



Advancing women
Advancing transportation
Fall 2021
Newsletter

PRESIDENT'S COLUMN

Dear WTS Members and Friends,

I hope you all are doing well as we welcome fall and our students head back to school. This time of year is my favorite...the air is crisp and there's a focus we all have as we fall back into our routines. With those routines come great opportunities for us as an organization to develop our students and members and help them on their journey of professional development. Our WTS network is one of our best avenues to help each other grow, so here are a few opportunities I would like to highlight:

◇ The 2022 Recognition Awards and Scholarship Applications are now open! You all know great students and interns that are working hard to join the transportation industry. Let's help them by sharing these scholarship opportunities and encouraging them to apply. Scholarships

are available at the high school, undergraduate, and graduate levels. Applications are due 10/25 and more information can be found on the WTS website [here](#).

- ◇ Mentors can make the difference. Each of us probably has our own story to share of how someone has helped shape our career. Join the 2021/2022 WTS mentorship program and become a mentor or mentee. If you're interested please sign up using the form found [here](#), or contact [Caroline Miller](#) or [Lisa Elliot](#) for more information.
- ◇ Transportation YOU (TYOU) will be kicking off another year of mentoring at Blaine High School to promote the diverse opportunities offered by a career in transportation. If you have a great project to share or a learning activity, we would love to hear from you. We're always looking for a guest to join us for one of the monthly programs. We also feature 1-2 site visits each year so an opportunity to tour a project or facility is also a highlight for the students. Please contact [Laura Melcher](#) or [Melissa Duhn](#) if you have an idea to share.
- ◇ Advancing your career or looking for great talent? Check out the [job opportunities](#) on WTS! Please send any new opportunities [here](#).

Expand your network and leadership skills, get involved in the 2022 WTS MN Board! Email wtsminnesota@gmail.com for more information.

Thank you all for being a part of this community and helping to support each other. Together we make a difference.

Andrea Arnoldi
President WTS MN Chapter

INSIDE THIS ISSUE

Chapter Announcements2-4
 Programs Update5
 Member Spotlight.....6
 Corporate Partner Spotlight7



Chapter Announcements:

Diversity and Inclusion

The WTS Diversity and Inclusion Committee has compiled a survey we would like to disseminate to human resources representatives for WTS Member agencies. This survey is a part of a larger effort to compile best practices regarding the recruitment, hiring, retention, and promotion of individuals that identify as black, indigenous, or women of color in Minnesota. The final product will be a compilation of information and resources that can be used to support and advance equitable opportunity for all women of color in the transportation field.

We would like your assistance with disseminating this survey to human resource contacts within your organization. Please forward this survey to the appropriate contact if you are able. If your organization chooses to fill out the survey and provide supporting information or data, they can choose to keep the answers anonymous and only summary information from your organization will be shared. The survey will be open until November 15th, 2021.

Link to Survey

<https://docs.google.com/forms/d/e/1FAIpQLSehpzqsPugX0HuZQLit3uYhp1fRi2pOzIYB17qGboXkbtXN9w/viewform>

If you have questions, or if your company needs an alternative format of the survey (which is currently using google forms), please reach out to us at WTSminnesotaDandl@gmail.com.

Thank you for your time and consideration,

WTS Diversity and Inclusion Committee Members



Run Club Revival

Erin Jordan and Daniel Baxter will be restarting the WTS Run Club, with the first run happening this coming month in October! Please email Daniel at dbaxter@mbakerintl.com if you'd like to be added to the Run Club distribution list to be notified about upcoming group runs. We will also have a group walk option for those who would rather not run but would like to see their peers in-person in a relatively COVID-safe outdoor environment.

TYOU Update

We are working on recruiting mentors for the 2021-2022 school year as well as looking for field trip opportunities. If you would like to volunteer or have any ideas to share, please email the Co-Chairs, Laura Melcher (lmelcher@braunintertec.com) and Melissa Duhn (mduhn@braunintertec.com). The TYOU program will be beginning in October.



