

Best Strategies for Hiring, Retaining and Utilizing Minorities and Women

Purpose of the Project

The purpose of this project is to assess TDOT’s goals, challenges, and practices with regard to attracting and retaining diverse talent and to develop a comprehensive framework for successful hiring and retention of minorities and women within the Department.

Scope and Significance

The scope of the research project includes:

- Defining the current state of workforce practice and diversity achievement within TDOT
- Conducting literature review and interviews of both TDOT and other state DOT and private sector staff related to primary barriers and best practices for diversity and inclusion
- Identifying key challenges to TDOT’s diversity goals
- Identifying potential partners to improve diversity outcomes
- Developing a set of strategic actions and proposed implementation projects to enhance TDOT’s progress toward diversity and inclusion goals

The proposed strategic actions will be mapped to the primary barriers each addresses and will identify resources and partnerships needed to achieve successful outcomes. In addition, the research team will examine goals, requirements and restrictions for obligated funds from FHWA and other primary highway funding programs to determine opportunities to match action plans to funding streams.

Expected Outcomes

The following are expected outcomes of this research project:

- Actionable recommendations that will improve TDOT’s success rate in attracting, retaining, and developing women and minorities in its workforce.
- A Strategic Action and Funding Utilization Plan for Diversity and Inclusion.

Ultimately, improving workforce diversity outcomes will enhance services to TDOT’s stakeholders as its workforce will better reflect and understand the communities it serves.

Time Period

The time period for the project is January 1, 2018-December 31, 2019.

Contact Information

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