



Advancing women
Advancing transportation
> Washington DC

2023 ANNUAL REPORT

WTS WASHINGTON, DC CHAPTER

FINAL

VERSION DATE: DECEMBER 2024

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Chapter Board and Advisors

Officers				
President Katie Kraft, <i>Thompson Coburn LLP</i>	Vice President Sophie Guiny, <i>InfraStrategies</i>	Treasurer Cerasela Cristei, <i>EXP</i>	Secretary Ellie McCurdy, <i>WMATA</i>	Immediate Past President Neela Babu, <i>MDOT</i>
Committee Chairs, Deputy Chairs, and Volunteers				
Communications, Newsletter and Social Media Co-Chairs Morgan Bassford, <i>WMATA</i> Katie Masetti, <i>Mead & Hunt</i>	Corporate Relations and Program Sponsorship Co-Chairs Shelley, Johnson, <i>Epstein Creative</i> Nadiya Kutishcheva, <i>Foursquare ITP</i>		Diversity Chair Audra Bandy, <i>FHWA</i> Deputy Chair Deepika Fields, <i>Stantec</i>	
Holiday Party Chair May ElKhattab, <i>Burns Engineering</i> Deputy Chair Chetna Sinha, <i>Gannett Fleming</i>	Legislative Chair Robyn Jackson, <i>DDOT</i> Deputy Chairs Roxanne Feige, <i>Atkins Global</i> Kerry O'Hare, <i>O'Hare Infrastructure Strategies</i>		Membership Chair Adrienne Ameal, <i>Kimley-Horn</i> Deputy Chairs Rachel Hensler, <i>Kimley-Horn</i> Rebecca Sulla, <i>Kimley-Horn</i>	
Mentoring Co-Chairs Ruochang Huang, <i>Jacobs Engineering</i> Ann McGrane, <i>NVTC</i>	Professional Development Chair Khatereh Vaghefi, <i>Parsons</i> Deputy Chair Madonna Gadelseed, <i>Dewberry</i>		Program Logistics Co-Chairs Elizabeth Patel, <i>FHWA</i> Shelley Wynne, <i>Dewberry</i>	
Recognitions Chair Jamie Rosen, <i>WMATA</i> Deputy Chair Emily Hinkson, <i>HNTB</i>	Scholarship and Fundraising Chair Alanna McKeeman, <i>Foursquare ITP</i> Deputy Chair Regis Stinson, <i>Dewberry</i>		Transportation YOU Chair Barbara Moreno, <i>WSP</i> Deputy Chair Laura MacNeil, <i>DDOT</i>	
Advisors				
Avital Barnea, <i>LA Metro</i>	Brittney Gick, <i>Texas A&M Transportation Institute</i>	Susan Gygi, <i>WSP</i> Jamie Rennert, <i>FRA</i>		

WTS-DC 2023-2024 Corporate Members

Thank you to the WTS-DC 2023-2024 Corporate Members! Your support helps sustain our chapter, including the programming and scholarships we offer!

2023-2024 WTS Washington, DC Chapter Corporate Members

THANK YOU

GOLD LEVEL

HNTB | AMERICAN ASSOCIATION OF STATE HIGHWAY AND TRANSPORTATION OFFICIALS | AASHIO | APTA American Public Transportation Association

ARUP | Transurban | THOMPSON COBURN LLP

Jacobs | HDR | GANNETT FLEMING

SILVER LEVEL

AtkinsRéalis | Mead & Hunt | vhb | WRA

Dewberry | ITS AMERICA | Burns

AECOM | Kimley»Horn | WSP

BRONZE LEVEL

Foursquare ITP | tyler | VOLKERT

Guidehouse | stv | InfraStrategies

ALPHA CORPORATION | BOEING

W/MDBE/SWaM

PrimECS | epstein creative group

SENSIS | Delon Hampton | RVB&A

WTS Advancing women
Advancing transportation
Washington DC

President's Message

Dear WTS-DC Chapter Members and Friends,

As I reflect on the achievements and milestones of our chapter over the past year, I am filled with immense pride and gratitude. The dedication and hard work of our members, committees, and leadership have been truly outstanding. I want to extend my heartfelt thanks to each and every one of you for your unwavering support and commitment.

This year, we have successfully delivered a diverse range of professional development programs, networking events, and educational initiatives, all in pursuit of our mission to advance women and transportation in the Washington, DC region. Our members had the invaluable opportunity to connect with local and regional leaders through both virtual sessions and in-person gatherings. Engaging with prominent figures such as Sharon Kershbaum, Katie Thomson, and Randy Clarke enriched our knowledge and fostered meaningful connections within our community.

Our commitment to professional growth was clearly evident through our programming and scholarship efforts. We were honored to host leaders in the transportation industry who generously shared their insights with our members. Collaboration remained a cornerstone of our chapter's activities, as we partnered with fellow transportation and professional organizations to offer programming on crucial topics such as transportation policy, sustainability, and diversity and inclusion. These partnerships have broadened our reach and amplified our impact.

The efforts of our Scholarship Committee were particularly noteworthy. Through their hard work, we raised \$18,500 to support our scholarship program. In December, we awarded \$24,000 in scholarships to eight deserving young women pursuing careers in transportation.

Our Mentoring and Transportation YOU programs have continued to thrive, hosting our largest cohort of mentor-mentee pairs to date and engaging high school students to introduce them to the exciting possibilities within the transportation industry. These initiatives are essential in nurturing the next generation of transportation leaders.

As has become our tradition, we closed the year with our annual Holiday Party, where nearly 300 members and friends gathered at Hotel Monaco to celebrate the season and our shared commitment to the transportation industry. We were honored to be joined by many industry leaders.



I am immensely proud of what our chapter has accomplished this year, and I attribute our success to the tireless efforts of our 12 board committees. Their dedication to organizing events, fostering diversity and inclusion, providing mentorship, and recognizing local leaders has been exceptional. It is no surprise that our chapter received the Gold Circle of Excellence Award from WTS International.

Finally, I extend my deepest thanks to our members, corporate supporters, and friends for your continued commitment to WTS-DC. Your support is invaluable and drives our mission forward. To our advisors, board members, and Executive Board, your dedication and contributions have been instrumental in our achievements.

As we look to the future, I am filled with excitement and optimism. Together, we will continue to advance women and transportation, embracing professionalism, inclusion, and collaboration as we shape the future of the transportation industry in the Washington, DC region.

Thank you for a remarkable year, and here's to many more achievements ahead!

With gratitude and anticipation,

Katie Kraft
2023 WTS-DC Chapter President

Treasurer's Report

Table 1. Operations Budget as of December 31, 2023

Revenues	Actual 2023
Holiday Party Revenues	\$6,000.00
Corporate Relations and Program Sponsorship: Corp. Memk Dues	\$29,000.00
Corporate Relations and Program Sponsorship: Program Sponsorship	\$500.00
Diversity Committee Revenues	\$0.00
Legislative Committee Revenues	\$0.00
Membership Committee Revenues	\$13,380.00
Professional Development Committee Revenues	\$0.00
Recognition Committee Revenues	\$0.00
Mentoring Committee Revenues	\$0.00
Other Programs Revenues	\$8,040.00
Total Revenues	\$57,945.00

Expenses	Actual 2023
Holiday Party Expenses	\$14,322.00
Communications/Outreach Expenses	\$1,308.00
Corporate Relations and Program Sponsorship Committee Expenses (to Scholarship Fund)	\$3,125.00
Corporate Membership Expenses (to WTS International)	\$0.00
Diversity Committee Expenses	\$0.00
Legislative Committee Expenses	\$0.00
Membership Committee Expenses	\$3,200.00
Professional Development Committee Expenses	\$5,528.00
Program Logistics Committee Expenses	\$225.00
Mentoring Committee Expenses	\$570.00
Recognitions Committee Expenses	\$0.00
Scholarship and Fundraising Committee Expenses	\$0.00
Transportation YOU Committee Expenses	\$900.00

Expenses	Actual 2023
Other Program Expenses	\$17,749.00
Administrative Expenses	\$3,509.00
2023 WTS International Conference and Leadership Training Expenses	\$5,898.00
Total Expenses	\$56,334.00

Table 2. 2023 Balance Sheet

Balance Sheet	January 1, 2023	December 31, 2023
Cash Balance:	\$205,418.22	\$132,209.83
Other Assets:		
Cash Reserve Account	\$45,464.36	\$95,742.00
PayPal	\$5,960.19	\$14,318.89
Accounts Receivables:	\$0.00	\$0.00
Accounts Payable:	\$0.00	\$0.00
Ending Balance	\$256,842.77	\$242,270.72

Table 3. 2023 WTS-DC Scholarship Fund

Scholarship Fund	Balance
Starting Balance	\$55,902.59
Total Amount Raised	
2023 Corporate Member 10% Allocation	\$3,125.00
2023 Transportation Rock Stars	\$0.00
2023 Sponsored Scholarships	\$18,500.00
2023 Holiday Party Scholarship Donations (Scholarship Tree)	\$2,300.00
Individual Contributions	
Total Amount Distributed	\$24,000.00
Ending Balance	\$55,827.59

Executive Board

The WTS-DC Executive Board is comprised of five members: President, Vice President, Treasurer, Secretary, and Immediate Past President. In 2023, the officers serving on the board were:

- President: Katie Kraft
- Vice President: Sophie Guiny
- Treasurer: Cerasela Cristei
- Secretary: Ellie McCurdy
- Immediate Past President: Neela Babu

As President, Katie Kraft guided and led the organization. She set goals and objectives for the organization in conjunction with the Executive Board and the members. Katie was also responsible for presiding at meetings and events, and for communicating with the board and the membership. In general, the president provides leadership and direction for WTS-DC and has the authority to sign official documents on behalf of the organization.



