



# 2023 Crystal Vision Awards for Excellence

**Awards Entry Handbook**



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# WELCOME TO THE ANNUAL 2023 CRYSTAL VISION AWARDS FOR EXCELLENCE



## Our Role

The National Association of Women in Construction (NAWIC) is an Australian, not-for-profit organisation formed in 1995.

NAWIC is led by a team of passionate volunteers who all strive to help champion and empower women in the construction and related industries to reach their full potential. With Chapters in every state and territory, we are also part of a global network of NAWIC organisations, including those in the United States, New Zealand and Canada.

NAWIC provides a forum for its members to meet and exchange information, ideas and solutions. We also offer our members an opportunity to expand personal and business networks, maintain awareness of industry developments, improve skills and knowledge and make a contribution to other women in the construction industry.

## Our Vision

An equitable construction industry where women fully participate.

## Our Mission

To drive changes that will aid in the increased recruitment, retention and further vocational development of women within all facets of the construction industry.

## Our Core Policy

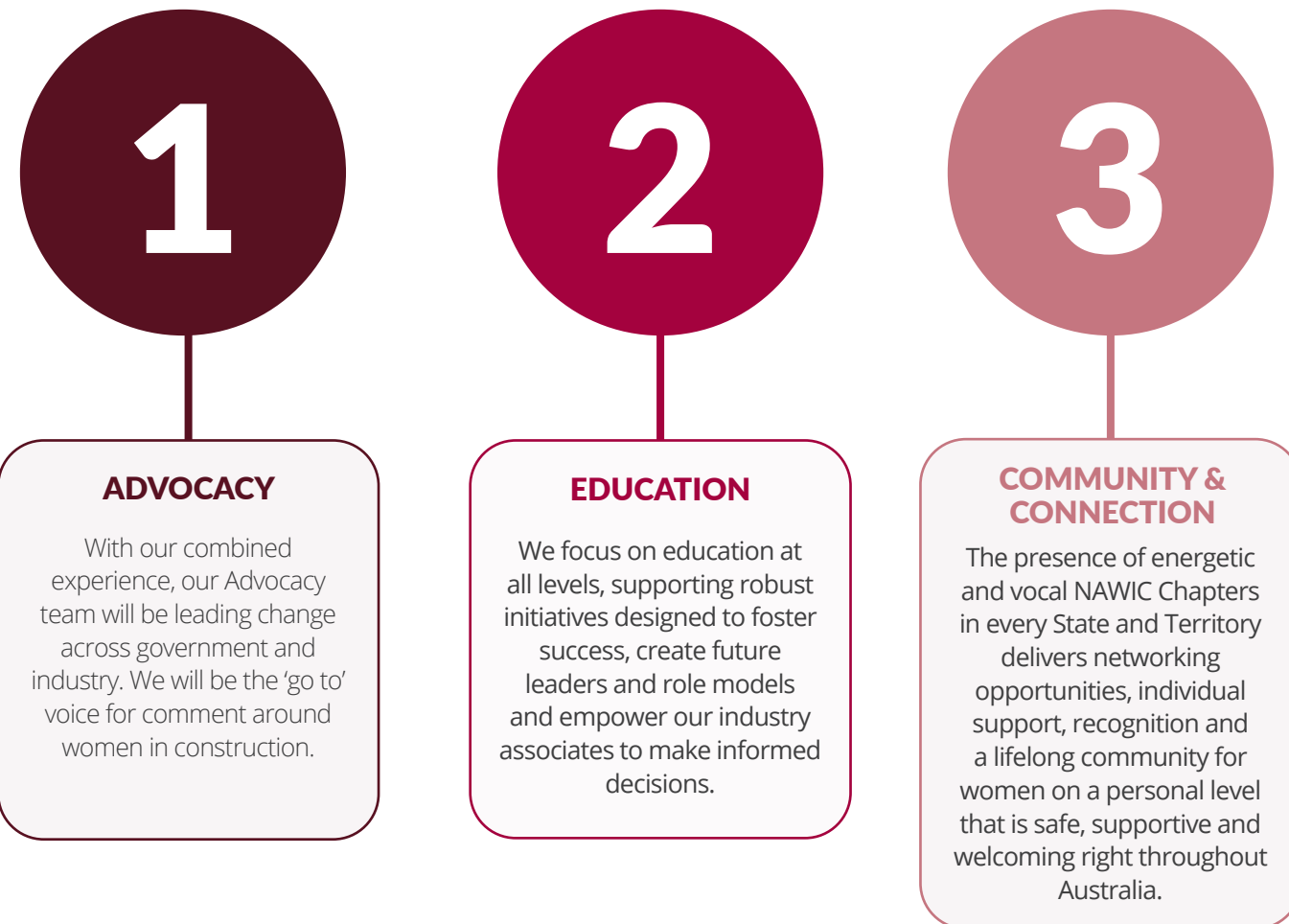
To achieve 25% minimum female participation across all of the construction industry by 2025.

