



Annual Report

2021

Message from the President	3
Board Officers and Directors	4
Committee Chairs	5
Advisory Board Members	6
2021 Corporate Sponsors	7
Treasurer's Report	8
Finance Committee	9
Communications Committee	10
Data Management	11
Diversity Committee	12
Fundraising Committee	14
Membership Committee	17
Mentoring Committee	19
Outreach Committee	21
Professional Development Committee	22
Programs Committee	24
Scholarships and Awards Committee	26
Special Projects Committee	27
Student Chapter Committee	29
Transportation YOU	31
Golf Committee	32
WTS International, Northeast Region Council	33

Message from the President

Marie J. Sullivan, P.E.

WTS-Boston President

December 2021 marked the halfway point for my term as WTS-Boston President. I'd like to acknowledge our leadership and volunteers for all their time and expertise given to WTS-Boston. Thank you for being such an important part of WTS-Boston and helping us achieve our mission to attract, sustain, connect, and advance women's careers to strengthen the transportation industry, and our vision for equity and access for women in transportation. I am honored to be working with such an amazing group of women who continue to strive to maintain and improve Chapter operations and programming.



2021 has certainly been a year of challenges, changes, and perseverance. There were many times when we thought we would return to in-person events, however, the pandemic took some unexpected turns that urged us to remain virtual for the safety and comfort of our volunteers, members, and sponsors.

In this virtual environment, the Boston Chapter has continued to offer our members meaningful, relevant programming including luncheon seminars, professional development workshops, award celebrations, mentoring programs, and networking events throughout the year. This annual report showcases a portion of our efforts throughout 2021. Please join me in congratulating the Chapter on a very successful year!

Sincerely,

Marie J. Sullivan, PE

WTS-Boston President

Board Officers and Directors

PRESIDENT

Marie J. Sullivan, P.E.

Principal
Stantec

Marie.Sullivan@stantec.com

VICE PRESIDENT

Gina Solman

Senior Policy Analyst
U.S.DOT/ Volpe Center

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PAST-PRESIDENT

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SECRETARY

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VHB

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DIRECTOR

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HNTB

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DIRECTOR

(Diversity, Membership)

Lauren Ballou

Senior Environmental Planner
VHB

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DIRECTOR

(Professional Development,
Transportation YOU)

Ali Love, S.E.

Engineering Specialist
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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

Marketing and Business
Development Lead

Kleinfelder

cwozniak@kleinfelder.com

Committee Chairs

<p>Communications Offionganwan Efiog Staff Engineer Langan oefiong@langan.com Kait Rimol Physical Scientist U.S. DOT / Volpe Center kaitlyn.rimol@dot.gov</p>	<p>Data Management Lauren Dale Civil Engineer WSP USA Lauren.Dale@wsp.com Birgit Wurster Graphics Coordinator MBTA bwurster@mbta.com</p>	<p>Diversity Shilpa Sen, Ph.D., PMP Env Scientist/Planner HDR shilpa.sen@hdrinc.com Shivani Kumar Transportation Engineer IBI Group shivani.kumar@ibigroup.com</p>
<p>Finance Laura Gilmore Policy Analyst U.S. DOT / Volpe Center laura.gilmore@dot.gov Sarah D. Bergman Civil Engineer WSP USA Sarah.Bergman@wsp.com</p>	<p>Fundraising Sasha Vinton Structural Engineer RND Consultants, Inc. sashavinton@rndconsultants.net Grace Lin, P.E., PTOE Transportation Engineer Stantec Grace.Lin2@stantec.com</p>	<p>Golf Kathryn Eagan Project Engineer BSC Group keagan@bscgroup.com Linde Thatcher Transportation Engineer Tetra Tech Linde.Thatcher@tetrattech.com</p>
<p>Membership Heather Audet Senior Project Manager GZA heather.audet@gza.com Jasmine Meadows GLX Document Control Manager MBTA jmeadows@mbta.com</p>	<p>Mentoring Lori Chicoyne Director / Principal BSC Group lchicoyne@bscgroup.com Stephanie O'Hara Structural Engineer Jacobs Stephanie.P.Ohara@gmail.com</p>	<p>Outreach Alexandra Kleyman, AICP Senior Transportation Planner City of Somerville, MA akleyman@somervillema.gov Theresa O'Riorden Technical Sales Engineer Geocomp toriorden@geocomp.com</p>
<p>Professional Development Kate Maker, P.E. Civil/Hwy Technical Manager Michael Baker International katharine.maker@mbakerintl.com Ali Mattson, PMP Project Analyst HNTB amattson@hntb.com</p>	<p>Programs Amanda Alzaim Highway Engineer Jacobs amanda.alzaim@jacobs.com Alyssa Peck, P.E. Project Manager Weston & Sampson pecka@wseinc.com</p>	<p>Scholarships and Awards Erica Blonde Environmental Planner HNTB eblonde@hntb.com Victoria Palek Senior Scheduler Arcadis Victoria.Palek@arcadis.com</p>
<p>Special Projects Jacqueline Davis, P.E. Project Manager HDR jacqueline.Davis@hdrinc.com Lindsey Vazquez, EIT Transportation Engineer Jacobs Lindsey.Vazquez@jacobs.com</p>	<p>Student Chapter Lisa Juan Transportation Engineer Kimley-Horn Associates Lisa.juan@kimley-horn.com Carly Soderholm Structural Engineer - EIT Stantec Carly.Soderholm@stantec.com</p>	<p>Transportation YOU Katherine Patch, P.E. Transportation Engineer Fuss & O'Neill kpatch@fando.com Emily Buck, P.E. Transportation Engineer McMahan Associates ebuck@mcmahanassociates.com</p>

