



# **Title VI, Environmental Justice, and Equity**

# Overview

## Definitions & Legal Responsibilities

- Title VI
- LEP
- EJ



## Supportive Practices

- Equity
- Inclusive Community Engagement
- Peer Network



# TITLE VI CIVIL RIGHTS ACT

"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"

WHAT ARE OUR RESPONSIBILITIES?

WHAT RESOURCES ARE AVAILABLE?





# ENVIRONMENTAL JUSTICE

"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."



WHAT ARE OUR RESPONSIBILITIES?

WHAT RESOURCES ARE AVAILABLE?



# LIMITED ENGLISH PROFICIENCY

"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."



WHAT ARE OUR RESPONSIBILITIES?

WHAT RESOURCES ARE AVAILABLE?

# Supportive Practices

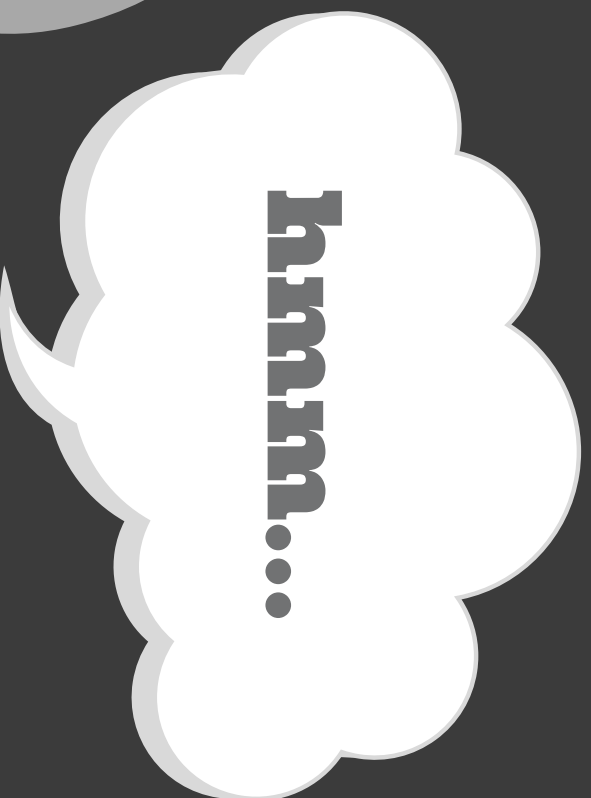
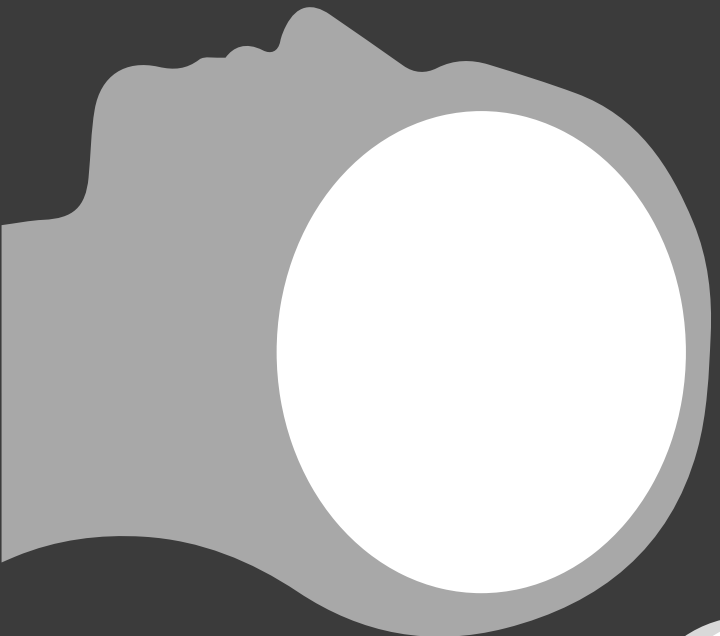
Equity

