

## **WTS Diversity and Inclusion Committee Charter**

### **Purpose:**

The purpose of the WTS Diversity Committee is to define the diversity and inclusion strategic objectives for the WTS organization and its chapters. WTS defines diversity as the inclusion of differences and similarities from all categories of membership including ethnicity, age, gender, gender identity, sexual orientation, disability, geography and profession.

### **Primary responsibilities of the Diversity and Inclusion Committee:**

- Establish, review and update the Diversity and Inclusion Policy for approval by the board
- Provide a forum for measuring the effectiveness of WTS diversity and inclusion initiatives
- Monitor and evaluate the WTS programs and activities to ensure that diversity policies, procedures and practices are supported and implemented throughout the organization
- Assess organizational needs for the development of various outreach and education programs that target the membership, potential members and sponsors
- Provide recommendations to the WTS Board of Directors on diversity concerns or issues raised within WTS or the transportation industry.
- Monitor the implementation of and progress on the WTS Diversity Policy and Strategic Plan
- As needed, work collaboratively with standing WTS Board Committees to promote and encourage diversity and inclusion
- Create a roadmap within the organization for chapters and other professional organizations to emulate as a best practice for diversity and inclusion with the industry

### **Committee Goals and Objectives:**

- Develop a WTS Diversity and Inclusion Plan and related policies and procedures
- Promote diversity and inclusion as a core value of WTS and that exist industry wide.
- Identify strategies to attract, recruit and retain a diverse membership at the local and board leadership levels
- Evaluate future workforce trends and assess gaps in the needs of the membership and the transportation industry
- Develop and recommend communications strategies and public relations messages that target the membership
- Incorporate diversity and inclusion topics and challenges into annual and regional conference sessions, leadership trainings and forums and local chapter events and initiatives.
- Encourage young women and professionals of diverse backgrounds and capabilities to pursue careers in transportation
- Develop metrics for monitoring diversity and inclusion advancements and participation of women and minorities.
- Collaborate with industry partner organizations and their diversity and inclusion programs, such as the Conference of Minority Transportation Officials (COMTO), Department of Transportation (DOT), Transit Research Board (TRB), American Public Transportation Association (APTA), Airport Minority Advisory Council (AMAC) and the American Association of Airport Executives (AAAE).

**Committee Organization and Reporting Structure:**

- Committee Reports to the Board of Directors
- Committee makes recommendation to the full Board for the Board's review and approval
- Committee is led by a Committee Chair who is also a member of the Board
- Membership of the Committee is reviewed on an annual basis

**Membership:**

Members of the committee are appointed by the WTS Inc. Chair with the approval of the Board of Directors. The committee membership will consist of members of the WTS Inc. and WTS Foundation Board of Directors, Chapter leadership and Members.