Join the WTS Board!

WTS MN Board elections are approaching. If you are interested in joining the board send an email to wtsminnesota@gmail.com.

Chapter Announcements (continued):

Mentorship Program

It's that time of year again! If you are interested in participating in the WTS Mentorship Program, please sign up using the form below: <https://forms.gle/PAQgdqJVdWEUxs6B6>

What to expect?

- ◇ This year's program will run from October 2021 through August 2022 with a kickoff meeting in Late October. The time commitment is approximately 1-2 hours per month, which includes a monthly meeting with your mentor or mentee. If in-person events are scheduled, we will work with attendees on hybrid options so everyone can participate.

Who can participate?

- ◇ This program is open to anyone working in the transportation industry and is free to participate. You do not need to be a member of WTS to sign up. You do not need to be a student to sign up as a mentee - we have mentees in all stages of their career.

What is different for this year's program?

- ◇ We plan to incorporate more structured events and meet-ups throughout the program and encourage mentor/mentee pairs to network with others in the program.

Please sign up by Friday, October 8th!

Questions? Or need the form in an alternate format?

Contact Co-Chairs Caroline Miller caroline.miller@hdrinc.com, or Lisa Elliott lisa.elliott@state.mn.us

Membership Drive

WTS is excited to announce a new Fall 2021 Membership Campaign. The theme for this campaign is "Better TOGETHER – JOIN the WTS Transportation Community + Advance your Career TODAY!".

All new members who join in October 2021 will receive 10% OFF their 2021- 2022 annual membership. Any members re-joining after becoming inactive (4 months past renewal date or greater) will also receive the 10% discount. Any renewing members will earn a chance to win 50% OFF registration to the 2022 Annual Conference in Seattle, WA. To receive the discount, use the promo code ONEWTS2021.



Invest in your future now, and achieve your career goals! This October, become a part of WTS. We are Better TOGETHER! Click [HERE](#) to explore your membership options and start connecting TODAY!

Chapter Announcements (continued):

Scholarship and Recognitions Awards

WTS-MN is excited to announce the applications for 2022 awards and scholarships are now open. Please help promote this opportunity by sharing with your network. All applications are due 10/25 at 5pm.

Nominate someone who inspires you! Nominating your coworker, project, or employer for a WTS award is a great way to recognize the achievements of a respected colleague or team. [Click here for WTS-MN award information and application forms!](#)

Award opportunities include:

- ◇ **Member of the Year Award**
- ◇ **Woman of the Year Award**
- ◇ **Woman to Watch Award**
- ◇ **Employer of the Year Award**
- ◇ **Rosa Parks Diversity Leadership Award**
- ◇ **Innovative Transportation Solutions Award**
- ◇ **Honorable Ray LaHood Award**



Scholarship Applications

We proudly award scholarships to women pursuing an education to achieve their goals of a career in transportation. Diverse applicants are encouraged to apply! [Click here for WTS-MN scholarship information and application forms!](#)

Scholarship opportunities include:

- ◇ **\$2,000 Dan Meyers High School Scholarship**
- ◇ **\$2,000 Katherine Turnbull Undergraduate Leadership Scholarship**
- ◇ **\$2,000 Donna Allen Undergraduate Scholarship**
- ◇ **\$2,000 WTS Minnesota Graduate Scholarship**



PROGRAMS UPDATE:

JULY PROGRAM RECAP—ST. PAUL BIKEWAY TOUR

Our July Program held a St. Paul Bike Tour, highlighting the Wakáŋ Tipi Center at the Bruce Vento Nature Sanctuary and the Capital City Bikeway in Saint Paul. Mishaila Bowman gave an insightful presentation sharing information about the history of the sacred Dakota site near Lower Phalen Creek and its historical importance in the region as well as the the future Wakáŋ Tipi Center being built at the Bruce Vento Nature Sanctuary. The tour was followed by a ride on the Capital City Bikeway along Jackson Street. This part of the tour was led by members of the design team: KC Atkins (SEH), Ciara Schlichting (Toole Design Group), and Randy Newton (St. Paul).