# NATIONAL STRATEGIC PLAN

## STRATEGIC PILLARS OVERVIEW

In order to achieve an equitable construction industry where women fully participate, NAWIC's national goal is to drive changes that will aid in the increased recruitment, retention and further vocational development of women within all facets of the construction industry. Ultimately, with these key pillars combined, we will continuously drive change internally and externally, individually and on an industry-wide scale. Read our

These will be achieved under three key pillars:



NAWIC ACT support the delivery of the National Strategic Priorities by:





# MESSAGE FROM OUR PLATINUM SPONSOR



Lendlease continues to support the Platinum sponsorship of the National Association of Women in Construction (NAWIC) ACT, partnering to realise our vision to advocate for, empower, and facilitate the advancement of women within the construction industry. Our drive and progress towards an equitable industry can only be achieved with the support of NAWIC, the ACT industry, the ACT Government, and the courage of women to break the bias.

Currently, and in accordance with Master Builders Australia statistics, ACT is a leader in the percentage of involvement of women within the industry at 14.6% in comparison to surrounding States such as VIC (12.7%) and QLD (12.4%). As a State, we are also exceeding the national average of 12.9%. Whilst we would prefer female representation was higher, and we work towards NAWIC'S goal 25% by 2025, we are pleased that the ACT is a high-performing State in gender and diversity.

These results reflect the talented women within our industry who are invaluable to any workforce, with their involvement helping boost productivity, culture, and improve the bottom line of all businesses with a diversity of thought.

The Crystal Vision Awards for Excellence are a perfect opportunity to celebrate the incredible women (and men) who are breaking barriers and being the role models for future generations to come. We encourage you to participate in these Awards by nominating yourself, fellow colleagues, or a team to commemorate the achievements within the ACT construction industry that enables a state workbook of \$3.3b annually as of 2022.



**BEN OWEN**  
General Manager, Lendlease ACT

# ABOUT THE AWARDS

The annual NAWIC ACT Crystal Vision Awards showcases industry advancements and achievements of women, and for women, in the construction industry.

All nominations must be submitted via the online submission process. In order to nominate for an award, the nominee must be a current NAWIC member for 2023-2024 financial year. Nominations can either be by the nominee or for someone else. All entries are judged by a high profile panel of industry experts.

## 2022-2023 NAWIC ACT CRYSTAL VISION AWARDS FOR EXCELLENCE CATEGORIES

**CRYSTAL VISION** Lendlease

**CONSTRUCTION BUSINESS WOMAN OF THE YEAR** Construction Control

**LEADERSHIP IN CONSTRUCTION** Built

**LEADERSHIP IN SAFETY** Benmax

**EMERGING LEADER** TSA Management

**CAPITAL REGION STUDENT OF THE YEAR** Manteena

**TRADESWOMAN OF THE YEAR** Canberra Institute of Technology

**MENTOR OF THE YEAR** Joss Group

**INNOVATION AND SUSTAINABILITY IN THE CONSTRUCTION INDUSTRY** Norman Disney & Young

**DIVERSITY AND INCLUSION** Monaro Windows

**ACHIEVEMENT IN ENGINEERING** Elvin Group

**ACHIEVEMENT IN DESIGN** Hindmarsh

## Nominations close 30 September 2023

### KEY DATES

<b>NOMINATIONS OPEN</b>	13 July 2023
<b>AWARDS WRITING WORKSHOP</b>	21 August 2023 (Recorded Webinar)
<b>NOMINATIONS CLOSE</b>	30 September 2023
<b>AWARDS CEREMONY</b>	17 November 2023, 6:30pm - Late, National Arboretum



# CRYSTAL VISION

For advancing and furthering the interests of women in the construction industry.

## PURPOSE

This award recognises a woman or man, who actively promotes and encourages participation and career progression of women in the construction industry.

Promotion may be by way of establishing policies, supporting legislation and/or creating supportive organisational structures.

