



# Portland Chapter Annual Report 2019

## 2019 Chapter Board

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**Vancouver Satellite**  
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Irina Leschuk

**Salem Satellite**  
Kristie Gladhill

Women's Transportation Seminar (WTS)  
is dedicated to excellence in  
transportation though advancing the  
voice and professional development of  
women in the transportation industry.

The Portland, Oregon chapter of WTS was  
established in 1985. We are pleased to  
present our 2019 Annual Report, which  
highlights the accomplishments  
of our chapter.

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# About WTS

## WTS Advances Women in the Transportation Field

WTS provides access to transportation professionals and top-level decision makers in the public, private, and non-profit sectors.

WTS helps enhance careers through professional development, networking, and mentoring.

WTS supports future transportation professionals and leaders through generous annual scholarships and access to national scholarship awards.

WTS fosters professional development through a variety of training programs, stimulating lunch programs, and other events.

WTS fosters leadership through opportunities to participate on boards, committees, and leadership training programs.

WTS develops the interest of young women and girls in the field of transportation by exposing middle school and high school students to the breadth of opportunities in the field.

## WTS is the Premier Transportation Organization and Forum in the Portland Region and State of Oregon

WTS Portland has been providing Portland members with great technical programs, career support, and networking opportunities since 1985. We have been growing steadily and adding programs ever since. Some highlights:

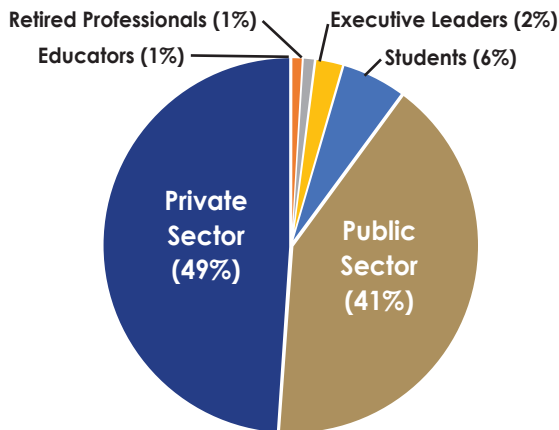
- Since 1986 our membership has grown from 30 members to nearly 290 members in 2019.
- We gave our first scholarship of \$500 in 1988. In 2019, we awarded more than \$22,000 in scholarships to well deserving students.
- We continued our leadership program and expanded our mentoring program for professionals.





# Membership

The Portland WTS Chapter ended 2019 with 290 members.



## Membership Celebration

WTS Portland's annual Membership Celebration was held at the Portland City Grill on Thursday, February 28, 2019. The event was a celebration of chapter accomplishments and a thank-you party for our volunteers from 2018. At the event, members enjoyed food and beverages, and a drawing for a gift basket.

## New Efforts

To continue encouraging new members to volunteer with WTS, the initial welcome email now includes information on volunteer opportunities. We also developed a template email response for members who are interested in volunteering.

We had a Drive to 300 campaign where we asked members to help us reach our goal of 300 members. The person to recruit the most members won an Airbnb gift card and the second-place winner won a "staycation" at the Embassy Suites in downtown Portland.

## Honorary Members

**Jessica Vega Pederson**, Multnomah County Commissioner, also serves on the board of Portland State University's Center for Women's Leadership and is active with her neighborhood association.

**Christine Lewis** is a new Metro Councilor representing District 2 (Clackamas County). She is a longtime supporter of labor rights and women in leadership. Christine ran the historic 2016 housing bond measure campaign, successfully securing \$258.4 million in dedicated funding for affordable housing in the City of Portland.

## Thank You to the Event Volunteers

Carolyn Mariano  
Chengxin Dai  
Shilpa Mallem

A big thank you to membership volunteer Lauren Wilbur for helping with email reminders!



Shilpa Mallem, Camille Alexander, Kristie Gladhill



??, ??, ??, Lidwien Rahman



Sumi Malik, ??, Diana Walker



DeeAnn Sandberg, Kerry Ayres-Palanuk, Sheila Muckridge



## Special Events – Year in Review

### February

#### Reception for Carley Francis

WTS Vancouver Events hosted a reception to welcome Carley Francis into her new position as the Southwest Regional Administrator for the Washington Department of Transportation (WSDOT) regional headquarters in Vancouver, Washington. There was a great turnout of 30+ WTS members and other transportation professionals from Portland to Olympia and everywhere in between! Carley shared some of her thoughts on her new role and thanked WTS for their support. She talked about the status of the Columbia River Crossing project (we could see the Interstate Bridge from the restaurant windows!) and plans for the project in the future.

### April

#### Members Only Event on the T2020 Transportation Ballot Measure

WTS held a Members Only Breakfast Event with T2020 Transportation Task Force Chairs Jessica Vega Pederson and Pam Treece. Over 20 WTS Members attended the event, generously hosted at the TriMet offices. Multnomah County Commissioner Jessica Vega Pederson (also a WTS Honorary Member in 2019) kicked off the program and discussed the role of the new Task Force in prioritizing projects and priorities for Metro's 2020 Transportation Investment Measure. Washington County Commissioner and Westside Economic Alliance Executive Director Pam Treece spoke about their work to identify regional priorities and build consensus among very diverse interests. Members had the opportunity to ask questions and provide feedback and offer suggestions for the process moving forward.

### May

#### Spring Gala

WTS Portland hosted the 2019 Spring Awards Dinner at the Melody Ballroom. Approximately 220 members, guests, and award recipients attended and enjoyed the dinner and cocktail hour. Attendees heard from awards recipients and WTS board members during the Awards Program. A donation thermometer showing mobile payments was used as part of the fundraising appeal for the WTS scholarship fund and it was a smashing success, raising a total of \$3,200.

### 2019 Award Winners

The 2019 Awards were presented to the following winners:

Woman of the Year: **Mandy Putney**

Member of the Year: **Brittany Cowgill**

Ray LaHood: **John Willis**

Employer of the Year: **Alta Planning and Design**

Rosa Parks Diversity Leadership: **Irene Marion**

New Voice Award: **Wendy Serrano**

President's Award: **Tara Sulzen O'Brien**

***Congratulations to all our 2019 distinguished awards winners!***

We would like to thank Shelli Romero, Hau Hagedorn, Heather Wills, and Sara Schooley for reviewing awards nominations and making recommendations to the WTS Portland Board.

### 2018 Scholarship Winners

Helene M. Overly Scholarship: **Briana Orr, Johna Winters**

Legacy Leadership Scholarship: **Huijun Tan**

Gail Achterman Leadership Scholarship: **Catherine (Corrie) Parrish**

Sharon D. Banks Undergraduate Scholarship: **Lynn Tran**

***Congratulations to all our 2019 scholarship winners!***

### Vancouver Networking Lunch

The spring networking lunch in Vancouver had an incredible turnout of 27 people. In fact, we had to make a last-minute change of venue to accommodate us all. It was a great opportunity to meet and network with other transportation professionals in SW Washington as well as interested members who braved the drive up from the Portland area.

