

# Title VI Goals and Accomplishments

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**FY 2024**

**FY 2025**

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**Hampton Roads Planning District Commission**  
**Hampton Roads Transportation Planning Organization**

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For accommodation requests or cost-free **translation assistance**, please contact Quan McLaurin (qmclaurin@hrpdcva.gov).

El **servicio de traducción para los documentos** de HRPDC y HRTPO se ofrece sin costo a los miembros de la comunidad. Para recibir asistencia, comuníquese con Quan McLaurin (qmclaurin@hrpdcva.gov).

Libreng ibinibigay sa mga miyembro ng komunidad ang **suporta sa pagsasalin para sa mga dokumentong** HRPDC at HRTPO. Para sa tulong, kumontak kay Quan McLaurin (qmclaurin@hrpdcva.gov).



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The Honorable Angelia Williams Graves

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**WILLIAMSBURG AREA TRANSIT AUTHORITY**

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Steven Carter

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Brian S. Thrower

#### **SUFFOLK**

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#### **VIRGINIA BEACH**

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#### **YORK COUNTY**

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### **FEDERAL HIGHWAY ADMINISTRATION**

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### **FEDERAL TRANSIT ADMINISTRATION**

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### **FEDERAL AVIATION ADMINISTRATION**

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### **VIRGINIA DEPARTMENT OF AVIATION**

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### **PENINSULA AIRPORT COMMISSION**

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### **NORFOLK AIRPORT AUTHORITY**

Mark Perryman, Executive Director/CEO

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### **FREIGHT TRANSPORTATION ADVISORY COMMITTEE**

Robert Eveleigh, Chair

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Shane Tanner, Captain, U.S. Navy

### **INVITED PARTICIPANTS**

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# Report Documentation

## Report Title:

The Hampton Roads Planning District Commission (HRPDC) & The Hampton Roads Transportation Planning Organization (HRTPO) Title VI Goals and Accomplishments – Seeking Inclusion

## Report Date:

November 2025

### Hampton Roads Planning District Commission Hampton Roads Transportation Planning Organization

The Regional Building  
723 Woodlake Drive  
Chesapeake, VA 23320  
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Greg Grootendoorst – Deputy Executive Director, HRPDC  
Pavithra Parthasarathi – Deputy Executive Director, HRTPO  
Kelli Arledge – Deputy Executive Director, HRPDC/HRTPO Administration and Operations  
Katie Cullipher – Director of Communications, HRPDC/HRTPO  
HRPDC & HRTPO Staff

*“If one really wishes to know how justice is administered in a country, one does not question the policemen, the lawyers, the judges, or the protected members of the middle class. One goes to the unprotected — those, precisely, who need the law’s protection most! — and listens to their testimony.” – James Baldwin*

# Staff Listing

NOVEMBER 2025

## Leadership

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**Deputy Executive Director, Administration and Operations**

**Deputy Executive Director, HRPDC**

**Deputy Executive Director, HRTPO**

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**Regional Economist**

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**Housing Specialist**

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**Senior Transportation Engineer**  
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**Principal Transportation Planner**  
**Transportation Analyst III**  
**Transportation Planner II**  
**Transportation Planner**

An updated and complete staff listing can be found on the [HRPDC staff page](#) and the [HRTPO staff page](#).

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# Acknowledgments

This report was prepared in cooperation with standards set forth by the U.S. Department of Transportation (USDOT), Federal Highway Administration (FHWA), and Virginia Department of Transportation (VDOT). The contents of this report reflect the views of the HRPDC and the HRTPO. The HRPDC/HRTPO is responsible for the facts and the accuracy of the data presented herein. The contents do not necessarily reflect the official views or policies of the USDOT, FHWA, or VDOT. This report does not constitute a standard, specification, or regulation. FHWA or VDOT acceptance of this report as evidence of fulfillment of the objectives of this planning study does not constitute endorsement/approval of the need for any recommended improvements, nor does it constitute approval of their location and design or a commitment to fund any such modifications. Additional project-level environmental impact assessments and studies of alternatives may be necessary.

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# Title VI Policy Statement of Commitment

The HRPDC/HRTPO is committed to complying with Title VI of the Civil Rights Act of 1964 and related federal and state laws and regulations. The HRPDC/HRTPO prohibits discrimination in all its programs and activities based on race, color, national origin, income, gender, age, or disability.

The HRPDC/HRTPO is committed to ensuring that all individuals have access to and benefit from its regional planning, programs, and services in a non-discriminatory manner.

## Planning For All

The HRPDC/HRTPO is dedicated to planning for the entire region and all its residents. We are committed to ensuring our programs, services, and engagement opportunities are accessible and beneficial to everyone. Our processes are designed to provide all individuals with a full and fair opportunity to participate, in accordance with all applicable non-discrimination laws.

To fulfill this commitment, our staff will utilize established best practices in our planning processes and pursue ongoing professional development. Representing 1.7 million people with a wide array of needs and concerns, the HRPDC/HRTPO takes seriously its responsibility as the federally recognized regional planning organization. We will work to continuously improve our understanding of how to plan for the future with the interests of all residents at the forefront.

## Public Engagement

The HRPDC/HRTPO recognizes that community input and engagement are critical to achieving planning goals. The HRPDC/HRTPO will work to engage all populations in planning and decision-making processes. The HRPDC/HRTPO will also ensure that public involvement activities are accessible to all individuals, regardless of race, color, national origin, income, gender, age, or disability.

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## Accessibility

The HRPDC/HRTPO will monitor and evaluate its programs and services to ensure that they are accessible to all individuals, regardless of their race, color, national origin, income, gender, age, or disability. The HRPDC/HRTPO will review and update its Title VI Plan as necessary to ensure compliance with all applicable federal and state laws and regulations related to civil rights.

## Accountability

The HRPDC/HRTPO is committed to addressing complaints of discrimination that may arise from its programs and services. The HRPDC/HRTPO has established and publicized complaint procedures for individuals who believe they have been discriminated against based on race, color, national origin, income, gender, age, or disability. The HRPDC/HRTPO will investigate all complaints and take appropriate action to address any findings of discrimination.

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Robert A. Crum, Jr., Executive Director  
HRPDC and HRTPO

# Understanding Title VI

Title VI is a section of the Civil Rights Act of 1964 that prohibits discrimination based on race, color, or national origin in any program or activity that receives federal funding, regardless of the amount. If an organization, entity, or program receives federal money, it must ensure that everyone is treated fairly, regardless of race, color, or national origin. If they fail to do so, they may lose their federal funding. Title VI is an important law that helps protect people from discrimination in many areas, including education, housing, healthcare, and transportation. It ensures that everyone has equal access to federally funded programs and activities regardless of race, color, or national origin.

