



## Podcast Transcript | *The Fix*

**Season 1, Episode 3**

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**Guest:** Doreen Cannon

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**Questions or Feedback:** [thefix@oatey.com](mailto:thefix@oatey.com)

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**Katherine:** Welcome to *The Fix*. The podcast made for the trades. Where we sit down with inspiring individuals across the trades to discuss their unique take on the industry, including career paths, job site stories, overcoming challenges, and everything in between. I'm your host, Katherine, a marketer here at Oatey with my co-host and friend, Doug. One of Oatey's resident experts in all things trades. *The Fix* is more than a podcast. It's a community. A community built to support tradespeople and inspire the next generation of essential pros. Let's start the conversation.

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**Katherine:** Welcome back to *The Fix*, a conversation around all things trades. Doug, I am super excited about today's women in the trades.

**Doug:** Absolutely, Katherine. You've heard me talk about it before, a leap of faith, trust in yourself, confidence can lead to success. Most women are hesitant in getting into the trades because they feel it's a male dominated industry. Today we have a guest that's going to prove that wrong.

**Katherine:** You got it. Wow. There are some really amazing stories out there of women trailblazing through the trades and making an impact and difference. When I heard about Doreen Cannon story, I knew we had to talk further, so welcome, Doreen.

**Doreen:** Thank you. Thanks for having me.

**Katherine:** Let's talk a little bit about you a little bit further. Why did you pursue trades career in the first time around?

**Doreen:** Well, it's interesting. My dad was very handy. I'm the youngest of three daughters. I think maybe I'm the son my father didn't have. My father actually was a pipefitter by trade. He worked out at the Aerospace Union and in manufacturing pipe fitting. I was always hanging around with him doing things. I always enjoyed working with my hands and I always enjoyed that feeling of accomplishment. I did. I do have a college education. I went to college and then I went into retail management and buying for a retail firm.

When I got to stay home I said, "You know what? I'm not going to go back to that 40 hours a week, working Saturdays and Sundays, working on salary, holidays were always ruined because in retail, it's just too much.

**Katherine:** For sure.

**Doreen:** My mother actually saw this little article in the Cleveland paper about a career fair for women. It was probably 1996 and wanting to get more women in the trade.

**Katherine:** Oh, cool.

**Doreen:** I went to the career fair and I walked around, talked to all the different trades and I settled on the plumbers. My father always did a little plumbing on the side and he had said to me, "He'd said, "I think plumbing's a great career for a female." I checked out the plumbers booth there at the career fair and I thought they had great training. I liked what their international had to offer in training and then I applied and two years later I got in the program.

**Katherine:** That is awesome. Why do you think if you look back, maybe that you didn't go the trade route the first time around? Was it a fear, stigma, or even just access to knowing that that was an option for you?

**Doreen:** Yes. I don't even think that females, even now to this day, and that's part of our challenge that know and realize that this is a career option for them. You really don't even hear about it. Years ago it was always, how do you get in the trades? You knew somebody, a family member was in it, or you knew somebody. There really wasn't that mass advertising to try to get into these apprenticeship programs. Really honestly, I never even thought about it until I had been in the workforce for how many years and just decided, hi, something has to be different.

**Katherine:** Doug, we talk about this, not even with women in the trades, but just getting to people in the trades in general that there really isn't that advertising and that continued conversation anymore that it is an option for it.

**Doug:** Absolutely. Unfortunately, Doreen we have mentioned before in our talking sessions that, there isn't enough excitement built around being in the trades. Here on The Fix, what we try to do is we try to let people know that, hi, those options are there. If you're willing to be dedicated, you can go the rest of your career without needing to look for work because work is always there.

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Constant building is always going on and it's also divided up where men and women can be equally performance perfection on these projects. They don't have to worry about, "Hey, I'm going to look down upon because I am a female, or I'm superior because I'm a male." It can be accomplished right across the board, no matter what female or male is on that project.

