



TITLE VI COMPLIANCE TIMELINE HRPDC/HRTPO

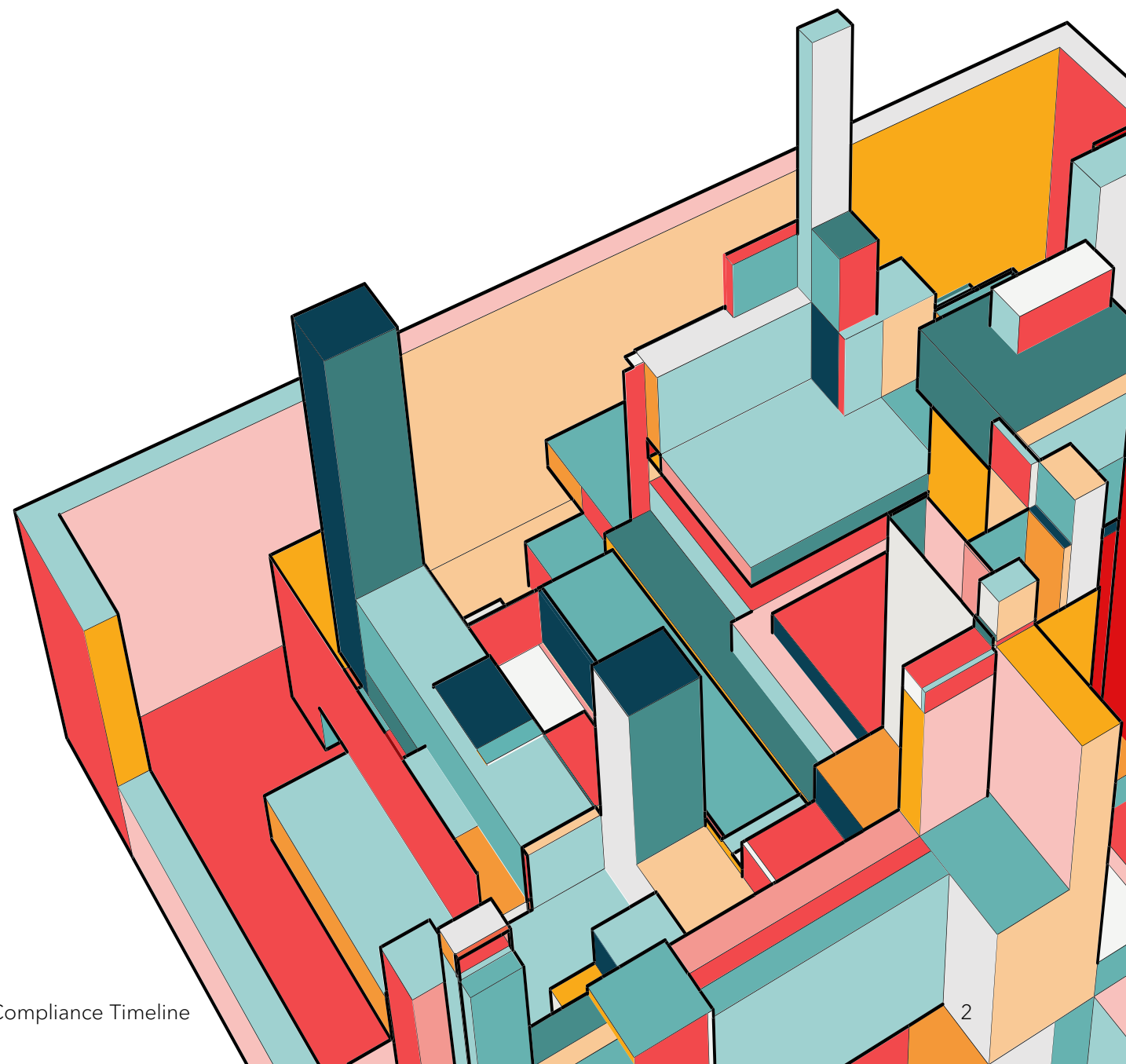
Quan McLaurin
DEI & Title VI/Civil Rights Liaison

