



July 2023

Dear WTS International Equity, Diversity, and Inclusion Committee Members and Friends,

As WTS International continues our journey of increased inclusivity and belongingness as core values of our association, we take this opportunity to highlight and celebrate the recent successes of our EDI Committee and Subcommittees, in addition to further equity, diversity, and inclusion work at the WTS International level.

As a reminder, the WTS International EDI Committee maintains four subcommittees:

- DBE/ Small Business
- Organizational Policy
- Inclusion Strategies
- Member Engagement
- Chapter Best Practices

Below, please find a brief summary of the key priorities and recent accomplishments of each subcommittee:

- **DBE/Small Business:** The DBE/ Small Business Subcommittee hosted a Women Business Owner Roundtable during the 2023 Annual Conference. The WBORT is a program for women-identifying business owners and part-owners to discuss challenges, receive peer coaching, and provide leadership development opportunities. The subcommittee will be hosting another Roundtable this Fall and is working to develop a plan for a small business owner mentorship program as well as additional training and networking opportunities for DBE firms.
- **Organizational Policy:** The Organizational Policy Subcommittee is drafting an EDI policy that would be adopted by the WTS International Board of Directors for use across the organization. A subset of the subcommittee will provide recommended definitions for the terms used in the policy to ensure consistency in their use and application across the Organization.
- **Inclusion Strategies:** The Inclusion Subcommittee is finalizing recommendations to the WTS International Board of Directors on how to ensure WTS events, both in-person and virtual, are more welcoming and inclusive to all. This includes formal programs as well as cultural and visual changes that provide a welcoming and safe environment.

- **Member Engagement:** The Member Engagement Subcommittee has been updating and reviewing the membership profile, which includes personal identifying demographics, to better track and measure the Organization's goals in membership growth. Upon completion of the review, a campaign to encourage members to complete their member profiles will be run before a demographics report is created of WTS membership.
- **Chapter Best Practices:** The members of the Chapter Best Practices Subcommittee are compiling a handbook for chapters that will include a list of best practices and activities to assist with building an inclusive culture and diverse chapter. This handbook will be shared with all WTS Chapters and will include recommendations for procedures and methods that have proven to be successful at the Chapter level.

In addition to the work of these subcommittees, we are proud to share the success of new initiatives launched at the 2023 WTS Annual Conference. During the Atlanta event, WTS International piloted a family-friendly program, affording attendees the opportunity to have their children accompany them to the Annual Conference. By providing access to onsite childcare for children 6 months to 12 years of age, and complimentary participation in our program for youth 13-17 years of age, WTS offered more access to caregivers. We also welcomed college students to the program through a first-ever student track.

During the Annual Conference, we highlighted another first: an all-male panel of leaders speaking to their roles as leaders and allies in the workplace, as well as tackling tough conversations necessary to truly fulfill equity and diversity initiatives in an organization.

As #OneWTS, we are committed to our vision of equity and access in transportation. We thank you for your support and volunteer hours spent with the WTS International EDI Committee. Our subcommittees will continue to meet over the summer months to drive work forward, and our goal is to reconvene the full EDI Committee this Fall for another opportunity to share progress and provide feedback.

Regards,

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EDI Committee Co-Chair

Katharine Kelleman
EDI Committee Co-Chair

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