

WTS Minnesota Chapter 2021 Annual Report

June 16, 2022



› Minnesota

Advancing women
Advancing transportation

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WTS Minnesota Mission

Transforming the transportation industry through the advancement of women.

Message from the President

The 2021 WTS Minnesota Board of Directors is pleased to provide our members with the chapter's 2021 Annual Report. The report provides a summary of the chapter's activities, growth, and accomplishments over the past year.

The 2021 Board included 11 directors, 14 committee chairs, and one Central Region Council member. Our chapter's robust leadership allows our chapter to provide new initiatives, while improving and expanding our established programs. This has been a rewarding year to serve as Chapter President as we transitioned back into some in person events, and I'd like to highlight a few of our successes in 2021:



2021 Highlights:

- The Diversity and Inclusion committee led by Liz Morice made great strides within their workplan by offering a Racial Justice Training series, a first of its kind for our chapter.
- Our programs committee continued to serve our chapter despite challenges with Covid through 5 virtual and 5 in-person events, along with our first hybrid program.
- We gathered virtually to celebrate the accomplishments of 7 award winners and 4 scholarship recipients at our annual Scholarships and Recognitions event.
- The TYOU program continued their partnership with Blaine High School through virtual programs in the spring and a return to in-person programs in the fall.
- Our Public and Corporate Sponsors generous support allowed our chapter to continue to serve our members and friends through programs and professional development opportunities.

The above list captures a fraction of the accomplishments from this year. Please read on to discover more details of the 2021 successes and growth provided in this report. It is through the great involvement of our members and friends, the volunteers, and the leadership of our board that allows our chapter to grow and improve year after year. It has been an honor to serve as the 2021 Minnesota Chapter President and I am humbled by the dedication of this group that works tirelessly to support the WTS Minnesota mission of transforming the Minnesota transportation industry through the advancement of women.

A handwritten signature in black ink that reads "Andrea L. Arnoldi". The script is elegant and cursive.

Andrea Arnoldi
WTS Minnesota 2021 Chapter President

Board of Directors

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MEMBERSHIP

LINDSAY SHEPPARD HNTB

SPECIAL EVENTS

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DANIEL BAXTER MICHAEL BAKER

MENTORING

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PROGRAMS

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HOSPITALITY

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TRANSPORTATION YOU

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LAURA MELCHER BRAUN INTERTEC

VOLUNTEER COORDINATOR

ANGIE BOLSTAD STANTEC

REGIONAL BOARD REPRESENTATIVE

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**Committee
Chairs**

2021 Advisory Board

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KATIE ROTH
METRO TRANSIT

FAY SIMER
MnDOT

MOLLY STEWART
SRF

KRISTIN THOMPSON
METRO TRANSIT

AMY VENNEWITZ
METROPOLITAN COUNCIL

HUNWEN WESTMAN
CITY OF ST. PAUL

2021 MEMBERSHIP YEAR IN REVIEW

The 2021 membership goals as reported in the 2020 annual report were as follows:

- Hold a member drive to increase total membership in 2021.
- Develop a 2021 Member Survey to help identify who our members are and how the chapter can best serve them.
- Continue the Connect with Coffee program in 2021 to encourage new connections through WTS and add value to WTS membership.

Two Membership Drives were held in March and October leading to 16 new members joining the chapter accounting for over 40% of new member growth in 2021. A member and friends survey was also conducted in winter 2021. The top benefits members stated they are seeking from participation in WTS Minnesota include networking, professional development, and mentoring. Survey respondents also shared feedback specific to WTS MN programming, website content, and general membership feedback. Some of the demographics of member respondents include:

- 37 Responses
- Member status: 79% yes
- Plan to renew: 79% yes; 21% no/maybe/not currently member
- Employer pays for membership: 60% yes; 32% no; 8% other
- Employment sector: Public 34%; Private 61%
- Gender: Woman 84%; Man 16%
- Race: 84% White
- Do you volunteer with WTS MN: Yes 61%; No: 21%; Previously: 18%

The Connect with Coffee program continued to be a successful tool to engage new members in 2021. We offered this program to new members to meet a WTS member over coffee both virtually and in person. Since the creation of the Connect with Coffee program in 2015, numerous pairs were connected, and the program has continued to grow. Feedback from participants showed members really appreciated the opportunity to connect with others in the industry through this program even in a virtual environment. The committee was able to develop a list of engaged members to participate in the Connect with Coffee program and work with the volunteer coordinator to identify other volunteer opportunities within the chapter.