## July

### Happy Hour for Lidwien Rahman

WTS hosted an honorary happy hour to celebrate the career and achievements of Lidwien Rahman, who recently retired from ODOT as a Principal Planner. Lidwien has been a strong supporter and true friend of WTS and has made significant contributions to the transportation planning community. Happy hour attendees at Migration Brewing spoke about Lidwien's many positive and lasting impacts she has had on their lives and careers and wished her well in her retirement.

## September

### Happy Hour with Portland City Commissioner Chloe Eudaly and PBOT Director Chris Warner

WTS hosted an informal happy hour at Ex Novo Brewing with 50 attendees to welcome and celebrate the Portland Bureau of Transportation's (PBOT) new Director Chris Warner and Transportation Commissioner Chloe Eudaly. The Transportation Director and Commissioner spoke about PBOT's new strategic plan and transportation investment priorities. Attendees enjoyed the opportunity to talk with the PBOT Director and Commissioner about WTS and ask questions about the new direction of PBOT.

## October

### Ridgefield Wildlife Refuge Access Improvement Project Site Visit

Western Federal Lands Division (WFL) of the Federal Highway Administration (FHWA), provided a presentation and site tour of the Ridgefield Wildlife Refuge Access Improvement Project to 12 WTS members and transportation professionals who attended the lunchtime talk at the WSDOT SW Region Headquarters in Vancouver, Washington. The presentation was followed by a site visit to the active construction project and a guided tour of the site provided by the Construction Project Engineers Carolyn Sourek and Nicole Bigoni, and Project Inspector Leah Wilmot.

### Katy Coba speaking on leadership at the Oregon State Library

WTS Salem Events held a brown bag lunch event with Katy Coba, Director of the Oregon Department of Administrative Services (DAS), speaking on leadership: how she developed her leadership style, what she looks for in leadership, and what women can do to further their careers. With more than 60 attendees, this was a great kick-off to getting Salem events going again.

## November

### WTS Happy Hour in Salem

WTS Salem held a Happy hour event at the Victory Club. There were snacks and a get acquainted bingo to help the 23 attendees introduce themselves to each other. Jerri Bohard and Travis Brouwer and others from ODOT were in attendance, as well as folks from FHWA, Cherriots, SRTS, WSP, and others. We plan to continue having these networking events in 2020.

## December

### Winter Scholarship Gala

WTS Portland's 2018 Winter Gala was held at the Hilton in downtown Portland. Over 230 people attended the event, and members and honored guests enjoyed a fantastic evening of food, drinks, and networking. This WTS annual event presents and celebrates the scholarship awards to a most deserving group of students. Please see the scholarship section of the Annual Report for more information about our 2019 scholarship winners. In addition to the scholarship winners, PedPDX, the City of Portland's Pedestrian Plan developed with assistance Alta Planning and Design, received the annual WTS Innovative Transportation Solution Award. During the Gala, WTS raised more than \$2,600 for the Gail Achterman Leadership Scholarship and other future scholarships awards.

### Vancouver Networking Happy Hour

The final 2019 Vancouver event was a great success! We had 12 WTS members from private companies and public agencies attend the happy hour and two potential future members joined us for the evening. It was a great opportunity to meet and network other transportation professionals working in SW Washington. We discussed opportunities for events and gatherings for 2020 and agreed to hold a networking lunch early in 2020 to further plan exciting events for the coming year.



The Vancouver networking luncheon in May



WTS members Janis McDonald, Steph Routh, Kari Schlosshauer with guest speaker Washington County Commissioner and T2020 Task Force Co-Chair Pam Treece



WTS President Sumi Malik and Board Member Mandy Putney at T2020 Task Force briefing breakfast



WTS Event Co-Chairs Tara O'Brien and Dee Hidalgo with Lidwien Rahman at a happy hour to celebrate her career achievements and retirement



Thuy Tu, ??, Libby Winter



Michelle Marx, Lidwien Rahman, XX, XX, and Francesca Patricolo accept the Innovative Solution Award at the Winter Gala



Katie Mangle accepts the Employer of the Year award for Alta Planning and Design



Helene M. Overly Graduate Scholarship winner Johna Winters



Helene M. Overly Graduate Scholarship winner Briana Orr



Sharon D. Banks Undergraduate Scholarship winner Lynn Tran



President's Legacy Leadership Scholarship winner Huijun Tan



## Monthly Luncheons – Year in Review

In 2019, the WTS Portland Chapter held six monthly luncheons, three in the spring and three in the fall. The monthly luncheons program provided our members and interested guests with information on a diversity of topics and with the opportunity to hear from leaders working in regional and statewide transportation. The program attracted a total of approximately 394 attendees, for an average of 66 people at each luncheon.

### Program Highlights from 2019

#### March

We started the spring luncheons with Momoko Saunders, the General Manager of BIKETOWN, who presented on Portland's bike share systems. She discussed the major hurdles of keeping the system functioning, tips & tricks for the best operations, and how bike share co-exists with the ever-crowded micro-mobility industry. Approximately 56 people attended the luncheon.

#### March Special

Our second spring luncheon was moved from April to a Friday in late March to coordinate with the schedule of our speaker, Peter DeFazio, US Congressman and Chairman of the House Transportation & Infrastructure Committee. He gave an update on the House Transportation and Infrastructure Committee, discussed his agenda for the 116th Congress, and answered questions about federal transportation funding and initiatives from the attendees. This luncheon drew 90 people.



WTS President Sumi Malik speaking with xx.

#### May

Our final spring luncheon welcomed Doug Kelsey, General Manager for TriMet, to discuss the future of TriMet under his leadership. This luncheon had approximately 89 attendees.

#### September

Our fall luncheon series began with a panel discussion on successful contracting, supplier diversity, DBEs and beyond and how they promote economic justice and community benefit. Panelists spoke about how transportation projects can bring large amounts of funding into an area, increase community wealth, and create opportunities in areas where disinvestment, exclusion, and poor policies have resulted in negative outcomes for people and their neighborhoods. Panel members included Cary Watters, Contract Equity Coordinator, PBOT, and Stephen Green, Founder of PitchBlack pitch competition, now in its third year and seventh iteration, giving Black and/or Latinx startup entrepreneurs a platform to connect with the larger startup ecosystem, while also awarding them with cash prizes. The September luncheon had 60 attendees.

#### October

Our second fall luncheon featured another panel with Ingrid Fish from the Portland Bureau of Planning and Sustainability (BPS), Cady Lister (BPS), and Emma Sagor (PBOT) speaking about clean energy and the connections to transportation, housing, and more and what our roles are in implementing climate action. They talked about the Portland Clean Energy Fund, why clean energy matters, and why it needs to be a top priority. October's luncheon had approximately 48 attendees.



Our great volunteers, Kyra Haggart and Jennifer Rabby, warmly greet out luncheon attendees.

