

Title VI E-Report



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TITLE VI

NONDISCRIMINATION STATEMENT

It is the policy of the Tennessee Department of Transportation to ensure compliance with Title VI of the Civil Rights Act of 1964; 49 CFR, Part 21; related statutes and regulations to the end that no person shall be excluded from participation in or be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance from the U.S. Department of Transportation on the grounds of race, color, sex, age, disability or national origin.

MISSION STATEMENT

To plan, implement and provide guidance to prevent discrimination in federal aid programs and activities.

The FTA Conference held in Nashville

The Civil Rights Office staff participated in the Federal Transit Administration's (FTA) three-day Civil Rights Training that was held in May 2010. FTA conducted training on the civil rights requirements, focusing on the American with Disabilities Act of 1990 (ADA), an overview of the Title VI Circular, Limited English Proficiency (LEP), Environmental Justice, Equal Employment Opportunity Program (EEO), and a Disadvantage Business Enterprise Program (DBE) overview.

The Tennessee Department Of Transportation's Civil Rights Office (CRO) staff was amongst the, approximately, 200 participants, consisting of State Transportation Agencies (STA) and interested stakeholders, from all over the United States gathered at the Nashville Convention Center, seeking guidance from FTA on its directives and guidelines and providing FTA feedback on challenges and opportunities experienced in implementing Federal civil rights directives.

During the training, special emphasis was placed on Circular FTA C 4702.1A dated May 13, 2007, Title VI guidelines for Federal FTA recipients.

how to carry out the United States Department of Transportation's (DOT) Title VI regulations, how to integrate Environmental Justice requirements, and it fully discusses the recipient's responsibilities to the LEP persons. The reporting requirements, as it pertains to Title VI, were another area of emphasis for the host. FTA will be looking closely to see if recipients collected and utilized data in their analysis of proposed transportation decisions, and to see if a benefit and burdens analysis was conducted. In the event that decisions made have an adverse affect on low income and minority communities, FTA will be looking at the remedies or actions taken to mitigate any negative impact.

The three-day conference provided a venue for practitioners to learn, discuss and consult with FTA about civil rights issues and the Federal requirements, but more importantly, it armed practitioners with materials to use in their daily work activities as they strive to ensure that the programs and activities that they are responsible for are conducted in a nondiscriminatory manner.

2010 TSU Summer Transportation Institute

Once again the Tennessee State University (TSU) College of Engineering, Technology and Computer Science hosted the 2010 Summer Transportation Institute (STI) program with close coordination and collaboration between the Federal Highway Administration Division, Civil Rights Office and other divisions within TDOT.

The STI is a four-week residential program that began on June 6, 2010. The program introduced twenty high school students from different states to transportation related careers. Educational field trips were taken and the students were involved in daily enrichment classes in the area of mathematics and computer science and attended transportation laboratory classes.

The purpose of the program was to create awareness and encourage secondary school students to take advantage of career opportunities that exist in the transportation industry: Another aspect of the training was to attract a broad and diverse selection of bright minds, as well as acquaint and stimulate the students with various aspects of the transportation field.

Sylvia Odum (Title VI Program Coordinator) planned a week of educational fulfillment for the students. TDOT's Construction, Legislative Liaison, Multi-Modal Transportation Resources and Information Technology (IT) Divisions provided speakers to discuss their responsibilities and active roles taken to achieve TDOT's goals. In addition, field trips were taken to the Traffic Management Center (TMC), Nashville Metropolitan Airport, U.S. Corps of Engineers (Old Hickory Lock and Dam), and the Huntsville Space and Rocket Center.

Lastly, a professional development seminar conducted by Morgan and Morgan Inc, presented the Long Distance Runner Program. This program included personal development, motivational lectures, skill building in public speaking and presentation, business etiquette, interviewing skill with transportation job and career markets.



Ms. Montanez Wade, Pre-College Program Director of the College of Engineering, Technology and Computer Sciences and the students

TDOT's 2010 STI Speakers



Derrick Tibbs,
Legislative Liaison



Jerry Hatcher
Assistant Director,
Construction



Van Colebank
GIS Analyst 3,
Information
Technology



Rhonda Hirst
Compliance Coordinator,
Multi-Modal Transportation
Resources

The CRO extends its sincere gratitude to Dr. S. Keith Hargrove - TSU Dean of the College of Engineering, Technology and Computer Science, Montanez Wade, Sylvia Odum, Mia Vickers, Deputy Director of TDOT Governor's Highway Safety Office, W.B. Gaffron - TDOT Region III Director, David W. Layhew Jr. - TDOT Region III Assistant Director, Raymond (Ray) Hallavant - TDOT TMC Director of Operations, Ali Farhangi - TMC ITS Manager, Richard Haliburton - TDOT Region III, Rick Echols - TDOT Region III, James Kearns - TDOT Region III, Marcus Williams - TDOT Region III, TSU Program Counselors and Speakers for your gracious support of the 2010 Summer Transportation Institute.

