

Session Overview

PNCWA Summit Series 3

Session 1: “How Small Wins Lead to Big Solutions: Leveraging Partnerships to Build Sustainable Communities”

Wednesday, November 18th, 2020

8:45am – 9:15am

Presenting Author: Sarah Heinicke

Abstract

Lloyd EcoDistrict is a living laboratory for sustainability, pioneering collaborative community-scale solutions for social and environmental health. The Eco District bring together residents, organizations and businesses in Lloyd to educate, set goals, aggregate resources, and catalyze action. Ms. Heinicke will talk about bringing multiple interests and stakeholders together to tackle problems large and small. She found that by uniting around, and celebrating the small ‘wins’ it sets the community up to successfully tackle larger, more complicated issues where compromise and seeing the other side is essential.

Brief Biography and/or Qualifications

Sarah Heinicke

In her capacity as Executive Director of the Lloyd EcoDistrict, Sarah works with the board and other district stakeholders to inspire action and implement our vision of being the most sustainable neighborhood in North America. Sarah brings her depth of experience in development, market forces, sustainability, community outreach, and project management to deliver a uniquely integrated approach to the EcoDistrict concept. She received her undergraduate degree from the University of Chicago and a Masters of Urban and Regional Planning degree from Portland State University.

Session 2: “Putting the "Why" before "How" - Fundamentals PNW Leaders should know about Diversity, Equity, and Inclusion”

Wednesday, November 18th, 2020

9:15am – 9:45am

Presenting Author: Dr. Nicki Pozos, Rob Lee

Topics: Leadership, Social Equity, Workforce Development

Keywords: Diversity, Inclusion, Leadership, Advocacy

Abstract

The face of the Diversity, Equity, and Inclusion (DEI) movement here in the PNW has largely been women and people of color, and rightfully so in many cases. But this can and has led to cases of fatigue, frustration, and even challenging accusations such as “self-promotion”.

As the topic of diversity has become more prominent and as the numbers are starting to be documented about the genuine benefits of diversity, a challenge that has become evident is the critical role that must be played by those who have privilege and the power to enact change.

This session will begin with an introduction of the importance and benefits of diversity and a brief recap of the history of Asian-Americans and how advocacy by those with privilege enable greater successes for that racial group. The remainder of the time will be given to a panel discussion by advocates in the industry and representatives from several municipalities. This panel will provide numerous viewpoints regarding privilege and how anyone, regardless of gender, ethnicity, or orientation, has an important role to play in progressing our industry for positive change.

Brief Biography and/or Qualifications

Rob Lee

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Rob is a Principal and Founder of Leeway Engineering Solutions. He is a Professional Engineer and Project Management Professional and has over 22 years of experience. As a child of Korean immigrants growing up in Oregon, Rob has a unique perspective of the challenges and changes taking place in the Pacific Northwest.

Dr. Nicki Pozos

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Dr. Nicki Pozos, PhD, PE leads strategic communications for major infrastructure projects as Principal and Founder for The Formation Lab. Nicki is a recognized leader in promoting equity within the water industry and is President of Women Leading Water, a non-profit dedicated to creating a more equitable future. Nicki also serves in Portland's Minority Evaluator Program and is a frequent speaker on bias and diversity at regional and national conferences.

Session 3: "Capturing the Power of Diversity - Reflections from a employee networking group centered around the advancement of women in the AEC industry"

Wednesday, November 18th, 2020

10:00am – 10:30am

Presenters: Nicole Laughlin, Natalie Sierra

Topics: Leadership, Social Equity, Workforce Development

Keywords: Equity, Leadership, Female, Workforce

Abstract

The projected future make-up of the industry shows a shift from male to female and non-binary people, potentially making up half, to more than half, of the workforce. While advances in supporting a more diverse workforce have been made, recent surveys show that we still have a major gap in diversity with leadership positions, and that we're still struggling with female retention in the mid- to later-stages of careers. With most existing senior level leaders being male, current ways of doing business have not been enough to grow and retain female talent, and many of our assumptions as to why women are leaving the workforce are inaccurate.

This presentation showcases recent lessons learned from a women's employee network group that dug deep into what women need to feel accounted for and supported in their career. From communication differences and psychological safety to sponsorship, many of the lessons learned thus far are tangible actions that every person within an organization can support to create a more desirable working environment for women.