## November

Our November luncheon was the final luncheon of 2019 and featured Raahi Reddy (Metro), Isabela Villarreal, Youth Leadership Coordinator (Next Up) and Board Member (Participatory Budgeting Oregon), and Nicole Johnson (1000 Friends of Oregon) in a panel on Advancing Racial Equity: Directions in Leadership, Workforce Development, and Community-Centered Initiatives. They discussed the Construction Career Pathways Project, transformative policies, advisory bodies, and more effective structures for community involvement. November's luncheon had 51 people attending.

## 2019 Luncheons Committee Volunteers

WTS luncheons could not run smoothly without the amazing volunteers who come back time and again to help out. These volunteers primarily work at the check-in table at the luncheons, verifying the registration status of attendees, handing out meal slips, and helping to direct luncheon guests around the venue. Our volunteers are the first people guests see when they arrive at the luncheon. The 2019 Luncheons Committee volunteers were Kyra Haggart, Jennifer Rabby, Shayna Rehberg, and Dana Schuff. Thank you to our 2019 luncheons volunteers!



Luncheon Co-Chairs Maria Sipin (second from left) and Christy Zellmer (far right) with XX, XX, and XX.



Congressman Peter DeFazio with Sumi Malik and Maria Sipin.



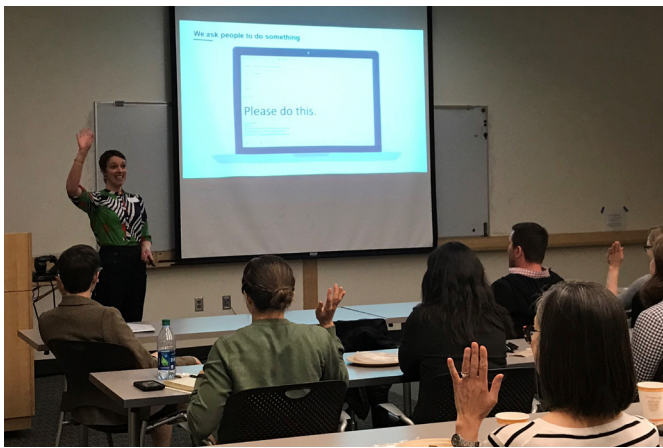
Sumi Malik and DeeAnn Sandberg speaking with XX.



# Professional Development

## Overview

The WTS Portland Chapter's commitment to professional development is a key part of achieving WTS International's mission to advance women in the transportation industry. In 2019, attendees participated in presentations that provided opportunities for members to network, build expertise in their fields, and expand their breadth of transportation knowledge. Events included the opportunity to earn AICP and P.E. continuing education credits. Approximately 86 people attended the following five events.



## Owning Your Own Career

Michelle Rios is owner and principal of the leader coaching and team training consultancy THRIVE! Im+Powered Leader, LLC. She is passionate about helping leaders, executives, and organizational teams reach their potential, and has worked with leaders at all levels of local and regional public, private, and non-profit organizations. She specializes in leader development, executive coaching, and facilitating team cohesion through communication because these skills have the most impact on leader and organizational effectiveness. Michelle led this workshop to help WTS members and guests plan the next steps of their career. She delivered this workshop to WTS members to help them define their aspirational career goals and identify strategies to reach them. The focus was building on strengths and values to direct one's next professional steps.

Approximately 18 people attended this event held on Feb 21, 2019 in Portland State University's (PSU) Engineering Building.

## Mobility Matters Breakfast

WTS members were invited for coffee and a light breakfast with three guest speakers to hear about their transportation technology innovations. The speakers included:

**John Lannutti**, Ohio State University shared his smart paint technology that detects crossings with a cane for people with vision impairments.

**Eric Sinagra**, PathVu, created an application to detect sidewalk roughness. The app collects data and then can create a shared map for display and analysis.

**Stephen Smith**, Carnegie Mellon, created an intersection phone-based app for safe crossing (ability to integrate with adaptive traffic signal control) for users who need additional time to cross the intersection.

Approximately 12 people attended this event held on March 12, 2019 in PSU's Engineering Building.

## Behavioral Science Practices for Transportation Professionals

WTS invited in two speakers: Jessica Roberts and Lindsey Maser to discuss behavioral science. Jessica Roberts is a transportation behavior change expert at Alta Planning + Design. Her team designs, implements, and evaluates active transportation programs for public agencies around the country. Her team's campaigns have increased bicycling, walking, and shared modes in dozens of cities. Her current research focuses on integrating evidence and methods from behavioral science into transportation efforts.

Lindsey Maser is a sustainability advisor at the City of Portland, where she helps businesses with recycling, energy and water efficiency, and active transportation. She is also a leader in the City's use of behavioral science, including efforts to make it easier for Portlanders to prepare for an earthquake, avoid fines, take transit, and sign up for bikeshare.

Their workshop provided a look into behavioral science and how transportation professionals can implement behavioral science tools in their work to improve their impact and clarify their messaging. It took attendees on a tour of behavioral science tips, examples, methods and resources to help all of us do our jobs better.



Approximately 28 people attended this event held on April 30, 2019 in PSU's Engineering Building.

## Get Your Money Right Boot Camp - Money Management Course

Lillian Karabaic, host of Oh My Dollar!, a weekly syndicated financial advice radio show, and as an international public speaker, discussed financial planning with WTS Members. Lillian, who has built a reputation for talking money without being boring or stiff, covers the kinds of modern money issues that aren't represented in the mainstream—including variable income, working artist finances, LGBTQ+ relationships, and trans\* health care. She has given fun money management talks at over 40 colleges including Wells College, School of the Art Institute of Chicago, and Reed College. Her cat-filled purr-sonal finance illustrated book, *Get Your Money Together*, is now in its second print run. Her work has been featured on CBS, ABC, NPR, Vox Media, the Portland Mercury, the Oregonian, and the Journal of Higher Education.

Approximately 8 people attended this event held on June 18, 2019 in PSU's Engineering Building.

## Understanding How Women Travel

Chelsea Richer, AICP shared key findings about women's travel, including economic, cultural, physical and psychological behavior at this WTS workshop. Through the study that used gender disaggregated data to better understand and address systemic issues and identify improvements safety, reliability, and convenience for female transit riders, she was able to discuss the way women are traveling and why.

Workshop attendees learned more about the landmark study that helps clarify gender differences in transit use and mobility-related issues in accessing services and employment. Attendees learned how to develop a gender action plan and explore the non-conventional and innovative methods used to collect data from hard-to-reach riders and non-riders, including immigrants, those from diverse ethnographic groups, and people experiencing homelessness.

Approximately 20 people attended this event held on October 23, 2019 at the Pittock Block Building.

