

To support, advance, and connect women and promote diversity within the AEC and related industries.

Mission

Vision

People at all career levels and diverse backgrounds are achieving visibility and influence in the AEC and related industries.

Goals & Objectives

Foundational Capabilities

Establish organizational-wide infrastructure tools to support and sustain our growth and drive operational excellence.

Community Impact

Diversify the AEC industry, contribute to building the workforce pipeline, and provide resources and pathways to support advancing individual careers.

Engage & Promote

Secure a consistent membership base and long-term commitment to our organization through intentional interactions and programming

Education & Awareness

Provide relevant and timely programming, financial resources, learning and development opportunities, and strengthen our value proposition

Initiatives

- Develop a Chapter Operating Manual
- Develop Onboarding and Board Transition Plans
- Develop a Diverse Financial Strategy & Annual Budgeting Discipline
- Improve Coordination with National
- Establish KPI's for Goal Achievement
- Improve Technology & Systems (Communications, Membership, Data Management, Payments)

- Develop PWC Boston's definition of Diversity and Align Committee Actions
- Implement a formal and consistent Strategic Giving Plan
- Establish Strategic Partnerships with Industry Organizations to Coordinate Investments in Building the Workforce Pipeline
- Form an Organized Mentor/Mentee Program from school level through career cycle

- Develop Strategy to Ensure Year over Year Roll Over and Increase Corporate Members
- Formalize an Annual Membership Meeting Forum to:
 - Gather Input on Needs and Align Programming & Support to their Needs
 - Recruit for Boards, Committees, & Other Opportunities
- Grow Advisory Board Participation & Diversify Slate to help achieve Goals

- Increase Quantity and Diversity of Scholarships
- Form a Student Chapter
- Establish a Scalable, Adaptable & Relevant Professional Development Program
- Create an Annual Leadership Conference
- Promote Member Stories
- Elevate our Marketing Collateral (digital and print) & Storytelling
 - Case studies, testimonials, metrics

Values

Belonging

Operate as a partner in the industry and within our organization that provides attention and support to all people with diverse industry skillsets and experiences through inclusive engagement.

Impact

Provide a platform for all people to access resources and education that is timely and relevant within the industry in order to advance personal career opportunity and development.

Collaboration

Collaborate and partner with like-minded organizations to strengthen our impact and connect industry thought leadership, strengthening our ability to move our impact forward together.

Community

Promote relationships internally with our Board, Committees, and Membership, and externally with all people and organizations in our industry, connecting diverse experiences and perspectives, and fostering a common purpose.

Empowerment

Engage in mentorship, celebrate accomplishments, and provide access to resources and relationships that lead to individual confidence to take charge of professional and personal growth and lead the growth of the industry pipeline for future generations.