



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 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.

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.

Baseline Your Organization

- Develop a diversity and gender analysis of your organization to include entry level and management positions, senior leadership, and board presentation, to be analyzed annually to measure progress.

Accountability and Collaboration Partnerships

- Require organizations and companies that your organization works with to share their diversity and gender make-up including entry level roles, management positions, senior leadership, and board. Pledge to spotlight or even increase the percentage of diverse or women-owned businesses with whom you work or contract.

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.

Remove Gender Bias from Job Descriptions

- Commit to reviewing and redeveloping job postings and roles that include subtle linguistic gender-coding or reinforces unconscious bias, discouraging diverse job applicants or even influencing the selection process.

Strategically Share Job Opportunities

- Commit to posting job announcements in the [WTS International Career Center](#) and select the MobilityXX 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 organization 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.

Expand Your Transportation Insights

- Sponsor gender-inclusive research, planning studies and outreach that includes collection of traditional and lived experience data

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