



Women In Construction

Washington Metropolitan Area
Construction Safety Association

Mar. 9, 2022



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LIFELONG RELATIONSHIPS

Agenda

Introduction

1. My Personal Journey
2. WBE Certification Landscape
3. TMG's WBE Journey
4. Involving Women in the Construction Industry
5. Questions and Answers

Conclusion



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My Personal Journey



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My Journey

- Parental Influence
- School
- AIC
- DBIA
- Employers
- College Presentations
- 8(a), WBE, MBE, WOSB, DBE, LDBE, SWAM



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WBE Certification Landscape



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WBE Certification Landscape

- State Governments
 - Maryland (MBE Certification):
 - <https://www.mdot.maryland.gov/tso/pages/index.aspx?pageid=90>
 - Virginia (Small, Women-Owned, and Minority-Owned Business Certification):
 - <https://www.sbsd.virginia.gov/certification-division/swam/>



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Maryland MBE Certification for Small, Minority & Disadvantaged Business

- NAICS Code size standards over five (5) years
- Personal Net Worth Cap \$1,847,024 (MD) and \$1,320,000 (USG)
- US Citizen proof
- Personal and Business federal tax returns
- FYE financial statements for business- 3 years
- Articles of Incorporation
- Stock Certificates



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Maryland MBE Certification- Continued

- Stock Transfer Ledger
- Minutes of Stockholder and Board of Director meetings
- Corporate Bylaws and Amendments



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Virginia SWAM Certification



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Virginia SWAM Certification

- Small, Women-owned, and Minority-owned Business (SWAM)
- SBE: (250 or fewer employees)/Gross Receipts \$10M or less
- WBE: 51% owned, US Citizen, Management and Business Operations are controlled by one or more women
- MBE: 51% owned by one or more minority individuals, US citizens, Management and Daily Operations are controlled by minority individuals



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WBE Certifying Organizations

- WBENC www.wbenc.org
- NWBOC www.nwboc.org



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WBENC





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WBE versus WOSB

- WBE 51% owned and controlled by a female US citizen
- WOSB must be small by NAICS size standard and at least 51% unconditionally and directly owned and controlled by one or more women who are US Citizens, including management and daily operation



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Organizations

- WBENC
- NWBOC
- NAWIC www.nawic.org
- CREW www.crewnetwork.org



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Steps to Prove WBE

- Application
- Office and Job Site Visit by Certifying Official
- Audit of Contracts
- Audit of Checks
- Personal Interview at WBE HQ Office
- Interview at State Certifying Agency (usually DOT)



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TMG's WBE Journey





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TMG's WBE Journey

- 2000-2002 8(a) application
- 2003 acceptance by SBA
- Nine year run
- Graduating Big!
- Post 8(a) Growth and Development



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Involving Women in the Construction Industry





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Agency Goal Attainment

- Federal Government WBE Goal 5%
 - Actual 4.05%
- Federal Government WOSB Goal 5%
 - Actual 0.90%



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Women In Construction

- According to the US Bureau of Labor Statistics Current Population Survey, nearly 90 percent of the 10.7 million people employed in the construction industry are white males (2021).
- Increasing non-white and female participation in the construction industry has been a goal of many organizations, including the US Department Of Labor for more than 40 years.



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The Diversity Imperative

- Focus Groups
- Summits
- Grants
- Publications
- Procurement Goals
- M/WBE requirements
- Manpower (person-power) shortages
- 2020 She-cession



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2020/2021 She-cession

- COVID's Disproportionate Impact on Women
- School Closures
- Quarantines
- Collapse of Child Care
- On-again, off-again Child Care
- Virtual Schooling
- Mother's Caregiving Burden for Children and Elderly Relatives
- Gender Gap in Wages
- Lack of Family-Friendly Policies/WFH Policies



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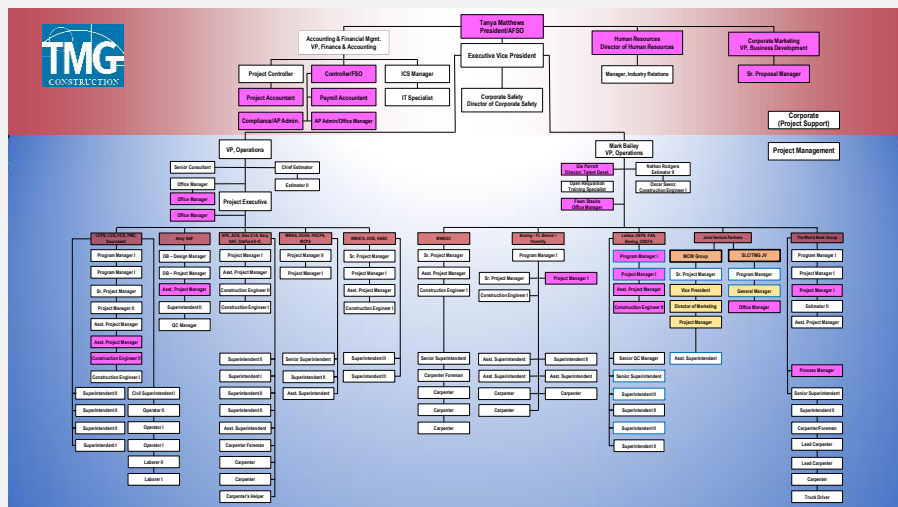
How to Increase Involvement of Women

- STEM programs
- College mentorships
- High school recruitment
- Publications
- Speeches
- Visibility
- Organizations
- Subcontractor Outreach
- Mentor/Protégé Programs



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TMG's Organizational Chart Showing Women in Key Posts





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Conclusion

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