

IBEW



Local 230
Established in Victoria in 1902

March 11, 2020

BC Centre for Women in The Trades
200 - 5118 Joyce St.
Vancouver, BC V5R 4H1

Attention: Nina Hansen
Executive Director

RE: BC Centre for Women in the Trades - Letter of Support

Dear Nina,

The International Brotherhood of Electrical Workers Local 230 (IBEW Local 230) supports the BC Centre for Women in the Trades (BCCWITT) proposal for continued funding and confirms our commitment to the success of the Centre.

The IBEW Local 230 represents almost 1500 electrical workers in construction, private and public marine shipyards, motor winding, railway, wholesale, security, environmental controls, telephone/data, and all 3 levels of government.

We have been talking about women in trades for decades however, the actual number of women working in many trades has barely changed. Discrimination and poor workplace culture have long been barriers for women and other under-represented groups entering and staying in these great careers.

With the unprecedented number of large public and private construction infrastructure projects about to break-ground in BC, the negative impact of continuing low numbers of women in the trades would be incredibly sad. There is a skilled-trades labour crisis on the horizon and the industry needs to open the doors wide and ensure that supports are in place to make a career in the trades welcoming to everyone.

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The IBEW Local 230 is attempting to change the historic practice of the industry by increasingly providing opportunities for female apprentices. We are the largest single sponsor of apprentices on Vancouver Island with over 360, and I'm proud to say 12% of them are female.

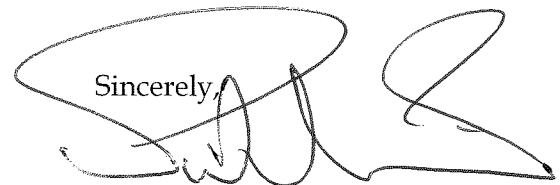
During this time of workplace cultural transition, supports provided by organizations like the BC Centre for Women in the Trades are so important. BCCWITT is a partnership of women from the trades, industry, and labour, committed to increasing the number of women finding success in a career in the trades. Since its launch in July 2018, BCCWITT has worked hard, alongside their industry partners, to begin shifting the culture in the trades to one of diversity, equity and inclusion, as well as fostering a province-wide peer-support and mentorship network for women in the trades.

BCCWITT has already made a difference for women in the trades in BC, but there is much more work to do. This shift in culture is monumental and likely the last large industry of change. It is imperative that the BC Centre for Women in the Trades continues to support the industry with the individual and systemic changes needed to successfully attract and retain women in the trades.

The IBEW Local 230 is committed to continue to send its male leaders to BCCWITT for training such as *Be More Than a Bystander*, and our female Journey-electricians and apprentices to BCCWITT sponsored events. We will open our boardrooms in Victoria and/or Nanaimo, if needed for planning or strategy sessions. We will provide communication support by making this correspondence open to our members, load and share information on social media platforms to the general public, and hard copy newsletter information to your contacts. In addition, the IBEW Local 230 will host and cover the costs associated to a trades-women meet-up on Vancouver Island (inclusive of meals and non-alcoholic drinks).

The IBEW Local 230 looks forward to contributing to the attraction, advancement and retention of women in the trades through the BC Centre for Women in the Trades.

Sincerely,



Phil Venoit, RSE
Business Manager/
Financial Secretary