### Thank You to Our Volunteers

Sarah Peters  
Kim Bria  
Rachel Lobo

Jessica Hajar  
Corrine Montana



*In April 2019, twenty-eight transportation professionals participated in a workshop led by Lindsey Maser, City of Portland and Jessica Roberts, Alta Planning + Design. Jessica and Lindsey provided an introduction to behavioral science and explored how transportation professionals can use evidence-based behavioral science tools to make greater impacts through their projects and programs.*

## 2019 Scholarship Awards

The leadership, skills, and perspectives of women are essential to ensure that the transportation systems of the future respond to the needs of all. This year we revised the selection criteria to more explicitly focus on women interested in achieving equity within communities and the transportation sector. We asked questions of the applications to better recognize the leadership potential associated with lived experiences and non-traditional leadership paths. As a result, scholarships were awarded to a diverse group of applicants, including three first generation college students.

The WTS Portland chapter offers the following scholarships to high school seniors, junior college, undergraduate, and graduate students to support women seeking leadership opportunities and pursuing transportation careers.

- Shelley Holley Transportation YOU Scholarship for High School Girls
- Junior College/Trade School Scholarship
- Sharon D. Banks Memorial Undergraduate Scholarship
- Helene M. Overly Memorial Graduate Scholarship
- Leadership Legacy Scholarship Graduate Scholarship
- Gail Achterman Leadership Scholarship Graduates & Undergraduates

We are thrilled to be able to provide more than \$22,000 in scholarships this year due to the generosity of our members and donors that attended our Winter Gala in 2018 and the Spring Gala in 2019.

Qualified applications were not received for all available scholarships this year. The scholarship awards for the 2019-2020 academic year are as follows:

- Sharon D. Banks Memorial Undergraduate Scholarship - \$3,500
- Helene M. Overly Memorial Graduate Scholarship – Two at \$3,500 each
- Leadership Legacy Scholarship Graduate Scholarship - \$4,000
- Gail Achterman Leadership Scholarship Graduates & Undergraduates - \$6,800

Stacy Ho helped us with essential updates to our scoring spreadsheet and the scholarship committee included these amazing volunteers!

- Charissa Rotramel
- Lidwien Rahman
- Lisa Keohokalole Schauer
- Heidi Beierle
- Francesca Patricolo

### Scholarship Winners

#### Sharon D. Banks Undergraduate Scholarship

*This scholarship honors Sharon D. Banks, chief executive officer of AC Transit in Alameda-Contra Costa County, California. As its CEO throughout most of the 1990's, Banks led the agency in a pioneering effort to introduce cultural and organizational changes aimed at motivating the public-transit work force.*

**Lynn Tran** maintains a 3.02 GPA and expects to graduate from PSU in June 2020 with a degree in Civil Engineering, focusing on transportation as an area of concentration. She grew up surrounded by a fear of roads and the knowledge that many family members had been severely injured in vehicular crashes. Lynn is bicultural, bilingual, and a first generation student that is willing and open to sharing herself and her experiences with others. She has been involved with a variety of programs that aim to engage students of color and underserved youth, including as a residential counselor for TRECs National Summer Transportation Institute, an ambassador for Maseeh College of Engineering and Computer Science, and as a MESA mentor. Lynn works as an intern at DKS Associates and was previously an intern at the City of Portland as a Traffic Operations Engineer. Those that know her describe her as a reliable and hard-working student with grit, empathy, and thoughtful judgement.



#### Helene M. Overly Graduate Scholarship

*The WTS Helene M. Overly Memorial Scholarship is awarded to women pursuing graduate studies in transportation or a related field. In memory of Helene M. Overly, who became a WTS member in 1981 and was the first Executive Secretary of WTS. She helped WTS nearly double its membership in two years.*



**Briana Orr** is currently working at PBOT as a Capital Projects Planner while finishing a degree at PSU. She maintains a 3.7 GPA and expects to graduate in June 2021 with a Master of Urban & Regional Planning, focusing on active transportation. Realizing that she was privileged to grow up in a neighborhood that allowed her to bike and



walk freely, she is now committed to helping others have the same access to transportation options. She strives to contribute to the diversity of the transportation sector by building relationships with historically underserved communities, and being an ally to her colleagues' visions, personal experiences, and career growth plans. Briana has earned the respect of her colleagues, supervisors, and peers for her comfort taking on challenges, her technical knowledge, her passion to use that knowledge to address inequities, and her ability to deliver quality results.



**Johna Winters** has a current 3.4 GPA and expects to graduate from Oregon State University in the fall of 2020 with a Master of Science in Marine Resource Management. At first glance, her degree seems to be far afield of the mission of WTS, but in actuality she is committed to

transforming the marine transportation industry through groundbreaking work. After spending time working on sailing vessels, Johna was exposed first-hand to a male dominated industry with rampant sexism, racism, and harassment. She is dedicated to changing the maritime transportation industry by creating a more inclusive environment that will attract more women and allow them to succeed and lead. Described by others as talented, motivated, passionate and perseverant, we are sure Johna will stay focused on her goals.

### President's Leadership Legacy Graduate Scholarship

*Named after the WTS International Chair, this award supports an outstanding woman pursuing graduate studies who demonstrates interest in advancing transportation innovation and bringing new approaches to transportation challenges in the US and beyond.*



**Huijun Tan** is a first-generation college student with a 3.8 GPA. She expects to graduate in September 2021 from PSU with a PhD in Urban Studies, focusing on transportation equity and community development. Her undergraduate degree was obtained in China and she is

proficient in English, Mandarin, and Cantonese. Prior to her academic focus on transportation, Huijun worked as a social worker and community development liaison in St. Louis and learned the importance of transportation and housing investment and development for a segregated, low-income Black neighborhood. She has

since focused her interests around the question "how can transportation investment and planning mitigate social exclusion and improve the level of accessibility to opportunities for marginalized populations and neighborhoods." In her application, Huijun described that she has worked to share the joy of knowledge with other women by initiating a public book club for women interested in urban issues or feminism. Her references describe her as confident, comfortable, and passionate, with a bright future ahead of her.

### Gail Achterman Leadership Scholarship for Graduates & Undergraduates

Gail Achterman was one of Oregon's foremost experts in natural resources, environmental law and policy, and transportation. She served as chair of the Oregon Transportation Commission and director of the Institute for Natural Resources at Oregon State University. Gail's community service was vast and included: president of the Oregon Women's Forum, the Board of Directors and executive committee of the Portland Metro Chamber of Commerce and the Board of Governors of the City Club of Portland. She was a senior fellow in the American Leadership Forum. The Gail Achterman Leadership Scholarship was created in 2012 to motivate and reward women who demonstrate leadership in the transportation industry. Leadership does not just happen. Leaders personally invest and risk much. They must take on struggles that many would avoid and persevere to reach successful outcomes.



**Catherine "Corrie" Parrish** has a current GPA of 3.7 and expects to graduate from the University of Oregon School of Planning, Public Policy, and Management in June 2020 with a Master of Community and Regional Planning, focusing on equity issues within transportation planning.

