

SAR

Fall Conference
2020

NAWIC

The National Association of
Women in Construction

South Atlantic REGION

November 6th – 7th, 2020

Virtual via ZOOM

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Welcome from the Region Director

Hello, All!

Thank you for joining us for our very first (and hopefully only) virtual South Atlantic Region conference! We hope that you enjoy the breakout sessions that we have set up for you and that you get something useful out of them.

Recordings of these sessions will be sent out once they are uploaded for access. These will be available until December 31st, 2020.

Please bear with us as we navigate this virtual territory. We have worked hard to prepare as much as possible, but we all know that technology tends to have a mind of its own. While we hope that everything runs smoothly, we are also anticipating bumps.

I look forward to “seeing” you all very soon! Thanks, again, for joining us!



Wendy McQuiggan

Wendy McQuiggan
South Atlantic Region Director
2019-2021

Schedule

Friday, November 6th, 2020

8:00 AM	Registration / “Check-In” Please connect to the first session and ensure that your username showing is your first and last name (or Chapter if attending as a group)
8:30 AM	Welcome – SAR Director Wendy McQuiggan Meeting ID: 843 5145 6973 Passcode: 068726
9:00 AM	Dick Hayden, American HydroTech – Garden & Blue Roofs (green rooftop stormwater management) Meeting ID: 882 0953 3797 Passcode: 619338 (Live)
10:00 AM	Abby Landry – Green Home Building Meeting ID: 886 0686 0506 Passcode: 888819 (Recording)
11:00 AM	Grant Osbourne & Amy Wooten – Workplace-Based Sexual Discrimination & Force Majeure Provisions in Construction Contracts Meeting ID: 821 5821 6165 Passcode: 862979 (Live)
12:00 AM	LUNCH BREAK – SAR Collage Video with Music Meeting ID: 840 5908 5363 Passcode: 517742
2:00 PM	Peter Yurick – Special Inspections in Construction Meeting ID: 843 1494 5532 Passcode: 669238 (Recording)
2:30 PM	NAWIC & People First Pilot Program Webinar Meeting ID: 848 4952 6394 Passcode: 902417 (Recording)
3:00 PM	Doreen Bartoldus – NAWIC Organization Update Meeting ID: 899 1602 0903 Passcode: 313600

Schedule

Saturday, November 7th, 2020

Meeting ID: 897 2888 1358 Passcode: 277845 (All Day)

8:00 AM	General Session – Region Director Wendy McQuiggan
9:30 AM	Keynote Speaker – Demi Clark, She Built This City “Moving the Needle” – The four key ways to increase the percentage of women in construction from the individual seat (or group, like a NAWIC chapter!)
11:00 AM	General Session Close & Awards Announcements



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Women in Construction

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Speaker Bios

Demi Clark



Founder, She Built This City

Demi Knight Clark is a self-professed “spitfire” and energy ball who envisions a world where #20PercentBy2020 is not only a smashed ceiling by thousands, but also women and men are equal in all trades. As the “only woman in the room” much of her career (and seeking out these situations), she is a passionate advocate for equal representation at the table in all things – from boardrooms to sports endeavors.

She is owner of Knight Clark Collective, a boutique consulting firm servicing all industries (primarily construction); & an avid Wattie Ink Hit Squad Ironman triathlete, mountain climber & marathoner supporting Kathrine Switzer’s #26 Fearless movement engaging women in running. After climbing Mt. Kilimanjaro & the summits of Iceland in early 2019, she was accepted to Yale School of Management’s Global Executive Leadership Program & “said no more excuses” to starting She Built This City.

Richard Hayden



American Hydro-Tech

Richard is the national Garden Roof Department Manager for American Hydrotech, Inc. based in Chicago, Illinois. In addition to his management role, He is responsible for the Garden Roof QA/QC program, development of new product lines, and expansion of the use of the Garden Roof Assembly with clients nationwide. Richard has been at the center of the development of a series of Blue Roof assemblies. He has been a practicing landscape architect and infrastructure, streetscape, urban designer for nearly 40 years. In his 9+ year, on-going career at American Hydrotech, Richard assists designers, landscape architects, civil engineers and architects with the proper use of the Garden Roof assemblies and components to help ensure successful projects.

Richard is a member of the American Society of Landscape Architects and is the Past-President of the Illinois Chapter - ASLA. He is also a licensed Landscape Architect in the State of Illinois and holds a Certificate from the Council of Landscape Architecture Registration Boards (CLARB). He is a registered Green Roof Professional (GRP) as designated by Green Roofs for Healthy Cities and was a former member of the Board of Directors of that organization. He is also an Associate Member of the American Society of Civil Engineers.

Speaker Bias

Abby Landry



Green Key Neighborhoods / Kaizen Homes

Abby Landry and her husband Jonathan have been active in the home building scene in the Asheville area of North Carolina for several years. They are passionate about making mindfully-built neighborhoods in WNC accessible to as many people as possible. Their mission is to provide affordable options for energy-saving homes near Asheville.

