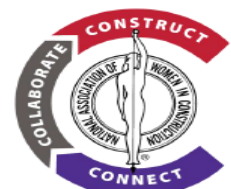
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Company Directory



Research Employers without
Leaving the Job Board

Members can review a compilation of company profiles by name. Each profile includes company history, mission statements, information on company benefits, and active job listings allowing job seekers to research potential employers without leaving the job board.



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Construction Humor





NAWIC PIKES PEAK CHAPTER 356
BUILD IT UP SPONSORSHIP FORM

Yes! I would like to partner with NAWIC Chapter #356 to help fund educational and service projects in the construction industry within our community. I understand my sponsorship will also help with NAWIC Education Foundation programs held throughout the year.

Build It Up Sponsorships at all levels include company logo on the first page of the chapter website, a link to company on the chapter website, a business card sized ad and link on the NAWIC Pacific Southwest Region website, recognition at each chapter meeting and event, and other benefits as outlined below.

I would like to support the Pikes Peak NAWIC Chapter #356 at the following level:

Build It Up Bronze - \$250.00

Includes all of the items above plus a 1/4 page ad in the monthly chapter Centerline newsletter.

Build It Up Silver - \$500.00

Includes all of the items above plus a 1/2 page ad in the monthly chapter Centerline newsletter.

Build It Up Gold - \$1,000.00

Includes all of the items above plus a full page ad in the monthly chapter Centerline newsletter.

Build It Up Platinum - \$1,500.00

Includes all of the items above plus a full page ad in the monthly chapter Centerline newsletter and one annual chapter membership.

Name: _____

Company: _____

Street Address: _____

City, State, Zip: _____

Mail to:
NAWIC Pikes Peak Chapter #356
PO Box 7455
Colorado Springs, CO 80933

Date Received: _____

Expires: _____



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Over 100 years ago Olson Plumbing & Heating Co. opened as a one man plumbing shop.

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719-635-3563

www.olsonph.com



Advertise in the Centerline!

We are offering you an opportunity to advertise in our
monthly NAWIC Newsletter "The Centerline"

The Colorado Springs newsletter is distributed to our members, posted on our website, sent to our
Regional Director and is available on the NAWIC Region 8 website.

Business Card Size	\$35.00
1/2 Page	\$75.00
Full Page	\$100.00

Your ad will run for one full year from the time of receipt. Send your business card or copy and check to:

NAWIC Chapter #356 PO Box 7455 Colorado Springs, CO 80933

Thank you for your support of Colorado Springs NAWIC Chapter #356

