

Title VI/ Nondiscrimination and ADA Program Goals and Accomplishments FY2022

prepared by

NORTH DAKOTA DEPARTMENT OF TRANSPORTATION

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FEDERAL HIGHWAY ADMINISTRATION

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NDDOT GOALS AND ACCOMPLISHMENTS REPORT

I. ACCOMPLISHMENTS

PROGRAM AREA REVIEWS CONDUCTED DURING FY2021

- 4) Civil Rights conducted one Program Area Internal Review. The division selected for review was the Right of Way (ROW) program within the Division of Environmental and Transportation Services.
 - a. Held via Teams and in person.
 - 1) Conducted June 21,2021 through September 30, 2021.
 - b. Corrective actions taken or planned.
 - 1) Recommendations: The ROW program needs to take recommended actions to ensure compliance with Title VI requirements. Findings were presented to the ROW program on 09/21/2021. A plan of action was reviewed, and the ROW program will work on completing the recommendations given.
 - c. See Exhibit A.

SUB RECIPIENT REVIEWS CONDUCTED DURING FY 2021

- 1) Local Government conducted one sub recipient review. The sub recipient selected for review was the Fargo-Moorhead Council on Governments (FM-COG).
 - a. Held in person at FM-COG.
 - 2) Conducted July 28,2021.
 - b. Corrective actions taken or planned.
 - 1) Recommendations: Findings will be provided to FM-COG for their review, response, and revision after their final documentation is reviewed. FM-COG uploaded this documentation on 9-2-2021 for review.
 - c. See Exhibit B.
- 2) Transit Section had a total of 32 sub recipients that received 5311 federal funds, therefore four transit providers were required to be audited. However, due to the COVID Pandemic, 2 audits from 2020 were delayed and completed in 2021. Therefore, a total of six audits will be completed in 2021.
 - a. See Exhibit B.

TITLE VI RELATED TRAINING – INTERNAL

1. Title VI Specialists

- a. Number of Trainings conducted
 - 1) Four trainings were conducted.
- b. Topics covered: Title VI Program Administrator Introduction; Title VI Back to Basics Training, Language Link, and Goals and Accomplishments reporting.
- c. Attendees: Title VI Specialists
- d. Audience: Title VI Specialists
- e. Follow-up, if any: Title VI Specialist Training, quarterly, will resume November 2021 via Teams.
- f. See Exhibit C for the Title VI Specialist Training Schedule.
- g. Civil Rights provided 37 Title VI Specialists (25 Division and 12 District Specialists) four hours of training on a quarterly cycle. See Exhibit C.
- h. Results of Training
 - 1) The training increased the Title VI Specialists knowledge and understanding of the purpose of Title VI/Nondiscrimination and ADA Program and the impact of NDDOT programs, activities, and services on the people of North Dakota.
 - 2) The training assisted the Title VI Specialists to monitor activities related to nondiscrimination, provide guidance and assistance to division staff and the public, and complete the requirements for annual reporting.

2. New Title VI Specialists

- a. Number of Trainings conducted
 - 1) Six training sessions as follows:
 - a) Two training sessions with the Title VI Program Administrator
 - b) Four training sessions of independent study
- b. Topics covered: Overview of FHWA's Civil Rights Program Requirements for Local Public Agencies-set of videos or companion resource; Breaking Down the Language Barrier (DOJ video); Language Link (interpreter service provider) handouts; Americans with Disabilities Act Foundations of the ADA/section 504 set of videos or companion resource; Communicating Effectively with People Who Have a Disability-booklet by NDCPD; Review Process; storing documents electronically.
- c. Attendees: Two new appointed Title VI Specialists, 1 division, 1 district
- d. Audience: Two new Specialists

- e. Follow-up, if any: New Title VI Specialists attend regular Title VI Specialist Training quarterly.
- f. See Exhibit D for the New Title VI Specialist Training Schedule.
 - 1) One new Title VI Specialists appointed in the fourth quarter of FY 2020 and one new Specialist appointed in 2nd quarter of FY2021 completed six hours of new specialist training in FY2020. See Exhibit D.
 - 2) Additionally, two new Title VI Specialist was appointed in the fourth quarter of FY2021 and will complete the FY2022 planned training.
 - 3) Results of training
 - a) The training enabled the new Title VI Specialists to take on the Title VI responsibilities with the knowledge and confidence necessary to carry out the Title VI responsibilities for their division or district.

3. NDDOT Staff

- a. Number of Trainings
 - 1) 1 Employee Annual Training
- b. Topics covered
 - 1) Stories From the Stage “Good Kind of Trouble” and “All Mixed Up”. Based on using story telling as a means of understanding discrimination from other individual’s personal experiences.
- c. Attendees
 - 1) all NDDOT employees
- d. audience
 - 1) all NDDOT employees
- e. follow-up, if any:
 - 1) All NDDOT employees were required to complete one-hour Title VI annual training. Employees were provided Title VI Nondiscrimination Annual Training via online by viewing a two-segment presentation. The first segment was about individuals who took a stand against racial discrimination because of their personal experiences. The second segment was on racial discrimination and how it can affect individuals who may be of mixed race and/or have friends, family, or significant others of a different race. Attendance is stored in NDDOT online ELM training files.
 - 2) Results of training
 - a) NDDOT employees learned everyone has a story to tell. Being able to listen and understand from that person's viewpoint is one way to prevent discrimination.

TITLE VI TRAINING – EXTERNAL

1. Sub Recipients

a. Number of Trainings

- 1) 1

b. Topics covered

- 1) Updating their Title VI Plan.

c. Attendees

- 1) Fargo-Moorhead Council on Governments (FM-COG).

d. Audience

- 1) N/A

e. Follow-up, if any

- 1) The Fargo-Moorhead Council on Governments (FM-COG) was selected for a Sub Recipient Review.

f. See Exhibit G for a link to the Sub Recipient Title VI Forms

- 1) NDDOT Local Government staff provided one-on-one training in person. They explained the Sub Recipient Audit Checklist and the Title VI/Nondiscrimination and ADA Program Requirements, Guidance. Sub recipients were directed to the NDDOT Title VI/Nondiscrimination and ADA Program web page where a specific Sub Recipient Information web page provides helpful information to enhance their Title VI and ADA programs. See Exhibit G.
- 2) NDDOT's Title VI/Nondiscrimination and ADA Program has a sub recipient training web page with a variety of training materials. NDDOT provides access to FHWA online training videos specific to Local Public Agencies for developing Title VI and ADA programs. Also included is a video by DOJ regarding communicating with limited English proficient individuals.

a) Results of training:

- (1) Sub recipients gained knowledge and understanding about Title VI/Nondiscrimination and ADA programs and how to enhance their program. Sub recipients strengthened their Title VI and ADA Programs and received federal financial assistance from NDDOT.

