

# THE VOICE

## OF WOMEN IN MECHANICAL CONSTRUCTION QUARTERLY NEWSLETTER



### 'THE VOICE' OF WIMC IS HERE!

The intention of this newsletter is to create something that is sincere, genuine, and useful to all the members of MCA Canada & the 'Women in Mechanical Construction' Initiative also known as WiMC.

Engagement with members on a newly launched platform is an exciting opportunity, and we're looking forward to seeing how readers respond with the content in the future. Our goal is to keep you informed on what is happening in our industry, what the committee has been up to, and what the committee will be doing in the coming quarters.

This issue we will introduce you to the WiMC Committee, explain how the Committee came about, what we have planned and provide an overview of what has been happening.

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## A MESSAGE FROM OUR CHAIR

Welcome to our first official newsletter for Women in Mechanical Construction (WiMC). This committee has been represented by an incredible group of individuals who are committed to driving change through education, mentorship, and collaboration through the development of relationships in not just the mechanical sector, but the construction industry as a whole. It has been my privilege and honour to be the 1st Chair of WiMC since its inception 4 years ago, and to hold the first female position on the board of directors for MCAC.

**13%:** This is the percentage of women representation in the Canadian construction industry and this includes all women working in office and site positions. Our goal has been to use WiMC as a platform for like-minded individuals in the mechanical industry to drive change and we are proud of what has been accomplished in this time. It will continue to be our focus.

We have some exciting plans to continue to use the WiMC platform as we advocate passionately for our females in industry by;

- Developing a Mentorship Program & Leadership Program
- Supporting Female Apprentices with yearly scholarship
- Providing skills development, education & training workshops
- Guidance in professional & personal goal achievement
- Keeping our Members up-to-date through various social media initiatives, such as; Quarterly Newsletter, Podcast Series, LinkedIn, Instagram & Facebook

I hope you find the time to get engaged and join our membership.

Enjoy the newsletter!



*Julie Zulich*

**Julie Zulich**

President, TESC Contracting Company Ltd.  
Chair, WIMC Committee





## MEET YOUR 2022 COMMITTEE



**TOP ROW (L-R)**

**CHAIR JULIE ZULICH (TESC MECHANICAL CONTRACTING)  
VICE CHAIR JUDY-LYNN MASON (SERVCO CANADA GROUP OF COMPANIES)**

**2ND ROW (L-R)**

**JASON CAMPBELL (AECON INDUSTRIAL)  
DAWN ERMEN CORMIER (ERMEN PLUMBING & HEATING)  
NADINE FULLARTON (MCA NEW BRUNSWICK)  
JENNIFER LOWE (LOWE MECHANICAL)**

**3RD ROW (L-R)**

**JANE GOWING (BLACK & MCDONALD)  
TANIA JOHNSTON (MCA CANADA)  
JESSICA SHAVER (MCA CANADA)  
RACHAEL LOLUA (MCA HAMILTON-NIAGARA)**



## A GLIMPSE INTO HISTORY

The MCAC Board of Directors voted unanimously in favour of establishing the 'Women in Mechanical Construction' (WiMC) in 2018. Since that time, the WiMC initiative has established a mission and strategic goals, installed a steering committee and put plans in place to broaden the network of women working in mechanical construction. The soft launch for the group was held at the association's conference in Whistler, B.C. of 2018.

At MCAC, we are proud that the Association had the progressive outlook to create the 'Women In Mechanical Construction' Initiative four years ago. Following that, our Association took another step forward at our 2019 Annual General Meeting when members voted unanimously to ensure a representative of that initiative would have a place on our Board of Directors.

### OUR MISSION

MCA Canada's Women in Mechanical Construction is a forum through which women who work in mechanical construction share experiences, seize opportunities and learn skills that will help them advance their careers.

It provides networking, education, mentoring and professional development programs specifically dedicated to helping women in mechanical construction build long and productive careers in the industry.

### GOALS

- Development, training and networking opportunities for women joining our program
- Enhanced opportunities and abilities for member companies to attract, develop and retain more high-performing women as team members
- Increased engagement of women in association programs, initiatives, committees, councils, and boards
- Making the industry a preferred choice of career for women





# PLANNING FOR THE FUTURE OF WIMC BY MCA CANADA

by Tania Johnston (CEO, MCA Canada)

In 2021, MCA Canada conducted a new Strategic Planning exercise with the MCAC Board of Directors. It should come as no surprise that the Women in Mechanical Construction Committee was highlighted as a key segment of the plan. With full support of the Board, WiMC will continue to broaden its reach and its programs to ensure that it provides the proper support to women in the industry.



