



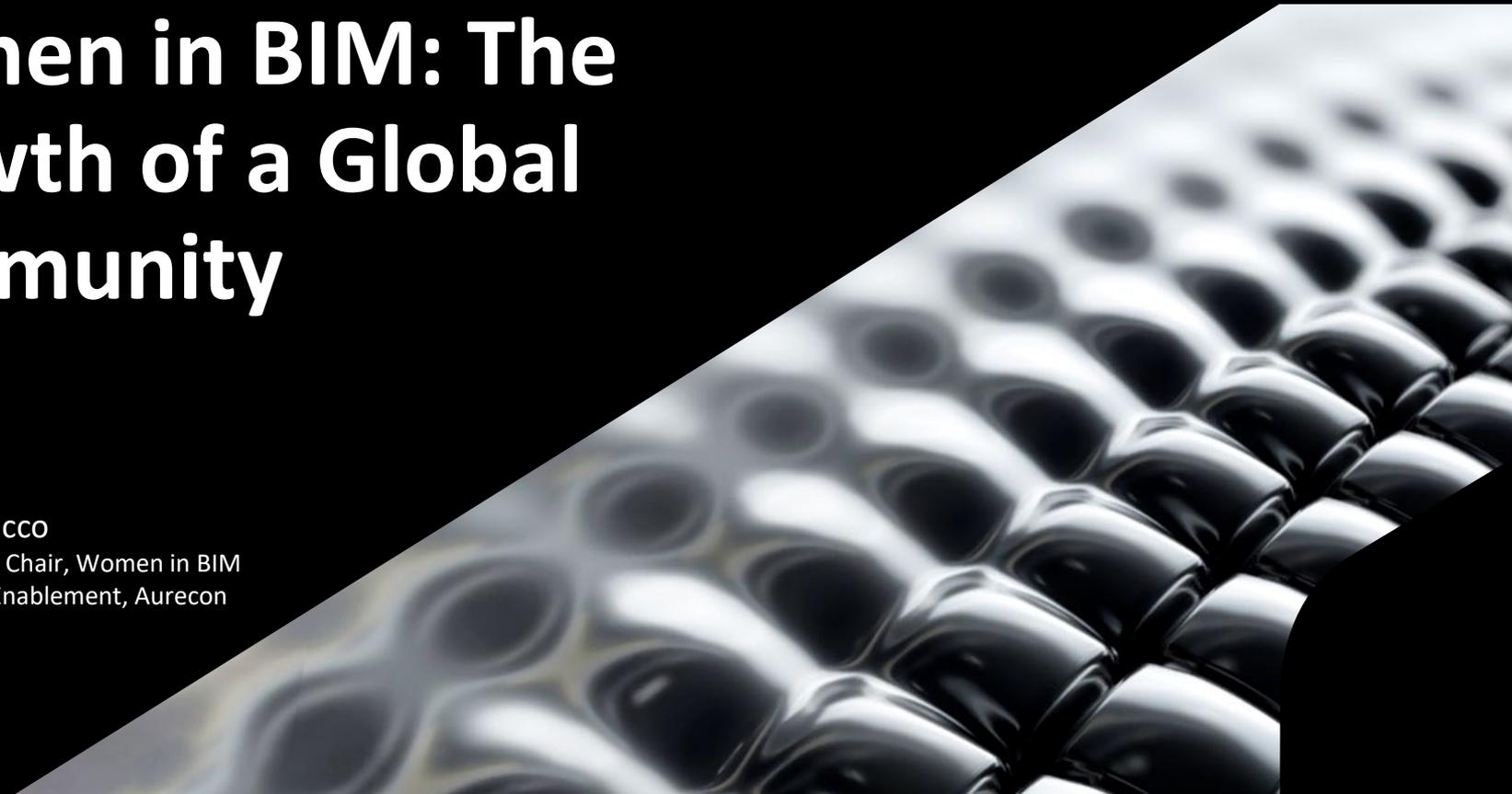
Women in BIM: The Growth of a Global Community

Rebecca De Cicco

Founder & Global Chair, Women in BIM

Principal, Digital Enablement, Aurecon

| @becdecicco



Women in BIM Core Team

Meet the global core team behind Women in BIM.

Our core team is made up of digital built environment experts, with specialisms in BIM and emerging technology. WIB operates on a not-for-profit basis and the core team are dedicated volunteers.



Women in BIM is made up of representatives across the globe who form part of our core team.

Our core team focus on differing regions, support networks and links to the wider industry through our engagements across the world.

'Women in BIM truly responds to the requirements, desires and ambitions of women in our sector, and as a global community we understand the requirements around digital across all areas of the built environment'. Rebecca De Cicco

The Beginning

Why Women in BIM was an important initiative at the time

Lower costs

33%

reduction in the initial cost of construction and the whole life cost of built assets

Faster delivery

50%

reduction in the overall time, from inception to completion, for newbuild and refurbished assets

Lower emissions

50%

reduction in greenhouse gas emissions in the built environment

Improvement in exports

50%

reduction in the trade gap between total exports and total imports for construction products and materials



"This Government's four year strategy for BIM implementation will change the dynamics and behaviours of the construction supply chain, unlocking new, more efficient and collaborative ways of working. This whole sector adoption of BIM will put us at the vanguard of a new digital construction era and position the UK to become the world leaders in BIM."

Francis Maude
Minister for the Cabinet Office



Women in BIM Journey

2012

Founded Not for Profit (UK)

As a response to the lack of women and skills in the Construction sector in the UK and as a response to the UK BIM Mandate

2014

Core Team Created & Database Launch

Core team created in the UK, regular meeting, and formal launch of the WIB database with Press Release at Digital Construction Week in the UK. Core objections created with team.

2017

UK BIM Alliance and Global Support

Global support from BIM Groups around the world, starting in the UK and expanding to the US and Australia, as well as South America.

2022

Global Initiative continuing to grow

Global initiative with regional representation globally, driving the WIB agenda, both women and men supporting.

The importance

Why Women in BIM helps to grow and support the future of our industry

UK uptake of BIM
and Digital across
the sector

Representation
across industry
representing a
diverse cross section
of men and women

Addressing the
current skills gaps
and shortages
globally in digital
across the
construction sector

Global Gender Pay
gap and where we
need to be moving
into the future

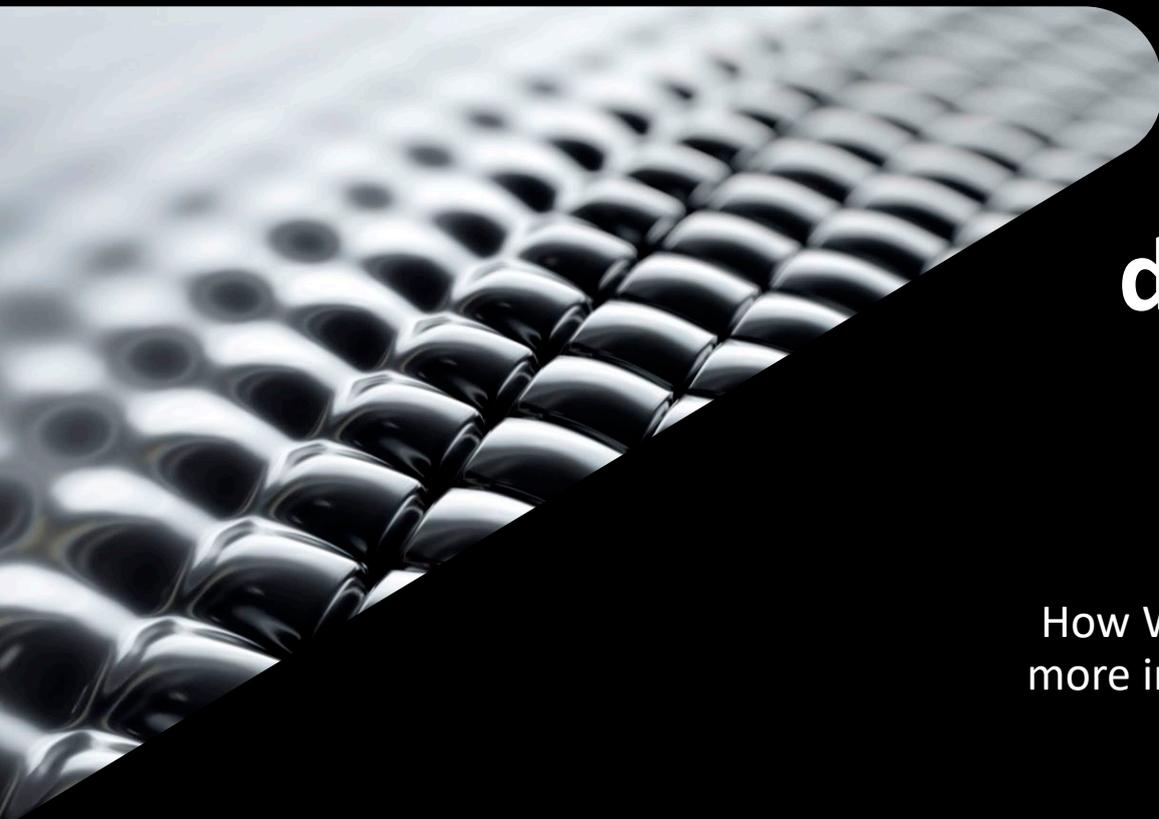
Why is this important?.

This initiative is more important than ever, based on our global community and wider industry challenges

We are in the midst of a global critical skills shortage in digital construction (and construction generally)

Women and ethnic minorities are still underrepresented and being paid less than their male counterparts.