## Understanding This Document

In accordance with Title VI of the Civil Rights Act of 1964 and associated requirements set forth by USDOT, FHWA, and VDOT, a Title VI Goals and Accomplishments report is to be created at the close of each year. The report serves as a broad overview of the organization's progress in implementing its Title VI plan and other associated compliance-related goals.

This document provides an overview of the nondiscrimination program-related work and progress made by the HRPDC/HRTPO during fiscal years 2024 and 2025. Additionally, this document provides future Title VI-related goals.

# Accomplishments FY 2024

**July 2023 – June 2024**

**Assurances FY 2025** – Assurances for the Fiscal Year (FY) 2025 have been signed for the HRPDC and HRTPO.

**Inclusion, Diversity, Equity, and Access (IDEA) Committee** – Staff formed an internal working group to integrate IDEA-related concepts into the professional frameworks and organizational workplace culture.

**Translation Services** – The organization has translated several of its products in different planning areas to increase accessibility for individuals with limited English proficiency.

**Trail 757** – The Virginia Capital Trail is a 52-mile trail connecting downtown Richmond to Williamsburg. The HRPDC/HRTPO is working with its locality partners to extend this trail to Fort Monroe on the Peninsula and to the Virginia Beach Oceanfront on the Southside, which would create over 200 miles of continuous biking and walking trail network. This trail will provide zero/one automobile households a viable and safe option for commuting to work, school, shopping, or recreation by biking or walking. Grant monies continue to be acquired to advance “shovel-ready” segments of this trail.

**Southside Network Authority (SNA)** – The SNA has been charged with the administration and planning of the high-speed fiber ring that is currently under construction in Hampton Roads. This high-speed fiber ring can potentially provide disadvantaged communities with more opportunities for upward economic mobility. The agreement between the contractor, that was assigned to execute and maintain the project, and the SNA stipulates that the newly built high-speed fiber ring must make considerations and allotment for underserved and disadvantaged communities. The SNA made significant progress on the construction of the fiber ring in 2024, with completion expected in the 2025 calendar year.

**Elizabeth River Crossing (ERC) Toll Relief** – The HRTPO Board formed the ERC Task Force and assigned the Executive Director to work with the Task Force and State and ERC representatives to facilitate discussions about approaches to mitigate the impact of the Downtown and Midtown Tunnels tolls on the region's residents. This work resulted in a significant expansion of the ERC Low Income Toll Relief Program, which was implemented on November 1, 2023. In addition, action by the Virginia General Assembly during the 2024 session further expanded this toll relief program for low-income families.

Data related to the FY 2024 ERC Toll Relief is provided courtesy of VDOT.



<u>Month</u>	<u>Monthly Credits</u>	<u>Total Transactions</u>	<u>Enrollment</u>
Jul-23	\$166,269.47	132,533	10,878
Aug-23	\$184,731.83	150,920	11,242

Sep-23	\$179,106.26	146,716	11,580
Oct-23	\$177,165.25	145,478	11,808
Nov-23	\$196,657.99	161,452	12,634
Dec-23	\$221,621.25	182,845	13,615
Jan-24	\$264,238.69	198,283	14,625
Feb-24	\$295,744.72	220,664	15,814
Mar-24	\$340,721.40	255,180	16,986
Apr-24	\$339,790.16	255,072	17,905
May-24	\$363,837.00	272,380	18,551
Jun-24	\$341,186.67	258,419	19,191

**Environmental Education** – The HRPDC has an Environmental Education Department embedded within the organization, which focuses on providing resources and information to localities, residents, and partner organizations. The Environmental Education Department supports askHRgreen.org, which focuses on providing help and support related to the following:

- Clean Communities
- Clean Water & Waterways
- Green Education
- Green Homes & Businesses
- Recycling & Reusing
- Yard & Landscapes

In fiscal year 2024, the Environmental Education Department was able to accomplish the following through the askHRgreen.org program:

- 152,880 students were impacted through environmental education mini grants in the amount of \$6,843. The mini-grant program provides opportunities for Hampton Roads teachers, youth leaders, or organizations working with youth (k-12) to apply for grants of up to \$500 to fund environmentally-themed projects.
- 95,604 visits to the askHRgreen.org website.
- \$31,005 grant funding for special projects.
- 33 community outreach events with an attendance of over 200,795 people.
- 45 articles published with a total circulation of 3,584,787 people.
- 78 new participants joined the Bay Star Homes program for a total of 3,902.

- Over 3,000 volunteers across 11 cities and counties participated in Great American Cleanup events in 2024. Volunteers cleared more than 4,700 bags of litter and 442 tires from roadways, tree lines, neighborhoods, parks, and waterways. That's an estimated 63 tons of trash found and removed from public spaces. There were also a total of 60 new trees planted.
- In November 2023, HRPDC was selected by EPA as 1 of 25 recipients of the Recycling Education and Outreach (REO) Grant for the "Start Smart, Recycle Right Hampton Roads" project. The goal of the REO grant program is to improve the effectiveness of residential and community recycling programs through public education and outreach. For Hampton Roads, this is an opportunity to truly move the needle on recycling by improving what people know about recycling and how they participate in local programs.

HRPDC will be receiving \$1.96 million over a three-year period to complete the following initiatives:

- Collect and report on local municipal recycling program information
- Build and deploy online recycling education tools to standardize access to local recycling program information across the region
- Develop and implement a cart-tagging anti-contamination outreach initiative for approximately 40,000 neighborhood recycling routes in multiple communities in Hampton Roads
- Develop and distribute consistent educational and promotional materials, including a region-wide cart labeling program
- Design and execute an extensive advertising and public relations campaign

**Help To Others (H2O) Program** – Help to Others (H2O) is a community-based program that assists people in crisis through the generosity of donations. Through H2O, families or individuals in danger of losing residential water service because of a family crisis can receive one-time financial assistance to pay their local public utility and/or HRSD bill. 100% percent of all donations are used to help Hampton Roads residents experiencing financial crisis. Online donations to the H2O Program are accepted year-round through HRSD's online utility bill pay system and through PayPal, Venmo, or credit card on the [shareh2o.org](http://shareh2o.org) website. Management and administration costs are absorbed by the participating social services agencies (The Salvation Army), local water and wastewater utilities, HRSD, and the HRPDC.

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In FY 2024, \$162,174.07 was given out to 418 local families to keep them connected to this essential service. Since 2011, over \$961,000 in H2O program assistance has helped more than 3,700 local families keep the water flowing.

Data on the next page provided courtesy of the HRPDC Environmental Education and Water Resources departments.

