

Annual Report 2024



Table of Contents

Table of Contents	1
Message from the President	2
Board Officers and Directors	3
Committee Chairs	4
Advisory Board Members	5
2024 Corporate Sponsors	6
Treasurer's Report	8
Advisory Board	9
Communications Committee	10
Diversity, Equity, and Inclusion (DEI) Committee	11
Fundraising Committee	14
Golf Committee	15
Membership Committee	16
Mentoring Committee	18
Professional Development Committee	21
Programs Committee	23
Scholarships and Awards Committee	26
Special Projects Committee	27
Student Chapter Committee	29
Transportation YOU	31
WTS International, Northeast Region Council	33

Message from the President

Gina Solman

WTS-Boston President

As I wrap up my term as WTS-Boston President, I am incredibly proud of what our chapter has accomplished and grateful for the dedicated volunteers, sponsors, members, and partners who made it possible.

Over the past two years, WTS-Boston has continued to strengthen opportunities for connection, professional growth, and leadership development across the transportation industry. Through a robust program of networking events, professional development opportunities, mentoring initiatives, and community outreach, we have remained focused on advancing women in transportation and fostering a welcoming and inclusive environment for all.



One of our key priorities has been expanding access and engagement. We continued to grow our membership pipeline through partnerships with universities and student chapters, while supporting professionals at every stage of their careers through mentoring, leadership development, and educational programming. Our Diversity, Equity, and Inclusion initiatives further enhanced engagement through thought-provoking content, events, and discussions that encourage learning, understanding, and connection.

The strength of WTS-Boston lies in the passion and commitment of our volunteers and leaders. Their contributions have enabled the chapter to deliver meaningful programs, cultivate future leaders, and create lasting value for our members and sponsors. I have been continually inspired by the talent, dedication, and generosity of this community.

Thank you for your support of WTS-Boston and our mission to attract, sustain, connect, and advance women's careers to strengthen the transportation industry. It has been an honor to serve as your President, and I look forward to seeing the chapter continue to grow and thrive in the years ahead.

Sincerely,

Gina Solman

WTS-Boston President

Board Officers and Directors

PRESIDENT

Gina Solman
Senior Policy Analyst
FRA
Gina.Solman.WTS@gmail.com

VICE PRESIDENT

Sarah D. Bergman, E.I.T
Sr. Consultant, Civil Engineer
WSP USA
Sarah.Bergman@wsp.com

PAST-PRESIDENT

Marie J. Sullivan, P.E.
Principal
Stantec
Marie.Sullivan@stantec.com

SECRETARY

Alyssa Peck
Project Manager
Weston & Sampson
pecka@wseinc.com

TREASURER

Selma Mandzo-Preldzic, P.E.
Senior Project Manager
VHB
smandzo@vhb.com

DIRECTOR

(Golf, Membership)

Heather Audet
Senior Project Manager
GZA
heather.audet@gza.com

DIRECTOR

(Student Chapter,
TransportationYOU)

Lisa Juan
Transportation Engineer
Kimley-Horn
Lisa.Juan@kimley-horn.com

DIRECTOR

(Fundraising, Special Projects)

Victoria Palek
Senior Scheduler
Arcadis
victoria.palek@arcadis.com

DIRECTOR

(Communications, DEI)

Ali Mattson
Senior Project Coordinator
HNTB
amattson@hntb.com

DIRECTOR

(Programs, Scholarships & Awards)

Jackie Davis Carver
HDR
Jacqueline.Carver@hdrinc.com
<mailto:Lorraine.mcateer@mottmac.com>

DIRECTOR

(Mentoring, Professional Development)

Laura Canham
Project Manger
McFarland Johnson
lcانham@mjinс.com

Committee Chairs

COMMUNICATIONS

Alison Love, S.E. (Ali)
STV Incorporated
alison.love@stvinc.com

Judith Gibson-Okunieff
City of Boston
judith.gibsonokunieff@boston.gov

GOLF

Kayla Sousa
MassDOT
Kayla.A.Sousa@dot.state.ma.us

Marcia Kelly
Kleinfelder
makelly@kleinfelder.com

PROFESSIONAL DEVELOPMENT

Amanda Alzaim
VHB
aalzaim@vhb.com

Nancy LaFarge
HNTB
NLaFarge@HNTB.com

SPECIAL PROJECTS

Katherine Patch
Fuss & O'Neill
kpatch@fando.com

Arzu Hemann
MBTA
ahemann@mbta.com

DIVERSITY, EQUITY & INCLUSION

Billie Li
MassDOT
billie.m.li@dot.state.ma.us

Sara Yasin
VHB
syasin@vhb.com

MEMBERSHIP

Ali Kleyman
MBTA
akleyman@mbta.com

Kait Rimol
U.S. DOT/Volpe Center
Kaitlyn.Rimol@dot.gov

PROGRAMS

Kari Richards
HDR|City Point Partners
kari.richards@hdrinc.com

Heidi Cashman, P.E.
GeoEngineers USA, P.C.
hcashman@geoengineers.com

STUDENT CHAPTER

Leah Grodstein
MassDOT
Leah.Grodstein@dot.state.ma.us

Heather Moulton
STV Incorporated
Heather.Moulton@stvinc.com

FUNDRAISING

Kathryn Eagan
BSC Group
keagan@bscgroup.com

Alexandra Kavanagh
Stantec
Alexandra.Kavanagh@stantec.com

MENTORING

Estey Masten
HDR
estey.masten@gmail.com

Francisca Heming
MassDOT
francisca.heming@state.ma.us

SCHOLARSHIPS AND AWARDS

Adina Alpert, P.E., PTOE, ENV SP
Nitsch Engineering
aalpert@nitscheng.com

Dieckmann Cogill, AICP
Jacobs
Dieckmann.cogill@jacobs.com

TRANSPORTATION YOU

Sarah Kim
STV Incorporated
Sarah.Kim@stvinc.com

Chelsea Sadler
VHB
csadler@vhb.com

Advisory Board Members

**ADVISORY BOARD CHAIR
PAST-PRESIDENT
(2021-2024)**

Marrie Sullivan, P.E.

