

Season's Greetings & Happy Holidays

CAWIC 2021-2022 Board of Directors

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Trudy Case

Industry Relations Director

President's Message

To our valued members and CAWIC supporters, it's exciting to have our Newsletter back in action with the help of the board and some new talented CAWIC volunteers. We are operating in our 16th year, and I can't believe how fast time has flown. Looking back over the years we are fortunate to have a large group of women working together to ensure CAWIC thrives for years to come.

I came to know of CAWIC back in 2010, through colleagues on a previous jobsite I was working on, industry events I have been a part of, and new professional relations with members of CAWIC. The energy and passion to promote and advance women in construction was very strong, and drew me in to get more involved on a personal level than ever imagined.

I was elected to the board in 2017 with a vision of national growth and chapter expansion, and as I am still on the board today, it has finally come to light. Donating personal time is a gift back to the industry and makes career life balance really meaningful. I can truly say that my volunteer contribution of hands on time involvement along with my fellow Board of Directors at CAWIC, we are fostering and nurturing not only supporting work culture for ourselves, but with every member that is part of CAWIC. I can speak on behalf of the team. We have all made solid industry relationships, developed strong team leadership skills, as well as expanding our own, and CAWIC's connections and resources.

It is so nice that I am able to continue my role while on maternity leave, and I look forward to what is being planned in 2022 and beyond!

Stay Tuned!

Yours Truly,
Luana Buratynski
CAWIC President

Welcome

To a very special issue of CAWIC Connects, the Then & Now Issue where we celebrate the history and future of CAWIC.

Included in this issue, we have a timeline of the history of CAWIC, messages from founding members, committee updates, as well as images from CAWIC's past.

Enjoy!

CAWIC Newsletter
1st Issue
Fall 2005



CAWIC - NEWSLETTER
Canadian Association of Women in Construction
Fall 2005 www.nawictoronto.ca

ANNOUNCEMENT:
As of October 13, 2005 NAWIC Chapter 295 has officially become a Canadian organization and has changed its name to CANADIAN ASSOCIATION OF WOMEN IN CONSTRUCTION or CAWIC for short.

Members of our Reorganization Committee have worked hard for several months to lead us through the process of distancing ourselves from NAWIC, our American parent organization for the past 23 years. However, recognizing that our group will be more effective carrying out our mandate to enhance the success of women in the Canadian construction industry, NAWIC has graciously given us their support and is encouraging us to become an international affiliate of NAWIC.

The first public announcements of our new status have been made at the VIP Gala on October 23rd which was the last event held under the banner of NAWIC Toronto. This festive occasion, held on the 53rd floor of the TD Bank Tower at the Toronto Dominion Centre, was attended by more than 100 participants and sponsored by many industry supporters. The program included a cocktail reception, a gourmet dinner and a presentation by guest speaker Elaine Cecconi of Cecconi Simone Inc. A bursary was awarded to a George Brown College Student and a raffle draw concluded the evening.

The following excerpts from the closing remarks by our President, Angela Wilson, best describe the reasons for the change in name and purpose and our goals for the future:

... We, the Toronto Chapter of NAWIC are a small group of professional women dedicated to the success of women in the construction industry. I would like to talk a little about the direction of our organization. Before I do that, we need to recognize where we came from. Our roots, as to speak, here in our audience tonight are a group of women who volunteered their time to help shape this chapter. Our Past Presidents: Elizabeth Johnson, 1981-1983; Doris McKeogh, 1989-1991 and 2001-2002; Dawn Tette, 1991-1992; and Margaret Norman, 2002-2004. These ladies, their vision, determination and inspiration have kept us true to our core purpose and values. The success of women in construction and to believe, persevere, dare. To you we are all thankful.

Over the years, this chapter has struggled with its identity. NAWIC is a national association with its head quarters in Texas. And we, being the only Canadian chapter felt that although there were issues that face women in construction on a national level, when it came to local issues and educational programs that were relevant to Canadian women - we were isolated.

We, the members of Toronto Chapter 295 and its board of directors have voted to form a new organization that we feel will better serve the women in this industry here in Canada. The name of our new association is CAWIC - CANADIAN ASSOCIATION OF WOMEN IN CONSTRUCTION. We will continue to have ties with NAWIC as an international affiliate. NAWIC has understood our concerns and fully supports our new direction. To show their support they have extended all NAWIC Toronto Chapter memberships for one additional year.

Core Purpose: To enhance the success of women in the construction industry

Then & Now

CAWIC Memories

Angela Wilson | Founding Member

We just had our successful inaugural event, and already we were on our way to more member sign ups than we ever had! But, now we knew that we had to get down to work to build that foundation.

We needed a place to meet that was easy for the new Board to get to; as some were in the downtown core and as some need the ability to take the train. Catya made it an easy fit as she worked downtown Toronto in one of the TD Towers... The date was early 2005, we were all there but there really was no room booked for us... what to do... Catya had an idea, let's go to a vacant unit where we could work and we will have the place to ourselves!

