

Diversity and Inclusion

Moving the Needle to Help Transform our Profession

Audience Participation

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Welcome Our Panelist!

Secretary Richards (PennDOT)

Katharine Kelleman (PAAC)

Courtney Ehrlichman (Ehrlichman Group)

Alanna Strohecker (AECOM)

Rich Montanez (City of Phila.)

Martin Pietrucha (Penn State)

Herman Lloyd (JMT)

Stan Caldwell (CMU)

What Does Diversity and Inclusion Mean to You?



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Question #1
(Job Description)

Job Description I – Would You Apply?

ABC's Fargo, North Dakota office is seeking a hard-working, independent, and ambitious **Mid-Level** Traffic Engineer with experience consistent, but not limited to: .

- Lead a team with little supervision
- Perform site visits, collect/document field equipment.
- Preparing reports, analyze data, design.
- Good verbal and written skills.
- Participate in professional organizations.
- Work well with others.
- **MINIMAL REQUIREMENTS - 10 Years of Experience, PE License**

Job Description II – Would You Apply?

- Be a team **leader and mentor** to junior staff.
- Perform site visits to observe real-world operating conditions.
- **Execute and manage** engineering assignments: reports, design, budgets.
- Effectively convey your opinions to staff and management
- **Engage in business development** through professional organizations and networking.
- **Build trusting** working relationships with clients and colleagues.
- **EXPERIENCE – FE/PE License Preferred**

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Question #2
(Job Description)

Training



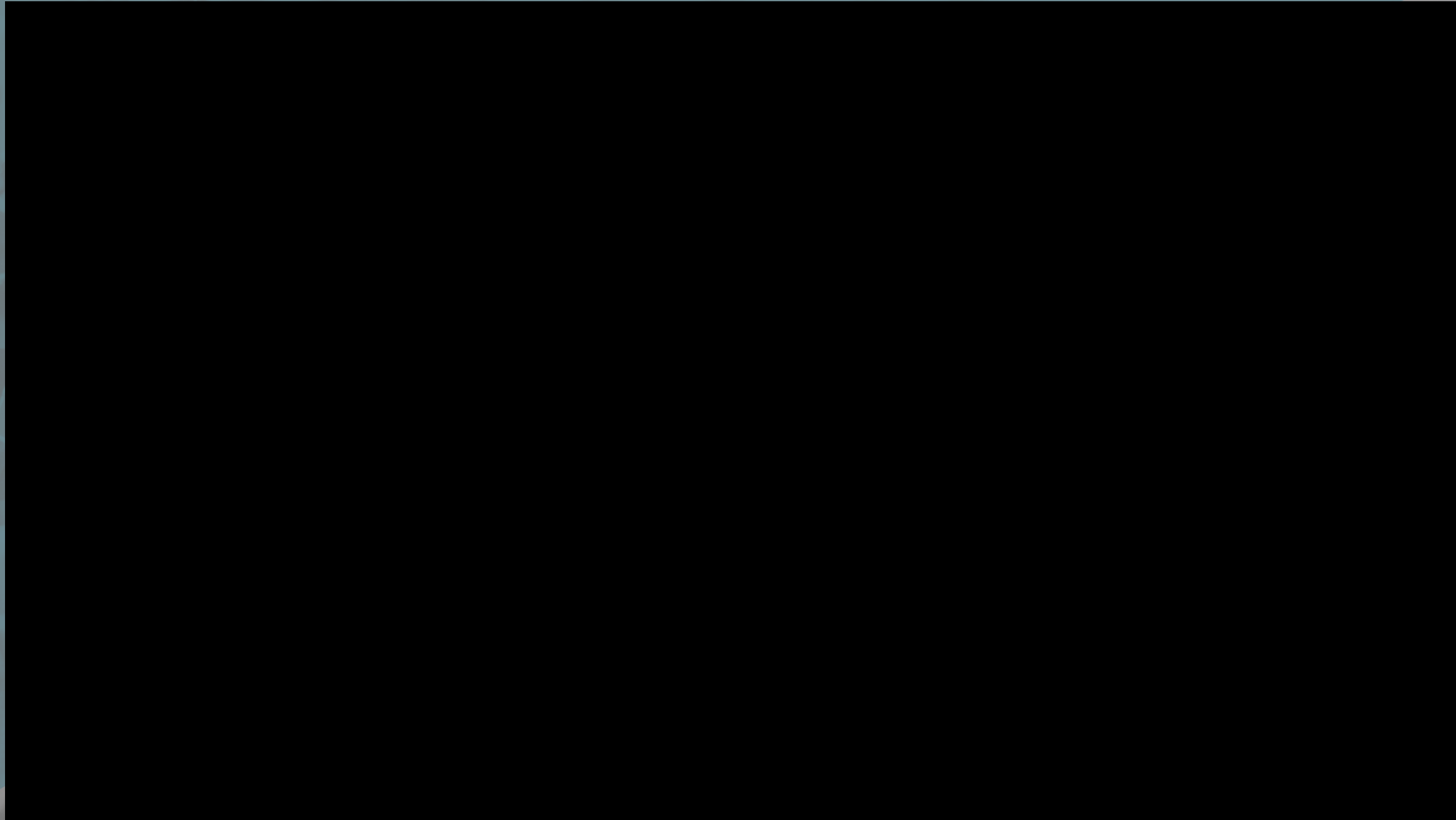
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Question #3
(Unconscious Bias)

