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## LETTER FROM THE PUBLISHER

Please join me in taking a moment to congratulate the 51 women that we're honoring as the 2018 class of DJC Women of Vision Award recipients.

Within these pages, you'll hear their stories of hard work, passion and undeniable skill. But while there are several themes, the one thing that is most striking to me is how many different paths there are to overcoming adversity and achieving success.

In addition to congratulating these women, I'd also like to take a moment to thank each and every one of them for sharing their stories with us and letting us share them with the world. Here at the DJC, we truly believe in the power of storytelling and it is our hope that these stories catch the interest of a young girl dreaming of her future, or a middle-aged woman thinking about a career change, and entice them to look into the rewarding careers the building industries have to offer.

For those of you that may have never heard of or been to our Women of Vision Educational and Awards Event, let me fill you in. We started the event six years ago as a response to data that shows women are as underrepresented in the building industries today as they were nearly 40 years ago. The first event consisted of a panel discussion covering the issues facing women in the male-dominated industries with roughly

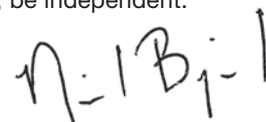


100 people in attendance.

Since that time, we've added keynote presentations and an awards program that honors women that are, quite literally, changing the face of the industries. We've covered the importance of mentorship, practical advice from powerful women, the science of body language, outside perceptions of the industry and the importance of supporting advocacy. We've honored 203 local women and hosted more than 2,500 attendees.

Only time will tell if sharing these stories and highlighting these amazing women will lead to any sort of meaningful positive change. But what I know for sure is that if nothing else, this process has taught us at the DJC the power of bringing people together and highlighting the individual story of the often unheard minority.

That reminds me of a quote from one of my favorite people, Ruth Bader Ginsberg: "My mother told me to be a lady. And for her, that meant be your own person, be independent."



**Nick Bjork**  
Publisher  
DJC Oregon



**Kara Fox-LaRose, President and General Manager of ilani** in Ridgefield, Washington, was named to Global Gaming Business Magazine's '25 People to Watch' in 2016, as well as being named one of Northeastern Pennsylvania Business Journal's 'Top 25 Women in Business' for her role as Assistant General Manager of Mohegan Sun Pocono, in Wilkes-Barre, Pennsylvania.

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The region's four largest building trade associations created Northwest College of Construction to meet the education and training requirements of the industry. The college teaches its students how to build, combining paid on-the-job training (apprenticeship) with applied theory in the classroom and shop. In addition, the college offers supervisory, technical, and safety training to all construction personnel. [www.nwcoc.com](http://www.nwcoc.com)

### **Send us your story ideas**

Do you know a young woman in the building industry who's a rising star? Is there an architect, engineer or tradeswoman who has a great story that would inspire others? Has someone on your team earned a promotion, won an award or received a new certification? If so, we want

to share the news with Women of Vision magazine readers.

Submit story ideas, good news and suggestions – or give us a heads up on an emerging industry trend or issue you think we should dig into – by sending an email to [wovmagazine@djcoregon.com](mailto:wovmagazine@djcoregon.com).

We're looking forward to hearing from you.



# Congratulations Tammi Connolly and Li Alligood, our Women of Vision!



“Tammi and Li are with Otak not because they are women, but because they are leading professionals in our industry. It's our responsibility as a firm to continue to foster a culture of inclusion and equity for all. We look forward to the continued advancement of Tammi and Li, and all women in Otak, to make us a stronger and better firm.”

—Jim Hamann, Otak's CEO and president

Otak, a leading design and engineering firm, is transforming communities across the United States — bringing its Pacific Northwest sensibilities to natural and built environments to make them more vibrant, beautiful and functional. A team of specialists, we apply deep knowledge across every facet of a project, from infrastructure and parks to urban spaces. And as one of the country's fastest-growing firms in our industry, we attract passionate, creative people who truly believe in our transformational mission. At Otak, we're forging stronger connections between people and their communities.

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# 2018 DJC WOMEN OF VISION HONOREES

**D**JC's Women of Vision is an educational and awards program that supports the women who are shaping our built environment with their leadership, mentoring efforts, community involvement and the promotion of industry diversity. The program kicks off with a handful of presentations by national speakers and local industry professionals focused on various aspects

of professional development and local issues related to women in the building and supporting industries. The educational aspect is followed by the Women of Vision awards, which celebrates the distinct accomplishments of leading women in the built environment. The event also offers several chances for open, friendly networking with attendees and the various speakers.



## Keynote Speaker



Barbara A. Res

## Panelists



Danielle Outlaw  
Chief of Police  
Portland Police Bureau



Jennifer Cooperman  
Chief Financial Officer  
City of Portland



Ashley Ulberg

## Moderator



Lois Cohen  
Lois D. Cohen Associates





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# KEYNOTE SPEAKER

## BARBARA A. RES

Barbara A. Res was the original Apprentice, having been tapped by Donald Trump and his wife, Ivana, to oversee the construction of the iconic Trump Tower on Fifth Avenue in New York City. He discovered her working as a construction engineer and superintendent on the Grand Hyatt Hotel, recognized as Trump's entrée into the development business. Her no-nonsense attitude and her ability to stand up to the men, including Trump himself, attracted his attention.

Res is an expert on dealing with sexual harassment. Always the only woman, whether in engineering school or on the site, she was discriminated against, harassed and intimidated. Her positive attitude and perseverance enabled her to overcome the obstacles and achieve success in a field that is still mostly closed to women. Res talks about her experiences in the times before the law protected women and how things have changed yet remained the same. She inspires, informs and amuses with her stories of working with men and millionaires. Res believes that work does not define the individual and that women can succeed in any field.

Res has worked in construction and development across the country and in Europe for almost 40 years. She has held virtually every position in contracting and has been a development executive responsible for bringing projects from raw land through occupancy. She has advocated before municipalities, legislative bodies, state and federal agencies, and before the business and local community. She is a

licensed attorney and an effective mediator and arbitrator. She talks about the interaction between developers and contractors, professionals, the government and the community with tips to enhance these relationships to maximize results.

Res has appeared in interviews with CBS, PBS, MSNBC, RNN, NY 1 and CNN. She has written extensively about women in construction and her relationship with Donald Trump. She has lectured at NYU School of Continuing Education and the New School. She is the recipient of CCNY's Prestigious Townsend Harris Medal. Res is the author of *All Alone on the 68th Floor: How One Woman Changed the Face of Construction*. A native of New York City, she now resides in Old Tappan, New Jersey.

Res shared some of her insights into women and the construction industry during a recent Q&A with Daily Journal of Commerce Publisher Nick Bjork.

### What got you interested in the building industry?

I studied and received a degree in Electrical Engineering. It is hard to fathom this today, but the year I graduated, there were no jobs for engineers. Classmates of mine were going into finance or insurance. I had a summer job the year before with an electrical contractor and worked part time during the school year. When I graduated they offered me a job and I took it. And that is how I got into construction.

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# Q&A

## What project over your career are you most proud of? Why?

I have to say Trump Tower, because, in its time, it was the most spectacular building being constructed anywhere, and it was complicated, cutting edge and challenging. I was in charge of every element of the work including supervising the creation of more than 50 very high-end luxury stores, such as Asprey, which had a shop there. I dealt with scores of contractors, architects and engineers and many millionaire apartment purchasers, some of whom were quite famous, like Steven Spielberg ... (and) not to mention Donald and Ivana Trump.

## What words of advice would you give to young women that are considering joining the building industry?

I think it is a fabulous industry and a great place to fulfill yourself and make good money doing it, but it is not for the weak of heart. There are many men who just don't want women, especially in the field. You have to have a thick skin. You need to pick your spots and not react to every single thing that happens. You need to talk to other women, hopefully in your field, but anyone who will support you. You must never blame yourself for anything that happens. You need to find a mentor, preferably a woman, and be a mentor as well.

## Who has been your biggest mentor throughout your career?

A boss (the president of the company) of mine when I worked for the general contractor was my greatest proponent who really believed in me. He was also one of my biggest tormentors. Every remark he made had sexual undertones. Of course, he had desires for me, but he never touched me. He honestly admitted to me, long after we worked together, that he only gave me a chance because I was so good. If I were mediocre, I would have remained in the pack or gotten fired. He promoted me because my accomplishments reflected on him, as well, and he told me I was the best leader he ever encountered in his 50 years of construction. That is probably the highest compliment I have ever received.

## Why is mentorship important for women in the building industry?

It's not important, it is essential. First, because a mentor will not let her fall into the trap of self blame, which is the single greatest cause of lack of confidence and self esteem. Secondly, the mentor most likely has gone through many of the same things — discrimination, sexual harassment and intimidation — so the mentee will know that she is not the only one. Third, you need someone to talk to, maybe cry to, when things get tough. And finally, it is someone who will believe in you when you have your own doubts.



## Is there anything else you'd like to add?

Pages and pages worth. The government and private companies and the unions, too, have to do something. The situation, especially in the trades, is ridiculous: 1 percent to 3 percent of females in the trades when there is such a need already (and forget the UK when Brexit happens) being filled with inferior untrained workers. Don't let anyone fool you — women do want this work! You think it is any easier to lug around a 200-pound patient than it is to set bricks or paint a wall? And there are many specific jobs that women just do better, period. This is a myth perpetrated by people who want the old boy's network to remain. In the U.S., we had a problem with not having minorities in the trades. Hiring guidelines were put in place and presto, in a few years they were properly represented and the guidelines were dropped. These must be instituted for women and they must be mandatory. Little girls in school should be encouraged in math and science and they should be taught about building. Nothing is more rewarding than pointing to a building and saying, "I helped build that." Common practices in the engineering schools and in industry, such as assigning secretarial tasks to female team members, must be stopped immediately.

That's enough for now, but there is much more to be said. It has been proven that a significant participation of females adds to the bottom line in every instance. More women in higher positions is what we need and we need it now. It can be done, don't you believe otherwise.



# WOMEN OF VISION



## LIFETIME ACHIEVEMENT

### JEANNE STATON

Retired president and CEO  
Staton Companies

Jeanne Staton may be retired, but she's still making an impact in her OSHA-approved cowboy hat by encouraging young people to explore careers in construction. She continues to serve on the Construction Career Day committee and said the most recent event was one of the best yet.

"The kids seemed so open and engaged," she said. "I'm very pleased that I've had a positive influence on young people, especially young women, and letting them know there really are no boundaries to do what you want to do."

Staton Companies opened in 1971 and the Eugene demolition contractor expanded to bridges and dams in five western states and grew to 40 employees under Staton's leadership. Her success in a male-dominated industry led to a career-long mission to support workforce issues and women's efforts in the industry.

As the first and only female president of the Associated General Contractors Oregon-Columbia chapter, she used that platform to address this issue throughout the state and across the coun-

try. Through the National Association of Women in Construction (NAWIC), she helped launch an annual career fair in the southern Willamette Valley. Staton is a charter member of the Northwest

College of Construction Board of Directors, serving as the board's chairperson since 2013.

A past-president of NAWIC's Eugene chapter, Staton received the national organization's 2007 Construction Woman of the Year award. In 2009, the Eugene Chamber of Commerce recognized her as Business Leader of the Year. Staton also was appointed by the governor to serve on the Oregon Construction Contractors Board.

Her involvement in the community includes serving as board chair of Looking Glass Community Services and leading its annual fundraiser; a board member of Bring Recycling; a member of the Eugene Ballet Capital Campaign Committee; and she helped form the Eugene Chamber of Commerce's Women's Business Leaders group.

— Melody Finnemore

"I'm very pleased that I've had a positive influence on young people, especially young women, and letting them know there really are no boundaries to do what you want to do."



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## JEANNE STATON



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**2018 WOMEN OF VISION HONOREE**





## MARCELA ALCANTAR

Founder and president  
Alcantar and Associates

Portland project management firm Alcantar and Associates has built an enviable portfolio of completed projects, particularly in the public sector, where they have worked on Sunset Highway construction, TriMet's Tillikum Crossing Bridge and many others.

But it's outside of the workplace where company founder and president Marcela Alcantar really provides inspiration for

those around her.

For instance, Alcantar, a native of Mexico, received the 2017 Diversity Leadership Award from the Women's Transportation Seminar Portland chapter while also serving as president of the Diversified Builders and Engineers Council and the president of the Portland Council of the League of United Latin American Citizens.

Her tireless work on behalf of women in the construction industry, fellow Latino citizens and Portlanders does not go unnoticed. And that's why she is one of the DJC Oregon's 2018 nominees for a Women of Vision Award.

"Above all things previously mentioned, Marcela Alcantar is a woman with a huge heart, full of humility and love for her family and her people around the world," said Faye Birch, the individual responsible for nominat-

ing Alcantar for a Women of Vision Award. "And for these simple reasons Marcela Alcantar deserves the recognition rendered."

It's not just locally where her impact is felt, either, Birch said. Her role with the Conference of Minority Transportation Officials, part of the National Legislative Subcommittee that meets annually in Washington, D.C., gives her a national, and even international, reach and voice.

"Internationally, her great labor of service has led her with love to the most vulnerable indigenous tribes of Mexico," Birch said, "providing food, employment and collaboration with the indigenous leaders."

For her part, Alcantar said her firm strives to create a livable, dynamic community.

"Alcantar and Associates was created to fulfill a personal and professional mission to provide exceptional services that result in the construction of effective, livable communities that are truly dynamic," she told the DJC. "A vital economy is not only dependent on our ability to bring together community resources to achieve these dynamics, but also on our commitment to serve as role models to the next generation."

She went on to praise the PDX Mentor Protégé Program, as well as Skanska USA and Andersen Construction for their roles in helping her to move from being a dreamer to a successful concrete subcontractor.

"I am most humble and proud to have been selected to such an honorary award," Alcantar said, "especially when this award is reserved for exceptional women with extraordinary and courageous vision."

— Josh Kulla



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## LI ALLIGOOD

### Planner and project manager Otak

Li Alligood took a unique path on her way to a career as a planner and project manager for Portland AEC firm Otak.

