



Advancing Women in Transportation
Greater New York Chapter



Issue: 45

April 2019

Upcoming Events

April 2019

NJ TransAction 2019

April 16-18th, 2019, All Day Event

NJ TransAction features 70 workshop sessions (5-6 concurrent throughout each day) specializing in bus, rail, roads, bridges, goods movement, pedestrian/bicycle, paratransit, community transportation, ports and much more. Register [Here!](#)

Emerging Women Leaders On-Site Training Series - The New Rules of Teamwork

April 23rd, 2019, 1:00PM - 2:00PM

Today, 84% of employees are "matrixed," working on multiple teams every day. Networks of teams are replacing top-down hierarchies. And the role of a high-performing team player is changing. Are you keeping up? In this webinar, learn to leverage the "magic ratio" of highly effective teams, harness the collective intelligence of groups, and make a memorable mark. Speakers: Jo Miller, CEO and Selena Rezvani, Vice President of Consulting and Research, Be Leaderly. Sign up [here!](#)

Transportation Trivia Night

April 24th, 2019, 6:00PM - 8:00PM

You are invited to the 10th Annual Transportation Trivia event, a

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CORPORATE
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joint activity supported by the local WTS Young Professionals Committee (WTS), Young Professionals in Transportation (YPT), and American Planning Association (APA) chapters. This is a very popular event to network and show off your transpo-knowledge with like-minded fanatics. Join a team (of up to 5) and compete for an array of prizes, but most of all, the chance to be crowned the new king/queen of transportation. Check event [page](#) for registration.

May 2019

- May 7th: New York Spring Dinner: Glass Ceiling Panel Discussion. For more information click [here](#)!
- May 15-17th: WTS Annual Conference 2019 (Boston). Registration closes May 15. Register [here](#).

More information coming soon. Please check [our website](#).

Member in the News: Clarelle DeGraffe



Clarelle DeGraffe becomes the Director of Rail Transit and General Manager of PATH

On March 25, 2019, after having served as deputy director for the least four years, Clarelle DeGraffe officially began her new role as Director of Rail Transit and General Manager of PATH. She is the first woman to lead the railroad in its 57-year history. Clarelle will be responsible for carrying out PATH's critical mission of moving nearly 300,000 people daily across the Hudson safely and effectively. She will oversee the department's ambitious capital program, including the ongoing replacement of equipment and rebuilding of tunnels severely damaged during Superstorm Sandy as well as the completion of the remaining phases of modernizing its century-old signal system. She will also spearhead initiatives aimed at future capacity growth, reliability and enhanced customer experience.

Clarelle has nearly 30 years of experience in the field of transportation, project management and construction management. Over the years, Clarelle has accumulated broad technical knowledge in the design and construction of transportation infrastructure, combined with the development of her outstanding strengths as a leader and creative problem solver. She is able to establish rapport with diverse groups ranging from executive management to field laborers and maintenance

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HNTB

JACOBS

PARSONS

STV 100 Years

vhb

WSP

Ruby



AKRF

CUBIC
Transportation Systems

Emerald



Louis Berger

ITK

staff.

Clarelle is a recipient of the 2008 Harlem Black Achievers Award, a 2013 Honoree in Professional Women in Construction and a 2018 recipient of a Congressional Certificate of Merit for her community service in Southeast Queens.

We congratulate Clarelle on her new position!

WTS-GNY Membership Committee Hosts A Paint & Sip Event



On Tuesday, March 5, 2019, the WTS-GNY Membership Committee hosted its first-ever Sip & Paint Night at the Painting Lounge in Midtown Manhattan. Each member brought along a non-member guest to network and learn more about the great opportunities WTS has to offer while also embracing their inner artists in a relaxed setting. There was a great turnout with attendees from several engineering firms and state agencies including MTA-LIRR, MTA-MNR, H&H, HNTB and VHB, among others. Everyone enjoyed an evening of painting roadways, rivers and bridges at sunset on a blank canvas.

Guests were excited to learn of the WTS-GNY Scholarship Opportunities, Networking Events, and Mentoring Program, which several of the attending members have been involved in and about which they were able to share their experiences. All painters enjoyed making their beautiful art pieces. With such a successful evening, we are hoping to schedule a similar event in the fall, so please stay in touch with WTS-GNY if you are interested in joining in the fun!