May 18, 2023
HRPDC/HRTPO Board Meeting

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

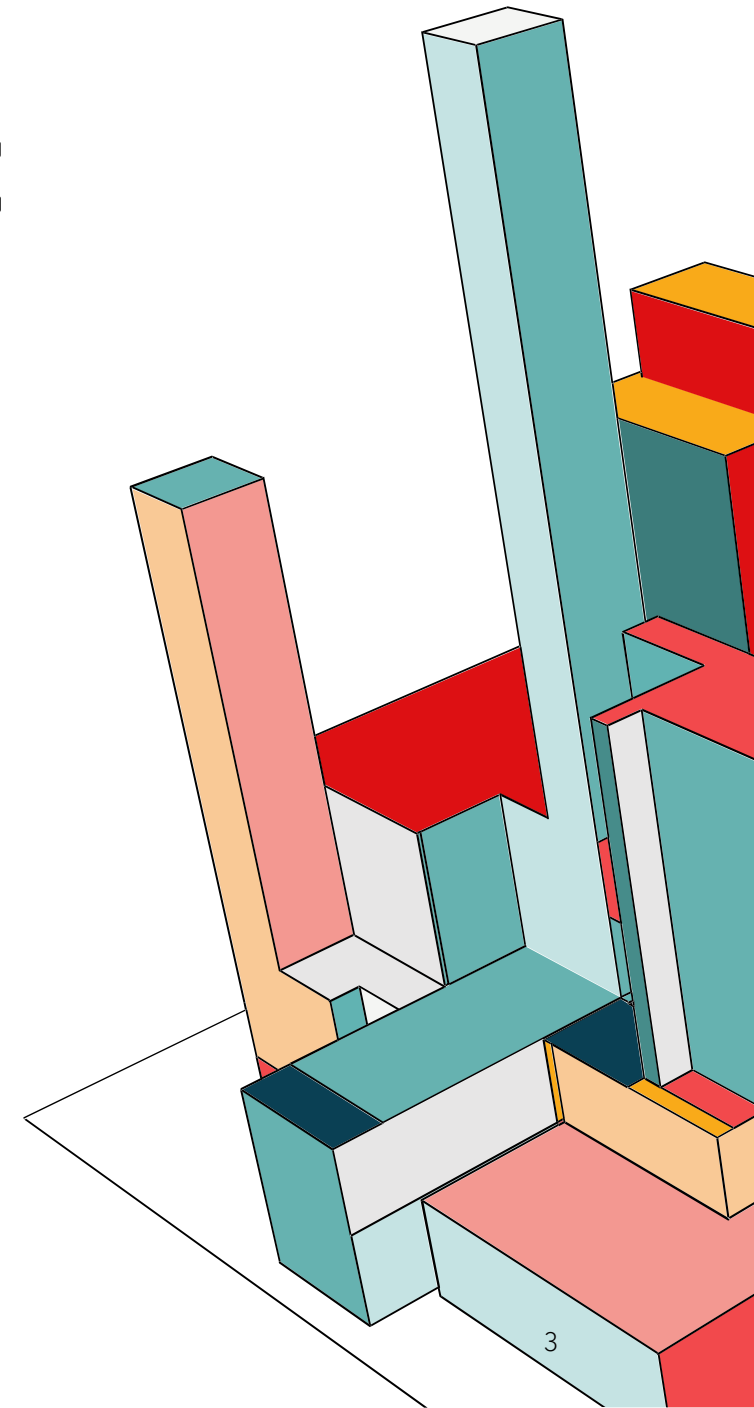
Prohibits discrimination against people with disabilities