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**H2O Assistance by Jurisdiction**  
**July 2023 – June 2024**

Locality	# of Customers	Assistance	Average Assistance
Chesapeake	59	\$23590.58	\$399.84
Franklin	20	\$4991.11	\$249.56
Gloucester	3	\$708.31	\$236.1
Hampton	33	\$13,726.68	\$415.96
Isle of Wight	2	\$210.92	\$210.92
James City County	37	\$13,926.95	\$376.40
Newport News	38	\$16,508.68	\$376.40
Norfolk	71	\$30,184.79	\$425.14
Poquoson	0	-	-
Portsmouth	15	\$5,128.32	\$341.89
Smithfield	0	-	-
Southampton	4	\$1,373.01	\$343.25
Suffolk	37	\$13,626.47	\$368.28
Surry	1	\$500	\$500
Virginia Beach	86	\$33,777.16	\$392.76
Williamsburg	9	\$2,152.32	\$239.15
Windsor	0	-	-
York	4	\$1,768.77	\$442.19
	418	<b>\$162,174.07</b>	<b>\$387.98</b>

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**Low-Income Household Water Assistance Program (LIHWAP)** – Congress created the LIHWAP to assist lower-income households with the burden of rising water and sewer service costs. This federal program supported eligible Virginians from October 2022 to December 2023. Over \$13 million was distributed to assist residents in Hampton Roads, representing over half of the total funding allocated to Virginia. In April 2023, the HRPDC urged the Hampton Roads Congressional Delegation to support funding LIHWAP and establish a permanent federal assistance program. Following this, Virginia Senators Warner and Kaine expressed their support for continued funding in a May 2024 letter to the Senate Appropriations Committee. Legislation for a permanent LIHWAP program was introduced in Congress in February 2024, and the HRPDC has been actively tracking its progress.

**Hampton Roads Lead and Copper Rule (HR-LCR) Workgroup** – In June 2023, the Directors of Utilities Committee established a regional workgroup to share best practices and tackle challenges related to the Environmental Protection Agency (EPA) Lead and Copper Rule Revisions (LCRR) and Improvements (LCRI). These federal regulations require community water systems in the U.S. to inventory water service line materials and replace all lead service lines. Initial inventories were due to the Virginia Department of Health Office of Drinking Water (VDH-ODW) by October 2024 and all replacements must be completed by the end of 2037. The workgroup has met quarterly, including discussions with the VDH-ODW and the VDH Lead Elimination Assistance Program (LEAP) Manager. In August 2024, Utility Directors met with the City of Richmond Department of Utilities to learn about their successful Lead Free Water Program. The workgroup continues to promote regional consistency and share lessons learned in implementing LCRR and LCRI programs.

**Metropolitan Planning Organization (MPO) Equity Working Group** – Working group made up of MPO staff across the country to discuss performance measurement, project prioritization, environmental justice methodologies, and engagement and outreach tools and approaches in planning. HRTPO staff attend these workgroup sessions to learn about peer best practices and explore opportunities to enhance equity work conducted by staff.

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**Performance Management** – The Performance Management department is responsible for transportation planning activities in several areas, including roadway safety, congestion management, freight, Intelligence Transportation Systems (ITS) and Operations, military transportation planning, and special studies. Over the last year, the department has further incorporated equity considerations into these work areas, including the recently completed Regional Safety Study update and the ongoing Hampton Roads Rail Crossing Study.

Roadway safety is a priority in the metropolitan transportation planning process due to the impacts of crashes on families, friends, and society. Because of the importance of safety, HRTPO updates the Hampton Roads Regional Safety Study on a recurring basis to analyze regional safety trends, determine the characteristics of crashes in the region, summarize the locations of crashes, highlight efforts to improve roadway safety, and prepare an in-depth analysis of high crash locations. The HRTPO Board adopted the update to the Hampton Roads Regional Safety Study in May 2024.

Due to the impacts that intermodal conflict points such as rail crossings have on congestion and safety, and new federal funding sources that are available through the Infrastructure Investment and Jobs Act (IIJA), the HRTPO is analyzing railroad crossings throughout the region in the Hampton Roads Rail Crossing Study. The ongoing study will include an in-depth inventory of rail crossings in the region, prioritization of crossings for improvement, and an evaluation of candidate projects for prioritized locations.

**Regional Solid Waste Management Plan (RSWMP) for Southeastern Virginia** – The RSWMP outlines the solid waste management system for the localities of Southside Hampton Roads, a region with an aggregate population of 1,203,918. The RSWMP amendment process included holding public hearings in each of the Southeastern Public Service Authority's eight-member localities. The hearings were advertised in the Virginian Pilot, New Journal and Guide newspapers, and the HRPDC website. The hearings were held in June, July, and August of 2023.

**Regional Transit Advisory Panel (RTAP)** – RTAP is composed of representatives of major business and industry groups, employers, shopping destinations, institutions of higher

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education, military installations, hospitals, healthcare centers, public transit entities, and any other groups identified as necessary to provide ongoing advice to the regional planning process required pursuant to §33.2-286 of the Code of Virginia on the long-term vision for a multimodal regional public transit network in Hampton Roads.

The HRPDC/HRTPO chairs the RTAP and played an important role in advocating for the region's first dedicated source of public transit funding. This funding, will support the 13 regional backbone transit routes, which comprise the 757 Express. The RTAP continues to serve as a strong advocate for transit in the Hampton Roads region and continues to encourage increased investment in an effective regional transit network.

### **Southeast Crescent Regional Commission Local Development District**

The HRPDC serves as a Local Development District (LDD) for the Southeast Crescent Regional Commission (SCRC). The SCRC is a new multi-state consortium focused on improving conditions in economically and socially disadvantaged communities. As an LDD, the HRPDC serves as a coordinator for the SCRC grant programs. In August of 2024, the HRPDC organized a series of stakeholder workshops for local government and nonprofit social service organizations to provide an overview of the SCRC and to prepare the participants to respond to the next request for proposals for the grant program.



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## Transportation Improvement Program (TIP)

The Transportation Improvement Program (TIP) is a multi-year program for the implementation of surface transportation projects within the Hampton Roads Metropolitan Planning Area (MPA). The TIP contains all federally-funded and/or regionally significant projects that require an action by the Federal Highway Administration (FHWA) or Federal Transit Administration (FTA). The TIP serves as a four-year roadmap for transportation investments in Hampton Roads. The TIP is developed in collaboration with state and local transportation agencies, transit providers, member localities, and the public.

In 2024, HRTPO staff led a public outreach effort seeking direct input and project ideas for the Congestion Mitigation and Air Quality (CMAQ) Improvement Program and the Regional Surface Transportation Program (RSTP) Project Selection Process (PSP), two Federal programs that fund various transportation-related projects. As part of this outreach effort, flyers and social media were utilized to garner project ideas. Additionally, the Community Advisory Committee was briefed about the funding sources associated with CMAQ and RSTP and asked to socialize the request for input with their respective communities.

In FY 2024, HRTPO staff also collaborated with local and regional stakeholders to identify projects for another federal program, the Carbon Reduction Program (CRP), which provides funds for projects aimed at reducing transportation emissions.

