



Women Talking: The Shero's Journey

Moderator:

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Women in Tile issue

March 2024: TileLetter.com





www.tile-assn.com/page/ntca-womenintile

March 8, 2025: All Female CTI Test:

Hosted by Carpet & Tile Warehouse, Vero Beach, Fla.



**CARPET & TILE
WAREHOUSE**
A DESIGN and DIY CENTER
VERO BEACH, FLORIDA

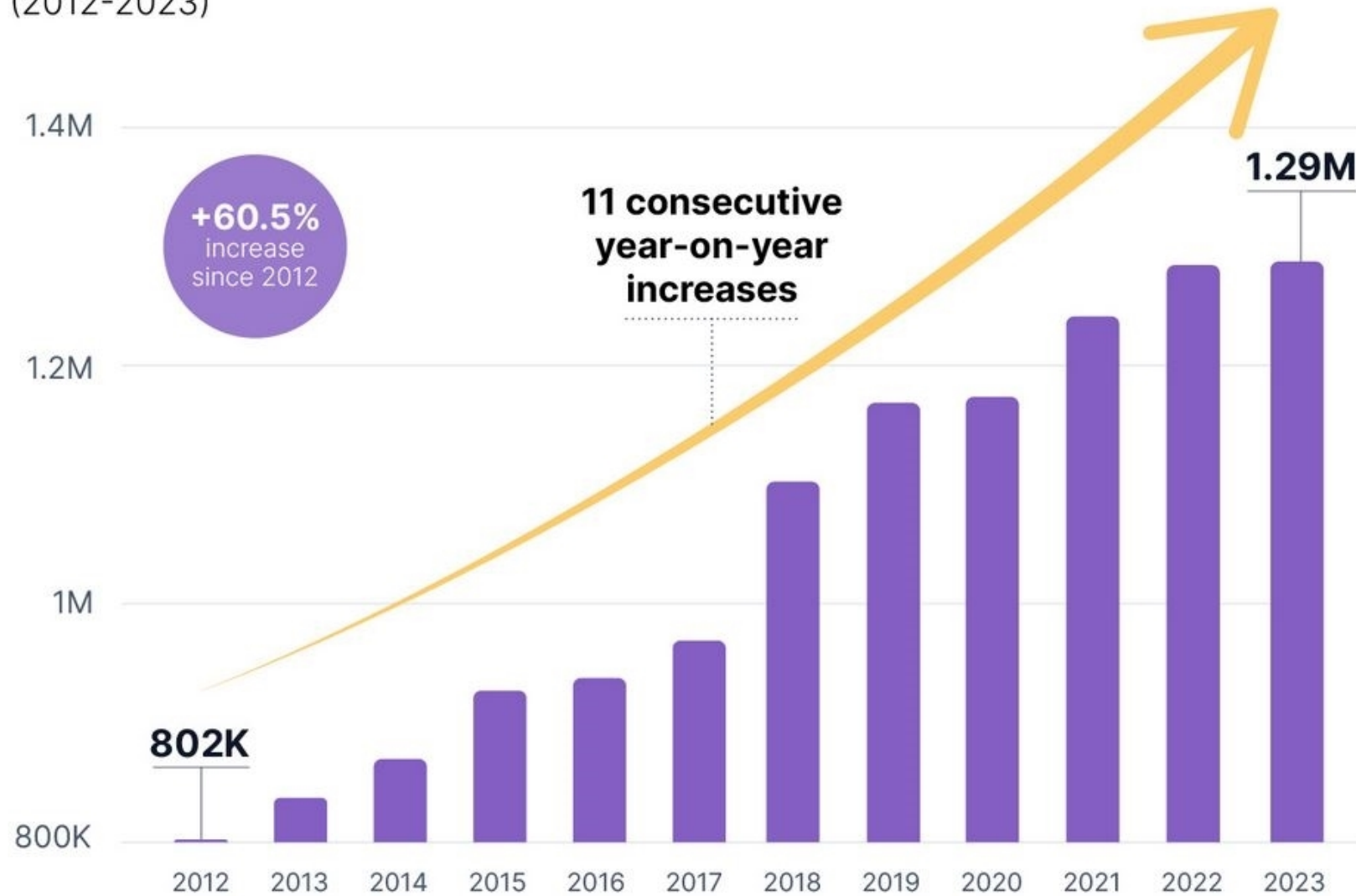
MARCH 8, 2025

all female
Certified Tile Installer
CTI TEST

FOR MORE INFO, CONTACT:
866-222-2131
CATHEY@TILECAREER.COM



Increase of Women in the Construction Industry (2012-2023)



www.fixr.com/resources | Source: BLS - Labor Force Statistics from the Current Population Survey

FIXr

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March 12 is Equal Pay Day 2024

Each year, this symbolic day is used to raise awareness around and combat the impact of pay inequities. Equal Pay Day 2024 is on March 12 and marks the current state of the gender pay gap for women: 84% for full-time, year-round workers and 78% for all workers (including part-time and seasonal).

