



TITLE VI COMPLIANCE UPDATE JULY 2023 HRPDC/HRTPO

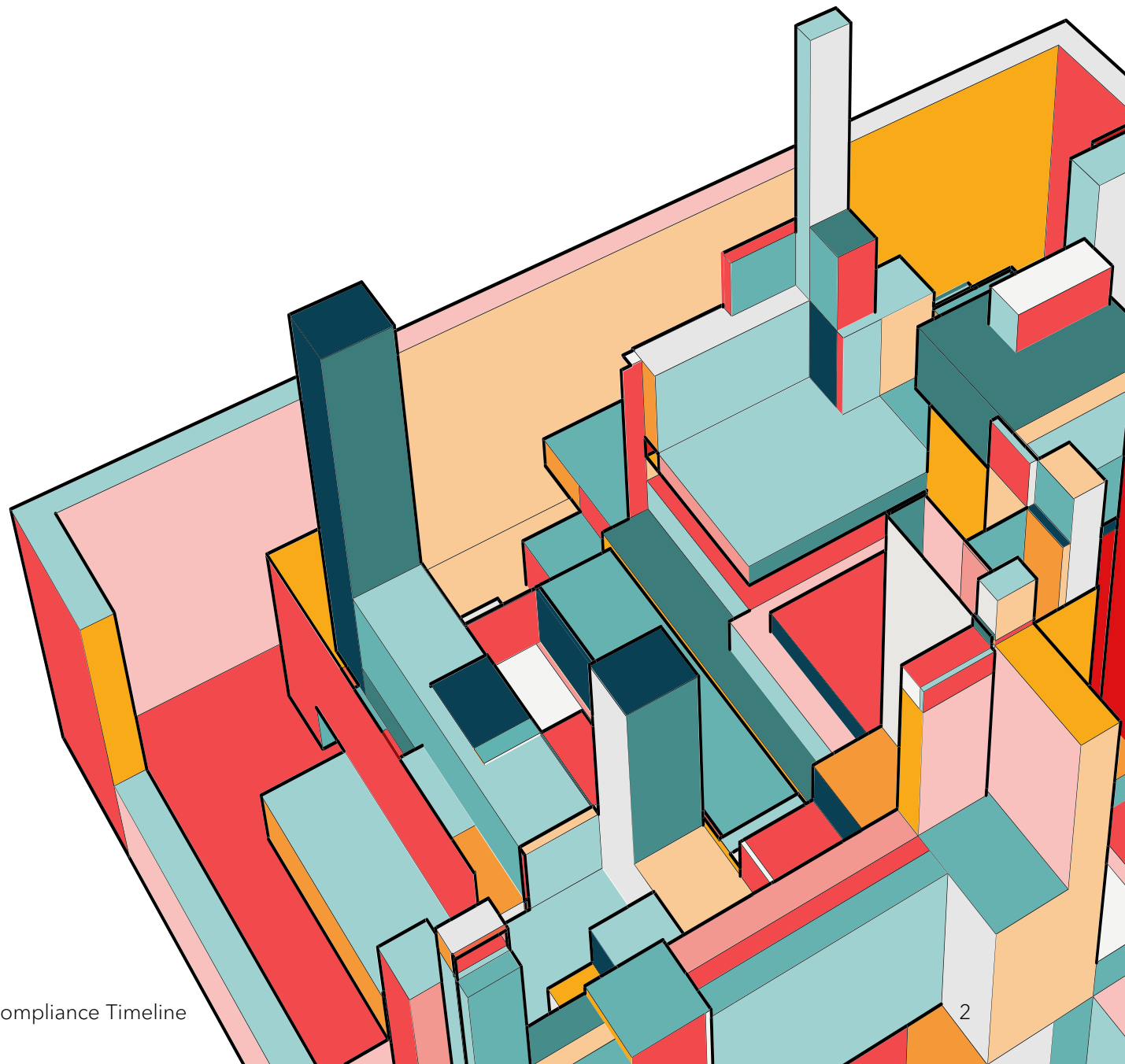
Quan McLaurin
DEI & Title VI/Civil Rights Liaison

July 20, 2023
HRPDC and HRTPO Board

ABOUT TITLE VI

Title VI of the Civil Rights Act of 1964 is a federal law that prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving federal financial assistance.

Since the HRPDC/HRTPO (and their subrecipients) receives federal funding, they must comply with Title VI to ensure equal access and nondiscrimination in their programs and services.



