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Foreword.

When the Women in BIM (WIB) initiative was set up in 2012, our aim was to provide support for female professionals in BIM related roles within the digital built environment and to create opportunities for their voices to be heard.

As regular speakers and attendees at BIM and digital construction themed conferences around the world, we felt it necessary to ensure more women were encouraged to deliver talks and be visible as thought leaders throughout the BIM community.

Almost 10 years on and WIB continues to grow, connecting BIM professionals across the globe. We have had a great influence in empowering our Members through guidance and support, securing opportunities to share knowledge and transfer skills, whilst also encouraging and coaching young women looking to begin their career in the construction industry.

One of our most successful initiatives to date is the Women in BIM Mentor Scheme which we launched in March 2020. We created the scheme to inspire collaboration and the exchange of knowledge and skills between women in BIM roles. Developed by Core Team Member Katya Veleva, the scheme is a natural progression of our values and objectives in diversity and inclusion, always striving to integrate and nurture the talent and capabilities of Members.

To support our growing global community, we have appointed Regional Leads throughout 20 countries, including Australia, New Zealand, UK, Canada, US, China, Brazil, UAE and Egypt. These Regional Leads are championing WIB in their regions and developing exceptional local networks for BIM and Digital Engineering (DE).

We are extremely proud of our team and our Members who, through their actions and generosity, are providing a support network and speaking opportunities for female professionals throughout the digital built environment. On top of this, they are also becoming game changers, leading on digital transformation across their businesses, and across the industry.

WIB could not continue to do what we do without the help of our sponsors and supporters. For 2020, Glider engaged with WIB as our Gold Sponsor supporting our team in growing an exceptional presence across our network and we were also fortunate to have I3PT Certification as a Silver Sponsor - we are thankful to these two organisations for being part of our journey.

Written by

Rebecca De Cicco
Global Chair

Vicki Reynolds
Global Vice Chair
Women in BIM (WIB) is a network of talented female BIM professionals focused on diversity and equality for the architecture, engineering and construction (AEC) industry. Our core driver is to support the digital built environment in becoming more open and inclusive at every level.

From this we have developed three main objectives:

1. Encourage and Support
Supporting one another is crucial as we strive to develop a more inclusive industry. Our network of Members are in place to support, share and encourage each other to grow their skills and take advantage of new opportunities across the world.

2. Attract and Promote
We wish to attract women into BIM-related careers by showcasing role models and maintaining a support mechanism across our network. We also aim to help women excel in their careers by continuously boosting their confidence and expanding knowledge. Many of our annual projects and activities are designed specifically with this in mind.

3. Advancement and Retention
Research shows that a number of women are leaving careers in AEC after only a few years. WIB wish to celebrate women in BIM roles and provide opportunities for further advancement. This will help to increase the representation of women in senior construction roles and help to support women with families who are looking to retain flexibility in their work.
Reach: Membership, Social Media and Industry Affiliations.

Thanks to the hard work of our Core Team and the backing from our Members, sponsors and supporters, WIB has continued to grow across our Membership portal as well as via social media. Our steady global growth is a clear indicator that the work we do is relatable and essential across many regions of the world.

For regular contact with our Members, we distribute monthly newsletters, sharing information on upcoming WIB and other industry events together with details of Member activities and insights.

We encourage our Regional Leads to share opinion pieces and articles on their projects and experiences, as well as more technical content such as global implementation policies and initiatives across the world.

This range of content is proving to be a successful and interesting way of sharing information across our network.
Global Growth.

