

BEHIND THE WHEEL





As the year 2020 marks the 100th anniversary of the passage of the 19th Amendment, guaranteeing and protecting women’s constitutional right to vote. We are proud to honor women who are contributing to the transit ecosystem. As was noted in the [HERE360](#) blog post March 2020, ‘After WWII most cities were designed by men who had fixed schedules involving paid out-of-home work. Because they weren’t taking part, male designers did not consider the details of unpaid labor like caregiving and domestic responsibilities - activities mostly carried out by women at the time, via frequent short journeys on foot, bike or transit over the course of a day. Collecting gendered information about urban systems isn’t about making a city just for women or men, but one that works equally well for both. And, by creating a more egalitarian urban experience, contributes to equality on a much larger scale.’ From the women engineers who design our infrastructure, to the woman city planners who identify and analyze the demographics, the woman community leaders who provide oversight, and the women schedulers who institute the route plans – the next generation of women leaders will make our cities better.



Leading the Way

Women in Leadership

**“In the future, there will be no female leaders. There will just be leaders.”
– Sheryl Sandberg**

As the newest Executive Leader at RATP Dev USA, I feel privileged to join such a high-performing team, during a very exciting time in RATP Dev USA’s history. I look forward to partnering with all facets of the organization as together we continue to realize our expansive potential. In just a few short weeks as CFO, I have immersed myself in the culture of this organization, both here in the US and abroad. I have quickly come to appreciate the organization’s drive for a more inclusive workplace.

RATP Dev USA is proud to be an organization dedicated to building a culture that supports women in leadership through our continuous efforts in gender balance and equality. Globally, RATP Dev takes a proactive stance on women empowerment; celebrating diversity and inclusion as a dynamic part of our ability to successfully deliver the highest level of performance. Promoting gender balance, with a focus on the growth and development of women leaders throughout our organization, is an asset that results in diverse, agile, and impactful teams.

With over 20 years of experience in the Finance and Accounting field, I am well-versed in leading diverse teams responsible for maximizing performance. Throughout my tenure in the transportation industry, I have had the benefit of serving under several strong female leaders and watching them rise through the organization, paving the way for future leaders like myself. I am fully committed to continuing that legacy as I believe women are an essential component of improving overall business success.

From the Chairwoman and CEO of RATP Group, Catherine Guillouard, to Laurence Batille, President of the Executive Board of RATP Dev, and many other talented women throughout our company, it is evident the RATP knows the vital role women play in the innovative creativity of implementing solutions that solve the challenges of this global transit ecosystem.

In this edition of the Behind the Wheel, we are honored to highlight RATP Dev USA’s very own Women in Leadership. From our local leaders, managing the operations of our public transit agencies, to our corporate women colleagues, we’ve acknowledged the contributions to the success of our organization and the commitment to excellence they exhibit every day.



Debra Martinez
Chief Financial Officer, RATP Dev USA



CONTINUOUS IMPROVEMENT



**SAFETY FIRST
SAFETY ALWAYS**



**TRANSFORMING
TRANSIT**



**CAUGHT IN THE
HEADLIGHTS**



**COMMUNITY
CONNECTION**



RATP Dev USA



@RATPDevUSA



CONTINUOUS IMPROVEMENT



Gender Diversity in Transportation and How a Women’s Affinity Group Can Help Meredith Green, Vice President-Field Human Resources

RATP Dev USA has identified a strong business case for increasing gender diversity in our organization, specifically in improving gender balance amongst our leadership ranks. Our gender diversity business case is based on a three-point model; (1) the economic case, (2) the social case, and (3) the talent case.

The Economic Case: Our growth strategy is dependent upon our ability to win new contracts. Presenting a gender-balanced leadership team to potential clients gives us a competitive edge. Local governmental agencies in charge of awarding public transportation contracts (our clients) typically strive to meet Equal Employment Opportunity diversity goals in their own organizations, and therefore tend to be diverse in their leadership teams. They expect to see diverse leadership teams presented in our proposals that mirror their teams and the community served.

