



PROFESSIONAL WOMEN IN CONSTRUCTION (PWC) BOSTON CHAPTER

IMPACT REPORT 2023 - 2024

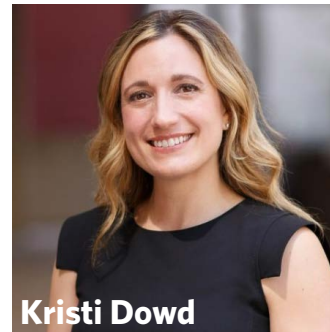




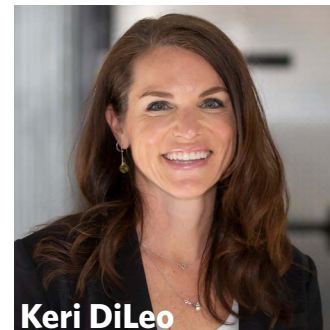
TABLE OF CONTENTS

Presidents' Message.....	3
Our Mission.....	4
Strategic Framework.....	5
Programs.....	6
Outreach	7
Scholarship Recipients.....	8
Awards of Excellence.....	9
Financials Summary.....	10
Annual Sponsors	11
Board of Directors and Advisory Board.....	12

Presidents' Message



Kristi Dowd



Keri DiLeo

PWC Boston Members and Supporters,

We are thrilled to share our first PWC Boston Impact Report. As we reflect on the 2023-2024 Program year, we are both proud and inspired by the incredible strides our organization has made. Last year was one of growth, resilience, and opportunity, and it is thanks to the collective efforts of our members, partners, and sponsors that we are able to share these accomplishments with you.

At PWC Boston, our task remains clear: to provide a platform for professional women in construction to connect, grow, and thrive. We have worked tirelessly to expand our membership, foster educational opportunities, grow our pipeline, and advocate for systemic change within the AEC industry. Together, we have fostered an environment that celebrates women's achievements in the Architecture, Engineering, and Construction industry, actively works to break down existing barriers, and delivers value to our members and community through education, scholarships, and meaningful connections.

As you read through this report, we hope you are as inspired as we are by the impact we've made. Our success is a direct result of your dedication, and for that, we extend our deepest gratitude.

Looking ahead, we remain committed to our mission and will continue to drive forward our strategic initiatives. Thank you for your ongoing support and involvement, and for being a part of this remarkable community.

Together, we are building a stronger, more inclusive future for women in construction.

With gratitude and excitement for what's to come,

Kristi Dowd, Immediate Past President, 2023 - 2024

Keri DiLeo, Current Chapter President, 2024 - 2025

Professional Women in Construction - Boston Chapter

Our Mission

Who We Are

Professional Women in Construction (PWC) Boston Chapter’s mission is to support, advance, and connect women and promote diversity within the architecture, engineering, construction (AEC), and related industries.

The Meaning of Membership

“ I wanted to build connections, and PWC Boston has provided exactly that—an amazing group of women and men who offered me their guidance and support right away.”

Ching Ling,
Exposure Lighting

Impact: By the Numbers



Strategic Framework

5 Year Strategic Framework 2023-2028

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

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, learning and development opportunities, and strengthen our value proposition
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Initiatives	<ul style="list-style-type: none"> Develop a Chapter Operating Manual Develop External and Internal Onboarding & Transition Plans Develop Diverse Financial Strategy & Annual Budgeting Discipline Improve Technology & Systems Elevate Branding/Marketing Collateral Develop KPI's for Goal Achievement 	<ul style="list-style-type: none"> Align Committee Actions with DEI Goals/ Objectives Establish Strategic Industry Partnerships to Build the Workforce Pipeline Increase Quantity & Diversity of Scholarships Implement a Strategic Giving Plan 	<ul style="list-style-type: none"> Develop New Member Recruitment & Rollover Retainment Strategy Organize a formal Annual Member Meeting Expand & Diversify Advisory Board to Assist in Goal Achievement Formalize a Mentor/Mentee Program Promote Member Stories 	<ul style="list-style-type: none"> Develop Student Engagement Plan Establish PWC as an Industry Resource for Leadership & Professional Development Curate Consistent Educational Events through Annual Program Planning Define the value PWC is providing to its Members and the Industry
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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.
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Programs

2023-2024 Programs

Providing relevant and timely programming and learning opportunities has been one of our goals from the start. In the 2023-24 program year, we offered a range of educational sessions, intimate “fireside chat” discussions, a “Purposeful Diversity” series, and project site tours, all including networking time with AEC experts and peers.

