



COMMITTEE REPORTS

Women in Construction Week Committee - Janet Killian

WIC Week is fast-approaching. Mark your calendars for March 7-11. It's a wonderful way to celebrate women who work in the construction industry. We have come a long way, but still have a long way to go.

According to Catalyst Research, male-dominated industries employ 25% or fewer women. Male-dominated industries and occupations employ fewer women and are particularly vulnerable to masculine stereotypes that make it even more difficult for women to excel. Senior leadership teams that are dominated by men set the tone for talent management norms where masculine stereotypes can influence promotion and development opportunities. Catalyst Research discovered that talent management systems can be vulnerable to pro-male biases, which results in less diverse employee pools. Women continue to be highly over-represented in clerical, service, and professional occupations, while men tend to be over-represented in craft, operator, and laborer jobs.

Top 10 Most Male-Dominated US Occupations

Occupation	Total Employees	Share of Women Employees
Brickmasons, Blockmasons, & Stonemasons	122,000	.1%
Drywall Installers, Ceiling Tile Installers, & Tapers	129,000	.3%
Mining Machine Operators	65,000	.3%
Bus & Truck Mechanics & Diesel Engine Specialists	316,000	.5%
Electronic Home Entertainment Equipment Installers & Repairers	50,000	.5%
First-Line Supervisors of Fire Fighting & Prevention Workers	64,000	.5%
Tool & Die Makers	56,000	.8%
Heavy Vehicle & Mobile Equipment Service Technicians & Mechanics	194,000	1%
Automotive Service Technicians & Mechanics	867,000	1.2%

Operating Engineers & Other Construction Equipment Operators	348,000	1.3%
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The statistics are a little alarming for me. I believe our chapter needs to visit some schools to speak to girls about the industry. If you're interested, please let me know. Below is a full list of our WIC Week events.

Monday, March 7 - Proclamation Announcement on Facebook and other social media

Tuesday, March 8 - Job site tour at the new Girl Scouts facility with dinner at Stewarts Brewing Company to follow; please bring donations for Ministry of Caring (blankets, pillows, underwear, socks, coats or clothing, large cans of food, coffee, etc.)

Wednesday, March 9 - Wear Red to Work

Thursday, March 10 - We ask that NAWIC members post something on Facebook about what you're doing in the construction industry

Friday, March 11 - Hard Hat Happy Hour at JB Dawson's

Scholarship Committee - Gladys King & Alexis Biggs

At last year's AMEC, Alexis and I attended a session on the National Founder's Scholarship Foundation given by Deb Gregoire, a Trustee. And, I have to agree with Deb's assessment, that this is one of NAWIC's best kept secrets in the construction industry! Alexis and I will give a full presentation to the Chapter Board in April with our recommendation that we participate in presenting our scholarship through the NFSF along with fundraising ideas. In the meantime, I wanted to share a few highlights.

- Our chapter would maintain control - designating the amount and name of the scholarship awarded through NFSF for our chapter.
- NFSF gives us the ability to offer tax-deductible status to all donations as charitable donations.
- NFSF markets the scholarship fund nationally and has awarded over \$4 million in scholarships to date.
- Scholarships offered are between \$500 and \$2,500, with \$1,000 as a recommended minimum given the cost of higher education
- NAWIC members and families, who are not eligible for scholarships from NAWIC chapters under current IRS regulations, can apply for NFSF administered scholarships.
- The Foundation is supported and maintained through income from investments of a trust fund. Income is obtained through voluntary contributions from NAWIC's affiliated chapters, as well as other interested contributors. Trustees for the fund are Judy DeWeese, Deb Gregoire, Cindy Johnson, and Robin Fulton-Meyer.

I encourage you to look at the following websites. The first is from the national website and the next two provide chapter scholarship information. Both the Baltimore and Philadelphia chapters manage their scholarship program through NFSF. I hope you will attend the April board meeting to learn more.

[Website 1](#)

[Website 2](#)

[Website 3](#)

February Member Meeting - Block Kids

Just under 100 students attended the 22nd Annual Block Kids Competition on Saturday, February 6 at Hodgson Vo-Tech High School. With a record amount of judges, the event moved along smoothly and the creativity and enthusiasm from the kids was outstanding. Thank you to all of the volunteers who helped make this event possible!

Next Board Meeting

Tuesday, March 1

5 p.m.

DCA Boardroom

Next Member Event

What: WIC Week (see full list of events in Committee Reports above)

When: March 7-11

Where: Various locations

To RSVP: mail@nawicde.org



Overall Block Kids winner Tomiwa DaSilva is a 6th grader at Shue Medill Middle School. He built a power source that uses water to generate energy. Hoover Dam was his inspiration for the project.



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INDUSTRY NEWS

[The 5 'Problems' With Success That Hold Us Back](#) *The Huffington Post*

[Expect Higher Maximum OSHA Fines This Year](#) *Construction Executive*

[7 Smart Reasons You Should Talk Less and Listen More](#) *Inc.*

CHEERS!

- Member and Director Marla DiSalvo is celebrating 35 years of service with the Delaware Contractors Association.
- Member and Chapter Secretary Laura Massimini is celebrating 3 years of service with Nickle Electrical Companies.
- Member Bethany Meluskey of Oliver Fire Protection & Security will celebrate her birthday on February 26.

WELCOME NEW MEMBERS

Yun Frowine of Eastcon Group LLC and Alisha McCullough of the State of Delaware recently joined our chapter!

INTERESTING FACT

"In 2014, women who worked full time in wage and salary jobs had median usual weekly earnings of \$719, which was 83% of men's median weekly earnings (\$871)," the Bureau of Labor Statistics reported on January 15. "Women's earnings as a percentage of men's varied by occupation. Women's median usual weekly earnings in construction and extraction occupations (\$691) were 91% of the earnings of their male counterparts." That is the highest percentage of men's earnings among 22 occupations.

-- January 27th edition of the Associated General Contractors of America's Data DIGest



NAWIC Chapter #96 | mail@nawicde.org | 302-453-4000 | nawicde.org

See what's happening on Facebook:

