HOW WOMEN TRAVEL

COMMUTE TO CAREER:
The Impact of Transportation

Multimodal Transit Summit
November 19, 2019
THIS TOPIC IS REALLY BIG & COMPLEX

Session content may have correlations, causations, or parallels to other economic, social and cultural rights.

The unknown can lead to spectacular outcomes.
THIS SESSION IS ABOUT

• A thoughtful conversation starter.

• Why it might be important to understand and address how and why women travel.

• An attempt to explore transportation as a system – do the people running the system reflect the people using it?

• Considering if a comprehensive statewide dataset by gender would inform decision making for both the transportation industry and for the user.
THIS SESSION WILL NOT

• Have all the answers.

• Answer all questions.

• Have all the experts present.

• Be able to Identify all ongoing efforts within the state of Connecticut.
THANK YOU! – INFORMATION OR SESSION CONSIDERATION

REGULATORY AGENCIES
- Department of Transportation – Debra Goss, Tiffany Garcia, Randal Davis

MUNICIPAL PUBLIC WORKS DIRECTORS
- Lynn Sadosky, PE – Town of North Haven
- Michael Gantick, PE – Town of South Windsor

REGIONAL PLANNING AGENCIES
- Kate Rattan, AICP – Southeastern Connecticut Council of Governments

PLANNING, DESIGN, BUILD INDUSTRY
- Carla Tillery, PE, Jill Barrett, Bonnie Torres – Fitzgerald & Halliday (FHI)
- Theresa Carr, AICP – VHB
- Holly Parker – Road Less Traveled

INDUSTRY ASSOCIATIONS
- Donald Shubert – Connecticut Construction Industries Association

NON-PROFITS
- Center for Latino Progress, Transport Hartford Academy – Anthony Cherolis & Laura Suroviak
OUR PANEL

KATHLEEN MALDONADO
COMMUTE EQUALITY: Employment Access
Center for Latino Progress, Transport Hartford Ambassador

FARRAH KAESER
COMMUTE EQUALITY: Disability Needs & Access
#AccessibilityPSA, Education Program Director

KIMBERLY DUNHAM
COMMUTE EQUALITY: Paratransit & Elder Mobility Needs
Greater New Haven Transit District

EMILY HULTQUIST, AICP
COMMUTE TO CAREER: Plan, Design, & Build for Equity
Capitol Region Council of Governments
OUR PANEL

KRISTEN COPERINE
COMMUTE TO CAREER: Business Equity & Career Equality
Green Thread Consulting Sustainability supply chain, project & process management

AMY BLACKWOOD
COMMUTE TO CAREER: Business Equity & Career Equality
Building Pathways CT Workforce training program for women and veterans

ANDREA DRABICKI
HOW WOMEN TRAVEL: Session Moderator
Sustainability Planner Transportation, Energy & Environmental
WHY THIS TOPIC? WHY NOW?

• This session inspired by a study solicited by the Los Angeles County Metropolitan Transportation Authority (LA County Metro) in June, 2018 of the same name: How Women Travel.

• In January 2018 the Women & Girls Governing Council recommended LA Metro did not have enough information to understand and improve services for women.

• Existing data was not separated by gender;
  - Passenger counts
  - Trip data
  - Regional data
  - Demand modeling data
WHY THIS TOPIC? WHY NOW?

Based on existing literature review LA Metro found:

- Women’s needs have been lost because they have not been measured
- Needed to justify the business need for service improvements
- Existing evidence supported women are responsible for disproportionate share of household’s transport burden
- Women have different travel patterns and commute patterns than men
- Gender differences in travel patterns accounted for by division of roles in the labor market and in the family; affects women’s employment conditions
IT’S A TIMELY TOPIC

DIFFERENT TRANSPORTATION CHOICES
- Harassment: 75% vs 47% of men
- Avoid late night travel: 29% vs 8%
- Rideshare over public transportation

WHAT WOMEN SPEND & WHY
- Safety: Average of $26-50 on transportation/mo.
- As a caregiver: $100/mo. on transportation
- Annual: $1200 more than men
SAFR – RIDESHARE SERVICE FOR WOMEN

*Safr is a mission-driven ridesharing company built with the needs of women in mind.*
TRANSPORTATION AS A SYSTEM

• 39% of the transit workforce are women, TransitCenter

• Three (3) of the biggest 20 American transit agencies have women in management positions

• Is gender data counted for other parts of the transportation system here in CT?
  - Regulatory Agencies
  - Municipal Public Works Directors
  - Private sector; transportation engineers & planners
  - Transit Directors
  - Construction & Inspection
### WHAT ABOUT HERE IN CONNECTICUT?

CONNECTICUT HAS A MISMATCH OF LABOR SUPPLY AND DEMAND

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Source: EMSI and BLS data

IN CONNECTICUT THERE ARE MANY WAGE GAPS

Median annual income by sex, 2015

Women's pay per male dollar

Source: DataHaven, analysis 2017
IN CONNECTICUT THERE ARE MANY WAGE GAPS

Median annual income by sex and education, Connecticut, 2015

Women's pay per male dollar at same education level

Source: DataHaven, analysis 2017
IN CONNECTICUT THERE ARE MANY WAGE GAPS

Median annual income by sex and race, Connecticut, 2015

Women's pay per male dollar

Source: DataHaven, analysis 2017
IN CONNECTICUT THERE ARE MANY WAGE GAPS

Median annual income among full-time workers by sex and occupation, Connecticut, 2015

Source: DataHaven, analysis 2017
IN CONNECTICUT THERE ARE MANY WAGE GAPS

THE GAP
With the cost of living in Fairfield County far exceeding the median income for women, many are struggling to sustain their families.

$50,000
Median income for women

$71,460
Annual income needed to meet a woman and child’s basic needs

44% of single female-headed households with children in Bridgeport are living in poverty

Only 8% of community college students complete their studies

Only 13% of Fairfield County women are in management occupations

Less than 10 cents of every philanthropic dollar is invested in women and girls
AS A REMINDER THIS SESSION IS ABOUT
COMMUTE EQUALITY: EMPLOYMENT ACCESS

KATHLEEN MALDONADO
COMMUTE EQUALITY: DISABILITY NEEDS & ACCESS

FARRAH KAESER
Accessibility, Traveling While Disabled, and Going Beyond Just Checking The Boxes

Farrah Kaeser
Accessibility PSA

Facebook.com/AccessibilityPSA
eFarrah_Garland
eFarrahGarland
#DisabilityTwitter, I'm doing #accessibility research & need your help!

What is the most common issue you see with inaccessibility in your area? What's the biggest struggle for you? Who's the biggest offender? What's your #1 pet peeve? What would you like to see change?

7:48 PM - 6 Jan 2018
Oh where to start? Obsession with heritage over access allowing inaccessibility to remain built in for another generation. New builds not having Inclusive access, awful paving, cobbles, parking, no accessible public toilets. I do love Camden. Hmm?

- Lack of elevators & escalators in public spaces particularly public transit.
- Getting harassed for not looking disabled when I ask for a seat on the bus, use disabled spaces, etc
- Bike posts/racks that can't accommodate recumbents, handcycles, trikes, etc.

my current problems:
- bright lights, fragrances, smokers
- way too loud in public spaces
- steep hills impossible to 🚶‍♂️
- broken sidewalks
- turn signal sends cars into crosswalks
- few accessible bathrooms
The sidewalks in my city are crap, so many overgrown trees cracking the pavement and nothing is done.

Drivers parking on, and blocking the pavement.

Pavement parking is REALLY bugging me at the moment. I've started taking pictures of places I can't get through and the (usually male van drivers) get all arsey at me... Oops! Maybe it might get them thinking though?

Width of pavements for me. Some places are fine, but there are some places where it's dangerous for me to even consider walking. Thanks for the reminder incidentally, I was going to write to my local msp about this.
Definitely pavement parking, especially on bin day...between the cars and wheelie bins on the pavements I spend way more time in the road than is safe!

5:51 AM - 8 Jan 2018
NYC subways don’t have elevators

Lack of elevators & escalators in public spaces particularly public transit.
Getting harassed for not looking disabled when I ask for a seat on the bus, use disabled spaces, etc.
Bike posts/racks that can't accommodate recumbents, handcycles, trikes, etc.

Geh, yes! I notice this every time I visit the city!

It makes my life hell. Currently I’m in a 2 hour paratransit ride that could have been a 30 minute subway ride.

