

**2021-2022**  
**NAWIC**  
**ACT**  
**E-BOOK**

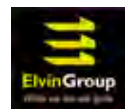
# THANK YOU TO OUR WONDERFUL SPONSORS

## PLATINUM



## GOLD

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WE CELEBRATE WOMEN.  
WE ARE BOLD AND BRAVE.

WE CARE AND CONNECT.  
WE ADVOCATE FOR CHANGE.

WE HELP WOMEN BE WHO  
THEY WANT TO BE IN  
CONSTRUCTION



NATIONAL ASSOCIATION OF  
WOMEN IN CONSTRUCTION  
ABN 66 070 113 192

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# Places. For. Everyone.

Creating a more inclusive and diverse workforce is critical for innovation, growth and sustaining business success.

Lendlease looks forward to partnering with NAWIC to continue this important work for women in the construction industry.



# Places. For. Everyone.

As we know, construction plays a vital role in our communities and economies. With the skills shortage challenge only amplified in the current climate – we need to unlock a new talent pool to successfully deliver these projects. A talent pool of capable and highly motivated women.

Taking real action on gender equity means allocating resources and making people decisions fairly, without discrimination. It means working towards pay parity and workplace flexibility, as well as tackling unconscious bias and inclusive leadership.

Above all, it means giving our people the same chance to succeed, regardless of their gender.

Lendlease has partnered with NAWIC ACT for more than 15 years. It is critically important to have diversity in our workforce across gender, age, and unique skillsets such from veterans, bringing a variety of skills and thought leadership to our projects.

In the ACT and across Australia, our projects are complex and require collaboration and thinking differently to be successful. This can only be done with diversity of thought, capability and leadership.

Lendlease offers a wide range of roles that are available to women and men. From site engineers to design managers, Lendlease is committed to providing career and development opportunities to women to help drive their ongoing success and sustainable growth in the workplace.

At the new CIT Woden Campus, Lendlease and the ACT Government are challenging industry norms with a stretch target at 15 per cent of female participation in the design and construction.

Why are we doing this? Because organisations that respect and value gender diversity are better able to attract and retain high performers, cultivate an engaged and productive workforce, make balanced decisions, and be more competitive.

We look forward to continuing our partnership with NAWIC ACT to make meaningful industry change.





# ABOUT NAWIC

NAWIC is a not-for-profit organisation formed to promote and improve the construction industry through the advancement of women.

NAWIC offers members an opportunity to expand their personal networks, maintain awareness of industry developments, improve skills and knowledge and contribute to the advancement of women in the construction industry.

We achieve this through a variety of professional events, awards, educational series', mentoring programs and scholarships. The ACT Chapter is recognised by both the local government and professional industry as a key contributor and effective change agent for diversity and inclusion.

Our voice is continuing to grow, and our traction is gaining momentum in the local construction industry within the Canberra region. NAWIC ACT aligns with key advocates who share the same mission and vision, affording our members guaranteed support and opportunities, giving them a voice on key issues.

## OUR VISION

An equitable construction industry where women fully participate.

## OUR MISSION

NAWIC is the advocate for positive change for women in the construction industry.



## NAWIC ACT STRATEGIC PRIORITIES

1

Breakdown stereotypes to ensure a career pathway into the construction industry is accessible for women and students and is promoted by people who influence their decisions.

2

Provide our stakeholders with support, guidance, networking opportunities, and professional development initiatives that align with their needs.

3

Build sustainable recruitment and membership by promoting and delivering clear purpose and value to our stakeholders.

4

Collaborate with industry on NAWIC initiatives that drive change and deliver tangible outcomes.

5

Develop strong relationships with the ACT and Commonwealth Government to facilitate lasting change through policy outcome in the support of the NAWIC mission.

# 2021 REFLECTION FROM THE NAWIC ACT CO-PRESIDENTS



Where to start?

Resilience.

