



## Meeting Minutes October 26, 2023

FMCSA's Women of Trucking Advisory Board (WOTAB) met on October 26, 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 10:05 a.m. on October 26, 2023.

The following individuals attended the meeting:

### **WOTAB MEMBERS**

Joyce Sauer Brenny, Chair; Founder and President, Brenny Transportation, Inc. (Independent Owner/Operator)

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)

Erin Ducharme, CFO, H&L Bloom/Bloom's Bus Lines (Motorcoach)

Laura Duryea, Manager of Recruiting, Retention, and Driver Development, Boyle Transportation (Medium Carrier)

Alexandra Rosen, Director of Legislative Affairs, American Trucking Associations (ATA) (Trucking Association) - surrogate

Kellylynn McLaughlin, Professional Driver, Clean Harbors (Female Driver)

Sharae Moore, Founder/President, SHE Trucking Foundation (Trucking Association)

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

Stephanie Chase, Volpe Center, US DOT

Justine Chen, Writer/Editor

Evangela Hollowell, Equity Program Analyst

Nicole Katsikides, Senior Transportation Specialist

Kimberly Lambert, Chief, Strategic Planning and Program Evaluation Division

Wendy Liberante, Director, Office of Policy, Strategic Planning, and Regulations

Kim McCarthy, Senior Attorney

Larry Minor, Associate Administrator for Policy

Jonathan Mueller, Chief, Research Division

Julianne Schwarzer, Volpe Center

Eran Segev, Volpe Center

Cicely Waters, Director, Office of Communications

Samuel White, Engineering Psychologist

Kala Wright, Director, External Affairs

### **OTHER ATTENDEES**

Nikki Angeles, Safety Compliance Specialist, Super Transport International LTD

Charles Austin, Assistant Director for Training and Grants, International Brotherhood of Teamsters



Pamela Baker, Co-Owner, Masters of Motion  
Gail Barnes, Technical Solutions Engineer ELD Specialist, Verizon Connect  
Latuana Blair, Premier10 Logistics and Transportation  
Wendy Bowser, Driver  
Ingrid Brown, Rollin' B LLC  
Satnam Bussan, President, Zoom Financial Inc  
Debbie Calkins, Secretary-Treasurer, Principal Officer, Teamsters Local 533  
Charity Coleman, Changeis  
Natasha Cruz, Driver  
Shannon Currier, Director of Philanthropy, St Christopher Truckers Relief Fund  
Adrienne DerVartanian, Senior Counsel, National Women's Law Center  
Karen Dove, Executive Director, ANEW  
Brian Everett, Strategy/Group Publisher, Women In Trucking Association  
Jenny Fall, Women In Trucking  
Frankie Faulk, Driver, Nile Jewel LLC  
Jamie Hamm, Vice President of Safety and Compliance, Werner Enterprises  
Eric Hanson, Vice President of Human Resources, J & M Tank Lines Inc.  
Deana Hedrick, Senior Manager, Fleet Compliance, Walmart  
Cathy Holmes, Driver  
Abigail Huffman, Research Analyst, ATRI  
John Hurd, Workforce Development Specialist, Lakeside Industries  
Shenika Kimbrough, Owner, iTrucking  
Jay Grimes, Director of Federal Affairs, Owner-Operator Independent Drivers Association (OOIDA)  
Cheri Lipps, Apprenticeship Coordinator, Alaska Teamster Employer Service Training Trust  
Katherine Lowe, Director of Human Resources, Sapphire Gas Solutions  
Anne-Marie Michel, Photographer/Producer, Sisters of the Road LLC  
Howishia Mcfadden, Executive Director, Healthy Truckers Matter  
Nathan Mehrens, Workforce Policy Manager, American Trucking Associations  
Kelley Miles, Dispatcher, Kenny's Daughters  
Lana Nichols, Vice President, Women In Trucking Association  
Tyler Pieper, Changeis  
Tricia Porter, CEO, Perch  
Dr. Tina J Ramsay, CEO, CTR Media Network  
Emily Rankin, Government Affairs Policy Analyst, Northwest Seaport Alliance  
Cassandra Raposo, Changeis  
Takeia Redden, Owner, Expeditiously Trucking LLC  
Peter Romer-Friedman, Principal, Peter Romer-Friedman PLLC  
Emily Sery, Attorney, Crusier, Mitchell, Novitz, Sanchez, Gaston & Zimet, LLP  
Nicole Shierk, Special Projects & Software Integrations Manager, Storey Trucking Company  
Belinda Smith, Owner, KCE Trucking LLC  
Karli Smith, Director of Transportation Compliance (Telematics & Safety), Clean Harbors  
Terry Soulsby, Senior Manager Global Logistics & Customs, Nordion (Canada) Inc.  
ReShonda Spears, DOT Compliance Manager, Roush Industries  
Landon Stamper, Staff Writer, National Star Route Mail Contractors Association  
Olivia Storz, Program Specialist, FUTURES Without Violence



Alisha Stout, Senior Analyst, Walmart  
Anne Strauss-Wieder, Director of Freight Planning, North Jersey Transportation Planning Authority  
Norita Taylor, Public Relations Director, OOIDA  
Cindy Turnstall, Member, She Trucking  
Amy Walker, Director of transportation, Sapphire Gas Solutions  
Rachel Walman, Changeis  
LaShanta Witherspoon, Owner, LLG Transportation Consultants LLC  
Lateasha Witherspoon, Compliance Consultant, LLG Transportation Consultants LLC  
Ryan Witkowski, Staff Writer, Land Line Magazine  
Desiree Wood, President, REAL Women in Trucking

## **REMARKS AND COMMITTEE ACTION**

Shannon Watson, DFO, and Joyce Brenny, WOTAB Chair, welcomed everyone and gave an update on the WOTAB report subcommittees' progress and next steps. WOTAB members then introduced themselves.