Diversity across organisations and projects is proven to support greater innovation, creativity, and profitability



Retaining women and diverse teams to support innovation

How WIB can help to support growth of a
more inclusive and diverse industry across
our sector

Growth in Construction

The global construction industry is expected to reach an estimated **\$10.5 trillion by 2023 globally.**

The future of the global construction industry looks bright with opportunities in **residential, non-residential, and infrastructure.**

The major drivers for the growth of this market are increasing housing starts and rising infrastructure due to the increasing urbanization and the growing populations all over the world.



Current crisis

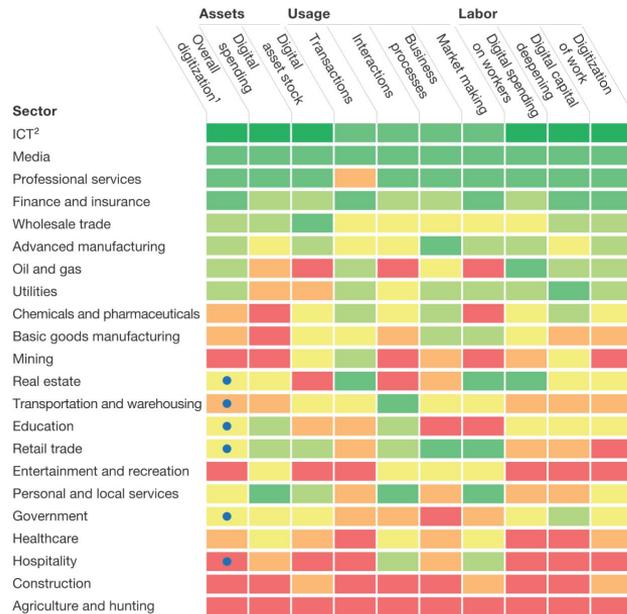
Our industry urgently requires reform, as much as we've developed in terms of digitisation there are still challenges

The construction industry is among the least digitized.

McKinsey Global Institute industry digitization index; 2015 or latest available data

Relatively low digitization Relatively high digitization

● Digital leaders within relatively undigitized sectors



Lagging construction productivity costs the global economy \$1.63 trillion a year.

Productivity gap = \$1.63 trillion



Average value added by employees per hour worked¹

Economic value lost as a result of the gap,² by region, \$ trillion



Skills are required

Nurturing the industry to encourage a wider and diverse skill set is key

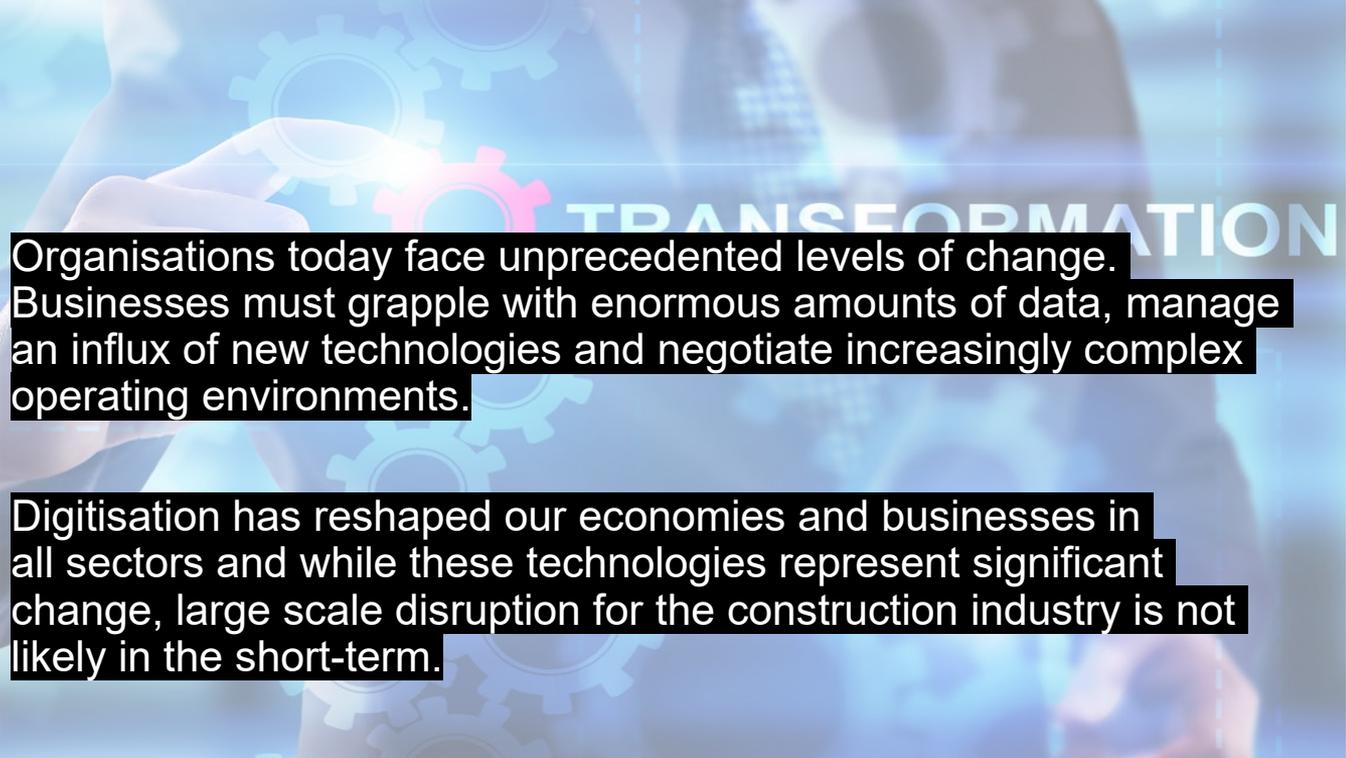
The World Economic Forum estimates the half-life of the average job skill is as little as five years. This means that every five years, a specific skill becomes about half as valuable as it originally was.

Human skill is unfortunately a depreciating asset.

The impact of digital process and enabling our people to constantly upskill as a strategic incentive, managing this upskilling and recording skills is crucial however we need to be strategic as to how we enable this to occur in our businesses.

Transformational Change

Adoption of BIM and Digital Engineering and construction methodologies requires strategic clarity and complexity across our organisations



Organisations today face unprecedented levels of change. Businesses must grapple with enormous amounts of data, manage an influx of new technologies and negotiate increasingly complex operating environments.

Digitisation has reshaped our economies and businesses in all sectors and while these technologies represent significant change, large scale disruption for the construction industry is not likely in the short-term.

Digitisation of the construction industry

Skills continue to evolve as our industry does



*Emerging technologies are constantly evolving and rapidly changing the way we design, build and operate our assets. There are key influencers that will impact on the future of businesses **and the skills required** for those working in the **Construction Industry.***

Industry 4.0

Industry 4.0 has been defined as “a name for the current trend of automation and data exchange in manufacturing technologies, including cyber-physical systems, the Internet of things, cloud computing and smart systems. The challenge is how will this impact on our future and businesses with the increase on demand for skills in this space.



Industry 4.0 Impacts

Connectivity and data sharing
across businesses and
organisations

Data as a form of decision
making – automation will
enable this to occur

Computing power and the way
in which these processes can
underpin the way we work and
interact

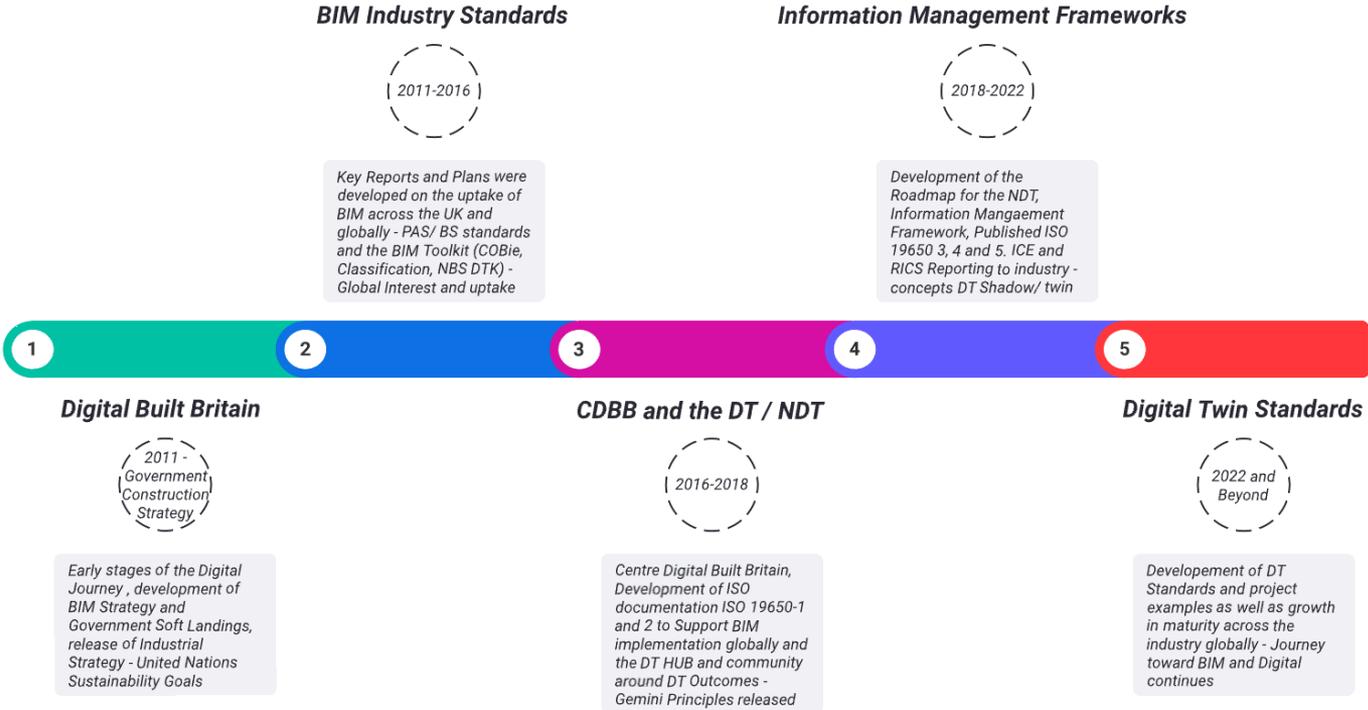
Impacts

Emerging trends which have a direct impact on the dynamics of the construction industry include increasing demand for green construction to reduce carbon footprint, bridge lock-up device systems to enhance the life of structures, **building information modelling** and systems for efficient building management.