**Virginia Telecommunications Initiative (VATI)** – This ongoing project is bringing high-speed fiber optic broadband to rural areas of the City of Suffolk, Isle of Wight County, and Southampton County. These rural areas include several EJ communities based on poverty levels and Supplemental Nutrition Assistance Program (SNAP) assistance. Recent data from project partner Charter Communications shows that 1283 homes in the project area now have broadband access, and 80% of those households have subscribed.

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## Title VI Complaints FY 2024

During FY 2024, the HRPDC/HRTPO received no Title VI or Civil Rights complaints.

## Requests for Language Assistance

The HRPDC/HRTPO received no requests for translation or interpretive services in FY 2024. However, several HRPDC/HRTPO products were translated to increase accessibility to services for those in Hampton Roads whose primary language is not English.

## Education and Training

HRTPO staff continue to attend webinars to learn best practices and keep up to date on relevant topics.

## List of Projects and Studies

A complete listing of current projects and studies, planned public involvement efforts, and equity-related tasks can be found in the [HRPDC Work Program](#) and [HRTPO UPWP](#).

## Staffing and Recruitment

The HRPDC/HRTPO Title VI Administrator and Human Resources Manager will continue to collaborate on methods for attracting a diverse pool of applicants for positions within the HRPDC/HRTPO and curating an inclusive space within the agency for all staff.

# Public Involvement FY 2024

Effective and meaningful public engagement practices are integral to the success of regional planning. The HRPDC/HRTPO employs several different methods to engage the public with regional planning processes.

## Community Engagement

The HRPDC/HRTPO partners with various community organizations, nonprofits, private businesses, higher education institutions, and community members to encourage engagement in regional planning. An intentional effort was made to include perspectives from various backgrounds.

These efforts have resulted in a wide range of representation on integral planning bodies led and supported by the HRPDC/HRTPO, RTAP, Community Advisory Committee (CAC), Hampton Roads Housing Consortium (HRHC), and SNA.

## Social Media

The HRPDC/HRTPO engages the public via social media and digital communication platforms, including Facebook, LinkedIn, Nextdoor, and YouTube.

### HRPDC Facebook

<b>Followers</b>	1,226
<b>Reach</b>	19,300
<b>Page Visits</b>	6,700

### HRPDC LinkedIn

<b>Followers</b>	474
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## HRPDC Nextdoor

Members	656,823
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## HRTPO Facebook

Followers	3,030
Reach	20,600
Page Visits	2,600

## HRTPO LinkedIn

Followers	112
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## HRTPO Nextdoor

Members	656,823
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## HRPDC/HRTPO YouTube

Subscribers	163
Views	18,100

## HRPDC/HRTPO Newsletter

Distribution	44,192
Open-Rate	41%
Click-Rate	7%

## News and Informational Media Outlets

The HRPDC/HRTPO distributes information related to ongoing and upcoming projects, public notices, involvement opportunities, and surveys to local media news and informational outlets such as the Virginia Pilot, WavyNews10, WTKR, and others.

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## Public Outreach Meetings

The HRPDC/HRTPO management team and staff complete public outreach and involvement on an ongoing basis to inform community groups and stakeholders about current activities and to request input. These public presentations and community conversations occur on a weekly basis and serve as an important mechanism for providing public information on regional initiatives and receiving input from community members.

## Other Public Outreach Tools

The HRPDC/HRTPO utilizes a variety of approaches to inform the general public on regional meetings and efforts, including live streaming of HRPDC Commission and HRTPO Board meetings, posting of videos on the Regional Connection YouTube channel, press releases to all media outlets in the region, social media such as Facebook, Nextdoor and X, public notices, website notices, and meeting after action reports referred to as “Meeting in a Minute.”

# Goals FY 2025

**Title VI Training** – The HRPDC/HRTPO aims to seek additional Title VI training resources to all staff and board members via public resources published by FHWA and USDOT.

**Public Engagement Plan (PEP)** – The HRPDC/HRTPO aims to finalize a joint public engagement plan within FY 25, which will be adopted by the HRTPO Board and Commission at their respective meetings.

**Increased Public Engagement** – Engaging the public is integral and necessary to equitable regional planning. To better connect members of the public with regional planning practices, the HRPDC/HRTPO aims to accomplish the following:

- The HRPDC/HRTPO plans to continue strengthening and supporting advisory bodies such as the CAC and RTAP to advance the bidirectional exchange of information.
- The HRPDC/HRTPO plans to continue the exploration of additional ways to leverage digital media platforms to connect the public with regional planning processes.
- The HRPDC/HRTPO plans to continue the exploration of additional methods of tracking and reporting public engagement methods.

# Accomplishments FY 2025

**July 2024 – June 2025**

**Assurances FY 2026** – Assurances for the Fiscal Year (FY) 2026 have been signed for the HRPDC and HRTPO.

**Comprehensive Climate Action Plan (CCAP)** – Using funds awarded by the Environmental Protection Agency in 2023 as part of their Climate Pollution Reduction Grant (CPRG) program, the HRPDC drafted the region's first-ever Comprehensive Climate Action Plan (CCAP), or Climate Action Plan. The CCAP was developed in partnership with Hampton Roads technical and subject matter experts, community-based organizations, and public feedback. The EPA's CPRG has three main objectives:

1. Deliver cleaner air by reducing harmful air pollution in places where people live, work, play, and go to school.
2. Tackle damaging climate pollution while supporting the creation of good jobs and lowering the energy costs for families.
3. Accelerate work to address environmental injustice and empower community-driven solutions in overburdened neighborhoods.

CCAP was informed by a multi-channel public and stakeholder engagement process conducted throughout 2024 and 2025. The primary objective was to solicit meaningful feedback from communities across the 20-locality metropolitan statistical area (MSA) to ensure the final plan reflects regional priorities. The engagement aimed to reach the general public, as well as key technical, civic, and vulnerable population audiences. Feedback from these activities was used to refine the CCAP's measures and actions.

Engagement with the community is expected to continue going forward as HRPDC prepares the Status Report, which is due in 2027.

The comprehensive outreach strategy employed a wide range of methods to maximize public input:

- 2 Public Webinars were held in January and June 2025, reaching a combined total of approximately 125 attendees.
- 3 Public Surveys were conducted:
  - Two general public surveys garnered a combined 497 responses.
  - A specialized Vehicle Miles Traveled (VMT) survey collected input from 40 transportation professionals.
- 11 In-Person Community Events allowed for direct outreach to over 900 residents at festivals, transit centers, and community fairs across the region.
- 6 Long-Form Interviews were conducted with leaders from community-based organizations to gather in-depth, qualitative feedback.
- 5+ Committee Briefings ensured technical and civic advisory bodies, including the Community Advisory Committee (CAC), Regional Transit Advisory Panel (RTAP), and the CCAP Steering Committee, provided guidance.
- "Climate Cash" Participatory Budgeting was a hands-on activity used at multiple events and later digitized, allowing residents to "invest" in their preferred climate actions.

