

# The Impact of Women on the Jobsite

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70TH ANNUAL **EMPLOYEE BENEFITS** CONFERENCE

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International Foundation  OF EMPLOYEE BENEFIT PLANS

# Needs of Women on the Jobsite

1. Impacts of Women in Construction
2. Workplace Safety and Protection
3. Prioritizing Onboarding Process
4. Mentorship and Support

# Impacts of Women on the Jobsite

- Diversity and innovation
  - Diverse perspectives
  - Enhanced collaboration
- Workplace culture
  - Improved morale
  - Reduction of harassment

# Impacts of Women on the Jobsite

- Skill development
  - Training and professional development
  - Role models
- Performance and productivity
  - Enhanced performance
  - Attention to detail



# Impacts of Women on the Jobsite

- Economic impact
  - Broader talent pool
  - Economic growth
- Community engagement
  - Community relations
  - Workforce development

## Impacts of Women on the Jobsite



# Needs of Women on the Jobsite



# Workplace Safety and Protection

- Proper fit
  - Safety gear that fits correctly is crucial for protection
  - Ill-fitting gear is hazardous
- Ergonomics
  - Different body mechanics and sizes compared to men
  - Gear designed specifically for women can help prevent musculoskeletal injuries by providing better support and comfort

# Workplace Safety and Protection



# Workplace Safety and Protection

- Enhanced performance
  - When workers are comfortable and their gear fits well, they can perform their tasks more efficiently. This leads to increased productivity and fewer mistakes on the job.
- Workplace equality
  - Providing appropriate safety gear promotes a culture of inclusivity and respect.
  - Show that the company values all employees equally which will continue to boost morale and job satisfaction.



# Workplace Safety and Protection



# Workplace Safety and Protection

- Compliance with regulations
  - Supplying proper safety gear is a legal requirement.
  - Companies must comply with OSHA standards to avoid penalties and ensure worker safety.
- Moral obligation
  - Protecting all workers is of the utmost importance and safety gear is a fundamental aspect of creating a safe and fair workplace.
  - By understanding and addressing the specific needs of women, we can create a safer, more productive and inclusive work environment. It benefits all.



# Workplace Safety and Protection



# Prioritize Onboarding Process

- Onboarding new employees and integrating them into the organization helps them to feel comfortable, informed, and ready to contribute.
  - **Orientation:** Completing paperwork and other routine tasks
  - **Training:** Learning about the company's structure, culture, vision, mission and values
  - **Team building:** Meeting teammates and building relationships
  - **Development:** Ongoing training and development modules

# Prioritize Onboarding Process



# Prioritize Onboarding Process

- The process can last from a few days to several months.
- It includes a variety of goals/activities
  - Help new employees feel welcome, valued and supported.
  - Ensure they understand their roles and responsibilities.
  - Help drive loyalty, retention and productivity.
  - A thoughtful and engaging onboarding experience is the foundation for employee success.

# Mentorship and Support



# Mentorship and Support

- Retention and recruitment
  - A supportive work environment that addresses the needs of **all** workers can help attract and retain talented women in the construction industry, bringing diverse perspectives to the team.
- Guidance and support
  - This helps create a supportive network that can aid in retention and career development.



# Mentorship and Support



# Mentorship and Support

- Programs within IBEW Local 103
  - Women's Committee meetings
  - Mentorship programs
  - Mothers' group
  - Pride Group
  - Recovery Group
  - EWMC/RENEW
  - Motorcycle club



# Mentorship and Support

- Programs within International Union of Painters and Allied Trades Constituency Groups
  - Women's Committee
  - Black Committee
  - Young Committee
  - Latino Committee
  - LGBTQ+ Committee
  - Retirees Committee
  - Helping Hands

# Mentorship and Support



# Creating Welcoming Environments for Women

- Tailor marketing and communications/outreach
- Prioritize your onboarding process
- Effective communication and career development

# Creating Welcoming Environment for Women



## OBJECTIVES

The Women's Committee believes in the transformative power of solidarity. We are committed to helping Members in our Local break through barriers, build confidence, achieve their full potential, and give guidance in places where it may not be easily accessible. We strive to foster an environment encouraging diversity, inclusivity, and equal opportunity.

## GOALS

- Promote and facilitate participation for ALL members in our Local Union.
- Establish and advocate for both official and informal mentorship programs.
- Empower women for leadership positions by providing them with opportunities to acquire experience and offering access to union training.
- Engage in community outreach activities.
- Foster networking opportunities and show support for community initiatives.
- Strengthen our Local Union's presence and impact.