In fact, she wasn't really aware that planning could be a career until after she had already earned bachelor's degrees in sociology and community development. But it didn't take her long to find

out. And after working in affordable housing development for five years, she dove into urban planning.

Starting with the city of Milwaukie and the public sector, Alligood has since carved out a solid career not only as a planner and project manager, but also as a mentor of young women entering her field.

The Oregon chapter of the American Planning Association hosts a program through which Li has mentored two younger planners in the past several years. The first, with Kate Rogers, ended up with Rogers coming to work at Otak with Li. Rogers recently moved to the Angelo Planning Group and said Alligood was crucial to her

early professional success.

"I couldn't have asked for a better mentor than Li," Rogers said. "As both a mentor and manager, she's been patient and encouraging and helped me gain confidence in my role as a planner. I have great admiration for the way she conducts herself as a professional, and it's obvious that she commands a lot of respect from colleagues, partners and clients."

When it comes to affordable housing, Alligood has not lost her touch, either. She recently worked on The Fields, a 264-unit affordable housing and 100,000-square-foot office development in Tigard.

As senior planner on the project for Otak, Li worked with Skip Grodahl, a private developer who specializes in creative affordable housing projects. Otak provided survey, civil engineering, architecture, land use planning and landscape architecture services for the project.

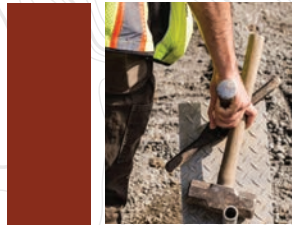
"Affordable housing is important to me personally and to Otak as an organization," Alligood said. "This type of integrated affordable housing is what keeps our communities vital and accessible to people at all stages of life."

— Josh Kulla

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## SHASTA BILLINGS-BECK

Engineer  
PBS Engineering and Environmental

Shasta Billings-Beck doesn't just break the mold of your typical professional engineer; she shatters it.

A project engineer with PBS Engineering and Environmental, Billings-Beck not only designs and engineers various projects for the city, she also focuses her talents outward on the wider community.

"I am innately an organized problem solver," Billings-Beck said. "So, naturally the sense of satisfaction that comes from fully understanding a situation and finding a positive solution is what gets me most excited about going to work every day."

In addition to engineering, she helps lead the firm's Sustainability Advisory Team and helps improve environmental practices across multiple disciplines. Further, she is a role model and advisor for a number of community STEM advocacy groups.

For these reasons and many more, Billings-Beck has been nominated for a DJC Oregon Women of Vision Award for 2018.

Why? Most recently, Billings-Beck served on the Student Outreach and Field Trip committees of the Engineers Week STEM advocacy program, a role she has carried out for the past three years. Working with local schools to promote the event, she succeeded in signing up more than 350 students this year. Through this program, she then coordinated student visits to PBS job sites at the huge new Vancouver Waterfront Development.

"As a first-generation college graduate, STEM advocacy holds a special place in Shasta's heart," said co-worker Sophia Norcott, who nominated Billings-Beck for the award.

That's not all. Billings-Beck also heads the company's Green Team, volunteers regularly with SOLV and helped PBS earn gold certification through the city of Portland's Sustainability at Work program.

She also has served at the helm of some of the firm's most significant environmental engineering efforts, including wastewater treatment plants in the Willamette Valley and another along the Columbia River impacted by erosion stemming from Mount St. Helens' volcanic activity.

"I've always enjoyed digging into puzzles, understanding how all the pieces affect one another, and orchestrating solutions," Billings-Beck said. "I feel very fortunate that I can put these interests to use in my work."

— Josh Kulla

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# SUMMER BORON

Project executive  
Howard S. Wright Construction



Since the summer of 2017, Project Executive Summer Boron has led the Special Projects Group at the Portland office of Howard S. Wright Construction.

That role requires that she help expand the company's client base, hire outstanding new talent, and mentor and advise young workers who already are onboard. It's a combination of marketing and human resources, and it takes a special kind of individual to pull it

off successfully.

"Summer hired me in 2011 as a marketing coordinator," said Howard S. Wright Marketing Manager Rachel Farley, who nominated Boron for a 2018 Women of Vision Award. "Under her thoughtful guidance and leadership, I can honestly say that she has been instrumental to my success at Howard S. Wright."

Mentorship really is the mark of a natural leader, something that Boron already has shown with her 2015 graduation from the Portland Business Alliance's nine-month-long Leadership Portland program.

And when it comes to community, Boron is no slouch, either, volunteering her time to work with New Avenues For Youth, a nonprofit group that works with at-risk youth ages 14-24 to prevent homelessness. She has even coor-

minated New Avenues For Youth volunteer efforts involving Howard S. Wright employees.

"Summer Boron embodies a wealth of qualities that make her a logical choice for the Women of Vision award," said Lisa Laughton, the vice president of human resources at Howard S. Wright. "I have worked with Summer for the past 10 years at Howard S. Wright, and during this time I have witnessed her positive, enthusiastic passion for her work that makes her one of the top women in our organization and industry."

For her part, Boron made the unusual switch from marketing to operations, something she says wouldn't have been possible without the active mentoring she received from other Howard S. Wright employees.

"When I started my career with the company, I served in a marketing role and advanced to run the regional marketing efforts for the company," she said. "My advancement was in large part due to the support, mentorship, and guidance I received from leaders throughout the business. As much as I loved marketing and finding new ways to add value to our clients, I was always drawn to wanting to know more about the operations side of the business."

During the past two years she has lost little time pursuing her new course.

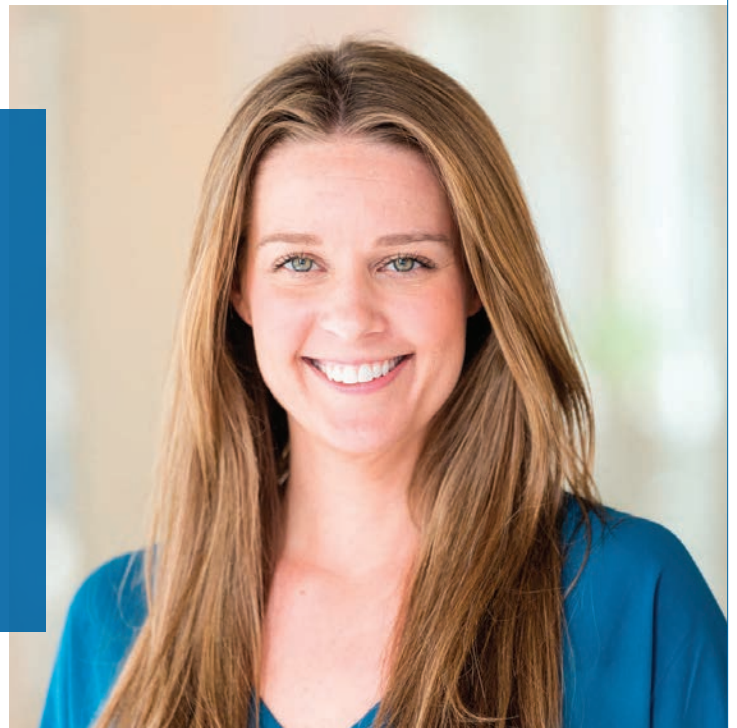
"My mentors pushed me outside my comfort zone and as a result I've learned more about the business in the past two years than I have in my entire time in the industry," she said. "In turn, I am equally as invested in developing and growing talent within our business and making sure I help open doors for others."

The industry remains all about relationships, Boron added, even when steel and concrete are involved.

— Josh Kulla

## CONGRATULATIONS

to all the DJC Women of Vision Award recipients and especially to Summer Boron, Project Executive of Howard S. Wright's Special Projects Group!



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## RACHEL BRAND

Senior designer and senior associate  
Holst Architecture

When it comes to mentorship, Rachel Brand of Holst Architecture has certainly built a strong portfolio during the past decade.

A senior designer and senior associate with the largest women-owned architecture firm in Oregon, Brand leads the firm's in-house design committee, and recently led the way to bring to the firm a series of equity workshops.

Then, at the AIA Forward Committee's Future Vision Symposium in 2017, Brand led Holst's presentation.

"As part of our internal advocate program, Rachel serves as mentor for three members of the junior staff at Holst," said colleague Abigail Carlen. "As a senior design leader and registered architect leading project teams, she serves as a role model for her colleagues and the design industry."

That's the tip of the iceberg and just part of the reason Brand was nominated for a 2018 Women of Vision award.

Before moving to Portland and joining Holst, Brand volunteered as a mentor in 2010 for the Ecumenical Refugee and Immigration Services in Denver. There, she worked with a Burmese refugee family of four, helping adjust to

their new home. Before that, she also served as a volunteer for the Classroom Speakers Project with Denver Public Schools from 2006 to 2009. The program brings professionals into the classroom to expose children to different careers.

Professionally, Brand joined Holst in 2013. She quickly made her mark, leading the firm's design team on the Hotel Eastlund project, which earned a 2016 DJC Top Projects award. She also led the extensive programming effort and design of the Maletis Beverage Headquarters renovation.

Other recent projects include the design of a 100,000-square-foot Nike office renovation, as well as the renovation of the Marriott Courtyard in Seattle.

"Rachel is skilled at communicating," Carlen said. "She clearly and patiently conveys design and construction intentions to clients, consultants, contractors, and her teams. She's able to balance competing priorities and track progress toward the big idea and carry it through to project details."

For her part, Brand said she is honored to be nominated for a 2018 Women of Vision award.

"It is a great privilege to be working with a group of people at Holst who support my efforts and contributions as a leader," she said. "Holst's two women partners have both been honored as Women of Vision in recent years. So, to be acknowledged as following in their footsteps and belonging alongside them in this way is a real honor."

— Josh Kulla



## DEBBIE BRIDGES

Risk manager  
Hoffman Construction Co.

Debbie Bridges has performed a lot of different roles during her 30 years with the Hoffman Construction Co.

Her current job, however, is likely the most wide-ranging she has held when it comes to responsibility and breadth of duties. As the risk manager for a general contractor with revenues topping

\$2 billion, Bridges oversees insurance claims, labor agreements, contracts, subcontractor management, human resources and the company's industry leading drug and alcohol testing program for employees.

Because safety and risk mitigation are so crucial to success in the industry, Hoffman Vice President and General Counsel Dan Harmon selected Bridges as a nominee for the DJC's 2018 Women of Vision awards.

"Instrumental in leading some of Hoffman's most critical programs, Debbie has progressively worked to advance the drug and alcohol testing program, which in 1986 became one of the

first in the industry," Harmon said. "She continues to drive the program forward to address current issues and maintain the high levels at which it operates."

When she's not at work, Bridges is still working to advance the company's interests by taking part in community service, events and organizations. These have included the Susan Komen Race for the Cure, the Ronald McDonald Walk, and later this year she will take part in her 25th year participating in the Portland to Coast Walk Relay. As if that's not enough, she also volunteers monthly at a local church that serves hot meals to the homeless.

Finally, Bridges was instrumental in helping the Portland Opportunities Industrialization Center (POIC)/Rosemary Anderson High School obtain some of the resources needed to start a Pre-Apprenticeship training program.

"I am very honored to be selected as one of the 2018 DJC Women of Vision and to be associated with such an amazing and accomplished group of women," Bridges said. "Thanks very much to Dan Harmon who nominated me for this honor. Dan's guidance, words of wisdom and offers of many opportunities to jump into unknown matters way outside my comfort zone have been a key to my success."

— Josh Kulla



# TAYLOR CABOT

Project manager  
Kaiser Group



Once you go CLT, you never go back.

At least that's what Taylor Cabot, a project manager with North Portland contractor the Kaiser Group, is finding out about cross-laminated timber construction. Cabot served as project manager on Carbon 12, the eight-story building on Northeast Fremont Street

that became the tallest CLT structure in the United States upon completion a year ago.

Now, she's looking to lead the Kaiser Group into a future where cross-laminated timber technology becomes fully realized and accepted in the construction industry.

"We just want to see as many buildings get built as possible," Cabot said. "We believe in it so much."

The construction industry is rapidly moving to construct bigger and taller mass timber buildings everyday. In this fast past environment she acknowledged that "Carbon 12 won't be the tallest

building for long" so she is "enjoying every minute while she can."

"There's a secret part of you where you're like, 'I still get to be the tallest building for a little longer,'" she said.

Cabot has worked with Kaiser Group for 4 years now, carving out a leadership role through both her technical skill as well as her professional outreach efforts aimed at spreading the word about CLT among architects, designers and contractors.

"Taylor is leading the efforts on constructing the tallest timber and CLT structure in the United States," said Benjamin Kaiser, owner of the Kaiser Group and PATH Architecture. "She is a proven leader and is educating the city's construction industry on how to build with CLT."

For her work, Cabot was nominated for a 2018 DJC Women of Vision award.

"It was wonderful to be honored and recognized," Cabot said. "I went online and looked at some of the other women, as well, and it's a pretty powerful group of people. A lot of them I know in the industry, so to be in the same league with these women is a complete honor. It is really a who's who."

— Josh Kulla



**THANKS** to all the *women* creating the built environment.





## JENNIE CAMBIER

### Associate principal Opsis Architecture

Jennie Cambier has had a big impact at Opsis Architecture, where she has worked for the past 11 years.

Now an associate principal at the Portland firm, Cambier has led the firm in developing equity and diversity training, mentors younger architects and is a member of the AIA Portland 2018 Board of Direc-

tors. She also has served on the AIA Portland's Committee on Equity, Diversity and Inclusion Panel, and even taught English as a second language before becoming an architect.

"She shows a commitment to architecture and people, not only in her work place but also the greater community," said Nada Maani, an associate at Opsis. "I have the opportunity to be Jennie's mentee and to have worked under her leadership. Jennie is generous with her knowledge and time and respectful of all her team members."

Cambier has worked on a wide variety of public and educational projects and specializes in higher education athletics and recreation projects. She served as project architect on the Health and Well-

ness Center at Western Oregon University and worked on the Kibbie Dome renovation and expansion for the University of Idaho.

She also helped design the Jackson and Roosevelt Elementary Schools in Medford, and was the project architect and designer of the net-zero new Education Center for the Oregon Zoo, which opened in early 2017.