Why did you join PWC Boston?



Jill Papagni, DPR

I joined PWC Boston to help another ‘Jill.’ I was new to the industry and so many amazing people took the time and took me under their wings. I would love to be able to do that for someone else.

EVENT NAME	# attendees
Hard Hat Tour - UMass Chan Medical School’s New Education and Research Building	38
2nd Annual PWC Boston Awards Gala	149
PWC Fireside iCHAT with Andy Reinach	55
Member Holiday Social	132
Hard Hat Tour - The Pryde	56
Golf Outing	150
Party with a Purpose	89
Member Breakfast	76
Purposeful Diversity Series: Career Conversations - A Path to Entrepreneurship	39
TOTAL	784

Outreach

Our outreach efforts have grown substantially, placing focus on the need to build a pipeline for our industry. In conjunction with Haley & Aldrich, PWC has become fully engaged in providing volunteers and support for student outreach.

50 %

PWC Affiliates

In support of the outreach program being led by Haley & Aldrich, PWC member firms or affiliates made up **more than 50%** of the volunteer base.

24

Member Volunteers

24 PWC members volunteered at and/or helped to organize at least one event, and 10 additional members already signed up for semester events starting Program Year 24/25.

+

More Outreach Events

PWC co-hosted 3 events in Fall 2023, increasing to 8 events in Spring 2024. This number is projected to increase as more school partnership opportunities arise.

OVER 450

Interactions

Over 450 students and faculty interactions occurred at PWC-affiliated events. Expanding opportunities with existing partners while ramping up relationships with new schools, the amount of students reached is anticipated to TRIPLE for Program Year 24/25!



Bunker Hill Community College



UMass Boston



Scholarship Recipients



Supporting the Next Generation of AEC Professionals

Our scholarship initiative plays a crucial role in keeping students engaged and excited about the opportunities within the AEC industry. By providing financial support, we aim to inspire the next generation of architects, engineers, and construction professionals to pursue their passions and contribute to the industry's growth and innovation.

During the 2023-2024 year, PWC Boston awarded a record total of \$40,500 in scholarships to seven students:

- **Gabriella Viana** - \$7,500 scholarship
Graduating from Keefe Regional Technical School and will be studying Architecture at Wentworth
- **Shailyn Harrington** - \$7,500 scholarship
Graduating from Southeastern Regional Technical Vocational HS and will be going to Southeastern Technical Institute to become an electrician
- **Casey Fienberg** - \$7,500 scholarship
Getting her graduate degree in Mechanical Engineering at MIT
- **Kelly De Leon Lopez** - \$4,500 scholarship
Graduating from KIPP Academy Lynn Collegiate, will be studying Engineering at Wentworth



Boston Public Schools scavenger hunt

- **Jessica Valatka** - \$4,500 scholarship
Graduating from Salem High School, will be studying Sustainable Urban Planning at UMass Amherst
- **Tanuja Naryal** - \$4,500 scholarship
Studying Architecture at Boston Architectural College
- **Jason Marcella** - \$4,500 scholarship
Studying Construction Management at Wentworth

PWC Boston has awarded \$88,000 in scholarship funds since 2020. We are proud to recognize these recipients and remain committed to supporting all students who aspire to shape the future of the AEC industry.

