



Annual Report

2020

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Message from the President

Sarah Dennechuk

WTS-Boston President

The end of 2020 marks the end of my term as President and I am amazed at how quickly it went by! I was proud to be President of WTS-Boston and I look forward to another great year for the chapter in 2021. We have a fantastic team of 50+ volunteers helping to deliver a strong Chapter focused on mentoring, professional development, diversity, and networking for its members, while focusing on the WTS mission of advancing women, advancing transportation. 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 2020 and I am amazed by our accomplishments, successes and the level of commitment of our strong leadership, enthusiastic committees and advisory board. The year certainly presented its challenges with the COVID-19 pandemic which forced us to revamp our programming to be virtual and reinforced the need to be creative and relevant in an ever-changing world. We kicked off the year by welcoming Massport CEO and Executive Director Lisa Wieland to share remarks at our New Year's Reception and we had some phenomenal luncheon seminar speakers throughout the year including Jeff Gonnevill, Deputy General Manager for the MBTA, Dr. Tracey Corley, MassInc.'s Transit Oriented Development Fellow, John Dalton, MBTA Program Manager for GLX as well as a panel of Federal women consisting of Luisa Paiewonsky, Director, Center for Infrastructure Systems & Technology, USDOT/Volpe Center, Michelle Muhlanger, FTA Region 1 Deputy Associate Administrator; and Colleen D'Alessandro, FAA New England Regional Administrator, moderated by Rachael Sack, Past WTS-Boston President and Chief of the Innovative Program Office at USDOT/VOLPE Center. We capped off the luncheon seminars with a panel of our mentor/mentee pairs from our Formal Mentoring Program, which was again successful in 2020. In addition to our successful luncheon seminar and mentoring programs, WTS-Boston held a virtual TransportationYOU Summit in October, targeted to girls aged 8-18 and held virtual professional development workshops. We also had yet another successful Annual Golf Outing, albeit in a slightly different format this year, which raised money towards the WTS-Boston Scholarship Fund.

I am honored to have led the Chapter through 2020 which was probably one of the most challenging in many years. I would like to take this opportunity to thank all of our volunteers who have served with me including the Board of Directors, Advisory Board and Committee Co-Chairs for their support, hard work and dedication to WTS-Boston. My term as President would not have been as successful or rewarding without any of you.

Board Officers and Directors

PRESIDENT

Sarah E. Dennechuk, P.E.

Senior Project Manager
Massachusetts Port Authority
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VICE PRESIDENT

Marie J. Sullivan, P.E.

Senior Associate
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SECRETARY

Gina Solman

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TREASURER

Sarah D. Bergman

Civil Engineer
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PAST-PRESIDENT

Rebecca S. Williamson, P.E.

Principal, New England Highway
Bridge Market Sector Lead | Buildings
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DIRECTOR

(Outreach, Programs)

Theresa Carr

Principal, Boston Office Lead
Nelson\Nygaard
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DIRECTOR

(Mentoring, Student Chapter)

Margo English

Assistant to the Chief Engineer
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DIRECTOR

**(Professional Development,
Transportation YOU)**

Ali Love

Engineering Specialist
STV Inc.
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DIRECTOR

(Diversity, Membership)

**Selma Mandzo-Predzic, P.E., LEED
AP**

Project Manager
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DIRECTOR

(Fundraising, Scholarships & Awards)

Allison Sweeney

Project Coordinator, Capital Delivery
MBTA

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DIRECTOR

(Communications, Special Projects, Golf)

Crystale Wozniak, CPSM

Northeast Transportation Marketing
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Communications

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Senior Environmental Planner
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Golf

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Membership

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Mentoring

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Stephanie O'Hara

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Jacobs

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Jacobs

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Student Chapter

Pam Degan

Senior Marketing
The Whiting-Turner Contracting
Company

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Carly Soderholm

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Transportation YOU

Heather Moulton

Structural Engineering Specialist
STV Incorporated

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Katherine Patch

Transportation Engineer
Fuss & O'Neill

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Advisory Board Members

ADVISORY BOARD CHAIR (2019-2020)

PAST-PRESIDENT (2017-2018)

Rebecca S. Williamson, P.E.

Principal, New England Highway Bridge
Market Sector Lead | Buildings &
Infrastructure
Jacobs

Rebecca.Williamson@jacobs.com

PAST-PAST PRESIDENT (2015-2016)

Rachael Barolsky Sack

Chief, Innovative Research Program Office
U.S.DOT / Volpe Center

Rachael.Sack@dot.gov

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Kristine Gorman

Principal, New England Regional Outside
Sales Manager, Buildings & Infrastructure
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Danny Levy

Chief Customer Officer
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Genevieve Cahill

Business Development Associate Vice
President

Michael Baker International

Genevieve.Cahill@mbakerintl.com

Diana Nicklaus

President and CEO
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Luisa Paiewonsky

Director, Center for Infrastructure Systems and
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Margo Souza

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Audrey J Stuart, P.E., LEED AP

Senior Project Manager

Principal Engineer

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**WTS INTERNATIONAL NORTHEAST
REGION COUNCIL VICE CHAIR and
WTS INTERNATIONAL ADVISORY BOARD**

Loretta Girard Doughty, P.E.

Project Management Lead
NHDOT

Loretta.Doughty@dot.nh.gov

2020 Corporate Sponsors

Executive Level

AECOM

AI Engineers, Inc.

ARUP

BSC Group

City Point Partners

Fuss & O'Neill, Inc.

GEI Consultants, Inc.

GPI

Green International Affiliates, Inc.

HDR

HNTB Corporation

Howard Stein Hudson

Jacobs

Kleinfelder

Massachusetts Bay Transportation Authority

Massachusetts Port Authority

MassDOT Highway Division

Michael Baker International, Inc.

Nitsch Engineering

Stantec

STV

Tetra Tech

The LiRo Group

TranSystems

VHB

Weston & Sampson Engineers, Inc.

WSP USA

Associate Level

Bryant Associates, Inc.

Cambridge Systematics, Inc.

CDW Consultants

HMMH

Keville Enterprises, Inc.

Nelson\Nygaard

Sanborn, Head & Associates, Inc.

Supporter Level

Beta Group, Inc.

Crosby | Schlessinger | Smallridge

Dewberry

Epsilon Associates, Inc.

Fennick McCredie Architecture

Geocomp Corporation

GZA Environmental, Inc.

