



Meeting Minutes August 14, 2023

FMCSA's Women of Trucking Advisory Board (WOTAB) met on August 14, 2023, via Zoom. In accordance with the provisions of Public Law 92-463, the meeting was open to the public for its entirety. Shannon Watson, Designated Federal Officer (DFO), called the meeting to order at 10:10 a.m. on August 14, 2023.

The following individuals attended the meeting:

WOTAB 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, Acting 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 (ATA) (Trucking Association) - surrogate
Marquita Jones, Autonomous Vehicle Operations Test Driver, TuSimple (Female Driver)
Kellylynn McLaughlin, Professional Driver, Clean Harbors (Female Driver)
Sharae Moore, Founder/President, SHE Trucking Foundation, Inc. (Trucking Association)
O'Sheauna Parker, Professional Driver, Haul (Woman Driver)
Soledad Munoz Smith, Munoz Trucking (Small Carrier)
Nicole Ward, Co-owner, African American Women Trucking Association (Non-Profit)

FMCSA AND OTHER GOVERNMENTAL REPRESENTATIVES

Shannon L. Watson, Senior Advisor and DFO, WOTAB
Robert Camara, Public Affairs Specialist
Stephanie Chase, Volpe Center, US DOT
Justine Chen, Writer/Editor
Thomas Keane, Associate Administrator for Research
PJ Krause, Transportation Department, South Carolina Department of Education -
Kimberly Lambert, Chief, Strategic Planning and Program Evaluation Division
Wendy Liberante, Director, Office of Policy, Strategic Planning, and Regulations
Larry Minor, Associate Administrator for Policy
Julianne Schwarzer, Volpe Center
Eran Segev, Volpe Center
Courtney Stevenson, Director, Executive Office of Operations
Kala Wright, Director of External Affairs



OTHER ATTENDEES

Zarina Avelar, Load Runner LLC
Elisabeth Barna, Founder/Principal, EAB Strategies LLC
Latuana Blair, Premier10 Logistics and Transportation
Lisa Bradford, B.T.M. Trucking Academy LLC
Ingrid Brown, Rollin' B LLC
Liz BTI, Bryan Transport Inc
Stephani Clevenger-Murphy, Public Utilities Commission of Ohio
Charity Coleman, Changeis
Brittany DeVries, SpartanNash
Adrienne DerVartanian, Senior Counsel, National Women's Law Center
Corey Dungey, Holcim
Jenny Fall, Women In Trucking
Nakia Ford, 3btesting
Marti Gray, CM LogistiX Inc
Deborah Hamrick, Orion DOT
Eric Hanson, J & M Tank Lines Inc.
Dan Horvath, ATA
Michelle Kitchin, Driver, Real Women In Trucking
Jay Grimes, Director of Federal Affairs, Owner-Operator Independent Drivers Association (OOIDA)
Shawnae Howard, TXPDWN Logistics LLC
Kelli Jacobs, Ruan Transportation
Callie Johnson, Self
Shantiel Laws, Laws Family Logistics LLC
Lashondra Marshall, Official Trucking
Jill Maschmeier, National Carriers
Paola Mathews, Self
Nathan Mehrens, Workforce Policy Manager, American Trucking Associations
Ahsh Murphy, BTM
Tyler Pieper, Communications Specialist, Changeis
Angel Randolph, SHE Trucking Foundation
Gloria Resto, Stone Work Pool and Spa LLC
Stacy Reinsel, Covenant
Narria Rice, Owner, Transenergy CDL Academy
Cassandra Richardson, CJ&G Logistic Enterprise
Amanda Rojas, Bumper To Bumper Easy CDL
Jill Schultz, Subject Matter Expert, JJ Keller & Associates
Shanna Sellers, She Trucking
Rachel Sladin, MarshMcLennan Agency
Saadi Smith, Self
Briana Stewart, Driver, She Trucking
Perryn Stewart, Astrum Logistics LLP
Sara Stickler, WTS International
Melissa Szefi, FedEx Ground



Jim Taber, Arrow Truck Sales
Norita Taylor, Public Relations Director, OOIDA
Lindsay Trent, Next Generation in Trucking Association
Tina Troy, Vulcan Materials Company
Cindy Turnstall, Member, She Trucking
Ellen Voie, Founder, Women in Trucking Association, Inc.
Rachel Walman, Changeis
Chinita Webb, IAW Properties
Toni Williamson, Self
Ryan Witkowski, Staff Writer, Land Line Magazine

REMARKS AND COMMITTEE ACTION

Shannon Watson, DFO, Kala Wright, Director of External Affairs, and Joyce Brenny, WOTAB Chair, welcomed everyone. Ms. Watson introduced FMCSA Deputy Administrator Earl Adams, who provided remarks. WOTAB members then introduced themselves.

