Title VI, Environmental Justice, and Equity

Overview

Definitions & Legal Responsibilities
- Title VI
- LEP
- ADA

Supportive Practices
- Equity
- Inclusive Community Engagement
- Peer Network

Title VI of the Civil Rights Act of 1964

“No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.”

Responsibilities
- non-discrimination in all programs and activities
- promote full & fair participation
- no delay in benefits
- meaningful access by Limited English Proficient populations
- applies to agency and all subgrantees
- reports and reviews to State and Federal agencies
Limited English Proficiency Executive Order

“Each Federal agency shall examine the services it provides and develop and implement a system by which LEP persons can meaningfully access those services consistent with, and without unduly burdening, the fundamental mission of the agency.”

Responsibilities

- Conduct a flexible, fact-dependent Four Factor Analysis
- Develop a Language Access Plan
- Identify languages to translate, considerations of Safe Harbor (1,000 people or 5% population)
- Identify vital documents
- Provide notice of translation or interpretation services

Americans with Disabilities Act of 1990

“No qualified individual with a disability shall, because a public entity’s facilities are inaccessible to or unusable by individuals with disabilities, be excluded from participation in, or be denied the benefits of the services, programs, or activities of a public entity, or be subjected to discrimination by any public entity.”

Responsibilities

- Ensure accessible meeting facilities.
- Provide notice of special assistance for TTY phone lines, sign language interpreters, and other accommodations as needed.
- Ensure inclusive participation and representation.

Environmental Justice Executive Order

“To avoid, minimize, or mitigate disproportionately high and adverse effects, including social and economic effects, to ensure the full and fair participation, and to prevent the denial of, reduction in, or significant delay in the receipt of benefits by minority or low-income populations.”

Responsibilities

- Prepare and analyze demographic data
- Develop public participation plans that respond to community
- Consider proposed plans and impacts on EI populations
- Mitigate if needed
Supportive Practices

Equity
Inclusive Community Engagement
Peer Network

What are the actual impacts of transportation planning on minority and low income populations?

Considering Benefits & Burdens

Equitable Target Areas Transit Accessibility
**How do YOU identify system level benefits & burdens?**

**Equity & Inclusion**

**EQUITY**
just and fair inclusion into a society in which all can participate, prosper, and reach their full potential - PolicyLink

**INCLUSION**
inclusion of all residents in opportunities and benefits of a community, maximization of ability of those residents to fully contribute skills, talents, and abilities to the communities in which they live.

**Equality vs. Equity**

Equality doesn’t mean... Equity
Working with Stakeholders

Who has a seat at the table?

Inclusive Leadership for Community Organizers

- **Deepen Your Self Awareness**
  - embody the heartset and mindset of an inclusive leader

- **Lead with Equity**
  - share responsibility for results, processes, and relationships

- **Commit to Learning**
  - engage in deep learning about equity, justice, and collaboration

- **Build Community**
  - cultivate connections and build community across differences

Adapted from Interaction Institute for Social Change

Inclusive Community Engagement

- **Listen, A Lot!**

- **Meet with Community Leaders One-on-One, On Their Own Turf**

- **When You Meet People, Ask Them To Refer You To Others, And Then Meet These People One-on-One**

- **Be Where The People Are. Attend Community Events Throughout The Year**

Adapted from NonprofitWith Balls.com
Inclusive Community Engagement

- Hire local outreach staff to do on-the-ground relationship building year-round, not just when "needed"
- Provide translation, interpretation, childcare, food, transportation, and parking
- Budget funding for partner organizations to collaborate with you
- Re-examine how you format and facilitate your meetings/events

What are your outreach strategies for harder to reach populations?

- How is your messaging different?
- What incentives do they have to work with you?

Many Thanks

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