ENVIRONMENTAL JUSTICE

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

Other Compliance Requirements

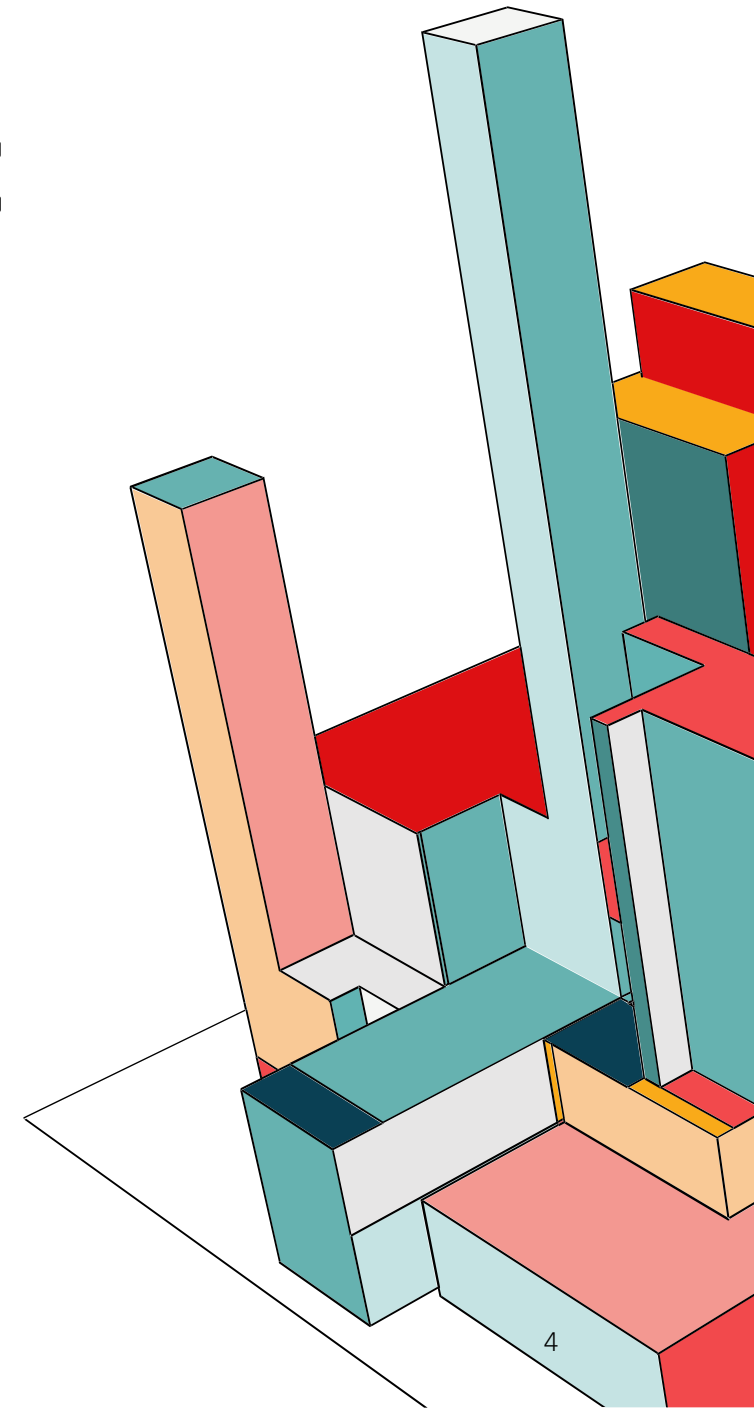
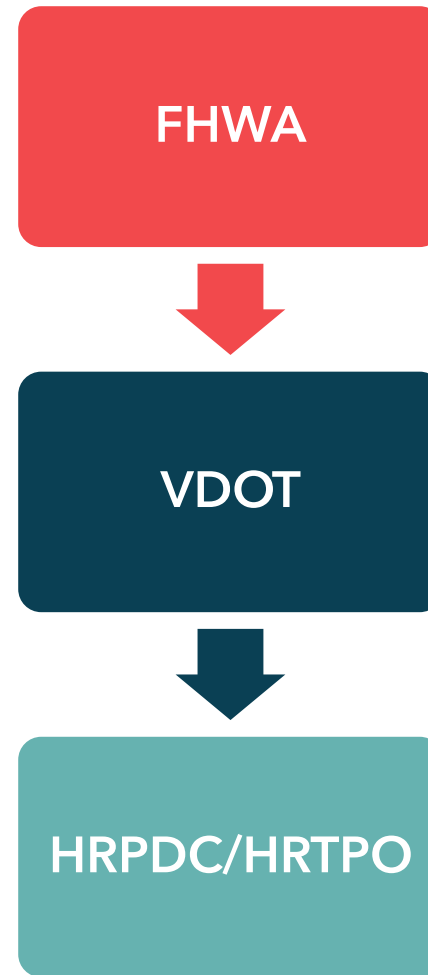
There are several other compliance requirements