2021 MEMBERSHIP BY THE NUMBERS

WTS Minnesota membership remained strong in 2021. Over the past year our chapter welcomed 39 new members for a total of 138 active members at the end of 2021. The chapter continues to focus on growing diversity in our membership and sought to provide great events and programs in virtual, hybrid, and in person formats to get our members involved in WTS. See below for a monthly breakdown of membership statistics.

Membership

Member Activity by Month

*WTSI changed how they count active members as active members in

Date Queried	Total Active Members	Total Unexpired Members	Month	Expired	New	Renewed from Last Month Expired List
12/10/2020	161	115	December	9	0	5
1/5/21	161	122	January	7	0	2
2/1/21*	141	119	February	7	1	3
3/1/21	137	122	March	6	10	5
4/1/21	144	131	April	3	3	2
5/3/21	143	133	May	3	0	2
6/1/21	140	131	June	5	0	3
7/1/21	141	131	July	11	0	1
8/1/21	137	122	August	3	2	3
9/1/21	139	124	September	13	0	6
10/1/21	136	116	October	7	6	7
11/1/21	138	122	Total	-74	22	39

February 2021.

Definitions

- Active - current on membership dues or expired within last 60 days beginning 2/1/21; previously was for last 365 days
- Unexpired - current on membership dues
- Expired - up to 60 days behind on membership dues
- New - Have not been a member in at least 60 days or never been a member
- Renewed from last month expired - converted from active to unexpired

2021 HONORARY MEMBERS

WTS Minnesota welcomed two honorary members in 2021:

- Margaret Lewis, New Flyer, EVP Manufacturing and Facilities
- Julie Whitcher, MnDOT, State Rail Safety Engineer, Weigh Station Program Manager

While COVID-19 precautions did not allow us to partner with our honorary members for technical tour programs in 2021, we will continue to seek opportunities to partner on programs in 2022.

2022 MEMBERSHIP GOALS

The following membership goals were established moving into 2022:

- Hold a member drive to increase total membership in 2022 in conjunction with 40th anniversary celebrations.
- Monitor member retention and identify actions to improve member retention.

- Complete a 2022 Member Survey to help identify who our members are and how the chapter can best serve them.
- Continue the Connect with Coffee program in 2022 to encourage new connections through WTS and add value to WTS membership.
- Host a member appreciation event as Covid-19 conditions allow.

Membership

Diversity and Inclusion

The Diversity and Inclusion Committee continued the work started in 2020 and made contributions to WTS in the form of newsletter articles, programs and other initiatives. These included a Black History Month Celebration event, a racial justice training series, an inclusion statement for WTS Mn, a DEI best practices survey and the start of a Land Acknowledgment statement. Throughout the year of 2021 the group has grown to over a dozen members and hopes to continue this momentum in 2022

The Diversity and Inclusion Committee continued to meet monthly in 2021 under the leadership of Liz Morice with support from Kristin Thompson. The Diversity and Inclusion Committee continued the work of 2020 and saw a number of ideas developed from the past year come to fruition. Drawing from the workplan created by the original committee in 2018, the group continued to develop ideas around the following goals as priorities for near-term efforts:

- Increase opportunities for women of color in the transportation industry
- Create and foster an inclusive environment in WTS Minnesota and all related programs and events so all people feel welcome, included, and valued
- Ensure WTS Minnesota meetings, events and materials are accessible for individuals with disabilities
- The group decided to build from the 2018 work to find strategies to advance these goals in all areas of chapter operations

NEWSLETTERS AND COMMUNICATIONS

In 2021 Kristin Thompson continued to lead an effort for a regular DEI column in the WTS Mn Newsletter. Contributors for this regular column included Kristin Thompson, Brenda Thomas, and Kara Hampton as well as event advertisements developed by other committee members. Topics included recaps of the Black History Month panel and the featured tracks on equity and diversity topics at the WTS Minnesota Conference, and international women in engineering.

JANUARY AND FEBRUARY 2021

The committee planned and delivered the Black History Month Celebration with the leadership and facilitation of Gloria Jeff and support of Keelee Roggenbuck. This event included a panel which featured two leaders: Kim Collins of MnDOT and Carolyn Flowers of Infra Strategies. The program is detailed in the programs section of this report.