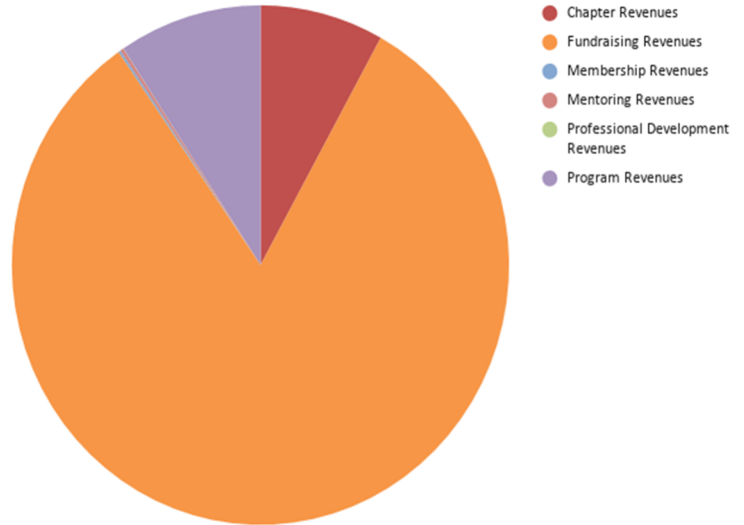
McMahon Associates

saam architecture

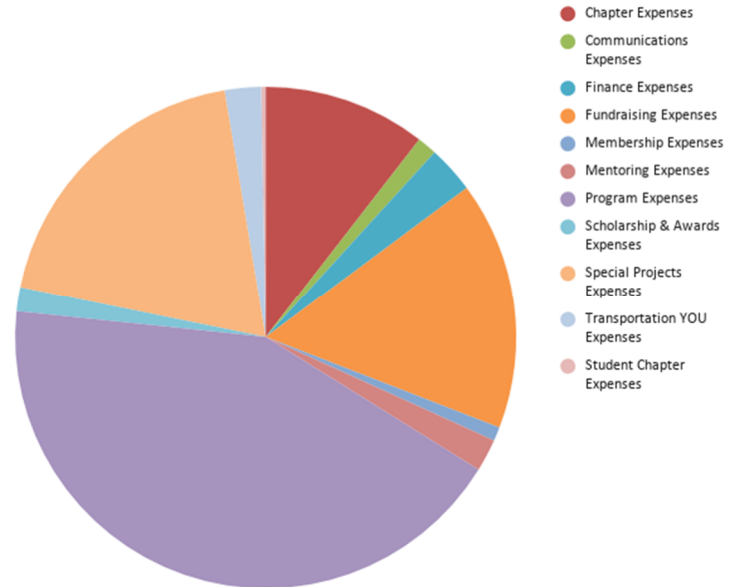
Sherin and Lodgen LLP

Treasurer's Report

2020 Income	
Ad Hoc Revenues	\$ -
Chapter Revenues	\$ 11,000.08
Communications Revenue	\$ -
Diversity Revenues	\$ -
Finance Revenues	\$ -
Fundraising Revenues	\$ 112,559.39
Membership Revenues	\$ 198.00
Mentoring Revenues	\$ 300.00
Professional Development Revenues	\$ 20.00
Program Revenues	\$ 12,730.00
Scholarship & Awards Revenues	\$ -
Special Projects Revenues	\$ -
Outreach Revenues	\$ -
Student Chapter Revenues	\$ 150.00
Total Gross Income	\$ 136,957.47



2020 Expenses	
Ad Hoc Expenses	\$ -
Chapter Expenses	\$ 5,334.46
Communications Expenses	\$ 643.00
Diversity Expenses	\$ -
Finance Expenses	\$ 1,550.00
Fundraising Expenses	\$ 8,148.70
Membership Expenses	\$ 452.87
Mentoring Expenses	\$ 1,060.77
Professional Development Expenses	\$ -
Program Expenses	\$ 21,736.54
Scholarship & Awards Expenses	\$ 790.00
Special Projects Expenses	\$ 9,730.17
Outreach Expenses	\$ 1,190.37
Student Chapter Expenses	\$ 150.00
Boston Charitable Fund Expenses	\$ 23,235.60
Total Gross Expenses	\$ 74,022.48



Finance Committee

Board Liaison - Sarah Bergman

Chair - Carrie Lavallee

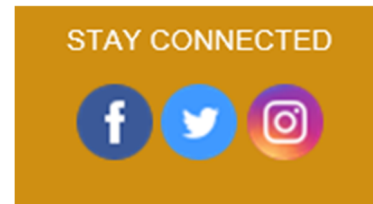
The Finance Committee was chaired by Carrie Lavallee, MassDOT, and WTS-Boston Treasurer Sarah Bergman, WSP.

In 2020, the Finance Committee reviewed the overall financial health of WTS-Boston - including the yearly revenue and expenditures, investments, and scholarship account.

The Finance Committee has worked on digitizing the Treasurer process with keeping all records on Google Drive. The Finance Committee continued leading the invoicing efforts for all WTS-Boston events after each event closed. The Finance Committee collected all outstanding fees for the 2020 events.



Communications Committee



Board Liaison - Crystale Wozniak

Co-chairs - Lauren Dale and Sasha Vinton

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 Vinton of RND Consultants, Inc. In 2020, 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 2020 included:

- Drafted and published more than 60 E-Blasts
- Maintained E-Blast distribution list with more than 1,000 active email addresses
- Weekly 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 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 events across committees
- Coordinated with the WTS–Boston photographer for events and maintained photography contract

Data Management

Board Liaison - Gina Solman

Co-chair - Birgit Wurster



In 2020, WTS-Boston established a Data Management Committee position to support the Secretary in organizing the Chapter's archive and coordinating with leadership on data management.

The Data Management Committee accomplishments in 2020 included:

- Built and maintained an electronic data management system as a centralized source for all Chapter information for the 50 person leadership team.
- Collected and maintained materials for monthly Board meetings.
- Maintained contact lists of WTS-Boston leadership, including a listserv.
- Maintained calendar to support planning and scheduling events.

Diversity Committee

Board Liaison - Selma Mandzo-Predzic

Co-chairs - Lauren Ballou and Bree Sullivan

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 Diversity Committee hosted a powerful **TED Talk**, focused on diversity and equity, hosted by Kenneth (Kenn) Turner, Director of Diversity & Inclusion/Compliance at Massport in July.

The committee has developed a gender inclusivity statement to support inclusivity throughout WTS-Boston events and communications. WTS-Boston is a gender inclusive organization, meaning that it welcomes all women, men, and gender non-conforming individuals. The organization, however, does not acknowledge this with any member/public-facing content. One way that the Chapter can outwardly express its values of inclusion and diversity is through a gender inclusivity statement that current and prospective members can reference. Such a statement would be particularly helpful for transgender women and gender non-confirming individuals who may be unsure about whether they will be welcomed and respected by the Chapter.

