



TITLE



E-News

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Tennessee Department of Transportation Civil Rights Division

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Civil Rights Division Welcomes New Director Vince Malone

TDOT is pleased to announce the appointment of Vince Malone as the Director of Civil Rights Division, effective March 25, 2019. Mr. Malone joins TDOT after ending a notable 22 year corporate career with companies such as CIGNA Healthcare, UICI (Blackstone Group), National Care Network & SRS, INC. He brings to Civil Rights experience serving in roles that has had regional and national impact in risk management, human resource management and federal compliance. Mr. Malone earned his Bachelor of Arts degree from Lipscomb University and holds a J.D. from Levin College of Law at the University of Florida. Vince is a highly qualified professional with significant multi-facet experience in managing and creating diversity and inclusion programs, developing corporate compliance & risk management programs, directing fraud & abuse investigations, working with disadvantaged and minority business owners, managing corporate regulatory initiatives and directing human resource management and safety staff. Mr. Malone is originally from middle Tennessee and serves on several non-profit boards within the state of Tennessee. Vince also serves as a TN Rule 31 Civil Mediator and a Certified Diversity Professional.

Since joining the division, Malone has hit the ground running, promoting the Highway Construction Technician Certification Program (HCTP), an initiative designed to train inmates on road construction jobs and fill the void in the construction workforce. He is aggressively seeking out partnering opportunities with other agencies in and around the state of Tennessee to further TDOT's commitment to leveling the playing field for disadvantaged and minority-owned businesses, while ensuring there is no discrimination in TDOT's and its subrecipients federally funded programs and activities.



Title VI Regional Subrecipient Training

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Subrecipients are required to participate in a TDOT Title VI training triennially. To facilitate the training effort, the CRD offers four onsite regional Title VI trainings, which is preferred by some to the subrecipient online training module. The annual trainings, are designed to assist agencies with developing and/or enhancing their Title VI programs. The training consists of several components: an introduction and overview of Title VI program responsibilities, Title VI impacts, complaint processing, compliance and enforcement, and strategies for preventing discrimination. In May, Kelsey Finch held training at the Region 1 TDOT TMC building. The remaining locations and dates are listed. Subrecipients interested in attending training can register at: <https://www.tn.gov/tdot/civil-rights/title-vi-program/title-vi---training.html>

2019 Training Dates

<p>August 22- Region IV TDOT Region IV Auditorium 300 Benchmark Place Jackson, TN 38301</p>
<p>August 23 - Region III TDOT Region III Auditorium 6601 Centennial Boulevard Nashville, TN 37243</p>
<p>September 02 - Region II Development Resources Building 1250 Market Street Chattanooga, TN 37402</p>

2019 Memphis MPO TMA Certification Review

The CRD Title VI Program Staff participated in the March 2019 Transportation Management Area (TMA) planning with the Memphis Metropolitan Transportation Organization (MPO). The purpose of the Certification Review was to evaluate the TMA's transportation planning process for compliance with the federal requirements of 23 USC 134(k)(5) and 49 USC 5303(k)(5).

The Certification Review provides a good opportunity to FHWA and FTA to broadly assess compliance and provide technical assistance to the MPO and its planning partners to enhance the multimodal planning process and improve the quality of transportation investment decisions. Discussed at length was the MPO's Public Participation Plan, as public involvement is a substantial component in the Certification Review process and is one of the many facets of a successful Title VI program.

It is important that members of the public understand their participation is an important part of the metropolitan planning process and influences the decision-making and selection of transportation investments. Public participation among minority and low-income populations is crucial in the decision-making process to ensure adherence to environmental justice issues to prevent disproportionately high and adverse effects in any of these populations and was prominently discussed. The Public Involvement/Public Participation Plan portion of the TMA review wrapped up with a review of the MPO's Limited English Proficiency Plan, which is a plan developed to provide for communicating with those whose first language is not English and who have limited ability to read, write, speak or understand English.



Choosing Transportation Summit 2019

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The 2019 Choosing Transportation Summit was held at the University of Memphis, FedEx Institute of Technology. The Choosing Transportation Summit focuses on improving efforts to attract, retain, and advance a diverse transportation workforce. Natalie Douglass, Norris Teachtree, Pamela Sharp and Sherree Hall Crowder with the CRD gained knowledge on pathways to transportation careers. The Summit included panel discussions and breakout sessions for transportation professionals, high school and middle school students. Kudos to Dr. Stephanie Ivey, of the U of M who serves as Director of the Intermodal Freight Transportation Institute and the Southeast Transportation Workforce Center who organized the transportation summit.

While all sessions were very informative to the CR staff, the “Women in Transportation Attracting the Next Generation” workshop facilitated by: Tracee Walls, Manager, Diversity and Inclusion with FedEx Freight; and Victoria McDaniel, Client and Talent Solutions with Vaco provided a clear set of initiatives to address obstacles for the next generation workforce. The session identified and developed a framework for initiatives that will increase young women’s interest in transportation careers across multiple disciplines and varied career pathways.

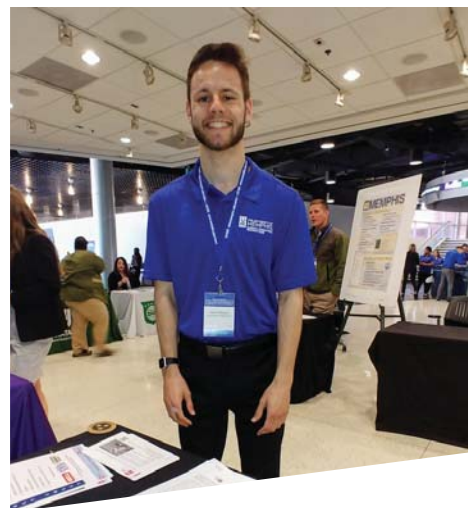
Staff provided information to participants at TDOT’s Transportation Expo Booth concerning employment opportunities, internships, the National Summer Transportation Institute, and the CRD.



Pamela Sharp , CRD Title VI Program



Natalie Douglass, Sherree Hall Crowder, and Norris Teachworth, CRD Affirmative Action Program



Jake Milligan, University of Memphis Student and 2019 Intern with TDOT Traffic Operations Division



Local High School and Middle School Attendees



Annual Title VI Employee Training

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April 1, 2019, marked the first day of the TDOT Title VI Employee Training. This year the Title VI staff is tasked with ensuring that 4,099 employees are trained. Commissioner Bright, who is committed to nondiscrimination in TDOT's programs and activities, has directed all of TDOT's employees to participate in the online training. As of May 29th, 72 percent of the workforce had successfully completed the training.

The Central Services Division was the first division to complete the training in early April. Kudos to Bob Alwine, Central Services Director and Gary Bryant, Title VI Liaison, for working in tandem, ensuring their entire staff took advantage of the convenient and informative training. The training can be taken privately on an employee's PC, laptop, tablet, or cell phone. Additionally, it can be administered in a group setting. To receive credit for the training and receive a certificate of completion, please remember to complete the registration form that follows the quiz.

The final date for completion of the training is Friday, June 28th, 2019. The link to the training can be accessed on the Transportal at <http://www.intranet.tdot.tn.gov/>. If you experience difficulties or need assistance, please contact your Title VI Liaison or the CRD for assistance.