SPRING 2021

During the spring months, the Diversity & Inclusion Committee brought together the Racial Justice Training Series featuring Michele Heyward of PositiveHire. Developing the training included several months of planning discussions led by Emma Lucken with support from Juana Sandoval and Lisa Austin. PositiveHire is a professional DEI firm which helps employers retain talent and create more inclusive and diverse organizations with diversity, equity, and inclusion trainings. The series included six events in total, with three class sessions and three mediated group discussions. The cost of registration was greatly subsidized by WTS Minnesota. The series was designed to create a support network and community where participants can learn and challenge themselves and each other. To this end, in addition to the course content, PositiveHire mediated three 1.5-hour small group workshop discussions for WTS Minnesota members to discuss their breakthroughs and challenges in making changes in their views and behaviors as they relate to diversity, intersectionality, and intervening as a bystander when witnessing

Diversity and Inclusion

harassment. The sessions were bimonthly in April, May and June. The training had more than 45 participants throughout the series and will be followed in 2022 with a workshop group led by Emma Lucken.

SUMMER 2021

During the summer of 2021 the Diversity and Inclusion Committee developed a statement of inclusion for WTS MN events and the website. The statement will help communicate the values of the organization regarding DEI. This statement was reviewed and included input from the WTS Minnesota Executive Board and Advisory Board as well as other WTS members:

WTS Minnesota is committed to cultivating a culture of inclusion and connectedness, one that provides a safe, welcoming, and intentional convening space through which we advance women, appreciating the individual differences, life experiences, knowledge, innovation, self-expression, and talent that our members and their allies bring to the transportation industry.

We are an organization that expects and will accept no less than dignity, respect, and equality in our work with one another, within the communities in which we live, work, and play, and in our efforts to advance diversity, equity, and inclusion. We welcome anyone who shares our organizational values and vision.

FALL 2021

The Committee finalized the DEI Best Practices survey, led by Jennifer Wiltgen with support from Theresa Maahs-Henderson, among other committee members. The survey included questions about best practices regarding DEI efforts by Minnesota companies and organizations in the transportation field. The survey had 10 companies' response by the end of 2021, and the results will be processed and compiled in 2022.

DECEMBER 2021

In order to support Diversity and Inclusion at the Holiday Party, the D&I committee created an international December Holiday board. The committee also developed a land acknowledgment statement that committed to developing an action plan for WTS Minnesota in 2022. A Land Acknowledgement is a formal statement that recognizes and respects Indigenous Peoples as traditional stewards of this land and the enduring relationship that exists between Indigenous Peoples and their traditional territories. The acknowledgements of land rights are and have been an important first step in understanding the past, present, and future of the land in Minnesota. The committee plans to have conversations and events for 2022 that will support the statement development.

Programs

JANUARY 2021 | VIRTUAL WALK AUDITS AND STRATEGIES FOR INCLUSIVE ADA PUBLIC ENGAGEMENT

The Minnesota Department of Health, Alta Planning + Design, and This Inclusive Life worked together to recommend opportunities to design walk audits, a public engagement technique, that are more inclusive of people with disabilities. The webinar took participants on a virtual walk audit to highlight strategies to lead more inclusive public engagement via virtual and in person techniques. Attendees learned how to apply virtual walk audits and other tools to their own projects. Participants also learned techniques for making meetings more inclusive of people with disabilities, whether they occur online or in person. Lessons learned were applicable across disciplines to planners, designers, engineers, and disability advocates. The project's lessons learned equipped practitioners to conduct more inclusive engagement online as the pandemic continues to evolve. Lessons learned also encouraged practitioners to more deeply consider equity aspects of in person engagement when it is safe to meet in person.

