



## **TITLE VI Annual Accomplishments and Goals**

### **2022 Accomplishments:**

Developed and implemented an FHWA Title VI Non-Discrimination Program as per Executive Order 13166; Federal Register Vol. 70, No. 239 signed by the Director of Public Works which includes non-discriminating requirements found in Title VI of the Civil Rights Act of 1964 (race, color, and national origin). This implementation was necessary as a formal measure to provide meaningful access to Language Efficiency Proficiency (LEP) individuals that was based by the number of LEP persons determined in the 2020 U.S. Census Bureau identifying 26 percent of the City's population is Hispanic or Latino speaking Spanish indicating the number or proportion of LEP persons eligible to be served or likely to be encountered as per the Four-Factor Analysis.

Designated a Title VI Coordinator, Assistant Title VI Coordinator, Title VI Liaison, and, a Title VI Specialist designee responsible for conducting training program on Title VI and related statutes for State program and civil rights officials. 23 CFR 200.9(b)(9).

Developed a Title VI public information display in the City Hall lobby accessible in a highly visible location available to members of the public upon entry including poster/handouts and "I Speak" cards in English and Spanish.

Produced a particular webpage under the City of Fort Bragg Department of Public Works' website to provide general Title VI Implementation Plan information including accessibility requirements, e-complaint forms, complaint process, etc., as per 23 CFR 200.9 (b)(3) and (12).

Continued to provide city information such as the disbursement of Public Works project updates via press releases, social media postings and virtual recorded telephone messages in both English and Spanish language communications.

## **2023 Accomplishments:**

Participated in an event organized for and by minority and LEP Communities to document their transportation needs and perceptions. Groups would include but would not be limited to, Latino Coalition, Latino Outdoors, Latino Center WEST organizations.

Continued to provide city information such as the disbursement of Public Works project updates via press releases, social media postings and virtual recorded telephone messages in both English and Spanish language communications.

Continued training existing and new bilingual city staff in the Community Development Department, Finance, Public Works and Police Department and provide "I Speak" cards and or buttons. Implemented new training module for new employees.

## **2024 Goals:**

Meet the established Action Plan for future planning and projects. Ensure that all future projects and planning documents that are federally-funded utilize outreach methods that are compliant with Title VI and other related non-discriminatory assurances. Additionally, ensure outreach materials are available in English and Spanish, and that translators are readily available as necessary for any LEP Persons that would like to contribute or participate.

Participate in activities, events, and meetings organized for and by minority and LEP Communities to document their transportation needs and perceptions. Groups would include but would not be limited to, Latino Coalition, Latino Outdoors, Latino Center WEST organizations.

Continue to take responsible steps by providing public information/communications in both English and Spanish languages and facilitate the availability of bilingual staff to LEP persons when and as needed.

Review the Implementation Plan to ensure continuous compliance as new data from the U.S. Census is updated and available, new regulations created, and update the Title VI Implementation Plan and Limited English Proficiency Plan regularly at a minimum every year.

Update and provide an annual goals and accomplishments report to Caltrans, Division of Local Assistance (DLA) .

Continue training existing and new bilingual city staff in the Community Development Department, Finance, Public Works and Police Department and provide "I Speak" cards and or buttons.

Continue to comply with Executive Order 12898, "Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations," and Executive Order 13166, "Improving Access to Services for Persons with Limited English Proficiency."