

Women In Geo Round Table Discussion

March 10, 2020

Geo2020 Case Studies Conference



Panelists: Christine Thomas (COMANCO), Tonya Switlaski (Titan), Andreea Sasu (Solmax), Fabiana Arriaga (Geosyntec Consultants), MC Jordan Wiechmann (Plastatech)

Participants: 29 women

- Female construction leader
 - Don't question yourself
 - Take the leap –
 - Assert yourself
 - Read the book Lean in
 - Speak your mind
 - Sometimes you will be the only women in the room do not let men speak for you
 - Don't be afraid to ask questions
 - Don't be afraid to be different
 - Don't be afraid to challenge the ideas of others – politely
 - Melissa – F**k sorry
 - Work to lose the term sorry from your everyday vocabulary
 - Beth – Find someone to mentor/be a mentor

- Recruitment
 - Having more women in geo talks at shows
 - Posting at colleges
 - Job Fairs
 - Local colleges – look for Women in STEM groups and volunteer to speak about the industry – Sarah
 - Professor – Civil Engineering
 - Looking to speak to women in classes
 - Construction isn't scary
 - Jordan – Have college students join the call
 - Encourage students to come to the show
 - Care about the people you are leading
 - Empowering women to learn and ask the right questions
 - Ask to get in the field

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- Why would you encourage a women to join the industry
 - Male dominated should never be a factor in choosing a job
 - People will remember you if you are the only women
 - Once you get in empower every other women
 - Take their success as your success
 - Treat everyone as someone you can learn from
 - Anyone can provide you with knowledge you don't have
 - Don't dismiss other peoples' ideas
 - Always enter a room thinking you can learn from the others in the room

- Why do you think it is exciting to work in the industry
 - Going into work and having technical challenges that you need to differentiate
 - Contributing to an environmentally protective product

- Female Mentor
 - Had many male mentors
 - Wants to be a mentor for women
 - Mentoring two young leaders

- Have the meeting before the meeting get your endorsement in your idea and then publicly talk about the endorsement .

- Make a survery
- Women in geo linkedIn
- Send links