



U.S. Department
of Transportation



DOT Title VI Informational Webinar

Departmental Office of Civil Rights (DOCR)

Office of the Secretary (OST)

November 24

Goals

1. Raise your awareness about the important civil rights law Title VI
2. Build relationships between you and DOT
3. Answer questions about the promise of nondiscrimination under Title VI

Agenda

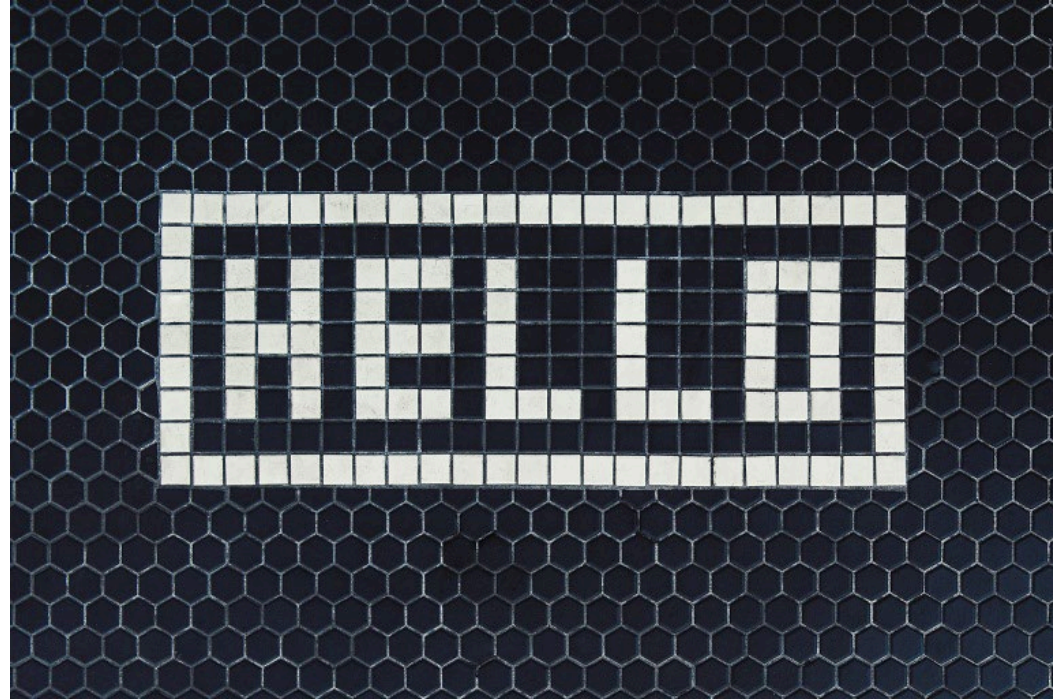
Introductions

What DOT does

What Title VI is

Resources

Open discussion



The U.S. Department of Transportation (DOT)

Mission: To deliver the world's leading transportation system, serving the American people and economy through the safe, efficient, sustainable, and equitable movement of people and goods.

Eight Operating Administrations and the Office of the Secretary

- FAA, FHWA, FMCSA, FRA, FTA, MARAD, NHTSA, PHMSA

DOT Strategic Goals ([FY22-26](#))

- Safety, Economic Strength and Global Competitiveness, **Equity**, Climate and Sustainability, Transformation, Organizational Excellence

Bipartisan Infrastructure Law

- \$660 Billion over five years (FY22-26)



Title VI of the Civil Rights Act of 1964

“No person in the United States shall, on the ground of race, color, or national origin,

be **excluded** from participation in,
be **denied** the benefits of, or
be subject to **discrimination**

under any program or activity receiving federal financial assistance.”

History and Purpose of Title VI

- To prevent subsidizing discrimination with Federal funds
- To address grants issued under the “separate but equal” doctrine that permitted discrimination
- To provide an alternative to litigating each instance of alleged discrimination



Title VI and Language Access

- *Lau v. Nichols* (1974)
 - Title VI national origin discrimination
 - “Simple justice requires that public funds, to which all taxpayers of all races contribute, not be spent in any fashion which encourages, entrenches, subsidizes, or results in racial discrimination.”
- Executive Order 13166 (2000)
 - Improving Access to Services for Persons With Limited English Proficiency (LEP)



