



NATIONAL CENTER FOR WOMEN'S EQUITY IN APPRENTICESHIP AND EMPLOYMENT

Women in the Infrastructure Workforce Initiative

REGIONAL TEAMS

Chicago Women in Trades (CWIT) is leading a new initiative in collaboration with the Women's Bureau of the U.S. Department of Labor to support 11 tradeswomen's organizations from across the country to build capacity at the state and local level to ensure that workforce equity is a basic component of new Bipartisan Infrastructure Law (BIL). The **Women in Infrastructure Workforce Initiative (WIWI)** is bringing together state and local teams led by tradeswomen's organizations in coordination with key partners from public agencies, unions, industry, community-based organizations, and other interested stakeholders to create equity plans for infrastructure projects.

Teams

ILLINOIS

Chicago Women in Trades (CWIT) Founded by tradeswomen in 1981, Chicago Women in Trades exists to improve women's economic equity by increasing their participation in the skilled trades and other high-wage blue-collar occupations traditionally held by men. Throughout its history, the agency has pursued its mission through two complementary strategies, increasing the number of women prepared to compete for and succeed in apprenticeship/NT employment through its direct service programs and improving opportunity for women to enter and retain in these occupations through its technical assistance and advocacy initiatives. www.cwit.org CWIT's **National Center for Women's Equity in Apprenticeship and Employment at Chicago Women in Trades** can provide useful strategies and practical applications to increase the number of women entering and being retained in registered apprenticeship through our online resources, technical assistance and training.

www.womensequitycenter.org

Team Lead: Beth Berendsen, Policy Director (CWIT) bberendsen@cwit.org

Team Members: Margaret Van Dijk-Illinois Department of Transportation (IDOT), Juan Pablo Prieto-Chicago Transit Authority (CTA), Brandy Phillips-(CTA) Dr. Sekile Nzinga-State of Illinois, Anita Morris-Chicago Department of Aviation, Ilana Bowen-Constellation Energy, Jackie Carney-Constellation Energy, Lori Lypson-City of Chicago, Jayne Vellinga-(CWIT), Renee Jones-(CWIT), Lauren Sugerman-(CWIT)

CALIFORNIA

Tradeswomen, Inc. (TWI) Founded in 1979, Tradeswomen, Inc was one of California's first organizations for women in the trades and continues to be one of the most active and effective organizations in the nation focused exclusively on the needs of women in the skilled trades. TWI's mission and goals are to recruit more women into construction and related trades, promote retention of women in the trades, and develop their capacity for leadership and career growth, on the job and in their unions.

<https://tradeswomen.org/>

Team Lead: Meg Vasey, Executive Director (TWI) mvasey@tradeswomen.org

Team Member: Brigid O'Farrell-National Writers Union

KANSAS CITY, MO/KS

Heartland Women in Trades is composed of union tradeswomen offering knowledge and skill which empower each other to become independent, successful tradeswomen through education, mentoring and creating opportunities for women in the trades. <https://www.heartlandwomenintrades.org/>

Team Leads: Kelly McClellen, Secretary-Heartland Women in Trades, IUOE Local 101

kellymcclellen@gmail.com

Emily Snyder, Vice President-Heartland Women in Trades the.emily.jane.snyder@gmail.com

Aliise Martiny, Treasurer-Heartland Women in Trades alise@buildkc.org

Team Members: Shon Lee-IBEW 124, Beth Barton-MO Women in Trades, Diana Wilhold-Construction Forum, Andy Martin-IUOE 101

NEW ORLEANS, LA

NOLA Women in Skilled Trades and Manufacturing Careers (STMCNola) connects women interested in or actively working in skilled trades and manufacturing industries in the Greater New Orleans area to relevant opportunities. <https://www.facebook.com/STMCNola/>