Without the kindness of each of those who assisted with the STI, the participants would not have been afforded the experiences and opportunities provided through the program. We truly appreciate your willingness to collaborate with us in this endeavor.

Governor's Highway Safety Office Partners with the CRO

The Governor's Highway Safety Office (GHSO) has worked collaboratively with the Civil Rights Office (CRO) Title VI Program Staff in ensuring that its sub-recipients are fully aware of, and in compliance with Title VI and related nondiscrimination laws, rules and Executive Orders. The GHSO has oversight of approximately twenty-five grants, which culminated into over 370 awards in 2009. GHSO sub-recipients consist of Police and Sheriff Departments, Sport Marketing, EMS, Broadcasting, Drug Court, Community Anti-Drug Coalitions, Universities, Colleges, Festivals, Communications Businesses, Mother Against Drunk Driving, Community Service Agencies, and State Departments. These programs/entities apply for and utilize federal funding to promote safety and awareness on Tennessee's roadways.

Jason Ivey, Program Management Administrator, oversees the management and strategic planning for the operation of the GHSO's Support staff program. The mission of the support staff is to provide leadership, technical support, resource development, training and policy oversight of federally funded highway safety behavioral projects.



Jason Ivey

When approached about assisting the CRO with monitoring GHSO's sub-recipients, Ivey enthusiastically agreed to distribute and collect Title VI assessments during the GHSO's regularly scheduled reviews. Ivey's efforts provided the CRO a mechanism for conducting program reviews, and more importantly, providing Title VI education to TDOT's sub-



Mia Vickers

Mia Vickers, GHSO Deputy Director, ensures that each program manager understands his or her individual responsibility to support the effective implementation of Title VI and to ensure actions are taken to implement Title VI through education and outreach.

The CRO applauds the efforts of Jason Ivey and Mia Vickers for their dedication and support in implementing Title VI Procedures and assisting with monitoring its sub-recipients for compliance. The GHSO has made an enormous task more manageable.

Title VI Word Search

O	T	O	C	S	C	T	I	W	R	C	T	O	E	U	M	L
C	O	A	O	I	U	T	T	E	T	O	O	M	F	D	L	T
C	N	N	M	T	V	B	A	T	D	M	I	D	I	S	A	A
A	O	E	P	I	A	L	R	T	I	P	L	S	L	T	R	I
I	I	D	L	L	I	D	B	E	S	L	P	C	P	R	E	V
P	T	T	A	O	G	R	O	T	C	A	R	T	N	O	C	D
N	A	T	I	O	N	A	L	O	R	I	G	I	N	L	I	I
P	I	O	N	T	D	W	M	A	I	N	P	P	N	O	P	A
L	L	O	T	J	L	A	T	R	M	T	T	I	A	C	I	L
O	A	P	L	E	P	E	T	T	I	L	E	P	E	I	E	A
P	T	O	O	A	I	R	V	F	N	O	A	P	E	N	N	R
N	E	I	G	M	E	P	R	I	A	G	U	P	A	T	T	E
O	R	E	P	N	C	P	O	S	T	A	W	A	R	D	I	D
T	R	A	C	T	I	V	I	T	I	E	S	T	O	G	D	E
R	C	V	C	C	M	A	R	G	O	R	P	T	A	W	H	F
T	N	E	M	E	V	L	O	V	N	I	C	I	L	B	U	P
L	S	I	M	O	S	M	L	P	I	R	R	S	I	N	A	A

POST AWARD
NON-DISCRIMINATION
COLOR
CONTRACTOR
NEPA
FTA
FEDERAL AID

PRE AWARD
SUBRECIPIENT
NATIONAL ORIGIN
DBE
EJ TOOL
DOT
RETALIATION

TITLE VI
RECIPIENT
COMPLAINT LOG
LEP
FHWA
STA
PROGRAMS

DISPARATE IMPACT
RACE
PUBLIC INVOLVEMENT
COMPLAINT LOG
FAA
TDOT
ACTIVITIES

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