This is now being driven globally by policies being developed in BIM and digital construction and engineering to support data connectivity across the entire lifecycle.

Digitisation of the Built Environment

Although the UK have been ahead of the curve in regard to digitisation of the entire built environment industries, the focus was primary around digital delivery (BIM) as a mandated policy. The move toward digitization across the entire built environment only occurred in the last 5 years.



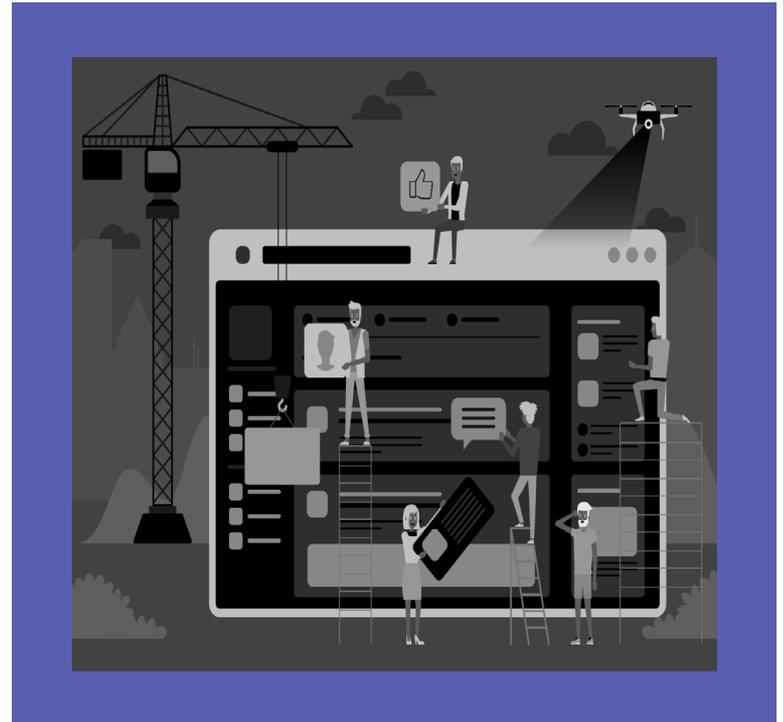
Digital Twin Adoption



Why is it that the Construction Industry is not as mature of these processes or early adopters of these concepts of the Digital Twin Theories and methodologies.

Barriers – Built Environment

1. The low levels of adoption of processes like building information modelling (BIM) and digital engineering globally.
2. Large number of organization not wanting to adopt change to the way they work and they are sometimes afraid of the impacts of technology.
3. An embedded culture surrounding a lack of innovation.
4. Economy Downturn and impacts relating to expenditure and investment (COVID).



Adopt radical change

People centricity: Although the pandemic changed how many people work and interact with organizations, people are still at the centre of all business. And they need digitalised processes to function in today's environment.

Location independence: COVID-19 has shifted where employees, customers, suppliers and organizational ecosystems physically exist. Location independence requires a technology shift to support this new version of business.

Resilient delivery: Whether a pandemic or a recession, volatility exists in the world. Organizations that are prepared to pivot and adapt will weather all types of disruptions.

Diversity policies and objectives

Globally governments are aligning to diversity policies and parameters during procurement and project delivery

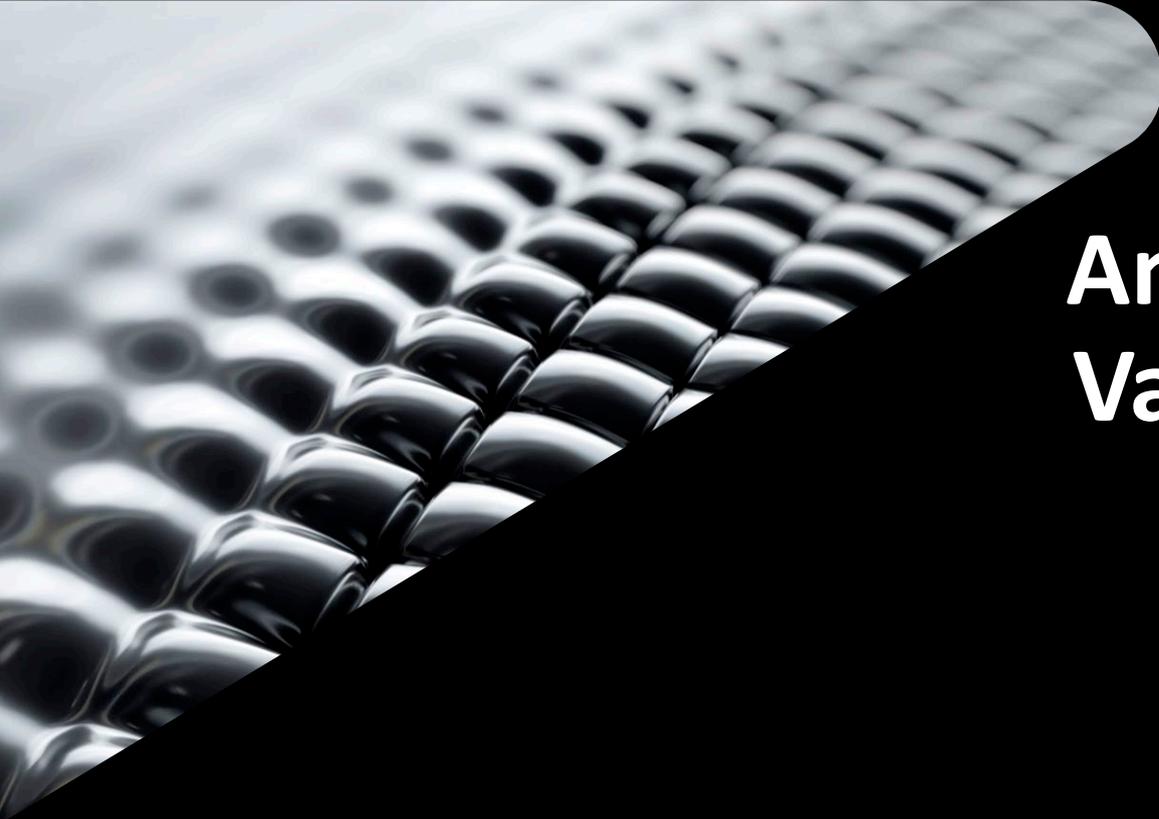


Women owned
businesses and
appointments

Diversity policies and
targets across projects

Internal Organisational
Diversity policies

Digital targets and
skills measurement

A close-up, black and white photograph of a woven mesh or fabric texture, showing a grid of small, rounded, interconnected elements. The texture is slightly out of focus in the background, creating a sense of depth. This image is partially obscured by a black diagonal shape that serves as a background for the text.

Key Drivers, Ambitions & Core Values of Women in BIM.

Subtitle

Core Themes

Women in BIM

A powerful collaborative network

WIB objectives and core drivers.

Encourage and Support.

Supporting one another is crucial as we strive to develop a more inclusive industry. Our network of Members is in place to support, share and encourage each other to grow their skills and take advantage of new opportunities across the world.

Attract and Promote.

We wish to attract women into BIM-related careers by showcasing role models and maintaining a support mechanism across our network. We also aim to help women excel in their careers by continuously boosting their confidence and expanding knowledge.

Advance and Retain.

Research shows that a number of women are leaving careers in construction after only a few years. WIB wish to celebrate women in BIM roles and provide opportunities for further advancement. This will help to increase the representation of women in senior construction roles.

Encourage and Support

This workstream focuses on how we can encourage and support women in digital roles, while enabling skills to be developed and opportunities to be defined.



Drawing visibility to careers in Digital construction and BIM is a core driver for Women in BIM to address skills shortages and enable an understanding of how our industry can thrive with more women represented.

Attract and promote

The construction industry is rife with challenges around ensuring the right talent and ultimately the right people are engaged and enter to allow for growth.



Attracting and promote women in digital construction is a core drive for us and our support network globally ensure this is at the forefront of our activities.