In recent coordination with one of the prospective speakers, it was brought to WTS-Boston's attention that requesting free advice or labor from speakers belonging to an oppressed group to provide their talents, services, and skills is an indication of continued oppression. WTS-Boston has always been committed to maintaining a judgment-free open environment where everyone is welcomed. In an effort to be part of the solution, the WTS-Boston Diversity Committee proposed to set up a "Speaker Fund" for inviting speakers from a socially diverse group who can transform our thinking as leaders and help us build a diverse equitable industry. The "Speaker Fund" will be a fixed amount of remuneration, ideally to cover the time/travel cost at the speaker's discretion. The fund will primarily support contemporary diversity topics. Speaker and topic selection will be at the Board's discretion.



Fundraising Committee

Board Liaison - Allison Sweeney

Co-chairs - Grace Lin and Jacqueline Davis

The WTS-Boston Fundraising Committee raises funds through its **Annual Sponsorship Program** to support scholarships and the operations of the Chapter. The 2020 Fundraising Committee was led by co-chairs Grace Lin of Stantec and Jacqueline Davis of HDR.



The Fundraising Committee has built a long-term, sustainable program that is recognized throughout WTS International as a model for local chapter fundraising. Three levels of sponsorship allow for participation regardless of the size of the firm. Sponsor benefits range from corporate logos on the WTS-Boston webpage to tickets to specific annual events, depending upon sponsorship level. All Sponsor Program participants are able to attend the New Year's Reception and the invitation-only Annual Leadership Breakfast in April free of charges.

The 2020 Sponsors included 27 at the Executive level, 7 at the Associate level and 10 at the Supporter level. The 2020 Corporate Sponsor program raised a total of \$99,300 of which \$16,750 was given to the WTS Boston Scholarship Fund.

The committee has created and updated a sponsor longevity tracking database populated 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 has continued to experience strong support from sponsor firms. 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.

Our call for 2021 Sponsors included the following benefits per level.

SPONSORSHIP BENEFITS		
Executive (\$3,000) □	Associate (\$1,400) □	Supporter (\$850) □
<ul style="list-style-type: none"> • Year-long listing with a website hyperlink on the corporate partners page of the WTS-Boston website • Recognition with link to website featured in one of WTS-Boston’s weekly emails • Company logo with hyperlink to website in all WTS-Boston weekly emails • Company logo featured on the home page of the WTS-Boston website • Company logo displayed on a banner stand at registration for monthly luncheons and special events • Company slide in PowerPoint loop at each WTS-Boston event featuring audio visual • Attendance at the 2021 New Year’s Reception • 3 tickets to the 2021 Leadership Breakfast (invitation-only event in April) • 2 tickets to the 2021 June Awards Dinner • Opportunity to display company information at luncheons • \$500 of your contribution applied toward the WTS-Boston Scholarship Fund 	<ul style="list-style-type: none"> • Year-long listing on the corporate partners page of the WTS-Boston website • Recognition with link to website featured in one of WTS-Boston’s weekly emails • Recognition of support at monthly luncheons and special events • 2 tickets to the 2021 Leadership Breakfast (invitation-only event in April) • Attendance at the 2021 New Year’s Reception • Opportunity to display company information at luncheons • \$250 of your contribution applied toward the WTS-Boston Scholarship Fund 	<ul style="list-style-type: none"> • Year-long listing on the corporate partners page of the WTS-Boston website • Recognition of support at monthly luncheons and special events • 1 ticket to the 2021 Leadership Breakfast (invitation-only event in April) • Attendance at the 2021 New Year’s Reception • \$150 of your contribution applied toward the WTS-Boston Scholarship Fund

As we faced ongoing restriction due to COVID-19, the chapter needed to postpone several of our larger in-person events, but our volunteers did continue to fully operate the organization, with our committees and Board of directors collaborating virtually on a monthly basis to discuss the best ways to continue meeting the needs of our sponsors. As a result, the chapter has extended all 2020 sponsorships through 2021 at no cost to make up for the loss experienced due to the COVID-19 pandemic. However, the chapter encouraged the sponsors to support of the Scholarship Fund with an optional donation in the following amounts:

- Executive Sponsors - \$500
- Associate Sponsors - \$250
- Supporter Sponsors - \$150