Unconscious Bias



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Question #4

(Unconscious Bias - 2)



PennState
College of Engineering

TRANSPORTATION ENGINEERING
AND SAFETY CONFERENCE

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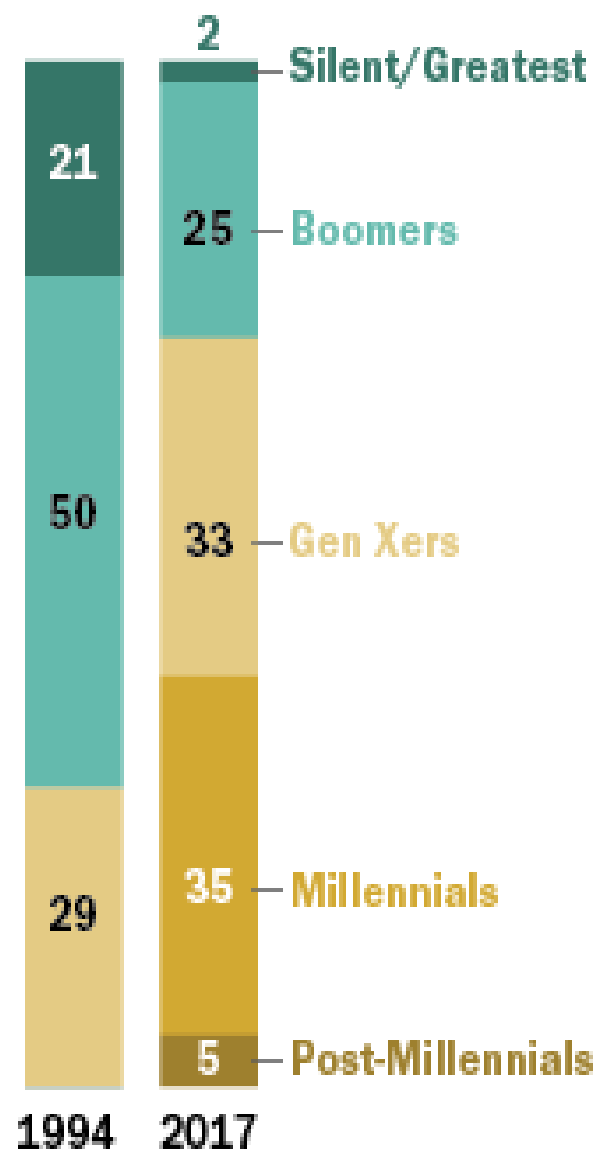
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Question #5
(Generations)

Generations

More than a third of the workforce are Millennials

% of the U.S. labor force



Note: Labor force includes those ages 16 and older who are working or looking for work. Annual averages shown.
Source: Pew Research Center analysis of monthly 1994 and 2017 Current Population Survey (IPUMS).