**Katherine:** Doreen, another thing is when you went into the trades and you started to learn more and get into your apprentice program, was there something that you're like, "Man, I wish if I really would've known the is back then I would've gone a different route. Was there an aha moment for you at all?"

**Doreen:** Absolutely. Right from the beginning. Because boy, do I wish I was 15 years younger right now or would've gotten in right there? Absolutely. Absolutely, I do. Yes, definitely. When you get into the program and you start to get the training and you realize that this is really interesting, amazing stuff. People don't realize what plumbers do. I do a lot of speaking at high schools or wherever, come to talk about the apprenticeship and everybody all go, "Plumber, I don't want to be a plumber." I would say, "Hey, the only place I've ever plunged a toilet it's been in my own house." We're talking about new construction.

We're talking about working on amazing jobs, building a clinic, building the Cleveland Clinic, all the medical gas lines are plumbers' work, so there's so much involved and a lot of people don't realize that even the schooling, the five-year apprenticeship program is not an easy road. The classwork is difficult and you really have to stay on top of everything to be as successful in the program.

**Katherine:** Yes, absolutely. Tell me a little bit more about your desire to advocate for women in the trades. Why do you feel that heartstring pull that I need to say more, and I need to stand up more for this?

**Doreen:** I think it turned my life around definitely and I know a lot of women all across the country, there's a big tradeswomen group all across the country, United States and Canada. Even personally, here in Cleveland, I know women who have gone from being homeless to earning the wages of a plumber and really it does turn their life around, especially for maybe a one income family, whether it be male or female. How much this-- earning that good living wage can turn somebody's life around. Seeing the accomplishments of women across the country, being able to promote that and let people know, hey, this really is a career for women, you can do it, don't get discouraged, and have a successful career for the rest of your life.

**Katherine:** Yes, and we definitely learned during the pandemic, and I think a lot of people saw during the pandemic as it being an essential workforce, they were never out of work, and actually had a lot more work because so many people were home and having to do a lot of products that continued to move, so it's a job that we are always going to need as a nation and as a country and as a world that you can really do this work wherever.

**Doug:** Absolutely, absolutely. Being a master plumber myself pretty much all my career, I can say that there was never anything more fulfilling than me supplying clean water to a facility because nobody really realizes outside of this country how

important clean water is and how hard it is to acquire. In here, we have the plumbers of the nation supplying it every day safely.

**Doreen:** That's right.

**Katherine:** Great point. Doreen, how is your leadership and instructor role at Plumbers 55 given you the opportunity to mentor and educate women more?

**Doreen:** All across the country, we need more women in leadership positions, so getting to that leadership position is what gives you a stepping stone to make everybody aware of what you have done, so being president has really offered me a lot because I get to go to a lot of conferences and talk. I do some teaching at the UA international level. We have a program every year that all the instructors from across the country who teach at all the local levels come to training for a week every August, and I teach a recruitment class up there so I'm actually teaching the training coordinators and the instructors and some of the union members on how to recruit women into the trades.

That really has been a definite plus and being an instructor has been great because women need to see other women doing this, that's the biggest challenge. We always say, why don't women think of this? If you think about it, it's between 3% and 4% nationally, the women that actually work with the tools that we consider women in the trades. How do you promote that when you can't-- they say if you don't see it, you can't do it. How do we promote that when there's so few women that other younger women are not seeing women doing this job?

**Katherine:** That's a great point and I think that that's something that for us really to continue to highlight that those women who are in the trades, let's really bring them to the forefront so that others can see like themselves, oh, this is an opportunity for me or this is something I can go and do because if she can do it, I can do it too.

**Doreen:** Right. All the locals even in the Cleveland area, have so few women. We're still around that 3% or 4%, so it's very hard to get a tradeswomen. The plumbers have their own tradeswomen committee and the electricians because there's just not enough numbers. You know what it's like when you try to put a great group together. You need 200 people to get 75 people who really are going to participate.