Advisory Board Members

**ADVISORY BOARD CHAIR
PAST-PRESIDENT
(2021-2022)**

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Senior Project Manager
Massachusetts Port Authority
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Colleen Moore

President
City Point Partners
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Genevieve Cahill

Business Development / VP
Michael Baker International
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**PAST-PAST PRESIDENT
(2021-2022)**

Rebecca S. Williamson, P.E.
Principal
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Christine Mizioch

Vice President
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Diana Nicklaus

President and CEO
Saam architecture
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**WTSI NORTHEAST REGION
COUNCIL CHAIR and
WTSI ADVISORY BOARD**

Loretta Girard Doughty, P.E.
Project Management Lead
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Loretta.Doughty@dot.nh.gov

Danny Levy

Chief Customer Officer
MBTA
dlevy@mbta.com

Luisa Paiewonsky

Director
U.S.DOT Volpe Center
Luisa.Paiewonsky@dot.gov

2021 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

Beta Group, Inc.
Bryant Associates, Inc.
Cambridge Systematics, Inc.
CDW Consultants
HMMH

Kimley-Horn
Keville Enterprises, Inc.
Nelson\Nygaard
Sanborn, Head & Associates, Inc.

SUPPORTER LEVEL

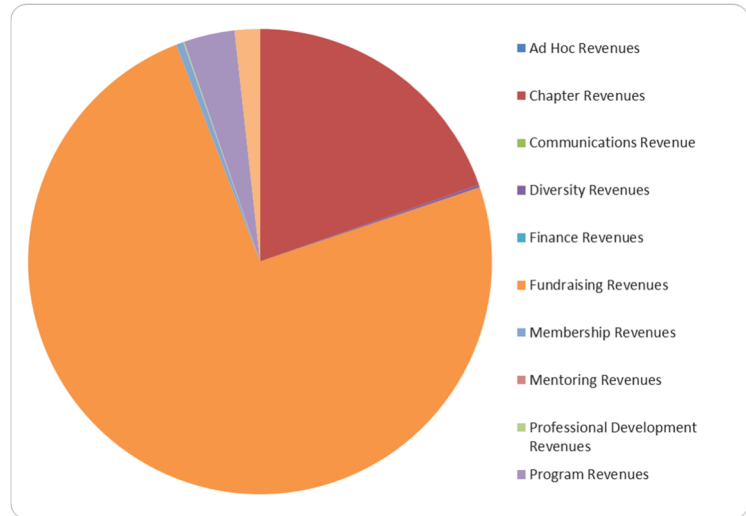
Crosby | Schlessinger | Smallridge
Dewberry
Epsilon Associates, Inc.
Fennick McCredie Architecture
Geocomp Corporation

GZA Environmental, Inc.
McMahon Associates
saam architecture
Sherin and Lodgen LLP

Treasurer's Report

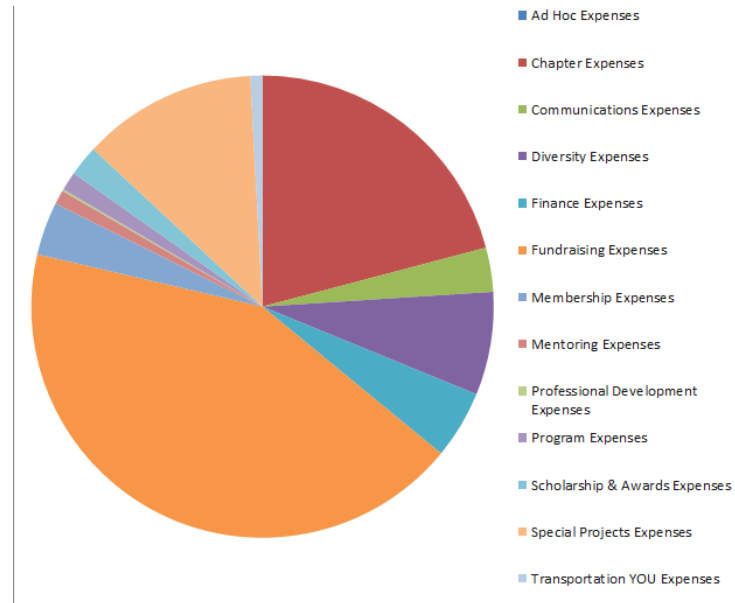
2021 Income

Ad Hoc Revenues	\$	-
Chapter Revenues	\$	11,535.00
Communications Revenue	\$	-
Diversity Revenues	\$	110.00
Finance Revenues	\$	-
Fundraising Revenues	\$	46,615.009
Membership Revenues	\$	305.00
Mentoring Revenues	\$	-
Professional Development Revenues	\$	45.00
Program Revenues	\$	2,079.870
Scholarship & Awards Revenues	\$	-
Special Projects Revenues	\$	1,035.00
TransportationYOU Revenues	\$	-
Student Chapter Revenues	\$	-
Total Gross Income	\$	58,724.87



2021 Expenses

Ad Hoc Expenses	\$	-
Chapter Expenses	\$	7,240.48
Communications Expenses	\$	1,070.00
Diversity Expenses	\$	2,500.00
Finance Expenses	\$	1,650.00
Fundraising Expenses	\$	14,795.94
Membership Expenses	\$	1,288.02
Mentoring Expenses	\$	345.00
Professional Development Expenses	\$	45.00
Program Expenses	\$	455.15
Scholarship & Awards Expenses	\$	790.00
Special Projects Expenses	\$	4,2381.26
TransportationYOU Expenses	\$	290.17
Student Chapter Expenses	\$	-
Boston Charitable Fund Expenses	\$	28,169.53
Total Gross Expenses	\$	62,829.05



Finance Committee

Board Liaison - Sarah Bergman

Chair - Laura Gilmore

In 2021, the Finance Committee reviewed the overall financial health of WTS-Boston - including the yearly revenue and expenditures, investments, and scholarship account.