FEBRUARY 2021 | WTS MN BLACK HISTORY MONTH PROGRAM

On February 16, the Programs and Diversity & Inclusion committees collaborated to present a Black History Month Celebration, featuring Carolyn Flowers (InfraStrategies, LLC) and Kim Collins (MnDOT), with Gloria Jeff (MnDOT) moderating. Carolyn Flowers served as Vice President of Americas Transit Market Sector at AECOM and acting administrator of the Federal Transit Administration under President Obama. Kim Collins was recently appointed as the MnDOT Deputy Commissioner. Gloria Jeff is an innovative transportation executive and urban planner. She is currently serving as Livability lead and Project Director – Rethinking I-94 for the Minnesota Department of Transportation. Over 60 participants joined the personal and moving conversation about the highlights and challenges of navigating careers in transportation as women of color. Both speakers observed that, as women of color, they are often more visible in their roles. Collins noted that it's important to allow yourself to be human-- to make space for failures, and never forgetting to acknowledge and celebrate successes. Flowers added that you have to have confidence in your convictions, even when others may doubt you. Jeff asked an evocative question about how to influence a difficult decision, or move an institution in a new direction, without being perceived as an "angry black woman." Both speakers remarked that that label is intended to diminish the voices and contributions of black women. Flowers draws strength from her analytical mindset, presenting data-driven justifications. Collins shared that, when she recognizes this dynamic is in play, she will strategically shape her message so it can still be heard-- concluding that it is "pitiful" to have to think about when white male colleagues do not. The session closed with each panelist offering their recommendations to attendees on how to best care for themselves amid current stresses and uncertainties. Collins' advice was to give yourself permission for downtime, and be mindful of holistic

health (body, mind, spirit). Flowers suggested staying connected with others and to simply "take a walk."

MARCH 2021 | GAME SHOW BATTLE ROOMS

In March, our Programs Committee organized a virtual social event, hosted by Game Show Battle Rooms. The Game Show was a great way to connect with fellow members and show off our competitive sides! The games were hosted by dedicated Game Show Hosts who provided for comical and friendly virtual environments. Participants were split into two Zoom rooms, with two teams per room to battle it out. With names like "Survey Battles" and "Spin and Solve," the games brought plenty of laughter and friendly competition. Thank you to everyone who attended and made for a successful and fun March program!

MAY 2021 | ALL THINGS DRONES

Moderated by Cassandra Issakson, director of MnDOT's Office of Aeronautics Services, the WTS's May Program hosted a virtual panel of local drone specialists from the public and private sectors. Panelists and presenters included Katie Gilmore, MnDOT UAS Program Manager, Jennifer Wells, MnDOT Bridge Office, and Andrew Zeilike, drone operator at KLJ Engineering. Each panelist shared a variety of information related to the commercial drone industry, the technology, and the significant impact drones have on the aviation and transportation industry. For example, panelists discussed ways in which drones are improving worker safety, bridge inspections, the ability to capture 3D information, construction documentation, and public engagement efforts. Additionally, attendees learned about drone regulations, requirements, operating rules, and the future of drone technology at a state and national level. After the presentation, it was clear that drones are here to stay and have significant potential to continue improving our transportation industry!

JUNE 2021 | CLIMATE AND ELECTRIC VEHICLE ACTION FOR LOCAL GOVERNMENTS

Our June program was moderated by Tim Sexton, Assistant Commissioner for Sustainability and Public Health at MnDOT. Tim kicked off the webinar by introducing guests Diana McKeown and Abby Finish from the Great Plains Institute, located in Minneapolis. Diana and Abby are specialists helping communities in Minnesota and around the Midwest to implement energy and climate action plans, prepare cities for electric-vehicle (EV) readiness, and lead statewide initiatives including the Clean Energy Resource Teams (CERTS), GreenStep Cities, Cities Charging Ahead (CCA), and Powering Ahead with Vehicle Electrification (PAVE).

Abby began the presentation by sharing information regarding Minnesota-specific greenhouse gas emission metrics, sharing that the state has a goal to reduce GHG by 20% by 2050 - where transportation is now the greatest source of GHG in Minnesota. She emphasized how critical local climate action is in reducing these emissions and creating a cleaner and safer state.

Diana followed by sharing her experience leading the Clean Energy Resource Teams (CERT), which is a state-wide partnership that provides hands-on

Programs

assistance for communities looking to achieve clean initiatives. Perhaps some of the biggest take-aways Diana shared with the group were providing Principles of EV-Readiness for communities and several action-items

cities can complete to become EV-Ready - with education at its core.

JULY 2021 | SAINT PAUL BIKE TOUR

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

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

AUGUST 2021 | LA DOÑA MSES/WTS JOINT NETWORKING EVENT

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

SEPTEMBER 2021 | BUILDING A CULTURE OF TRUST

Our September Professional Development Program welcomed Laura Boyd from Leadership Delta to present on “Building a Culture of Trust”. Laura shared that trust is built on three pillars: Competence, Compassion, and Integrity. Throughout the program, attendees were able to learn from Laura and interact in small group discussions, sharing ideas on how to create more “win-win” opportunities, why trust is so critical to workplace performance and innovation, and how to build a successful cycle of trust with your colleagues.

