



The industry barometer benchmarking
and measuring the percentage
of women in key roles in the
North American trucking industry.

WomenInTrucking.org

WIT Index (2026-27) At A Glance

What's the Percentage of Women in Key Roles in the Trucking Industry?

*Percentages shown are
national averages*

C-Suite Executives
31%

Company Leaders
37.5%

**Females Serving on
Boards of Directors**
29%

**Women in HR/
Talent Management**
76.5%

**Female Technicians &
Mechanics**
2.5%

**Women in Professional
Driver Roles**
9.5%

Women in Dispatcher Roles
45.5%

Women in Safety Roles
44%

Introduction

In 2026, the Women In Trucking Association (WIT) is America's leading industry association for women in the trucking industry. With more than 7,700 members in 10-plus countries around the world, the mission of WIT is to champion the employment and advancement of women in trucking, foster connections, and recognize achievements.

In support of this mission, WIT regularly conducts the WIT Index, the industry barometer to benchmark and measure the percentage of women who make up the following roles in the trucking industry:

- Corporate Management (C-suite)
- Boards of Directors
- Functional Roles (Operations, Technicians, HR/Talent Management, and Safety)
- Professional Truck Drivers.



Methodology

From November 2025 through April 2026, WIT conducted a survey to gather percentages of the workforce that are women. Those completing the survey were required to be an authorized respondent on behalf of their organization. WIT assured respondents that data provided would be held in the strictest of confidence and data would be reported only as an aggregate and NOT on an individual basis.

The respondents were asked to report the following data:

- Demographic questions (such as company type and total employee count)
- Status of whether or not their company has a formal policy involving gender inclusion
- The percentage of C-Suite executives who are female and how many female company leaders are in supervisory roles
- What percent of the organization's board of directors are female
- The percentage of HR/talent management who are female
- How many overall drivers with commercial driver's license (CDLs) are part of the organization's workforce, and how many professional drivers who hold CDLs are women
- The percent of the organization's dispatchers who are female
- What percentage of safety professionals and technicians are women

For all questions, respondents were given one of the following options:
"I Do Not Know" or "Not Applicable for My Organization."

Demographics

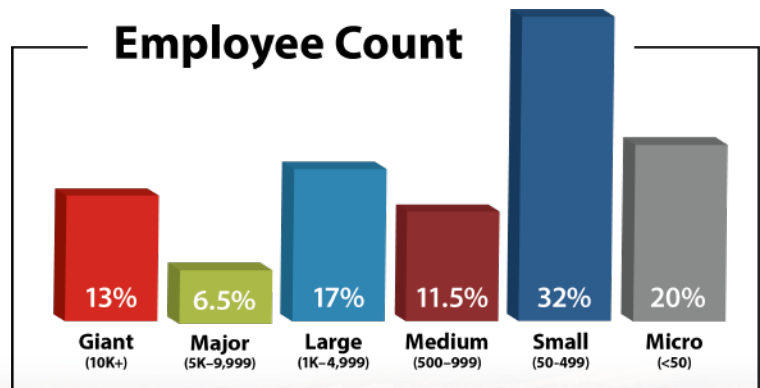
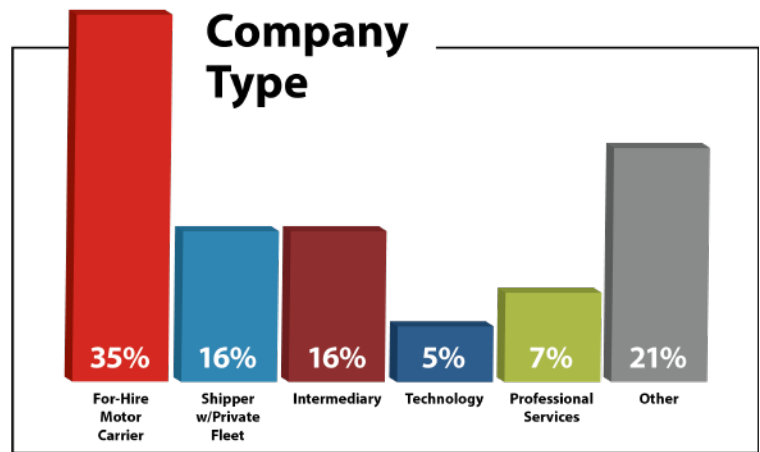
Approximately 210 respondents identified as authorized to report their organizations' gender inclusion statistics in the WIT Index (2026-27) survey. A majority of them (51%) represent for-hire motor carriers or companies with private fleets as part of the organization's operations. Of those respondents representing organizations with fleet assets, 35% are for-hire motor carriers of various types (full truckload, less-than-truckload, refrigerated, flatbed, expedited and liquid) and 16% are manufacturers, retailers, distributors, and other company types with private fleets. Another 16% of respondents are intermediary companies, including third-party logistics companies, truck brokers, and intermodal marketing companies (IMCs).