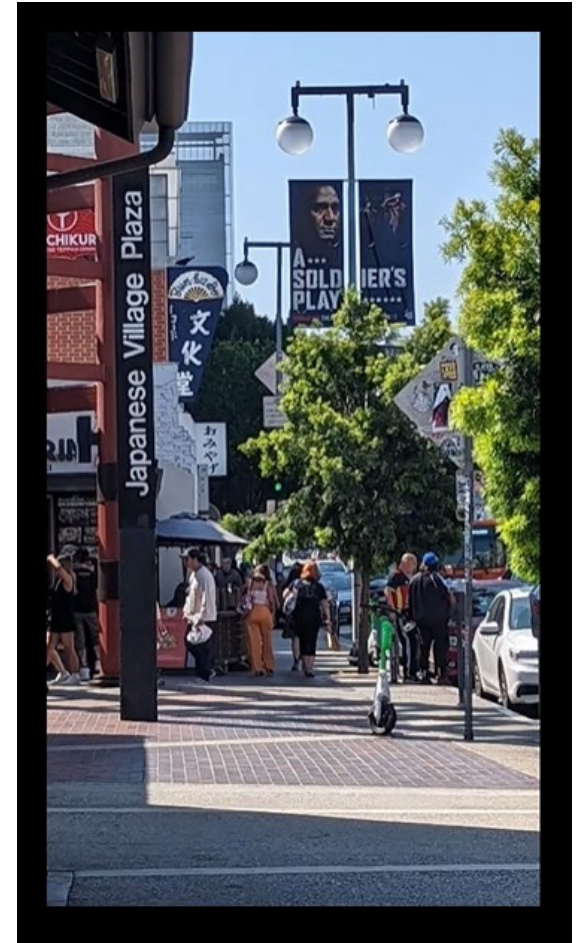
DOT Title VI Order (June 2021)

- Reinvigorates DOT's Title VI program
- Focuses on compliance
- Enhances community participation



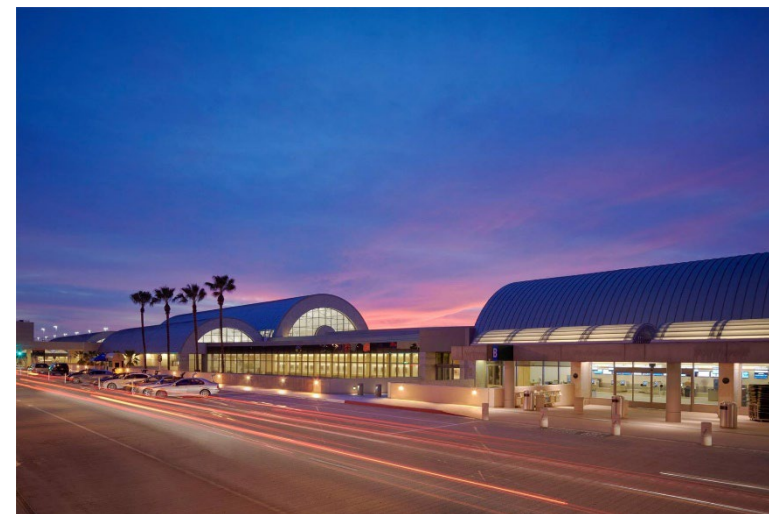
Title VI – Power of Community

- [Power of Community video – James Okazaki](#)



Title VI – What to Look Out for

- Exclusion from participation, denial of benefits, or other discrimination based on race, color, or national origin
 - Intentional or unintentional
- Intimidation or retaliation
- Harassment or hostile environment
 - Includes conduct by DOT recipients or third parties



Potential Title VI Violations

- A State DOT initiates a road project and construction blocks access to Hmong businesses.
- The State DOT did not conduct public engagement or outreach informing the members of community or business owners.



Potential Title VI Violations Pt 2

- A State DOT initiates a road project connecting a city to the nearby beaches.
- A project sponsor made a statement about requiring low bridge clearances to prevent Black and Latino residents who primarily use buses from accessing beaches in predominantly white neighborhoods.



Potential Title VI Violations Pt 3



- A DMV requires everyone applying for a driver's license to provide proof of legal status.
- The DMV refuses to accept an applicant's documentation issued by Puerto Rico, not realizing Puerto Rico is a part of the United States.
- A DMV requires everyone to remove head coverings for their driver's license photograph.
- The DMV refuses to make an exception for a practicing Sikh individual who wears head coverings in public for religious purposes.