The bike tour ended at City House along the Mississippi River with a fun evening of eating, drinking, and socializing. Needless to say, it was a great way to top off the program!



AUGUST PROGRAM RECAP—LA DOÑA MSES/ WTS JOINT NETWORKING EVENT

Our August program teamed up with MSES for a joint networking event at La Doña brewery in Minneapolis. La Doña is a Latin-influenced craft brewing reflecting the Latin experience in Minnesota and promoting accessibility to the craft beer industry. The crew spent the evening on the outdoor patio socializing together over event-sponsored refreshing beverages and delicious tacos! It was a great event to round out the summer months. Looking forward to the next joint event!

SEPTEMBER PROGRAM —BUILDING A CULTURE OF TRUST

Our September Professional Development Program welcomed Laura Boyd from Leadership Delta to present on "Building a Culture of Trust." Did you know that 45% of issues impacting work performance is due to a lack of trust!? Laura shared that trust is built on three pillars: Competence, Compassion, and Integrity. Throughout the program, attendees were about to learn from Laura and interact in small group discussions, sharing ideas on how to create more "win-win" opportunities, why trust is so critical to workplace performance and innovation, and how to build a successful cycle of trust with your colleagues. Ultimately, trust always begins with you...so WTS challenges you to set three goals to build a better culture of trust!

OCTOBER PROGRAM — TRANSPORTATION FUNDING PANEL (MEMBERS ONLY)

WTS MN is excited to announce our October program will feature long-time WTS member and newly elected, Senator Ann Johnson Stewart. She will moderate a program featuring Senator Carla Nelson, Representative Frank Hornstein, and Metropolitan Council Chair Charlie Zelle. This esteemed panel will discuss their work and leadership on important House and Senate Committees (Tax, Transportation Finance and Policy, and Capital Investment Committees) that influence transportation funding and policy and their regional work on transportation. This is a rare opportunity to have an audience with these transportation leaders and ask them your questions! You need to be a member to attend this event. If you are not a member, you can sign-up [here](#). Details on the date and time are forthcoming but the panel will have both virtual and in-person options and there will be an in-person networking opportunity after.

MEMBER SPOTLIGHT: Deborah Carter McCoy

WTS Minnesota's Member Spotlight is a newsletter feature to share your stories on what being a WTS member means to you. This month's story features Deborah Carter McCoy from Environmental Initiatives.

How did you come to join WTS?

WTS offered me the opportunity to have science, policy and planning discussions in a women-led environment. I was working in a male-only office and was not regularly included in conversations about transportation planning despite my professional background and interests.

How have you gotten involved in the organization ?

I was very active in the Chicago chapter of WTS serving on the Membership Committee. During that time I participated in writing personal thank you notes to members, membership reminders, packing and bulk mailing of branded cloth bags, and hosting happy hours for members.

Why do you stay active?

My WTS membership allows me to stay connected to others and to attend events which provide me educational and social opportunities. I am also an active member of the Transportation Research Forum and National Association of Railway Women. Each organization offers me connections to an industry which is no longer my primary work but remains a significant interest. WTS, as a female-focused and all mode organization, offers the widest range of opportunity and professional relationships.

What value has being a member had to you/your career?

I have met some very interesting women during events – especially young women new to the workforce. The most memorable conversations have been with engineers working on major construction projects, including O'Hare Airport expansion, and a young woman working in a Chicago rail yard as a mechanical engineering intern. My work in communications is always informed by the technical experts and stakeholders, including community members, and the opportunity to connect with women leading in their industries is a fantastic way to learn about major projects within a chapter service area. During WTS events I can ask questions and learn about nuances that allow me to become a stronger communicator or think about projects in new ways.

Any words of encouragement on why someone should join?

As a current Minnesota and former Chicago chapter member, I find that each offers excellent opportunities to meet women who are changing the face of transportation. Attending the Dale Street Bridge celebration in August 2021 with a friend and former colleague, I was reminded how often women lead but are still not given credit for that leadership. There is work to do and showing up is important.



