Association News

Membership Announcement: COVID-19 Hardship

YOU, our NAWIC Members, are and always will be the Association’s top priority. NAWIC wants to ensure that YOU stay connected and supported through this difficult time we are facing in 2020. Continuing to maintain your NAWIC connections and support systems within your own chapters, regions and nationally is an important part of building strong relationships both professionally and personally. Therefore, we are automatically extending all memberships through Dec. 31, 2020. Each member’s type and good standing status as of Sept. 30, 2020 will continue through this extension.

Extending your NAWIC membership provides additional time and opportunity for members, whether affected by the COVID-19 pandemic or not, to utilize the resources provided by NAWIC. You will continue to maintain your access to the Career Center and webinars, as well as professional development and networking opportunities to name just a few of your membership benefits. Please note that this extension will not waive, reduce, or eliminate any part of the membership dues for the 2020-21 NAWIC year.

In addition to the extension, a two-payment option will be available for members to choose when renewing their memberships. Our goal is to have the payment plan option available by Nov. 1, 2020. Watch for more announcements in the coming months!

The National Board would like to personally thank the 1,000+ members who completed the COVID-19 survey conducted in August. If you missed the opportunity to complete the survey, please send any comments or suggestions you have to your Region Director or president@nawic.org. We sincerely appreciated all the comments and suggestions that were received as part of the survey initiative.

Together, we can overcome this turbulent year and forge stronger relationships in the process. Stay safe and healthy!

2020-21 Committee Chairs
NAWIC would like to issue our sincerest apologies for our failure to include the incoming 2020-21 National Committee Chairs in the 65th Annual Conference Installation Ceremony.

Our National Committee Chairs are a hugely important and integral part of the association, and we could not achieve the work we do without their hard work and dedication to their respective committees. That said, President Pfleger would like to introduce to the membership our 2020-21 National Committee Chairs.

**Membership Chair:** Andrea Ward, CBT - Nashville, Tennessee

**Professional Development and Education (PD&E) Chair:** Kizzy Ferrer, CIT - Gr. Orlando, Florida

**Emerging Professionals Chair:** Ashley Farmer - Boise, Idaho

**Marketing Chair:** Tara Labosky, AIA, CCCA, LEED AP - Baltimore, Maryland

**NAWIC-OSHA Alliance Chair:** Karen Mitchell, CBT, CIT, CIS - Pikes Peak, Colorado

**Safety & Health Chair:** Adair Stevenson, PG, ACI, ICC, SCDOT - Columbia, South Carolina

**Strategic Plan Chair:** Vickie Nickel, CIT - Gr. Kansas City, Missouri

**Women in Construction (WIC) Week Chair:** Toni Osberry - Austin, Texas

**Bylaws and Governance Committees Chair:** Robin Fulton-Meyer, CBT, CIT - Member-at-Large

**Chapter Development Chair:** Dena Rowland - Fort Worth, Texas

We wish you all a successful year, and we know you will accomplish great things!

**NAWIC Town Hall**
Come one, come all to the **NAWIC Virtual Town Hall!**

**Wednesday, Sept. 9, 6 p.m. CST**

This town hall will be your opportunity to:

- Meet and hear from new NAWIC President, Anne Pfleger, CIT and the 2020-21 NAWIC Board of Directors.
- Hear about bylaw changes
- Hear and get more information about the Member Announcement: COVID-19 Hardship
- Have an open forum to discuss questions and concerns

This will be the first of many town halls to come, and we look forward to gathering with our members for connection, collaboration, and construction of an amazing year ahead! Mark your calendars, and stay tuned for more details.

**NAWIC Leadership Book Club Beginning in October, Join us for: So Now What? A Guide for People Who Feel Stuck**

Have you ever felt stuck? You know you can have more out of life but just don’t know the next steps to take. It could be related to your work or personal life.

It happens to all of us. We get stuck in little ways and big ways. The reasons we’re stuck are important, and the solutions come from unexpected places. This book study will help each person recognize why they got stuck in the first place and what steps will help them move forward.

Join the NAWIC book club to discuss general principles as you work through your own area of stuckness. The author, Catherine A. Brennan, will join each week with a short video or live presentation. We all get better as we learn from one another.
Catherine A. Brennan is a business owner, author, public speaker, blogger, community activist, athlete, mother, grandmother, and most importantly, a depression survivor. She has lived in Mankato, MN since 1994 where she has run a construction and development company with her husband, Mike. Cathy is a public speaker on the topic of wellness and wrote a book titled So Now What? A Guide for People Who Feel Stuck.

In her 50s, Cathy, found her ‘inner runner’ and has run the Boston Marathon three times. She has also run the New York City Marathon and participated in numerous triathlons. She is an avid swimmer, biker, golfer, and loves to read. She and her husband have two married sons and one grandson.

Join Catherine for a FaceBook Live event on September 15th, 5:30 CT. She will talk about the journey she took to write So Now What? and answer questions. This will be a great lead-in to our discussions. Watch for the details.

Live Monthly Discussion Groups:
1st Thursday, 4:30 CT
2nd Tuesday, 11:30 CT

Facebook Group: Discussions posted weekly

If you would like to join an existing group or start a new group, contact Lori Donnell at lorid.nawic@gmail.com.

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**Education / Training**

**2020 CREW Network Benchmark Study: Gender and Diversity in CRE**

In September 2019, the board approved for NAWIC members to participate in an industry-wide study measuring progress for women over the last 15 years, capturing critical industry-wide data, and benchmarking diversity in commercial real estate. The purpose of this study is to:

- guide women and Black, Indigenous, People of Color (BIPOC) striving to advance their careers in the industry;
- inform companies and managers about the values and priorities of their employees; and
- enhance the research and data for organizations that desire greater DEI.
The goal is for every commercial real estate company leader to access this study so they have the data and insights to take action to advance DEI in their company and in the industry.