OCTOBER 2021 | MN STATE AND REGION LEADERSHIP PANEL ON TRANSPORTATION FUNDING AND POLICY

Programs

Our hybrid (in person and virtual) October program welcomed an esteemed panel to discuss their work and leadership on important House and Senate Committees that influence state-wide and regional transportation funding, tax policy, and planning decisions. Moderated by Senator Ann Johnson Stewart, the panel consisted of Representative Frank Hornstein, Senator Carla Nelson, and Metropolitan Council Chair Charles Zelle. After the panel and Q&A session, the in-person attendees joined for a social hour in the Atrium of Kimley Horn for food and beverages!



NOVEMBER 2021 | 2021 FALL CELEBRATION

Our November program took the opportunity to celebrate three members of our chapter who have recently taken significant steps in their careers! These members included Ann Johnson Stewart (elected to the Minnesota Senate District 44), Joy Miciano (promoted to President and CEO of Zan Associates), and Lyssa Leitner (promoted to Washington County's Public Works Planning Director). The celebration was held at Urban Growler, which is Minnesota's first women owned microbrewery.



Recognition Awards

WTS Minnesota's Recognition Awards program provides an opportunity to recognize excellence in our field and raise the profile of WTS in Minnesota



WOMAN OF THE YEAR

Charlene Zimmer Zan Associates

Charlene Zimmer founded Zan Associates in 2001 as a consulting company that would specialize in a context and community sensitive approach to transportation planning and design. The firm now has 12 fulltime and 4 parttime employees



and, since the first of the year, has new owners. Charlene became a WTS member in the mid-80s, was the conference chair for the first national conference held in the Twin Cities, and subsequently served as the national WTS VP and president. She has been an advocate for women in transportation throughout her whole career and continues to mentor young women whenever she has the opportunity. Over her career, she has worked on and helped build consensus on some of the largest and most controversial transportation projects in the Twin Cities, bringing a community perspective to design and construction decision-making.

Recognition Awards

WOMAN TO WATCH AWARD **Ayantu Gameda** **Metro Transit**

Ayantu Gameda is an Assistant Manager of Street Operations at Metro Transit. She oversees on-street bus operations with her team, works to maintain reliable service during planned and unplanned service disruptions, and manages all BRT lines in operation.



Since starting her career at Metro Transit 6 years ago, Ayantu has worked on agency-wide initiatives that promote improved access to service and opportunities both internally and externally. Most notably, Ayantu leads an interdepartmental working group that oversees Metro Transit's first fleet of electric buses and continues to finetune best practices as fleet electrification expands throughout the Region.

Ayantu enjoys developing strategies to overcome operational challenges, providing support and guidance to frontline staff and spending time with family but most especially her two daughters wonderful daughters Ayana and Eden.

MEMBER OF THE YEAR **Gloria Jeff** **MnDOT**

Gloria has held many roles in the transportation industry for 25 years; a school bus driver, flight attendant, and light rail supervisor are a few examples Gloria currently works as a transportation garage manager. She has been with Metro Transit for 15 years. Gloria currently is in her second year as the Chair of Metro Transit's first Employee Resource Group - Advancing



Women in Transit. Gloria has always understood the importance of leading by example, creating a safe space for people of all backgrounds, and creating opportunities for women and people of color. This has been a passion of Gloria's throughout her career.

After receiving her award Gloria had this to share: After the murder of George Floyd in the neighborhood I grew up in, and the subsequent riots/turmoil across the globe, there was a need for myself and my coworkers to have a safe space to share our experiences and feelings with our peers. Recognizing this need, our AWT leadership team (Carri Sampson – Vice-chair, Jennifer Kochaver – Coordinator, and myself - Chair) quickly organized with the assistance from Rachel Dungca and Sarah Berres that safe space for our transit organization. We organized a webex conference call, titled Roundtable Discussion - Racism and the Death of George Floyd. We

Recognition Awards

discussed the sensitive subject of racism, riots, fear, George Floyd's Murder, what we can do to help our community, what can we do to help improve our organization. Our first meeting just hit the tip of the iceberg. One meeting turned into a series of meetings promoted to the entire organization with guest speakers and facilitators. These roundtable discussions were the first of its kind at Transit and helped spark change in our organization by bringing to light some areas we can improve personally and as an organization. In addition, it created a space to find opportunities for community service and connecting with community nonprofit organizations to help the neighborhoods that were hit hard by the riots beyond providing transportation. As a public serving transportation organization, we should not just be known as that company who drives busses & trains through our neighborhoods or provides mutual aid to the police department. We should be known as an organization who values our diverse riding public, diverse employee population and demonstrate our commitment to the communities we serve through our daily decisions.

