

2022



The Official Industry
Barometer to benchmark
and measure each year the
percentage of women who
make up key roles in the
North American
transportation industry.

WomenInTrucking.org

2022 WIT Index At A Glance:

What's the Percentage of Women in Key Roles in the Transportation Industry?

C-Suite Executives
33.8%

Company Leaders
39.6%

Females Serving on Boards of Directors
Average of 31%

Women in HR/Talent Management
Average of 74.9%

Women in Technician Roles
Average of 3.7%

Women in Profession Driver Roles
Average of 13.7%

Women in Dispatcher Roles
Average of 44.7%

Women in Safety Roles
Average of 40.5%

Introduction

The Women In Trucking Association (WIT) is America's leading industry association for women in the trucking industry. With approximately 7,000 members in 10-plus countries around the world, the mission of WIT is to encourage the employment of women in the trucking industry, promote their accomplishments, and minimize obstacles they face.

In support of this mission, WIT regularly conducts what it refers to as the WIT Index, the official industry barometer to benchmark and measure each year the percentage of women who make up the following roles in the transportation industry:

- Corporate Management (C-suite)
- Boards of Directors
- Functional Roles (Operations, Technicians, HR/Talent Management, Marketing, Sales, etc.)
- Professional Drivers.



Methodology

From January through April 2022, WIT conducted a survey to gather percentages of the workforce that are women. Those completing the survey were required to be an authorized respondent on behalf of their organization. WIT assured respondents that data provided would be held in the strictest of confidence and data would be reported only as an aggregate and NOT on an individual basis.

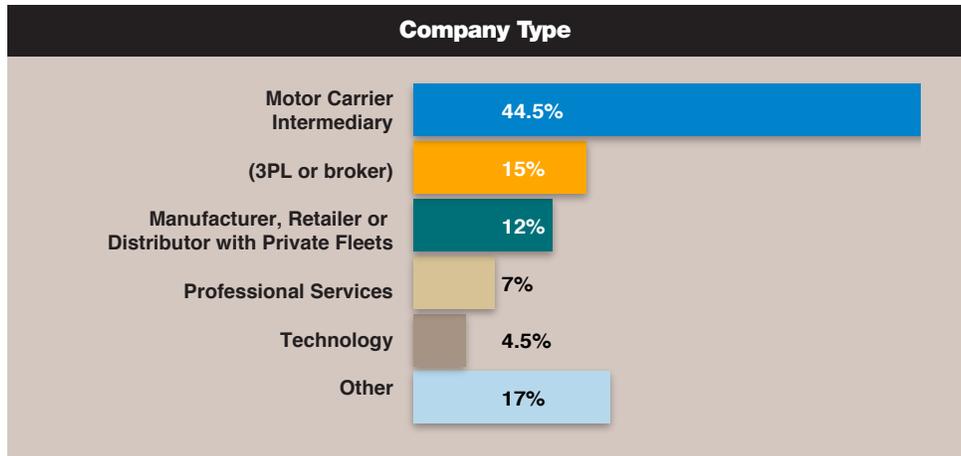
The respondents were asked to report the follow data:

- Demographic questions (such as company type and total employee count)
- Status of whether or not their company has a formal policy involving Diversity, Equity and Inclusion (DEI)
- The percentage of the company's C-Suite executives are female and how many company leaders who are female (in supervisory roles)
- What percent of the organization's board of directors are female
- The percentage of HR/talent management are female
- How many overall drivers with commercial driver's license (CDLs) are part of the organization's workforce, and how many professional drivers who hold CDLs are women
- The percent of the organization's dispatchers who are female
- What percentage of safety professionals and technicians are women

For all questions, respondents were given one of the following options: "I Do Not Know" or "Not Applicable for My Organization."