Growing up in a low-income community in Pittsburgh, Corrie and her family experienced the dangers of walking on busy roads, holding the guardrail for safety. She declared herself independent at the age of 18 and went on to become a first generation college student. Corrie has been involved in community efforts to create equitable, multimodal communities. In previous professional roles she has connected open spaces to underserved communities. She is working on campus as the school's Equity Initiative Program Coordinator and plans to continue on to a PhD program to focus further on transportation equity. Described as a quick study and emerging leader, we are glad to encourage her efforts with the Gail Achterman Leadership Scholarship.



## Awards and Recognition

WTS seeks to further its mission of advancing women in transportation by recognizing the outstanding achievements of our members, women in transportation, and other professionals in our community that contribute to this mission. At two events during the year, the Portland Chapter recognizes and celebrates award winners in eight different categories. These award winners are individuals, employers, and projects that have exemplified excellence, leadership, innovation, and a contribution to advancement of women and minorities in the industry.

### Woman of the Year: Mandy Putney

*The Woman of the Year award recognizes a woman who, through her career advancements and support of women in the industry, has advanced the reputation and credibility of women in transportation.*

**Mandy Putney**, our 2019 woman of the year, in her leadership role as the Policy and Development Manager at the Oregon Department of Transportation Region 1, oversees the region's planning, major projects, funding, government affairs, and strategic initiatives efforts. Mandy's cool head and strong spine make her a leader that aspiring transportation professionals look up to and she is willing to be an informal or formal mentor to anyone who asks.

Mandy has and continues to make outstanding contributions to the transportation industry, including playing a leadership role in bringing equity to the forefront in regionally significant projects such as the Value Pricing Feasibility Analysis and the Rose Quarter Improvement Project. She enabled ODOT leadership to think differently about how they approach

projects related to equity by encouraging her staff to implement practices that broaden community engagement in project development. As an example, for both the Region 1 Value Pricing Feasibility Analysis and the I-5 Rose Quarter Improvement Project, Mandy played an instrumental role in supporting her staff's use of community engagement liaisons (a somewhat new practice for ODOT) to ensure voices from communities of color and low-income populations were heard during project development.

Mandy has been on the WTS board in Portland for seven years and is a pillar at any WTS event. She has served as scholarship chair, awards chair, and communications chair. Mandy also represented the WTS Portland Chapter at the WTS International Leadership training. Prior to moving to Portland, Mandy was Vice President for the Seattle WTS chapter.

Mandy is fiercely dedicated to advancing woman and minorities within the field and engaging diverse voices in planning for major transportation projects of regional and statewide significance. Over the past two years, she has encouraged the Policy and Development unit's recruitment process to include an opportunity for applicants to address their perspective on equity in transportation. This has established a hiring practice that encourages new, diverse perspectives, including those from women and minorities, within ODOT Region 1. Highlighting equity in the recruitment process has also helped foster a more robust culture of inclusion within the unit and create a stronger outlet for women and minority voices.

Mandy is instrumental in guiding and coaching staff in ways that advance opportunities for and the reputation of women and minorities in transportation. Of her five direct reports at ODOT, four are women. She encourages her staff to participate in professional development and leadership advancement opportunities, including management training programs. Mandy is a strong internal advocate for pay equity. She advocates on behalf of her staff and new hires to promote equitable pay across employees with the commensurate lived and professional experiences, education, and certifications.

Mandy Putney has changed the profile of women leadership in the Portland metro region. Her leadership has empowered women in prominent roles at ODOT, partner agencies, and the consultant industry.



Heather Wills introduces Mandy Putney, WTS Portland's Woman of the Year for 2019.

## Innovative Transportation Solution (Project of the Year): PedPDX (PBOT and Alta Planning + Design)

*This award goes to an initiative, solution, project, or policy led by a woman which has been particularly innovative from initiation to completion, and which met and overcame challenges to achieve its purpose.*

**PedPDX** is Portland's citywide pedestrian plan, unanimously adopted by Portland City Council in June 2019. PedPDX provides an uncompromising dedication to equity and safety. The plan sets itself apart because it is rooted firmly in Portland's pedestrians-first modal hierarchy, and recommends bold policy actions and design decisions that support a pedestrians-first perspective. At its core, the plan prioritizes sidewalk and crossing improvements and other investments to make walking safer and more comfortable across the city. It identifies the key strategies and tools the City will use to make Portland a great walking city for everyone.

Led by Michelle Marx from PBOT, Jean Crowther from Alta Planning + Design, and six other women that made up the project management team, the development of PedPDX happened over a two year period and included extensive parallel work in data analysis, public involvement, and policy development and negotiation with internal and external stakeholders.

A few highlights of the innovative elements of the planning process and outcome include:

- The project management team acknowledged early in the process that any attempt to prioritize infrastructure was likely to result in the perception of "winners" (high priority needs) and "losers" (lower priority needs). To proactively address this concern, the project management team intentionally kicked off the project with a citywide survey asking residents to make the prioritization decisions, taking the decision out of the hands of project staff. The top priorities identified in the citywide survey formed the foundation for the data-driven PedPDX prioritization structure.
- As they conducted the citywide walking priorities survey, the project team evaluated survey responses against the city's overall demographic and geographic composition to ensure responses from a representative sample of Portlanders. As a result, the outreach strategy was adjusted mid-project to bolster feedback from underrepresented communities:

Out of the 5,405 total respondents to the survey, 2% identified as African or African American. However, people identifying as African or African American represent 5.7% of Portland's overall population. This led to the Walking While Black focus groups, in which the team hosted focus groups with 50 participants to elevate the voices of Black Portlanders.

- The team also held a Toolbox Workshop for People with Disabilities. In this workshop, 15 participants identified needs and brainstormed solutions to make walking safer and more pedestrian-friendly for everyone. The ideas generated during this workshop directly influenced the implementing strategies and actions in the PedPDX Toolbox.

The final result – PedPDX – contains specific strategies and actions that began impacting work in the City on the day it was adopted. For example, all PBOT capital projects are now required to meet the PedPDX vision clearance guidelines and assess crossings in accordance with the PedPDX crossing spacing guidelines. Also, the City Traffic Engineer has recently issued a directive requiring all new and maintained crosswalks to be transitioned to high visibility markings, a change impacting both PBOT maintenance and Capital Projects. In 2019, Portland earned a Platinum-level Walk Friendly Community distinction in recognition of their excellent plans and policies, engineering practices, and community-driven approaches to improving conditions for walking. PedPDX was listed as a reason for this honor.

## Member of the Year: Brittany Cowgill

*The member of the year award goes to a WTS Chapter member who has done an outstanding job promoting WTS and supporting the goals of our organization, and who has strengthened, revitalized, or expanded the chapter and our connection to WTS international.*

**Brittany Cowgill**, the 2019 Member of the Year recipient, has long contributed to WTS as a volunteer and joined the WTS Portland board in 2017 as a Luncheons Co-Chair. These monthly luncheons are a signature event for WTS – they are a key opportunity for people in our industry to come together and hear from speakers on a range of current topics, including vision zero, leadership, emerging technologies, and a variety of community and agency perspectives. None of this happens without a lot of dedication and work behind the scenes from people like Brittany. On top of that, she led the charge to secure a new venue for these monthly

luncheons in 2018 (the Benson). This was no small effort. Brittany now serves on our board as the as the Leadership Development Chair, organizing our annual leadership retreat, designed to help participants reach the next level in their professional growth, positioned within the context of their career and life goals.