## PREVIOUS WINNER PROFILE

### EMMA SCKRABEI

2022 CRYSTAL VISION AWARD

Emma is an advocate for women within the construction industry. She has changed the lives of many disadvantaged and disconnected women through Ginninderry's SPARK training and employment initiative and continues to fight for social inclusion in every meeting, conversation and decision she can influence.

Emma has brought much more than bricks and mortar to the Capital Region. Her drive for inclusion by removing barriers and stigma for women in construction has left a lasting contribution, where her colleagues and peers are challenged to speak up, speak out and be bold to make the world (and our industry) a better place.

Many great initiatives have been implemented by Emma to assist in bridging the gender gap in construction. Our business has been involved in some of these initiatives directly (Women in Construction Pathways Program), so we have seen the first hand impact these have had on not only on our company, but the construction industry in general.



## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Open to any individual, female or male, within the construction industry
- Candidates must be based and working in the Capital Region
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- A minimum of two written references confirming the nominee's contribution to the construction industry and the way in which the contribution is significant
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Outline the nominee's relevant biography and contributions to the construction industry (i.e. your role, project, organisation, company) (10%)
- Demonstrate how the nominee has achieved one or more of the following (60%):
  - Encouraged and empowered women in the construction industry by establishing company policy or by initiating legislative changes or other changes to an organisational structure, benefiting women in construction
  - Achieved a position of significance and authority which has enabled them to influence and/or make policy decisions that are beneficial to women in the construction industry
  - Shown leadership in implementing initiatives for the betterment of women in construction
  - Successfully broken barriers with a 'first' for women in the construction industry
- Describe any lessons learnt and what advice the nominee would give to others (15%)
- Describe how the nominee is perceived by their colleagues as a positive role model or mentor to women (15%)



# CONSTRUCTION BUSINESSWOMAN OF THE YEAR

**For the businesswoman who directly contributes to the industry.**

## PURPOSE

This award recognises an outstanding businesswoman who is in a pivotal role in a company, partnership or organisation directly related to the construction, infrastructure and development industries.

A businesswoman who makes a significant contribution to the creation, development or growth of a construction or development related business.

## PREVIOUS WINNER PROFILE

### SARAH BURROWS

2022 CONSTRUCTION BUSINESSWOMAN OF THE YEAR

Sarah is a highly skilled professional with nearly 20 years' experience across all facets of commercial construction. As Project Director and Bid Manager, Sarah is one of Manteena's senior leaders, operating across the end-to-end delivery of projects, from leading the bid strategy and pre-construction operations, through to design management and oversight of onsite project delivery.

Sarah demonstrates an uncompromising attention to detail and leads by example. Highly respected for her understanding of client objectives and ability to translate them into seamless delivery strategies, Sarah's passion for project excellence inspires those around her.



## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Candidates must play a substantial role within the organisation
- Candidates must be based in the Capital Region
- Candidates must be individual and female
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- At least one written reference from a colleague confirming the nominee's contribution to the business/organisation and the way in which the contribution is significant
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Outline the nominee's contributions to the industry and describe their role (20%)
- Describe any challenges the nominee has faced and how they overcame them (20%)
- Describe how the nominee is a role model for other women in the industry (20%)
- Describe how the nominee has contributed to the achievement of the business/organisation addressing the following as relevant (20%):
  - The nominee's contribution to the ongoing business planning and development of the organisation
  - How the nominee has provided opportunities for women in their business
  - Demonstrates expansion or increased turnover of a business
- Demonstrate the nominee's ability to build relationships with key stakeholders and how they have supported the continual improvement of the business/organisation (20%)



# Built

## LEADERSHIP IN CONSTRUCTION

Recognising exceptional initiative throughout their 5 to 15 years of industry experience.

### PURPOSE

This award recognises a woman with 5 to 15 years of experience in any areas of the construction, property, civil or related industries; who demonstrates exceptional initiative in their fields, communities and places of work.

### PREVIOUS WINNER PROFILE

**ALYSHA OBST**  
2022 LEADERSHIP IN CONSTRUCTION AWARD

Alysha Obst is a civil engineer with over 14 years' experience contributing to versatile and major construction projects across Queensland and the Australian Capital Territory. She is a result driven individual, with a demonstrated record for managing major civil projects within brownfield environments involving complex services works, traffic management, and community and stakeholder interfaces.