2. Stakeholders

- a) Number of trainings provided: One recorded training; Website Training materials
- b) Descriptions of training session provided
 - i) External Civil Rights Training and Manual

- (1) Civil Rights Division staff updated the External Civil Rights Manual. Staff also presented and recorded a PowerPoint presentation. Section I. is the Title VI/Nondiscrimination and ADA Program. It includes information on Title VI of the Civil Rights Act of 1964; Americans with Disabilities Act; Standard Title VI/Non-Discrimination Assurances; Title VI/Nondiscrimination and ADA Program Implementation Plan specifically, public involvement, Title VI and ADA compliance oversight, and External Complaints of Discrimination Process. It is available online at <https://www.dot.nd.gov/divisions/civilrights/civilrights.htm>.
- 2) Prospective sub recipients and stakeholders were provided guidance in developing Title VI programs through one-on-one guidance from the Civil Rights Division, by telephone or email communications.
- 3) NDDOT has training materials available on their website for easy access to stakeholders and prospective sub recipients.

EXTERNAL COMPLAINTS OF DISCRIMINATION

1. Number and status of Complaints received and forwarded to FHWA:
 - a. One Title VI Complaint received by NDDOT and forwarded to FHWA.
 - b. FHWA disposition pending.
2. Summary for each complaint with current status:
 - a. See External Complaints of Discrimination Log.
3. Corrective Action Plans- detailed report of ongoing or completed CAP activities:
 - a. None
4. Special Emphasis Program Area- only if applicable, FHWA will review results and actions taken:
 - a. None identified.
5. The External Complaints of Discrimination Log of the complaints filed with the NDDOT includes information such as the Complainant, Nature of Complaint, Date Filed/Completed, and Disposition. A copy is submitted with this Goals and Accomplishments Report.

OTHER TITLE VI RELATED ACTIVITIES

1. Bridge Division

- a. Distribute and collect demographic surveys at all public meetings and encourage disadvantaged population participation in the transportation decision making process.
 - 1) Three public input meetings were held during this reporting period. They were all virtual events, due to Covid restrictions. On August 18, 2020, a virtual input meeting was held for the proposed structure improvements to the Pipestem Creek bridge located on ND 30, near Sykeston. The presentation was viewed 121 times and included a link to the demographic surveys. However, none were turned in.

On December 7, 2020, a virtual input meeting was held for the proposed improvements and detours for Great Bend Interchange (Exit 15) located along I-29.

The presentation was viewed 30 times. The demographic survey was linked to the presentation, however none were turned in.

A virtual public input meeting was held on January 8, 2021, to discuss design improvements for the replacement of EB and WB Interstate 94 Eagles Nest Interchange structures at RP 102. The presentation was viewed 44 times and included a link to the demographic survey. None were turned in.

2. Civil Rights Division

- a. Developed a strategy to conduct reviews on Program Areas, such as Public Involvement, and defined which divisions and district have responsibilities in each program area.
 - 1) The new Program Area Monitoring and Internal Review Process has been developed and included in the Title VI/Nondiscrimination and ADA Program Implementation Plan for FY2021 and FY2022.
- b. Record data on request for reasonable accommodations for language assistance.
 - 1) No Requests for Reasonable Accommodations for language assistance were received.
- c. Collect and report data on telephonic interpreter services provided to Limited English Proficient persons for NDDOT divisions and districts.
 - 1) NDDOT utilized two telephonic interpreter vendors. The language and total minutes provided is reported in each division and district accomplishments.
 - 2) Civil Rights reports the Consultants usage. Consultants utilized 17.48 minutes of telephonic interpreter services for Spanish speaking individuals.
- d. NDDOT updated the USDOT Standard Title VI/Non-Discrimination Assurances with the NDDOT Director's signature and dated September 7, 2021.
- e. NDDOT updated the Title VI/Nondiscrimination and ADA Policy Statement in English and Spanish with the revision date of September 14, 2021, and the NDDOT Director's signature and dated September 21, 2021.
- f. NDDOT prepared the FY2021 External Complaints of Discrimination Log and submitted with this report to FHWA.
- g. Civil Rights worked with the NDDOT Workforce Training Coordinator and IT staff to transform the Title VI Employee Annual Training into ELM which is an online program that automatically records the course and hours completed for each person into NDDOT's ELM training record.
- h. ADA
 - 1) One Request for Reasonable Accommodations for disabilities was received, processed, and documentation stored in NDDOT electronic files.

3. Communications Division

- a. Maintain documentation to report on public involvement activities.
 - 1) Communications provides information to the public about critical road information, including flooding, road closures, incidents and accidents, and construction activities using various media sources. The public can link to our social media platforms by visiting the NDDOT's homepage and clicking on the links provided to Facebook, Twitter, LinkedIn, Flickr, You Tube, and Instagram. <https://www.dot.nd.gov/>
- b. All employees completed Annual Employee Title VI Training online in ELM.
- c. ADA
 - 1) Monitor press releases to make sure ADA compliance notice is included in Public notices.
 - 2) Public can always request ADA assistance through accessibility link through the DOT website. <https://www.dot.nd.gov/>
 - 3) Communications monitors all social media to verify ADA contact information is included in public input social media posts.

