



The Connection

PAST ISSUES | WWW.NAWIC.ORG

July 14, 2021

Association News

Annual Conference Sneak Peek: Stacey Hanke's Closing Keynote



NAWIC Town Hall: The State of Construction Panel



www.nawic.org/nawic/Calendar.asp

Annual Conference has gone cashless

**Annual Conference is only
accepting the following forms
of payment:**

**Credit &
Debit**

**Venmo
Cash
App**

We are not accepting cash at Annual Conference to make transactions easier and to help reduce the risk of COVID-19. We are accepting credit, debit, Cash App and Venmo.

[Learn More...](#)

Newest NAWIC Chapter to Charter in Hybrid Ceremony




Please join us for the
Chartering Ceremony
of the
**Wilmington Cape Fear
Chapter #390**
July 24, 2021 6:00 pm-8:30 pm
Avalon Oaks 1805 Avalon Ave Wilmington, NC 28409
Zoom option will be available on NAWIC.org

Outside Event - Casual Attire
Food and Beverages will be provided
RSVP by Friday, July 16th
Abby Stanley 910-297-9735-text only or email Abby.Stanley@apexcos.com
No charge to attend but new chapter donations are greatly appreciated.



<https://us02web.zoom.us/meeting/register/tZUkdOGqrj0sEtEqdEt3M2IZMv5jS0W2rUzU>

Chapter Board Leadership Training



Chapter Leadership Training

JULY 24 & 31

Four sessions to choose from:
July 24: 9 a.m.-1 p.m. or 11 a.m.-3 p.m. ET
July 31: 10 a.m.-2 p.m. or 12 p.m.-4 p.m. ET


How to lead your chapter to success

Have you been elected to a leadership position in your chapter? Are you interested in becoming a leader in your chapter in the future? Then this training is for you!

www.nawic.org/nawic/Webinars.asp

Learn about:

- Roles of the board
- Meetings- Chapter, Regional, National
- Breakout rooms for President (VP and PE), Secretary, Treasurer, and Director
- Creating your chapter's Strategic Plan
& More



www.nawic.org/nawic/Calendar.asp

DE&I presents: Best Practices for Diversity, Equity and Inclusion According to the Latest Research

NAWIC DE&I Committee welcomes

Best Practices for Diversity, Equity and Inclusion According to the Latest Research

Presented by

Catina Anderson

and

Brent Darnell

Thursday
July 22

VIRTUAL

10 A.M. PST, 11 A.M. MST,
12 P.M. CST, 1 P.M. EST

Join the Zoom meeting

<https://rb.gy/jftlcq>

SCAN ME

NAWIC
The National Association of
Women in Construction
DE & I COMMITTEE

Most companies are jumping on the D&I bandwagon and forging ahead with initiatives, hiring consultants, and implementing training and education around diversity and inclusion. But how do they know what will work? Many of these initiatives fail or are not as successful as they could be. In fact, some of these initiatives backfire and make things worse.

There has been quite a bit of rigorous research on D&I training. In this session, attendees will learn what works and what doesn't according to the research. We will explore specific dos and don'ts with regard to D&I and offer specific case studies on what works and what doesn't. The research is summed up in an article by Dr. Jane Bozarth and used with permission.

Education / Training

DE&I Committee: Body Art in Construction

Body art in construction—such as piercings, tattoos, branding, scarification, dermal anchors, ear



stretching- does it matter if you're in the field or office when it comes to being "dressed for the job"?

Speaking from 20 plus years of experience in the construction industry, I would have to answer this question initially with a yes, however having tattoos or piercings myself has never once held me back in my career. Despite some of the employee handbooks and articles written about dress code in construction, I'd say that expressing oneself through body art has become more acceptable in our industry and is less likely to be seen as a display of incompetence.

I believe that the reason for this is our up and coming generation who have grown up celebrating our differences and learning how to embrace those various types of thinking and expression to yield a more cohesive product/service. As the older generation adapts, I feel like many of these statistics, similar to those cited in the article below, will reverse making this narrow minded way of thinking extinct.

Source: <https://www.salary.com/passages/tattoos-in-the-workplace/3/>

Rowena Dziubla, Owner at WODeration LLC

Photo Credit: Ashley Normore, Director of Construction at JP Gravel Construction

[Learn More...](#)

NAWIC Benefits Spotlight

The Coaching Corner with Michael Riegel: What is Your Mindset?



My conversations with technical professionals often turn to the concept of mindset. In many cases, the perspective they offer – and one that I held for a long time – was around wanting, no, needing to be right. The data must be right. The process must be right. The solution must be right. Being “right” is a very distinct mindset. As you consider your current and future roles, career path, or the differences of opinion that may have gotten in the way of what you want to accomplish, mindset is a significant element even if you are not aware of its impact and power.

[Read More...](#)

Industry Update

SBA withdraws controversial PPP questionnaire

The Small Business Administration has withdrawn its requirement that Paycheck Protection Program borrowers of more than \$2 million complete a loan necessity questionnaire. The SBA notified borrowers last week it would no longer request the questionnaire and that those previously requested are no longer required. The SBA also advised lenders to close open requests in the PPP computer platform and resubmit open loans.

[Learn More...](#)

5 strategies construction firms use to lower their taxes

From depreciation and carrying forward losses to research and development credits, public contractors rely on an array of tactics to help minimize tax bills.

[Learn More...](#)

Senate bill would create apprenticeship college consortium

A bill proposed in the U.S. Senate May 27 would create an "apprenticeship college consortium" and oblige the secretary of labor and secretary of education to enter an interagency agreement to promote apprenticeship. The consortium would consist of postsecondary educational institutions, instruction providers, sponsors, intermediaries and employers. Participants would be required to have agreements on establishing credit transfers with apprenticeship program sponsors; awarding academic credit to apprentices; and supporting electronic transcripts for apprenticeship programs.

[Learn More...](#)

Calendar

15

Jul 2021

Membership & Marketing Webinar: Cultivating Sponsorships[Learn More...](#)**21**

Jul 2021

The NAWIC National Board of Directors Monthly Meeting[Learn More...](#)**21**

Jul 2021

NAWIC- Women Business Owner Industry Council Webinar[Learn More...](#)**23**

Jul 2021

Industry Council Committee - Tradeswomen Webinar[Learn More...](#)**23**

Jul 2021

Technology Industry Council Webinar[Learn More...](#)**24**

Jul 2021

Chapter Leadership Training Webinar[Learn More...](#)

24

Jul 2021

Wilmington-Cape Fear #390 Chapter Chartering

[Learn More...](#)

29

Jul 2021

NAWIC Town Hall

[Learn More...](#)

31

Jul 2021

Chapter Leadership Training Webinar

[Learn More...](#)

The National Association of Women in Construction

327 S. Adams St. - Fort Worth, TX 76104

817-877-5551 or 800-552-3506

nawic@nawic.org

