

## Twilight Talk October - chat

**Charlotte Surrey - TGR:** Welcome! Great to have you with us today and we're delighted to welcome Ellora Coupe and Leah Robson to our session, Empowering Women in Sustainable Construction. We'd love to see your comments and questions here, so please post in Chat and we'll pick them up later in the session.

**Suzanne Lindsay Holt:** The motherhood penalty has such a big impact on lots of industries but it does feel even harder in construction due to an emphasis on quite traditional ways of working.

**Raluca S:** Thank you for talking about this very sensible topic. Myself, I'm coming after a career break of five years to have a family. It's not easy to find employment after all this break. I'd like to specialise in sustainability and retrofit, but I don't know where to start. Where can I find training from architects women in retrofit? Thank you

**Jana Mingozzi:** Not all women want to full time work once they have (small) children, but flexible hours and part time work options would make a balance between work and family life easier and keep women working in the sector. Flexibility in hours might also help during menopausal transitions to give option to reduce stress.

**Ellora Coupe:** Replying to Raluca S: Happy for us to talk on this further. please email me at [ellora@herownspace.com](mailto:ellora@herownspace.com)

**Rosa Maria Diaz-Mariscal:** For networking I found extremely useful going to women in property events. As a member they are very welcoming and useful

**Laura Hinton:** Ellora are you planning any training or workshops based on the results or your research

**Farah:** I appreciate the presentation! I'm sorry I can't turn on the camera or speak because there's some noise in the background. I'm an architectural designer, self-employed, and I don't have a family or children. My main focus is architecture, and I'm actively looking for a permanent role in the field. However, I haven't yet had the chance to work in a practice where I feel empowered. Time is passing, and all of this has made me start to believe that empowering women is just a myth. Sorry about this .. thanks

**Charles Delany:** The need for a holistic approach to retrofit is at a very low level of understanding across the industry. The reality is that it is a vastly more challenging issue than new build. And yet it is the most important factor in the drive to net zero.

**Leah Robson:** Replying to Farrah: Farah, are you part of Ellora's platform, it might help to join and network a bit.

**Karla:** There is NAWIC- [www.https://www.nawic.london/](https://www.nawic.london/)

**Suzanne Lindsay Holt:** I think we have the largest challenge for mental health too. Jessica Heagren's careers after babies work is really useful and cross sector too

**Ellora Coupe:** We do training and online webinars in our platform based on ongoing feedback and needs of professional women. [www.herretrofitspace.com](http://www.herretrofitspace.com)

**Farah:** @Ellora Coupe Thank you so much, dear Ellora! I found you on LinkedIn and added you as well.

**P Anne Hinckley:** Thank You.

**Marinela:** We're still using a 40+ hour workweek from 1940 designed for a time when one partner worked while the other managed the household. This structure worked for working fathers, assuming a wife handled family responsibilities. Today, however, women are expected to build careers and families within the same rigid 40-hour week, facing obstacles instead of support. The lack of structural change and accessible support makes the work-life

balance nearly impossible. Isn't this a setup for burnout? Frankly the issue is way bigger and more complex than the women in construction

**Suzanne Lindsay Holt:** I think NAWIC have a mentoring scheme or WEC? It's via the mentorloop platform I think.

**Jana Mingozi:** Replying to Marinela: Completely agree. There needs to be another system than getting women to work in this antiquated 40 hour week.

**Leah Robson:** Totally agree. Many of the problems are deep rooted and structural.

**Beht Wasabi:** Amazing, thank you! I just met the NAWIC last week at the National Construction Week conference... and became a member 😊 thank you, I will research

**Charlotte Surrey - TGR:** Replying to Marinela: And goes back to the assumption that childcare responsibilities sit with women...

**Leah Robson:** Female Founders Rise is a good network for women starting businesses.

**Elena D:** I need to go. Thank you so much for this very inspiring session!

**Ellora Coupe:** ellora@herownspace.com happy to talk

**Jana Mingozi:** It needs a system that offers a choice of career only, career and family or family and all have support and appreciation.

**Beht Wasabi:** Replying to Ellora: Thank you so much! Ellora - I will email tomorrow with some more info.

**Raluca S:** Thank you very much, I will drop an email.

**Laura Hinton:** Lizzie I would be happy to chat further. I'm in similar position sole trader working in Surrey.

**Beht Wasabi:** Would be ace to keep in touch, especially for mentoring / women in trades / keeping in touch with other professionals

**KAREN PARKER SMITH:** I would be interested in this group. I am an architect looking for more information about sustainable retrofit.

**Chloe Bullock | Materialise Interiors:** Thank you everyone!

**Leonora Hayes:** Thank you for a really interesting presentation.

**Gillian:** Thank you

**Jana Mingozi:** Thank you.

**Abbie:** Thank you!