4. Construction Services Division

- a. Monitored construction contracts for the inclusion of the updated Standard Title VI Assurances dated September 7, 2021.
 - 1) Construction Services reviewed for compliance of the inclusion of the North Dakota Department of Transportation Appendix A and Appendix E of the Title VI Assurances into construction contracts. This was done by randomly choosing federal aid contracts from the pervious year and looking for inclusion of the Assurances language. The projects chosen at random were IM-1-094(200)153, NH-3-200(025)254, NH-5-008(054)012, SS-6-017(050)140, and project SOIB-NH-7-085(110)127. All the monitored project documents contained the Title VI Assurances. Appendix A and Appendix E.

5. Design Division

- a. Collected data on public involvement activities.
 - 1) Design division hosted or through their consultants 8 Public Meetings
 - a) PCN 22648, viewed 307 times, 2 surveys answered
 - b) PCN 22483 & 22484, viewed 49 times, 1 survey answered
 - c) PCN 22640, viewed 68 times, 1 survey answered
 - d) PCN 22623, viewed 279 times, 3 surveys answered
 - e) PCN 22830, viewed 70 times, 1 survey answered
 - f) PCN 22621, viewed 140 times, 1 survey answered
 - g) PCN 22631, viewed 54 times, 1 survey answered
 - h) PCN 22900, viewed 48 times, 1 survey answered

- 2) The Information for the PIM Title VI surveys is input into a spreadsheet. No further analysis was completed.
 - a) All Division employees will complete the Employee Title VI Annual Training online by September 30, 2021.
- b. Continue to implement, monitor, and update Section 2 – “Public Rights of Way” of the NDDOT ADA Transition Plan.
 - 1) Constructed, planned/programmed/design the curb ramps as outlined in Appendix B Schedule for Providing Curb Ramps of the ADA Transition Plan.
 - c. Central office and some District staff are planning on attending specialized training with the North Dakota Local Technical Assistance Program (NDLTAP) that’s tentatively scheduled for spring 2022 that specialized in ADA design.

6. Drivers License Division

- a. Collected and reported data on services provided to Limited English Proficient persons.
 - 1) The Noncommercial Class D knowledge test is offered in 11 foreign languages and automated American Sign Language at the eight major offices and 11 field offices. A total number of 24,611 Noncommercial Class D tests were administered which included tests in foreign languages as follows:
 - a) 862 administered in Spanish
 - b) 54 administered in Somali
 - c) 96 administered in French
 - d) 93 administered in Arabic
 - e) 28 administered in Nepali
 - f) 41 administered in Chinese
 - g) 34 administered in Russian
 - h) 42 administered in Swahili
 - i) 47 administered in Vietnamese
 - j) 10 administered in Turkish
 - k) 7 administered in Serbo-Croatian
 - l) 10 administered in American Sign Language

- 3) Three new Drivers License employees completed a minimum of one hour of Title VI new employee training.
- 4) Drivers License Division utilized 514.78 minutes of telephonic interpreter services for Mandarin and Spanish speaking individuals.

b. ADA

- 1) Maintained continued accessibility to all of the Drivers Licenses offices; both the district and field sites.
 - a) The Valley City, Wahpeton, Watford City, and Williston sites were built or relocated throughout last year's annual reporting period. Accessibility was foremost in selecting new locations or constructing of a new building. The locations met all the accessibility requirements.

7. Environmental and Transportation Services Division

a. Collected data on appraisals, negotiations, and relocations.

- 1) Six Appraisers were utilized during the reporting period. The ETS Division maintains a list of qualified fee appraisers. The ETS Division seeks, on a continuing basis, qualified minority appraisers on the list. The selection of appraisers is on a nondiscriminatory basis and selected by the appraisal and skills necessary to complete the appraisal.
- 2) 147 Negotiations took place during the Reporting Period. There were no Title VI concerns raised and no interpreters were requested during the reporting period.
- 3) No Business or Residential Relocations were conducted during the reporting period.

b. ETS had no new employee in the reporting period.

8. Executive Division

a. Ensured all NDDOT Directives are reviewed annually; and make identified revisions.

- 1) All Divisions were sent their policies for review in June of 2021. They have been reviewed and some are still being completed as of September 14, 2021.

9. Financial Management Division

a. Ensured Appendix A and E are included in contracts.

- 1) Verified that Appendix A and E are attached to procurement contracts.

b. Verified that LEP customers are notified of the availability of language assistance services within solicitation documents

c. Conducted 53 bid openings.

d. ADA

- 1) Verified that bidders are advised that reasonable accommodations for disabilities will be made within solicitation documents.

10. Legal Division

- a. Continued to provide the department with assistance in relation to contracts and administrative hearings.
 - 1) Assisted department personnel in addressing various questions in relation to contracts and administrative hearings.
- b. Reviewed new contracts in Contract Management System for inclusion of Title VI Assurances.
 - 1) Confirmed that appropriate Title VI clauses were attached or incorporated into contracts.
- c. Recorded data on requests for accommodations in Administrative Hearings.
 - 1) Legal Division utilized a total of 376.7 minutes of telephonic interpreter services for Spanish, Sudanese, Haitian Creole, Punjabi, and Kurdish speaking individuals.
- d. ADA
 - 1) Legal Division provided reasonable accommodations for disabilities in administrative hearings through the Hearing Notice and the Hearing Officer asking each petitioner if they need an accommodation to participate in the hearing.

11. Local Government Division

- a. Conducted reviews on 10% or a minimum of one sub recipient for the upcoming reporting period.
 - 1) Local Government Division had a total of five sub recipients in 2021, therefore one sub recipient was audited for Title VI compliance. The entity was the Fargo-Moorhead Council on Governments (FM-COG). The review has not concluded. See Exhibit B.
- b. Conducted reviews on 10% or a minimum of three Transit Providers that receive 5311 federal funds for the upcoming reporting period.
 - 1) Transit Section had a total of 31 sub recipients that received federal and state funds, therefore four transit providers were required to be audited. However, due to the COVID Pandemic, 2 audits from 2020 were delayed and completed in 2021. Therefore, a total of six audits will be completed in 2021. See Exhibit B

12. Maintenance Division

- a. Collected data on public involvement activities.
 - 1) Enhanced travel map is completed. Maintenance launched a new web based interactive Travel Information Map. The public can turn features on and off that are important to them, like cameras and travelers can track where our snowplows are and have been to enhance their travel experience. The new enhancements allow the

public to have an interactive experience and target information for specific areas they are interested in. This interactive travel map allows travelers to see where construction if highways have been closed or if there are incidents on the highways.