A mother of three and a project manager of multiple concurrent infrastructure and development projects, Alysha is an exceptional leader and role model at work and home. She is dedicated to the engineering profession, and uses her significant experience to empower and support her teams. The true definition of a leader, Alysha is a highly experienced and technical engineer whose point of difference is in her empathetic, confident and humble approach.



### ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Is open to any occupation within the construction, property, civil or related industries.
- Candidates must have between 5-15 years experience
- Candidates must be based in the Capital Region
- Candidates must be individual and female
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

### ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- At least one written reference from a colleague confirming the nominee's contribution to the business/organisation and the way in which the contribution is significant
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

### JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Outline the nominee's contributions to the industry and describe their role (20%)
- Describe any challenges the nominee has faced and how they overcame them (20%)
- Highlight the nominee's key skills that will assist them in being successful in the construction industry (20%)
- Provide an example of the nominee's commitment to the construction industry (20%)
- Provide an outline of the nominee's aspirations and goals for future participation in the construction industry and what the nominees hope to achieve (20%)

# LEADERSHIP IN SAFETY

Recognising leadership in health, safety, wellness, and environmentally responsible practices in the construction industry.

## PURPOSE

This award celebrates the achievements of an outstanding woman who has made a significant contribution to the implementation of safety practices within the construction industry, including, but not limited to, their contribution to work practices, site safety and implementation of safety systems within their organisations.



## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Candidates should have been involved in a project through design or delivery demonstrating best practice in health and safety.
- Candidates must be based in the Capital Region
- Candidates must be individual and female
- Candidates can nominate themselves or be nominated by someone else
- Candidates (nominees) must be NAWIC financial members at the time of nomination and award ceremony
- Candidates must read and agree to be bound by the Conditions of Entry

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- At least one written reference from a colleague confirming the nominee's contribution to the business/organisation and the way in which the contribution is significant
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Outline the nominee's contributions to the industry and describe their role. (20%)
- Describe challenges the nominee has faced in their role and how they overcame them.
- Provide examples of how the challenges were overcome or improvement initiated which has changed the outcome (e.g. lowered a defined risk, positively impacted the performance of a project or organisation, etc.) (20%)
- Outline how has the nominee achieved best practices on the project/in their organisation and what were the beneficial impacts of their involvement on this project for safety and/or the environment? Provide measurable examples of their achievement (20%)
- Describe how has the nominee's involvement in this project/in the organisation advanced the nominee's, and their project team's / company's understanding of safety and/or the environment in the construction industry (20%)
- Provide an outline of the nominee's aspirations and goals for future participation in the construction industry and what the nominees hope to achieve (20%)



# EMERGING LEADER

For women in any roles who are demonstrating leadership early in their career.

## PURPOSE

This award recognises and celebrates a woman who is in the first five years of their career and demonstrates exceptional leadership in her role and personal life.

A woman that is seen as a model for others within the industry, overcomes adversity and utilises her skill and passion to influence change within the construction industry.

## PREVIOUS WINNER PROFILE

**JESSICA BRAMWELL**  
2022 EMERGING LEADER

After over a decade in the publishing industry, Jess discovered an affinity for the construction industry as an interior designer and then cabinetmaker, before finding her passion in site safety. Jess' vibrancy and enthusiasm in her role, helps bring safety to the fore of each of her projects.

As a worker and volunteer for SALT since 2017, Jess bridges the gap between white- and blue-collar workers in her advocacy of greater female participation in the industry.

Jess spends her downtime with her 10-year-old son and playing and watching far too much tennis.



## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Is open to all women who have worked within the construction industry in any role for less than 5 years
- Candidates must be based in the Capital Region
- Candidates must be individual and female
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- At least one written reference from a colleague confirming the nominee's contribution to the business/organisation and the way in which the contribution is significant
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Outline the nominee's contributions to the industry and describe their role (20%)
- Describe how the nominee is as a role model for other women in the industry (such as achievements in chosen field, working with community, entering a field with limited number of women etc.) (20%)
- Describe any challenges the nominee has faced in their role and how they overcame them (20%)
- Describe the nominee's involvement in community and industry activities and any opportunities they have had to act as a leader (20%)
- What developments or changes does the nominee want to implement in the industry and how? (20%)

# CAPITAL REGION STUDENT OF THE YEAR

A demonstrated commitment to lifelong learning.

## PURPOSE

This award recognises women in the construction industry who have demonstrated a commitment to lifelong learning through the ongoing development of skills.