Photo 1. Katie Kraft, WTS-DC President



Photo 2. Sophie Guiny, WTS-DC Vice President

As Vice President, Sophie Guiny supported the President. She was also responsible for organizing meeting invitations and sending out the agenda prior to board meetings and the annual meeting. The Vice President oversees programming for the chapter, which includes coordinating with other committees on topics, dates, times, and locations for events.



*Photo 3. Cerasela Cristei,
WTS-DC Treasurer*

As Treasurer, Cerasela Cristei had charge and custody of the WTS-DC accounts, both for the operations account and for the scholarship account. She was responsible for coordinating the budget, preparing monthly financial reports, preparing the annual financial reports, handling all donations, and maintaining financial records. In addition to the President, the Treasurer has the authority to sign contracts and invoices on behalf of the chapter.



*Photo 4. Ellie McCurdy,
WTS-DC Secretary*

As Secretary, Ellie McCurdy served as the guardian of all WTS-DC Corporate records. She was responsible for keeping the minutes for all meetings and for maintaining the website.

As Immediate Past President, Neela Babu served as an advisor to the Executive Board and a historian of previous chapter activities. She was also the chapter representative to the WTS Northeast Region Council.

The Executive Board collectively works to make decisions pertaining to running the chapter. All five officers work together to check in with committees, recruit volunteers for the Board, engage with members, and act as ambassadors for WTS-DC.



*Photo 5. Neela Babu,
WTS-DC Immediate Past
President*

Board Meetings

In 2023, WTS-DC board meetings were held on the following dates:

- Tuesday, February 21
- Tuesday, March 14
- Tuesday, April 11
- Monday, May 8
- Tuesday, June 13
- Tuesday, July 11
- Tuesday, August 8
- Tuesday, September 12
- Tuesday, October 10
- Tuesday, November 14
- Monday, December 4

The Chapter continued to hold the majority of its 2023 meetings virtually, via Zoom. The Executive Board and representatives from each committee were expected to attend at least eight of the 11 board meetings. For a quorum to be established, at least three of the five executive board members needed to be present and at least six of the committees needed to be represented. Committees submitted monthly committee reports before each meeting. The Treasurer also submitted the monthly report detailing the Chapter's finances. These reports were compiled along with the board meeting agenda and distributed by email prior to the meeting.

2023 Annual Meeting

The WTS-DC 2023 annual meeting was held at the start of our November board meeting. The primary business of the annual meeting was to vote on the WTS-DC 2022 Annual Report and the meeting minutes from the 2022 Annual Meeting. All members were invited to attend by Zoom; members also had the option to vote in advance or by proxy. Once a quorum was established, the membership voted to approve the annual report and annual meeting minutes. Members were invited to comment on any other business and then the meeting adjourned. The WTS-DC 2022 Annual Report can be found on the chapter website [here](#).

2024 Officer Elections

Every year, WTS-DC elects four officers for the following calendar year: President, Vice President, Treasurer, and Secretary. In the fall of 2023, the Executive Board presented a slate of candidates for those four positions for 2024. To facilitate anonymous voting, the election was held using an online system called Election Runner, which emailed each chapter member (who had been a member in good standing for at least 30 days prior to the election) a unique link to their ballot. The ballot listed the candidate slate and, for each position, presented the option for a write-in. Members voted for one person for each position. Per the WTS-DC bylaws, at least 10 percent of the membership must vote to establish a quorum. The response rate in the election exceeded that threshold, and the membership voted on the following officers to lead WTS-DC in 2024:

- President: Sophie Guiny
- Vice President: Shelley Wynne
- Treasurer: Cerasela Cristei
- Secretary: Ellie McCurdy

Katie Kraft will serve as Immediate Past President in 2024.

Committee Reports

WTS-DC has 12 committees that contribute to the overall function of the chapter. The responsibilities of each committee are described below along with a summary of their accomplishments in 2023.

The year started with an enthusiastic Strategic Planning meeting in late January. The committees assembled and set goals for the year.

Communications, Newsletter and Social Media Committee

In 2023, Morgan Bassford (WMATA), as chair, and Katie Masetti (Mead & Hunt), as Deputy Chair, led the Communications, Newsletter and Social Media Committee with assistance from the WTS-DC Executive Board. The committee handled the chapter's Constant Contact email lists and developed all Constant Contact e-blasts for the chapter. The committee also managed the newsletter development and publication process and sent a total of three e-newsletters in 2023. The newsletters contained a wide range of transportation-related topics, summaries of chapter member-wide or invitation-only events, recognition of various national issues, and recognition of members, scholarship recipients and award winners. The committee continued to manage and curate content for the chapter's social media channels, including Twitter, Facebook and LinkedIn, ensuring more consistent use of social media best practices.

The Communications, Newsletter and Social Media Committee works with the Executive Board and committees to provide regular communications to chapter members and friends. The committee has an active presence on social media as they curate content for the chapter's social media channels, including Twitter, Facebook, and LinkedIn. The committee is also responsible for publishing a bi-monthly newsletter, which includes a president's message, summaries of recent events, corporate member spotlights, and other articles written by members.

Analytics are as follows (as of December 31, 2023):

- Total social media posts: 182 posts
- LinkedIn posts: 79 posts
- Twitter/X posts: 50 posts
- Facebook posts: 53 posts
- Total social media impressions: 29,000 with 26,000+ from LinkedIn

- Total social media post reach: 1,600 with 9.52% on LinkedIn
- Average social media post engagement: 6.42%
- Total social media followers: 1,300
- Total eblasts: 57
- Eblast open rate: 39%
- Eblast click rate: 3%
- Average # of eblast recipients: 927
- Total newsletters: 3

Corporate Relations and Program Sponsorship Committee

The Corporate Relations and Program Sponsorship Committee's responsibilities for corporate membership include: developing and updating the corporate membership benefits brochure; maintaining the list of corporate members; acknowledging contributions; recruiting new corporate members; recommending and, with the concurrence of the Executive Board, establishing corporate fundraising goals; and ensuring that the corporate membership logos and banner are up to date. Additionally, the committee is responsible for managing program sponsorships, which are donations for specific programs run by WTS-DC.

The Corporate Relations and Program Sponsorship Committee was led by Nadiya Kutischeva (Foursquare ITP) as Chair and Shelley Johnson (Epstein Creative) as Deputy Chair. Cherie Gibson (HNTB) supported the committee as a volunteer.

The committee surpassed the 2022-2023 corporate membership contribution (\$62,000 vs \$50,500 in 2022), upgraded three (3) corporate members (HDR, WRA and Gannett Fleming), recruited six (6) new corporate members (Volkert, Boeing, Kimley Horn, Alpha Corporation, Epstein Creative Group and RVB+A), raised \$3,250 for Cocktails & Conversation with WMATA GM Randy Clark event and raised \$1,750 for WTS Holiday Party

The WTS-DC 2023-2024 Corporate Membership offerings are shown in Table 4. The 2023-2024 WTS-DC Corporate Members are listed in Table 5.

Table 4. 2023-2024 Corporate Membership Offerings

Benefits	Gold \$3,500	Silver \$2,000	Bronze \$1,000	Public Sector Agency \$750	W/M/DBE *\$500
Complimentary ticket(s) to the Annual Holiday Party	3	2	1	1	1
Logo prominently displayed at all Chapter events	X	X	X	X	X
Logo to appear in Chapter e-blasts	X	X	X	X	X
Verbal recognition at all Chapter events	X	X	X	X	X
Acknowledgement on Chapter website	X	X	X	X	X
Special name tag designation at all Chapter events	X	X	X	X	X
WTS assigned membership	1	1	1	1	1
WTS floating membership	1				
Corporate spotlight article in Chapter newsletter	X				

Table 5. 2023-2024 Corporate Members by Membership Type (as of 12/31/2023)

Organization	Membership Type	Fee
AASHTO	GOLD	\$3,500
APTA	GOLD	\$3,500
Arup	GOLD	\$3,500
Gannett Fleming	GOLD	\$3,500
HDR	GOLD	\$3,500
HNTB	GOLD	\$3,500
Jacobs	GOLD	\$3,500
Transurban	GOLD	\$3,500
Thompson Coburn LLP	GOLD	\$3,500
AECOM	SILVER	\$2,000



Organization	Membership Type	Fee
AtkinsRéalis	SILVER	\$2,000
Burns Engineering	SILVER	\$2,000
Dewberry	SILVER	\$2,000
ITS America	SILVER	\$2,000
Kimley-Horn	SILVER	\$2,000
Mead & Hunt	SILVER	\$2,000
VHB	SILVER	\$2,000
WRA	SILVER	\$2,000
WSP USA	SILVER	\$2,000
Alpha Corporation	BRONZE	\$1,000
Boeing	BRONZE	\$1,000
Foursquare ITP	BRONZE	\$1,000
Guidehouse	BRONZE	\$1,000
InfraStrategies	BRONZE	\$1,000
STV	BRONZE	\$1,000
Tyler Technologies	BRONZE	\$1,000
Volkert	BRONZE	\$1,000
Delon Hampton & Associates	W/MDBE/SWaM	\$500
Epstein Creative Group	W/MDBE/SWaM	\$500
PrimECS	W/MDBE/SWaM	\$500
RVBA	W/MDBE/SWaM	\$500
Sensis Connect	W/MDBE/SWaM	\$500
TOTAL		\$62,000

Diversity, Equity, and Inclusion Committee

The Diversity, Equity, and Inclusion Committee was led by Audra Bandy (FHWA) as Chair and Deepika Fields (Stantec) as Deputy Chair. Cipriana Eckford (Toole Design Group), Marie Louis (WMATA) and Melissa Kim (WMATA) served the committee as a volunteers.