Maintenance has collaborated with State Radio to allow 24/7 access to the Travel map to update emergency road conditions as needed.

- 2) ADA
 - a) Minot Driver License Office-ADA Compliant
 - b) Grand Forks Truck Barn Breakroom-ADA Compliant
 - c) Williston Equipment Storage/Materials Lab-ADA Compliant
 - d) Williston Truck Barn– ADA Compliant
 - b) Williston Driver's License– ADA Compliant

13. Materials and Research Division

- a. Monitored contracts for Title VI provisions.
 - 1) All the new contracts were monitored by the Office Manager for completeness. This included the Title VI provisions required for all contracts.
- b. New hire employees completed the New Employee Title VI Training.
 - 1) We hired three new employees and one summer intern this year.
 - a) Three new employees completed the online training on ELM.

14. Motor Vehicle Division

- a. Provided Title VI training and technical assistance for all motor vehicle branch office staff.
 - 1) Our division provided 12 Motor Vehicle eLearning training sessions throughout the year with an average of 35 people attending each session. We provided 6 dealer eLearning sessions with an average of 18 people attending each session. We also had 5 weeklong new employee trainings with 7 employees attending those. These training are open to all 18 of our branch offices as well as our central office staff.
 - 2) All employees completed the Annual Employee Title VI Training in ELM.
- b. Collect and report data on services provided to Limited English Proficient persons.
 - 1) Motor Vehicle Division utilized 308.87 minutes of telephonic interpreter services for Spanish speaking individuals.

15. Planning/Asset Management Division

- a. Distributed and collected demographic surveys at all public meetings for later analysis and encourage disadvantaged population participation in the transportation planning process.
 - 1) No public input meetings were scheduled over this reporting period on any other plans other than Transportation Connection, the Long-Range Transportation Plan (LRTP).

Transportation Connection remained online only due to the pandemic during this reporting period so no in-person meetings occurred. A standalone Demographic Survey was available on the project website for the majority of the year and we added demographic questions at the end of all sixteen surveys to capture additional responses. The total engagements on the website compared to the demographic survey questions completed was 67%.

We tracked zip codes geographically and also by IP address to attempt to ensure a broad representation of responses from across the state. We also monitored gender, race and age statistics to ensure underrepresented groups were contacted during the life of the plan's development. One demographic group we were trailing in was in our Under 19 age group, who we had a hard time reaching through our existing project social media accounts (Facebook, Twitter, and Instagram). We targeted a New Driver survey specifically for High School Students and with the aid of the Safety Division, was able to push that out to School Districts and garnered 205 responses.

The New American/Foreign Born/Immigrant (NFI) Advisory Board I identified in last year's Accomplishments Report under the aegis of the ND Department of Health's COVID-19 Response continued to be utilized through the Active Transportation Outreach Specialist attached to Transportation Connection. Current Board members are from Dogoa, Somalia, Nigeria, Sudan, Iraq, the Hispanic Community, the Global Friends Coalition, and the United African Community. I discovered there are dedicated social media channels in Spanish, Nepalese, Arabic and Somali audiences in North Dakota based on my conversations with Alicia Belay of the Department of Health – these channels are something the Department might be able to make use of in the future. There was great enthusiasm for continued collaboration with NDDOT to continue and deepen the collaboration with the NFI Board. Representatives are interested in helping to facilitate future forums with the groups they represent and several members have volunteered to help translate materials.

Planning/AM took advantage of the fact our Active Transportation Outreach Specialist was bilingual and facilitated the first-of-its-kind Spanish-language Virtual Town Hall. The event was held on Tuesday July 28, 2020 from 8-9 pm and was broadcast live via GoTo Meeting and Facebook Live. Support through advertising of the event was provided by the NFI Board and Pueblos de Lucha y Esperanza (PLE), a non-profit organization working with immigrant communities in ND, MN and SD. Advertisements for the meetings were posted in the Bismarck Tribune, Devils Lake Journal, Dickinson Press, Fargo Forum, Grand Forks Herald, Jamestown Sun, Minot Daily News, and Williston Herald and promoted through social media. Approximately 35 people participated during the live event, including several participants over Facebook. A shortened recorded version of the presentation was posted on the Spanish tab of the project website. It received several dozen views over the next few weeks. Participants were enthusiastic about continued dialogue with NDDOT and

expressed appreciation for the opportunity to learn about and offer comments on the plan.

Knowing many Title VI populations are dependent on biking and walking, we partnered early on with the North Dakota Active Transportation Alliance (NDATA). A Summit was held on July 23, 2020 to introduce the plan and discuss multimodalism in the state. A recording of the Summit was posted on the project website for people to access who were unable to attend. NDDOT and NDATA also worked jointly on an Active Transportation Survey which the NDATA promoted that garnered 830 responses. Active Transportation Surveys generally skew male, but we almost had a 50-50 split by gender as we attempted to bolster female engagement on the survey.

Two rounds of Public Input Meetings were held during the plan's development. The first round, held on Monday August 31st 2020 at 2:00 pm and 6:30pm introduced the plan to the public. The second round, presenting the draft plan to the public to initiate the 30-day public comment period required by FHWA, occurred on Tuesday March 9th 2021 at 2:00 pm and 6:30pm. Advertisements were made about the meetings in the Bismarck Tribune, Devils Lake Journal, Dickinson Press, Fargo Forum, Grand Forks Herald, Jamestown Sun, Minot Daily News and Williston Herald and promoted via social media posts. Attendance was extremely light at all four meetings, ranging from 0 to 6 people per meeting. A recording of the 2pm meeting was posted on the project website and viewed 35 times. The days where the Department can expect members of the public to attend meetings on our schedule are likely past. Policy meetings are also notorious for low attendance nationwide, so the trend continues.

FHWA reviewed USDOT regulations and asked if NDDOT could contact an additional set of stakeholders representing land use management, natural resources, environmental protection, conservation, and historic preservation on the final draft document for comments. Starting March 9, 2021 running through April 12, an additional 30 day comment period was held with the Department of the Interior—Bureau of Land Management, US Forest Service, Grand Forks AFB, ND Department of Environmental Quality, ND Historical Society, Dakota Resource Council, and Sierra Club-Dacotah Chapter. The comment period closed with no comments.