PEW RESEARCH CENTER

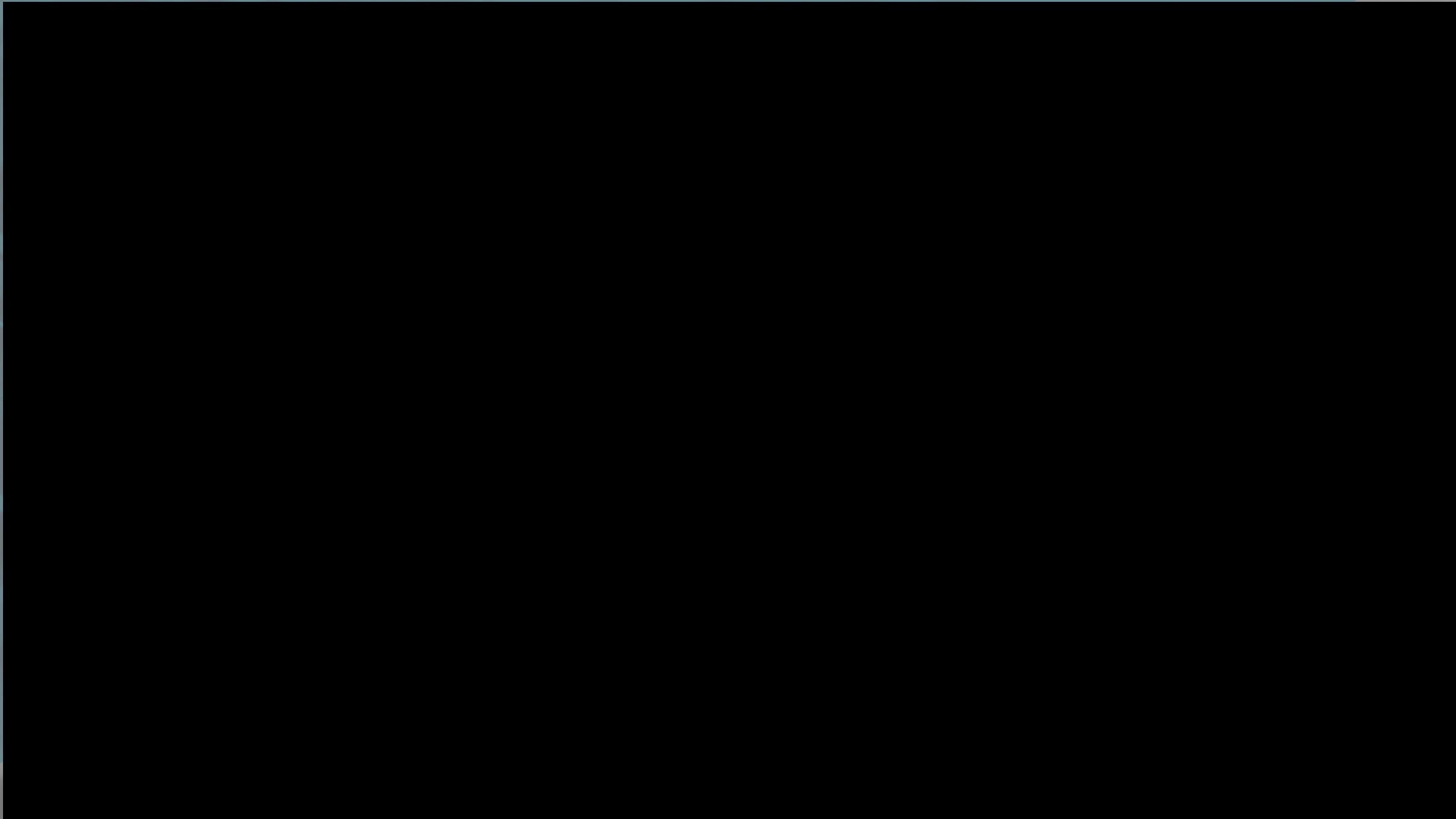


Communications



"Great! Have your people call, email, text, tweet, message, pin, Snapchat, Instagram and Skype my people."

Communications – One Last Thought (Run)



Diversity and Inclusion

Based on Today's Did We Move the Needle Today?





Thank You!

For Moving the Needle to Help Transform our Profession