LETTER FROM THE (PAST) PRESIDENT

Dear Members, Ann Hershfang, former President of the Boston Chapter and a real role model to senior women in transportation, was a luncheon speaker at the National Conference. She talked about how women have made great gains over time, and how progress has been made in spurts, rather than as a steady stream of improvement. Ann stressed that women must not become complacent and accept that things are better. Women are still not being treated equitably, in hiring, promotions, or compensation.

While women make up 52% of the population, it is still staggering to see the low percentage of women within industries such as transportation, and the low representation of women in politics – both locally and nationally. Even today, women are not receiving compensation equal to what is earned by men. In 1970, women were paid $0.59 for every dollar paid to men. This has improved, but a large pay gap still remains. (White women earn $0.74, African American women earn $0.65, and Hispanic women earn $0.55 for every dollar earned by men.) It is clear that, while women have made great progress, women have not yet achieved equity. Until women are equally represented in the political and professional arena, and until women receive equal opportunities and compensation, Ann stated that today’s women need to continue to press on - not just for our success, but for the success of our daughters and granddaughters.

The National Conference also boasted a very thought-provoking workshop on Managing Change in Your Career or Organization, presented by Marla Hacker. Citing her own successes as Plant Manager for one of Proctor and Gamble’s largest plants, and her change in direction to education when she had children, Ms. Hacker explained that a person’s success is reliant almost solely on the decisions one makes for oneself. An individual must set realistic goals, taking into account what they are willing to give up to achieve those goals. Certain achievements are not without cost (for example, less time with your family). Additionally you must be willing to continually reassess your goals and re-evaluate what you need to do to reach these goals.

Some of the major barriers identified by the audience were fear of change, lack of direction, and selection of other priorities.

If you look at today’s women who are at the top of their field, you can clearly identify similarities: They know what they want. They have a plan. They stay focused. They are committed. They are decisive. They continue to read, watch and learn. They are adaptable. They make others listen. They show no fear.

Each one of us is capable of achieving success, but first we must be clear about our goals and assess what we are willing to give up or change in order to achieve these goals. The true measure of our success is not the money we make or the title we hold, but that we have achieved what we have set out to achieve, without sacrificing that which we hold dear.

Kathleen Boyle
Parsons Brinckerhoff Construction Services

WTS 2000

Welcome WTS into a New Millennium! We have worked hard over the past two (2) years to become more visible, offer programs that were both exciting and different, and low and behold, we were a smashing success! Congratulations to all that have helped and that have attended our many functions. Thanks to the cohesiveness of the past board and the committees and co-chairs we were able to succeed with flying colors though 1998 and 1999.

You may recall receiving nomination ballots, however, unless you have had close communication with the nominations committee you probably are not aware of the final results. The nominees for each category (President, Secretary and Treasurer) went uncontested and therefore the nominees have now taken their positions on the board. The new board is as follows: Katie Breen of Greater Waterbury Transit District is the President, Kim Clarke of Rizzo Associates (past secretary 1998/1999) has graciously accepted the nomination to repeat another term as Secretary and Colleen Kissane of the Connecticut Department of Transportation will serve as Treasurer. Now you might be wondering about Vice President. Well that is tricky. Noone has officially accepted the nomination and therefore the position remains open and available to a WTS member. This is a very prestigious and exciting position for someone looking to become more involved. I (Lori Long) Past Vice President am unable to take the position due to time constraints on my own schedule. I have held the position for two (2) years and have really enjoyed working with both WTS
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Connecticut Valley and at the National level. In addition to filling the Vice President board position, we are also actively seeking assistance in many others areas, i.e. Program, membership and newsletter committee members. Even if you are not willing to take on full responsibility of a committee, your input with program planning and newsletter articles would be appreciated. Please contact me at (203) 335-7425 if you are interested in becoming more active in WTS. Thank you in advance for your interest and I look forward to hearing from you.