**Elizabeth River Crossing (ERC) Toll Relief** – The HRTPO Board formed the ERC Task Force and assigned the Executive Director to work with the Task Force, as well as representatives from the State and ERC, to facilitate discussions about approaches to mitigate the impact of the Downtown and Midtown Tunnels tolls on the region's residents. This work led to a significant expansion of the ERC Low-Income Toll Relief Program. Additionally, action by the Virginia General Assembly during the 2024 session further expanded the toll relief program for low-income families.

Data for FY2025 related to the ERC Toll Relief is provided courtesy of VDOT.

<u>Month</u>	<u>Monthly Credits</u>	<u>Total Transactions</u>	<u>Enrollment</u>
Jul-24	\$338,523.92	255,344	19,759
Aug-24	\$369,015.23	276,251	20,217
Sep-24	\$347,202.79	262,383	20,544
Oct-24	\$371,534.11	277,547	20,195
Nov-24	\$313,172.84	235,628	19,113
Dec-24	\$330,121.14	251,338	20,964

Jan-25	\$426,982.86	231,329	21,188
Feb-25	\$439,390.74	222,855	20,724
Mar-25	\$576,491.24	281,156	20,525
Apr-25	\$605,405.73	285,965	20,448
May-25	\$635,835.79	295,461	20,338
Jun-25	\$594,046.32	275,500	20,325
Jul-24	\$338,523.92	255,344	19,759

**Environmental Education** – The HRPDC has an Environmental Education Department embedded within the organization, which collaborates with Hampton Roads localities to develop and distribute tools and resources and information to localities, residents, students, and partner organizations. The Environmental Education Department supports askHRgreen.org, which focuses on providing help and support related to the following:

- Clean Communities
- Clean Water & Waterways
- Green Education
- Green Homes & Businesses
- Recycling & Reusing
- Yard & Landscapes

In fiscal year 2025, the Environmental Education Department was able to accomplish the following through the askHRgreen.org program:

- 5,514 students were impacted through environmental education mini grants in the amount of \$7,773. The mini-grant program provides opportunities for Hampton Roads teachers, youth leaders, or organizations working with youth (K-12) to apply for grants of up to \$500 to fund environmentally-themed projects.
- 70,184 visits to the askHRgreen.org website.
- \$1.9 million grant funding for special projects and programs.
- 29 community outreach events with an attendance of over 234,000 people.
- 53 new participants joined the Bay Star Homes program for a total of 3,953.
- Over 3,400 volunteers across 11 cities and counties participated in Great American Cleanup events in 2025. Volunteers cleared more than 5,198 bags of litter and removed 661 tires from roadways, tree lines, neighborhoods, parks,

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and waterways. That's an estimated 68 tons of trash found and removed from public spaces. There were also a total of 20 new trees planted.

**GetFloodFluent.org** – Launched in 2018, GetFloodFluent.org is the HRPDC's regional flood risk outreach and awareness program. The website was originally developed by an advisory group of planners and emergency managers representing all 17 Hampton Roads localities with funding from the Virginia Department of Conservation and Recreation (DCR). The website aims to raise awareness about local flood risks while encouraging residents to protect their homes and businesses with flood insurance. From July 2024 to June 2025, the site drew more than 1,700 users and 13,000 page views, with additional outreach through local government floodplain management pages that share its resources. The campaign also helps communities earn FEMA Community Rating System (CRS) points, lowering NFIP flood insurance premiums for residents. By equipping residents with information and helping localities earn FEMA CRS credit, GetFloodFluent.org continues to support both flood awareness and cost savings on NFIP flood insurance across the region.

**Help To Others (H2O) Program** – Help to Others (H2O) is a community-based program that assists people in crisis through the generosity of donations. Through H2O, families or individuals in danger of losing residential water service because of a family crisis can receive one-time financial assistance to pay their local public utility and/or HRSD bill. 100% percent of all donations are used to help Hampton Roads residents experiencing financial crisis. Online donations to the H2O Program are accepted year-round through HRSD's online utility bill pay system and through PayPal, Venmo, or credit card on the [shareh2o.org](http://shareh2o.org) website. Management and administration costs are absorbed by the participating social services agencies (The Salvation Army), local water and wastewater utilities, HRSD, and the HRPDC.

In FY 2025, \$95,972.62 was distributed to 275 local families to keep them connected to this essential service. Since 2011, over \$1 million in H2O program assistance has helped more than 4,000 local families keep the water flowing.

Data on the next page provided courtesy of the HRPDC Environmental Education and Water Resources departments.

**H2O Assistance by Jurisdiction**  
**July 2024 – June 2025**

Locality	# of Customers	Assistance	Average Assistance
Chesapeake	29	\$10,823.87	\$373.24
Franklin	35	\$4,319.01	\$123.40
Gloucester	6	\$1,689.17	\$281.53
Hampton	26	\$9,917.78	\$381.45
Isle of Wight	2	\$343.87	\$171.94
James City County	19	\$6,470.53	\$340.55
Newport News	21	\$9,595.16	\$456.91
Norfolk	29	\$12,099.79	\$410.44
Poquoson	0	-	-
Portsmouth	15	\$5,467.48	\$364.50
Smithfield	2	\$1,000.00	\$500.00
Southampton	5	\$2,211.96	\$442.39
Suffolk	24	\$7,667.51	\$319.48
Surry	0	-	-
Virginia Beach	46	\$18,424.57	\$400.53
Williamsburg	8	\$1,861.13	\$232.64
Windsor	1	\$145.13	\$145.13
York	7	\$3,935.66	\$562.24
	275	<b>\$95,972.62</b>	<b>\$348.38</b>

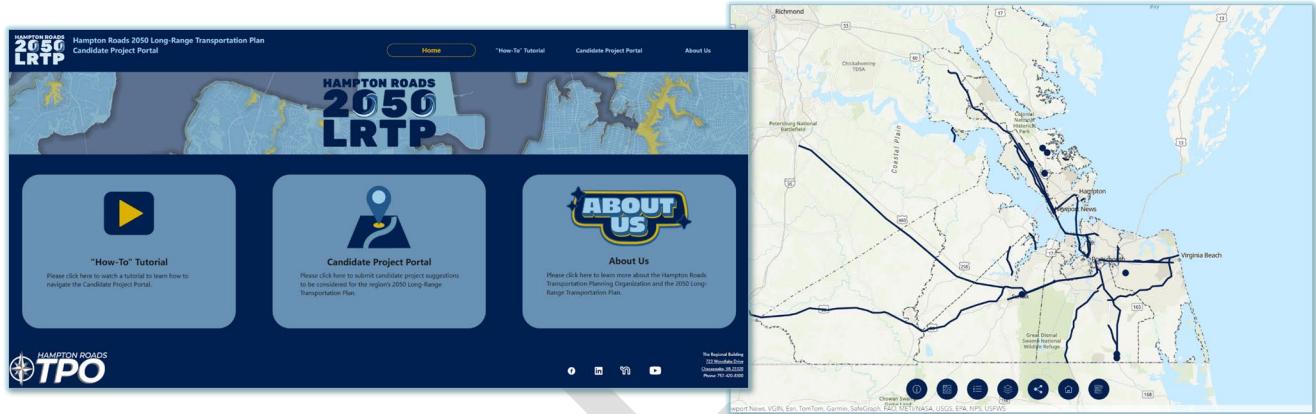
**Long-Range Transportation Planning** – During FY 2024 and FY 2025, HRTPO staff continued working to make transportation more accessible for everyone and responsive to communities that face greater transportation vulnerability. Over the past two years, staff focused on keeping the current 2045 Long-Range Transportation Plan (LRTP) up-to-date while building the 2050 LRTP in a way that invites more voices to the table and makes our process easier to understand.

