



## Meeting Minutes November 9, 2022

The Women of Trucking Advisory Board (WOTAB) of the Federal Motor Carrier Safety Administration (FMCSA) met virtually on November 9, 2022, via Zoom. In accordance with the provisions of Public Law 92-463, the meeting was open to the public in its entirety. Shannon Watson, Designated Federal Officer (DFO), called the meeting to order at 9:30 a.m. on November 9, 2022.

The following individuals attended the public meeting:

### WOTAB COMMITTEE MEMBERS

Anne Balay, Ph.D. Organizer, Service Employees International Union (School/Higher Education)  
Jerri Banks, CEO, Life on the Road Recruiting & Transportation Services (Driver Recruitment)  
Elisabeth Barna, Executive Vice President, American Trucking Associations (Trucking Association)  
Joyce Sauer Brenny, Founder and President, Brenny Transportation, Inc. (Independent Owner/Operator)  
Enjoli DeGrasse, Deputy Director, International Brotherhood of Teamsters (Labor)  
Marie Druckenmiller, Director of Transportation, Amazon (Large Carrier)  
Erin Ducharme, CFO, H&L Bloom/Bloom's Bus Lines (Motorcoach)  
Laura Duryea, Manager of Recruiting, Retention, and Driver Development, Boyle Transportation (Medium Carrier)  
Marquita Jones, Autonomous Vehicle Operations Test Driver, TuSimple (Female Driver)  
Kellylynn McLaughlin, Professional Driver, Prime Transport LTD. (Female Driver)  
Dianne McNair-Smith, CEO, 3 Girls Trucking Academy (School/Higher Education)  
Sharae Moore, Founder/President, SHE Trucking Foundation (Trucking Association)  
Emily Plummer, Professional Driver, Prime Inc. (Female Driver)  
Soledad Munoz Smith, Munoz Trucking (Small Carrier)  
Nicole Ward, Co-owner, African American Women in Trucking Association (Non-Profit)

### FMCSA AND OTHER GOVERNMENTAL REPRESENTATIVES

The Honorable Pete Buttigieg, Secretary of Transportation  
The Honorable Robin Hutcherson, Administrator, FMCSA  
Shannon Watson, Senior Policy Advisor and Designated Federal Officer (DFO)  
Shashunga Clayton, Public Affairs  
Richard Clemente, Transportation Specialist  
Chris Flanigan, Project Manager, Office of Analysis, Research and Technology  
Tom Keane, Associate Administrator for Research and Registration  
Jack Kostelnik, Transportation Specialist  
Kimberly Lambert, Chief, Strategic Planning and Program Evaluation Division  
Romana Lavalas, Attorney Advisor, Enforcement and Litigation Division, Office of Chief Counsel  
Sue Lawless, Director, Office of Carrier, Driver, and Vehicle Safety  
Nikki McDavid, Acting Senior Policy Advisor to the Administrator  
Larry Minor, Associate Administrator for Policy  
Jonathan Mueller, Chief, Research Division  
Jack Van Steenburg, Executive Director and Chief Safety Officer  
Kala Wright, Director of External Affairs  
Amy Dalrymple, Policy Analyst, Women's Bureau, Department of Labor (DOL)  
Katrin Schulz, Policy Analyst, Women's Bureau, DOL  
Daniel Kadishson, Speechwriter, Office of the Secretary of Transportation (OST)  
Stephanie Chase, Volpe Center, US DOT



Stephanie Fischer, Volpe Center, US DOT  
Julianne Schwarzer, Volpe Center, US DOT  
Eran Segev, Volpe Center, US DOT

