



# Tennessee Department of Transportation

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

## Employee Spotlight: Shawna B. Smith



TDOT Operations District Supervisor  
Region 4, District 47 McKenzie, TN

She is an avid runner, loves spending time with family, watching basketball and soccer.

Joined TDOT Family May 2002

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

Women’s History Month is a celebration of the many women who have been pioneers in their fields, role models that paved the way for their future families, communities and the world at large.

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

In college I had an opportunity to intern with TDOT. My supervisor was Amy Griffin in the Memphis Construction Office. Seeing her excel in her role gave me the confidence that I could make it in the Civil Engineering field.

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

I take pride in my work and in our office. We try to create a positive atmosphere and appreciate the opportunities we are given leading by example and supporting others when needed.

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

Continue to give everyone the opportunity to attend all training and classes that are available. Utilize everyone’s strengths and encourage mentoring new employees.