



September 15, 2021

MobilityXX
1100 New Jersey Avenue Southeast
Washington, D.C. 2003

Re: 10% |10 Years Pledge

Dear MobilityXX Leadership:

The Washington State Department of Transportation enthusiastically joins the 10 percent in 10 years Pledge of increasing women's representation in the transportation workforce. Since 2016, WSDOT's [strategic plan](#) has had three goals: practical solutions, workforce development, and inclusion. Through the inclusion goal, WSDOT has worked diligently to create an inclusive and diverse workforce, enhance our diverse business spending, create opportunities for under-represented individuals and business owners, and enhance community engagement.

WSDOT's 10 percent in 10 years Pledge will be demonstrated by our:

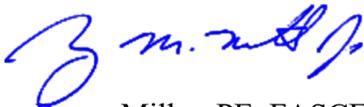
- **Diversity, Equity, and Inclusion Resolution.** On July 16, 2021, I signed the [Anti-Racism Policy and DEI Planning Executive Order](#). This executive order outlines the department's commitment to becoming an Anti-Racist Organization and furthering our DEI efforts for all under-represented groups by creating a DEI work plan, which is currently under development.
- **Employee Resource Groups.** WSDOT has eight geographically based [Diversity Advisory Groups](#). The DAGs assist in the development, focus, and continuous process toward diversity at WSDOT. The DAG is a forum to share ideas and promote training, resources, activities, and events that foster understanding, awareness, and inclusiveness of diverse backgrounds. WSDOT's DAGs will be reinvigorated by assisting with implementing the Anti-Racism Policy and DEI Planning Executive Order. WSDOT will continue to encourage employees to participate in [Statewide Business Resource Groups](#), which are focused on bringing together groups of employees and their allies who have a common interest or characteristic.
- **Internships and Fellowship Programs.** WSDOT will leverage its existing [Internship Program](#) and commit to a concerted effort to hire more female interns to increase gender diversity within the transportation industry.

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We are grateful for the partnership and commitment of MobilityXX, a collaboration of Intelligent Transportation Society of America, The Ray, and Women's Transportation Seminar International Foundation, as WSDOT works to further equity and inclusion for women and other disadvantaged members of the transportation workforce.

If you have any questions, please contact Jackie Bayne, Assistant Director of the Office of Equal Opportunity, at 360.338.5783 or BayneJ@wsdot.wa.gov, who has been designated WSDOT's contact for this effort.

Sincerely,



Roger Millar, PE, FASCE, FAICP
Secretary of Transportation
Washington State Department of Transportation