**Katherine:** Sure.

**Doreen:** What myself and a carpenter, a female carpenter, approached the Cleveland Building Trades a few years ago and said, "Hey, can we form a tradeswomen committee under the umbrella of the Cleveland Building Trades, because we need the numbers." Luckily, our new Executive Director, Dave Wondolowski, had just gotten into as executive director of the Cleveland Building Trades.

He was young, he was a bricklayer right out of the field, and he was 100%, behind us.

**Katherine:** Awesome.

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**Doreen:** We had to write up a proposal and the executive board said, "Absolutely." Now we have this great committee, the Cleveland Building Trades Tradeswomen Committee and we have all of the women across the Cleveland area from every trade, ironworkers, electricians, sheet metal workers, all together and this is how we've got our numbers up, and how we'll be able to promote even more.

**Katherine:** That's wonderful because even here at Oatey, we are mainly a plumbing product manufacturer, but we also have products that go across other trades. I think it's important for us too to continue talking about trades in general, even though plumbing is very important to us but so is all the trades, like you said, iron metal, electricians, et cetera.

**Doug:** Absolutely. We've spoke before on the show, Doreen, that unless you're willing to take that chance, that leap of faith, you're never going to realize what you're missing. I was always a fan and I think that's why I stayed with the trades my entire career, where I love starting a project, I love building it, I love looking at it 360 degrees to see how I can maybe make it better. Then at the end, I got to stand back and look at it and say I either did that, or I was part of an elite team who completed that project.

**Doreen:** It's funny because my son used to get so. Like, "Oh, Mom, come on." We'd be riding around the car. I'd say, "Hey, your mom helped build that building."  
[crosstalk]

**Katherine:** That's awesome.

**Doreen:** "Your mum helped build that building, I did this building." He'd say, "Oh mom, come on. Really?" Now he's 28 years old, so boy, have the years flown by seeing how he'd kindergarten when I got into the program and now he's always saying, "What are you doing now, mom? What are you doing?" It's interesting.

**Katherine:** That's a good part of talking to your kids about opportunities, and so that they can see direct results of the work that you're doing. I think that's a really important thing. You keep driving by when he's still 28 telling him all the things that you're working on. I love it. I'm going to do that with my boys. I don't know this, are you the actual first woman president of Plumbers 55 or has there been someone before you?

**Doreen:** No, I'm the first president and I probably was one of the first presidents for the UA international.

**Katherine:** Awesome.

**Doreen:** I think there's one other one across the country now. We are making strides. We do have a female business agent out on Long Island, at pipe fitters, and we have a female who just got elected financial secretary treasurer out of Detroit, so we're getting up there but it's tough.

**Katherine:** I bet. Well, congratulations. That's a pretty awesome accomplishment for sure.

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**Doug:** When we're done today, can I get your autograph [unintelligible 00:12:28]?

[laughter]

**Doreen:** It's funny, because I was one of those people who always was involved, no matter what I did. When I was in college, I was president of the sorority. When my son was in sports, I was the mom doing this and that. When I got into the union, people say, "Why did you get so involved?" I would say to them, "How can you not get involved when this is where you got your training? This is why you make the wage that you do. This is why you have the benefits you do." As soon as I was a journeyman in 2003, I started getting involved. I turned- [crosstalk]

**Katherine:** That's great.

**Doreen:** -to committee and then I actually ran for the executive board. That was my first elected position. Again, first elected female in anything in the local. Then after two terms on that I ran for president. I'm in my fourth term as president now so coming up on 12 years.

**Katherine:** Oh, that's great. Wonderful. Well, so speaking of getting into that president's role, how do you go about in do you think achieving that position in a very male dominated industry? Did you have obstacles and hurdles that you had to get across?