What a sight, everyone there; sitting around an easel (we found somewhere) and paper to work with.

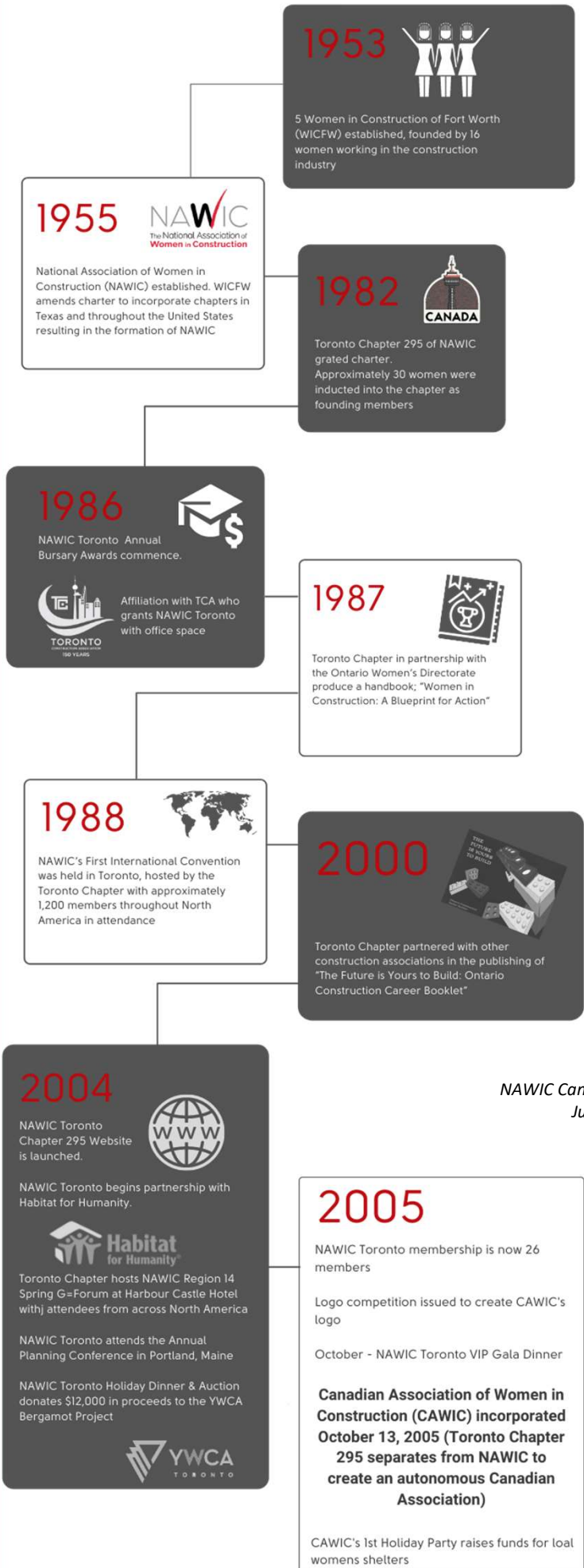
We hashed out - who we are and what we stood for; our motto:

Leadership, Mentorship, Membership, and Partnership

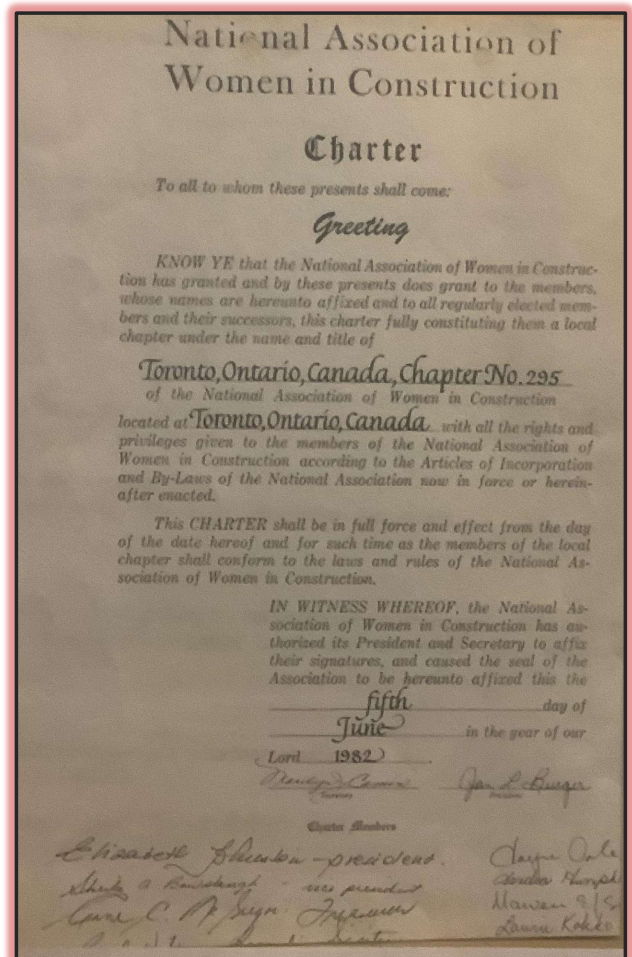
That moment in time, and our many hours together, not realizing that we were making history that day.

