



# ANNUAL REPORT 2018

WTS-Boston

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# MESSAGE FROM THE PRESIDENT

The end of 2018 marks the end of my term as President of WTS-Boston and I am amazed how quickly it went by. It has been an honor and a privilege to serve as the President of one of the strongest WTS Chapters. I have been involved in WTS for sixteen years and getting involved in the leadership team was one of the best decisions I have made from both a personal and professional standpoint. I have made lifelong friends through WTS and, I absolutely give WTS credit for where I am today in my career as a regional leader with an international firm. In addition to the countless networking and professional development opportunities WTS has provided, I have had the support of countless mentors and the ability to learn from each one of them. Thinking about the WTS mission and what we work so hard as an organization to do – advance women in the transportation industry – it has definitely helped me advance.



I would like to take this opportunity to thank all of the women who served with me over the past two years on the WTS-Boston Leadership Team for their support, hard work and commitment to make the chapter a success. We have a fantastic team of 50+ volunteers helping to deliver a strong Chapter focused on mentoring, professional development and networking for its members, while focusing on the WTS mission of advancing women in the transportation industry. For those of you not involved in WTS, I encourage you to get involved with one of our many committees and attend our events. You will not be disappointed - WTS provides countless opportunities to sharpen leadership skills and grow your network in addition to all of the professional development and networking opportunities.

This annual report helps showcase just a small fraction of what WTS-Boston did in 2018 and I am amazed by our accomplishments, successes and the level of commitment of our strong leadership, enthusiastic committees and advisory board. When I started my term two years ago, I, like so many before me, was lucky to inherit a well-oiled-machine influenced by the many Past Presidents and past leaders. My goals were straight-forward:

- To build our leadership pipeline
- Enhance our professional development programming and
- To increase diversity within our leadership and membership

Fast-forward 2 years, and I'm happy to report that we have and continue to be committed to all these areas, and hopefully you see this from your vantage point as well. As an organization, we have expanded our reach and are seeing many new faces at our events and joining our committees. Our programming continues to provide you with networking and professional development opportunities and we have made strides with diversity in our leadership team. Other accomplishments include holding our first STEM Summit in 2017 to expand our outreach to girls 13 – 18 and introduce them to careers in transportation. In 2018, we raised \$20,000 for our scholarships at our annual golf outing, double what we raised in 2017 and a record amount for the chapter.

I am honored to have led the Chapter through 2017 and 2018 and look forward to chairing the Advisory Board and supporting our incoming President Sarah Dennechuk, in any way that I can.

Sincerely,

Rebecca Williamson

WTS-Boston President

# BOARD OFFICERS AND DIRECTOR

## President

Rebecca S. Williamson, P.E.  
Principal, New England Highway  
Bridge Market Sector Lead |  
Buildings & Infrastructure  
Jacobs

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## Vice President

Sarah E. Dennechuk, P.E.  
Senior Project Manager  
Massachusetts Port Authority  
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## Secretary

Sarah D. Bergman, EIT, LEED, AP  
Civil Engineer  
WSP USA

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## Treasurer

Marie J. Sullivan, P.E.  
Senior Associate  
Stantec

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## Past President

Rachael Barolsky Sack  
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## Director

(Programs, Fundraising)  
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## Director

(Communications, Special  
Projects)  
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## Director

(Mentoring, Membership)  
Gina Solman  
Environmental Protection  
Specialist

U.S. DOT/Volpe Center

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## Director

(Diversity, Professional  
Development)

Genevieve Cahill

Vice President/Principal  
BSC Group

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## Director

(Outreach, Student Chapter)  
Susan A. Nichols, LEED AP, ENV SP

Director of Environmental  
Planning

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## Director

(Public Art, Scholarship & Awards)

Gina Fiandaca

Commissioner

City of Boston Transportation  
Department

Email: [Gina.Fiandaca@Boston.gov](mailto:Gina.Fiandaca@Boston.gov)

# COMMITTEE CHAIRS

## Communications

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Civil Engineer  
WSP USA  
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## Diversity

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Senior Environmental Planner  
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## Finance

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## Golf

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Business Relationship Specialist  
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Email: [kmarshall@sandrcorp.com](mailto:kmarshall@sandrcorp.com)

## Membership

Nicole Rando  
Search Consultant  
Email: [Nicole.rando@gmail.com](mailto:Nicole.rando@gmail.com)  
Laurie Carlson  
Program Coordinator  
MassDOT  
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## Mentoring

Teryne Alexander  
Administrator, Risk Management  
Massachusetts Port Authority  
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## Professional Development

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Asst. Vice President, Rail Team Leader  
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## Public Art Project

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Chairman and CEO  
Nitsch Engineering  
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Hyun-A Park  
President  
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## Scholarship and Awards

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Project Manager  
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## Special Projects

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## Student Chapter

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## 2019 WTSI Annual Conference

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City Point Partners  
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Lori L. Chicoyne  
Director of Client Development  
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# ADVISORY BOARD MEMBERS

## Past-President (2015-2016)

### Advisory Board Chair

Rachael Barolsky Sack  
Chief, Innovative Research Program Office  
U.S.DOT/ Volpe Center  
Email: [rachael.sack@dot.gov](mailto:rachael.sack@dot.gov)

## Advisory Board Co-Chair (2017-2018)

### Appointments Task Force Co-Chair (2016-2018)

Janice M. Bergeron  
President  
RND Consultants  
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## Past-Past-President (2015-2016)

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## WTS-Boston - 2017 WTS Northeastern Regional Board

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## Members At Large

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Leonor M. Filipe (2015-2018)  
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Linda Sharpe (2016-2018)  
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# 2018 CORPORATE SPONSORS

## Executive Level

AECOM  
 AI Engineers, Inc.  
 APTIM  
 BSC Group  
 City Point Partners  
 GEI Consultants, Inc.  
 GPI  
 Green International Affiliates, Inc.  
 HDR  
 HMMH  
 HNTB Corporation  
 Howard Stein Hudson  
 Jacobs  
 Kleinfelder  
 Massachusetts Bay Transportation Authority

Massachusetts Port Authority  
 MassDOT Highway Division  
 Michael Baker International, Inc.  
 Nitsch Engineering  
 Nobis Engineering  
 Sanborn Head  
 SP Plus – Parking & Transportation  
 Stantec  
 STV  
 Tetra Tech  
 TranSystems  
 VHB  
 Weston & Sampson Engineers, Inc.  
 WSP USA

## Associate Level

Bryant Associates, Inc.  
 Cambridge Systematics, Inc.  
 Geocomp Corp.

Keville Enterprises, Inc.  
 saam architecture  
 Sherin and Lodgen LLP

## Supporter Level

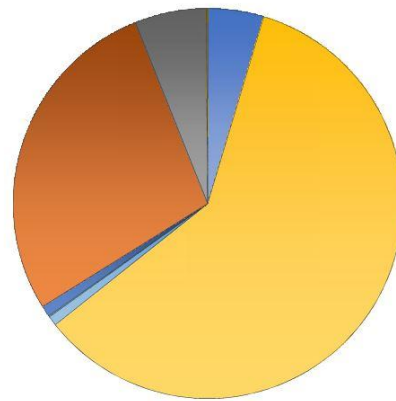
BETA Group, Inc.  
 CDW Consultants Inc.  
 Crosby Schlessinger Smallridge  
 Dewberry  
 Epsilon Associates, Inc.

Fennick McCredie Architecture  
 Hager GeoScience, Inc.  
 Kennedy/Jenks Consultants, inc  
 McMahon Associates  
 Nover-Armstrong Associates, Inc.  
 TEC Inc. (The Engineering Corporation)

# TREASURER'S REPORT

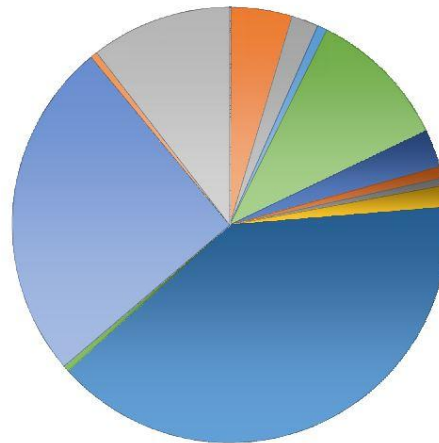
## 2018 Income

Total Chapter Revenues	\$	11,143.88
Total Communications Revenues	\$	-
Total Diversity	\$	-
Fundraising Revenues	\$	142,969.65
Membership Revenues	\$	1,915.00
Mentoring Revenues	\$	220.00
Professional Development Revenues	\$	2,200.00
Programs Revenues	\$	66,570.00
Special Projects Revenues	\$	14,230.00
Student Chapter Revenues	\$	304.65
<b>Total Gross Revenues</b>	<b>\$</b>	<b>239,553.18</b>