More than 1,700 North Dakotans helped develop the plan, eight times the respondents to TransAction III, the last LRTP update in 2012. Over 50% of the people who participated in the development of the plan indicated they had never before been involved in a statewide transportation plan indicating NDDOT received ideas and input from new voices in the planning process. NDDOT's social media ad campaign reached over 32,000 people and generated more than 670 clicks on Transportation Connection content.

A full account of Public Engagement Activities with the NFI Board, Spanish Language Forum and North Dakota Active Transportation Alliance (amongst other groups), can be found in Appendix 2 of the Transportation Connection plan which is available online. All comments and themes received from Title VI groups are reproduced in that Appendix. The full survey results and Demographic Information on the Biking and Pedestrian Survey developed in partnership with the NDATA is available under Appendix A of Transportation Connection.

- b. Continued to include Appendix A and E of the Title VI Assurances in all future federal-aid contracts and agreements.
 - 1) Four returned rail contracts were spot audited by Rebecca Geyer and reviewed for completeness and the inclusion of Appendices A & E on April 22nd, 2021. The contracts consisted of three surface rehabs and one signal upgrade. The LRTP Contract with Cambridge Systematics was spot audited by Stewart Milakovic on May 3rd, 2021 for completeness and the inclusion of Appendices A and E also.
 - 2) Appendices A and E are automatically included by CMS when a new contract is generated.
- c. For future public meetings, continue to contact all Tribal entities and increase efforts to include minority/low income populations to participate in planning activities.
 - 1) Bubar and Hall was the subcontractor assigned to the LRTP responsible for Tribal Outreach to the state's five tribes. Bryon Fuchs with NDDOT Local Government would attend also all meetings as the official NDDOT Tribal Liaison. It was felt that Transportation Connection could be utilized to ease Bryon into his role with the tribes, so he was included as an attendee on all consultant meetings on the LRTP.

For the first time, NDDOT would meet with the Sisseton Wahpeton Oyate in the development of a statewide plan. NDDOT's Tribal Liaison team conducted regular outreach to the five tribal authorities and facilitated discussion sessions with representatives from the tribal authorities in winter 2020 and spring 2021. These discussion sessions consisted of an initial introductory session and a follow-up consultative session. NDDOT has not had this level of engagement before on a policy plan. In the past, public input meetings were held on each reservation, but the attendance was generally low.

In the introductory session, the Tribal Liaison team presented an overview of Transportation Connection and its relationship to other Long-Range Transportation Planning efforts, including Tribal Transportation Plans. As of June 2021, introductory sessions have been conducted with all tribal authorities.

In the consultative session, the Tribal Liaison team facilitated a discussion on the tribal authority's needs, preferences, and priorities for the state transportation network and for coordinating on transportation planning across jurisdictional lines. As of June 2021, consultative sessions have been conducted with the Three Affiliated

Tribes, the Sisseton Wahpeton Oyate, the Turtle Mountain Band of Chippewa Indians and Spirit Lake Nation. Coordination with the Standing Rock Sioux Tribe has been impacted by conflicting schedules and COVID but will continue following the conclusion of the Transportation Connection development process.

Additionally, the Tribal Liaison Team prepared and distributed a Tribal Coordination survey to the tribal authorities for their responses on their needs and priorities, particularly as they relate to coordination on transportation issues between different government agencies. The Team also submitted the draft Transportation Connection document to the tribal authorities for their review.

NDDOT included a dedicated Tribal Information webpage on the Transportation Connection website that centralized information and survey materials related to the tribal authority engagement process. Director Bill Panos recorded a video introduction on Transportation Connection for our tribal audience in July 2020. A dedicated Tribal Survey was released on November 25, 2020 and generated 8 responses.

A Tribal appendix summarizing the informal and formal consultation with the Tribes during development of Transportation Connection has been prepared for internal DOT and FHWA-Bismarck use. It contains a process overview, profile and history of each Tribe, the primary contact and media outlets for each tribe, a discussion of each Tribe's government and details on who we met with during the development of the LRTP and what was discussed. Since the topics brought up at the Tribal meeting were wide-ranging, it was felt circulation to all Districts and Divisions was most appropriate to build off of our Tribal Outreach, particularly for those Divisions who deal with the Tribes regularly. This appendix was also share with all Title VI Specialists.

When public meetings resume in person, the Tribal Planners and Title VI Advocacy Distribution Lists will continue to be utilized to inform the public about any public meetings from Planning/AM in the future.

- d. Work with Rail Planning Project Manager to develop special focus areas for Operation Lifesaver in 2020-2021 after reviewing current year's Operation Lifesaver summary and rail accident trends.
 - 1) Rail accident data from 2020 was reviewed with NDDOT Rail Manager Jim Styron and Valerie Fischer with the ND Safety Council (NDSC) during February and March of 2021 to determine focus outreach groups during 2021.

NDSC outreach efforts will continue to focus on public awareness of potential highway-rail grade crossing hazards and improving driver and pedestrian behaviors at crossings; specifically, city, county and state maintenance drivers who operate machinery near ditches and rail tracks; photographers; and Title VI populations (i.e., homeless, New Americans, and American Indians). If presentations are given in the K-12 school system, demographic information can be pulled by the Title VI Program Administrator in Civil Rights from the state DPI database if needed.

- e. Review Existing Process Reviews for a State Plan (the ND Moves Active Transportation Plan will be selected since this is a new Policy Plan), Operation Lifesaver, and the State Highway Map.
 - 1) Individual process reviews were discontinued in 2020 for each Division per CRD. A new process is being developed under direction from FHWA which will be focused DOT-wide, instead of by individual divisions.
- f. Through the hiring of a consultant for updating of the Long-Range Transportation Plan, share any best practices of new innovative methods of engaging with the public (particularly minorities and other underrepresented populations) with other divisions and Civil Rights.
 - 1) A separate white paper entitled “Engaging with the Public, including Title VI Population on NDDOT Policy Plans” has been submitted to Civil Rights with this document. See Appendix E document that has been separately attached from this report.
- g. One new division employee completed their New Employee Title VI training within 30 days of their hire date.
- h. Work with Rail Planning Project Manager to develop a special focus for Operation Lifesaver in 2021-2022 after reviewing current year’s Operation Lifesaver Summary and rail accident trends.
 - 1) Rail accident data from 2020 was reviewed with NDDOT Rail Manager Jim Stryon and Valerie Fischer with the ND Safety Council (NDSC) during February and March 2021 to determine focus outreach groups during 2021.