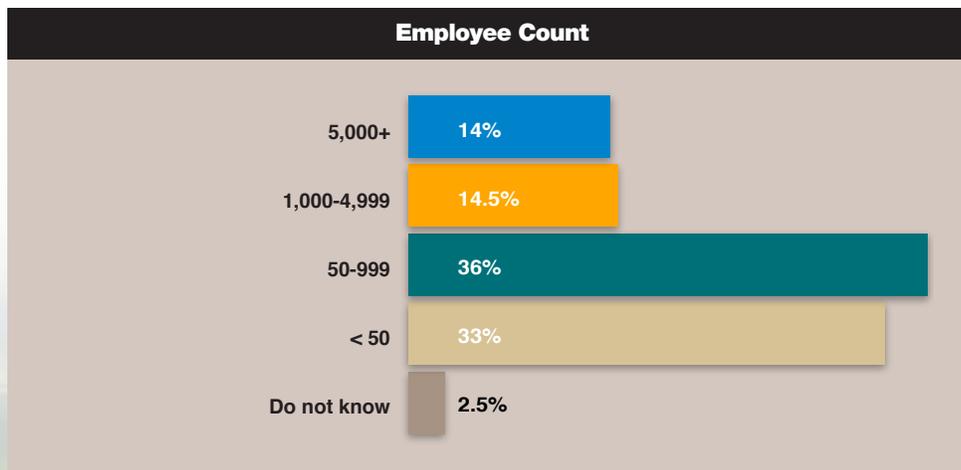
Demographics

There were 180 respondents in the 2022 WIT Index survey. A majority of them (59.5 percent) have for-hire fleets or private fleets as part of the organization’s operations. Of those respondents representing organizations with fleet assets, 44.5 percent were reporting on behalf of motor carriers of various types (full truckload, less-than-truckload, refrigerated, flatbed, expedited and liquid). Another 15 percent of respondents were reporting on behalf of intermediary companies, including third-party logistics companies or freight brokers. In addition, 12 percent represented manufacturers, retailers or distributors that have private fleets.



Other respondents include professional services (7 percent), technology (4.5 percent), and other (17 percent) types of companies that do not operate for-hire fleets or private fleets.

A significant number of respondents represented major transportation companies with more than 5,000 employees (14 percent of respondents) or large companies with 1,000 to 4,999 employees (14.5 percent of respondents).



However, small and medium-sized companies also are well-represented in the 2022 WIT Index. In fact, 33 percent have less than 50 employees and another 31 percent have 50-499 employees.



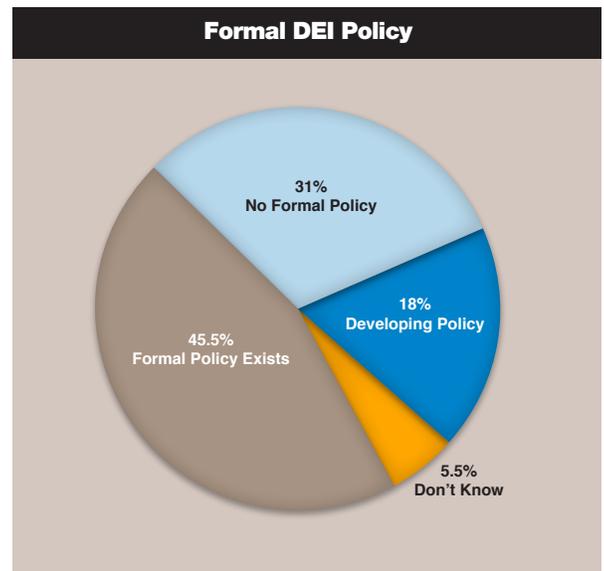
The Prevalence of D&I Policies in Transportation

Workplace cultures that are strong in diversity, inclusion, and belonging have been linked to increased organizational productivity – and this is definitely applicable to companies in the transportation industry.

“Workplace diversity” is an umbrella term for strategies that recognize and accommodate the differences in ethnic, cultural, socio-economic backgrounds, religious beliefs, sexual orientation, disabilities, family responsibilities, life and work experience in the workforce.