UNDERSTANDING COMPLIANCE

TITLE VI

Federal law that prohibits discrimination on the basis of race, color, or national origin

Limited English Proficiency (LEP)

Meaningful access to services to individuals with limited English proficiency.

ADA

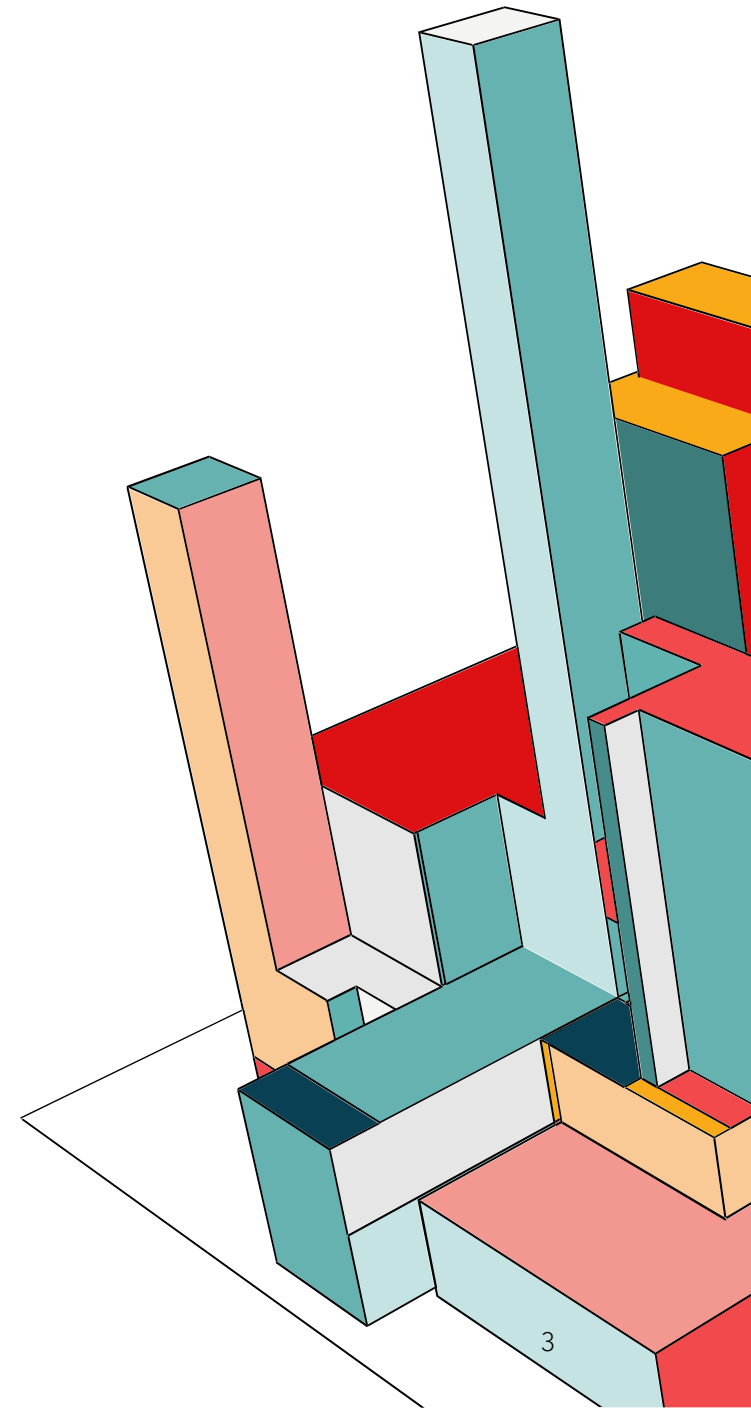
Prohibits discrimination against people with disabilities

ENVIRONMENTAL JUSTICE

Equitable distribution of the benefits and burdens of transportation projects and infrastructure