Since launching, the initiative has continued to grow and gain momentum, and it remains an important part of what we are doing to promote the mechanical contracting sector.

## SUCCESS STORIES

One of the early topics we discussed at the outset of the WiMC initiative was to make sure we are telling the success stories of women in our industry. Whether it is someone who has worked up the ranks on a jobsite into senior roles, or the women working in important management positions in our industry, these success stories illustrate just how inviting and inclusive our industry really is.

As an association, we are endeavoring to make sure these stories continue to be shared across Canada and throughout our industry so we can celebrate the women and females in the mechanical contracting sector.

## NETWORKING

One of the most important messages we share with all stakeholders, is to encourage involvement in associations, committees and industry groups. The value that comes from sharing experiences, information and knowledge in these environments cannot be overstated. I have been fortunate over many years to be involved in a number of outside boards and committees, and each one of these experiences has provided me with great personal and professional connections. ~ CONTINUED



And, at the same time, we can use these environments to discuss important issues such as how we can attract the best and the brightest to our industry.

### **MENTORSHIP**

Perhaps most importantly, we have to provide the mentorship to women that will help them to define their path, and showcase the opportunities available to them. Speaking from my own personal experience, I have had tremendous mentors who have given me new opportunities to learn, to thrive, and to excel in my work.

Whether it was my former MCAC CEOs, or our Presidents and Chairs of the Board, these individuals have supported my professional development through their mentorship and guidance. If we can encourage ongoing mentorship for women in this industry, we can help to create an environment where women in our industry are supported to take on any role.



As I mentioned, these three themes of success stories, networking and mentorship are all examples of what we can do to help support the women in our industry. If we can provide these, we are making great strides to create a more inclusive and respectful work environment, which is something the WiMC Committee strongly believe in for our industry. Quite simply, it is because we know there is incredible progress being made across the country for females in all sectors, and that there is tremendous opportunity ahead for women not just in our industry, but in all industries across Canada.

This coming fall, the WiMC committee will be meeting in Halifax during the MCAC conference to review its mandate and will develop programming for the 2022-2023 fiscal year. If there is a program that you would like to see WiMC offer, please reach out to [jessica@mcac.ca](mailto:jessica@mcac.ca)



# 2022 RICHARD MCKEAGAN SCHOLARSHIP SERIES

**ACCEPTING APPLICATIONS NOW!**

**SCHOLARSHIP AMOUNT: \$800  
FIELD OF STUDY: FEMALE APPRENTICE**

Do you know a female apprentice or a woman studying in the field of mechanical engineering, business or construction management?

If so, please share with them that MCA Canada's Richard McKeagan Scholarship has a number of opportunities to help with their education expenses. Applications can be received until August 15th, **click the button** for more information about this great opportunity!

Or visit [www.mcac.ca](http://www.mcac.ca), under header 'Programs'



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## 2021 RECIPIENT WINNER: JILL STAGG

Jill Stagg a 2nd year Steamfitter / Welder was our 2021 Recipient Winner of the WiMC Scholarship. WiMC recently reached out to Jill and got an update on her apprenticeship.

"I am now officially a Second Year Apprentice and have attained my Standard Forklift/Rough Terrain Forklift ticket, with my Skidsteer and Hoisting and Rigging tickets completed by end of February. My first round of in-class training is completed, putting me another step forward towards attaining my Red Seal in both Steam fitting /Pipefitting and Welding," said Jill.





## WOMEN IN CONSTRUCTION WEEK '22

A free workshop was held by WiMC in honour of Women in Construction Week, sponsored by Aecon, Bradford White, and Black & McDonald. Designed specifically for women in the construction industry with the intent to teach participants practical skills and tools they can apply to deal with stress and anxiety in their workplace. This online course attracted more than 100 participants!

Speakers Jennie West-Correia, CPF, CEC, Senior Consultant, Stratford Managers & Breanna Pizzuto is the Founder & Lead Trainer of Talk Tools provided learning objectives such as;

- To normalize the stress and anxiety that women face in the construction industry.
- To allow participants a safe place to have an open discussion about current challenges they are facing in the workplace.
- To educate participants on the importance of managing stress by setting personal boundaries.
- To empower participants to use their strengths and assert their limits in an assertive, empathic way, using a three-step model.

