



# Tennessee Department of Transportation

The Civil Rights Division is celebrating Women’s History Month by spotlighting some amazing women in our department .

## Employee Spotlight: Giuliana Guglielmi

HR Business Partner 1, HQ Human Resources Office



She enjoys time outdoors with her husband and two dogs, cooking new recipes and going to concerts in Nashville.

“We will all profit from a more diverse, inclusive society, understanding, accommodating, even celebrating our differences, while pulling together for the common good.” -Ruth Bader Ginsburg

Joined TDOT Family September 2014

### What does Women’s History Month mean to you and why?

Celebrating this month reminds me to acknowledge the accomplishments of women while honoring individual contributions and recognizing milestones in history. It’s a chance for me to look in the mirror and be proud of where I am as a woman while recognizing the women who have paved the way for women today.

### What had the biggest influence on your career?

I briefly left TDOT in 2017 to pursue another job opportunity in the private sector. I quickly realized how special TDOT was and that a career in public service was my true calling. Ten months later, I was back at TDOT where I have grown, learned, and developed into the HR professional I am today. Since returning to the department, Delaine has pushed me to be the best I can be while trusting me to lead others, programs, and projects. Without all this, I would not feel as accomplished and excited for the work I do every day.

### The TDOT EPIC initiative was launched recently, how do you see your role as empowering people and influencing the culture?

EPIC makes me excited for the future! It’s about creating a culture of accomplishment and ensuring development and growth for our people. Through internal communications, my focus is to deliver messages that build knowledge, inspire performance, and boost engagement. I want to promote the success of our employees through communications, be an ally for inclusivity and act as a champion for change.

### How do you suggest we create a workforce that supports diversity, equity, and inclusion?

The most progressive thing an organization can do is focus on diversity by putting effort into building unity and an inclusive environment. Individually, we can commit to the respect and appreciation for one another and for others with different backgrounds. Diversity means different things to different people but it includes everyone. It involves culture, identity, and equality.