Other Compliance Requirements

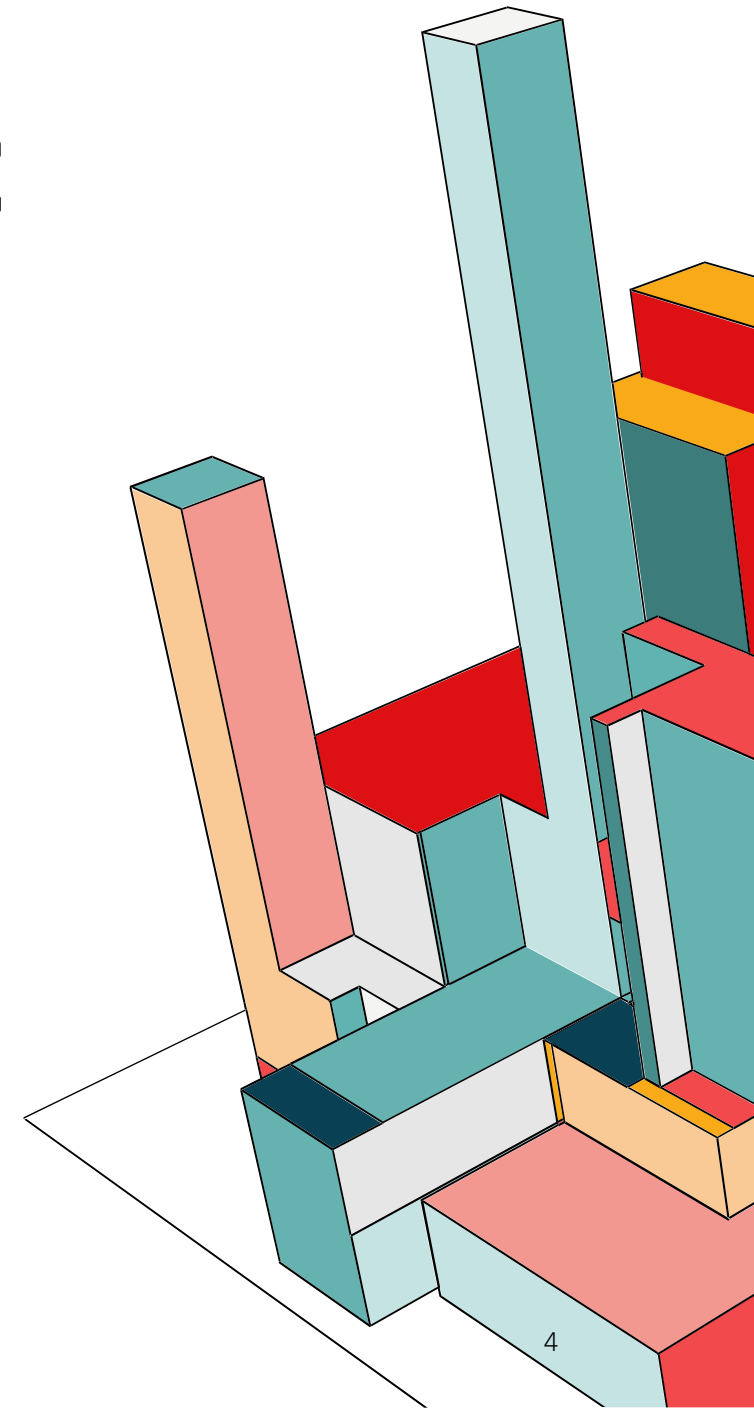
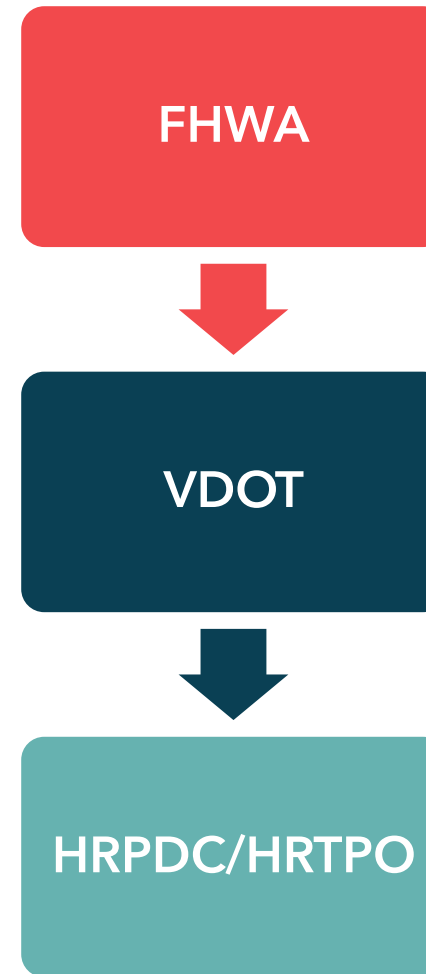
There are several other compliance requirements



UNDERSTANDING COMPLIANCE

Governance Structure

- The primary source of funding is from FHWA
- We are assessed every four years
- Our next review is in 2024





WHERE ARE WE NOW?

