



2017 Annual Report



Advancing Women in Transportation
Washington, DC Chapter

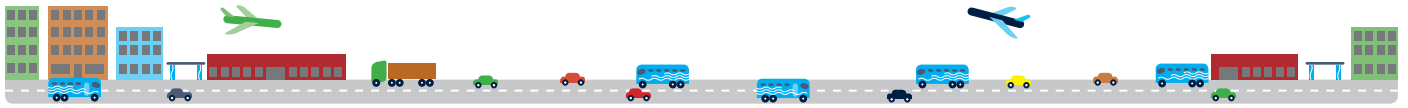


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Chair: Christine Sherman,
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Chair: Shelley Johnson,
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Chair: Sahar Nabaei,
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Legislative

Chair: Mariah Morales,
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Membership

Chair: Marseta Dill,
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Mentoring

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Howell,
US DOT
Stacy Weisfeld,
HDR, Inc.
Sarah Henly-Thomas
HDR, Inc.

Professional Development

Chair: Cerasela Cristei,
T3 Design
Khatereh Vaghefi,
WSP

Program Logistics

Chair: Neela Babu,
WSP
Brittany Gick,
*Transportation Research
Board*

Recognitions

Chair: Katie Kraft,
Thompson Coburn LLP
Haley Peckett,
DDOT

Scholarship and Fundraising

Chair: Maheen Aziz,
US DOT
Nancy Connor,
HDR, Inc.
Sophie Guiny,
Transurban

Transportation YOU

Chair: Jasmy Methipara,
MacroSys
Margaret Akofo-Sowah,
WSP

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Retired, HDR, Inc.
Cathy Connor,
WSP
Anne Stubbs,
*Retired, Coalition of
Northeastern Governors*



Many thanks to our 2017-2018 WTS-DC Corporate Members

GOLD LEVEL



SILVER LEVEL

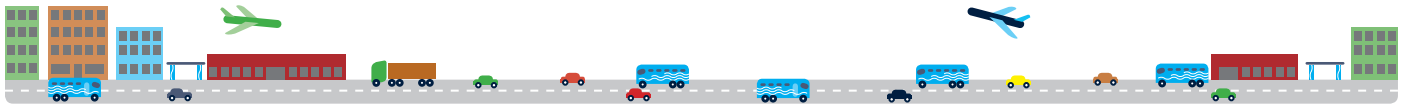


W/MDBE/SWaM



 Kudos to our Ruby-level sponsors: AECOM, HNTB, Sharp & Company, T3 Design, and Transurban. Their generous support helps make our 40th Anniversary Year even more special.

 A special thank you to our Transportation Rock Star sponsors: AASHTO, Foursquare ITP, and Transurban. Their scholarship donations will support young women in the Washington, D.C. area who are pursuing a degree in transportation.



President's Message

Dear WTS-DC Chapter members and friends,

In 1977, a group of female transportation professionals in Washington, DC came together to establish a new organization to provide support, networking opportunities, and educational seminars to the small, but growing, number of women in their field. Forty years later, the Women's Transportation Seminar has expanded to 76 chapters across the United States, Canada, and the United Kingdom. Today we are better known as WTS and boast a membership of over 6,500 women and men.



As the founding chapter, WTS-DC was especially proud to have reached our 40th anniversary in 2017, which we recognized all year through commemorative articles, special branding, targeted events, fundraising campaigns, and a capstone 40th Anniversary Celebration. We were so pleased to hold this milestone event in the beautiful National Museum of Women in the Arts – a fitting venue for the recognition and celebration of the achievements of women.

Our ruby jubilee year focused on the theme of “honoring the past, celebrating the present, and shaping the future.” We paid tribute to the legacy of our founders in their quest to provide educational opportunities, camaraderie, and access for women in transportation by organizing special programs featuring eminent leaders. Of note, the Chapter hosted a legislative breakfast at the U.S. Capitol Building featuring Congresswomen Barbara Comstock (R-VA-10) and Elizabeth Esty (D-CT-5) of the House Transportation and Infrastructure Committee. We also held our first Executive Women's Roundtable, welcomed back WMATA General Manager and CEO Paul Wiedefeld, featured AASHTO Executive Director Bud Wright, and hosted a panel with Acting FHWA Administrator Brandye Hendrickson, Acting FTA Administrator K. Jane Williams, and Union Station Redevelopment Corporation President and CEO Beverley Swaim-Staley. We are fortunate to have had these and many other government officials and private sector leaders devote their time to speak at the 17 public programs WTS-DC held in 2017.

In further support of our mission, in 2017 our Chapter was honored to acknowledge five outstanding members of the Washington, DC transportation community and two employers with recognition awards, and presented \$8,500 in scholarships to six deserving students studying transportation at undergraduate and graduate programs in the area. Additionally, WTS-DC facilitated the advancement of women in transportation by supporting 40 participants in our mentoring program and reaching dozens of future transportation professionals through a partnership with Dunbar High School.

For our efforts, WTS-DC was honored to receive two noteworthy recognitions from WTS International. We were the sole recipient of the Innovation Award, which acknowledged our reorganization of the Chapter's volunteer base, and we earned Gold Status – the highest level of WTS International's Circle of Excellence Program – which recognizes chapters for providing excellent member services.

We could not have accomplished all of this without the work of an enthusiastic 28-member Board and the support of 16 corporate members, several event sponsors, ruby-level donors and transportation rock star sponsors, and the dozens of WTS-DC members who contributed to our \$40 for 40 Years scholarship campaign. Furthermore, the organization would not have reached its 40th anniversary without the work of hundreds of volunteer leaders and the vision of its intrepid founding members, many of whom came from across the United States to attend the 40th Anniversary Celebration. And lastly, with more than 350 members and hundreds of additional friends and supporters, the WTS-DC Chapter owes thanks to you for your commitment to our mission.

The end of 2017 signaled the culmination of my term as WTS-DC President and I want to thank you for letting me serve you in this role for the past two years. As we look back on our organization's 40th anniversary, with such an engaged membership, generous corporate support, and access to high-level leaders, WTS-DC is well poised to continue to provide activities and opportunities that empower women and invest in the future of transportation for the next 40 years and beyond.

