

Women in Railroading: A Perspective

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Keystone State Railroad Association 2016 Rail Freight Seminar
Gettysburg, PA
May 13, 2016



- Personal background
- Role of women in the railroad industry
- Industry developments
- Lessons learned
- Conclusions

- Have worked with the railroad industry from a number of perspectives:
 - U.S. Department of Transportation
 - United States Senate
 - Interstate Commerce Commission
 - Association of American Railroads
 - CN
 - Consultant



- Significant transformation of the railroad industry has taken place over the years, particularly in the more than 35 years since enactment of the Staggers Act. With that industry transformation, we have also seen a transformation with respect to the roles women are playing in this industry.
- For many years, to the extent that women had opportunities with railroads, they tended to be as administrative support or only in a limited number of fields such as public/government affairs or human resources.
- There were also few women in government with responsibilities over the rail industry.
- Overall, the industry is now more welcoming to women than in years past in a wider range of fields.

- We are seeing a change as women are becoming increasingly prominent in all areas at the railroads.
 - Women are now employed throughout the industry in a wide range of jobs.
 - Class I railroads have increased the number of women in senior positions – Law, Operations, Sales & Marketing, Finance, Human Resources, IT
 - The Boards of Directors of the Class I railroads include several women.
- Railroad trade associations: AAR, ASLRRA
- Transportation Technology Center, Inc. (TTCI)
- Federal regulators: ICC/STB, FRA

- Efforts to promote workforce diversity
- Onboarding processes
- Mentoring programs
- Leadership training/development opportunities
- Efforts to combat workplace harassment

- The railroad industry has come a long way in becoming more open to women in a range of disciplines and at various levels of responsibilities and to promote workplace environments that are more supportive of a diverse workforce.
- Railroads have undertaken initiatives to provide leadership opportunities – women need to take advantage of these development programs wherever possible.
- Networking is important for women in the rail industry – with other women in the industry as well as in more general transportation and business groups.
- Railroad women need to support one another – despite the progress to date, there still are not that many women in the railroad industry.

- A large proportion of the railroaders throughout the industry are at or near retirement age – there are excellent employment and advancement opportunities available generally and for women in this industry.
- Women have become increasingly prominent in the railroad industry, continue to make outstanding contributions, and have consistently shown that they are ready and eager to rise to the challenge of new assignments.
- Railroads need to continue their efforts to encourage workplace diversity and to ensure that women have the opportunity to compete for jobs, promotions, and leadership opportunities.
- Much progress has been made, but much more needs to be done.