**Doreen:** Absolutely. It's funny, because there's a big convention every year, not the last couple of years, of tradeswomen. It's called Tradeswomen Build Nation. They pull over 2,000 tradeswomen from across the United States and Canada. It's an amazing experience. I'd suggest everybody go to it. I did a workshop there and that's exactly what I was trying to do. How do you run for office? I tell the story of it's how do you get your foot in the door? For me, when I became a journeyman, I picked a committee that I thought man, this committee could use some help.

I picked the, I hate to say it, a committee a female would be good at so I picked the entertainment committee who does the children's Christmas party and the plumbers picnic.

**Katherine:** Got it.

**Doreen:** I got on the committee and then after a while, I became chair of the committee, and I made a lot of changes. The kids Christmas party used to be candy all over the place and no food and it was just hectic, so I got rid of all the candy except a little bag, brought in pizza. I actually got my connection through the wives of the members because they'll come up to me the party and they'd say, "Oh my gosh, thank goodness. This is so much better." Then who do they talk to? their husbands who are my members. Then after that, it worked my way up through that. I always tell pick a place that you think you can make a difference. Pick some part of the union or-

**Katherine:** Great insight.

**Doreen:** -organization that you think you can make a difference and through that more people will get to know you and you realize that you have good intentions, and you want to make changes and it just snowballed from there.

**Katherine:** That's awesome. Well, I'm going to shift gears a little bit and I want to talk a little bit about how the industry maybe has changed. How has it changed since you entered, almost, I guess now your son is 28, so 23 years ago to how it is now? The good, the bad, what are your thoughts?

**Doreen:** I think it has changed in the fact that there are definitely more women. I remember when I first got in, the percentage was like 2.3, so we are making some headway. I think the younger generation are more open to females in the field than the older generation, just because of what it was like back then. I think, in general, it's still difficult just by the nature of the business. It's a job that's a physical job. It's a job that you have to put up with the weather and the elements, especially here in Cleveland, right?

**Katherine:** Yes.

**Doreen:** Sunny today and snowing tomorrow, so you never know. [crosstalk] There is a lot of that, but the plus is being that you get the same training, like you mentioned, Doug, and you get the same pay, and we get away from that unequal pay for depending on females and males. Is there still some difficulties out there? Yes, definitely and I will honestly say there are still some men who do not want females on the job.

There are some contractors who don't want a female on the crew, because they think it's going to add some extra problems on the job. That's very frustrating to me because I don't think that's true at all. I think the women who choose to-- This is not a job for anybody, male or female. You wouldn't get my son out there doing this, no way. It's just not for everybody.

The women who choose to do this, what we try to do through the Cleveland Building Trades is we try to tell them, "This is what you're getting into. You have to know exactly what you're getting into if you are going to be successful. Hey, it's going to be rough. There's no place to wash your hands. There's no bathroom to use there except these little wonderful porta-johns that everybody hates." Even the men hate them. We are very honest when women reach out and ask about what it's like in the trade. I think if you know what it's like, and you understand it, what the challenges are going to be, you're going to be successful.

I think the biggest thing is, even generationally, we just need people who want to commit to this training, who will show up for work every day, who will stay off of their cell phones, which is such a safety hazard at construction sites, and you will be successful. It really doesn't take more than that gesture, willingness to tackle this program and learn through your five-year apprenticeship for the plumbers, at least.

**Katherine:** For sure. Something that you said stuck with me about equal pay. That's something that women can expect going into this role that they have equal pay with men, and that's not really a gap within the trades.

**Doreen:** Absolutely not, because we all work under our collective bargaining agreements, so everybody gets paid the same. Now, on the other side of things, I will be honest, and say that a lot of times women are still the first ones laid off. When you look at it overall, do some of the females get as many hours in a year as the males do? No. Again, so much of this is so frustrating, because I just don't know what to do about it, but I think going back to the more females we get out there, the more we become a normal structure on the job or not a minority on the job, that those kinds of things will change.