When historians look back on this moment in time, resilience is likely to be the centrepiece of their reflection. Fire, hail, pandemic, more flood, inflation. I'm sure we've all learned more about ourselves than we intended to at the start of the decade.

Our businesses have been challenged to adapt in ways once seen as futuristic, now implemented overnight. Our families have been challenged to co-exist, to adopt new methods of learning, and establish new policies around sharing wifi and streaming privileges.

Our volunteers have combined both business and familial challenges, adapting our programs to ensure we maintained focus on our key pillars and strategic goals, while continuing to deliver support, advocacy and networking opportunities to our members and sponsors.

Exhale.

If you know a teacher, buy them some chocolate. If you know a scientist, buy them some more chocolate. If you know a nurse, buy all the chocolate.

Thanks to the heroes in our world, we are on our path forward and now have the privilege to meet in person for education, mentoring, professional development, networking and celebration.

Our work is also important. Critical in fact.

The heroes in our world would not be able to help us without the buildings and infrastructure delivered by our incredibly talented peers and colleagues. And for this reason alone, you are all welcome to proudly pull on your pink high-vis cape - right now.

What have we accomplished recently?

- 2021 Awards Night (Feb 2022) – 400 guests
- 2022 International Women's Day – 200+ guests
- 2021-2022 Women in Construction Pathways Program – 42 Students Graduated
- 2022 Mentor Program - 43 Mentees Graduated

Where are we going? - 2022-2023

- 2022 Awards Night (Nov 2022)
- Buddy Program – Supporting our Pathways Students as they continue
- School career presentations and supporting 120 high school work experience placements for the Understanding Building and Construction Pilot Program

To our loyal sponsors, we cannot thank you enough for your support. We value your feedback and continue to adapt our programs to suit the evolving needs of our members. Please do not hesitate to reach out with any suggestions or ideas.

Katherine Harris & Meagan Higgins  
NAWIC ACT Co-Presidents

# NATIONAL STRATEGIC PRIORITIES

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.

View the National Strategic Plan on a page [here](#).

## 1 ADVOCACY

With our combined experience, our Advocacy team will be leading change across government and industry. We will be the 'go to' voice for comment around women in construction.

## 2 EDUCATION

We focus on education at all levels, supporting robust initiatives designed to foster success, create future leaders and role models and empower our industry associates to make informed decisions.

## 3 COMMUNITY & CONNECTION

The presence of energetic and vocal NAWIC Chapters in every State and Territory delivers networking opportunities, individual support, recognition and a lifelong community for women on a personal level that is safe, supportive and welcoming right throughout Australia.



# Set your sights on a career in **site management**

SHAPE offers great opportunities for women and tradeswomen looking to build a career in site management.

Join a safe and inclusive workplace with a culture of respect, understanding and acceptance for all people.

Find out more  
or get in touch

[shape.com.au/careers](https://shape.com.au/careers)

SHAPE

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[shape.com.au](https://shape.com.au)

## SHAPING A CAREER ON SITE



By Sema Isin, new mum, Site Foreperson at SHAPE Australia's ACT branch, and previous NAWIC ACT education board and events committee member

### FILLING THE GAP

My construction career began in a more stereotypical 'female role', working in admin. Women in admin-based roles in construction often get overlooked, but I flourished and fell in love with the industry.

Working in a commercial construction company, I saw the gap in the number of women in site-based roles, which was virtually zero. For someone that loves a challenge, I wanted to be the person to fill this gap and prove to all the men – and certainly all women – that we can do it too.

I got my first on-site role as a Building Cadet in 2018. After a couple of years, I joined SHAPE as a Site Cadet in March 2021 and was quickly promoted to Site Foreperson in November 2021.

Being one of the only women on site can be challenging. However, progressive companies like SHAPE foster an inclusive culture that values women. SHAPE's personalised approach to work-life balance and its diversity, equity and inclusion policies makes it easy for women to thrive.