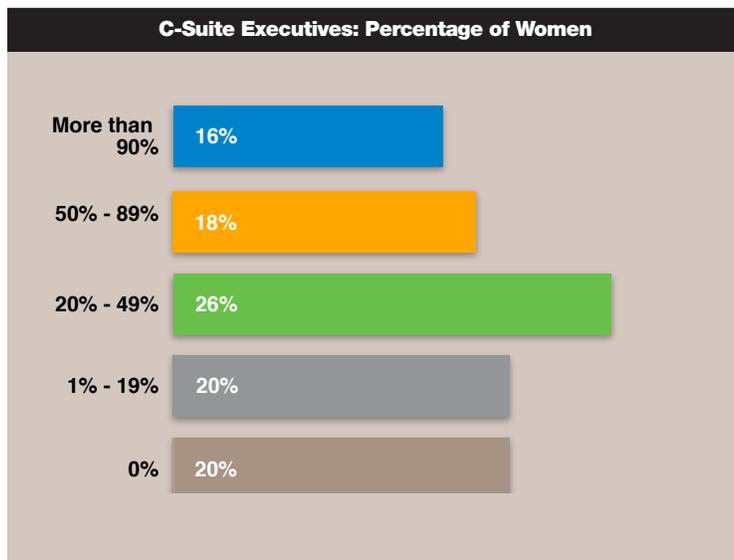
What should be included within a diversity and inclusion policy? Typically policies provide diversity and inclusion definitions for your company culture. It should connect diversity and inclusion to your specific mission, vision, and values, and demonstrate what living your D&I policy looks like in real life (including everyday policies and procedures that all employees and associates are expected to abide by). A good D&I policy also includes the current state of diversity and inclusion for the company.

For the first time in its history, the 2022 WIT Index asked participants if their company had a formal Diversity & Inclusion (D&I) policy. A majority of respondents (45.5 percent) confirmed that their organization has a formal policy, while 31 percent said their company currently does not have a formal policy in place. Approximately 18 percent confirmed that their organization is currently in the process of developing a formal policy.



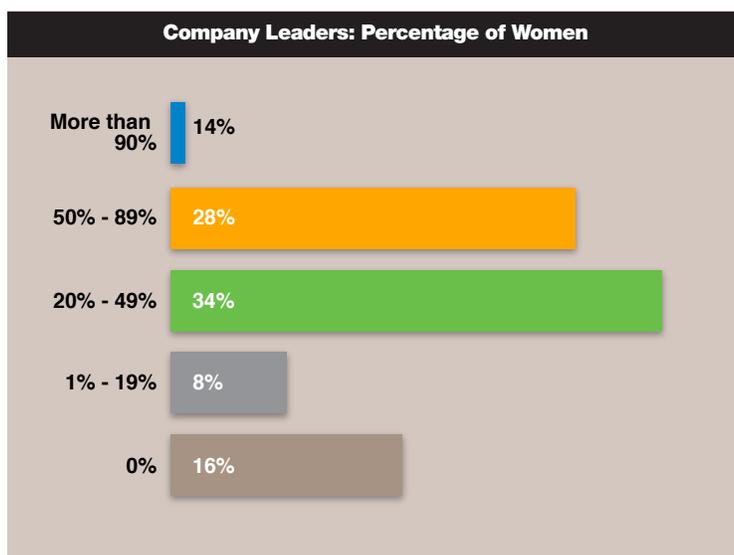
Women in Leadership Roles in Transportation

The need for more female leaders has never been more critical, and there's a never-ending catalogue of data to support this claim. For example, women CEOs comprise 6.4 percent of the Fortune 500 list in the United States. Companies that boast a higher representation on their boards notably outperform organizations that do not. Furthermore, research has shown that companies with greater gender diversity, not just within their workforce but directly among senior leadership, are significantly more profitable than those without.