By crafting turn-key properties that are both beautiful and sustainability-focused, Green Key Neighborhoods works to create spaces that improve the communities and municipalities they are in, as well as encourage the growth of strong community relationships.

Living well is simply built into the their process. This makes them a great construction partner for thoughtfully crafted homes designed to be filled with all the memories and moments that make a house a home.

Grant Osborne



Attorney, Ward & Smith, PA

Grant's practice experience of more than 30 years encompasses a wide range of issues that arise in employment and labor law. He provides counsel to clients in the health care, financial, hospitality, construction, business services, employee staffing, and non-profit sectors. Grant represents clients in state and federal courts as well as administrative agencies. He regularly advises employers of all sizes and litigates civil cases regarding all forms of employment discrimination, wrongful discharge, unlawful retaliation, contractual issues, personnel policies and practices, and wage and hour issues.

Grant also has advised and represented employers with respect to their rights and obligations arising under laws pertaining to collective bargaining and labor unions. He is a frequent lecturer regarding all aspects of the employment relationship that arise under numerous federal and state laws, and often represents employers before the U.S. Equal Employment Opportunity Commission, the National Labor Relations Board, and federal and state "wage and hour" agencies. He also serves as a mediator and is certified by the North Carolina Dispute Resolution Commission. Grant served as the Chairman of the North Carolina Bar Association's Labor and Employment Law Section (from 2015 to 2016).

Speaker Bias

Amy Wooten



Attorney, Ward & Smith, PA

Amy Wooten has a wealth of experience in a wide range of substantive areas. She litigates complex commercial litigation cases; construction disputes; community association matters, and disagreements arising in the HOA context; professional licensing defense; and employment litigation. She represents clients in a broad range of commercial matters, such as breach of contract, breach of fiduciary duty, and unfair and deceptive trade practices claims.

Amy also has significant experience representing industry professionals and contractors in construction defect disputes in state and federal court and in arbitration proceedings. In addition, Amy works closely with homeowners and community associations in both a litigation and advisory role. As employer's counsel, Amy has successfully litigated matters involving employment discrimination and retaliation, including securing a dismissal of an employment discrimination suit initiated by the EEOC and resolving an OSHA whistleblower suit initiated by the U.S. Department of Labor. Amy also has experience handling federal Housing and Urban Development claims and negotiating and litigating non-compete and non-solicitation agreements.

Prior to joining the firm, Amy was a Judicial Law Clerk for the Honorable Samuel G. Wilson, United States District Court Judge, United States District Court for the Western District of Virginia. She is licensed in both North and South Carolina.

Peter Yurick



Ashford International/Leebcor Services (Joint Venture)

Peter Yurick is a retired US Coast Guard officer who has spent most his life around construction. Since rejoining the workforce, he has been a consummate student, earning various degrees in a wide range of topics. Thanks to his varied background, numerous certifications, and extensive knowledge of Quality Control procedures, Peter is a high-value asset in the construction industry.



Hello, NAWIC Nation! Welcome to your first virtual/hybrid Region Fall Conference. Your Region Director and conference planning committee have been working hard to provide an educational and engaging conference.

It's hard to believe that we are more than 6 months into this pandemic, and we are still trying to navigate it. There are still so many uncertainties, especially surrounding what our new normal will be. Through all this, one thing remains evident: NAWIC members continue to step up, volunteer, and offer support wherever there is a need!

You should be very proud of those you elected to serve on the National Board this year. The 2020-2021 NAWIC National Board members are committed and dedicated to our association! Their knowledge, perspective, strategic thinking, and diverse experiences together will "Connect - Collaborate - Construct"

NAWIC and its members for the betterment of our industry's future. We are working diligently on the national level to connect and engage NAWIC members and others in the industry.

- **Communication:** With the success of our first town hall meeting, several more will be scheduled throughout the 2020-2021 NAWIC year. These town halls are held to give you, the members, an opportunity to have a conversation with the national president and/or other members from the national board. Watch for upcoming NAWIC announcements on the topics and timing. In addition to the town hall opportunity to connect, you can connect with me either by e-mail (president@nawic.org) or mobile (419-424-9733). The national board has committed to hold monthly meetings to continue to conduct the business for our association. You have the opportunity to submit written proposals for the national board to consider. There is a template posted on the national website ([https://www.nawic.org/nawic/National Board of Directors.asp](https://www.nawic.org/nawic/National_Board_of_Directors.asp)) for you to submit your proposal.
- **Partnerships/Collaboration:** There have been several associations and organizations reaching out to NAWIC to see how the groups can partner, collaborate, and/or support one another. We need to start somewhere, so let's, start with something that has been an issue for a while: discrimination and harassment. To help address this, NAWIC has entered into a partnership with People First.
 - **People First:** NAWIC was founded to support women in the construction industry. To that end, NAWIC's partnership with People First will work towards ending harassment and discrimination in the construction industry, which is still one of the major barriers for women. This partnership will provide not only the availability for owners to create a safe, inclusive workplace, but also support for workers who have been harassed and/or discriminated against. The NAWIC/People First partnership provides an opportunity to find a solution that's beneficial for everyone. For more information about this pilot program contact Kamael Sugrim (kamael.sugrim@peoplefirstrh.com), Co-Founder and CEO of People First; Immediate Past Northeast Region Director, Jenn Sproul (jsproul@mccei.org); or NAWIC President, Anne Pflieger (president@nawic.org). The NAWIC/People First partnership is just the start of good things ahead for us. Stay tuned - we will be announcing an action plan for how NAWIC will start partnership/collaboration with other associations/organizations soon.
- **National Level Involvement:** There are many opportunities for you to serve on the national level.
 - Serving on:
 - Partner committees
 - Taskforce - as a member, chair, or resource/advisor
 - Industry Councils

