The presentation will be followed by an opportunity for informal discussion, location TBA.

Hosted by the SEAoNY Diversity Committee

The mission of the Diversity Committee of the Structural Engineers Association of New York (SEAoNY) is to advocate for inclusion and advancement of women and minorities in the structural engineering community, raise awareness about the challenges they face in the professional workplace and propose solutions through worker-friendly, equitable policies. Our vision is a more diverse and inclusive community with better collaboration in the workplace and longer-term employee retention.

Chairs
Jennifer Anna Pazdon, P.E. and Hannah Valentine

Structural Engineering, Engagement and Equity (SE3): The 2018 NCSEA SE3 Survey

Please join the SEAoNY Diversity Committee as we share findings of the 2018 nationwide survey conducted by the National Council of Structural Engineers Association (NCSEA) Structural Engineering Engagement and Equity (SE3) Committee.

Data collected in this bi-annual survey is meant to support the goal of the SE3 Committee to raise awareness and promote dialogue on professional practice issues in an effort to improve engagement and equity in the structural engineering profession. During the years between the survey, SE3 team members present the survey results and Best Practices developed based on the data across the nation to local SEA’s and other groups in the AEC industry. Survey questions focus on overall career satisfaction and equity across a range of metrics, including: career development, compensation, work environment, work-life balance, the effects of caring for children or other dependents, gender and race, and sexual orientation.

Attendees will leave the presentation with an understanding of challenges with respect to engagement and equity and how they affect our industry; they will learn recommended best practices to support their firms, the structural engineering profession, and the AEC industry as a whole.

For more information about NCSEA SE3 [www.se3project.org](http://www.se3project.org)

Presenters
Jennifer Anna Pazdon, P.E. | SEAoNY Diversity Committee Co-Chair and NCSEA SE3 Committee Member
Lauren Francis | SEAoNY Diversity and NCSEA SE3 Committee Member
Structural Engineering, Engagement and Equity: The 2018 NCSEA SE3 Survey Executive Report

Organized by the SEAoNY Diversity Committee

November 27, 2018  6:15PM - 8:00PM  Center for Architecture, 536 LaGuardia Place  AIA LU Credits will be offered  (pending)

Please join us as we share findings of the 2018 nationwide survey conducted by the National Council of Structural Engineers Association (NCSEA) Structural Engineering Engagement and Equity (SE3) Committee. The
For more information about NCSEA SE3 visit www.se3project.org

The first SE3 survey was administered by the SEA of Northern California in 2016. In summer of 2017, SE3 became a national committee for NCSEA. The survey goal is to better understand the state of our industry and to use the data acquired to develop Best Practices for firms. Survey questions focus on overall career satisfaction and equity across a range of metrics, including: career development, compensation, work environment, work-life balance, and the effects of caring for children or other dependents. Attendees will leave the presentation with an understanding of challenges with respect to engagement and equity and how they affect our industry; they will also learn recommended best practices to support their firms, the structural engineering profession, and the AEC industry as a whole.

Presenters Jennifer Anna Pazdon, P.E., SEAoNY Diversity Committee Co-Chair, NCSEA SE3 Committee Member

Jennifer is a licensed structural engineer in NY with over 13 years of experience in design of structures. She received her Bachelors from Carnegie Mellon University and her Masters from Princeton University where her studies focused on aesthetics, efficiency, and economy in structural design. After working as a structural engineering consultant in NYC and SE Asia, in 2016 she joined CAST CONNEX to open the NYC office and provide engineering, design-assist, and client-collaboration support.

Jennifer is a Director of SEAoNY, founding Chair of the Diversity Committee, and member of the NCSEA Structural Engineering and Engagement Committee. She has lectured around the country on steel castings and the work of the NCSEA SE3 Committee.

Lauren Francis, SEAoNY Diversity and NCSEA SE3 Committee Member

Lauren received her Bachelors of Arts in Psychology from Ohio Wesleyan University. Her studies focused on Neuroscience, specifically Psychopharmacology, examining the relationship between MAOA gene activity levels and Antisocial Personality Disorder. After graduation, Lauren spent a year as an AmeriCorps member, working with Boys Hope Girls Hope, a holistic non-profit that works to improve the lives of academically motivated children in underserved communities.

Lauren joined Thornton Tomasetti in 2015. After wearing several hats at this organization, she settled into her role as Business Development Coordinator. Lauren is currently working as a liaison between business functions and IT. She is also a member of Thornton Tomasetti’s Inclusion and Diversity Committee, Green Champions, and Women@TT, as well as the NCSEA Structural Engineering and Engagement Committee (SE3) and the SEAoNY Diversity Committee.
Very Dissatisfied: 5%
Dissatisfied: 17%
Neutral: 23%
Satisfied: 36%
Very Satisfied: 20%