NDSC outreach efforts will continue to focus on public awareness of potential highway rail grade crossing hazards and improving driver, and pedestrian behaviors at crossings; specifically, city, county, and state maintenance drivers who operate machinery near ditches and rail tracks; photographers; and Title VI populations (i.e., homeless, New Americans, and American Indians). If presentations are given in the K-12 school system, demographic information can be pulled by the Title VI Program Administrator in Civil Rights from the state DPI database if needed.

16. Programming Division

- a. Reviewed the STIP amendment process to evaluate the effectiveness of our method of reaching the public and gathering their comments.
 - 1) The Programming Division accomplished sending out notifications properly for public comment. The NDDOT distributes a spring news release, tailored to each district, as well as to statewide media, including all North Dakota daily and weekly newspapers and broadcast media outlets. The news release identifies major projects in each district and requests public comments, the NDDOT did receive two comments this year from the public.

- 2) Attended presentations and continued to evaluate and analyze options for an electronic STIP software.

17. Quality Assurance and Internal Review Division (FKA Audit Services)

- a. Audited of Architectural and Engineering consulting (A&E) firms' overhead rates are initiated at the request of the A&E firm to verify rates as required for work through the NDDOT.
 - 1) The Division designed a risk-based analysis of audited indirect overhead rates submitted by A&E firms'. When designing the risk-based analysis Title VI concerns were considered to ensure determinations were not discriminatory under Title VI requirements.

18. Safety Division

- a. Updated the Safety Division Operations Manual to reflect changes in federal regulations, if any, and to assure consistency with the NDDOT's Title VI/Nondiscrimination and ADA Program, etc.
 - 1) Updated the Safety Division Operations Manual to reflect changes in federal regulation, if any, and to assure consistency with the NDDOT's Title VI and Nondiscrimination Program, including, but not limited to, new Title VI assurances.
 - a) With no federal regulation changes, revision to the manual consisted of:
 - (1) Changes to the year (current year instead of prior years) and cleaning up language and reference to forms (no longer used, etc.)
- b. Safety Division's new employees completed "New Employee Title VI and ADA Training" through ELM.
- c. Process Reviews were not completed because NDDOT has revised its Program Area Review Procedures.

19. State Fleet Services Division

- a. Maintained records for all public involvement activities for vehicle auctions.
 - 1) State Fleet Services informed the public about State Vehicle Auctions by conducting the following public involvement activities: Auction posters, publishing Press Releases, news stories, newspaper ads, YouTube video, Facebook posts, ND web site posts, and radio announcements.
 - 2) Vehicle Auction Posters included contact information to request accommodations for language assistance.
 - 3) One new employee completed New Employee Title VI Training in ELM.
- b. ADA
 - 1) Vehicle Auction Posters included contact information to request accommodations for disabilities.

20. District Offices

a. Bismarck

- 1) Continued to monitor projects for discriminatory activity and promptly report complaints.
 - a) District ADE monitored 41 projects and no discriminatory activity were identified.
 - b) District ADE monitored 41 projects and 0 complaints were received.
- 2) Disseminated Title VI information, including the Title VI brochure, Complaint Form, and Access to Language Assistance information to city, county, consultants at a local presentation or explained Title VI requirements at a meeting with officials.
- 3) Six New Employees to the District completed New Employee Title VI Training online in ELM.
- 4) Bid out the Bismarck District Complex Cleaning Contract.
- 5) ADA
 - a) Provided zero Request for Accommodations form for persons with a disability.

b. Devils Lake

- 1) Continue to monitor projects for discriminatory activity and promptly report complaints.
 - a) District ADE, monitored 16 projects and no discriminatory activity were identified.
- 2) Disseminated Title VI information, including the Title VI brochure, Complaint Form, and Access to Language Assistance information to city, county, consultants at a local presentation or explained Title VI requirements at a meeting with officials.
- 3) Two new employees to the District completed New Employee Title VI Training online in ELM.
- 4) Process reviews for Adopt-a-Highway and Outdoor Advertising Processes were scheduled for review in 2019-2020. However, because NDDOT is currently revising its Program Area Review procedures, those reviews were not reviewed/completed during the 2019-2020 reporting period.
- 5) ADA
 - a) In 2020, repainted parking stripes for mobility parking spaces in the District parking lot and Hefti Rest Area.

c. Dickinson

- 1) Continued to monitor projects for discriminatory activity and promptly report complaints.
 - a) District ADE monitored 20 projects and no discriminatory activity were identified.
- 2) Disseminated Title VI information, including the Title VI brochure, Complaint Form, and Access to Language Assistance information to city, county, consultants at local presentation or explained Title VI requirements at a meeting with officials.

- 3) Five new employees to the district completed New Employee Title VI Training online in ELM.
- 4) Coordinated projects with Tribal partners.
 - a) Twin Buttes intersection realignment.
 - b) Tie DOT and Tribal chip seals near Twin Buttes.
- 5) ADA
 - a) ADA ramps, sidewalks, and detectable warning panels were added to Mott and Hettinger.
 - b) Sidewalk/pedestrian path has been completed along East business loop in Dickinson.
 - c) Additional lighting has been completed on East Villard to improve visibility.
- d. Fargo
 - 1) Continue to monitor projects for discriminatory activity and promptly report complaints.
 - a) District ADE monitored 26 projects and no discriminatory activity were identified.
 - 2) Disseminated Title VI information, including the Title VI brochure, Complaint Form, and Access to Language Assistance information to city, county, consultants at a local presentation or explained Title VI requirements at a meeting with officials.
 - 3) One new employee to the district completed new employee Title VI Training online in ELM.
 - 4) ADA
 - a) Provided ADA accommodations on two separate jobs in the Fargo District; West Fargo Sheyenne Street and West Fargo Drain 45 sidewalk reconstruction.
 - b) Repainted parking stripes for mobility parking spaces in the District parking lot.
 - c) Re-established ADA markings at all Fargo Districts Visitor Centers.
- e. Grand Forks
 - 1) Continued to monitor projects for discriminatory activity and promptly report complaints.
 - a) Assistant District Engineer (ADE), monitored projects and no discriminatory activity was identified.
 - b) ADE, monitored projects and 0 complaints were received.
 - 2) All new employees to the District completed New Employee Title VI Training online in ELM within the first week of employment.
 - 3) All District Employees completed Title VI/Nondiscrimination Annual Employee training via the online ELM system.
 - 4) ADA

