

Title VI E-Report



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2010 AASHTO National Civil Rights Training Symposium

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Title VI Non-discrimination 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.

The Civil Rights Office's Program Directors participated in the 2010 AASHTO National Civil Rights Symposium this past September. The symposium, held in Norfolk, Virginia, was well attended with over 350 practitioners from across the United States.

The three day symposium provided informative speakers, thought provoking dialogue, and most importantly, tools that attendees could utilize to enhance their programs.

Allen Masuda, Associate Administrator for Civil Rights, provided an overview of the direction of the FHWA Civil Rights office to a packed audience. Masuda announced that FHWA and FTA are working together to form a better working relationship in order to leverage resources, which would ultimately result in coordinating reporting requirements. Additionally, Masuda spoke on the importance of data collection and its analysis, noting that FHWA Civil Rights Office would be increasing its oversight in this area.

FHWA's Resource Center developed and demonstrated the Civil Rights e-Learning tools: Title VI; Contractor Compliance; and ADA/504.

The *Title VI e-Training: Public Funds for Public Benefit*, is a 2 hour interactive training module. The module focuses on the role and responsibilities of a State Transportation Agency (STA) in

their Title VI compliance efforts. Attendees were given several copies of the e-Learning tools to copy and distribute.

Agenda workshops included: *Employment Law Update; Cultural Awareness in Communication; FHWA National DBE Program Reviews on ARRA Projects; DBE/OJT Supportive Services; Title VI for Federal, State and Local Governments Public Involvement Reference Tool (PIRT); Title VI Requirements—Federal, State and Local Perspective, Title VI Responsibilities for Local Public Agencies; Title VII Issues and Best Practices; and Effective Implementation of an Effective Contractor Compliance Program.*



Title VI Training: An Overview

Training plays a vital role in the Civil Rights Office Title VI Program. Through training, the Title VI staff is able to ensure that TDOT's subrecipients are in compliance with Title VI of the 1964 Civil Rights Act, and more importantly, the citizens of Tennessee are able to all federal funded projects and activities without fear of discrimination.



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The Title VI program offers online training for those needing a quick refresher and/or certification; staff also provides technical assistance for those who are having difficulties in their Title VI programs and/or have never had any training; additionally specialized training is provided for those who wish to have a targeted Title VI training conducted with a group; and, the Title VI staff conducts training annually in each of the 4 regions.

The Title VI Program staff receives calls daily from new award grantees who may not be familiar with what Title VI is nor what it means to be in compliance with the now forty-six year-old law. The Title VI Program's experienced staff is able, within a matter of no time, to assist individuals in developing a fully integrated, compliant Title VI program. Through the one-on-one technical assistance, staff can concentrate on the individuals areas of concern and tailor the scope of training for the entity, whether a non-profit transportation provider or a local government, for example.

Although staff relies heavily on the online training module to train those between its publicized training dates, they still encourage those who have not attended a "live" training to do so.

Recognizing the benefits of training, the Title VI staff continues to strategize and develop tools to enhance the learning experience for TDOT's subrecipients.

Last fiscal year, the Title VI program staff trained 665 individuals on the many facets of Title

Type of Training	Location of Training	Date of Training	# of Attendees
Multimodal Title VI Training (5311 F)	Headquarters	Nov 18, 2009	15
TNUCP	Headquarters	Feb 16, 2010	20
Construction School	Region 3	Jan 21, 2010	62
Liaison Training	Headquarters	Jan 28, 2010	12
Upper Cumberland DD	Cookeville, TN	Jan 28, 2010	67
Construction School	Region 1	Feb 4, 2010	60
Construction School	Region 4	Feb 10, 2010	68
Liaison Training	Headquarters	Feb 17, 2010	6
Title VI Training	Region 4	Feb 19, 2010	36
Construction School	Region 2	Feb 23, 2010	48
Title VI Liaison	Headquarters	Mar 12, 2010	1
Title VI Liaison	Headquarters	Mar 19, 2010	2
Title VI Specialize Training	Mid Cumberland H.R. Agency	Aug 19, 2010	41
Title VI Transit	ROVER, Murfreesboro	Sept 13, 2010	17
Region 1 Title VI	Knoxville, TN	Sept 20, 2010	7
Online Automated Title VI Training		Oct 1, 2009 - Sept 30, 2010	203
Total			665

VI.

