

# Title VI Basics for Local Public Agencies

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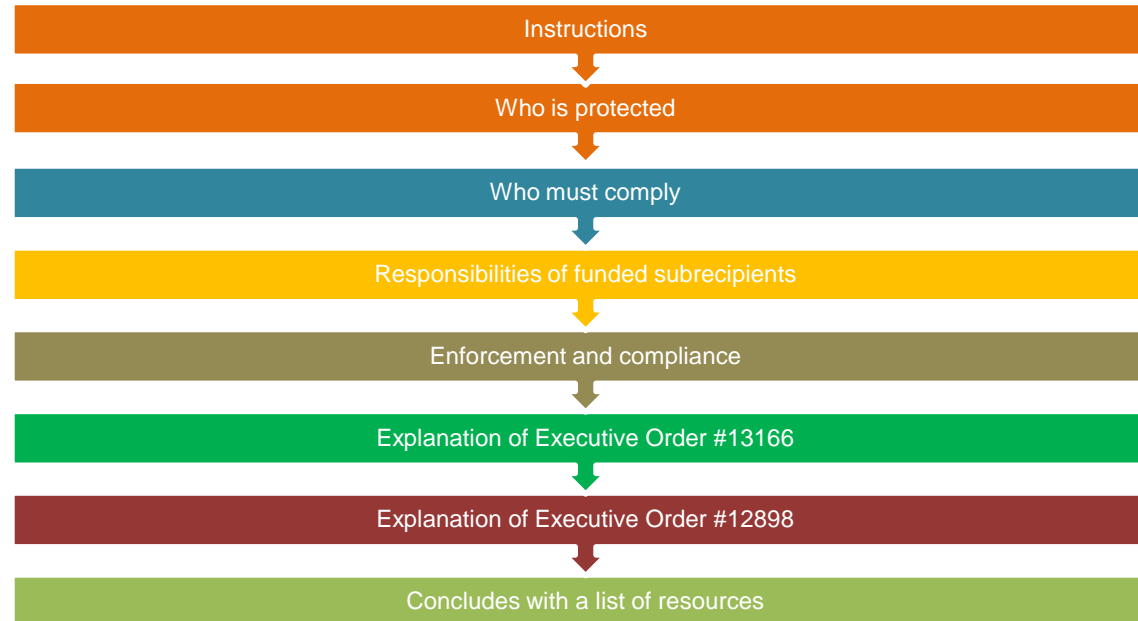
Office of Equity and Civil Rights

**Roger Millar**, Secretary of Transportation

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# The Training Covers



# Instructions

The Title VI Basics Training is comprised of reading and watching videos and completing a voluntary participant demographics form. It also includes a review questionnaire consisting of twenty-four questions for participants to complete before receiving a certificate.

Thank you  
WSDOT's Office of Equity and Civil Rights

# Demographic Data

As a recipient of federal funding, the Washington State Department of Transportation (WSDOT) must document nondiscrimination similar to the Federal Highway Administration (FHWA) requires of Local Public Agencies. To assist us in this area, we ask that you voluntarily complete the demographic data using the link below.

[Participant Demographics](#)

Thank you

# Civil Rights Act of 1964

**Civil Rights Act of 1964:** It is a landmark law that outlawed discrimination based on race, color, sex, religion, and national origin. This act came about because of African Americans struggle to abolish racial segregation.

The Civil Rights Act of 1964 is comprised of eleven titles, six of which are listed below.

Title I: Voting Rights

Title II: Public Accommodations

Title III: Desegregation of Public Facilities

Title IV: Desegregation of Public Education

Title V: Civil Rights Commission

**Title VI: Nondiscrimination in Federally Assisted Programs**

[The Civil Rights Act of 1964: Library of Congress](#)

[The African American Odyssey: Library of Congress](#)

# What is Title VI?

Title VI of the Civil Rights Act of 1964 states, “No person in the United States shall, on the ground 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.”

To ensure compliance, Congress passed the Civil Rights Restoration Act of 1987. If an agency receives any federal financial assistance for any program or activity, the entire agency is required to comply with Title VI, whether such programs and activities are federally assisted or not.

[Title VI: U.S. Department of Labor](#)

[U.S. DOJ 42 U.S.C. § 2000d Et Seq.](#)

# Federal Highway Administration Training Video for Local Public Agencies

Background and Purpose of Civil Rights Act

<https://highways.dot.gov/fed-aid-essentials/videos/civil-rights/overview-fhwas-civil-rights-program-requirements-local>

Nondiscrimination Background

[Title VI/Nondiscrimination: Background and Purpose | FHWA \(dot.gov\)](#)

Nondiscrimination Assurances (USDOT1050.2A)

[Title VI/Nondiscrimination: Nondiscrimination Assurances | FHWA \(dot.gov\)](#)

Title VI/Nondiscrimination: Implementation Plans

[Title VI/Nondiscrimination: Implementation Plans | FHWA \(dot.gov\)](#)

Title VI/Nondiscrimination: Compliance and Enforcement

[Title VI/Nondiscrimination: Compliance and Enforcement | FHWA \(dot.gov\)](#)

# Executive Order #13166

## Limited English Proficiency (LEP)

**Limited English Proficiency (LEP):** “Individuals who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English can be limited English proficient, or ‘LEP.’ These individuals may be entitled [to] language assistance with respect to a particular type or service, benefit, or encounter.” This includes passengers, driver’s license applicants, commercial motor vehicle drivers, vulnerable communities, participants in DOT’s Disadvantage Business Enterprise program, among others.

**LEP** came about because of a “class suit brought by non-English-speaking Chinese students against officials responsible for the operation of the San Francisco Unified School District [to challenge] the unequal educational opportunities.” The case is known as *Lau et al v. Nichols et al.*

[U.S. Department of Justice \(DOJ\) Video](#) explaining LEP

DOJ is responsible for coordinating governmentwide implementation of the Executive Order.

[Lau v. Nichols](#)    [FHWA Limited English Proficiency Data Collection Walkthrough](#)    [U.S. Department of Education Federal Register Improving Access to Services for LEP Persons](#)



# Executive Order #12898

## Environmental Justice (EJ)

**EJ:** It is “identifying and addressing disproportionately high and adverse effects of the agency’s programs, policies, and activities on minority populations and low-income populations to achieve an equitable distribution of benefits and burdens.”

[EJ: Opposing a Toxic Waste Landfill](#) Video explains the history of EJ

**EJ** came about because African American residents and other activists in Warren County, North Carolina mobilized to protest state’s decision to dispose toxic chemicals in their community.

**Note:** Please expect some future modifications to EJ’s Executive Order.

[FHWA Environmental Justice](#)  
[U.S. Attorney’s Office Eastern District of WA](#)

# Title VI Review Knowledge

Share your knowledge about what you have learned by completing the questionnaire below.

[Review Questionnaire](#)

# Title VI Resources

[WSDOT-Local Agency Guidance Manual, Chapter 28](#)

[FHWA Title VI Toolkit](#)

[FHWA Title VI Regulations 23 CFR 200](#)

[USDOT Title VI Regulations 49 CFR Part 21](#)

[USDOJ Limited English Proficiency Executive Order 13166](#)

[LEP.gov](#)

[FHWA Environmental Review Toolkit](#)

[EPA Environmental Justice Executive Order 12898](#)

[State and Federal Environmental Justice Efforts](#) Information is provided by the National Conference of State Legislatures.