Civil Rights Training for Certified Local Public Agencies

presented by

ODOT Office of Civil Rights & Certification Program Office
Salem, February 27, 2020
Springfield, March 12, 2020
Welcome

Introductions

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Agenda

• Overview, Resources for CLPAs
• DBE Program, goals, administration
• Equal Employment Opportunity
• OJT/Apprenticeship
• Title VI / Environmental Justice
• ADA Transition Plans
• Q&A

Tiffany Hamilton, JD
Local Agency Certification Program Manager
Overview & Resources

- Why ODOT Civil Rights programs?
- Local Agency Certification Program Structure
- Certification Program Resources
Why ODOT civil rights programs?

Roles and Responsibilities

FHWA

Overall Civil Rights Program Approval

ODOT Civil Rights

Oversight: develop, implement, monitor programs

Certified LPAs

Sub-recipients: comply & enforce ODOT civil rights programs

Condition of federal funding
CFR Titles 23 & 49

ODOT
Civil Rights
Certification Program

Risk-Based Approach

Compliance

Reviews

Project-Level

- Annual self-audit & project; triennial program
- Consistent, objective criteria
- Focused corrective action

Program-Level

- Certified LPAs own project delivery and contracts
- Risk-based ODOT oversight at key milestones
- ODOT & LPAs partnering to succeed

Project documents
- Consistent, objective criteria
- Training
Certification Program Resources

LAG Manual
• Section B: Title VI Plan and ADA Title II Transition Plan
• Section C, Chapter 8: DBE, EEO, OJT/Apprenticeship Civil Rights Programs
• Section C, Chapter 12: Consultant Selection, LPA A&E Requirements Guide
• Section D Resources: Links, checklists, and forms

LPA Foundational Documents
• Title VI and ADA Title II Transition plans
• Quality Program Plans
• General Conditions, bid book, contract templates

Compliance Plan
• Annual self-audits
• Core Questions & Civil Rights Compliance Review Guides
Certification Program Contacts

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