

## What is the Women In Trucking Association?

The IRS defines association as “a group of persons banded together for a specific purpose.” The American Society of Association Executives (ASAE) separates associations into two groups, trade or professional.



According to the ASAE, a trade association is made up of business competitors. Businesses -- not individuals -- join trade associations. The American Trucking Associations (ATA) is a trade organization that represents motor carriers-not drivers.

Associations that represent a profession are called professional societies or individual membership societies because individuals join to learn the most up-to-date information about their profession and share common problems and solutions with others. The Owner Operator Independent Driver Association (OOIDA) is a professional association that represents drivers-not carriers.

Women In Trucking Association, Inc. is a hybrid of these two types of organizations, as we represent carriers, suppliers, individual professionals and drivers. For this reason, we do not “take sides” on issues that may separate carriers from drivers (speed limits, weight restrictions, hours of service, etc.).

Our mission drives our actions. Women In Trucking was established to encourage the employment of women in the trucking industry, promote their accomplishments and minimize obstacles faced by women working in the trucking industry. The board of directors determines what activities fall under our mission statement and should be pursued.

Our efforts align with our mission. Some of our recent goals include creating an anti-harassment policy manual for carriers to use that provides best practices regarding driver trainer-trainee issues. This document will benefit both drivers and carriers by providing policies to prevent harassment in the cab. This publication, prepared by J. J. Keller & Associates, Inc. will be provided to our corporate members at no cost.

As an association, our goal is to educate and inform our members. We have mentors available to assist new members who seek careers in trucking and logistics. We rely on our professional members to offer their advice and expertise to members who are new to the industry.

Our efforts to promote accomplishments have resulted in our annual Salute to Women Behind the Wheel ([salute2women.com](http://salute2women.com)) where we honor female professional drivers and thank them for their service to the industry. This year we will also be acknowledging a professional who has been a pioneer and role model for others with the Influential Woman of the Year award sponsored by Navistar.

These activities are all mission driven and are funded by our members who believe in our mission. With the exception of sponsorship dollars that fund activities, your dues provide the funding for the association.

### What we are NOT!

Individuals looking for a job as a professional driver, both new drivers and experienced drivers, often contact us. We are here to help them through the process, but we are NOT here to place them

with a carrier. That's what recruiters do for you; they will help you find the right company for your situation. Look at our website and see what our member carriers have to offer. Please do not call us to help you find a job. We will tell you to contact a recruiter.

We are not arbitrators or intermediaries. Please do not call us and ask us to take sides on an issue between you and your carrier. If you feel you have been treated unfairly, contact your union representative or your company's human resources department. If you feel that you have been the victim of harassment or discrimination, contact the Equal Employment Opportunity Commission (eoc.gov). We do not have the resources or expertise to insert ourselves in disputes between drivers and their carriers.

Women In Trucking is a non-profit organization. We do not assist other non-profits or individuals with donations. There are many wonderful causes that our members ask us to support. While we encourage our members to help them with their goals, we cannot take the dues our members pay us and use them to fund other non-profits. We stay focused on our mission and they focus on theirs.

Women In Trucking is an association. We have a specific purpose and that is described in our mission statement. Membership dues and our partnership with Frito-Lay and Walmart, provide the funds to help us stay focused on these goals.

Remember our mission, Women In Trucking was established to encourage the employment of women in the trucking industry, promote their accomplishments and minimize obstacles faced by women working in the trucking industry.