**Katherine:** I totally agree with you, Doreen. I think you're right. It's exactly what you did. Get involved, show up, be able to show up for another generation that wants to look up to participate in the trades, and that will start to grow even like you said. It was maybe at 2.3%, now you're at 3% to 4%. It's progress, maybe not as fast as desired but I think your leadership and having conversation like this is a great example for a lot of women.

**Doug:** Yes, absolutely. The other thing for the females to remember too is, "Okay, people like Doreen and Doreen staff and the project managers on the job sites, they're not just going to throw you to the wolves and they're not going to say, 'Hey, it's going to be a tough day, work it out.'" They are going to have that support there. They're going to have good mentoring. They're going to have that support knowing that, "Hey, you know what, somebody is pushing limits too far. I am an equal in this trade and I need some assistance neutralizing this situation."

Like here at Oatey, we work a lot with non-union and union contractors, obviously. One of the things I liked most about the union structure was the safety portion of it. It is really, really hammered in every day, "We want you to come home the same way you went to work." The OSHA guidance, they're followed, they're talked about all the time. The women don't have to worry about, hi, I might be a little bit smaller in stature or something than someone else so I might get injured easily. Those rules and guidelines are set up so that everybody is as safe as possible all day.

**Doreen:** Yes, that's true. In the apprenticeship, before they even go out in the field for the plumbers, and for all the trades, they'll get like an OSHA 10 training, and then somewhere, they'll also get OSHA 30. You're absolutely right, safety is such a huge part of it. It's interesting because a lot of times when I'm talking somebody will say, "Well, women aren't strong enough to do this job." That's like my-- Don't say that to me because that's like my trigger point.

I always say to them, "Have you ever seen the health care workers, the women, nursing aides? Do you think it's easier to lift a 10-foot piece of pipe than it is to lift a person in a bed who you have to help in and out of a bed?" That's very aggravating to me. You're not expected to do anything that somebody else wouldn't do on the job, we have things. There's certain things you don't do alone and I always say too, when I was at my prime in the field, I was probably stronger than that 19-year-old kid who just got in and I was probably stronger than the 65-year-old guy who is ready to retire, so it's all kind of things. To me, that is a moot point to absolutely bring up.

**Katherine:** Makes sense. I want to talk a little bit in dive into some advice for women in the trades. What would you give advice to young women? You talked a little bit



about being honest with them, and truthful about some challenges they're going to have, but what else would you kind of if someone was sitting across me saying, I think that this is the direction I want to go.

**Doreen:** Again, I would tell them to really do their research and to find out what trade is right for you. It's really hard. We talked about how do you promote this to the general public about the trades and the hard part for us is that the high schools still a lot of the counselors don't push this as an opportunity so we slowly have to work on that. I think it's coming around where people are starting to see that this should be an option.

The Cleveland Building Trades-- and it was frustrating to us to go to-- I would go to a career fair at a high school and there would be everyone there, all different kinds of company, all the armed forces, firemen, policemen. We would be there and we would get very little feedback stopping at our table, either the parents walk by or the counselors walk by. It's frustrating because you still have that stigma about going to the trades because you can't do anything else and that's another thing we have to stop.

We started through the Cleveland-- and all of the trades were frustrated by this. A few years ago, I started doing-- the Cleveland Building Trades do two trade fairs a year, usually in October and March where it's nothing but the trades there. The Cleveland Building Trades are the only ones there and anybody who comes there is coming because they want information about the trades. Going back to what do we tell females when they're interested in this?

I tell them, you need to come to something like this and you need to talk to every trade, find out what every trade does and it's really great that every single trade that comes to that brings a female with them to man their table and then the Tradeswomen Committee always does the table at the front. We just had one in October, and there was probably about 20 tradeswomen there from all the different trades. I tell them come and talk to these women and ask them any hard question you want. Like I said before, these women are going to be very honest with you, and do your research because every trade is different that you really have to find out what exactly do they do?

