LRW Diversity Panel and Moderator Notes

This year’s LRW conference theme is **Connecting & Cultivating Women**

LRW provides leadership, learning opportunities, and support for the personal and professional growth of women at every level in railroading and railway-related business

**Open with Humor**

- Crazy things they used to believe about women
  - 1. Education would make women infertile, and
  - 2. The uterus would wander around the body causing menstrual discomforts. Women were to be pregnant as much as possible to keep it in place

**Share Next Generation’s Hopes & Concerns – Input from Junior Engineers**

- School is over and bills to pay. Getting a job is top priority
- I want a job that makes a contribution
- I want to be around like minded people, ie engineers dig into a problem and find a solution, little emotion involved

**From the outside, men’s concerns for women**

- What other men say behind a woman’s back
- Women to be taken seriously in their career
- Real/equal opportunities, not just, “this is a good task for a woman”
- Support your work group. Build trust and a respectful atmosphere. Make people feel like they have a stable work force they are part of.

**Potential Diversity Panel Questions:**

Briefly, tell us about your current position and your path to it.

What unique challenges have you faced as a woman in the transportation industry?

What do you think is the most significant barrier to female leadership?

When you first started in the rail industry, what was your biggest challenge and how did you address/overcome it?

What are some helpful hints for young women as they enter the workforce and find themselves in a male dominated industry?
Has gender played a role in your rise through the corporate ranks? How has it been an advantage or disadvantage?

Why is it important for companies to employ women and for women to hold senior leadership positions...what do we bring to the table? Examples

Name a bold move or risk that you took in an effort to advance your career. What worked and what did not work?

Tell us about your company, work environment and the region you live. Have any of these "space and place" factors played a role in your success

**Stephanie Noel – CSX Chief Officer HR**

Tell us about your current position and your path to it.

When you first started in the rail industry what was your biggest challenge and how did you address / overcome it?

What will be the biggest challenge / opportunities for the generation of women behind you?

**Debbie Taylor – President Edna A. Rice**

What skills do women need to progress their careers?

What positive steps do you see in the industry? How do we keep the momentum going forward?

**Katie Hadenfeldt – Loram MOW Executive VP Sales and Marketing**

What has your work environment been like? How have you stayed tough emotionally?

When have you had to choose to lead or follow?
Notes from Discussion with all:

Transition to Millennials

- Time off / Flexibility
- Work Environment
- Level of Communication and Collaboration
- Dress for your day. Jeans all day are ok. Suits when needed for meetings etc.
- Making a difference. Cares about environment and community.
- Be yourself rather than fit into a role. Authenticity.
- Show up and take ownership.

As Transition completes from Legacy to Millennials

- Biggest Opportunities.
- Challenges for the Generation.
- Diversity of thought to make the business better/stronger.
- Competition within industry – Amazon into delivery technology is changing the industry. New type of competitors, not the usual.

Hyperloop – How will it impact the industry?

Article – For Women, your best advocate is men under 40.

CSX Employee Value – Boomers created the 60 hour work week. Finding out new benefits are nice to have. More Flextime to care for aging parents.

Parental Leave

How do women take time off – travel and children?

How do you manage your career? Design for your career. Navigating those challenges.

New Questions:

Name a bold move or risk that you took in an effort to advance your career.

Have you experienced a pay-differential? If not how have you ensured equal pay? Sensitive topic.