This last project touched upon her own personal passions, which involve inspiring others to explore nature in their own backyard and working on behalf of wildlife conservation both locally and globally.

"During my Opsis tenure I have gotten married, bought two houses and had two kids," Cambier said. "I have gone through big life changes, and the firm has also grown and developed. We have great people, great projects and great clients. This month I will be bringing my two kids to the grand opening of the Oregon Zoo Education Center, a project I helped design with the knowledge that one day I would be able to share it with them."

Currently she is working with the Hood River County School District on several school projects, which include designing the new replacement for May Street Elementary School.

— Josh Kulla

## Congratulations

**Taylor Cabot**

and all the 2018 Women of Vision

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and all of the honorees of the  
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## BETH CAMPBELL

Project engineer  
Green Hammer Construction

Beth Campbell is described by co-workers as a tireless worker on behalf of fighting climate change, a phenomenon that is already widely impacting the construction industry.

Since 2016 Campbell has served on the Passive House Northwest board of directors, a nonprofit group that organizes conferences, tours and speakers dedicated to green housing

and building practices.

Back in the field, she practices what she preaches. From 2005 through 2015, Campbell ran her own residential contracting firm, building energy-efficient, high-end homes. At the same time, she presented more than 20 workshops on green building for both students and professionals. These ran the gamut from segments at permaculture courses to building events at universities and workshops for the general public and kids.

Two years ago she joined the team at Birdseye Construction as a project manager and estimator, where she oversaw the company's high-end homes and worked with designers and contractors to make them as green and efficient as possible.

Because of this – and much more – Campbell is one of the DJC's 2018

nominees for a Women of Vision award.

At the same time, says Josh Salinger, owner of Birdseye Construction, Campbell has also developed into a fierce advocate of women in construction.

"Beth has proven to be a strong advocate of women in the building trades," Salinger said. "Her simply showing up on construction worksites as a woman can be a great act of social empowerment for the building industry as a whole. She is helping normalize the concept of women in the trades by exposing a typically male-dominated workforce to lived-examples of equality and female leadership."

Campbell joined Portland's Green Hammer Construction earlier this year, where she is now a project engineer working on an array of green building projects. She agrees with Salinger's assessment.

"I'm so stoked that DJC Oregon recognizes the crucial importance of encouraging and supporting the women who are shaping our built environment," Campbell said. "We need more allies on this journey looking at intersectionality and how it impacts us all."

As a carpenter-turned-project manager, she said she faces both subtle and overt sexism on the job site almost every day.

"I half-joke that just by showing up to work and expecting respect, I am doing social justice work," she said. "One of my biggest missions is to create a welcoming and inclusive environment for those of us underrepresented in the field."

Outside of the office, Campbell stays busy with her garden, hiking, camping, and playing with other people's dogs and kids.

— Josh Kulla



## TAMMI CONNOLLY

Water resources engineer and program manager  
Otak

Tammi Connolly is a water resources engineer and project manager for Portland AEC firm Otak. And as a woman in a historically male-dominated field, she has made it her professional mission to recruit other women into engineering and mentor them once they make it.

These days, her main vehicle for this is the Women in Leadership Symposium, which was formed by the American Water Works Association in 2013. After working on the planning committee, Connolly now chairs the symposium, which in 2018 covered topics such as leading with authenticity, organizational transformation and cultural competence. The symposium aims to be a place for women to come together in a safe place to talk about the professional challenges they face.

"I view mentoring as similar to climbing a mountain," Connolly said. "When you're climbing up, you can't see the trail ahead, but when you look back down, the route is obvious. I look for

mentors ahead of me to help find the trail, while also helping the people who are following behind me. We can all keep climbing together."

As a project manager, Connolly tracks budgets, schedules, and the quality of stormwater management design reports and deliverables. She also has been involved in several initiatives that went above and beyond her day-to-day responsibilities, serving as co-chair of Otak's GO Operations Committee and also working to create equity in transit stipends across Otak's offices.

"I've been working with Tammi on the GO Committee for over five years," said Katie Kersten, co-chair of the Operations Committee. "She has the ability to motivate others to work together to achieve a common goal."

Connolly has mentored Otak engineer Jeremy Tamargo for the past four years, after he started with the firm as an engineer in training. Tamargo, for one, appreciates her leadership.

"There is no doubt that Tammi is adept at the technical facets of engineering," he said. "But that isn't what truly defines her as a leader. Her leadership manifests itself daily through her deeds, particularly her willingness and commitment to go above and beyond her job description to support team members."

— Josh Kulla



## KACI CULLEN

Business development and marketing director  
EC Electric

**K**aci Cullen is regarded not only for her business acumen but also for helping colleagues advance their careers.

As business development and marketing director at EC Electric, Cullen's responsibilities include developing proposals, managing client relations and training staff.

Cullen, 46, earned a bachelor's degree in business management and marketing from the University of Phoenix while working and singlehandedly raising a son. She has worked in the construction industry for two decades, joining electrical contractor EC Electric in 2015.

"Kaci has contributed focus, energy and long-term vision to the continued success of our company," Andrew Beyer, president of EC Electric, said. "We especially salute her dedication to improving construction industry safety."

Cullen is a board member of the SafeBuild Alliance, a nonprofit organization that is working toward eliminating injuries on construction jobsites.

Co-workers, meanwhile, appreciate Cullen's encouragement, support and flexibility in the workplace.

"She uses all of her resources to go above and beyond to help you move up and be able to achieve your goals," Kimberly Myers, the company's preconstruction administrator, said. "Kaci is very nurturing and understanding so much so that she's often referred to as the 'office mom.'"

Cullen said helping people, both at work and in the community, gives her a lot of satisfaction. She emphasized the importance of good communication skills, especially actively listening.

"Not everyone listens to understand," Cullen said. "Many times, they are formulating a response before you're done talking."

As the mother of one Marine veteran and another active-duty Marine, Cullen does a lot of volunteer work with military-related community organizations. These include the Veteran Motocross Foundation, a riding program that helps veterans develop techniques for pain management and mental recovery.

Cullen also puts together care packages and ships them out to active Marines Corps members whenever she hears of a need, Myers said.

—Tiffany Nesbitt



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**EC is proud of our  
Women of Vision  
honoree,  
Kaci Cullen.**





## LINDA DEGMAN

Director of planning and capital construction  
Portland Community College

For someone who originally dreamt of becoming a nurse, Linda Degman has made a significant mark in the construction field.

Degman, who joined Portland Community College in 2002, created a bond office to manage capital construction throughout the college's 1,500-square-mile district. PCC has since grown from three to four campuses

and doubled the number of its centers to eight.

Her strategic approach to bond sales has enabled the college to grow \$374 million in bond to at least \$450 million. The 2008 bond measure was apparently the largest passed in Oregon history at that point. With a new bond measure approved by Portland-area voters last year, the college plans to continue improving and modernizing its facilities in the midst of funding challenges.

"At the end of the day, what we do is for the students and to help them have the best higher education experience they can," said Degman, director of PCC's planning and capital construction, formerly known as the bond office. "There are always requests for updated equipment

for our labs and shops spaces, and there is not usually enough money to meet all the needs."

Degman, 53, emphasizes constructing eco-friendly buildings, receiving project input from students and community members, as well as expanding diversity in the construction field, said her office's administrative assistant, Amanda Moser.

Her diversity efforts include a 20 percent contract commitment to women-owned, minority-owned and emerging small businesses, as well as forging mentoring partnerships between these small general contractors and large ones. The small firms have now grown and independently taken on bigger projects.

"When introduced as part of the 2008 bond program, the mentoring partnership was a new and unique endeavor in the construction industry," Moser said. "It is this mentorship program that makes Linda's efforts unique and demonstrates her comprehensive approach to workforce development."

Degman, who has a graduate degree in public administration and is currently enrolled in law school, said she considers it an accomplishment to bring more women into the construction industry and mentor them. She acknowledges the support of her mentors in her success and wants to pay it forward.

—Tiffany Nesbitt



## SASKIA DENNIS-VAN DIJL

Principal consultant  
Cameron MacAllister

Saskia Dennis-van Dijn is a champion of female architects, helping firms around the country understand that having women in their ranks is important to their success.

As a founding member of AIA San Francisco's Equity by Design research initiative, Dennis-van Dijn, 55, helped collect data on why women were leaving architecture

and what career setbacks they encountered.

The survey, first conducted in 2002, raised awareness about the lack of equity for women in the profession, said Amy Donohue, principal at Bora Architects. And it fueled a national discussion on the reasons for women's lack of representation despite parity in college enrollment numbers.

Dennis-van Dijn, who studied history and political science in college, has since been working with firms in Portland and other parts of the country to make fundamental changes to their culture and policies. This, she said, has led to "improved retention and promotion of women in leadership positions."

Donohue describes Dennis van-Dijn as a "trailblazer, making a path for women all around the country, and especially here in Portland."

As principal consultant at Cameron MacAllister for nearly 20 years, she has offered guidance to a national clientele in the fields of architecture, engineering and construction. Her work includes helping clients develop strategic plans for growth, successfully compete for projects and resolve organizational or leadership problems.

Instead of providing a quick fix, Donohue said Dennis van-Dijn focuses on teaching team members to address the root causes of problems and strive to improve themselves and their organizations.

"Working with Saskia makes you a better, more confident version of yourself," said Paul Schwer, president of the mechanical and electrical engineering firm PAE.

Dennis-van Dijn said she especially loves working with young people and emerging leaders. She encourages other women in the industry to seize opportunities to showcase their talents and to find mentors who can guide their career development.

"That person does not have to be a woman — some of the best sponsors of women in the AEC industry are men," she said.

—Tiffany Nesbitt



## ANNE DE WOLF

Owner and principal designer  
Arciform

Anne De Wolf has found her niche in the restoration and remodeling of pre-World War II homes around the Greater Portland area.

De Wolf, owner and principal designer of Arciform, a Portland design-and-build company founded by her husband in 1997, emphasizes the value of craftsmanship, sustainability and respect for a building's original

tage Center, to conduct home tours and presentations on various facets of remodeling period homes. She also has been recognized as an expert in the renovation field, including serving as advisor when the city of Portland's Office of Sustainable Development created its "Green Home Remodeling Guide."

De Wolf, who holds a bachelor's in fine arts from Marylhurst College, said she's proud that her restoration work "helps make neighborhoods feel friendly, well cared for and livable."

She has developed a new lecture, debuting this month, on how people can design their homes to fit various life stages: being new parents, empty nesters, new pet owners or caretakers to an aging family member.

De Wolf said her goal is to create spaces that feel integral to homes and that bring pride to their owners. "When my clients tell me they do 'snow angels' on the floor of their kitchens because the space makes them so happy, I feel like I have done my job," she said.

De Wolfe has participated in student design reviews at Portland Community College and Marylhurst University.

"Anne is very generous with her time and mentorship to emerging designers," Blackwood said, "and believes the most rewarding thing a designer can do is to mentor young people."

— Tiffany Nesbitt

architectural intent.

Her projects have included houses listed on the National Register of Historic Places: the A. G. Long House, a 1908 Colonial Revival; the Coleman-Scott House, a 1916 Colonial; and the Barnes Mansion, a residence built from 1913 to 1914 in the Colonial Revival, Jacobethan and Arts and Crafts styles.

Snow Blackwood, creative director of marketing company Snow B Designs, describes De Wolf as a "passionate contributor" to the historical renovation community.

De Wolf, 46, works with organizations, such as the Architectural Heri-



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## REBECCA FITZSIMMONS

Project manager  
McKinstry

Sometimes, moving forward involves taking alternate routes. Rebecca Fitzsimmons, a trained architect, has established herself as a construction project manager after architectural jobs dried up during the 2008 recession.

For four years, she took on a variety of work – solar designer, city planner, research assistant, community outreach coordinator – before joining the Portland office of McKinstry, a nationwide full-service design, build, operate and maintain firm.

She also served on the city of Beaverton's urban renewal advisory committee, which helped the local government determine how to use its urban renewal fund.

"My ability to stay flexible and adapt in all of these various roles helped me develop an incredibly diverse background," said Fitzsimmons, who has a master's in architecture from the University of Oregon.

"Realizing that I needed to let go of my previous expectations for a

career in architecture has allowed me to use the background I have and thrive in a related industry that I have found fits me very well," she said.

Fitzsimmons, 36, is now a project manager in McKinstry's special projects group. She oversees small- to medium-sized projects, including their sale, budgeting and operation. Among her major projects are the Apple Store in downtown Portland and capital improvements at Lewis and Clark College.

"Rebecca's confidence and technical skills make her a natural leader and mentor in the office," Erik Teyema, McKinstry business unit manager for Oregon, said. "A gifted teacher, she is always helping new team members improve their level of knowledge."

She also helped establish her office's community engagement committee. In 2017, it set a goal for staff members to volunteer a combined 550 hours throughout the year. As a way to accomplish this, the office adopted a Meals on Wheels route, in which employees deliver meals to low-income residents in the Portland area.

Fitzsimmons said she derives immense satisfaction from seeing a big group of co-workers having fun while helping out the community. "We are building a better office through our community outreach, and it is great to be a part of that," she said.

— Tiffany Nesbitt



## JODI GILBERT

Senior vice president and regional manager  
JLL

Jodi Gilbert has made her mark in commercial real estate by helping grow a nationwide company that was acquired by a multinational firm. She now serves as one of its top executives.

Gilbert, 43, is senior vice president and regional manager at JLL in Portland. She previously was an executive at Means Knaus and Partners, a Houston-based real estate firm that merged with JLL in 2013, putting the new partnership at the top in the Orlando market and second for third-party management in Los Angeles County.

Gilbert, whose portfolio of projects includes Class A offices, suburban campuses and industrial properties, currently manages client relationships and business development at JLL in the Pacific Northwest.

Besides the challenges of rising in a male-dominated field, Gilbert also had to balance her job with being a single mother to a

young boy for several years.

"As a busy mom, it is sometimes really hard to do but incredibly important," said Gilbert, who holds a bachelor's in business from the University of Oregon.