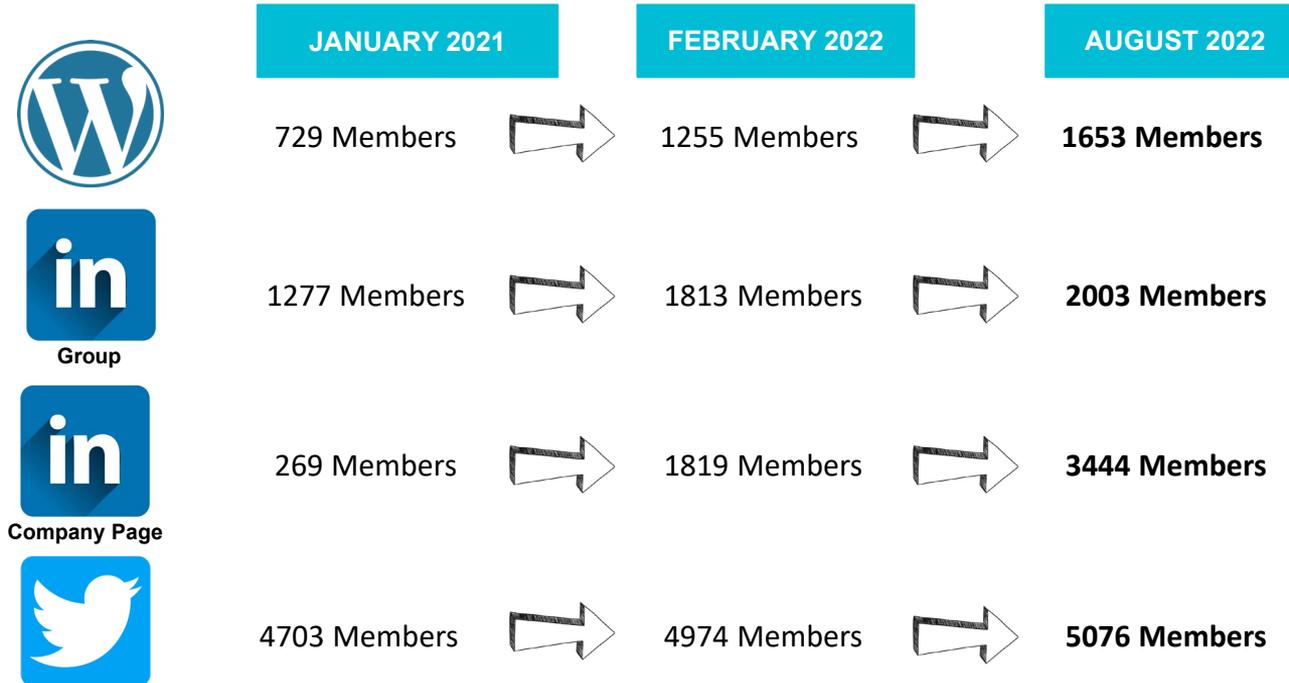
Advance and Retain

Too few women hold senior roles in the construction industry and even fewer when it comes to digital construction roles.



Growth across our networks

The growing numbers of WIB representatives across our social media channels shows our importance and relevance.



Regional Leads

WIB Regional Leads support and promote women in BIM in their respective region of the world. These Regional Leads volunteer their time to help connect you locally with a wealth of innovative thinkers, provide educational opportunities and expand your network, to enhance your BIM-related career.



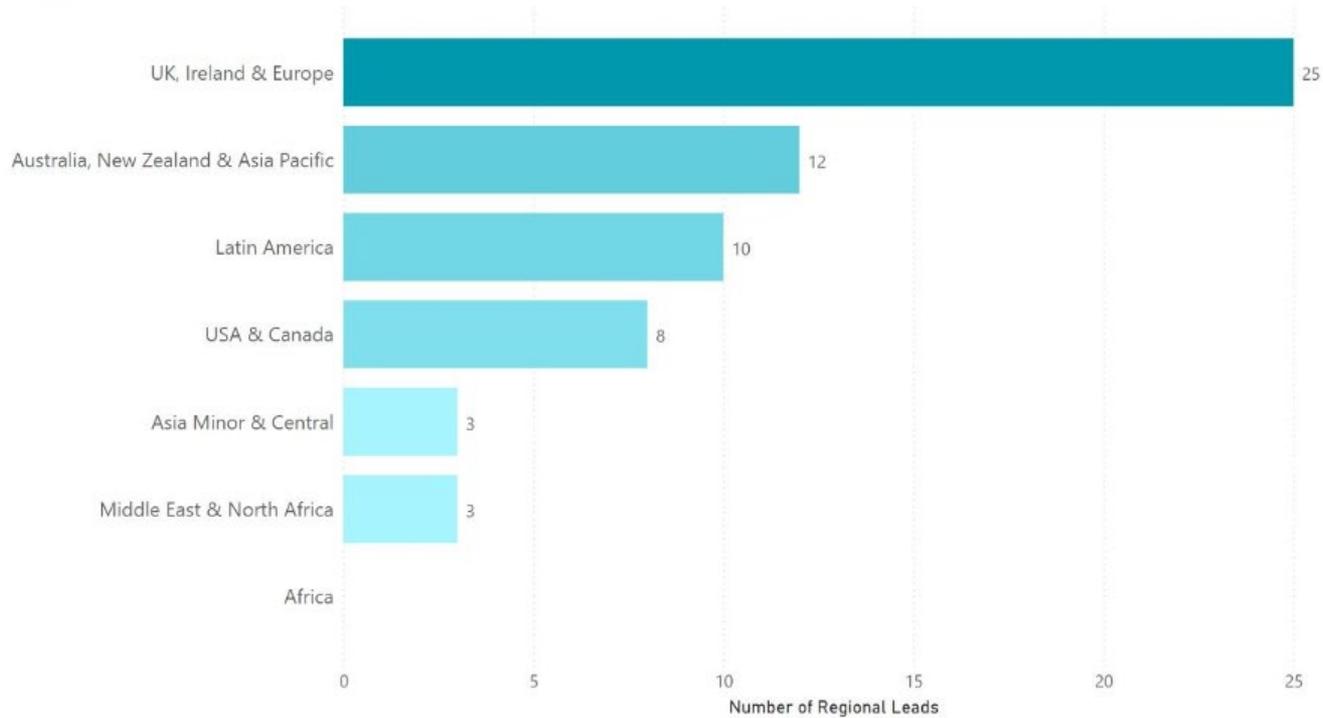
64 WIB
Regional
Leads across
35 countries



Regional Leads per region

WIB representatives across the world

Regional Leads by Region



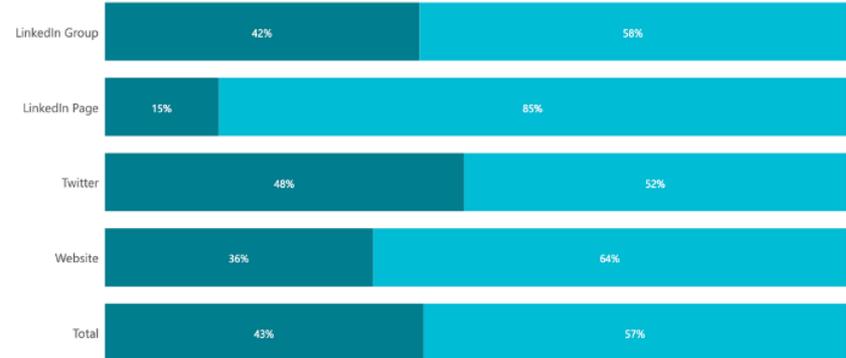
Global Community

Our community continues to grow with local 'groups' supporting the implementation of BIM across their respective regions

	Women in BIM - Belgium, Belgique, België, Belgien 20 members Women in BIM is a diverse network of female professionals within the AEC industry dedicated to supporting women in BIM related roles for skills, education and career progression. WiB is successful in...
	Women in BIM Scotland 35 members WiB Scotland is aiming to empower women across our nation in making game-changing contributions to the digital development of the built environment, both in the context of new capital investments and...
	Women in BIM - Denmark 6 members "Women in BIM" is an international network of professionals within the AEC industry dedicated to supporting women in BIM -related roles. The objective of this group, Women in BIM - Denmark , is to...
	Women in BIM - Brasil 128 members A Women in BIM é uma rede global de profissionais dentro da Indústria AEC, dedicada a apoiar e encorajar mulheres em funções relacionadas ao BIM. O objetivo deste grupo, Women in BIM - Brasil , é fortalecer e...
	Women in BIM - Portugal 120 members "Women in BIM" é uma rede internacional de profissionais dentro da Indústria AEC, dedicada a apoiar mulheres em funções relacionadas com BIM. O objetivo deste grupo, Women in BIM - Portugal , é fortalecer...
	Women in BIM Germany 43 members Women in BIM ist eine globale Online-Community mit der Vision, weibliche BIM- und digitale Berufschleife zu unterstützen, zu stärken und zu feiern. Die Women in BIM Germany Gruppe soll den regionalen...