Not being and to roll up and get on a train like everyone else - having to book and plan in advance and even then it rarely works. And no usable toilet on train of course!
#AccessibilityPSA
COMMUTE EQUALITY: PARATRANSIT & ELDER MOBILITY NEEDS

KIMBERLY DUNHAM
The Impact of Transportation Opportunities for Women

KIMBERLY A. DUNHAM, EXECUTIVE DIRECTOR
GREATER NEW HAVEN TRANSIT DISTRICT
Greater New Haven Transit District

- Paratransit Service Provider in South Central Connecticut
- Serving the Elderly and Disabled Community
- 230,000 Annual Trips
- Conduit of Federal and State Transportation Infrastructure Funding
- Strategic Partner in “Move New Haven” Initiative

“Moving People and Going Places...Together”
Transportation is a Critical Lifeline
Access = Power and Independence

- Elderly Women
- Disabled Women
- Urban/Rural Poor
- Single Mothers
- Caregivers (75%)
- Employees/Friends
- Neighbors/Family

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COMMUTE TO CAREER:
PLAN, DESIGN, BUILD FOR EQUITY

EMILY HULTQUIST, AICP
Counts By Weekday/Weekend

Gender

Figure 2. shows the gender of pedestrians by year. As the chart shows, pedestrians tend to be evenly split between male and female. In 2015, the count was split in half between male and female users. In 2017, the count was a little more lopsided, with 58% of pedestrians being male and 42% being female.

Gender (continued)

Children

Children (continued)
Counts By Weekday/Weekend

Gender

Gender (continued)

For cyclists, the distribution is much more skewed toward males (see Figure 3). In 2016 the split was 72% male and 28% female. This is a slight decrease for the female percentage, which was 29% in 2016. The overall trend in the count has been an increase in the female percentage. Just 23% of cyclists counted in 2009 were women. It is difficult to say at this point whether this increase is a result of behavioral changes or of the differences between count locations. It does show that cycling still tends to be a male-dominated activity. As our count methodology becomes more rigorous, we will be better equipped to track this trend.

Figure 3. Cyclists counted by gender (2009-2017)
COMMUTE TO CAREER:
BUSINESS EQUITY & CAREER EQUALITY

KRISTEN COPERINE
Multimodal Transit Summit:
How Women Travel: Commute to Career

Monday, November 19th, 2018
UCONN Hartford
Kris Coperine, Owner
Green Thread Consulting

**Green Thread Consulting**
- Launched April 2016 at reSET in Hartford
- CORE SERVICES:
  - S-CORE Assessments
  - GPRO Training
  - B2B Product/Services Affiliate Marketing
  - Level 1 Energy Audit & Benchmarking
  - Energy Star Portfolio Management
  - Carbon Assessment & Reporting
  - Sustainability Benchmarks
  - Life Cycle Costing & Analysis
  - Supply Chain Analysis & Documentation

**My Background**
- S-CORE Licensed Assessor - International Society of Sustainability Professionals (ISSP)
- LEED Green Associate - USGBC
- GPRO: Fundamentals and Operations & Maintenance Instructor - Urban Green
- International MBA: Sustainability - University of Denver
- Certified Associate Project Management - Project Management Institute
- Experience in Property Management, Business Development, Benchmarking, Consulting
- CT Green Building Council Board Member
- ISSP New England Regional Learning Network Co-Lead
What S-CORE Does:

- Examines organizational practices in 10 functional areas (9 for Small Business).
- Outlines a range of performance, from pilot initiatives to fully ‘sustainable’ efforts.
- Enough detail to easily assign accountability and responsibility without getting into ‘the weeds’.
COMMUTE TO CAREER: BUSINESS EQUITY & CAREER EQUALITY

AMY BLACKWOOD
Building Pathways
Connecticut

Established January 2017
MISSION: BUILDING PATHWAYS CT

BUILDING PATHWAYS CT IS A UNION-LED, UNION-DIRECTED APPRENTICESHIP READINESS PROGRAM THAT PREPARES WOMEN AND OTHER UNDERREPRESENTED POPULATIONS FOR ENTRANCE INTO UNIONIZED APPRENTICESHIP PROGRAMS IN THE BUILDING TRADES.

THE PROGRAM INCLUDES 280 HOURS OF CLASSROOM INSTRUCTION AND 120 HOURS UTILIZING THE NATIONAL BUILDING TRADES (MC3) ONLINE TRAINING SOFTWARE. CANDIDATES ARE EXPOSED TO EACH BUILDING TRADE AND DECIDE WHICH TRADE IS THE BEST FIT FOR THEM.