- a) Repainted parking stripes for mobility parking spaces in the District parking lot, as well as the two rest areas in our District, which are the Alexander Henry Rest Area and the Larimore Rest Area.
- f. Minot
 - 1) Continued to monitor projects for discriminatory activity and promptly report complaints.
 - a) District ADE has made multiple visits to Minot District Projects with no discriminatory activity identified.
 - 2) Disseminated Title VI information, including the Title VI brochure, Complaint Form, and Access to Language Assistance information to city, county, consultants at a local presentation or explained Title VI requirements at a meeting with officials. Cover SFN 9423 at preconstruction meetings mentioning Title VI requirements.
 - 3) Eight New Employees to the District completed New Employee Title VI Training online in ELM.
- g. Valley City
 - 1) Continue to monitor projects for discriminatory activity and promptly report complaints.
 - a) Valley City District ADE monitored 2 projects and no discriminatory activity were identified.
 - 2) Disseminated Title VI information, including the Title VI brochure, Complaint Form, and Access to Language Assistance information to city, county, consultants at a local presentation or explained Title VI requirements at a meeting with officials.
 - 3) New Employees to the District completed new employee Title VI Training online in ELM.
 - 4) ADA
 - a) Repainted parking stripes for mobility parking spaces.
- h. Williston
 - 1) Continued to monitor projects for discriminatory activity and promptly report complaints.
 - a) District ADE monitored all projects, and no discriminatory activity were identified.
 - b) District ADE monitored all projects, and 0 complaints were received.
 - c) Disseminated Title VI information, including the Title VI brochure, Complaint Form, and Access to Language Assistance information to city, county, consultants at a local presentation or explained Title VI requirements at a meeting with officials.
 - d) All New employees to the district completed New Employee Title VI Training online in ELM.
 - 2) ADA

- a) Repainted parking stripes for mobility parking spaces in front of the District office building.

SPECIAL EMPHASIS PROGRAM AREAS

NDDOT and FHWA did not identify any areas of discriminatory practices.

II. GOALS

The following information describes the NDDOT Program Area Internal Reviews, Sub Recipient Reviews, Internal and External Training, and Other Related Title VI Activities planned for the coming year.

A. PROGRAM AREA INTERNAL REVIEWS SCHEDULED FOR FY 2022

- 1. Number of reviews planned
 - a. One Program Area Review planned.
 - 1) The Civil Rights Division will conduct one major program area review during the reporting period 10/1/2021 – 9/30/2022. The program area will be selected according the NDDOT's Title VI Internal Review Process in NDDOT's Title VI/Nondiscrimination and ADA Program, Implementation Plan for FY2022.

B. SUB RECIPIENT REVIEWS SCHEDULED FOR FY2021

- 1. Number of reviews planned
 - a. One Sub Recipient review planned. This is an estimate based on the Sub Recipient Review and Selection Process.
 - 1) Local Government Division conducts reviews of sub recipients. Sub recipient reviews cannot be determined or scheduled at this time. The sub recipients subject to review will be selected from the pool of applicants that receive Federal financial assistance from October 1, 2021 through June 30, 2022. The number of reviews that will be scheduled is determined by the number of sub recipients NDDOT has as of June 30, 2021. The sub recipients to be reviewed will be selected as defined in the Review and Selection Process for sub recipients in the NDDOT Title VI/Nondiscrimination and ADA Program Implementation Plan.

C. TITLE VI TRAINING - INTERNAL

- 1. **Title VI Specialists**
 - a. Number of trainings planned
 - 1) Four trainings planned
 - b. Description of training sessions planned
 - 1) Civil Rights will conduct four quarterly trainings in one-hour sessions for a total of four hours of annual training for division and district Title VI Specialists. Four trainings are planned in November 30,2021, January 25, 2022, March 29, 2021, and May 31, 2022, all at 8:30am – 9:30am CST.

- 2) Title VI Program processes; review procedures; complaints; and Goals and Accomplishments tracking; storing information on activities and data electronically; Program Area Monitoring and Internal Reviews; data collection and supporting documentation; deadlines; Goals and Accomplishment Reporting requirements and submission deadlines. Training or Video presentation of the presenter's choice will also be part of each training.
- 3) The Title VI Specialist Training Schedule was prepared identifying the subject matter, materials, and dates and times of the training sessions. See Exhibit D.

2. New Title VI Specialists

a. Number of trainings planned

- 1) Six training sessions planned
 - a) Two instructor training sessions, and
 - b) Four independent study trainings sessions.
- 1) Civil Rights will conduct ongoing New Title VI Specialist training throughout the reporting period as new Specialists are appointed.

b. Description of training sessions planned

- 1) Civil Rights new Title VI Specialists will complete six hours of Title VI training through two methods. First, the new specialists will have a 30-minute introductory session with the Title VI Program Administrator to explain the Title VI training program. New specialists will complete the independent study online training called New Specialist Title VI Training located in ELM in PeopleSoft. This section will take approximately 4-5 hours to complete, dependent on how each specialist progresses through the materials. Second, the new specialists will attend 1.5 hours of online training with the Title VI Program Administrator to review the online independent study materials, discuss internal program area reviews, reporting procedures, and a question-and-answer session. If additional time is needed for new specialists to fully understand the materials and program requirements, the Title VI Program Administrator will provide additional individual or group online training. Training is approximately a total of 6 hours.
- 2) Topics covered: Overview of FHWA's Civil Rights Program Requirements for Local Public Agencies-set of videos or companion resource; Breaking Down the Language Barrier (DOJ video); Language Link (interpreter service provider) handouts; Americans with Disabilities Act Foundations of the ADA/section 504 set of videos or companion resource; Communicating Effectively with People Who Have a Disability-booklet by NDCPD; Review Process; storing documents electronically.
- 3) The New Specialist Title VI Training Schedule was prepared reflecting the subject matter, materials, and dates and times to be completed. See Exhibit E.