Principal

Stantec

marie.sullivan@stantec.com

(2022-2024)

Allison Sweeney

Project Coordinator

MBTA

asweeney@mbta.com

(2023-2025)

Paula Simmons

District Project Development
Engineer

MassDOT – District 2

Paula.Simmons@dot.state.ma.us

(2024-2026)

Anna Barry

Manager

HNTB

ambarry@hntb.com

**PAST-PAST PRESIDENT
(2021-2024)**

Sarah E. Dennechuk, P.E.

Senior Project Manager

Massachusetts Port Authority

sdennechuk@massport.com

(2022-2024)

Claudia Smith-Reid

Manager

MBTA

claudia.smith-reid@state.ma.us

(2023-2025)

Loretta Girard Doughty

Administrator, Bureau of
Bridge Design

NHDOT

Loretta.Doughty@dot.nh.gov

(2024-2026)

**Kathy Campbell, PE, LSP,
LEED AP, ENV SP**

President/CEO

CDW Consultants

WBE/DBE

kcampbell@cdwconsultants.com

**WTSI NORTHEAST REGION
COUNCIL – Boston
Representative (2023-2026)**

Lori Chicoyne

Owner/Strategic BD Advisor

Affinity

lori@affinitybd.net

(2024-2025)

Dorri Raposa

Retired

dorri.raposa@gmail.com

(2022-2024)

Lisa Schletzbaum

State Traffic Engineer

MassDOT

lisa.schletzbaum@dot.state.ma.us

(2024-2026)

Carrie Lavallee

Deputy Administrator and Chief
Engineer

MassDOT

carrie.lavallee@dot.state.ma.us

2024 Corporate Sponsors

EXECUTIVE LEVEL

AECOM
AI Engineers, Inc.
Arcadis
BSC Group
Fuss & O'Neill, Inc.
GEI Consultants, Inc.
Geocomp
Green International Affiliates, Inc.
HDR
HNTB Corporation
Howard Stein Hudson
Jacobs
Kleinfelder
Keolis Commuter Services

McClure
M&J Engineering, Inc.
Michael Baker International, Inc.
Mott McDonald
Nitsch Engineering
SMK Services, Inc.
Stantec
STV
Suffolk
The LiRo Group
VHB
Weston & Sampson Engineers, Inc.
WSP USA

PUBLIC AGENCY PARTNERS

Massachusetts Bay Transportation Authority
Massachusetts Port Authority
MassDOT Highway Division

ASSOCIATE LEVEL

ATANE Engineer, P.C.
BETA Group, Inc.
Bowman Consulting Group, LTD
CDW Consultants
Fennick McCredie Architecture, Ltd.
GPI

Hardesty & Hanover
Kimley-Horn
PMA Consultants
Tetra Tech
Benesch

SUPPORTER LEVEL

Affinity Business Development
French & Parrello Associates
Collins Engineering
Dewberry

GZA Environmental, Inc.
RND Consultants, Inc.
Keville
McFarland Johnson

Treasurer's Report

Committee	2024 Income/Revenue	2024 Expenses
<i>Chapter</i>	\$10,850.63	\$17,722.69
<i>Communications</i>	\$0	\$6,602.00
<i>Diversity</i>	\$46.25	\$0
<i>Finance</i>	\$0	\$0
<i>Fundraising</i>	\$124,140.13	\$14,411.77
<i>Membership</i>	\$862.18	\$1,150.06
<i>Mentoring</i>	\$0	\$1,782.97
<i>Professional Development</i>	\$324.73	\$351.95
<i>Program</i>	\$60,373.79	\$70,786.79
<i>Scholarship & Awards</i>	\$0	\$1,897.40
<i>Special Projects</i>	\$39,173.29	\$79,759.29
<i>TransportationYOU</i>	\$0	\$2,536.14
<i>Student Chapter</i>	\$0	\$0
<i>Boston Charitable Fund</i>	\$0	\$30,404.58
<i>Gross Total</i>	\$235,771.00	\$227,405.64

Advisory Board

Chair - Marie Sullivan, Past-President

The WTS-Boston Advisory Board consists of nine members plus the WTS-Boston immediate Past-President, who is the Chair, and the immediate Past-Past-President. These are volunteer positions where experience and advice are sought on broad strategic issues as they relate to the Boston Chapter. The goal is to maintain involvement of members who have been active with the Boston Chapter and who will offer their expertise, insights and access to key people within the transportation industry.

The Advisory Board met three times during 2024 and took the lead for the Annual Leadership Award nomination process.

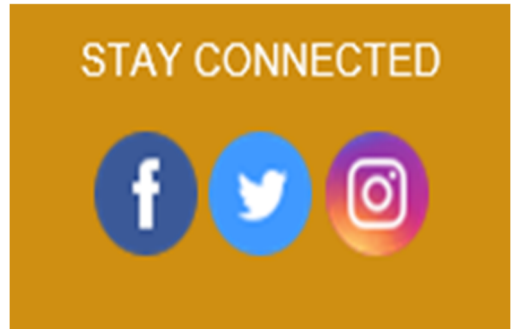


Communications Committee

Board Liaison - Ali Mattson

Co-chairs - Ali Love and Judith Gibson-Okunieff

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 social media coverage of WTS-Boston programs and events.



The Committee is co-chaired by Ali Love of STV and Judith Gibson-Okunieff of City of Boston. In 2024, the Communications Committee maintained regular contact with all other WTS Committees to provide WTS-Boston members with timely access to speakers and information on important issues impacting our industry and chapter events.

The Communications Committee's accomplishments in 2024 included:

- Drafted and published approximately 50 E-Blasts and over 100 Social Media posts to our various social media outlets.
- 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.
- Created one new permanent WTS-Boston website page for DE&I
- Coordinated and maintained the WTS-Boston Job Posting webpage, including almost 100 job posts.
- Provided social media support for committee events.
- Prepared online registration for the events across committees.
- Developed updated communication form.
- Scheduled and managed contracted photography
- Updated chapter Flickr page

Diversity, Equity, and Inclusion (DEI) Committee

Board Liaison - Ali Mattson

Co-chairs - Billie Li and Sara Yasin

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.