% of Total Members and Followers by Platform per Year

● 2021 ● 2022

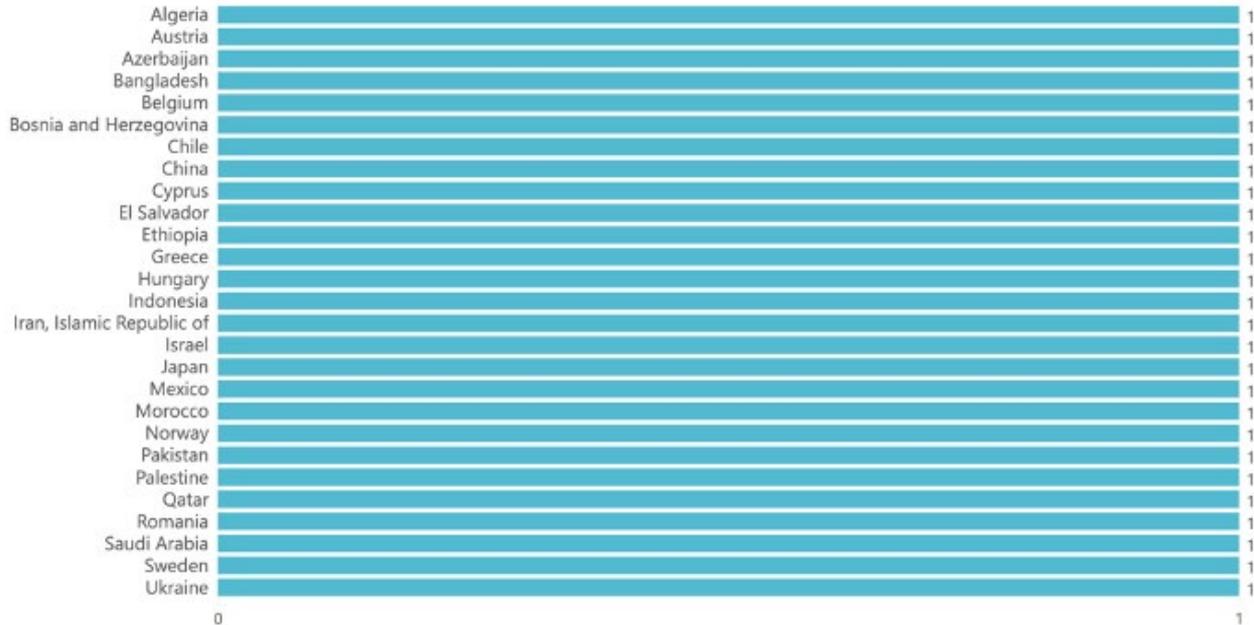


Continual growth of the community

Constant membership across regions of the world

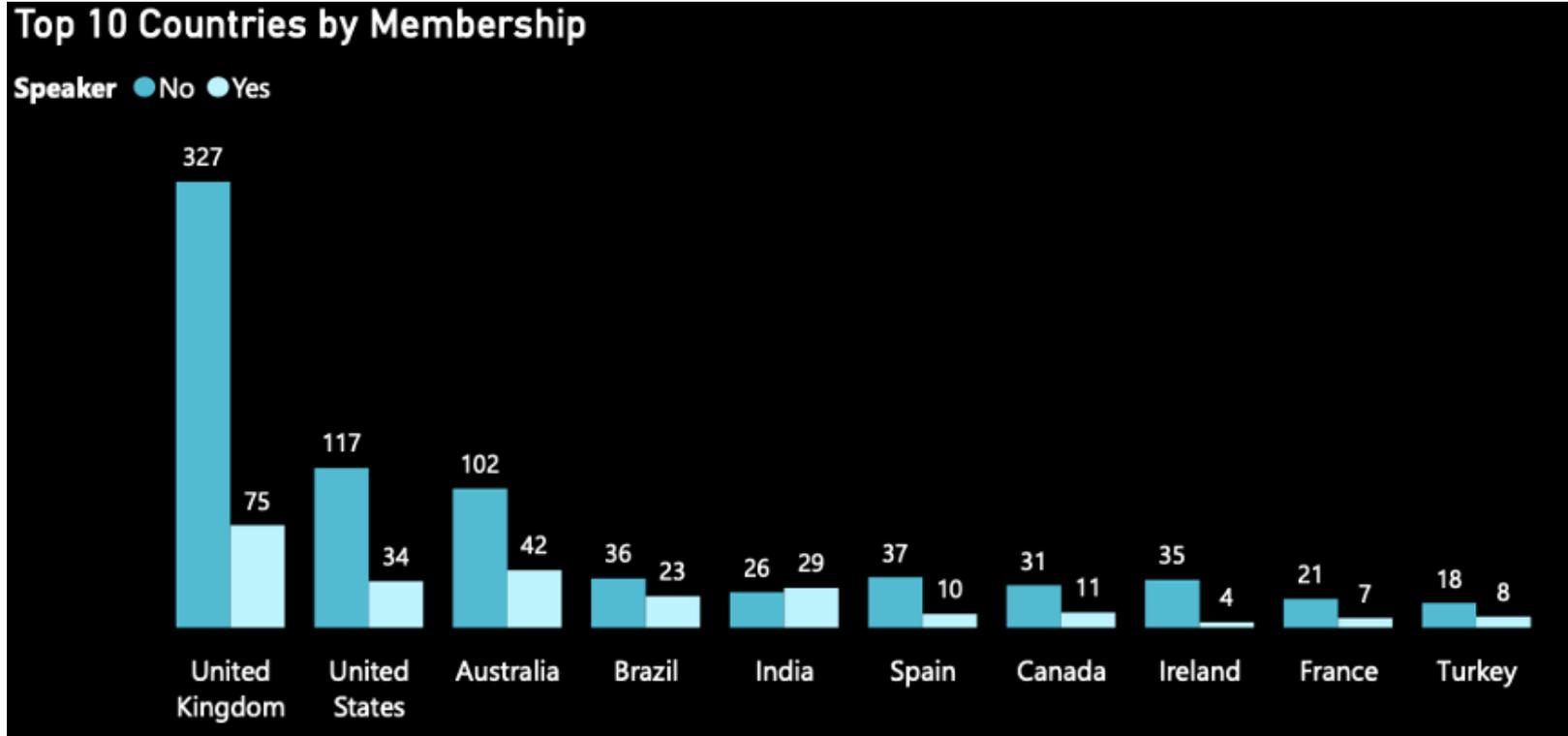
New Members by Country

● FY2021



Where we reside

Global community division

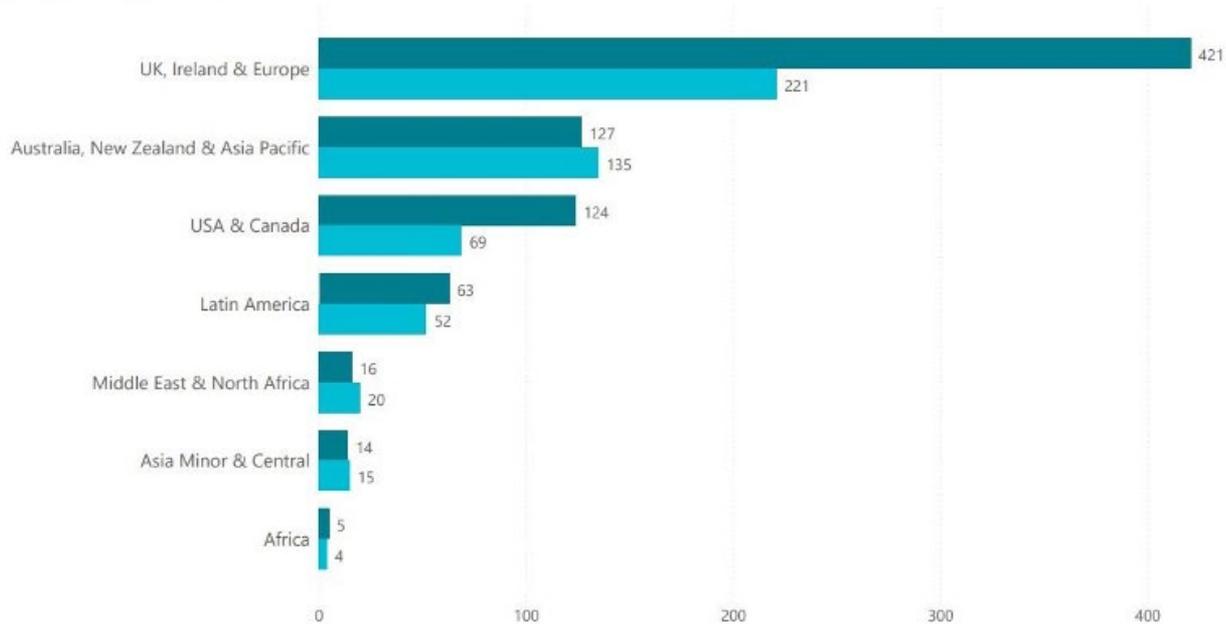


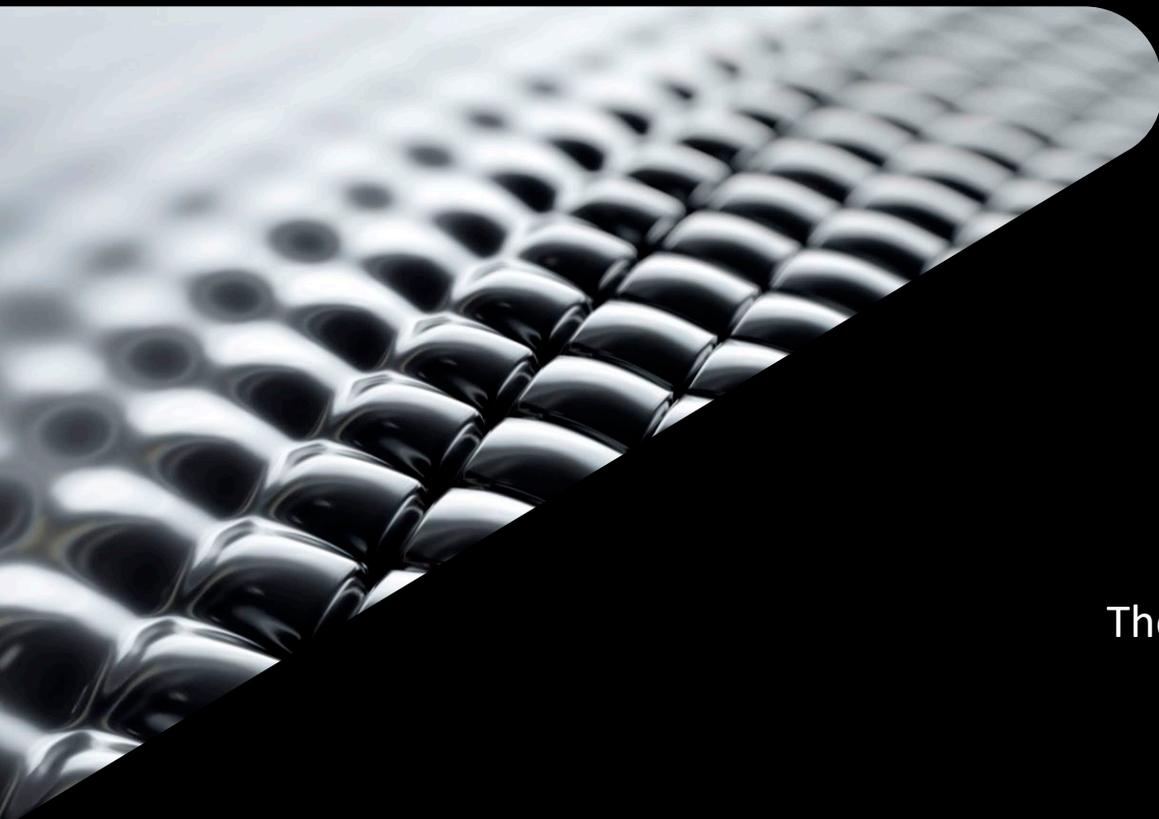
Global Representation

Members across differing countries

New Members and Followers by Region per Year

● March 2021 ● March 2022





United Nations Sustainable Development Goals.