Awards of Excellence

Our annual Awards Celebration recognizes the AEC professionals who personify our mission of supporting, advancing, and connecting women, and promoting diversity in the AEC industry. The October 2023 Awards event was hosted at Artists for Humanity EpiCenter in Boston, whose artists designed the awards themselves.

keynote speaker

Chiderah Okoye

Chair, Transform Power Systems (TPS)



AWARD CATEGORIES AND WINNERS

RISING STAR

Stephanie Crepeau, Superintendent, BOND

EXCELLENCE IN MENTORSHIP

Kelsey Rogers, Principal for Acoustics, Acentech

VOLUNTEER OF THE YEAR

Jill Papagni, Business Development, DPR

COMMUNITY IMPACT

Riane Ragno, Diversity & Workforce Coordinator,
Cranshaw Construction

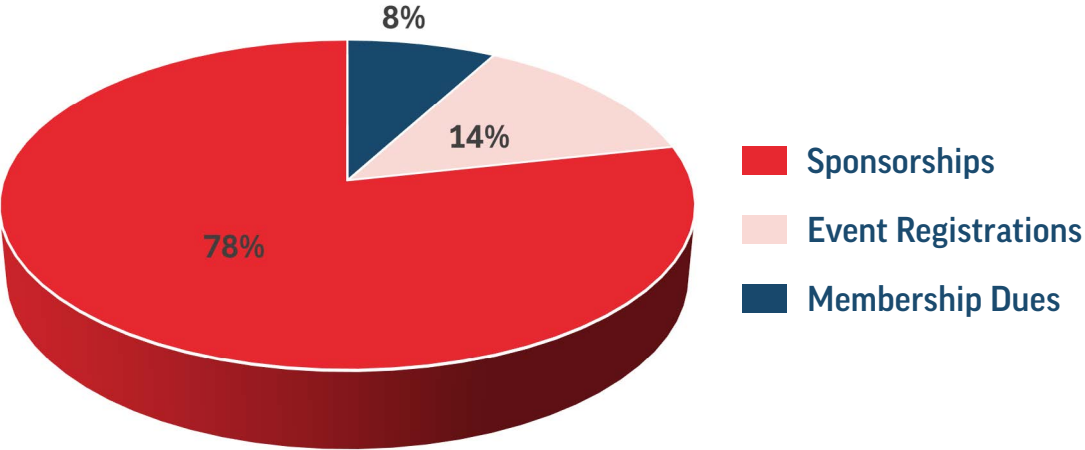
WOMAN OF ACHIEVEMENT

Lynne Deninger, Office Practice Leader, CannonDesign

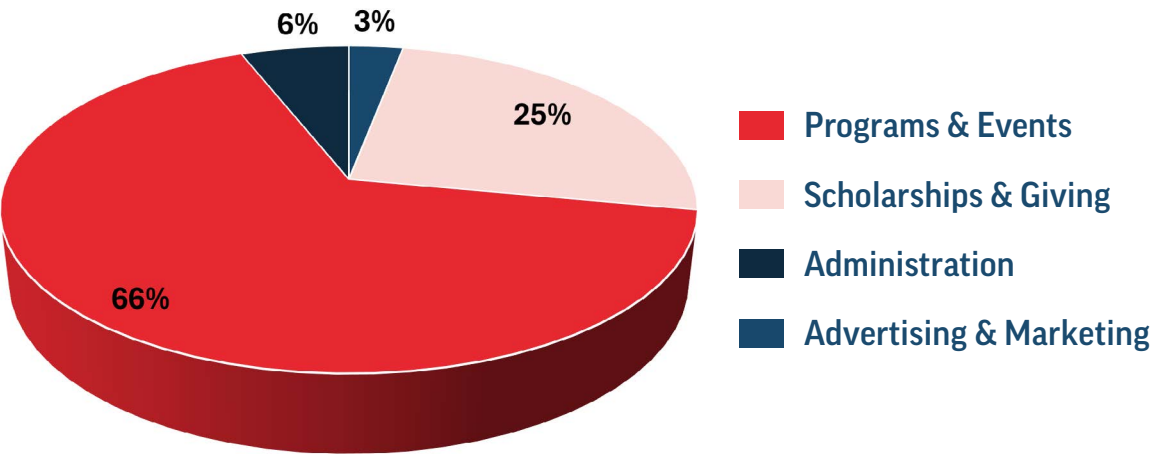


2023-2024 Financial Summary

REVENUE



EXPENSES & GIVING



Paying it forward with PWC Boston



Kelly Harris,
BOND

I like to think I can help younger members grow their careers and adjust to the sometimes-difficult landscape of our industry through the shared experiences I have had over my long career.