We are more successful at doing so when we have these challenging conversations regularly. With recent verdict and next month marking one year since the George Floyd tragedy we will be revisiting this discussion to check in on our healing and growth individually and organizationally.

EMPLOYER OF THE YEAR

Braun Intertec

Braun Intertec is an employee-owned firm with a rich history in transportation. Braun is focused on building trust-based relationships working with clients through every phase of the project lifecycle. Braun is focused on growing their diversity while also striving to provide a supportive environment for all our employees. Through this initiative, they created the Empower Women group, which is dedicated to creating a community, attracting, developing, and retaining women leaders. Braun also encourages and supports their employees to become active members in various external professional organizations, such as WTS Minnesota.

ROSA PARKS DIVERSITY LEADERSHIP AWARD

Amina Wolf Metro Transit

Amina has been in many roles in the transportation industry for 25 years; a school bus driver, flight attendant, transit bus operator, light rail operator, light rail supervisor, bus transportation assistant manager and currently transportation garage manager. Amina has been with Metro Transit for 15 years.

In addition, Amina is currently in her 2nd year as the Chair of Metro Transit's first Employee Resource Group - Advancing Women in Transit. While in all of these roles at Metro Transit and elsewhere



Recognition Awards

Amina has always understood the importance of leading by example, creating a safe space for people of all backgrounds, doing everything she could do to uplift, encourage, and create opportunities for women and people of color. This has been a passion of Amina's throughout her career.

INNOVATIVE TRANSPORTATION SOLUTIONS AWARD **Minnesota CAV Challenge**

The Minnesota CAV Challenge is an award-winning partnership program that identifies unique Minnesota transportation challenges that can be solved with connected and automated vehicle (CAV) technologies. With CAV technology rapidly advancing, the CAV Challenge program is an open, rolling opportunity for ideas from communities, industry, researchers, governments, nonprofits, and others who are interested in testing and deploying CAV technologies to meet unique Minnesota transportation needs. This creative and innovative RFP program launched in 2018 and has solicited over 100 unique industry and community ideas. Anyone may request a "Stage 1" meeting, allowing teams to confidentially share ideas with MnDOT. If ideas meet the program's goals, proposed project teams then meet with technical experts in a workshop setting to address questions, understand risks and benefits, determine eligibility for trunk highway funding and refine ideas for a full proposal. Proposals are reviewed by an interdisciplinary panel who makes recommendations to MnDOT's top leadership.

HONORABLE RAY LAHOOD AWARD

Brian Funk **Metro Transit**

Brian is the Deputy Chief Operating Officer at Metro Transit. After being nominated by his Metro Transit colleagues and receiving the Honorable Ray LaHood Award, Brian had this to share:



I'm so humbled and proud to have been nominated and awarded the Honorable Ray LaHood award this year. I have been helped by so many people in my career, I try my best to help support others to the best of my ability, especially women in the public transit industry. Thank you to my colleagues who nominated me and thank you to WTS for sponsoring the award.

Scholarships

Each year, WTS Minnesota awards scholarships to promising female students pursuing a career in transportation. Our chapter's scholarship program is central to our efforts to advancing women in transportation. In 2020, four scholarships were awarded to students in efforts to "fuel the pipeline".

DONNA ALLAN UNDERGRADUATE SCHOLARSHIP

Rachel Mummah
University of Minnesota

Rachel Mummah is a junior studying Accounting at the University of Minnesota Duluth. She is currently interning for WSB Engineering on the Project Controls team, tasked with financial management, scheduling, and analysis of transportation, municipal, and other projects throughout the organization. She is eager to continue her career in project management and analysis after graduating in May 2022.