### STARTING A FAMILY

In early 2022, I faced the biggest challenges of my life. I had been progressing in my

career and building up my industry knowledge, but I knew I wanted to start a family. There is a certain stigma that is attached to being pregnant in the construction industry, and I did not want to be perceived as a burden or treated differently because I was having a baby.

In March 2022, my daughter Flora was born three months premature and was in and out of NICU for four months. Thankfully at SHAPE, I was supported the whole way through. SHAPE's tailored approach to careers meant I could also choose to work part time while she was in hospital.

Maternity leave has given me a new outlook and the chance to find a balance between my personal and professional life. Having always been in the mindset of 'work, work, work', I have now learnt to enjoy a work-life balance.

### SUPPORTING OTHER WOMEN IS KEY

As I progress in my career, and reach my goal of becoming site manager, I want to encourage and support other women – and other working mothers – to flourish in this industry. Having participated as a mentee in NAWIC ACT's mentoring program, I too want to mentor and help other women to forge their own path.

There are plenty of opportunities for women looking to get off the tools or with an admin background to pursue a career in site management. If you are keen to learn and have a passion for the industry, then you can do it too.





# THANKYOU TO THE 2021 COMMITTEE

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

<b>PRESIDENT</b>	Peita de Boer
<b>VICE-PRESIDENT</b>	Katherine Harris
<b>SECRETARY</b>	Tayla Bennett
<b>TREASURER</b>	Krystal Hamlyn
<b>PROFESSIONAL DEVELOPMENT CHAIR</b>	Ingrid Gillingham
<b>EDUCATION CO-CHAIR</b>	Emma Skrabei
<b>EDUCATION CO-CHAIR</b>	Nolita Ryan
<b>MARKETING AND MEDIA CHAIR</b>	Alannah Andreini

<b>SPONSORSHIP AND INDUSTRY ENGAGEMENT CHAIR</b>	Mike Smith
<b>MEMBERSHIP CHAIR</b>	Sarah Ackerly
<b>EVENTS CO-CHAIR</b>	Amy Dowie
<b>EVENTS CO-CHAIR</b>	Alexandra Smith
<b>EVENTS CO-CHAIR</b>	Dionne Field

<b>COMMITTEE MEMBERS</b>	
Andrew Peereboom	Lucy Stevenson
Bonita Sommerauer	Mabel Chew
Capri Cross	Meagan Higgins
Jasmin Clancy	Nikki Naidu
Jerri O'Leary	Sadaf Asghari
Jo Matai	Sema Isin
Katy Horswell	Siti Mustaffa
Lauren Cullen	Stacy Finnegan
Lisa Dart-Grbesa	Tracy Wilcox



## 2021 EVENTS HIGHLIGHTS



2021 International Women's Day Breakfast

### INTERNATIONAL WOMEN'S DAY 2021 BREAKFAST

The 2021 International Women's Day theme was Choose to Challenge; because a challenged world, is an alert one. We can choose to challenge and call out gender bias and inequity. We can choose to seek out and celebrate women's achievements. Collectively, we can all help create an inclusive world. Each of our guest speakers have chosen to speak out and advocate for change.

With over 200 in attendance, we heard from incredible speakers such as:

- Virginia Haussegger - Multi-award winning journalist and Chair of the 50/50 by 2030 Foundation
- Brigadier Alison Creagh AM CSC (Ret'd) – ACT Nominee Australian of the Year 2021 and Outstanding Defence Ambassador
- Tara McClelland – ACT Young Australian of the Year 2021 and advocate for the rights of young people



ANU Physics Building Site Tour

### ANU PHYSICS BUILDING SITE TOUR WITH HINDMARSH AND SALON CANBERRA

The NAWIC ACT community were lucky to have a private tour of the incredible Australian National University Research School of Physics whilst it was under construction by Hindmarsh.