After 20 years in the real estate industry, Gilbert now wants to nurture in younger people a love of real estate work and help them succeed professionally.

"The contribution that she is most focused on now is finding ways to bring newer generations into property management by showing them that people are here to help them along the way," Stephanie Killgore, marketing coordinator at JLL, said. Last year, Gilbert started JLL's Succession Internship Property Management Program, a summer program geared toward college students interested in real estate jobs.

Gilbert advises people she mentors not to let office politics or fear hold them back from making important decisions. It's also crucial to treat everyone well, from the office janitor to the CEO of a Fortune 500 company. "We can all learn from each other," she said.

— Tiffany Nesbitt



## EMILY HAGER

### Regional estimating and preconstruction manager Andersen Construction

Emily Hager finds fulfillment in teaching, and she has been able to do this through her job at a general contractor.

As regional estimating and preconstruction manager at Andersen Construction, Hager oversees estimates for the company's largest projects

and supervises preconstruction work. She also trains new estimators, as well as mentors Portland high school students who are interested in careers in architecture, construction or engineering.

Hager, 37, is additionally a licensed massage therapist who volunteers at the OHSU radiation department. She provides therapy to people undergoing chemotherapy and bone marrow transplants, said her firm's president, Joel Andersen.

"When I am teaching others, I always find myself thinking

about the people that mentored me and hoping that I'm making them proud by teaching others what they taught me," Hager said, adding that the interacting with trainees enriches her own knowledge. She joined Andersen Construction as a senior estimator in 2004 after earning a bachelor's in construction engineering management from Oregon State University.

Hager said her biggest work challenges come during periods of major market changes, such as the 2008 economic downturn – and the present – with its labor shortages, new tariffs on Chinese goods and cost escalations.

To maintain her credibility and the trust of clients when project costs change, Hager tries to "focus on transparency, detail and the value of collaboration in coming up with creative solutions."

Women striving to make their mark in a male-dominated field of construction should let their work ethic, attitude and product speak for themselves, Hager said. The humility to ask questions and admit one doesn't know something are also important in professional growth, she said.

— Tiffany Nesbitt



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and estimating in the  
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## JUDI HANEY

Co-founder, president and CEO  
Westlake Consultants

The amount of work available to civil engineers, planners and surveyors is closely tied to the ups and downs of the economy. Judi Haney recognized that early in her career, and it's one of the main reasons Westlake Consultants has grown into a successful business.

Haney, 65, co-founded the consulting firm in 1983. It now has 50 employees, and clients include attorneys, architects and public agencies throughout Oregon.

Diversifying the company's services into market sectors that are still strong has helped Westlake Consultants weather downturns in the economy.

"In the 2008-11 recession, we were able to maintain and support our staff with minimal negative impact," Haney, company president and CEO, said. "It truly has been the greatest challenge of my career and one that I am proud to say we have done pretty well."

Embracing new technologies and targeting markets such as renew-

able energy also have helped keep the company strong.

Many of Haney's clients have been with Westlake Consultants for more than 25 years.

"They are our valued friends and colleagues," she said. "Young professionals, fresh out of school, have so much to learn and it is rewarding helping them grow into the leaders of tomorrow."

It's important, Haney said, for young career women to realize that knowledge is success. To gain the respect of your peers, you must understand their challenges and be prepared to offer help when needed.

"I am not an engineer nor a surveyor, but I have worked alongside both for 45 years – imagine the questions that I have had to ask to be able to understand, guide and advocate for them," Haney said. "And imagine how many must have been really annoyed with me until I understood."

Maggie Thornton, business development manager at Westlake Consultants, said Haney has worked hard to ensure that female staff members receive equal leadership opportunities in every department.

Haney believes, above all, that it's important for women to take risks and push beyond the boundaries of their dreams.

— Tiffany Nesbitt





## JENN HARBICK

General manager  
Neil Kelly's Handyman division

Jenn Harbick is driven by the desire to give clients a great product. Starting out as a receptionist at Neil Kelly five years ago, she is now a division head at the company known for designing, building and remodeling homes.

As general manager of Neil Kelly's Handyman division, Harbick provides guidance

and support to a dozen handyman consultants working throughout Oregon and Southwest Washington. Her work includes providing new employees with training and older staff with ongoing education.

"Jenn's efforts have played a key role in helping the Handyman division serve more clients than ever before," Aaron Ziltener, marketing content manager at Neil Kelly, said. "Her skill and integrity have earned the respect of her colleagues."

Harbick, 46, who studied business at Umpqua Community College, is concurrently executive assistant to the company president.

She also was a key member of the committee that worked on Neil Kelly's becoming a Certified B Corporation in 2013. The recognition is given to businesses that meet verifiable standards of social and environmental performance, public transparency and legal accountability.

When Harbick joined the company, she said she didn't have expectations of career advancement since she didn't know much about the construction industry and didn't even want a full-time job. "It didn't take me long to figure out this was where I would stay for the rest of my career," Harbick said, citing talented colleagues that make work enjoyable.

She believes it's important to give people a step up and acts as central coordinator for Neil Kelly's Meals on Wheels program, which delivers meals to seniors in the North Portland area every week.

Her lack of technical knowledge about construction can still be a hurdle at times, Harbick said. But she has realized she brings a different set of strengths to the table and encourages other women to also take their place.

"Sheryl Sandberg said 'Sit at the table,' and it resonated with me," Harbick said. "Get in there, don't be shy and make your presence known."

— Tiffany Nesbitt



## CATHY HIGGINS

Research director  
New Buildings Institute

Cathy Higgins has spent more than half her life promoting energy-efficient buildings to reduce people's reliance on fossil fuels.

Higgins, 58, has conducted research and workshops, written papers, mentored young professionals, given lectures, championed the growth of women in the field and participated in policy making.

"While designers can attest to a portfolio of buildings that plays an important role in changing the market for improved energy use, the work of Ms. Higgins is at a scale that touches hundreds of thousands of individuals and buildings," said Connie Umphress, communications manager at the New Buildings Institute, where Higgins has been research director for 10 years.

Higgins considers as her biggest accomplishments her contributions to the rise of daylighting and zero energy buildings. Integrating natural light into building designs not only reduces the use of electricity but maximizes the visual comfort of occupants while at the same time controlling glare and heat.

Meanwhile, there are now at least 500 zero energy buildings in North America. They are buildings that have so reduced energy use they annually produce as much or more energy as they consume.

"My greatest satisfaction comes from finally seeing a real market shift toward green and low energy buildings," Higgins said. "Big progress!"

Her work infuses her community activities. Higgins, who has a bachelor's degree in geography and has done graduate work in energy economics, put together a course that taught middle schoolers about green buildings. She also has taken part in STEM events for high school students, including robotics programs for girls.

While she was a longtime member of the Oregon and Southwest Washington chapter of the Association of Professional Energy Managers, Higgins increased outreach to women in the field, Umphress said. And while working at Bonneville Power Administration, she acted collaboratively rather than subordinately in the male-dominated energy and utilities field at a "time when she was often the only woman in the room."

Umphress said that by encouraging and showcasing women's strength in leadership, strategy and insights within building design and operations, Higgins contributed to "an expanded workforce that is today more balanced by gender."

— Tiffany Nesbitt





## DANA JOHNSON

Chief operating officer and project executive  
Coulter Construction

Dana Johnson thrives on challenges, whether it's helping build Apple's new campus in Cupertino, Calif., or being a voice for women in a male-dominated industry.

Johnson, chief operating officer and project executive at Coulter Construction, opened the California-based construction company's satellite

office in Portland last year and has already booked 15 projects.

Johnson, 45, who has more than two decades of management experience, is responsible for the day-to-day operations and oversight, high-level project management and overall growth of her firm's Portland office.

The business management graduate of Arizona State University has received a number of accolades for her work and is a published professional. She was recently asked to be a contributing author in the book "Voices of the 21st Century Woman," scheduled for release on Oct. 18.

"I share my experiences in construction and also help empower other women who may be struggling while working in a male-dominated industry," Johnson said. "I am so proud of what the book stands for."

She sums up the advice she would give to other young female professionals in just a few words: "Stand your ground, stay strong and empower others."

Katelynn Czajkowski, project engineer for Coulter Construction, said Johnson has spent countless hours volunteering in her home state of Oregon. Her community service has included organizing an event at a food bank and donating school supplies for students at Ladd Acres Elementary, where she had gone to school.

"Even though she has a very busy role at the office, she spends many hours volunteering, mentoring and empowering women in construction," Czajkowski said.

Johnson said: "Being back home in Oregon and being able to volunteer and give back to my community that I grew up in brings a sense of deep pride."

— Tiffany Nesbitt

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## KELLY JOHNSON

Mechanical designer and sustainability/project/HR manager  
System Design Consultants

**K**elly Johnson's drive to excel has led to her filling multiple leadership roles in her company. She is a mechanical designer at System Design Consultants, along with being its sustainability manager, project manager and human resources manager.

Johnson, 52, who started out as a mechanical technician at the mechanical and electrical engineering firm, "worked her way through the learning curve to becoming accomplished" in her present positions, said company principal Gary Barnes.

Johnson, who holds associate degrees in general studies and mechanical engineering from Portland Community College, serves on and off as SDC's Building Information Modeling manager. She also helped form the firm's energy division, a product of the importance Johnson saw in energy savings and sustainability.

Her major projects include a complete mechanical redesign of the Pittock Block, a Portland building constructed 1913-1914 and which is listed on the National Register of Historic Places. Armed

with this experience, she has trained other industry professionals in BIM, a process of collaboratively designing a building using one system of computer models rather than as separate sets of drawings.

Johnson, SDC's first female manager, considers it a significant accomplishment to be making her mark in a male-dominated industry. As someone who has experienced prejudice in the field, she believes her leadership mission is "advocating and being a voice for employees on women's rights in the engineering profession."

She advises women facing similar challenges to keep pursuing their ambitions as the work culture continues to change.

"Dream and dream big, and do what you want and don't take no for an answer," Johnson said. "Never allow others to put you down or make you feel like you can't make a difference in life."

Outside work, Johnson volunteers in nonprofit organizations such as Smile Train, which provides free cleft surgery and care to children in dozens of countries. She participated in Smile Train's Team EMPOWER at the Ironman Arizona race last year, raising enough money to provide cleft surgery for 14 children overseas, said team manager Kristina Kelkenberg. Johnson continues to support the team by helping recruit and mentor participants.

— Tiffany Nesbitt



## LAUREN KRUEGER

Engineer  
Interface Engineering

**E**ven though it runs in her family, becoming an engineer didn't come easy for Lauren Krueger.

Math and science were difficult subjects, so she had to invest a lot of time and energy into them. This paid off when – after 10 years of hard work – Krueger passed the professional engineering exam.

The third-generation engineer graduated from Portland State University in 2013, and she currently works for a company called Interface Engineering.

As a woman in a male-dominated field, 28-year-old Krueger said her biggest challenge at work has been "developing a thick skin."

"I often have to work around and defy assumptions that are made about me, and as a result I feel like I tend to have to work harder to prove I am qualified to be in my position than my male counterparts," she said. "While it's a huge obstacle for me, it's also admittedly what sparked my interest to enter engineering and

what continues to fuel my fire."

David Chesley, principal at Interface Engineering, said Krueger has been an asset to the company, both inside and outside the office.

"She worked in the process of our company adopting new schedules to ensure they would be code-compliant and acceptable to electrical plan reviewers," Chesley said.

Even more impressive is Krueger's commitment to her 9-year-old "little sister" Camila. The two were paired together through the Northwest chapter of the nonprofit organization Big Brothers Big Sisters.

"Lauren has done much to help expand her experiences with science and cultural activities around Portland, as well as further Camila's interest in reading and teaching herself new subjects," Chesley said.

Through her experiences, Krueger advises other young women interested in joining the profession to be assertive, whether talking with clients or negotiating a salary. "But," she added, "what helps me most is to be well-prepared before entering a situation where I have to assert myself."

— Tiffany Nesbitt





## KAREN LANGE

Associate architect  
Waterleaf

**K**aren Lange believes architects have social responsibilities to fulfill even as they design structures for the community. In 2016, she led her firm in becoming the first architectural company in Oregon to be recognized as a Certified B Corporation.

B Corporations need to meet rigorous standards of social and environmental performance, public transparency and legal accountability, according to the certifying nonprofit group B Lab. B Corporations work toward reducing inequality and poverty, as well as promoting sustainability, stronger communities and the creation of high-quality jobs.

"It was a real achievement to be able to work with our staff to look critically at our values and take steps towards setting up even more mindful actions," Lange, 41, associate architect at Waterleaf, said of the process that lasted more than a year.

"As architects and planners, we have a responsibility to act consciously as decisions made will directly shape our communities,"

she said, adding her company has just been recertified for another three years.

Co-workers credit the University of Notre Dame alumna for mentoring younger women and interns, advocating diversity among the staff and fostering an atmosphere of collaboration at the 52-year-old architectural firm.

"Karen is a guiding voice as the only woman on the Waterleaf leadership team," Abigail Bokman, its marketing manager, said. "She does all this in addition to simultaneously managing both large and small architectural projects."

For the past seven years, Lange also has been a volunteer with Architects in Schools, a program of the Architecture Foundation of Oregon that pairs design professionals with elementary school classes for a six-week project each spring. The collaborations culminate in exhibitions of student work at locations such as Portland's Center for Architecture, Pioneer Place and various architectural firms.

Lange said the program has helped hone her creativity, planning and public speaking skills. It also taught her that "you can solve a lot of design problems with hot glue."

— Tiffany Nesbitt



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## ELISSA LOONEY

### Senior manager Perlo Construction

Elissa Looney feels a big sense of accomplishment at how her construction department has taken shape and flourished.

Looney, 32, set up the Special Projects Group at Perlo Construction in 2009 after the company noticed it was losing out on smaller projects. The construction company/general contractor her father co-

owns has made a name putting up big buildings, such as health care centers and retail stores, but its clients used to go elsewhere for other types of construction work.

