



NAWIC Announces 2021 International Women's Day Scholarship Winner

Each year the NAWIC IWD scholarship awards \$20,000 to a woman focused on contributing towards the enhancement of women's careers in the construction industry.

This year, NAWIC is thrilled to announce the Recipient of the 2021 IWD Scholarship is Emma Georgiou who works with Acciona, with the scholarship awarded at NAWIC NSW's International Women's Day breakfast this morning (March 11), in Sydney.

Emma's winning submission was entitled, *Challenging norms in recruitment for Construction: Redefining the talent pool to increase women's representation at all levels.*

"Emma's proposal was chosen for the potential of the research to be meaningful to a range of participants in the industry from small businesses through to T1 builders. It also had excellent alignment with NAWIC's values and in further broadcasting and extrapolating these to the wider industry," says NAWIC's National Chair, Kristine Scheul.

"Emma stood out during this process as bringing both expertise and lived experience to her research project and yet due to her background in HR also has accumulated objective observations and networks that will ably support the research endeavours," says Kristine.

Emma plans to focus her research around the question, *'Can the construction industry reframe its perspective of a female "talent pool" so it turns into an ocean of non-traditional talent, which benefits not only the industry but the economic advancement of women in Australia and the wider economy?'*

Says Emma of the win, "I am so honoured and excited to embark upon this research with NAWIC and can't wait to share the journey of this work with our industry as it unfolds over the course of the year. From challenge comes change, and it is my hope that this research will challenge the construction industry to reframe its view of talent and in doing so, both ensure women's fullest participation in the industry and take a leading position in the recovery of the Australian economy and the long-term advancement of women in this country."

"Many thanks to NAWIC and sponsor CULT for selecting me as the 2021 NAWIC IWD scholarship winner. Also special thanks to Acciona, who have encouraged and supported me, and where every day is #ChooseToChallenge as we strive to make a positive contribution to our society and to the planet."

The Judge's citation also commended Emma on her research proposal, stating, "Emma's ambitious research proposal has the potential to broaden the construction industry's perception of the range of skills that women can bring to the workforce. The committee commends her on a well-rounded proposal with both academic rigour and industry relevance."

Last year's winner, Sarah Lawlor also presented her findings at the breakfast, with Sarah utilising her Scholarship funds to explore the question, *Is Sustainability Leadership in the Built Environment 'Women's Business?'*

Sarah's research explored *Diversity in Sustainability Leadership in the Built Environment* with a full excerpt of her work to be published on NAWIC's website.