



# The Connection

PAST ISSUES | [WWW.NAWIC.ORG](http://WWW.NAWIC.ORG)

May 23, 2023

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## Association News

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**NEW ANNUAL CONFERENCE EDUCATION TRACK: Culture & Community**



# Many Paths **ONE MISSION**

**68th Annual Conference**  
Aug. 9-12, 2023 • Portland, OR

## EDUCATION TRACK: **CULTURE & COMMUNITY**

- Marketing Hispano: La Importancia de Construir Comunidad. Why It's Not Just About Speaking Spanish,
- Women Against Women: Discrimination in the Workplace
- Workforce Development Executive Panel



**Culture &  
Community**



**Technology**



**Leadership**

[Find out more about Annual Conference.](#)

**Register for the Many Paths, One Mission Golf Tournament**



[Learn More...](#)

**New Build. Lead. Succeed. episode out now!**

A graphic for a podcast episode. On the left, the text "NEW PODCAST:" is in large black font, "BUILD. LEAD." is in large red font, and "SUCCEED." is in large red font. Below this, it says "Hosted by" and "With guest". Under "Hosted by" is a circular portrait of Angela Highland, a woman with curly hair wearing a red top. Under "With guest" is a circular portrait of Lauline Mitchell, a woman with glasses and long hair. Below the portraits are their names: "Angela Highland" and "Lauline Mitchell National President". On the right side of the graphic is a large, silver, vintage-style microphone on a stand.

Host Angela Highland sits down with NAWIC National President Lauline Mitchell, ESP. In addition to being the 2022-2023 NAWIC President, Lauline is the Director of PreConstruction at BBI Construction in Oakland, California. Lauline discusses her vision for women in construction, leadership and the power of NAWIC on women's lives and careers. This is a great conversation that you do not want to miss.

[Listen now.](#)

Grab your NAWIC merch today!

**NEW**

**MERCH**

**W**

**W** 25th Annual  
**Women in  
Construction  
Week**  
March 5-11, 2023 [nawic.org](http://nawic.org)

*Women  
AT WORK*

**NAWIC**  
The National Association of  
Women in Construction

**NAWIC**  
The National Association of  
Women in Construction

**ORDER NOW!**

[Check it out now.](#)

Download the NAWIC mobile app today!

# Download the NAWIC Mobile App Today

Search NAWIC in whichever app store you use to keep up with all things NAWIC straight from your phone!



Support women in construction and become a sponsor today!

## Support **NAWIC** by becoming a sponsor!

Check out the Annual Conference and Annual sponsorships by visiting the NAWIC store online.



Support NAWIC by becoming a sponsor! To learn more about the different sponsorship packages, visit the NAWIC online store.

[Learn More...](#)

## DE&I Award application deadline extended



The NAWIC Diversity, Equity, and Inclusion (DE&I) Committee and our membership are delighted to present an opportunity to recognize key people, partners, and programs in a countrywide, industrywide, and association-wide contest that is imperative to support and advance progress. For questions, contact [DEI@nawic.org](mailto:DEI@nawic.org).

[Learn More...](#)

**Use your voice and vote today!**



National Board of Directors elections are now open! Check out our candidate guide for the current slate of candidates. Eligible voters have received an email from Association Voting with a link to the online ballot and instructions on how to vote. Make sure you go through the entire ballot, push submit, and you receive a confirmation email so your vote counts!

If you believe you should have received an email and did not, please check your junk and spam folders and then email [laurim@hawic.org](mailto:laurim@hawic.org).

[Learn More...](#)

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## Education / Training

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### Six Ways to Get Candidates to Ask for a Job Even if You Don't Have a Posting



Are you looking for an outstanding candidate, but haven't found the right one yet? You may be searching for someone who doesn't even know they're looking for a new career.

Passive job seekers are candidates with options. These are the people who have outstanding job

skills and would like to work their way up in a company, but perhaps they simply can't commit to an active job hunt, or they're "happy enough" where they are.

[Learn More...](#)

## Survey on Future Technology and Its Impacts on Future Work and Workforce in Construction

You are cordially invited to participate in an online anonymous survey, conducted by researchers at the University of Texas at San Antonio. This study aims to 1) identify the needs, potential benefits, and implementation barriers of equipment teleoperation/automation technology in practice, and 2) to examine the current hiring and performance management practices for equipment operators and identify the barriers and challenges to creating a more diverse and inclusive workforce, especially in the context of the incorporation of construction robots.