2024 Equal Pay Day Calendar

- All Women's Equal Pay Day – **March 12**
- Asian American, Native Hawaiian and Pacific Islander Women's Equal Pay Day – **April 3**
- LGBTQIA+ Equal Pay Awareness Day – **June 13**
- Black Women's Equal Pay Day – **July 9**
- Moms' Equal Pay Day – **August 7**
- Native Hawaiian and Pacific Islander (NHPI) Women's Equal Pay Day – **August 28**
- Latina Equal Pay Day – **October 3**
- Native Women's Equal Pay Day – **November 21**

Started by the National Committee on Pay Equity (NCPE) in 1996, the goal of Equal Pay Days is to raise awareness about the ongoing gender pay gap and how the pay gap varies significantly among different communities, particularly for women of color.

Distinguished Panelists



Megan Renk

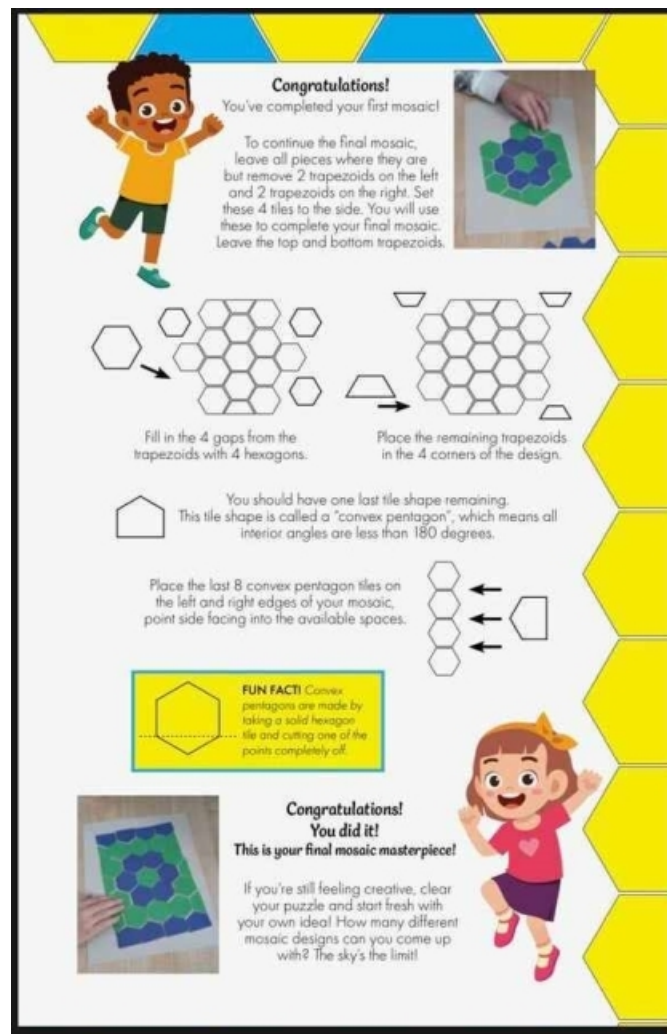
- Owner, Mosaix Installation & Services
- Single Mom
- 2024 Coverings Rock Star

“Invite yourself to the table” – Megan’s version of “Be so good they can’t ignore you.”





Little Hands Little Tiles



Mercedes Austin

- Founder, CEO and Chief Idea Baker, Mercury Mosaics
- Founder, Mosaic Artist, Mosaic Candy Shop

“Find something you are passionate about and stay tremendously interested in it.” – Julia Child





Angie Weber

- Owner, Nico Tati Designs
- Admin, Texas Tile Posse
- *TileLetter* Spanish technical translator
- 2020 CID Award Winner
- Coverings Ambassador
- WoFB mover and shaker

“Mejor sola que mal acompañada” -- Better to be alone than in bad company





Crosby Hall

- Chief Administrative Officer, Louisville Tile
- Fourth-generation Owner, Louisville Tile

“Gracious in the fight of it. Humble at the height of it.” – from “Cheering You On,” by For King and Country





