Women In Construction Impact Report

2026

WOMEN IN CONSTRUCTION

BAY AREA SMACNA MISSION PARTNER

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President's Message

As we reflect on the past year, I am filled with gratitude for the people and organizations that make Women in Construction (WIC) thrive. Every member, volunteer, ally, sponsor, and industry partner has played a role in advancing our mission and expanding our impact.

A special thank you goes to our sponsors. Your investments are more than financial contributions. They are investments in professional development, mentorship, networking opportunities, community outreach, and the future of our industry. Your support allows WIC to create meaningful programs that empower individuals, strengthen companies, and inspire the next generation of construction professionals.

WIC continues to grow through participation, partnership, and shared commitment. Every event attended, sponsorship provided, and connection made helps us expand our reach and amplify our impact throughout the construction community.

As I begin my first term as President, I am honored to build upon the strong foundation established by those who came before me. Through servant leadership and collaboration, I look forward to working alongside our members and sponsors to continue growing WIC's influence and creating opportunities for all who support and champion our mission.
Together, we are building stronger careers, stronger companies, and a stronger industry.

With sincere appreciation,

Carna Phillips - WIC BayArea President









Our Mission and Values

At Women In Construction (a Bay Area SMACNA Mission Partner) we strive to inspire diversity and inclusion in the sheet metal and construction industry to enable individuals, organizations and communities to reach their full potential. Our VISION and VALUES include expanding the recruitment, development and retention of women and diverse populations in the construction industry. With women making up only 10% of all roles in the construction industry, our multifaceted education, exposure and experience opportunities support, develop and mentor women and men to achieve greater impact in their roles.

WIC By the Numbers



19 sponsors

12 donors

52
Companies represented
UP 40%

621
members
UP 21%

349
Attendees thru 09.26
UP 25%

WIC By the Numbers

24%
Increase in
CONTACTS



22%
Increase in
SUBSCRIBERS

43%
Increase in
EMAILS SENT

Social Media

Meet the Board



Carna Phillips

President



Kathy de Jong

Executive Director



Michelle Acosta

Vice President



Sheri Learmonth

Treasurer



Angie Simon

Past President



Lauren Mohrman

Secretary



Kristin Cembura

General Member

Meet the Committee Members



Jaime
Marketing



Samantha
Public Relations



Soniya
Programs



Arielle
Programs



Katerina
Public Relations



Maira
Public Relations



Elle
Public Relations



Maitexa
Programs



Dahlia
Marketing



Nicole
Marketing

2026 Events- WIC WEEK



Yoga

UNITED MECHANICAL



Leadership

Southland



Networking



Leadership Panel

SYSERCO

2026 Events



Galentines Celebration

Air Systems
An EMCOR Company



Ice Cream Social

CMI
CRITCHFIELD MECHANICAL, INC.



Top Golf Social

FMB FRANK M. BOOTH, INC.

Mentoring Class







Other Volunteer Events

Boys and Girls Club
Int’l Day of the Girl

Union Trade Night
Liberty Union School Dist.

Public Relations



Sponsorships

Thank You

FOR YOUR GENEROSITY AND SUPPORT

We couldn't do it without you

Sponsorships-Copper

SVM

HVAC | PIPING | PLUMBING | 24/7 SERVICE | FARS | TAB

THERMA

A LEGENCE Company

Milwaukee®

Air Systems

An EMCOR Company

Sponsorships-Stainless

CMI
CRITCHFIELD MECHANICAL, INC.

UNITED
MECHANICAL

acco engineered systems

Southland

SYSERCO

FMB FRANK M. BOOTH, INC.

TOROAire

DMG

Sponsorships-Aluminum

MAUCK SHEET METAL
CUSTOM ARCHITECTURAL

ATS

MONTEREY MECHANICAL Co.
INDUSTRIAL CONSTRUCTION | METAL FABRICATION | HVAC

COMFORT
MSM
SPECIALISTS
Martinez Sheet Metal, Inc.

Legacy
Mechanical & Energy Services, Inc.

stratus

DEWALT®

MECHANICAL PROCESS & PIPING CONTRACTORS
AGC
INCORPORATED

Mission Partner

BAY AREA CHAPTER

SMACNA

Other Sponsorships & In-Kind Donations

Bay City Mechanical

Brick & Mortar, Inc.

Burke, Williams, & Sorenson

Heavy Metal Summer Experience, Angie Simon

Per4mance Management Consulting





2027 Sponsorship Campaign

Contact us for more information

OR

talk to one of the board or committee members



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Thank You for Your Support

Your generous contributions have made a **significant impact** in our work community. Together, we are fostering change and ensuring that our mission continues to thrive. We appreciate your support and look forward to **creating a brighter future** together.