Throughout 2024, the DEI Committee continued its **monthly DEI-in-Motion e-blasts** to provide the Chapter with the history and context of topics that fit within the theme of the month, including:

1. January - Envision
2. February - Neurodiversity in the Workplace
3. March - Inclusive Leadership
4. April - Environmental Justice
5. May - Mental Health Awareness Month
6. June - Pride Month and Pronouns
7. July - Black Women's Equal Pay Day
8. August - Transportation Equity
9. September - Deaf Awareness Month
10. October- Pedestrian Safety
11. November - Web Accessibility Standards
12. December - Rosa Parks Day

Additionally, the DEI Committee continued collaboration with WTS-Boston Communications Committee to update a **Diversity, Equity & Inclusion** page on our Chapter's webpage to share our vision, goals, and DEI resources. This year we also linked the monthly DEI-in-motion articles to the webpage.

Another initiative of the DEI Committee was to create a DEI Event Guide to provide a resource for WTS event planners to ensure that all WTS events are inclusive and accessible by our members and guests. The DEI committee put together a draft of the guide that is currently under review by the board. The plan is to revise the guide and send out to other committees that put together any WTS events.

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

Implementation of DEI Strategies through Programming

The WTS-Boston DEI Committee hosted an impactful event on June 20, 2024, titled “Implementation of DEI Strategies through Programming.” The panel featured experts such as Alysia Ordway, Darnell Williams, Mariangely Solis Cervera, and Kerin McManus, moderated by Abou Konate. Panelists discussed career challenges, the importance of aligning personal and organizational visions, and the necessity of recognizing opportunities.

They highlighted innovative DEI strategies in the transportation sector, such as the engagement of third-party companies and expanded mentorship programs. Mentorship and leadership were emphasized as critical components in advancing DEI, with leaders playing a key role in amplifying diverse voices and adapting strategies for new generations. Advice for women in engineering included forming peer support groups, trusting instincts, and collaborating effectively. The event aimed to foster engaging conversations in DEI initiatives, with plans to integrate feedback into future events. Special thanks were extended to HDR for hosting and sponsoring.



Book Club Series:

People Before Highways

The first DEI book club event focused on "People Before Highways" by Karilyn Crockett. The Committee discussed how the policy changes initiated by the People Before Highways movement strongly influence current and future urban planning, approval, and permitting processes. The movement's emphasis on community engagement and equity now mandates inclusive public participation and thorough impact assessments. This historical movement's legacy underscores the importance of prioritizing people over infrastructure and has shaped modern planning paradigms by integrating social justice into the core of urban development.

The Path Between the Seas

On Tuesday, September 25th, the WTS Boston DEI Committee held their second book club meeting of 2024, featuring "The Path Between the Seas" by David McCullough. The meeting lasted for one hour and facilitated rich discussions around the driving reasons behind the construction of the Panama Canal, the evolution of motivations for large infrastructure projects, and lessons learned from engineering failures. Conversations also examined capitalism's impact then and now, noting changes in human labor practices.

Daughter of Fortune

Book club will be held in December and will be included in the next Annual Recap for reporting purposes.

The purpose of these book clubs is to foster meaningful dialogue among industry professionals, with book themes serving as springboards for broader discussions. Positive feedback highlighted the success of this approach and expressed interest in future book selections, particularly those focusing on climate resiliency and transportation, which are highly relevant to modern DEI concerns.

Fundraising Committee

Board Liaison – Victoria Palek

Co-chairs - Kathryn Eagan and Alexandra Kavanagh



The WTS-Boston Fundraising Committee raises funds through its Annual Sponsorship Program to support chapter operations, scholarships, and initiatives that advance the mission of WTS. In 2024, the Fundraising Committee continued its longstanding tradition of building strong partnerships with industry leaders and public agencies throughout the transportation community.

The WTS-Boston sponsorship program remains a cornerstone of the chapter's success and is recognized throughout WTS International as a model for sustainable chapter fundraising. With Executive, Associate, and Supporter sponsorship levels, the program provides organizations of all sizes with opportunities to engage with WTS-Boston while supporting professional development, networking, mentoring, scholarships, and leadership opportunities for women in transportation.

In 2024, WTS-Boston was proud to receive support from **27 Executive Sponsors, 11 Associate Sponsors, and 8 Supporter Sponsors**, reflecting the transportation industry's continued commitment to the chapter and its mission. In addition, the chapter maintained its **Public Agency Partnership Program** with the **Massachusetts Bay Transportation Authority (MBTA), Massachusetts Port Authority (Massport), and MassDOT Highway Division**, strengthening collaboration between the public and private sectors.

The Fundraising Committee continued to build upon the chapter's sponsor recognition and engagement efforts, including sponsorship benefits such as complimentary attendance at signature events, visibility through chapter communications, and opportunities to connect with transportation professionals across New England. The chapter also maintained reduced sponsorship rates for disadvantaged, minority-owned, and women-owned firms, supporting broader participation and inclusion throughout the industry.

The committee maintains a sponsor longevity database with records spanning more than a decade, providing valuable insight into sponsor engagement and retention. The continued support of both longstanding and new sponsors demonstrates the strength of the WTS-Boston community and the value that the chapter provides to its members, partners, and the transportation industry as a whole.

The Fundraising Committee works closely with the Communications, Special Projects, Programs, and Scholarship Committees to deliver sponsor benefits and support the chapter's year-round activities. WTS-Boston is grateful for the extraordinary commitment of its sponsors and public agency partners, whose contributions make the chapter's success possible.

Golf Committee

Board Liaison – Heather Audet

Co-chairs – Kayla Sousa and Marcia Kelly

The 32nd Annual WTS-Boston Golf Outing held at Stow Acres Country Club on Thursday, August 22nd was a great success! The weather was perfect with temps in the mid-70s and sunshine, and players that participated had a great time! From this outing, WTS-Boston raised just under \$18k for our Boston Chapter scholarships to help women pursue a career in transportation. The outing provided a fantastic opportunity for everyone to catch up with friends and colleagues, create new relationships, and help us sustain our Boston Chapter Scholarship Program!