Making connections that last



Teresa Wilson
Colliers Project
Leaders

Being a part of PWC is a great opportunity to hear other people's stories and see how they work in the AEC world. There are so many different ways to be a part of this industry.

Annual Sponsors

PWC Boston is incredibly thankful for the generous sponsors whose like-minded support of inclusion in our industry helps fund PWC Boston scholarships, programs, events, and DEI conversations.

PWC BOSTON

Thank you to our 2023-2024 Annual Sponsors

DIAMOND

- NEWMARK

PLATINUM

- BOND Building
- REDGATE™
The Right Return on Real Estate

GOLD

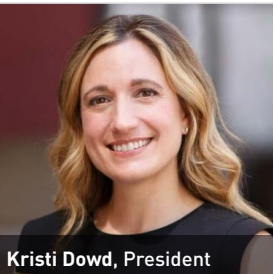
- CONSIGLI
Est. 1905
- COX ENGINEERING
WHERE THE BEST ARE BUILT
- DUGGAN
EST. 1891
- nbbj
- SUFFOLK

SILVER

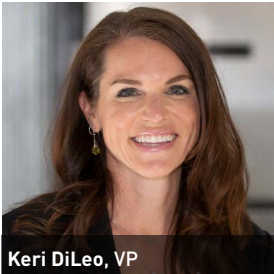
- AKF
- DPR CONSTRUCTION
- Flad
- SCALORA CONSULTING GROUP
- stv

Board of Directors and Advisory Board

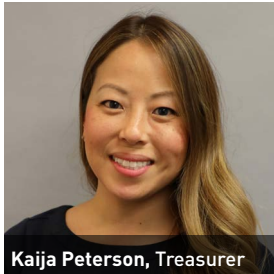
2023-24 Officers and Board of Directors



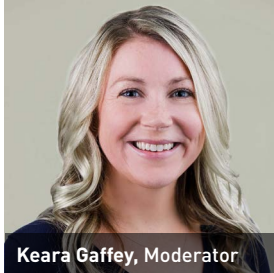
Kristi Dowd, President



Keri DiLeo, VP



Kaija Peterson, Treasurer



Keara Gaffey, Moderator



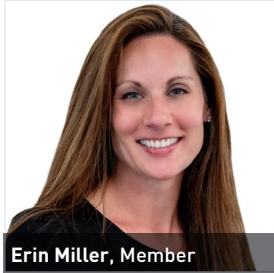
Caitlyn Angelini, Past Pres.



Kelsey Rogers, Member



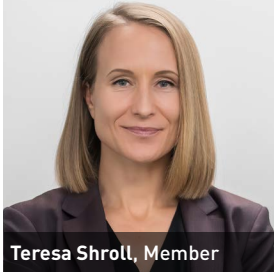
Jill Papagni, Member



Erin Miller, Member



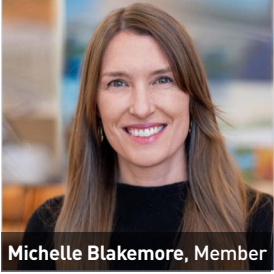
Alison Smith, Member



Teresa Shroll, Member



Lateffa Curry, Member



Michelle Blakemore, Member



Kim Sousa, Member

2023-24 Advisory Board



JocCole 'JC' Burton



Karmen Cheung



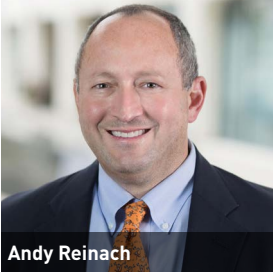
Sonal Gandhi



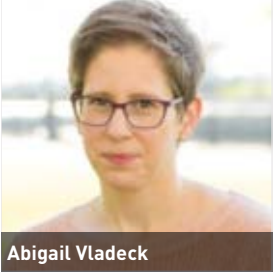
Nancy Hanright



Cassandra McKenzie



Andy Reinach



Abigail Vladeck



PWC-BOSTON.ORG