

WOMEN & DIVERSITY IN INFRASTRUCTURE

Awareness, Leadership, Mentoring

The Topic

- Why should more people care about hiring women into our industry?
- Significantly Fewer People Working in the **Tech** Industry are **Female**.
How Do We Fix This?
- Women are rebuilding America's construction landscape
- **Females are expected to make up 25% of the industry by 2020, and here are the ones leading the way**

The Panel (Moderator)

Chrissy Olsen – Vice President of National Accounts INNO4 (Global Technology Services)



As Vice President of National Accounts, Chrissy Olsen is responsible for strategic account growth across all areas of INNO4's core technology platforms.

Chrissy brings 25 years of specialized experience in the Technology, Enterprise Level Networking industry including Telecommunications and Security to her role. Her expertise includes needs assessment, programming, planning and coordination of design services, construction services, and project administration. Chrissy specializes in client communication, and ensures that clients are kept informed and involved throughout each project. She holds a Board position with Infrastructure Masons.

Prior to joining INNO4, Chrissy held numerous Business Development, Consulting and Global Account Management positions for and a large national telecommunications distributor and a leading technology solutions provider.

The Panel

Nancy Novak - SVP of Construction at **Compass Datacenters**



Nancy Novak, Compass Datacenters' SVP of Construction, has over 25 years of construction experience and has overseen the delivery of over \$3.5 billion in projects during that time. Prior to joining Compass, Nancy was the National Vice President of Operations for Balfour Beatty Construction which she joined after serving in a variety of executive positions for Hensel Phelps Construction Company. Ms. Novak is actively involved in a number of organizations dedicated to the advancement of woman in business including Above the Glass Ceiling (AGC) who are working with Fortune 500 companies to aid in the advancement of women in STEM, Women in Government Relations (WGE), Women Construction Owners and Executives (WCOE), The World Trade Center Initiative, Fortune Media's Most Powerful Women and the National Women's Party. Nancy is a frequent speaker on the topic and has participated in the White House Women's and Diversity in STEM forums. Nancy holds a degree in Construction Engineering and Management from San Diego State University.

The Panel

Heather Dooley - Data Center Business Operations, Chief of Staff
Google



Heather coordinates near-term strategic objectives for Google's global data center organization and is responsible for developing long-term planning. She also leads program management for metrics and analytics, new products, documentation and communications.

Specialties: PMO, Incubation, Business Tools, QBR, All Hands, Leadership, Strategy, Contract Development, Team Development, Mentorship, Business Development, Operations Management, Vendor Negotiations, Strategic Sourcing, RFP, Data Center Industry, Construction Industry, Diversity and Inclusion, Hiring and Recruiting, Telecommunications Industry, Program Development, ROI, TCO, Contract Manager, Procurement, International Business Development, Process Improvement, Program Management, Vendor Management and Site Selection.

The Panel

Kim Moline - Global Project Manager – **Anixter**



Dedicated and enthusiastic global project manager with more than twenty-five plus years of sales experience and 5 years in project management. Proficient at coordinating internal resources and third parties to ensure successful implementation of large-scale projects. Strength in forging relationships across business functions, cultures and hierarchies with proven ability to grow and manage complex global customers.

The Panel

Christina (Sedighi) Chen – Data Center Construction Manager
Facebook



Christina Sedighi Chen is a construction program manager on the data center build team for Facebook. She oversees the planning and rollout of large retrofit projects across a growing global data center fleet. Originally a Texas native, Christina moved to California to pursue a Civil Engineering degree at UC Berkeley and has called California home ever since. Before Facebook, she spent her early career in project management for commercial and heavy civil contractors all over California. She and her husband, Jia, now live in the San Francisco Bay Area.

The Panel

Heather McDill – Financial/Banking



Heather started in the cabling industry right out of high school installing and supporting cabling infrastructure in the LA area. After moving to Phoenix where she worked for a local low voltage company and continued to support cable installations, running crews, technical support, cable installations, running installation crews, technical support of circuit and user migrations. This work led her to a full-time position as implementation engineering. As I grew to love managing projects more than sitting in a cold IDF at 2am – opportunities to move into a project management role and now managing a team of project managers supporting large and complex projects across the enterprise space.

Discussion Topics

- Why should more people care about hiring women into our industry?
- How have you seen the demographics in our industry recently change?
- What are some trends or significant changes you are seeing out there in the industry?
- Recruitment – how would you encourage more women to look at our industry for a career?
- What do you feel that the industry has given back to you?

The Statistics

- Studies have shown that diversity in companies is important. The multiple perspectives of a diverse team are key to innovation.
- Women teammates may bring in a different culture and work atmosphere that can boost team morale.
- Women and men have distinctive communication styles, which means the workplace must be committed to mutual learning and listening to each other.
- Another challenge commonly faced by women is the work-family balance due to the high pressure and heavy workload of some technical positions.

What can we do to encourage women to enter the tech industry?

- Having women in senior leadership roles would positively encourage other women to join a company, particularly if it is supportive of advancing women's careers. Women in management positions are also important role models for their juniors.
- Another important aspect of getting more women into tech roles today is building a stronger female developer community, where women can help and support each other in navigating the industry, and provide guidance to non-technical women who are interested in joining.

- Imagine your disappointment if only a third of the “Top Women in Music” were musicians. Similarly, it would be a little weird if an overwhelming majority of the leading women in medicine had never studied science. There are lots of ways to lead and shape an industry, but shouldn’t mastering the core of the craft rank near the top?
- **Women are doing their part.** They’ve been earning more bachelor’s degrees than men for decades. They’re asking for promotions and negotiating salaries at the same rates as men. And contrary to conventional wisdom, they are staying in the workforce at the same rate as men.
- Companies need to treat gender diversity like the business priority it is.

Q & A