The Special Projects Group began focusing on work that cost below \$2 million, such as remodeling rooms, upgrading roofs, patching walls, fixing leaks and installing doors. The group has even taken on projects that paid only \$250, Looney said.

"I've spent the last 10 years convincing existing and new clients that we can, indeed, handle their very small construction needs, even for items as small but important as hanging pictures or accessories on the wall," Looney, senior manager at Perlo Construction,

said. "We aren't just the 'tilt kings,' as we are commonly referred to in the marketplace."

In its first year, her department earned \$250,000; today, it has surpassed \$10 million in revenue. The group started out with just Looney as project manager and a field superintendent. Now, the University of Montana business graduate oversees a staff of 13, including seven field superintendents.

Looney, Perlo's first female project manager, has actively recruited and mentored female project managers and interns, said Cheryl Springer Lentz, commercial escrow officer at Old Republic Title Company and a member of the group Commercial Real Estate Women.

Though being a department head can be stressful, Looney said she gets a lot of satisfaction developing and maintaining "an awesome group of people" that is the first to volunteer for odd hours and emergency response.

Two years ago, she served as president of the Portland chapter of CREW, a group of commercial real estate professionals who share their knowledge and skills through educational activities and networking. Her initiatives included overhauling the group's sponsorship program to increase scholarships at local universities.

— Tiffany Nesbitt



## TARA LUND

### Principal architect and vice president CIDA

Tara Lund relishes solving problems, an asset in her 25 years in the construction industry.

On top of her project load as principal architect at CIDA, Lund has stepped into such roles as head of the company's human resources and insurance coordinator whenever the need arose.

"There is always a new challenge, whether it is how to site a building, work a program into the allocated space, work out a detail or work through a code problem," said Lund, who also holds the title of company vice president. "They all require creative thinking, and that is where the fun is."

CIDA Founder David Welsh said Lund has helped broaden his perspective by being a good listener and offering calm, rational and thoughtful solutions. She is able to "see the forest for the trees," he said.

Lund, 50, who holds a master's in architecture from Montana

State University, said being able to fulfill a client's vision is the bedrock of her work. And seeing a project stand the test of time is a significant accomplishment.

In her 24 years at the architectural and engineering firm, Lund has also empowered colleagues, helped grow their confidence and unfailingly supports her team. Jennifer Beattie, CIDA president, counts herself among the people Lund has mentored.

Outside the office, Lund is actively involved in her two children's soccer teams. Despite being a self-professed "non-athlete," she has immersed herself in youth soccer, becoming the parent organizer for both teams, assistant coach of her 9-year-old daughter's team and team manager of her 11-year-old son's team.

"The time Tara is able to devote to the youth soccer community is especially remarkable given the long working hours she dedicates to her projects and clients," Beattie said of the single mother.

In a male-dominated field such as the construction industry, Lund said it's easy for women to feel unsure about their abilities. She advises women to figure out what they bring to the table and "own it." There are so many facets to the industry, she said, and not one person – male or female – can be an expert in everything.

— Tiffany Nesbitt





## JAN MASON

Director of marketing  
Mackenzie

Jan Mason's accomplishments prove her belief that diversity leads to innovation.

Mason is director of marketing at architectural and engineering firm Mackenzie, where she led the restructuring of its marketing department ahead of a major re-branding and company name

change in 2013.

The project resulted in her department's winning international awards for Mackenzie's website and two promotional videos.

Mason, a Filipino American, joined Mackenzie as assistant to the president 19 years ago. A few years later, she became project manager and designer of the company's first intranet.

Mason helped launch many firsts for Mackenzie, said Bill Bezio, senior associate and head of the firm's architecture department. They include its first corporate promotion video, first social media network engagement and first corporate initiative

for minority-owned, women-owned and emerging small businesses – an effort that Mason leads.

"Seeing small business owners grow and graduate into mid-sized firms is exciting," said Mason, who attended a business and leadership program at Marylhurst University. "I believe there is a business case for large companies to support the economic advancement of people of color and women, whether they are an employee or business owner."

Mason said helping others grow, such as through networking, is fulfilling. She volunteers as a business mentor in both formal and informal situations, and now serves as president of the Philippine American Chamber of Commerce of Oregon.

"I feel a deep responsibility to set a good example as one of the few female Filipina American corporate leaders," she said, adding that working for the group's advancement gives her "deep satisfaction."

In her two decades in the architectural, engineering and construction industry, Mason has seen greater diversity, inclusiveness and equity in the workplace. But, she said, more work still needs to be done to help members of minority groups advance.

— Tiffany Nesbitt



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## DEBBIE MENASHE

Director of legal and human resources  
Energy Trust of Oregon

As a business lawyer, Debbie Menashe knows the importance – and difficulty – of making organizational change happen.

Menashe, 58, is director of legal and human resources at Energy Trust of Oregon, a nonprofit organization that helps homes and businesses in the state use less energy, save on energy costs and move to renewable

resources.

She advises staff across the organization and serves as their sounding board. Within the human resources group, Menashe is “championing equitable salary and benefits during hiring and promotion” and ensuring the organization complies with equal opportunity employment laws, said Executive Director Michael Colgrove.

Menashe helped set up Energy Trust’s diversity, equity and inclusion committee, whose tasks include seeing to it that the organization’s programs serve all utility customers and that it increases the diversity of employees and contractors.

“Her commitment to that effort is impressive, and she is constantly working to establish relationships and policies to advance that initiative,” Colgrove said of the Marquette University Law School graduate.

Changing old practices is “a constant challenge,” Menashe admitted. “But I try to remember to step back periodically and take pride in incremental change. When I do that, the challenge seems very worthwhile.”

Since 2016, she has been a coach of Cleveland High School’s constitution team, a program that aims to prepare young people to become informed participants in a democratic society. Team members learn the history of the U.S. government, Constitution and Supreme Court in preparation for an interschool competition.

“Sending them out in the world as our next generation of workers, and watching the folks I work with as the next generation of organizational leaders, gives me great satisfaction,” Menashe said.

She encourages women in the male-dominated construction industry to continue forging ahead with the help of new technology, even if on some days advances in the workplace culture may not seem so apparent.

“I know it’s hard,” Menashe said, “but sticking with it paves the path for the next generation.”

— Tiffany Nesbitt



## ALEXI MEUWISSEN

Marketing director  
Bremik Construction

If being a woman in a male-dominated field weren’t challenging enough, Alexi Meuwissen also needed to prove the importance of marketing to a company of engineers. Six years later, thanks to her efforts, Bremik Construction has become a recognized brand in Portland and has more than doubled its win rate.

Meuwissen, 30, joined the general contractor firm after seeing it needed help catching up to competitors’ marketing strategies. At the time, not everyone in the Portland construction industry knew Bremik or the diversity of its work, and some couldn’t even properly pronounce its name.

“Today, everyone in our industry knows who Bremik is, the work that we do and we are viewed as a larger construction company, when, in fact, we are still a medium-sized firm,” Meuwissen said. “I believe my greatest success at Bremik has been really defining our brand as a quality contractor who takes a lot of pride in our craft and giving back to our community.”

Meuwissen’s marketing efforts included launching a new company

website, social media channels and community outreach activities, said Angie Cole, director of marketing at Lorentz Bruun Construction and a member of the Society for Marketing Professional Services.

When Meuwissen joined Bremik in the summer of 2012, the construction company her father co-founded won bids at a rate of less than 30 percent; now, it’s around 75 percent.

The driver behind this growth, Meuwissen said, has been customizing company proposals to be more project specific, easy to read and “a bit more personal.”

Believing it’s important to share her industry knowledge with younger marketing professionals, Meuwissen has played an active role in SMPS. The group also has raised money for nonprofit organizations, such as those that serve homeless and abused women and children.

Meuwissen, who holds a bachelor’s in marketing and advertising from Portland State University, advises younger women working in male-dominated fields to stand up for what they believe is right. “You are just as smart as the men in the room, so don’t be afraid to show them how smart you are,” she said. “You can learn a lot from them and vice-versa.”

— Tiffany Nesbitt





## SHARLA MOFFETT

Director of government relations  
Western Wood Preservers Institute

Trade associations need people like Sharla Moffett to translate technical data into language that outsiders can understand, as well as build relationships with legislators and regulators.

As director of government relations for the Western Wood Preservers Institute, Moffett advocates for the preserved wood products industry. Her responsibilities include following regulatory issues and helping the industry come into compliance.

She has worked with agencies such as the Oregon Department of Transportation and the U.S. Army Corps of Engineers in Portland to ensure that the opportunity to use preserved wood isn't arbitrarily restricted.

This allows Oregon rural communities in The Dalles, North Bend, White City, Junction City, Sheridan, Rainier, McMinnville and Eugene to continue "to produce the value-added wood commodity so critical to Oregon infrastructure," Dallin Brooks, executive director of the Western Wood Preservers Institute, said.

Moffett, 52, said there's never a day when there isn't a problem to solve – from matters of federal law to a permit for a small project.

"I work on tough, intractable issues. Anytime my advocacy efforts end up in the win column, it feels like a significant accomplishment," she said, adding that having a liberal studies background has meant needing to work overtime to understand technical and scientific information.

Her work in the past year includes giving input on the proposed rules for Cleaner Air Oregon, which aims to set health-based standards for reducing pollutants from industrial plants; and the state's Industrial Stormwater General Permit, which helps industrial facilities comply with federal regulations to reduce pollution.

When Moffett joined the institute in 2015, the Washington state-based trade association had just settled a lawsuit against the U.S. Army Corps of Engineers and the National Marine Fisheries Service regarding the elimination of preserved wood.

"The number one thing Sharla has done is repair relationships with regulators operating in the state of Oregon," Brooks said. "The relationship went from antagonistic to cooperative."

Moffett said advocacy work centers on educating key audiences and building relationships through dialogue, trust and rapport.

— Tiffany Nesbitt



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# KAREN MONTOVINO

## Principal DLR Group



For Karen Montovino, finding satisfaction in her career is all about building relationships.

“When I get to work closely enough with a client, and the community they serve, such that their goals and passions become mine as well, it is very gratifying,” Montovino, principal for DLR Group, a

multinational architecture and engineering firm, said.

“In volunteering within my own community, it is much the same,” she said. “It’s about getting to know someone and being even a small part of their successful journey.”

Montovino, who holds a bachelor’s in architecture from Louisiana Tech University, plays the roles of mentor and leader at DLR’s Portland office. She serves as principal-in-charge on numerous projects in Oregon, as well as leading planning, community engagement and outreach services.

Montovino, 53, has been an inspiration for many women in a male-dominated industry, and her leadership has led to several successful bond efforts in Oregon, said Holly Larabee, national K-12 education marketing manager at DLR Group.

“As an architect and planner, she has also provided insightful and impactful assistance in business development and marketing measures,” Larabee said.

Montovino credits her husband and company for helping her achieve a healthy balance between work and home life. After she had children, Montovino took several years off from work to be a stay-at-home mom. “My career track just had to move at a different pace,” she said.

Now that she’s working full time again, the mother of four strives to meet work demands while also being engaged in her children’s lives. “And sometimes,” she admitted, “the cellphone just gets turned off.”

She advises people entering the industry to know what’s important to them and to carve their own path. “Focus not on what will make you successful, but on how you can make those around you successful,” Montovino said.

— Tiffany Nesbitt

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## COLLEEN MURPHY

### CEO Fluent Design

Colleen Murphy recalls taking a career aptitude test in high school that indicated her three best choices were mechanic, florist or interior decorator. She studied advertising in college, which wasn't particularly creative, so she took some art classes.

"One of my instructors suggested I check out the Iowa State University College of Design. It was there that I got hold of the Interior Design program details, and the idea of a career combining business savvy and creativity piqued my interest," she said.

Murphy joined Portland's Myhre Group Architects and was named a principal in 2007, just a year after the DJC recognized her with a Rainmaker award. She founded Fluent Design in March 2012 and hired her first full-time employee two years later. Today, Fluent has a team of five people.

"Colleen is an excellent mentor and leader, providing opportunities, guidance and support to those who are fortunate enough to work with her," Fluent staff member Kyle Severson said in Murphy's nomination. "It's all about loving what you do and working hard at every turn, but keeping a healthy balance of friendships, leisure activities and artistic passions to even out the hard work at a 50-plus-hour week at the office."

Community involvement is a key piece of that balance and Murphy has volunteered her time and financial support for several organizations, including Human Solutions, the Oregon Humane Society and Commercial Real Estate Women (CREW) Network. She encourages others to be active in helping the community, and created a Volunteer Time-Off policy that allows employees to take up to eight hours of paid time each quarter to volunteer for a nonprofit of their choice.

Murphy also is a member of Vistage International, an invitation-only membership organization focused on leadership, and has extended membership invitations to senior design staff to further their professional growth as well.

— Melody Finnemore



## PEGGY NEIKIRK

### Senior commercial escrow officer Lawyer's Title

"It cannot be overstated how impressive Peggy's career path with Lawyer's Title has been. Peggy began her career with the title company straight out of high school working in the mail room stuffing envelopes. Her drive and ambition were hard to miss and it was clear she was someone

who would not be complacent," Angie Cole, marketing director at Lorentz Bruun Construction, wrote in her nomination of Peggy Neikirk.

Neikirk worked her way up to word processing, secretary, assistant, escrow office, branch manager, state escrow manager to her current role as vice president. She was charged with launching a new operation in Washington and has overseen many complex transactions, the largest of which was a multistate timberland deal worth more than \$900 million.

Much of Neikirk's mentoring efforts have been dedicated to bringing more women into commercial real estate through Commercial Real Estate Women (CREW), for which she also has chaired the "Take Our Students to Work" project for five years and acted as the committee liaison for its CorksCREW event. She has received the Oregon CREW chapter's Deal of the Year Award five times.

Neikirk has been a guest speaker for the Oregon State Bar's Real Estate Section and the Oregon Land Title Association, and has led several continuing education courses. She took a leading role in the restructuring of Oregon escrow law for the state's Real Estate Division as well as the redraft of the real estate purchase agreement forms for the Commercial Association of Realtors.