This presentation will showcase the value of candid conversations and thoughtful listening that help an organization understand and embrace the inherent inequality that exists but also provide guidance on what diverse populations need to succeed. It also recommends a small list of personal commitments that leadership can hold themselves accountable to, which could have a big impact on organizational health and retention. This presentation will demonstrate the importance of individual empowerment while allowing for thoughtful organizational change.

Brief Biography and/or Qualifications

Natalie Sierra
Brown and Caldwell
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Natalie Sierra is a professional engineer with over 19 years of experience. She specializes in biosolids master planning and biosolids management, and possesses expert knowledge on biosolids regulations and end use. She has assisted utilities across the country in developing biosolids management strategies with a wide variety of products. Her experience extends beyond traditional end use planning to include assessment of solids treatment technologies, codigestion, beneficial energy use, and regulatory management. With many years of experience as a female engineer in this industry, Natalie led the charge of the women's employee network group in hopes to spread awareness and empower the women that are so integral to the water industry.

Nicole Laughlin
Brown and Caldwell
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Nicole Laughlin serves as BC's West Regional Marketing Director and has been working in the A/E/C industry as a marketer for over 14 years. She is a female leader at BC, driving and supporting company strategy and initiative collaboration, client development, staff management and growth, and top company pursuits. Nicole oversees a team of 10 other

women throughout the West, and she is constantly empowering these women to be leaders in their offices and on their projects throughout the company. Nicole has been a leader in developing the women's employee network group due to her passion for the industry and desire to be a voice for female leadership.

Session 4: "Panel: Leadership Perspectives from the Future Workforce"

Wednesday, November 18th, 2020

10:45am – 11:30am

Moderator: Amy Dammarell; Panelists: Laurelei McVey, Kyle Shimbauku, Andrew Matsumoto, Pratisha Kansakar

Abstract

Discover your leadership potential! Whether you're an aspiring leader or one who's been there, join us for an exploration of leaders at their best. This workshop is based on the five leadership principals outlined in the book "The Leadership Challenge" by Kouzes and Posner. The workshop includes breakouts and table discussions to encourage shared learning. Participation in this workshop will help improve performance of operators, project coordinators, and/or current and aspiring supervisors and managers by helping them work effectively with peers. With a firm understanding of the five practices of exemplary leadership, participants will be valued employees, supervisors and managers, understanding what it takes to help lead truly outstanding performance.

Brief Biography and/or Qualifications

Amy Dammarell

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Amy Dammarell is an engineer, scientist, and project manager with 24 years of experience. Amy combines her biology and engineering background with the goal of integrating engineering solutions with the natural environment to find multi-objective solutions. Her focus includes restoration planning, permitting and design along with natural resource analysis and serves in a broad range from technical team member to project manager. In addition to her technical role, Amy is actively involved in initiatives to drive professional development both for herself and others. At HDR, she facilitates a technical knowledge transfer program, serves as a leadership program facilitator, and shapes material development to support learning and development.

Laurelei McVey (City of Meridian)- Idaho

Ms. McVey is the Deputy Director of Utility operations for the City of Meridian, Idaho. After starting as a laboratory analyst, Ms. McVey took on various roles including Wastewater Superintendent. Ms. McVey recently completed her Masters of Public Administration at Boise State University.

Kyle Shimbauku (Gonzaga University)- Washington

Mr. Shimbauku is currently a tenure-track assistant professor in the civil engineering department focusing on environmental engineering. Teaching and research activities include drinking water, stormwater, and wastewater treatment and reuse and engineering for developing communities and sustainable development. Prior to joining Gonzaga University, Mr. Shimbauku was a water process engineer in the bay area.

Andrew Matsumoto (Civil West)- Oregon

Mr. Matusumoto is an engineer at training at Civil West Engineering. Andrew joined Civil West after graduating from Gonzaga University in 2012. Andrew currently serves as the PNCWA Students and Young Professionals Committee Chair.

Pratisha Kansakar (B&C)- Washington

Ms. Kansakar is a water resource engineer at Brown and Caldwell. Prior to her work at B&C, Ms. Kansakar served as vice president at the Living Earth Institute, a non-profit with the goal to aid international communities in developing sustainable water resources.