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## **2025 Women in Construction: Anastasie Duffaut, Callahan Construction Managers**

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Anastasie Duffaut  
Diversity & Inclusion Manager

What is one project or achievement in your career that you are most proud of, and how did it impact your organization or community? I was proud to lead a community initiative transforming a women's shelter via beautification and reorganization. The facility lost its welcoming atmosphere, and we aimed to create a space that uplifted the spirits of the women and children residents. I brought together local businesses, volunteers, and staff to craft a vision. I oversaw the work, ensuring every detail was carefully addressed. The results were remarkable. This initiative fostered a deep sense of community and transformed the shelter into a vibrant space, enhancing the emotional and mental well-being of the residents.

What trends or innovations do you believe will shape the future of your field, and how are you positioning yourself (or your firm) to be at the forefront? As we navigate a short-term volatile economic environment, disruptive technologies continue to transform the A/E/C industry. Additionally, there's a push toward sustainability, with an emphasis on net-zero buildings & carbon-tracking tools. My experience in Construction shows that addressing the aging workforce & attracting younger, diverse individuals into the trades is vital. I love being involved in these efforts, working for a company committed to investing in training, promoting outreach programs to encourage underrepresented groups, & helping trade partners enhance the workforce.

Who or what has inspired you most in your career, and what advice would you share with the next generation of women entering the A/E/C industry? I love working in the A/E/C industry. Visiting job sites I am inspired by the tradeswomen breaking barriers in a male-dominated field. I often interview these women or include them in panels. They have taught me the importance of resilience and determination. They navigate challenges with grace & assertiveness; influencing my approach to leadership & problem-solving. Believe in yourself. Trust your abilities & know your contributions are valuable. Find mentors, be curious, and advocate for yourself. The future of the industry is in your hands. Embrace challenges & always strive for excellence.

What's your favorite way to recharge or get inspired outside of work? I love nature walks, exploring cultures & cuisines, & meaningful connections that spark inspiration.