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See more photos [here!](#)

Behind-the-Scenes Career Panel

On Monday, March 18, 2019, the Young Professionals Committee hosted a Trending Topics: "Behind-the-Scenes Transportation Careers You Didn't Know Existed." The panel took place at Public House where attendees learned about a few of the lesser-known jobs in the transportation industry from the women working in those careers. Each of the panelists described a "normal" day at her job and shared how she discovered and decided to pursue that particular field. They also shared some of their personal sacrifices and the choices they've had to make to advance to where they are today.

Danyella Brooks, ASP - Industrial Hygienist, EHS Compliance Associates (previously worked at NJ Transit)

Joy Chiu - Assistant Superintendent, PATH

Raishea Haines - Safety Programs Coordinator, PATH

Gretchin Noel - Assistant Trainmaster/Operations Analyst, PATH

To view more photos, click [here](#).



WTS-GNY Chapter Survey #4: Glass Ceiling

WTS Greater New York Chapter is conducting a series of surveys to give us insight into how we can better serve our members and the transportation industry as an organization. This is the second survey of the series on behalf of the Membership Committee.

We value your opinion. All responses are optional and anonymous.

Everyone who completes the survey by April 30 will have a chance to enter to win a \$50 Amazon Gift Card. Your contact information will be kept separate from your survey responses. Thanks for your participation!

[CLICK HERE TO COMPLETE SURVEY](#)

International Women's Day 2019 & National Women's History Month

Many WTS GNY members were featured on panels celebrating International Women's Day 2019 at their companies.

Young Professionals Co-Chair Ece Koch was on the panel hosted by AECOM. To view photos from the AECOM panel, click [here](#).

Director-At-Large Portia Henry and WTS GNY members Joyce Chiu and Mercedes Guzman were featured on the panel hosted by the Port Authority of NY & NJ. To view photos from the PANYNJ panel, click [here](#).

WTS GNY appreciates all the women who submitted a video or write-up for the inaugural digital campaign celebrating National Women's History Month. It is powerful to learn from one another's greatest accomplishments, advice and wishes for women in the field of transportation. Participants included: Alexa Gangemi, Allison Simmons-Jacobi, Amaka Amalu-Anderson, Ann E. Freedman, Beth DeAngelo, Daniela Moreno, Denise Berger, Desiree Gazzo, Diane Gutierrez-Scaccetti, Ece Koch, Erica Swansen, Gace Chiu, Heather Jones, Jihane Fazio, Krista Putrino, Leticia Caviness, Mary K. Murphy, Megan Young, Portia Henry, Rebecca Frein, Rebecca Cassidy, Rigdha Bannerjee, Sandra Vasco, Yuliya Ruvinova and Yvonne Lopez -Diaz. You can find all the videos on [LinkedIn](#), [Instagram](#), [Twitter](#) and [Facebook](#)!

A special thank-you to the Communications Committee volunteers who made the digital campaign possible: Carrem Gay, Karina Vangani, Liz Archer, and Chair Leticia Caviness.

The highly anticipated Glass Ceiling report has been published

In 2016, the WTS Greater New York (WTS-GNY) Chapter created a Glass Ceiling Committee (GCC) to review and quantify the challenges faced by women in the region. The WTS-GNY GCC is comprised of women from private sector companies and public entities. This report summarizes the results of a literature review and survey of relevant demographic profiles, policies, and programs. It also provides case studies and recommended practices.

In 2017, WTS-GNY sent a survey to public government entities, public corporations, private corporations, and non-profit organizations in the New York and New Jersey Metropolitan area.