The Talent Case: Gender diversity is critical to winning the talent war. With the shortage of younger workers entering the transportation industry, and the high number of Baby Boomers retiring out of the industry, recruiting has become a major challenge. Public transit organizations are all fighting for the same, very small, pool of candidates. Being viewed as an employer of choice who is inclusive in our hiring and promotional practices is an important element of our talent acquisition strategy.



WOMEN IN LEADERSHIP



The Social Case: Gender balance and equality is not only good for women; it is good for everyone in our organization. Women bring unique skills and perspectives for companies looking to drive positive performance. Whether it helps us to be more competitive in winning new business, or helps us fill more vacant positions, everyone benefits.

Attracting, engaging, and retaining female leaders is imperative to our success. Last year’s launch of our women’s network, Women in Leadership, is one way we are doing that. The mission of Women in Leadership is to provide programs and resources to our female leaders that champion the exploration and pursuit of personal and professional development in order to enhance their individual success while also furthering the advancement of our organization. Although this program is in its infancy stage, we are already seeing the positive impact it is having on how women and men perceive and value gender diversity in our organization. With the strong level of support from our executive leadership team, we look forward to steadily evolving this program over time.



SAFETY FIRST

SAFETY ALWAYS



An Interview with Safety Manager, June Martinez

Sarah Mobley, Marketing Manager

We are excited to introduce Ms. June Martinez, RATP Dev's Safety Manager in Ventura County, CA. She recently received the 'Designated Hitter' Safety Bat award from our Vice President of Safety, Rich Czeck. According to Rich, "June deserves this award because she is always putting the ball in play in order to set her teammates up for success." Hear her perspective on the importance of safety, being a leader in her field, and why she loves her job.

Sarah: Hi June, thank you for taking time to sit down with me. How are you today?

June: I'm doing well, thank you!

Sarah: Jumping right in - how long have you been in the transportation industry?

June: I began my career as a bus driver in 2002 and was quickly promoted in 2005 to Safety Manager within that company. In 2017, I transitioned to public transit here at [VCTC](#) in my current role as Safety Manager.

Sarah: Wonderful. Congratulations on the Safety Bat award you recently received! Can you tell me more about what that award was for?

June: Thank you. The award was for standing out in safety – but it's not just my award it's our award here at VCTC. All of my bus drivers are a part of the safety team and every single dispatcher - we all make it a priority to be safe every single day. I was super excited about that award too! I've been a baseball card collector since I was 8, but never thought about getting an engraved bat and now I have one!

Sarah: That is a great way of putting it; everyone is a part of the team and therefore contributed to the success in safety.

June: Exactly. Here safety is not just a culture, it's a way of thinking, and actions speak louder than words. As a leader I know my people are watching, so I always lead by example.

Sarah: Speaking of leadership, in a male dominated field, what advice would you give to other women who want to be in leadership in this industry?

June: Compete. I believe leadership roles are earned no matter what gender. I've been one of the only women in the field for so many years – there are very few other women in management, and it's been very competitive, which I think is good. In the end, how bad do you want it? Challenging yourself makes you stronger; learn from situations that make you better and enjoy what you do – I enjoy leading.

Sarah: I can tell you enjoy what you do each day!

June: I really do love my job! The drivers here are awesome and our dispatch is amazing; they are a strong team. As the Safety Manager I educate, acknowledge, and promote safety. I'm always saying, "I want to catch you doing good!", and my team really buys into that and actively participates in creating the safest environment for our passengers. I'm preparing them now, so that when opportunity arises, they are ready for their leadership position.

Sarah: Very well said! Being able to cultivate the next wave of leaders is so important. Sounds like you have a fantastic team, which reflects positively on your leadership. Thank you for sharing!

June: Thank you!





TRANSFORMING TRANSIT



Piloting State-of-the-Art Thermal Detectors for Your Safety

Tahmina Amin-Nawabi, Technical Product Manager

Every day we utilize technology that brings us together and employ innovative solutions to help keep us safe. As a transit provider, RATP Dev USA provides an essential service for our communities, especially in these unprecedented times, and we do everything we can to ensure a safe environment for our essential workers.

For this reason, RATP Dev is piloting tablet-based Thermal Detectors with **Howen Technologies®**, a Hong Kong based high-tech company, and **CanAm®**, an IT solutions company located in the Dallas, TX area, to bring state-of-the-art technologies for our employees' safety.

