

Moore's Respect for Diversity Leads to Equity in Engineering



Gary Lee Moore, PE, WTS-LA Director at Large and 2019 WTS-LA Honorable Ray LaHood Award recipient (LABOE), 2019

Each year, the Honorable Ray LaHood Award recognizes a man who leads by example, “seeks out opportunities to advance and advocate for women in his own organization, and actively ensures that women are able to compete for key positions of authority within that organization.” That man must directly contribute to the advancement of women and minorities through programs or opportunities in transportation. And he must have made a considerable contribution to the transportation industry. This year, WTS-LA recognizes someone who’s been doing that for his entire career. His name is Gary Lee Moore.

Leading the City of Los Angeles Bureau of Engineering (Engineering) for the past 16 years as City Engineer and General Manager, Gary transformed it into one of the most diverse departments in the nation. With more than 950 professionals, Engineering sets the standard for the recruitment, retention, and professional development of women and minority employees. This is due to Gary’s personal and professional commitment to diversity.

He instituted a comprehensive Gender Equity Program that rapidly increased the number of women working in the department’s transportation-related projects. Today, the program serves as a model for other agencies. He continually and meaningfully advocates on behalf of female managers, supporting their efforts to lead programs and high-profile projects. This is particularly true in Engineering’s transportation-focused divisions, where women manage the majority of key programs. Gary also ensures that employees have the resources and opportunity to excel. This in turn provides role models for younger women in the department.

In addition, Gary has implemented signature advancement programs for women, such as the Engineering’s mentorship program and an awards program to help employees gain recognition for their work. On a numbers level, his work is equally impressive. In the past five years, Engineering has hired 383 fulltime employees and 154 of them – more than 40 percent -- have been women. In addition, 132 employees work directly on Engineering transportation projects and 41 percent of them are women. There are also 82 women that provide support to the key transportation divisions. Finally, he also chose a woman to serve as the first female Chief Deputy City Engineer soon after he became City Engineer.

Gary’s support of WTS-LA and professional associations is also exemplary. He encourages all employees to join associations and advance their education. With WTS-LA, he’s served on the board for the past 14 years, providing invaluable expertise and leadership. In 2018, Engineering was named WTS-LA Employer of the Year, one of Gary’s proudest accomplishments.

For these reasons and many more, WTS-LA proudly names Gary Lee Moore as the 2019 WTS-LA Honorable Ray LaHood Award winner.