



**2023 Women in Construction: Frances Minondo, EW Howell
Construction Group**

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Frances Minondo
Project Manager

Which professional associations or organizations would you recommend to women who are starting out in the AEC industry? I would recommend that women starting out in the AEC industry join a local organization to make connections with strong role models, mentors & leaders in their field. I am a founding board member of the Women Construction Owners & Executives (WCOE) Metro NY Chapter whose mission is to promote opportunities today for women leaders in the construction industry & the future women leaders of tomorrow.

How can AEC companies recruit more women? AEC companies can recruit more women by showing potential hires that they are committed to advancing women within the industry. This can be done by including women in the hiring process, sponsoring & attending events for organizations that support Women in Construction, and by showing women that there is a career path for them at their company.

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