On Tuesday, November 28, the DC Chapter held a joint virtual event on inclusion and belonging with Dr. Katrina Hutchins titled “You Belong Here” - Harnessing the Power of Inclusion. The Chapters included in this joint event were, South Carolina, Charlotte Metro, Central Virginia, North Virginia Triangle, Hampton Roads, Maine, Atlanta, and DC. This event is discussed in more detail in the “[Events](#)” section of this Annual Report.

The Diversity, Equity, and Inclusion Committee seeks to promote diversity and inclusion in the transportation industry for users and providers alike, regardless of age, ability, ethnicity/race, sexual orientation, and socioeconomic circumstances. The Diversity Committee’s activities and efforts through the year promote the WTS-DC belief that every industry, including transportation, benefits from diversity and embracing diverse backgrounds and points of view will guide us towards more innovative and equitable transportation solutions that work for everyone.

Holiday Party Committee

In 2023, the Holiday Party Committee was led by May ElKhatab (Burns Engineering) as Chair and Chetna Sinha (Gannett Fleming) as Deputy Chair.

The Holiday Party Committee worked throughout the year to plan and execute the

The Holiday Party Committee is responsible for organizing the Chapter's largest event of the year: the Annual Holiday Party in December. The committee coordinates with several other committees to plan the event, including the Scholarship and Fundraising Committee, whose awardees are recognized at the event; the Recognitions Committee, whose awardees also are recognized at the event; the Corporate Relations and Program Sponsorship Committee, to identify potential program sponsors and coordinate with corporate sponsors regarding complimentary tickets; and the Program Logistics Committee, on ticket sales.

chapter's annual holiday party. The committee collaborated with the Scholarship and Fundraising Committee and the Recognitions Committee to showcase the chapter's 2023 award winners and scholarship recipients at the event.

Following the success of the 2022 WTS-DC Holiday Party, the annual WTS-DC Holiday Party and Annual Recognition Awards Ceremony was again held in the Ballroom of Hotel Monaco-DC on Tuesday, December 5, 2023. 2023 had our highest number of sold tickets to date (approximately 300 tickets).



Photo 6. May ElKhatab and Chetna Sinha at the 2023 WTS-DC Holiday Party

Legislative Committee

The Legislative Committee was led by Roxanne Feige (AtkinsRéalis) as Chair. Nadia Anderson (Inrix), Robyn Jackson (DDOT), Jillian Kinder (Kimley-Horn), Kate Roetzer (WMATA) and Abigail Wolfgram (Guidehouse) supported the committee as volunteers.

The committee prepared four articles for the chapter's newsletters. There was an article recapping the aviation event and three articles on transportation legislative updates: FY2024 USDOT budget, funding awards for Infrastructure Investment and Job Act competitive grant programs, updates from the Bipartisan Infrastructure Law and the Inflation Reduction Act, and local DC transit news, like metro fare increases, electric bus, bike, and pedestrian improvements and funding.

On September 6, the committee organized an event titled "Envisioning the Flight Path of Aviation: Learn from Women Who are Moving the Aviation Industry Forward". This event is discussed in more detail in the "Events" section of this Annual Report.

The Legislative Committee works to inform WTS-DC members about critical legislative issues that affect the transportation industry and to strengthen the relationships between WTS-DC members and representatives on Capitol Hill. The committee typically hosts at least one event each year and contributes newsletter articles about legislative matters.

Membership Committee

The Membership Committee is responsible for maintaining up-to-date membership records, preparing welcome packets for new members, sending renewal emails to chapter members, and answering any membership-related questions. They provide additional support to the Program Logistics Committee by confirming that everyone who purchased a member ticket for one of our events is a WTS member, and they support the Communications Committee to ensure that our membership email lists are up to date.

The Membership Committee was led by Adrienne Ameal (Kimley-Horn), as Chair, and Rachel Hensler (Kimley-Horn) and Rebecca Sulla (Kimley-Horn) as Deputy Chairs.

In 2023, WTS-DC continues to maintain one of the largest memberships of all the WTS chapters. Our membership consists of approximately 300 members who indicated WTS-DC as their primary chapter.

Table 6. Membership Count by Month, 2023

Month	Membership Count
January	235
February	258
March	263
April	269
May	276
June	282
July	290
August	294
September	327
October	332
November	317
December	305

Membership committee efforts focused on reconnecting members after the pandemic and planning an event for members only. On Thursday, June 8, 2023, the Membership Committee hosted the Membership Social Hour at 1909 K Street. The membership committee hopes to continue the member-only event in the future. In 2024, the membership committee will focus on WTS-DC Chapter membership retention and growth.

Mentoring Committee

Ruochang Huang (Jacobs) and Ann McGrane (Northern Virginia Transportation Commission) served as Co-Chairs of the WTS-DC Mentoring Committee in 2023.

The committee was also supported by Lindsey Robertson Lentz (Evans Consulting), Melissa Kim (WMATA) and Wendy Thomas (Deloitte) as volunteers.

The Mentoring Committee matches industry leaders with emerging professionals in a mentor-mentee relationship. The committee facilitates learning experiences around professionalism in a friendly, interactive environment. In addition to the one-on-one matches, group events hosted by industry experts and professionals in various transportation sectors who share career lessons learned provide additional opportunities for connection and learning.

The Mentoring Committee had its largest cohort to date with 44 participants forming 22 mentor-mentee pairs in 2023. The program kicked off on April 27 with an in-person meeting to discuss program expectations and hold a speed networking



Photo 7. Lindsey Robertson Lentz leads “Advocating for Yourself” workshop (Photo Credit: Polly Hanson)

session for participants. Each mentor-mentee pair connected monthly, and group events complemented those meetings with professional development and networking opportunities. The committee hosted two professional development sessions at the WMATA headquarters, one focused on advocating for yourself and the second focused on small group discussions of current

issues participants were experiencing. The committee also held three happy hours to allow for informal networking.

At the beginning of each month, the committee members sent an email to all program participants that focused on a professional or career development theme. The monthly outreach included resources, tools, or information on a topic and discussion prompts to help seed conversations. In months when we had a professional development workshop, the resources and questions focused on the workshop topic. These suggestions were shared as optional recommendations that mentors and mentees could choose to employ. Some of the monthly themes included mentoring relationship expectation development, goal setting, and resources to continue to develop and practice your personal pitch.

Professional Development Committee

In 2023, Khatereh Vaghefi (Parsons) and Madonna Gadelseed (Dewberry) served as the Chair and Deputy Chair, respectively, of the Professional Development Committee. Jeff Parker (WSP) and Nadiya Kutishcheva (Foursquare ITP) supported the bike tours as volunteers.

The Professional Development Committee provides opportunities for members and non-members to advance their careers through educational, informative, and skill-developing events. They collaborate with other committees to organize joint events to support career development.

In 2023, the Professional Development Committee organized four events to foster collaboration, innovation, and career development.

On February 28, the Professional Development and Mentoring committees hosted a virtual interactive workshop with Shelley Row, founder and CEO of Blue Fjord Leaders. On September 18, the committee held the annual joint WTS/VDOT Event at the VDOT Northern VA office in Fairfax, VA.

The committee also organized two bike tours: on April 29 in Silver Spring and on October 28 in Washington, DC, jointly with COMTO-DC and WDCSITE.

These events are discussed in more detail in the “[Events](#)” section of this Annual Report.

Program Logistics Committee

The Program Logistics provides support to other committees and groups who are hosting Chapter events. They support event organizers by helping to identify venues and caterers, and by providing advice on contracts. The committee works with the event planning committees, assists with planning the events and with catering and venue coordination when required for in-person events. The committee arranges registration on Eventbrite before events. For in-person events, the committee handles name-tags, registration, and works with walk-in attendees to purchase tickets at or after the program and assisted with event set-up.

The Program Logistics Committee was led by Elizabeth Patel (FHWA) and Shelley Wynne (Dewberry) as Co-Chairs. They were supported by Laura Duke (Foursquare ITP) and Niloo Parvinashtiani (Iteris Inc.) as volunteers.

The committee provided logistical support for all public events hosted by WTS-DC that required tickets in 2023. The committee worked with event planning committees, assisted with planning the events, and designed

program graphics. Committee members were responsible for registration on Eventbrite before events and ticket purchases and adjustments, if needed, after the program. For in-person events, the committee assisted with setting up the event, ordering catered food/beverage items if needed, making nametags, greeting guests, and checking registration. For virtual events, the committee working with planning committees to ensure webinar log-in information and other event communications, such as surveys/quizzes, were emailed to registrants before the event.