## 2018 Expenses

Total Ad Hoc Expenses	\$	239.51
Total Chapter Expenses	\$	8,177.99
Total Communications Expenses	\$	3,654.00
Total Diversity Expenses	\$	-
Total Finance Expenses	\$	1,325.00
Total Fundraising Expenses	\$	19,161.78
Total Membership Expenses	\$	5,084.45
Total Mentoring Expenses	\$	1,543.50
Total Outreach Expenses	\$	1,020.80
Total Professional Development Expenses	\$	2,885.74
Total Programs Expenses	\$	72,188.77
Total Scholarships & Awards Expenses	\$	792.50
Total Special Projects Expenses	\$	45,910.51
Total Student Chapter Expenses	\$	965.60
Total WTS Boston Charitable Fund	\$	19,042.00
<b>Total Gross Expenses</b>	<b>\$</b>	<b>181,992.15</b>





# FINANCE COMMITTEE

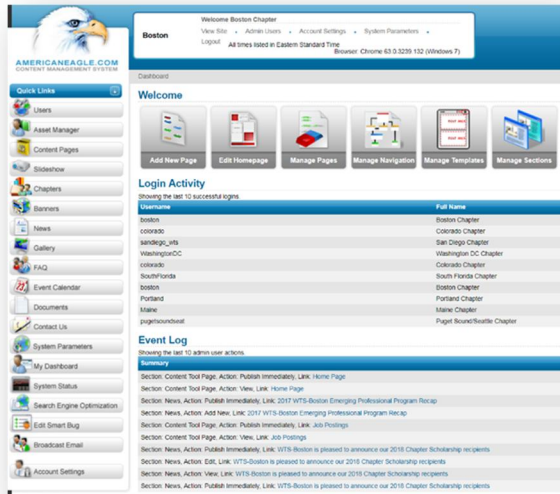


The Finance Committee was chaired by Shahpar Negah, MassDOT, and WTS-Boston Treasurer Marie Sullivan, Stantec. In 2018, the Finance Committee reviewed the overall financial health of WTS-Boston - including the yearly revenue and expenditures, investments, and scholarship account.

The Finance Committee collaborated with both the Scholarship and Awards Committee and the Fundraising Committee resulting in WTS-Boston awarding \$12,000 in graduate and undergraduate scholarships in 2018.

The Finance Committee continued leading the invoicing efforts for all WTS-Boston events after each event has closed. The Finance Committee collected most/all outstanding fees for the 2018 events.

# COMMUNICATIONS COMMITTEE



The Communications Committee is responsible for both internal and external chapter communications, including streamlining communication to the membership as well as heightening awareness of WTS-Boston by identifying opportunities for media coverage of WTS-Boston programs and events. The Committee is co-chaired by Lauren Dale of WSP and Sasha Gambarov of RND Consultants, Inc. In 2018, the Communications Committee maintained regular contact with all other WTS Committees in order to provide WTS-Boston members with timely access to speakers and information on important issues impacting our industry and chapter events. The Communications Committee accomplishments in 2018 included:

- Maintained a 10+ person Committee, Drafted and published more than 70 E-Blasts
- Maintained E-Blast distribution list with more than 1,000 active email addresses
- Weekly scheduling and committee scheduling phone calls with WTS-Boston President and Vice-president
- Reformatted and maintained current content on the WTS-Boston webpage
- Maintained Flickr photo sharing site
- Updated social media regularly using Hootsuite dashboard (includes Facebook, Twitter and LinkedIn)
- Posted Instagram photos during events
- Maintained job-postings on WTS-Boston website
- Established protocols and schedule for posting weekly content via Constant Contact
- Coordinated with WTS-Boston Committees to update the website
- Assisted Committees in content development
- Prepared online registration for the 2018 events across committees
- Coordinated with the WTS-Boston photographer for events and maintained photography contract

# DIVERSITY COMMITTEE

After a brief hiatus, the Diversity Committee was re-formed in 2018. The Diversity Committee serves as an internal resource and guide for WTS-Boston Committees to use in a collective commitment to increase diversity and representation within the organization. The co-chairs for the 2018 Diversity Committee were Lauren Ballou of VHB and Elizabeth Ulloa-Murray of the MBTA.

In 2018, the Diversity Committee developed a set of shared definitions for diversity, inclusion, and representation. The following definitions were adopted by the WTS-Boston Board in 2018:

- Diversity: Feature of a mixed workforce or organization that provides a wide range of abilities, experience, knowledge, and strengths due to its heterogeneity in age, background, race, ethnicity, cognitive and physical abilities, sex, gender identity and presentation, sexual orientation, socioeconomic status, political and religious beliefs, and other attributes.
- Inclusion: The valuing of diversity and diverse perspectives. Inclusion puts the concept and practice of diversity into action by creating an environment of involvement, respect, and connection—where the richness of ideas, backgrounds, and perspectives are harnessed to create business value.
- Representation: The state of diversity across levels in an organization (e.g., not clustering racial minorities at a particular level or in a particular division), which enables all current and prospective members of an organization to perceive a career/leadership path for themselves; evidence of upward mobility.



The Diversity Committee collaborated with the Special Projects Committee and the MassDOT Women's Employee Resource Group to hold the Diversity-in-Motion Workshop in November 2018. The event featured three panelists and a moderator, who shared personal experiences that influenced their careers. Panelists also offered tools that they found essential to fostering diversity in the workplace. Discussions between panelists and participants about barriers to diversity in the workplace brought about numerous possible solutions.

The Diversity-in-Motion Workshop was well attended and well received. In 2019, the Diversity Committee hopes to build on this momentum and hold one to two additional events. Looking ahead, the committee would like to work closely with other WTS-Boston committees to identify initiatives, through existing programming, to improve diversity, inclusion, and representation within WTS-Boston.

# FUNDRAISING COMMITTEE

## Sponsorship

The WTS-Boston Fundraising Committee raises funds to support scholarships and the operations of the Chapter through its Annual Sponsorship Program. Three levels of sponsorship allow for participation regardless of the size of the firm. Sponsor benefits range from website listings to large-scale banners and corporate logos on the WTS-Boston webpage. All Sponsor Program participants are able to attend the New Year's Reception and the invitation-only Annual Leadership Breakfast in April free of charge.

The 2018 Sponsors included 29 at the Executive level, 6 at the Associate level, and 12 at the Supporter level. The sponsor rate of return from 2017 was 98 percent and there were two new firms at the highest sponsorship level. Additionally, two new firms became sponsors for the first time at the Supporter level.

The Fundraising Committee coordinates with several other WTS-Boston committees including Communications, Special Projects, and Programs to ensure that the chapter supporters receive their valuable benefits.

The committee also developed a sponsor longevity tracking database and populated it with records going back over a decade. While some companies have been acquired and the industry has experienced periods of recession and growth during that time, the Boston chapter of WTS continued to enjoy strong sponsor support.

Committee members were Mary Gwaltney, Massport; Sheila Warren, Geocomp; and co-chairs Crystale Wozniak, HMMH and Lindsey DiTonno, GPI.

Those interested in knowing more about WTS-Boston and its many sponsorship opportunities can view the Corporate Partners page of the WTS-Boston website at <http://www.wtsinternational.org/boston/corporate-partners/>.

## Golf Outing

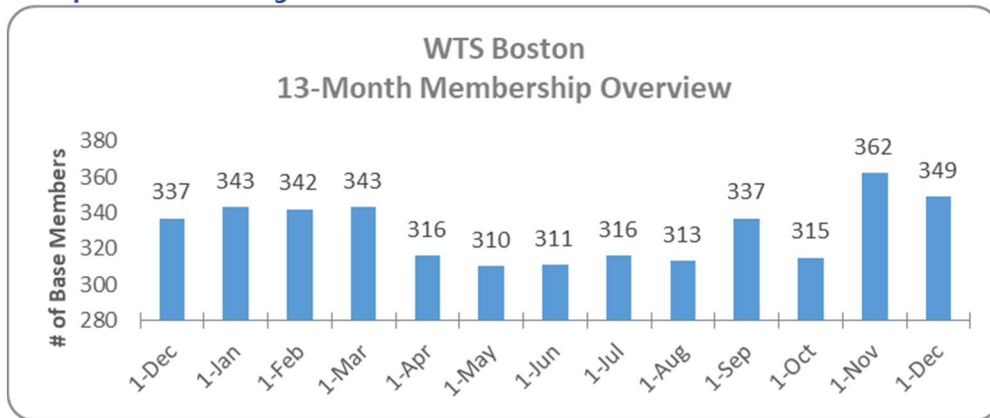
The goal for the golf outing is to raise money for the WTS Scholarship program and to bring folks together for a great day of networking and golf. The 2018 golf event represented a new twist with a new venue at Stow Acres and two new Co-Chairs, Christine Mizioch from AI Engineers and Karin Marshall from S&R Corporation leading the charge. As a result of a lot of hard work, the event oversold the normal field of 144 players and raised almost \$20,000 for the scholarship program. Despite the monsoon that struck just as the player began to take the field, we all had a really great time. In addition, we had a special guest appearance from the Lt. Governor, Karyn Polito, at the post event meal.