Sincerely,

Avital S. Barnea
2016-2017 WTS-DC Chapter President

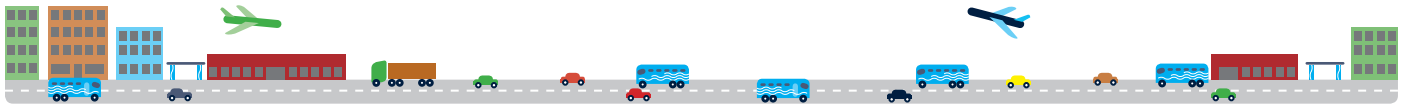


Treasurer's Report

Operations Budget as of December 31, 2017	
<u>Revenue</u>	Actual 2017
Membership Dues	\$6,110.00
Corporate Membership Dues	\$19,800.00
Programs	\$6,928.07
40th Anniversary Celebration	\$12,504.37
Corporate Sponsorships	\$8,116.10
Glass Ceiling Task Force	\$2,218.77
Total Revenue	\$55,677.31
<u>Expenses</u>	Actual 2017
Corporate Memberships	\$2,410.00
Programs	\$12,956.87
40th Anniversary Celebration	\$27,067.09
Professional Development & Mentoring	\$1,098.29
Transportation YOU	\$6,884.39
Communications/Outreach	\$590.00
Administrative	\$3,059.68
2017 Travel	\$7,942.81
Scholarship Committee	\$222.69
Corporate Relations	\$292.72
Recognitions (Award Plaques)	\$597.20
Mentoring Committee	\$1,309.46
Total Expenses	\$64,431.20

	1-Jan-17	31-Dec-17
Cash Balance:	\$64,561.27	\$40,611.85
Other Assets:		
Cash Reserve Account	\$98,985.00	\$98,985.00
Paypal	\$5,598.52	\$17,378.16
Accounts Receivable:	\$4,860.00	\$4,600.00
Accounts Payable:	\$17,940.17	\$6,490.72
TOTAL	\$191,944.96	\$168,065.73

Scholarship Fund	2017
Starting Balance	\$27,736.23
Total Amount Raised	\$13,450.48
2016 Residuals	\$980.00
2017 Corporate Member 10% Allocation	\$2,200.00
2017 Transportation Rockstars	\$1,000.00
2017 Sponsored Scholarships	\$2,500.00
VDOT Event Fundraiser	\$638.02
Happy Hour Fundraiser	\$244.77
40 for 40 Fundraiser	\$2,887.11
Bike Event Fundraiser	\$1,126.38
Making Strides in Your Career Event Fundraiser	\$1,131.25
40th Anniversary Scholarship Tree	\$742.95
Total Amount Distributed	\$8,500.00
Ending Balance	\$32,686.71



Committee Reports

40th Anniversary Committee

In 1972, four young women at Southern Railway in Washington, DC embarked upon what they saw as a solution to women's professional development in the male-dominated transportation industry. They began organizing luncheons billed as the "Women's Transportation Seminar" to bring together the few women in transportation in order to support each other's professional growth and development. The luncheons stopped in 1974, but in 1977 Christine (Chris) Rochford Vineis—using the Women's Transportation Seminar mailing list—founded a membership organization to advance women in transportation by hosting a series of panel discussions, publishing a newsletter, and maintaining a job bank. This is the organization that we know today as WTS. Forty years and 76 chapters later, the founding chapter, WTS-DC, honored the history and accomplishments of this groundbreaking organization. On Tuesday, December 5, approximately 230 members, friends, supporters, and honorees of WTS gathered at the National Museum of Women in the Arts (NMWA) for the 40th Anniversary Celebration. This venue complemented the spirit of women's empowerment in a field traditionally represented by men.

The festivities opened with a panel discussion that brought together three nationally recognized women transportation leaders for a lively, fast-paced discussion on Transforming Transportation: The Programs, People and the Profession. Brandye Hendrickson, Acting Federal Highway Administrator; K. Jane Williams, Acting Federal Transit Administrator; and moderator Beverley Swaim-Staley, President and CEO of the Union Station Redevelopment Corporation, shared their personal experiences of rising to leadership positions and offered insights on challenges currently facing the transportation sector and the federal government's role in it.



WTS-DC Awards/Holiday Party (1995) Rodney Slater, FHWA Administrator: Employer of the Year; Debra Farrar-Dyke, WMATA: Member of the Year; Laurie Radow, WTS-DC President; Jolene Molitaris, FRA Administrator: Woman of the Year; Jane Garvey, Deputy Administrator FHWA

Combining candor and humor, Acting Administrators Hendrickson and Williams spoke of their unanticipated career turns to the transportation sector, the mentors that helped them hone their management and leadership skills, and the "biggest surprise" that confronted them upon becoming senior U.S. Department of Transportation leaders. Questions posed by Ms. Swaim-Staley and members of the audience highlighted management and policy issues facing the transportation industry as well as public sector transportation leaders. The panelists addressed how government transportation decision-makers and agencies "stay ahead of the curve" when the speed of innovation and technological change outpaces government's existing ability to design, redesign and implement programs and projects. They discussed the need of federal agencies to incorporate innovation into their management systems and encourage greater collaboration among and within transportation modes and agencies. Before ending the conversation, the panelists reflected on the specific actions FHWA and FTA might take to attract and retain women at USDOT.



From the archives - 40 years of WTS-DC.

Following the panel program, as is tradition at the Chapter's holiday gathering, the Scholarship and Fundraising Committee was honored to recognize this year's scholarship awardees—students who are making a splash in the world of transportation through their academic pursuits: Caitlin Boyle (The Catholic University of America), Jennifer Hopkins (University of Maryland), Sofie Rhoads (University of Maryland), Melissa Rossi (George Mason University), Elham Shayanfar (University of Maryland), and Jill Smith (University of Maryland). We look forward to seeing the great things these women go on to accomplish!



The reception in the NMWA's beautiful Mezzanine drew professionals from across the industry, from U.S. and DMV-region government agencies to private-sector players in the transportation space. Ten past presidents of WTS-DC joined us in Washington for the occasion as well as Members of the Boards of WTS International and the WTS Foundation.

The evening also saw the recognition of several individuals and companies that have shown remarkable dedication to the advancement of women in transportation. WTS founder Chris Vineis presented the Honorable Ray LaHood award to Bud Wright, the Executive Director of the American Association of State Highway and Transportation Officials (AASHTO) for his active support for women's professional development throughout his career. Cathy Connor, Senior Vice President and Director of Federal Government Affairs for WSP USA was awarded the 40th Anniversary Achievement Award for her many years of service to WTS; and Brittney Gick (Associate Program Officer at the Transportation Research Board) and Neela Babu (Associate Consultant at WSP USA) were awarded Member of the Year Awards for their outstanding work running the Program Logistics Committee.

Kimley-Horn was awarded the Rosa Parks Diversity Leadership Award for their Lasting Impact for Tomorrow (LIFT) initiative aimed at ensuring women employees have the tools needed to succeed in their careers. The 2017 Employer of the Year Award was presented to Kittelson & Associates, Inc., for their continued support of the WTS-DC Chapter.

WTS-DC was honored to present the 2017 Woman of the Year Award to the Honorable Dr. T. Bella Dinh-Zarr, the 42nd Member of the National Transportation Safety Board. She is a staunch believer in women helping women to succeed, and in her acceptance speech highlighted the importance of organizations like WTS to ensuring that gender is no obstacle to reaching positions of leadership and authority. As attendees bonded over the shared success of the organization and the industry and donated to the Scholarship Tree to support the education of future women leaders, Dr. Dinh-Zarr's words seemed to come to life. Thank you for supporting WTS-DC and helping us to honor the past, celebrate the present, and shape the future.