**WIB Members by Country**
- 1 – 5
- 6 – 10
- 11 – 29
- 30 – 243

**WIB Members**
- Total Members: 729
- New Members January-December 2020: 281
- New Members since January 2021: 29

**LinkedIn Group**
- Total Members: 1377
- New Members since January 2021: 63

**LinkedIn Organisation Page**
- Total followers: 369
- New followers January-December 2020: 270
- New followers since January 2021: 101

**Twitter**
- Total followers: 4703
- New followers since January 2021: 60
Events and Engagement.

In 2020 WIB delivered a series of interactive virtual events. Delivering more virtual events was already on our roadmap for the year given the expanse of our network geographically, however the restrictions placed on physical in-person events by the coronavirus pandemic made virtual engagement paramount. This provided us with an opportunity to extend the audience range even further.
WIB Webinars

Women in BIM: Our projects, passion and people (June 2020)
Watch here

The Importance of Allies: How can diversity support productivity across our industry? (August 2020)
Watch here

Women in BIM: A summary and discussion on the state of BIM & Digital Engineering in Australia (November 2020)
Watch here

Women in BIM end of year virtual networking event (December 2020)
Watch here

WIB Podcasts

Episode 1 - Meet the women in BIM
Listen here

Episode 2 - BIM for Operations & FM with Hadeel Saadoon
Listen here

Episode 3 - Common Data Environment with Marzia Bolpagni and Gergana Staykova
Listen here
WIB partners with events all over the world to secure speaking opportunities, networking and discounted tickets for our Members. Our event partnership agreement lays out a series of obligations for event organisers and WIB to allow both parties to gain the most from the partnership.

We frequently secure exhibitions stand space and dedicated areas for our Members to meet up and network at major industry conferences and summits. In 2020, there were many challenges for industry events across the globe, however we were fortunate enough to still be involved with many both in-person and virtually.

WIB partnered with the following events in 2020:

- [Futurebuild](https://www.futurebuild.com)
- [Inspire](https://www.inspire.eu)
- [UK Construction Week](https://www.ukconstructionweek.com)
- [Future Infrastructure Summit](https://www.futureinfrastructuresummit.com)
- [Applecore Designs](https://www.applecore.com)
- [Digicon 2020](https://www.digicon.com)
WIB Projects.

At WIB we are committed to influencing positive change across our community and as such we aim to support and grow a variety of projects as part of our work. During 2020 we implemented two key projects; the Regional Lead Initiative and the WIB Mentor Scheme.
Regional Leads.

In 2020 our network of Regional Leads grew to 40 Leads across 20 countries on six continents. Together, we have hosted events, collaborated, and shared ideas.

For 2021 we plan to expand this network to regions which are not yet represented in order to reach even more women in BIM and further diversify and strengthen our global collective.

Currently, it is evident that we have only a small number of Members in what are otherwise some of the most populous countries in the world, e.g. China, Egypt, Indonesia, Japan, Malaysia, Nigeria, Russia and Turkey. For this reason, we will aim to recruit Regional Leads in these countries, who will support us in solidifying our presence and attracting more women to join the WIB community across the regions of Central and Eastern Europe, Middle East, India and South-East Asia as well as the African continent.
### Regional Leads.

All Regional Leads in their global locations.