Our Co-Chairs have returned for the 2019 event keeping it at Stow for what should be another successful year. We opted to move the event back to August (8<sup>th</sup>) this year as it had originally been for many years prior. Foursomes are already filling up with many repeat teams and sponsors jumping back on board. We have a great committee for the event that includes Kelly O'Neill from BSC Group as well as Laura Hood from SPS New England but could always use more help. We have big shoes to fill and our goal is to surpass our 2018 events success. Look for new and exciting contests as well as an additional mulligan hole this year! We look forward to seeing you on the course!

# MEMBERSHIP COMMITTEE

## Membership Summary



### WTS-Boston Membership Statistics

#### Year-End 2018

<i>Chapter Members:</i>	349	
Regular Memberships	220	63%
Public Sector	89	26%
Students	12	3%
Executive Leaders (Private)	17	5%
Retired	3	1%
Executive Leaders (Public)	3	1%
Other	3	1%
Educators	2	.5%
	<hr/>	
	343	100%

#### *Public Sector Members by Agency*

Mass DOT Members	19
Massport Members	30
USDOT/FHWA/Volpe Center	24
MBTA Members	9
Other	7
	<hr/>
	89

## Membership Events

### New Member Orientation – May 3, 2018

The Membership Committee held its first New Member Orientation Event on May 3, 2018. Jacob's Engineering firm graciously hosted the event in their newly renovated location. This evening was an informative and fun way to meet both newer and longer-term members, including members joining from other chapters new to the Boston area.

Co-Chairs of each respective committee spoke to the group about their committee's contributions to WTS; and how new members could become involved in a committee of their choice. All new members in attendance received a WTS-Boston Brochure illustrating the many activities and functions of WTS-Boston, and the ways members can contribute their time to a committee.

- Cost: Free
- Members Only: Yes



## Membership



**Co-Chair**  
Nicole Rando  
A/E/C Search Consultant



**Co-Chair**  
Laurie Carlson  
Program Coordinator  
MassDOT



## Board Officers



**PRESIDENT**  
Rebecca S. Williamson, P.E.  
Principal, New England  
Highway Bridge  
Market Sector  
Lead | Buildings  
& Infrastructure  
Jacobs



**FAST PRESIDENT**  
Rachael Katsikis Sack  
Chief, Innovative  
Research  
Program Office  
U.S. DOT/  
Volpe Center



**VICE PRESIDENT**  
Sarah E. Dunnechuk,  
P.E.  
Senior Project  
Manager  
Massachusetts  
Port Authority



**TREASURER**  
Marie J. Sullivan, P.E.  
Senior Associate  
Stanley



**SECRETARY**  
Jessica Kenney  
Director of  
Environmental  
Compliance for  
Construction  
MassDOT-High  
way Division



## Board of Directors



**DIRECTOR**  
(Diversity,  
Professional  
Development)  
Genevieve Cahill  
  
Vice President/  
Principal  
SSC Group



**DIRECTOR**  
(Program,  
Fundraising)  
Kristina C.  
German  
Principal, New  
England Regional  
Outside Sales  
Manager,  
Buildings &  
Infrastructure  
Jacobs



**DIRECTOR**  
(Student Chapter,  
Outreach)  
Susan A. Nichols,  
LEED AP, ENV  
SP  
Principal, Director  
of Environmental  
Planning  
VHB



**DIRECTOR**  
(Public Art,  
Scholarships &  
Awards)  
Gina Fiandaca  
Commissioner  
City of Boston  
Transportation  
Department



**DIRECTOR**  
(Outreach,  
Memberships)  
Gina Solomon  
Environmental  
Protection  
Specialist  
U.S. DOT/Volpe  
Center



**DIRECTOR**  
(Communications,  
Special Projects)  
Sarah D.  
Bergman, EIT,  
LEED, AP  
Civil Engineer  
WSP USA

## June Mixer – May 31, 2018

The WTS-Boston Membership Committee hosted nearly sixty transportation professionals at this year's June Mixer. Held for the second year in a row on the patio at Tia's Waterfront in Boston, we enjoyed refreshments, beautiful weather and great company. Thank you to everyone who showed-up to make this event a success and thank you to Shilpa Sen PhD for being our honorary photographer for the evening.

- Cost:
  - Members, \$15
  - Non-Members, \$30
- Members Only: No



## Membership Drive + Membership Celebration

### Membership Drive

Dates: October 1-November 2

The goal of the Membership Drive was to increase our membership. We had 9 members join during the drive and had at least 6 additional new members in the following month as a result of referrals.

- Incentives for New Members to Join/Membership Referral
  - Comp ticket to membership celebration - \$15 value!
- Enter referrers into a raffle for a big bag o' swag
  - We reached out via e-mail to each person who was referred to encourage them to join.

### Membership Celebration

WTS-Boston's Membership Committee hosted its annual Membership Celebration at Sip Wine Bar on November 1, 2018. It was a night to meet-up over a beverage and apps with old friends and colleagues and welcome some of our newest members.

The evening unfolded with an icebreaker and opening remarks by the Membership and Mentoring Committee Board Liaison, Gina Solman (USDOT Volpe Center). Mentoring Committee Co-Chair Kristin Whitman (Jacobs) announced the commencement of the formal Mentoring Program in the new year, which is still accepting applications. In addition, we were happy to host the Emerging Professionals alumni reunion in conjunction with the event.



The evening concluded with the raffling off of 15 WTS swag bags and 6 Omni Parker House gift cards. Proceeds from the gift card raffle went towards the WTS-Boston Scholarship fund. Thank you to everyone who purchased tickets and congratulations to all who won. In addition to the raffle prizes, each member in attendance was given a commemorative WTS Umbrella.

- Cost: \$15 - includes drink ticket
- Members-Only: Yes



# MENTORING COMMITTEE

In 2018, the WTS-Boston Mentoring Committee developed programming that supported mentoring at all career levels, through the TED Talk, Mid-Career Roundtable, and Emerging Professional Program. In addition, the committee planned for a revamped formal mentoring program to be kicked off in early 2019. The 2018 committee was co-chaired by Teryne Alexander of MassPort and Kristen Whitman of Jacobs. The Board liaison was Gina Solman of the USDOT Volpe Center.

## WTS Boston Mentoring TED Talk

The committee hosted a mentoring event on July 10 featuring a TED Talk viewing of “The Career Advice Your Probably Didn’t Get” by Susan Colantuono, CEO and founder of Leading Women. Following the viewing, Loretta Girard Doughty, P.E., Transportation Program Manager for the New England Region at HDR, facilitated a discussion among participants on the different types of career advice people wanted, received, and provided.



In her talk, Susan asked why the percentage of women at the top of organizations is so much lower than the percentage of women in middle management and professional positions. She gave examples of women who were doing everything right at work, receiving excellent performance reviews, and just not moving up. In order to move up, she said, you must be known for your leadership skills, use your abilities to help the organization achieve its strategic financial goals, and do that by working effectively with others. However, that business, strategic, and financial acumen is the missing part of the career advancement advice given to women. Susan encouraged women to focus on developing those skills, and for women and men who are in management positions to make sure those skills are emphasized to create a level playing field and diverse talent pool.

## Mid-Career Roundtable

The committee hosted two roundtables in 2018, on June 11 and November 29. The Mid-Career Roundtable is geared toward WTS members with at least 10 years of experience in the transportation industry. Marian Barth of STV, Inc. and Dieckmann Cogill of Jacobs coordinated both events.

The roundtable events brought together WTS-Boston members to share their perspectives and experiences through small-group facilitated discussions.

Topics of discussion in 2018 included:

- How your communication style can be adjusted to the needs of others
- Charting the course: getting women to the top
- Coaching and developing others
- How to use experts, and when not to
- How to disagree productively and find common ground

## Emerging Professionals

The 2018 Emerging Professionals were Samantha Roddy and Nikki Tishler, both of MassDOT at the start of 2018. Samantha is an environmental planner and now works at VHB. Nikki Tishler was a transportation planner and Title VI strategist supporting civil rights compliance at MassDOT. Nikki passed away suddenly in early 2018 from a brain aneurysm. She had an immense passion for equity and a promising future. Nikki is dearly missed by loved ones and in the transportation community.



## Formal Mentoring Program

Mentoring is cited as both a specific goal area for WTS International and as one of its six guiding principles to help shape future generations of transportation leaders. That is why we are very excited to announce a new formal mentoring program for the Boston chapter. The program's objective is to provide the opportunity for rising professionals to access more experienced professionals in the industry, allowing them to gain access and insights that could have a

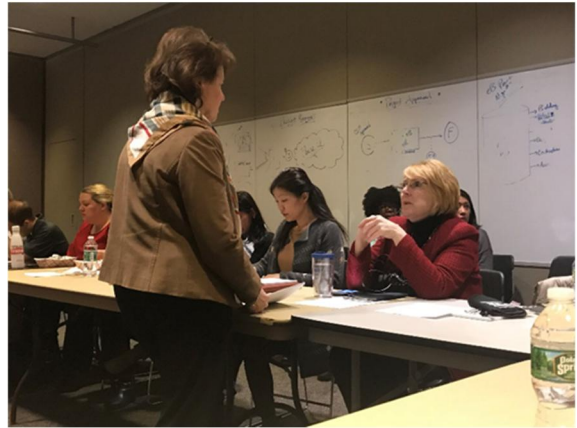
lasting and tangible effect on their careers. Mentors benefit from sharing career success stories with future women leaders, building long-term relationships, and giving back to an industry that has helped them in their careers. This program is scheduled to run from January-June 2019 and will include both one-on-one time with mentor/mentee pairs and group professional development events with all program participants. In 2018, the mentoring committee planned for the program, including identifying 10 mentors and 10 mentees to participate in the program.