Outside of WTS, Brittany is a transportation engineer at Parametrix. Within Parametrix, Brittany has promoted WTS within to ensure a continued connection between WTS and Parametrix. She has embodied and furthered the WTS mission through her focus and commitment to the success and growth of everyone she works with at Parametrix. She led Parametrix's participation in Oregon University System's Civil Engineering Cooperative Program (CECOP), and she personally mentored and managed the first CECOP intern, a woman engineering student with an interest in Transportation.



## Employer of the Year: Alta Planning + Design

*The employer of the year award goes to an organization with an outstanding record of hiring and promoting women and minorities and providing professional development to affect gender diversity among its employees.*

**Alta Planning + Design**, the 2019 Employer of the Year recipient, specializes in the planning, design, engineering, and implementation of bicycle, pedestrian, park and trail facilities and systems. Nationally, Alta employs 200 staff, of which 130 (64%) are women and/or minorities. Within the firm's Portland office, 69% of the 52 staff are women, nine of 17 senior management positions are filled by women, and five of seven principals are women.

Alta's 14 Board of Directors, comprised of the firm's owners, include three Portland-based women. In 2018, Alta's firmwide leadership became significantly more diverse, with the addition of two additional female

Principals, one new Principal who is African American, and two new Senior Associates who are Latinx. This diversity in Alta's leadership is opening up new venues and opportunities for connecting with and supporting women and people of color within Alta. In 2019, Alta board members participated in a diversity, equity, and inclusion training and priority-setting exercise at our Portland headquarters, which is guiding significant corporate investment in 2019 in actions to support women and people of color in their careers at Alta.

To support women advancing within the organization, Alta runs an internal Alta Mentorship Academy every year, matching up staff at all levels with senior leaders within the company. The Mentorship Academy organizers specifically reach out to women and professionals of color, and their supervisors, to make sure that these resources assist them in their professional development. In 2017, 74% of Alta mentees were women. In addition, the Alta Portland office strongly encourages women to participate in and serve on the board of WTS Portland, and strongly encourages them to participate in WTS' excellent annual leadership development program. Seven Alta staff have participated in either LEAD or LEAP.

Alta also supports continuing professional development and education of its employees through:

- Alta University:** We are entering the 11th year of Alta's in-house, firmwide training, an internal weekly professional development webinar on topics that range from project management and business skills, to highlighting recent innovative design, evaluation, and planning work.
- External Classes and Professional Coaching:** Alta provides each employee with reimbursement towards external training opportunities. Many employees use this benefit to attend classes on technical tools or project management, or pursue licensure. For example, Hannah Day-Kapell attended the Center for Equity and Inclusion's Reframing Racism equity training.
- Higher Education:** Alta supports higher education for eligible employees, and will reimburse a portion of the expenses towards a degree program at an accredited institution.
- Alta Innovation Lab:** We know that the best way for people to learn is by doing, and that innovation requires some up-front investment. For seven years, Alta has sponsored a competitive selection process through which staff can propose innovative R&D ideas in which Alta invests time and principal support.



This allows Alta's best and brightest to learn on the job while helping the firm stay on the cutting edge of innovation related to planning and design for people.

- **Support for Conference Attendance and Professional Organizations:** Employees are encouraged to attend and present at conferences and seminars. Alta also encourages staff participation in professional organizations to enhance professional knowledge, develop and nurture personal networks, and give back through participation on committees and Boards.

Finally, Alta has been deeply involved in WTS, supporting our mission and our work as a silver sponsor and with consistent support of staff involvement in WTS as members, volunteers, and board members.



### Rosa Parks Diversity Leadership: Irene Marion

*The Rosa Parks Diversity Leadership award recognizes an individual or organization that has contributed significantly to promoting diversity, inclusion and multi-cultural awareness within their organization, the transportation industry or in a project or activity that supports the goals and mission of WTS.*

**Irene Marion**, our 2019 recipient, is a trailblazer and leader in the field of transportation for underrepresented communities. She currently serves as PBOT's Equity and Inclusion Manager. Since first joining PBOT in 2016 as a Public Involvement Coordinator, her focus has been to broaden the Bureau's structures and practices related to inclusive participation and community involvement.

In working with the Lloyd to Woodlawn project team, Irene supported community engagement and involvement with Black community organizations in the project area. She helped develop a flexible and responsive engagement approach in the face of emerging community concerns. The team was able to create the space for dialogue, earnest participation,

and set the foundation for decision making that could adapt to new information and considerations. The end results elevated Black community voices and balanced competing policies and community positions to identify shared interest among residents, neighborhoods, and community organizations.

In working with the PedPDX team, Irene led the "Walking While Black" engagement effort. This effort started by recognizing the low recorded responses from African and African-American Portlanders in the Walking Priorities Survey, which would inform the prioritization of projects and transportation outcomes for the next twenty-years. Irene and the project team for PedPDX hosted two focus groups to more intentionally elevate the voice of Black Portlanders in PedPDX. Irene worked with community partners from the Portland African American Leadership Forum (PAALF), Black Parent Initiative (BPI), and Immigrant and Refugee Community Organization (IRCO) Africa House to secure more input from the Black community to better understand how their walking experience may be different due to their racial and ethnic identities. The study focused on the voices of African and African-American Portlanders and ensured their input would have a long lasting impact on the plan for transportation within our city.

As the Equity and Inclusion Manager, she has redefined this role to update hiring practices, create new best practices, and promote women and marginalized communities' involvement in the transportation sector. Her contribution not only advances the work of women and minorities through programs and studies in the transportation field; it puts their work at the center.

### Ray LaHood Award: John Willis

*The Ray LaHood Award goes to a man who is a leader in transportation who directly contributed to the advancement of women and minorities through programs or opportunities in the transportation industry.*

**John Willis**, the 2019 recipient, is undoubtedly a leader in transportation. For more than 25 years, he has led important transportation projects across the region and beyond. From his work on the MAX Orange Line's West Segment, to airport expansions, to Seattle's Central Waterfront project, he develops collaborative and creative solutions, delivered with dedication and enthusiasm for the work. John has also spent his career furthering the advancement of others within the industry, positively impacting the careers of numerous women and minority professionals.



John's commitment to diversity is evident through his current management of the Parametrix Oregon region, his everyday project work, and the organizations and causes he supports. He has served as part of Governor Kitzhaber's committee on small businesses, continues to participate as an active member of the Oregon Association of Minority Entrepreneurs (OAME), and currently serves as a mentor through the Port of Portland's Mentor Protege Program.