WTS MINNESOTA GRADUATE SCHOLARSHIP

Oforiwaa Pee Agyei-Boakye
University of Minnesota

Oforiwaa is a PhD student at the University of Minnesota's department of Geography, Environment and Society. Oforiwaa's research interests are focused on public transportation, climate change, sustainability and food security. Prior to starting doctoral studies, Oforiwaa had a master's in city planning with a concentration in sustainable transportation and infrastructure planning. Oforiwaa also worked as a Transportation Planner and MPO coordinator.



KATHERINE F. TURNBULL LEADERSHIP SCHOLARSHIP

Emma Reinart
University of St. Thomas

Emma is a junior at the University of St. Thomas, studying Civil Engineering with a minor in Catholic Studies. Emma's education has fostered growth in integrity as a student, in leadership, and in her appreciation for the unity of interdisciplinary knowledge. Emma is excited to pursue a



career in transportation engineering and enjoys traveling, reading, running, brewing kombucha, and sewing.

DAN MEYERS HIGH SCHOOL SCHOLARSHIP

Eliana Storkamp

Minneapolis South High School

Eliana is the captain of the Nordic Ski Team, and on varsity for swimming and Ultimate Frisbee. Eliana is also a member of South High School's chapter of the National Honor Society. Next year Eliana will be attending Northwestern University studying engineering. Eliana is interested in making transportation more environmentally friendly and efficient. Eliana also hopes to inspire younger generations, especially young women, to become engineers!



Scholarships

Transportation YOU

The Chapter's Transportation YOU mentorship program is a national, hands-on, interactive program that offers young girls ages 13-18 an introduction to a wide variety of careers in the transportation field

The Transportation You (TYOU) program continued its programming at Blaine High School in 2021. The programs run throughout the school year with the opportunity for one student to attend the DC Summit in June virtually.

JANUARY 2021: The lesson in January was about Roads and Friction. We discussed how roads have an effect on cars due to the friction properties. We had a few videos to display how it worked as this was a virtual setting. Students participated in group discussions.

FEBRUARY 2021: We had the mentors and mentees do one-on-one meetings to talk about the year, their goals and ways that the mentors could assist. It was a great opportunity to check-in with the students.

MARCH 2021: For March we did a virtual field trip of the Southwest Light Rail. We had guest speakers talk about their involvement on the project. The speakers were Michelle Nelson, Metro Council, and Carol Zevenbergen, SRF.

APRIL 2021: This lesson we presented on professional development. We provided tips and tricks to think about when entering the workforce. The main point was a discussion about setting up a LinkedIn profile, things to think about and how to present yourself in the best light. It also touched on how to present on search engines in a professional setting.

MAY 2021: This lesson was the last one for the school year. We were able to bring back Kelly from a past TYOU class and she discussed her experiences. She talked about what TYOU meant to her, how things are going in college and how TYOU has helped her in her professional internships.

JUNE 2021: TYOU continued to plan for the upcoming school year with Blaine. Jenny Birkmeier could not confirm the classroom restrictions that will occur in the fall due to COVID-19. The Anoka/Hennepin school district should have a better idea by mid-August.

The DC Summit was hosted virtually, and we had one student, Jayda, and mentor, Laura Melcher, that were able to participate. It was a great session and received positive feedback.

JULY 2021: Belick Pha, Braun Intertec, transitioned out from the role of Co-Chair to Transportation You after serving for one year. Melissa Duhn, Braun Intertec, started as Co-Chair for Transportation You for the 2021-2022 school year.

AUGUST 2021: Blaine High School announced they will be having in-person classes again. The class style will be revisited near the end of 2021.

SEPTEMBER 2021: TYOU Co-Chairs met virtually with Jenny Birkmeier with Blaine High School to discuss session formats and scheduling. For the 2021 school year, TYOU will continue with monthly programs. Blaine changed their school schedule so there was early release on Thursdays. We planned our schedule to rotate between morning and afternoon to accommodate mentor and mentees preferred times.

OCTOBER 2021: TYOU had their first program with Blaine on Thursday, October 14 from 1:30PM to 2:30PM. We had six mentors attend and 15

students with a few more that were interested but could not attend. The program was an introductory session to inform students about the mission of TYOU and the Blaine schedule.

NOVEMBER 2021: TYOU had their second session with Blaine on Thursday, November 11th from 6:45AM to 7:30AM. Two students participated with seven mentors. The students were guided through planning their own transportation Hub center. Students worked on the exercise in small breakout groups with mentors then presented their design to the bigger group towards the end of the session.

