



# TITLE



# E-News

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Tennessee Department of Transportation Civil Rights Office

## INSIDE THIS ISSUE

City of Portland Title VI Training.....	2
Regional Title VI Airport Training.....	2
Commemorating Black History Month.....	3

## 2014 TDOT Title VI Employee Training

The time is quickly approaching for the annual Employee Title VI Training, which begins on April 1, 2014, and continues until June 30, 2014. As such, the CRO Title VI Program staff is updating the training in hopes that it will be “User Friendly.” The training’s focus remains to be the practical application of the Title VI law. The training is designed to be a resource tool, directing employees to, for example, where to find TDOT’s employees who have volunteered to assist in providing language assistance for those with limited English Proficiencies (LEP), when needed at the headquarters or the Region complexes on an “as needed” basis.

As the time nears, this office will provide additional information to your Title VI Liaison, regarding this year’s Title VI Training procedures. This is a team effort, and your participation is required and appreciated as TDOT is striving for 100%. Should you have questions or need assistance in this effort, please contact the Title VI staff at 615-741-3681.

## Tennessee Department of Transportation

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## 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.*



## TRAINING HELD WITH THE CITY OF PORTLAND

In February, Pamela Sharp, Title VI Program Specialist conducted training with 53 City of Portland employees. The presentation included a general overview of Title VI and its requirements of TDOT's sub-recipients, limited English proficiency (LEP), Complaints Procedures, Public Involvement and Environmental Justice (EJ). The training concluded with questions from the audience.



City of Portland Employees

## REGIONAL TITLE VI AIRPORT PROGRAM TRAINING HELD

During the month of January, the Title VI Program staff conducted a Title VI Airport Training, regionally, for the general airport managers who were unable to attend the June 3, 2013, training session. The training afforded staff an opportunity to speak directly to a smaller audience, focusing on the needs and merits of the attendees' Title VI Program.

Sylvia Odum, TDOT Title VI Coordinator, coordinated and lead the training. Odum, breaking from the traditional PowerPoint style presentation, held a more informal session.

The sessions, chocked-full of best practices, LEP guidance, federal updates, and many references to the mandating laws and regulations, were kept fun. Odum presented each attendant's compliance folder.

Armed with the individual's compliance history, she spoke directly to the merits and weaknesses of their Title VI Program, offering recommendations and encouragement. Attendants were able to ask clarifying questions and hold discussions during the training, which kept the half-day training relevant and informative.



Sylvia Odum, CRO and Airport Title VI Coordinators



## Commemorating Black History Month

African Americans have played an important role in shaping the nation's transportation system throughout the country's history, pioneering new technologies and building infrastructures that enable economic growth and prosperity. In commemorating Black History Month we have noted some interesting facts about prominent African Americans who were involved in molding the transportation system.

**Elizabeth “Bessie” Coleman**, a daring stunt pilot known as Queen Bess, was the first African American woman to become a licensed airplane pilot in 1921 and the first United States citizen of any race or gender to hold an international aviation license from the Federation Aeronautique Internationale.

**Elinor Williams**, became the first African American woman to be an air traffic controller in 1968 and the first African American woman to manage an Air Route traffic Control Center.

**Granville T. Woods**, invented over a dozen devices to improve the railroad system including his most notable invention in 1887, the synchronous Multiplex railway Telegraph, which enabled communications between trains to help improve accidents and collisions.

**Barrington Irving**, became the first African American and youngest individual at 23 to fly solo around the world in his custom-built Columbia 400 named “Inspiration” in June 2007, and founded the nonprofit organization Experience Aviation Inc. to introduce youth to aviation and aerospace and to address the shortage of young people pursuing careers in those fields.

**Humphrey Reynolds**, invented the safety gate for bridges to prevent cars and pedestrians from entering the tracks at the same time a train is approaching.

**Frederick M. Jones**, patented the air-conditioning controlling device to enable the transportation of perishable food using trucks and rail cars, and also patented the gas engine starter and a control device for internal combustion engines.