Potential Title VI Violations Pt 4

- A bus rider regularly gets mocked by a bus driver about her appearance or accent, and the bus rider reports this to her local transit agency.
- The transit agency refuses to address her complaint, telling her that the driver is “just joking around.”



Potential Title VI Violations Pt 5



- Airport lounge customers complain to staff that a group of Latino customers are making other people uncomfortable because they are speaking another language.
- The staff call airport security, who escort the Latino customers out of the lounge.

Title VI Violations vs. Hate Crimes

- *Title VI violation*: A federally funded program or activity excludes a person, denies them benefits, or otherwise subjects them to discrimination based on race, color, or national origin (including LEP)
- *Bias or hate incident*: Acts of prejudice that are not crimes and do not involve violence, threats, or property damage.
- *Hate crime*: At the Federal level, a crime motivated by bias against race, color, religion, national origin, sexual orientation, gender, gender identity, or disability.

Where to File a Complaint with DOT

- [FHWA](#)
- [FTA](#)
- [FRA](#)
- [FAA](#)
- [FMCSA](#)
- [PHMSA](#)
- [MARAD](#)
- [OGC \(Air Travel\)](#)



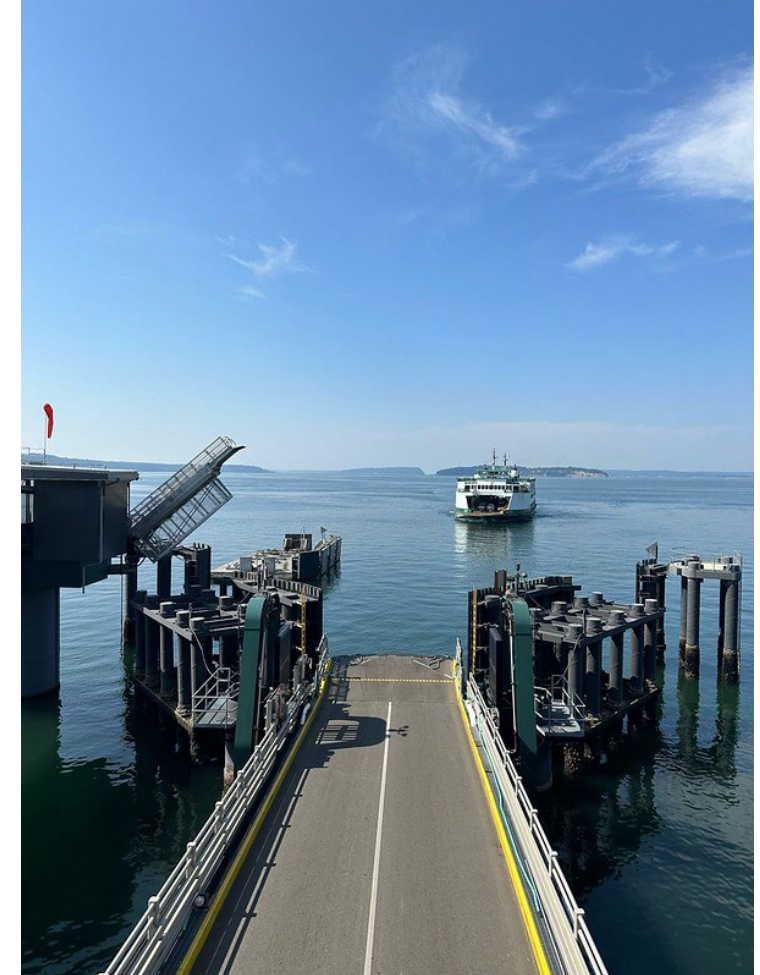
If you have questions, reach out to equityandaccess@dot.gov



Departmental Office of Civil Rights | US Department of Transportation

Resources

- [DOT website: www.transportation.gov/civil-rights/civil-rights-awareness-enforcement](https://www.transportation.gov/civil-rights/civil-rights-awareness-enforcement)
- [Title VI Fact Sheet](#)
 - In coordination with 7 other Federal agencies: DHS, DOI, DOL, HHS, HUD, Treasury, and USDA
- [Promising Practices for Meaningful Public Involvement in Transportation Decision-Making](#)
- [Policy Guidance](#) Concerning Recipients' Responsibilities to Limited English Proficient (LEP) Persons
- [Fact Sheet: Equity in the Bipartisan Infrastructure Law](#)





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Open Discussion