Team Leads: Janelle DeJan, Electrical Instructor- NOTEP Trade School/STMCNola

janelle.dejan@notep.net

Team Members: Ariane Hegewich-Institute for Women's Policy Research, Daphne Barnes-GNO Inc., Andy O'Brien-NABTU Southeast LA Chapter, Sonji White-NAWIC New Orleans #17; VANIR Construction Management, Sarah McLaughlin Porteous-City of New Orleans, Meagan Williams-Mayor's Office of Resilience and Sustainability

MASSACHUSETTS

The North Atlantic States Regional Council of Carpenters (NASRCC) represents over 28,000 carpenters, pile drivers, shop and millmen, and floorcoverers working in Massachusetts, New York, Connecticut, Rhode Island, New Hampshire, Maine and Vermont. NASRCC advocates for all working carpenters to ensure fair wages, benefits, and better working conditions. They also ensure they are supplying signatory contractors with motivated, knowledgeable crews that demonstrate skills, productivity, and a strong work ethic. <https://www.nasrcc.org/>

The Policy Group on Tradeswomen's Issues (PGTI) is a regional collaboration of construction industry stakeholders crushing the barriers to good jobs for women in the construction trades. We offer customized assistance for contractors, apprenticeship programs, enforcement agencies and any other stakeholders who need help in increasing their women apprentices, members, and employees.

<https://policygroupontradeswomen.org/>

Building Pathways is a non-profit organization based in Boston that is dedicated to the recruitment, retention, and advancement of under-represented groups in the union building trades, particularly women, people of color, and young adults. They approach their mission through an integrated supply and demand strategy which seeks to increase the pipeline of diverse workers in the building trades workforce, while ensuring that there are employment and advancement opportunities that lead to life long, family-sustaining careers. <https://buildingpathwaysma.org/>

Team Leads: Elizabeth Skidmore, Business Rep/Organizer; Carpenter-NASRCC and Co-Founder-PGTI eskidmore@nasrcc.org, Mary Vogel, Executive Director-MA Building Pathways mary@buildingpathwaysma.org

Team Members: Nancy Luc-Building Pathways MA, Lisa Clausen-NASRCC, Noel Xavier-NASRCC, Brian Doherty-Boston Building and Construction Trades, Maggie Drouineaud-UMass Building Authority, Michelle Wright-W.T. Rich Construction, Contina Brooks-IUOE Local 98, Maria Storms-Ironworkers Local 7, Renee Dozier-IBEW Local 103, Nancy Houle-Minuteman Technical Institute, Sarah Jimenez-Community Labor United, Jenaya Nelson-Laborers Local 223

NEW YORK

Nontraditional Employment for Women (NEW) was founded in 1978 and prepares, trains, and places women in careers in the skilled construction, utility, and maintenance trades, helping women achieve economic independence and a secure future for themselves and their families. NEW provides a pipeline of qualified workers to the industries that build, move, power, green, and maintain New York. NEW helps women achieve economic independence, focusing on individuals with underrepresented backgrounds including low-income girls, women, transgender, and non-binary individuals entering the building and construction trades in the NYC metropolitan area. <https://www.new-nyc.org/>

Team Lead: Kate Krug, Executive Vice President-NEW kkrug@new-nyc.org

Team Members: Kathleen Culhane-NEW, Katrice Thomas-NEW, Arsdley Sanders-NEW, Erica Holmberg-Laborers Local 27, JFK/LGA Airport Projects/Delta Airlines, Turner Construction, R1R Construction, Lendlease, AECOM Tishman, B&C Trades Council of Greater NY, Con ED, PSEG, Natl Grid

CENTRAL OHIO

Central Ohio Women in the Trades is a non-profit organization founded in 2017 that encourages women's economic and social empowerment and addresses gender bias across skilled trades by promoting pay equity in the construction industry; offering skilled trade workshops and public education to women and girls; and providing mentorship and support to current tradeswomen and those entering an apprenticeship. <https://www.womeninthetrade.com/>

Team Leads: Jill Connor, Executive Director of Operations, IBEW Local 683 Electrician, Chrissy Marsey Executive Director of Programs, IBEW Local 683 Electrician centraolohiowomenintrades@gmail.com