Table 7. WTS-DC 2023 Events (excludes Mentoring Program events, Transportation YOU programs, and Board meetings)

Date	Event	Description	Format	Number of Registrants
February 28	READ THE ROOM: Create Relationships and Teams That Last	Open Event	Virtual	39
March 24	Executive Women's Roundtable: 5 "RE-ACTIONS" to Attract and Retain Talent	Invitation Only	Virtual	20
April 29	Annual Spring Bike Tour: Next Stop Silver Spring!	Open Event	In-person	12
May 23	DC on the Move - Senior Women Leaders at DDOT	Open Event	In-person	71
June 8	WTS-DC Membership Happy Hour	Members Only	In-person	57
August 1	WMATA Women in Leadership	Open Event	In-person	94
September 6	Women Who are Moving the Aviation Industry Forward	Open Event	In-person	55

Date	Event	Description	Format	Number of Registrants
September 18	Connecting Communities while Transforming Tomorrow's Travel	Open Event	In-person	59
October 17	Cocktails and Conversation with WMATA GM/CEO Randy Clarke	Open Event	In-person	105
October 19	Executive Women's Roundtable: Networking Roundtables	Invitation Only	In-person	39
October 28	Meet and Connect Communities: Panel Discussion & Bike Tour in DC	Open Event	In-person	14
November 28	"You Belong Here" - Harnessing the Power of Inclusion featuring Dr. Katrina Hutchins	Open Event	Virtual	62*
December 5	WTS-DC Holiday Party 2023	Open Event	In-person	300

Recognitions Committee

The 2023 Recognitions Committee was led by Jamie Rosen (WMATA) as Chair and Anne Patrone (WMATA) as Deputy Chair. Emily Hinkson (HNTB) supported the committee as a volunteer.

The Recognitions Committee is responsible for handling the Chapter's solicitation, nomination, evaluation, and certification of its annual awards.

In 2023, the Recognitions Committee solicited nominations for six (6) award categories. The nomination and selection process was completed on an expedited timeline to allow for more holiday party planning time after the selection of the award recipients. The nomination forms were also updated to more closely align the information requested to what is required for the WTS-I nomination forms.

The Committee well surpassed its goal of at least two (2) nominees in every category, with a total of 35 unique nominees / 36 nominations. This is one of the largest nominations pools WTS-DC has had in recent years. The Committee then organized a selection panel to review the nominees and select a recipient in each category. The Committee coordinated between the selection panel and the WTS-DC Executive Board to finalize the recipients, who were then notified of the awards. This year, the selection panel and Executive Board agreed to present the President's Award to Anja Graves, in recognition of her outsized contributions as a leader, role model, champion for women and minorities in the transportation industry, and as a member of WTS-DC.

The Recognitions Committee also coordinated with other committees to collect materials for the program, coordinate complimentary tickets for the recipients, order the awards, and address other party logistics. All of the recipients of the standard six awards attended the holiday party where they were presented with the awards. Sherry Little, Co-Founder and Principal at Cardinal Infrastructure, represented Anja Graves to receive the President's Award.

After the holiday party, the Committee wrote a newsletter article about the recipients to be included in the first newsletter of 2023. The Committee will also complete and submit the nomination forms in January 2024 to nominate the recipients of the six annual awards for the WTS-I Recognition Awards.

Our 2023 recipients included:

- WTS-DC President's Award: Anja Graves, Co-Founder and Partner, Cardinal Infrastructure

- WTS-DC Member of the Year Award: Shelley Wynne, Transportation Project Manager, Dewberry
- WTS-DC Woman of the Year Award: Renée Hamilton, CEO, Dulles Greenway
- WTS-DC Honorable Ray LaHood Award: Amit Bose, Administrator, Federal Railway Administration
- WTS-DC Employer of the Year Award: Foursquare Integrated Transportation Planning, Inc.
- WTS-DC Rosa Parks Diversity Leadership Award: Jeff Parker, Vice President of Traffic Engineering, WSP
- WTS-DC Innovative Transportation Solutions Award: I-95 Variable Speed Limit (VSL), VDOT and Kimley Horn



Photo 8. 2023 WTS-DC Recognition Awards presentation. Left to Right: Jamie Rosen (WMATA, Recognitions Committee), Renée Hamilton, Simona Babiceanu (VDOT), Rachel Hensler (Kimley-Horn), Jeff Parker, Shelley Wynne, Amit Bose, Lora Byala, Jessica Alvarez (Foursquare ITP), Anne Patrone (WMATA, Recognitions Committee)

Scholarship and Fundraising Committee

The Scholarship and Fundraising Committee is responsible for both awarding scholarships and raising funds for scholarships. Each year, the committee plans the calendar year for the annual scholarships, seeks out potential applicants, convenes the review panel, seeks Board approval of the scholarship recipients, and notifies the recipients and coordinates with them on the logistics of accepting their awards. The committee is also responsible for coordinating complimentary membership for awardees and for completing the WTS-I scholarship applications.

In 2023, the Scholarship and Fundraising Committee was chaired by Alanna McKeeman (Foursquare ITP). Regis Stinson (Dewberry) served as Deputy Chair, and Diana Levy (WMATA) supported the committee as a volunteer.

The Scholarship and Fundraising Committee had another great year. We received \$18,500 in named scholarships – a record! – from eight generous sponsors organizations. After a highly competitive application review process, the selection panel selected to award scholarships totaling \$24,000 to a group of eight deserving women.

At the WTS-DC 2023 Holiday Party, due to the generosity of the attendees and thanks to the efforts of several WTS-DC board members who volunteered their time, the Committee raised over \$2,300 in donations through the scholarship tree.

The Committee was pleased to see so many previous scholarship winners at the Holiday Party and hopes that this year's awardees will also stay involved with WTS-DC for many years to come. We wish them much success as they complete their education and embark on what we are confident will be impactful careers in the transportation industry.



Photo 9. Regis Stinson (left) and Diana Levy (right) with the 2023 WTS-DC scholarship awardees

Transportation YOU Committee

The Transportation YOU committee was led by Barbara Moreno (WSP USA), as Chair, and Laura MacNeil (DDOT) and Melanie Flores (Assedo Consulting), as Deputy Chairs. Brandon Buckner (FHWA), Kyla D'Sa (Kimley-Horn.), Meghan Powell (VHB), and Stephanie Maher (National Express Transit) provided invaluable support as committee volunteers.

The Transportation YOU Committee partners with local high schools in Washington, D.C. and is a hands-on, interactive, mentoring program that offers young girls (and boys) ages 13-18 an introduction to a wide variety of transportation careers.

Transportation YOU (TYOU) kicked off 2023 by participating in Dunbar High School's DREW Academy of Engineering Shadow Day. On February 2nd, juniors and seniors spent the day with transportation professionals learning the ropes. Two senior female students, Anaya and Imani, from Dunbar joined TYOU Deputy Chair Laura MacNeil, to learn about her role as a Transportation Planner at the District Department of Transportation (DDOT). The students met with DDOT's Bus Priority Branch, Active Transportation Branch, received a tour of the new DDOT HQ at 250 M Street SE, sat in on part of a deputy director's briefing, and then started on their job responsibilities for the day. They used Streetmix software to create new concept plans for streets in need of redesigns. In Anaya's case, she focused on improving facilities for buses and pedestrians along Minnesota Ave NE, and in Imani's case, she found ways to restore two-way vehicular access through N Street NW at New York Avenue NW. After a restorative late lunch from CAVA, the students headed back home!

Across town, TYOU volunteer Meghan Powell, from the engineering firm VHB, hosted three students from the Dunbar's DREW Academy. Anisa, Samia, and Destinee toured VHB's Metro DC office and learned about VHB's work in land development, structural, and rail projects. Several VHB staff discussed their respective roles within the planning and engineering departments and demonstrated how the different disciplines work together. Students chatted about career interests, college, and future goals while having Chipotle for lunch, and ended their day with a presentation about the Long Bridge Project and the Crystal City East Entrance Project.

In March, WTS-DC's Transportation YOU partnered with the Conference of Minority Transportation Officials (COMTO) on an effort designed to expose DCPS students to the area's Historically Black Colleges and Universities (HBCUs). On March 2nd, TYOU

volunteer Dr. Nadia Anderson – a Senior Vice President at Silicon Valley Leadership Group – helped over 20 students from McKinley Technical High School participate in a curated tour of HBCU Morgan State University and their Transportation and Urban Infrastructure Studies (TUIS) Department.

The visit started with a special welcome event hosted by the TUIS Chair Dr. Anthony Saka and Interim Associate Dean of Undergraduate Studies Dr. Celeste David. During the event DCPS students not only learned about the university and its program geared toward careers in the transportation sector, but also got to interact with current students during a Q&A portion to get a sense of life at Morgan. Dr. Saka ended the program by announcing that the department had scholarships in the amount of \$20,000 per year available to interested students.

Following the program DCPS students participated in a student-led tour of campus and learned a bit more about the history of the university and the investments being made to both maintain and grow its reputation as a National Treasure. DCPS students then visited the Engineering Department and had split sessions where they were able to tour the lab and engage with direct conversations with D’Andrea Walker, the first woman and African American Director of Public Works and Transportation in Baltimore County, who is also an alumna of Morgan State University, and Shanae Murray, the Chief Administrator & Performance Management of the Maryland Aviation Administration.

The event was a huge success - for some students it was their first time on a college campus and at the conclusion they expressed a heightened awareness about what's possible after high-school, but also the value in being able to meet people with similar backgrounds and experiences who are interested in and/or working in the transportation sector.

