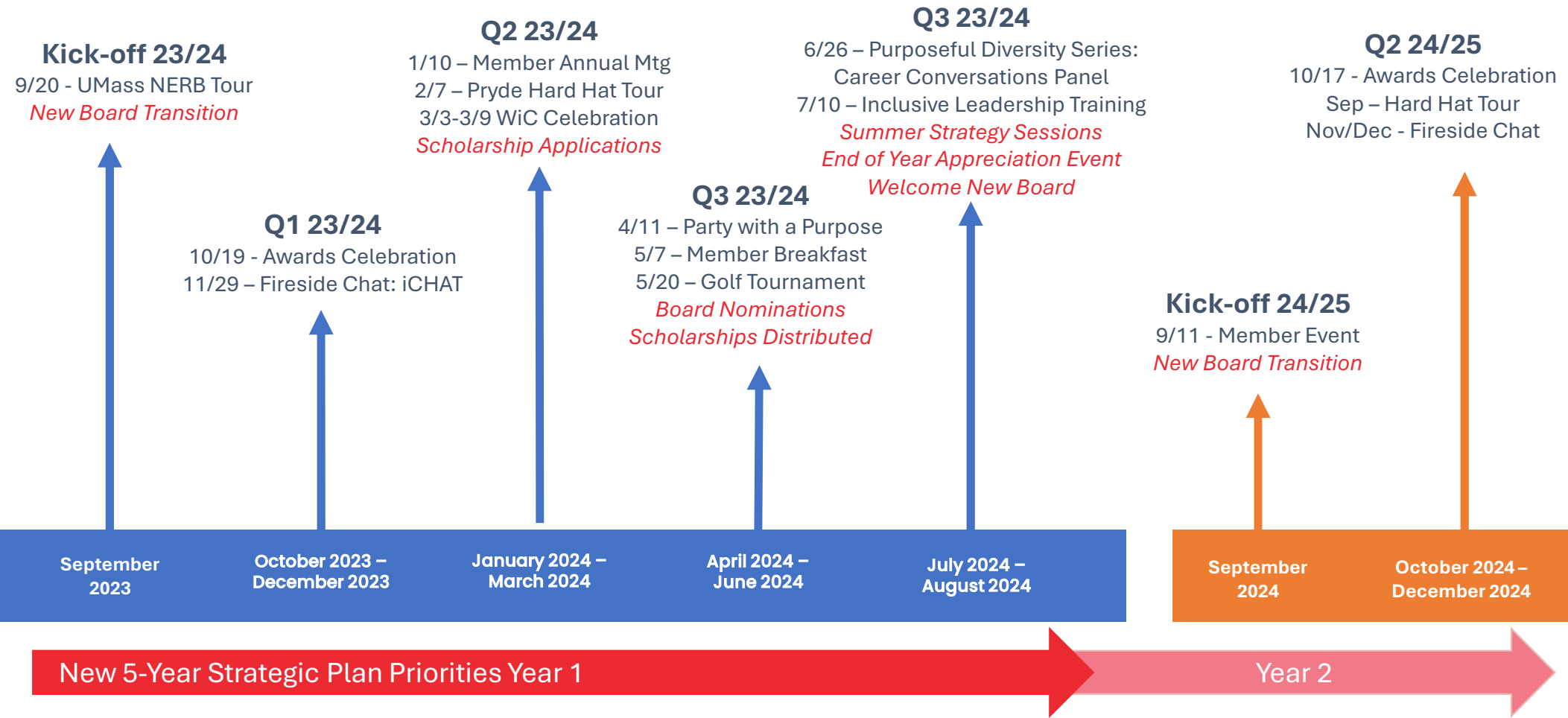


Overview of  
2023-2024  
Program Year  
Accomplishments  
& Timeline History of  
Chapter



# Program Year Timeline



# Strategic Plan Accomplishments

## Community Impact

- ✓ Participating member of CRE DEI Collaborative
- ✓ Issued 1<sup>st</sup> demographics survey
- ✓ Inclusive leadership training for Board
- ✓ Expanded scholarship reach, quantity and amounts
- ✓ **Gifted \$100K donation to execute strategic plan**

## Engage & Promote

- ✓ Increased membership over 10%
- ✓ 1<sup>st</sup> Formal Member 'Annual' Meeting
- ✓ 1<sup>st</sup> Member Experience Survey
- ✓ Engaged Members for Monthly Spotlights
- ✓ Engaged Diverse / Small businesses in Spotlights

## Education & Awareness

- ✓ Student engagement & career cafes with Haley & Aldrich for at Bunker Hill CC and UMass Boston
- ✓ Draft of Leadership & Professional Development Program
- ✓ Story-board for 1<sup>st</sup> Impact Report
- ✓ Launched Purposeful Diversity Series

# Programs & Sponsorship Highlights

- Diversify and expand programs
- Elevate and feature early career/under-represented voices
- Rationalize sponsorship and membership value



The first event in PWC Boston's Purposeful Diversity Series!

## CAREER CONVERSATIONS

A PATH TO ENTREPRENEURSHIP

WEDNESDAY JUNE 26, 2024  
5:30 PM - 8:30 PM

The NonProfit Center | 89 South Street  
Boston, MA

**Register now!**

<b>JC Burton</b> Founder & CEO MAVEN CONSTRUCTION (moderator)	<b>Kenneth Preaster</b> Founder KP DESIGN STUDIO	<b>Rebecca Jablonowski</b> President & CEO BRIQ PROJECT MANAGEMENT, LLC	<b>Maria Storms</b> Owner MVS WELDING	<b>Amenata Botus</b> Founder & CFO BOTUS CONSULTING SERVICES



Erin Miller  
Programs Chair



Trisha Filippone  
Programs Co-Chair



Erin Miller  
Sponsorship Chair



Erin Miller  
Sponsorship Co-Chair

### Explore the Benefits!

Access to a network of AEC professionals. Career development opportunities. A mission of inclusion that aligns with your values. Join PWC Boston as a member or sponsor to help our industry expand its horizons.

### Why Sponsor?

- Career mentoring and educational programming
- \$90,000 committed to advance DEI initiatives
- \$85,000 given out in student scholarships in the last 4 years!

To join our chapter, become a sponsor or learn more, visit our website!

pwc-boston.org

Printed by Kirkwood. PWC thanks you for your support!



# Membership Highlights

## Survey Results Summary



Survey Objective	Conclusions	Recommendations
<ul style="list-style-type: none"><li>• Gather insights about member experience so that we can improve in areas needed and increase engagement</li><li>• Seek interest in leadership and professional development topics to curate a member only series</li></ul>	<ul style="list-style-type: none"><li>• New members would benefit from a formal process to orient them to the Chapter and other members</li><li>• Need for more frequent and advance communication of all events</li><li>• Desire for more diversity in event types</li></ul>	<ul style="list-style-type: none"><li>• Improve new member onboarding</li><li>• Improve engagement and communications</li><li>• Diversify and increase networking and events</li><li>• Offer Leadership &amp; Professional Development series as Member-only benefit</li></ul>

- 1<sup>st</sup> Member Experience Survey in March
- Sold out Member Events
- Increase in Membership after each event



Kim Sousa  
Membership  
Chair



Meghan Lacoche  
Membership Co-  
Chair



# Marketing & Communications Highlights

## Branding Refresh

The first event in PWC Boston's Purposeful Diversity Series!

### CAREER CONVERSATIONS

A PATH TO ENTREPRENEURSHIP

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**J.C. Burton**  
Founder & CEO  
MAYER  
CONSTRUCTION  
(moderator)

**Kenneth Preaster**

**Rebecca Jablonowski**

**Maria Storms**

**Amenata Botus**

**PWC BOSTON**

## Professional Women in Construction

### Who We Are

We are a community of professionals in the AEC industry that provides an opportunity for connection and engagement that leads to business opportunities. We invite women, men and all levels of professionals to join the community.

