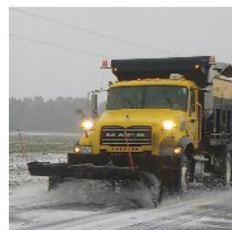
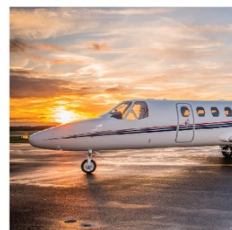


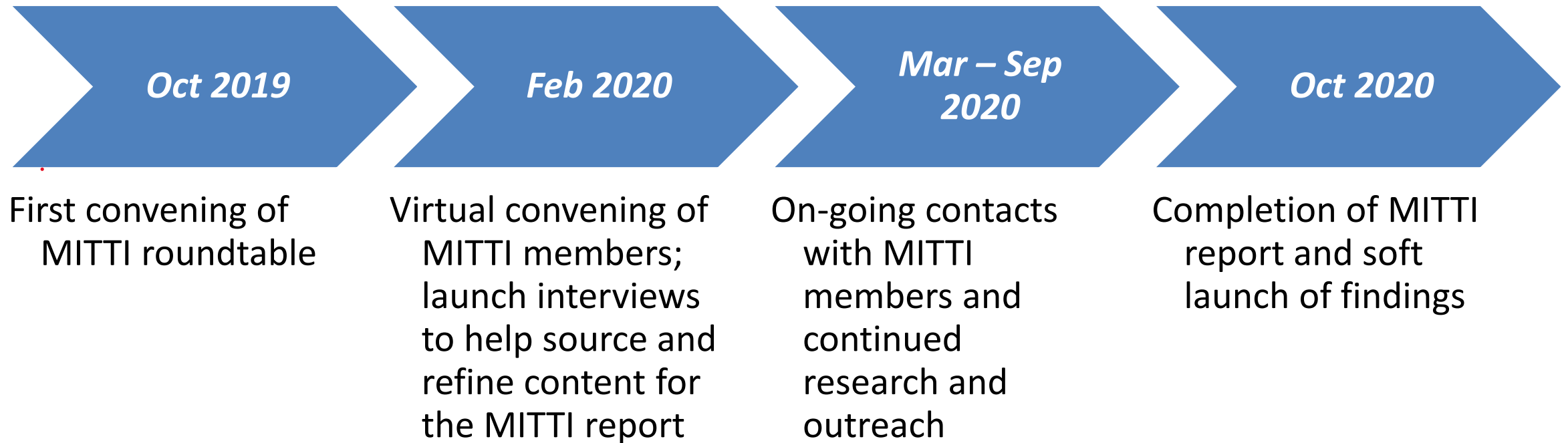


NORTH CAROLINA Department of Transportation



Minorities in Transportation Technology Initiative Report At-A-Glance

Minorities in Transportation Technology Initiative Timeline



PROGRAMMATIC AIMS

- Determine the State of Minorities in Transportation Technology
- Convene Leading Practitioners of Color in the Transportation Technology Space
- Establish Resource Pool to Share Information About Engaging and Scaling Ventures in Transportation Technology



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INSTITUTE



Union of
Concerned Scientists
Science for a healthy planet and safer world

GALLUP®



BROOKINGS



A close-up, profile view of a person with dark skin and curly hair, wearing black-rimmed glasses. They are looking intently at a computer screen. The screen displays lines of code in a dark-themed editor, with some text like 'classmate' and 'classmate' visible. The background is blurred, showing other people in a dimly lit room, suggesting a collaborative workspace or a conference. The overall tone is professional and focused.

MITTI Report At-A-Glance

- **CHALLENGE:** The current field of transportation technology does not include minorities at a representative rate – and the emergence of new transportation technologies represents an important opportunity to expand access to the field to minority workers, entrepreneurs and researchers.
- **OPPORTUNITY:** Consider, develop, and implement new programs that help expand access for minority groups in the transportation technology field requires a multi-sector approach.

Minority Engagement in Transportation Technology



**Engagement in
Research and
Innovation**



**Employment in
Transportation Technical
Work**



**Entrepreneurship
and Business
creation**



**Leadership in
Transportation
Technology**

Strategies & Recommendations

- Expanding access for minority groups in the transportation technology field requires a multi-sector approach across the following areas:
 - Mentoring
 - Establish venture mentoring programs connecting students with establishing entrepreneurs/industry leaders
 - Establish NCDOT mentoring program between students and participants in NCDOT's Research & Development Initiatives (CTEs)
 - Hiring and Retention Practices
 - Align hiring criteria to actual skills needed not just job titles possessed
 - Expand minority outreach and increase blind application/resume review
 - Adopt explicit diversity, equity and inclusion goals for the workforce

Strategies & Recommendations

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- Expanding access for minority groups in the transportation technology field requires a multi-sector approach across the following areas:
 - Research and Innovation Outreach Programs
 - Establish a research ambassador program modeled off COMTO
 - Host research exchanges with NCDOT and research parks
 - Entrepreneurship Funding and Access Strategies
 - Offer and expand minority-set asides for contracted services
 - Consider opportunities to support and partner with minority-owned transportation start ups

Strategies & Recommendations

- Expanding access for minority groups in the transportation technology field requires a multi-sector approach across the following areas:

- Technical Work Outreach Strategies

- Leverage NCDOT partnerships to expand diverse industry recruitment
- Consider expanding partnership(s) with industry groups like COMTO

- Leadership Strategies

- Leverage NCDOT status as leading transportation employer to diversify leadership across the sector
- Model and market NCDOT HBCU/MSI Internship program as industry best practice (private sector internships, elevated program visibility)

Key Takeaways

NCDOT plays an important role as a convener of people interested in moving forward minorities in transportation technology

- Demonstrating how inclusive policies, a focus on providing access to opportunity, and leveraging existing success programs will impact the economic opportunities of minority workers
- Building communication channels + necessary partnerships
- Opening employment, entrepreneurship, academic and leadership opportunities
- Including diverse voices in the development of new technologies and policies