- **Maintaining the 2045 LRTP** - HRTPO staff continued to maintain the 2045 LRTP so that fiscal constraint stays in effect, the LRTP and TIP remain aligned, and projects in the plan can keep moving forward. This steady care helps deliver real improvements while the next plan is being developed.
- **Continuing Development of the 2050 LRTP** - Important building blocks of the 2050 LRTP were developed and approved. Using input from prior public surveys, the 2050 LRTP Vision – **Transportation for All** – and accompanying goals and objectives were refined and approved. Survey input also helped shape the HRTPO Board-approved 2050 LRTP Scenario Planning Framework, guiding how possible futures are described and analyzed. In close collaboration with regional stakeholders, staff finalized the HRTPO Board-approved 2050 Socioeconomic Forecast Transportation Analysis Zone (TAZ) allocations. In partnership with regional stakeholders and the LRTP consultant team, the 2050 LRTP Greater Growth TAZ allocations were also developed. These efforts form the foundation of the 2050 LRTP scenario planning approach to stress test transportation investments under different futures so we can focus on the most robust and resilient projects that deliver on our vision of Transportation for All.
- **Clearer Approach to Identifying Transportation-Vulnerable Communities** - HRTPO staff refined the identification of transportation-vulnerable communities and created a public-friendly Story Map to more simply convey indicators used and how they inform LRTP screening and analysis.



- **Robust, Multi-Year Effort to Identify Regional Transportation Needs** - HRTPO staff led a multi-year effort to gather transportation needs from across the region. Highlights included an interactive HRTPO Board work session with maps and live

polls; outreach with our advisory committees and regional partners; in-person briefings and meetings; and a public Candidate Project Portal where people can draw locations, submit ideas, or use a simple paper form. The Candidate Project Portal remains active during 2050 LRTP development so residents can keep sharing what they see on the ground.



- **Fiscal Constraint Guidelines** - To keep choices balanced across travel modes and roadway types, HRTPO staff collaborated with regional stakeholders to develop the fiscal-constraint guidelines (including time bands and inflation factors) for the 2050 LRTP. These guidelines help ensure the final plan is both balanced and transparent about how projects fit within expected funding.
- **Strengthening the HRTPO Project Prioritization Tool for Resilience** - HRTPO staff strengthened the resilience side of the regional Project Prioritization Tool, so long-term investments stand up better to future uncertainty and help keep people connected when unexpected disruptions happen.
- **Initiating Candidate Project Prioritization** - HRTPO staff reviewed almost 700 candidate project suggestions to summarize and identify overlap and projects applicable for LRTP analysis, advancing about 330 unique, HRTPO Board-approved candidate projects to consider for inclusion in the 2050 LRTP. Staff coordinated with regional stakeholders to ensure transportation needs identified were properly described and that no important gaps remained. Staff also worked with regional partners to collect candidate project details and prepare them for project evaluation, as well as initiated an assessment of these candidate projects in relation to transportation-vulnerable communities.
- **Easier, More Meaningful Stakeholder Review** - HRTPO staff improved the way partners and the public can review and react to key materials, using clear

summaries and interactive map-based portals that make data inputs and assumptions easier to understand. This led to clearer feedback and a more transparent process.

- **Establishing More Ways to Participate – Online and In-Person** - Beyond improved Story Maps and interactive review portals, HRTPO staff introduced the 2050 LRTP Metaverse, a virtual open house where residents can explore progress on the plan, review draft materials, and submit ideas any time in a virtual suggestion box. Staff also continued in-person engagements through committee meetings, briefings, and presentations. To broaden the conversation, staff reached out to new audiences such as the regional Young Professionals group and connected with professional networks like Women in Transportation Seminars (WTS).
- **Ongoing Learning and Sharing** - HRTPO staff continued to attend trainings, webinars, working groups, and peer exchanges – and share agency successes – so our approach stays aligned with current best practices and our communities benefit from lessons learned across the country.

**Low-Income Household Water Assistance Program (LIHWAP)** – Congress created the LIHWAP to assist lower-income households with the burden of rising water and sewer service costs. This federal program supported eligible Virginians from October 2022 to December 2023. Over \$13 million was distributed to assist residents in Hampton Roads, representing over half of the total funding allocated to Virginia. In April 2023, the HRPDC urged the Hampton Roads Congressional Delegation to support funding LIHWAP and establish a permanent federal assistance program. Following this, Virginia Senators Warner and Kaine expressed their support for continued funding in a May 2024 letter to the Senate Appropriations Committee. Legislation for a permanent LIHWAP was most recently reintroduced in Congress in July 2025, and the HRPDC will continue to track related activities.

**Hampton Roads Lead and Copper Rule (HR-LCR) Workgroup** – In June 2023, the Directors of Utilities Committee established a regional workgroup to share best practices and tackle challenges related to the Environmental Protection Agency (EPA) Lead and Copper Rule Revisions (LCRR) and Improvements (LCRI). These federal regulations require community water systems in the U.S. to inventory water service line materials

and replace all lead service lines. Initial inventories were due to the Virginia Department of Health Office of Drinking Water (VDH-ODW) by October 2024, and all replacements must be completed by the end of 2037. The workgroup met quarterly in 2023 and 2024, and biannually in 2025. The workgroup continues to promote regional consistency and share lessons learned in implementing LCRR and LCRI programs.

**Inclusion, Diversity, Equity, and Access (IDEA) Committee** – Staff continued to work on an internal working group to integrate equity-related concepts into the professional frameworks and organizational workplace culture.

**Microtransit** – HRTPO staff researched the pros and cons of microtransit for the Williamsburg Area Transit Authority (WATA) and presented their findings to WATA and to TTAC.