WTS-Boston would like to extend a very special THANK YOU to the following event sponsors:



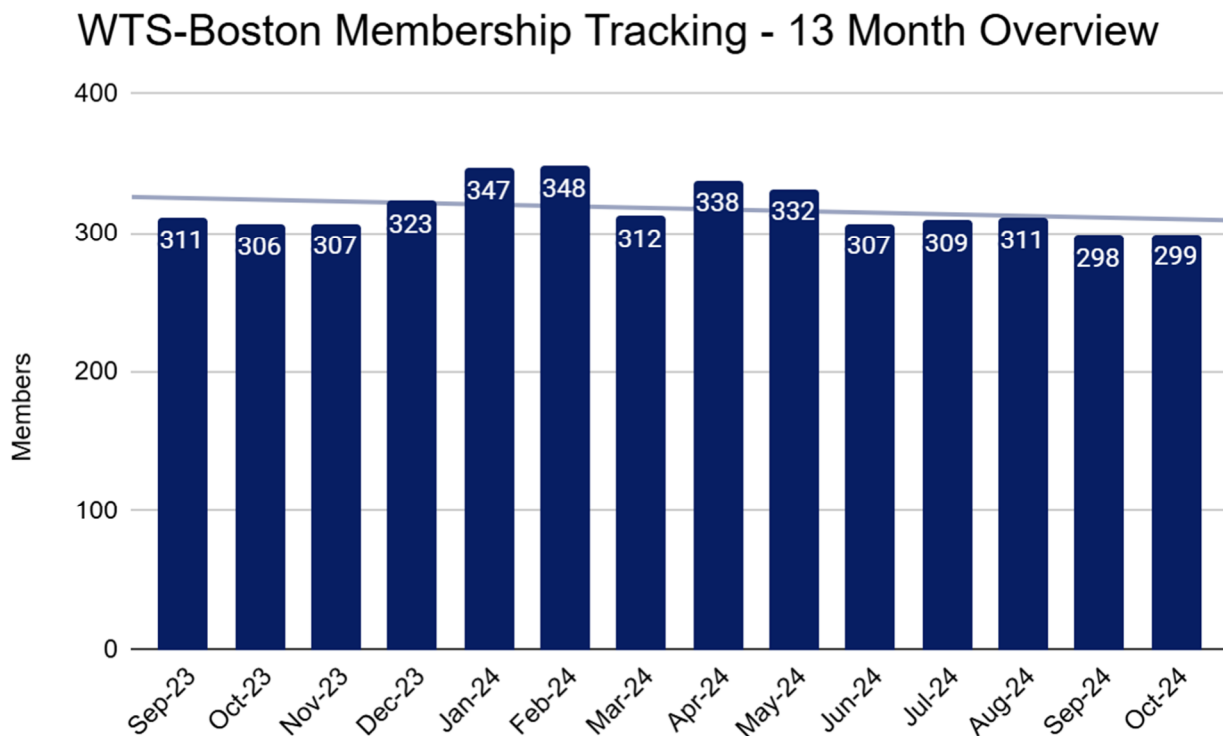
Membership Committee

Board Liaison - Heather Audet

Co-chairs - Kaitlyn Rimol Prakash and Ali Kleyman

With membership levels having stabilized since the pandemic, the committee's initiatives included both ongoing tasks as well as three events held in 2024. Ongoing tasks included bi-monthly renewal reminders for members with recent or imminent membership expiration dates, welcome emails for all new members, answering questions from members and connecting them with WTS International as necessary, and maintaining a public officials contact information list. In addition to the continual tasks throughout the year, the committee hosted three evening membership events in addition to a WTS-Boston Membership Drive.

Membership Statistics as of November 5, 2024



Membership Events

New Member Orientation – May 15, 2024

The WTS-Boston 2024 New Member Orientation was held at AECOM's Boston office on May 15. The event was set up like a career fair, with tables for each committee staffed by co-chairs and/or board liaisons. After a brief introduction by Vice President Sarah Bergman, new members were invited to walk around and learn about the various committees. We served sandwiches and salad. There were 14 leaders in attendance and 23 new members who have joined WTS-Boston over the past year. This was a free event open to all members, with new members and leadership especially encouraged to attend. Several new members were appreciative of the smaller, more casual setup, and said it was their first WTS event.



Membership Mixer – June 12, 2023

This year's Membership Mixer was held at Tia's Waterfront in downtown Boston. There was food, a cash bar, and informal networking. The weather was beautiful, allowing us to enjoy a fun outdoor event to kick off the summer. Tickets priced from \$10-\$25.



Membership Drive – October 1 – October 31, 2024

During this annual drive, the committee encouraged current members to refer new members. The chapter had eight members join during the drive.

Membership Celebration – October 29, 2024

The Membership Celebration was hosted at Bell in Hand Tavern and brought together new and old members alike. Attendees enjoyed the complimentary food and drink ticket provided with their registration plus raffle giveaways consisting of WTS-Boston blankets, media stands, and gift cards. Participants also enjoyed playing WTS bingo to spur conversation among attendees and learn something new about colleagues. Everyone also received a notebook with the WTS logo on it.

Mentoring Committee

Board Liaison - Laura Canham

Co-chairs - Estey Masten (HDR) and Francisca Heming (MassDOT)

In 2024, the WTS-Boston Mentoring Committee developed programming that supported mentoring at all career levels through Formal Mentoring, Management Networking Roundtable, Emerging Professional, and Emerging Leader programs.

2024 Formal Mentoring Program

Estey Masten (HDR), Xu Shi (Jacobs), and Shravanthi Gopalam-Naranyanan co-chaired the WTS-Boston Formal Mentoring program in 2024.

We successfully administered the Formal Mentoring Program from January to June 2024. Involvement included both one-on-one time with 12 mentor-mentee pairs and group professional development events open to all program participants. Like the previous year, the committee matched the mentor-mentee pairs after the kickoff speed networking event in January 2024. 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.