# PROFESSIONAL DEVELOPMENT COMMITTEE

In 2018, the professional Development Committee was an active committee, providing professional development programming seminars and workshops, as well as a professional networking event. The co-chairs for the 2018 Professional Development Committee were Allene Rieger of TransSystems and Stefanie Bridges of Weston & Sampson. The Board Liaison was Genevieve Cahill of Michael Baker, Int'l.

The first event of 2018 was held on March 7 at the Transportation Building. Professional leadership coach Kate Carleton led an interactive skills workshop "Speak with Impact – Polishing your Elevator Speech". Kate explained that an effective elevator speech is a great way to sell yourself to prospective clients, employers, and colleagues. About 35 WTS-Boston Members and industry professionals attended the event. Volunteers presented their speeches, and Kate and fellow workshop participants provided supportive and constructive feedback.



Kate Carleton interacts with participants during "Speak with Impact- Polishing Your Elevator Speech" workshop

The next event was held on June 23, also at the Transportation Building. This two-part presentation introduced the MassDOT Planning State Transportation Improvement Program (STIP) and the Boston Region MPO Transportation Development Program (TIP). The program was presented by Bryan Rounds, the STIP coordinator and MPO Liaison representing MassDOT Office of Transportation Planning, and Ali Kleyman, the TIP Manager at Boston Region MPO. Approximately 30 participants learned about the MassDOT project development process including project notification form, project initiation form, and project review committee approval, as well as public and political support that can make project funding happen. During MPO portion, attendees learned the details about a project's evaluation process and how to get your project programmed within the regional MPO. A flow chart was presented for a typical project process (between 2 and 10 years!).



Bryan Rounds (left) and Ali Kleyman (right) presenting on STIP and TIP

Our last event of 2018 was held on September 25th at Serafina's restaurant in Boston. After kicking off the evening with an icebreaker, attendees learned about the wine making process and tasted a selection of several Italian wines paired with tasty hors d'oeuvres. This fun and lively networking event was attended by about 45 members and nonmembers.



Attendees enjoy an evening of wine, food, and networking during the 2018 Wine Tasting Event

## PROGRAMS COMMITTEE

The Programs Committee had a productive and successful year devoted to planning, coordinating, and implementing the Chapter's monthly luncheon programs and the annual summer walking tour. A summary of our 2018 events and programs is provided below.

### February 28, 2018 – Stefanie Seskin, Active Transportation Director, City of Boston - Transportation Equity

On February 28th, WTS-Boston hosted the City of Boston's Active Transportation Director, Stefanie Seskin, at the Chapter's monthly luncheon seminar. In her position, Ms. Seskin works across City Departments and with constituents to create networks of people-friendly streets throughout the city. In her presentation to WTS, she focused on the importance of equity in active transportation and how the City is accomplishing their active transportation goals in innovative ways with an emphasis on equity and access for all populations.

Through Stefanie's presentation, the audience was engaged in learning about the many innovative, creative, and unique initiatives that the Boston Transportation Department is putting forth to promote equity in the City's active transportation network.



### March 22, 2018 – Lisa Weiland, Port Director at Massport - Revitalizing the Port of Boston

On March 22, 2018, Massport Port Director Lisa Weiland provided WTS-Boston luncheon attendees with an update on the exciting activity in the Port of Boston. As a bonus, Lisa was introduced by Anne Aylward, director of the U.S. Department of Transportation's John A. Volpe National Transportation Systems Center. Anne previously served as the director of the Port of Boston for Massport and was the first woman elected to chair the American Association of Port Authorities.

Lisa provided an update on the Maritime portion of Massport's business, which consists of owning and operating Conley Terminal and Flynn Cruiseport Boston, as well as being the landlord for seafood tenants and the Boston Autoport. The Port of Boston generates \$4.6 billion of annual economic impact, supports 7,000 jobs and contributes \$136 million in State and local tax revenues within the Commonwealth. Conley Terminal is a key hub within the port, responsible for about a third of the cargo coming into New England.

It was exciting to hear about the incredible growth and vibrancy of the Port of Boston.

## April 26, 2018 – Kathryn Carlson, Director of Transportation at A Better City – The Future of Transportation



On April 26, 2018, Director of Transportation for A Better City, Kathryn Carlson, spoke to WTS-Boston luncheon attendees about the future of transportation.

A Better City is a nonprofit business association with the common goal to enhance Boston's and the region's economic health, competitiveness, vibrancy, sustainability, and quality of life. The Transportation Dividend (A Better City report) shows that the Metropolitan Boston Region has 69 percent of Massachusetts' population and creates 84 percent of the state's gross domestic product. It is anticipated that the

population will grow 10 percent between 2010 and 2030. This emphasizes the need for efficient ways of transportation in an already congested area.

Kathryn noted that one of the key things that is expected to come out of autonomous vehicle use is that cars will be able to take up less space on the roads. It is important to consider putting in protections now for designing and engineering the use of this expected open space, as well as writing codes and municipal guidelines proactively rather than reactively. While we may have a little time, it is going to take extensive infrastructure and policy investments to make sure that autonomous vehicles across the country can communicate with one another to ensure the high level of safety that is expected.

Another consideration is how companies will make money as autonomous vehicles become more prevalent. It is anticipated that there will be fewer cars purchased and electrification, no driver, and competition will decrease capital and operating costs, which means companies will be looking at different revenue sources. The most likely revenue source is an advertising model. The incentive for car companies then shifts to maximizing time passengers spend on the road to maximize advertising time, which is at odds with getting people around as efficiently as possible.

The Metropolitan Area Planning Council "Fare Choices" studied travel modes that were being substituted by ride-hailing services. The result was that 59% of trips of a ride-hailing services added a car to the road where people used to walk, bike, or take public transportation. This, in turn, adds to road congestion rather than alleviating it.

Attitudes and social norms can change rapidly. We need to be proactive and engaged to spearhead infrastructure and policy changes in preparation of the next cycle of transportation changes.

## May 24, 2018 – Jennifer Slesinger, Senior Planner with the MassDOT Office of Transportation Planning – Focus40 Investment Plan

On May 24th, WTS-Boston hosted Jennifer Slesinger, Senior Planner with the MassDOT Office of Transportation Planning, at the Chapter's monthly luncheon. Ms. Slesinger serves as the Project Manager for Focus 40, the 25-year Investment Plan for the MBTA. The goal of the plan is to position the MBTA to meet the needs of the Greater Boston Region in 2040.



Focus 40 is focused around the critical elements that transportation connects, and how the MBTA can provide these connections. In the transportation world today, there are several uncertain trends that make planning for the future such a challenge. Trends such as rising housing costs, ride sharing, bike sharing, and climate change are among the trends whose futures are uncertain. Ms. Slesinger raised questions about these growing trends. While the Millennials may move out of cities as they age – the next cohort of 25-34 year-olds are not much smaller. Preferences for cities have continued to grow for decades among that age range. Where will these young people choose to live? Will they move to the suburbs to raise families? How does that impact the focus of the MBTA and the needs of the region? With the trending rise in housing costs, how far from urban areas will homebuyers need to move? Where will wealthy people live? How does this affect lower income families who will need to move further away from urban centers and be less likely to reach transit hubs? With ridesharing providing on the order of 65 million trips in the Commonwealth in the past year, how will that impact the MBTA?

Ms. Slesinger made a point that given the amount of uncertainty for the future of transportation in the Commonwealth, Focus40 is designed to adapt to change while keeping goals clear, rather than simply being a project list.

By investing in the areas where the MBTA has a competitive advantage and investing incrementally and in places where the need to improve transit is strong, will help achieve the goals for the region. Strategic, proactive thinking is an implementable planning approach in the uncertainty of our transportation world today.

## July 24, 2018 – Ellen Denooyer, MBTA; Keith Craig, New Balance; Erin Harvey, New Balance – Boston Landing Station/New Balance Summer Tour

On July 24, 2018, WTS-Boston members received a private tour of the New Balance Campus at Boston Landing. The exclusive tour of the campus was guided by Ellen DeNooyer from MBTA, as well as Erin Harvey and Keith Craig from the New Balance Development team.

