



# Title VI E-Newsletter

## Sara Solan: Title VI Program Summer Intern

by Halmat Tayip



Sara Solan, TDOT Intern

Sara Solan, a junior at Charleston University, is a majoring political science major. She is also a Franklin, Tennessee native who loves playing pickle ball in her free time. She proved to be a perfect fit for the Civil Rights Division's Title VI program as she has a background and passion for helping refugees. Solan founded a group at Charleston University that focused on assisting refugees acclimate after being refuged in the United States. on assisting refugees acclimate after being refuged in the United States.

Solan was assigned a challenging project for the 12-week summer internship. She was tasked identifying potential Disadvantaged Business Enterprise (DBE) in the engineering and consulting firms industry for DBE certification . This project included conducting state-wide research on small businesses that are owned and controlled by socially and economically disadvantaged individuals, specifically, women and minority owned businesses. Additionally, she was tasked with developing outreach strategies to engage and recruit the businesses as potential TDOT DBE's.

Solan, being a self-starter, took on the additional task of examining Blue Oval City project, specifically, the legality of using eminent domain and researched how other State Department of Transportation (DOTs) have addressed this issue.

Solan successfully completed both projects, providing methodologies used, resources, recommendations, and reflections. The Civil Rights Division and Title VI staff benefited greatly from TDOT's sponsored internship program and from having Solan as part of the team. We wish Sara well in her future endeavors.

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For more information, contact the Title VI staff at : 615.741.3681 or visit our website:

[www.tn.gov/tdot/civil-rights/title-vi-program.html](http://www.tn.gov/tdot/civil-rights/title-vi-program.html)



# 2023 National Summer Institute (NSTI) Program



CRD Staff, 2023 NSTI Students & Counselors

*by Pamela Sharp*

Annually, the Civil Rights Division (CRD) administers the National Summer Transportation Institute (NSTI), which program gives the Title VI Program and various TDOT staff the opportunity to focus on inspiring and shaping future transportation leaders. NSTI is a four-week federally funded summer program developed to increase the awareness of high school students to the engineering field and other transportation related career paths, enhance students' understanding of transportation related problems and solutions, and sharpen their interpersonal and leadership skills. Tennessee State University (TSU), Department of Civil Engineering, was selected as the 2023 host site.

TSU in cooperation with Federal Highway Administration (FHWA), TDOT, United States Army Corps of Engineers, and the Metropolitan Nashville Airport Authority sponsored this year's program. The 2023 NSTI was held on the campus of TSU from June 4 to June 30, with 20 high school students from across the United States that participated in this year's program. The students' schedule consisted of classroom activities, field trips, guest speakers, and the TDOT Commissioner's Luncheon hosted by Jessica Starling, Director of the Civil Rights Division.

TDOT Week was observed the first week of the program which included several volunteer speakers. The guest speakers delivered an engaging presentation about their roles and responsibilities at TDOT and career opportunities available in the field of transportation. This year's speakers included the following: Daniel McDonell, Transportation Manager I –

Multimodal Division; Jennifer Marshall, Transportation Planning Specialist Advanced - Long Range Transportation Planning Division; Garry Western, Transportation Manager I – Region III Transportation Management Center (TMC), Gregory Dyer, Civil Engineering Manager I- Traffic Operations Division/Intelligent Transportation Systems (ITS) Office; and Jimmy Scales, Transportation Project Specialist, Sr. Structures Division.

The NSTI Closing Ceremony was held on June 23rd with closing remarks provided by– Jessica Starling, Director and Pamela Sharp, Title VI Specialist/NSTI Coordinator presenting certificates of participation to students.

The Civil Rights Division extends a special thanks to Adam Perez, Transportation Manager II - TDOT Region III Traffic Management Center (TMC), Mike Doran P.E., Lab Unit Manager- Material and Tests Division, Joseph Kerstetter, P.E., Assistant Lab Manager- Material and Tests Division; and Frank Sadler, P.E., Lab Supervisor- Material and Tests Division. Additionally, thanks to the Beautification and Safety Divisions for providing TDOT swag.

Lastly, thanks to Gabriel C. Burgess, Commuter Services & Special Events Manager with Nashville WeGo Public Transit and Terry Bebout, General Manager with R.J. Corman Railroad Group, LLC. for providing a train commuter ride and tour of the railroad yard for the NSTI Program participants.

