

**Infrastructure Investment and Jobs Act (Pub. L. 117-58)**

**SEC. 23007. PROMOTING WOMEN IN THE TRUCKING WORKFORCE.**

(a) **FINDINGS.** —Congress finds that—

- (1) women make up 47 percent of the workforce of the United States;
- (2) women are significantly underrepresented in the trucking industry, holding only 24 percent of all transportation and warehousing jobs and representing only—
  - (A) 6.6 percent of truck drivers;  
H. R. 3684—334
  - (B) 12.5 percent of all workers in truck transportation;  
and
  - (C) 8 percent of freight firm owners;
- (3) given the total number of women truck drivers, women are underrepresented in the truck-driving workforce; and
- (4) women truck drivers have been shown to be 20 percent less likely than male counterparts to be involved in a crash.

(b) **SENSE OF CONGRESS REGARDING WOMEN IN TRUCKING.** —

It is the sense of Congress that the trucking industry should explore every opportunity to encourage and support the pursuit and retention of careers in trucking by women, including through programs that support recruitment, driver training, and mentorship.

(c) **DEFINITIONS.** —In this section:

- (1) **ADMINISTRATOR.** —The term “Administrator” means the Administrator of the Federal Motor Carrier Safety Administration.
- (2) **BOARD.** —The term “Board” means the Women of Trucking Advisory Board established under subsection (d)(1).
- (3) **LARGE TRUCKING COMPANY.** —The term “large trucking company” means a motor carrier (as defined in section 13102 of title 49, United States Code) with more than 100 power units.
- (4) **MID-SIZED TRUCKING COMPANY.** —The term “mid-sized trucking company” means a motor carrier (as defined in section 13102 of title 49, United States Code) with not fewer than 11 power units and not more than 100 power units.
- (5) **POWER UNIT.** —The term “power unit” means a self-propelled vehicle under the jurisdiction of the Federal Motor Carrier Safety Administration.
- (6) **SMALL TRUCKING COMPANY.** —The term “small trucking company” means a motor carrier (as defined in section 13102 of title 49, United States Code) with not fewer than 1 power unit and not more than 10 power units.

(d) WOMEN OF TRUCKING ADVISORY BOARD. —

(1) ESTABLISHMENT. —To encourage women to enter the field of trucking, the Administrator shall establish and facilitate an advisory board, to be known as the “Women of Trucking Advisory Board”, to review and report on policies that—

(A) provide education, training, mentorship, or outreach to women in the trucking industry; and

(B) recruit, retain, or advance women in the trucking industry.

(2) MEMBERSHIP. —

(A) IN GENERAL. —The Board shall be composed of not fewer than 8 members whose backgrounds, experience, and certifications allow those members to contribute balanced points of view and diverse ideas regarding the matters described in paragraph (3)(B).

(B) APPOINTMENT. —

(i) IN GENERAL. —Not later than 270 days after the date of enactment of this Act, the Administrator shall appoint the members of the Board, of whom—

(I) not fewer than 1 shall be a representative of large trucking companies;

(II) not fewer than 1 shall be a representative of mid-sized trucking companies;

(III) not fewer than 1 shall be a representative of small trucking companies;

(IV) not fewer than 1 shall be a representative of nonprofit organizations in the trucking industry;

(V) not fewer than 1 shall be a representative of trucking business associations;

(VI) not fewer than 1 shall be a representative of independent owner-operators;

(VII) not fewer than 1 shall be a woman who is a professional truck driver; and

(VIII) not fewer than 1 shall be a representative of an institution of higher education or trucking trade school.

(ii) DIVERSITY. —A member of the Board appointed under any of subclauses (I) through (VIII) of clause

(i) may not be appointed under any other subclause of that clause.

(C) TERMS. —Each member shall be appointed for the life of the Board.

(D) COMPENSATION. —A member of the Board shall serve without compensation.

(3) DUTIES. —

(A) IN GENERAL. —The Board shall identify—

- (i) barriers and industry trends that directly or indirectly discourage women from pursuing and retaining careers in trucking, including—
  - (I) any particular barriers and trends that impact women minority groups;
  - (II) any particular barriers and trends that impact women who live in rural, suburban, or urban areas; and
  - (III) any safety risks unique to women in the trucking industry;
- (ii) ways in which the functions of trucking companies, nonprofit organizations, training, and education providers, and trucking associations may be coordinated to facilitate support for women pursuing careers in trucking;
- (iii) opportunities to expand existing opportunities for women in the trucking industry; and
- (iv) opportunities to enhance trucking training, mentorship, education, and advancement and outreach programs that would increase the number of women in the trucking industry.

(B) REPORT. —Not later than 2 years after the date of enactment of this Act, the Board shall submit to the Administrator a report containing the findings and recommendations of the Board, including recommendations that companies, associations, institutions, other organizations, or the Administrator may adopt—

- (i) to address any industry trends identified under subparagraph (A)(i);
- (ii) to coordinate the functions of trucking companies, nonprofit organizations, and trucking associations in a manner that facilitates support for women pursuing careers in trucking;
- (iii)(I) to take advantage of any opportunities identified under subparagraph (A)(iii); and
  - (II) to create new opportunities to expand existing scholarship opportunities for women in the trucking industry; and
- (iv) to enhance trucking training, mentorship, education, and outreach programs that are exclusive to women.

(4) REPORT TO CONGRESS. —

(A) IN GENERAL. —Not later than 3 years after the date of enactment of this Act, the Administrator shall submit to the Committee on Commerce, Science, and Transportation of the Senate and the Committee on

Transportation and Infrastructure of the House of Representatives  
a report describing—

- (i) the findings and recommendations of the Board under paragraph (3)(B); and
- (ii) any actions taken by the Administrator to adopt the recommendations of the Board (or an explanation of the reasons for not adopting the recommendations).

(B) PUBLIC AVAILABILITY. —The Administrator shall make the report under subparagraph (A) publicly available—

- (i) on the website of the Federal Motor Carrier Safety Administration; and
- (ii) in appropriate offices of the Federal Motor Carrier Safety Administration.

(5) TERMINATION. —The Board shall terminate on submission of the report to Congress under paragraph (4).