The award encourages women to pursue education and training pathways in broad areas of the industry and mentor others down the path of lifelong learning.

## PREVIOUS WINNER PROFILE

**AMY ADAMS**  
2022 CAPITAL REGION STUDENT OF THE YEAR

Amy Adams started her apprenticeship at Huon in 2021 and has been an integral part of the small mechanical team.

She is moving into her third year of her Heavy vehicle commercial and mobile plant apprenticeship. Amy is a Canberra region local and has completed her schooling and ongoing education in the region.

Amy's passion for machinery and mechanics began from a young age where she grew up on a farm. This passion is what inspired her to pursue a qualification, and career relating to mechanics and subsequently, construction.

Amy's current work at Huon is on heavy and mobile plant in the civil construction industry including work on excavators, dump trucks, scrapers as well as smaller plant such as pumps and compactors.



## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Candidates must be studying in the Capital Region.
- Candidates must currently be studying and/or working in industries that can include, but are not limited to: building, carpentry, plumbing, electrician, landscaping, glazier, building design, civil construction, interior design, construction education, etc.
- Candidates must be individual and female
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Provide details of the nominee's commitment to their own lifelong learning (25%)
- Provide details of the nominee supporting others in their skill development (25%)
- Describe a learning experience or project which developed the nominee's skills (15%)
- Describe a particular achievement/challenge the nominee has overcome through the demonstration of higher skill (15%)
- Provide an outline of the nominee's aspirations and goals for future participation in the construction industry and what the nominee hopes to achieve (20%)

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- At least one written reference from a colleague confirming the nominee's contribution to the business/organisation and the way in which the contribution is significant
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided



# TRADESWOMAN OF THE YEAR

Recognising the valuable contribution of a female tradesperson to the industry.

## PURPOSE

This award recognises the achievements of a tradeswoman who has excelled and significantly contributed to the construction industry.

The objective of the award is to encourage women to pursue and establish their careers within the industry.

## PREVIOUS WINNER PROFILE

### JULIA BEDIN

2022 TRADESWOMAN OF THE YEAR

Julia is a qualified electrician and works for Martin Donnelly in Canberra. Her journey to being a tradeswoman came as even a surprise to Julia, who initially decided to go to University, and applied to study Medical science at ANU.

8 weeks into her degree she decided this was not for her and after a short stint of working in regional Australia she returned to Canberra and applied to NECA for an electrical apprenticeship.

A staunch advocate for other young women in trades, Julia has participated in the NAWIV mentoring program, provide mentorship for the Spark and MBA Women in trades program and is an ambassador for Build Like A Girl. Earlier this year she won the NECA Tradeswoman of the Year award.



## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Candidates must hold or be in the process of applying for an ACT trade license, or be a fourth year apprentice, and be currently working in the Capital Region in a relevant construction field
- Trades can include, but are not limited to: builders, carpenters, plumbers, electricians, landscapers, bricklayers, machine operators, etc.
- Candidates must be individual and female
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- At least one written reference from a colleague confirming the nominee's contribution to the business/organisation and the way in which the contribution is significant
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Give an outline of the reasons the nominee was inspired to undertake a trade in the construction industry (25%)
- Provide details of the nominee's industry involvement (25%)
- Describe an experience or project which developed the nominee's trade skills (15%)
- Describe a particular achievement/challenge the nominee has overcome through the demonstration of higher skill by the nominee (15%)
- Provide an outline of the nominee's aspirations and goals for future participation in the construction industry and what the nominee hopes to achieve (20%)

# MENTOR OF THE YEAR

A mentor that has encouraged professional growth of women in the construction industry.

## PURPOSE

This award recognises an individual, man or woman, that is a mentor, assisting and encouraging women in the construction industry.

This award promotes investment in the development of women in the construction industry; it acknowledges the outstanding contributions made by the mentor to the professional growth, guidance and betterment of their mentees.

## PREVIOUS WINNER PROFILE

**JENNY EDWARDS**  
2022 MENTOR OF THE YEAR

Jenny is sole owner of Light House Architecture and Science, a multi-award-winning business that integrates science with design to deliver highly efficient, climate resilient homes — new and renovated — in the Canberra region. Light House also provide testing and retrofit advisory services for households with smaller budgets.