CAWIC was born and the beginnings of a strong foundation was being built, piece by piece. Looking back, I will never forget those ladies and their time and energy!!

Thanks for the memory



NAWIC Canada Charter June 5th, 1982



CAWIC - A History continued...

2006

CAWIC Membership grows to 89 members in its first year

CAWIC Logo competition awarded and logo is unveiled



April - CAWIC's Official Launch & cocktail reception in Toronto with 241 supporters in attendance

September - Founding members Angela Wilson & Catya Covassin attend NAWIC's 51st Annual National Convention in Kansas Missouri to sign the International Affiliate Agreement with NAWIC

October - CAWIC's 1st Annual Golf Day is held at Kleinburg Golf Club



October - publication of CAWIC's 1st Newsletter

December - The CAWIC Annual Holiday Charity Auction Dinner & Networking Social was held in Toronto with proceeds supporting Red Door Shelter & Jessie's Place



First CAWIC Bursary Awards presented to three students.

CAWIC Bylaw No. 01 enacted December 26th.



Daily Commercial News Article
Volume 04, No. 03
September/October 1982
** Available on CAWIC website

2007

February - ORBA (Ontario Road Builders Association) partners with CAWIC and donates office, meeting, and storage space



March - The first CAWIC Annual General Meeting and election of a Board of 7 Directors was held. Amendment No. 1 to Bylaw No. 01 is passed



June - The first CAWIC Annual VIP Gala Dinner was held at the Albany Club with special guest Mayor Hazel McCallum

November - First CAWIC Board of Directors Retreat is held at Deerhurst Inn



December - CAWIC Annual Holiday Dinner & Charity Auction was held in Toronto, with proceeds supporting Rosalie Hall & Habitat for Humanity

2008



CAWIC support Habitat for Humanity's inaugural launch of Women Build Affiliation with OCCCI (Ontario Civil Construction Careers Institute)



CAWIC publishes Media Kit Booklet



CAWIC Logo lapel pin is created to honour new & long time members (5 & 10 years)

April - The first CAWIC Annual Planning Conference was held at the Valhalla Inn, Toronto



July - CAWIC website is launched

November - CAWIC invited to attend NAWIC Region 14 Annual Planning Conference

Board of Directors retreat held at Hockley Valley

CAWIC Memories

Catya Covassin | Founding Member

I was first introduced to NAWIC, Toronto two decades ago. I really didn't know what to expect, but as I attended meetings and become more involved, it became clear that this was an organization of trailblazers paving the road for future generations. As a group, we felt the need to share it by getting the word out and developing it to be industry recognized.

As Founding CAWIC Board of Director, we overcame many challenges to bring this organization to where it is today - revenue was always limited.

I recall suggesting a golf event is what we needed to increase funds. I'm not sure what I was thinking, because I then agreed to take it on, having never organized a golf event or having any clue as to what was involved!

While being actively engaged in CAWIC, it is not the hard work that I remember, but the success stories, the positive relationships and the unilateral support/passion and contribution of the ladies involved.

I am excited to see CAWIC continue to grow, prosper, and support all women in construction. What's most impressive to me, is that the Founding NAWIC President (1982), Elizabeth Johnston and Founding CAWIC President (2005), Angela Wilson, (along with other Founders) remain active members! There are few organizations that can bolster that claim.

My best CAWIC adventures all involve gut-wrenching laughter, that have left me in tears from laughing so much! If I had to pick a favourite experience, it would be the trip to Kansas City to sign the NAWIC International Affiliate Agreement with Angela, from believing it was in Kansas but landing in Missouri, to taking NAWIC ladies illegally sight-seeing on rooftop skyscrapers and ultimately embracing the transit system in a way that not many ever have - will remain an adventure that will go down in history!

2009

Amendment No. 02 to Bylaw No. 01 is passed

Personally, CAWIC started out an organization to be part of, but it evolved into a close-knit community with lifelong friendships! I strongly encourage all women to actively participate in CAWIC and its Committees to map out their own rewarding experiences!

CAWIC - A History continued...

Then & Now

CAWIC Memories Mira Fabian | Founding Member

Twenty years ago; I was invited to attend a meeting of the Toronto Chapter of the NAWIC. At that time, I worked for Cadillac Fairview coordinating tenant and landlord projects at the Toronto Eaton Centre. I joined NAWIC and found both soft and hard rewards from my participation. I met like-minded women in Canadian construction and made valuable social and business connections, but the U.S. based NAWIC didn't provide the Canadian connections and Canadian content that many of us felt was important.