The relevance of the UN Sustainability
Goals for Gender Equality

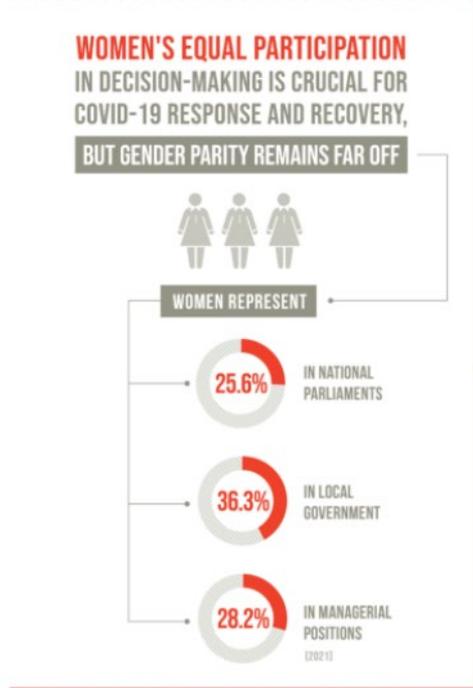
Agenda for Sustainable Development

The growing need to reduce inequality across the world

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, **reduce inequality**, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.



5 GENDER EQUALITY **ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS**



VIOLENCE AGAINST WOMEN PERSISTS AT UNACCEPTABLY HIGH LEVELS AND IS INTENSIFIED BY THE PANDEMIC

1 in 3 WOMEN (736 MILLION) HAVE BEEN SUBJECTED TO PHYSICAL AND/OR SEXUAL VIOLENCE AT LEAST ONCE IN THEIR LIFETIME SINCE THE AGE OF 15 (2000-2018)

UP TO 10 MILLION GIRLS WILL BE AT RISK OF CHILD MARRIAGE OVER THE NEXT DECADE AS A RESULT OF COVID-19

IN ADDITION TO THE 100 MILLION WHO WERE PROJECTED TO BECOME CHILD BRIDES BEFORE THE PANDEMIC



PANDEMIC IS ADDING TO THE BURDEN OF UNPAID DOMESTIC AND CARE WORK AND SQUEEZING WOMEN OUT OF THE LABOUR FORCE

WOMEN ALREADY SPEND **ABOUT 2.5 TIMES** AS MANY HOURS AS MEN ON UNPAID DOMESTIC AND CARE WORK

Target to gender equality

What do we need to do to raise the bar in women in leadership levels



Target

5.5

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

5.5.1

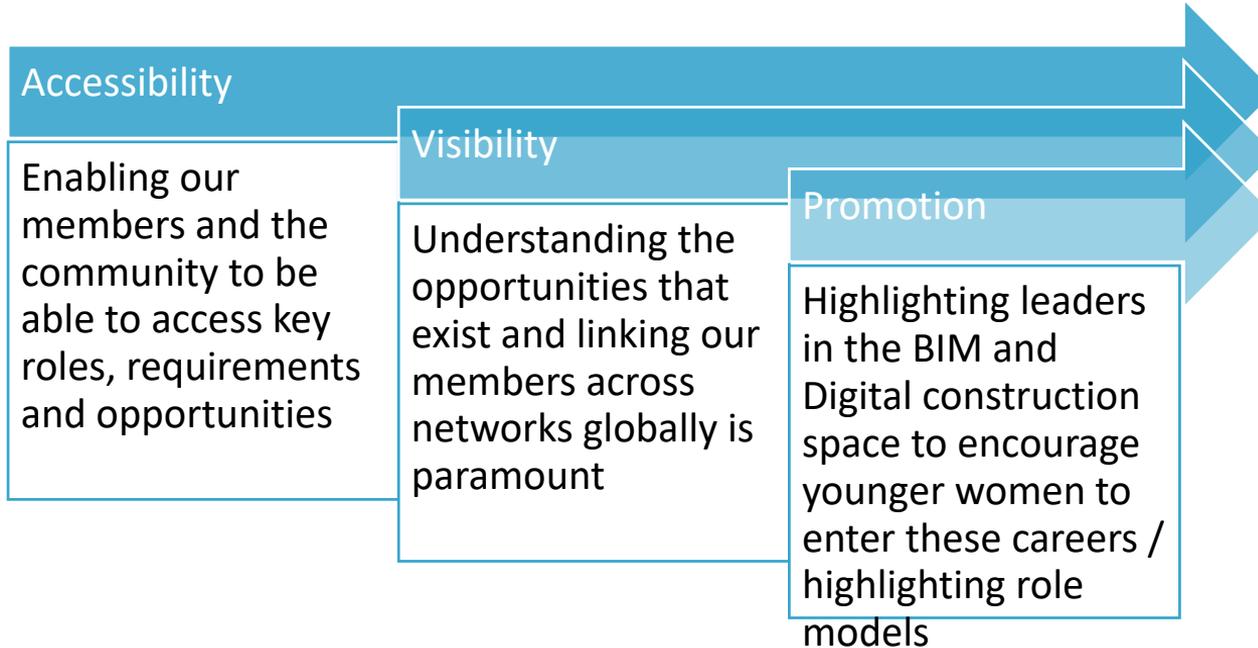
Proportion of seats held by women in (a) national parliaments and (b) local governments

5.5.2

Proportion of women in managerial positions

Relevance to Women in BIM

The United Nations sustainability goals encourage and support the need for gender equality across all sectors – this is a key driver and ambition of WIB to enable more women across leadership to align to our core values and ambitions





How WIB Projects aim to support wider global goals for diversity

A summary of our core projects which aim to support the key ambitions of the wider gender equality challenges across our sector

Women in BIM Portal

Guidance, education and incentives for our members and supporters

Welcome to your WIB resource zone.

My Profile

Your WIB profile, personal details and security settings.

Membership Directory

A full listing of all WIB Members & Regional Leads so search fellow Members, connect and stay in touch.

Education and Training

The 'Get Everything' library gives you all access to a robust and ever-expanding course catalog of industry-relevant skills and software training.

On demand events

Catch up with all our past online events and watch at a time that's best for you.

Reports

Industry reports on BIM procedures, protocols, standards and implementation.

Mentor Scheme

Details of the WIB Mentor Scheme and resources for Mentors and Mentees.

News

Exclusive news for WIB Members only.

Global BIM Documents

Your global resources for all important BIM & Digital documents relevant to your region.

Regional Leads

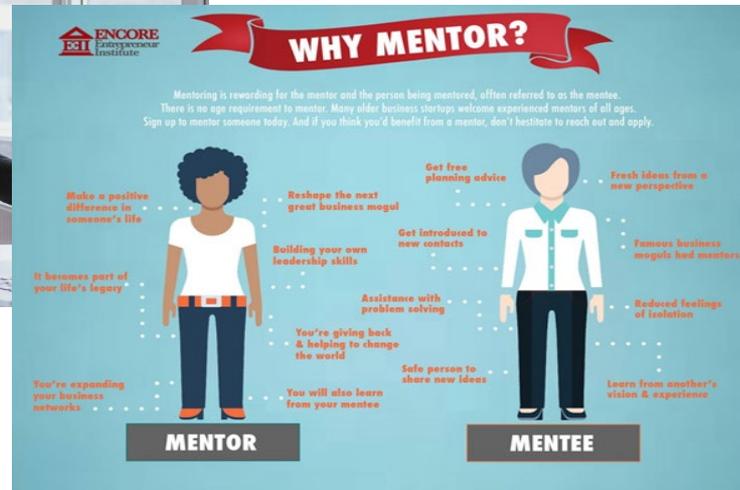
Find your local WIB Regional Lead. We have Regional Leads in over 20 countries around the world.

Our member portal is free and includes both members (women only) and ally's who help us to grow and support the group. We have a good following and constantly grow and our resources help with education and skills around this initiative.

WIB Mentor Scheme

Women in BIM have been running a Mentor scheme for young women and we are about to enter our third year for this scheme.

The aim of this scheme is to provide support, education and insight to young women within the industry looking to move to BIM related roles.



WIB Mentor Scheme Growth 2020-2022

The numbers and requirements continue to grow across our sector and community

170

2022 Mentee Applicants

Large increase of number of Mentees. Showing more women are needing support and mentoring.

2021 Mentee Applicants
85

2020 Mentee Applicants
65

94

2022 Mentor Applicants

Jump in numbers shows the level of support is consistent although we are always looking for more leaders.

2021 Mentor Applicants
51

2020 Mentor Applicants
51

43

Number of countries represented 2022

Large increase of global interest for the WIB Mentor scheme.

2021 Countries
25

2020 Countries
18

97

Mentor & Mentee Matches 2022

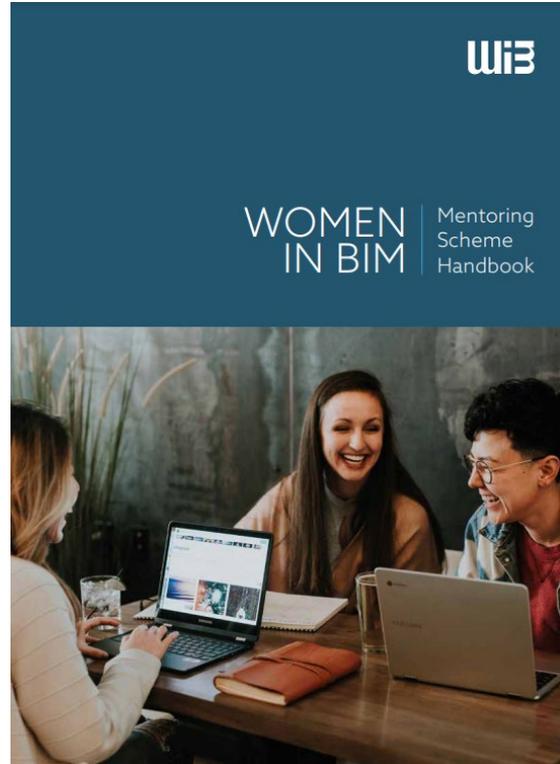
We have tripled the amount of matches this year compared to last year!

