

# Tennessee Department of Transportation



The Civil Rights Division celebrates Women's History Month by spotlighting some amazing women in our department .



## Employee Spotlight: Mary Howard

Administrative Services Assistant 2  
Region 1, Knoxville

She enjoys reading, hiking, gardening, boating, and swimming.

Diversity quote: "You may encounter many defeats, but you must not be defeated. In fact, it may be necessary to encounter the defeats, so you can know who you are, what you can rise from, how you can still come out of it" – Maya Angelou.



Joined TDOT Family July 1999

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

I believe that it highlights contributions that women have made that have impacted the world around them. It shows that women can make change for the good of others.

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

My mother has had the biggest influence. She was a secretary as well. She had a strong work ethic. She taught me to always do my best in everything I do – Do it right or don't do it at all!

### Explain how you see EPIC (Empowering People and Influencing the Culture) creating your own success as well as the impact of your work contributing to TDOT's success.

The new opportunities to employees under the EPIC initiative will provide advancement. Previously, the ability for promotion was limited to open vacancies. TDOT choosing to empower people by offering strategic mobility for advancement within their own career path. I expect greater retention and improved employee satisfaction. I'm excited for these changes.

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

I've worked for TDOT for 24 years. All those years it's felt like family. Families learn to accept each other's individualities, beliefs, ideals, strengths, and weaknesses. My hope is that everyone can treat one another with respect and as a human being whether they agree or not agree with that individual's individuality, belief, ideals, etc. I was taught that we are all equal.