The following month, TYOU partnered with Cardozo High School's TransSTEM Academy to support juniors as they navigate the college application process. This event marks the fourth year Cardozo and TYOU have partnered to provide students with resources, experiences, and mentors in the transportation community. The TransSTEM Academy was established at Cardozo High School in 1991 and builds bridges between high school students and the transportation industry workforce.



Photo 10. TransSTEM Academy

The event was hosted by TYOU volunteer, Brandon Buckner, the Deputy Division Administrator for the DC Division Office at Federal Highway Administration, and an alumnus of Cardozo High School. Brandon's career pathway shows students a real-life example of how someone in their seat can successfully build a career in the transportation industry. To open, the presentation covered a variety of topics that high school juniors should consider about the college application process. For example, career brainstorming, college researching strategies, and important discussions to have with family members. After outlining a roadmap, Brandon shifted the discussion to the college essay. Brandon discussed tips to demystify the college essay and make the college essay writing process less daunting. Students gained insight into what to do before starting, drafting the essay, and how to revise the essay. Students were given time to brainstorm their essay and their why. Additionally, students were able to ask Brandon questions about applying for scholarships, transitioning to college, choosing a major, campus life, and other facilitated discussion to help them better understand all aspects of the college experience. Events like these are imperative to provide students more one-on-one time and space to ask personalized questions. And having Brandon's transportation

industry experience also helps students to navigate from their seats in the TransSTEM academy to the workforce.

TYOU's last event of the year was a major milestone. Chair of the TYOU Committee, Barbara Moreno, mentored three students – Brooklynne Payne from Dunbar High School, Jaelyn Jackson from McKinley Tech High School, and Kayla Cooper-Redd Cardozo Education Campus – at the 2023 Capital Summit sponsored by WTS. Attendees had the opportunity to meet college students, industry thought leaders, and government and administration officials. Students explored all the different types of transportation from, aviation with Baltimore's BWI Airport, highways at the FHWA Turner Fairbank Research Lab, and a tour of the Port of Baltimore. The Summit also allows students to experience engineering challenges, professional development and leadership programs, and networking events; and learn about core transportation development components, such as accessibility, livable communities, and urban planning.

Events Throughout the Year

Read the Room - Communication Workshop



Photo 11. Shelley Row

Effective communication is key to building strong relationships with your team, clients, and partners. However, connecting with different people can sometimes be challenging. On February 28th, the Mentoring and Professional Development Committees of the WTS DC chapter hosted an interactive workshop with Shelley Row, founder and CEO of Blue Fjord Leaders and a top leadership speaker, to share her expertise on understanding personal communication styles and adapting behaviors for effective communication and trust-building.

The two-hour interactive workshop included a pre-assessment in which each participant completed a communication DNA assessment to understand their primary communication style. Shelley explained that there are five different communication styles: Goal-Setting, Lifestyle, Information, Stability, and Adapter, and each has its own unique superpower. However, overusing these superpowers can create barriers to building connections.

Shelley used a framework that generalized different communication styles' characteristics and engaged participants in identifying the different communication styles in their network. Together, they explored adaptive behaviors to effectively communicate and build connections with different communication styles.

The workshop concluded with a discussion of practical tips on adaptive behaviors. Shelley shared that our brain will default to our preferred behavior even if it's not the best choice. It takes self-awareness and energy to notice this tendency and self-correct. With practice, we can adapt for better understanding and connecting with people.

Executive Women’s Roundtable: 5 “RE-Actions” to Attract and Retain Talent

On March 28, 2023, a small group of DC area transportation leaders attended a virtual event led by Terri Fisher of Insight Strategies. The focus of the event was how leaders are being challenged more than ever to engage with their people. Leaders who care, share the vision, make people matter, include them in problem-solving, empower decision-making authority, and engage with the whole person have a much better chance of keeping the “keepers.”

The workshop explored the 5 RE-Actions a leader can take to create a healthy workplace culture, avoid personal burnout, and make their workplace the kind of place employees want to stick around.

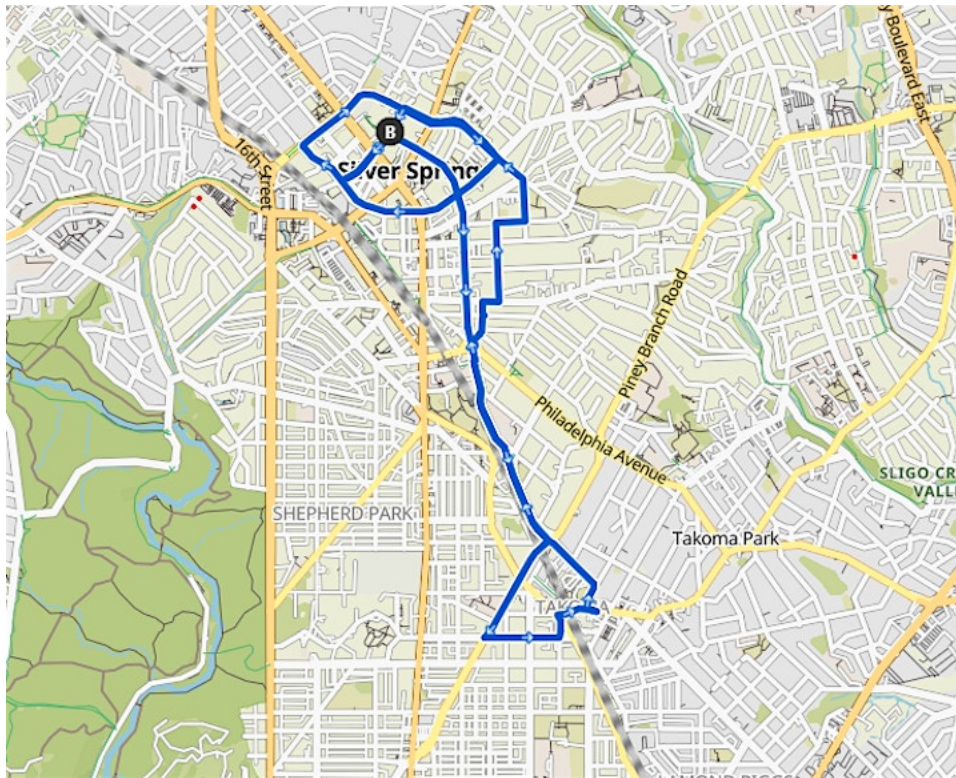
- **R**esilience: Bring self-care to the forefront.
- **R**econnect with your people.
- **R**eevaluate your company values.
- **R**ecalibrate and be open to doing things differently.
- **R**ecommit to your existing talent and team.

Annual Spring Bike Tour: Next Stop Silver Spring!

On Sunday, April 29, 2023, WTS-DC held its annual spring bike tour, a 6.5-mile ride to learn about new bicycle and pedestrian infrastructure in Silver Spring, MD. The route was planned by bike facilities design specialists and enabled the 12 participants to experience first-hand how new bike and pedestrian facilities were implemented and how they operate.



Photo 12. Participants in the 2023 Spring Bike Tour



DC on the Move – Senior Women Leaders at DDOT

On Tuesday, May 23, WTS-DC held its first official event with the District Department of Transportation (DDOT). The event featured an interactive panel with women leaders from DDOT on their career paths and new and exciting projects in sustainable transportation in DC. Speakers were:



Photo 13. Panelists for the DDOT Event

- Sharon Kershbaum, DDOT Deputy Director
- Nana Bailey-Thomas, Chief Equity and Inclusion Officer
- Sandra Marks, Chief Project Delivery Officer



Photo 14. Nana Bailey-Thomas, Neelima Ghanta, Sandra Marks, and Sharon Kershbaum (left to right)

- Neelima Ghanta, Acting Chief Operations Officer

Panelists discussed their personal career paths that led them to leadership positions at DDOT, the tools they used to overcome the challenges as women in the transportation sector and shared some advice for women looking to succeed in their own careers. Panelists also provided their insights on the most exciting things DDOT is doing towards sustainable transportation.

The event included a networking portion and was attended by WTS-DC members and DDOT employees. WTS-DC thanks DDOT for their generous hospitality and hopes to have a similar event in 2024.



Photo 15. Patricia Macchi, Moar Abdshi, Shelley Johnson, and Sandra Marks (left to right)

WTS-DC Membership Social Hour

The membership committee was happy to host the WTS-DC Membership Social Hour for the second year in a row on Thursday, June 8. Although the smoke from the wildfires forced everyone to remain indoors, over 40 WTS members attended the event and were able to enjoy a happy hour on the sixth floor of the Millennium Building. The event was open to all WTS-DC members for a \$10 fee with drinks and food provided. Thank you to Thompson Coburn for providing the venue. The membership committee hopes to continue to make this an annual event.



Photo 16. Shelley Johnson and Katie Kraft



Photo 17. Roxanne Feige, Katie Kraft, and Adrienne Ameel



Photo 18. Neela Babu and Cherie Gibson

WMATA Women in Leadership

On Tuesday, August 1, WTS-DC was welcomed to WMATA's new headquarters by Chairman and CEO Randy Clarke who introduced the event "WMATA Women in Leadership." The event featured women across WMATA whose path to leadership ranged from starting as a frontline worker at the agency to being recently appointed executives. Panelists were:

- Sarah Meyer, Executive Vice President & Chief Customer Experience/Engagement Officer
- Regina Sullivan, Vice President, Government Relations
- Darlene Slaughter, Senior Vice President, Chief Diversity, Equity & Inclusion Officer
- Jewel Bell, Vice President, Bus Transportation
- Kimmy Feldbauer, Director, Strategic Transformation & Enterprise Collaboration



The discussion focused on how WMATA is mobilizing their Strategic Transformation Plan, *Your Metro, The Way Forward*. Katie Kraft, WTS-DC Chapter President, moderated the panel discussion.