Inclusive Community Engagement

Peer Network

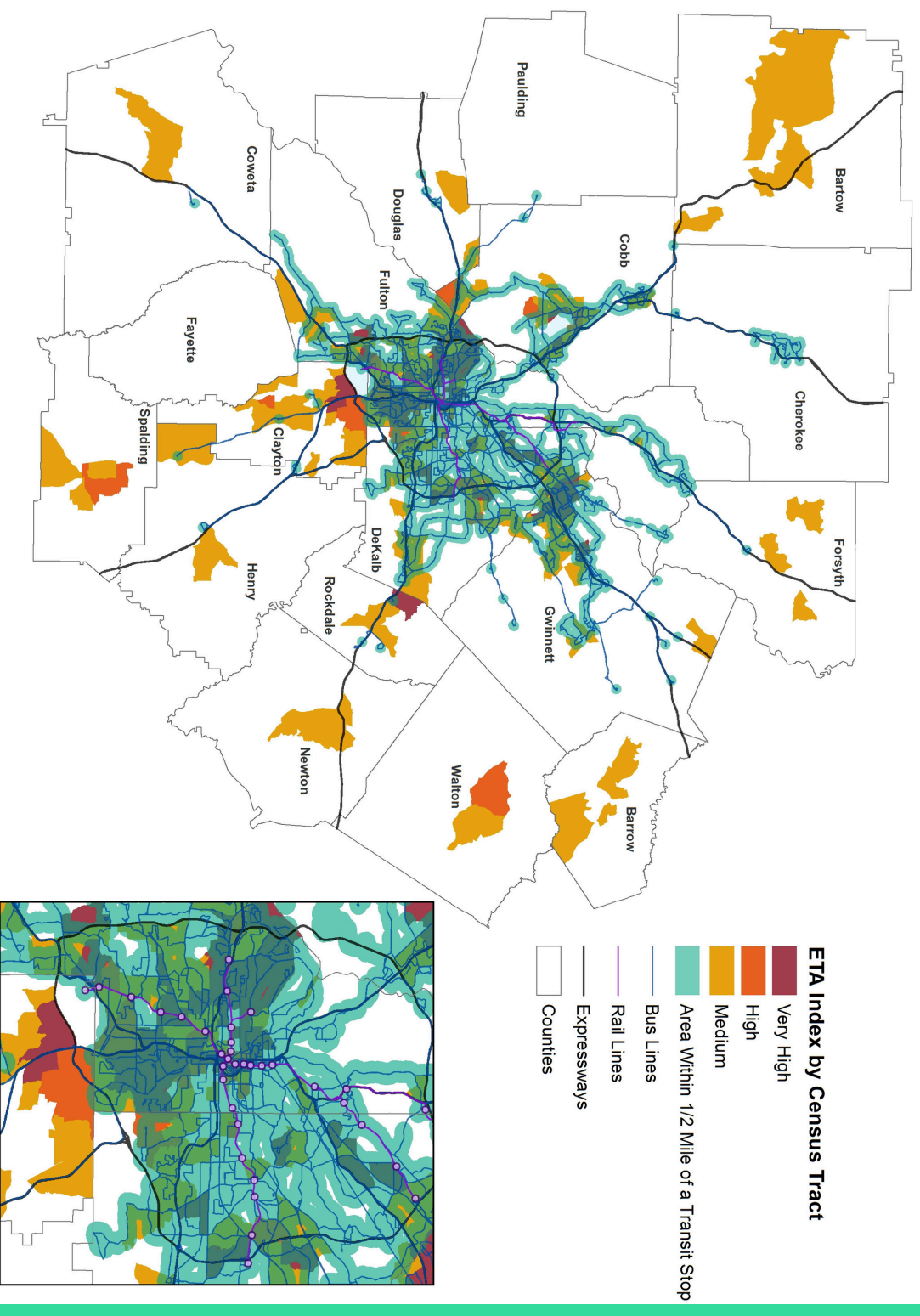
How do **YOU** identify system  
level benefits & burdens?