With the support of NAWIC several of us worked to establish the CAWIC. While I'm now retired, I have maintained a presence in CAWIC. I served on the Board, as president for one term, and have been active in the work of several committees (Bursary, Newsletter, Membership, Programming, Special Events, and Website). The rewards of these volunteer activities have been many, and over the years membership in CAWIC has grown from the "founding 30" members to a much larger and healthy mix of individual and corporate memberships.

Then COVID struck. I miss the face-to-face meetings of the early CAWIC days, but there have been benefits from going online. CAWIC is now reaching out to women in construction across Canada with the plan to form chapters across Canada, making CAWIC a truly Canadian association of women in the construction industry. Online, I've met women in construction from all over in Canada which is a "good thing", as we learn to cope with the pandemic, I look forward to face-to-face meetings in Toronto, and across Canada.

CAWIC never marched in protest demanding justice for women in Canadian construction, but CAWIC is a welcoming place for women in construction. CAWIC is doing its part to ensure that women will receive the rewards and recognition that we deserve.

2010

March - Second Strategic Planning Conference held at the Verity Club in Toronto with Context Management Consulting Inc. to facilitate

September - In celebration of the 100th International Women's Day; CAWIC partners with Canadian Women's Foundation & RONA Inc. Affiliation with BILD (Building Industry and Land Development Association)



November - Gala Celebration of CAWIC's 5th Anniversary - "From Steel Toes to Stilettoes" at Bata Shoe Museum Toronto

2011

CAWIC Member Benefits are negotiated



April - Amendment No. 03 to Bylaw No. 01 is passed at the Annual General Meeting

April - Annual Planning Conference (APC)

October - CAWIC Online Career Centre is launched for members

November - CAWIC Social Media Campaign is launched. Social pages are linked to cawic.ca



December - CAWIC Annual Holiday Dinner & Charity Auction is held at FoodShare with proceeds supporting FoodShare

2012

CAWIC Swag is created, t-shirts, hard hats, tool bags, hammers, tape measures, etc. go up for sale on CAWIC.ca



CAWIC Poster program publishes CAWIC Brochure and distributes CAWIC posters to schools, associations, and partner organizations



October - CAWIC hosts their first fashion show

December - CAWIC partners with the Canadian Armed Forces Campaign "Helmets to Hardhats" and donates to the charity



2013

January - The CAWIC logo (including the women in the hard) is trademarked



VIP Gala at ArtScape, Daniel's Spectrum, with keynote speaker Kathleen Wynn

ARTSCAPE

CAWIC raises over \$60,000 in three years for Habitat for Humanity's Women Build while actively helping to build homes



2014

CAWIC receives federal funding for a 3 year project to follow 60 women across Canada in the construction industry, Project Name: Level Best



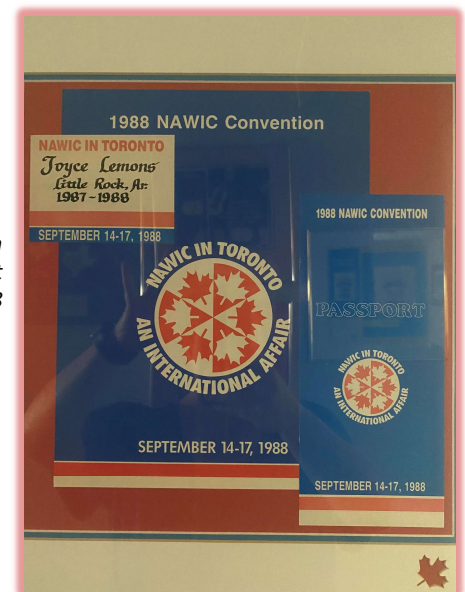
Amendment No. 04 to Bylaw No. 01 is passed at the Annual General Meeting

2015

Celebration of CAWIC's 10th Anniversary, "Fire & Ice Gala" held in Vaughan with keynote speaker Michael Atkinson, President, CCA



1988 NAWIC Convention Program & Passport
September 14-17, 1988



CAWIC - A History continued...

Then & Now

Leadership

Membership

Mentorship

Partnership

2017

"Level Best" project report is published



2018

CAWIC introduces "Women Leadership" series with facilitator Renata Kuprinskiene



CAWIC Memories

Dunya Lackovic | Founding Member

For many years I was frustrated with the "only and/or first female" in my construction related positions, i.e., first female member of the Association of Architectural Technologists of Ontario (1972); the only woman in Construction Management program at UofT, Civil Engineering (1982); and then, the only female project manager with the Ontario Realty Corporation at the provincial government. (There I met Doris McKeogh, a long-time member of NAWIC).