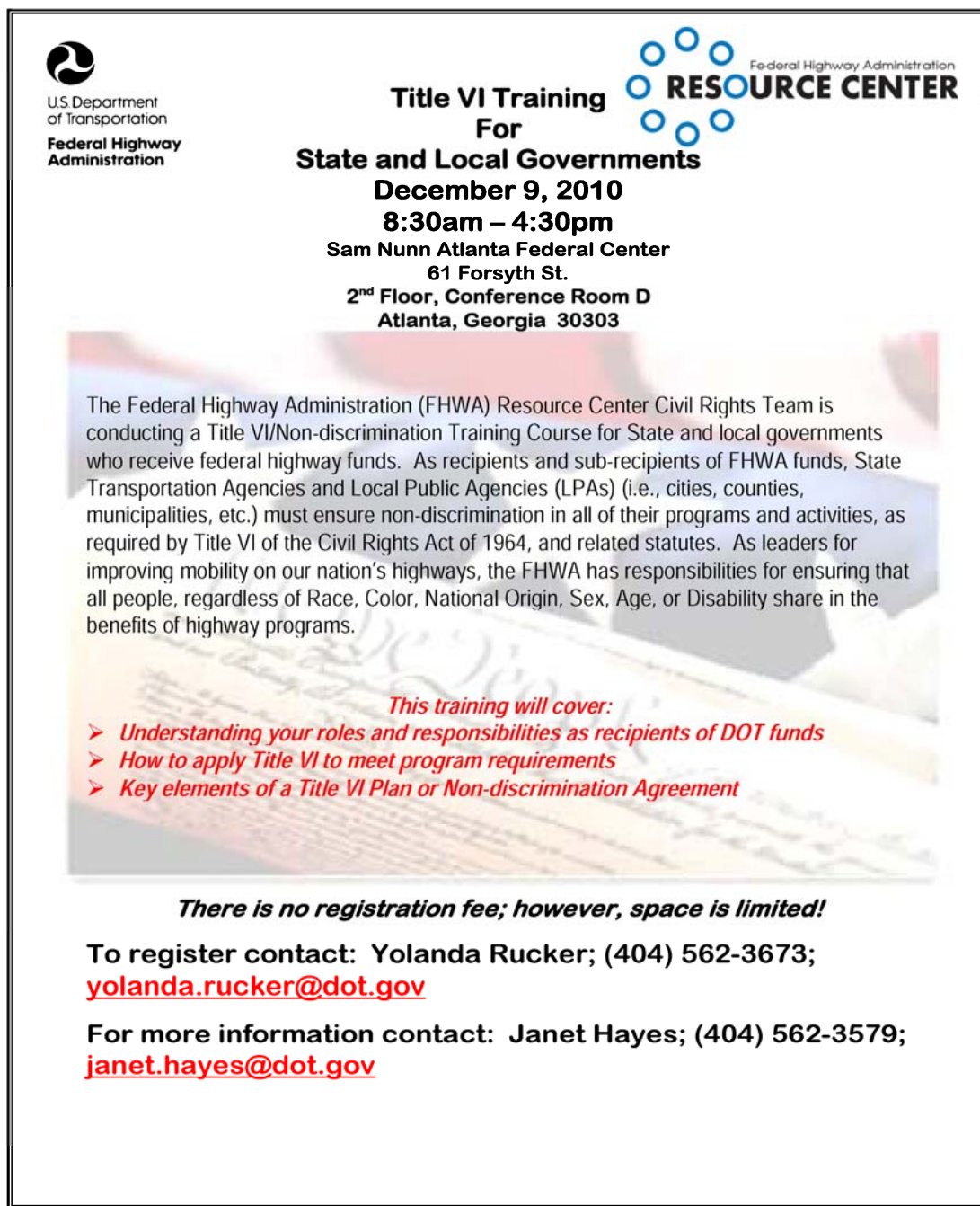
The Civil Rights Office's 2011 Regional Title VI Program Training Dates are listed below.

March 16	Knoxville
April 12	Jackson
July 29	Nashville
August 11	Memphis
September 15	Chattanooga



For more information on training, please visit the CRO Title VI Program website at: <http://www.tdot.state.tn.us/civil-rights/titlevi/training.htm>

FHWA Training: State and Local Government

The CRO staff would like to invite and encourage local governments to attend the FHWA Title VI training. Please see flyer below.



The flyer is titled "Title VI Training For State and Local Governments" and is dated "December 9, 2010". It is held at the "Sam Nunn Atlanta Federal Center" from "8:30am – 4:30pm". The location is "61 Forsyth St., 2nd Floor, Conference Room D, Atlanta, Georgia 30303". The flyer includes logos for the U.S. Department of Transportation Federal Highway Administration and the FHWA Resource Center. A paragraph explains the purpose of the training, and a list of topics is provided. Contact information for registration is also included.