Communications, Newsletter, and Social Media Committee

In 2017, the Communications Committee worked to ensure a streamlined process for sending and distributing information to members of the WTS-DC Chapter. The Communications Committee distributed a total of 72 eblast notifications. The average percent of ebasts opened was 29%, of which there was an average click rate of 12.6% per open. (Note, recipients may click on links to program details, registration links, application forms, WTS-DC resources, and other materials from the emails). The Communications Committee successfully distributed the five editions of the Newsletter in 2017.

Eblast Statistics:

Event-Related Ebasts: 54

Newsletter Ebasts: 5

Chapter News/Calls for Applications/Nominations: 13

Total: 72

Eblast Distributions:

Quarter 1 (Jan-Mar): 16

Quarter 2 (Apr-Jun): 18

Quarter 3 (Jul-Sep): 18

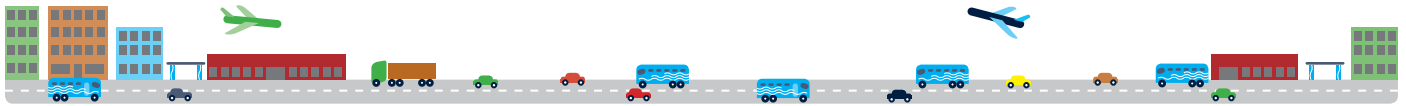
Quarter 4 (Oct-Dec): 20

The Communications Committee also posted various events, articles, and content on the chapter's Twitter, Facebook, and LinkedIn pages. The goal for WTS-DC's social media presence was to strengthen the communications of WTS-DC through sharing relevant articles and spreading chapter news and events. WTS-DC posted 76 times on Facebook and 69 times on Twitter. The WTS-DC Chapter's LinkedIn Group is open for all members to post links and articles.

We invite you to follow WTS-DC on social media:

- <https://www.facebook.com/WTSDC>
- <https://twitter.com/wtsdcchapter>
- <https://www.linkedin.com/groups/1841178>





Corporate Relations and Program Sponsorship Committee



From left to right: Deborah Eckbreth, Shelley Johnson, Emily Davis, Tyler Clendenin, Mary Artz, and Charise Geiling – all of Sharp & Company.

Corporate support from public and private institutions plays a key role in enabling WTS-DC to present successful and informative programs and events. The local transportation community benefits from the support provided by our generous Corporate Members and Sponsors since it allows WTS-DC to minimize program fees to registrants while presenting quality events.

Our corporate partners benefit from their association with the DC Chapter of WTS. There are three main ways in which corporate partners support WTS-DC: through corporate membership, WTS-DC program sponsorship, and sponsorship of the annual Holiday Party, which in 2017 was marked by the 40th Anniversary Celebration.

Corporate members were again offered the chance to provide an additional WTS-DC scholarship contribution when signing up. In its fourth year of this program – named *Transportation Rock Stars* – AASHTO, Foursquare ITP and Transurban answered the call to donate the scholarship fund.

Corporate Members

In 2017, WTS-DC's membership included 16 corporate members representing \$19,800 or 36% of income to the chapter. We attracted two gold, eight silver, and increased W/MDBE/SWaM members to six as follows:

Gold Level (\$3,500)

CH2M (now a part of Jacobs)

AASHTO

Silver Level (\$2,000)

AECOM

HDR

Thompson Coburn LLP

WRA

Jacobs

Railway Supply Institute

Transurban

HNTB

Kittelson & Associates, Inc.

W/MDBE/SWaM (\$500)

Foursquare ITP

Rhodeside & Harwell

Sharp & Company

Toole Design Group

T3 Design

Nspire Green

These Corporate Members were recognized with prominently displayed signage throughout the year, acknowledging our Corporate Members' support and thanking them for their participation. This acknowledgment and recognition also appeared on the WTS-DC website and in any eblast communications sent to Chapter membership. Additionally, Corporate Members benefited from a featured article in the WTS-DC chapter newsletter on a rotating basis.



Program Sponsors

Corporate partners who wish to be closely identified with a program or presenter have the opportunity to sponsor a program at various tier levels (\$500, \$1,500, and \$3,000). One of the most popular aspects of the higher levels of Program Sponsorship is the opportunity to have staff sit at the speaker's table; the number of speaker's table seats available to the sponsor varies with the sponsorship tier level. Program Sponsors are acknowledged on program flyer advertisements and email notices, on programs and signs at the event and during the program introduction.

Program Sponsors are also acknowledged in summary articles published in the Chapter newsletter, as well as on the WTS-DC "Events" webpage with the sponsor's logo linking to their company website. In 2017, the committee raised over \$8,100 in program sponsorships providing corporate partners additional exposure and brand alignment with top notch speakers and content. These sponsorships add additional revenue to the Chapter and allow the Board to plan and execute quality technical programming. In 2017, corporate members were able to make an extra "ruby" donation to commemorate the chapter's 40th Anniversary—adding an additional \$2,500 making up more than half of the \$4,000 contributed in direct support of the 40th Anniversary Celebration in December.

Overview

In conclusion, the Corporate Relations and Program Sponsorship Committee raised \$28,950 in 2017.

Diversity Committee

WTS seeks to close the global transportation industry workforce gap by promoting lifelong transportation careers for women. The WTS-DC Diversity Committee works to ensure that this vision is achieved for all women, with respect to age, ability, ethnicity/race, sexual orientation, and socioeconomic factors. Diversity is about valuing differences and similarities, learning and change, and is key to generating divergent ideas that lead to innovation. Diversity is about being inclusive and respectful of everyone – ensuring everyone can contribute, and that contributions are valued.

The 2017 Diversity Committee, with all new members, kicked off their Chapter participation by arranging an ice breaker activity during one of the monthly Board meetings to highlight and celebrate diversity among WTS-DC Chapter members. The ice breaker involved a

"jelly bean personality test" and encouraged participants to focus on their common traits rather than their differences, and highlighted the importance of showing empathy towards those with varying personalities and views.



From left to right: Julian Rowe, Deepti Gudipati, Coree Cuff, Kimberly Griffin, and Veronica O. Davis

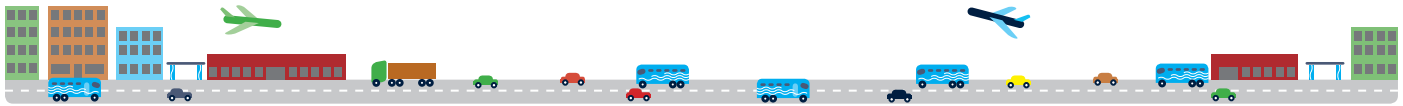
On August 29th, the Diversity Committee held its annual event, in coordination with the Vice President and the Program Logistics Committee. The event celebrated Women's Equality Day by hosting a speaker panel on gender pay gap. Titled, "Intersectionality: How do we bridge the gender pay gap?", the panel brought together nearly 60 attendees, as well as five exceptional panelists from varying professional, regional, and racial backgrounds to share their views on pay inequality, and to provide suggestions on overcoming the gender pay gap and other impediments to full intersectionality. The discussion was followed by a lively Q&A session, where the audience asked several questions that led to even more educational and thought provoking conversations amongst the panelists on a variety of topics including salary negotiations, job applications, and mentorship.