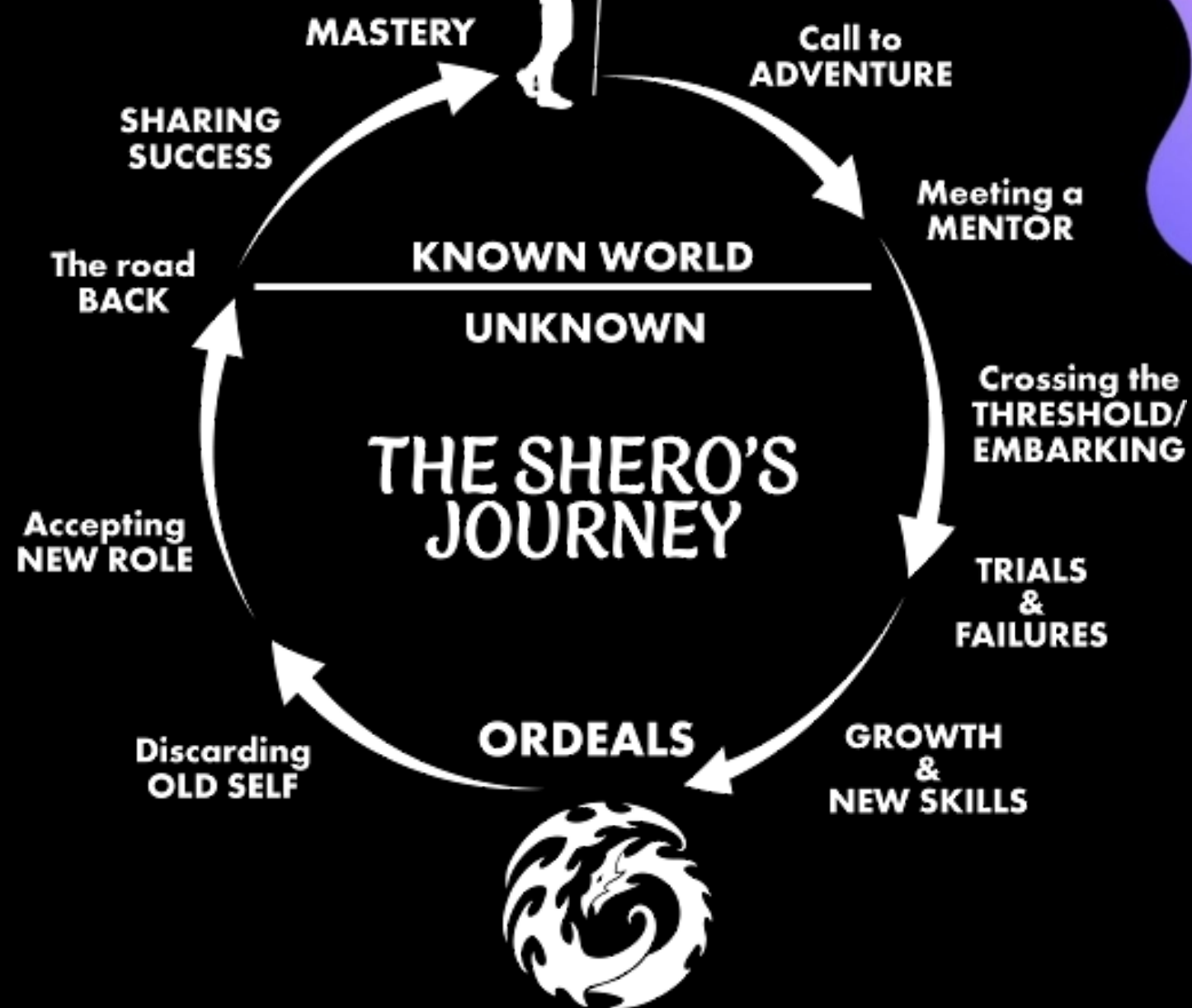
Raven Hoffman

- Senior Estimator, Syverson Tile & Stone, Installation Division
- NAWIC National Vice President
- NAWIC Greater Sioux Falls Chapter #237 Parliamentarian, Scholarship Committee Chair, Sponsorship Committee Chair, Audit Committee Chair, and event volunteer

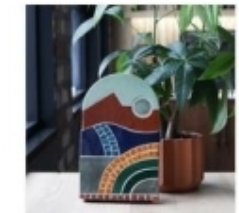
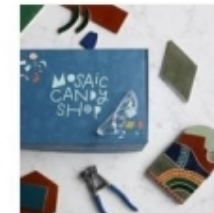
“Not all who wander are lost.” – J.R.R. Tolkien