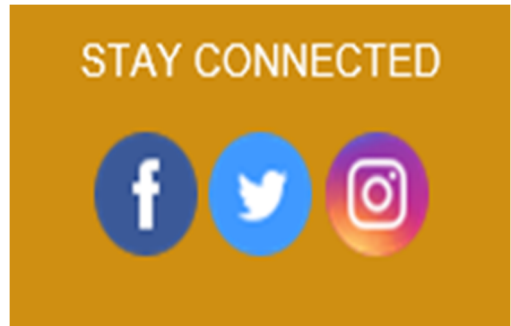


Communications Committee

Board Liaison - Crystale Wozniak

Co-chairs - Offiongwan Efiog and Kait Rimol

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 Offiongwan Efiog and Kait Rimol of U.S. DOT/Volpe Center. In 2021, 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 2021 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
- Maintained current content and published new weekly content on the WTS–Boston webpage
- Coordinated with WTS–Boston Committees to update the website
- Updated social media using Hootsuite dashboard (includes Facebook, Twitter and LinkedIn)
- Established protocols and schedule for posting weekly content via Constant Contact
- Assisted Committees in content development
- Prepared online registration for the events across committees

Data Management

Board Liaison - Kristine Gorman / Selma Mandzo-Preldzic

Co-chair - Birgit Wurster and Lauren Dale

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 were limited in 2021.

The goal for 2022 is to engage with the new co-chairs to set up a support system that would cover, but not be limited to, the following tasks:

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



Diversity Committee

Board Liaison - Lauren Ballou

Co-chairs - Shilpa Sen and Shivani Kumar

The Diversity Committee serves as an internal resource and guide for WTS-Boston Committees to use in a collective commitment to increase diversity, inclusion, equity, access, and representation within the organization, industry, and communities we serve.



The Diversity Committee organized and hosted/co-hosted the following events:

DEI in Transportation—COMTO and WTS Dialogue

In a joint event with COMTO Boston, COMTO Interim President & CEO, Tara McDaniel, and WTS International Executive Director, Sara Stickler, discussed their organizations' shared goal of advancing diversity, equity and inclusion in transportation.

Diversity Speaker Fund Event: Equity and Justice in Transportation with Tamika L. Butler

Using the Speaker Fund, which was established in 2020, the committee invited Tamika L. Butler, a national expert and speaker on issues related to the built environment, equity, anti-racism, diversity and inclusion, organizational behavior, and change management, to speak on how we as transportation professionals can employ genuine equity efforts in our daily work to ensure our projects better serve all communities. This interactive event allowed for the committee to receive feedback from attendees on how WTS-Boston can be a more inclusive, accessible organization.

WTS Boston Outreach-Diversity Joint Event: Women on the Move: Mobility for Women, Mobility for All

In a joint event with WTS-Boston's Outreach Committee and APAP-MA's Transportation Committee, a panel of experts on sustainability, mobility, and gender explored how design of transportation systems, networks, and technologies could better reflect the needs of all users.

Professional Development-Diversity Joint Event: Unconscious Bias: 50 Ways to Fight Back Following the Lean In model of "50 ways to Fight Bias"

The event provided the attendees practical tools to fight back workspace biases through sharing real-life examples, peer discussions, and accountability.

In Addition, in 2021, the diversity committee has started and consistently communicated **Diversity-in-Motion monthly E-blasts** to provide backgrounds, contexts, information regarding diversity, equity, and inclusion topics.

Furthermore, the committee has expanded upon its previously developed **gender inclusivity statement** to support inclusivity throughout WTS-Boston events and communications. WTS-Boston is a gender inclusive organization, it embraces and welcomes all women, men, and gender non-conforming individuals. The organization, however, has yet to acknowledge this with any member/public-facing content. The Committee proposes that the WTS-Boston chapter should outwardly express its values of inclusion and diversity through the gender inclusivity statement. Such a statement would be particularly helpful for gender non-confirming individuals who may be unsure about whether they will be welcomed and respected by the Chapter.

Fundraising Committee

Board Liaison - Allison Sweeney

Co-chairs - Grace Lin and Sasha Vinton



The WTS-Boston Fundraising Committee raises funds through its Annual Sponsorship Program to support scholarships and the operations of the Chapter. The 2021 Fundraising Committee was led by co-chairs Grace Lin of Stantec and Sasha Vinton of RND Consultants.

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. Sponsors can attend the New Year's Reception and the invitation-only Annual Leadership Breakfast in April free of charge.

As we faced restrictions due to COVID-19 in 2021, WTS-Boston continued to fully operate the organization. Our Chapter fully realized that postponing events early on during the pandemic resulted in our sponsors not having access to many benefits that the annual sponsorship normally provides. As a result, our Board of Directors voted unanimously to extend our 2020 sponsorships through 2021 at no additional cost to make up for the loss experienced due to the COVID-19 pandemic. Meanwhile, our chapter encouraged sponsors continued support of the WTS-Boston Scholarship Fund by making donations based on the sponsor level from 2020:

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

The **2021 Sponsors** included 27 at the Executive level, 9 at the Associate level and 9 at the Supporter level. Beta Group, Inc upgraded to be our Associate level sponsor. Kimley-Horn became our Chapter's new Associate level sponsor. In 2021, we have raised a total of \$15,050 of which \$13,600 was given to the WTS Boston Scholarship Fund.

