



TITLE VI



E-News

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Tennessee Department of Transportation Civil Rights Office

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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.

2014 TDOT Employee Training Update

On April 1, 2014, the Civil Rights Office Title VI Program staff began its mission of training TDOT's employees, utilizing its recently developed Title VI Employee Training module. Commissioner Schroer's training goal is to have 100 percent of TDOT's workforce complete the annual Title VI training. To date, 69 percent have completed the training.

This office would like to encourage those who have not taken advantage of this easy and informative training module to do so as soon as possible. The completion date for the training is June 27, 2014. The training is convenient and can be taken privately at an employee's computer or laptop. The training can be administered in a group setting. Just remember to complete the registration form after viewing the 22 slides. When a participant completes the registration form, the information that is inputted provides a database for the CRO records. If you are unsure of what to do, contact your division's Title VI liaison or the Title VI Program Staff for guidance.

Take a few minutes out of your workday to take your annual training at: <http://intranet.tdot.tn.gov/civilrights/titlevi/titlevittraining/>



2014 National Summer Transportation Institute

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Annually, the Title VI Staff is afforded an opportunity to administer the National Summer Transportation Institute Program (NSTI), which allows the Title VI Staff to play a role in shaping tomorrow's leaders. The NSTI is a summer program that is funded by FHWA. The aim of the program is to promote awareness of Science, Technology, Engineering and Math and educational and career opportunities among disadvantaged and at-risk middle and high school students across the country. The College of Engineering, Technology and Computer Science at Tennessee State University in cooperation with the FHWA, TDOT, the United States Army Corps of Engineers and the Metropolitan Nashville Airport Authority sponsor the four week residency program that is hosted by Tennessee State University.

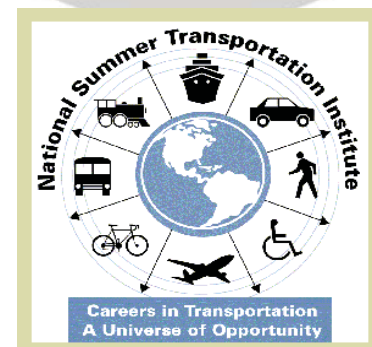
NSTI 2014 will begin on June 8 and conclude on July 3. Twenty (20) high school students from across the United States have been selected to participate in this year's program. The students' daily schedule will consist of classroom activities, laboratories, field trips and a host of guest lectures. TDOT's employees volunteer to serve as guest lecturers, presenting on their respective career paths and other attributes of their chosen careers. One of the highlights of the NSTI program is the Commissioner's Luncheon, which is



traditionally held at the end of TDOT's week, a week set aside for TDOT's guest speakers and activities.

The Commissioner's Luncheon is an informal luncheon that allows the students an opportunity to discuss issues relevant to the transportation industry, TDOT and its work environment. Additionally, the students get to network with Commissioner Schroer and TDOT's leadership.

With all the team work that has gone into planning this year's NSTI, it looks to be a success. Congratulations to the students who were selected for this year's program. The CRO staff is so excited!!!





Title VI Program Advisory Committee and Liaison Meetings

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The Civil Rights Office Title VI Program held its Quarterly Title VI Advisory & Title VI Liaison Committee meetings on March 20, 2014. Deborah Luter, newly appointed Civil Rights Office Director, spoke briefly with the respective committees. She thanked the participants for their attendance and discussed her role as CRO Director. Following, the meetings focused on the TDOT Employee Annual Title VI Training and the Self-Assessment Checklist.



Deborah Luter, CRO Director, speaking to the TDOT Title VI Liaisons

During the respective meetings, the newly automated Title VI training module was debuted. Pamela Sharp guided the attendees through the training module, demonstrating its simplicity while soliciting feedback. Both committees provided enhancing recommendations, many of which were incorporated.

Following the module demonstration, the Title VI staff spoke briefly about the

self-assessments, explaining that the assessment is a tool to evaluate how well infused Title VI in their respective work areas. Howard announced the Title VI Program staff would be assisting the committee members in assessing the effectiveness of their core division's Title VI programs. She asked the committee members to work closely with the Title VI staff in determining: 1) how well the nondiscriminatory mandates and policies are integrated into their respective day-to-day operational procedures; 2) what are the division's Title VI program strengths and weaknesses; 3) and, how the Title VI Program staff can assist in enhancing their respective programs

Concluding, Howard stated that the committee members need to have a firm understanding of the application of Title VI to their respective program areas in order to fully evaluate the effectiveness of their respective Title VI Programs.



TDOT Title VI Liaisons