



TITLE VI E-News



September 2015

Tennessee Department of Transportation Civil Rights Division

INSIDE THIS ISSUE

Annual THRC Title VI Training.....	2
2015 NSTI Program.....	2
NSTI Luncheon with the Commissioner.....	3
NSTI Field Trips and Tours.....	4
July 2015 Retiree.....	5

2015 TDOT Annual Title VI Employee Training Complete

Thank you for your participation in the 2015 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 its employees with the tools and knowledge needed to run the agency's programs and activities in a nondiscriminatory manner.

The Civil Rights Division (CRD) would like to thank the Title VI Liaisons representing TDOT's divisions, regions, and department 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.

Additionally, the CRD would like to acknowledge and thank Avery Poor (HR Division), Becky Fraktman (IT Division), David Haleman (IT Division), and Pamela Sharp (CRD), for their corroboration on the development of the new training module.

Thank you for your comments and participation in this year's annual Title VI training. The CRD is pleased to announce that 2,910 TDOT employees successfully completed the training, helping the CRD to reach 90% participation.

Tennessee Department of Transportation

John Schroer, *Commissioner*

Deborah Luter, Civil Rights Division, Director
Deborah.Luter@tn.gov

Cynthia Howard, Title VI Program Director
Cynthia.Howard@tn.gov

Pamela Sharp, Title VI Program Specialist
Pamela.Sharp@tn.gov

Kelsey Finch, Title VI Program Specialist
Kelsey.Finch@tn.gov

Civil Rights Division Mission Statement

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





Tennessee Human Rights Commission Annual Title VI Training

TITLE VI E-News

The Tennessee Human Rights Commission (THRC) is tasked with ensuring all state agencies are in compliance with the state and their respective federal non-discrimination rules, regulations and 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 2015 Title VI Implementation Plan submission.



Matthew Stephenson, THRC
Title VI Director

Matthew Stephenson, THRC Title VI Director, discussed the reporting requirements for the 2015 submission. Additionally, Stephenson provided templates to assist in the reporting efforts. The training provided clarification and helped to set expectation for the 2015 submission.

2015 National Summer Transportation Institute

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 middle and high school students to the engineering field and other transportation related careers.

The College of Engineering, Technology and Computer Science at Tennessee State University, in cooperation with the FHWA, the TDOT, the United States Army Corps of Engineers, and the Metropolitan Nashville Airport Authority, sponsored this year's program. The 2015 NSTI was held on the campus of TSU from June 8 - July 3, 2015. Twenty 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 lecturers, and the Commissioner's Luncheon.



Participants
listening to guest
speakers





NSTI Luncheon with the Commissioner

TITLE **E-News**

The Commissioner's Luncheon is one of the highlights of the four-week program. The informal luncheon was held on June 12. Students were given an opportunity to discuss topics relevant to the transportation industry, TDOT, and its work environment.



Commissioner Schroer addresses group



Mesaia Parham (voted by his peers as the Student President of NSTI program) introduces himself and thanks the Commissioner for hosting the luncheon.



NSTI Participants posing for a picture outside of TPAC before departing.



*Commissioner John Shroer and
Deputy Commissioner/Chief Financial Officer Joe Galbato*



*TSU Dean of College of Engineering, Technology and
Computer Science, asks Commissioner Schroer a question.*



Governor's Highway Safety Office Director Kendell Poole speaking to participants



NSTI Field Trips and Tours

TITLE
VI **E-News**



Field Trip #1...Music City Star Station in Lebanon Tour
Sponsored by: Eric Beyer, Director of Community and
Legislative Relations, Nashville MTA



Field Trip #3...Nashville International Airport Tour



Field Trip #2... U.S. Army Corps of Engineers Nashville
District - Old Hickory Lock Dam Tour



Field Trip #4... Louis Friedmann, TMC Manager speaking to the participants at the
TDOT Region Three Transportation Management Center tour.
Sponsored by: Federal Highway Administration Joi Hamilton - Jones (FHWA)



Field Trip #5...HCA North Gulch Building
Construction Site presentation and tour.
Sponsored by: Tyler Construction Engineers, P.C.
Additionally, Tyler Construction
Engineers provided mentoring



Peggy Nolan and Sylvia Odum Retire

TITLE VI E-News

It is with mixed emotions that the CRD announces that staff members Peggy Nolan and Sylvia Odum retired on July 31, 2015. Collectively, they provided the CRD with 52 years of service. The CRD applauds them for their many years of devotion and career achievements.

When Nolan joined the TDOT in 1993, she brought with her an infectious smile, a contagious laugh, and an eagerness to work. Serving as an Administrative Assistant 1, Nolan put in extra time and effort to help colleagues meet deadlines and deliver an excellent work product. Her attention to detail and editing were just a few of her skills staff came to rely upon. In addition to her incredible competence and skill set, she has been a friend to the CRD and the TDOT family.

Odum joined the TDOT in 1985. She took great pride in her work and set her mark for excellence. The CRD is indebted to her vision and commitment for promulgating Title VI and its nondiscrimination message throughout Region four, ensuring that her work and deeds reflected highly on the CRD. She was entrusted with administering the NSTI, a federally funded summer program designed to introduce women, minorities, and low income students to the Transportation Industry. She worked tirelessly with the program and its participants, which was something she enjoyed tremendously. Odum was a Civil Rights veteran whose knowledge and wisdom will be hard to replace.

The CRD sends our heartiest congratulations and best wishes for their retirements . . . well-deserved respites.



Left to Right: Sylvia Odum and Peggy Nolan