<table>
<thead>
<tr>
<th>First Name</th>
<th>Surname</th>
<th>Region</th>
<th>Country</th>
</tr>
</thead>
<tbody>
<tr>
<td>Omnia</td>
<td>Abada</td>
<td>Regional Lead for Dubai</td>
<td>UAE</td>
</tr>
<tr>
<td>Cláudia</td>
<td>Antunes</td>
<td>Regional Lead for Coimbra</td>
<td>Portugal</td>
</tr>
<tr>
<td>Cindy</td>
<td>Baldwin</td>
<td>Regional Lead for Florida</td>
<td>USA</td>
</tr>
<tr>
<td>Susan</td>
<td>Brattberg</td>
<td>Regional Lead for Calgary, Alberta</td>
<td>Canada</td>
</tr>
<tr>
<td>Mercedes</td>
<td>Carriquiry</td>
<td>Regional Lead for Uruguay</td>
<td>Uruguay</td>
</tr>
<tr>
<td>Kirsty</td>
<td>Childs</td>
<td>Regional Lead for Telford</td>
<td>UK</td>
</tr>
<tr>
<td>Luisa</td>
<td>Correia</td>
<td>Regional Lead for Bristol</td>
<td>UK</td>
</tr>
<tr>
<td>Natalia</td>
<td>Diaz</td>
<td>Regional Lead for Padahuel</td>
<td>Chile</td>
</tr>
<tr>
<td>María Imelda</td>
<td>Espinoza Tristán</td>
<td>Regional Lead for Nuevo Leon</td>
<td>Mexico</td>
</tr>
<tr>
<td>Simon James</td>
<td>Gallagher</td>
<td>Regional Lead for Hong Kong</td>
<td>China</td>
</tr>
<tr>
<td>Lana</td>
<td>Gochenauer</td>
<td>Regional Lead for Seattle</td>
<td>USA</td>
</tr>
<tr>
<td>Emma</td>
<td>Hayes</td>
<td>Republic of Ireland</td>
<td>Republic of Ireland</td>
</tr>
<tr>
<td>Margarida</td>
<td>Jeronimo Barbosa</td>
<td>Regional Lead for Oslo</td>
<td>Norway</td>
</tr>
<tr>
<td>Tom</td>
<td>Kunsman</td>
<td>Regional Lead for Cleveland</td>
<td>USA</td>
</tr>
<tr>
<td>Amal</td>
<td>Madanat</td>
<td>Regional Lead for Toronto</td>
<td>Canada</td>
</tr>
<tr>
<td>Natália</td>
<td>Magatti</td>
<td>Natália Magatti</td>
<td>Brazil</td>
</tr>
<tr>
<td>Nicoleta</td>
<td>Panagiotidou</td>
<td>Regional Lead for Thessaloniki</td>
<td>Greece</td>
</tr>
<tr>
<td>David</td>
<td>Phil</td>
<td>Regional Lead for Edinburgh</td>
<td>UK</td>
</tr>
<tr>
<td>Maria Elena</td>
<td>Pla Cuyàs</td>
<td>Regional Lead for Barcelona</td>
<td>Spain</td>
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## Regional Leads.

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<table>
<thead>
<tr>
<th>First Name</th>
<th>Surname</th>
<th>Region</th>
<th>Country</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lindsay</td>
<td>Prichard-Fox</td>
<td>Regional Lead for Greater Northeast and Greater Lead for Upstate New York</td>
<td>USA</td>
</tr>
<tr>
<td>Giulia</td>
<td>Pustorino</td>
<td>Regional Lead for Cumbria</td>
<td>UK</td>
</tr>
<tr>
<td>Abeer</td>
<td>Raafat</td>
<td>Regional Lead for Cairo</td>
<td>Egypt</td>
</tr>
<tr>
<td>Tania</td>
<td>Rocha</td>
<td>Regional Lead for Manchester</td>
<td>UK</td>
</tr>
<tr>
<td>Simoné</td>
<td>Roux</td>
<td>Regional Lead for Auckland, and Greater Lead for Upstate New York</td>
<td>New Zealand</td>
</tr>
<tr>
<td>Hadeel Safaa</td>
<td>Saadoon</td>
<td>Regional Lead of West Midlands</td>
<td>UK</td>
</tr>
<tr>
<td>Melanie</td>
<td>Stone</td>
<td>Regional Lead for St Louis</td>
<td>USA</td>
</tr>
<tr>
<td>Rachel</td>
<td>Strauss</td>
<td>Regional Lead for Melbourne</td>
<td>Australia</td>
</tr>
<tr>
<td>Michele</td>
<td>Tenedini</td>
<td>Regional Lead for Federal District</td>
<td>Brazil</td>
</tr>
<tr>
<td>Melissa</td>
<td>Thiessens</td>
<td>Regional Lead for Salt Lake City</td>
<td>USA</td>
</tr>
<tr>
<td>Belinda</td>
<td>Thompson</td>
<td>Regional Lead for Perth</td>
<td>Australia</td>
</tr>
<tr>
<td>Belcky</td>
<td>Torres</td>
<td>Regional Lead for Central America and The Caribbean</td>
<td>Central America and The Caribbean</td>
</tr>
<tr>
<td>Ligia</td>
<td>Trindade</td>
<td>Regional Lead for Brisbane</td>
<td>Australia</td>
</tr>
<tr>
<td>Melanie</td>
<td>Tristram</td>
<td>Regional Lead for Auckland</td>
<td>New Zealand</td>
</tr>
<tr>
<td>Jenny</td>
<td>Tseng</td>
<td>Regional Lead for New South Wales</td>
<td>Australia</td>
</tr>
<tr>
<td>Clarabel</td>
<td>Versace</td>
<td>Regional Lead for Dingli</td>
<td>Malta</td>
</tr>
<tr>
<td>Marie</td>
<td>Williams</td>
<td>Regional Lead for the Carolinas</td>
<td>USA</td>
</tr>
<tr>
<td>Sayazhan</td>
<td>Yeralina</td>
<td>Regional Lead for Republic of Kazakhstan</td>
<td>Kazakhstan</td>
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In early 2020 we launched our first year of the WIB Mentor Scheme as a natural progression from our core values and objectives of diversity and inclusion. Mentor Lead Katya Veleva has played an instrumental part in the organisation and development of our Mentor Scheme and we are extremely fortunate to have a professional coach and mentor on the Core Team.

