



# TITLE VI E-News



August 2014

Tennessee Department of Transportation Civil Rights Office

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## 2014 TDOT Annual Title VI Employee Training Completed

For the 2014 Annual Title VI Employee Training, the Civil Rights Office Title VI Program staff’s goals were to:

- provide a Title VI training that is clear and concise;
- provide relevant nondiscrimination topics;
- provide tools and identify resources for TDOT employees;
- provide a convenient and self-paced training; and
- achieve maximum participation.

After reviewing the comments that were offered post-training, staff is confident that we have achieved many of our goals. Staff will be working with the IT department to further refine the training module for next year. Our aim is to have a module that is more interactive, e.g., offering a post-training quiz that allows participants to actively select answers to the questions provided, providing a self-scoring module, and one producing a self-generated certificate of completion.

Thank you for your comments and participation in this year’s annual Title VI training. It is because of you that the CRO Title VI Program staff trained 3,017 TDOT employees, 89% of TDOT’s workforce.....Phenomenal!

## Tennessee Department of Transportation

**John Schroer, Commissioner**

Deborah Luter, Civil Rights Office Director

*Deborah.Luter@tn.gov*

Cynthia Howard, Title VI Program Director

*Cynthia.Howard@tn.gov*

Sylvia Odum, Title VI Program Coordinator

*Sylvia.Odum@tn.gov*

Pamela Sharp, Title VI Program Specialist

*Pamela.Sharp@tn.gov*

Kelsey Finch, Title VI Program Specialist

*Kelsey.Finch@tn.gov*

Peggy Nolan, Administrative Assistant

*Peggy.Nolan@tn.gov*

## Civil Rights Office Mission Statement

*The Mission of the Civil Rights Office is to ensure adherence to Equal Employment Opportunities, Title VI, Small and Disadvantage Initiatives.*



# Tennessee Human Rights Commission Annual Title VI

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The Tennessee Human Rights Commission is tasked with ensuring all of the state agencies are in compliance with the state and their respective, federal nondiscrimination rules, regulations and the law, Title VI of the 1964 Civil Rights Act. THRC accomplishes its mission through training and desk audits/onsite reviews.

Annually, THRC conducts Title VI training, assembling the agency’s administrative heads and Title VI coordinators together to provide guidance, in the form of an overview and updates. The training provides the attendees an opportunity to obtain additional resources and training; and just as important, interact with fellow practitioners. The Title VI Program staff was in attendance for the one-day training, gathering information in preparation for the 2014 Title VI Implementation Plan submission.

Matthew Stephenson, THRC Title VI Director, discussed the reporting requirements for the 2014 submission. Additionally, Stephenson provided templates to assist in the reporting efforts. The training provided clarification and helped to set expectation for the 2014 submission.

## ***FTA and THRC Title VI Program Compliance Approved***

Annually, the TDOT Civil Rights Office Title VI Program works diligently to ensure that TDOT internal divisions and TDOT subrecipients are in compliance with Title VI laws and regulations. This effort is achieved by providing training and recommendations, conducting compliance reviews, monitoring for compliance, investigating Title VI complaints of discrimination, and collecting and analyzing data. The documenting of the year’s efforts and activities become the Title VI implementation plan, and historical account of what was done to make certain that federal and state funds were used

in an equitable and nondiscriminatory manner. The Civil Rights office Title VI program is pleased to announce that the Federal Transit Authority issued a Title VI compliance letter in response to TDOT’s February 2014 submission. Additionally, the Tennessee Human Rights Commission issued a Title VI compliance letter as well in response to TDOT’s October 2013 submission. TDOT could not have achieved Title VI compliance with these agencies without your commitment to the nondiscrimination mandates.



# National Summer Transportation Institute

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Annually, the Title VI Staff administers the National Summer Transportation Institute Program (NSTI), which gives the Title VI Staff an opportunity to focus on inspiring and shaping tomorrow's leaders. The NSTI is a summer program that is funded by FHWA. The aim of the program is to familiarize and attract high school students to transportation related careers.

The College of Engineering, Technology and Computer Science at Tennessee State University in cooperation with the Federal Highway Administration, the Tennessee Department of Transportation, the United States Army Corps of Engineers, and the Metropolitan Nashville Airport Authority sponsors the program that is held on the campus of Tennessee State University. One of the main goals of the NSTI is to increase the awareness of high school students of career opportunities in the transportation industry and its related fields.

NSTI 2014 was held on the campus of TSU from June 9 - July 3, 2014. Twenty (20) 10th and 11th grade students from across the United States participated in this year's program. The students' schedule consisted of classroom activities, laboratories, field trips, a host of guest lectures and the Commissioner's Luncheon.





## 2014 NSTI Commissioner's Luncheon

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The Commissioner's Luncheon, traditionally held at the end of the program, is one of the highlights of the NSTI. This informal luncheon allows the students an opportunity to discuss issues relevant to the transportation industry, TDOT and its work environment, and pretty much whatever comes to their inquisitive minds.



Dep. Commissioner Joe Galbato, Chief of Administration speaking to the students



Commissioner John Schroer speaking to the students.



Dep. Commissioner Toks Omishakin, Chief of Environment and Planning answering questions from the students.



2014 NSTI Students



Cynthia Howard, Title VI Program Director and Sylvia Odum Title VI Program/NSTI Coordinator looking on while students introduce themselves.



CRO Director Deborah Luter answering questions from the students.



# A Special Thanks to the 2014 TDOT NSTI Speakers

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The Title VI Staff would like to recognize and thank those who served as speakers during TDOT week, where employees of TDOT presented on transportation careers.

Deborah Luter- Civil Rights Office Director

Tanisha Hall- Long Range Planning Division Director

Van Colebank- Information Technology Division, Smartway Product Owner, GIS Analyst

Darrell Moore- Project Management Division, Transportation Project Manager

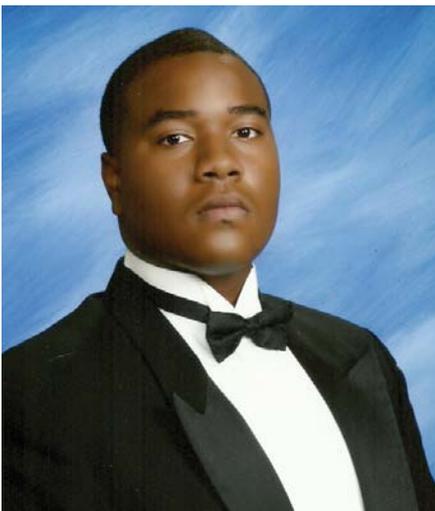
Brandon Berger- Structures Division, Transportation Specialist II

Holly Barnett-Environmental Division Historic Preservationist

Phillip Hodge- Environmental Division Archaeologist



## *NSTI Student Highlight*



Christopher A. Dodson

The CRO is pleased to highlight Christopher A. Dodson who as a sophomore in high school participated in the National Summer Transportation Institute Program, 2011. Dodson is a 2014 graduate of Humboldt High School in Humboldt, Tenn. While maintaining a 4.0 GPA at Humboldt High, he participated in different extracurricular activities such as student council, Relay for Life, HOSA, and band captain and section leader of his school's marching band.

Dodson is currently a freshman attending Tennessee Tech University in Cookeville, Tenn., and majoring in Civil/Environmental Engineering.