Lori Long
Frederic R. Harris, Inc.

WTS ATTENDS MEETING WITH US DEPARTMENT OF LABOR TO DISCUSS WOMEN’S ISSUES
In June, WTS President Kathleen Boyle attended a Town Hall Meeting at the U.S. Department of Labor in Hartford, with approximately fifty representatives of local agencies and organizations that are committed to ensuring equal employment opportunities for women, minorities, veterans, the disabled, and the elderly within the State of Connecticut. The meeting focused on equal employment issues and affirmative action programs within the State of Connecticut.

The U.S. Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP) is charged with monitoring, investigation, and enforcement of EEO and Affirmative Action Programs for Contractors to the Federal Government. James Turner, Jr., the Deputy Director of OFCCP in Washington, DC, discussed the mission, scope and commitment to service, current budget, and most recent accomplishments of OFCCP.

Mr. Turner noted that, of the more than 200,000 Federal Contractors, OFCCP conducts audits on 3%-4% per year. OFCCP does not investigate individual claims of discrimination, but investigates systemic non-compliance / discrimination problems. OFCCP also provides technical assistance and works to resolve non-compliance problems through conciliation agreements.

Mr. Turner stressed the need for building and maintaining a strong partnership between the federal government (including the U.S. Department of Labor), and local agencies, companies, and organizations. As OFCCP has a limited scope and budget, OFCCP relies heavily upon others to bring problems to their attention, as well as to provide recommendations for improvement.

Mr. Turner’s associate, Mr. Joseph Kennedy, discussed and entertained questions regarding the difference between EEO and Affirmative Action.

Ms. Jackie Cook, the Regional Administrator of the U.S. Department of Labor’s Women’s Bureau also spoke. The Women’s Bureau is a sister agency to OFCCP that was created to promote the interests of working women, including equal pay issues. The Women’s Bureau also works closely with the Permanent Commission on the Status of Women.

Kathleen discussed how WTS can assist OFCCP as a resource to aid Federal Contractors in their hiring outreach efforts, and discussed how WTS and PCSW can work together to have a greater impact on the success of women in Connecticut. WTS’s new Executive Board is continuing to work on strengthening these important partnerships.

WTS Newsletter
MAMMOGRAMS
SAVE LIVES
As you are all aware, breast cancer is a major health concern of women. Early detection is the key to successful treatment and survival. Please, contact your physician and schedule your mammogram today — and remind your friends!

Please contact the Y-ME National Breast Cancer Hotline (24 hrs/day, 7 days/wk) at 1-800-221-2141 (English) or 1-800-986-9595 (Spanish) or on the Web at: www.y-me.org for more information about breast cancer. Y-ME can also provide you with a support network should you have concerns about or find that you have breast cancer.

MEMBERSHIP MOMENTUM
WTS is very committed to significantly increasing WTS membership nationally. In order to meet that goal, WTS is strengthening its National Speaker’s Bureau, which provides a list of nationally known quality speakers for programs and events. Margaret O’Meara, Director of the Massachusetts Highway Department and Claire Barrett, of Claire Barrett & Associates serves as the WTS National Membership Co-Chairs. These two very savvy, energetic women have been instrumental in making WTS Boston the transportation organization in which to belong. (The Boston Chapter has over 600 members, is very active in Massachusetts the transportation community, regularly participates in legislative discussion on transportation issues, and has been very successful at promoting women within the industry.)

The National Board and Chapter Presidents have each been asked to
do their part in building membership, through increased visibility and more active outreach within the transportation community. In turn, we ask that each member reach out to their colleagues and introduce them to WTS and its benefits – by spreading the word about WTS and its programs, by bringing your colleagues along when you attend programs, and by being a positive role model for other women in transportation.

If every member were able to bring in one new member – our membership would double. Remember, we all benefit from a larger, more vital chapter!!