Photo 19. From left to right: Kimmy Feldbauer, Sarah Meyer, Jewel Bell, Katie Kraft, Darlene Slaughter, Regina Sullivan and Randy Clarke

Women Who are Moving the Aviation Industry Forward

The aviation industry faces a host of opportunities and challenges this year and beyond. On September 6, 2023, the WTS-DC chapter and Women in Government Relations (WGR) cohosted a panel with women in the aviation industry that are tackling these opportunities and challenges head on. Melissa Sabatine, Vice President, Aviation Carbon Response and Sustainability lead at Jacobs, moderated a thoughtful conversation with Katie Thomson, Deputy Administration for the Federal Aviation Administration (FAA); Annie Russo, Chief Political and Congressional Strategy Officer Airport Council International-North America; and Greta Lundeborg, Vice President of International Operations and Policy for Boeing.



Photo 20. From left to right: Sophie Guiny, Katie Thomson, Melissa Sabatine, Annie Russo, Greta Lundeborg and Katie Kraft

Ms. Sabatine helped the audience think creatively about challenges and progress in the aviation industry by asking questions on a variety of topics: FAA reauthorization, climate and sustainable aviation, Advanced Air Mobility, and the industry's workforce pipeline. Throughout the discussion, the panelists highlighted the importance of collaboration in

tackling the industry's challenges and pushing for innovation and continuous improvement. For example, Deputy Administrator Thompson reflected on how she has seen remarkable growth in the diversity of aviation stakeholders, particularly stakeholders helping the industry improve sustainability. She suggested these new stakeholders are creating "more options for more people that benefit people, business, and the environment."

Taking the conversation in a personal direction, Ms. Sabatine asked the panelists what we can do to encourage women to join and stick with the transportation industry. Ms. Russo suggested we can support women when we all hold each other and our colleagues accountable to creating an inclusive environment. Deputy Administrator Thomson and Ms. Lundeberg focused on the human side of our profession – encouraging us to mentor and champion others, connect with each other personally, and create an environment where people can bring their whole selves to work. The panelists' words were an inspiring call to action to close out the event.

WTS-DC thanks the National League of Cities for donating their space for the event and thanks Deputy Administrator Katie Thomson, Annie Russo, Greta Lundeberg, and Melissa Sabatine for generously sharing their time and insights with WTS-DC and WGR.



Photo 21. WTS-DC's youngest attendee!

VDOT Annual Event, Connecting Communities While Transforming Tomorrow's Travel

On Monday, September 18, 2023, WTS-DC held the WTS-DC and VDOT Annual event, Connecting Communities while Transforming Tomorrow's Travel. Panelists for this event include VDOT leadership and multimodal experts including:

- Heidi Mitter, VDOT, Bike/Pedestrian and Park & Ride Coordinator/Transportation Planning
- Halie Mitchel, AICP, VDOT, Multimodal Transportation Planning
- Sarah Crawford, Arlington County Department of Environmental Services, Assistant Director of Transportation
- Vanessa Aguayo, Fairfax County Department of Transportation, Capital Projects and Traffic Engineering Division

The meeting was kicked off by opening remarks from John Lynch, Northern Virginia District Engineer. He welcomed attendees and noted that there have been lots of changes in the Northern Virginia area. John shared that the partnership of VDOT with localities has helped with the quality of life for people.



Photo 22. Sarah Crawford, Halie Mitchel, Heidi Mitter and Vanessa Aguayo

Heidi Mitter and Halie Mitchel co-presented on NOVA multimodal Transportation Programs, focusing on initiatives led by the transportation planning office. The presentation began with an overview of the VDOT Transportation Demand Management (TDM) program, which includes Commuter Connections, Employer Outreach, Clean Air Partners, Transportation Management Plans (TMPs), and the Regional Multi-Modal Mobility Program (RM3P). The VDOT Bike/Ped Program involves efforts like Bike/Ped & Park & Ride, NOVA Bike/Ped Counts, Planning

Coordination for safety, integration into construction projects, and innovative projects such as open streets during COVID, in partnership with Fairfax County.

The presentation then delved into the RM3P Program, a multi-modal multi-agency project utilizing unique procurement methods like Data as a Service and Software as a Service. RM3P integrates CPIS, focusing on parking availability through historical and real-time data, and Dynamic Incentivization, which promotes real-time incentives, challenges, and a loyalty program to encourage positive travel behavior. Following the VDOT presentation, an extensive Q&A panel discussion covered topics related to Arlington County and Fairfax County multi-modal initiatives, as well as discussions on the importance of multi-modal approaches and the challenges faced. The session concluded with a Q&A session on women's careers in Transportation, based on the personal experiences of the panelists.

Cocktails and Conversation with WMATA GM/CEO Randy Clarke



On Thursday, October 17, WTS-DC held its second Cocktails and Conversation event with Randy Clarke, General Manager and Chief Executive Officer of the Washington Metropolitan Area Transit Authority (WMATA).

Now in his second year at the helm of one of the largest transit systems in the country, Mr. Clarke shared how he is tackling WMATA's challenges, focusing on WMATA's customers and employees, and laying solid groundwork for significant and sustainable improvements for the agency. Attendees also had the opportunities to catch up with colleagues and friends over a cocktail and light hors d'oeuvres.

Photo 23. WMATA GM and CEO Randy Clarke



Photo 25. Shelley Wynne and Laura Duke



Photo 24. Guests enjoying the beautiful night

Executive Women's Roundtable: Networking Roundtables

On October 19, 2023 WTS-DC hosted an in-person Executive Women's Roundtable (EWR) for the first time since COVID! After a couple years zooming with one another we were excited to bring everyone back together in person. During this workshop, participants spent time sharing experiences and networking with one another spending 15-20 minutes at a given table, each with its own discussion topic, and then rotating to the next. These discussion topics included the following, though attendees branched out into other subjects from here:

1. Share a problem that is frustrating you at work that you could use some help solving.
2. What is a strategy that you have used in the last couple of years to help you balance work and life?
3. What is your current work from home, hybrid, back to the office plan? What are the stressors and have you found any solutions to them?
4. What strategies have you used to advocate for yourself?
5. What coaching experiences have you had? What can you share? What coaching do you think would benefit your career?
6. What TV show/movie have you seen recently that resonated with you regarding work/life balance?



Photo 26. EWR participants

Participants switched topics each round to give them as many opportunities as possible to speak with different people. The conversations involved shared experiences and a lot of laughter. It was clear that

the attendees enjoyed conversing with one another and would have continued chatting had it not been time to end each round.

Overall, the attendees had a great time catching up with each other, learning from one another, and having some fun. WTS-DC is grateful to the women who participate in these EWRs, especially our corporate members, Executive Leader members, non-profit associations, and government organizations.

WTS-DC thanks APTA for hosting us in their lovely conference room!

Meet and Connect Communities: Panel Discussion & Bike Tour in DC

The October 28, 2023 event continued WTS-DC's multi-year series of bike events, during which attendees discuss the urban fabric and design and then physically (kinetically) explore new transportation elements in our region.

The event started with a panel with representatives from Washington Area Bicyclist Association (WABA), Greater Greater Washington, and Fairfax Alliance for Better Bicycling (FABB) at the MLK Library followed by a bike tour through several neighborhood streets of Washington DC, Anacostia trail and the new Frederick Douglass Memorial Bridge.

Featured speakers included:

- Renée Moore, Outreach Director, Washington Area Bicyclist Association (WABA), has been a driving force in bike advocacy for over 8 years. Renée's expertise spans outreach, Vision Zero, and community organizing, honed through her dedicated work with both the Washington Area Bicyclist Association and as the Program Manager at Bike Arlington.
- Kai Hall, Policy Officer, Greater Greater Washington, primarily coordinates the DC Transportation Equity Network. He grew up on the outskirts of Tokyo, Japan, and studied geography and international affairs at GW. Kai is passionate about promoting rider dignity and rider joy through his advocacy.
- Kevin Romance, Board Member, Fairfax Alliance for Better Bicycling (FABB), began his love affair with bicycles delivering newspapers on his red Schwinn. Bicycles meant independence for this DC native as he rode to the Dart Drug to play PacMan before graduating to long distance rides on the W&OD Trail as a teenager. He has completed several centuries since then and has continued to ride following a diagnosis of Ankylosing Spondylitis (inflammatory arthritis) and two hip replacements. Through FABB, Kevin hopes to improve bicycle access and safety in underserved communities and advocate for bikes for commuting, fitness, and play and for building healthy communities.

Annual Holiday Party

The annual WTS-DC Holiday Party and Annual Recognition Awards Ceremony was held at the Ballroom at Hotel Monaco-DC on Tuesday, December 5, 2023. With our highest



Photo 27. Cathy McGee, Chief Deputy Commissioner, Virginia Department of Transportation

number of sold tickets to date (approximately 300 tickets) and highest revenue of \$13,780, there was a large attendance of members and guests from throughout the transportation industry.

The award announcers were Cathy McGee, Chief Deputy Commissioner at the Virginia Department of Transportation, and Sara Stickler, President and CEO of WTS International.

