

MISSION

The mission of the Diversity, Equity, and Inclusion Task Force is to listen to the voices of those in our association and society who truly understand and recognize the depth of the inequity caused by racial and social injustice. With this knowledge, we will work to implement practices and programs that contribute to racial and social justice in our IBTTA family and beyond.

OBJECTIVE

Initially named the Task Force on Diversity, Social and Racial Inclusion, this working group was formed in August 2020 in the wake of the senseless murder of Mr. George Floyd on May 25, 2020. The tragedy was a reckoning moment of acknowledging systemic racism in America and across the globe; and IBTTA made a statement of commitment to address how the tolling industry influences the wider society and communities through its policies and perspectives. The Association's position inspired action within its membership with the formation of the Task Force, which decided "now is the time" to use our platform to heighten awareness of accessibility challenges and implement favorable, fair, and equitable initiatives that can impact the industry. These programs and initiatives are described in this document.

2023 TASK FORCE CO-CHAIRS



Joi Dean
Richmond Metropolitan
Transportation Authority



Jeffrey Miller
West Virginia Parkways
Authority



DIVERSITY, EQUITY, AND INCLUSION TASK FORCE



ENLIGHTENMENT WORKING GROUP

TRAINING, EDUCATION, AND OUTREACH

This group serves to widen our perspectives about diversity and inclusion and unconscious and/or unintended bias in our world. With “safe space” conversations, quarterly “Book Club” group discussions, a growing Diversity Speaker Series, and awareness tools, like the calendar of observances that recognizes holidays of all cultures, the Enlightenment Working Group shows IBTTA members ways to serve as courageous upstanders where they may have once felt paralyzed.

The Working Group will continue to nurture the existing partnership with COMTO (Conference of Minority Transportation Officials); and as the DEI Task Force evolves, this Working Group continues to address ways to influence the larger community with opportunities for growth and partnerships with additional associations that share a common dedication to inclusion and belonging.

2023 MOMENTUM LEADERS

Bryan Homayouni, Central Florida Expressway Authority

Sheryl Johnson, Richmond Metropolitan Transportation Authority

2023 WORKING GROUP MEMBERS

David Abraham, Harris County Toll Road Authority

Ferzan Ahmed, Ohio Turnpike and Infrastructure Commission

Austin Bernier, RideFlag Technologies, Inc.

Carolyn Brown, Windsor Detroit Borderlink Limited

Matt Cole, Ohio Turnpike and Infrastructure Commission

Joi Dean, Richmond Metropolitan Transportation Authority

Kimanh Doan, HNTB Corporation

Brad Humphrey, HNTB Corporation

Takesha McClane, Illinois Tollway

Jeff Miller, West Virginia Parkways Authority

Cintia Nazima, Moody’s Investors Service

Peter Ousley, Accenture

Nikhil Puri, Cambridge Systematics, Inc.

Wayne Reed, Atkins N.A.

Barbara Roberts, Conduent Transportation

Cassandra Rouse, Illinois Tollway

Kristin Sholl, ETC

Shannon Swank, ETC

Joe Williams, Kapsch TrafficCom

Stacey Williams, MTA Bridges and Tunnels

LaKrysha Winsley, Valor Intelligent Processing LLC

Mike Yager, ETC

RECOGNITION WORKING GROUP

AWARDS, SCHOLARSHIPS, AND BEST PRACTICES

This group administers the annual **DEI Award**, which recognizes the outstanding programs or policies of inclusion in member organizations. The working group is proud of its role in making permanent an annual IBTTA Foundation **financial scholarship** being awarded to a deserving undergraduate student of color enrolled in a **Historically Black College and Universities (HBCUs)**. The Recognition Working Group also launched the **IBTTA EXPERIENCE** program, where HBCU students meet and network with IBTTA members who serve as Ambassadors for their visits during IBTTA events.

The **Diversity Spotlight** and a **focus on issues and challenges of DBEs** in the tolling industry are also worthy initiatives that the Recognition Working Group continues to advance.

2023 MOMENTUM LEADERS

Snehal Ambare, CDM Smith

George Christopher, Emovis

2023 WORKING GROUP MEMBERS

Roland Bonilla, North Texas Tollway Authority

Amanda Corson, Atkins N.A.

Rick Crooks, EAC Consulting, Inc.

Laurie Davis, Ohio Turnpike and Infrastructure Commission

Joi Dean, Richmond Metropolitan Transportation Authority

Bryan Emery, Ohio Turnpike and Infrastructure Commission

Ron Fagan, Fagan Consulting

Tawnya Freund, ViaPlus

Reema Griffith, Washington State Transportation Commission

Brad Humphrey, HNTB Corporation

Ramel Lee, MTA Bridges and Tunnels

Jeff Miller, West Virginia Parkways Authority

Zulema Robinson, MTA Bridges and Tunnels

Rosa Rountree, Atkins N.A.

Cassandra Rouse, Illinois Tollway

Courtney Royer, ITR Concession Company LLC

Amit Thomas, CDM Smith

Chris Tomlinson, Deloitte Consulting LLP

DeeAnne Vickery, Central Texas Regional Mobility Authority

Geraldine Walsh, Transport Infrastructure Ireland

K.D. Warach, CDM Smith

LaKrysha Winsley, Valor Intelligent Processing LLC

PROGRAMS AND EVENTS

Get involved with the IBTTA DEI programs and events.

IBTTA FOUNDATION HBCU SCHOLARSHIP

The Recognition Working Group works with the IBTTA Foundation to raise and allocate scholarships for students of HBCUs (Historically Black Colleges and Universities) and further established this HBCU scholarship as a permanent IBTTA scholarship award in 2021 and beyond.

IBTTA DIVERSITY, EQUITY, AND INCLUSION AWARD

Established in 2021 as a permanent IBTTA award, the Diversity, Equity, and Inclusion (DEI) Award honors outstanding member organizations that make significant impacts of inclusion within their organizations or for the benefit of underserved communities through its DEI programs or policies.



DEI SAFE SPACE CONVERSATION

IBTTA event delegates have a periodic opportunity to learn and grow together through facilitated discussions in a no-danger zone. For wide exposure, these confidential sessions have been held virtually (on Zoom) and during in-person events. These conversations give attendees an excellent chance to look at unconscious biases in our relationships and differing perspectives with greater awareness. Sessions are not recorded.

IBTTA BOOK CLUB

Join us for fun, interesting and thought-provoking conversations around books (and other media) curated by our member community. Whether you’ve read the books or not, this is a great opportunity to participate, listen or just be part of these very special conversations.

DEI POLICIES AND PROGRAMS

In late 2020, the DEI Task Force reached out to IBTTA member agencies with a request to respond to a survey on employment equity and business supplier diversity. While we continue to obtain samples from our members, IBTTA has begun to collect and aggregate the data received so far, and the growing number of examples are posted to the IBTTA website.

If you would like to support this effort by sharing your organization’s policy or program for the benefit of all IBTTA members, please send your DEI policies and programs to Terri Lankford (tlankford@ibtta.org).

CULTURALLY INCLUSIVE CALENDAR

In the summer of 2022, in an effort to ensure that the DEI Task Force is continuing to provide opportunities to enlighten the members of IBTTA and the larger community, the Task Force began to create a comprehensive list of observances of celebrations that are recognized across the globe. The calendar listing on the IBTTA website is an ongoing work in progress.



Scan code to learn more

OR VISIT WWW.IBTTA.ORG/DEI-TASK-FORCE FOR MORE INFORMATION.