**Title VI Training
For
State and Local Governments
December 9, 2010
8:30am – 4:30pm
Sam Nunn Atlanta Federal Center
61 Forsyth St.
2nd Floor, Conference Room D
Atlanta, Georgia 30303**

The Federal Highway Administration (FHWA) Resource Center Civil Rights Team is conducting a Title VI/Non-discrimination Training Course for State and local governments who receive federal highway funds. As recipients and sub-recipients of FHWA funds, State Transportation Agencies and Local Public Agencies (LPAs) (i.e., cities, counties, municipalities, etc.) must ensure non-discrimination in all of their programs and activities, as required by Title VI of the Civil Rights Act of 1964, and related statutes. As leaders for improving mobility on our nation's highways, the FHWA has responsibilities for ensuring that all people, regardless of Race, Color, National Origin, Sex, Age, or Disability share in the benefits of highway programs.

This training will cover:

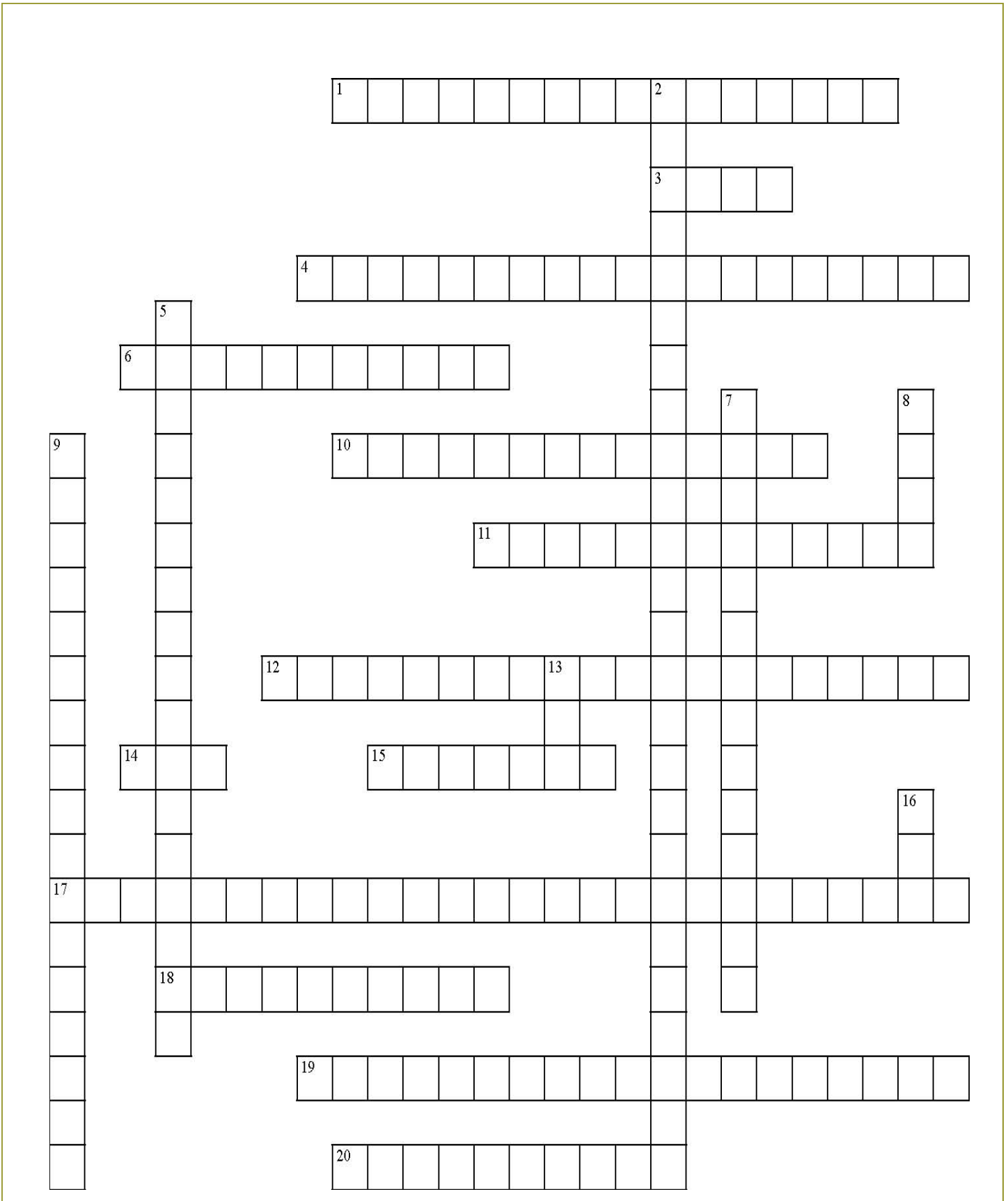
- *Understanding your roles and responsibilities as recipients of DOT funds*
- *How to apply Title VI to meet program requirements*
- *Key elements of a Title VI Plan or Non-discrimination Agreement*