We invited all of our Members and the wider community to take part in the programme and to sign up to become either a Mentor or Mentee. We had originally planned to begin the programme with 10 matches but due to the overwhelming amount of applications we extended this number to 20 matches internationally. We received 51 Mentor applications and 65 Mentee applications from across 18 countries.

Without wishing to disappoint those who were not matched with a Mentor, we set up a series of group mentoring events that accommodated up to 40 participants, one of which was delivered in Spanish. These were very well received and we plan to deliver more such events in 2021.

When we started the programme we could not have predicted what condition the world would be in as we start 2021, but fortuitously we were in a strong position to adapt. Due to the geographical spread of our Members, it was always the plan for parts of the mentoring programme to be delivered online and as a result we have seen some excellent mentoring partnerships lead to technical, personal and business growth.

The purpose of the Mentor Scheme was to encourage and empower our Members in personal development and professional growth, eliminating self-doubt and helping to identify and achieve career goals whilst being able to identify and correct gaps in skill sets. We strongly believe that the WIB Mentor Scheme has helped to develop a pipeline of future BIM specialists who understand the skills and attributes needed to succeed within the digital built environment.
The purpose of the Mentor Scheme was to encourage and empower our Members in personal development and professional growth.
Operations.

WIB is run by a dedicated Core Team who plan and implement all of our projects, events and initiatives. This team of volunteers are the beating heart of WIB, enabling ambitious projects and ideas to develop into an exciting reality. All of which is supported by sponsorship from leading organisations within the global digital built environment with specialisms in BIM and digital engineering.
WIB Core Team.

The Core Team runs our projects, initiatives and events. This team is currently primarily based in Australia and the UK, with support from Regional Leads around the world.

Rebecca De Cicco – Digital Node
Global Chair
Strategic Framework/Management of Global Group/Global BIM Events/Regional Leads Communications.

Katya Veleva – Blush Cloud
Mentor Lead
Mentoring Lead and Scheme/UMA Activities/Support Events UK.

Vicki Reynolds – i3PT
Global Vice Chair
London Regional Lead/UK Events Coordinator/Regional Leads Communications.

Jenni Barrett – University of Central Lancashire/coLAB
Education Lead
Education Support - Secondary, FE, HE and professional development.

Nicole De Cicco – Digital Node
Global Administration and Communications
Global Administration/Communications/Marketing/Documentation of Events/Social Media.

Gergana Staykova – Laing O'Rourke
Member Database Lead
WIB Member Database Manager and Growth Liaison/Regional Lead Support.
Financials.

