



TITLE



E-News



Tennessee Department of Transportation Civil Rights Division

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2019 Annual Title VI Employee Training

Thank you for your participation in the 2019 Annual Employee Title VI Training. There was a team effort on everyone's part to ensure TDOT reached its objective of providing a meaningful annual Title VI training; a training that equipped our employees with the tools and knowledge needed to run our agency's programs and activities in a nondiscriminatory manner.

The Civil Rights Division (CRD) would like to thank the Title VI liaisons for TDOT's divisions and regions, 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. The CRD is pleased to announce that 4,102 employees successfully completed the training obtaining 100% participation.

In 2020, the annual training will be integrated into TDOT's Human Resources (HR) Training Learning Network, which will enhance your learning experience. We look forward to working with HR on this new venture.

The Mission of the Civil Rights Division is to ensure adherence to Equal Employment Opportunities, Title VI, and Small and Disadvantaged Business Initiatives.



2019 Regional Training/Compliance Reviews

TITLE VI E-News

TDOT’s subrecipients are required to participate in a TDOT Title VI training triennially. To facilitate the training effort, the CRD offers four onsite regional Title VI trainings and an online training. Both trainings are designed to assist agencies with developing and/or enhancing their Title VI programs. The training consists of several components: an introduction and overview of Title VI Program responsibilities, Title VI impacts, complaint processing, compliance and enforcement, and strategies for preventing discrimination.

The regional trainings are recommended for new Title VI coordinators. The onsite trainings provide participants an opportunity to discuss issues, ask questions, and benefit from face-to-face training from TDOT’s Title VI Specialist.

For 2020 subrecipient registration and training dates go to: <https://www.tn.gov/tdot/civil-rights/title-vi-program/title-vi---training.html>

The Title VI program has successfully completed its 2018 – 2019 compliance review schedule. The compliance review schedule includes onsite and desk reviews. Kelsey Finch is responsible for conducting compliance reviews on TDOT’s subrecipients in regions I and II, Pamela Sharp is responsible for region III, and Wes White, region IV.

Lastly, the Title VI Specialists were missioned with completing 212 compliance reviews annually. The team completed 229 reviews for the state fiscal year and 240 for the federal fiscal year, which equates to 313 overall reviews completed. Congratulations on exceeding the mission by 101 reviews. Job well done.

2019 FHWA and THRC Implementation Plans

The Civil Rights Division (CRD) Title VI Program staff is required to report, annually, on its Title VI activities to the Federal Highway Administration (FHWA) and the Tennessee Human Rights Commission (THRC). The CRD is only required to submit annual updates (which delineate program changes and highlight compliance reviews, accomplishments, outreach efforts, and Title VI complaints and resolutions). These reports, federal and state plans, provide the CRD an opportunity to highlight its interdisciplinary approach to accomplishing Title VI

compliance within TDOT. Furthermore, it provides a platform for demonstrating how the CRD endeavors to ensure TDOT and its subrecipients are in compliance with Title VI of the Civil Rights Act of 1964. More importantly, it provides FHWA and THRC an opportunity to distinguish the “what, when, why and how” behind TDOT’s Title VI Program’s implementation and execution of the federal and state mandates.

The CRD’s Title VI Implementation plans were due for submission on or before October 1, 2019.



2019 TSU NSTI Program

TITLE VI E-News

Annually, the CRD 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 four-week, federally funded summer program developed to increase the awareness of high school students to the engineering field and other transportation related careers.

The College of Engineering, Technology and Computer Science at Tennessee State University (TSU) in cooperation with FHWA, TDOT, United States Army Corps of Engineers, and the Metropolitan Nashville Airport Authority sponsored this year’s program. The 2019 NSTI was held on the campus of TSU from June 03 – June 28, 2019. Twenty high school students from across the United States participated in this year’s program. The students’ schedule consisted of classroom activities, field trips, guest speakers, and the Commissioner’s Luncheon.

TDOT Week, June 3rd – 7th, was observed the first week of the program. This week was filled with volunteer speakers from TDOT. The speakers delivered engaging presentations about their roles and responsibilities at TDOT and career opportunities available in the field of transportation. This year’s speakers includ-

ed the following: Matt Terry, Larry McGoogin, Brianna Benson, Chris McPhilamy, Andrea Barbour, and Diarra Fall. Additionally, a special thanks to TDOT employee’s Adam Perez, Frank Sadler, Michael J. Doran, and Terence Peoples for speaking with the students during their field trip to TDOT Region III and Traffic Management Center (TMC)/Help Truck Operations.