Hosted in collaboration with Salon Canberra, over 50 people joined us for the tour of the current construction includes 15,000m<sup>2</sup> of highly technical laboratory space, offices and auditoriums, 27 electromagnetic radiation controlled stable labs and 800m<sup>2</sup> of cleanrooms to ISO 5 and ISO 6 standards, coupled with electron microscopy.



2021 Mentoring Program mentees

### 2021 MENTORING PROGRAM

The Mentoring Program, targeted at women who are in all stages of their career in the Building and Construction Industry, connects female students, apprentices, recent graduates and also more accomplished personnel with NAWIC Members who are currently working in the Building and Construction Industry, to offer their targeted advice and support.

We had over 40 mentees graduate from the program in 2021! Thankyou to our Mentors for sharing their wisdom, Canberra Institute of Technology as sponsor of the program and to Wisdom Learning for their fabulous delivery of the program!



Virtual Wellnes Breakfast Speakers

### WELLNESS BREAKFAST (VIRTUAL)

Our annual October Wellness Breakfast was caught in the middle of the second Canberra lockdown, but that didn't stop us! We brought the breakfast to you virtually (and literally) from the comfort of your own home, with a special indulgence package of a breakfast platter delivered right to your door if you opted for it!

Featuring in our event this year are three fabulous women:

- Carolyn Parish – Partnerships and Engagement Director, OzHelp Foundation
- Jacqueline Agius - ACT Work Health and Safety Commissioner
- Kat Reed - Young Canberra Citizen of the Year and CEO of Women With Disabilities ACT

who touched on various topics surrounding mental health and wellness in line with Mental Health Month which falls in October.



# HER TRADE FUTURE LIFE PASSION

Trade in the stereotypes and  
become a skilled tradeswoman.

Find out more at [cit.edu.au/trades](http://cit.edu.au/trades)

**ConstructionControl**

[CCONTROL.COM.AU](http://CCONTROL.COM.AU)

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# WOMEN IN CONSTRUCTION PATHWAYS PROGRAM



**ATC** Australian Training Company

**KANE**

**Benmax**

**“YOU CAN’T BE  
WHAT YOU CAN’T SEE”**

The Women in Construction Pathways Program (WICPP) was an incredible pilot initiative that saw over 40 young, school-based women, interested in a career in construction go through an Australian School-Based Apprenticeship during their studies in Year 11 and 12.

This program is in direct response to NAWIC ACT’s Strategic Priority One Breakdown stereotypes to ensure a career pathway in the construction industry is accessible for women and students and is promoted by people who influence their decisions, and was established to create a sustainable pipeline of talent for the Canberra building and construction industry.

Championed by our Education Committee, this unique pilot program is one of the first in Australia, focused solely on giving young women an opportunity to experience a construction career

first-hand, while completing their secondary studies. The students were able to try a range of trades from plumbing, landscaping, carpentry, electrical and more, over a 10-12 week period rotating through a different trade each quarter to provide them with the diverse options that construction has to offer.



The first intake of WICPP participants

The program has since grown into a self-sustaining model, with the Australian Training Company managing all future students interested in joining.

On behalf of NAWIC ACT, we extend a huge congratulations to all the young women that have completed the program and continue to participate in the program. You are all playing an integral role in leading the way for other young women to follow in the future and we wish you nothing but success in your careers!

A huge thank you to the program sponsors Kane Constructions, Benmax and the ACT Training Fund Authority, and to our NAWIC ACT Education Committee for all their efforts throughout the duration of the pilot.

This project received funding support from the ACT and Australian Governments through the Future Skills for Future Jobs Grants Program, under the National Partnership on the Skilling Australians Fund.





