



# Celebrating WIC WEEK!

Only **9.9%** of the  
Construction Workforce  
Is **Female.**

## What Makes Our WICs Tick?

### Christy Slaw

*Director of Environmental Services*



Christy Slaw has taken an environmental services group scattered across F&R's entire mid-Atlantic footprint and organized into a cohesive team working together in support of our clients projects, regardless of geography. Client service is a calling for Christy but she has spent many a day in the trenches of some pretty nasty and hazardous project sites. She can lead her team successfully because she has walked the talk and they know she's the real deal.

**Was this career an accident or a plan?**

*CS: This career was an accident. In college, my love of science grew from a distinct lack of interest in other subjects and an incredible professor that made chemistry fun. Luckily for F&R, a lack of opportunity in the chemistry field after graduation led me to environmental consulting which combined my two loves, science and the outdoors, to provide me with a career that has allowed me to work on thousands of projects over the past twenty years.*

**What are some roadblocks you have met along the way in your career/education?**

*CS: I believe we create our own destiny and I go off-road if I need to!*

**What part of your work is most challenging?**

*CS: The technical aspects of my work are challenging, but not in a negative way. Additionally working with people in any capacity can present challenges, which include navigating personalities, home life and ambitions.*



**Why do you feel there is such a shortage of females in this industry?**

CS: *Construction and engineering are tough fields and can be intimidating. Early in my career I was the only female on some project sites and this presented some challenges. Throughout the last twenty years I've seen a significant shift in the number of women in the industry. We can encourage growth by providing support systems to our colleagues, staff and to the younger generation. There's a big focus on girls and women in STEM from the learning aspect, but I'd love to see more focus on being a role model and the mentoring of girls/women at a younger age.*

**What is your dream project – the type of project that just thrills you every time you get to work on one?**

CS: *I'm most excited about projects that involve aspects of the real estate industry. Our due diligence focus and redevelopment work are my 'thrill' projects. Large scale or even small scale, being on a project team that focuses on turning a blighted/contaminated property into a thriving, beautiful development is top on my list.*

**What project are you most proud of?**

CS: *I'm proud of every project that I've worked on but because of my love for redevelopment, I'm most proud of the Wills Wharf project. Our company was new to a project team that had been working together for years which presented a huge learning curve and instilled in us a need to prove ourselves. The project was high profile and technically engaging. It consumed a significant amount of time and energy but even with the challenges presented was continuously rewarding. The best projects usually have the best clients - our client was educated about the environmental aspects of our work, very direct about their requirements and continuously pushed us to be our best.*

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If you'd like to rock the construction world like Christy, F&R has a place for you! Visit our careers page at: [FandR.com/careers](http://FandR.com/careers) and see how you fit into our family.

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