With all those "first and/or only" came problems such as:

- my professional abilities regarded with suspicion,
- constantly having to prove that I'm as good as they are,
- had no female colleagues to share your thoughts and ideas with

Since then, women have made huge progress in the construction industry but still, there is a lot to be done.


I don't remember what year exactly I joined NAWIC - Northeastern Chapter must have been late 1980s. Doris invited me to one of NAWIC chapter's meeting and that was the beginning of my association with these strong and determined women who are organized to support and encourage younger women in their pursuit of careers in construction, foster their representation in this industry and nurture their networking throughout.

Soon it became clear that we needed a Canadian association, our own. There were bylaws to be set up, manuals and policies developed, strategic plans developed for the future, membership drives, programs designed, etc. CAWIC incorporated in 2005 and we are immensely proud of this achievement. That year we celebrated the occasion with a grand party.

I'm especially proud of our Bursary Awards Program which I hope will continue to grow and provide assistance to young women in their building/construction related studies.

2019

CAWIC introduces new website, with Membership Works as the hosting service



2020

CAWIC successfully pivots during COVID and increases membership by establishing virtual events



2021

March - CAWIC facilitates online Strategic Planning Session, Annual Planning Conference with Renata Kuprinskiene with current & former Board members and committee members

June - First Annual General Meeting that incorporates online voting for members

June - Amendment No. 05 to Bylaw No. 01 is passed

June - Former Mayor Hazel McCallum speaks at CAWIC's 15th Year Anniversary Celebration & CAWIC Inducts the Founding Directors as lifetime members



2022

CAWIC unveils new inclusive logo

CAWIC brings back the newsletter (quarterly)

...



CAWIC Memories

Anna Maria Basile | Founding Member

I'm so humbled to share my story of how CAWIC has been part of my construction professional network for the last 20 years.

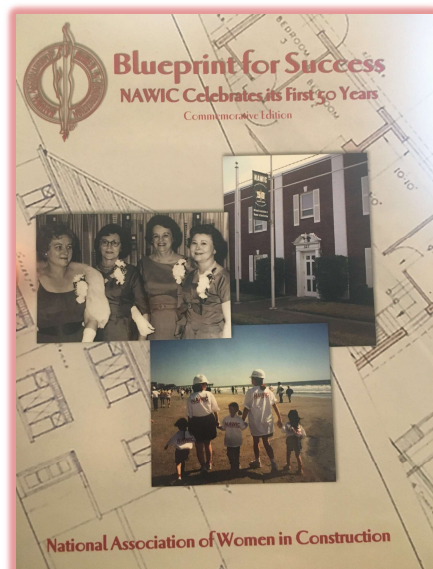
I was a young professional who made the decision to leave the engineering consulting business back in 1999 to take on a new construction position at a Dufferin Construction Company. It was through my employment with Dufferin where I was introduced to NAWIC to the Canadian, Toronto Chapter.

When I entered the construction business in the late 90's, early 2000's there still were not that many women working in construction related careers, however I was fortunate at the time to have met Angela Wilson, the Founding President of CAWIC who worked in my department. We developed a connection and through conversation she asked me if I wanted to attend a construction women's networking event. This is where my journey with NAWIC and CAWIC began.

I served on the NAWIC board for three years before becoming a founding board member of CAWIC. My experience with both associations has provided me with the opportunity to meet some wonderful people who share both my personal and professional values. What's that term "Great Minds Think Alike" well this is what my experience of working on both boards felt like.

I was drawn to NAWIC and CAWIC, because of the opportunities these associations offer women of all ages. I especially loved educational programs the association offered in schools to help educate young women about construction careers. The networking events were always something I looked forward to attending. It's amazing to network with so many women and hear about their successes and listen to their advice on career development in an industry that still today is a male dominated. NAWIC and CAWIC offered me my first experience in serving on an industry board, which was a valued experience that I gained early on in my career. I look forward to continuing my journey as a member of CAWIC and being part of a growing network of women in the construction industry.

*Blueprint for Success
NAWIC Celebrates
it's First 50 Years
Commemorative Edition Cover*



Then & Now



NAWIC's First International
Convention Poster | Toronto
1988

Mentorship Committee Review **Katherine Thornton, Director**

I am proud to announce that CAWIC commenced a new mentorship program. The program aims to connect women in construction to create opportunities for meaningful mentorship, guidance, support, and growth.

The mentorship program requires a 6 month commitment from mentors and mentees. Mentors and Mentees are matched and arrange mentorship sessions virtually, or in-person where it is safe to do so and agreed-upon by the mentor and mentee. Only CAWIC members can participate in the mentorship program, at no additional cost. Mentors are CAWIC members with at least five (5) years of experience in construction. Mentors and Mentees who want to continue on with the program are re-matched every 6 months.

The first group of mentors and mentees were matched on October 3, 2021. Thank you to all mentors and mentees who are participating in the program.