On November 8th, the Diversity Committee coordinated with the Scholarship and Fundraising Committee and joined the 2017 WTS-DC Chapter Scholarship review panel. This collaboration was intended to ensure and enhance diversity among the WTS-DC scholarship recipients.

Overall, the Diversity Committee had a successful year and is thankful to all WTS-DC Board members who contributed to its success through their leadership, dedication, and support, and to all program attendees for their participation and engagement.

Legislative Committee

On July 13th, WTS-DC hosted Congresswomen Barbara Comstock (R-VA) and Elizabeth Esty (D-CT) for our annual legislative breakfast. This sold-out event brought together WTS members with



Members of Congress to discuss the current state of play for transportation on Capitol Hill through a bipartisan discussion. It was clear from the beginning, that despite party differences, the Congresswomen have a strong working relationship and similar views on the benefits of having women involved in both the infrastructure industries and in the Congress.

Congresswomen Comstock and Esty were co-sponsors of the INSPIRE Women Act, the first act to be signed into law in 2017, which directs the National Aeronautics and Space Administration (NASA) to encourage women and girls to study science, technology, engineering and mathematics (STEM). They also serve on the Transportation & Infrastructure Committee in the House, one of the committees known for working in a bipartisan manner. They stressed the need to invest in building relationships across the aisle beyond just the policy work.

When asked about the current transportation budget, both women expressed support for programs under debate in Congress, both those funded and unfunded. They stressed that investment in transportation and infrastructure is an issue that can garner bipartisan support, and that the critical obstacle is the need (and means) for a long-term sustainable solution for transportation funding.

Although there were some disagreements on specific policy solutions, both members clearly showed their commitment to building a world-class transportation system for the nation.



From left to right: WTS-DC President Avital Barnea, Rep. Barbara Comstock, Rep. Elizabeth Esty, and WTS-DC Vice President Adrienne Ameal.

Membership Committee

In 2017, WTS-DC continued to maintain one of the largest memberships of all WTS chapters, with a total of 347 members at the close of the year. Our membership consisted of 260 individuals who indicated WTS-DC as their primary chapter, and 87 people who listed

WTS-DC as an affiliate chapter.

Membership Committee efforts in 2017 focused on retention and ensuring a timely welcome to new members. In 2018, the membership committee would like to focus efforts on retention activities and attracting new membership to WTS. The Membership Committee plans to designate June 2018 as Membership Month to promote WTS benefits and programs.

Mentoring Committee

The WTS-DC Mentoring Committee is responsible for matching industry leaders with young professionals in a mentor-mentee relationship. We facilitate professional knowledge and experience learning in a friendly, interactive environment. In addition to our program mentors, we also invite industry experts and successful professionals in various sectors of transportation to share their career lessons learned with the group.

There were 20 mentor/mentee pairs in the 2017 program, who were matched based on their work experience, interests, sector, and personality-communication style. We encouraged each pair to meet at least once monthly on their own and attend group events throughout the program. We also used monthly check-in surveys to ensure that the pairs were continuing to build their partnerships and were meeting regularly.

We kicked off the program in May, bringing together all the participants for introductions and an overview of the expectations and ground rules. Many mentors and mentees learned more about one another and “broke the ice” by participating in a round of networking BINGO. With feedback from the group, we selected the 2017 discussion topics: career panel, difficult conversations, career advancement, and communicating to influence. We also introduced the Mentoring “Facebook” - a contact sheet including photos, names, positions, and emails for each mentor and mentee participant. It was helpful for matching names to faces and facilitated people getting to know one another more quickly.

Based on feedback from previous Mentoring Program participants, the mentees were especially keen on more opportunities to socialize and network informally with mentees and mentors alike. In response, we organized three happy hours allowing mentees to meet and mingle with mentors other than those they were paired with in the program. Each month we asked a few mentors to “host” each happy hour so that there would be



In July, we hosted our perennially popular Career Panel. The speakers represented the public, private, and non-profit sectors. Their diverse experiences gave the mentees and mentors a fuller picture of what it can mean to be a “transportation professional” and the various paths to get there.

In August, we had another well-attended happy hour, and in September, followed up with Mastering Difficult Conversations. We were joined by a private sector human resources director who provided insight on navigating the HR process, negotiating for performance bonuses, managing up, and communicating frequently with your supervisor. We were also joined by a transportation engineer from the private sector who shared her journey from junior employee to practice manager, which required her to advocate for herself with senior leaders and learn the nuances of transitioning from team member to team manager. Both presenters shared valuable lessons on when to speak up, especially when it’s challenging.

In October, we teamed up with the Professional Development Committee for “Making Strides in Your Career”, where the panelists shared candid stories about their early careers and best advice based on their experiences to date.

Our final presentation of the year was “Communicating to Influence” in November. The combined workshop and panel discussion gave attendees instruction on the visual, vocal, and verbal elements of communication followed by a lively discussion on finding your comfort zone for communicating. We learned that influence is one of the strongest forms of power, particularly in the team-driven environment common in most workplaces.

We were very excited to help empower our mentees to achieve many of the career goals that they identified at the outset of the program—one mentee even landed a sought-after job because of her experience in the program. We were very happy with the program this year and look forward to continuing the progress in 2018!

Professional Development Committee

The Professional Development Committee continued to reach a diverse audience in 2017, with a specific goal to extend WTS outreach to Northern Virginia as well as DC. A second goal was to offer professional education credits through all committee activities.

On April 5th, the American Association of State Highway and Transportation Officials (AASHTO) sponsored the first event of the year organized by the Professional Development Committee. Bud Wright, AASHTO Executive Director, lent his lifelong experience and advice to the women and men who attended the event. His main advice was that each of us should have a set of principles that we hold for ourselves. Setting up the principles is just the beginning of the process of becoming a better leader every day. The list of principles should be continuously improved; it should be a living document that takes into account lessons learned along the way. Applying them in every day life then grading yourself are the next steps. Part of this process should also be a mentor or colleague who should rate you.

Also in April, we held the third annual Complete Streets Bike Tour of Washington, D.C. on April 30th 2017. After a long and capricious spring, warm and sunny weather made for a perfect day to learn about multimodal transportation and introduce the participants to the different types of bike facilities in the Capital. Multimodal transportation is a significant trend for the District Department of Transportation (DDOT) and so WTS-DC’s Professional Development Committee selected a route to showcase as many innovative on-street bicycling facilities as possible, in a short tour, that DDOT is implementing. The event raised funds for the WTS DC Scholarship Fund, which recognizes outstanding female students, who are pursuing their education in transportation-related fields.