What are the physical aspects of that job because we talk about a plumber, or an ironworker, there's a big difference between that, somebody may want to be a plumber, but they're not quite sure that they want to be an ironworker who has other challenges and yet women are great ironworkers because women they are physically, they have great balance, they are multitaskers like we all know, so the women that do decide to do that are really successful. That is the biggest point. Understand what you're getting into and understanding that this is a commitment especially during apprenticeship program. This is a commitment for five years where you're going to have to work hard and do what's expected of you and you will succeed. All I can ever say to everyone, if you take advantage of what is being offered to you, you will succeed.

**Katherine:** You will succeed. That's great.

**Doug:** Absolutely. I'm just going to add to that briefly there. The union is set up and structured in such a way that they don't want you to fail. They will absolutely do everything possible to make you successful even if you don't want to be successful.

**Doreen:** That's right.

**Doug:** You can't get a better opportunity than that.

**Doreen:** You can't, the training is all laid out for you. You're going to get this in your first year, second year, third year. By the time you're ready to become a journeyman, you're going to have the certificate you need, the certifications you need, the licensing you need. It's going to go laid out for you.

**Katherine:** That's awesome.

**Doreen:** Yes, it really is.

**Katherine:** How can schools, associations, like you're doing today, manufacturers, best support young girls and women getting into the trades or in the trades?

**Doreen:** I personally think that we need to start reaching the younger girls. We need to start reaching at a point where they not even sure what they want to do with their career. There's that old saying if you ask a little six-year-old girl what do you want to be when you grow up? You've got things like, I want to be an astronaut, I want to be a doctor, or I want to be this. They have amazing things. Then they get to junior high, and what do you want to be? Those things are gone.

It's like for some reason, society has set them, no, this is what you're supposed to be doing, and it's a shame it's still like that. I think reaching even younger girls, and I think the best way to do that, and I hope to be something will start in Cleveland. I have a friend out of New York City who started something called Tools and Tiaras.

**Katherine:** Oh, yes.

**Doreen:** She hosts those workshop for those younger girls, and she said, "It's just amazing how excited they are, and how--" She said she takes them on a job site when we could go out on the job sites. She would take them on a Saturday on a job site, get permission, line it all up. She said, "They would go for a tour." She said, "If they would see a woman working, they'd all start going, 'Yes, there's a woman. There's a woman.'"

**Doug:** Girl power.

**Doreen:** Girl power, exactly. She has made great strides with that, and I really think that is the key that we have to reach those young girls and tell them, "Hey, you can do this?" I have a little niece, and she's five years old now. Man, you tell her she can't do something, and she crosses her arms and stamps her foot, and she's going to tell you "No, I can do that." We can't lose that, and somewhere along the line, we start to lose that.

**Katherine:** Well, Doreen, we will help you if you want to get that started up. We've got a facility here at Oatey University or if there's a project, we know a couple of plumbers locally that would definitely partake in something like that. We actually had Girl Scouts of Northeast Ohio in here to learn about manufacturing and plumbing. We are always supportive to whatever we can do because it is. It's an important conversation we need to continue to have and bringing awareness and letting people know that, hey, this is an opportunity for you.

**Doreen:** Absolutely.

**Doug:** Absolutely. One quick story. Back in my day, I did some very large projects. On one project, I had a female electrician show up. I was not aware of female interactions on a construction sites at that time. I never really talked to anybody except for my foreman. The foreman, the electrical contractor came to me and he goes, "Hey, I need your help. I need to know what to do with this person." I'm like, "That's why I pay you. Okay, you figure it out. Who is this person?" Well, it's a female.

Long story short, I got to know this young lady. She started as an electrician. She basically was close to being homeless, but she got into this career, so she could take care of her and her daughter. The job site was not well receiving of her, so I basically had to have a meeting, laid the law down that if anybody harassed her at all, I would fire him. I went, I had a meeting with her. I told her I was going to give her an opportunity, but she had to prove herself. At the end of the story, she became such an asset to that job site.

Every time I was in that area working, I would try to get her from the hall, and she'd become so well known that I couldn't get her anymore because everybody else wanted to pick her up.

