

In Her Words



? In your mind and experiences, what do you think it will take to level the playing field and create more job opportunities and career advancement for women in the construction industry?



Amie Kromis

Diversity & Inclusion
Manager and Skanska
Unlimited Participant

Washington, D.C.

Shifting focus from mentorship to sponsorship is essential to increasing women in executive positions. While a mentor advises, a sponsor advocates and provides the social capital that women often lack in male dominated industries such as construction.



'Leveling' the playing field is, in my mind, just making sure all tasks are given to the people who do them the best. Just as being good at math is only because of practice, being good at any aspect of skilled labor is only practice, no matter your age, race, or gender. Level the playing field by focusing on ALL of your workers with the same amount of respect.



Julia Murray

Ironworker

New York



My advice to future sisters would be to always look ahead and don't hesitate to be bold. Don't let anything or anybody place a ceiling or boundary on how high or how far you want to go. Like anything in life, your own fear is your worst enemy. The trades are a great place to dig your feet into and stay through to your retirement.



Stephanie Imber

Surveyor/Layout Lead

Seattle

Advancement for women in construction has started with more women entering the fields of science and engineering. Job opportunities and career advancements will evolve naturally with more women obtaining degrees in construction related fields. In addition, focused inclusion efforts by Skanska continue to draw and attract women into the construction industry. However, leveling the playing field and creating more job opportunities for women in the trades will be more of a challenge. There are safety hazards in construction that inherently impact women differently than men, but, with continuing technological advances in the construction industry, this gap will be bridged.



Theodora Diamantis

Vice President and
Account Manager

New York



Pamela Murray Johnson

Vice President

Washington, D.C.

In order to level the playing field, we must understand and appreciate the different perspectives that women bring to our business. Our unique talents should be valued because they are valuable to success in business. Some people believe that we need to assimilate in order to fit into the work culture that men have created and how we work with colleagues, clients and subcontractors. Well the truth is we will never be men so why should we have to work and manage as men? If I am valued for my uniqueness then opportunities are available because my talents are recognized for creating profit and success.



? How has Skanska created opportunities for you to grow and what have you enjoyed about the experience?



Niki Johnson

Benefits and
Compensation Director

Charlotte

I am surrounded by great women leaders here at Skanska. Although not always identified in their title, their support, championship for Skanska, and ability to lead allows me to grow in my own leadership. Most plants and trees lean towards the sun to absorb nutrients, as it is when you see great leadership around you: you gravitate towards it.



Having my abilities and contributions recognized and respected has empowered me to take on more responsibility, and in turn, mentor others to embrace their natural talents, whatever they may be. The most enjoyable experiences in my career have been working with women coming into our industry.



Sonny Wagner

Senior Project Engineer

Cincinnati



Working at Skanska I am afforded the autonomy to make decisions on my own while also having a vast network of resources to develop key skills and advance my career. It is also rewarding to be part of serving something bigger than me: my community through the projects we build and the small businesses we are able to play a part in helping to grow.



Kimberly Burke

Senior Director of Business
Development

Dallas

The opportunities that Skanska has created for me are through the tremendous amount of relationships and the variety of projects in which I have been privileged to play a part: Skanska builds for a better society. I have gained lifelong relationships, not only with our customers and clients, but with our craft employees as well. It's an honor to be a small part of someone's life during a project, but establishing a relationship after the project is the biggest gain. One never stops learning whether with colleagues or our clients; it's made me a better person.



Barb Daum

Project Executive

Evansville

