



Meeting Minutes May 16, 2023

FMCSA's Women of Trucking Advisory Board (WOTAB) met virtually on May 16, 2023, 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 10:00 a.m. on May 16, 2023.

The following individuals attended the public meeting:

WOTAB COMMITTEE MEMBERS

Joyce Sauer Brenny, Chair; Founder and President, Brenny Transportation, Inc. (Independent Owner/Operator)
Dianne McNair-Smith, Vice Chair; CEO, 3 Girls Trucking Academy (School/Higher Education)
Anne Balay, Ph.D. Organizer, Service Employees International Union (School/Higher Education)
Jerri Banks, CEO, Life on the Road Recruiting & Transportation Services (Driver Recruitment)
Enjoli DeGrasse, Deputy Director, Safety and Health Department, 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)
Sue Hensley, Executive Vice President, American Trucking Associations – (Trucking Association) ATA Surrogate
Marquita Jones, Autonomous Vehicle Operations Test Driver, TuSimple (Female Driver)
Kellylynn McLaughlin, Professional Driver, Prime Transport LTD. (Female Driver)
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

Shannon Watson, Senior Policy Advisor and DFO, WOTAB
Stephanie Chase, Volpe Center, US DOT
Richard Clemente, Transportation Specialist
Amy Dalrymple, Policy Analyst, Women's Bureau, Department of Labor (DOL)
Rondalyn English, BOAS, State of West Virginia, Division of Motor Vehicles
Terri Hallquist, Research Analyst, Office of Research
Kimberly Lambert, Chief, Strategic Planning and Program Evaluation Division
Sue Lawless, Director, Office of Carrier, Driver, and Vehicle Safety
Katie Luu, Volpe Center, US DOT
Brenna Marron, Director of Governmental Affairs
Gregory Miller, Attorney Advisor
Larry Minor, Associate Administrator for Policy
Jonathan Mueller, Chief, Research Division
Katrin Schulz, Policy Analyst, Women's Bureau, DOL
Julianne Schwarzer, Volpe Center, US DOT
Eran Segev, Volpe Center, US DOT
Karl Sieber, Senior Research Health Scientist, Centers for Disease Control and Prevention (CDC)



Rosie Stahl, Management and Program Analyst
 Kelly Stowe, General Engineer
 Kala Wright, Director of External Affairs

OTHER ATTENDEES

Linda Allen, President, Hardcore Trucking
 Soona Bernstein, Commercial Partnerships, Kodiak Robotics
 Charity Coleman, Changeis
 Natasha Cruz-Sanchez, Driver
 Mimi Demissie, Manager/Owner, Ying Yang Logistics LLC
 Adrienne DerVartanian, Senior Counsel, National Women's Law Center
 Florida Garr, Training Assistant, Schneider National
 Jennifer Hedrick, President/CEO, Women In Trucking Association
 Idella Hansen, Vice President, REAL Women in Trucking
 Brielle Hopkins, Senior Manager of Federal Policy, Waymo
 Zaheer Iqbal, Program Analyst, Tyler Tech
 Angie Lincoln, Project Manager and Project Owner, NIC Federal
 Nathan Mehrens, Workforce Policy Manager, American Trucking Associations
 Kate Miceli, Economic Justice Policy Advocate, Futures Without Violence
 Cheryl Pollard, CDL Instructor, REAL Women in Trucking
 Mirna Providence, Changeis
 Cassandra Raposo, Changeis
 Livey Van Wyk, Driver
 Ellen Voie, Founder, Women in Trucking Association, Inc.
 Desiree Wood, RWIT/TEAR Founder - CDL Driver, REAL Women in Trucking, Inc.

REMARKS AND COMMITTEE ACTION

Shannon Watson, DFO, welcomed the WOTAB committee members with Kala Wright, FMCSA’s Director of External Affairs. Ms. Watson announced the Chair and Vice Chair of WOTAB, Joyce Sauer Brenny and Dianne McNair-Smith, respectively. Committee members introduced themselves.

WOTAB approved the November 9, 2022, meeting minutes unanimously.

PRESENTATIONS

| | Presenter | Presentation |
|---|---|---|
| 1 | Gregory Miller, Attorney Advisor, General Law Division, Office of Chief Counsel, FMCSA | Ethics Training for WOTAB Members |
| 2 | Jonathan Mueller, Chief, Research Division, FMCSA | Update on Assessment of CMV Driver Sexual Harassment and Assault |



Presentation: Annual Ethics Training: Gregory Miller, Attorney Advisor, General Law Division, Office of Chief Counsel

Mr. Miller conducted annual ethics training for WOTAB members, who serve as Representative members under the Federal Advisory Committee Act (FACA). Mr. Miller suggested ways for WOTAB members to navigate scenarios that require careful consideration of ethics. Should a WOTAB member question the ethics of any situation, that member must consult with the Agency's ethics official.

Update on Assessment of CMV Driver Sexual Harassment and Assault: Jonathan Mueller, Chief, Research Division, FMCSA

Mr. Mueller updated WOTAB members on planning stages for FMCSA's next study on the Assessment of CMV Driver Sexual Harassment and Assault. Mr. Muller expressed his appreciation to WOTAB for their insight, guidance, and criticism of the *Crime Prevention for Truckers Survey* and how WOTAB's input shapes FMCSA's plans moving forward. WOTAB members asked about the timeline for the next study, opportunities for input in study design, and survey question content. WOTAB reinforced its view of the value of a comprehensive outreach plan in the next study so more drivers would be aware of and participate in the survey.