According to the 2022 WIT Index, 16 percent of respondents say that they have 90 percent or more of their executives in the C-suite are women. Another 3 percent say they have 60 percent to 80 percent of their executives are women, and another 15 percent say they have 50 percent to 60 percent of women in the C-Suite. Another 10 percent have 30 percent to 50 percent. Approximately 36 percent have 10 percent to 30 percent. Approximately 20 percent report that they have no females in their C-Suite. Overall, this year's WIT Index shows an average of approximately 33.8 percent women in the C-Suite.

Interestingly, there is evidence that larger companies in transportation tend to have a slightly smaller percentage of female executives. For example, the only 14 publicly traded asset-based carriers had an average of 15 percent women on their executive team in 2021, according to Bloomberg. However, these companies continue to make progress in gender diversity among their executive team, as this was up from 9 percent in 2020 and 10 percent in 2019.

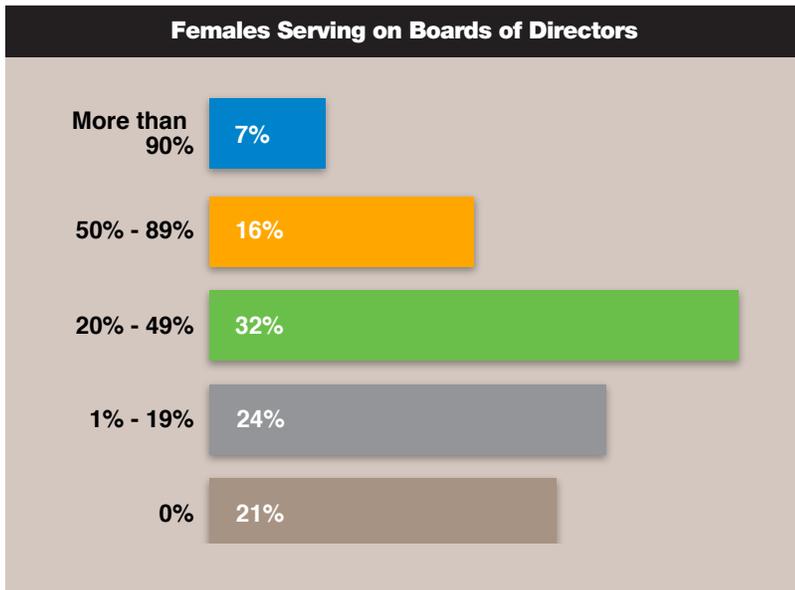


How many company leaders are women in the transportation industry? In the 2022 WIT Index, "company leaders" are defined as someone with supervisory responsibilities (and also includes executives within the C-Suite). Approximately 14 percent say they have 90 percent or more as company leaders.

Approximately 12 percent report they have 60 percent to 90 percent females as company leaders. Another 27 percent say they have 40 percent to 60 percent women as company leaders. Approximately 42 percent reported

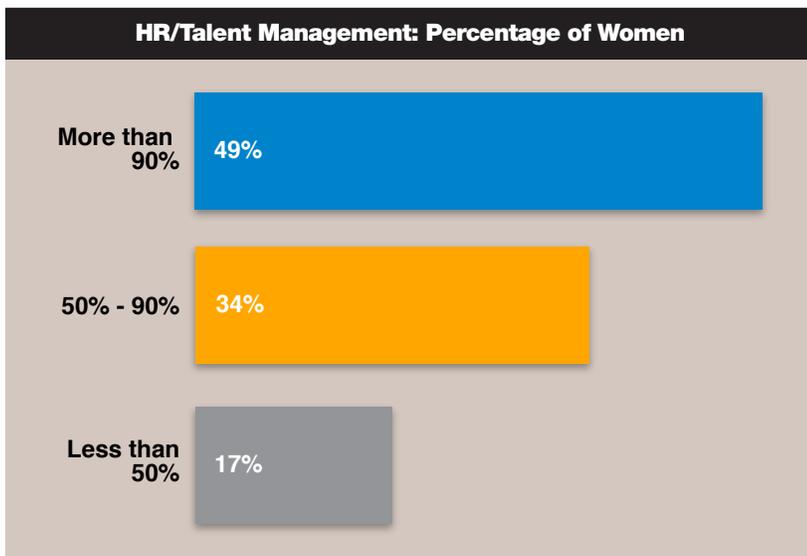
20 percent to 40 percent women as company leaders, and another 8 percent reported 10 percent to 20 percent. Approximately 16 percent reported having no female leaders in their company.

