



2023 Women in Construction: Krystle Bryan, Urban Atelier Group

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Which professional associations or organizations would you recommend to women who are starting out in the AEC industry? As a graduate student, I was involved with the National Association of Women in Construction (NAWIC). I encourage all women to get involved in organizations with local and national scale affiliations, even if it isn't specifically for women. A career in construction is demanding and challenging, so I recommend that you evaluate if you have the capacity to commit. That said, whether it's an official organization or a lunch group at work, foster and maintain the relationships you develop. Our industry is small, and you will likely cross paths with people throughout your career.

How can AEC companies recruit more women? The AEC industry must prove that there are opportunities to grow within the field. As an initial step, firms must articulate the responsibilities of each role, including expectations for required skill sets and proficiencies for promotion. Additionally, firms must provide the right managers to develop staff for both men and women. These decisions are rooted in understanding team dynamics, advocating for proper staffing, and leveraging individual skills and ambitions to benefit the team, individual, and client. As a manager, you must know and grow your personnel.