



Speaking With *One* Voice
Civil Rights Virtual Symposium

HONORING THE PAST, SHAPING THE FUTURE

MAY 17-18, 2017

Building Blocks: Introduction to Title VI

Your Speakers

- Moderator – Leslie Proll, Director, Departmental Office of Civil Rights
- Presenter: Howard Caro-Lopez, Civil Rights Analyst, Equity and Access Division, Departmental Office of Civil Rights
- Presenter: Sharice Davids, White House Fellow, Department of Transportation
- Presenter: Ryan Fitzpatrick, Lead Civil Rights Analyst, Equity and Access Division, Departmental Office of Civil Rights
- Presenter: Jon Ocana, Equal Opportunity Specialist, Policy, Education and Training Division, Departmental Office of Civil Rights



Purpose of the Session

- To foster an understanding of Title VI of the Civil Rights Act of 1964 (Title VI) as it relates to transportation. Understanding the basic elements of Title VI is fundamental to planning and implementing projects that include all individuals and communities.
- The presenters will provide an overview of the legal principles of Title VI, how and where Title VI situations manifest themselves in transportation, and general Title VI compliance requirements.



Section 1

Understanding Title VI



Statutory Language

- “No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal Financial assistance.”



Key Points

Discrimination on the Basis of:

- Race
- Color
- National Origin

Program or Activity

- All Operations

Federal Financial Assistance

- Grants/Loans
- Grant or Donation of Federal Property
- Sale, Lease, or Use of Property
- Detail of Federal Personnel
- Federal Contract or Agreement for Provision of Assistance



Prohibited Actions Under Title VI

Disparate Treatment

- Intentional Discrimination

Disparate Impact

- Discriminatory Effects



Title VI Complaint FAQ

- Who May File?
- What Basis is Required?
- What is the Time Limit to File?
- With Whom in the U.S. DOT is a Title VI Complaint Filed with?
- What Happens Next?
- How is a Title VI Complaint Resolved?



Section 2

Recognize Title VI's role in Transportation



Transportation Today

- New Transit Service
- Vehicle Facilities
- Elimination/Reduction of Service
- Infrastructure Maintenance
- Operation Hours
- Documents and Engagement



Examples Where DOT Could Have Helped

Example	DOT Assistance
<ol style="list-style-type: none">1. Limited English Proficient (LEP) individuals use your services2. An African American community is unable to get service3. Service is reduced and eliminated mostly in minority areas	<ol style="list-style-type: none">1. Provide approaches to address LEP responsibilities2. Explain how Title VI protects against disparate impact3. Clarify Title VI best practices



Data Analysis-Telling a Story

- Data Gathering- Telling a Story
- Analyzing data for Title VI compliance
- Influencing the Conversation



Principles for Civil-Rights-Focused Data Analysis

Data Analysis should:

1. Support transportation goals
2. Tell a story about benefits and burdens for everyone
3. Be consistently and effectively applied
4. Be easily understood
5. Help evaluate the quality of transportation



Data-Driven Vision

- Supporting goals
 - Assess project, programs and services impacts
 - Promote meaningful public engagement
 - To evaluate Title VI compliance & review complaints
- Reaching your Audience
 - Leadership?
 - Stakeholders?
 - Community residents and/or general public?
- Evaluation
 - Are we meeting goals? Do goals have to change?



Public Participation

- Overview
 - Public Participation / Stakeholder Engagement
 - Community Involvement / Engagement
- Interconnection with Overall Transportation Planning and Operation
- Best Practices for Title VI Compliance



Public Participation: Support and Enhancement

- Planning process – data gathering, disparate impact analysis, and influencing the conversation;
- Creation of vision, strategic planning and improvement to best practices;
- Operation Cycle – Awareness, Training, Monitoring, Improving and Expanding.



Public Participation: Best Practices for Title VI Compliance

- Goals and Objectives
- Identification of Affected Communities
- Targeted Outreach
- Meaningful Education
- Diverse Communications
- Comprehensive Engagement
- Meaningful Participation
- Accessibility
- Reported Outcomes
- Recordkeeping



Section 3

Next Steps



Building Momentum

- Exposure
- Improvements
- Increase Your Knowledge
- Identifying Tomorrow's Needs



The Future



Technical Assistance

- Informal Discussions
- Official Webinars
- Federal Government Title VI Material
- Third Party Training



Questions



Thank you very much!

Request additional information or pose questions to the following:

DOT Office of Civil Rights

Jonathan.ocana@dot.gov

(202) 366-9961