An additional 7% represent companies that offer professional services in the transportation industry and 5% are technology companies offering transportation management systems (TMS), warehousing management systems (WMS), and/or enterprise-wide technology solutions. A large percentage (21%) of respondents represent other company types in the "Other" category.

A significant number of respondents represent Giant/Major companies in the transportation industry with more than 5,000 employees (19.5% of respondents) or Large/Medium companies with 500 to 4,999 employees (28.5% of respondents).

Small and medium-sized companies also are well-represented in the WIT Index (2026-27). In fact, 20% have less than 50 employees and another 32% have 50-499 employees.

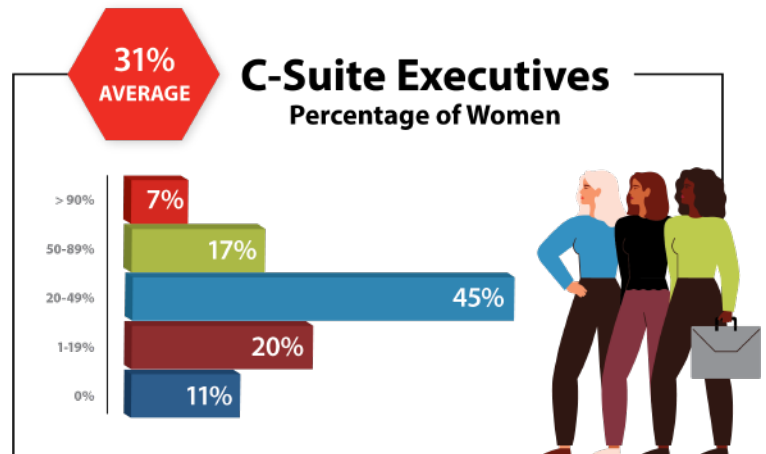
The demographics of participants completing the WIT Index (2026-27) are very similar to the participant demographics of those completing the previous WIT Index. In fact, demographic categories involving all company types and size of company by employee count ranges are within a three percentage points.



Women in Leadership Roles in Trucking

The need for more diverse leadership by including female leaders has never been more critical, and there's significant research and best practices to support this statement. Companies that have a higher representation of women on their boards notably outperform organizations that do not. In addition, research has shown that companies with greater gender diversity, not just within their workforce but directly among senior leadership, are more profitable than those without.

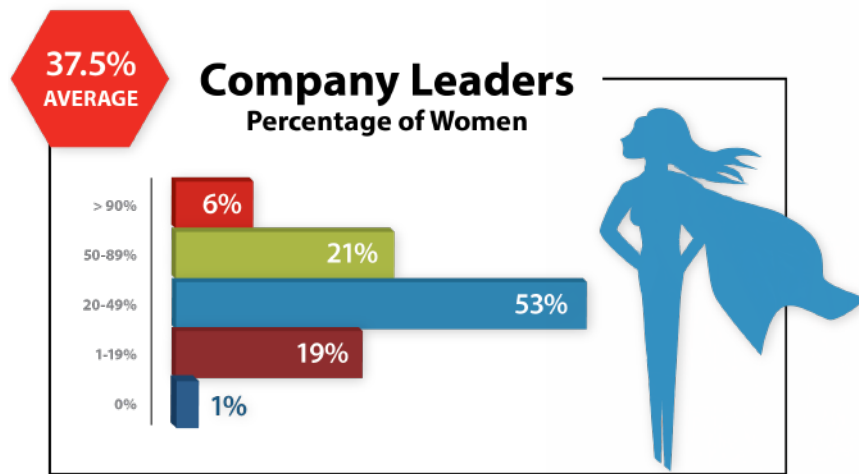
There is encouraging evidence that corporate leadership is becoming more inclusive of women. The 2026 Fortune 500 ranking shows that 55 women now serve as CEOs of Fortune 500 companies, matching the all-time record and representing 11% of America's largest corporations. While this sustained progress signals meaningful momentum, it also highlights the tremendous opportunity that remains to cultivate the next generation of women leaders and expand their presence in the executive suite.