There is no registration fee; however, space is limited!

**To register contact: Yolanda Rucker; (404) 562-3673;
yolanda.rucker@dot.gov**

**For more information contact: Janet Hayes; (404) 562-3579;
janet.hayes@dot.gov**

Civil Rights Crossword Puzzle



Civil Rights Crossword Puzzle Clues

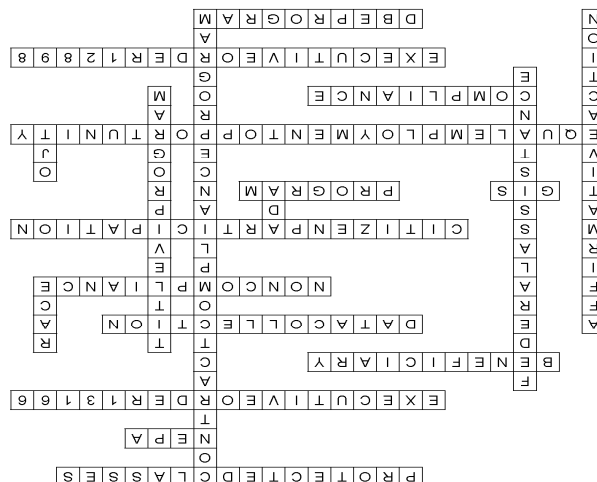
ACROSS

- 1 Race, color, sex, age, disability, religion, and national origin.
- 3 Requires, to the fullest extent possible, that the policies, regulations, and laws of the Federal Government be interpreted and administered in accordance with its environmental protection goals.
- 4 Improves access to services for persons with limited English Proficiency.
- 6 Any person or group of persons entitled to receive benefits, directly or indirectly, from any federally assisted program.
- 10 To obtain information to keep on record, to make decisions about an important issue.
- 11 A recipient has failed to meet prescribed requirements and has shown an apparent lack of good faith effort in implementing all of the Title VI requirements.
- 12 An open process in which the rights of the community to be informed, to provide comments to the Government and to receive a response from the Government are met through a full opportunity to be involved and to express needs and goals.
- 14 A computerized data management system designed to capture, store, retrieve, analyze, and display geographically referenced information.
- 15 Includes any highway, project or activity for the provision of services, financial aid, or other benefits to individuals.
- 17 An established system to ensure that employees are not excluded from opportunity for reasons such as, race, age, national origin, color, sex, religion or other benefits to individuals.
- 18 That satisfactory condition existing when a recipient has effectively implemented all of the Title VI requirements or can demonstrate that every good faith effort toward achieving this end has been made.
- 19 Addresses Environmental Justice regarding minority and low income populations.
- 20 Designed to help disadvantage business enterprises participate in the contract activities of the TDOT.

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- 2 Ensures that the Federal contractors and subcontractors comply with nondiscrimination and affirmative action requirements.
- 5 Grants and loans of Federal Funds.
- 7 A system of requirements developed to implement Title VI of the Civil Rights Act of 1964.
- 8 Protected class.
- 9 A good faith effort to eliminate past and present discrimination in all federally assisted programs and to ensure future nondiscriminatory practices.
- 13 Protects persons with disabilities from discrimination in many aspects of life, including employment, education, and access to public accommodations.
- 16 Requires State Transportation Agencies (STAs) to establish apprenticeship and training programs targeted to move women, minorities, and disadvantaged individuals into journey-level positions to ensure that a competent workforce is available to meet highway.

Puzzle Solutions



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To request Title VI Training, please contact Sylvia Odum at Sylvia.Odum@tn.gov.

If you would like to receive the Title VI E-Report, a quarterly e-newsletter, please contact Pamela Sharp at Pamela.Sharp@tn.gov.

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