Review and Finalize Task 22-1 Recommendations: Crime Prevention for Women CMV Drivers

WOTAB reviewed and finalized its recommendations on Task 22-1, in which FMCSA requested 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. WOTAB began its deliberations on Task 22-1 at its initial November 9, 2022, meeting.

Introduction and Discussion of Task 23-1, Barriers, and Trends Impacting Women Minority Groups and Women Who Live in Rural, Suburban, and Urban Areas

Shannon Watson, DFO, reviewed the task with members. WOTAB deliberated on Task 23-1, in which FMCSA requested that WOTAB provide feedback 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.

Discussion Points

- WOTAB discussed stereotypes and social perceptions of the trucking industry and its effects on industry's ability to bring in individuals looking for a career, not just a job. Discussion of potential benefits from outreach and marketing campaigns to counteract those beliefs and attract more drivers to join the industry. Examples include Motorcoach's "Why I Love Driving" campaign.
- WOTAB discussed barriers that exist for women entering the industry, including financial cost of training, lack of childcare, transportation to training centers and start-up costs to own their own vehicle. The current training regimen requires up to six months away from home, creating a barrier for many women who run single income households and are caregivers.
- WOTAB discussed barriers for women drivers in retention and advancement within the trucking industry. Barriers include lack of a college degree and lack of credit for on-the-job experience in job advancement decisions as well as opportunities for additional training opportunities at the carrier. WOTAB noted different barriers for long haul and local trucking companies and the need for guidance that includes both.



- WOTAB expressed the need for standardization across the trucking industry in training, trainers in classroom and curriculum delivery, leading to equal treatment of men and women. This standardization will increase the number of well qualified drivers with comparable skills upon leaving training school creating accountability across the industry. WOTAB emphasized the need for mentorship opportunities from training and throughout the driver's employment.
- WOTAB noted the use of technology in the trucking industry to create safer experiences for the woman driver. Examples include body cameras, automating individual keys for each truck and inward facing cameras. WOTAB reiterated that installation of technology must include the driver's input.
- WOTAB discussed the importance of women's emotional and psychological needs, including mental health support for women drivers by each carrier. A safety hotline availability at rest stops should be not only for incidents involving harassment but as an immediate resource for driver's mental health status. Further outreach to women drivers through media campaigns increasing drivers' awareness of mental health initiatives.
- WOTAB asked for clarity about the process of WOTAB and the role WOTAB plays in putting their ideas into action. Ms. Watson explained their role of advising through discussion and recommendations on a specific topic into a written report. The report will then be reviewed by FMCSA and submitted as a report to Congress. FMCSA can also incorporate ideas from WOTAB into future research and policy endeavors at FMCSA.

PUBLIC COMMENTS

- Linda Allen, President, Hardcore Trucking and Board member, Owner-Operator Independent Drivers Association (OOIDA), expressed her excitement for WOTAB's formation. Ms. Allen explained that she assisted with the drafting and onboarding of the legislation that created WOTAB. Ms. Allen expressed the importance of having hotlines, having previously managed the National Association of Working Women's Job Survival hotline for five years. Ms. Allen reminded WOTAB that data from hotlines can provide perspective on what is happening in the trucking industry and what is overlooked. Ms. Allen mentioned additional resources to support women drivers, including the U.S. Small Business Administration, resource partner event *Divas in the Trucking Industry* that meets on Zoom to discuss issues in their lives and how to deal with these barriers. There are at least 146 of these groups nationwide for women drivers to join.
- Desiree Wood, Founder and President of REAL Women in Trucking and a truck driver, stated that since 2009 she has been involved in crisis hotlines including communication with RAINN (Rape, Abuse, and Incest National Network) who establish industries specific crisis lines. Ms. Wood explained that each crisis line has two important parts. The first part is when a person calls when they have a crisis and needs resources and help. The second is when that data is collected and reported. Ms. Wood cautioned that this process cannot be managed by individuals with conflicts of interests, such as carriers with documented incidents of employees in crisis. Ms. Wood recommends the documentary, *Attacked Behind the Wheel*, about women who were raped during driver training. She emphasized that the documentary shows the sometime lack of awareness from the sponsoring trucking company that their employee had been sexually assaulted. Women in aviation, maritime, the Peace Corps, and the military are familiar with this data and for the trucking industry this data belongs under the DOT to be managed and protected without bias.



- Cheryl Pollard, Real Women in Trucking, instructor, expressed concern that drivers need more financial support than only from state employment offices. Ms. Pollard's current summer session training may be canceled because of a lack of available funding from the State of Alabama. Training programs can range from eight to ten weeks while others only two weeks, illustrating need for more standardization. In addition, there is a critical need for more local companies to hire students right out of school.

ADJOURNMENT

Ms. Watson thanked WOTAB for their contributions and provided additional logistical information for future meetings. Chair Brenny adjourned the meeting at 4:02 pm.

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

//Signed//

Joyce Sauer Brenny
Chair

//Signed//

Shannon L. Watson
Designated Federal Officer