## **OTHER ATTENDEES**

Mikki Addison, Business Manager, Top Tier Atlanta Transport LLC  
AiYana Anderson, Owner/Agent, Dat City Gal LOGISTICS LLC  
Nesa Azimi, Goldfish  
Andrea Blue  
Brandon Buchanan, Director of Regulatory Affairs, American Bus Association  
Matt Cole, News Editor, Overdrive/CCI  
Charity Coleman, Changeis  
Cristina Commendatore, Editor in Chief, FleetOwner Magazine  
Jenny Crozier, Safety Compliance Manager, Delta Valley Trucking  
Kelley Cox, Driver Recruitment Manager, Pilot Flying J  
Debbie Desiderato, Walkabout Transport  
Shay Dixon, CEO, SCALE Logistics  
Margaret Edwards, Government Relations Associate, National Star Route Mail Contractors Association  
Alexia Fernández Campbell, Media  
Jim Fetzer, Media, Land Line Now  
Alyssa Fynn  
John Gallagher, Senior Editor, FreightWaves  
Kenyette Godhigh-Bell, CEO, Bellwether Investment Group  
Jess Graham, Director, Real Women in Trucking  
Scott Grenerth, Director of Engagement, Truck Specialized Parking Services  
Idella Hansen, Vice President, Truckers Emergency Assistance Responders  
Porche Harris, CEO, Fast Track Communications LLC  
Trenesha Hester, A1 Express Dispatch  
Tiffany Ings-Coe, CEO, Beyond Logistics Solutions  
Melissa Jass, Diversity, Equity, and Inclusion Manager, Yellow  
Andrea Jones, CEO, Choice Destinations Logistics  
Tamara Jones, Operations Manager, ProElite Family Logistics LLC  
Deborah Lockridge, Editor in Chief, Heavy Duty Trucking Magazine  
Jaime Maus, Vice President of Safety and Compliance, Werner Enterprises  
Keith McCoy  
Nathan Mehrens, Workforce Policy Manager, American Trucking Associations  
Michael Mercer, CEO/Founder, F3 Defense  
Bryce Mongeon, Director of Legislative Affairs, OOIDA  
Kanisha Moon, Logistics Business Manager, JA & Associates  
Nicole Morrison, CEO Fleet Manager, LoveShe Logistix Group  
Tonya Wood Patton, Bulls Bay Group LLC  
Sara Parower, American Trucking Associations  
Matt Picht, Senior Editor, Newsy  
Cheryl Pollard, CDL Instructor, Real Women in Trucking  
Sarah Powers, ICF International  
Mirna Providence, Changeis  
Cassandra Raposo, Changeis  
Tawana Randall, Owner, Gold Star Logistics Group LLC  
Emily Rankin, Government Affairs Policy Analyst, The Northwest Seaport Alliance  
Mark Schremmer, Senior Editor, Land Line Magazine



Jill Schultz, Senior Editor, Transportation Safety, J.J. Keller & Associates  
Jackie Smith, Accounting Executive, ProElite Family Logistics LLC  
Sharayah Stiggers, CEO, Cherry Kola Trucking  
Norita Taylor, Director of Public Relations, OOIDA  
Stephanie Villanueva, Truck Driver, Central Road LLC  
Ellen Voie, President/CEO, Women in Trucking Association, Inc.  
Katricea Walker  
Shelley Walker, CEO, Women's Trucking Federation of Canada  
Melinda Wall  
Nicole Washington Professional Commercial Truck Driver, WK Valentine Trucking  
Marla Wiedenmann, Senior Regional Account Manager, Obesity, Novo Nordisk  
Desiree Wood, RWIT/TEAR President - CDL Driver, REAL Women in Trucking, Inc.

## REMARKS AND COMMITTEE ACTION

Shannon Watson, WOTAB's Designated Federal Officer (DFO), welcomed the WOTAB committee members with Kala Wright, FMCSA's Director of External Affairs. Committee members introduced themselves.

### **Presentation: Annual Ethics Training: Arlene McCarthy, Esq., Ethics Attorney, General Law Division, Office of Chief Counsel**

Ms. McCarthy presented an ethics overview for the Board members, who serve as representatives under the Federal Advisory Committee Act (FACA). The presentation provided information on how the WOTAB members are evaluated to ensure they can ethically participate as members. She suggested ways for WOTAB members to navigate scenarios that require the careful consideration of ethics. Should a WOTAB member question the ethics of any situation, that member must consult with the Agency's ethics official.

### **Greetings from the U.S. Secretary of Transportation: The Honorable Pete Buttigieg**

The Secretary recognized the importance of WOTAB when less than 10% of truck drivers are women and that number needs to increase. He also recognized the importance of this committee in bringing together women with over 275 combined years of experience to advise on recruiting and keeping more women in the industry and getting women drivers input into the policy making process. The Secretary sees the boards' important role in advising on barriers that impact women, women of color in women in different geographic areas, and safety issues and risks that are unique to women in trucking. The Secretary thanked the WOTAB members for their public service to help strengthen an industry that is incredibly important for the US economy and for being part of a journey towards equality. In making the trucking industry better for women is part of making it better for everyone. When women succeed, the entire sector succeeds.

### **A Visit with Administrator Robin Hutcheson**

Administrator Hutcheson acknowledged the importance of the WOTAB committee by telling members that, this board you are sitting on is a key component to the Biden-Harris Administration trucking action plan, focusing on improving job quality within the truck driver profession. This opportunity is made possible from the historic Bipartisan Infrastructure Law. She reiterated that safety is FMCSA's number one priority, adding that all truckers should feel safe in the industry. The administrator congratulated the members being selected from a pool of more than 250 applicants, comprising diverse backgrounds and



experiences to provide a balanced point of view so that we hear about the different challenges facing women in the trucking industry.