February 14, 2023

HRPDC/HRTPO received their 2021 Compliance Review and were given a deadline of March 15.

March 9, 2023

A response letter was sent and an extension request was made for July 31

May 15, 2023

A follow-up extension request and timeline were submitted for Nov 15

July 20, 2023

The Title VI/LEP is up for a 45-day public comment period. VDOT CRD is reviewing the HRPDC/HRTPO PPPs.

7/20/2023

2021 TITLE VI COMPLIANCE REVIEW

HRPDC & HRTPO

Title VI Administration

- Hire a Title VI Administrator (February 1, 2023)
- Create a Title VI Plan for HRPDC and update HRTPO Title VI Plan
- **UNDER REVIEW**

Title VI Complaints

- Create a singular Title VI complaint process and form that is compliant with FHWA standards
- **COMPLETE**

Title VI Training

- Ensure that HRPDC/HRTPO staff and board members participate in Title VI training
- **IN PROGRESS**

2021 TITLE VI COMPLIANCE REVIEW

HRPDC & HRTPO

LEP

- Create an LEP plan for HRPDC and update the plan for HRTPO
- Procure translation services and ensure they are accessible
- **COMPLETE**

Public Involvement

- Updated Public Participation Plans (PPP) for both HRPDC & HRTPO that adequately engage disadvantaged, minority, and EJ populations
- **UNDER REVIEW**

Staffing

- *Advisory Comment:* Continue working towards recruiting and retaining a staff demographic makeup that is representative of the region
- **Ongoing**

2021 TITLE VI COMPLIANCE REVIEW

HRPDC & HRTPO

Assurances

- *Advisory Comment:*
Ensure that appendices A & E are included in all agreements
- **COMPLETE**

Involvement with HRPDC

- More direct Title VI engagement with the HRPDC
- **IN PROGRESS**

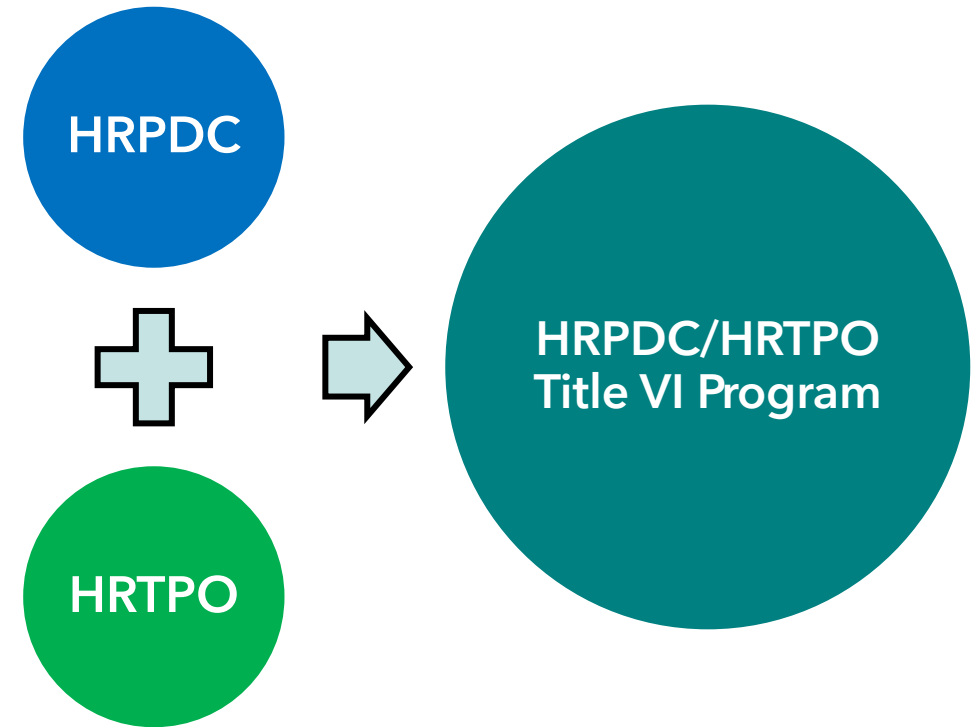
Goal and Accomplishments

- Submit a Title VI Goals and Accomplishments report for HRPDC/HRTPO to the VDOT CRD by the close of the federal fiscal year
- **IN PROGRESS**