**Regional Transit Advisory Panel (RTAP)** – RTAP is composed of representatives of major business and industry groups, employers, shopping destinations, institutions of higher education, military installations, hospitals, healthcare centers, public transit entities, and any other groups identified as necessary to provide ongoing advice to the regional planning process required pursuant to §33.2-286 of the Code of Virginia on the long-term vision for a multimodal regional public transit network in Hampton Roads.

The HRPDC/HRTPO chairs the RTAP and played an important role in advocating for the region's first dedicated source of public transit funding. This funding, will support the 13 regional backbone transit routes, which comprise the 757 Express. The RTAP continues to serve as a strong advocate for transit in the Hampton Roads region and continues to encourage increased investment in an effective regional transit network.

With RTAP's approval, Mr. Crum submitted a letter in January 2025 to members of the Virginia General Assembly reaffirming support for SB1097 and HB1982, sponsored by Senator Rouse and Delegate Askew, which seek consistent and fair treatment for rail transit operations across the Commonwealth.

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**Performance Management** – The Performance Management department is responsible for transportation planning activities in several areas, including roadway safety, congestion management, freight, Intelligence Transportation Systems (ITS) and Operations, military transportation planning, and special studies. Over the last year, the department has further incorporated equity considerations into these work areas, including the ongoing Hampton Roads Rail Crossing Study.

Due to the impacts that intermodal conflict points, such as rail crossings, have on congestion and safety, and new federal funding sources that are available through the Infrastructure Investment and Jobs Act (IIJA), the HRTPO is analyzing railroad crossings throughout the region in the Hampton Roads Rail Crossing Study. The ongoing study will include an in-depth inventory of rail crossings in the region, prioritization of crossings for improvement, and an evaluation of candidate projects for prioritized locations.

**Personnel Policy Manual** – The HRPDC and HRTPO updated the Personnel Policy Manual in 2025. As part of the update, the organization made changes to better meet the needs of staff and the agency, and to create a more inclusive workplace environment.

**Public Engagement Plan (PEP)** – The HRPDC and HRTPO updated the former Public Participation Plans (PPP) and created a single, joint document, the Public Engagement Plan (PEP). This document outlines public involvement efforts for the HRPDC and HRTPO, guiding how to engage the public on matters related to regional planning effectively. The PEP adopts best practices provided by the International Association of Public Participation (IAP2), including the spectrum of public participation. As part of the PEP update, a post-engagement activity form was created to better track metrics associated with public engagement efforts. The approval and adoption of the plan by the Commission and HRTPO Board will be completed in FY2025.

**Southeast Crescent Regional Commission Local Development District** – The HRPDC serves as a Local Development District (LDD) for the Southeast Crescent Regional Commission (SCRC). The SCRC is a new multi-state consortium focused on improving conditions in economically and socially disadvantaged communities. As an LDD, the HRPDC serves as a coordinator for the SCRC grant programs. In 2025, the HRPDC held a

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series of webinars to support regional nonprofit and governmental organizations in developing and submitting applications to the State Economic and Infrastructure Development (SEID) grant program. This grant program is focused on fostering economic growth and strengthening infrastructure in underserved communities. A total of fifteen applications were submitted from the Hampton Roads region.

**Translation Services** – The organization has translated several of its products across various planning areas to enhance language accessibility.

**Virginia Telecommunications Initiative (VATI)** – This ongoing project is bringing high-speed fiber optic broadband to rural areas of the City of Suffolk, Isle of Wight County, and Southampton County. These rural areas include several EJ communities based on poverty levels and Supplemental Nutrition Assistance Program (SNAP) assistance. Recent data from project partner Charter Communications shows that 9781 homes and businesses in the project area now have access to fast and dependable internet service.

# Public Involvement FY 2025

Effective and meaningful public engagement practices are integral to the success of regional planning. The HRPDC/HRTPO employs various methods to engage the public in regional planning processes.

## Community Engagement

The HRPDC/HRTPO partners with various community organizations, nonprofits, private businesses, higher education institutions, and community members to encourage engagement in regional planning. An intentional effort was made to include perspectives from various backgrounds.

These efforts have resulted in a wide range of representation on integral planning bodies led and supported by the HRPDC/HRTPO, RTAP, Community Advisory Committee (CAC), Hampton Roads Housing Consortium (HRHC), and SNA.

## Social Media

The HRPDC/HRTPO engages the public via social media and digital communication platforms, including Facebook, LinkedIn, Nextdoor, and YouTube.

### HRPDC Facebook

<b>Followers</b>	1294
<b>Reach</b>	34,790
<b>Page Visits</b>	6,162

### HRPDC LinkedIn

<b>Followers</b>	534
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## HRPDC Nextdoor

Members	686,202
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## HRTPO Facebook

Followers	3,039
Reach	5,521
Page Visits	2,442

## HRTPO LinkedIn

Followers	138
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## HRTPO Nextdoor

Members	686,202
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## HRPDC/HRTPO YouTube

Subscribers	170
Views	17,659

## HRPDC/HRTPO Newsletter

Distribution	30,206
Open-Rate	38%
Click-Rate	4.68%

## News and Informational Media Outlets

The HRPDC/HRTPO distributes information related to ongoing and upcoming projects, public notices, involvement opportunities, and surveys to local media news and

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informational outlets such as The Virginian-Pilot, Daily Press, Wavy News10, WTKR, 13 News Now, and others.

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The HRPDC/HRTPO management team and staff complete public outreach and involvement on an ongoing basis to inform community groups and stakeholders about current activities and to request input. These public presentations and community conversations occur on a weekly basis and serve as an important mechanism for providing public information on regional initiatives and receiving input from community members.

## Other Public Outreach Tools

The HRPDC/HRTPO utilizes a variety of approaches to inform the general public on regional meetings and efforts, including live streaming of HRPDC Commission and HRTPO Board meetings, posting of videos on the Regional Connection YouTube channel, press releases to all media outlets in the region, social media such as Facebook, Nextdoor and X, public notices, website notices, and meeting after action reports referred to as “Meeting in a Minute.”

## Title VI Complaints FY 2025

During FY 2025, the HRPDC/HRTPO received no Title VI or Civil Rights complaints.

## Requests for Language Assistance

The HRPDC/HRTPO received no requests for translation or interpretive services in FY2025. However, several HRPDC/HRTPO products were translated to increase accessibility to services for those in Hampton Roads whose primary language is not English.

## Education and Training

The Title VI administrator attended trainings and workgroups related to nondiscrimination and civil rights in FY2025. They include the following:

- Joined the Conference of Minority Transportation Officials (COMTO) and participated in the 2025 session on the evolving administration of nondiscrimination programs
- The OASIS DEI Leadership Summit
- Inclusive Transportation: A Manifesto for Repairing Divided Communities

## List of Projects and Studies

A complete listing of current projects and studies, planned public involvement efforts, and equity-related tasks can be found in the [HRPDC Work Program](#) and [HRTPO UPWP](#).