John is deeply committed to the success of each individual he works with – and that commitment is evident in the stories shared by a variety of WTS members and other colleagues supporting John's nomination for this award:

"John Willis went above and beyond. He took me under his wing and introduced me to decision makers at local agencies and at other firms who would potentially utilize my services. These introductions led to long term relationships that still exist; many have directly led to contracts which have helped me to grow and develop my business, which in turn have allowed me to help grow and develop other women and minority owned businesses; equally as important, it has allowed me to continue to make the business case for diversity, equity, and inclusion."

"John is one of those key people in my life who took a chance on me when others would not."

"John has demonstrated time and time again that he is willing to advocate for the talented women around him. He is someone who advocates for others based on their talent and does not provide special treatment or the impression of ulterior motives. I would not be where I am today without the encouragement, advocacy, and opportunities he has provided."

### New Voice: Wendy Serrano

*The New Voice award recognizes a WTS Chapter member who has been in their career track for less*

*than five years and shows promise in contributing to the transportation industry.*

**Wendy Serrano**, the 2019 New Voice award recipient, joined TriMet's team in 2017. Wendy brought refreshing energy and commitment to building stronger community relationships to TriMet. Wendy grew up in Guadalajara, Mexico, and moved here as a young adult. She is new to the transportation field but has been working to solidify TriMet's commitments to serving the needs of low-income communities, immigrants, and people of color. From working on the Division Transit Project to taking over as a Senior Community Engagement Coordinator, Wendy is a strong and vocal advocate for TriMet, making investments in communities across the region who have often felt they don't have a voice. She has also gotten involved with WTS's Transportation YOU program to teach the next generation about career pathways in transportation.



### President's Award: Tara O'Brien

Every year, the Portland Chapter President honors a member or organization that has contributed significantly to the Portland Chapter's events, mission, and/or members.

In 2019, Sumi chose to recognize Tara O'Brien. Tara recently joined the WTS Board and immediately began making important contributions in her role as Events Co-Chair. Her enthusiasm, organizational skills, and deep connections in the transportation and political world have helped her create informative, fun, and well-attended events including the Spring and Winter Galas and happy hours.

## Volunteers

### Volunteer Awards Committee:

We would like to thank Shelli Romero, Hau Hagedorn, Heather Wills, and Sara Schooley for reviewing awards nominations and making recommendations to the WTS Portland Board.



# Transportation YOU

The goal of WTS Portland's Transportation YOU program is to introduce girls to a variety of transportation careers while fueling their interest in science, technology, engineering, and mathematics (STEM). To achieve this goal, WTS Portland collaborated with the local organizations including In4All, the Transportation Research and Education Center (TREC) at Portland State University, and Girl Scouts of Oregon and SW Washington.

The following sections summarize Transportation YOU activities from January-December 2019.

## In4All STEM Connect Program

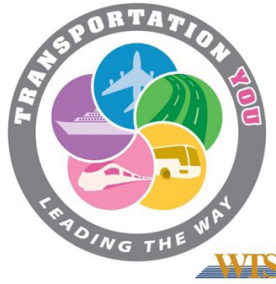
In4All's STEM Connect program engages 4th and 5th graders in learning experiences that increase their interest and change their mindset about math and science. In4All trained WTS Transportation YOU volunteers to teach the STEM Connect curriculum to students at Faubion School. Volunteers taught three sessions from January-February 2019. At each session, volunteers shared their experiences as transportation professionals with students. For the final session, volunteers created transportation-focused curriculum and taught this curriculum to the students.



Transportation YOU volunteer, Maggie Derk, working with students at Faubion School. WTS Portland would like to thank Parametrix and TriMet for sponsoring and supporting this program

## TREC Summer Camps

WTS Portland worked with TREC to provide volunteer support for their National Summer Institute for high schoolers during the summer of 2019. This



year, TREC hosted one co-ed and one girls transportation camp. The camps combined STEM-learning activities, career exploration discussions, and an introduction to the role that transportation serves in supporting and creating livable communities. Volunteers supported both camps attending a total of nine sessions.

## Girl Scouts Tilikum Bridge and Aerial Tram Tour

In partnership with TriMet, WTS Portland hosted a tour of the Tilikum Bridge and the Aerial Tram for four girls and their families (eight participants total). During this tour, Bob Hastings, Agency Architect with TriMet, discussed the different elements of the bridge and how they were influenced by the community. After the tour of the bridge, the girls and their families went on the Aerial Tram and enjoyed the view at the top. Each girl received a transportation patch for their participation.



Girl Scouts and their families enjoying a tour of the Tilikum Bridge. Thank you to Bob Hastings for the tour!

## Volunteers

Thank you to 2019 volunteers for supporting these efforts:

Maggie Derk, Bob Hastings, Brooke Jordan, Scott Richman, Josh Channell, Lauren Wilber, Dana Shuff, Katherine Carlos, Sharon Daleo, Lisa Patterson, Briana Calhoun, Courtney Furman, Gwen Montgomery, Jane Vail, Xao Xiong



## WTS LEAP Workshop 2019

On November 1st and 2nd, 2019 a group of 12 women gathered at the McMenamin's Grand Lodge in Forest Grove, OR for a weekend of mindfulness, personal growth, and leadership training. Judy Clarke of Team HR and Mia Birk of Joyride Consulting facilitated the workshop geared toward women two to five years into their careers in the transportation industry. There were opportunities for meditation, vulnerable conversation, laughter, and connection. The sunny and crisp fall weather allowed for refreshing breaks to walk the grounds of the Grand Lodge. Participants prepared for the workshop by completing a vision statement and DiSC profile, a personality assessment geared toward understanding work styles and building effective relationships, ahead of time. This pre-work served as the foundation for many of the activities during the day on Friday and Saturday.

After getting to know one another, the group dove into learning about mindful leadership, emotional intelligence, personal visioning, achieving greatness, and strengthening business, strategic, and financial acumen through a combination of lectures, videos, and individual and group activities. On Friday evening, after lively mingling and a delicious dinner featuring Northwest flavors and ingredients, a panel of three women spoke with the LEAP group: Lisa Patterson, a Project Manager with PBOT, Katie Mangle, Vice President and Portland Group Leader with Alta Planning + Design, and Mia Birk. Lisa and Katie are both alumni of WTS LEAP and LEAD programs, which brought an additional layer of relevance to the conversation. Each of these women, with varied backgrounds, experiences, and at various stages of their careers offered wisdom, insight, support to the LEAP group. It was a thoughtful and engaging conversation.

After the conclusion of the program on Day 1, some members of the LEAP group went to explore the offerings of the Grand Lodge, including the soaking pool, while others retired to their rooms to reflect on the day.

Day 2 built upon the conversations of Day 1, with continued learning about DiSC and how to communicate well with people of other personality styles in work and personal settings. Additional mindfulness activities and meditation grounded the group in the present moment. A personal values activity sparked genuine conversation and deep individual thought.



Judy Clarke leads the LEAP class through an interactive training.