As president of the Silver Buckle Youth Equestrian Center, Neikirk has found a way to merge her love of horses with volunteerism. The organization provides youth facing various challenges with opportunities to interact with horses and take riding lessons. She also is vice president of the Washington State Pony of the Americas Club Inc.

— Melody Finnemore



## LINDA NETTEKOVEN

### Co-founder Division Design Initiative

Community advocacy is at the center of Linda Nettekoven's work and volunteerism on issues ranging from public health to affordable housing, transportation and historic preservation, among many others.

Nettekoven helped found the Division Vision Coalition, which led to the adoption of the 2006 Division Green Street/Main Street Plan. In 2013, when Division's major redevelopment began to take place, community members brought back the same group of stakeholder organizations to help lead the Division Design Initiative.

Nettekoven co-founded the Division Design Initiative with urban planner Heather Flint Chatto and other representatives to help steer the two-year, inter-neighborhood Design Committee and coalition. Chatto's nomination states that Nettekoven was the most valuable co-leader in the process.

"Linda brought design research, community connections and an

understanding of government roles and community associations to know and integrate with, as well as great guidance as a seasoned professional having worked in public health for decades before she became a community activist and advocate," Chatto said.

Most recently, Nettekoven helped co-author and adopt the Division-Hawthorne Main Street Design Guidelines, which were unanimously adopted by the Hawthorne Boulevard Business Association.

Nettekoven has been a director for Craft3, a nonprofit Community Development Financial Institution, since 2011. The organization provides loans that strengthen businesses, families and the environment and has invested more than \$400 million in Northwest communities since 1994.

Nettekoven, who recently retired from the Hosford Abernethy Neighborhood District Board after more than 18 years, said her father's death when she was 20 reaffirmed her commitment to bringing people together in seeking solutions to strengthen communities.

"It set me even more firmly on a course of wanting to make the world a better place and carry on the set of values my parents had given me," she said. "For me the rewarding part is to help people find their voices."

— Melody Finnemore



## IRIS O'NEAL

### Associate project manager LMC Construction

Iris O'Neal had an English degree from the University of Florida but was unsure of her career path until a temp agency placed her with Opus South Construction Corp. The company offered educational reimbursement, so she went back to school to earn a degree in engineering technology with a focus in building construction. She joined Morette Co., and her first project was the Margaritaville Beach Hotel on Pensacola Beach.

During the hotel's grand opening, however, oil from the Deepwater Horizon spill began rolling onto the beaches. In a significant turning point in her life, O'Neal and her then 8-year-old daughter moved to Beaverton in December 2011 and she joined LMC Construction.

Now the mother of four children ages 15, 10, 8 and 18 months, O'Neal credits her husband, family and colleagues for helping her

manage her life-work balance. "Since I started at LMC, the number of female employees has tripled! It is great to have a community of smart, supportive and sharp ladies, with about half of them being working moms too, alongside you in your company and in this industry," she said.

"What I enjoy most about my job is that each project presents a new and unique group of construction elements, and a new and unique collaboration of people working together," O'Neal added.

The associate project manager also serves as LMC's Procore administrator, and she led the company's training and implementation of the construction management software. She organizes many of the company's fundraisers and volunteer work, including a build for Habitat for Humanity, the Polar Plunge for Special Olympics, and the Shamrock Run for Doernbecher's Children's Hospital.

"I am proud to be a part of a company that places value on giving back to our community in a variety of ways," O'Neal said.

— Melody Finnemore



# AMBER ONTIVEROS

President  
Ontiveros & Associates Inc.



Amber Ontiveros credits two special mentors with helping her achieve the success she has had in her work to advance equity in the built environment during the past two decades. She grew up poor on a farm in Arizona and, while working on a campaign in Oregon, met Sen. Margaret

Carter and now-retired lobbyist Nan Heim.

"Both Margaret and Nan taught me how to dress, sit, speak, frame issues, read legislation, understand the pros and cons of policy proposals, and how to 'staff' a policymaker," she said.

Today, Ontiveros is a national leader in developing, implementing and evaluating equity policies and programs. She led the development of the Federal Transit Administration's Title VI and environmental justice policy, guidance and training.

Ontiveros created and led TriMet's Diversity and Transit Equity

Department and the DBE outreach program for the Interstate MAX project. She also served as the Commissioner on Hispanic Affairs, appointed by former Gov. Ted Kulongoski.

"Amber is a leader in her field," Lynn Peterson, Metro Council president, wrote in Ontiveros' nomination form. "Due to her willingness to take a deep dive into an issue from the technical, political and legal perspectives, she quickly determines the gaps and possible solutions to win-win solutions. I have a deep respect for Amber's opinion because she can explain all three perspectives in ways that help show the light at the end of the tunnel, on really tough but important to real people's lives, issues and policies."

Ontiveros, who has received several national and local awards for her work, started her consulting firm in 2014. She provides pro bono services to firms seeking DBE certification, helping them navigate the requirements and supporting them through the process. She also volunteers her time through the Conference of Minority Transportation officials, mentoring professionals of color interested in advancing in the transportation field.

— Melody Finnemore

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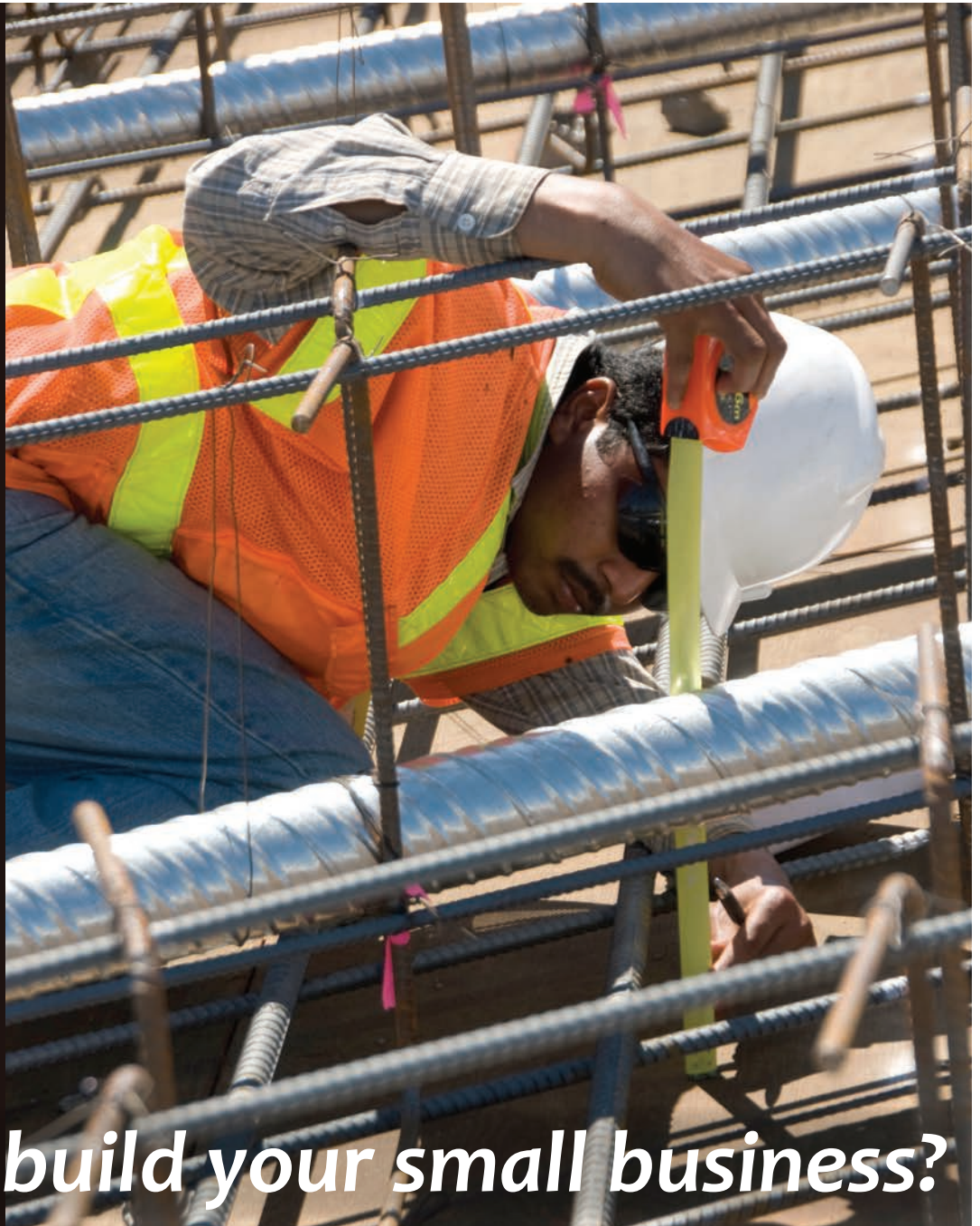
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## CARMEN OWENS

Senior engineer  
Apex Companies LLC

Carmen Owens didn't see many engineers at all, let alone female engineers, when she was growing up. She was interested in science and earned a bachelor's degree in biology, but it was during her military service that Owens discovered her career path.

In 2001, Owens worked as a carpentry mason specialist at Baghdad International Airport. Her battalion built Camp Victory, which housed about 20,000 soldiers. "I really liked the physical challenge and then combining that with construction work and working with my hands, I really enjoyed that," she said.

The experience allowed her to see how much pollution construction can create, so when she returned home she earned a master's degree in environmental engineering with a focus on remediation and cleanup.

"That was one of those moments when I was like, 'This is the

place I belong,'" she said.

Owens joined Apex Companies' Portland office and spearheaded the development of its Hazardous Building Materials (HBM) services. She managed and developed the HBM component for multiple large-scale demolition and remodeling sites. She has also brought a focus on mentoring, community involvement and giving back at Apex.

Owens coordinates and leads volunteer efforts at the Columbia Slough Watershed Council (CSWC) Slough School. She develops lessons and teaches classes that bring industry professionals into the classroom to talk about cleanup and development.

"Kids ask really great questions and I have so much to tell them. It really does reinvigorate you in your job," Owens said, adding a girl in fourth grade told her she wants to design cars someday. "I hope I helped make that idea of being an engineer a little more of a reality for her."

"Carmen is a phenomenal leader here at Apex and an exceptionally kind one as well. She is inspiring," Apex colleague Shaunna Murphy said in her nomination.

— Melody Finnemore



## TOVA PELTZ

Region 1 project delivery manager  
Oregon Department of Transportation

Tova Peltz got hooked on geology in eighth grade, and spent two summers in high school doing field work through the OMSI-National Science Foundation Young Scholars program. She earned her bachelor's in earth science from MIT and a master's in geotechnical engineering from the University of California, Berkeley.

fornia, Berkeley.

Peltz worked at GRI before joining ODOT in 2007 amid a storm that flooded Vernonia and surrounding highways. She spent six months working to restore the area's infrastructure. Peltz has helped ODOT restore the Historic Columbia River Highway State Trail. She also is overseeing the implementation of the region's capital program, including several significant projects added by the Legislature under HB 2017.

"I love working on teams with smart, funny, creative people who

are similarly passionate about finding solutions. I love how complicated it is to find solutions — and that there is not one right answer — that we need to weigh options, consider impacts, engage stakeholders, and stretch ourselves to find the best fit for the conditions," she said.

"Throughout the tenure at ODOT, as a geotechnical engineer, a construction project manager and the manager of Region 1's Geo-Environmental unit, Tova has brought a spirit of collaboration and effective communication to the organization," colleague Jon Makler wrote in her nomination. "Every project that we see in construction around the Portland metropolitan area right now has the mark of Tova's leadership or of the other leaders she is mentoring."

Peltz was a founding committee member of STEM Connect, an initiative that establishes and nurtures partnerships between community sponsors and underserved schools. She is ODOT's representative for the Business Education Compact, and for the past 12 years has chaired the Engineers Week High School Program planning committee. The program provides resources specifically for women, people of color and students who will be the first in their family to attend college.

— Melody Finnemore



## LISA PETTERSON

Principal and board member  
SRG Partnership Inc.

Lisa Petterson's legacy ranges from teaching children to be excited about the built environment around them and advocating for female leadership in the profession to designing nationally recognized projects and acting as a thought leader in sustainable development.

"Lisa is an advocate for women in leadership, both in her example as an accomplished female designer and by encouraging the promotion of three women to principal at the firm since 2016, the year Lisa joined SRG," colleague Rosemarie Buchanan wrote in her nomination.

Petterson's extensive portfolio includes the Edith Green-Wendell Wyatt Federal Building renovation and the Collaborative Life Sciences Building & Scourtes Tower at OHSU, both of which were honored by the American Institute of Architects' Committee on the Environment.

Her work to improve building performance by leveraging day-

light to offset the use of electrical lighting involves incorporating the results of her own post-occupancy research of buildings to further develop sustainable design decision-making practices and design tools. Her work has garnered eight national and international awards since 2007.

She has embraced the Living Building Challenge and has led three studies whose goal was to integrate Living Buildings into the mainstream. She currently serves on the International Living Future Institute's Board of Directors.

As SRG prepared to renovate the former Oregonian building into its own office space, Petterson led a charrette that resulted in several elements of biophilic design in the project. She also designed the office's LED lighting strategy, which contributes significantly to the building using 68 percent less energy than a typical building.

Petterson is a frequent guest speaker, delivering more than 40 presentations over the past decade, and an adjunct professor for the University of Oregon. She also is a volunteer for Oregon's Architects in Schools program and Rebuilding Together Portland, a nonprofit organization that assists low-income homeowners with needed home repairs.

— Melody Finnemore

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Congratulations to each of this year's honorees!

**SRG**





## PATRICIA RAICHT

Senior vice president and national director  
JLL

Patricia Raicht's first job out of college was with a real estate development company in Washington, D.C., where she became fascinated by all aspects of developing the built environment. She initially was intrigued by the research and marketing aspects of development.

"Now, I am most interested in how much our real estate speaks to our overall economy and changes in how we live, work and play. How demographics and economics influence what we build, where we work and how we live," she said.

A key turning point in her life was her father's death from multiple sclerosis when she was 30 and he was just 55. She enjoyed working in D.C., but had a two-hour commute each day and little work/life balance.