Treasurer Message

CAWIC entered its 15th year of operations in 2020, which became a significant year for the organization in many ways. With the impacts of the global pandemic, CAWIC had to quickly pivot its operations with a focus on conservative cost management to ensure sustainability. We worked with the different committees and executive team to identify areas to scale back expenses, without impacting the core value to our members. As a result, we were able to effectively reduce operating expenses to a viable baseline. At the same time, we were able to pivot to a virtual event strategy that effectively allowed CAWIC to continue to bring in revenue, engage members across the country, and recruit new membership.

CAWIC's prudent approach to financial management has allowed us to take a more of a growth mindset in 2021, where we have successfully been able to grow revenue sources, increase corporate sponsorship, and continue to see a steady increase to our membership. With the increase in revenues and continued effective cost management, CAWIC is looking forward to using funds to continue to support its organizational goals, its members, and further women in construction.

The last couple of years have seen some challenging times, however CAWIC has been able to effectively respond to changes, meet all fiscal requirements, and increase revenue. As we look forward with more hope, CAWIC is committed to continuing to apply sound governance and effective use of funds to enable women in our industry.

Yours Truly,
Munjyot Jaswal
CAWIC Treasurer

CAWIC Founding Board Members

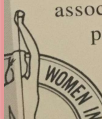
Angela Wilson
President,
Dunya Lackovic
Vice President,
Nathalie Alloul
Secretary,
Catherine Chant
Treasurer,
Anna Basile
Director,
Catya Covassin
Director,
Mira Fabian
Director,
Elizabeth Johnston
Director,
Colleen Sheridan
Director,
Doris McKeogh
Director (deceased)
Lynne Schoales
Director (deceased)

Then & Now

Toronto, Ontario, Canada
Chapter #295, Region 14
Charter Date: June 5, 1982



The Toronto Chapter was chartered in 1982. In 1987, the Toronto Chapter, in partnership with the Ontario Women's directorate, produced "Women into Construction: A Blueprint for Action." The chapter hosted NAWIC's First International Convention in 1988, with approximately 1,200 members throughout North America in attendance. The Toronto Chapter hosted Regional Forums in 1995 and 2004. In 2000, in conjunction with other construction associations in Ontario, the chapter participated in the publishing of "The Future is Yours To Build: Ontario Construction Career Booklet." Community outreach includes an annual fund raiser for women's shelters and food banks.



*Blueprint for Success NAWIC Celebrates it's First 50 Years
"Toronto Chapter No. 295 | Region 14"*

Programming Committee Review Christina Kontogeorgopoulos, Director

The newly formed Programming Committee has been busy over the past months brainstorming and putting together a variety of events for our valued members. Highlights of what we've accomplished in Q4 of 2021 are noted below:

- CAWIC hosted their first virtual and in-person tool demo with Milwaukee Tool on September 7th, 2021, where attendees learned more about the technology behind their power tools, functionality and were introduced to their most popular hand tools.
- From September to October 2021 CAWIC partnered with FENAK to host a Construction Project Management 101 course which has been a huge success with 24 registrants! Registrants learn at their own pace and after having successfully completed the course, a CAWIC certificate of completion is provided. Courses are open to both CAWIC members and non-members. We are planning to continue our partnership with FENAK and will be hosting a few more continuing education courses in 2022.
- On November 17th, 2021, we held a virtual lunch and learn webinar featuring CAWIC Gold Sponsor Cortech Safety Solutions where they discussed COR changes from 2015 to 2020. Attendees were also given some valuable tips on how to adequately prepare for the upcoming changes.
- On Dec. 9th and 10th, 2021 CAWIC collaborated with Ambition Theory and Toronto Construction Association to conduct a two-day Gold Seal accredited seminar on Leadership Foundations for Women in Construction. A total of 26 registrants attended to learn more about the behavioral side of leadership, focusing on social and emotional intelligence, influence, and relationship building.

What's Next?

We're happy to announce our first site tour since 2020 will be held in January 2022 and is hosted by CAWIC Gold Sponsor Urbacon Limited! Other events currently in progress are a wine tasting event, holistic nutrition webinar and additional site tours to name a few. Stay tuned for more details!

Special Events Committee Review**Kristina Slonova, Director**

In March 2020, the CAWIC Special Events & Programming Committee quickly realized that we had to adapt to the pandemic. Prior to COVID, all events from educational to networking/special events were held in person. We really had to pivot quickly to ensure that we remained visible and engaged with our members by offering unique events that would appeal to our members.

Our first virtual event was held on June 17th, 2020, a webinar held by Kim MacDonald of 13 Factors called “Leading Change: Nudging, Motivation and YOU!” Kim was wonderful at helping us navigate through Zoom, and it was a success.