## 2023 UPCOMING EVENTS

### Mentoring Program Launch

Tuesday 7 February

### Lunch & Learn Series

Friday 17 February, Wednesday 5 April,  
Thursday 10 August

### Welcome Cocktail & Canapes

Thursday 23 February

### Mentoring Program Sessions

Thursday 9 March, Tuesday 4 April, Thursday 11 May,  
Tuesday 13 June, Tuesday 18 July

### IWD Breakfast

Wednesday 8 March

### Success Series

Wednesday 29 March, 24 May and 27 July

### 2023 Awards Launch & Sponsor Thankyou

Thursday 13 July

### Awards Writing Workshop

Tuesday 1 August

### Wellness Breakfast

Tuesday 10 October

### 2023 Crystal Vision Awards

Friday 17 November

### Christmas Cheer

Friday 8 December

## NAWIC EMPLOYEE ASSISTANCE PROGRAM

**Feeling like you need to speak to someone?**  
**The NAWIC EAP program is here to help. Call 1300 878 379 or access the service through the portal.**

All NAWIC members are entitled to access the EAP service, through our provider Veretis, as part of their membership (make sure to have your member number ready). This portal provides free access to confidential, short-term counseling through video conferencing and via phone.

Mental health is crucial to care for anyone working in the construction industry. Accessing support before it becomes too much will provide you with effective strategies and an action plan to deal with whatever comes your way.

### What happens when you call the EAP?

You talk with one of the Veretis friendly intake staff who assist you immediately if you are having a crisis, or support you by booking an appointment with one of their clinicians.

You can expect the person answering the call with "Hello, welcome to employee assistance how can I help you?". Your intake person will work with you to identify what services you are looking for and how they can best assist.

Don't worry if you don't know exactly what you are looking for or what you want to talk about, our intake team will take the time to work with you and answer

any questions to ensure you receive the support you want.

You have a choice of clinician and the intake team will ensure that you are matched up with a clinician that you are comfortable talking to, at a time which suits your schedule (between 9:00am- 5:00pm, Monday - Friday).

Accessing this platform can help you with a range of issues and challenges, such as:

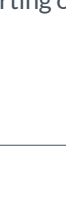
- worry
- communication
- relationship
- resolving conflict
- parenting and child
- anger
- dealing with stress
- feeling down
- coping with change
- trauma and grief
- substance use (including smoking)
- body Image
- work Stress
- work-life balance
- sexuality and gender
- workplace conflict
- career path and transition
- supporting others who are struggling.

- Platinum -

- Gold -

- Silver -

- Bronze -





## Proudly supporting women in construction

At Built, we never stop pushing ourselves to improve the way the world is built – to advance our industry forward, to create foundations for the future and to forge new pathways.

We're proud to sponsor NAWIC ACT, and to champion the advancement of women in the construction industry.

**Built** THE NEW WAY FORWARD

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## CHANGE IN SITE

At Manteena, we strongly believe that creativity, innovation and more efficient productivity are a direct result of the different points of view found in a diverse workforce.

Women are now represented in key roles across our business—from entry level Cadets, Safety Advisors, Administrators and Site Engineers, through to Project Managers, Project Directors and Company Directors.

With multiple pathways to senior positions both on and off site, women are now leading a change within the construction industry by providing unique and valuable insights.

Change is in sight for us, how about you?

If you are looking for an opportunity to grow and further your career in construction, reach out to us today -  
Email: [hr@manteena.com.au](mailto:hr@manteena.com.au)

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**Joss**  
Group



# 2021 CRYSTAL VISION AWARDS FOR EXCELLENCE

The annual Crystal Vision Awards for Excellence continue to reflect on the amazing people and their achievements and industry advancements and continue to drive diversity, champion men and women and encourage growth and change for the industry.