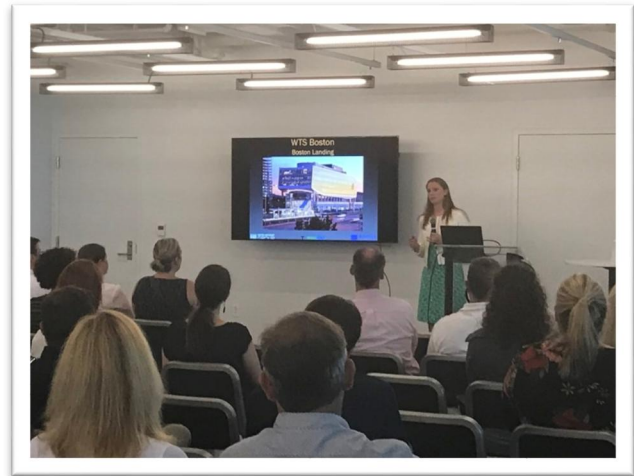
Boston Landing Station is one of the first Public-Private Partnership (P3) projects in the Commonwealth of Massachusetts. This project succeeded in restoring commuter rail service to the neighborhood on the Framingham-Worcester Line for the first time in nearly fifty years. The development and construction of the station was accomplished through private funding sources as well as MBTA and MassDOT support.

The Boston Landing Campus combines retail, athletics, office and living space within the community, and provides a unique experience and location to those working in, living in, and utilizing the space each day.

Keith Craig, of the New Balance Development team, described how a focus of the project was to bring a sense of connection to the community through the Boston Landing Station. This project offered the surrounding community a variety of different retail options, employment opportunities, and a connection to the surrounding areas through the commuter rail service. The project was also able to provide a transportation update to the area within and surrounding the campus,

including the addition of sidewalks and pedestrian friendly accommodations and the new commuter rail station. According to Erin Harvey, of the New Balance Development Team, the previous site on Guest Street was "in need of some love," and that is just what this project was able to provide, transforming the area from a development site into a community.

Ellen DeNooyer led the group on a walking tour through the campus to Boston Landing Station. Following the tour, attendees enjoyed food and refreshments at Brighton Bowl/Flatbread Company, a local bar, restaurant, and bowling alley located within the campus.





## September 28, 2018 – Victoria Sheehan, NHDOT Commissioner - Today, Tomorrow and Forever - New Hampshire's Transportation Infrastructure

On September 19th, WTS Boston welcomed New Hampshire DOT Commissioner Victoria Sheehan to talk about "Today, Tomorrow and Forever - New Hampshire's Transportation Infrastructure." Sheehan noted that New Hampshire faces transportation issues like those in the Commonwealth, as well as its own challenges and opportunities.

Ms. Sheehan highlighted how transportation excellence is fundamental to New Hampshire DOT's mission to provide for economic development, safety, and interconnectedness.

Helping her execute her mission are 1,650 dedicated employees. The DOT manages over 3,700 state and municipal bridges, 4,600+ miles of roadway, 12 public transit systems, 10 intercity bus routes, 3 commercial airports, 25 public airports, one of which is the Alton Bay Ice Runway (yes, ice runway!). The airports generate \$1.16 billion in economic output, over 9,200 jobs, and \$27.9 million in tax revenue. The DOT also manages approximately 460 miles of active rail road that moves 5,600,000 tons of freight including 321,000 tons of exported products and goods (95% of which is aggregate), and 780,000 tons of imported coal, petroleum, cement, lumber, cement and chemicals.

Looking toward the future, Sheehan explained New Hampshire's 10-year planning process for future DOT projects. The 10-year plan becomes state legislation and is reviewed/revised every two years. Before Sheehan's tenure, the 10-year plan was overprogrammed and overpromised, and therefore underdelivered. Sheehan has focused on producing realistic 10-year plans that are more "constrained", while at the same time setting targets to measure the DOT's performance and agency's ability to deliver projects. The current 10-year plan includes a budget of \$3.7 billion which has a large focus on pavement, bridges and legacy projects such as the I-93 expansion project. The NHDOT expects to advertise about \$159 M in construction projects this year and some major projects are in the works, including the I-93 Exit 4A project and two bridges over the Connecticut River in 2019.

Sheehan is also assisting with establishing a new, local New Hampshire WTS chapter. This is important to WTS-Boston and many instrumental members are part of the push to develop the NH chapter.



## October 25, 2018 – Laura Brelsford, Assistant General Manager for MBTA System Wide Accessibility (SWA) – MBTA Accessibility



On October 25th, WTS-Boston hosted Laura Brelsford, the Assistant General Manager for MBTA's System-Wide Accessibility (SWA), at the Chapter's monthly luncheon seminar. Laura has been at the forefront of the MBTA's mission to become the nationwide model of an accessible public transportation system.

Laura began her presentation describing the progress she and her colleagues have made with the MBTA by first summarizing the state of station accessibility, operations, and programs prior to her appointment as

Assistant General Manager. Just over ten years ago, there was a twenty-percent chance that a person with disabilities would not be able to board the local bus because of a lack of proper maintenance, equipment, and/or training of the operator. Elevators and lifts would be out of order for weeks at a time due to an outdated and underperforming monitoring system.

Since then, the MBTA has made significant strides toward providing a transit system that is a nationwide model for accessibility. This progress began with the creation of the system-wide accessibility group reporting directly to the General Manager. This crucial structural change allowed the MBTA to transition from a reactive operational agency to a preventative and proactive agency for accessible facilities. Out of service elevators and lifts that previously took weeks to repair, are now maintained on a regular basis to prevent breakdowns. Just two years after implementing the proactive policy change, elevators were recorded as being 99.5% operational. This enormous success boosted morale for MBTA employees and has translated toward their work in accessible bus operations. The MBTA purchased a new fleet of all low-floor buses, updated bus maintenance procedures to a proactive approach, and began 8-hour training sessions for bus operators. After the first round of feedback from both the Monitoring Program and the regular riders, it was evident that these small changes were making a large difference. Again, the MBTA saw considerable improvements and success. The percentage of riders not able to board due to maintenance and operation issues decreased from 20% in 2005 to 0.1% today. Laura was most excited to announce that the percentage of bus operators failing to properly apply disability securements decreased from 91% to 6%.

Today, the MBTA reaches out to Laura and her colleagues for advice on improvements to accessible design on a regular basis, giving Laura and her team a seat at the decision-making table. Since the SWA's inception, the group has grown from one person to a group of twelve people. Laura was excited to announce a joint effort to produce a Design Guide for Access, expected within the next year, that will detail new design guidelines and processes for approving accessible designs within the MBTA.

## November 15, 2018 – John Dalton, MBTA Program Manager of the Green Line Extension (GLX)

On November 15th, 2018, John Dalton, Massachusetts Bay Transportation Authority (MBTA) Program Manager of the Green Line Extension (GLX), spoke to WTS-Boston about the GLX program history, the revised project scope, and contracting and risk management strategies. John closed his presentation with an update on project progress and key lessons learned.

John's presentation began with a brief history of the project, which began as a mitigation measure of Boston's Central Artery Project (CA/T). The CA/T project increased vehicular capacity to the city, so to offset the increase in air pollution, the Green Line Extension Project was developed. In late 2015, the project was halted after a Guaranteed Maximum Price could not be agreed on. This decision initiated a re-design to significantly reduce the project cost while maintaining the project goals within the requirements of the Full Funding Grant Agreement (FFGA), an agreement between MBTA and the Federal Transit Administration (FTA). The redesign encompassed five primary scope items. The stations, community path, retaining walls, bridges, and the Vehicle Maintenance Facility were all rescope and redesigned to remove items that were not obligatory for complying with the FFGA. Many of the bridges within the initial scope were scheduled for a full reconstruction. The redesign limited the scope to two full reconstructions and four rehabilitations.

In May 2016, the MBTA Board approved the reduced scope. In November 2016, the Design-Build procurement process began. Dalton explained that the guiding principles of the re-procurement included complying with the FFGA requirements, maintaining costs within the affordability limit, procuring maximum scope without jeopardizing project budget, and encouraging innovation. It was also important to minimize and share risk.

On December 20th, 2017, GLX Constructors received Notice to Proceed on their winning bid of 1.082 billion dollars which included all six additive options! The Green Line Extension Project will add seven light-rail stations: one is a relocation of the current Lechmere Station, five new stations will be added on the proposed Medford Branch, and one new station will be located on the Union Square Branch. The project will comply with all environmental commitments and the FFGA. The scope also includes a multiuse community path, the procurement of 24 light rail vehicles, and a Vehicle Maintenance Facility. The GLX project aims to improve local and regional air quality while reaping economic benefits, including the improvement of the commercial tax base. The extension will also increase the number of Somerville residents within walking distance of rail transit from 20% to 80%!

The overall project is divided up into 58 discrete packages. Design is at roughly 50% completion and construction is underway. Dalton closed his presentation with five lessons he's learned managing GLX: (1) promote innovation, (2) optimize competitive tension during procurement, (3) be open to change, (4) never underestimate the importance of organization capacity, and (5) don't disproportionately assign risk.



