

# Top 10 Tips

## for Getting & Keeping Women on the Roof



1

Get your culture right FIRST. Offer diversity and inclusion training for all workers to show the benefits of a diverse crew.

6

Mentor. Be a mentor or support mentorship within your organization.

2

Allow women in your organization to network. Groups like National Women in Roofing and related Councils are a great place to start.

7

Review your safety equipment, specifically personal protective equipment. Ask your vendors to provide options that are customizable rather than a one size fits all.

3

Show clear paths of growth and opportunity within the company.

8

Have inclusive events that appeal to all genders instead of ones that may be perceived as more male-centric. (i.e. family picnics vs. fishing trips, bowling vs. clay shoots)

4

Offer and encourage education opportunities for all employees. This could be as simple as a one-day seminar or a lunch and learn.

9

Cross-train your employees. This allows for employees to learn a new skill and gain interest to move into a new role.

5

Require your vendors to follow suit. If only the “guys” are invited to lunch, require them to do so for all, or switch up who they take. Start asking how many women they have on staff.

10

**JOIN NWIR! Sign up all employees as members of NWIR!**