

## Mission

The mission of the Diversity, Equity, and Inclusion Committee 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 Committee 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 Committee, 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.

### 2024 Committee Co-Chairs



**Joi Dean**  
Richmond Metropolitan  
Transportation Authority



**Peter Ousley**  
Accenture



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Or visit [www.ibtta.org/dei-committee](http://www.ibtta.org/dei-committee) for more information.



# Diversity, Equity, and Inclusion COMMITTEE



## ENLIGHTENMENT WORKING GROUP

### Education, Training, and Growth

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 “**It’s Not Just Books Anymore**” Club group discussions, a newly established DEI Research Team, which looks at effectiveness through metrics of DEI programs in the industry, 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 has continued to nurture the existing **partnership with COMTO** (Conference of Minority Transportation Officials); and as the DEI Committee 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.

### 2024 Momentum Leaders

**Austin Bernier**, RideFlag Technologies, Inc.

**Sheryl Johnson**, Richmond Metropolitan Transportation Authority

### 2024 Working Group Members

**David Abraham**, Harris County Toll Road Authority

**Autavea Basey**, North Texas Tollway Authority

**Lucinda Broussard**, San Diego Association of Governments

**Tracie Brown**, Central Texas Regional Mobility Authority

**Bill Cramer**, HNTB Corporation

**JD Davis**, ViaPlus

**Joi Dean**, Richmond Metropolitan Transportation Authority

**Iain Deckard**, Kansas Turnpike Authority

**Leslie Gervasio**, Pennsylvania Turnpike Commission

**Tiana Hill**, Tampa-Hillsborough Expressway Authority

**Bryan Homayouni**, Central Florida Expressway Authority (CFX)

**Jee Kim**, Gannett Fleming

**Takesha McClane**, Illinois Tollway

**Cintia Nazima**, Moody’s Ratings

**Kimanh Nguyen**, HNTB Corporation

**Peter Ousley**, Accenture

**Tom Porter**, Michael Baker International

**Nikhil Puri**, Cambridge Systematics, Inc.

**Wayne Reed**, AtkinsRéalis

**Barbara Roberts**, Conduent Transportation

**Cassandra Rouse**, Illinois Tollway

**Kristin Sholl**, Texas Department of Transportation

**Shannon Swank**, Cogitative Consulting, LLC

**Sean Tihal**, Stantec Consulting Services Inc.

**Joe Williams**, Central Texas Regional Mobility Authority

**Stacey Williams**, MTA Bridges and Tunnels

**Heather Wills**, STV Incorporated

**Lakrysha Winsley**, Valor Intelligent Processing LLC

## 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 Colleges 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 **video interview series Spotlights!** and a repository of internship programs, which has been developed to expose underrepresented students to training opportunities within IBTTA member organizations in the tolling industry, are also worthy initiatives that the Recognition Working Group continues to advance.

### 2024 Momentum Leaders

**Snehal Ambare**, CDM Smith

**George Christopher**, Emovis

### 2024 Working Group Members

**Susan Binder**, Cambridge Systematics, Inc.

**Roland Bonilla**, Conduent Transportation

**Eric Coraggio**, Conduent Transportation

**Amanda Corson**, AtkinsRéalis

**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

**Rafael Hernandez**, IntelliRoad, a division of Kyra Solutions

**Galia Ivanov**, AtkinsRéalis

**Jamir Jackson**, Fagan Consulting

**Jeff Miller**, West Virginia Parkways Authority

**Peter Ousley**, Accenture

**Rosa Rountree**, AtkinsRéalis

**Cassandra Rouse**, Illinois Tollway

**Courtney Royer**, ITR Concession Company LLC

**Sarah St. Andre**, Milligan Partners LLC

**Gilletta Stewart**, Illinois Tollway

**Amit Thomas**, CDM Smith

**Lisa Thompson**, HNTB Corporation

**Chris Tomlinson**, Deloitte Consulting LLP

**Dee Anne Vickery**, Half

**K.D. Warach**, CDM Smith

**Madeline Washington**, Emovis

**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-judgment 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 “It’s Not Just Books Anymore” 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.

### Spotlights! Microcast Series

In 2024, the DEI Committee launched the production of an ongoing interview series, featuring IBTTA leaders who give insight and advice through their outlooks and perspectives on DEI in the tolling industry.

The videos are available on IBTTA’s LinkedIn page and YouTube.

### DEI Open Space Sessions

Since 2023, these free-flowing and participant-driven interactive sessions have grown in popularity and significance at IBTTA’s larger events. Facilitated by the DEI Committee, resulting summary reports from the Open Space sessions are produced with the aim of providing the IBTTA Board of Directors with guidance on the association’s strategic path for the future as it relates to diversity, inclusion, and equity.

### IBTTA Experience

The IBTTA EXPERIENCE is a program designed to introduce HBCU students to the tolling industry by inviting them to IBTTA events in their local cities. DEI Committee members visit with and accompany the students through the exhibit hall and education sessions providing for a rich and engaging experience with delegates during the event. This program includes follow up mentoring for interested students.

### Culturally Inclusive Calendar

In the summer of 2022, in an effort to ensure that the DEI Committee continues to provide opportunities to enlighten the members of IBTTA and the larger community, the Committee 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.