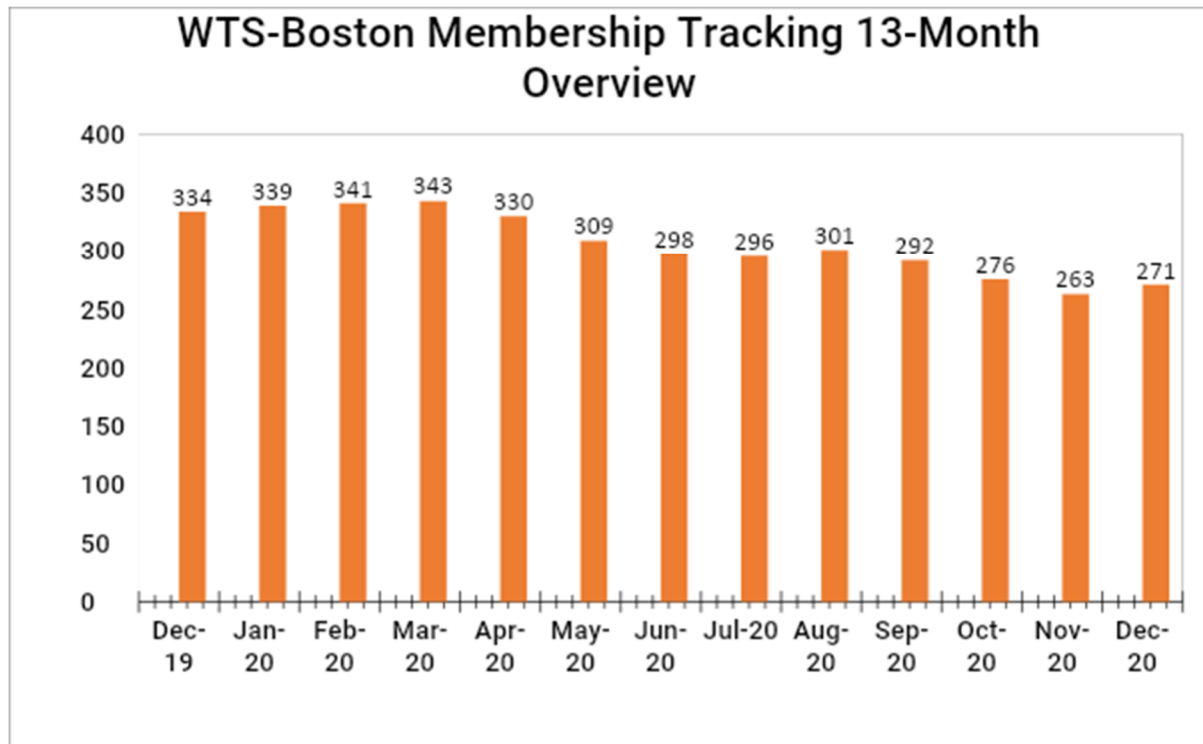
Membership Committee

Board Liaison - Selma Mandzo-Predzic

Co-chairs - Heather Audet and Jasmine Meadows

The WTS-Boston Membership Committee was under the leadership of co-chairs Heather Audet from GZA and Jasmine Meadows from Massachusetts Bay Transportation Authority (MBTA). The committee lost some members throughout the year due to Covid-19, but with the help of dedicated committee members regained them by sending reminders to members whose memberships had lapsed. The committee also sent welcome emails as new members joined and created monthly membership reports to track updated information. In addition to the continual tasks throughout the year, the committee hosted several membership events and had a Membership Drive.

Membership Stats



Note: The number of members has been modified to remove expired members from the membership reports.

Membership Types

Regular	155	57%
Public Sector/ Educator	76	28%
Students	20	7%
Executive Leader Public Sector	4	1%
Executive Leader	16	6%
Other	<u>0</u>	0%
	271	

Public Sector Breakdown

MassDOT	13	17%
Massport	19	25%
MBTA	5	7%
US DOT/ Volpe	9	12%
Others	<u>30</u>	39%
	76	

Membership Events

New Member Orientation – March 4, 2020

This year's New Member Orientation was held at HNTB's Boston office. Thank you to Erica Blonde for coordinating the in-kind donation for the space. The evening started with networking and casual dinner which was deli platters, salads, and dessert catered by Whole Foods. We gave all New Members in attendance a Welcome Bag which included a WTS-Boston insulated mug, pen, and wire taco. Our goal was to have representation from every committee to discuss their responsibilities and how members can become active in WTS and to welcome our newest members. Although not every committee co-chair was able to attend, we had senior leadership to speak about a committee if the co-chairs were unable to attend.

- Cost: Free
- Members Only: Yes

June Mixer – Cancelled

- The annual May/June Mixer was cancelled due to Covid-19.

Sip and Plan – August 20, 2020

The Membership Committee hosted a mid-year planning event for chapter leadership. The event was both a happy hour and a 2021 planning/brainstorming session. We played a quick round of Boston-based trivia and got down to business.

Cocktail mixes were available from

Cheeky Cocktail. The mixes made 5 servings and were delivered to members' doors.

WTS-Boston Leadership Sip and Plan Virtual Happy Hour



- Cost: Free
- Drink mix: \$22
- Members Only: Yes

Membership Drive - October 1-October 31, 2020

The goal of the Membership Drive was to increase our membership. We had 4 members join during the drive.

Membership Celebration - November 5, 2020

The Membership Committee co-hosted a virtual Membership Celebration on November 5, 2020. We enjoyed a couple rounds of trivia and finished the event with 30 minutes of networking.

Typically, there is food, fun and prizes but the virtual format didn't allow a typical annual celebration this year.

- Cost: Free
- Members Only: Yes

Mentoring Committee

Board Liaison - Margo English

Co-chairs - Stephanie O'Hara and Caroline Leary

In 2020, the WTS-Boston Mentoring Committee developed programming that supported mentoring at all career levels, through the Formal Mentoring Program, TED Talk, Mid-Career Roundtable, and Emerging Professional Program.

Formal Mentoring Program

We successfully administered the Formal Mentoring Program for the second year in a row from January to June 2020. Involvement included both one-on-one time with mentor-mentee pairs and group professional development events open to all program participants. Like the previous year, the committee matched the mentor-mentee pairs after the kickoff speed networking event in January 2020. We were fortunate to meet three times in person as a collective group prior to going fully virtual, given the pandemic, with our monthly professional development sessions. The solid foundation put in place our inaugural year was instrumental in helping us to transition quickly to a virtual environment and keep the program active.

The program's overall objective is to provide the opportunity for rising professionals to access more experienced professionals in the industry, allowing them to gain insights that could have a lasting and tangible effect on their careers. Mentors also benefit by helping to cultivate the growth of a future woman leader in transportation, learning together with their mentee, building long-term relationships, and giving back to an industry that has supported them in their careers.

Despite the Covid circumstances, the participants remained engaged and the program received positive feedback. The 2021 call for applications occurred early in the year and we have eight pairs ready to embark on this year's program.

TED Talk

The WTS-Boston Mentoring Committee held a virtual TED Talk event titled **"Dare to Disagree"** on June 16, 2020. This event was moderated by Anna Barry from HNTB. The TED Talk selected was focused on recognizing an issue and not being afraid to say something. Conflict can cause fear. You may question an approach or decision in the workplace but be afraid to speak up. However,



you may find others have the same thoughts as you do. How can we feel comfortable with speaking up and not being afraid to disagree in an attempt to solve a problem? In this TED Talk, Margaret Heffernan shared stories about conflict and how, if we allow for open information and collaboration, we can all be more successful.

The event began with introductions, followed by a viewing of the TED Talk, and discussion. The discussion centered around the difficulties in speaking up, especially when you are newer to the workplace or do not have an ally. Many questions and challenges were shared, such as wondering if it's your place to say something, how do you know if you're right, and how you can gather the courage to speak up. The issue of women being labeled as emotional when expressing opinions was also discussed.

Participants strategized ways to gain confidence to have a voice and handle disagreements. These strategies included having an ally in the meeting with you, bringing a solution if you disagree or raise a problem, and making a personal goal to say one thing during a meeting to become more comfortable in speaking up. Attendees discussed how important it can be to lean on others and to have people that you can talk to for advice in challenging situations. An important point to remember is that raising a problem doesn't mean you *are* a problem. The importance of diversity in a team was stressed. Margaret Heffernan shared that someone with a different opinion may challenge you to really think about the situation at hand and explore all options. In conclusion, the messaging of the TED Talk led to encouraging questions, such as "if not me, then who?", and for us all to be role models in teaching others to speak up. A total of 23 attendees participated in this event.

2020 Emerging Professionals

During the last year, COVID-19- has impacted our lives one way or another, through friends, families, work, travel... just to name a few. Just like in most things, it also had an impact on our WTS Emerging Professional program, but for the good. Due to the pandemic, our EPs were able to stay with us for another year and continue to tap into all the opportunities offered by the EP Program, which aims to assist in the development of our future leaders.