# 2023 NSTI Highlights in Pictures

## Metropolitan Nashville Airport Authority Fieldtrip



## United States Army Corps of Engineers Fieldtrip



## Music City Star Fieldtrip



# 2023 NSTI Highlights in Pictures (cont'd)

## TDOT Transportation Management Center (TMC)



## TDOT Materials & Testing



## 2023 NSTI Commissioner's Luncheon



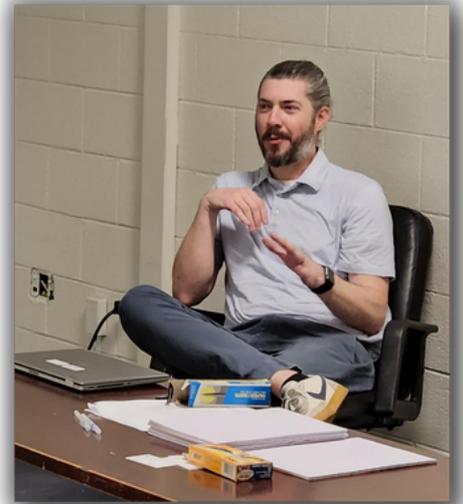
# 2023 NSTI TDOT Speakers



Jimmy Scales,  
Transportation Project Specialist, SR  
Structures Division



Jennifer Marshall,  
Planning Specialist  
Long Range Planning Division



Gregory Dyer,  
ITS Design Manager  
Traffic Operations Division



Pamela Sharp,  
Title VI Specialist  
Civil Rights Division



Jessica Starling,  
Civil Rights Division Director  
Civil Rights Division



Garry Western,  
Traffic Management Center Operations  
Region 3



Daniel McDonell,  
Transportation Manager  
Multimodal Transportation Resources Division

# Title VI Advisory and Title VI Liaison Committee Meeting

by Cynthia Howard

The CRD Title VI program staff held its biannual Title VI Advisory and Title VI Liaison Committee meeting on September 19, 2023. The Title VI Advisory committee serves as an administrative advisory committee to the Civil Rights Division's Title VI program. The committee helps ensure TDOT's programs, contractees, and service beneficiaries comply with Title VI and its mandates. The Title VI Liaisons, a committee comprised of representatives from every division and region within TDOT, play an important role in disseminating information to the various regions, divisions, and departments throughout TDOT. Additionally, they serve as the point-of-contact to assist the Civil Rights Division's Title VI program

with ensuring Title VI and related federal and state nondiscrimination mandates are followed in all TDOT's programs and activities.

The Title VI program staff thanked the committee members for their continued support and commitment to ensuring Title VI and its nondiscrimination mandates were applied to their respective activities and programs. Additionally, staff reported that 95% of TDOT's workforce had participated in the 2023 Employee Title VI Training.

Please find the Title VI Liaisons listing below with the divisions and regions they represent.

#	Department	2023 Liaison
1	Aeronautics	Jim Currey
2	Asset Management	Amy Canfield
3	Central Services	Richard Vaughn
4	Civil Rights Office	Wes White
5	Community Relations Division	Amanda Tidwell
6	Environment	Heather Ogg
7	Finance Department	Cynthia Thomas (Interim)
8	Freight & Logistics	Kathy Combs
9	HQ Construction	Blake Fulton
10	Human Resources Division	Avery Poor
11	Information Technology	Debra Guerin
12	Internal Audit	Craig Pitts
13	Legal Division	Brian Carroll
14	Long Range Planning	Janice Jenkins
15	Materials & Test	Erin Napier
16	Multimodal Transportation	Nicky Moore
17	Occupational Health & Safety	Errol Christos
18	Office of Strategic Planning	Jordan Rock
19	Procurement and Contracts	Marty Weed
20	Professional Services Division	
21	Program Development Administration	Chasity Bell
22	Project Management	James Kelley
23	Region 1	Randy Busler
24	Region 2	Kellie Bridgeman
25	Region 3	Erin Brake
26	Region 4	Natalie Douglass
27	Right Of Way	Aaron Kirkpatrick
28	Roadway Design	Shirlynn Carter
29	Strategic Transportation	Jonathan Rogers
30	Structures Division	Rebecca Williamson
31	Traffic Operations	Hannah Lewis
32	Utilities Division	Christopher Johnston

# TITLE VI TRAINING



## TDOT's Annual Employee Title VI Training

by Cynthia Howard

Annually, TDOT employees are required to complete an online Title VI training. The Civil Rights Division (CRD) and the Human Resources Division continues to collaborate, ensuring TDOT remains in compliance with Title VI of the 1964 Civil Rights Act and other nondiscrimination mandates.

The CRD is pleased to announce TDOT successfully trained 95% of its workforce.

Avery Poor and Jeffrey Davidson, Human Resource Division, assisted the CRD staff, providing weekly reports and technical assistance to participants. We appreciate their support and that of the Title VI Liaisons who were responsible for ensuring the employees in their respective work areas had access to and participated in the training. Without their diligence and coordination efforts, the training would not have been as successful.

by Pamela Sharp

## Civil Rights Division Offers Virtual Title VI Training

On August 23, 2024, TDOT Civil Rights Division (CRD) conducted its quarterly Title VI Program Virtual Subrecipient Training via Web-Ex. The CRD conducts four trainings throughout each year for the Tennessee Department of Transportation's (TDOT) subrecipients who require Title VI training certification. Subrecipients are required to participate in a TDOT Title VI training every three-years.

The training covers several learning objectives: an introduction and overview of the Title VI law and other nondiscrimination legislation that followed its enactment, Environmental Justice (EJ), public involvement, Limited English Proficiency (LEP), complaint processing, compliance responsibilities, and strategies for preventing discrimination. It's recommended that newly appointed

Title VI coordinators participate in the virtual training. The training allows participants to ask the Title VI Specialist questions which serves as a benefit to all attendees.

Virtual Title VI program subrecipient's training dates:

November 15, 2023

March 20, 2024

June 19, 2024

August 21, 2024

TDOT subrecipients can register for upcoming 2023 -24 trainings on the CRD Title VI Program's website at:

[TDOT Title VI Training](#)