Another annual event with the Virginia Department of Transportation (VDOT), also the third in a series, was sponsored and held at VDOT on September 26th. The event weaved into this year’s 40th anniversary as its theme was: Past, Present and Future in VDOT Careers. A panel of female VDOT professionals shared their insights about how they achieved their roles and what it takes to be successful and to grow in your career. Presenters included Helen Cuervo, the District Administrator and District Deputy Administrator Renee Hamilton, Ellen Kamilakis, Monica Bhatia and Tomi Adeleke.

The last event of the year, a joint event with the Scholarship and Fundraising Committee and the Mentoring Committee, was held on October 23rd at the headquarters of Arlington County. This event was titled “Making Strides in Your Career” and it was built on the



theme of last year's "Developing Your Personal Brand" Professional Development program by focusing on how to advance your career. The event included speakers from different transportation careers: public sector, private sector small business and large business, and non-profit. The panelists were: Amy Morris of T3 Design, a small woman-owned business; Jennifer Aument of Transurban, a large corporation; Neil Pedersen of TRB, a non-profit organization; and Bill Cuttler of VDOT, from the public sector. The speakers mesmerized the audience with candid and extremely valuable stories and lessons from their careers. At the event, we presented the audience with a list of books helpful for career development. The Mentoring Committee awarded a certificate for a one-on-one career coaching session to one of the attendees.

To conclude the year on a successful note, the Committee Chair, Cerasela Cristei, was selected to attend the WTS Chapter Leader Training in Las Vegas. Attending this training broadened her horizons and expanded her knowledge about the WTS organization and its operations. It was also enlightening to meet leaders from other chapters and to share experiences and ideas.

Program Logistics Committee

The Program Logistics Committee provided logistical support for all of the public events hosted by WTS-DC in 2017. The committee engaged with the event planning committees and acted as the liaison with venues and caterers. They were also responsible for registration before and at the events.

Goals

- 1) Identify 5 new venues or caterers, including 2 free venues
Result: Successfully added 9 free venues, 2 other venues, and 1 caterer.
- 2) Increase opportunity for succession planning.
Result: Documented several advance and day-of event processes to serve as a helpful resource to future committee members.
- 3) Report event metrics by the next Board meeting
Result: Successfully reported event metrics for each event at the following Board meeting.

- 4) Be proactive about being welcoming and recruiting non-members.

Result: Successfully welcomed people who were new to WTS-DC events and asked them if they were members. At the registration table, kept a sign-up sheet for people to request additional information about WTS membership.

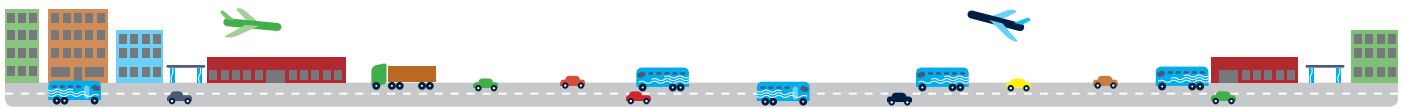
Duties

The Program Logistics Committee helps to execute the events that all WTS-DC committees decide to hold. The duties of the Program Logistics Committee include:

- 1) Identify venue, caterers, AV, and associated contracts for events, typically within three weeks of being notified by planning committee of event;
- 2) Handle reservations for monthly programs and other special events;
- 3) Keep a database of venues and caterers used for events;
- 4) Continually work with venue to ensure details and requirements of event are met and satisfied;
- 5) Ensure that name tags are prepared, have correct recognition ribbons, and are organized in alphabetic order for each program;
- 6) Arrive one hour early to each event and handle registration (check-in) during programs and stay until the end to collect badges for re-use;
- 7) Work with the Membership Committee to check the membership status of those who purchased Member tickets to WTS-DC events: Program Logistics sends the attendee list to Membership Committee who verifies membership status (and sends emails accordingly); Program Logistics arranges opportunities for people to buy the correct ticket type; and
- 8) Report event metrics (Ticket Types and Counts, No-Shows, Revenue, and Cost) to the Board in each following monthly Board report.



Date	Event Title	Description and Notes
February 23	Perspectives on Community Engagement	<ul style="list-style-type: none"> • Open Event, Hot Breakfast Buffet • 56 Registrants (25 Members, 20 Non-Members, 1 Student, 10 Complimentary)
March 23	WTS-DC Book Club: Boots on the Ground, Flats in the Boardroom: Transportation Women Tell Their Stories	<ul style="list-style-type: none"> • Open Event, Light Dinner • 15 Registrants (3 Members, 11 Non-Members, 1 Complimentary)
March 25	“Dream Big” Film	<ul style="list-style-type: none"> • Open Event, IMAX at National Air & Space Museum • 27 Registrants
April 5	Leadership Perspectives – A View from AASHTO’s Bud	<ul style="list-style-type: none"> • Open Event, Light Dinner • 21 Registrants (13 Members, 4 Non-Members, 1 Student, 3 Complimentary)
April 18	A Conversation with Paul J. Wiedefeld of WMATA	<ul style="list-style-type: none"> • Open Event, Formal Plated Lunch • 105 Registrants (63 Members, 29 Non-Members, 3 Students, 10 Complimentary)
April 29	Washington DC Complete Street Bike Tour	<ul style="list-style-type: none"> • 28 Registrants (10 Donations , 8 Supporters, 2 Super-Supporters, 4 Students, 1 Super-Star-Supporters, 3 Complimentary)
May 16	Transportation YOU Speed Mentoring	<ul style="list-style-type: none"> • Open Event for Dunbar High School Students, 40 Registrants (20 students, 20 mentees)
June 29	WTS-DC Book Club: Decisive, How to Make Better Choices in Life and Work	<ul style="list-style-type: none"> • Open Event, Light Dinner • 12 Registrants (10 Members, 1 Student, 1 Complimentary)
July 13	Legislative Breakfast	<ul style="list-style-type: none"> • Open Event, Cold Breakfast Buffet • 50 Registrants (36 Members, 5 Non-Members, 3 Students, 6 Complimentary)
July 19	Scholarship Happy Hour	<ul style="list-style-type: none"> • Open Event, Drinks for Purchase • 14 Registrants
August 9	WTS-YPT-TRF Host Shifting Gears: New Pathways to Autonomous Mobility	<ul style="list-style-type: none"> • Joint Event, Light Dinner • 90 Registrants
August 29	Intersectionality: How Can We Bridge the Gender Pay Gap?”	<ul style="list-style-type: none"> • Free and Open Event, Light Snacks • 61 Registrants
September 15	Executive Women’s Roundtable	<ul style="list-style-type: none"> • Invite-Only, Light Breakfast • 17 Registrants
September 26	Past, Present, and Future in VDOT Careers	<ul style="list-style-type: none"> • Open Event, Light Dinner • 35 Registrants (9 Members, 10 Non-Members, 20 Complimentary)
October 1	WTS-DC Walking Tour: Women Who Changed America	<ul style="list-style-type: none"> • Open Event • 10 Registrants
October 23	Making Strides in Your Career	<ul style="list-style-type: none"> • Open Event, Light Dinner • 41 Registrants (19 Members, 8 Non-Member, 2 Students, 6 Mentor/ Mentees from our Mentoring Program, 6 Complimentary)