## Staffing and Recruitment

The HRPDC/HRTPO Title VI Administrator and Human Resources Manager will continue to collaborate on methods for attracting a diverse pool of applicants for positions within the HRPDC/HRTPO and curating an inclusive space within the agency for all staff.

# Goals FY 2025

**Continued Nondiscrimination and Civil Rights-related Training** – The HRPDC/HRTPO aims to seek additional nondiscrimination, Civil Rights, and Title VI-related training resources to organizational members via public resources published by FHWA and USDOT.

**Increased Public Engagement** – The HRPDC/HRTPO aims to continue building relationships within Hampton Roads communities and among key regional stakeholders. In alignment with the updated Public Engagement Plan (PEP), the organization aims to employ engagement efforts that align with the best practices outlined by the International Association for Public Participation (IAP2).

**School Outreach** - The HRPDC/HRTPO plans to pursue additional outreach opportunities to schools in the region on a variety of topics, including transportation projects and funding.

**Exploration of Outreach Tools** – The HRPDC/HRTPO aims to continue exploring and evaluating different outreach tools and methods to strengthen the administration of its public engagement.

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# Appendix

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# Acronyms and Terms

<b>BIPOC</b>	Black, Indigenous, People of Color
<b>CAC</b>	Community Advisory Committee
<b>CCAP</b>	Comprehensive Climate Action Plan
<b>CMAQ</b>	Congestion Mitigation and Air Quality Improvement Program
<b>CPRG</b>	Climate Pollution Reduction Program
<b>EJ</b>	Environmental Justice
<b>ERC</b>	Elizabeth River Crossing
<b>FHWA</b>	Federal Highway Administration
<b>FTA</b>	Federal Transit Administration
<b>FTHB</b>	First Time Homebuyers
<b>H2O</b>	Help 2 Others
<b>HRHC</b>	Hampton Roads Housing Consortium
<b>HRPDC</b>	Hampton Roads Planning District Commission
<b>HRSD</b>	Hampton Roads Sanitation District
<b>HRT</b>	Hampton Roads Transit
<b>HRTPO</b>	Hampton Roads Transportation Planning Organization
<b>IDEA</b>	Inclusion, Diversity, Equity, and Access
<b>IIJA</b>	Infrastructure, Investment, and Jobs Act
<b>ITS</b>	Intelligent Transportation Systems
<b>LEP</b>	Limited English Proficiency
<b>LIHWAP</b>	Low-Income Household Water Assistance Program
<b>LRTP</b>	Long-Range Transportation Plan
<b>MPO</b>	Metropolitan Planning Organization
<b>PIOs</b>	Public Information Officers
<b>PPP</b>	Public Participation Plan
<b>RDR</b>	Resiliency and Disaster Recovery
<b>RSTP</b>	Regional Surface Transportation Program
<b>RTAP</b>	Regional Transportation Advisory Panel
<b>RSWMP</b>	Regional Solid Waste Management Plan
<b>SNA</b>	Southside Network Authority
<b>SNAP</b>	Supplemental Nutrition Assistance Program
<b>SPARC</b>	Sponsoring Partnerships & Revitalizing Communities
<b>TIP</b>	Transportation Improvement Program

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<b>UPWP</b>	Unified Planning Work Program
<b>USDOT</b>	United States Department of Transportation
<b>VAPDC</b>	Virginia Association of Planning District Commissions
<b>VAMPO</b>	Virginia Association of Metropolitan Planning Organizations
<b>VATI</b>	Virginia Telecommunications Initiative
<b>VDOT</b>	Virginia Department of Transportation

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# Glossary of Terms

**Adverse effects** – The totality of significant individual or cumulative human health or environmental impacts, including interrelated social and economic outcomes, which may include, but are not limited to, bodily impairment, infirmity, illness or death; air, noise, and water pollution and soil contamination; destruction or disruption of manufactured or natural resources; destruction or diminution of aesthetic values; destruction or disruption of community cohesion or a community's economic vitality; destruction or disruption of the availability of public and private facilities and services; vibration; adverse employment effects; displacement of persons, businesses, farms, or nonprofit organizations; increased traffic congestion, isolation, exclusion or separation of minority or low-income individuals within a given community or from the broader community; and the denial of, reduction in, or significant delay in the receipt of, benefits of US DOT programs, policies, or activities.

**Environmental Justice (EJ)** is the fair treatment and meaningful involvement of all people, regardless of race, ethnicity, or socioeconomic status, in developing, implementing, and enforcing environmental laws, policies, and regulations. EJ ensures that no particular group bears a disproportionate burden of environmental harm or pollution and that everyone has equal access to environmental benefits, such as clean air and water and a healthy environment.

**Low-Income Household** – Households with income at or below the United States Department of Health and Human Services poverty guidelines.

**Low-Income Population** – Any readily identifiable group of low-income persons who live in geographic proximity and, if circumstances warrant, geographically dispersed/transient persons (such as migrant workers or Native Americans) who would be similarly affected by a proposed program, policy, or activity.

**Minority** – A person who is Black, Hispanic/Latine, American Indian, Alaskan Native, or Asian American:

- **Black** – A person having origins in any of the black racial groups of Africa.
- **Hispanic, Latino, Latine** – A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish or Latin culture or origin, regardless of race.
- **American Indian and Alaskan Native** – A person having origins in any of the original people of North America and who maintains cultural identification through tribal affiliation or community recognition.
- **Asian American** – A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent.
- **Native Hawaiian and Other Pacific Islander** – People originating from any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

**Minority Population** – Any readily identifiable groups of minorities who live in geographic proximity, and if circumstances warrant, geographically dispersed/transient persons (such as migrant workers or Native Americans) who will be similarly affected by a proposed program, policy, or activity.

Race/Ethnicity	HRPDC/HRTPO Staff			Gender						
	Total	%	Female	Male	Non-binary	Decline to Identify	Total	% Female	% Male	% Non-binary
White	26	59%	14	12	0	0	26	54%	46%	0%
Black or African American	8	18%	5	3	0	0	8	63%	38%	0%
American Indian/Alaska Native	0	0%	0	0	0	0	0	0%	0%	0%
Asian	3	7%	2	1	0	0	3	67%	33%	0%
Native Hawaiian or Other Pacific Islander	0	0%	0	0	0	0	0	0%	0%	0%
Middle Eastern or North African	0	0%	0	0	0	0	0	0%	0%	0%
Multiracial / Multi-ethnic	6	14%	3	3	0	0	6	50%	50%	0%
Hispanic or Latino	0	0%	0	0	0	0	0	0%	0%	0%
Decline to Identify	1	2%	0	0	0	1	1	0%	100%	0%
Total Employees	44	100%	24	19	0	1	44	55%	43%	0%

Organizational staff demographics as of October 15, 2025.

# HRPDC/HRTPO Organizational Structure

