

# MC-CR: TITLE VI PROGRAM



# Today's Outcomes

- Discuss link between diversity and FMCSA's mission
- Discuss importance of Executive Order 13583
- Review of Title VI Program requirements for FY 2016 and FY 2017; and summary to date
- Review Title VI Program Compliance Plan Checklist
- Highlight experiences
- Next Steps
- Questions
- Contact Information



## FMCSA's Mission

- Reduce crashes, injuries, and fatalities involving CMV transportation through education, **innovation**, regulation, enforcement, **financial assistance**, **partnerships**, and **full accountability**.”



## One FMCSA

- The FMCSA supports the Department's Organizational Excellence strategic framework and seeks to improve the strategic management of programs and human capital within FMCSA.
- The Agency seeks to build and sustain a **diverse workforce** to develop and lead the **innovative** solutions to the **CMV safety**, security, and transportation challenges of today and tomorrow.



## Executive Order 13583

- On August 18, 2011, President Obama signed the order which directed agencies to develop and implement a more comprehensive, integrated and strategic focus on diversity and inclusion as a key component of their human resource strategies.
- The Order also directs agencies to develop a strategic diversity and inclusion plan based on three (3) goals:
  - Workforce diversity
  - Workplace inclusion
  - Sustainability



## Executive Order 13583 (cont'd)

- **Workforce Diversity** - recruit from a diverse, qualified group of potential applicants to secure a high-performing workforce drawn from all segments of American society.
- **Workplace Inclusion** - Cultivate a culture that encourages **collaboration**, flexibility, and fairness to enable individuals to contribute to their full potential and further retention.
- **Sustainability** - develop structures and strategies to equip leaders with the ability to manage diversity, be **accountable**, measure results, refine approaches on the basis of such data, and institutionalize a culture of inclusion.



## Title VI Program Requirements For FY 2016

- FMCSA Title VI Program Assurance: Must be signed and dated by each FY 2016 Applicant's Chief Executive Officer and must be submitted with one FMCSA Grant Application;
- Development of a FMCSA Title VI Program Compliance Plan by each FY 2016 State Partner using the Checklist: The FMCSA National Title VI Program Manager is providing technical assistance to each Division Office and State Partner. MC-CR Director will sign an approval letter for each final Title VI Program Compliance Plan.



## Title VI Program Requirements For FY 2017

- FMCSA Title VI Program Assurance: Must be signed and dated by each FY 2017 Applicant's Chief Executive Officer and must be submitted with one FMCSA Grant Application;
- FMCSA Title VI Program Compliance Plan: Must be submitted with the Title VI Program Assurance with one FMCSA Grant Application. For future FYs', each State Partner will update the Plan prior to submitting it with the Application.
- **Please Note: USDOT is requiring that each NOFA contain a section entitled "Title VI Assessments", which will contain the Assurance and Plan requirements for FY 2017 and beyond. This change will be highlighted in FY 2017 NOFA Webinars.**



## Summary To Date

- 75 signed FMCSA Title VI Program Assurances to date;
- 39 draft Title VI Program Compliance Plans have been reviewed and detailed comments have been provided;
- 4 Title VI Program Compliance Plans have been approved;
- At least 2 Title VI Program Compliance Plans are ready for approval upon final submission;
- At least 35 teleconferences have been conducted with State Partners, Division Offices, and Service Centers;
- Please work with your State Partners to have the draft Plans submitted to me as soon as possible, but no later than May 1, 2016. If your State Partner has any questions, please request the State Partner to contact me or provide me with contact information and I will be happy to follow up.



## Title VI Program Compliance Plan Checklist

- Policy Statement;
- FMCSA Title VI Program Assurance;
- Description of Federal-Aid Programs;
- Notification to Beneficiaries/Participants;
- Sub-Recipient Compliance Reports;
- Training;
- Access to Records;
- Complaint Disposition Process;
- Status of Corrective Actions Implemented by Applicant to Address Deficiencies Identified During a Title VI Program Compliance Review.



## Highlight Experiences

- Teleconferences with State Partners and/or Division Offices have been helpful (either prior to and/or following State Partner's submittal of the draft Plan for comments);
- More contact with Division Office State Programs Managers has been helpful;
- In at least one instance, I have experienced coordination between the Division Office State Programs Manager and the FHWA Division Office Civil Rights Specialist;
- Certain State Partners have either added the FMCSA Title VI Program Compliance Plan as a separate chapter or as an Appendix/Attachment to the FHWA-approved Title VI Plan. However, other approved Federal Title VI Plans do not automatically satisfy FMCSA requirements due to the distinct differences in funding activities and services;



## Highlight Experiences (Cont'd)

- A State Partner that has an open grant from a previous FY does not have to retroactively sign the Assurance and submit a draft Title VI Program Compliance Plan for the open grant;
- Employment-related (Affirmative Action, Title VII) information/process is not the same as Title VI-related information/process and does not satisfy the FMCSA Title VI Program requirement;
- Not all applicants for FY 2016 submitted a signed copy of the FMCSA Title VI Program Assurance, which is the FMCSA Title VI Program requirement for FY 2016;
- FMCSA Title VI Program requirements apply to all State Partners that enter into financial agreements with FMCSA and not just MCSAP Lead Agencies.



## Next Steps

- State Partners submit draft Title VI Program Compliance Plans as soon as possible, but no later than May 1, 2016, to the FMCSA National Title VI Program Manager for review and comments;
- After comments are provided, recommend scheduling a teleconference (I have a teleconference number available) with the Division Office and State Partner to review comments and answer any questions;
- Once comments have been addressed, State Partner formally submits the Plan to the Office of Civil Rights;
- Office of Civil Rights will send an approval letter to the State Partner copying the Division Office;
- Goal is to have all Plans approved by August 1, 2016.



# Questions

- Are there any questions or clarifications?



# Contact Information

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