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

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

Title VI Complaints

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

Title VI Training

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

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

Public Involvement

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

Staffing

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

2021 TITLE VI COMPLIANCE REVIEW

HRPDC & HRTPO

Assurances

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

Involvement with HRPDC

- More direct Title VI engagement with the HRPDC

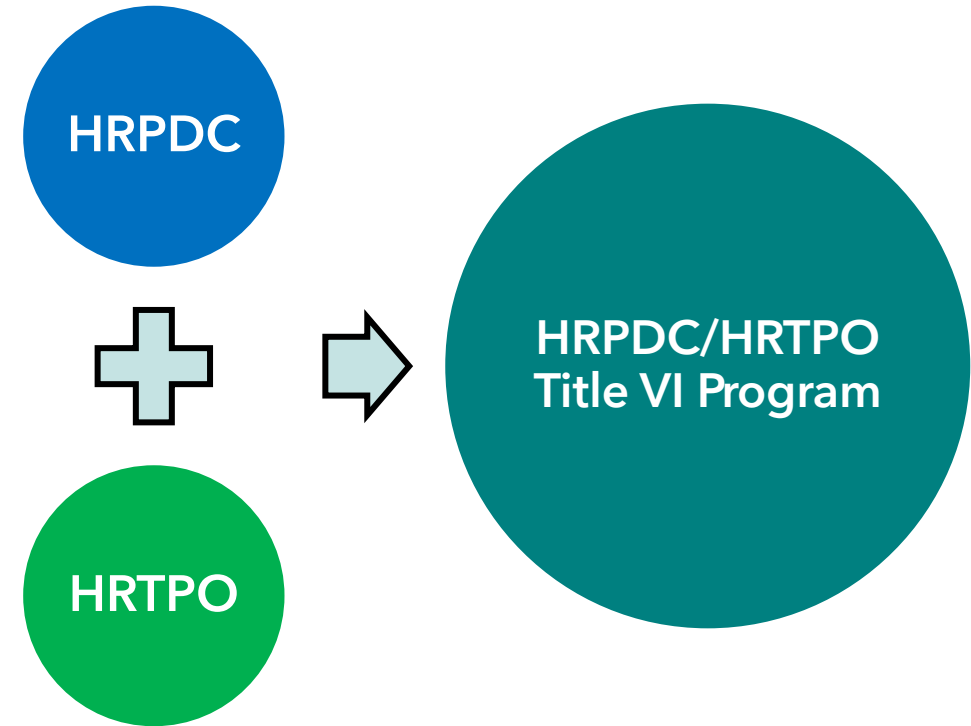
Goal and Accomplishments

