



EMPOWERING WOMEN IN TRANSPORTATION EMPOWERS ALL WOMEN

MobilityXX is galvanizing the broader transportation industry to take meaningful action to increase the number of women in the transportation workforce by 10% in 10 years. By signing the MobilityXX Pledge, your organization commits to completing two or more of the following action items by September 2022 and to participate in quarterly peer exchanges to share progress and lessons learned. As part of the Pledge, your company is offered participation in a series of equity and diversity training and education programs, as well as industry recognition.

Diversity, Equity, & Inclusion (DEI) Resolution

- Develop and publish a unique resolution displaying your company's dedication to diversity, equity and inclusion and why it is integral to the mission of your workplace.

Diversify Your Panels

- Require diversity among the speakers for any panels and programming in which you participate or plan, starting with at least one woman for all panels. Go one step further and require participation of at least one additional panelist from a diverse background.

Pipeline & Hiring Panel Pledge

- Include at least two qualified diverse candidates in the interview process for any manager position or higher and commit to having at least two diverse employees present in all interview panels.

Strategically Share Job Opportunities

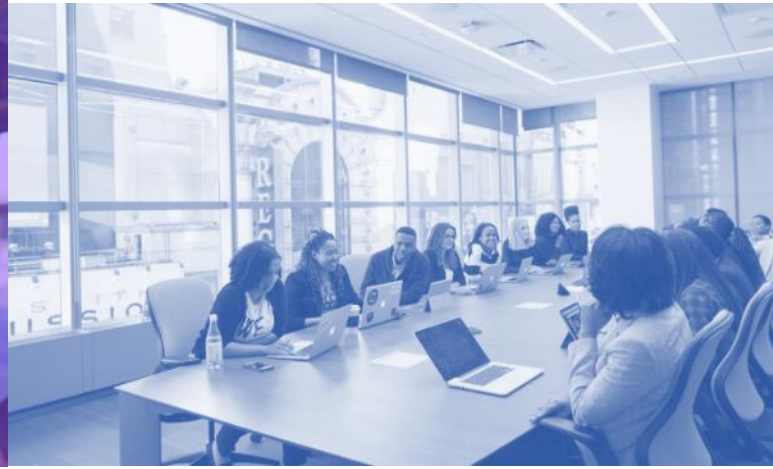
- Commit to posting job announcements in the WTS International Career Center and select a featured job package to attract qualified female candidates and solicit a diverse workforce.

Rethink Recruiting

- Hold interactive recruiting events in person and online and be sure to include social media. Build partnerships with local organizations and schools to recruit diverse candidates.

Create a C-Suite Sponsorship Program

- Commit to establishing a robust sponsorship program within your organization, with the support and involvement of male and female colleagues, with the goal of building women leaders.



Board Leadership Pledge

- Commit to increasing the female representation on your organization's Board by 10% *#10in10*.

Company Leadership Pledge

- Commit to increasing the female representation on your organization's Executive Leadership by 10% *#10in10*.

Diversity/Inclusion Officer

- Establish a diversity and inclusion officer or champion within your company who is a member of the executive team.

Employee Resource Groups

- Establish employee resource groups (ERGs) within your organization, that include leadership, where women and other underrepresented employees can meet to discuss challenges and business hurdles and share their thoughts and experiences in a safe space.

Internship or Fellowship Program

- Create an internship or fellowship program to introduce students to transportation with a focus on attracting and recruiting women and candidates with diverse backgrounds.

Host a Diversity & Inclusion Workshop

- Host a diversity and inclusion workshop for employees and include executive leadership.

Create Your Own Action

- Organizations may submit their own meaningful action to attract, retain or elevate female and diverse employees that is not already represented on this list.

MOBILITYXX | #10in10

The Intelligent Transportation Society of America (ITSA) | www.itsa.org

Women in Transportation (WTS) | www.wtsinternational.org

The Ray | www.theray.org

Center for Automotive Diversity, Inclusion & Advancement (CADIA) | www.automotivediversity.org

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Presenting sponsor of MobilityXX