This overall trend in Corporate America reflects more women in leadership roles within the trucking industry as well. According to participating companies in the WIT Index (2026-27), an average of 31% of executives in the C-suite are women, representing a 3% increase from the WIT Index (2024-25). A significant percentage (45%) report 20% to 49% of executives in their C-Suite are women, while another 17% report 50% to 89%. Another 6.5% have more than 90% women in their C-suite. *See Illustration: C-Suite Executives: Percentage of Women.*

How many company leaders in the trucking industry are women? In the WIT Index, "company leaders" are defined as someone with supervisory responsibilities (and also includes executives within the C-Suite). Respondents report that an average of 37.5% of company leaders with supervisory responsibilities are women, an increase of 3% from the previous WIT Index.

Approximately 53% of respondents report between 20% and 49% of company leaders are women. Another 21% say between 50% and 89% of company leaders are female. Approximately 19% say only 1% to 19% of company leaders are women. *See Illustration: Company Leaders: Percentage of Women.*

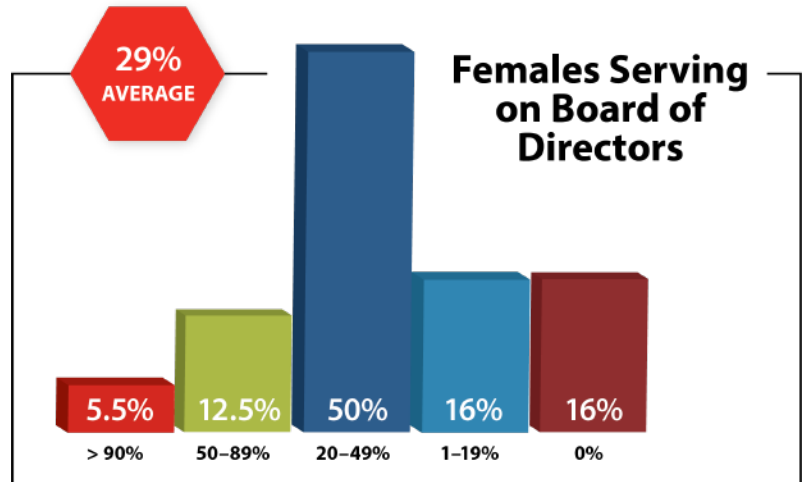


Typically, the board of directors of an organization provides direction with regards to the organization’s culture, strategic focus, and financial performance.

To compare inclusion of women on boards of directors across all industries, women continue to gain representation on S&P 500 boards. Female directors now account for 35% of all board seats, compared with 34% in 2024, 28% in 2020, and 20% in 2015. Over the past five years, women’s representation has increased by 25%, reflecting continued—though more gradual—progress toward gender diversity in corporate governance.

According to participating companies in the WIT Index (2026-27), participating companies report that approximately 29% of members of their boards of directors are women.

Approximately 50% of participating companies report that between 20% and 49% of their boards of directors are females. Approximately 16% say that between 1% and 19% 50% and 89% of their boards of directors are females. Approximately 16% report no women serve on their board of directors. See Illustration: Females Serving on Boards of Directors.



Women In Specific Occupational Disciplines in Transportation

The WIT Index (2026-27) asked survey respondents to report percentages in a number of specific professional disciplines that are most common in the commercial freight trucking industry. The categories of these specific disciplines include: Human Resources/Talent Management, Technicians, Safety Professionals, Dispatchers and Professional Drivers with Commercial Drivers Licenses (CDLs).

