



# Building Inclusive Environments for Long-term Support

CHICAGO WOMEN IN TRADES  
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**Build a Career. Join a Sisterhood**

## ABOUT CWIT

Founded by Tradeswomen in 1981, Chicago Women in Trades (CWIT) exists to improve women's economic equity by establishing their careers in highly-skilled, construction and welding occupations.

- **Advocates for policies and practices that support women's careers in the industry.**
- **Technical support and resource materials for Industry partners**
- **CWIT is a welcoming and supportive community committed to providing quality training and resources for women seeking to build successful careers**

# SISTERHOOD

*“Because there’s one thing stronger than magic: sisterhood.” – Robin Benway*

- **GROUPME (Chat)**
- **Peer Support Network**
- **Carpooling**
- **Mentoring Program**
- **Resource Sharing**
- **Tradeswomen Council**
- **No Shower, Happy Hour**
- **Weekly Follow up**



# BARRIERS TO RETENTION



- Lack of regular employment or being part of core crews
- Different on-the job training, job assignments, menial work
- Isolation/lack of support
- Discrimination in hiring/layoffs
- Sexual harassment
- Lack of sanitary facilities
- Working conditions not female/family friendly
- Lack of advancement opportunities

# SOLUTIONS TO BARRIERS

- Peer support and mentorship
- Support services
- Scholarships for additional certifications
- Career advancement workshops
- Resume development, interview coaching, and job counseling
- Facilitation of women's committees



# SUPPORTING NEW APPRENTICES/TRADESWOMEN



- Rental and utility assistance
- Mental Health Resources
- Boot reimbursement (one time)
- Tool Reimbursement
- Fees (Initiation)
- Resume Assistance
- Career skill workshops
- Job Leads
- Food Resources

# SUPPORTING ADVANCEMENTS

- Supporting Services
- Tradeswomen Council
- Specialty Workshops
- Funds for additional education
- Volunteer
- Mental Health resources
- Leadership development



**QUESTIONS???**