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

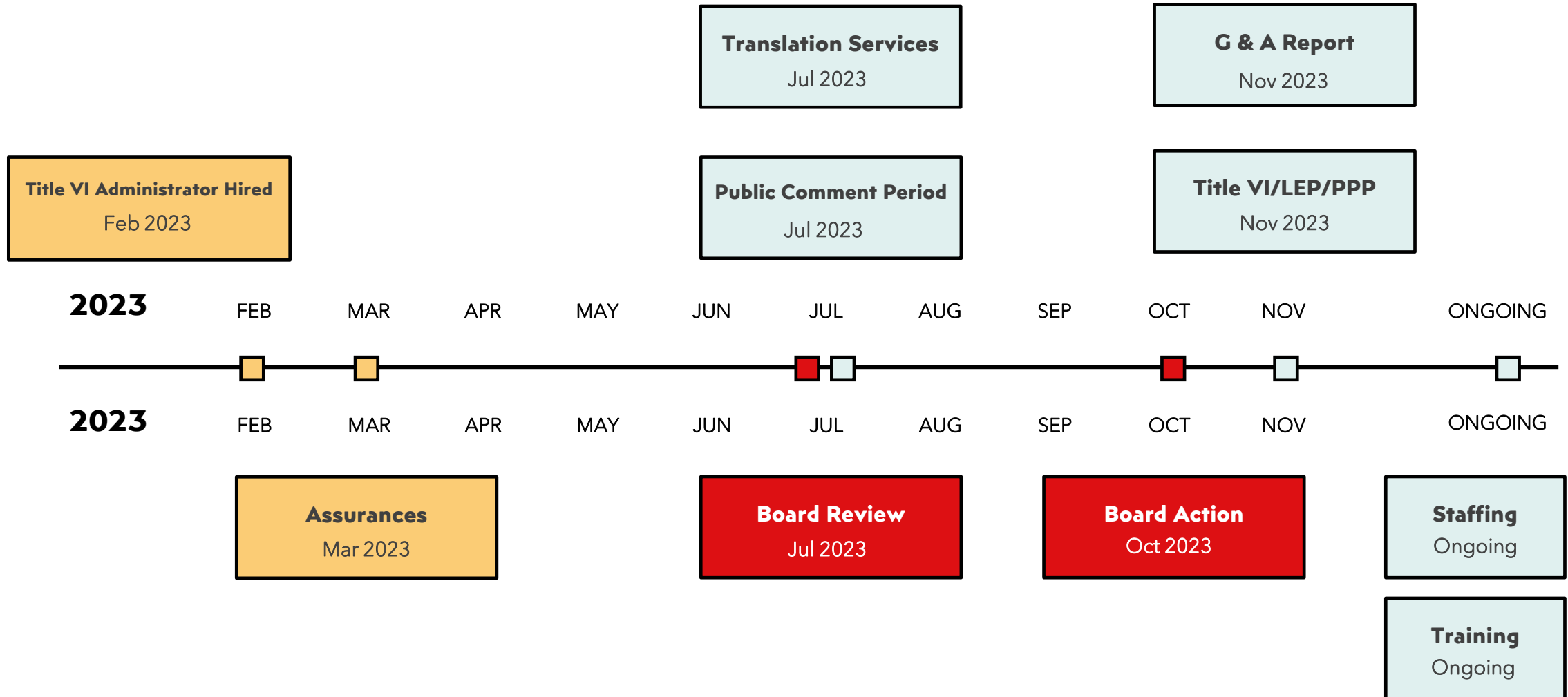
AN UPDATED APPROACH

A COLLABORATIVE AGENCY APPROACH

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



PROPOSED TIMELINE



CELEBRATE JUNETEENTH June 2023

Help us to celebrate as a region! We are seeking information on Juneteenth events occurring in Hampton Roads to share with the community at large via a regional Juneteenth Calendar! If you or an organization you know is planning a Juneteenth celebration please send their information to titlevi@hrpdcva.gov.



Fort Monroe in Hampton, VA, formerly known as Point Comfort, was where many enslaved people were first introduced to the British Colonies, that would become the United States of America.