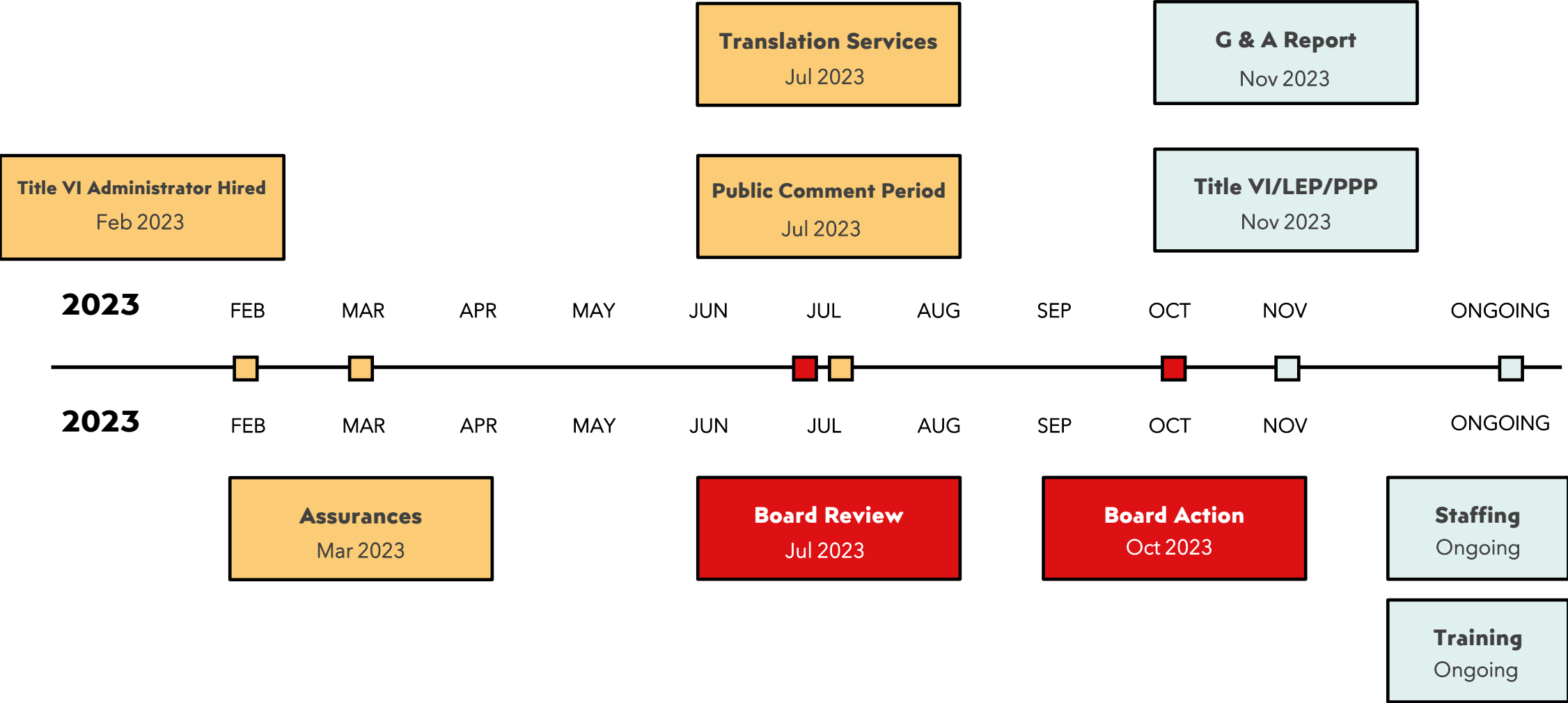
AN UPDATED APPROACH

A COLLABORATIVE AGENCY APPROACH

- Reduce internal & external confusion
- Improve effectiveness
- Ease of update



PROPOSED TIMELINE



Title VI

& Limited English Proficiency [LEP] Plan



PUBLIC COMMENT PERIOD

July 20, 2023, to September 3, 2023

- Distribution Avenues
 - Public Notice
 - Digital communication platforms, including social media
 - HRPDC/HRTPO speaker's bureau
 - Community partners
 - Advisory groups and committees

THANK YOU

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