Throughout the 2024 program, participants remained engaged, and the program received positive feedback throughout. The 2025 call for applications is happening now (deadline Nov 29), and we currently have 6 mentors and 4 mentees who have applied. We are hoping to have 15 pairs in the 2025 program.

2024 Emerging Professionals (EP) and Emerging Leaders (EL) Program

The Mentoring Committee had a busy year with the addition of the Emerging Leaders Program (EL). Francisca Heming, Maria Firan, and Cassandra Kelly were the EP and EL liaisons for 2024.

The Emerging Leaders Program was created to provide a platform for women in the transportation industry with five (5) to ten (10) years of experience. This program captures the gap between the Emerging Professionals (which require no more than 5 years of experience), and the Management Networking Roundtable aimed toward more experienced professionals.

The goal of both programs is to provide a platform for continuous development in the transportation industry where new or experienced professionals have the opportunity of enhancing leadership skills, expanding knowledge of the industry, and/or building a network of professional connections

The EPs selected for 2024 were Alexandria Hiller, Civil Engineer I; Billie Lee, Civil Engineer IV; and Sarah Kasanovich, Civil Engineer II; all from MassDOT.

Each EP chose a WTS Boston Committee and were actively participating in their respective committees, taking the lead co-chairing and heading important event panel activities for promoting events for FE/PE Licensing and Big Dig podcast. They had active participation in the Diversity and Inclusion Committee, Professional Development, and Special Projects Committees.



The ELs selected were Tara Kamal-Ahmadi, Transportation Planner-Analyst, MBTA; Anastasia Stevens, Data Visualization Analyst, MBTA; and Carmen Melendez, Senior Project Coordinator, Engineering, Planning, & Asset Management, MBTA. This was also a very engaged group, leading activities and events participating in the Programs Committee, Communications, and Golf Committee.

Both groups reported their activities to the group and to the liaisons at their one-to-one monthly meetings and shared with the group bi-monthly meetings. Each EP and EL were assigned an Advisor from the WTS Board or other WTS leaders and met individually to set goals for their respective program and to help EPs and ELs navigate the WTS structure.



Special thanks to the Advisors for their time and dedication. EPs advisors were Selma Mandzo-Predzic, Heather Audet, and Jackie Carver. ELs advisors were Lisa Juan, Ali Mattson and Allison Sweeney.

Through the process of connecting to advisors, the EPs and ELs attended WTS events, virtual and in person. Both groups attended WTS Board meetings and reported on their progress, providing insights of their experience with their respective program and future engagement in the organization. An article reflecting their experience in the program is expected to be published in late December 2024.

Management Networking Roundtable

The committee held the first hybrid networking roundtable in May 2024. The roundtable tackled the topic of Change Management, focusing on the “people” side of change, including, but not limited to, changes of business processes, systems and technology, job roles, and organization structures.

The discussion was led and moderated by Eva Hamori, Director of Move & Change Management at STV, an industry leader with over 25 years of experience. The attendees left with practical ways to implement a change and an understanding of the people and framework to make it a success.



A virtual Roundtable is being planned for January 2025.

TED Talk

The Mentoring Committee didn't hold a formal TEDTalk event this year. Instead, it collaborated with the Programs Committee organizing a Fireside Chat for the December 2024 luncheon event with two transportation professionals leading their way in their field: Undersecretary of Transportation Hayes Morrison and Heather Hume Senior Director of Centralized Training at MBTA.

Professional Development Committee

Board Liaison - Laura Canham

Co-chairs - Amanda Alzaim and Nancy LaFarge

In 2024, the Professional Development Committee hosted three events, with one upcoming, using a mix of virtual, in-person, and hybrid formats.

April 2nd, 2024 – WBE/DBE Small Business Panel

The WTS-Boston Professional Development Committee hosted a virtual "WBE/DBE Small Business Panel" on April 2, 2024, where four WBE/DBE-certified business owners shared their experiences with 26 participants. Moderator Elizabeth Bennett introduced the panelists: Kathy Campbell of CDW Consultants, Marion Driscoll of MLD Services Inc., Seta Kalajian of SMK Services Inc., and Janice Bergeron of RND Consultants. They discussed their inspirations, challenges, key steps in starting and running women-owned businesses, and lessons learned. They emphasized the value of mentoring, building networks, navigating certification, and developing client bases, concluding that despite the challenges, the journey is rewarding and worthwhile. The event was a success thanks to the panelists, moderator, committee members, and WTS International's virtual platform.

September 12, 2024 - Big Dig Podcast Book Club

The WTS Professional Development Committee hosted a virtual book club to discuss the nine-episode series of GBH's podcast titled, The Big Dig. Moderator Heather Ford led the participants through a series of questions related to each individual episode. Participants reflected on Fred Salvucci's persistence, and the political compromises needed to overcome opposition, including support from figures like Tip O'Neill. Topics included the National Environmental Policy Act's influence, design challenges like "Scheme Z," and memorable outcomes such as the Zakim Bridge. Discussions highlighted media focus on costs over benefits like job creation, traffic improvements, and urban revitalization. Notable controversies included safety flaws, such as the epoxy-related ceiling collapse, which spurred national safety standards. Long-term impacts include the Seaport District, Spectacle Island, and lessons on urban design, collaboration, and public outreach. The Big Dig's ripple effects inform projects globally, demonstrating the importance of stakeholder engagement and holistic planning. Despite its challenges, participants noted a growing ability to appreciate its legacy 30 years later.

October 1, 2024 – FE/PE Panel Discussion

The WTS-Boston Professional Development Committee hosted a hybrid Fundamentals of Engineering (FE) (also referred to as Engineer in Training (EIT)/Professional Engineer (PE) Panel, led by Sarah Kasanovich, who provided an overview of the FE and PE exams, licensing rules in Massachusetts, and the benefits of earning a PE license. Panelists Amanda Alzaim, EIT (AJA Engineering); Nancy Gould, PE (WSP and Board of Registration member); John McInerney, PE (MassDOT District 6 Highway); and Jonathan Gulliver (MassDOT Highway Administrator) shared

their experiences and advice. They emphasized taking the FE/EIT exam soon after graduation, tailoring study habits, and focusing on the updated PE exam format, which now includes only the Depth portion. Key tips included understanding licensing requirements, gathering strong references, and dedicating time to study. Panelists stressed that while challenging, earning a PE offers career flexibility, credibility, and opportunities in public and private sectors, especially in evolving fields like transportation. Resources like online courses, study groups, and employer-sponsored prep programs were recommended. Patience, persistence, and thoroughness in the application process were highlighted as essential.