“
There are still many causes worth sacrificing for, so much history yet to be made.
-Michelle Obama
Juneteenth 2022
”



During the Transatlantic Slave Trade almost 400,000 of 12.5 million enslaved peoples were sent directly to North America.



A BRIEF JUNETEENTH CHRONOLOGY



SLAVERY INTRODUCED

YEAR 1619

The first enslaved peoples reached the British Colonies in Point Comfort, which is today known as Hampton, Virginia.



EMANCIPATION PROCLAMATION

YEAR 1863

244 years later, on January 1, 1863 President Abraham Lincoln issued the Emancipation Proclamation announcing all enslaved peoples free.



FIRST JUNETEENTH

YEAR 1865 & 1866

Union General Gordon Granger arrives in Galveston, TX, and informs enslaved African Americans in Texas that they are free and that the Civil War has ended. The first Juneteenth was later celebrated in 1866.



HAMPTON ROADS JUNETEENTH

YEAR 1977

Sheri Bailey, the founder of JuneteenthVA, planned Hampton Roads' first regional Juneteenth arts festival at the Francis Land House in Virginia Beach.

Email us at TitleVI@HRPDCVA.Gov



THANK YOU

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EXPANDED SLIDES

UNDERSTANDING COMPLIANCE

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.

Limited English Proficiency (LEP)

Executive Order 13166 requires that all recipients of federal funds provide meaningful access to services to individuals with limited English proficiency.

ADA

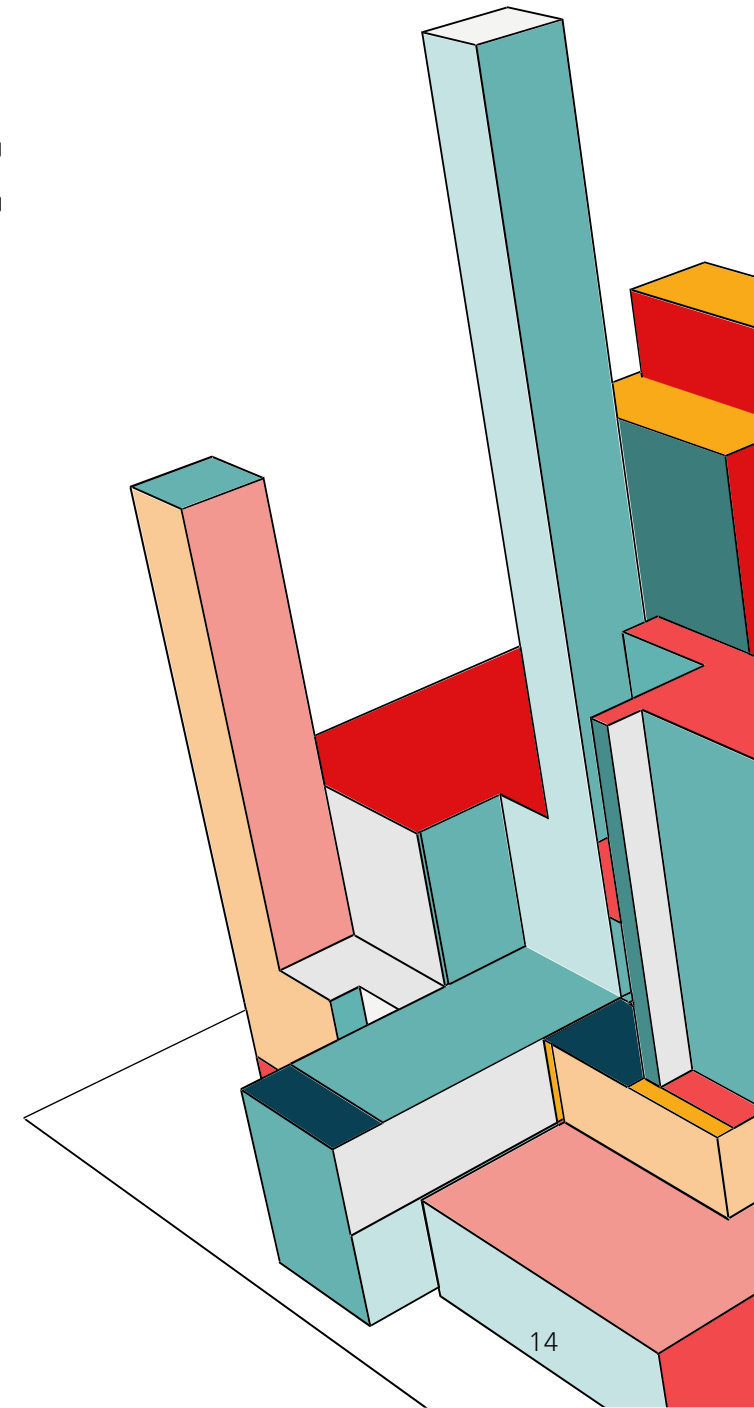
Prohibits discrimination against people with disabilities in employment, transportation, public accommodation, communications, and governmental activities.