Overall, this year's WIT Index shows an average of approximately 39.6 percent women in leadership positions.



Typically, the board of directors of an organization provides direction with regards to the organization’s culture, strategic focus, and financial performance. According to the WIT Index, 7 percent of respondents say that they have 90 percent or more of their boards of directors are comprised of women. Only 2 percent say women comprise 60 percent to 80 percent of their boards, and another 14 percent say that 50 percent to 60 percent are comprised of females. Approximately 16 percent have women representing 30 percent to 50 of their boards, and another 16 percent have females representing 10 percent to 30 percent of their boards. Approximately 21 percent do not have any women on the boards of directors. Overall, this year’s WIT Index shows an average of approximately 31 percent women represented on boards of directors.

However, there is evidence that larger companies in transportation tend to have a slightly smaller percentage of women on their boards of directors. For example, the only 14 publicly traded asset-based carriers had an average of 23 percent women on their boards of directors in 2021, according to Bloomberg. However, these companies continue to make progress in diverse gender representation on their boards, as this was up from 22 percent in 2020 and 18 percent in 2019.



Women In Specific Occupational Disciplines in Transportation

The 2022 WIT Index asked survey respondents to report percentages in a number of specific professional disciplines that are most common in the commercial freight transportation industry. The categories of these specific disciplines include: Human Resources/Talent Management, Technicians, Safety Professionals, Dispatchers and Professional Drivers with Commercial Drivers Licenses (CDLs).

Human Resources/Talent Management.

Traditionally, Human Resources (HR)

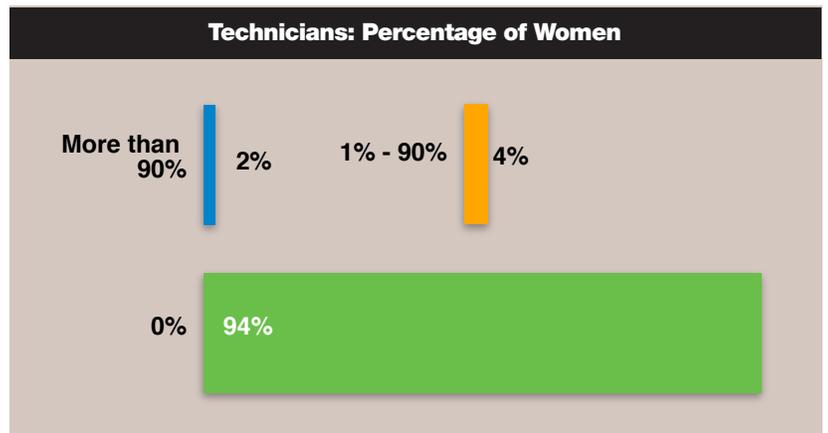
and Talent Management long been perceived as a female-oriented profession – primarily because of the skill sets required in the field.

Why are women typically more skilled in HR? Women are considered to have a better Emotional Intelligence (EI) score than men. Such qualities, in addition to multitasking, leadership, planning, communication, and solid human relations skills, give women a professional advantage in the HR field.



