



WOMEN IN NELSON\NYGAARD

Background

Nelson\Nygaard offers a supportive environment for everyone, regardless of gender, race, religion, class, or sexual orientation. Although the firm overall has a good balance between the genders, there are more women in entry level planning positions and in business and marketing departments than in leadership and principal positions. Women in Nelson\Nygaard (WINN), an advisory and support group for employees, was founded in early 2013 to ensure that the firm honors the workplace ideals of its two female founders and upholds its reputation as an inclusive and diverse place to work.

Mission

The purpose of WINN is to organize activities and initiatives to support professional development of women at Nelson\Nygaard, to be a resource for employees and the firm's Board of Directors when issues or concerns arise, and to communicate staff feedback to the Board.

Representatives

All female employees of Nelson\Nygaard are welcome to participate in WINN. They are represented by eight who are elected in April. The representatives meet bi-monthly (May, July, September, November, January, and March) and as needed when issues arise. Representatives decide on initiative(s) to focus on for the year.

Activities

Local WINN gatherings are organized periodically. Outings or topical discussions may be suggested by anyone. These forums provide women with a safe and easy place to raise or explore issues and to practice facilitating meetings in a safe, supportive environment.

Though sensitive matters should be taken directly to Human Resources, WINN encourages individual staff members or the firm's Board to reach out to the group's representatives with questions or concerns related to gender at any time an issue occurs.