## CRYSTAL VISION AWARD FOR EXCELLENCE

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

SPONSORED BY



## CONSTRUCTION BUSINESSWOMAN OF THE YEAR

For the businesswoman who directly contributes to the industry

SPONSORED BY



## LEADERSHIP IN CONSTRUCTION

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

SPONSORED BY



## EMERGING LEADER

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

SPONSORED BY



## CAPITAL REGION STUDENT OF THE YEAR

A demonstrated commitment to lifelong learning

SPONSORED BY



## TRADESWOMAN OF THE YEAR

Recognising the valuable contribution of a female tradesperson to the industry

SPONSORED BY



## MENTOR OF THE YEAR

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

SPONSORED BY



## INNOVATION IN THE CONSTRUCTION INDUSTRY

Demonstrated innovation in any implemented ideas that harness change

SPONSORED BY



## DIVERSITY AND INCLUSION AWARD

Demonstrated commitment to increasing diversity and inclusion

SPONSORED BY



## ACHIEVEMENT IN ENGINEERING

Recognised achievements in engineering or civil works construction

SPONSORED BY



## ACHIEVEMENT IN DESIGN

Delivering innovative design that responds effectively to the client brief

SPONSORED BY





# AWARD NOMINEES

Congratulations to all of our nominees. You represent the outstanding talent throughout our industry and the Canberra region.

## THANK YOU TO OUR 2021 JUDGES

Thank you to our volunteer judging panel who contributed their time for the 2021 NAWIC ACT Crystal Vision Awards for Excellence.

Heidi Prowse	Michael Hopkins
Anthony Cowlshaw	Lauren Couter
Louise Morris	Catherine Carter
Suzanna Holmes	Rebecca Power
Lisa Dart	



## 2021 NAWIC ACT CRYSTAL VISION AWARDS FOR EXCELLENCE NOMINEES

Agnieszka Liso	Michelle Owens
Alana Morris	Natasha Kousvos
AMA Projects	Nicky Foote
Amy Dowie	Nikki Naidu
Casey Rae-Ann Sullivan	Nolita Ryan
Charlotte Cooper	Northrop Consulting Engineers
Christie Hartfiel	Pam Sydney
Claire Dening	Rork Projects
Clara Gonzalez	RPS Canberra
Eisha Ratsch	Sabrina Suraci
Emily Lukasiak	Sadaf Asghari
Jasmine Clingan	Sameera Pokhrel
Jessica Kennedy	Sarah O'Callaghan
Jo Matai	SHAPE Australia
Karen Goddard	Sheree Logan
Kate Evans	Skye Haffner
Kellsey Litchfield	Sophia Sako
Krystal Hamlyn	SQC Group
Laura Eason	Susu El-Husseini
Laura Worden	Dr Therese Flapper
Lendlease ACT	Tim Wise
Louise Medlin	Tracy Wilcox
Lucille Morrison	Trish Noja
Melissa Christie	TSA Management





# 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.



## WINNER

### DR THERESE FLAPPER

General Manager Canberra Region,  
TSA Management

Dr Therese Flapper guides people on win-win paths to deliver best for community outcomes with the application of science and engineering practices.

Therese deploys personal leadership attributes that provide paths forward in complex relationships. This is founded on substantial and practical experience from policy and planning through to procurement and delivery across the full asset value chain.

Therese has a depth and breadth of engineering experience including its inter-connectedness, the broadest objectives (such as sustainability and community health) and the details (regulatory to design).

She has a passionate drive to learn more and embrace all, mentor and empower all.



## RUNNER UP

### TRACY WILCOX

General Manager (Defence),  
RPS Group





# CONSTRUCTION BUSINESSWOMAN OF THE YEAR



## WINNER

### CLAIRE DENING

National Bid Manager,  
AMA projects

Claire is a dedicated Construction Industry professional with 20 years' experience, spanning across both the residential and commercial sectors. Currently AMA Projects' National Bid Manager, she holds a pivotal role overseeing the estimating and bid strategy and development of internal processes and procedures for the company nationally.

Claire's natural ethos is to build relationships. She enjoys working with our diverse range of clients and strives to clearly understand their operations to find the best solution to provide quality, value for money and to meet programme requirements.

