



## **2023 Women in Construction: Melissa Slavin, Bohler**

March 28, 2023 - Spotlights



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Business Development

Which professional associations or organizations would you recommend to women who are starting out in the AEC industry? I highly recommend joining your local Commercial Real Estate Women (CREW) chapter. For six years now, I have been a proud member of CREWNY, and currently, as the Communications Chair, I serve on the Board of Directors. My involvement has significantly enhanced my experience and enabled me to become an integral part of the community. Being an active member and holding a leadership position on the Board of Directors has provided me with opportunities to network with other A/E/C professionals, expand my skillset, acquire new knowledge, and hone my leadership abilities.

What is your favorite building in New York? With so many remarkable buildings in New York City created by women architects, selecting a favorite is no easy task. Nonetheless, the Hearst Tower located in Midtown Manhattan, designed by architect Dame Zaha Hadid, stands out. Completed in 2006, it boasts an impressive geometric facade and employs cutting-edge sustainable materials, setting a new standard for innovation in the field.

What was a pivotal point in your career? Balancing motherhood and returning to work in the A/E/C industry can be a daunting task. This industry is known for its demanding nature, including tight deadlines and frequent travel. One of the critical elements to a successful return is having a supportive workplace culture and employer. At Bohler, I was fortunate to have colleagues and superiors who were understanding, compassionate, and caring during this period. With the unwavering support of my team at Bohler, I was able to seamlessly transition back into my career, and the experience proved to be both fulfilling and exciting. With proper planning and a supportive workplace culture, it is undoubtedly feasible to achieve a harmonious balance between motherhood and a fulfilling career in this dynamic industry.

How can AEC companies recruit more women? Creating a more inclusive and diverse workforce in the architecture, engineering, and construction (A/E/C) industry requires a concerted effort to recruit more women. To achieve this goal, A/E/C companies can adopt various strategies such as developing a gender diversity and inclusion strategy. They can also form partnerships with universities and organizations that focus on promoting women in STEM fields and leadership positions. Additionally, offering competitive pay and benefits can serve as an added incentive to attract and retain talented women in the industry. By effectively implementing these strategies, A/E/C companies can foster a more inclusive and diverse workforce, which not only benefits women but also contributes to the overall growth and success of the industry.