

July 2021 Report of the Diversity, Equity, Inclusion Special Committee

- Committee active for three years
- Meet at AM, have quarterly conference calls
- Chaired by Carol Lewis, members include:
 - Gloria Bender Susan Hanson
 - Andrew Braham Chris Hendrickson
 - Alva Carrasco Tanisha Hall
 - Hyun-A Park Natalie Stiffler
 - Kimberly Webb
- TRB staff: Karen Febey and Neil Pedersen

Strategy 1

Identify practices and develop primers for committee and panel chairs, and TRB staff that ensure equitable opportunities for all, and highlight strategies and resources used to recruit, welcome, and actively involve a more diverse committee and panel membership.

- The NCHRP staff and AASHTO Research and Innovation (R&I) committee members focusing on DE&I through their Strategic Plan and Action Plan Working Group.
- TRB staff are considering strategies to disseminate best practices of those standing committees receiving the Technical Activities Council's new Blue Ribbon Award for Diversity.
- New database of Minority Student Fellows Program mentors and alums to help program officers identify diverse panel and committee members.

Strategies 2-3

Strategy 2: Engage with other transportation orgs to increase their members' awareness of and participation in TRB.

- Continuing to address items in COMTO MOU, and entered into MOU with Latinos In Transit.
- Ann Brach and Neil Pedersen were moderators of CUTC webinars on equity and the Black experience in transportation.

Strategy 3: Find new ways for AM and specialty conference attendees to make connections and feel included/welcome.

- TAD staff met with FHWA DDETFP staff to identify ways to involve the 200+ DDETFP fellows in standing committees.
- Some standing committees and YMC continue work on mentoring initiatives for young professionals involved with their committees.

Strategies 4-5

Strategy 4: Identify resources for TRB staff and contracting office to identify and minimize barriers to greater diversity among TRB contractors.

- Exploring a DBE Initiative to encourage participation in TRB proposals, projects, and contracts by firms 51% or more minority- or women-owned.

Strategy 5: Identify and minimize barriers to achieving greater TRB staff diversity.

- NASEM has a Chief Diversity Officer and a Director of Workforce Diversity and Inclusion who will develop DE&I training and ensure consistent DE&I policies and strategies across NASEM.
- In TRB and throughout NASEM, strategies are being developed to widely advertise positions to attract a diverse pool of applicants.

Strategies 6-7

Strategy 6: Ensure that DE&I are addressed in TRB work.

- *TR News (May/June 2021)* theme issue on DE&I in transportation profession just released.
- ACRP systemic racism at airports insight series and Critical Issues addendum on equity.
- Advancing Transportation Equity conference - Fall 2021.
- List of 40 CRP DE&I projects that are anticipated, newly funded, and in progress.

Strategy 7: Improve existing data, information, and communication mechanisms to support all strategies.

- Communications staff: DE&I-related blog articles and focus on DE&I in new Strategic Communications Plan.
- New data analyses in Div-Comm report: those not selected for CRP panels and orgs' RFP responses to DE&I question.

Priorities Moving Forward

- Continue contributions to other diversity initiatives around the National Academies.
- Continue collaboration with COMTO through our MOU, and begin collaboration with Latinos In Transit through our new MOU.
- Continue to develop resources for program officers to identify diverse committee members.
- Assist with implementation of DE&I-related items in TRB's new Strategic Communications Plan.
- Explore collaboration with an org like CUTC on a webinar about career trajectories and experiences of TRB volunteers who are underrepresented minorities.
- Next update at Executive Committee January 2022 meeting.