Members approved the June 29, 2023, meeting minutes unanimously.

PIONEERING WOMEN IN TRUCKING

Elisabeth Barna, Principal/Founder, EAB Strategies, LLC, shared her personal career story and vision for how trucking can become a more attractive and practical career for women. Ms. Barna described how her principles guided her journey toward her career goals and recommended best practices for women in the industry.

Presentation: Demographics of the CMV Workforce

Kimberly Lambert, Chief, Strategic Planning and Program Evaluation Division, FMCSA
During previous meetings, WOTAB asked for demographic information of CDL holders. Ms. Lambert presented summary statistics of drivers using data sources including the commercial driver's license information systems (CDLIS) and Bureau of Labor Statistics (BLS). Summary findings comparing CDL holders to the overall U.S. labor force focusing on included age, sex, marital status, disability, veteran status, immigrants, and limited English proficiency. WOTAB members identified data gaps in these populations and recommended inclusion of Trans drivers, women, or minority-owned companies and related data as well as the potential use of clearinghouse data to support more granular and reliable details to include in this dataset.

Begin consideration of Task 23-3, Opportunities to Enhance Trucking Training, Mentorship, Education, and Advancement and Outreach Programs To Increase the Number of Women in the CMV Industry

WOTAB deliberated on Task 23-3, in which FMCSA requests WOTAB to provide feedback to the Agency regarding opportunities that enhance commercial motor vehicle (CMV) driver training, mentorship, education, and advancement and outreach programs that would increase the number of women in the CMV industry.



Discussion Points

- WOTAB discussed the need to focus on women drivers already in the industry and not only recruitment into the industry.
- WOTAB discussed underserved populations that could benefit from an introduction to trucking. These groups include indigenous communities, veterans, and prisons.
- WOTAB discussed training in terms of standardization while keeping up with changes in technology. In addition to opportunities for apprenticeship and support from established women organizations within and outside of the trucking industry.

Discussion: Options for Preparing WOTAB Final Report

Chair Brenny and Shannon Watson reviewed how the WOTAB final report will be prepared, organized as each meeting presented as a different chapter. Chair Brenny chose members of WOTAB to create a subcommittee with the purpose of compiling information for the meetings and creating a final draft for all WOTAB members to review at future meetings. Subcommittee members include Joyce Sauer Brenny, Dianne McNair-Smith, Kellylynn McLaughlin, Sharae Moore, Soledad Munoz Smith, and Nicole Ward.

PUBLIC COMMENTS

Lindsay Trent president and co-founder of Next Gen Trucking Association expressed how much she appreciated being able to listen to the meeting, acknowledging the incredible things WOTAB is doing. Next Gen Trucking assists in bringing young people from rural and urban areas into high skill trucking jobs. It is not just filling out a job application but also talking with school counselors, to change their mindset in considering trucking as an industry where women can succeed. Providing tools for others to create touch-a-truck events and encourage carriers to host and give flyers out at the event that talk about women and their success in the industry. Trucking is a career, and each person and carrier has a voice in the trucking community.

Michelle Kitchin of Real Women in Trucking has been driving accident-free since 1988 and would like to see public service announcements (PSA) to recruit more women. She asks if it is responsible to refrain from acknowledging problems with safety, lack of well-lit parking, harassment, and abuse. She questions whether it is fair only to tell them the good part of the career without mentioning the potential hazards. Not knowing can provide misinformation and create problems with little evidence that attempts has been made to make changes for the better.

Ingrid Brown of Rollin' B LLC expressed her gratitude for each board member and looks forward to WOTAB's work coming to fruition.

Narria Rice, Owner of Transenergy CDL Academy, an approved Workforce Innovation and Opportunity Act (WIOA) vendor with high recruitment, acknowledged that there is a challenge in getting CDL training especially when funding is not available. Giving potential drivers the names of companies who may be able to sponsor them could be helpful in keeping them moving into the industry. Career centers could also serve as a potential resource to complete applications.



Stephani Clevenger-Murphy of the Public Utilities Commission of Ohio works with new entrant audits and with new carriers who ask what they should do to recruit new drivers. Ms. Clevenger-Murphy hears from drivers who are looking for jobs and carriers that are looking for drivers but cannot connect them. Were auditors to give carriers and drivers a space where they can list information for the others, connections would be easier to make. It is important for new drivers to know that consultants can take advantage of them.

ADJOURNMENT

Ms. Watson thanked the members for their contributions and provided additional logistical information for future meetings. Chair Brenny thanked everyone and adjourned the meeting at 4:06 p.m.

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, DFO