On the final day of TDOT week, the students had lunch with TDOT Commissioner, Clay Bright; Lyndsay Botts, Deputy Commissioner/Chief of Staff; Joe Galbato, Deputy Commissioner/Chief Financial Officer. Additionally, Vince Malone, Civil Rights Division Director was present and spoke briefly about their roles and responsibilities at TDOT. The “Commissioners Luncheon” is one of the highlights of the four-week program. The informal luncheon gives the students an opportunity to discuss topics relevant to the transportation industry, TDOT, and its work environment, while meeting key members of the senior management staff. The CRD would like to take this time to thank Commissioner Clay Bright and the TDOT Executive Leadership and our dedicated speakers and facilitators with assisting with this endeavor.



Vince Malone, Civil Rights Director speaking to NSTI participants



NSTI Students

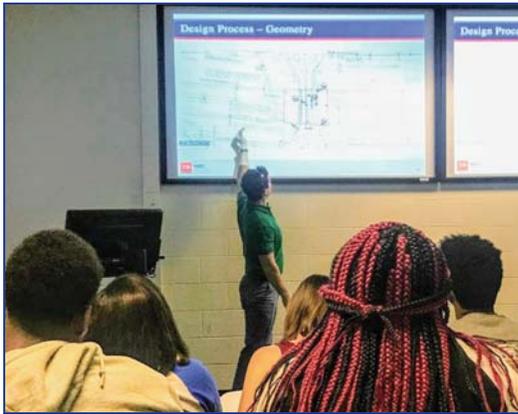


TDOT Commissioner Clay Bright



TDOT NSTI Speakers

TITLE *W*E-News



Day One: Matt Terry,
Structures Division



Day Two: Larry McGooin, former Director,
Long Range Planning Division



Day Two: Chris McPhilamy, Long Range Planning Division



Day Two: Brianna Benson, Long Range Planning Division



Day Two: Rashad Pinckney, Long Range Planning Division



Day Three: Andrea Barbour,
Long Range Planning Division



Day Four: Diarra Fall,
Traffic Operations Division



NSTI Field Trips

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Week One (TDOT Week): Music City Star Field Trip to the Lebanon Headquarters

Week Two (FHWA Week): TDOT Region III and TMC Field Trip



Week Three (Corp. of Engineering Week): Field Trip to US Army Corp. of Engineering

Week Four (Airport Week): Field Trip to the Nashville International Airport



STCREC Symposium

TITLE VI E-News

Southern Transportation Civil Rights Executive Council (STCREC) Symposium was held in Charlotte, NC August 19 - 22, 2019. The primary purpose of the Southern Transportation Executive Council is to promote the advancement of Civil Rights Program initiatives and equal access and opportunity for customers, employees, and businesses participating in federally and/or state funded programs and projects within the member states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. For over 20 years, the STCREC Training Symposium has been bringing together public and private Civil Rights Program administrators and professionals, as well as other transportation partners, to provide comprehensive training on various FHWA Civil Rights Programs. TDOT Civil Rights Division Director Vince Malone, Pamela Sharp, Title VI Program, Kathy Combs, Affirmative Action Program, and Barbara Booker, Small Business Development Program attended the symposium.



Left to Right: Pamela Sharp, Kathy Combs, and Barbara Booker



Training class at the Symposium

Title VI Advisory and Liaison Meeting Held

The CRD Title VI Program held the last of its biannual and Title VI liaison and Title VI advisory committee meetings on September 26. During the respective meetings, Title VI staff shared the results of the annual employee Title VI training, sharing that TDOT had reached 100% of the workforce. Cynthia Howard, Title VI Program Director, thanked the committee members, acknowledging their significant role in TDOT's success.

Howard discussed the internal Title VI assessments, a survey distributed to each division to report on its Title VI programs and efforts. Howard explained the importance of completing and returning the assessments as the information provided will be included in TDOT's Title VI Implementation Plans. Additionally, Howard discussed developing procedures to conduct internal compliance audits on the divisions next year. The Title VI Program staff will work with the advisory committee in establishing internal onsite procedures.

The CRD Title VI Implementation plans, she explained, were due October 1. A state plan is provided to the Tennessee Human Rights Commission and a Federal plan to FHWA.



Cynthia Howard, Title VI Program Director Speaking to the group



TDOT Title VI Liaisons