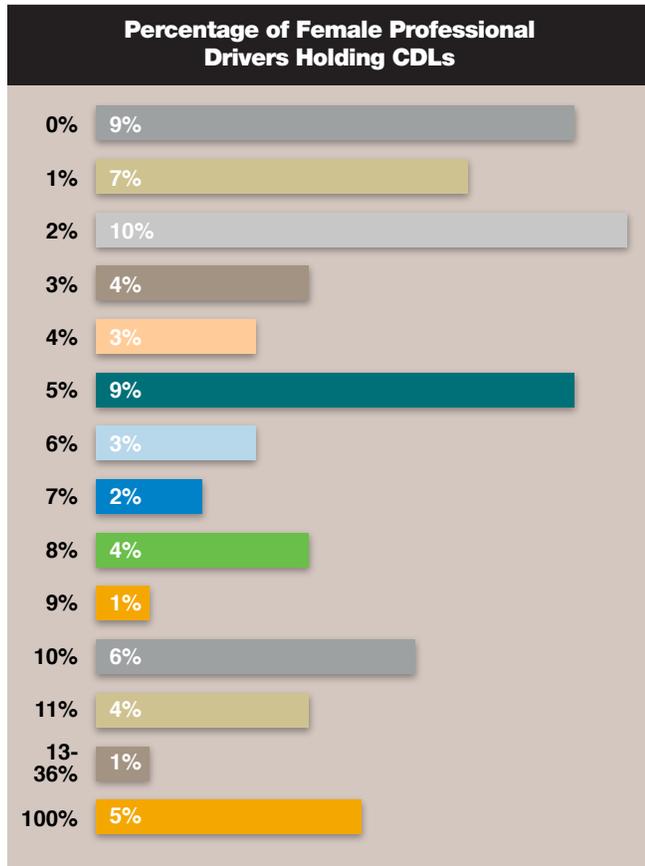
Women do, in fact, account for the majority of its workforce in this field. In fact, women held over 80 percent of HR management positions in 2021, according to U.S. Bureau of Labor Statistics. This also is true in the transportation industry. According to the 2022 WIT Index, approximately 49 percent of respondents report that 90 percent or more of professionals in their HR/Talent Management positions are women. Another 34 percent say that between 50 and 90 percent of HR/Talent Management professionals are women. Approximately 11 percent report that women comprise 10 to 50 percent of HR/Talent Management roles while 6 percent report having no women in HR-related roles. Overall, this year's WIT Index shows an average of approximately 74.9 percent women in HR/Talent Management roles.

Technicians. A major concern of the trucking industry has been the widely reported shortage of professional truck drivers, who play a vital role in the U.S. economy by safely transporting the nation's freight. But drivers cannot complete that mission when their trucks are in the shop or broken down on the side of the road – whether it is caused by a problem with the engine aftertreatment system, an electrical issue, or perhaps a problem with the truck's brakes. That's why it becomes clear that skilled truck maintenance technicians are critical to the success of the transportation industry.



According to the U.S. Bureau of Labor Statistics, diesel technicians are in high demand across the United States, with approximately 242,200 technicians employed. And unfortunately, there is a severe shortage of technicians. In fact, according to the American Trucking Associations (ATA), the industry will need about 200,000 technicians over the next 10 years just to keep up with current truck maintenance demands. U.S. technical schools are only training about 3,500 diesel technicians each year.