Jenny's team is 50% women. She provides a super-flexible work environment and is passionately supportive of women participating in male-dominated areas. Jenny is not an architect, builder or engineer. She is a small business owner, scientist and leader. She doesn't fit neatly into any industry category or have a formal networking club. Her club is **Women Getting Stuff Done**.



## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Open to individuals, male or female
- Candidates must be based and working in the Capital Region
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- A letter of reference or endorsement from a trainee or mentee in the program
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Describe the mentoring and demonstrate how this assists employees/trainees/apprentices develop skills and leadership qualities (30%)
- Provide details of how the mentoring program/mentor relationship provides a forum to share experiences, business skills and expertise to benefit others, particularly women in the construction industry (20%)
- Provide details of successful experiences where mentees have gained professional growth and guidance in career development or how a mentor has utilised expertise and networks to assist others and resolve challenges (20%)
- Provide details of how organisational change has occurred and how the mentor program has benefited women in the construction industry (30%)



# INNOVATION AND SUSTAINABILITY IN THE CONSTRUCTION INDUSTRY

Demonstrated innovation in any implemented ideas that harness change.

## PURPOSE

This award recognises innovations or successfully implemented sustainability design or measures undertaken by individuals or companies in the construction industry.

The Innovation and sustainability category will be considered for any implemented ideas that have harnessed change within the construction industry including but not limited to projects, programs, processes, systems or sustainability.

## PREVIOUS WINNER PROFILE

### JESSICA STEWART

2022 INNOVATION IN THE CONSTRUCTION INDUSTRY AWARD

Ginninderry, a Joint Venture between Riverview Developments and ACT Government's Suburban Land Agency, has a vision of being a sustainable community of international significance in the Capital Region.

As Sustainability Manager, Jessica Stewart has been crucial in upholding this vision; her role exemplified in the form of Ginninderry's first suburb, Strathnairn, being the ACT's first to be all-electric.

This innovation required considerable planning and two years of extensive research and stakeholder engagement that ultimately resulted in a new way of constructing new communities for future generations. Put simply, this innovation would not have eventuated without Jessica's vision, ambition and drive.



## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Candidates are to be either based in the Capital Region or the subject(s) of innovation and/or sustainability must be within the Capital Region
- Candidates may be either an individual or a company
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about or your team/company
- A Letter of Endorsement from someone involved in the innovation who can attest to the nominee's role and contribution
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Describe the context of the innovation and/or sustainability measure and how best practice was achieved (10%)
- Describe the innovation and/or sustainability measure, focusing on the nominee's contribution (30%)
- Describe the key challenges/technical complexity that were faced and how the nominee overcame them (30%)
- Explain how the innovation and/or sustainability measure benefits the construction industry, the organisation, the community, the client or women in construction (30%)

# DIVERSITY AND INCLUSION AWARD

**Demonstrated commitment to increasing diversity and inclusion.**

## PURPOSE

This award recognises an individual (woman or man) or an organisation, that has demonstrated a significant commitment to increasing diversity and inclusion in their workplace or organisation.

## PREVIOUS WINNER PROFILE

**KATE EVANS**  
2022 DIVERSITY AND INCLUSION AWARD

Kate Evans works for Major Projects Canberra as the Clinical and Consumer Liaison for the Canberra Hospital Expansion Project.

Kate is an Endorsed Nurse Practitioner, who is passionate about health and improving health outcomes. Kate has a particular interest in ensuring equality in health access and holistic healthcare.

In her current role, Kate has had the opportunity to lead the engagement with key stakeholders, including healthcare, consumers and community.

Kate's drive for equality has seen her passionately engage and advocate for a diverse range of consumers, always promoting an inclusive approach to every engagement opportunity.



## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Open to any individual, firm, partnership, company, or organisation within the construction industry
- Candidates must be based and working in the Capital Region
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- A Letter of Endorsement from someone in the organisation who can attest to the nominee's role and contribution
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Outline the nominee's contributions to the industry and describe their role (20%)
- Describe any challenges the nominee has faced in their role and how they overcame them (20%)
- Provide a detailed description of how the nominee has demonstrated significant commitment to increasing diversity and inclusion in their workplace or organisation through any one or more of the following (60%):
  - Establishing and implementing a company policy
  - Developing a diversity and inclusion program or initiative
  - Championing the transformational change in organisational culture to increase the diversity and inclusion of a workplace; or
  - Actively promoting diversity and inclusion in a construction project or organisation wide





# ACHIEVEMENT IN ENGINEERING

Recognised achievements in engineering or civil works construction.