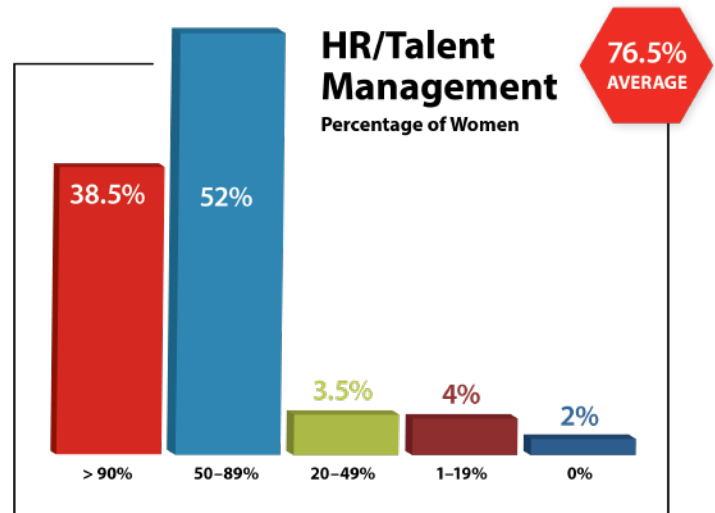
Human Resources/Talent Management

Traditionally, Human Resources (HR) and Talent Management has long been perceived as a female-oriented profession – primarily because of the skill sets required in the field.

Why are women typically more prominent in HR? In general, women tend to have a stronger Emotional Intelligence (EI) score than men. Such qualities reflected in the EI score include multitasking, leadership, planning, communication, and solid human relations skills and ultimately give women a professional advantage in the HR field.

Women continue to comprise the majority of the U.S. human resources profession. According to the latest available labor force data, women account for approximately 71% of HR professionals in the United States, while men represent about 29%. Although the profession has become somewhat more gender-diverse over time, women remain the dominant demographic within HR leadership and professional roles.

This also is true in the trucking industry. Participating organizations in the WIT Index (2026-27) report an average of 76.5% of professionals in HR/Talent Management roles are women. In fact, nearly 52% report between 50% and 89% are women, and another 38.5% say more than 90% are females. See *Illustration: HR/Talent Management: Percentage of Women*.



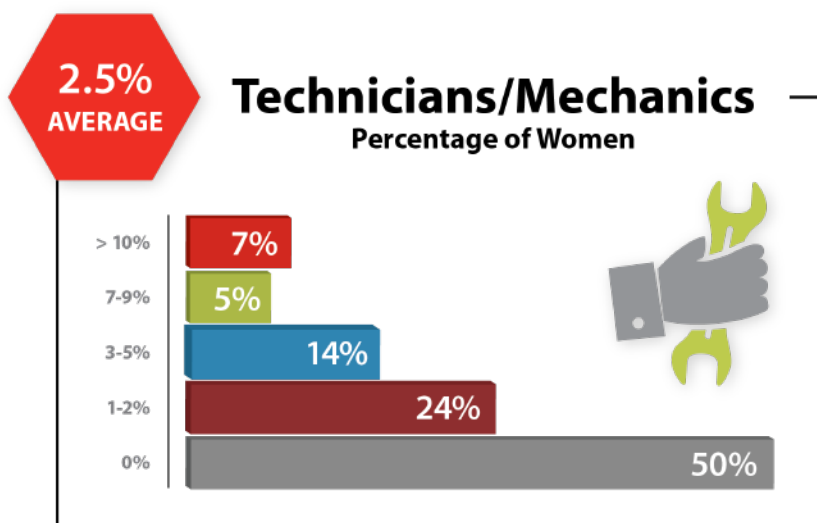
Technicians

Truck drivers play a vital role in the U.S. economy by safely transporting the nation's freight. They cannot complete that mission when their trucks are in the shop or broken down on the side of the road – whether it is caused by a problem with the engine aftertreatment system, an electrical issue, or the truck's brakes. Skilled truck maintenance technicians are critical to the success of the trucking industry by helping keep drivers on the road.

Diesel technicians remain in high demand across the United States, and the shortage of qualified workers continues to challenge the trucking industry. According to the U.S. Bureau of Labor Statistics, the occupation employs approximately 291,900 diesel service technicians and mechanics nationwide. Looking ahead, BLS projects an average of about 26,500 job openings each year through 2034, driven by employment growth and the need to replace retiring or transitioning workers.

The industry's challenge extends beyond hiring. A 2025 study by the American Transportation Research Institute (ATRI) found that nearly two-thirds (65.5%) of trucking maintenance shops are understaffed, with an average of 19.3% of diesel technician positions unfilled. While more students are entering technical training programs, the supply of qualified technicians continues to fall well short of industry demand.