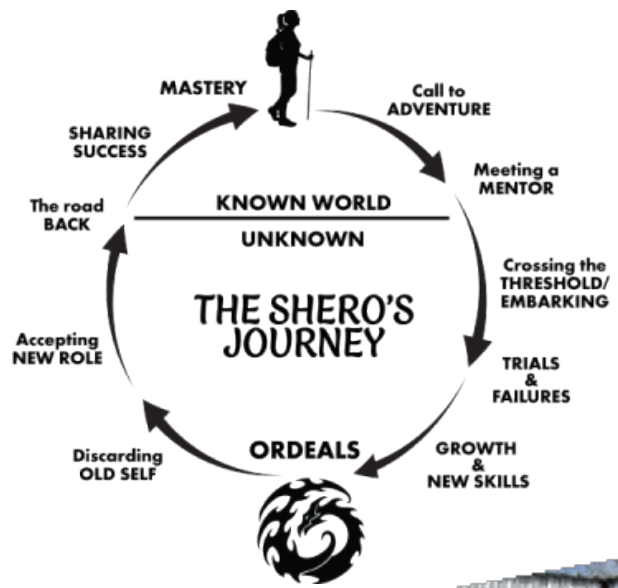








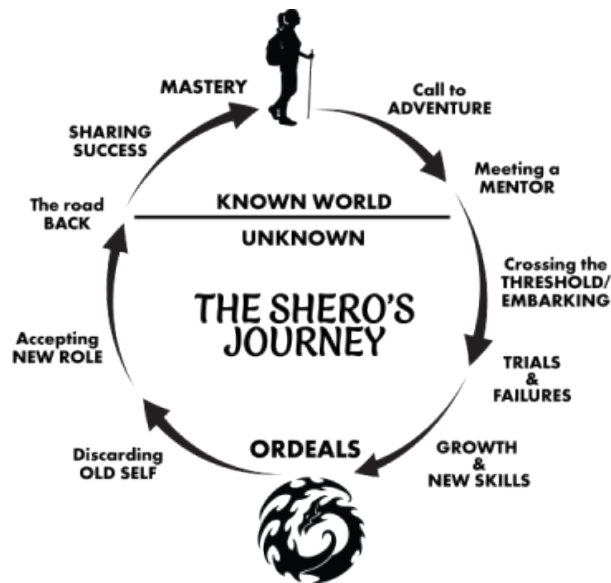




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NAWIC
The National Association of
Women in Construction



Welcoming more young women into the trade

Independence
Harmonious co-existence
Companies offering leadership and mentor initiatives

Respect for experience and abilities

Assumption that barriers in business are related to gender

Recognizing women's achievements and power

Openmindedness

Awareness of biases and working to overcome them
Conscientious marketing that attracts both young women and men to the industry

Acceptance of women's events and trainings

More support, less competition among women

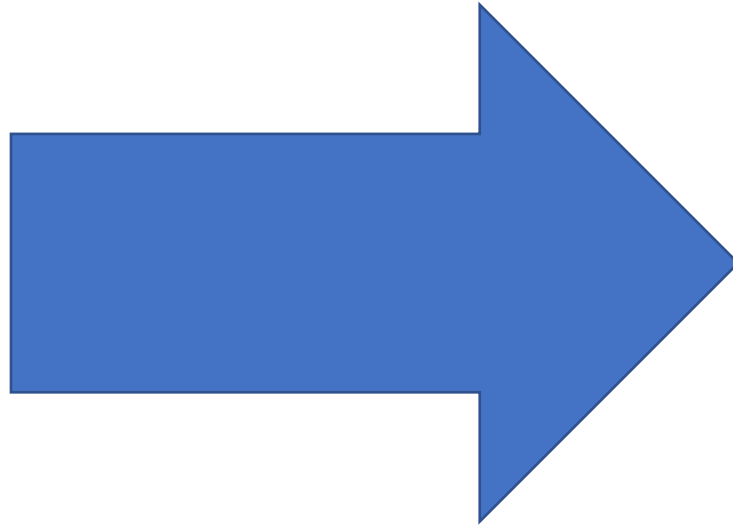
Firm support of women belonging in the industry

Those with a seat at the table making room for more

More representation in leadership roles

Networking groups
Connection
Allyship
Collaboration
Zero tolerance on bullying
Willingness to listen

Don't worry – there's a handout for this!!!!!!