DECEMBER 2021: TYOU had their first program with Blaine on Thursday, December 9th from 1:30PM to 2:30PM. We had four mentors attend and 5 students participate. The program was about annual reviews with students given the opportunity to have a mock annual review with a mentor.

Thank you to our Transportation YOU Mentors!

BLAINE 2020-2021 SCHOOL YEAR

- Andrea Arnoldi, Kimley-Horn
- Belick Pha, Braun Intertec
- Faith Xiong, Zan Associates
- Morgan Hoxsie, Kimley-Horn
- Laura Melcher, Braun Intertec
- Leila Bunge, Kimley Horn

BLAINE 2021-2022 SCHOOL YEAR

- Andrea Arnoldi, Kimley-Horn
- Belick Pha, Braun Intertec
- Kristi Moua, HNTB
- Laura Melcher, WSB
- Melissa Duhn, Braun Intertec
- Rachel Dungca, Metro Transit
- Carri Sampson, Metro Transit
- Molly Ellis, Metro Transit
- Emily Schulz, HNTB
- Allison Luongo, Kimley Horn
- Cattie Miller, Kimley Horn
- Ayantu Gameda, Bell Weather
- Molly Weistmantel, Stantec

Conferences

Annual Conference (May 12-14)

The Annual Conference was held virtually due to the ongoing COVID-19 pandemic. Richmond, Virginia was featured in programs and virtual tours as the host city. Multiple WTS Minnesota members and friends attended and presented. WTS Minnesota supported the attendance of four members. To create the in-person connection, an in-person happy hour was held with the local conference attendees the week of the conference.

Central Region Conference

The Central Region Conference was held virtually this year. It took place over one day. Several WTS Minnesota members presented at various sessions, including **Andrea Arnoldi, Laura Melcher, and Carrie Desmond**. The virtual platform was well received and is under consideration for future conferences.

Chapter Leader Training

WTS Minnesota sent seven board members to virtual Chapter Leader training this year, **Andrea Arnoldi, Carrie Desmond, Jackie Dylla, Lyssa Leitner, Caroline Miller, Allie Futhey, and Laura Melcher**. The WTS International Staff and Board of Directors led the training, focusing on governance, succession planning, marketing, membership, treasurer best practices, upcoming updates to the WTS website, and databases, and strategic planning.

There were also many opportunities to share information and find out what other chapters are doing. It was inspiring and energizing to meet with other chapter leaders and hear what is going on around the country.

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- WTS Minnesota

2021 Donors

Financial Report

INCOME	
Membership Dues	\$5,430
Monthly Programs	\$875
Holiday Party	\$5,159
Scholarships and Recognition Luncheon	\$0
Miscellaneous	\$0
Corporate Partnership	\$32,500
TOTAL 2021 INCOME	\$43,964
DONATIONS TO SCHOLARSHIP FUND	
Silent Auction/Raffle Donations	\$3,930
Scholarship Donations	\$5,000
Total 2021 Donations to Scholarship Fund	\$8,930
EXPENSES	
Monthly Programs	\$6,151
Travel/Board Member Training	\$1,665
TYOU DC Summit	\$0
Supplies/Communication	\$2,414
Membership Development	\$250
Professional Development Fees (AICP)	\$1,254
Insurance	\$937
Scholarship Luncheon	\$837
Holiday Party	\$15,900
Transportation YOU	\$232
Mentoring Program	\$0
Diversity and Inclusion	\$7,500
Misc Expenses	\$50
Total 2021 Expenses	\$37,190

Corporate Partners

All the accomplishments in this report would not be possible without our Corporate and Public Partners. WTS Minnesota's Corporate Partnership Program began in 2012 with just one firm. Since then that number has grown to **33 partners** who have committed a combined **\$36,400** in 2021. Those contributions have greatly advanced the chapter's educational, scholarship, and leadership programs. WTS Minnesota recognizes that financial backing is only possible with strong voices expressing why this is a valuable organization, so we thank the following organizations and their people for their support in 2021.

ADVOCATE LEVEL



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- HR Green
- Michael Baker International
- Stonebrooke
- Terracon

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- MN Best
- Pierce Pini & Associates
- Professional Engineering Services
- Rani Engineering
- Sambatek
- Zan Associates

PUBLIC SECTOR PARTNERS

- Minnesota Department of Transportation
- Washington County
- MetroTransit



> Minnesota

**Advancing women
Advancing transportation**

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