Team Members: Sarah Nisky-Central Ohio Women in Trades, Kelly Harrop- Central Ohio Building Trades Council, Eric Karolak-Action for Children

PHILADELPHIA, PA

Philadelphia Works, Inc. is a non-profit organization that serves employers and connects youth and adult career seekers to employment and training opportunities. As Philadelphia's workforce development hub, **PhilaWorks** lives at the intersection of business, government, and nonprofits, leveraging existing partnerships and forge new collaborations that positively affect all Philadelphians. **Women in Nontraditional Careers (WINC)** is the arm of **PhilaWorks** that steers and supports current and aspiring tradeswomen into advancing their careers in the trades. <https://www.philaworks.org/winc/> Through partnering with CWIT's **National Center for Women's Equity in Apprenticeship and Employment at Chicago Women in Trades**, they are better able to prepare women with employment readiness, training, and connecting them with apprenticeships. www.womensequitycenter.org

Team Lead: Lark Jackson, Program Director, National Center for Women's Equity in Apprenticeship and Employment ljackson@cwit2.org

Team Members: Sue Hoffman-Philadelphia Works, Gwendolyn Gibson-SEPTA

SAN ANTONIO, TEXAS

Texas Women in Trades was founded in 2013 and connects tradeswomen to employers and each other, while educating future generations on construction and remodeling. Through their workshops, charity, events, resources, and consulting services, they focus on the recruitment and retention of young people, minorities, and women to bridge the employment gap in the manufacturing and construction industry.

<https://texaswomenintrades.org/>

Team Lead: Allie Perez, Founder, Director-Texas Women in Trades alliekatzrocks@gmail.com

Team Members: Anita Fernandez-Texas Women in Trades, Joel Morgan-Bexar County, Ron Nirinberg-City of San Antonio

VERMONT

Vermont Works for Women (VWW) mission is to promote economic justice by advancing gender equity and supporting women and youth at every stage of their career journeys. Founded in 1987, VWW engages women, girls, and gender-expansive individuals in hands-on career education and exploration programs to help them overcome barriers, build confidence, and pursue their employment goals. VWW also provides gender equity services for schools and employers to improve educational and workplace cultures for women. <https://www.vtworksforwomen.org/>

Team Lead: Rhoni Basden, Executive Director-VWW RBasden@vtworksforwomen.org, Alison Lamagna, Director of Impact-VWW alamagna@vtworksforwomen.org

Team Members: Lynn Earnest-Pike Industries, Lori Valburn-VT Agency of Transportation, Kendal Smith-Office of Governor Scott, Patricia Moulton-VT State Colleges, Cary Brown-VT Commission on Women, Tom Longstreth-Resource Vermont, Jae Brasiliere-VT State Colleges, Jayna Morse-VT Agency of Natural Resources, Kim Hokansen-Carpenters Union, Aly Richards-Lets Grow Kids, Stackia Maloney-Pike Industries, Joe Flynn-VT Agency of Transportation, Ann Gammel-VT Agency of Transportation

WEST VIRGINIA

West Virginia Women Work (WVWW) supports and advocates for education, employment, and economic equity for all women. For over 20 years the organization has strived to help women in West Virginia earn a living wage through a comprehensive program of recruitment, training, referrals, placements, networking, advocacy, retention activities, and public workshops. The primary focus of the organization's activities has been to help women explore, train, and secure employment in nontraditional occupations, especially the skilled trades. WVWW also assists employers that struggle to meet employment goals and creates a partnership network across the state that includes WorkForce WV, Adult Learning Centers, Registered Apprenticeship Programs, and private employers.

<https://westvirginiawomenwork.org/>

Team Lead: Carol Philips, Executive Director- WVWW cphilips@wvwomenwork.org

Team Members: Heather Shockney-WVWW, Tracey Kenney-WV Region VI Workforce Development Board, April Pierson-HRDF (AFL-CIO), Jessica Raines-Triton Construction