There is a significant shortage of women in this field, according to the WIT Index (2026-27). In fact, participating organizations report an average of only 2.5% of their overall technicians are female. Approximately 50% of respondents say they have no women in technician roles. Approximately 38% report less than 5% of overall technicians are women. *See Illustration: Technicians: Percentage of Women.*



Professional Drivers

There are many reasons why women are well-suited to careers as professional truck drivers. They bring a wide range of skills and strengths that contribute to safe, reliable, and efficient fleet operations. Research has consistently shown that, on average, women tend to exhibit lower levels of risk-taking behavior behind the wheel, a characteristic that can contribute to strong safety performance and responsible driving habits.

In addition, women generally possess strong multitasking and organizations skills, are strong communicators, and they usually are patient, focused and reliable. For these reasons and more, there has been a growing increase in the number of female truck drivers for the past five years. In fact, this year's WIT Index (2026-27) shows an average of 9.5% of women are professional drivers who hold CDLs—the same number reported in the WIT Index (2024-25).

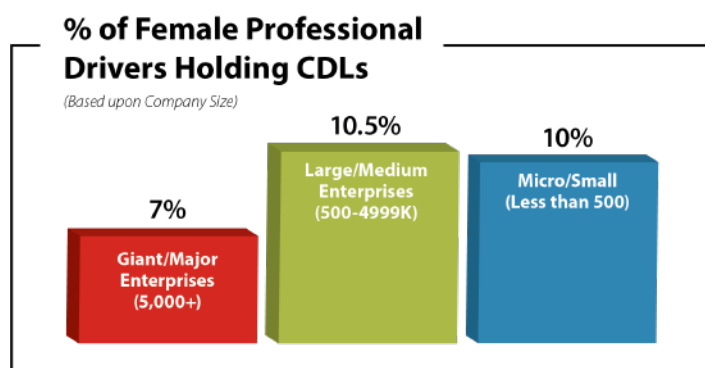
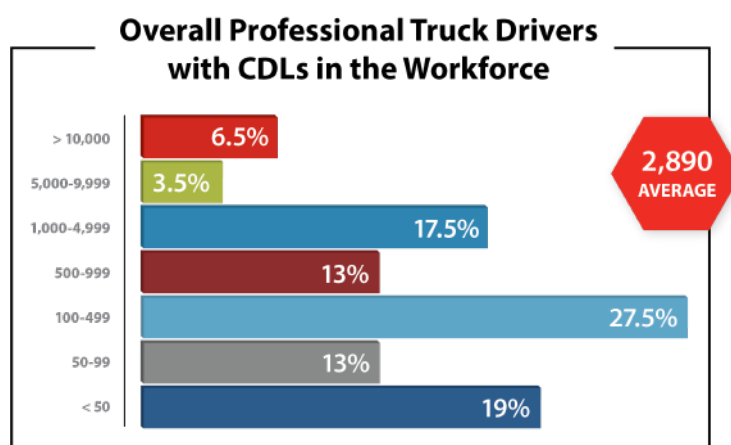
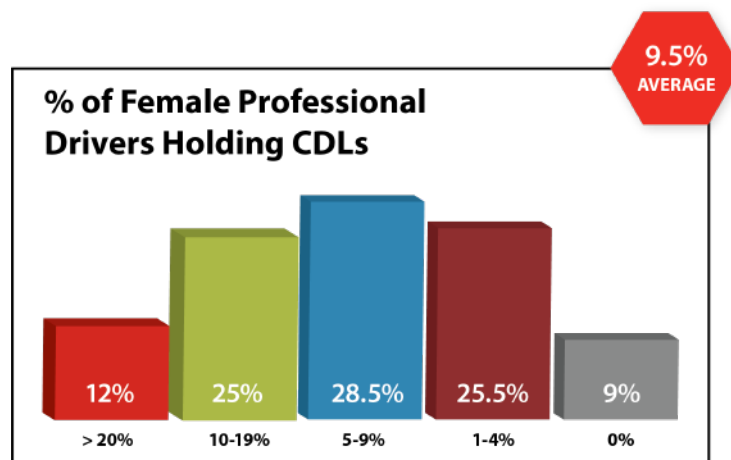
See Illustration: Percentage of Female Professional Drivers Holding CDLs.

Most motor carriers and asset-based 3PLs view that women will continue to see a career as a professional truck driver to be a good fit for them.