Winners of WTS-DC's Rosa Parks Diversity Leadership Award, Employer of the Year Award, Innovative Transportation Solutions Award, Honorable Ray LaHood Award, Member of the Year Award, and Woman of the Year Award were recognized and honored at the event. This year's award ceremony was special where the President's Award was awarded to Anja Graves, Partner at Cardinal Infrastructure, to commemorate her tremendous work in transportation and advancing women in the industry.



Photo 28. Sara Stickler, President and CEO, WTS International

These awards were presented to the following recipients during the 2023 Annual Holiday Party:

- Woman of the Year: Renée Hamilton, CEO, Dulles Greenway
- Honorable Ray LaHood: Amit Bose, Administrator, Federal Railroad Administration

- Member of the Year: Shelley Wynne, Transportation Project Manager, Dewberry
- Rosa Parks: Jeff Parker, WSP
- Employer of the Year: Foursquare ITP
- Innovation Transportation Solutions: I-95 Variable Speed Limit (VSL), VDOT and Kimley Horn
- President's Award: Anja Graves, Partner, Cardinal Infrastructure

These individuals and organizations made extraordinary contributions to the transportation industry as leaders, role models, mentors, and benefactors and they generously support WTS in a variety of ways. Our WTS-DC Recognition Award recipients are shown in Photo 7.



Photo 29. President's Award Recipient Anja Graves, with award received by her family and friends

In addition to honoring our award winners, we also recognized eight deserving students as recipients of WTS-DC Scholarship Funds. These scholarships are funded through the annual WTS-DC Scholarship Donation Tree, fundraising programs over the course of the year, and direct contributions from members and industry partners (North American Transit Alliance, Dewberry, HDR, Burns Engineering, Boeing, Kimley-Horn and Associates, RATP Dev USA, and WSP USA). These scholarships are a

way to support our industry's future. All our scholarship recipients are pictured in Photo 29. (See the Scholarship Awards section for more details on our scholarship awardees).

The Scholarship and Fundraising committee and its volunteers worked with great enthusiasm to raise donations throughout the evening at the annual appearance of the Scholarship Tree. A total of \$2,3169 was raised for the Chapter's Scholarship Fund. WTS-DC would like to thank the organizations and individuals for their contributions. This support allows us to continue providing scholarships to deserving female students in transportation related disciplines at area universities and colleges.



Photo 30. Scholarship award recipients with WTS-DC Scholarship and Fundraising Committee Regis Stanton (left) and Diana Levy (right)

Recognition Awards

WTS-DC honored the following individuals, entities, and transportation projects this year. The Recognition Award recipients received their awards at the WTS-DC Holiday Party on December 6, 2023.

Rosa Parks Diversity Leadership Award

In 2023, WTS-DC honored **Jeffrey Parker**, Vice President of Traffic Engineering, WSP, with the Chapter's Rosa Parks Diversity Leadership Award. The chapter honored Jeffrey for his activities in several professional organizations, including the Washington DC Section of the Institute of Transportation Engineers (WDCSITE) and WTS-DC, and the Conference of Minority Transportation Officials (COMTO). During the past few

The Rosa Parks Diversity Leadership Award honors an individual or organization that has made significant contributions in promoting diversity and cultural awareness within their organization, the transportation industry, or in a project or activity that supports the goals and mission of WTS. The recipient is selected based on the following criteria: exhibiting extraordinary efforts or initiatives in facilitating professional opportunities for women and minorities; and contributing significantly to promoting diversity, inclusion and multi-cultural awareness within his/her/the organization, the transportation industry, or in a project or activity that supports the goals and mission of WTS.

years, Jeff has enjoyed working with other WTS-DC members to coordinate the semi-annual bicycle tours.



Photo 31. Rosa Parks Diversity Award Winner Jeffrey Parker (center right), WTS-DC President Katie Kraft (left) and WTS-DC Recognitions Committee Chair Jamie Rosen (right)

Employer of the Year Award

WTS-DC honored **Foursquare Integrated Transportation Planning, Inc.** (Foursquare ITP) as the recipient of the Chapter’s Employer of the Year Award. Foursquare ITP is a multi-modal transportation planning firm focused on providing innovative transportation solutions that are practical, focused, and implementable. The firm is a woman-owned corporation founded in 2006, headquartered in Washington, DC, with DBE certifications in 33 states.

The Employer of the Year Award honors an organization (company, non-profit, association or government agency) for recruiting, retaining and advancing women. The recipient is selected based on the following criteria: an organization that includes women in executive and senior positions and leading major initiatives; an organization that has career development plans and succession programs in place for women to advance within the organization; an organization that provides continuing development for its female employees through professional education, professional organizations, and professional development opportunities; an organization that encourages women students to enter the transportation field by providing internship opportunities; and an organization that supports WTS through memberships, sponsorships, and employee involvement at the local and international levels.



Photo 32. Employer of the Year Award Winner Foursquare ITP, Katie Kraft (left) and Jamie Rosen (right)

Foursquare ITP has over 60 transportation planners, transit service planners, data scientists, GIS experts, communications and visualization specialists, and transportation demand management specialists whose dedication and knowledge are unparalleled.

Innovation Transportation Solution Award

WTS-DC honored the **I-95 Variable Speed Limit (VSL)** as the Chapter's 2023 recipient of the Innovative Transportation Solution Award. To reduce recurring crashes, especially rear-end crashes from drivers encountering a sudden stop, and to keep traffic flowing in an area that experiences frequently unstable travel conditions, VDOT activated variable speed limits (VSL) over 15 miles of I-95 northbound from mile marker 115 in Caroline County to mile marker 130 in the City of Fredericksburg.

The Innovative Transportation Solution Award salutes an innovative transportation project led by a woman. (Only completed projects are considered for the award.) The recipient is selected based on the following criteria: the purpose of the transportation initiative, solution, project, or policy and the number of women involved from initiation to completion; the key elements of the project and how the female project manager successfully implemented those elements; a description of how female project manager successfully met and overcame challenges; and how the project achieved its purpose.

The VSL system uses a custom congestion prediction algorithm that introduces a highly responsive yet stable approach to adjusting speeds by anticipating the



Photo 33. Innovative Transportation Solution Award Winner I-95 Variable Speed Limit (center), Katie Kraft (left) and Jamie Rosen (right)

formation of bottlenecks. The VSL algorithm is based on data from traffic detectors to identify a speed limit (between 35 mph and 70 mph) that will best harmonize traffic flow. It anticipates the onset of congestion based on the detector data to proactively reduce speeds and maintain free flow speeds. It also gradually slows traffic as it approaches congestion to reduce the risk of crashes.

Honorable Ray LaHood Award

WTS-DC honored **Amit Bose**, Federal Railroad Administration Administrator, as WTS-DC's 2023 Honorable Ray LaHood Awardee. Amit Bose was confirmed by the U.S. Senate as Administrator of the Federal Railroad Administration (FRA) on January 12, 2022.

He was previously appointed as Deputy Administrator on January 20, 2021.

Immediately prior to joining the Biden-Harris Administration, Amit worked at an architectural and engineering firm, where he also served as board chair of the Coalition for the Northeast Corridor and on the New Jersey Restart and Recovery



Photo 34. Honorable Ray LaHood Award Winner Amit Bose (center), Katie Kraft (left) and Jamie Rosen (right)

The Honorable Ray LaHood Award honors a man who is a leader in transportation and has contributed, directly and by example, to the advancement of women and minorities in the transportation field. The recipient is selected based on the following criteria: a man who is a leader in transportation and has made an outstanding contribution to the transportation industry; a man who has directly contributed toward the advancement of women and minorities through programs or opportunities in the transportation field; a man who has led by example, seeking out opportunities to advance and advocate for women in his own organization, and who has actively ensured that women are able to compete for key positions of authority within that organization; and a man who through his career achievements and support of women in the industry has advanced the reputation and credibility of women in transportation.

Advisory Council. He also served at the FRA during the Obama-Biden Administration as Deputy Administrator, Chief Counsel, Senior Advisor and Director of Governmental Affairs and the U.S. Department of Transportation (DOT) as Associate General Counsel and Deputy Assistant Secretary for Governmental Affairs.

Member of the Year Award

The chapter celebrated **Shelley Wynne**, Project Manager, Dewberry, as WTS-DC's 2023 Member of the Year. Shelley is a Project Manager at Dewberry in the Mid-Atlantic Traffic Engineering division and is the Co-Chair of the WTS-DC Program Logistics Committee. Since the start of her professional career 10 years ago, Shelley has been a committed member of WTS by regularly serving on the board each year. Prior to moving to the DC region in 2019, Shelley was involved in the WTS Hampton Roads Chapter serving as the Scholarship Committee Chair, Treasurer, and Vice President. When she moved to the DC region in 2019, she immediately became involved in the WTS-DC Chapter by serving on the Scholarship and Fundraising Committee. One of Shelley's proudest moments in WTS was serving as the Scholarship and Fundraising Committee Chair on the WTS-DC

The Member of the Year Award honors a WTS -DC member who has made extraordinary contributions to the success of WTS. The recipient is selected based on the following criteria: a member who has shown an extraordinary commitment to the goals and growth to WTS-DC by working effectively in support of WTS goals; a member who has promoted the reputation of WTS within the transportation industry; a member who has worked effectively to strengthen communication between local and international WTS levels or between chapters; and a member who has done an outstanding job of revitalizing or expanding a chapter or any of its functions.