December 5, 2024- Speed Networking

The WTS-Boston Professional Development Committee hosted an in-person speed networking event at HNTB Thursday, December 5th. This was an opportunity for transportation professionals to expand their networks and build valuable connections. Participants engaged in a series of brief conversations with peers, including engineers, planners, and project managers, allowing them to exchange ideas and explore collaboration opportunities. Icebreaker questions were available for participants to spark discussions and explore collaboration opportunities. The event was open to both seasoned professionals and newcomers, the event helped attendees sharpen networking skills, exchange ideas, and gain insights into industry trends.

Programs Committee

Board Liaison – Jacqueline Carver

Co-chairs - Kari Richards and Heidi Cashman

The Programs Committee hosted six luncheon seminars and an in-person tour over the summer. A summary of our 2024 events and programs is provided below.

February 27, 2024 – February Luncheon Seminar: Reggie Ramos - Executive Director of Transportation for Massachusetts

WTS-Boston welcomed approximately 200 attendees to a sold-out February luncheon at the UMass Club in Boston, underscoring the chapter's continued growth and engagement as one of the largest and most active chapters within WTS International.

The program featured keynote speaker Reggie Ramos, Executive Director of Transportation for Massachusetts (T4MA), who shared insights on transportation justice and the role of equitable transportation systems in improving access and opportunity. Drawing from both her professional experience and personal perspective, Reggie discussed the importance of inclusive conversations and collaborative advocacy in shaping the future of transportation across the Commonwealth.



The event highlighted WTS-Boston's commitment to advancing meaningful dialogue on issues that impact the transportation industry while providing valuable networking and professional development opportunities for members and sponsors.

WTS-Boston extends its appreciation to the event champion Lorraine McAteer (Mott MacDonald).

March 28, 2024 – March Luncheon Seminar: Tiffany Chu, Chief of Staff to City of Boston Mayor Michelle Wu



WTS-Boston welcomed approximately 150 attendees to its March Luncheon Seminar at the Courtyard Marriott in Boston, continuing the chapter's tradition of delivering engaging programs that connect members with influential leaders shaping the transportation industry.

The event featured a fireside chat with Tiffany Chu, Chief of Staff to Boston Mayor Michelle Wu. Drawing on her extensive experience in urban transportation, Tiffany shared insights into her role, the City's transportation priorities, and the

opportunities and challenges involved in advancing major infrastructure and mobility initiatives. Her discussion highlighted the importance of leadership, innovation, and collaboration in creating a more connected and accessible transportation system for Boston residents.

The luncheon provided attendees with valuable perspectives on public sector leadership while fostering professional development and networking opportunities for transportation professionals across the region.

WTS-Boston extends its appreciation to the event champion Isabela Oliveira (Collins Engineers).

April 9, 2024 – April Luncheon Seminar: Luciana Burdi from Massport



WTS-Boston welcomed approximately 200 attendees to a sold-out April Luncheon Seminar at the UMass Club in Boston, reflecting the continued engagement and support of the chapter's members, sponsors, and industry partners.

The event featured Luciana Burdi, Director of Capital Programs and Environmental Affairs at Massport, who shared her perspectives on leadership, team development, and the value of embracing individual strengths to build high-performing organizations. Through an engaging and thought-provoking presentation, Luciana highlighted how diverse experiences, viewpoints, and talents contribute to stronger teams, better decision-making, and improved project outcomes. Her insights reinforced the importance of fostering inclusive workplaces that empower individuals to contribute their unique strengths.

The luncheon provided attendees with valuable leadership lessons and practical strategies for cultivating collaboration, innovation, and professional growth within the transportation industry.

WTS-Boston extends its appreciation to the event champion Heidi Cashman (GeoEngineers USA).

August 8, 2024 – Summer Tour – MBTA Columbus Ave Center Running Bus Lane

The WTS Summer Tour was hosted by the MBTA and showcased the Columbus Ave Center Running Bus Lane and provide an overview of the planning for Phase II of the lane which will extend it from Jackson Square up to Ruggles Station.

Alexandra Hallowell, MBTA, focused their discussion on the MBTA's Transit Priority work. The tour was held in 3 parts. For part one, the group boarded buses at Jackson Square and traveled the center bus lane to Columbus Ave & Walnut. For part two, the group walked the Columbus Ave corridor to see the center bus lane and its effect on the neighborhood. The final part of the tour ended with a presentation at Northeastern which showcased the MBTA's bus priority work. <https://www.mbta.com/projects/columbus-avenue-bus-lanes/updates>

September 17, 2024 – September Luncheon Seminar: Women of the Big Dig



WTS-Boston was thrilled to host five Women of the Big Dig for a panel discussion the September luncheon at the Courtyard by Marriott Boston-Downtown. Marie Breen was the moderator of the panel, and she was joined by the following panelists: Carrie Rocha, Etty Padmodipoetro, Nhuy Hoang, and Margaret O'Meara. The panelists were able to answer a variety of questions about their work on the Big Dig, to the impacts it had on their career, and more.

October 16, 2024 – October Luncheon Seminar: Luisa Paiewonsky and Cynthia Maloney from the U.S. Department of Transportation/Volpe Center

WTS-Boston hosted a large crowd, this time at the UMass Club. Luisa Paiewonsky and Cynthia Maloney from the U.S. Department of Transportation/Volpe Center



December 18, 2024 – December Luncheon Seminar and Annual Meeting: Mentoring TED Talk with Undersecretary Hayes Morrison and Heather Hume, MBTA



WTS-Boston returned to the UMass Club on December 18th for our Annual Meeting. We welcomed Undersecretary Hayes Morrison and Heather Hume, MBTA as our TED Talk speakers for the event.