With a calculation speed faster than a second and an accuracy level of 0.4-degree Fahrenheit within a 4-foot range, the CanAm-Howen Thermal Detector uses state-of-the-art facial detection and infrared temperature sensing to screen employees' and visitors' body temperature and detection of their mask.



William S. Proctor II

General Manager, RATP Dev

RATP Dev has chosen the alliance of robust hardware and the power of artificial intelligence to pilot this temperature screening technology at The Comet in Columbia, SC, the DC Circulator in Washington, DC, and Trinity Metro in Fort Worth, TX.

"This device is an excellent tool to ensure all of the employees here at the DC Circulator are safe and remain safe, in addition to the hand sanitizer, disinfecting wipes, and face coverings, this adds an extra layer of protection."
- William S. Proctor II, General Manager for RATP Dev



TRANSFORMING TRANSIT



How it Works

In the scope of this pilot, the use case is screening employees for their body temperature and face covering in order to proactively spot any fever and enforce face mask in the work environment. The device is placed in a 1-way corridor or in a room with 2 doors, the floor is marked with glow tape every 6 feet to maximize social distancing. Employees pass in front of the Thermal Detector as they check-in at the dispatching window and get their day's supply of masks, hand sanitizer, and other Personal Protective Equipment:

- If their temperature is above the set threshold, the tablet screen displays the temperature in orange and the speaker announces: "Abnormal temperature detected"
- If temperature is at or lower than the set threshold, the tablet shows their temperature in green

Simultaneously, the device scans the person's lower face area in search for a face cover:

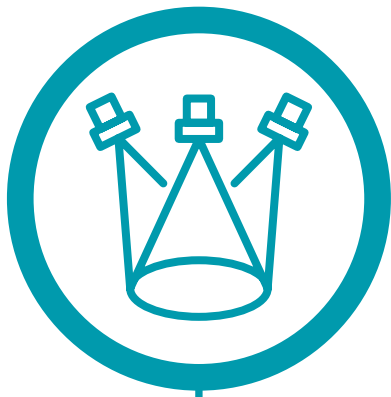
- If no face cover is detected, the tablet speaker announces: "Please wear a mask" and the screen displays the message in orange
- If a face cover is detected, the tablet shows a green checkmark and a validation sound goes off

In the meantime, employees can use the hand sanitizer dispenser – activated by a sensor – and adjust their mask if necessary.

All of this happens in the blink of an eye, with no physical interaction with the user; the entire technology is set to maintain a maximum physical distance and limit touching to a bare minimum.

During the pilot project, other use cases were discovered such as linking the tablets to existing building access controls, embedding QR codes to deliver the latest safety message, and email or SMS alerts to supervisors when an employee is detected with a fever. These additional features are added to the device as part of our partnership with CanAm and made available to all users. We will continue to embrace innovative technologies that promote and enhance safety in our organization.





CAUGHT IN THE HEADLIGHTS



Featuring the Women Leaders at RATP Dev

Molly Lepine, Director of Marketing

RATP Dev is proud of the tenacious women throughout our transit organization whose contributions, dedication and innovative approach to solutions have allowed them to push the industry forward. Our local culture of women empowerment and gender equality is fueled by our global entity - RATP Group. This ongoing commitment helps build open-minded, responsive, and competitive teams that effect change within and outside of our company.

Internally, RATP Dev has set targets for the number of women in leadership roles and throughout our workforce globally. As of 2019, approximately one third of our executive positions are held by women leaders. As an example, two of our executive global leaders are:



Catherine Guillouard
Chairwoman & CEO of RATP Group



Laurence Batlle
President of the Executive Board
at RATP Dev

RATP Dev is also a signatory of the **Women's Empowerment Principles (WEP)**, within the framework of the United Nations Global Compact. The Women's Empowerment Principles are a set of seven principles offering guidance to businesses on how to promote gender equality and women's empowerment in the workplace, marketplace, and community¹.

Our commitment to empowering women and promoting equality are part of RATP Dev's DNA and has proven to be an invaluable asset. Through recruitment, training, and corporate mobility, we set the tone for an inclusive culture working together to 'build smart' and 'innovate change' – moving towards better cities. We dedicate this article to the following RATP Dev USA leaders; women across the nation that are positively influencing our industry towards the future.