### Member Benefits

- Informative Industry Programming
- Exclusive member resources, leadership & networking opportunities
- Scholarship & mentorship program

## New Website

## Newsletter Refresh

### Celebrating Pride Month

In June, we enjoy a month-long reflection and celebration of the many contributions made by the LGBTQ+ community to history, society, and cultures worldwide. In our own AEC industry and in all workplaces, there are amazing Boston organizations amplifying the voices and creating thriving workplace cultures for LGBTQ+ professionals and businesses. Please take the time to learn more about the following organizations: [BSA LGBTQ+ Network](#) and [Pride in Our Workplace](#).

### Community Impact

#### Party with a Purpose Recap

Our 4th Annual Party with a Purpose, held on April 11th, was another fantastic celebration. PWC Boston members and friends gathered for food, fun, and raising. Thanks to your generosity, we raised over \$10,000! These proceeds will support the PWC Boston Scholarship Program.

#### 4th Annual Golf Tournament Recap

Great day to be out on the green! On May 20th, PWC Boston held its annual golf tournament benefiting the PWC Scholarship Fund. Attendees enjoyed 18 holes at Turner Hill Golf Club, followed by some catching up with longtime friends and networking with new members. Special thank you to our wonderful sponsors for making this event possible. We were able to raise an incredible \$61,000 total, which assist with building our Scholarship Fund. Looking forward to another incredible turnout next year!



Alison Smith  
M&C Chair



Nicole Harrison  
M&C Co-Chair

# Outreach & Scholarship Highlights



## Professional Women in Construction Boston's Scholarship Application Program is Now Open!

Deadline to apply: April 30, 2024

### What is being offered?

- Three \$7,500 scholarships
- Three \$4,500 scholarships

### Who is eligible to apply?

- High school seniors, and undergraduate or graduate students attending college, university, community college or trade schools.
- Open to individuals of all genders.
- Eligible students should be pursuing, or planning to pursue, a career in architecture, engineering, construction or related trades.
- Recipients will also display leadership, and involvement in community service and extracurricular activities.



Scan the QR code, above, for the application link or visit <https://glccf.academicworks.com/opportunities/5460>

PWC Boston is proud to have provided \$47,500 in scholarships to date.

Questions? Contact: Michelle Blakemore [mblakemore@tsokobus.design](mailto:mblakemore@tsokobus.design)

## Total of \$40,500 in scholarships

- Gabriella Viana / Architecture at Wentworth
- Shailyn Harrington / Electrical Program at Southeastern Technical Institute
- Casey Fienberg / Mechanical Engineering Graduate Degree at MIT
- Kelly De Leon Lopez / Engineering at Wentworth
- Jessica Valatka / Sustainable Urban Planning at UMass Amherst
- Tanuja Naryal / Architecture at Boston Architectural College
- Jason Marcella / Construction Management at Wentworth



Michelle Blakemore  
O&S Chair



Kaija Peterson  
O&S Co-Chair

## 46 total applications received

- 59% high school seniors (15 out of 27 applicants attended Vocational Technical Schools, 4 plan to work directly in the trades/pursue professional trade license)
- 35% college undergrad (2 of 16 enrolled in community college)
- 6% graduate students



Lateffa Curry  
Award Chair

## Awards Celebration

- 20+ Nominations
- 5 Award Recipients
- Over 150 Attendees

Awards of Excellence




Building the Pipeline

# Diversity, Equity & Inclusion Highlights

## Inclusive Leadership Learning



**SOLUTIONS FOR DIVERSITY  
AND INCLUSION AT YOUR  
WORKPLACE**

**DIVERSITY@WORKPLACE**  
consulting group

APPROACH  
About Us

SERVICES  
Register for Workshop

NEW THINKING  
About DEI


RESOURCES

JOB PORTAL  
Find a Job


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## M/WBE Spotlights


### Purposeful Diversity Spotlight




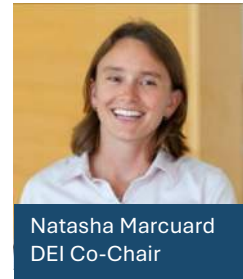
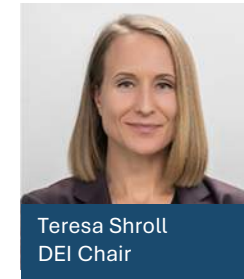
Meet Sashya Thind Fernandes, Founder of [Sashya Thind](#), a visionary entrepreneur who is paving the way in the AEC industry. To learn more about her career path and advice for others thinking about starting their own business, [click here](#).