## December 19, 2018 – Patricia Leavenworth, MassDOT Deputy Administrator and Chief Engineer



On December 19th, 2018, MassDOT's Deputy Administrator and Chief Engineer Patricia (Patty) Leavenworth spoke to an audience of over 200 WTS-Boston members and guests at the annual meeting.

Patty spoke to the group about the industry's current concern with employee retention and how "grit" in the workplace can play an integral role in job satisfaction. Patty gleaned this enlightened message from Angela Duckworth's latest book, *Grit*, which describes grit as a combination of passion and perseverance for a singularly important goal. Patty noted that there are many reasons why someone may

be unhappy with a job, but grit is typically not one of them. She asked all the audience members to recall a moment in our careers where we have felt our greatest sense of accomplishment. She guessed that our moments were likely all challenging times when we had to fight hard to reach our goal. Our most rewarding projects have been the most exhausting, intense and frustrating and; the grit of the team to push through and overcome these challenges is what made the outcome so satisfying. Patty went on to affirm that this courage and strength is what defines the transportation industry. With job turnover at a higher rate than previous generations, it appears that younger employees do not stay with their company long enough to feel this type of intrinsic reward. She encouraged everyone to mentor the next generation in our transportation industry, to challenge them and give them opportunities to grow, encourage them to learn from their mistakes, and make them feel like they are part of something bigger. Patricia wrapped up her presentation by stressing how proud she is of our gritty Massachusetts transportation industry and the difficult, meaningful, and important work that we do.

Prior to Patty's riveting address, outgoing WTS-Boston Chapter President, Rebecca (Becky) Williamson, began the Annual Meeting reflecting on her days as Chapter President. Becky praised her wonderful support group and spoke highly of our incoming Chapter President, Sarah Dennechuk. Becky recognized all outgoing chapter leadership, and thanked the pioneering past presidents, the WTS 2018 sponsors, and the Chapter's members and guests who continue to support the advancement of women in transportation.



Incoming WTS-Boston Chapter President Sarah closed the Annual Meeting by recognizing the incoming Chapter leadership. She also thanked the outgoing WTS-Boston President, Becky, for her many accomplishments during her time as Chapter President, as well as several other individuals that have positively influenced her involvement and commitment to WTS-Boston. Sarah wrapped up the meeting by highlighting three of the Chapter's goals for the upcoming year:

- Continue to build the pipeline of younger members from both the public and private sectors.
- Expand the reaches of WTS to areas of transportation that have historically had lower representation.
- Adapt to the changing workforce and needs of our membership.

# PUBLIC ART COMMITTEE

The Public Art Committee's charter is to commission a public art piece in a public transportation venue that will celebrate women's role in transportation. The art installation will be located at the MBTA South Station, specifically within the Red Line head house at Summer Street and Atlantic Avenue at the Federal Reserve Building. The committee is working with MassDOT, the MBTA, and the City of Boston to coordinate the project.

## Background

In 2016, artist Ellen Harvey was selected through an open competition that received 195 entries. Harvey's unique concept, NETWORK, ultimately won over the selection committee. Her piece is a glass mosaic map of Boston and the surrounding ocean highlighting the transportation networks. To pay homage to WTS and all women in transportation, the WTS logo and surveying mermaid figures are incorporated into the design. The key focus for last year was to raise funds and contract with Ellen for the fabrication for the piece. The WTS BCF hired SPS New England to be the General Contractor for the installation of the piece which is anticipated to be in April of 2019.

## Progress in 2018

The Committee made significant progress on these objectives in 2018. The committee exceeded their fundraising goal raising \$278,000 as of October 2018. Key fundraising efforts included applying for and winning a \$100,000 grant from the City of Boston's Browne. Generous sponsors making this project possible include (as of October 2018):

Platinum Sponsors: \$25,000 +  
 Browne Fund  
 WTS-Boston Chapter  
 Massachusetts Port Authority

Gold Sponsors: \$20,000 +  
 HNTB  
 Stantec  
 VHB

Silver Sponsors: \$10,000+  
 Nitsch Engineering  
 WSP  
 SPS New England

Bronze Sponsors: \$5,000+  
 Spy Pond Partners, LLC

Friends: \$1000 +  
 Skanska  
 City Point Partners  
 Keville Enterprises  
 Lisa Brothers  
 Hyun-A Park  
 Ileen Gladstone  
 Dorri Raposa  
 Elizabeth Levin  
 Judith Nitsch

The WTS Boston Charitable Fund, Inc. is a 501(c)(3) organization making all charitable donations tax deductible. Due to the success of the funding effort, the mosaic was redesigned to cover all three walls of the head house, an expansion of the original concept which only covered one wall.



NETWORK mosaic concept by Ellen Harvey

Key developments were also made with the art installation process. The committee got the as-built drawings for the head house from the MBTA, and Stantec generously donated structural engineering services for site evaluation and calculations. The approved structural plans have been submitted and SPS New England has submitted the executed License for Entry back to the MBTA.

To close out the year on a high note, the mosaic is being fabricated in Italy!

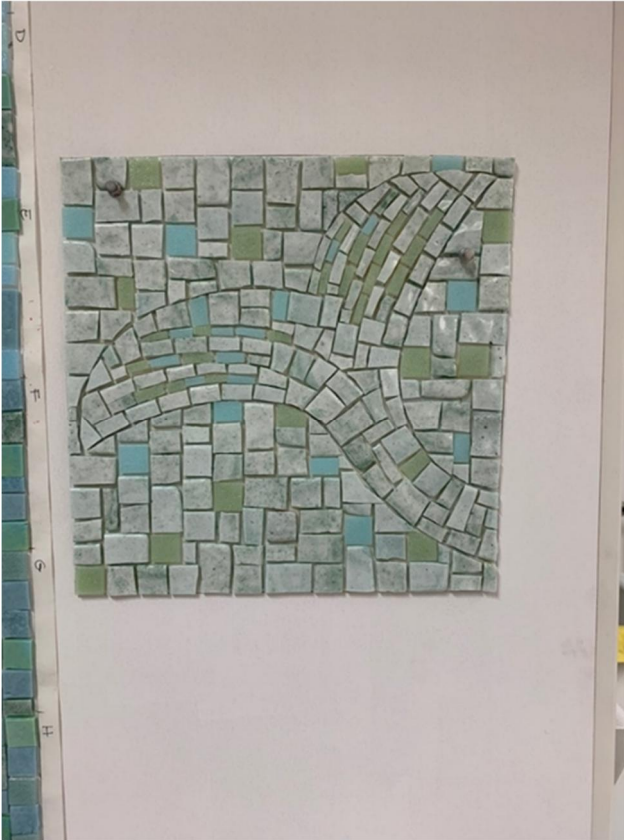
Ellen Harvey stated, "There's a mosaic school in Spilimbergo (<https://www.nina-travels.com/spilimbergo-mosaic-school-italy-travel/>) about an hour north of Venice and there are lots of workshops there — Steve (our fabricator) works with Trivisanutto mosaics there."

## Focus for 2019

The focus for the next year is to finish the fabrication and install the art piece. We will also be planning for the "unveiling" ceremony with the MBTA. We will also be preparing a press release about the art.

For more information, please visit our website:

<https://wtsbostonpublicart.com>



# OUTREACH COMMITTEE

For the beginning of 2018, the Outreach committee was busy attending local STEM expo events to showcase our program and engage students with a hands-on activity. For all of these events, the activity was a Paper Tower Challenge where the attendees were tasked with building a paper tower as tall as they could using a single sheet of paper with tape and scissors available to them. The tower also had to be able to stand on its own. There were a variety of successful towers ranging from simple yet sturdy to abstract but teetering. While several the events were ones the Outreach committee has attended in the past, there were a few new ones.

## First-Time Events

- Explore STEAM Night – Thursday, March 15th, Wakefield
- Keverian STEM Night – Wednesday, April 4th, Everett
- Boston Latin Academy – Thursday, April 26th, Roxbury

## Annual Events

- Parlin STEM Night – Thursday, January 18th, Everett
- Girl Scouts of Eastern MA STEM Conference – Sunday, March 18th, Framingham
- Cambridge Science Festival – Saturday, April 14th, Cambridge
- WPI Touch Tomorrow Festival – Saturday, June 9th, Worcester

The co-chairs for the 2018 Outreach committee were Heather Moulton, STV Incorporated, and Dianne Gunther, USDOT/Volpe from January to June, with Stefanie Beaver, VHB stepping in for Dianne from June to December. Susan Nichols, VHB, acted as Board Liaison to the committee. The committee put much of its focus the second half of the year into planning the second annual Boston Transportation YOU Summit. Monica Tibbits-Nutt became involved with the planning process, representing the MBTA and MassDOT. She was able to provide some additional contacts and resources from both organizations, which turned out to be very helpful. The committee worked hard to recruit sponsors, line up speakers, and select activities to put together a program for the event, but unfortunately had to postpone until a later date due to low student enrollment numbers. It will be the top priority of the 2019 committee to successfully execute this event.