November 20	WTS-DC Book Club: A Collection of Articles on Automated Vehicles	<ul style="list-style-type: none"> • Open Event, Light Dinner • 13 Registrants (9 Members, 3 Non-Members, 1 Student)
December 5	40th Anniversary Celebration	<ul style="list-style-type: none"> • Open Event, Appetizers and Drinks • 231 Registrants (69 Early-bird Members, 42 Early-bird Non-Members, 41 Regular Members, 36 Regular Non-Members, 43 Complimentary)

Recognitions Committee

In 2017, the Recognitions Committee oversaw the nominations process for WTS-DC's Chapter recognitions awards. We solicited nominations for awards in the spring and summer through email and social media (Facebook, Twitter, LinkedIn) announcements and targeted outreach with Chapter members. Our efforts garnered nominations for strong candidates in the following award categories: Woman of the Year, Rosa Parks Diversity Leadership Award, Employer of the Year, Member of the Year, and the Honorable Ray LaHood Award. We also solicited nominations for a special Chapter award to celebrate WTS-DC's 40th Anniversary, the WTS-DC 40th Anniversary Achievement Award, which sought to honor and recognize a WTS-DC woman who embodies the many goals that WTS has worked toward over the last 40 years.

During the WTS-DC 40th Anniversary Celebration, we were thrilled to present the following awards:

- 40th Anniversary Achievement Award: Cathy Connor
- Employer of the Year: Kittelson & Associates
- Honorable Ray LaHood Award: Bud Wright
- Members of the Year: Neela Babu & Brittney Gick
- Rosa Parks Diversity Leadership Award: Kimley-Horn and Associates, Inc.
- Woman of the Year: Dr. Bella Dinh-Zarr

We were delighted that award winners and representatives of award winners attended the 40th Anniversary Celebration and accepted their awards, which were presented by Chris Vineis, founder and first President of WTS-DC. The Chapter's award winners in each category were then nominated for WTS International's Recognitions Awards for 2018.

Scholarship and Fundraising Committee



Scholarship Awards Ceremony at the WTS-DC 40th Anniversary Celebration. Top row L to R: Federal Highway Acting Administrator, Brandye Hendrickson, Federal Transit Acting Administrator, K. Jane Williams, Union Station Redevelopment Corporation President & CEO, Beverley Swaim-Staley, WTS-DC Scholarship and Fundraising Committee Chair, Maheen Aziz, WTS-DC Scholarship and Fundraising Committee Deputy Co-Chair, Nancy Connor, and WTS-DC Chapter President Avital Barnea. Bottom row L to R: WTS-DC scholarship recipients Elham Shayanfar, Jennifer Hopkins, Caitlin Boyle, Sofie Rhoads, and Melissa Rossi.

As a Chapter, we believe that giving scholarships is one of the most important things we do. To mark the 40th anniversary of WTS-DC, the Scholarship and Fundraising Committee introduced new fundraising programs and looked back at the successful careers of past scholarship recipients.

The Scholarship Committee issued a call for scholarship applications to regional colleges and universities in the Washington, DC metropolitan area in early fall. The Committee continues to add to our existing contact list, to increase the diversity of our pool of applicants.

The Scholarship and Fundraising Committee received ten impressive applications from five DC area universities, including the University of Maryland, George Mason University, George Washington University, Georgetown University, and the Catholic University of America. Applicants represented a diverse array of transportation degree programs, including civil engineering, geography, urban and regional planning, supply chain management, architecture, information systems management, and transportation policy.

From this pool, the Committee selected six applicants to receive a total of \$8,500 in scholarship awards. This year's deserving recipients are profiled on the next page.



WTS-DC PhD Scholarship (\$1,000)

Elham Shayanfar

PhD Candidate, Transportation Engineering, University of Maryland

Elham Shayanfar is a PhD candidate in the Transportation Engineering Program at University of Maryland. She has a B.S. degree from Sharif University of Technology in Tehran, Iran and M.S. degree from the Univ. of Maryland. Ms. Shayanfar's research area focuses on network optimization, project selecting and scheduling, evaluating interrelated alternatives and transportation system planning. She has published her research work in renowned transportation journals and has presented in numerous conferences. Ms. Shayanfar is currently a research fellow at Appalachian Regional Commission (ARC) conducting research for The ADHS (Appalachian Development Highway System) program.



WTS-DC Master's Scholarship (\$2,000)

Caitlin Boyle

Master's in Civil Engineering, Catholic University of America

Caitlin Boyle is currently attending The Catholic University of America obtaining her Master's Degree in Civil Engineering. As a resident of Middletown, New Jersey she was inspired to become an engineer from the ever-changing New York City skyline and the bridges that connect Manhattan. She loves to travel and hopes to use her skills to improve our nation's transportation systems, especially its bridges.

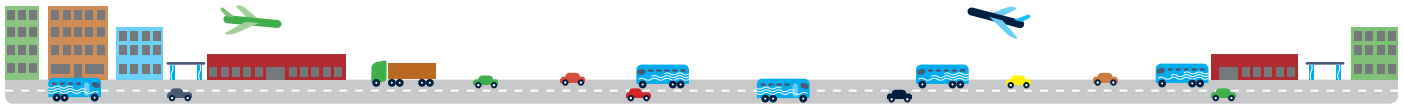


WTS-DC Master's Scholarship (\$2,000)

Jennifer Hopkins

Community Planning with a concentration in Transportation, MS, University of Maryland

Jennifer Hopkins is a Masters of Community Planning student at the Univ. of Maryland, College Park specializing in Transportation Planning and Land Use & Environmental Planning. Jennifer has a Bachelor's degree from George Mason University's Honors College in Government/International Politics and Geography. Jennifer currently works as a Geographic Information Systems (GIS) specialist in Washington, D.C. for the St. Elizabeth's Redevelopment Program and previously worked for Arlington Transportation Partners and the Howard County Public School System's Transportation and School Planning offices. Her interest in transportation stemmed from her international and domestic travels and observations of different transportation system modes and structures. Jennifer's graduate research has largely been focused around transportation demand management, mobility and accessibility, travel behavior, and equitable planning.