Meet Nina Hollien, President/Owner of [Aura Insulators](#), an innovative business leader who is paving the way in the AEC industry. To learn more about her career path and advice for others thinking about starting their own business, [click here](#).



Meet Jonathan Garland, President & Founder of [JGF Architecture + Design](#) and [JGF Development LLC](#), a people-oriented trailblazer who is paving the way in the AEC industry. To learn more about his career path and advice for others thinking about starting their own business, [click here](#).



### PWC 2024 Demographics Survey

The mission of Professional Women in Construction (PWC) is to support, advance and connect women, and promote engineering, construction (AEC) and related industries. Starting with the 2023 calendar year, PWC began a strategic planning process to ensure we are executing the mission. The framework built during this time was a demonstration of our commitment and our intentions to affect change in the industry. PWC has been engaged in many efforts to strengthen that commitment to our community - joining the Commercial Real Estate DEI Collaborative, developing leadership education, and participating in the Governors Public Construction Projects Advisory Council. For the change we seek, PWC is issuing this survey to assess our Boston Chapter's current state. The survey results will provide a baseline of where we are at today, and the information will map a path for broadening our reach. This will help PWC work with our partners to address gaps in the AEC pipeline and existing workforce. We will be able to identify programming, marketing, and outreach goals for the upcoming program years. More importantly, we will connect with people that may be struggling to engage with the industry we love.

As a contributing member of this organization, please take a moment to answer the following questions (it will take approximately 6 minutes to complete). This survey is anonymous and if you prefer to not disclose certain information, please select "I prefer not to answer" or skip the question. The data you provide will be kept securely and remain confidential.

1<sup>st</sup> Demographics survey results due June 28



# Executive & Operations Highlights

## Infrastructure

- Standards
- Technology Systems
- Information management

## Budget and Funding

- Diversify sponsorships
- Strategic partners
- Allocations for initiatives

## Sustain & Grow

## People

- Board Nominations
- Recruit / Retain
- Board & Cmt Roles

## Operating Strategy

- By-laws
- Operating manual
- Administrative Support



Kristi Dowd  
President



Caitlyn Angelini  
Immediate Past Pres.



Keri DiLeo  
VP/President-Elect



Leann Gebhardt  
National Chair



Kaija Peterson  
Ops Chair



Keara Gaffey  
Moderator



Sara Bryant  
Ops Co-Chair

# Background



In 1980, eight women banded together to attend industry events realizing their presence would be stronger together than individually. This is the essence of PWC – together we are stronger.