## JOIN US

Sisters and Siblings we value your presence and look forward to your participation. Feel free to join us. Meetings are scheduled for the first Monday of every month @6pm in our Hall. For added convenience, a Zoom link will be shared via WhatsApp for those unable to attend in person.

## STAY CONNECTED

Use the QR code to join the WhatsApp group chat with fellow 103 members! Let's unite our voices and strengthen our collective presence by participating in upcoming events and show your support for OUR union!



IBEW LOCAL UNION 103 WOMEN'S COMMITTEE  
CORDIALLY INVITES YOU  
TO OUR 3RD ANNUAL

Women's  
Brunch

Sunday, May 5th, 2024  
11am-2pm



Please RSVP to Kerriann Murphy at:  
kmurphy@ibew103.com  
by Friday, April 5th

# Mentorship and Support



# Outreach

- Shared experiences
  - Women in construction can share their personal experiences and challenges, making the outreach more relatable and authentic. This helps build trust and encourages potential recruits to envision themselves in similar roles.
- Role models
  - Seeing successful women in the industry can inspire and motivate other women to pursue careers in construction.
  - It demonstrates that there are opportunities for growth and success.
- Breaking stereotypes
  - Women leading outreach can effectively challenge stereotypes about gender roles within our industry.
  - We showcase the diverse range of roles available and emphasize that construction is not just a male-dominated field.



# Outreach



# Outreach

- Positive representation
  - Having women in visible roles helps normalize their presence in the industry, making it more welcoming and inclusive for other women to enter the workforce.
- Understanding concerns
  - Women can better understand and address the specific concerns and barriers that other women might face when considering a career in construction.
  - This includes issues related to safety, work-life balance and career advancement.
- Tailored messaging
  - Women can craft messages that resonate more deeply with female audiences, highlighting aspects of the job that might be particularly appealing, such as teamwork, problem-solving, and the impact of their work on communities.



# Outreach



# Creating Welcoming Environments for Women

- Inclusive culture
  - Promote an inclusive culture by celebrating diversity.
  - Recognize and celebrate women in your union halls, JATCs and companies.
- Training and education
  - Implement regular training sessions on gender equality, unconscious bias and the importance of diversifying the industry.
- Open communication
  - Create opportunities for open and honest conversations about gender issues.

# Creating Welcoming Environments for Women

- Feedback mechanisms
  - Establish clear channels for feedback and address concerns promptly.
- Lead by example
  - Highlight male leaders who actively support gender equality and demonstrate inclusive behavior.
- Positive image
  - Companies known for their inclusive practices and support for women attract positive attention and can become employers of choice. This enhances the company's reputation in our industry and the community.

# What You Can Do



# What You Can Do

- Lead from where you are
  - Engage in conversations where people feel valued and respected for their differences.
  - Be willing to speak up as a champion for inclusion when you witness difficult situations or exclusionary behaviors, bias, and discrimination.
- Act with integrity
  - Follow through on promises, align your words and actions and enact values. The larger the gap between an organization's words and actions, the lower its perceived integrity.
- Transparency
  - By sharing successes and setbacks, employees can more easily assess whether the organization is being authentic and truly working toward meeting goals.



# What You Can Do



# What You Can Do

- Respect and professionalism—Always maintain a professional environment.
  - Avoid making comments or jokes that could be perceived as disrespectful or inappropriate.
- Avoid stereotypes—Encourage a mindset that values an individual's unique skills and contribution.
  - Address everyone by their name instead of using a general term such as "girl".
  - Do not assume that women are less capable of performing physically demanding tasks.
  - Don't be afraid to give the hard work to women.
- Solidarity—Do not tolerate any form of harassment or discrimination. Encourage employees to look out for one another and promote action to uphold these core company values.
- Support individual differences: Avoid assuming all women have the same needs
- Recognize pre-existing bias: Do not ignore the systemic barriers that women face in the industry.

# Best Practices for Your Fund

- Examples of best practices
  - We have partnered with Progyny to provide coverage for fertility services for active Participants or their Spouses. Progyny is an established leader in this area and will handle all aspects of this important benefit.
  - Maternity and Paternity benefits by supplementing the payments provided under Massachusetts Paid Family Leave (MAPFML), or similar, for eligible Participants. This supplement will be the difference between the MAPFML weekly amount and the Participant's most recent contractual rate at 40 hours per week.
  - Care That Works is a Boston-based pilot program organizing childcare for families who need childcare for "nonstandard" schedules to enter and stay in good union careers such as in construction and hospitality.
  - Going to Women Committee meetings being in community with families and intune with worker issues.
  - Partnership with MAP (Modern Assistance Program) for mental health and offering classes to members.
  - Labor management



# Build Boston 2022



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# Questions?

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