Scholarships and Awards Committee

Board Liaison - Jacqueline Carver

Co-chairs - Adina Alpert and Dieckmann Cogill

The Scholarships and Awards Committee had another great year of recognizing those in our community who have or who will have a great impact on the transportation industry.

2024 WTS-Boston Award Winners

- **Rosa Parks Diversity Leadership Award:** Josiane Martinez, Archipelago Strategies Group
- **Innovative Transportation Solutions Award:** MassDOT Compass Rail Program/Inland Route: Right of Way Modeling Partnership, Meredith Slesinger, *MassDOT Rail*
- **Honorable Ray LaHood Award:** Gary Bua, *HNTB*
- **Employer of the Year Award:** Arcadis
- **Member of the Year Award:** Katie Kalugin, *MBTA*
- **Woman of the Year Award:** Carrie Lavalley, *MassDOT Highway*

2024 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 decision making process is always very difficult and this year was no different.

- **Transportation YOU High School Scholarship;** Ariyani Duverge, *Kipp Academy Lynn Collegiate High School*
- **Jacquelyn R. Smith Memorial Undergraduate Scholarship;** Sarah Pinkowsky, *Northeastern University*
- **Ann M. Hershfang Graduate Scholarship;** Efthymia (Fay) Kostopoulou, *University of Massachusetts - Amherst*
- **Mary Jane O'Meara Member Graduate Scholarship;** Bella Chau, *Northeastern University*

Special Projects Committee

Board Liaison - Victoria Palek

Co-chairs – Katherine Patch and Arzu Hemann

The Special Projects Committee had a busy year in 2024 as WTS Boston was able to successfully host our notable events. The Special Projects committee was responsible for hosting three events in 2024:

- New Year's Reception on January 24, 2024
- Annual WTS Awards and Scholarship Banquet on June 25, 2024
- Annual Leadership Forum on November 21, 2024

New Years Reception



WTS-Boston welcomed approximately 260 attendees to its Annual New Year's Reception, the chapter's first event of 2024 and one of its signature networking programs. The strong turnout reflected the continued engagement of WTS-Boston's members, sponsors, public agency partners, and transportation professionals from across the region.

The event featured Massachusetts Secretary of Transportation Monica Tibbits-Nutt and Undersecretary Hayes Morrison, providing attendees with an opportunity to hear directly from the Commonwealth's transportation leadership. Secretary Tibbits-Nutt shared her vision and priorities for Massachusetts' transportation system, highlighting key initiatives and the importance of collaboration in advancing mobility, accessibility, and economic growth throughout the state.

The reception celebrated the appointments of Secretary Tibbits-Nutt and Undersecretary Morrison while fostering meaningful connections among transportation leaders and professionals. The event exemplified WTS-Boston's commitment to providing members with access to influential voices shaping the future of transportation in Massachusetts.

2024 Annual Awards and Scholarship Banquet

The Annual WTS Awards and Scholarship Banquet was held on June 25, 2024, at the Royal Sonesta Boston in Cambridge, MA. The event had a great turn out where the attendees celebrated and recognized those in our community who have or who will have a great impact on the transportation industry. See Scholarships and Awards Committee for a list of winners.



Annual Leadership Forum

WTS-Boston welcomed more than 160 invited guests to its Annual Leadership Forum, a signature event that brings together industry leaders, public officials, sponsors, and members of the transportation community to recognize exceptional leadership and contributions to the profession.

The 2024 Leadership Forum honored Stephanie Pollack, whose distinguished career has spanned the public, private, academic, and nonprofit sectors. Throughout the evening, attendees celebrated her remarkable impact on transportation policy, planning, and leadership at the local, state, and national levels. As part of the program, Stephanie reflected on her career, her commitment to improving transportation systems, and the importance of mentoring and inspiring future generations of transportation professionals.



The event highlighted WTS-Boston's mission to recognize leaders who have advanced the transportation industry while creating opportunities for meaningful connection and dialogue among professionals across New England.

WTS-Boston extends its appreciation to the Special Projects Committee for organizing this successful event. Additional thanks go to the Communications Committee, including co-chair Ali Love (STV) and Board Liaison Ali Mattson (HNTB), for their contributions to the event's success.

All three of the Special Projects events were a success in 2024. Allowing the WTS-Boston organization a way to come together and celebrate the accomplishments of their peers!

Student Chapter Committee

Board Liaison - Lisa Juan

Co-chairs - Leah Grodstein and Heather Moulton

In 2024, the WTS Student Chapter Committee worked hard to support and foster relationships with the students who will be the future of the transportation industry. The Committee supports two formal chapters, University of Massachusetts Amherst and Harvard University, one pending chapter, Northeastern University, and two schools in their initial steps, University of Massachusetts Lowell and Tufts University. Throughout the year, the Student Chapter Committee and its volunteers have worked closely with each university to conduct meaningful events and help spread awareness of the WTS organization on campus.

At UMass Amherst, the Connections Program continued, connecting students and professionals in the industry. A Spring 2024 round of pairings was conducted for the duration of the semester. In 2025, the program will continue, kicking off in the spring semester and an additional Speed-Networking event is being planned to further increase connections with students. In addition to the Connections program, the committee worked with UMass Amherst to organize a Transportation Professionals Panel on November 1, pictured on the right. The panel featured Billie Li of MassDOT, Christina Hodge of the City of Salem, Liz Williams of MassDOT, and Kristen Antunes of Nitsch Engineering. Panelists discussed their career paths and gave advice for students as they look forward to working in industry.



Panelists discussed their career paths and gave advice for students as they look forward to working in industry.

A joint panel was organized with UMass Lowell WTS and UMass Lowell ASCE on March 26, 2024. The panel featured Yaneliz Garcia Ruiz of Jacobs, Sarah Kim of STV, Erica Hart of SPS New England, Kristen Antunes of Nitsch Engineering, and Michaela Morrissey of Sanborn Head. This panel allowed students to ask questions to professionals and some alumnus of UMass Lowell to learn more about life after college.