WTS-DC Master's Scholarship (\$1,000)

Sofie Rhoads

BS, Civil and Environmental Engineering with a concentration in Management and Transportation, University of Maryland

Sofie Rhoads is a Masters in Community Planning (MCP) Candidate at the Univ. of Maryland. Her interest in planning and transportation grew during her Peace Corps service (Albania, 2009-2011) and subsequent years in Frankfurt, Germany. She gained valuable experience in many aspects of the planning process as an intern for the City of College Park (2016-2017), including Complete Streets policies, pedestrian and cycling signage, zoning regulations, and policy analysis.

Currently, Ms. Rhoads is a graduate assistant at the State of Maryland's

Department of Housing and Community Development. Her academic work has focused on seniors and transportation, Norwegian electric vehicle policy, and minimum parking requirements.



WTS-DC Undergraduate Scholarship (\$1,000)

Jill Smith

Civil and Environmental Engineering with a concentration in Management and Transportation BS, University of Maryland

Sponsored by WSP

Jill Smith is a senior undergraduate student at the Univ. of Maryland studying Civil Engineering with a focus in Transportation and Project Management. She is a member of Women in Engineering Student Advisory Board, Society of Women Engineers, and American Society of Civil Engineers. This past fall, she helped found and is currently the secretary of Women in Engineering Leadership, an organization dedicated to fostering a community of women leaders at the Univ. of Maryland.

Outside of engineering, she is part of the Gemstone Honors College where she is part of an undergraduate research team researching mechanical and biological means of improving the air filtration qualities of indoor biowalls. Starting next summer, she will be working as a Transportation Engineer at the Maryland State Highway Administration.



WTS-DC Undergraduate Scholarship (\$1,500)

Melissa Rossi

BS, Civil and Environmental Engineering with a concentration in Transportation
Sponsored by Kimley-Horn and Associates

Melissa L. Rossi is a senior pursuing a Bachelor of Science degree in Civil and Infrastructure Engineering at George Mason University. She has successfully completed all the requirements of the GMU Honors College, is Vice President of the GMU chapter of Chi Epsilon (the National Civil Engineering Honor Society), and is doing undergraduate research in the Undergraduate Research Scholars Program. In spring 2017, Melissa was honored with acceptance into the Accelerated Master's Program where she is already studying Transportation Engineering. She was the

very first intern ever hired by the Northern Virginia Transportation Authority (NVTA). Melissa successfully passed, on her first try, the Fundamentals of Engineering (FE) exam in August (prior to starting her senior year) and will receive her Engineering-in-Training (EIT) certification upon completion of her Bachelor's degree in May 2018.



Making the continuation of the scholarship program possible, in 2017, in collaboration with many WTS-DC committees, the Scholarship and Fundraising Committee raised a total of \$13,428.78. Scholarship funds were raised through the following efforts:

40 for 40 Individual Donations: To mark the WTS-DC Chapter's 40th anniversary, we challenged our members to donate \$40 to the Scholarship Fund. Members who donated were recognized in the newsletter and in Chapter communication throughout the year. This initiative was extremely successful and raised a total of nearly \$2,900. Many thanks to the friends and members who contributed, in particular to those whose generous contributions exceeded \$40.

40th Anniversary Silent Auction and Donation Tree: The Scholarship and Fundraising Committee partnered with the 40th Anniversary Committee to install a Scholarship Donation Tree at our landmark 40th Anniversary Celebration on December 5, 2017. This effort raised a total of nearly \$750. Many thanks to Board Advisor Anne Stubbs for making this possible, as well as to the attendees of the 40th Anniversary Celebration for their generous donations toward advancing the next generation of women in transportation.

Transportation Rock Star Program: Starting in 2015, the Scholarship and Fundraising Committee has joined forces with the Corporate Relations Committee to include a scholarship support program as part of our corporate membership package. This program allows for existing corporate members to add \$500 or more in scholarship donations on top of existing corporate memberships. Corporate members that participate are named Transportation Rock Stars and recognized accordingly at events and on sponsor boards. In 2017, our Transportation Rock Stars were **Foursquare ITP**, **AASHTO** and **Transurban**. This program raised \$1,500 for scholarships in 2017.

Corporate Membership Dues: Since 2016, ten percent of corporate membership dues have been automatically dedicated to support the WTS-DC Scholarship Fund. This enabled us to raise \$2,200 in revenue for the WTS-DC Scholarship Fund in 2017. We anticipate continuing this partnership with the Corporate Relations Committee in future years.

Complete Streets Bike Tour: The Scholarship Fundraising Committee joined forces with the Professional Development Committee to organize our third annual WTS-DC Complete Streets Bike Tour on April 30, 2017; the route went from Union Station to the beginning of the Anacostia Riverwalk Trail in DC.

All proceeds were donated to the WTS-DC Scholarship Fund. The event was well attended and raised over \$1,000 for scholarships. Continuing the tradition, we hope you can join us for the fourth Complete Streets Bike Tour in 2018!

Making Strides in your Career Event: The Scholarship Fundraising Committee partnered with the Professional Development and Mentoring Committees to organize a second annual career panel event on career advancement in different parts of the transportation industry (government, small and large businesses, and non-profit) on October 23, 2017. All proceeds were donated to the WTS-DC Scholarship Fund and we were able to raise nearly \$700 for scholarships. We anticipate continuing a similar event annually.

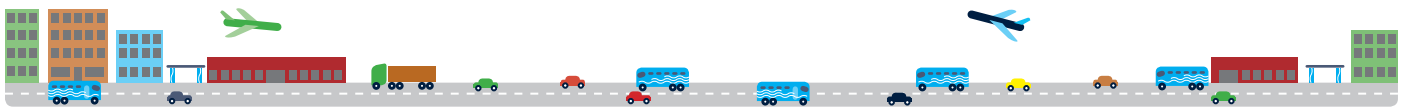
Kimley-Horn and WSP generously sponsored individual scholarships. This enormously successful program raised \$2,500 for scholarships in 2017, and we hope to increase our scholarship sponsors or sponsorship amounts in future years.

We look forward to continuing annual events and hosting new ones in 2018. The WTS-DC Chapter expects to award its very first high school scholarship in 2018.

In addition to our continued fundraising activities, we celebrated the Chapter's 40th anniversary by reconnecting with some of our past scholarship awardees and publishing a "Where Are They Now" feature in several of the Chapter newsletters. We asked several prior WTS-DC scholarship awardees to take part in an interview to highlight their prior studies and where their career paths have taken them.



Beverley Swaim-Staley – President and CEO of Union Station Redevelopment Corp (USRC) announcing the scholarship awards.



Below are the interview questions we posed:

- When did you receive your WTS-DC Scholarship? [Note: this response may include the year and/or where you were in your education, for example an undergraduate or graduate student, at the time you received the award.]
- What is the timeline (school/company, role, duration) of your career path since receiving that scholarship?
- Give us some details about your current role.