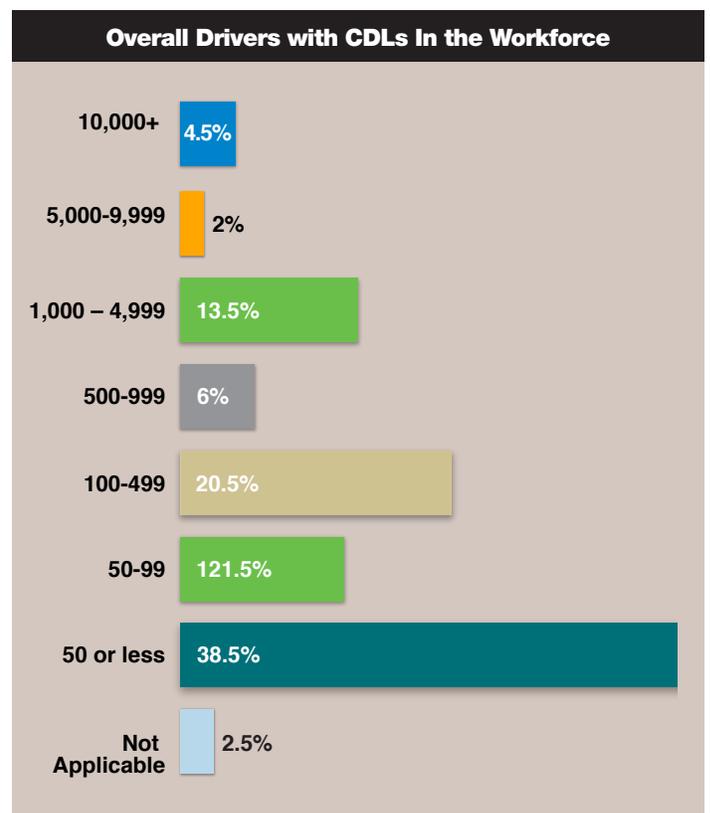
There is a significant shortage of women in this field. In fact, 94 percent of respondents say they have no women in technician roles, only two percent say they have 10 percent to 20 percent, and another two percent report they have only 30 percent to 40 percent. Another two percent report they have 90-plus percent but these are with small companies with a small number of technicians.



According to this year's WIT Index, there has been little change in the percentage of female technicians since the 2019 WIT Index (which was at 4 percent then). In fact, overall this year's WIT Index shows an average of approximately 3.7 percent women in technician roles.



Professional Drivers. Professional Drivers. There are many reasons why women are candidates to be quality, reliable, efficient and safe professional truck drivers. First, they're typically less likely to take risks and therefore can be safer drivers than men. In addition, women generally possess strong multi-tasking and organizations skills, they are strong communicators, and they usually are patient, focused and reliable. For these reasons and more, there has been a significant increase in the number of female truck drivers for the past five years. In fact, this year's WIT Index shows an average of approximately 13.7 percent women are professional drivers – a significant increase from approximately 10 percent of over-the-road (OTR) truck drivers in the 2019 WIT Index. There was an additional increase of almost 30 percent over the 7.89 percent seen in the WIT Index in 2018, which happened after an industry-wide push to hire more women drivers in response to the capacity crunch in 2018.



While some motor carriers and asset-based 3PLs saw the COVID pandemic had a negative impact on recruiting and retention of female professional drivers, others found that women continue to see a career as a professional truck driver to be a good fit for them. Of the 117,725 total drivers assessed in the 2022 WIT Index through weighted methodology, there were an estimated 16,100 women drivers – or approximately 13.7 percent of all drivers who are female.

Dispatchers. As managers of the professional truck drivers' schedules to ensure timely pick-ups and deliveries, dispatchers play a critical role in transportation – and they're currently in high demand. There currently are nearly 40,000 truck dispatchers in the United States alone, according to the U.S. Bureau of Labor Statistics.

To be successful, truck dispatchers require a blend of skills, including analytical, computer, communication, and people skills. That's why traditionally women have been well-suited to this profession, with a strong representation of females represented in this career. According to the 2022 WIT Index, approximately 13 percent of respondents have 90 percent or more females as dispatchers. Nearly 20 percent report having from 50 percent to 90 percent as women, while five percent say they have 10 percent to 20 percent. Approximately 11 percent say they have no women in dispatcher roles. Overall, this year's WIT Index shows an average of approximately 44.7 percent women in dispatcher roles.

Safety Professionals. In the United States and Canada, safety professionals typically are responsible for preventing occupational injury and illness among workers in their workforce, with an emphasis on drivers and workers in their facilities. National estimates for Occupational Health and Safety Specialists are more than 100,000 in the United States alone.

According to the 2022 WIT Index, approximately 20 percent report having 90 percent or more of women in safety roles, with another 28 percent saying they have 50 percent to 70 percent women in those roles. Approximately 27 percent report having 10 percent to 40 percent women in safety roles, while 23.5 percent report they have no women in safety roles. Overall, this year's WIT Index shows an average of approximately 40.5 percent women in safety roles.