The Harvard University Student Chapter had another successful year as a formal chapter. Their Spring Semester meeting was held in March of 2024 where they discussed redefining their Executive Board roles to help students balance their work load and chapter responsibilities. In the Fall, the Harvard WTS Chapter held two bike tours with Alec Donowitz and Megan Morrow from Kittleson and Jeff Rosenblum from Toole. These events were popular among students and introduced future transportation professionals to both projects and professionals in the industry. The Harvard WTS chapter was also able to send six students to the Moving Together conference in October.

During Northeastern University's Spring semester, members of the student chapter committee as well as other WTS members attended an alumni gathering over tea where they were able to get to know members of the Northeastern WTS group. Over 10 alumni attended the event including Northeastern alumni Leah Grodstein, EIT, Sofia Eva Clark, Rachel Graham, EIT, Sara Yasin, and more. In August, Northeastern hosted a tour of the Columbus Avenue center running bus lanes where over 40 industry professionals and members of Northeastern's WTS group attended. In October, eight members of the Northeastern WTS group volunteered at the Transportation YOU event, helping with everything from event set up to facilitating activities with participating kids. In October, five Northeastern students also attended the Moving Together conference. The Northeastern WTS leadership is pictured on the right with members of the Student Chapter Committee. Finally, the Northeastern WTS group is also looking forward to an upcoming site tour of the Boylston Street bike lanes!

In this upcoming year, the Student Chapter Committee will continue supporting Northeastern and UMass Lowell on formalizing their Chapters. In addition, the Committee will continue to work closely with the well-established Chapters at UMass Amherst and Harvard. In 2025, the Committee and its volunteers look forward to continuing to forge connections with local universities and support our future leaders in the field.



Transportation YOU

Board Liaison - Lisa Juan

Co-chairs - Sarah Kim and Chelsea Sadler



The Transportation YOU Committee participated in the following six in-person events: Burlington High School Career Fair (February 7th), BPS STEM Fair (March 2nd), BPS STEM Leaders of Tomorrow (March 6th), WPS Explore STEAM Night (March 14th), Massachusetts Girl Scout STEM Festival (April 27th), and BPS STEAMfest (June 1st)). During most of these events, the Committee developed in collaboration with VHB a Multi-Modal Transportation Board Game, where the goal is to have participants understand that a car is not always the fastest or best way to get to your destination and to consider the various transportation options including taking into consideration factors like sustainability, weather impacts, traffic, and more. The Committee capped the year by hosting its Transportation YOU Summit during Massachusetts STEM week (October 19th) at Higgins Middle School in Peabody.

Career Fair at Burlington High School

The career fair at Burlington High School was the first event of the year. Sarah Kim attended and handed out Transportation YOU and WTS giveaways to the students that stopped by our table. The high schoolers looking to go into transportation were interested in the organization and the upcoming TYOU Summit.

BPS STEM Fair at Northeastern University

The Committee led the Multi-Modal Transportation Board Game activity for students before and after their projects were judged. We handed out Transportation YOU and WTS giveaways to the students that stopped by our table. The Committee was represented by seven volunteers. While not judges, volunteers were able to walk around the judging room and learn more about the student projects.

Girl Scout STEM Festival; Explore STEAM Night; & BPS STEAMfest

- Girl Scout STEM Festival at Girl Scout Campground - Waltham, MA
- Explore STEAM Night at Wakefield Public Schools
- BPS STEAMfest at Madison Park Technical Vocational High School

The Board Game activity was used at each of these events and we handed out Transportation YOU and WTS giveaways to the attendees. These were very successful events with a handful of volunteers at each and many students enjoyed the workshops.



BPS STEM Leaders of Tomorrow

The Committee organized a transportation planning workshop for this new Boston Public School program for high school students in partnership with Northeastern University. Committee members Joseph Strafaci, Chelsea Sadler, and Sarah Kim led a Rail Building activity inspired by the South Coast Rail project, which was a previous VHB Summit workshop during the first virtual TYOU summit year.

Transportation YOU Boston Summit at Higgins Middle School

The committee ended the year with the seventh annual Transportation YOU Boston Summit, which was held at the new Higgins Middle School in Peabody, MA on October 19th. Planning for the event began earlier in the spring with a call for workshop volunteers in the summer.

The Summit ran from 10:00 AM to 2:30 PM, kicking off the day with an opening address by committee co-chair Sarah Kim. The day included workshops hosted by six transportation firms covering a wide



range of topics

including transportation planning, engineering and structural engineering. Additionally, Northeastern University students and WTS-Rhode Island participated as volunteers. After lunch, students had a chance to complete mini-activities, such as city transportation planning and bridge construction simulations. It was a fun-filled day that wouldn't have been possible without our volunteers and enthusiastic students! We'd like to thank Peabody Public Schools for graciously allowing us to host the Summit at their new middle school, and the following firms for volunteering to provide materials, expo activities, and workshops: HNTB, VHB, STV, Stantec, AECOM, Bowman, and GPI.

WTS International, Northeast Region Council

Boston Representative – Lori Chicoyne

“Impact of Regions: 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.”

WTS International

WTS-Boston is a member of the Northeast Region, one of six regional councils within WTS International. Each region includes representatives from its member chapters who work together to support chapter leadership, share best practices, and strengthen collaboration across the organization.

As part of the largest WTS region, the Northeast Region brings together chapters from across the northeastern United States and Canada. Through regular meetings and ongoing communication, chapter representatives exchange ideas, discuss common challenges, and identify opportunities to support members and advance the mission of WTS.

Throughout 2024, the Northeast Region Council (NERC) continued to meet virtually on a regular basis to coordinate regional initiatives and provide a forum for collaboration among chapters. Discussions focused on topics such as membership engagement, leadership development, program planning, chapter operations, and sharing successful practices from across the region.

The Council also explored opportunities to connect chapter leaders through regional events, roundtables, and networking opportunities. These efforts fostered collaboration, encouraged knowledge sharing, and helped strengthen connections among WTS chapters throughout the Northeast Region.

Through its participation in NERC, WTS-Boston remained engaged with regional and international leadership while contributing to the continued growth and success of WTS and its members.