ENVIRONMENTAL JUSTICE

Environmental justice in planning and transportation requires the equitable distribution of the benefits and burdens of transportation projects and infrastructure, ensuring that marginalized and low-income communities in the Hampton Roads region have fair access to transportation options, reduced exposure to negative environmental impacts, and an equal opportunity to participate in decision-making processes.

Other Compliance Requirements

Additionally, there are several other compliance requirements that relate to the nondiscriminatory administration of transportation and planning operations.



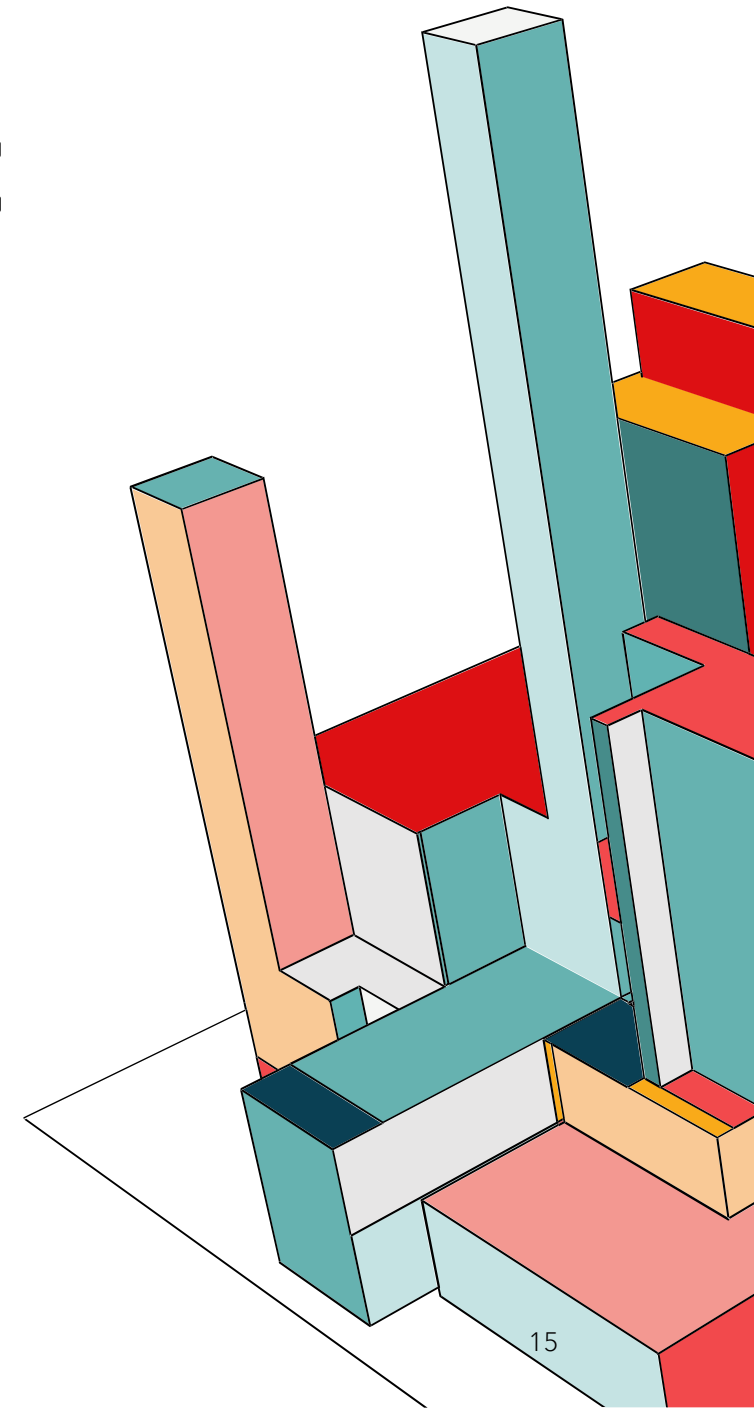
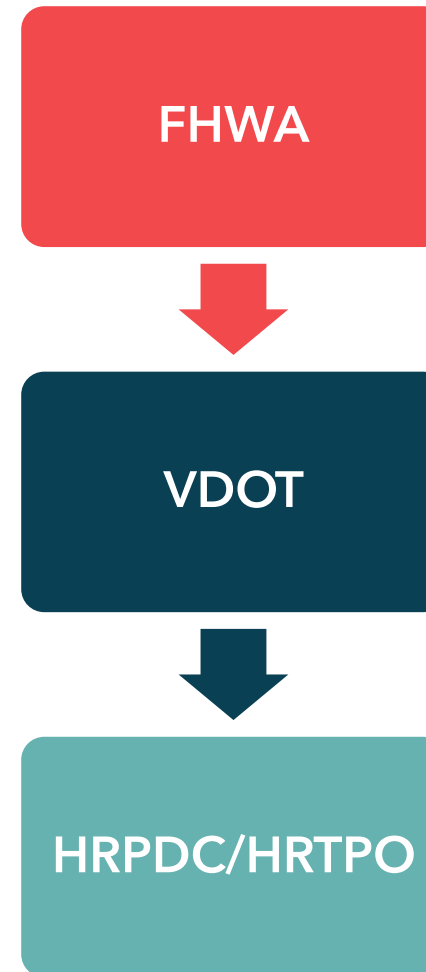
UNDERSTANDING COMPLIANCE

Governance Structure

Currently, the majority of federal funding that HRPDC/HRTPO receives is sourced from the Federal Highway Administration.

Organizations and programs that receive federal funding have their Title VI programs periodically assessed to ensure compliance. HRPDC/HRTPO is assessed every four years, in the quadrennial review.

The most recent Civil Rights review of HRPDC/HRTPO was conducted in 2021, and we will be reviewed again in 2024.





WHERE ARE WE NOW?

February 14, 2023

The HRPDC/HRTPO received a comprehensive report detailing the 2021 Title VI Compliance review. The agency was asked to address several deficiencies in addition to some advisory comments. The agency was given until March 15, 2023, to correct these deficiencies.

March 9, 2023

The HRPDC/HRTPO met with VDOT Civil Rights Division (CRD) to present a plan of action and request an extension to July 31.

May 15, 2023

The HRPDC/HRTPO sent a follow-up extension request to VDOT CRD requesting an extension to November 15 with a detailed timeline. The newly proposed date better accounts for organizational and federal process requirements.

AN UPDATED APPROACH

A COLLABORATIVE AGENCY APPROACH

Prior to this review, HRPDC and HRTPO did not have a combined Title VI approach. This review provides us the opportunity to create an all-encompassing approach that will be implemented agency-wide.

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