## PURPOSE

This award recognises a woman's significant achievements through their career path in design engineering, site engineering or civil works construction. This includes both technical and leadership roles.

## PREVIOUS WINNER PROFILE

### CATHERINE ANNE JOHNSON

#### 2022 ACHIEVEMENT IN ENGINEERING AWARD

Catherine Johnson is an exceptional Mechanical Engineer who has worked for Hindmarsh for 10 years.

Catherine started her career as a Mechanical Services Design Consultant, before transferring into the Construction industry, and has spent the last 4 years delivering the award-winning ANU Research School of Physics. This facility contains 29 specialist gases for experimentation, with many gases being highly toxic and hazardous.

Catherine led the Hindmarsh team to develop the technical Scope of Works, running HAZOPs, finalising designs, through to managing construction including witnessing and final building commissioning, all whilst starting a family with two kids, and living interstate.



## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Open to all women who have worked within the Engineering industries
- Candidates must be based in the Capital Region
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- A Letter of Endorsement from someone involved in the project who can attest to the nominee's role and contribution
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Outline the nominee's contributions to the industry and describe their role (20%)
- Describe any challenges the nominee has faced or an improvement initiated which has changed the outcome of the project (20%)
- Describe how the nominee is a role model for other women in the industry (20%)
- Describe the nominee's achievements on the project. Provide measurable examples of these achievements (20%)
- Demonstrate how the nominee has achieved best engineering practice on the project (20%)

# ACHIEVEMENT IN DESIGN

Delivering innovative design that responds effectively to the client brief.

## PURPOSE

This award recognises women in the Capital Region who have made a significant contribution to the design of a project that has reached practical completion.

This award recognises achievement in delivering innovative design, which responds effectively to the client brief. Design contributions may include architecture, interior design, landscape architecture, urban design, transport design, artistic design, heritage design or engineering.

## PREVIOUS WINNER PROFILE

### SAVITA GAONKAR

2022 ACHIEVEMENT IN DESIGN AWARD

Savita brings with her experience working on diverse range of projects from Residential sector, Hospitality, Health facilities and Institutional projects including Universities, Cultural & Heritage buildings. Her work is influenced by previous experience in Science & Technology and demonstrates an attuned acumen for research, analysis, and digital interface. As a testimonial she has received CIT Building & Environment Award and Building Science Forum Prize.

Savita has excellent leadership skills with experience in practice management, mentoring, leading large multidisciplinary team of subconsultants as a Principal Design Consultant. She has an in depth understanding of contractual obligation, compliance, technical, client requirements, stakeholder management, and her architectural knowledge is invaluable.



## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Candidates should have a significant role in design and delivery of the project
- Candidates must be based in the Capital Region
- Candidates must be individual and female
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- A letter of reference or endorsement from a client or someone in the organisation confirming the nominee's contribution
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Provide relevant details of the project, including any unusual or unique features, restrictions, technical complexities and other relevant information (20%)
- Provide details of the successful application of innovation to the design of the project (20%)
- Provide details of the nominee's role in design of the project, including the nature and extent of nominee's contribution to the design, with particular emphasis on (20%):
  - The nominee's application of sound design practices and principles
  - Any exceptional design outcome achieved
- Describe how the nominee achieved satisfaction of the client's functional and aspiration brief for the project, as well as effective consultation and liaison with the user and other parts of the industry (20%)
- How did the nominee take a considered approach to principles of ecologically sustainable development and the beneficial impact of the design upon the consumer, owner, environment and surrounding communities? (20%)



# ENTRY GUIDELINES

## ENTRY PROCESS

- Set up a profile, if you don't already have one, on the [Crystal Vision Online Awards Platform](#) (there is a How To available on the NAWIC website under Awards > ACT Awards).
- Start a new entry on Awards Force.
- Fill out the required fields in the entry form which include nominee details and written responses to each of the Judging Criteria.
- The entry needs to address each of the Judging Criteria, which are detailed under each award category.
- Upload any additional required documents.
- Submit entry.
- All entries will receive a confirmation email after the nominations close in October 2023
- All nominees will be featured on-screen throughout the Awards Ceremony evening.
- Winners will be announced at the Awards Ceremony.
- You must be a NAWIC ACT member or become a member before entering.