All of the support we receive through our Core Team and Regional Leads is voluntary. To be able to run our projects, initiatives and events, we seek sponsorship.

Our Gold Sponsor for 2020 was Glider. We value and appreciate the team at Glider and wish to thank them for all their assistance to date.

We also secured i3pt Certification as a Silver sponsor for 2020. i3PT remains a consistent and supportive ally, and for that we are extremely grateful.

Across 2020 our finances were divided into the following key areas:

- Online applications subscriptions
  (Zoom, Go to webinar, Mailchimp etc)
- Global Administration Activities
- Events (WIB and event partnership)
- Podcasts (hosting and recording)
- Website (updates, development)
- Printed Materials (promotional leaflets, cards, artwork)

Amount received in sponsorship for 2020:

Gold Sponsorship £3,500
Silver Sponsorship £2,500
Total Incoming 2020 Sponsorship: £6,000

Funding is in Pounds Sterling.
Financials.

This chart shows a breakdown of the division of expenditure across the WIB network.
As an independent voluntary organisation it is important for WIB to seek funding and we do this via sponsorship from leading businesses within the global digital built environment.

Sponsorships help to increase our visibility, extend our public image and build our Membership. It is an essential strategic way in which to reach our Members and support the global AEC industry.

Funds from sponsorship allow us to host our WIB events, produce communications materials and engage with wider audiences to support the growth of our Members’ skillsets.

In 2020 we received Gold Sponsorship from Glider and Silver Sponsorship from i3PT Certification - both of which will continue their sponsorship through 2021.

**Gold Sponsor - Europe**
As a world-leading software solutions provider and information management consultancy, Glider is powering the digitalisation of the built environment through its data-driven common data environment software platform, gliderbim®.

**Silver Sponsor - Europe**
As experts in third party inspection and certification of critical building systems and built assets, i3PT Certification offers digital platforms and services for project management, quality and life-cycle information management.
Sponsorship 2021.

New for 2021, we will be welcoming Aurecon, GHD and Mott MacDonald as new sponsors.

**Gold Sponsor – Asia Pacific**
Aurecon is an engineering, design, planning and advisory company based in Australia, Middle East, New Zealand, South East Asia and South Africa. With a legacy dating back to 1934, Aurecon services clients in a wide range of sectors across international markets. Drawing on its deep knowledge and experience in engineering, technical capability and design expertise.

**Silver Sponsor – Asia Pacific**
GHD is a global professional services company that leads through engineering, construction and architectural expertise. Established in 1928, GHD remains wholly owned its own people. GHD is made up of 10,000+ diverse and skilled individuals connected by over 200 offices, across five continents – Asia, Australia, Europe, North and South America, and the Pacific region.

**Bronze Sponsor – Asia Pacific**
Mott MacDonald is a global engineering, management and development consultancy, its purpose is to improve society by considering social outcomes in everything it does. Relentlessly focusing on excellence and digital innovation, transforming its clients businesses, and supporting its community and employees.
Our work at Women in BIM aims to be life enhancing. To discover and expand knowledge for the benefit of our Members and the wider digital built environment.
2021: Our Future Objectives.

For 2021 we have significant growth plans, reaching across regions of the world where we have previously been underrepresented to attract new Members and appoint new Regional Leads.

As part of our project work, we will be delivering a second year of the WIB Mentor Scheme, and we plan to launch a WIB education initiative which will be led by Jenni Barrett on our Core Team.

WIB will continue to support conversations about key topics which affect the BIM community at large through a further series of podcasts and 2021 will see the launch of our new WIB website.

Thank you to our Core Team, Members, Mentors, Mentees, Sponsors, Supporters and Partners. 2020 was a challenging year for us all, but we can only take the positives and build on these for a better and safer future for everyone.
Contact.
If you would like to be involved with Women in BIM, please contact us: info@womeninbim.org