The Fundraising 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 **2022 Sponsors** included the following benefits per level.

SPONSORSHIP BENEFITS	Executive (\$3,000)	Associate (\$1,400)	Supporter (\$850)
Level of Sponsorship (Indicate by checking the box)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Amount of sponsorship applied toward the Boston Charitable Fund supporting the Chapter Scholarships	\$500	\$250	\$150
Tickets to the 2022 Leadership Breakfast (invitation-only event in April)	4	3	2
Tickets to the 2022 June Awards and Scholarships Dinner	2		
Company logo slide included at WTS-Boston events that feature a visual screen	♦		
Company logo displayed on a banner stand in-person luncheons and special events	♦		
Opportunity to display company information at in-person events	♦	♦	
Sponsor spotlight with a logo and a website hyperlink featured in one of WTS-Boston's weekly emails	♦	♦	
Tickets to the 2022 New Year's Reception (invitation-only event in January)	♦	♦	♦
Company recognition of support at in-person luncheons and special events	♦	♦	♦
Company listing on the WTS-Boston Corporate Partners page with logo and website link (one year)	♦	♦	♦

WTS-Boston has launched a **new Public Sector Partnership Pilot Program** offered in 2022-2023 for MassDOT, MBTA and Massport.

PARTNERSHIP BENEFITS
Opportunity to present topic at monthly luncheon seminars
Partnering opportunities for Professional Development, Diversity and Mentoring programming
Collaboration between Agency's Women's Employee Resource Group and WTS-Boston
Invitations to the 2022 New Year's Reception for agency officials or their designee (invitation-only event in January)
Invitations to the 2022 Leadership Forum Breakfast for agency officials or their designee (invitation-only event in April)
Agency slide included at WTS-Boston events that feature a visual screen.
Agency logo displayed on a banner stand at in-person luncheon seminars and special events
Opportunity to display agency and project related information at in-person events
Agency spotlight with a logo and a website hyperlink featured in one of WTS-Boston's weekly emails
Opportunity to participate in WTS-Boston Formal Mentoring Program as mentors
Agency recognition of support at registration for in-person luncheons and special events
Agency listing on the WTS-Boston Corporate partners page with a logo and a website hyperlink (one year)

Golf Committee

Board Liaison - Crystale Wozniak

Co-chairs – Kathryn Eagan and Linde Thatcher

The Committee is co-chaired by Kathryn Eagan, BSC Group, and Linde Thatcher, Tetra Tech. The Golf Committee is responsible for organizing and running the annual fall golf outing. The golf outing is WTS primary fundraiser for the Scholarship Fund. Prior to the day of the outing, the Golf Committee's responsibilities include selecting a venue, date, monitoring registration, soliciting sponsorships, and collecting raffle prizes. The day of the outing the committee runs the registration table and emcee's the raffle and awards ceremony after the outing.

The Golf Committee accomplishments in 2021 included:

- 104 Participants at the Golf Outing
- 3 Platinum Sponsors, 3 Gold Sponsors, 3 Silver Sponsors, 3 Lunch & Beverage Sponsors, 18 Adopt-a-Hole Sponsors
- \$1,800 raised from raffle prizes and mulligans
- Total profit of \$13,664 towards the Scholarship Fund

Membership Committee

Board Liaison - Lauren Ballou

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). Dedicated committee members sent reminders to folks whose memberships were about to expire or 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 two membership events in addition to a Membership Drive.

Membership Statistics

Membership Types		
Regular	150	60%
Public Sector	55	22%
Students	27	11%
Executive Leader Public Sector	4	2%
Executive Leader	12	5%
Other	2	1%
<i>Total</i>	<i>250</i>	<i>100%</i>
Public Sector Breakdown		
MassDOT	7	13%
Massport	11	20%
MBTA	8	15%
US DOT/ Volpe	13	24%
Others	16	29%
<i>Total</i>	<i>55</i>	<i>100%</i>

Membership Events

New Member Orientation - August 11, 2021

This year's New Member Orientation was held virtually. This event was not as well attended as an in-person event, so the Membership Chairs led the event and walked the new members through duties of different committees. Members only free event.

Membership Drive - October 1-October 31, 2021

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

Membership Celebration - November 30, 2021

The Membership Committee co-hosted a virtual Membership Celebration on November 30, 2021. We had a paint night and painted a Boston winter skyline. Additionally, small member gifts were mailed to the attendees. Typically, there are food, fun, and prizes but hopefully next year we can have an in-person event. Members only event, cost\$10-\$35

Mentoring Committee

Board Liaison - Anna M. Barry

Co-chairs - Lori Chicoyne and Stephanie O'Hara

In 2021, the WTS-Boston Mentoring Committee developed programming that supported mentoring at all career levels through Formal Mentoring, TED Talks, Management Networking Roundtable, and Emerging Professional programs.

Formal Mentoring Program

We successfully administered the Formal Mentoring Program from March to June 2021. 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 March 2021. We held the entire program in a fully virtual format, given the pandemic.

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 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 circumstances presented by COVID-19, the participants remained engaged, and the program received positive feedback. The 2022 call for applications occurred during December and January and we have eleven pairs participating in this year's extended six-month program.