Photo 35. Member of the Year Award Winner Shelley Wynne (center), (left) and Jamie Rosen (right)

Chapter Board in 2020. In that year, the committee received a record number of applications and the Chapter awarded 9 scholarships totaling \$15,500. Shelley continuously exhibits passion for the transportation industry through her involvement in WTS.

Woman of the Year Award

WTS-DC honored **Renée Hamilton**, Chief Executive Officer, Toll Road Investors Partnership (TRIP II), as the Chapter’s 2023 Woman of the Year. Renée N. Hamilton is the Chief Executive Officer of Toll Road Investors Partnership (TRIP II), which operates the Dulles Greenway, a vital part of Northern Virginia's transportation network.

The Woman of the Year Award honors a woman who is an outstanding role model and has contributed to the advancement of women and minorities in transportation. The award is intended to reach beyond WTS-DC membership. The recipient is selected based on the following criteria: a woman who is a leader in transportation and has made an outstanding contribution to the transportation industry; a woman who has directly contributed toward the advancement of women and minorities through programs or opportunities in the transportation field; a woman who through her career achievements and support of women in the industry has advanced the reputation and credibility of women in transportation.

Among her numerous responsibilities, Ms. Hamilton takes great pride in overseeing and nurturing a positive relationship between the Dulles Greenway and the Commonwealth of Virginia. Over the years, Ms. Hamilton has fostered strong community bonds through events such as the annual *Run The Greenway* and the Dulles Greenway Eagle Cam.

Prior to her role at TRIP II, Ms. Hamilton worked at the Virginia Department of Transportation (VDOT) for over three decades. The last 7 years, she served as the Northern Virginia Deputy District Administrator. During her tenure, she led the

transportation team that was pivotal in bringing Amazon's new headquarters to Northern Virginia and was the executive manager for the Transform I-66 projects.



She is an active mentor for WTS and is deeply committed to aiding women in advancing their careers. She provides guidance and support, both in their professional and personal development, to help them achieve their goals for success.

Photo 36. Woman of the Year Award Winner Renee Hamilton (center), Katie Kraft (left) and Jamie Rosen (right)

Ms. Hamilton serves on the Northern Virginia Transportation Alliance board. She studied Civil Engineering at South Carolina State University and holds a Master's in Civil Engineering Management from Old Dominion University.

President's Award

WTS-DC honored the legacy of **Anja Graves** with the President's Award. Anja Graves dedicated herself to serving the legislative and regulatory needs of clients, working with public and private sector clients on a variety of transportation, infrastructure, and community economic development issues. Anja effectively and efficiently served her clients' interests in the legislative and administrative spheres through the reputation she developed over 18 years as a trusted, innovative expert on



Photo 37. Anja Graves, Co-Founder & Principal at Cardinal Infrastructure

transportation and infrastructure subject areas. Anja helped secure authorizations, appropriations, and regulatory relief for Cardinal Infrastructure's clients.

Prior to forming Cardinal Infrastructure, Anja was the President of CHG & Associates, a federal relations firm in Washington, DC. In addition to her extensive government affairs experience, Anja worked for the Department of Housing and Urban Development (HUD) for former Secretaries Andrew Cuomo and Mel Martinez. Anja managed the procurement and budgeting process, contracts and grants, project evaluations, and HUD's role in housing reconstruction after hurricanes Mitch and George.

Anja was experienced in local and state government through her work as an urban planner for the City of San Jose, California, as well as an environmental planner working for the Silicon Valley Manufacturing Group in California. Anja held a B.A. from the University of California and a Masters in Urban Planning from New York University, and was a member of APTA, Women's Transportation Seminar, Capital Investment Grants Working Group, Streetcar Coalition, Bus Coalition, Transportation Research Forum, and the Road Gang.

Scholarship Awards

Undergraduate Scholarships



Anjali Vu received a \$3,500 scholarship sponsored by Boeing. Anjali is pursuing a bachelor's in mechanical engineering with an aerospace concentration from George Washington University. She has a strong passion for vehicle engineering. She captains the GW BAJA team, where they design and build an off-road car from scratch. Anjali enjoyed working with the WMATA railcar engineering office this summer. In terms of her career, Anjali plans to build faster and faster cars until she is hired by an F1 team.



*Photo 38.
 Scholarship Award
 Recipient Anjali Vu*

Graduate Scholarships



Nneoma Ugwu received a a \$2,000 scholarship sponsored by WSP. Nneoma, a native of Nigeria, is pursuing a PhD in civil engineering at the University of Maryland, specializing in Transportation, Policy, and Planning. Passionate about utilizing transportation as a tool for the public good, Nneoma's dissertation addresses equity issues related to electric vehicle (EV) adoption, with a specific focus on access to charging stations. She has presented her research at TRB workshops, MDOT focus groups, and at the recent WTS annual conference. Nneoma has worked in Consulting at WSP, Transit Policy at the Northern Virginia Transportation Commission (NVTC), and pavement and construction at P.J. Keating.



*Photo 39. Scholarship Award
 Recipient Nneoma Ugwu*



Daniela Gonzalez received a \$2,000 scholarship sponsored by Dewberry. Daniela

Gonzalez is an architect from Bogota, Colombia with over five years of experience in architectural and urban design of large-scale urban projects. She is currently in her second year of a master's program for urban and regional planning at Georgetown University. She is passionate about exploring ways in which transportation can enhance access to services and opportunities, and mitigate inequities in cities, particularly in Latin America.



Photo 40. Scholarship Award Recipient Daniela Gonzalez



Sarah Morgan received a \$2,500 scholarship sponsored by the North American Transit Alliance (NATA). Sarah, a master's candidate in the urban and regional planning

program at Georgetown University, is passionate about transportation networks and understanding their impact on communities. Her interest in transportation was sparked while studying urban studies at the University of Toronto. She works as a transportation consultant at CPCS Transcom, where she is focused on performing transportation market analyses, developing strategic planning documents, and other transportation projects in the United States. She previously interned in the Transportation and Infrastructure Section of the Canadian Embassy in D.C., and at a non-profit transit advocacy organization in Toronto, Ontario.



Photo 41. Scholarship Award Recipient Sarah Morgan

Kimley»»Horn

Jona Elson received a \$2,500 scholarship sponsored by Kimley Horn. Jona is pursuing a master's degree in community planning at the University of Maryland where she focuses on the safe and convenient movement of people, not just cars. Jona works as a Student Bike Program Assistant promoting safe and accessible biking at the University of Maryland. Jona was a Communications Specialist at Casey Trees, an urban forestry nonprofit in Washington, DC that works to restore, enhance, and protect the tree canopy of our nation's capital. She holds a bachelor's in economics from Smith College and is the current co-chair of the Town of Edmonston's Green Team, working towards the Town's recertification as a Sustainable Maryland Community.



Photo 42. Scholarship Award Recipient Jona Elson

Burns

Asal Tabrizi received a \$2,500 scholarship sponsored by Burns Engineering. Asal is a second-year PhD student at the University of Maryland. She holds a Master of Science degree from the University of Tehran. Over the past two years, her work has focused on electric vehicles and public transportation ridership projects. Currently, Asal is a part of a multidisciplinary initiative with the Department of Agricultural and Resource Economics, where she is developing a methodological framework to study refueling behavior.



Photo 43. Scholarship Award Recipient Asal Tabrizi



Emma Martin received a \$2,500 scholarship sponsored by RATP Dev.

Emma is a second-year graduate student in George Washington's sustainable urban planning master's program. She is a full-time transportation planner and engineer. Emma recently received her Professional Engineering license. She is an advocate for equitable transportation access. Many of her efforts at work and school have focused on improving transportation safety, particularly for multimodal users. She is also passionate about helping others. Emma is currently a volunteer for Ward 5 Mutual Aid and the secretary for her graduate program's student organization.



Photo 44. Scholarship Award Recipient Emma Martin



Reagan Smith received a \$2,500 scholarship sponsored by HDR. She is in her final year of the George Washington University's sustainable urban planning master's

program. As the program's podcast producer and practice and outreach chair on the student board, Reagan works to engage students with planning professionals and local communities. She is writing her capstone on cyclist fatalities in urban intersections. Reagan also serves as the student representative on the APA Federal Planning Division's Executive Committee.



Photo 45. Scholarship Award Recipient Reagan Smith

Other Chapter Activities

WTS International Annual Conference

In support of chapter members' continued professional development, each year WTS-DC provides an opportunity for board members to apply for funding to



Photo 48. Sophie Guiny, Avital Barnea, and Katie Kraft at the WTS International Annual Conference



Photo 46. WTS-DC attendees at the WTS International Annual Conference Gala



Photo 47. Stephen Gardner, CEO, Amtrak, receiving WTS International's Honorable Ray LaHood Award

attend the WTS Annual Conference.

The Chapter sent three chapter members to the 2023 WTS-I Annual Conference in Atlanta in person: Shelley Johnson, Barbara Moreno, and Jamie Rosen. They and other WTS-DC members in attendance cheered on WTS-DC's 2022 Honorable Ray LaHood Award winner, Amtrak CEO Stephen Gardner, who was honored with the 2023 WTS-I Honorable Ray LaHood Award.



WTS International Chapter Leadership Training

In November 2023, WTS-I held its annual leadership training in Newport Beach. Chapter members Cerasela Cristei and Audra Bandy attended the event, which featured updates from WTS-I and workshops on the various aspects of being a chapter leader. There were also opportunities to socialize with and learn from members from other chapters.

WTS Washington, D.C. Chapter

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