"I decided that I wanted to live and work someplace where I

could have a good career, but also a family and time for things I enjoy. I packed up my belongings and moved across country with my partner," she said. "I love Portland and the amazing community and family that we have found here."

A passionate advocate for increased diversity and inclusion, Raicht is a leader in JLL's Building Bridge, an LGBT+ employee-led resource group. This year, Raicht was asked to represent the commercial real estate industry in a panel discussion at Out & Equal Workplace Summit. Working Mother magazine featured Raicht in a July 2018 article about bringing one's authentic self to work and embracing one's full identity in the workplace.

Raicht volunteers as the Portland Council Chair for iUrban Teen's Executive Council, a nationally recognized program whose mission is to bring career-focused education and exposure to underrepresented and at-risk youth ages 13 to 18. She also chairs the Urban Land Institute's Programs Committee, which organizes programs of interest for Portland ULI membership.

— Melody Finnemore

## We're proud to celebrate this year's Women of Vision

Shaping our built community with their leadership, community involvement and promotion of industry diversity.



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Congratulations to  
*Patricia Raicht,*  
National Research  
Director, JLL



Congratulations to  
*Jodi Gilbert,*  
Senior Vice President and  
Regional Manager, JLL



# WORKING TOGETHER TO BUILD A DIFFERENCE.

*Congratulations to Danielle Ridgeway and the other DJC Women of Vision Honorees!*



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## DANIELLE RIDGEWAY

Marketing manager  
Swinerton Builders

A significant turning point in Danielle Ridgeway's life was deciding to go to college while working full time and raising two young children. It's been challenging at times, but she has been able to share the importance of continuing one's education, regardless of age, with her

8-year-old son and 5-year-old daughter, who cheered for her as she received her associate's degree from Portland Community College last year.

"Truthfully there have been high-stress times, and times I've felt defeated. When deadlines, responsibilities, chores and life all occur at the same time, it's stressful," she said. "However, I'm not one to give up on a goal, and it would not be possible without my strong support group that helps me juggle everything and provides encouragement."

Ridgeway is completing her bachelor's degree in management

and leadership at Portland State University and is a member of the Dean's Future Leaders Group. During her 16 years with Swinerton, she has advanced from receptionist to marketing manager and has mentored several employees in accounting, office management and marketing.

"In addition to her normal work duties, Danielle has spent countless hours sharing her immense knowledge of the industry with people that she has been entrusted with," Jason Chupp, vice president of Swinerton's Portland office, wrote in her nomination.

Ridgeway said she has appreciated the guidance and advice she has received from her mentors, and she finds it rewarding to offer the same. "You are able to provide knowledge that you've gained based on your experiences and what you've been given from your mentors. I believe that I have learned as much from mentorees as they've learned from me."

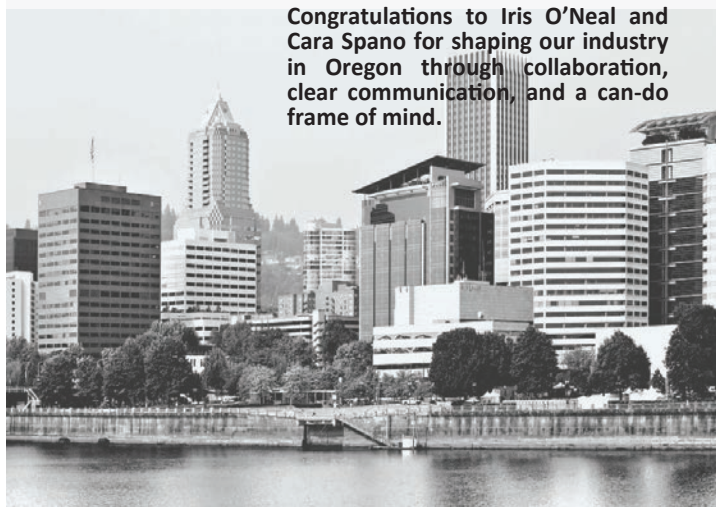
Ridgeway has been a board member for Commercial Real Estate Women and has co-chaired its CorksCREW event for the last three years. She also has volunteered for Rebuilding Together, the March of Dimes, The Swinerton Foundation and Society for Marketing Professional Services.

— Melody Finnemore

## Celebrating women

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Congratulations to Iris O'Neal and Cara Spano for shaping our industry in Oregon through collaboration, clear communication, and a can-do frame of mind.



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the construction industry!**



# Turner



## AMY ROBINSON

Attorney and shareholder  
Jordan Ramis PC

Amy Robinson was working in human resources when she learned how the law was involved and knew she wanted to be an attorney. When she told her grandmother she had been accepted by Lewis & Clark Law School, her grandmother retrieved a letter from the University of Washington declining her acceptance because she was a woman.

"She said, 'I saved this letter because I knew someday they would know they were wrong about what we can do,'" Robinson said. "She was devastated by this, but she ended up going to school and becoming a teacher. I realized how privileged I was to get into the law school I wanted."

Robinson is Jordan Ramis' first female equity shareholder and chair of its board of directors. Working in the Vancouver and Lake Oswego offices, she advises a host of construction, real

estate and design clients with employment matters. Robinson also helped initiate the first mentorship program for the firm's associates.

"I got such value from the mostly informal mentors who showed up along the way, in my career and in my life in general," she said. "It's about paying it forward but also realizing how much that can really make or break your willingness to get through those tough times that come up in your life and your career."

Robinson chairs the firm's Diversity and Inclusion Committee and in 2017 launched its Women and Leadership event series, a roundtable discussion highlighting success stories and lessons learned from women leaders in a number of target industries. That event benefitted the Oregon Restaurant & Lodging Association Education Foundation, which helps foster workforce development.

"At Jordan Ramis, she is a cheerleader and direct supporter of the firm's civic involvement, including our annual Oregon Food Bank drive and Clackamas County Foster Care Christmas gift drive," said Kristina Mack, the colleague who nominated her.

— Melody Finnemore



Jordan Ramis PC is proud to congratulate our  
*Woman of Vision,*  
*Amy Robinson,*  
and her fellow nominees.

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## PAT SANCHEZ

Associate principal and business manager  
Opsis Architecture

A leader in administration within the Portland architecture community for more than 30 years, Pat Sanchez was instrumental to Opsis Architecture's 1999 launch and is now an associate principal of the 50-person firm.

Sanchez is credited as an advocate for equity through meaningful policies that

support women in the workplace. She spearheaded the adoption of a paid family leave policy at Opsis as well as the pursuit of the JUST social label certification, which included reviews of compensation to ensure gender pay equity, non-discrimination in hiring and promotion practices, and family friendly policies.

She organized a full-day seminar on workplace equity attended by the entire firm and facilitated an all-staff seminar addressing gender-specific issues for women in architecture, according to her nomination.

Sanchez serves as a mentor to women and emerging profes-

sionals at Opsis, helping staff navigate the complexities of project management, client relationships and career development activities. Her mentees gain guidance on how to advocate for themselves and a partner to simultaneously advocate on their behalf at the leadership level of the firm.

As a non-architect within the profession, Sanchez offers mentees a unique window on the business practices that are foundational to successful firm operation. Sharing this knowledge provides mentorship in firm management, an often-overlooked component of architectural training. She also encouraged corporate support for the time and costs associated with participation in community outreach, training and education programs.

Sanchez volunteers on the American Institute of Architect's Portland chapter's Committee on Equity, Diversity & Inclusion, which organizes the annual ForWARD "Future Vision" conference focused on equity in the practice of architecture. She organized Opsis' financial support of the program by providing lead sponsorship this year and bronze sponsorship last year. Sanchez also played a key role in gaining corporate sponsorship for the event within the AEC community.

— Melody Finnemore



## NICOLE SCHMIDT

CEO and owner  
krowdsourced

Nicole Schmidt was working as a manufacturer's sales representative and visiting architecture and design libraries across the state when she noticed that many were disorganized and outdated. It gave her the idea for krowdsourced, a website that allows designers to order material samples in a

central location and reduces the time it takes to research and source materials for projects.

While preparing to launch her website, Schmidt also noticed that the design community was missing a central, commercial resource library. In April, she and her team opened the library, which also serves as a venue for client meetings and space for design industry events.

"My absolute favorite part of my job and this industry is that I enjoy the people in it," she said. "We are lucky to be able to

work with so many different people and help them through various struggles on projects. It is enormously rewarding and I look forward to coming into work every day because of that."

Schmidt has opened krowdsourced's doors to students looking to learn about new, innovative products and check out materials from the library. She participates in the International Interior Design Association's (IIDA) Shadow Mentor Day and introduces design students to the industry.

"Nicole encourages innovation and problem solving at every turn. At krowdsourced, there is no problem that is not solvable with a bit of research, ingenuity and teamwork. This is inspiring, as we are all made to feel part of the important decision-making process," staff member Alexandra Raymond wrote in her nomination.

Schmidt serves as vice president of finance for the IIDA Oregon chapter, for which she helps organize events and promotes outreach to young designers across the state. She also is participating in the Xcelerator Program, which provides mentorship and resources to help women entrepreneurs grow their businesses.

— Melody Finnemore



## LAUREN SHUMAKER

Project engineer and sustainability manager  
Turner Construction

Lauren Shumaker developed her bond with nature while growing up on her family's produce farm, which she said instilled an obligation to "sustain our planet as it sustains us." Her career allows her to better the built environment, one of the largest contributors to environmental degradation and natural resource consumption.

Shumaker's commitment to the environment has improved sustainable practices throughout Turner's jobsite offices. She led efforts to improve the automatic inclusion of green building strategies in the company's projects and advocated for alternative transportation options for employees to encourage its use. Shumaker herself has put 2,000-3,000 miles a year on her bike for more than 10 years running.

Shumaker chaired the Advocacy and Policy Committee for the former Cascadia branch of the U.S. Green Building Council (USGBC), now Portland Collaborative, from 2013-2016, where she worked on policy-related initiatives to advocate for a green building pilot pro-

gram in Portland. She supported the Climate Action Plan and advocated for the recently approved annual energy metering initiative for commercial properties in Portland.

From 2016-17, Shumaker was a Portland Material Transparency Collaborative member and co-planned a "reverse lunch-n-learn" where designers, contractors and engineers discussed the importance of sustainable and healthy building materials to the manufacturing community.

In her volunteer role as the Portland Sustainability Manager for more than five years, she acted as the Regional Sustainability Manager for more than two years. During that time, she raised the percentage of LEED-AP staff from about 15 percent to 60 percent through training and credential maintenance. The position also involved managing a green building database for all sustainable construction in Portland and waste tracking system for all active projects.

Shumaker also has served as a volunteer math tutor and lead organizer for the Green Apple Day of Service that renovated the courtyard at Roseway Elementary School and various improvements at Vernon Elementary School.

— Melody Finnemore



## CARA SPANO

Safety director  
LMC Construction

It seems Cara Spano was destined for a career centered around safety. She saw her older brother sever his finger with a wood chipper and wondered how the accident could have been prevented. She also recalls being a cautious teenage who grew into a protective mother of four and safety director looking out for

others on the job.

As a single mother raising young children, Spano reentered the workforce as an administrative assistant at a general contractor and started taking college courses at 35. "For me, college had always been thought of as an unobtainable dream that I longed for desperately but was completely terrified of," she said.

At work she advanced to project assistant and was mentored by that company's safety director, who was retiring. She joined LMC Construction in 2014 and implemented its safety program; the company has had no major accidents since.

"What I enjoy most about my work is conducting safety inspections on construction jobsites," she said. "I have developed numerous relationships with subcontractors and superintendents. I love the jobsite interactions and conducting hands-on inspections because, as a safety director, this is where your position has the most impact and can be the most helpful to others."

The ability to help prevent even one fatality or horrific accident is "priceless and extremely humbling," Spano said, and other rewards of her job include encountering great mentors and the close connection of working with other women in a male-dominated field.

"Cara is a force to be reckoned with in a field with few women present. She is strict in her devotion to safety and doesn't back down," LMC colleague Michelle Fingerut wrote in her nomination.

On a personal note, Spano, who recently recovered from a serious illness, will get married at Cape Kiwanda two days after the Women of Vision awards.

— Melody Finnemore





## JEANNIE SPENCER

Controller  
Bremik Construction

Jeannie Spencer joined Bremik Construction in 2005 when the company had seven employees and \$6 million in revenue. She has worn many hats there over the years and in 2016 became a shareholder at Bremik, which now has more than 200 employees and \$117 million in revenue.

The company's leaders credit Spencer with contributing to that growth by fostering internal processes, training team members to take on more responsibility, and helping them feel more empowered and confident in their work.

Spencer has served as vice president of the National Association of Women in Construction's Portland chapter. She also served on NAWIC's board for three years, focusing on outreach to new members and doubling the number of participants at the monthly meetings during that time. At NAWIC conferences, she

participates in mentoring breakout sessions.

As director of the Construction Financial Management Association's Portland chapter, she has joined a Women's Networking group where members cross-mentor each other and share struggles and success stories. Her advice for other women considering a career in construction: Go for it!

"If you know what you are doing, don't let anyone make you second guess yourself. I've done that so many times in my career and I've had to grow into trusting what I know," said Spencer, who worked in health care for nearly 10 years before joining Bremik. "Women have a place in construction, and my advice is work hard and hold your ground."

Spencer's volunteer work includes supporting charities such as Love Boxes for Military Troops, Chelsey Hicks Foundation and REACH. The Love Boxes, in particular, were near and dear to her heart. At the time, her sister was deployed in Iraq as a command sergeant major in the Army. Spencer coordinated with Bremik employees to donate items and send 50 care boxes during the holidays.

— Melody Finnemore



## AMME STANDING

Safety and HR manager  
Charter Mechanical

Amme Standing is motivated in her work at Portland's Charter Mechanical and her volunteer service for SafeBuild Alliance by a passion for ensuring that people working in construction have a safe workday and go home with no injuries.

She joined SafeBuild Alliance when it was established, has served on its board of directors for a decade and is a member of several of its committees. Standing said the organization's mentorship program, where companies with mature safety programs are partnered with MWESB contractors, is especially fulfilling.