2021 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. Francisca Fleming and Dieckmann Cogill were the EP liaisons for 2021.

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. The new EPs selected for 2021 were Fangyun Xi, MassDOT Highway

Transportation Program Planner; Ruth Nan, MBTA Signal Engineer; and Leah Grodstein, MassDOT Civil Engineer. Each EP chose a WTS Boston Committee to actively participate in, and they reported their activities to the group and to the liaisons monthly. We had active participation in the Mentoring, Outreach, Diversity, Special Projects, and the Student Chapter Committees. Each EP also was assigned an Advisor from the WTS Board or other WTS leaders. Advisors and EPs met to set goals for the EP program and to help EPs navigate the WTS structure. One success was that we had an EP selected for the WTS Board of Directors. Special thank you to the Advisors for their time and dedication, Francisca Fleming, Anna Barry, Margo English, Allison Sweeney, and Laurie Carlson. Through the process of connecting to advisors, the EPs were able to organize an onsite tour of the Green Line Extension project. EPs attended several virtual WTS Events and WTS Board meetings. They also published an article about their EP experience. As of 2021, we have also begun to maintain a database of past EPs. In November of 2021 we began the process of recruiting the EP class of 2022. This process resulted in 5 applications, and we are currently in the process of scoring and selecting the candidates.

Management Networking Roundtable

In 2021 the Management Networking Roundtable was held, virtually, in May. The topics discussed were “Elevating your Business Acumen” and “Navigating Difficult business relationships.”

The “Fall” roundtable event had some scheduling challenges with other WTS events and was scheduled for December but was rescheduled to January 2022. The topic will be “Stop Networking and Start Making Connections”.

TED Talk

The WTS-Boston Mentoring Committee held a virtual TED Talk event titled “Workplace Mental Health- all you need to know (for now)” on July 21, 2021. This event was moderated by Lorraine McAteer from Mott MacDonald. The TED Talk was selected as many are challenged with maintaining a work/life balance, which can sometimes lead to anxiety and depression. This TED Talk discussed the challenges surrounding wellness in the workplace and ways we can be proactive before one reaches their breaking point. It led to discussions around focusing on boosting our wellness and mental health.

Outreach Committee

Board Liaison - Arzu Kurkoglu Hemann

Co-chairs - Theresa O’Riorden and Ali Kleyman

In the beginning of 2021, the Outreach Committee began brainstorming for ideas for the year and what other committees we could team with. We partnered with the WTS-Boston Diversity Committee and the Transportation Division of the American Planning Association Massachusetts Chapter, to plan and hold an event titled Women on the Move: Mobility for Women. Mobility for All. The event was held virtually on November 3, 2021.

APA Committee Members, Daphne Politis and Whitney Burdge, interviewed a panel of speakers who are transportation professionals and experts on sustainability, mobility, and gender inequities. They broached subjects such as the gaping mobility gap, technology enabled mobility, and who is advancing/part of solutions. It was a wonderful event.



Natalia Barbour, PhD
University of Delft, and
Research Affiliate at MIT



Robin Chase
Founder and former CEO
of Zipcar



**Maria de la Luz
Lobos Martinez**
Livable Streets Alliance

The Outreach Committee has also been working on our committee plan and contact database:

- Draft Committee Plan: <https://docs.google.com/presentation/d/1sTHgzGKgUymrMSdAG6zDS3W-ADxoCr-yOU9t332Ox3M/edit?usp=sharing>
- Draft email that we could consider sending to other professional groups that we want to collaborate with: https://docs.google.com/document/d/1NK_BBrmHPsHoITLMayt6EhK-Q-3iaiOQ7MSnmlHn9w/edit?usp=sharing
- Outreach Contact Database of groups to collaborate with: <https://docs.google.com/spreadsheets/d/1HxIHHpqM9q9p-q3RNpAKJnnvqDhuxzmeMGJXXKJ5OjE/edit?usp=sharing>

Going into 2022, the Outreach Committee would like to do more work to advertise the events being planned by other WTS-Boston Committees, where appropriate. We believe that Chapter processes could be established to enhance coordination between the Outreach Committee and other WTS-Boston Committees that are planning events, so that we can ensure that we are advertising events to our partner organizations and growing our network in new ways. The draft Committee Plan, linked above, has more detailed ideas on how the Outreach Committee would like to grow in 2022, and we look forward to discussing these ideas with the Board.

Professional Development Committee

Board Liaison - Ali Love

Co-chairs - Kate Maker and Ali Mattson

The Professional Development Committee leveraged the virtual environment to host a variety of well-attended events in 2021. Covering both soft skills and technical topics, both public and private sector presenters, we had a productive and successful year.

January 12, 2021 - Digital Butts in Seats: Creating Online Events that Don't Suck

Kicking off the year, the Professional Development Committee hosted Paige Malott of CascadiaRail, who had a lively presentation with various suggestions backed by research for how to keep an online audience engaged in your presentation.

February 26, 2021 - How to Host a WTS Zoom Event

Ali Love, Theresa Carr, and Lindsey Vasquez presented How to Host a WTS Zoom Event on February 26 to demonstrate to the Board and Committee leadership how to use the various tools and functions available in our Zoom account. Included with this presentation the team pulled together resources to include in the Protocol Book and set up a folder for WTS users to reference all the tips and techniques available.

March 11, 2021 - The Confidence Code Book Club

A group of 14 women attended a lively discussion centered on the main themes of the Confidence Code book. The event started with a discussion on how each attendee felt about their own confidence and continued with offering support, tips/tricks, etc. to other attendees. The group also discussed resources for improving confidence levels. The group requested a way to stay in touch following the event, so an email thread was set up to share contact information. The event was facilitated by Sarah Dennechuk and Kristine Gorman.