**Doreen:** Yes, absolutely. We talked about how things have changed over the years. I think they have in some ways, but I remember the first job I was on, and I didn't know until I was probably there six months when somebody finally came up to me and said, "That foreman did not want you on the job right from the beginning. He didn't want women on the job. He didn't want women on the job." Gosh, him and I ended up becoming really good friends.

He became a mentor to me, and he passed away a few years ago. When I went to the wake I introduced myself to his daughter, and she goes, "Oh my gosh." She goes, "You're Doreen. My father used to say you were the best man on the job."

[laughter]

**Doug:** That's awesome.

**Doreen:** That is good.

**Katherine:** That is awesome.

**Doreen:** Yes. Again, women are great at this because we are great at hand-eye coordination, and sometimes being smaller helps. I don't know how many times I got

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called and somebody would say "Hey, I just dropped something down this three-inch pipe and my hand won't fit." My would fit, and I would get right down there or the little fine little stuff that just took a little bit of finesse. Women are much better at. Men are more apt to try to bully something in where women will be very precise about it, so a lot of excellent qualities for females.

**Katherine:** Absolutely. As we start to wrap things up today, is there anything that you would like to help close with that you want to leave here today from our conversation that you really want to make sure gets across to our listeners?

**Doreen:** No. I just think on two sides that women really need to look at this as an option for themselves, the training is there, the amazing career is there and not only are you going to become a electrician or a plumber, a pipe fitter? Not necessarily do you have to stay working with the tools as we call it. There's other opportunities, there's estimators, and start your own company.

What we need some minority companies out there too. That's an option. Then on the other side for the men out in the field, just to give the female the same chance as you would give anybody else. I think they would be pleasantly surprised at how good females can be.

**Doug:** Doreen, I have a question for you so you've explained to us some of your challenges in a high level. The time that you entered the trades were almost a hostile period for women to be in there because the bullying had to be tremendous, but looking back would you have still taken that same journey to be where you are today?

**Doreen:** Absolutely. Like I said, I wish I would've done it sooner.

**Doug:** See, and that's great. That's what we want all the young women to know out there. Hi, take that chance with anything there's going to be challenges but what the end result is going to be satisfaction, confidence, and just a great experience.

**Doreen:** There still is some of that negativity and bullying out in the field. I would say to every trades person out there that if you see something like that, speak up. You know what I mean? If you see something happen, speak up because if everybody starts to speak up, then the minority is the ones that have that kind of attitude and the majority are going to slowly stop them from doing it.

**Katherine:** Allyship is so key. Really important.

**Doreen:** Absolutely.

**Doug:** The last time I checked Doreen, it doesn't take one person to build a building, takes a team. Every team member, whether you're sweeping the floors or whether you're signing checks, everybody is important on that job site. Work together and support each other and everybody will be more successful.

**Katherine:** Wonderful.

**Doreen:** Absolutely.

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**Katherine:** Doreen, I just want to thank you so much for participating and joining in on the conversation today. Doug, this was pretty cool.

**Doug:** You are an awesome person and I'm so happy to have met you.

**Doreen:** I thank you. As always, any opportunity I have to speak out about the opportunities for females in these programs, I will take it.

**Katherine:** You got it. We will make sure that we put Doreen's information along with this episode. If anyone in the local Cleveland community or even outside of Cleveland that wants to learn a little bit more, I'm sure Doreen will help connect you to the right person.

Thanks for joining us on this episode of *The Fix*. Be sure to follow us on your favorite podcast platform so you don't miss our next conversation dropping every Wednesday. If you have feedback about the show or a topic you'd like to see covered, send us an email at [thefix@oatey.com](mailto:thefix@oatey.com) or give us a shout-out on social media. We would love to connect with you. Don't forget. You can get your daily fix by visiting [oatey.com](http://oatey.com) and we'll catch you next time.

[music]

**[00:33:43] [END OF AUDIO]**