**MELINDA JOHNSON**  
President  
NV5 (NY)  
✉



**AMEE FARRELL, ESQ.**  
Treasurer  
Kaplin Stewart  
✉



**PATRICIA BILOTTO, CPSM**  
Secretary  
van Zelm Heywood & Shadford Inc.  
✉



**CARISSA CLEMENTS**  
Director  
True & Associates  
✉



**LEANN GEBHARDT**  
Director  
GEI Consultants (MA)  
✉



**AMY MAYER**  
Director  
Related Midwest  
✉



**Boston**  
2018



**Chicago**  
2021



**Connecticut**  
2005 – 1st chapter



**New Jersey**  
2007

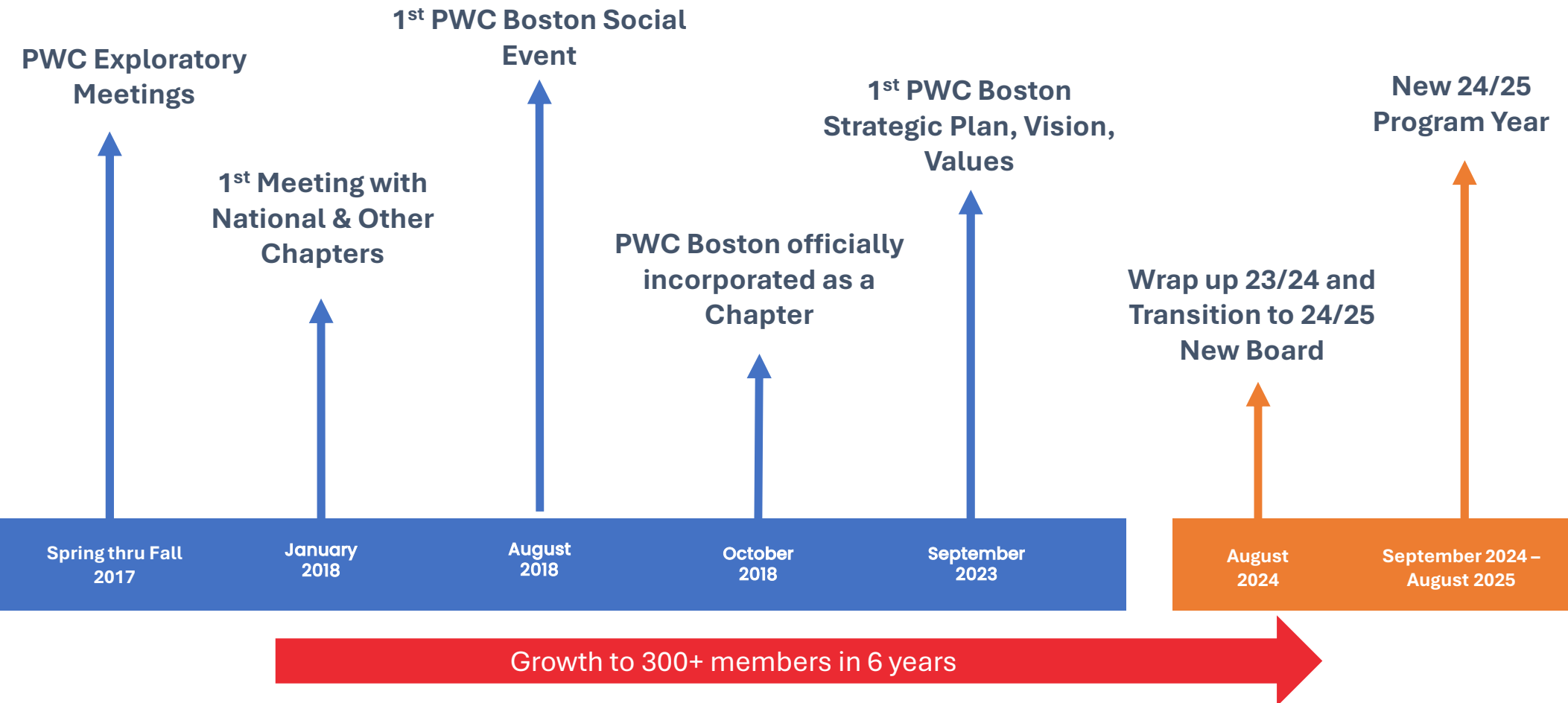


**New York**  
1980 – founding &  
national chapter



**Philadelphia**  
2018

# History Timeline



# 2018 Founding Members & Founding Principles

Advocating for the recruitment, retention and success of women

*(early version of mission statement)*

*January 2018 1<sup>st</sup> Meeting  
with National (Sarah  
McGillicuddy, Caroline  
Fitzgerald, Diana Nicklaus,  
Sara Bryant)*