May 4, 2021 - Mastering the Art of Negotiation

Event hosted by Carla Moynihan of Sherin and Lodgen. The presentation covered the basics of negotiation, some tips and tricks, and what you should know before you negotiate. The second part of the event featured two role playing exercises which showed example negotiations between a consultant and a client and an employer and employee. Following the role-playing exercises there were two breakout sessions to discuss each scenario. These sessions led to great discussions about how to successfully negotiate.

June 3, 2021 - I Received a Project Schedule - Now What?

Event led by John Audi, PhD., CCM of BSC Group. John shared his extensive knowledge of how to develop, maintain, and maximize the benefits of a project schedule. The session included discussion of the advantages of crafting an accurate project schedule and an outline of the components and basic steps towards building, updating, and reading the schedule. The conversation also focused on the importance of understanding concepts such as critical path and work breakdown structure, and expert guidance on best practices and common errors to avoid.

July 15, 2021 - Unconscious Bias: 50 Ways to Fight Back

The Diversity Committee and Professional Development Committee co-hosted a session entitled Unconscious Bias: 50 Ways to Fight Back moderated by Lydia Grose, VP and Philadelphia Office Executive at Michael Baker International and President of COMTO Philadelphia. This interactive session was based on the free “50 Ways to Fight Bias” online program sponsored by the Lean In organization.

August 17, 2021 - MassDOT Design Justification Workbook Training

Event led by key MassDOT staff: Andy Paul (MassDOT State Highway Design Engineer), Jackie DeWolfe (MassDOT Director of Sustainable Mobility) and Andrew Wilkins (MassDOT Transit Coordinator). MassDOT’s mission is to deliver excellent customer service to people traveling in the Commonwealth by providing transportation infrastructure, which is safe, reliable, robust, and resilient. MassDOT, in alignment with this mission, works to provide a transportation system that can strengthen the state’s economy and improve the quality of life for all.

November 16, 2021 - Public Speaking Tips and Tricks

Event hosted by Margaret O'Meara. Margaret’s virtual presentation on public speaking first focused on answering the question of why public speaking is important. Next, she described several key facets aimed at equipping listeners with tools for improving confidence and honing their abilities. Margaret highlighted the benefits of public speaking such as improved communications skills, but especially focused on how effective public speaking provides you a seat at the table with the opportunity to make change. Margaret’s tools for successful public speaking centered on preparation, knowing your audience, being authentic, and most of all practice! To close out her presentation Margaret shared a yoga breathing exercise she does before any presentation to help center herself and calm any nerves. Namaste!

Programs Committee

Board Liaison - Anna M. Barry

Co-chairs - Alyssa Peck and Amanda Alzaim

The Programs Committee hosted four virtual luncheon seminars and an in-person tour over the summer. A summary of our 2021 events and programs is provided below.

February 11, 2021 – MassDOT Aeronautics Division Administrator, Dr. Jeffrey DeCarlo

WTS-Boston hosted Dr. Jeffrey DeCarlo, MassDOT's Aeronautics Division Administrator who is responsible for providing statutory and regulatory oversight for all aviation matters in Massachusetts, including safety, security, airport development, and UAS programs. He leads the Commonwealth UAS Integration Program, an industry, academia, and government collaborative focused on enabling UAS and Counter-UAS systems. Dr. DeCarlo has more than 30-years of aviation operations and consulting experience with the military, industry, academia and government. An experienced principal investigator, he led NASA sponsored air traffic control and airport operations R & D; and has supported aviation systems acquisition activities for the DOD.

March 25, 2021 – Panel of Massachusetts Regional Transit Authority Female Leaders

To celebrate Women's History Month, WTS-Boston hosted a panel discussion featuring female leaders of Massachusetts' Regional Transit Authorities. Moderated by Meredith Slesinger (MassDOT Deputy Rail and Transit Administrator), the panel consisted of Angie Gompert (Administrator of the Martha's Vineyard Transit Authority), Sandra Sheehan (Administrator of the Pioneer Valley Transit Authority), and Felicia Webb (Administrator of the Cape Ann Transportation Authority (CATA)). The following is a brief summary of each of the esteemed women:

August 26, 2021 – Summer Tour - MBTA's GLX Project

WTS-Boston members and non-members took part in a private tour of Massachusetts Bay Transit Authority's (MBTA) Green Line Extension (GLX) Project! The tour was led by MBTA GLX Program Manager of Stakeholder Engagement, Terry McCarthy, and City Point Partner's Marty Nee. Tour participants attended a safety briefing prior to embarking on the tour route. The tour was followed by a networking event at the Tavern at the End of the World.

September 22, 2021 – Sec. of Transportation / CEO of MassDOT, Jamey Tesler

WTS-Boston hosted Jamey Tesler, MassDOT Secretary of Transportation and CEO. Prior to his current role, Mr. Tesler served as the Registrar of the Massachusetts Registry of Motor Vehicles (RMV). He led the agency through a significant organizational overhaul, reprioritizing and bolstering the RMV's public-safety related responsibilities. Mr. Tesler also drastically improved the RMV's business model to continue providing quality service options to customers during the COVID-19 pandemic. He instituted an appointment-only system and enhanced online transaction capabilities, including an online learner's permit test.