- Creating and implementing a partnership/collaboration action plan
- Acting as a resource for misc. projects
- Serving as a speaker on the chapter, region, and/or national level

If you are interested, please contact me (president@nawic.org).

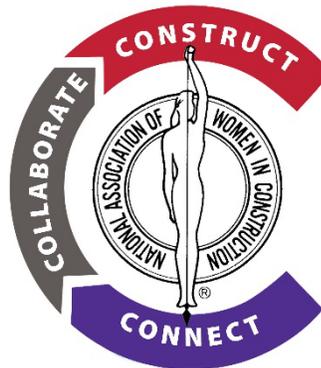
- **Virtual Chapter Leadership Program:** Scheduled to start Oct. 1st, Past National Presidents will be facilitating chapter specific training and mentoring throughout the year. If your chapter is interested in signing up for this program, contact your Region Director or Deb Lesar (dlesar@brewer-garrett.com), program's coordinator to complete the request form and get the process started.
- **Chapter Visits:** If you are interested in having me attend one of your chapter meetings, please send me your chapter's meeting schedule at president@nawic.org.

In November, Debbie Draper, NAWIC Conference Director with Conference Direct; NAWIC staff; and myself will begin planning NAWIC's 66th Annual Conference, to be held at the Embassy Suites by Hilton Charlotte Concord Golf Resort and Spa August 11-14, 2021 in Charlotte, NC. Stay tuned for more details.

Thank you for taking the time to strengthen and amplify your personal, professional, and NAWIC development by attending Region Fall Conference!

Stay safe and healthy!


Anne K. Pflieger, CIT
NAWIC President 2020-2021





Whether you are doing your Fall Conference as all Virtual or as a Hybrid, the information will be flowing. It's crazy that this pandemic has shown us how resilient we are. From Virtual meetings, to schooling and conferences, we adapt and change.

NAWIC and NEF are adapting to the pandemic lifestyle by offering virtual learning, online classes, You-Tube videos and webinars.

Check out both NAWIC and NEF websites for more information.

www.nawic.org

www.nef-edu.org

Be present in your Fall Conference; ask questions, listen to all participants, learn from all who attend. This is your opportunity to explore and learn about your Region.

Have a wonderful Fall Conference!

Regards,
Laura

Laura Herron
NEF President 2020-2021

Are you ready to RAFFLE???

Each attendee to Fall Conference 2020 has been entered into drawings for three prize packages

Raffle tickets are included in the registration packets
(check your name tag)

You must be “present” at the time of the drawing in order to win

Prizes Include:

- \$100 Amazon Gift Card (red ticket)
- Gift Basket – (white ticket)
 - Spa themed
- Spring Forum 2021 Hotel Package – (yellow ticket)
 - One night at Hotel 24 South
 - Welcome basket with a variety of snacks and beverage type of choice

SAR NFSF Fundraiser

For each \$1 donated to our region's scholarship fund, you'll receive an entry into the drawings for one of two NAWIC "retro" logo swag bags. Each bag contains a tote, laptop bag, bling cup, two click pens, stylus pen, two hard hat deals, window decal, bottle opener, neck wallet, and fleece scarf. The winners will be announced at the conclusion of SAR Fall Conference on November 7th, 2020.

Donations may be made online at www.nawicsa.org/fundraisers/





NEF's Fall Festival is still open!

NEF is offering another chance at great prizes! This event is still open and available until noon November 13, 2020!

You are welcome to visit the [site](#) as many times as you wish to increase your chance of winning some fabulous prizes. We've added a couple different prizes this time too.....artwork! One piece offered is by Bunky Echo-Hawk, an internationally known visual artist whose work is featured in gallery and museum exhibitions throughout the United States and overseas.

Don't wait....check out all the fabulous items today!

<https://nef.ourraffle.org/>

#neffallfestival2020



**South
Atlantic
Region**

Thank you to our sponsors!!



METAL ROOFING

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