## PRESENTATIONS

	Presenter	Presentation
1	Arlene McCarthy, Ethics Attorney, General Law Division Office of Chief Counsel, FMCSA	Ethics Training for WOTAB Members
2	Tom Keane, Associate Administrator for Research and Registration, FMCSA	Crime Prevention for Truckers Survey Results

### **Presentation: Tom Keane, Associate Administrator for Research and Registration, *Crime Prevention for Truckers Survey Results***

The goal of the *Crime Prevention for Truckers Survey* was to evaluate the prevalence of crimes being committed against women and minority truck drivers in the United States. Results from the survey identify the scope and seriousness of issues that surround the current harassment and or crime associated with, or against truck drivers. that the goal then is to develop solutions in partnership with membership organizations, and the broader industry to help drivers better protect themselves, and improve the working environment of the professional truck driver, particularly, women and minority truck drivers.

### **Women Pioneers in Trucking: Ellen Voie, President and CEO, Women In Trucking, Inc.**

Ms. Voie congratulated the WOTAB members and expressed her hope for change in the industry through the committee's hard work. Ms. Voie also gave an overview of the origins of WOTAB and her own experience in the sector.

### **Introduction and Discussion of Task 22-1, Crime Prevention for Women CMV Drivers**

WOTAB DFO Shannon Watson reviewed the task with the members. WOTAB began deliberations on Task 22-1, in which FMCSA requests that WOTAB identify best practices for preventing and responding to gender-based violence and harassment in ways that are survivor-centered and trauma-informed, creating a safe workplace environment that supports the recruitment and retention of women drivers.

#### Discussion Points

- WOTAB discussed situations where drivers and trainers may not believe they are harassing the person, but if the person feels like they are. Harassment can occur for a variety of reason including their opinion, culture, or race. Better anti-harassment training is needed and decisions on what the training would include, who would take the training, and how it would be delivered is needed. This could include social awareness campaign both virtual and in person.
- WOTAB discussed the current lack of reports and enforcement of those who engage in harassing behavior, including best practices focusing on recruitment and training.
- The committee noted that a focus on engagement in making change needs to be a top-down approach so that the harassing behaviors of management are included in the larger dialogue.
- WOTAB discussed what objects could be brought into their personal space for physical protection and safety such as female liaisons, panic buttons, and other protective devices.
- WOTAB mentioned the need for transparency and due diligence in the system for recruitment of women drivers and a need to highlight companies or organizations that are failing to make their



workplace environment without harassment. Ideas included a public facing database where information about companies and organizations would be available. This would also help create systemic change and more trust in the government in terms of protection from harassment.

- WOTAB discussed the level and types of support women drivers need after an incident of harassment or sexual assault. These supports need to be both readily available and accessible to drivers without risk to their privacy. Awareness of these supports is also critical within the industry.

## PUBLIC COMMENTS

- Desiree Wood, Real Women in Trucking stated that *Real Women in Trucking* has a public document available with a list of solutions. In addition, Ms. Wood described a training curriculum for a major trucking fleet and includes a harassment section only one paragraph long, as an example that illustrates sexual harassment training is pretty much nonexistent in this industry. She pointed out that the maritime industry is going through a similar problem and suggests a good starting point is to look at how Title IX under the Department of Education uses a third party as a coordinator in order to prevent conflicts of interest during harassment incidents in the workplace .
- Jess Graham, REAL Women in Trucking, asked what immediate steps DOT, FMCSA, or the Administration are going to implement since there is now industry consensus that crimes against truck drivers are happening. Ms. Graham stated that many of these companies have multiple lawsuits are part of the Department of Labor's accredited apprenticeship program.
- Cheryl Pollard, Real Women in Trucking, asked why we hear about same gender team training as being the solution when there is evidence of violence during same gender training team situations. Ms. Pollard asked if it would make more sense to study starter companies who do not require team driving as a phase of training models versus companies who do not identify to this business model.
- Kenyette Godhigh-Bell, Bellwether Investment Group, wants to encourage action because harassment is happening every day in the industry. Ms. Godhigh-Bell worked with a company that does not do team training or team driving and thinks it's very important for training programs not to require team driving.
- Michael Mercer, F3 Defense, stated that he has more than 30 years of crime prevention experience and teaches situational awareness in trucking. Mr. Mercer is the inventor of the TruckStop!, a patented truck defense system and offers his support to the committee as it moves forward.
- Idella Hansen, Real Women in Trucking, stated that some women who lead trucking organizations have been involved in discriminatory, assault, and sexual assault cases in the past few years that are public record.

## ADJOURNMENT

Ms. Watson thanked WOTAB for their contributions and the discussion, provided additional logistical information for future meetings, and adjourned the meeting at 4:30 pm.

I hereby certify, to the best of my knowledge, that the foregoing minutes are accurate and complete.

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//Signed//  
Joyce Brenny  
Chair, WOTAB

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//Signed//  
Shannon L. Watson  
Designated Federal Officer, WOTAB