December 16, 2021 – Acting Deputy Administrator/Chief Engineer at MassDOT, Carrie Lavallee

WTS-Boston hosted Carrie Lavallee, Acting Deputy Administrator/Chief Engineer of MassDOT. On the heels of the highly anticipated infrastructure bill, she focused her discussion on leading the way to better infrastructure in Massachusetts.

Ms. Lavallee has nearly two decades of experience working in multiple roles at MassDOT. Most recently, she served as the District 6 Project Development Engineer, helping to develop solutions to some of the most complex transportation problems facing the Greater Boston area. She is an active member of WTS-Boston, a certified bridge inspector, licensed professional engineer, and holds a BS in Civil Engineering from the University of Massachusetts, Amherst.

Scholarships and Awards Committee

Board Liaison - Allison Sweeney

Co-chair - Erica Blonde and Victoria Palek

Despite the challenges of 2021, 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. The committee updated the award from a plaque to a stand alone 11" thick Jade Crystal award.

2021 WTS-Boston Award Winners

- Woman of the Year Award
 - Astrid Glynn, MassDOT
- Claire Barrett Member of the Year Award
 - Kate Maker, Michael Baker, Int'l
- Employer of the Year Award
 - CDW Consultants
- Innovative Transportation Solutions Award
 - Jennifer Tabakin - South Coast Rail
- Honorable Ray LaHood Award
 - Mike Carragher, VHB



2021 WTS-Boston Scholarship Winners

We received many applications for undergraduate and graduate scholarships, with highly motivated and qualified individuals from a diversity of universities and fields of study. The committee also created new scoring rubrics for each scholarship, to make the evaluation process simpler and more consistent. We also started an outreach effort to high schools and vocational tech schools to encourage more applicants; in 2021 we contacted 50 new schools.

- Jacquelyn R. Smith Memorial Undergraduate Scholarship
 - Shannon Estus, Maine Maritime Academy
- Molitoris Undergraduate Scholarship
 - Ting Li, Massachusetts Institute of Technology
- Ann M. Hershfang Graduate Scholarship
 - Mary Geschwindt, Harvard School of Design
- Maggie Walsh Graduate Legacy Scholarship
 - Shivani Kumar, Worcester Polytech University
- WTS-Boston Mary Jane O'Meara Member Graduate Scholarship
 - Jasmine Meadows, Elmhurst College

Special Projects Committee

Board Liaison - Crystale Wozniak

Co-chairs - Jackie Davis and Lindsey Vazquez

The Special Projects Committee had a more active year in 2021 as WTS Boston was able to successfully transition some of our more notable in-person social gatherings to virtual meetings due to the ongoing impacts of the COVID-19 pandemic. The Special Projects committee was responsible for hosting four events in 2021:

- New Year's Reception on January 27th, 2021
- Annual Leadership Forum on May 5th, 2021
- 2020 Annual Scholarships and Awards Celebration on June 16th, 2021
- 2021 Annual Scholarships and Awards Celebration on October 26th, 2021

New Year's Reception

WTS-Boston members and sponsors joined virtually on zoom on January 27th for the annual New Year's Reception. The evening opened with welcoming remarks from the Chapter's new President, Marie Sullivan. Marie welcomed and thanked the 2021 leadership, which included the Board of Directors, Committee-Co-Chairs, and the Advisory Board. She noted that "these are the women who work tirelessly to promote the mission of our organization and deliver programs and services for you. I can't thank you enough for all your efforts." She acknowledged and thanked our corporate sponsors, many of whom have supported us year after year. Without their support of WTS-Boston and our mission, Boston would not be as successful a chapter as we are, and we are truly grateful for this.

Leadership Award

Due to the ongoing restrictions on in-person events, we were unable to hold WTS-Boston's 2020 Leadership Award at our annual breakfast event last April (2020) and the decision was made to present the Leadership Award during this year's New Year's Reception. WTS-Boston was delighted to present the 2020 Leadership Award to Andrea D'Amato, Assistant Secretary for Operational Excellence, MassDOT, who is an



accomplished, veteran leader in transportation, in both the public and private sectors. The event was split into two segments with the first half focusing on Andrea's career and the second half networking with colleagues in breakout rooms. It was an incredible and inspiring virtual event where Andrea was able to discuss her career and some of her favorite memories. Despite the virtual setting, all attendees were able to congratulate Andrea on her accomplishments.

Leadership Forum

On May 5th, WTS-Boston's 24th Annual Leadership Forum honored Loretta Girard Doughty, over a virtual Zoom call. Over 100 WTS-Boston members, sponsors, and invited guests joined this virtual event to honor an exceptional female in the field. Loretta was selected for this award due to her long-lasting commitment to building better communities, her visionary leadership, and her continuous involvement with WTS-Boston and her new chapter WTS-New Hampshire.



2020 Annual Awards and Scholarship Celebration

WTS-Boston held a virtual awards celebration on June 16, 2021, for the 2020 scholarship and award winners.

2021 Annual Awards and Scholarship Celebration

More than 100 WTS-Boston members and guests joined virtually on October 26, 2021, to honor current and future leaders at our 2021 Annual Awards and Scholarships Celebration. This event was held virtually through Zoom. The event's honorees shared the distinction that each honoree is making a significant and positive impact on our industry today, with tremendous potential for future contributions.

Student Chapter Committee

Board Liaison - Arzu Kurkoglu Hemann

Co-chairs - Lisa Juan and Carly Soderholm

The WTS Student Chapter Committee enjoyed a successful year working alongside the WTS Student Chapter members at UMass Amherst. This year, the Student Chapter Committee also gained four new volunteers to assist the Committee in its pursuits. 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 February 2021, the Chapter hosted a virtual Roundtable event on Zoom centered on advice for young professionals and students on navigating post-grad life. The event featured three UMass Alumnae panelists from three various aspects of the transportation industry with different levels of experience, who discussed their career paths and answered questions on the paths that can be taken after graduation.

