



**Meeting Minutes
November 13, 2023**

FMCSA's Women of Trucking Advisory Board (WOTAB) met on November 13, 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.

The following individuals attended the meeting:

WOTAB MEMBERS

Joyce Sauer Brenny, Chair; Founder and President, Brenny Transportation, Inc. (Independent Owner/Operator)
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)
Kellylynn McLaughlin, Professional Driver, Clean Harbors (Female Driver)
Soledad Munoz Smith, Munoz Trucking (Small Carrier)
O'Sheauna Parker, Professional Driver, Haul (Woman Driver)
Emily Plummer, Professional Driver, Prime Inc. (Female Driver)
Alexandra Rosen, Director of Legislative Affairs, American Trucking Associations (ATA) (Trucking Association) - Surrogate
Nicole Ward, Co-owner, African American Women Trucking Association (Non-Profit)

FMCSA AND OTHER GOVERNMENTAL REPRESENTATIVES

The Honorable Robin Hutcheson, Administrator, FMCSA
Shannon L. Watson, Senior Advisor and DFO, WOTAB
Jania Gomez Almanzar, Women's Bureau, U.S. Department of Labor
Stephanie Chase, Ph.D., Volpe Center
Justine Chen, Writer/Editor
Nicole Katsikides, Ph.D., Senior Transportation Specialist
Kimberly Lambert, Chief, Strategic Planning and Program Evaluation Division
Larry Minor, Associate Administrator for Policy
Julianne Schwarzer, Volpe Center
Eran Segev, Volpe Center
Kala Wright, Director, External Affairs

OTHER ATTENDEES

Lola Avina, Insurance Agent, Avina's Insurance Services Inc
Lillianna Byington, Reporter, Bloomberg Government
Ashley Brooking, Recruiter, Gemini Motor Transport
Meghan Claussen, Account Executive, Northland Insurance
Charity Coleman, Changeis
Jay Darby, Senior Program Manager, Amazon
Sarah Fina, Lead Accountant, Bulk Insurance Group



Noel Fletcher, Government Reporter, Transport Topics
Kameel Gaines, CEO, Rig On Wheels
John Gallagher, Senior Editor, FreightWaves
Yvonne Glover, Director of Operations, Tyler Technologies
Tasha Hairston Springs, CEO, Mindfully Aware Driving Solutions
Kendra Hems, President, Trucking Association of New York
Abigail Huffman, Research Analyst, American Transportation Research Institute
Zaheer Iqbal, Program and Education Analyst, Tyler Technologies
Lori Johnson, Senior Consultant, Fleetworthy Solutions
Kim Jones, Owner, Jones Freight Lines
Natasha Jones, CEO, HD Screening and Laboratory
Ed Kimes, CDL Instructor, Eastern Wyoming College
Nicole Luther, Director of Transportation, Contract Services
Carol McClellan, Driver Relations Coordinator, May Trucking Company
Cristina Morrow, Fleet Manager, C&G Energy Services
Tiffany Wlazlowski Neuman, Vice President of Public Affairs, NATSO
Jordan Collins, COO, Wynn Logistics LLC
Tyler Pieper, Changeis
Stephanie Plummer, Operations Manager, RSP Trucking
Cassandra Raposo, Changeis
Jill Schultz, Senior Editor, J.J. Keller & Associates
Peggy Seeley, Safety Director, Churchill Transport Inc.
Landon Stamper, Staff Writer, National Star Route Mail Contractors Association
Olivia Storz, Program Specialist, FUTURES Without Violence
Norita Taylor, Public Relations Director, OOIDA
Ellen Voie, Founder, Women In Trucking Association, Inc.
Tomika Willis, Director, TDS Trucking, Training & Technology LLC
Ryan Witkowski, Staff Writer, Land Line Magazine

REMARKS AND COMMITTEE ACTION

Shannon Watson, DFO, and Joyce Sauer 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 October 26, 2023, meeting minutes unanimously.

A Visit with Administrator Robin Hutcheson

Administrator Hutcheson expressed her admiration for the WOTAB committee members who are inspired to speak truth to the issues raised and unafraid to take a stand to fight the battle for women in the trucking industry. WOTAB is a powerful group of women bringing passion through their voices and time on this committee. Administrator Hutcheson expressed her appreciation of WOTAB's discussions to highlight important issues surrounding crime towards women and need for safety measures, and the importance of recruitment and retention throughout the trucking industry. The Administrator thanked her FMCSA team comprising Shannon Watson, Kala Wright, and Larry Minor, the Volpe team for facilitation, and Joyce Sauer Brenny's commitment as WOTAB chair.



Consideration of Task 23-5, Review of Drafting Subcommittee Recommendations for Report to the FMCSA Administrator

Nicole Ward, Drafting Subcommittee Chair, presented the subcommittee's recommendations for WOTAB's consideration. Known as Task 23-5, FMCSA requested that WOTAB review the Drafting Subcommittee's report and provide feedback on its recommendations for inclusion in the report to the FMCSA Administrator. The document includes recommendations organized by the following topics:

- Priority Recommendations to the Government and Private Sector
- Accountability and Reporting Harassment/Assault/Discrimination
- Recruitment and Retention of Women for the CMV Industry
- Increasing Opportunities for Mentoring Women in the CMV Industry
- Training
- Women's Quality of Life
- Development of a Portal for Women Active in the CMV Industry

WOTAB completed its deliberations and finalized the recommendations, approving them unanimously by voice vote. Once signed by the chair and submitted to the Administrator, FMCSA will post the recommendations at www.fmcsa.dot.gov/wotab.

PUBLIC COMMENTS

Cristina Morrow (C&G Energy Services) expressed her excitement in seeing advocacy for women in the trucking industry. Ms. Morrow has three daughters, and entering the industry was not her plan 12 years ago. Listening to the discussions about the difficulty of getting a Commercial Driver's License, she relates to the struggle of being a single parent working towards a CDL. Ms. Morrow also expressed appreciation of the discussion surrounding experiences with retaliation.

Tasha Harrison Springs (Mindfully Aware Driving Solutions) expressed her appreciation for everything WOTAB has done. Ms. Springs works in the trucking industry and listening to and learning from WOTAB has made her more excited to be part of the industry. Ms. Springs wanted to be a truck driver when she was 19 but there was no childcare available to her at the time. Hearing that there may be options coming for others who need childcare to enter the industry is exciting.



ADJOURNMENT

Ms. Watson thanked the members for their contributions over the course of the WOTAB's deliberations. She advised WOTAB that once its report is submitted to the Administrator, FMCSA must draft its own report to Congress providing WOTAB's recommendations and FMCSA's actions and reactions to the recommendations. When WOTAB will be called back into session to review FMCSA final draft. Chair Brenny thanked everyone and adjourned the meeting at 4:11 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