

Although we have been talking about women in trades for decades the actual number of women working in the field has barely changed. Discrimination and poor workplace culture have long been barriers for women entering these careers.

**The BC Centre for Women in the Trades (BCCWITT)** is a two-year pilot project that aims to increase the retention and advancement of women in the trades through targeted supports and programs that will contribute to creating a supportive and inclusive culture for all tradespeople.

Our initiatives include:



outreach and mentoring for women in the trades, including networking and skills building opportunities;



the development of a central database for BC women in the trades;



development and delivery of the *Be More Than a Bystander* program for men in the industry to facilitate a culture where inappropriate behaviours such as discrimination, harassment and bullying are not tolerated; and



outreach and support for employers, contractors, unions and non-union organizations to facilitate the retention and advancement of women, including leadership training.

## DID YOU KNOW?

- **Trades jobs in British Columbia offer strong wages, advancement opportunities and employment security.**
- **Women represent less than five per cent of workers in the skilled trades industry, and it's been that way for decades.**
- **BC is facing a major skills shortage and women are needed to fill the impending skills gap and ensure our province remains prosperous.**
- **Research tells us that women face critical barriers and challenges that make it more difficult for them to enter and finish their apprenticeship, to find and keep a job in their chosen trade, and to advance in their career. These barriers include inequitable hiring practices, discrimination, harassment and bullying.**

# Shifting the Culture

BCCWITT is working with Ending Violence Association of BC and the BC Lions to customize the *Be More Than a Bystander* program for the skilled trades industry and deliver it to male representatives from industry, labour and the trades. The *Be More Than A Bystander* program provides training to men on how to stand up and speak out against bullying, harassment, and violence. Workplace violence is a continuum that includes threatening behaviour, verbal or written threats, harassment, verbal abuse and physical attacks and this program will help to create more respectful workplaces within construction and the trades.

# Building Organizational Capacity

BCCWITT supports equitable recruitment, training and advancement practices to help women be successful in trades careers. Effective implementation of policies, practices and training that provide a safe and healthy environment for women will contribute to the the organizational capacity to eliminate discrimination, harassment and bullying.

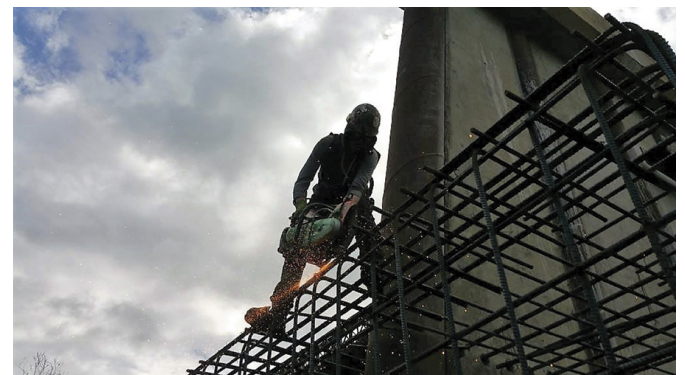
# Mentoring and Networking

Due to the small number of women in trades, women rarely get an opportunity to meet each other. Creating a network of supportive women is essential to increase the retention and advancement of women in trades. In addition to developing a database, numerous social and educational events will be held throughout the province.

---

# About the Centre

BCCWITT is governed by both industry and women from the trades. The Governance Committee includes representatives from the BC Federation of Labour, BC Building Trades and Build TogetHER (women of the building trades), BC Tradeswomen Society, BC LNG Alliance and Construction Labour Relations Association. The Centre is staffed by two coordinators – both who are journeyed women in trades



---

**bccwitt.ca**

 **Want to know more?**  
**info@bctradeswomen.org**

 [facebook.com/BCCWITT/](https://facebook.com/BCCWITT/)

 [@bccwitt](https://twitter.com/bccwitt)

 [bccwitt](https://instagram.com/bccwitt)

# About Our Partners

BCCWITT is generously funded by the Canada-BC Workforce Development Agreement as well as industry and labour partners.



*Funding provided through the Canada-British Columbia Labour Market Development Agreement.*



**BC CENTRE FOR WOMEN IN THE TRADES**



PHOTO COURTESY OF VERCHERE PHOTOGRAPHY