A Quick Word on Membership:

The WTS Minnesota Chapter is constantly striving to deliver high-quality programs, events, and opportunities to our members and supporters. In addition to our generous sponsors, we couldn't exist as a chapter without our members. A membership in the WTS Minnesota Chapter comes with benefits including networking and professional development opportunities, reduced rates for registration for local and national WTS events, invitations to members only events, and access to transportation leaders. If you are currently a WTS member, thank you! If you aren't, please consider joining. It is free to join as a student member. Please contact us at WTSMinnesotaMembership@gmail.com with any questions on becoming a member.

CORPORATE PARTNER SPOTLIGHT:



MN OFFICES:

MINNEAPOLIS, DULUTH, BAXTER, ST. CLOUD,
ST. PAUL, BURNSVILLE, AND ROCHESTER

TRANSPORTATION SERVICES OFFERED:

Buildings & Structures, Intelligent Transportation Services (ITS), Traffic Engineering, Transportation Planning, Roadway Design, Right-of-Way, and Transit Planning

WHY WSB SUPPORTS WTS MN:

WSB was founded on the understanding the culture drives results. As a firm, we are committed to building a more diverse workforce. The communities we serve are far more diverse than our industry and we want to be part of the solution. Whether it's through our Opportunity+ training program or Women's Networking Group, we believe in fostering an environment where all staff feel included and valued. We support organizations like WTS because of their commitment to advancing women in the transportation industry.



MN OFFICES:

MINNEAPOLIS AND DULUTH

TRANSPORTATION SERVICES OFFERED:

Transportation and Transit Planning, Environmental Services, Complex Bridge Structures, Tunnel Design, Highway and Road Design, Geospatial Information Systems, Tolling, Mobility Operations, Geotechnical Engineering, Construction Management/Program Management, Alternative Delivery, Aviation Design, Railway Design, Transit Design.

WHY WSP SUPPORTS WTS MN:

WSP USA is the U.S. operating company of WSP, one of the world's leading engineering and professional services firms. Dedicated to serving local communities, we are engineers, planners, technical experts, strategic advisors and construction management professionals. With more than 12,000 employees in 200 offices across the U.S., we partner with our clients to help communities prosper. We value our people and care about their progress and offer the most fulfilling career development for our professionals. To help realize this goal, WSP leverages its partnership with the WTS as a go-to association for the transportation industry on shaping a future workforce that is inclusive of women at all levels.



CALL FOR VOLUNTEERS: We are growing as a chapter and have so many ways to get involved. See what opportunities are available [here](https://www.surveymonkey.com/r/PHYKBD) (<https://www.surveymonkey.com/r/PHYKBD>)!

MEMBERS AND FRIENDS ON THE MOVE

Celebrating milestones for our members and friends. Have member news to share? Send in snippets about job changes, life milestones, and other accomplishments to [Emily Bowen](#) so we can recognize our colleagues!

Laura Melcher— Promoted to Senior Marketing Proposal Coordinator at Braun Intertec.

Pamela Fincher— Joined Isthmus as a Transportation Planner.

Mary Karlson— Joined Isthmus as a Transportation Planner.

Bailey Waters and Emily Bowen— Passed PE Exam

THANK YOU TO OUR 2021 SPONSORS:

We appreciate your support! You make all our programs, scholarships, and outreach possible .

ADVOCATE



SUPPORTER LEVEL:

AET	Michael Baker International
Bolton & Menk	Stonebrook
HR Green	Terracon

SMALL BUSINESS/DBE :

HZ United	Pierce Pini & Associates
Isthmus Engineering	Professional Engineering Services
LV Engineering	Rani Engineering
Minnesota Transportation Alliance	Sambatek
MN Best	Zan Associates

PUBLIC SECTOR PARTNERS :

Minnesota Department of Transportation
 Washington County
 Metro Transit