**hmm...**



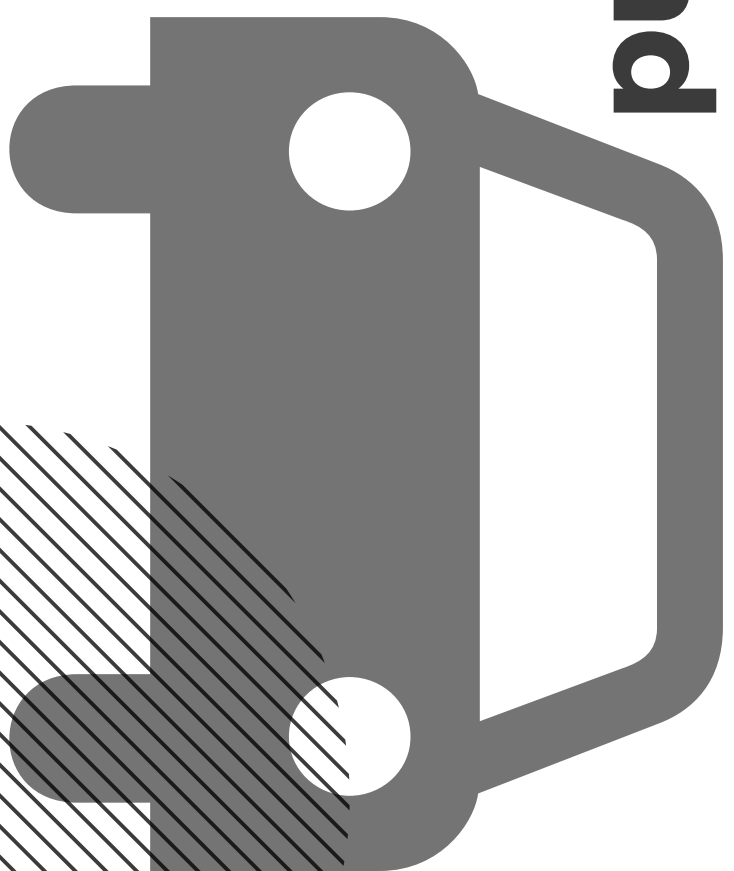
# Considering Benefits & Burdens

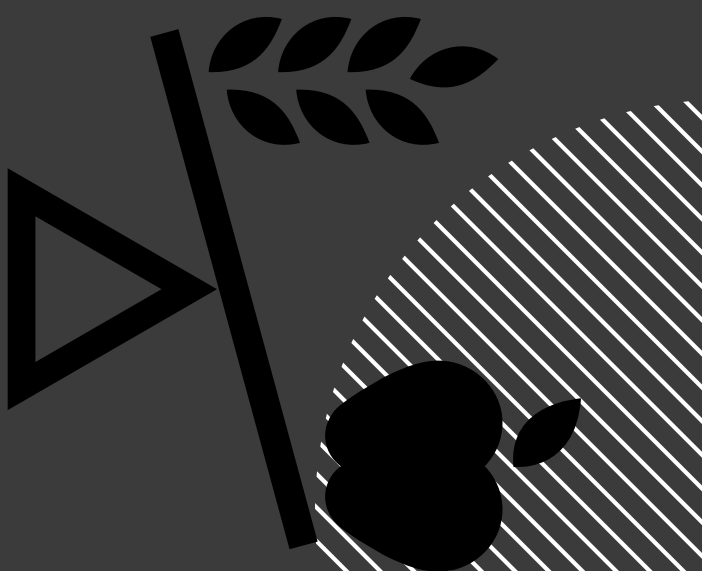
## Equitable Target Areas Transit Accessibility





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





# 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





# 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

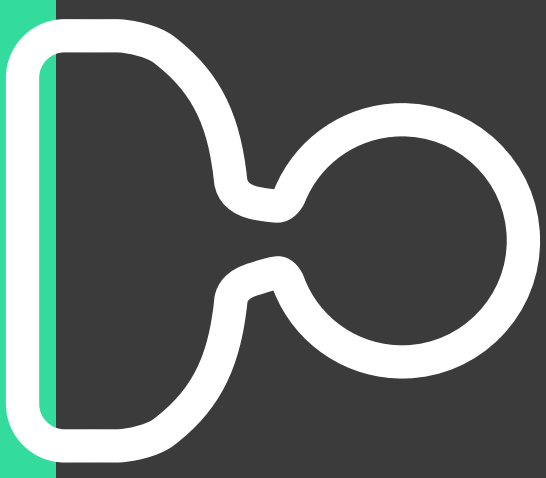
engage in deep  
learning about equity,  
justice, and  
collaboration



## BUILD COMMUNITY

cultivate connections  
and build community  
across differences

# Working with Stakeholders



## ADVISORY GROUPS

Who has a seat at the table?



# What about the hard to reach populations?



- Is this different in every area?
- How can we share and connect today?



# **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**



# **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**

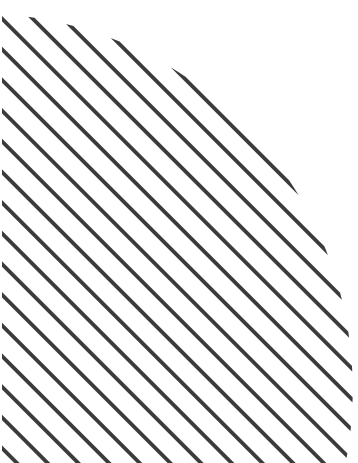
**BUDGET FUNDING FOR PARTNER ORGANIZATIONS TO  
COLLABORATE WITH YOU**

**RE-EXAMINE HOW YOU FORMAT AND FACILITATE YOUR  
MEETINGS/EVENTS**





**How can we  
best support  
one another &  
share?**



# MANY THANKS

TO EVERYONE. FOR SHARING. AND CONNECTING

MELISSA ROBERTS  
ATLANTA REGIONAL COMMISSION  
MROBERTS@ATLANTAREGIONAL.ORG  
470-378-1563