



Task 23-4: Ways Trucking Companies, Non-Profit Organizations, Training and Education Providers, and Trucking Associations May Coordinate Functions to Facilitate Support for Women Pursuing Careers in Trucking

Task 23-4: FMCSA requests that WOTAB discuss ways that trucking companies, non-profit organizations, training and education providers, and trucking associations may coordinate functions to facilitate support for women pursuing careers in trucking. FMCSA asks WOTAB to identify best practices and strategies that contribute to this successful facilitation, the result of which would be the increase in the number of women successfully trained, certified, and employed across the entire CMV industry.

I. Coordinating industry and association functions to facilitate support for women pursuing careers in trucking.

- A. Community involvement strengthens industry outreach and retention.
 - 1. Partnerships benefit both training schools and essential industry-based organizations.
 - 2. Industry conferences, career fairs, and other events geared toward supporting minority women lack sufficient financial support.
- B. In-person events and advocacy facilitate opportunities for women.
 - 1. Truck Driver Appreciation Week should include a woman driver component.
 - 2. Provide opportunities for associations supporting women and minorities to network.
- C. With men holding the majority of leadership positions, their allyship is essential to support women in the industry.

II. Industry collaboration strategies and best practices that could result in an increase in the number of women successfully trained, certified, and employed across the entire CMV industry.

- A. Create a centralized, easy-to-use website, or portal, to be a resource for women in and interested in the CMV industry.
 - 1. Portal should be accessible to the industry audience and non-English speakers across a variety of platforms.
 - 2. Women in the CMV industry should be involved in the development of the portal.
 - 3. Information to incorporate into portal:
 - a. Strategies for navigating a career in the CMV industry.
 - b. A mechanism to report safety and workplace issues, including access to a hotline to gather women's concerns regarding harassment, gender-based violence or other predatory/illegal actions.
 - c. Match applicants to potential funding sources.
 - d. A list of carriers and employers who agree to best practices supporting women in the CMV industry.
 - e. Professional development opportunities for women across the industry.
 - f. Quality of life and mental health resources.
 - g. Opportunities for women's voices to be elevated in the CMV industry.
 - h. Women-oriented research studies.
 - i. Safety checklists for women drivers.
- B. Strategies to support women in the CMV industry.

1. Provide opportunities for women to participate in townhall and community conversations on infrastructure development.
2. Encourage employers to develop professional development programs for women drivers. Leadership and other forms of training would allow experienced women to stay in the industry once they no longer wish to drive.
3. Creating a safe working environment for women.
 - a. Sharing a sleeper berth is not acceptable during training or onboarding.
 - b. Industry requirements surrounding physical safety, security, parking and restroom availability and access need to be concrete and clearly defined. All employers should understand and enforce accepted practices.
 - c. Shippers and receivers should provide hygiene facilities to women drivers that match facilities for their employees.
 - d. There are states that have enacted laws requiring bathroom access for truck drivers.
 - e. While maternity benefits protect the careers of women in many industries, becoming pregnant as a trucker can quickly end a woman's careers.
 - f. Designated lactation rooms would benefit many women and make truck stops more family friendly.
 - g. The Family and Medical Leave Act benefits should cover end-of-life care for loved ones by women in the industry.
 - i. Women typically provide this care, which can end their driving careers or halt their professional advancement.
 - ii. The industry has been slow to address caregiving. Women drivers often face repercussions when initiating conversations on this topic.
4. Provide access to mental health services for women in the CMV industry.
- C. Coordination among the associations representing various communities of women within the industry.
 1. Focus on collaborative approaches among industry associations that have historically competed against each other.
 - a. Incentivize bringing women CMV organizations and associations to the table.
 - b. Any process to create incentives, financial or otherwise, should pay special consideration to minority communities.

III. Recommendations

- A. Create and maintain CMV website portal focused on women in and entering the industry.
- B. Foster collaboration between the motorcoach industry and the broader CMV industry to facilitate opportunities for women.
- C. Increase women's representation on governmental advisory boards and other stakeholder engagement efforts related to the CMV industry.