



# DEI IN MOTION

## Celebrating Women’s Equity Month

August 2025

Women’s Equality Day, celebrated August 26th, commemorates the passage of the 19th Amendment and highlights the ongoing efforts to achieve equity in all aspects of life, including transportation. This day honors the progress made toward gender equality while acknowledging the work still ahead to ensure all women have equal opportunities and representation.

This month, we reflect on the importance of inclusive transportation planning, equitable career pathways, and policies that remove barriers for women in the industry. While women make up nearly half of the U.S. workforce (U.S. Department of Labor), they remain underrepresented in transportation and infrastructure careers, particularly in leadership roles. Addressing these disparities not only promotes fairness but also brings diverse perspectives that lead to more innovative, sustainable, and equitable transportation solutions. Research shows that diverse teams deliver better problem-solving and higher project performance. Organizations that prioritize gender equity strengthen recruitment, retention, and overall workplace culture.

Here in Chicago, women leaders are shaping the future of mobility, from advancing public transit and active transportation to driving innovation in engineering, planning, and policy. WTS Chicago members and partners continue to champion mentorship, scholarships, leadership training, and advocacy to open doors for women across all modes of transportation.

We encourage our members to amplify women’s voices and take actions that foster equity year-round.