Her passion for the industry is driven by the continual evolution of new trends, materials, construction methods and opportunities for growth.

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.



## RUNNER UP

### NOLITA RYAN

Senior Design Manager,  
Icon



**Built**

# LEADERSHIP IN CONSTRUCTION



## WINNER

### LOUISE MEDLIN

SQE Supervisor,  
Hindmarsh

Louise has been instrumental in driving workplace health and safety best practice across her wide and varied career in construction, education, and health care settings.

With a partner holding a senior rank in the Australian Defence Force, Louise is a superstar, juggling childcare, work aspirations and project managing last-minute relocations to new areas depending on deployment requirements.

Louise takes this all in her stride – developing safety culture programs, mentoring young safety professionals, and increasing the awareness of the unemployment rate of defence spouses

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

## PURPOSE

This award recognises a women 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.



## RUNNER UP

### ALANA MORRIS

HR, Training & Compliance Manager,  
D Group



## JUDGES COMMENDATION

### SUSU EL-HUSSEINI

Project Manager,  
Housing ACT





# 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.



## WINNER

### KRYSTAL HAMLYN

Project Manager,  
RPS group

Krystal was studying her Master's degree in Architecture when she felt the need to experience the realities of the construction process to strengthen her designs and took on a shadowing experience at a construction company.

Once she stepped into steel capped boots on site, she never looked back. Working her way up from cadet site engineer to her current role of project manager with RPS Group

Krystal is also a young parent and committed executive on the NAWIC ACT Chapter committee and is passionate about providing guidance for women emerging in the construction industry by helping them foster positive lasting relationships that promote growth and resilience.



## RUNNER UP

### KELLSEY LITCHFIELD

Project Manager,  
ABS Facade



## JUDGES COMMENDATION

### CASEY RAE-ANN SULLIVAN

SQE Coordinator,  
Hindmarsh





# CAPITAL REGION STUDENT OF THE YEAR



## WINNER

### JASMINE CLINGAN

Cadet,  
Icon

Jasmine is concurrently studying a Bachelor of Construction Management at the University of Canberra full time, whilst also undertaking a full-time Cadetship with Icon. She is currently working on the \$120 million East Gateway project at the Canberra Airport.

Jasmine's dedication to her studies has seen her qualify for both the Dean's Excellence Award and a membership of the Golden Key International Honour Society.

Through her Cadetship she has gained, and continues to gain, valuable insights and knowledge of the construction industry and practices setting her up for a successful career in construction.

A demonstrated  
commitment to lifelong  
learning.

## PURPOSE

This award recognises females 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.



## RUNNER UP

### TRISH NOJA

Project Manager,  
TSA Management



## JUDGES COMMENDATION

### LAURA WORDEN

Cadet Engineer,  
Construction Control





# TRADESWOMAN OF THE YEAR

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

## PURPOSE

This award recognises the achievements of a female tradesperson 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.



## WINNER

### SOPHIA SAKO

**Project Contracts Administrator,  
Manteena Group**

Sophia started in construction 15 years ago in the civil sector. Having always wanted to jump on the tools, she began an apprenticeship in 2018, supported by family, while still a young mother to a 3 and 21 month old.

Sophia balanced this challenging apprenticeship, marred by a toxic site and management culture, with her family duties and a long commute. She likes to work closely with young apprentices, supporting them to develop their capability. She has demonstrated valuable leadership skills under pressure on her projects, since finishing her apprenticeship.

Now working with Manteena Group as a Project Contracts Administrator Sophia sees her career growth naturally progressing to becoming a site supervisor.





# MENTOR OF THE YEAR



## WINNER

### JO MATAI

Commercial Manager,  
Lendlease ACT

Jo is a South African born Construction Management Professional with Indian heritage currently employed as a Commercial Manager for Lendlease ACT.

She has worked her way through the fundamental positions of Construction Management over the last nine years and is qualified in Business Management, Construction Management and currently studies a Bachelor of Law (Honours) part-time whilst working her current role.