In 2020, WTS-Boston selected two Emerging Professionals for the program: Ambar Johnson and Katie Kalugin. Both talented women decided to stay with us another year and joined the 3 new EPs for 2021.

At the start of the 2021 EP Program, **Ambar Johnson** was the Program Director for LivableStreets, overseeing Vision Zero, Better Buses, and managing all aspects of the Emerald Network including advocacy, project oversight, and technical assistance. In this role, Amber's work is guided by history, mobility, justice, and her belief that "transportation is freedom" to create abundant, safe, and accessible infrastructure and options. Ambar was

a planner at VHB. She also worked with the Atlanta Bicycle Coalition and her neighbors to expand Relay Bike Share by using transportation as a tool for community building.



Ambar wants to continue with this year's program and is looking to expand her networking circle, learn about the contracting and RFP process, Project Management, as well as mobility in the western part of the state to expand the knowledge/options for cyclists biking in MA.

Katie Kalugin also joined the EP group last year.



Katie Kalugin (she/they) is the Transit Equity Programs Specialist at the MBTA. Katie's role on the Commercial Strategies and Programs team is to increase access to the MBTA's reduced fare programs which serve those with disabilities, seniors, students, and youth with low-income. Katie believes that access to affordable, reliable public transportation makes a meaningful difference in the lives of vulnerable and underserved communities.

Prior to the MBTA, Katie was a Research Associate at Economic Mobility Pathways (EMPath) and has internship experience with the Boston Women's Workforce Council and Emerge Massachusetts. Katie is from Oregon and moved to Boston five years ago to do a year of service with City Year Boston (an education-based AmeriCorps program). Katie lives in Dorchester and appreciates fitness activities, being outdoors, and home improvement projects.

Katie has a BA in Politics from Willamette University, and a Master of Public Policy and a Certificate in the Nonprofit Sector, Philanthropy, and Social Change from Northeastern's School of Public Policy and Urban Affairs.

Professional Development Committee

Board Liaison - Ali Love

Co-chairs - Stephanie Bridges and Heather Hamilton

The Professional Development Committee had a productive and successful year. After plans for an in-person event in the spring were canceled due to the COVID-19 pandemic, the committee switched gears and started planning virtual events. A summary of our 2020 events and programs is provided below.

June 2, 2020 – Social Media 101

On June 2nd, the Professional Development Committee hosted Susan Shelby of Rhino Public Relations, as she strived to demystify the world of Social Media as she explained why



‘Likes’ matter. The event included a discussion on how to post, who should post, how often to post, etc. In addition, Susan shared additional details on the different social platforms available, including LinkedIn, Twitter, Facebook, and Instagram, as well as publishing tools meant to make our lives easier.

Susan Shelby, FSMPS, CPSM is the president and CEO of Rhino Public Relations, a full-service PR and marketing agency focused on meeting the unique needs of professional services firms. Rhino PR offers customized services based on each individual client’s goals and budget. Susan received the 2016 SMPS Boston Marketing Professional of the Year Award, which honors marketing excellence in the A/E/C industry. Follow her @RhinoPRBoston or visit www.rhinopr.com for more information about how Rhino PR can help you take charge of your PR.

FACEBOOK & TWITTER 

- Like posts
- Share posts
- Join groups
- Follow people and companies
- Tag anyone and everyone in your posts
- Add photos

THE 30-30-30-10 RULE 



CONTENT POSTING			
30% COMPANY NEWS	30% PROJECT NEWS	30% STAFF NEWS	10% FUN

July 23, 2020 – TED Talk: Diversity and Inclusion

On Thursday, July 23rd the Professional Development Committee hosted a joint event with the Diversity Committee. The event, hosted by Kenneth (Kenn) Turner, Director of Diversity & Inclusion/Compliance at Massport, focused on diversity and equity and included watching Dr. Atiya Martin's TED Talk titled "Rethinking diversity: we need equity to stop oppression".

The Committee chose the thought-provoking talk to talk about diversity and equity to improve our thinking and outcomes and stop oppression. In her powerful talk, Dr. Martin explores new ways of reducing our unconscious bias and understanding the forms of oppression we experience today. Dr. Martin is a Certified Emergency Manager with a diverse set of experiences in public health, emergency management, intelligence, and homeland security. Mayor Martin J. Walsh appointed her as the Chief Resilience Officer for the City of Boston as part of the 100 Resilient Cities initiative pioneered by the Rockefeller Foundation. This talk was given at a TEDx event using the TED conference format but independently organized by a local community.

The program ran two hours and included viewing the video and a meaningful discussion moderated by Kenn Turner.

Kenn Turner joined Massport in June 2013. He oversees and manages Massport's multiple diversity programs, including business and supplier diversity, workforce diversity, and airport concessions, as well as all compliance initiatives associated with the Authority's Disadvantaged/Minority/Women Business Enterprise programs. Prior to joining Massport, Mr. Turner served as Deputy Secretary for Administration & Finance for the Commonwealth of Massachusetts Department of Veterans' Services. He has over 20-years of general management and executive experience in various Fortune 100 media and package goods companies including having served as Senior Vice President of Emerging Markets at AOL Time Warner as well as having held various marketing positions at Hallmark Cards and Hasbro Toys. A retired U.S. Navy Captain and submarine nuclear weapons system officer with 26-years of service, Mr. Turner holds a B.S. degree in Liberal Arts from Southern University and A&M College, Baton Rouge, LA.



October 8, 2020 – Transportation Basics in Massachusetts

On October 8th, the Professional Development Committee teamed up with Young Professionals in Transportation's (YPT) Boston Chapter to co-sponsor a virtual event. A panel discussion with top professionals in the transportation industry covered topics regarding transportation in Massachusetts, from what the big agencies are and how they interact, to major projects that have been built and lessons learned along the way, how to bring equity and sustainability to the transportation system, and how COVID-19 has changed the transportation landscape.

The speakers included Monica Tibbits-Nutt, Chris Dempsey, Jeff Mullan, and Mary Jane O'Meara. The panel was moderated by YPT-Boston's programming chair, Margaret Kent.



Monica Tibbits-Nutt, AICP, LEED AP BD+C, works in transportation planning, urban design, and transit equity. She is the Executive Director of 128 Business Council; is Vice Chair of the MBTA's Fiscal and Management Control Board; serves on the Massachusetts Department of Transportation Board of Directors; and is the Vice-President of the non-profit Youth Engagement Planning (YEP!), which

brings planning and community advocacy into K-12 environments. Monica's recent publications include "Technology for All: How Equity, Access, and Affordability Must Feature in Next-Generation Vehicle Policy" (2019), "A Road To Somewhere" (2017), and "What Intersectional Equality Really Looks Like" (2017).