In March, the Chapter hosted a seminar on tips and tricks for interviewing for students on campus.

During the months of April and October, the Student Chapter hosted three guest speakers, including Bill Paille from BSC Group (featured in photo), who spoke about diverse transportation topics. These seminars gained interest from students and professionals.

In September of this year, the Student Chapter Committee was notified by the UMass Amherst Student Chapter that they would be teaming with other transportation related groups on campus to form one transportation organization to serve the entire campus. In October 2021, the Joint Transportation Organization (JTO) was established. While the WTS-Boston UMass Amherst Student Chapter remains to be a separate entity within the JTO and has its own E-board, the students are excited about this new merger since it will bring in new members and reach a larger audience. After the JTO was established, the Student Chapter held an election for new leadership for the upcoming year.



Election results are as follows:

- President: Emily Hennessy
- Vice President: Efthymia Kostopoulou
- Secretary: Angelina Caggiano
- Treasurer: Mohammed Mohammed

Aside from continuing to advance the UMass Amherst Student Chapter, the Committee also began to initiate connections with local universities around Boston this year in hopes of eventually starting new Student Chapters with help from our volunteers, who are alumnae to the universities pursued. The Committee reached out to Harvard University, UMass Lowell, and Northeastern University due to prior connections that were already established. Although no Student Chapters have currently been established at these universities yet, guest speakers have been featured at UMass Lowell and are tentative at the other universities mentioned.

The Student Chapter plans to build a foundation at these universities and gain interest before implementing a complete Student Chapter. In 2022, the Committee and its volunteers look forward to continuing to forge these connections.

Transportation YOU

Board Liaison - Ali Love

Co-chairs - Katherine Patch and Emily Buck

The co-chairs for the 2021 Transportation YOU committee were Katherine Patch, Fuss & O'Neill and Emily Buck, McMahon Associates. Ali Love, STV, acted as Board Liaison to the committee.



The committee decided early in the year to hold events virtually, in compliance with CDC restrictions around the COVID-19 pandemic. The committee was able to participate in the Cambridge Science Festival (entire month of April), WPI Touch Tomorrow (June 6th-12th), and Massachusetts STEM week (October 18th-22nd), along with other virtual activities throughout the year.

Cambridge Science Festival

The committee's first event of the year was for the Cambridge Science Festival and included a virtual bridge tour held on April 19th. For this event, committee volunteers paired up and stationed themselves at bridges throughout Massachusetts and Rhode Island. Multiple bridge types were represented, including cable stay, arch, and suspension. Each bridge type/location started off with a demonstration video in which committee volunteers explained how the type of bridge works structurally. The video then moved to a real-world example where the stationed committee volunteers shared the history, fun facts, and structural makeup of each bridge to participants who were viewing the live event from home.



WPI Touch Tomorrow

A recording of the Bridge Tour was then edited for WPI Touch Tomorrow, which was posted on the events website as one of the many guided hands-on activities submitted as part of the event. In addition to watching the virtual tour, committee members put together a lesson plan for each bridge type to allow students to complete a hands-on activity from home.

BoSTEM

The committee connected with BoSTEM through United Way early in the year (March), creating an exciting new contact in the Boston STEM community. The committee was able to work with them for a virtual panel hosted during Massachusetts STEM week.

Career Panel for the Town of Everett

In addition to connecting with new STEM contacts, the committee was able to work with past contacts, participating in a career panel for the Town of Everett on May 10th. For this panel, three committee volunteers shared their career experiences and paths to students at Everett Public Schools.

Transportation YOU Boston Summit

The committee ended the year with the fourth annual Transportation YOU Boston Summit which was held virtually on October 16th as part of Mass STEM week. Planning for the event began earlier in the spring with a call for workshop volunteers. Based on experiences from the 2020 virtual Summit, the committee focused on organizing activities for each workshop that would include hands-on activities, using materials that would be mailed to participants prior to the event.



The Summit ran from 9:00 AM to 12:30 PM, kicking off the day with Transportation Bingo hosted by Heather Moulton, STV and Christine McLaughlin, HNTB. An opening address was then given by Monica Tibbits-Nutt, 128 Business Council. The workshops were hosted by five groups of volunteers from 128 Business Council, BSC Group, GZA, Stantec, STV, VHB & AECOM. Each workshop included groups of 10-15 students who rotated to each hands-on activity to follow along and complete from home. Giveaways from each sponsoring firm were also included in the material packets that were distributed to each student. The event included informational videos provided by WTS-Boston Member Christie Baker, AECOM, Martha Jimenez, HNTB, Kim Degutis GZA, and multiple participants from BSC Group.

WTS International, Northeast Region Council

Chair - Loretta Girard Doughty

“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 Chair in 2021-2022. As 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 sixteen (16) chapters; two (2) of which were ratified in 2021: WTS-Delaware and WTS-West Virginia. In addition, there is one (1) chapter currently in formation: WTS-SW Ontario. Loretta also served as a Founding Member of the WTS-New Hampshire Chapter, which was ratified in 2020.

The Northeast Region Council also submitted their 2022 Workplan to WTS International in November 2021; the 2022 events planned include Northeast Region President’s calls (quarterly), New/Small Chapter Roundtable (first quarter), Northeast Region Treasurer’s calls (bi-annually), and a Northeast Region Event (fourth quarter).