



Inclusive Initiatives Within the ABA Forum on Construction Law

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In our current political climate, the future of diversity, equity and inclusion (DEI) is uncertain. Yet, two facts remain: DEI initiatives build successful firms and are critical to increase diverse perspectives. The business case for DEI is well documented. In 2023 McKinsey reported that companies in the top quartile for board-gender diversity were 27% more likely to financially outperform those in the bottom quartile. Other studies report that DEI initiatives improve employee engagement and retention, and also increase innovation and problem solving. In short, research confirms that a diverse workforce increases overall success of an organization.

Recognizing the importance of diversity in construction law, the ABA Forum on Construction Law (ABAFCL) enacted initiatives such as: fellowship and scholarship programs, recruitment, education, and retention efforts to increase DEI. As a result, the number of women in construction law continues to increase. In 2015 the ABAFCL noted that less than 20% of its members were women. In 2025 the ABAFCL reports that approximately 35% of its members are female, an increase of 75% in only ten years. We are proud of ABAFCL's DEI achievements and excited for its future success.

Read Jaimee L. Nardiello's feature in *Engineering News-Record (ENR)*'s Spotlight in Women in Construction here:
Inclusive Initiatives Within the ABA Forum on Construction Law ENR Sections : Spotlight on Women in Construction

To learn more about ABAFCL's DEI initiatives, please visit: www.americanbar.org/content/dam/aba/events/construction_industry/2024/fcl-committees-2024.pdf

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