The WIT Index reports a direct correlation of female drivers to the size of company: The larger the company, the smaller the percentage. This is a logical correlation because the larger enterprises typically are recruiting larger driver work forces (and therefore face the challenge of recruiting and retaining a larger percentage of women in the truck driver role).

According to the WIT Index (2026-27), micro/small companies with less than 500 employees report that 10% of their overall professional driver population who hold CDLs are women. Large/medium enterprises with 500 to 4,999 employees report that approximately 10.5% of their overall professional driver workforce who hold CDLs are women. Giant/major enterprises with more than 5,000 employees report that approximately 7% of their truck driver population who hold CDLs are women. These reported percentages are relatively flat in comparison to the previous version of the WIT Index. It's important to note that these percentages reflect professional truck drivers who hold CDLs and are driving medium- to heavy-duty commercial trucks, not last-mile or delivery vans or other vehicles that are not heavy-duty trucks.

See Illustration: Percentage of Female Professional Drivers Holding CDLs (Based upon Company Size).

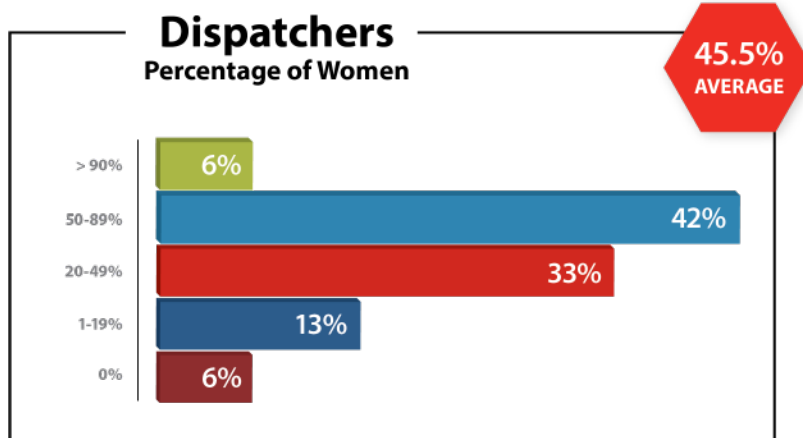


Dispatchers

Dispatchers remain the operational backbone of the trucking industry, coordinating driver schedules, optimizing routes, and ensuring freight moves safely and efficiently from origin to destination. As supply chains become increasingly complex and technology-driven, the role of the dispatcher has evolved beyond load assignment to include real-time problem solving, customer communication, regulatory compliance, and the use of transportation management systems, GPS tracking, and predictive analytics.

Successful dispatchers possess a unique combination of analytical thinking, communication, organizational, and relationship-building skills that enable them to balance the needs of drivers, customers, and carriers in a fast-paced environment. Women continue to be strongly represented in dispatch and fleet operations, reflecting the profession's emphasis on collaboration, multitasking, and strategic decision-making. As the trucking industry continues to embrace digital technologies and operational efficiency, skilled dispatchers will remain essential to improving fleet productivity, enhancing the driver experience, and strengthening supply chain performance.

According to the WIT Index (2026-27), approximately 45.5% of truck dispatchers are women, a 7% increase from the previous WIT Index. Approximately 33% of respondents report that between 20% to 49% of their total dispatchers are female. Another 32% say that between 50% and 89% of their dispatchers are women.



Safety Professionals

Safety professionals play a vital role in protecting employees, drivers, and the motoring public by developing and implementing programs that reduce risk, improve compliance, and foster a strong safety culture. Within trucking, these professionals oversee driver safety initiatives, regulatory compliance, accident prevention, training, and occupational health programs, while increasingly leveraging technology and data analytics to identify trends and proactively mitigate risk. According to the U.S. Bureau of Labor Statistics, more than 120,000

Occupational Health and Safety Specialists are employed across the United States, with demand expected to remain steady as organizations continue to prioritize workplace safety, regulatory compliance, and operational excellence.

According to the WIT Index (2026-27), an average of 44% of professionals in safety roles are women, a 5.5% increase from the previous WIT Index. Approximately 34.5% of respondents report that between 20% to 49% of their total safety professionals are female and another 32% say between 50% and 89% of their overall safety professionals are female. See Illustration: Safety Professionals: Percentage of Women.