Chris Dempsey: The coalition's Director, Chris was formerly Assistant Secretary of Transportation for the Commonwealth. In that role, he co-founded the MBTA's open-data program, which was named Innovation of the Year by WTS-Massachusetts in 2010. Chris has also worked as a consultant at Bain & Co., on a number of local and statewide political campaigns including that of Congressman Joe Kennedy III, and at a transportation technology startup that provides mobile ticketing for transit systems in New York, Boston, and Los Angeles. Chris is a graduate of Pomona College (B.A., 2005) and Harvard Business School (M.B.A, 2012). Chris has taught transportation policy at the graduate level at

Northeastern University. In 2015, Chris was named Bostonian of the Year by the Boston Globe Magazine for his volunteer work leading No Boston Olympics.

Jeff Mullan is a partner at Foley Hoag, where he is the Chair of the Administrative Law Department and is active in transportation and development matters. From 2007-2011, he served in several capacities in the Patrick administration, including two years as the Secretary of Transportation.



Mary Jane O'Meara is a collaborative, innovative senior transportation leader with a proven track record of leading and working with diverse groups, including city, state and federal transportation officials to



accomplish complex goals. Her more than 40 years of experience includes two decades working for Massport, serving as operations manager and then Director of the Tobin Memorial Bridge. She is currently a vice president and plays a major role in growing HNTB's toll practice. Mary Jane is a strong advocate for professional development and mentoring and serves as an



active mentor to many professionals in the industry. She is a longtime member of WTS, having held various leadership positions, including Boston Chapter President, Boston Chapter Board and WTS International President. She is also a member of the International Bridge, Tunnel & Turnpike Association (IBTTA) and served in leading positions, including President, Past President's Council and Chair of the Long-Range Planning and Nominations Committees. Mary Jane was recently appointed to the newly formed IBTTA Women in Tolling Council.



Margaret Kent is a transportation planner at Kittelson & Associates, Inc., where she focuses on the planning and design of multimodal infrastructure. She is motivated by the intertwined environmental, equity, and health impacts of transportation and land use systems. Margaret serves as the programming chair for YPT Boston.

October 27, 2020 – Candid Conversations with the WTS-Boston Advisory Board

On October 27th, the Professional Development Committee hosted a members-only virtual roundtable discussion forum with conversations led by members of the WTS-Boston Advisory Board. Participants broke out into small groups using Breakout Rooms on Zoom, where each group discussed a professional development topic chosen by the Advisory Board moderator. These discussions provided members an opportunity to connect with each other and get to know some of our Advisory Board members while tapping into the wealth of knowledge and experience WTS-Boston has to offer.

Advisory Board members Kristine Gorman, Diana Nicklaus, Luisa Paiewonsky, and Rachael Sack moderated conversations on interviewing and self-promotion, advocating for better career opportunities and benefits, especially post-COVID, managing conflict in the workplace, and taking risks.

Programs Committee

Board Liaison - Theresa Carr

Co-chairs - Alyssa Peck and Amanda Alzaim

The Programs Committee was able to host only one in person event in February before the advent of the pandemic. All events in the fall were held virtually. A summary of our 2020 events and programs is provided below.

February 13, 2020 – MBTA Deputy General Manager, Jeff Gonneville



On February 13, 2020, Jeffrey D. Gonneville, Deputy General Manager for the MBTA, provided WTS-Boston luncheon attendees with a lively discussion of the evolution of bus transformation in the Commonwealth. The MBTA is going through many changes, including Red Line and Orange Line improvements, the Green Line Transformation, fare transformations with the CharlieCard systems, and the Rail Vision program. The bus system in

Massachusetts is long overdue for an overhaul and Mr. Gonneville outlined the key impediments to its progress: route optimization, municipal partnerships, system capacity, and operations management. He discussed ways the MBTA is making improvements in each of these areas.

It was great to hear about the transformations underway with the MBTA. Thank you to Jeff for speaking with WTS-Boston!

September 23, 2020 – Luisa Paiewonsky, Michelle Muhlanger, Colleen D’Alessandro, Rachael Sack

September’s WTS-Boston luncheon looked different than previous WTS seminars, as it was held virtually due to COVID-19. Luisa Paiewonsky, of the USDOT/Volpe Center, Michelle Muhlanger, of the FTA, and Colleen D’Alessandro, of the FAA, all joined to discuss their impressive careers in transportation as moderated by Rachael Sack of the USDOT/Volpe Center.



The speakers shared how they arrived in their roles today, the defining moments of their careers, and the challenges they have faced as women in their industries in the past and amid a pandemic.

2020 has been a difficult year for everyone, but luckily for the panelists, they are no strangers to challenges in their careers. These women have successfully worked their way up in a predominantly male industry to have the leadership roles they have today. The current pandemic has created a whole new range of challenges: from managing what feels like a 24/7 work environment, to juggling zoom meetings and virtual learning with children to simply missing the old “normal” of catching up with coworkers in the kitchen. Paiewonsky, Muhlanger, and D’Alessandro have all been able to use things they have learned at all different stages in their career to help them succeed during these strange times.

Thank you to Luisa, Michelle, Colleen, and Rachael for their informative discussion at WTS-Boston’s first virtual seminar!

October 21, 2020 – MBTA Program Manager for the Green Line Extension project, John Dalton



On October 21, 2020, MBTA Program Manager for the Green Line Extension project, John Dalton, presented a virtual tour of the largest infrastructure project underway in Massachusetts.

WTS-Boston had begun working with the MBTA in early summer 2020, optimistic that we could have an in-person tour of the project.

Unfortunately, it was determined that a worthwhile tour could not be held with all of the COVID-19 restrictions.

When an in-person tour was not an option, Mr. Dalton offered to provide the tour virtually. He shared several photos along the project's corridor, highlighting all of the considerations that come into play when extending a rail corridor through an urban setting.

Thank you, John, for the exciting presentation!

November 12, 2020 – Dr. Tracy Corley, Transit-Oriented Development Fellow at MassINC

On November 12th, Dr. Tracy Corley, Transit-Oriented Development Fellow at the Massachusetts Institute for a New Commonwealth (MassINC), spoke at the Chapter's third virtual luncheon. MassINC works on their mission to provide the people of Massachusetts with the information they need to participate fully in our democracy. Dr. Corley, alongside with MassINC, thrives on creating economic opportunities and sustainable livelihoods for people in the world's metropolitan regions.