2021 Matches
33

2020 Matches
20

Women in BIM Handbook

Helping our supporters with the mentor scheme is of paramount importance to us.



Certain groups are more likely to experience particular barriers/challenges and therefore require specific support.

WHY ARE DIVERSITY AND INCLUSION IMPORTANT?

An individual is most successful at work when they can express their full selves in their professional environment. They are only able to do that, however, if they feel that their whole self is accepted at the workplace. Keeping that in mind, and in parallel with the ever-growing skills shortage, we cannot allow ourselves to miss out on key talent. Therefore, it is crucial to understand the rationale behind equality and diversity issues, not only because these are likely to directly affect any of us at some point in our lives, but also because many of them are issues that limit the talent pool available to us.

The culture that celebrates traditional masculinity alone which exists in the construction industry combined with the gendered nature of tech in our society puts BIM careers at a double jeopardy for women and we need to act now to enable a more equitable culture. Women in BIM mentoring will aid in supporting this change we are so desperately looking to achieve.

We all have personal experiences of our workplace. However, certain groups are more likely to experience particular barriers/challenges and therefore require specific support. Women and people of minority gender working in the construction industry are aware that their profession can demand long hours, high pressure and continuous improvement. They also know that it can reward them with the chance to do extraordinary things that few other careers can provide. Equality is, above all, about understanding specific needs and working towards creating a truly inclusive culture.

Responsibilities

The Mentor

As a mentor, you will be responsible for leading and facilitating the relationship and you are expected to:

- Be supportive of the mentee
- Strive to be a reflective and active listener for the mentee
- Help to identify goals with, and for, the mentee
- Expect and welcome a two-way relationship; emphasise any gains you have experienced from the time spent from the engagement
- Ensure that the confidentiality of the relationship is clear on both sides - provide and facilitate a safe environment
- Maintain a regular relationship via a medium of your choice. WIB recommends one in-depth communication (face to face meeting or video call) per month for the length of six communications
- Focus on the mentee's experience and guide them to find the best solutions for their individual situation - as opposed to giving them direct instructions.

The Mentee

As a mentee, we expect you to have sufficient motivation and to be a proactive participant in the relationship. You should:

- Treat your mentor as you would any other engaged professional and appreciate their time and other commitments
- Be punctual and considerate in organising meetings
- Be open-minded and willing to apply your mentor's suggestions and guidance
- Be mindful of your progress and prioritise issues you want to address
- Aim to keep a record of your meetings. Use the **WIB Mentoring record sheet** accessed by logging in as a Member, and ensure that you complete this sheet within a week of your meeting.

Women in BIM Mentoring recording

We monitor our scheme with constant surveys we share to our mentors and mentees for better improvement

Mentoring Session Record Sheet

The intention of this Mentoring Session Record Sheet is encouraged for use for our Mentees to record their sessions with their Mentors. Women in BIM intends to use this information to observe the relationship development and additionally as basis for further development in the program. The responses will only be reviewed by the core team at Women in BIM and therefore will remain private. We may however use this data for our reporting in future WIB mentor schemes and will not share or use your personal data for this purpose. Thank you!

bedecicoo@gmail.com (not shared) [Switch accounts](#)

Mentee Names:
Your answer

Mentee Email Address
Your answer

Mentor Names:
Your answer

Session Date/Time:
Date
dd/mm/yyyy

Objectives for Mentoring Session:
Your answer

The Women in BIM Mentor Scheme aims to address issues of diversity in the AEC industry and tackle the associated growing skills shortage within the BIM space.

One of our main objective from the onset was to create an opportunity for women in this space to support and encourage each other.

As a group, WIB unites people with a passion for technology and collaboration in architecture, engineering and construction. As a result, the Mentor Scheme was set up as a natural progression of our core values and objectives of diversity and inclusion, and always striving to integrate and nurture the talent and capabilities of women in BIM-related roles.

**MENTOR
HANDBOOK**

RECORD SHEET

Mentor Mentee Matches across the Globe

This scheme is truly an international project with matches made, and relationships formed on a global level



Unmatched Applicant (UMA) Activities 2022.

Group Mentoring Activities in their 3rd year



UMAA 01
2 x BIM Basics



UMAA 02
4 x Career Coaching



UMAA 03
1 x BIM Resources:
Technical



UMAA 04
1 x BIM Resources:
Process & Standards



UMAA 05
1 x Culture

Women in BIM Roles and Responsibilities

This project came together as a result of many conversations across the globe around roles, responsibilities and remuneration in BIM and Digital Construction related roles.

- 1.To establish a taxonomy of role titles and definitions in BIM practitioners across the globe.
- 2.To identify typical responsibilities associated with these roles
- 3.To identify remuneration banding associated with these roles.
- 4.To establish whether BIM practitioners perceive roles, responsibilities, and remuneration to be appropriate.
- 5.To identify any disparities between roles, responsibilities and remuneration depending on specific demographic variables, specifically, but not limited to, geographical location and gender.



Women in BIM ISO 19650 Maturity

Globally there are some challenges in understanding the implementation and methodologies around BIM in alignment with industry standards

ISO 19650-1

Organization and digitization of information about buildings and civil engineering works, including building information modelling (BIM) - information management using building information modelling

Part 1: Concepts and principles



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ISO 19650-2

Organization and digitization of information about buildings and civil engineering works, including building information modelling (BIM) - information management using building information modelling

Part 2: Delivery phase of assets



© ISO, all rights reserved

ISO 19650-3

Organization and digitization of information about buildings and civil engineering works, including building information modelling (BIM) - information management using building information modelling

Part 3: Operational phase of assets



© ISO

ISO 19650-4

Organization and digitization of information about buildings and civil engineering works, including building information modelling (BIM) - information management using building information modelling

Part 4: Information exchange

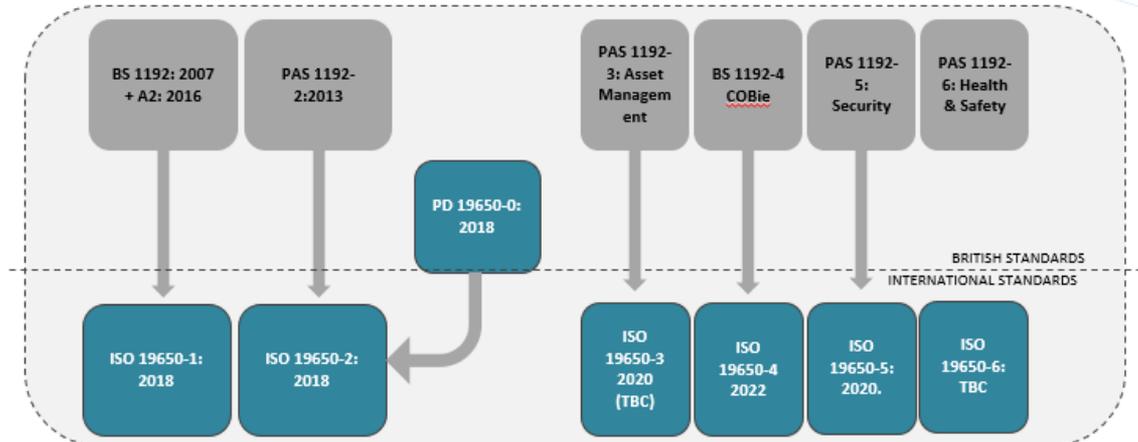
ISO 19650-5

Organization and digitization of information about buildings and civil engineering works, including building information modelling (BIM) - information management using building information modelling

Part 5: Security-minded approach to information management

ISO 19650-6

In Development



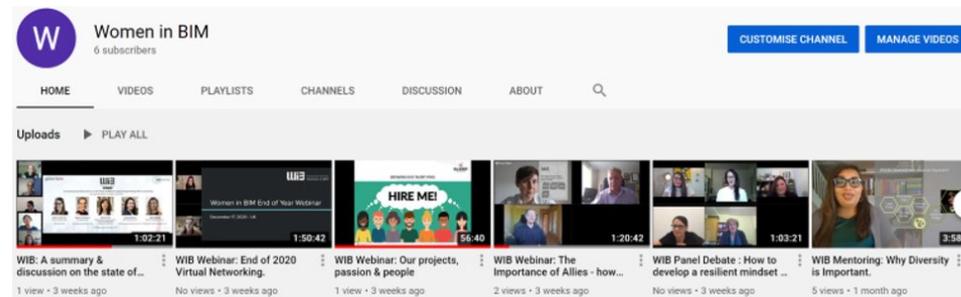
WIB Thought leadership

Our podcasts and webinars provide conversations that only relate to BIM but also to current trends, personal stories, and experience.

*WIB Podcasts –
Website, Spotify,
Apple & Google*

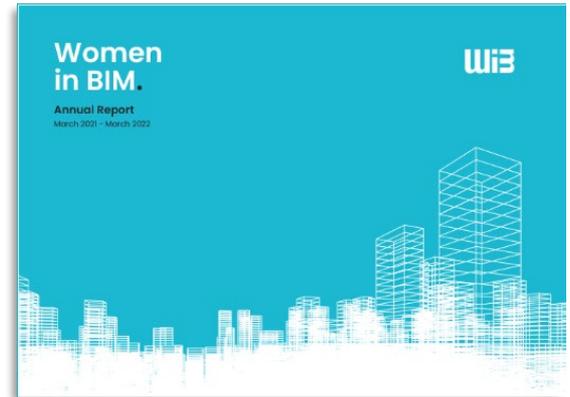


*WIB Webinars –
Website & YouTube
Channel*



WIB Reports.

