#### SURETY BONDING & CONSTRUCTION RISK MANAGEMENT

2020 CONFERENCE

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**January 29, 2020** 

### Building the Bridge: Attracting, Promoting and Supporting Women in the Construction Industry

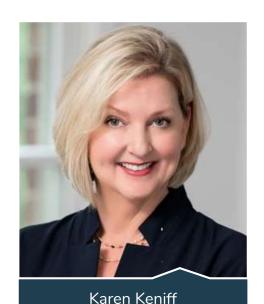
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Grace Herrera - Predictive Solutions

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Process Improvement Leader
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Building the Bridge: Attracting, Promoting and Supporting Women in the Construction Industry





### How many women are in construction?

9.3%

### Office Employees 86.7%

**Trades** 

13.3%

#### **Obstacles Women Face**



43%

of organizations do not monitor gender pay gaps.

73%

of women feel passed over for roles because of gender.

#### HIGHER RISK

of workplace injury due to poorly fitting PPE

60%

Experience gender discrimination.

8 of 10

Feel left out at company social events.

#### **MAJORITY**

of care giving for children and aging parents falls on women.



### What limiting beliefs limit the future of women in non traditional roles?



# Why are protective psychological walls so prevalent in the construction industry?





### Describe the impact of role models on a woman's career.



# Can authenticity be achieved in a highly competitive atmosphere?





# How can men and women work together to build bridges and lasting change?



#### Questions