In the fall the committee updated our activity used at STEM events (the committee generally selects a new activity at the start of every new school year). The new activity for this period is a straw bridge activity, where students are given straws, tape, and a wooden platform and are tasked with seeing how much weight their bridge can hold before breaking (the weight is usually measured in coins). This activity was used at the Girl Scouts 'Geek is Glam' STEM Expo in October. The committee also attended a STEM event at Everett High School in late October. The Everett school system is moving away from after school activities which we have participated in in the past in favor of activities during the school day, in order to reach more students. The committee plans to maintain this relationship and attend as many events as possible. The committee has not had much success contacting schools we have worked with in the past such as Newton Country Day and Shawsheen Tech due to turnover of teachers. The committee will be considering potential new school connections resulting from contacts made during the Summit planning process.



# SCHOLARSHIPS AND AWARDS COMMITTEE

The Scholarship and Awards Committee had another great year of recognizing those in our community who have or who will have a great impact on the transportation industry. The 2018 WTS Boston Annual Award winners were:

- Woman of the Year Award
  - Stephanie Pollack, Secretary of Transportation and CEO of MassDOT
- Claire Barrett Member of the Year Award
  - Laurie Carlson
- Employee of the Year Award
  - Massachusetts Port Authority
- Rosa Parks Diversity Leadership Award
  - Monica Tibbits-Nutt
- Innovative Transportation Solutions Award
  - Kelly McGonagle for the I-90 Toll Plaza Demolition at Interchanges 9-13 Project.



We received a large number of applications for scholarships, and the applicants were highly motivated and qualified individuals. The decision-making process is always very difficult and this year was no different. The 2018 WTS-Boston Scholarship winners were:

- Jacquelyn R. Smith Memorial Undergraduate Scholarship
  - Lindsay Cullen, University of Rhode Island
- Ann M. Hershfang Graduate Scholarship
  - Monique Stinson, Massachusetts Institute of Technology
- WTS-Boston Member Graduate Scholarship
  - Sayeeda Ayaz, University of Massachusetts - Amherst
- Transportation YOU Scholarship
  - Emma Weston, Tufts University



We recognize these individuals and employers not just for their achievements, but also to acknowledge how they further the WTS mission of advancing women in transportation.

# SPECIAL PROJECTS COMMITTEE

The Special Projects Committee was responsible for planning four events last year:

- New Year's Reception – January 24, 2018
- Annual Leadership Forum – March 27, 2018
- Annual Scholarships and Awards Dinner – June 5, 2018
- Special Projects and Diversity Lunch and Workshop, "Diversity in Motion" (Co-sponsored with the Diversity Committee) – November 8, 2018

## New Year's Reception

As the first event of the new year, it was fitting that the focus of WTS-Boston's 2018 New Year's Reception was making progress towards goals. This was the overarching message shared by the MBTA's new General Manager, Luis Ramirez, at the Annual New Year's celebration held on January 24th at the Courtyard Boston Downtown. Over 200 WTS-Boston members and sponsors gathered for a festive evening and were thrilled to be joined by Mr. Ramirez as he shared his insights on the goals and progress the MBTA is working towards in the coming years.



General Manager Ramírez has an impressive resume of leading the transformation of several complex businesses and organizations. After an 11-year career at Siemens Global Businesses where he served with excellence in many roles including Director of Internal Audits and Mergers and Acquisitions for the firm's Energy and Automation operation, he was recruited by General Electric. During his 12-year career at GE, he again rose through a series of high-level positions, further expanding his leadership skills and business expertise. His most recent role was with the business he founded, TodoModo Group, a Dallas-based business consulting firm that provides turnaround and business consulting services to a range of clients.

Having served just over four months in his position, General Manager Ramírez already has the pulse of MBTA passengers and employees. Both groups are passionate about transportation and, on a daily basis, both groups are faced with the challenges of a system that has major needs – and he highlighted his plan to change that. In addition to ramping up capital investments into State of Good Repair and modernization projects, General Manager Ramírez described that a major need of the MBTA is to improve the customer experience of interacting with the MBTA, and he laid out his top five priorities along these lines.

- Safety – instilling a deep value for safety within the MBTA team, front line employees, and customers.
- People – putting customers first by accelerating investments in new technology that yields benefits to riders.
- Delivery of capital projects – expanding the kinds of investments that result in improvements and upgrades to all facets of the system.
- Digital transformation – upgrading existing and using new technology to revolutionize how the MBTA interacts with and communicates with customers, and also finds ways to improve operational performance.
- Fiscal discipline – continuing to budget and sustainably manage costs through processes that track and verify that every dollar is going toward core improvements.

As with all worthwhile goals, General Manager Ramírez noted that reaching these priorities will take a lot of work, but the opportunities are equally as exciting.

The WTS-Boston Board and the Special Projects Committee are grateful to all of this year's generous sponsors and members and looks forward to many more successful and fun events throughout 2018.



## Annual Leadership Forum

Over 100 colleagues, friends, chapter leaders, and WTS sponsors came out to honor Dorri Giles Raposa, Senior Vice President of HDR, and WTS-Boston recipient of the 22nd Leadership Award, at the annual leadership forum. Chapter President Rebecca Williamson praised Ms. Giles Raposa for her exceptional vision, skillful strategy, commitment to building better communities, and mentorship of women in the field.

Speaking about the friendships and professional connections she has made

during her 28-year membership in WTS-Boston, Ms. Giles Raposa reminded those in the audience of the significant advancement that women have made in the transportation industry over the last three decades. She thanked the founding members of the chapter and noted that as a “second generation” member, their leadership, guidance and work on behalf of other women helped pave the path of her career. Ms. Giles Raposa noted that one of the chapter’s founding members, Mary Jane O’Meara, often said that as each woman advances in the field, she should reach back and grab the hand of another woman. To the newer members of WTS, she urged them to lean-in, learn and aspire to become a future leader.



## Annual Scholarships and Awards Dinner

More than 260 WTS-Boston members and guests gathered June 5th to honor current and future leaders at its 2018 Annual Awards and Scholarships Dinner. The event's honorees share the distinction that each is making a significant and positive impact on our industry today, with tremendous potential for future contributions.

### Scholarship Recipients

The WTS-Boston scholarship funds come from a combination of individual member contributions, corporate sponsorships, and proceeds from the Annual Golf Outing. Thanks to the generosity of our members, our sponsors, and successful events, WTS-Boston awarded \$14,000 in scholarships in 2018 to four incredibly talented young women. More information about the scholarship categories is available online: [\(link\)](#). This year's four scholarship winners included:

- Our *Transportation YOU Scholarship* was awarded to Emma Weston. Emma is heading to Tufts University in the fall to study civil engineering. She has been interested in math and science since elementary school and is excited to make positive changes in the world through engineering.
- Our *Jacquelyn R. Smith Memorial Undergraduate Scholarship* was awarded to Lindsay Cullen. Lindsay recently completed her junior year at the University of Rhode Island where she is pursuing a Bachelor of Science degree in civil engineering with a focus in transportation. One of Lindsay's goals as a civil engineer is to help others through maintaining and improving transportation. Lindsay has been involved with WTS since she was a sophomore in high school and is currently serving as President of the WTS student chapter at University of Rhode Island.
- Our *Ann M. Hershfang Graduate Scholarship* was awarded to Monique Stinson. Monique is currently pursuing a PhD in Civil Engineering at the Massachusetts Institute of Technology. Monique re-entered academia after working in the industry for 12 years and raising a family. Monique cites the importance that leaders inspire change and encourage positive-focused innovation. She hopes to use her knowledge to provide thoughtful, proactive and forward-looking leadership in transportation that improves our way of life and preserves system efficiency while reducing environmental impacts.
- Our *WTS-Boston Member Graduate Scholarship* was awarded to Sayeeda Ayaz. Sayeeda is currently pursuing her PhD in Transportation Engineering from the University of Massachusetts - Amherst. Sayeeda chose her career path in transportation engineering after an unexpected death of a neighbor in Bangladesh on the way to the hospital due to inefficient traffic operations. Recognizing the impact traffic congestion has on everyday life led Sayeeda to develop a model as part of her master's thesis, which looked at a commuter's residence and workplace locations, transportation mode and vehicle miles travelled. She hopes this research will lead to policies which encourage people to live closer to their place of employment to reduce their commute and miles travelled. Sayeeda serves as the President of the WTS student chapter at UMass Amherst.



Scholarship applications will be available in late fall for our next round of scholarships. If you, or someone you know may be interested, we encourage you to apply.