Women Talking: Resources

Associations, groups, programs

- NTCA's Women in Tile
- NSI's Women in Stone
- Women of the Flooring Business
- WIFI Women In the Floorcovering Industry
- Women Who Rock
- National Association of Women in Construction
- Canadian Association of Women in Construction
- Professional Women in Construction
- National Association of Black Women in Construction
- Girlflip
- Women Construction Owners & Executive USA
- Women in Construction Operations
- Tools & Tiaras
- Move Over Bob
- Bridging Outstanding Opportunities with Tradeswomen Skills (B.O.O.T.S.)
- Women in Apprenticeship & Nontraditional Occupations (WANTO Grant Program)
- Women in Non-Traditional Employment Roles
- DemoChicks

Many of these resources also have a presence on Facebook



Facebook

- Tile Chix
- Women of Tile
- Fabulous Females of Flooring
- Women Helping Women Entrepreneurs
- Women Hold Up Half the Sky
- Women Who Inspire
- Women Uplifting Women
- Handy Women
- Global Tile Girls

Blogs

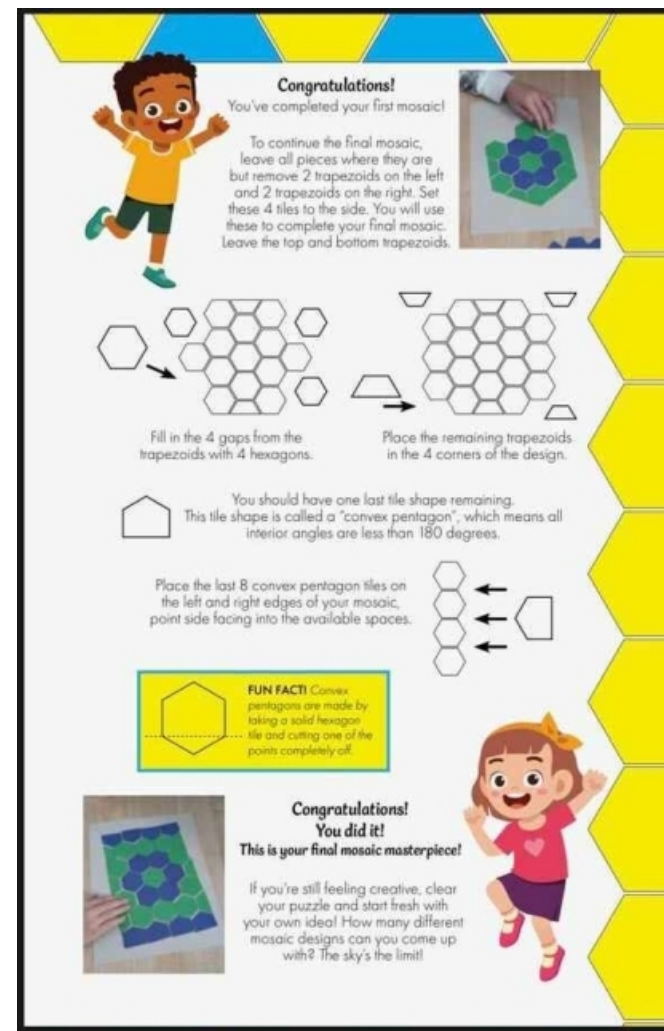
- Construction Equality
- The National Center for Construction Education and Research Blog
- Tradeswomen.net
- WCOE Blog

*Have more to add? Contact:
Lesley Goddin at
lesley@tile-assn.com*

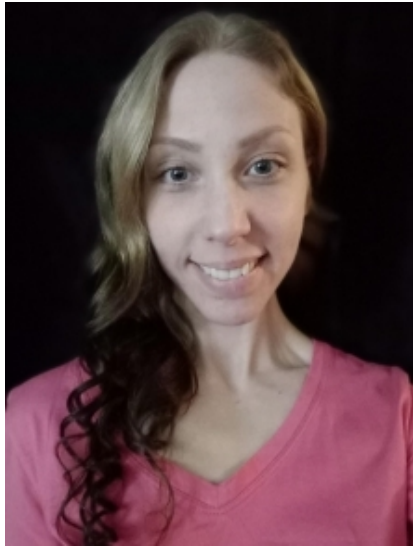
Questions?



Little Hands Little Tiles



Thank you panelists!



Mosaics on the Moon



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Thank You!



IF I'VE KICKED
THE DOOR IN, I'M
JUST TRYING TO
STAND HERE
AND LEAVE IT
OPEN FOR
EVERYBODY
ELSE.

—LILY GLADSTONE

#SheDares



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