These key reports focus on our work, but also on the work we do with other groups around education and skills



Global Regional Lead Webinars 2021.

Engaging with the global community is key – and we certainly delivered across the pandemic



Australia

Careers in BIM Series

Episode #1 - May 5 (WA/SA)

Episode #2 - June (NSW)

Episode #3 - July (VIC)

Episode #4 - Sept (QLD)

*Regional Leads Belinda Thompson,
Jenny Tseng, Rachel Strauss & Ligia
Trindade.*



United Kingdom

April 1 - WIB Update: Our Plans for 2021

July 8 – The Realities of the Application of
BIM in the UK

Oct 14 – The Golden Thread and the
Importance of Digital Management of Fire
Safety Information

Dec 2 – End of year UK Event



Spain/Portugal

WIB Spanish Series

June 8 - Adopción de BIM en Chile, Colombia,
Costa Rica y España: BIM across regions

July 13 - Historias de transformación digital /
Digital Transformation Journeys

Aug 17 - Caminos Alternativos / Alternative
paths

Sept 21 - Teamwork / Trabajo en Equipo
More details to come soon.

*Regional Leads Mercedes Carriquiry & Natalia
Diaz*

WIB Portugal - Experiências de adoção BIM
em Portugal Hosted by Cláudia Antunes



Brazil

Women in BIM

Around the World

Smart Cities, CIM e Sustentabilidade

BIM no ensino universitário e pesquisa

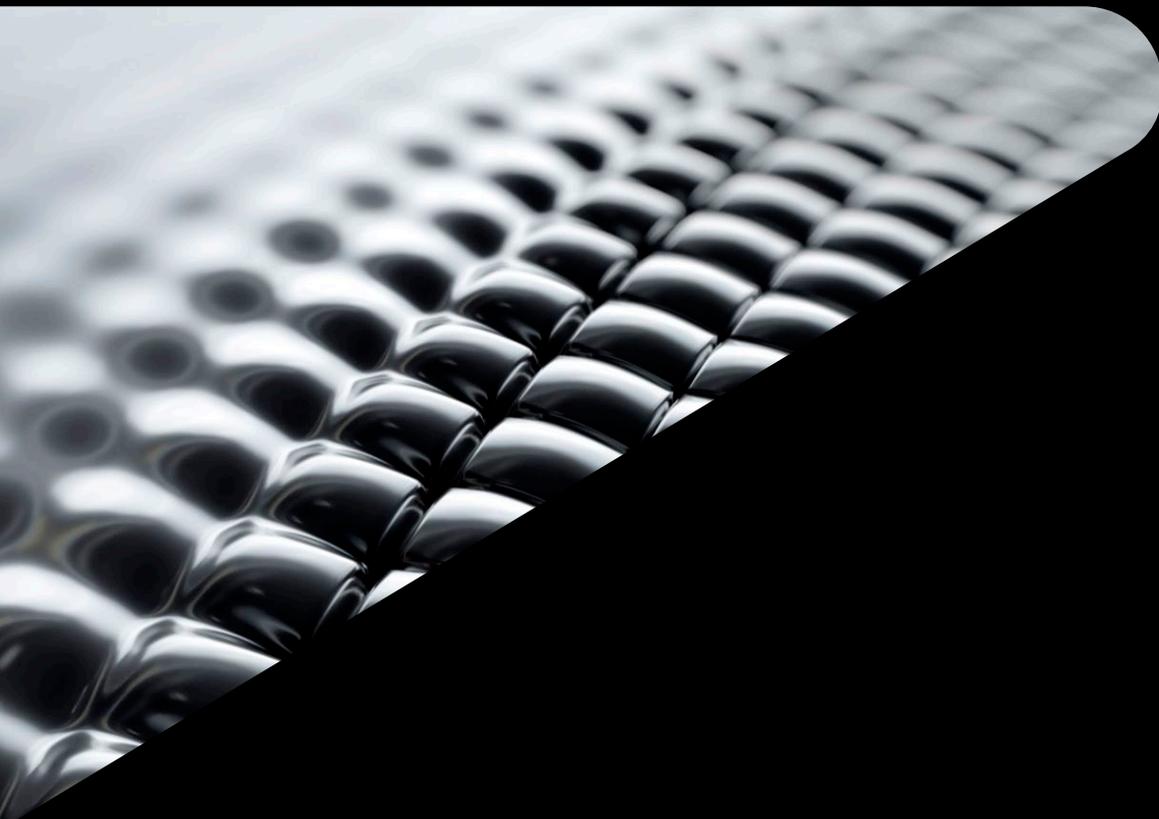
Empreendedorismo e Cases de

Sucesso

WIB Workshop - Live Talk

*Regional Lead Coordinator Michele
Tenedini*

<https://womeninbim.org/events/>

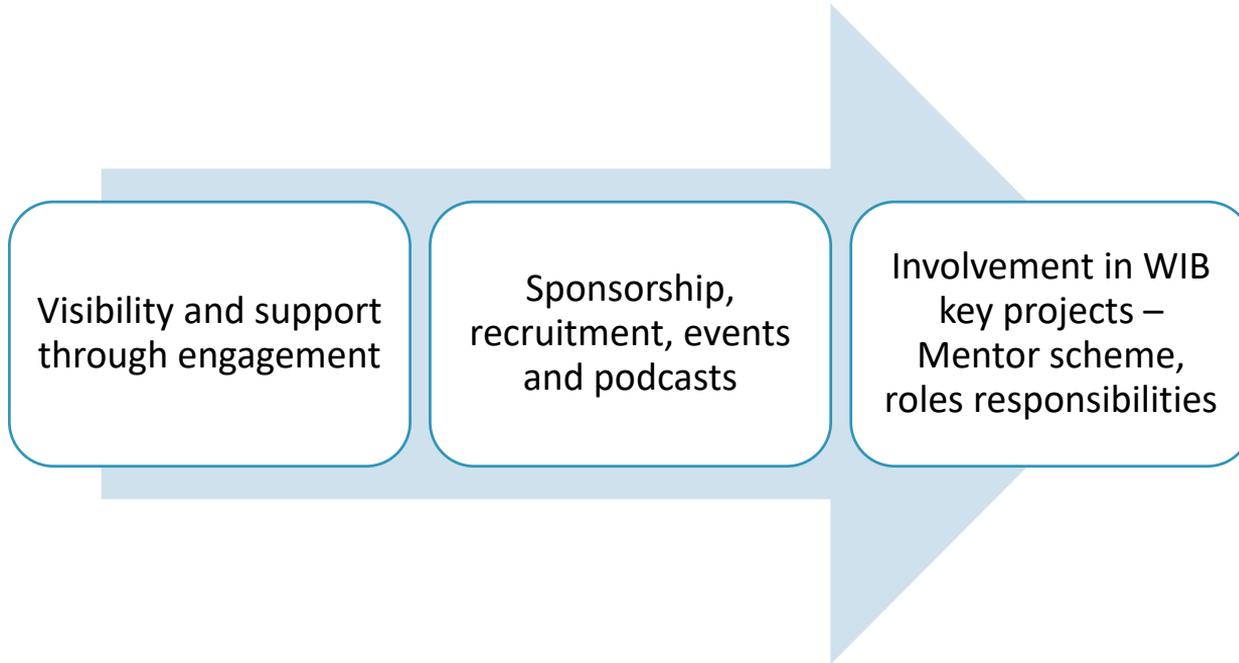


Summary – Women in BIM whats next

How can you help us

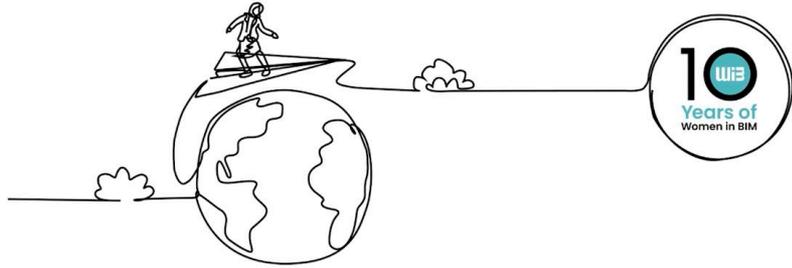
Summary

The importance around growth for Women in BIM as a community and how you can help



10 Years of Women in BIM

2022 marks 10 years of WIB and the work we've been undertaking globally to drive change.



Global Events

We are hosting a series of events across the globe, led by WIB Regional Leads and WIB Partners, in no fewer than six countries.

You will hear incredible stories of achievement about WIB Members, how the global AEC industry has evolved and witness the impact WIB has made in our 10-year history.

— WIB EVENTS

Celebrating 10 years of Women in BIM

Women in BIM (WIB) was set up in 2012 by Rebecca De Cicco. 10 years later, we have grown into a large, globally recognised initiative, with both women and men representing WIB all over the world.

With almost 2,000 Members and 60 regional leads across 50 countries, we have seen enormous growth in activities, reinforcing how important the group is and how essential our people are in driving change for diversity and inclusion across the construction industry.

A decade of growth

WIB continues to grow globally, connecting women in BIM-related roles for support, networking and education. The group has had a considerable influence in empowering our Members to grow professionally and encouraging young women to begin their career in the construction industry.

In particular, our WIB Mentor Scheme has helped many Members excel and enhance their BIM-careers.

— WIB MENTOR SCHEME



Join Us.

<https://womeninbim.org/membership/join/>



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