The survey will only take about 10 mins, and it's completely anonymous. Your input is appreciated!

[Take the survey.](#)

## DE&I Committee: Flourishing and Mental Health: Understanding the Connection webinar



**Flourishing and Mental Health: Understanding the Connection**

Examine the relationship between flourishing, languishing, and overall well-being.

[Register now.](#)

## PD&E Committee: Employment Gone Wrong: Are You Prepared? webinar



PD&E Committee

# Employment Gone Wrong: Are You Prepared?

Harrasment, fraud agression... How do you address these and other issues with employees? Find out in this webinar.



[Register now.](#)

## NAWIC Benefits Spotlight

The Coaching Corner with Michael Riegel: Only the Strong Survive

The Coaching Corner  
with Michael Riegel

# Only the Strong Survive



There are some aphorisms that seem cringe-worthy now that I am more experienced, more mature, and more introspective. This idea that it requires strength to survive feels as strange to me as if I were tasked with speaking a foreign language. And, who thought that survival was the goal? What about thriving, fulfillment, or happiness. The concept is generally attributed to Charles Darwin – incorrectly. He did not posit the premise of “survival of the fittest.” His theory was that survival was based on an ability to adapt and adjust.

We face shifting situations all the time that require adaptability and a willingness to adjust our mindset, approach, language, or perspective to both survive and thrive. In their research at Harvard, Heifetz and Linsky distinguish between technical and adaptive challenges. Technical challenges being those with readily available and defined solutions. Think of it as the last piece of a jigsaw puzzle. Adaptive challenges require experimentation because a past solution may not work again or might not be appropriate with someone else. These are tricky situations to navigate. Mostly because they involve other people. People with different needs, desires, perspectives, opinions, or experiences. Like any skill, we can learn to be more adaptable. Consider these approaches in your work and personal life:

[Read More...](#)

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## Industry Update

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### **AGC California, Teichert hold mental health stand down**

To draw attention to the need for mental health support for construction workers, the Associated General Contractors of California held a Mental Health Awareness Stand Down on May 19. Joining AGC was Pleasanton, California-based infrastructure contractor Teichert Inc., Operating Engineers Local 3 and Elk River, Minnesota-based safety consulting firm Loyalty Point Leadership.

*(From Construction Dive)*

[Learn More...](#)

### **Researcher secures \$174K grant to study ‘psychological safety’ in construction**

Hongtao Dang of Washington State University will develop a training program to engender jobsite cultures where workers feel comfortable speaking out.

*(From Construction Dive)*

[Learn More...](#)

### **EEOC: End of public health emergency doesn’t mean the end of COVID accommodations**

The agency cautioned employers against revoking COVID-related ADA accommodations without an individualized assessment.

*(From Construction Dive)*

[Learn More...](#)

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## Calendar

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**30**

May 2023

**Flourishing and Mental Health: Understanding the Connection**

[Learn More...](#)

**31**

May 2023

**OSHA Whistleblower Protection Training**

[Learn More...](#)

**1**

Jun 2023

**Safety with Marjorie Del Toro, President, ehs, Inc. -  
Tradeswomen Industry Council**

[Learn More...](#)

**13**

Jun 2023

**How to Win State and Local Construction Government  
Contracts**

[Learn More...](#)

**13**

Jun 2023

**Employment Gone Wrong: Are You Prepared?**

[Learn More...](#)

**6**

Jul 2023

**Tradeswomen Industry Council**

[Learn More...](#)

**12**

Jul 2023

**What an Incoming Chapter Secretary Needs to Know**

[Learn More...](#)

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Jul 2023

## Bystander Intervention in the Workplace

[Learn More...](#)

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Jul 2023

## What Do I Need to Know for My First Annual Conference

[Learn More...](#)

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Jul 2023

## Conflict De-Escalation in the Workplace

[Learn More...](#)

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Aug 2023

## Many Paths, One Mission Golf Tournament

[Learn More...](#)

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Aug 2023

## NEF Top Golf Fundraiser

[Learn More...](#)

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Aug 2023

## NAWIC's 68th Annual Conference

[Learn More...](#)

### The National Association of Women in Construction

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