### Quotes from evaluations

*"[The workshop was] absolutely amazing! I never knew I could reflect and learn so much in just two days. Thank you times a million to Judy and Mia."*

*"I feel more comfortable in who I am and more accepting. I have a better understanding of my values and what motivates me."*

*"I felt this workshop was a huge help in helping me to identify my strengths and weaknesses."*

*"So thankful for this opportunity. The workshop was well organized, fulfilling, and productive."*

### Volunteers

A sincere thanks to our workshop facilitators Judy and Mia, and panelists Katie, Lisa, and Mia. And thanks to Jenny Cadigan, OHSU, for her help reviewing LEAP applications and offering support and guidance in planning this year's event.



## Participants:

Anamaria Perez, PBOT  
Cait McCusker, PSU TREC  
Camilla Dartnell, Kittelson & Associates  
Corinna Kimball-Brown, Nelson/Nygaard  
Dana Shuff, David Evans and Associates  
Dawn Sarsten, TriMet  
Emma Porricolo, Angelo Planning Group  
Katie Selin, Alta Planning + Design  
Stephanie Lonsdale, PBOT  
Sydney Herbst, Alta Planning + Design  
Xao Xiong, PBOT  
Zoie Wesenberg, WSP

## Panelists:

Katie Mangle, Alta Planning + Design  
Lisa Patterson, PBOT  
Mia Birk, Joyride Consulting



*Our guest panelists present and discuss career development with the LEAP attendees.*



*WTS Portland's 2019 LEAP Participants.*



# Fundraising and Sponsorship

WTS Portland depends on the support of its agency and corporate sponsors to offer networking events and professional development opportunities through luncheons, galas, receptions, discussions, and workshops – all promoting the mission of advancing women in transportation.

During 2019, 27 sponsors committed a total of \$55,000. Sponsors included seven Titanium level sponsors, two Platinum level sponsors, five Gold level sponsors, nine Silver level sponsors, and four Bronze level sponsors. Our 2019 sponsors are listed below.

Fundraising for the 2020 program year occurs in the fall and winter of 2019. During 2020, the WTS Board

will discuss potential changes to sponsorship for program year 2021 to amplify the contributions of Disadvantaged Business Enterprise (DBE) firms.

**Thank you to all our 2019 program year sponsors!**

## Volunteers

Kirsten Pennington and Sharon Miller

### TITANIUM LEVEL: \$4,000



### PLATINUM LEVEL: \$3,000



### GOLD LEVEL: \$2,000



enviroissues



### SILVER LEVEL: \$1,000



### BRONZE LEVEL: \$500



## Communications

In 2019, we continued communicating with our members and others interested in the transportation field through our newsletter (weekly email), on the WTS Portland website, and social media, including Twitter and Facebook. Our newsletters were identified as the best way to reach members and let them know about upcoming events, luncheons, and job postings. The weekly email reaches nearly 900 professionals. We continued to post information about luncheons and WTS events on social media and share event

photos, presentation highlights, and relevant news stories instantly with members. We continue to see a growing interest in social media as a communication tool and have 545 Twitter followers, 289 LinkedIn members and 255 people that like our Facebook page. We encourage you to check out our Facebook page, follow us on Twitter (@WTS\_Portland) and share relevant professional information with our LinkedIn group.





## 2019 Financial Report

The WTS Portland Chapter continues to be on sound financial footing, with approximately \$100,000 in cash at the end of 2019, of which \$48,000 was the year 2020 sponsorships that have already been collected. Through conscientious attention to spending, the chapter spent approximately \$16,000 less than received for the budget year. Nearly \$3,500 of the excess received was to endow a scholarship fund in honor of Grace Crunican, one of the Portland Chapter founders, on the occasion of her retirement from BART. We will be looking at dispersing these funds starting in 2020, with plans to use these to encourage new membership in WTS.

Generous corporate sponsorship provided 59% of our funds, income from activities comprised 32%, and membership dues the remaining 9%. As our committees have done a great job keeping costs of programs in line, it opens up opportunities for more activities and services for members going forward.

WTS Portland spends our revenues on our mission to promote women in transportation through programs and scholarship—70% of our spending is on programs,

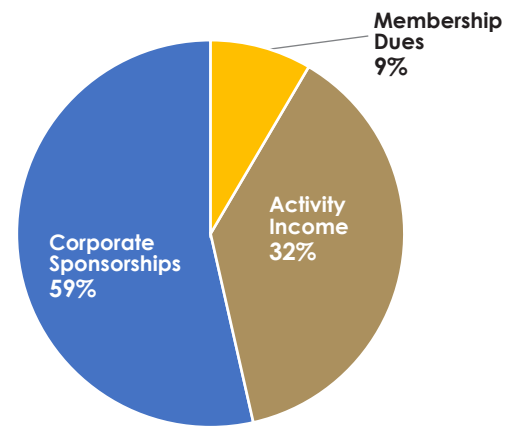
events, conferences, and our highly acclaimed leadership training program. Funds allocated to our scholarship program totaled approximately 19% of the annual budget and were in addition to the generous donations made at our annual Spring and Winter events to fund the Gail Achterman Scholarship. In 2020, we hope to raise scholarship funding to reach 30% of our sponsorship income. We continue to maintain low overhead as only 2% of expenses were needed to be spent on our annual insurance and business license.

We continue to be on a solid financial standing, which allows us to plan and carry out our beneficial programs in support of our mission not only in Portland, but extending to Vancouver, WA, and Salem as well. We owe great thanks to our hard-working Board chairs, who were adept at controlling costs while providing high quality events.

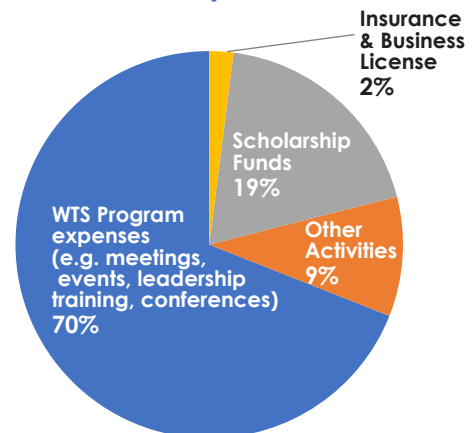
### Exhibit 1: 2019 Income Statement

	INCOME	EXPENSES
Corporate Sponsorships	\$58,895	
Membership Dues	\$9,230	
Grace Crunican Scholarship Funds	\$3,460	
Activity fees	\$32,005	
Interest	\$303	
Program meetings, events, leadership training, conferences		\$61,832
Other activities		\$7,737
Scholarship funds		\$16,500
Insurance		\$1,621
Business License		\$50
Other	0	0
<b>2019 TOTALS</b>	<b>\$103,893</b>	<b>\$87,740</b>

### Exhibit 2: Income



### Exhibit 3: Expenses



*Thanks to Kittelson & Associates, Inc.  
for production of the  
WTS Portland Chapter  
Annual Report*



*Stafford-Borland Roundabout, Clackamas County*