Dr. Corley began by discussing MassINC's research "From Transactional to Transformative: The Case for Equity in Gateway City Transit-Oriented Development." The research result shows how TOD can help to transform gateway cities by focusing efforts and resources on developing places and communities near commuter rail stations. Using St. Louis Arch as an example, Dr. Corley depicted types of travesty in terms of equity because of transportation



decisions in the past. Transit-oriented development can help these regional urban centers address historic exclusionary and discriminatory practices.

Focusing on Massachusetts' gateway cities, Dr. Corley showed data about policy benefits, percentage of subsidized

affordable housing, and school system performance and how these cities are car dependent due to unreliable train service. Dr. Corley discussed transportation challenges of the gateway cities using charts depicting demographics, median income in comparison with the state's household income, vehicle ownership, cost burden, fiscal condition etc. The data shows gateway cities have relatively low income and high transportation cost.

As we learned about the racial, socio-economic, and geographic equity issues in the state, Dr. Corley brought to light how we need to rethink infrastructure and policy goals to bridge the gaps. Transit should be considered as a link to activity centers rather than the way to move people or vehicles. Focus on improving mobility and access to people, regardless of where they live, instead of only focusing on operational efficiency. Rethink planning by having the community at the center of the planning and implementation process.

Thank you, Dr. Corley for your informative discussion on how we need to rethink the transportation planning process and policies to use TOD as a tool to create equity and improve the lives and livelihood of its users.

December 18, 2020 – WTS-Boston Mentors and Mentees

On December 18, 2020, we heard from several past WTS-Boston mentors and mentees about the importance of having and being a mentor at our annual meeting and final virtual seminar of 2020 moderated by Rebecca Williamson of Jacobs. The mentor/mentee pairs were as follows: Rachael Sack, USDOT/Volpe Center and Sarah Davis, USDOT/Volpe Center, Lori Chicoyne, BSC Group and Taskin Sehitoglu, HNTB, and Mike Carragher, VHB and Erica Blonde, HNTB. It was a lively discussion about what drove everyone to join the program,



the benefits to being a mentor and mentee, what was learned from each role, the do's and don'ts, and much more!

Following the mentoring discussion, WTS-Boston Chapter President, Sarah Dennechuk recognized all outgoing and incoming

leadership of WTS-Boston. Sarah also thanked the 2020 sponsors as vital to the organization's mission.

Outreach Committee

Board Liaison - Theresa Carr

Co-chair - Theresa O'Riorden and Ali Kleyman

Throughout the pandemic of 2020, the Outreach Committee worked to create connections with other groups and to come up with a fun event to collaborate on. In November of 2020, the Outreach Committee hosted a web event, "Parenting During a Pandemic," featuring Jasmine Meadows, e-Builder System Administrator, MBTA; Jonathan Gulliver, MassDOT Highway Administrator; and Theresa Carr, Senior Principal and Boston Office Lead with Nelson\Nygaard. This session was moderated by WTS-Boston Outreach Co-Chair Theresa O'Riorden, Geocomp Corporation.



The committees that collaborated with the Outreach Committee to advertise this event were AGC (Association of General Contractors), BWiC (Boston Women in Construction), and WiRE (Women in Restoration and Engineering).

During the event they discussed: What it was like to be a parent, an employee, and an employer during an unprecedented event... Difficulties with virtual school... What were the interviewees forced to give up... What were their secrets to success... What were the biggest challenges of the pandemic... What affect was the pandemic having on their relationships with coworkers, significant other, and children... What are your house hacks - laundry service, house cleaner, food service, etc... Best parenting suggestions for various childrens' ages... Ways to build emotional intimacy with a significant other while being so housebound...

Theresa Carr was the Zoom Technician during the event and Ali Kleyman monitored the zoom chat. It was a fun event and it had a good showing of participants.

Scholarships and Awards Committee

Board Liaison - Allison Sweeney

Co-chair - Erica Blonde and Victoria Palek

Despite the challenges of 2020, the Scholarships and Awards Committee is delighted to recognize those in our community who have or who will have a great impact on the transportation industry. We are looking forward to celebrating all of our honorees.

2020 WTS-Boston Award Winners

- Woman of the Year Award
 - Monica Tibbits-Nutt, 128 Business Council
- Claire Barrett Member of the Year Award
 - Kristen Whitman, Jacobs
- Employer of the Year Award
 - BSC Group
- Innovative Transportation Solutions Award
 - Marian Barth, STV - Fenway Portal Flood Protection
- Honorable Ray LaHood Award
 - Mark Pelletier, STV



2020 WTS-Boston Scholarship Winners

We received a large number of applications for undergraduate and graduate scholarships, and the applicants were highly motivated and qualified individuals from a diversity of universities and fields of study. The difficult job of selecting the winners was made easier this year by work the committee did to create new scoring rubrics for each scholarship, to make the evaluation process smoother and more consistent. We also started an outreach effort to high schools and vocational tech schools to encourage more applicants from their populations; in 2020 we contacted 50 new schools, with a goal of expanding to 100 in 2021.

- Jacquelyn R. Smith Memorial Undergraduate Scholarship
 - Katelyn Gendron, Northeastern University
- Molitoris Undergraduate Scholarship
 - Juliette Marquis, University of Massachusetts, Lowell
- Ann M. Hershfang Graduate Scholarship
 - Yalda Ebadi, University of Massachusetts, Amherst
- Maggie Walsh Graduate Legacy Scholarship

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- Sunghea Khil, Harvard University School of Design
 - WTS-Boston Member Graduate Scholarship
 - Stefanie Beaver, Northeastern University

Special Projects Committee

Board Liaison - Crystale Wozniak

Co-chairs - Britt Bursell and Lindsey Vazquez

The Special Projects Committee had a quiet year in 2020 with stay at home and other mandates on social gatherings due to the COVID-19 pandemic. We were only able to hold one in person event, the New Year's Reception, which occurred prior to the lockdown. A summary of our 2020 events and programs is provided below.

New Year's Reception

WTS-Boston members and sponsors gathered on January 29th for an evening of networking at the Courtyard in Downtown Boston for the Chapter's 2020 New Year's Reception. The annual event offers a time for friends and colleagues to reconnect after the hectic holiday season and discuss goals for the new year.



The evening opened with a greeting from the Chapter's President, Sarah Dennechuk, Senior Project Manager at Massport. She recognized the key role that members, chapter leadership, and sponsors play in maintaining and fostering the WTS-Boston network and the immense value this has on members' professional and personal growth. Sarah discussed the continued importance of an organization like WTS-Boston in supporting the advancement of women in transportation.