Throughout the next year and a half, CAWIC held multiple virtual events including:

- Construction Resiliency: COVID-19 Impacts to
- Supply Chain Burnout Prevention: Beyond Self Care
- Leader as a Coach Masterclass
- Virtual Paint Night
- Wealth Planning for Women
- Cocktails with CAWIC Networking Night
- Virtual Yoga Night’s
- Various Western Canada Virtual Networking Events
- Introduction to Contract Surety Bonds
- The “New” Construction Act: Lessons Learned and Questions Unanswered
- Virtual HIIT Workout
- Experience-Based Resume Building Workshop
- St Patrick’s Day Virtual Networking Night
- Career Management Strategy Workshop
- Managing Stress Through Holistic Nutrition
- Mother’s Day Panel Discussion
- Jumpstart to Clean Eating Webinar
- Starting Your Women-Led Construction/Trades Business

We were hoping to hold our Spring Social in person... but due to the extended lock downs, had to hold it virtually. Our guest speaker was Hazel McCallion, the former long term Mayor of Mississauga, who joined virtually from home. Hazel turned 100 this year February and, her virtual speech was inspiring, funny and well received by members. We also announced this years bursary recipients, had virtual networking opportunities (Hazel joined in too) raffle prizes, and we were also able to recognize our Founding Members with lifetime membership and more!

We realized that networking and engagement are still so extremely important to our members, so we had to be creative to how we could recreate this in a virtual setting – break out rooms, trivia, and raffles helped draw a crowd. We also really utilized our social media networks and sent out our regular email blasts to keep everyone in the loop on registration deadlines.

Entering Quarter 4 of 2021, the board decided to split up Special Events & Programming Committees into two separate committees, with myself leading Special Events and Christina Kontogeorgopoulos leading the Programming Committee. Our focus has been on building up volunteers and both Committees have a strong group of women working with us on each team/

For **Special Events**, we are now working on planning and organizing the 2022 Winter Social, which we are hoping to hold in person (keep your fingers crossed). This should take place in February 2022. Details including venue and theme will be finalized soon!

After the success of this year’s golf tournaments, Special Events will again host two golf days in 2022: Spring and Fall. We received great feedback from attendees, and we’ are excited to see our CAWIC members and supporters come out to these events again. Thank you all for your support!

Membership & Sponsorship Committee Update

Tania Skapura, Director

When it comes to not-for-profit associations such as CAWiC, Membership & Sponsorship are driving factors of success. When a global crisis was declared in March of 2020, our Committee knew we needed to find a way to stay resilient. Keeping our members and sponsors satisfied was a priority, despite the challenges that we were facing. We knew that in lieu of public event sponsorship opportunities, and in person membership gatherings, we needed to come together as an association to innovate our offerings quickly.

Together with the Special Events and Marketing Committees, we began the planning of virtual events. We allowed corporate sponsorships on these, and were able to have guest speakers. Our team placed focus on the engagement of members and sponsors, planning and executing initiatives such as a Virtual Member Welcome Event & improving the quality of communication going out to new members. We ran many successful events such as Virtual Yoga, Virtual Paint Night, and even a Virtual Cocktail party! We continued to reassure our members that we were here to stay and would do what it takes to be there for them when we were all feeling more isolated than ever. Given our efforts, Individual memberships, and corporate sponsorships had an increase of almost 150 members over the course of the last year! We have also been developing new membership benefits (including discounted golf lessons) that we look forward to announcing in the new year. Should you have an inquiry about a corporate membership or are interested in sponsoring the Canadian Association of Women in Construction. Please contact us at membership@cawic.ca and/or sponsorship@cawic.ca.

Chapters Committee Review

Lisa Laronde, Director

CAWiC's mission is to facilitate the success of women in the Canadian Construction Industry by uniting our voices, knowledge, and resources, what better way to demonstrate this than to expand across Canada. The Chapters Committee is CAWiC's newest committee, with the goal to be recognized as a national association with chapters in all provinces and territories. Kristin Hallberg, Chapters Committee Chair, has commenced the process for the first CAWiC chapter in Western Canada. The Western Canada Chapter will become CAWiC's first official chapter in 2022.

CAWiC has recently approved an affiliation agreement with the National Association of Women in Construction (NAWiC), allowing CAWiC the opportunity to not only gain access to programs, publications, and information; but also, to share our expertise and experience in the industry. Lisa Laronde, the Director of the Chapter Committee will continue to work with other associations to partner with to continue to promote understanding and awareness of the valuable contributions of women in the construction industry.

Community Outreach Committee Review

Leah Traviss, Director

The CAWiC Community Outreach Committee has just completed a Holiday Shoebox drive in support of The Shoebox Project for Women. CAWiC collected over 80 shoe box sized boxes decorated and filled with necessities such as gift cards, full-sized soaps/shampoos, toiletries, cosmetics, socks and winter accessories. Through this Shoebox Project for Women, these gifts will be delivered to local shelters and community support agencies to help put a smile on the face of women who are homeless or at-risk of homelessness this holiday season.