- Diana Niklaus, Saam Architects
- Sara Bryant, Murtha Cullina
- Caroline Fitzgerald, RMF Engineering
- Liz Fennessy, Haley & Aldrich
- Sarah McGillicuddy, BR+A Engineers
- Shelley Vanderweil, Vanderweil Engineers
- Rachel Woodhouse, Dyer Brown
- Rachel Hildebrand, Suffolk Construction
- Nick Ferzacca, Architectural Engineers
- Maria Tatarczuk, HGA Architects
- Emily Hopps, SGH
- Deborah Myers, Deb Myers Landscape Architects
- Ben Sawa, GEI Consultants
- Susan Wisler, Architectural Engineers

## **What distinguishes this group:**

- Welcoming and accessible atmosphere
- Engages the full spectrum of AEC professionals
- Ideally draws owner/client participation

## **Event option goals:**

- Structured and open networking
- Hard hat tours
- Panels with educational content
- Charity and outreach

Mission

To support, advance, and connect women and promote diversity within the AEC and related industries.

Vision

People at all career levels and diverse backgrounds are achieving visibility and influence in the AEC and related industries.

Goals & Objectives

Foundational Capabilities

Establish organizational-wide infrastructure tools to support and sustain our growth and drive operational excellence.

Community Impact

Diversify the AEC industry, contribute to building the workforce pipeline, and provide resources and pathways to support advancing individual careers.

Engage & Promote

Secure a consistent membership base and long-term commitment to our organization through intentional interactions and programming

Education & Awareness

Provide relevant and timely programming, learning and development opportunities, and strengthen our value proposition

Initiatives

- Develop a Chapter Operating Manual
- Develop External and Internal Onboarding & Transition Plans
- Develop Diverse Financial Strategy & Annual Budgeting Discipline
- Improve Technology & Systems
- Elevate Branding/Marketing Collateral
- Develop KPI's for Goal Achievement

- Align Committee Actions with DEI Goals/Objectives
- Establish Strategic Industry Partnerships to Build the Workforce Pipeline
- Increase Quantity & Diversity of Scholarships
- Implement a Strategic Giving Plan

- Develop New Member Recruitment & Rollover Retainment Strategy
- Organize a formal Annual Member Meeting
- Expand & Diversify Advisory Board to Assist in Goal Achievement
- Formalize a Mentor/Mentee Program
- Promote Member Stories

- Develop Student Engagement Plan
- Establish PWC as an industry Resource for Leadership & Professional Development
- Curate Consistent Educational Events through Annual Program Planning
- Define the value PWC is providing to its members and the Industry

Values

Belonging

Operate as a partner in the industry and within our organization that provides attention and support to all people with diverse industry skillsets and experiences through inclusive engagement.

Impact

Provide a platform for all people to access resources and education that is timely and relevant within the industry in order to advance personal career opportunity and development.

Collaboration

Collaborate and partner with like-minded organizations to strengthen our impact and connect industry thought leadership, strengthening our ability to move our impact forward together.

Community

Promote relationships internally with our Board, Committees, and Membership, and externally with all people and organizations in our industry, connecting diverse experiences and perspectives, and fostering a common purpose.

Empowerment

Engage in mentorship, celebrate accomplishments, and provide access to resources and relationships that lead to individual confidence to take charge of professional and personal growth and lead the growth of the industry pipeline for future generations.

# 2018 through 2024

2018 1<sup>st</sup> Hard Hat Tour



2021 1<sup>st</sup> Golf Event at Turner Hill



2023 Esperanza Academy – Ready to Rise




2019 1<sup>st</sup> Party with A Purpose



2022 1<sup>st</sup> Awards Celebration



2024 1<sup>st</sup> Purposeful Diversity Series

2024 largest Scholarship Program to date



Diana Nicklaus  
Saam Architects  
*President 18/19*



Sara Bryant  
Murtha Cullina  
*President 19/20*



Sarah McGillicuddy  
BR+A Engineers  
*President 20/21*



Caroline Fitzgerald  
RMF Engineering  
*President 21/22*



Caitlyn Angelini  
AKF Group  
*President 22/23*



Kristi Dowd  
Redgate  
*President 23/24*

**THANK YOU!**