ON WOMEN & POLITICS
Illinois Lieutenant Governor Corinne沃'v'”'s was the featured luncheon speaker at the 1999 WTS National Conference. She stressed the need for women to encourage each other, and the need for women to have a political voice. While women represent 52% of the U.S. population, only 20% of elected officials nationwide are women. Studies show women legislators have been particularly influential in making issues such as healthcare and education a priority. Women in political office are also the leading voices for a more accountable, responsible government. With this in mind, we are highlighting what WTS and other organizations are doing to encourage and promote women.

WTS APPOINTMENTS COMMITTEE
WTS makes a concentrated effort in procuring high-level appointments for women in the industry. The WTS National Appointment Committee is focusing on two primary objectives – establishing an information database, refining its appointments strategy, and working to get appointments for WTS members to transportation-related agencies and boards. The committee is concentrating its efforts in three areas: Procuring appointments to the Boards of Corporations; Identifying and filling vacancies to appointed positions in federal government or quasi-government transportation boards and agencies, and identifying WTS candidates for federal appointments prior to the 2000 national elections; And, advancing the appointment of women to state transportation boards and commissions. WTS is also reaching out to other agencies to create partnerships to advance women to appointed positions locally and at the state level. If you are interested in learning more about Appointment Opportunities, please contact Lori Long at (203) 335-7425, and she can provide you with the appropriate contact.

THE WHITE HOUSE PROJECT
(www.thewhitehouseproject.org) The White House Project is a non-profit, non-partisan public awareness effort dedicated to changing American politics over the next decade. This organization is working to change our political climate so that qualified women from all walks of life can launch successfully campaigns for the U.S. presidency and other key positions. The project is committed to raising awareness of women’s leadership in American politics and mobilizing women of all ages to participate in civic life. The White House Project encourages women to use their voices to change history, and looking forward to the day when women are fully represented as leaders of our nation, and when our country celebrates its first woman president.

More information on the White House Project is available on the Web or via: The White House Project, P.O. Box 362984, Des Moines, IA 50380-2984.

PERMANENT COMMISSION ON THE STATUS OF WOMEN
18-20 Trinity Street Hartford, CT 06106 (860) 240-8300 pcsw@po.state.ct.us
The Connecticut Permanent Commission on the Status of Women is an agency mandated by the Connecticut Statutes to work toward the elimination of sex discrimination and to help improve the status of women in Connecticut. Among the many responsibilities mandated PCSW works to promote consideration of qualified women for all levels of government positions.

PCSW has a Talent Bank, which is a file of resumes of women interested in appointment to state boards, councils, commissions, or task forces. As vacancies arise, PCSW makes recommendations for the appointment of women to these vacancies. If you are interested in having your resume posted in the Talent Bank, contact Barbara Potopowicz, PCSW Public Information Officer.

PCSW is continuously accepting nominations for the six Congressional District Advisory Councils (CDAC) in each of the state’s congressional districts. CDAC gathers local leaders and experts to help the PCSW become
more aware of the issues affecting the status of women throughout the state. Each council meets twice a year. If you have an interest in participating on a CDAC for your congressional district, contact Susan Hoover, PCSW Special Projects Director. Appointments are made every other year, or as vacancies occur.

**CHAPTER PRESENTS ANNUAL AWARDS**

Maureen Shea (Connecticut D.O.T.) Named WTS Member of the Year

To be considered for WTS Member of the Year, one must be a member of WTS Connecticut Valley who show extraordinary commitment to the goals and growth of WTS.

WTS was pleased to recognize Maureen Shea as our 1998 Member of the Year. Maureen works for the Connecticut D.O.T.'s Bureau of Public Transportation. In her job, Maureen serves as a liaison between ConnDOT and the public transportation community. She also serves as a spokesperson / liaison for WTS within the community.