Members approved the August 14, 2023, meeting minutes unanimously.

### **Pioneering Women in Trucking**

Rebecca Brewster, President, and Chief Operating Officer American Transportation Research Institute (ATRI) shared her personal journey in trucking. Ms. Brewster described how her experiences in the trucking industry led to her vision of opportunities in research and data to best identify solutions in making the trucking industry a safer place for every driver.

### **Presentation: Teamsters Apprenticeship Program and its Benefits for Women Drivers**

A presentation was provided to WOTAB on a variety of inclusive programs addressing gender disparity, creating a more equitable workforce, and advancing support of women to succeed in trucking. Presenters included Karen Dove, Executive Director, Apprenticeship and Nontraditional Employment for Women (ANEW); Ricardo Lopez, Director, WA/ID Heavy Construction Apprentice Program; Andrea (Annie) Grillo, Lakeside Industries, Washington, Member, Local 174 Debbie Calkins, Secretary-Treasurer and Principal Officer, Local 533. WOTAB members asked how to apply the Teamsters' success to smaller organizations who want a similar impact. WOTAB members reinforced the need for mental health opportunities in the programs to better serve the wellbeing of women drivers.

### **Consideration of Task 23-4, Examining Ways in Which Trucking Companies, Non-Profit Organizations, Training and Education Providers, and Trucking Associations May Coordinate Functions to Facilitate Support for Women Pursuing Careers in Trucking**

WOTAB deliberated on Task 23-4, in which 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 asked 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.



## Discussion Points

- WOTAB discussed the need to provide opportunities for associations supporting women and minorities to network.
- WOTAB discussed creating a centralized, easy-to-use website, or portal, as a resource for women in and interested in the CMV industry.
- WOTAB discussed ways to create programs for retaining women drivers who no longer wish to drive pursue other opportunities within the industry.
- WOTAB recommends the establishment of industry requirements addressing physical safety, security, parking and restroom availability and access.

## **PUBLIC COMMENTS**

Olivia Storz, FUTURES Without Violence, encourages FMCSA to improve its current dataset on gender-based violence and harassment. To understand the issues across the lifestyle of a trucker in the industry, from training to truck stops to motel and hotel arrangements, sleeping arrangements are an important data category. Ms. Storz expressed the need to improve policy and practice to ensure adequate inclusion of gender-based violence and harassment training in any certification program for preventive measures.

Desiree Wood, president, REAL Women in Trucking, expressed the need for comprehensive sexual misconduct training for new students and trainers. Without mandated training there is a lack of education about Title VII in the trucking industry. Ms. Wood shared an example of a recent Facebook post from a young woman who had been sexually assaulted by her trainer, seeking advice on how to get a new trainer without reporting it. Ms. Wood emphasized that this example illustrates the need for immediate solutions in the trucking industry.

Anne-Marie Michel, photographic artist, Sisters of the Road LLC, described her trucker woman touring exhibition that includes a series of portraits of forty American trucker women and their stories. Ms. Michel has published the collection in a book. The exhibition comes to the United States in March 2024 during Women's History Month as a touring exhibition on the back of a semi-truck.

Cheri Lipps, Apprenticeship Coordinator for the Alaska Teamster Employer Service Training Trust, shared that the first construction truck driver apprenticeship program for the teamsters was created in 2000. Many women in the trucking industry are in construction and the issues discussed in WOTAB affect them as they do women throughout the industry. Ms. Lipps expressed her appreciation for WOTAB.

Adrienne DeVartanian, Senior Counsel, National Women's Law Center, highlighted the public comment submitted by The National Women's Law Center, REAL Women in Trucking and the law firm of Peter Romer-Friedman, submitted to address the serious problem of sexual harassment in the trucking industry. Specifically, same-sex training policies cannot be a solution to addressing discrimination in trucking. Ms. DeVartanian noted that same-sex training policies are discriminatory and constitute unlawful disparate treatment because they expressly turn to the sex of the applicant and cause women to have their employment denied or delayed.

Norita Taylor, Public Relations Director, OOIDA, expressed support for WOTAB and commended committee members for discussing many important issues in the trucking industry. Ms. Taylor directs members and the public to OOIDA's full submitted comment and highlighted



the issues concerning parking shortage, lack of broker transparency and restroom access. OOIDA welcomes all professional long-haul drivers, not just owner-operators, into its association.

Peter Romer-Friedman, attorney, Peter Romer-Friedman PLLC, addressed a class action lawsuit as an involved party in filing with the Equal Employment Opportunity Commission against Stevens Transport. According to Mr. Romer-Friedman, only allowing women to train with other women and not giving women the choice of trainer is illegal and considered discriminatory except with the Bona Fide Occupational Qualification. Mr. Romer-Friedman cautioned any company considering engaging in this practice to be fearful of lawsuits and liability from women denied opportunities.

Pamela Baker, co-owner, Masters of Motion, started her own trucking company earlier this year. She has partnered with several different companies that offer safety training for truckers, and from those partnerships offers her services in developing applications discussed during today's WOTAB meeting.

Tricia Porter, CEO, Perch, addressed her comments to the portal idea discussed by WOTAB members, stating that it should not be designed to be exclusive to just women. Instead, there should be a tab or link in the portal specifically for women but it should be designed for every member of the trucking industry.

## 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 4:22 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