Outside of this, Jo volunteers her time as a NAWIC ACT Committee Member (Education), to work collaboratively with NAWIC to achieve the 'Strategy Goals' that align with her personal interests in advocating for women's empowerment and advancement in the industry.

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 female mentees.



## RUNNER UP

### MELISSA CHRISTIE

National Human Resources Manager,  
AMA Projects



## JUDGES COMMENDATION

### TIM WISE

Project Director,  
TSA Management





# INNOVATION IN THE CONSTRUCTION INDUSTRY

**Demonstrated  
innovation in any  
implemented ideas that  
harness change.**

## PURPOSE

This award recognises innovations undertaken by women and companies in the construction industry. The Innovation 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.



## WINNER

### CHRISTIE HARTFIEL

Senior Architect,  
SQC Group

Christie is one of SQC Group's Senior Architects and Associate with over 20 years' experience in architecture and interior design and has a strong focus on sustainable, functional, high-quality design.

Having worked for several architectural firms in Canberra and overseas, she brings experience in Passivhaus design, residential, education, and government projects.

Known for her personable and practical approach to achieve tangible, positive impacts, she enjoys managing projects and collaborating with clients and team members.

Christie is sought out for her expertise and regularly shares her knowledge with the industry as a teacher of design.



## RUNNER UP

### SKYE HAFFNER

Partnerships & Engagement Manager,  
OzHelp Foundation  
(on behalf of Lendlease ACT)





# DIVERSITY AND INCLUSION AWARD



## WINNER

### RORK PROJECTS

Rork Projects believe that an inclusive and diverse work environment contributes to the quality of their decision-making and successful business outcomes.

In their experience, they know there is a real and tangible benefit to creating equal employment opportunities and employing more female staff. Rork Projects proactively work to remove the barriers to success for women at all levels of their organisation.

This commitment can be seen in their 40% representation of female staff nationally, with a 13% increase in female employment throughout 2021!

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

## PURPOSE

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



## RUNNER UP

### LENDDLEASE ACT



## JUDGES COMMENDATION

### TSA MANAGEMENT





# ACHIEVEMENT IN ENGINEERING



## WINNER

### NICKY FOOTE

Project Manager,  
Major Projects ACT

Nicky started her engineering career with a Mechanical Engineering degree from the University of New South Wales, later adding on an MBA (Technology Management) to develop her management and leadership skills.

In her early career she worked as a mechanical services designer in positions in Sydney, Darwin and Tasmania, working both as a consultant and a contractor.

After working overseas for a period she settled in Canberra, working for the Federal and ACT Government in facilities management and project management. She has worked on a large variety of projects in every state and territory of Australia.

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.



## RUNNER UP

### NIKKI NAIDU

Project Engineer,  
Hindmarsh



## JUDGES COMMENDATION

### AMY DOWIE

Fire Safety Engineer,  
Warringtonfire





# ACHIEVEMENT IN DESIGN



## WINNER

### AGNIESZKA LISO

Senior Architect,  
Judd Studio

As registered architect with over 17 years' experience and a Senior Architect at JUDD Studio, Agnieszka's skill and unique approach to both the design and buildability of projects has made a considerable impact on a number of sophisticated, award winning buildings including the recent Winnunga Nimmityjah Aboriginal Health and Community Centre, and highly sensitive projects of national significance and diplomatic missions.

She has managed complex works through all project stages: from master planning and functional brief development to concept design, documentation and construction. Her experience is extensive, including working with government and private stakeholders, engagement and management of specialist teams, and community consultation on sensitive projects.

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.



## RUNNER UP

### CHRISTIE HARTFIEL

Senior Architect,  
SQC Group



Bespoke Construction Risk  
and Insurance Solutions

- Claims management and advocacy
- In depth industry knowledge
- Access to robust benchmarking data
- Global capabilities and local service



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