We have some other great exciting initiatives and volunteering opportunities coming for 2022 including partnership with Habitat for Humanity and Build a Dream. Stay tuned!

Then & Now

Marketing Committee Review

Acacia Ashick, Director

The year 2022 is looking very bright for CAWiC in many ways, however we are especially excited to have expanded our Marketing Committee this year meaning more content and exciting brand updates are coming your way!

CAWiC's Marketing Committee consisting of Marketing Committee Chair: Kaily Corby, CAWiC Vice President & Marketing Director Acacia Ashick and Marketing Committee Members: Tegiola Xhemalaj, Vee Vitozzi and Annie Corby have worked very hard to create a One Year Marketing Action Plan for CAWiC. This plan includes the introduction of Monthly Member Highlights on CAWiC social media platforms, establishing Brand Guidelines, CAWiC Blog creation and issuance and a logo update refresh, to name a few. Monthly Member Highlights will include showcasing Members of CAWiC on our platforms through a short biography and headshot; Brand Guidelines will unify and standardize the way marketing material is curated and designed improving the overall aesthetic. CAWiC Marketing will be working closely with CAWiC Communications Committee in introducing a women in construction blog where we will highlight fun and exciting construction related topics. The logo refresh is a long overdue initiative, to create a logo that is modern but most importantly a logo that is inclusive to all.

With CAWiC's ever-growing Membership doubling in the past year alone, CAWiC sees Marketing as fundamental is explaining, introducing and promoting the message of supporting #WomenInConstruction from social media, to event posters and brand endorsement, to empower women in the industry. CAWiC's Marketing Committee aims to be a voice and facet of communication that will unite and continue to evolve the construction industry. What an exciting year ahead!

What a year!! We are excited to be coming into the right direction as this year ends. The industry relations committee has been busy working together to increase our associations presence across Ontario. We will be working diligently to partner with other related associations to bring additional awareness and knowledge to them about our association and what we can offer. We have been reaching out to companies that can provide us incentives/benefits that we can extend to the members of our association.

Our goal for this committee is to reach as many companies as possible so we can partner with them to assist in creating more knowledge and relationships for women in the construction industry.

The industry relations committee consists of three members. Chair Jennifer McCoy, CAWIC Board Member Trudy Case and committee member Erin Pollard. We are excited to see what the future has in store for CAWIC and its members.



Bursary Committee Review
Munjyot Jaswal, Director

The Bursary Committee is excited to share a few new updates with our members. 2021 has been a year of growth and the Bursary Committee is happy to announce as part of that growth Cooper Equipment Rentals (current CAWIC Silver Sponsor) has generously come on board to sponsor a portion of the 2022 CAWIC bursaries! Keep an eye out for further updates as we work with the great team at Cooper Equipment Rentals to support students who identify as women in construction related fields.

We would also like to thank Mira Fabian, a Founding Board member, who has been part of the Bursary Committee for over 15 years, both as a participant and Chair for her years of support and work with the Bursary Committee. Mira has been instrumental in the Bursary Committee over the years and a strong supporter of education for women in construction. She has decided to take a step back from the Committee this year, but we will certainly miss her!

Lastly, we would like to announce our official 2021 CAWIC Bursary Recipients. Congratulations to all our recipients, we have no doubt they will be part of shaping the future of our industry!

Jade Branker, 2021 CAWIC Bursary Recipient

Imandra Mudalige, 2021 CAWIC Bursary Recipient

Emily Shibata, 2021 CAWIC Bursary Recipient

Jessica Colbridge, 2021 Bursary Recipient

Helen Doucher, 2021 CAWIC Trade Bursary Recipient

Stephanie DeFilippis, 2021 CAWIC Founders Bursary

Communications Committee Review
Laura Krische, Director

The Communications Committee was created this year, focused on internal communications, the CAWIC.ca website, and the return of the newsletter.

Upcoming, the return of the CAWIC newsletter, published quarterly. The first issue of 2022 will include a newsletter naming contest. We will also feature our members, share bursary award winner submissions, committee updates, and other interesting industry news. We are looking for content from across Canada, and welcome content from CAWIC members. If you have ideas for newsletter content, or contributions – please contact Stephanie Garraway (Committee Chair) at news@cawic.ca and/or newsletter@cawic.ca

The Resources area of the CAWIC website is currently “under construction” as we are improving content, current, and applicable information for the construction industry in Canada.

Also upcoming in 2022 we will be sending out a CAWIC survey, This will be an opportunity to share what you like/don't like, what you want/don't want from CAWIC, upcoming programming, newsletter content and much more. Please keep an eye out in your email and across social media.

We hope you enjoyed this throwback/update return issue and look forward to seeing you in 2022!

If you would like to volunteer with CAWIC, please fill out our [Volunteer Sign Up Form](#)