**"Better understanding of when/how to set boundaries and ways to do that. Ways to be more effective in communicating when setting boundaries" ~ said attendee**



**"I learnt that it is okay to say no in a positive way. I will be taking more time for self-care."**  
~ feedback from attendee

### 'COPING STRATEGIES'

ONLINE WORKSHOP IN SUPPORT OF WOMEN IN  
CONSTRUCTION WEEK!!

MARCH 11, 2022 | 12PM-2PM  
FREE REGISTRATION

**"Have more workshops, to keep us motivated on setting limits and growing our confidence. Some just need an extra little push here & there" ~ suggestion from attendee**





# CMPX TRADE SHOW MARCH 2022 TORONTO, ONTARIO



Left to Right: Daphne Fayle, Jessica Bannister, Tania Johnston, Kelly Burns, Shelley Vallee-Ewing

During the CMPX convention in Toronto, MCA Canada's Women in Mechanical Construction Committee Member, Tania Johnston, stopped by the 'Women in HVACR Canada' booth for a quick photo opportunity. This is what it means when you hear the phrase:

**"WHEN WOMEN SUPPORT EACH OTHER,  
INCREDIBLE THINGS HAPPEN"**

THANK YOU TO  
OUR COMMITTEE  
MEMBERS COMPANIES





## OUR 'VOICE' ON SOCIAL MEDIA



### SOCIAL MEDIA STATISTICS (90 DAYS)



**LINKEDIN**  
FOLLOWERS = 357  
(115 NEW FOLLOWERS)

<https://www.linkedin.com/company/mcac-women-in-mechanical-construction>



**INSTAGRAM**  
FOLLOWERS = 101  
(101 NEW FOLLOWERS)

<https://www.instagram.com/mcacanada.wimc/>



**FACEBOOK**  
FOLLOWERS = 152  
(12 NEW FOLLOWERS)

<https://www.facebook.com/WomenInMechanicalConstruction>

It has been a year of upping the Social Media game for the WiMC Initiative, which includes adding a new platform 'Instagram' that was launched in February 2022, to further engage its members.

MCA Canada's Membership Engagement Coordinator, Jessica Shaver, has recently joined the WiMC committee & with her help, we have seen a considerable increase in followers and awareness on all 'Women in Construction Mechanical Initiative' social media accounts.

"As we adjust to the new normal, I am striving to keep all our members engaged and connected through new platforms. WiMC is proud to announce their own quarterly podcast series featuring a committee member as host and other women in the industry discussing important topics within our sector." stated Jessica



## WHAT'S NEXT FOR WIMC?

### NEXT WIMC COMMITTEE MEETING IS IN HALIFAX, NS

The Committee will be meeting again on September 29, 2022 at the MCA Canada Annual National Conference in Halifax, Nova Scotia. This is where they will be discussing the next year goals for the WiMC Initiative. Lots of exciting new things happening in 2023!! The meeting will be followed by the WiMC Reception

~ Sponsored by TESC Contracting Ltd.



WiMC Committee is excited to announce the conference will have a panel session of all female speakers on the topic of "Recruitment and Retention of the Next Generation".



The panel is as follows; Annik Forrestal (Partner, McMillan), Beth Jacombe (Plan Group), Emily Arrowsmith (Canadian Apprenticeship Forum (CAF)) & last but not least Brandi Ferenc (313 Refrigeration Mechanic & HVAC Instructor and Mentor for HVAC apprentices and Women in Skilled Trades).



## **WANT TO CONTRIBUTE TO WIMC?**

**Have something you want to share with WiMC Newsletter?**

**Do you want to be a speaker or present to our members?**

**Sponsor a workshop that fits in with our initiative?**

**Join the initiative?**

**Be a mentor or be mentored?**

### **CONTACT US**

**Women in Mechanical Construction**

**280 Albert Street, Suite 701, Ottawa, ON K1P 5G8**

**Jessica Shaver, MCAC's Membership Engagement Coordinator**

**[jessica@mcac.ca](mailto:jessica@mcac.ca)**

**Take a few moments and let us know what you thought, click**

**[HERE for the Feedback Survey](#)**