CAUGHT IN THE HEADLIGHTS



RATP Dev USA Women Leaders

Executive Team

Debra Martinez – CFO

Sandy Freeman – SVP of Business Development & Marketing

Finance Team

Freida Tisdell – Accounting Manager

Ashley Stone – Manager FP&A

Julie Grimsley – Manager, Internal Controls & Finance Process Transformation

Human Resources Team

Meridith Green – VP Field Human Resources

Brenda Roden – Corporate HR Director

Karyn Bess – Regional HR Manager

Kendrea Roberson – Corporate Recruiter

Innovation & Technology Team

Tahmina Amin-Nawabi – Technical Product Manager

Marketing Team

Molly Lepine – Marketing Director

Sarah Mobley – Marketing Manager

Operational Leadership

Abby Hannie – GM

Tiffany Turner – GM

Serena Stevenson – GM

Debbie Miller – GM

Donna Zampella – GM

Elaina Carter – GM

Jacqueline Smith – AGM

Yulonda Thomas – AGM

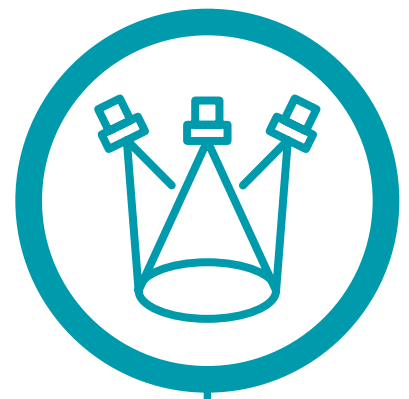
Sabrina Herrera – AGM

DeNay Rhock – AGM

Lisa Gilberti – AGM Operations

Lashawn Abraham – AGM Operations

Melissa Campbell – AGM Operations





COMMUNITY CONNECTION



Supporting the Youth in our Communities Sandy Freeman, SVP Marketing & Business Development

We Move People, RATP Dev USA's charitable outreach program, continues to support our local communities in partnership with our local agencies across the United States. Undoubtedly, this year has been very different for all of us due to the implications of the pandemic, and now the 2020 school year has arrived. Tens of thousands of students and teachers are approaching education differently this year. Some students, from elementary through college, are back in the classrooms with social distancing and safety precautions of the utmost importance, while other students are engaging in their education virtually, from home. Whichever avenue the students in our communities are using to learn, our goal is to support them, and their families, in the best way that we can.

Through corporate sponsorship, **We Move People** is enriching the lives of our youth and providing opportunities that may otherwise not be attainable. In August 2020, as the new school year approached, RATP Dev USA had the pleasure of giving back to the youth in two of our community locations - Trinity Metro in Fort Worth, TX and TheBus in Prince George's County, MD.

Trinity Metro – Supporting Fort Worth Transportation Authority's (FWTA) Scholarship Fund



TRINITY METRO

For 35 years, the FWTA agency has provided scholarship opportunities for transportation employees and their dependents. Previously, 23 deserving students received scholarship funds to help them advance their higher education pursuits. This scholarship money is normally generated from Trinity Metro's annual golf tournament. That event was canceled this year due to the COVID-19 pandemic, but the students and their families are still in need of assistance with the cost of school. The current fundraising goal is \$25,000, and RATP Dev USA is happy to make a \$2,500 donation to help them reach their goal and continue awarding these scholarships.

TheBus – Back to School Campaign with Prince George's County



School-aged children, and their parents, are always in need of back-to-school materials and supplies when starting a new school year. Even though things are a little different the need for notebooks and backpacks, colored pencils and rulers remain. This year, in Prince George's County, MD, RATP Dev joined Prince George's County Government Department of Public Works & Transportation in their Back to School "Stuff the Bus" campaign. The turnout of this annual event was excellent and we're grateful for the opportunity to partner with the County to support and assist the youth in their community.



COMMUNITY CONNECTION



We want to wish all of the youth a safe and productive school year ahead!





 [RATP Dev USA](#)

 [@RATPDevUSA](#)