Key findings from the survey include:

- Out of the 162 employers that received the survey, 29 responded, representing a response rate of 18%. Two responses were excluded from result summary.
- On average, women comprised 20% of employees.
- 13 participating organizations had 30% or fewer senior-level positions and twelve mid-level positions filled by women.
- Only six organizations had a 50-50 gender split at the senior level. Five of these same organizations had a 50% or better representation of women in mid-level positions.
- Only nine participating organizations had a mentoring program. An average of 40% of participants in those mentoring programs were women.
- While 17 of the participating organizations have an affirmative action plan, only 14 conducted diversity training and 12 have dedicated staff overseeing their diversity efforts.
- Most (19) of participating organizations did not have a women's network group or committee. The eight that did were evenly split between public and private sector.
- The survey asked respondents how often seven issues were raised in their recruiting and/or exit interviews. The top three issues raised "often" were: (1) compensation; (2) flexible work schedules; and (3) work culture. Save the date for a panel on May 7th, 2019 to discuss the results.

To learn more or to download a copy of the report visit:

<http://www.wtsinternational.org/greaternewyork//glass-ceiling/>

2019 Scholarship Program is Accepting Applications!

Various scholarships are available for undergraduate or graduate women enrolled or accepted into a transportation-related field in New York or New Jersey. The scholarships range from \$1,000-\$5,000. Each scholarship has its individual application and criteria. To learn more, visit [website](#). Questions can be emailed to wtsagnyscholarship@gmail.com. Applications must be postmarked or emailed no later than Friday, June 14, 2019.

A yellow poster with a torn-edge effect. At the top left is a logo consisting of three vertical bars of increasing height. To its right is the text "WTS GREATER NEW YORK CHAPTER". Below this, a large orange banner with a torn edge contains the text "2019 SCHOLARSHIP PROGRAM" in white and blue, followed by "IS ACCEPTING APPLICATIONS" in yellow. Below the banner is a red icon of a notepad and pencil. To the right of the icon is a paragraph of text. At the bottom, a blue banner with a torn edge contains the text "Applications must be sent by Friday, June 14, 2019". At the very bottom, there are two columns of text: "EMAIL" followed by an email address, and "FOR MORE INFO" followed by a website URL.

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Volunteers Wanted and Appreciated!

WTS-GNY is always interested in volunteers to help the Chapter. Don't see anything of interest below, but want to help? Email us at wtsagny@gmail.com to find a committee that's right for you!

New Jersey Programs Committee is looking for active members to assist with planning and execution of events.

The **Communications Committee** is looking for volunteers to write content for social media sites and develop marketing material for the chapter.

WTS-GNY Needs a New College Outreach Chair!

WTS-GNY is looking for a College Outreach (CO) chair to help direct and develop the CO committee. The development of the CO committee is a continuation of the Chapter's professional development opportunity spectrum, starting with: Transportation YOU for high school students; College Outreach for college students; Young Professionals for young and emerging professionals; and Mentoring for mid-career professionals.

The responsibilities of the CO chair are to 1) liaise with the student chapter at Rensselaer Polytechnic Institute (RPI) to continue connecting its members with the WTS-GNY community and 2) to develop relationships with universities and college students in the GNY area. Chair candidates for the CO committee should have interest or experience in working with college students.

Please contact Aimee Jefferson (ajeffer@njtpa.org) for more information. Thank you!

Transportation Job Opportunities

WTS-GNY would like to be a resource for women seeking positions in transportation and firms looking for candidates. Visit our [Job Opportunities](#) page for latest updates!

If your firm would like to post a position, fill out our [job form](#). We will share your job opportunity on our LinkedIn Page and in our next Chapter News as well as our website.

April Opportunities (more on the [WTS-GNY Jobs Page](#))

Employer	NJ Transit
Job Title	Manager, Transportation GIS
How to Apply	Website
Deadline	Open until vacancy filled

Employer	AECOM
Job Title	Transportation Planner
How to Apply	Website
Deadline	Open until vacancy filled

Employer	Port Authority of NY & NJ
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Job Title 2019 Major Capital Projects Associate Program

How to Apply [Website](#)

Deadline 4/08/2019

Employer NYCDEC

Job Title Analyst- Ports & Transportation

How to Apply [Website](#)

Deadline Open until vacancy filled

Have exciting content for the May issue?

Article pitches, women in transportation news, member spotlights, discussion topic ideas: [Email us](#) by 4/24/2019.

Did your email address change?

If your email or mailing address has changed, log into the [WTS website](#) and update your information in the "My Account" page.

Communications committee
WTS-GNY