## Award Recipients

The Annual Chapter Awards recognize individuals and companies/agencies for the positive impact they have made to our industry and in our communities. This year's five award winners included:

- Our *Rosa Parks Diversity Leadership Award* was presented to Monica Tibbits-Nutt. Monica has made extraordinary efforts to ensure that all people are represented and considered in the design of transportation systems. Access to transportation was life changing for Monica and her early life experiences gave her an appreciation for the city form and public transit, as well as a commitment to hold herself accountable to the lofty goal of fighting for equity of access. Monica sees transportation as a "right" and as such strives to provide as much access and as many options as possible to all. In her current role, as Executive Director of the 128 Business Council, Monica works to ensure the residents and employees in the Route 128 corridor can get where they need to be when they need to be there – even if they do not have access to a personal vehicle. She believes that transportation cannot merely be "as good as driving," it must be better, and she is in a distinct position that allows her to be involved in transportation reform on many levels.
- Our *WTS-Boston Member of the Year Award* was presented to Laurie Carlson. Laurie has been an active member of WTS-Boston since 2014. She has participated at the committee level, serving as co-chair on both the Programs and Membership committees and regularly attends events, trainings, conferences and roundtable discussions. As co-chair of the Membership Committee, Laurie has worked to promote WTS-Boston by increasing our membership base through various membership raffles and campaigns and some really great events. Laurie was also instrumental in solidifying MassDOT's involvement in WTS-Boston. She worked diligently with senior management to secure MassDOT's Executive Level Sponsorship and assists with the MassDOT table for each of the monthly luncheons.
- Our *Innovative Transportation Solutions Award* was presented to Kelly McGonagle for the I-90 Toll Plaza Demolition at Interchanges 9-13 Project. Kelly was instrumental in the streamlined schedule of this \$40 million contract – leading to its completion within one year, meeting the interim contract milestone 12 days early and the completion milestone 20 days early. Kelly, the only woman assigned full-time to project operations, led both the Skanska and McCourt forces which consisted of over 60 office personnel and union craft labor. In addition, she was responsible for all aspects of the project's performance including owner coordination, safety and quality oversight, schedule, cost-control, subcontracts and material purchase orders. Kelly's emphasis



on communication and her team throughout this project certainly shows the key role that people play in innovative thinking and the successful completion of projects.

- *WTS-Boston's 2018 Employer of the Year Award* was presented to Massport. Massport has been a long-time supporter of WTS-Boston as an Executive Level Sponsor, a Platinum Level Sponsor of the Public Art Project, as attendees and presenters at our events, and as part of the WTS-Boston leadership. Within the agency, women comprise three of the seven seats on the Board of Directors. Overall, women make up 47% of the administrative work force and 32% of the leadership team. Massport has six women on the Senior/Executive team, including four directors as well as the Chief of Staff and Assistant Chief of Staff. Massport is committed to enhancing and promoting career development of its employees and supports a variety of initiatives and programs to encourage that, both in-house and off-site. In addition to its programs aimed at advancing women into key roles within the agency, Massport continues to be a tremendous supporter of women and minorities as they enter the transportation field by participating in career fairs and Science, Technology, Engineering, and Math (STEM) events as well as offering summer internship positions for both graduates and undergraduates.
- *WTS-Boston's 2018 Woman of the Year Award* was presented to Secretary Stephanie Pollack, the Secretary and CEO for the Massachusetts Department of Transportation. Secretary Pollack has a distinguished career in the transportation industry, on both the local and national scale, in both the public and private sectors. She has been a firm defender of the significance of basing transportation decision making on sound information and reliable data and of bringing new voices and perspectives to the transportation planning process. Secretary Pollack is determined to see that the Massachusetts transportation system be able to serve as a stimulus for job-creation and economic growth while serving as a lifeline for all who use it to safely and reliably travel to work and school every day. Secretary Pollack refers to transportation as a "people business," explaining that it is less about the infrastructure components – roads, sidewalks, bridges, tunnels, buses, bicycles, cars and trains - and more about what transportation helps people do – connect to family, friends, health care, economic opportunity, education and recreational activities. In addition to her intense focus on access and sound decision making, an emphasis of Secretary Pollack's tenure has been bringing more women into leadership roles within MassDOT - a full half of the hires since she was appointed have been women. Secretary Pollack described the value her team places on understanding all perspectives of the Commonwealth's transportation system while providing safe, clean, and well-maintained infrastructure and service. In a closing point that was extremely fitting for this awards celebration recognizing trailblazers and rising stars in transportation, Secretary Pollack noted the power of working together and the important role that every individual plays in working towards change. She encouraged everyone in the audience to believe in the power that one person can have to build a current that will break down the walls of resistance.



## Special Projects and Diversity Lunch and Workshop - “Diversity-in-Motion”

The WTS-Boston Diversity and Special Projects Committees collaborated, with help from the MassDOT Women’s Employee Resource Group, on the Diversity-in-Motion Workshop held on Thursday, November 8, 2018 at the State Transportation Building. The event featured three panelists:

- **Maria Fernanda Canton**, Assistant Director of Affirmative Action Compliance & EEO Programs Office of Diversity and Civil Rights (ODCR), MBTA-MassDOT
- **Monica Tibbits-Nutt**, Executive Director 128 Business Council – Fiscal and Management Control Board, MBTA – MassDOT Board of Directors;
- **Tina M. Lee**, Civil Rights Specialist, Federal Highway Administrator Mass-Vermont Division.

Moderated by **Penny Nickel**, Co-chair of the Women’s Employee Resource Group, MBTA-MassDOT, the panelists shared personal experiences that influenced their careers. In addition, panelists offered tools that they found essential to fostering diversity in the workplace.

Discussions between panelists and participants about barriers to diversity in the workplace brought about numerous possible solutions, including:

- Building management and advisory boards of diverse identities
- Including diversity and inclusion as part of a mission statement and holding people accountable to that policy
- Increasing a diverse candidate pool by communicating opportunities to new communities
- Supporting each other more
- Creating opportunities for people who are underrepresented
- Developing/expanding mentoring, outreach, and apprenticeship programs
- Developing/expanding peer groups/employee resource groups

At the close of the event, Penny Nickel challenged each attendee to tackle diversity in the following ways:

1. Have a conversation with someone outside of your regular circle of friends; making new connections while discovering another’s unique and diverse background.



2. Do something to introduce the transportation industry to the next generation. (Speak in a school classroom, participate in a career fair, sponsor an event, etc.)
3. Invite a teenager (middle school/high school aged girl) to participate in the MassDOT/WTS "Transportation You" Summit (date to be announced).

The Special Projects Committee was pleased with the success of this event. Planning an event in coordination with another committee was an enjoyable process that allowed committee co-chairs and volunteers to get to know each other in a different way, and resulted in a more creative event. Going forward, the Special Projects Committee aims to use this fourth event as an opportunity for collaboration with another WTS-Boston committee.



# WTS STUDENT CHAPTER COMMITTEE

The WTS Student Chapter Committee enjoyed another successful year working alongside the WTS Student Chapter members at UMass Amherst. Since its inception, the student chapter continues to grow and gain momentum by increasing its membership and advancing its mission to bring insightful and educational speakers to the campus.

Under the leadership of President Sayeeda Ayaz, the Student Chapter volunteered and encouraged the next generation of young women to consider a career in transportation, engineering, and science by visiting local schools and serving as “homework assistance buddies” and mentors at local schools in the Amherst area. They also volunteered their time at a WTS Boston sponsored event on the Worcester Polytechnic Institute campus where they teamed with the WTS Boston Chapter’s outreach activities committee taking part in educating and promoting the glamorous side of STEM careers for young Girl Scout attendees. Like those before them, this year’s Student Chapter embodied the very mission of WTS International – by working to build the future of transportation through the global advancement of women.

This year’s elections resulted in the following positions:

- President: Sayeeda Ayaz
- Vice President: Alyssa Ryan
- Secretary: Hossein Ghafourian
- Treasurer: Sarah Bakhtiari
- Web & Social Media: Rana Eslamifard

Hosting speakers through their Transportation Seminar series on campus, the student chapter brought subject matter experts from both public and private sectors to share insight on the everyday successes, challenges, advancements, and trends that make up the Transportation Industry. Speakers included:

- November 2019 – Andrea Lacasse, PE, is a structural engineer with Tighe & Bond. She spoke about her range of experience spanning from conceptual engineering through construction management and oversight. With an expertise to include the analysis of economic impacts from transportation projects, Andrea talked about her experience in the field with information gathering, changes in field conditions, and change management and risk including the role of the Design Engineer, Owner’s Project Manager, and Contractor on the project. She also was able to touch on some Transportation Policy topics such as the importance of asset management, planning, and funding at the local, state and national level.



- December 2019 – Jennifer Pinck, Boston ABC Building License, MBA, MCPPO, President, spoke to students and faculty at UMass Amherst about the value of infrastructure investment and her experience as one of the few women in leadership positions to work for two of the country's largest, most complex, and heavily scrutinized public works projects: the Massachusetts Water Resource Authority's Boston Harbor Project – a \$4 billion court-ordered sewage treatment plant, and the Big Dig – also the most technologically challenging highway project in the country's history. Jennifer also spoke on being one of the first women to break into the construction industry, working in the building trades in the late 1970s and as a construction superintendent for a major Boston construction firm in the 80s. She became the first woman in Massachusetts to receive an ABC Boston Building License.