This year, welcoming remarks were delivered by Lisa Wieland, the Chief Executive Officer of Massport. Wieland was appointed as CEO in July of 2019, making her the second woman to hold the role within Massport. She previously served as Massport's Port Director from 2015-2019, where she was the driving force behind the revitalization of the working Port of Boston to generate job growth and economic impact across the Commonwealth and New England. Under Wieland's leadership, the Maritime division's financial performance improved significantly, critical infrastructure improvements like the Boston Harbor Dredging Project advanced, Conley Terminal achieved record setting volume five years in a row, and Flynn Cruiseport Boston hosted record ship calls and passengers.

On Thursday evening, Weiland echoed Massports' mission, which is connecting Massachusetts and New England to the world and making sure that Logan, Worcester, Hanscom Field, and the Port of Boston remain economic engines for the Commonwealth. "I love the role we play in helping the Massachusetts economy," she said. "We connect people and goods to the global economy."

Logan is in the midst of spending nearly \$2 billion on infrastructure upgrades, including a new parking garage and a project to connect the B and C terminals. Massport is also pushing policies to get more people out of their cars. In addition to regulations to control ride-hailing applications, Logan has been expanding its network of express buses from Boston and the suburbs. Massport has provided incentive for travelers to utilize the express busses in the form of a "ticket to skip" the security lines. Ridership on the Back Bay bus has more than doubled, year over year, to nearly 170,000 passengers since Massport cut the fare in May to the current price, Wieland said. "The more people we can get out of their cars and utilize those services, the less congestion we can have," she said.



Student Chapter Committee

Board Liaison - Margo English

Co-chairs - Pam Degan and Carly Soderholm

The WTS Student Chapter Committee enjoyed a successful year working alongside the WTS Student Chapter members at UMass Amherst. Even in a virtual environment this year, the Student Chapter continues to grow and gain momentum by hosting insightful and beneficial events for students of the UMass campus and professionals. Being in a virtual environment this year created opportunities for both the Student Chapter and the Committee to experiment with new types of events and methods of communication that were useful and provided a learning experience for both parties.

Throughout 2020, the Student Chapter hosted many events both for the UMass campus and professionals. In February, the Chapter co-hosted a webinar for the campus with the ITE organization on campus. This year in August, the Student Chapter hosted a virtual Roundtable event on Zoom centered on advice for young professionals and students in the transportation industry during a pandemic. The event featured four panelists from four various aspects of the transportation industry with different levels of experience, including Jennifer Ducey (Stantec), Kelly O'Neill (BSC Group), Lisa Schletzbaum (MassDOT), and Carly Soderholm (Stantec). Along with a large organizational effort by the Student Chapter, the Roundtable generated participation from both students and professionals and received positive feedback. In November, the Student Chapter hosted a LinkedIn seminar on Zoom for both students and professionals on best practices for using the platform and tip and tricks for refining a resume. The presentation captured the interest of students on campus and WTS-Boston members and was successful in promoting WTS. The multiple events hosted by the Student Chapter this year wholly embodied the mission of WTS International – working to build the future of transportation through the global advancement of women.

In September 2020, the Student Chapter held an election for new leadership of the Chapter for the upcoming year. Election results are as follows:

- President: Sahana Hariram
- Vice President: Alyssa Ryan
- Secretary: Angelina Caggiano
- Treasurer: Emily Hennessy



The Student Chapter and the Committee continues to host monthly calls to advance the Chapter and the WTS organization. In the future, the Student Chapter plans to continue to evaluate hosting virtual events in order to reach a larger audience and gain more participation in the Chapter.

Transportation YOU

Board Liaison - Ali Love

Co-chairs - Heather Moulton and Katherine Patch

The co-chairs for the 2020 Transportation YOU committee were Heather Moulton, STV, and Katherine Patch, Fuss & O'Neill. Ali Love, STV, acted as Board Liaison to the committee. With the committee's focus being hands-on activities at large events, only one annual event was held before the COVID-19 pandemic caused the cancellation of all other scheduled events. Everett hosted their Parlin STEM night on Thursday, January 23rd, and the committee ran a "Puff Mobile" activity where students used paper, straws, mini marshmallows, and Life Saver candies to build a vehicle that they then tried to move as far as possible using only their breath to propel it.



In January, brainstorming and planning began on the third **Transportation YOU Boston Summit**. Locations were researched, and a date of October 17th, 2020 was selected based on other WTS-Boston events already on the calendar and to align with the Massachusetts STEM Week. On March 20th, a virtual kick-off meeting was held with Monica Tibbits-Nutt, MBTA, to begin the coordination with MassDOT/MBTA. Throughout the Spring and Summer, planning continued, taking into consideration the uncertainty that every week brought. It became evident that an in-person event would not be possible, so, on August 11th, the decision was made to switch to a virtual Summit. Heather Audet, GZA, volunteered to use her company's Zoom account to host the event. From there, the committee worked with the volunteers to transition their plans to a virtual platform. The Summit ran from 9:30 AM to 12:30 PM, during which four groups of 10-15 students rotated between four workshops hosted by Stantec, VHB/Nelson-Nygaard, Jacobs, and McMahon Associates. The event included informational videos provided by WTS-Boston Member Jasmine Meadows, MBTA, and WTS-Boston President Sarah Dennechuk, Massport, and ended with a virtual Bridge Tour hosted by AECOM.

WTS International, Northeast Region Council

Vice-Chair - Loretta Girard Doughty

To quote from the WTS International website:

“WTS International chapters are the association’s most important local delivery channel. By developing and organizing into regions, the bandwidth of WTS chapters is expanded.”

There are six (6) region councils that include one representative from each chapter in the region. WTS-Boston is part of the Northeast Region, with the Boston representative, Loretta Girard Doughty, New Hampshire Department of Transportation, serving her second year of a two-year term as Vice-Chair in 2020. As Vice-Chair, Loretta also serves on the WTS International Advisory Board.

An important aspect of the Region Council is to aid in the formation of new chapters. The Northeast Region is the largest Region Council with fourteen (14) chapters, two (2) of which were ratified in 2020: New Hampshire and New Jersey. In addition, there are three (3) chapters currently in formation: Delaware, SW Ontario (Canada) and West Virginia. Loretta served as a Founding Member of the New Hampshire Chapter.

The Northeast Region Council also began Chapter President’s calls in the fall of 2020, with the intention of making this a quarterly event. This allows chapter leaders in the region to collaborate, and share ideas and best practices. The council heard interest in implementing regional Treasurer calls as well in the upcoming year.