

Women of Trucking Advisory Board (WOTAB)
Task Statement 23-1: Barriers and Trends Impacting Women Minority Groups and Women Who Live in Rural, Suburban, or Urban Areas

I. Task Title

Provide feedback to the Agency regarding the barriers and trends that impact women minority groups and women who live in rural, suburban, or urban areas, particularly drivers of commercial motor vehicles (CMV), and ways to remove these barriers and ensure positive trends.

II. Background

Women CMV drivers are underrepresented in the trucking and motorcoach industries. Minority women CMV drivers are particularly underrepresented. Barriers, whether they be actual policies or actions and behavior that represent unconscious or conscious bias, exist. These serve only to maintain low rates of representation in this sphere and to deter minority women from becoming CMV drivers and discourage many who do become CMV drivers from continuing in this field. Additionally, women from rural, suburban, and urban areas each have unique challenges to becoming and working as CMV drivers.

III. Task

For Task 23-1, FMCSA asks WOTAB to discuss the challenges that minority women and women from rural, suburban, and urban areas have that create barriers to their selection as CMV drivers, and the appeal of becoming and remaining a CMV driver. FMCSA asks that WOTAB delve into these barriers and trends that deter or prevent women from entering the field of trucking or motorcoach operation and recommend best practices for dismantling the barriers and ensuring positive trends for these groups. In its recommendations, FMCSA asks WOTAB to emphasize how the industry, stakeholders, and others can create a workplace environment that supports the recruitment and retention of female drivers.

IV. Estimated Time to Complete Task

FMCSA asks WOTAB to deliberate on this task at its May 2023 meeting and, if necessary, continue its deliberations at subsequent meetings. The results of this and other tasks will be compiled and submitted to FMCSA's Administrator as a comprehensive letter report addressing Bipartisan Infrastructure Law requirements on ways to increase the number of women across the CMV industry. The agency will review this final, comprehensive report and submit it to Congress for its consideration.

V. FMCSA Technical Representatives

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