- What is it about the transportation industry that keeps you excited? Feel free to tailor your response to the DC area or to the location where you now live/work.
- How did your WTS-DC scholarship help get you to where you are today?
- Do you feel that WTS-DC is a worthwhile organization for others to be a part of? Why?

Each of the scholarship awardees profiled is noted below, along with a small excerpt from their interview highlighting one of the questions they each responded to.



Sara Delmonico (2004)

Sara Delmonico was an undergraduate student at The Catholic University of America when she received the 2004 WTS Undergraduate Student DC Chapter Award. She was in her junior year of studies in Civil Engineering and since then has taken a career path in engineering in far corners of the globe.

WTS-DC: *What is the timeline of your career path since receiving that scholarship?*

SD: After graduating in 2006, I worked for an engineering design firm in the DC metro area. Then in 2008, I went to work for the United States Army Corps of Engineers in Baghdad, Iraq. I returned to the United States in 2010 and went back to school. I earned a Master's of Science in Environmental Engineering from the University of Massachusetts Amherst in 2011. I moved to Washington State after graduation and found a job in Bellingham,

Washington, working for a small renewable energy start-up. I was laid off in 2013 and after a few months being unemployed, I decided to look for jobs in Washington, DC. I got a job with my current employer, Louis Berger, and moved back to Washington, DC in October 2013. In 2015, Louis Berger needed a civil engineer to fill a contract position in Okinawa, Japan, and I pursued it. I moved here (Japan) in October 2015 and will complete my contract in the fall of this year (2017). I do not know what I will do next.

Published October 2017



Sevgi Erdogan (2007)

Sevgi Erdogan was a PhD Student at the University of Maryland (UMD) when she received the 2007 WTS Doctoral Student DC Chapter Award. She was in her 4th year of PhD studies, in the Civil and Environmental Engineering Transportation Program and since then has taken a career path in transportation research and academia.

WTS-DC: *How did your WTS-DC scholarship help get you to where you are today?*

SE: I have to say that the WTS-DC scholarship helped me in numerous ways. Its value went far beyond its monetary significance. As someone who really struggled to be where I am, it was a recognition of all my efforts and ability to beat the odds. I've appreciated that very much. It may not have directly affected where I am today, but I am pretty sure it has contributed to who I am today. The tangible impact of it is that I can list it in my curriculum

vitae that I am the proud recipient of this prestigious award.

Published May 2017



Shirley Penaloza (2008)

Shirley Penaloza was an undergraduate student at the George Washington University when she received the 2008 WTS Undergraduate Student DC Chapter Award. She was studying Civil Engineering and has since taken a career path in the public and private sectors of civil engineering.

WTS-DC: *How did your WTS-DC scholarship help get you to where you are today?*

SP: The WTS-DC scholarship was incredibly encouraging. It was a financial help but more than that it was equivalent to having a cheering squad on your side. For me, it reminded me that there was a light at the end of the tunnel. I was able to attend multiple WTS meetings after receiving the scholarship and I met so many women and men who shared their lives with me. Their work, the struggles that come along with it, the successes and failures gave me a really clear picture of what to expect for life after college and gave me hope for the future.

Published May 2017



Dina Ribbink (2008)

Dina Ribbink was a graduate student at the University of Maryland when she received the WTS-DC Graduate Runner-up scholarship in December of 2008. She was in her fourth year in the Logistics/Supply Chain Management Ph.D. program at the University of Maryland and since then has taken a career path in academia in various locations in North America.

WTS-DC: *What is it about the transportation industry that keeps you excited?*

DR: Let me start by giving you an example. While driving across the US to get to my new location, I met a woman who had set up a relatively successful business selling water bottles to various supermarket chains on the west coast. However, her main challenge was logistics and getting the products on the shelves without paying her whole margin to the third-party logistics organization she was using. I think this example is typical for small and mid-sized companies, especially as they are just starting out. Logistics is not the first thing on their mind, however, in order to be able to fulfill demand, it is a key aspect of their business operations. Managing logistics effectively and efficiently is key to businesses, especially in our environment with more global supply chains. I enjoy that challenge and I enjoy looking into the dynamics between supply chain partners to address this.

Published October 2017



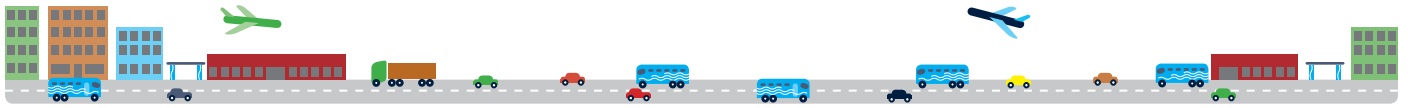
Carolina Burnier (2008)

Carolina Burnier was a graduate student at University of Maryland – College Park when she received the 2008 WTS-DC Doctorate Fellowship Award. She was working on her PhD in Urban and Regional Planning and Design with a focus in Transportation and since then has taken a career path in the consulting arena.

WTS-DC: *What is it about the transportation industry that keeps you excited?*

CB: Living in the DC area, we deal with some of the worst commutes in the country. Living in a dense urban environment, we need to come up with innovative ways to ease congestion, improve safety and support multimodal transportation options. Rapidly changing and new emerging technologies provides an opportunity to come up with innovative solutions to the growing traffic issues in our area. Working in Intelligent Transportation Systems (ITS) is very exciting as we can leverage emerging technologies to provide innovative solutions to our growing transportation challenges.

Published December 2017



Transportation YOU Committee

The WTS-DC Transportation YOU Committee is working with the 9th, 10th and 11th grade young women at Dunbar High School in Washington, DC through the Dr. Charles Drew STEM Academy, which is one of the school's learning communities with a focus on science and engineering. Our program currently consists of a monthly lunch series to provide discussion around professional development topics, and interaction with transportation professionals. Mentoring is at the heart of the Transportation YOU initiative.

Transportation YOU activities over the course of 2017 included a combination of professional development, college readiness, field trips and career spotlight workshops. The school year will culminate in June 2018 with participation in the WTS Transportation YOU Summit – the program's flagship conference – for select Transportation YOU participants.

Professional development activities led by the Transportation YOU Committee included a speed mentoring session and field trip to the Federal Highway Administration's Turner Fairbank Research Center. The students were also introduced to public speaking skills and bus route optimization skills through our spotlight speaker series. WTS volunteers across the DC Chapter have been recruited to serve as speakers and lend a hand through all our professional development activities.

In addition to these locally planned activities, the WTS-DC Transportation YOU Committee sent one mentor/ mentee pair to the WTS International Transportation YOU Summit in June 2017. This was an opportunity for the pair to gather with participants from across the United States for five days of tours, meet-ups with government and industry leaders, and technical activities. The mentor/mentee pair was selected through an application process and met several times in advance of the Summit.



Transportation YOU event



Women's Transportation Seminar
Washington, DC Chapter
P.O. Box 34097
Washington, DC 20043

www.wtsinternational.org/washington-dc/