## AWARDS FORCE ENTRY SUPPORT

For queries and support relating to Awards Force, please contact:

Siti Mustaffa  
siti.mustaffa@dqcs.com.au/actawards@nawic.com.au  
0433 441 350

## GENERAL

- References to Capital Region within this Entry Handbook refers to Canberra, Goulburn, Cooma, Bungendore, Yass and surrounds.
- The 2022-2023 Crystal Vision Awards for Excellence (Awards) are conducted by the ACT chapter of the National Association of Women in Construction (ABN 66 070 113 192), an Australian public company limited by guarantee (NAWIC).

## JUDGING PROCESS

The judging process will be as follows:

- The ACT Chapter Council will appoint a panel of judges
- Each Award will be judged by three judges
- Judges will independently review the submissions in the Awards Force program and will individually score each Judging Criteria
- Judges may request further information from a nominee and/or may interview nominees if required
- The various panels will be carefully constituted to ensure that no conflict of interest exists, or is seen to exist
- The judging panel may consider entries for an alternate award in addition to the nominated category, if they deem that an entry meets the requirements for that category.

# CONDITIONS OF ENTRY

1. All nominations must comply with the rules stated on the online awards nomination website.
2. Nominees may be self-nominated or nominated by another person. (If nominating another person, it is recommended that their endorsement is obtained for privacy reasons).
3. Nominees may enter more than one award category.
4. Nominations are encouraged from both the public and private sectors who are employed by small, medium or large organisations or those who are self-employed. Nominees will be assessed primarily by reference to their own achievements (i.e. their contribution to a project).
5. Nominees should address all the selection criteria described in the nomination form and submission document and may provide further information if it is relevant to their submission.
6. Nominees should be prepared to attend an interview and site inspection with the judges if required, regardless of which category has been entered. This will enable the nominees to demonstrate to the judges any unique or outstanding features of their work and to explain any other relevant matters.
7. All winners are encouraged to attend at least two additional NAWIC events in your state during the financial year.
8. The Crystal Vision Award winner in each state will be expected to speak at at least one NAWIC event in their state.
9. All nominees are encouraged to attend the Awards Ceremony.
10. All winners are required to make a speech upon receiving their award.
11. NAWIC reserves the right to use any entry in the Awards for promotional and marketing purposes. NAWIC will use its best endeavours to avoid, but will not be responsible for, any error, omission or misrepresentation made in such cases.
12. Nominees are requested to consent to their contact details being provided to NAWIC's public relations consultants for the purpose of any Awards-related or general public relations activities (e.g. newspaper articles, television or radio appearances, etc.).
13. The judges reserve the right to request further information and documentation from a nominee if required.
14. The judges reserve the right to determine the eligibility or otherwise of each nomination.
15. The judges reserve the right to consider a nominee from any other award category regardless of whether the nomination has been submitted for that award.
16. Winning entries from past NAWIC Awards may not be resubmitted, however, previous entries that did not win may be resubmitted providing the nomination complies with the criteria listed for each category.
17. NAWIC reserves the right to extend the final date of entry submission, or at its discretion provide extensions to one or more nominees.
18. NAWIC is under no obligation to provide an extension to all nominees or publish any extension.





**We advocate for change.  
We educate and empower.  
We connect.  
We are NAWIC.**

The National Association of Women in Construction (NAWIC) are an Australian, not-for-profit organisation, led by a team of passionate volunteers who all strive to help champion and empower women, to create an equitable construction industry in Australia where women fully participate.



As a member of NAWIC, you can gain access to opportunities such as mentoring and support, network growth and ensuring your voice is heard.

Discover the following benefits:

- Discounts to diverse and exciting events nationally
- Members-only events
- Opportunities for mentoring programs
- Scholarships and awards
- Networking and professional development through shared knowledge and experience
- Access to our EAP Program
- NAWIC member benefits program



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[www.nawic.com.au](http://www.nawic.com.au)





## COMMITTEE THANK YOU

For volunteering your time, energy and skills. NAWIC ACT only achieves great things because of you.

PRESIDENT

Meagan Higgins

VICE PRESIDENT

Siti Mustaffa

SECRETARY

Jerri Coleman

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Danielle Rule

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Siti Mustaffa

EDUCATION CO-CHAIR

Jo Whitfield

EDUCATION CO-CHAIR

Nolita Ryan

PROFESSIONAL DEVELOPMENT CHAIR

Siti Mustaffa

COMMUNICATIONS & MARKETING CHAIR

Amanda Allan

SPONSORSHIP AND INDUSTRY ENGAGEMENT CHAIR

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