"Today's workforce and workload is at such a fast pace that it can be challenging to find resources and time to apply to specific programs," she said. "Mentees are invested and committing their time to learn and also offer their insight where there is dual benefits to those involved. Seeing the evolution of a mentee and small

business eager to improve their safety performance is extremely rewarding because they are changing cultures in our construction community."

Standing takes pride in being a resource and trusted advocate for Charter Mechanical employees, and said she enjoys educating them and providing tools that encourage safe decision making that protects them.

"Amme makes the construction community better. Her spirit of collaboration and her ability to get people to network is a benefit to the community," Karen Blythe, executive director of SafeBuild Alliance, said in her nomination. "She makes herself available to others as a resource. She is a mentor and leader for young women coming into the industry. Amme finds ways to connect people, because she believes together we are stronger."

Standing said she has always wanted to write a series of children's books and create a learning curriculum about risk assessment for kindergarten to 12th grade that would help change young people's mindset in situations such as crossing the street and driving distracted.

— Melody Finnemore



## TIFFANY THOMPSON

Director of advocacy programs  
Oregon Tradeswomen Inc.

Tiffany Thompson was unhappy with her job at 911 when the opportunity to work with Oregon Tradeswomen Inc. arose. Despite a significant pay cut and uncertainty about whether it was the right place for her, Thompson accepted the job offer.

"Sometimes, it is all about taking that step into the abyss and having faith there will be something on the other side," she said. "I took the leap and Oregon Tradeswomen changed my life. I get to work toward things I am passionate about every single day, I have learned so many new skills, I am challenged, I have flexibility in my life, and so much more."

Thompson leads the organization's efforts to ensure access to mentoring for tradeswomen. From apprentices to veteran tradeswomen, she strives to connect them with opportunities for professional growth and personal leadership development.

"Because women remain underrepresented in the construc-

tion sector, there still exists a culture of discrimination, which sadly often includes sexual harassment. Tiffany has been a tireless advocate to shift the culture and support tradeswomen," Executive Director Kelly Kupcak wrote in her nomination.

One example is a pilot bystander intervention model called "Green Dot" which Thompson spearheaded with Hoffman Construction Co. on the Multnomah County Courthouse project. The model is gaining national attention for being a tool to increase support for those experiencing harassment and a resource to combat it on the jobsite.

Thompson initiated the organization's new Tradeswomen Ambassador Program through which tradeswomen speak to girls and women about the benefits, pathways and opportunities in the construction sector.

Thompson serves on boards for the Metropolitan Alliance for Workforce Equity, the National Taskforce on Tradeswomen Issues and Metro's Equity and Inclusion Advisory Board. She also works with companies, governments, registered apprenticeship programs and unions to implement equal employment opportunity plans and advance social equity goals.

— Melody Finnemore

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and all  
**Women of Vision**  
on their leadership in the  
**Portland Construction Community**

**Charter**  
Mechanical





## MARTHA WILLIAMSON

Senior associate and senior project manager  
Humber Design Group Inc.

As a young athlete growing up in a communal village near Eugene, Martha Williamson discovered that she liked teamwork and being part of a community, and she was curious about stormwater management and its environmental impacts. She found a perfect mix of those interests in civil engineering.

Over the past two decades, her work has included signature projects such as Headwaters at Tryon Creek, the Walk of Heroines at Portland State University, the University of Oregon School of Music and Dance, and the Children's Museum.

"I enjoy the project teams as much as I enjoy the actual projects," she said. "Most of the work I do as a civil engineer is with an architectural lead team, which fits my personality perfectly."

Williamson created an environment of learning, an open-door policy of communication and a consistent line of quality con-

trol for client work through weekly one-on-one meetings with her staff. Her ongoing leadership and mentorship through these meetings have helped several of the firm's engineering interns successfully pass the exam to become professional engineers.

When there are difficulties in the interpretation and application of Portland city codes, Williamson meets with various bureaus to discuss approaches and solutions. She participates in jurisdictional brown bags regarding proposed code updates and changes to ensure her staff's understanding is solid, applicable and helpful to clients and other team members.

Williamson is a member of the Portland Development Review Advisory Committee and she serves on the Public Works Permit Appeal Panel. She also is part of Humber Design Group's sustainability committee and champions efforts to decrease the firm's environmental footprint.

"She has wholly committed to working within our community and within the city's urban fabric. She brings her A-game to work every day for each and every one of our clients," colleague Teri Miller said in her nomination.

— Melody Finnemore



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# WOMEN WORK



**LIZ COWEN** of Goodfellow Bros. has been elected president of the National Association of Women in Construction Portland Chapter 54. Other officers for 2018-19 are Joanna Westrich, JE Dunn,

vice president; Charis Sonne-Phinney, Anchor Insurance & Surety, treasurer; Angie Sullivan, Precision Paving Plus, recording secretary; and Sofia Woods, Convergent Technologies, corresponding secretary. The 2018-19 board of directors are Janelle Markovich, Propel Insurance; Misti Burdine, United Rentals; Stacey Lin, Swinerton Builders; Mandy Byrd, Professional Minority Group; and Kelly Aust, Skanska, immediate past president. The Portland chapter of NAWIC was founded in 1961 and currently has 84 members representing the Portland metro area including Southwest Washington.



**PKA Architects** has hired **AMBER CREEDON**, interior designer, to help establish PKA Interiors Studio. She will provide design services for clients and support the design process for

all architectural projects. Creedon came from Erdenberger Design Group.



**DIANE COATS** has joined **PKA Architects** as an interior designer. While helping establish PKA Interiors Studio, she will provide interior design services for clients and support the design process for

all architectural projects. Coats previously worked for Erdenberger Design Group.



**Central City Concern (CCC)** has hired **MERCEDES ELIZALDE** as public

policy director. She is responsible for policy analysis,

advocacy, public education and coalition-building efforts to find support and solutions for CCC clients and programs. She most recently served as policy and engagement strategist for Seattle City Council member Debora Juarez. Prior to that, Elizalde was the volunteer and advocacy programs coordinator for the Low Income Housing Institute.



**Tonkon Torp** has appointed partner **PARNA MEHRBANI** as co-chairwoman of its

information privacy and security practice group. She focuses her practice on

protecting and enforcing intellectual property. She also has experience advising businesses on management and security of personal data and the laws that regulate collection, use and protection of personal data. Mehrbani joined the firm in 2018 as a partner.



Tonkon Torp attorney **SARAH EINOWSKI** has joined the board of directors for the **Oregon League of Minority Voters**. The

nonprofit organization works to advance minority voters' rights within the electoral process. Einowski is a member of Tonkon Torp's estate planning practice group. After working as a litigation

attorney on trust and fiduciary disputes for several years, she now focuses on helping clients with wills, trusts and succession planning.



**JESSIE MINGER** has joined **Cable Huston** as an equity partner in its estate planning and litigation groups. She has more than 15 years of experience in

litigation, including three years as a prosecutor at the Multnomah County District Attorney's office. Minger focuses on probate and protective proceeding administration and litigation as well as representing clients in personal injury lawsuits and general litigation.



**PAE** has promoted **KATIE ZABROCKI** to project manager. She joined PAE in 2012 and has nearly a decade in the sustainable building industry as a mechanical engineer. Currently,

she is providing designs for several Facebook projects as well as higher education and K-12 school projects.



**PAE** has promoted **STORMY SHANKS** to associate. She has over a decade of experience in mechanical engineering. Currently, she is working on a variety of education, government and data center projects.

## OCT. 25

10th Annual NAWIC BrewFest and Silent Auction

What: The National Association of Women in Construction's Portland Chapter 54 will host its 10th Annual BrewFest and Silent Auction, with proceeds supporting NAWIC's scholarship fund and education programs.

Where: Rock Bottom Brewery, 206 S.W. Morrison St., Portland.

When: Oct. 25, 6-9 p.m.

Info: <http://www.nawicportland54.org/events/2018/10/18/brewfest-save-the-date>



## OCT. 25

Women in Energy & Renewables Networking Happy Hour

What: Power PNW coordinates monthly meet-ups for industry professionals to meet peers, share ideas and opportunities, and educate colleagues about projects and initiatives of interest to the group. Anyone working in a field related to energy, solar or other renewables is invited, as well as students and developing professionals looking for perspectives on joining the clean energy sector.

Where: Lucky Labrador Beer Hall, 1945 N.W. Quimby St., Portland.

When: Oct. 25, 5-7 p.m.

Info: <http://powerpnw.org/events/>

## OCT. 27

NWUCA Holiday Auction

What: The Northwest Utility Contractors Association will hold its annual holiday auction, which benefits industry education programs and scholarships.

Where: Portland Marriott Downtown Waterfront, 1401 S.W. Naito Parkway, Portland.

When: Oct. 27, 5:30 p.m.

Info: [info@nwuca.com](mailto:info@nwuca.com); 503-328-9725

## NOV. 8

Women & Leadership 2

What: Presented by Jordan Ramis PC, the event is designed to motivate, inspire and educate women who are or aspire to be leaders within the construction industry. All proceeds from the event will be donated to Girls Build.

Where: Bridgeport Brewing Co., 1313 N.W. Marshall St., Portland.

When: Nov. 8, 5-8 p.m.

Info: <https://jordanramis.com/resources/events/women-leadership-2/view/>; 503-598-7070





**PAE** has promoted **MICHELLE JOHNSON** to associate. She has provided her expertise for a variety of health care projects in the Portland-metro area, including several for Oregon Health & Science University. Johnson focuses on designing efficient electrical systems that save energy and are easily maintained.



**3J Consulting** recently promoted **MERCEDES SMITH** to senior urban designer. In this role, she is responsible for urban design, with specialization in residential communities, and mixed-use and commercial developments. Smith has been providing planning services for 3J clients for the past five years. She also provides planning and entitlements for a range of project types, including residential, commercial, industrial and institutional.



**ARIEL M. CHAVARRIA** recently joined **Carleton Hart Architecture** as a project manager. She is a registered architect in Oregon, and has more than 15 years of experience working on a variety of project types, including affordable housing, mixed-use and retail. Chavarria brings extensive design, programming and project management experience to the firm, and will initially focus on managing affordable housing projects.



**Miller Consulting Engineers** has promoted **MICHELLE SHARP** to associate engineer. She joined the firm in 2013 after receiving a bachelor's degree in civil engineering from Oregon State University. Sharp has experience working on seismic

evaluations, remodels of both residential and commercial structures, cladding design, and equipment loading.



**Froelich Engineers** has added **MADeline MULLER** as a civil designer. She will assist civil and stormwater design efforts for government, commercial and multifamily projects in Oregon and Southwest Washington. Muller most recently served Contech Engineered Solutions as a stormwater designer. She has a bachelor's degree in civil engineering from the University of Portland.



**Oregon Business & Industry (OBI)** has appointed **SANDRA (SANDI) MCDONOUGH** as its chief executive officer. She previously was president and CEO of the Portland Business Alliance for 14 years. Prior to that, she spent 20 years in management positions for PacifiCorp and San Francisco-based PG&E Corp. Currently, McDonough serves on the board of New Avenues for Youth, a Portland-based organization that provides housing, education and job training for homeless and at-risk youth.



**GINI PIERCY** has joined **Mayer/Reed** as a landscape designer. Currently, she is working on Lakeridge Junior High School, the Portland Green Loop and Touchmark vineyard homes. Piercy holds a master's degree in landscape architecture from the University of Oregon.



Engineer in Training **KIM WILLIAMS** has joined **Harper Houf Peterson Righellis Inc.** as a civil designer in its structural en-

gineering department.

She previously served the firm as an intern. Williams has a bachelor's degree in civil engineering from Portland State University.



**The Portland Bureau of Planning and Sustainability** has appointed **MICHELE CRIM** chief sustainability officer. She will lead the bureau's efforts on climate, energy efficiency, green building, renewable energy, recycling and solid waste operations, resilience, smart cities, electric vehicles, and other sustainability efforts. Crim has more than 20 years of experience working on sustainability, including contributions to Portland's 2015 Climate Action Plan.



**Humber Design Group** has promoted **BRYNNE HAUG** to CAD drafter. Her new responsibilities include drawing setup and development of CAD files, assisting coordination of design elements among project team members, and assisting calculations and report writing. Haug started her career at Humber Design Group as a project assistant drafting stormwater reports and providing first-pass quality control for plans. Haug has a bachelor's degree in history from Whitman College.



**Humber Design Group** has hired **SIERRA LUKE** as administrative assistant. She will manage project schedules, files and documentation, and keep systems functioning and organized. Luke also will conduct project research, assist development of materials and submittals, and manage offices supplies and equipment. She previously worked for 10 years as a veterinary technician.

## AROUND TOWN

### NOV. 8

#### Diversity in the Construction Trades Summit

What: Presented by Oregon Tradeswomen Inc. and Constructing Hope, the summit will create an opportunity to bring key stakeholders together, share efforts toward workforce diversity to date, provide tools for implementing strong workforce programs, and work toward a regional approach to workforce equity.

Where: East County Family Services Center, 11826 N.E. Glisan St., Portland.

When: Nov. 8, 8:30 a.m.-4:30 p.m.

Info: <http://www.tradeswomen.net/diversity-in-the-construction-trades-summit/>; 503-335-8200

### NOV. 17

#### Oregon Tradeswomen Inc. Leadership Institute

What: This event will facilitate leadership, advocacy skills and unity among all women working in skilled trades.

Where: TBD

Info: [www.tradeswomen.net](http://www.tradeswomen.net); 503-335-8200

### DEC. 11-12

#### Business & The Environment: Conference \* Expo

What: The Northwest Environmental Business Council, State of Oregon Department of Environmental Quality and State of Washington Department of Ecology will host this conference covering environmental protection and compliance, new technologies and services, sustainable business practices, and trending policy issues.

Where: Red Lion Hotel on the River - Jantzen Beach, 909 N. Hayden Island Dr., Portland.

When: Dec. 11-12

Info: <https://www.businessandenvironment.com/info@nebc.org>; 503-227-6361





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