Join the webinar on Sept. 2, from 11 a.m. - Noon CST, to gain insight on:

- Industry compensation trends and the gender gap
- Compensation and diversity statistics by industry sector and specialization
- The career trajectory, satisfaction and aspiration of CRE professionals
- Success factors and barriers for CRE professionals
- The state of diversity and workplace culture in the industry
- Country-specific data for Canada, the United Kingdom and the United States
- Action items for the industry and company leaders to increase DEI

Registration is complimentary and open to all industry professionals.

NAWIC - People First Webinar: Ending Discrimination and Harassment in the Construction Industry

Join Kamael Ann Sugrim, COO of People First and Jennifer Sproul, LEED AP, Immediate Past Northeast Region Director of NAWIC as they share how employees and business owners can work together to end discrimination and harassment in the construction industry.

Wednesday, Sept. 2
2 - 3 p.m. EST

Register Now!

NAWIC Benefits Spotlight

Juno Jones Shoes Partnership!
If you attended the 65th Annual Conference, you know that NAWIC has partnered with Juno Shoes, and they are very generously offering a **25% discount** to NAWIC members through the end of September. Just go to junojonesshoes.com and use code **NAWIC25** at checkout!

Juno Jones Shoes has a few things other than gear that we think will be of particular interest to our members! A partnership between Juno Jones and Jacket Media Co., the **Hazard Girls (Women in Nontraditional Industries) Podcast** explores a different field each week through candid interviews with women leaders about their professional journeys. Juno Jones founder Emily Soloby is the host. Find it on Apple Podcasts, Spotify, iHeartRadio, Megaphone, or click [here](https://www.naylornetwork.com/naw-nwl/newsletter.asp?issueID=74327).

There is also a **Hazard Girls Facebook community** powered by Juno Jones! Members include women at every stage of their careers from CEOs to students. The community features online discussions about issues that come up in the workplace, society at large, and with families. When members aren’t hanging out online, they are meeting up in person thorough educational events and outreach. Be sure to join the group if the below sounds up your alley:

- Positive and inclusive group of women.
- In any nontraditional or hazardous industries, or just love Juno Jones!
- Members range from CEOs to students.
- Thriving mentorship program.
- Lively discussions and collaborations.
- In-person events.

Keep an eye on social media to stay up to date on NAWIC/Juno collaborations, promotions and news!
Industry Update

COVID Conundrum: Money is Available for New Construction Projects, but Few are Breaking Ground
While financing is available for the right projects, owners and developers aren't so eager to take a risk on ground-up construction during the coronavirus pandemic.

Source: ConstructionDive
Learn More...

7 Bidding Mistakes that Can Throw Off a Project
Contractors accept risk whenever they take on a construction project, and that's especially true in light of COVID-19 challenges. However, there are ways contractors can mitigate risk before they have even won the job, and that entails avoiding errors when submitting a bid. Here are seven of the most common:

Source: ConstructionDive
Learn More...

Readers Respond: Construction Faces a 'Racism Pandemic'
In a Construction Dive survey, 65% of respondents said they had witnessed a racist incident on a jobsite, from outward symbols like nooses to more subtle discrimination such as failing to share knowledge or opportunities.

Source: ConstructionDive
Learn More...
## Calendar

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<tr>
<th>Date</th>
<th>Event</th>
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<td>2 Sep 2020</td>
<td>NAWIC - People First Webinar: Ending Discrimination and Harassment in the Construction Industry</td>
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<td>9 Sep 2020</td>
<td>NAWIC Virtual Town Hall</td>
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**Pacific Southwest Fall Conference**  
October 2-3  
El Paso, TX  
Hybrid Conference

## Events

- **NAWIC - People First Webinar: Ending Discrimination and Harassment in the Construction Industry**  
  2 PM ET / 1 PM CT  

- **2020 CREW Network Benchmark Study: Gender and Diversity in CRE**  
  12 PM ET / 11 AM CT  

- **NAWIC Virtual Town Hall**  
  7 PM ET / 6 PM CT

- **Pacific Southwest Fall Conference**  
  October 2-3  
  El Paso, TX  
  Hybrid Conference

- **Pacific Northwest Virtual Fall Conference**

- **Southeast Region Virtual Fall Conference**  
  October 9-10

- **South Central Region Fall Virtual Conference**

- **Membership & Marketing Webinar: Membership Retention**  
  11:00am PST / 12:00pm MST / 1:00pm CST / 2:00pm EST
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<td><strong>PD&amp;E Webinar: You’ve Got This - How to Connect, Collaborate and Construct the Life You Want Despite the Difficulties You Face!</strong>  &lt;br&gt; Speaker: Kendra Davies, CEO, Stellar Life Coaching  &lt;br&gt; 12 PM ET/ 11 AM CT</td>
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<td>16 Oct 2020</td>
<td><strong>Midwest Region Virtual Fall Conference</strong></td>
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<td><strong>Northeast Region Virtual Fall Conference</strong>  &lt;br&gt; October 23-24</td>
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<td><strong>North Central Region Virtual Fall Conference</strong>  &lt;br&gt; November 6-7</td>
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<td>10 Nov 2020</td>
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<td>10 Nov 2020</td>
<td><strong>Membership &amp; Marketing Webinar: National Rebranding</strong>  &lt;br&gt; 11:00am PST / 12:00pm MST / 1:00pm CST / 2:00pm EST</td>
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