Maureen has made a long-term commitment to WTS Connecticut Valley, as an active member, on committees, and as a member of the Executive Board. The Executive Board has relied heavily on Maureen for her experience and her willingness to help. In 1998, Maureen took over the arduous task of Newsletter Chair, as well as being very involved in the development and presentation of programs, including two programs on the implementation of High-Speed Rail. We are fortunate to have such a dedicated, hard working member in our midst. Congratulations Maureen and thanks for all your hard work!

**WTS Employer of the Year**

**PARSONS BRINCKERHOFF**

Each year, WTS recognizes an organization who exemplifies excellence in transportation services, has an outstanding record of affirmative action, supports continuing education and professional development of all its employees, encourages women students to enter the transportation field, and provides support to WTS, either locally or nationally.

WTS was pleased to recognize Parsons Brinckerhoff as our 1998 Employer of the Year. Parsons Brinckerhoff is an international engineering consulting firm. PB is committed to excellence and quality, and as a result of this commitment, became the first corporation of its type to receive ISO 9001 certification. And when Engineering News Record (ENR) names the top Engineering firms each year, PB is always at the top of the list!

PB actively pursues a diverse workforce, through its hiring practices, outreach to minorities and women, and its efforts to promote the success of all of its employees. PB has established two internal task forces to address the special employment issues of women and minorities. The task forces review and make recommendations to upper management regarding PB benefits, policies, and procedures, and how PB's operations effect all of its employees. These groups also address PB's approach to hiring a diverse workforce, providing mentoring for these target groups, and encouraging PB's continued effort to promote all employees to the highest level of the organization.

**Past Programs – 1998**

January – The Future of Alternate Fuel Vehicles

Presented by DOT & Rideshare.

February – Amtrak Presentation on the Implementation of High-Speed Rail in CT.

March – Presentation and Tour of ConnDOT's Incident Management(Operations) Center.

April – Annual Luncheon featuring a presentation on Design/Build by Deleuw, Cather.
June – Follow-Up Presentation on High-Speed rail by CDOT & Metro-North.
July – Tour and Presentation on the Bridgeport I-95 "Orange" Contract by Frederic R. Harris.
August – Annual River Cruise along the Connecticut River.
October – Professional Development Workshop and Mentoring by Parsons Brinkerhoff.
November – Gloria Jeff Presentation on TEA 21 and the future of transportation in the US.
December – Annual Holiday Social.

Past Programs 1999
February – Parking in Hartford, presented by a local developer.
March – Welfare to Work presented by Connecticut Transit and Connecticut DOT.
April – Annual Luncheon held at the Foxwoods Resort & Casino, a Tribal Planner from the Mashantucket Pequot Indians presented on many intermodal challenges faced due to the adoption of the resort & casino.
May – National Conference in Chicago Illinois.
June - luncheon at the Connecticut Department of Transportation membership drive.
July - Stress Management Seminar by Harriet Cianci of Tunxis Community College.
August – Annual River Cruise along the Connecticut River.
September – Tour the Central Artery sponsored by Parsons Brinkerhoff, Balfour Beatty Construction and Double "A" Transportation.
December – Annual Holiday Social, donations to The Interval House.

UPCOMING AGENDA 2000
Mark your calendars for an exciting year of programs. Please note, over the past two years we have tried to have one program per month. The new board has decided to have one program every two months. Hope to see you all soon.

February 23, 2000 (Wednesday)
WTS will be joining CSCE (Connecticut Society of Civil Engineers) for an afternoon/evening Joint Meeting. Enclosed in this newsletter are the details and a registration form.

April 2000, WTS Annual Luncheon, Presentation by DOT on the Q-Bridge Design Phase and surrounding area improvements. Details to follow.

April 8, 2000, PCSW will be holding their Women in Trades and Nontraditional Occupations Conference. Details of this exciting day are included with this newsletter.

Comments / Articles / or other help with the WTS NEWSLETTER Would be greatly appreciated. Please call: Lori Long (203) 335-7425