WE FOCUS ON PROVIDING CANDIDATES WITH A LIVING WAGE AND A CAREER, NOT JUST A JOB.
Certifications

• OSHA 10
• OSHA Trench & Excavation
• OSHA Confined Space
• Flagging
• Fire Watch
• CPR
• First Aid
• NABTU MC3
• Green Construction Awareness (CT Version)
• DOL Pre Apprenticeship Credited hours (400)
• Building Pathways certification
Supporting each other through the journey
Building the BP Family
Placement Rates

- Building Pathways 1: 78% Placement
- Building Pathways 2: 86% Placement
- Building Pathways 3: 100% Placement
- Building Pathways 4: 75% Placement
- Building Pathways 5: 60% Placement
- Building Pathways 6: 33% Placement
- Building Pathways 7: Graduated October 30th
- Building Pathways 8: Running now
Overall stats 2017-2018

• 63 graduates

• 33 females (56% females of color), 30 males (100% males of color)

• 4 veterans

• 67% female placement rate

• 57% male placement rate
Kerica Brown
Building Pathways 1 Graduate
UA Local 777
Jessie Canestri
Building Pathways 1 Graduate
LIUNA Local 655
Rosario Leiva
Building Pathways 1 Graduate
UA Local 777
Tiesheka Saunders
Building Pathways 1 Graduate
IUPAT Local 186
Destiny Yarosis
Building Pathways 1 Graduate
LIUNA Local 655
Elizabeth Daley
Building Pathways 2 Graduate
UA Local 777
Wendy Gentile
Building Pathways 2 Graduate
MTC-Electric Boat
General Dynamics
Sue Kalat
Building Pathways 2 Graduate
IUOE Local 478
Giya Perrin
Building Pathways 2 Graduate
UA Local 777
Sara Rivera
Building Pathways 2 Graduate
BAC Local 1
Amanda Root
Building Pathways 2 Graduate
Iron Workers Local 15
Somer Hicks
Building Pathways 3 Graduate
LIUNA Local 655
Fredah Mukupa
Building Pathways 3 Graduate
BAC Local 1
Steve Trejo (AKA Hollywood)  
Building Pathways 3 Graduate  
IUPAT Local 1719
JASMINE SAMOK
Building Pathways 4 Graduate
IUOE Local 478
Courtney Wassik
Building Pathways 4 Graduate
UA Local 777
Jose Carrero
Building Pathways 5 Graduate
LIUNA Local 230
veteran
Floyd Bonner
Building Pathways 5 Graduate
NERCC Local 326
Odson meritile
Building Pathways 5 Graduate Nercc local 326
Taevon Walker
Building Pathways 5 Graduate
NERCC Local 326
De’Aris fogle-allen
Building Pathways 5 Graduate
NERCC Local 326
Chris charles
Building Pathways 6 Graduate
Ua local 777
veteran
Ebelisse Robles
Building Pathways 6 Graduate
Sheetmetal (smart) Local 40
Supporting transportation for participants

- Program is state-wide, training happens all over the state
- Driver’s licenses are required (because they are required for construction)
- Applicants are screened for transportation and willingness to travel
- Supportive services are included in program costs (up to $1,200 per person)
  - Mileage (federal rate) reimbursed
  - Taxis
  - Uber/Lyft
  - Trains
  - Buses
  - Clear up driver’s license issues (tickets, suspensions)
  - Vehicle issues, repairs as needed
For more Information please visit www.ctula.org or Building Pathways CT on facebook

Feel free to contact Executive Director Amy Blackwood
AmyBlackwood@ctula.org or at (860) 258-6640 Ext. 226
THANK YOU
SOURCES

• National Academies of Sciences Engineering & Medicine Transportation Research Board (TRB): Women’s Issues in Transportation
• Transportation Research Board Committee on Women’s Issues in Transportation
• The Pink Transit Tax: Women Spend More Than Men To Get Around NYC, Wired, Nov. 12, 2018
• Los Angeles County Metro, Women & Girls Governing Council
• DataHaven, Many Wage Gaps in Connecticut
• Fairfield County’s Commmunity Foundation, The Fund for Women & Girls
PHOTO CREDITS

- Slide 1 - Title Slide: Center for Latino Progress
- Slide 2 - Big & Complex Topic Slide: NASA
- Thank You Slide: Hartford Sky Line at night – www.theblogismine.com

INFO GRAPHICS