3. NDDOT Staff

a. Number of trainings planned

- 1) One training session is planned.

- b. Descriptions of training session planned
 - 2) Civil Rights will develop one hour of Title VI/Nondiscrimination and ADA related annual training for all NDDOT employees. The Title VI Specialist's may choose to provide Title VI Annual Training to their division or district employees using training materials from previous trainings. The one-hour annual training is mandatory for all NDDOT employees. This annual training will be completed during this reporting period, October 1, 2020 – September 30, 2021.

D. TITLE VI TRAINING – EXTERNAL

1. Sub Recipients

- a. Number of trainings planned
 - 1) 1 sub recipient training planned
 - 2) NDDOT Website Training Materials is planned for independent study or training.
- b. Descriptions of training session planned
 - 1) Local Government staff will provide one-on-one training for sub recipients during the application process for federal financial assistance and throughout the duration of the project. NDDOT staff explains Sub Recipient Audit Checklist and the Title VI/Nondiscrimination and ADA Program Requirements, Guidance, and Templates. NDDOT staff provides guidance on NDDOT Sub recipient web page templates and location. See Exhibit G.
 - 2) NDDOT has training materials available on their Title VI/Nondiscrimination and ADA Program webpage specifically for sub recipients to use for independent study or training. NDDOT utilizes FHWA's training videos which are available through NDDOT's website or on the FHWA web site.

2. Stakeholders

- a. Number of Trainings planned
 - 1) One live and/or recorded training session is planned.
 - 2) NDDOT Website Training Materials is planned for independent study or training.
- b. Descriptions of training sessions planned
 - 1) External Civil Rights Training and Manual
 - 3) In March or April of 2022, Civil Rights Division staff plans to conduct External Civil Rights Training. The External Civil Rights Manual will be updated along with a PowerPoint presentation. The training will be conducted through a live online webinar, if possible; otherwise, it will be recorded. It will be placed on the Civil Rights Division webpage for easy access by stakeholders and the public. The Title VI/Nondiscrimination and ADA Program is under Section I. It includes information on Title VI of the Civil Rights Act of 1964; Americans with Disabilities Act; Standard Title VI/Non-Discrimination Assurances; Title VI/Nondiscrimination and ADA Program Implementation Plan specifically, public involvement, Title VI and ADA compliance oversight, and External Complaints of

Discrimination Process. It is available online at <https://www.dot.nd.gov/divisions/civilrights/civilrights.htm> .

- 4) Prospective sub recipients and stakeholders were provided guidance in developing Title VI programs through one-on-one guidance from the Civil Rights Division, by telephone or email communications.
- 5) NDDOT has training materials available on their website for easy access to stakeholders and prospective sub recipients.
- 6) NDDOT Website Training Materials
 - a) NDDOT has training materials available on their Title VI/Nondiscrimination and ADA Program webpage specifically for stakeholders to use for independent study or training. NDDOT utilizes FHWA's training videos which are available through NDDOT's website or on the FHWA web site.

E. OTHER TITLE VI RELATED ACTIVITIES

1. Bridge Division

- a. Distribute and collect demographic surveys at all public meetings and encourage disadvantaged population participation in the transportation decision making process.

2. Civil Rights Division

- a. Conduct Program Area Reviews.
- b. Record data on requests for reasonable accommodations.
- c. Collect and report data on telephonic interpreter services provided to Limited English Proficient persons for NDDOT divisions and districts.
- d. Present to the Title VI Specialists, Division Directors, and Division Assistant Directors the upcoming changes regarding data being communicated and accessible to the Title VI Coordinator to ensure compliance with Federal Highway Administration regulations. Identify with each Division what specific data will be collected if it goes above and beyond the Title VI public Participation Survey.
- e. Form a committee to review and revise the Title VI Public Participation Survey and discuss ways to gather, analyze and maintain data, which will be used to for reporting purposes by the Title VI Coordinator.

3. Communications Division

- a. Utilize social media platforms to increase the public's awareness on public involvement activities.

4. Construction Services Division

- a. Monitor for annual update of the Standard Title VI Assurances and update related documents.

- b. Monitor construction contracts for the inclusion of the updated Standard Title VI Assurances.

5. Design Division

- a. Collect data on public involvement activities.
- b. Review the Public Participation Survey collection process for virtual public meetings.
- c. ADA
 - 1) Continue to implement, monitor, and update Section 2 – “Public Rights of Way” of the NDDOT ADA Transition Plan.

6. Drivers License Division

- a. Collect and report data on services provided to Limited English Proficient persons. Specifically looking at the following data:
 - i. Number of LEP individuals who took the driving portion of the test.
 - ii. Number of LEP individuals who passed the driving test.
 - iii. Language assistance for the driving portion of the test, broken down by each language.
 - iv. The type of language assistance provided to each applicant by the driving tester during the driving portion.
- b. Maintain continued accessibility to the Drivers License offices; both the district and field sites.

7. Environmental and Transportation Services Division

- a. Collect data on appraisals, negotiations, and relocations.

8. Executive Division

- a. Annually review all NDDOT Directives to ensure the required Title VI provisions are included.

9. Financial Management Division

- a. Ensure Appendix A and E are included in contracts.
- b. Ensure bidders are advised that reasonable accommodations will be made within solicitation documents.
- c. Ensure LEP customers are notified of the availability of language assistance services within solicitation documents.

10. Legal Division

- a. Continue to provide the department with assistance in relation to contracts and administrative hearings.

- b. Review new contracts in Contract Management System for inclusion of Title VI Assurances.
- c. Record data for reasonable accommodations in Administrative Hearings.

11. Local Government Division

- a. Conduct reviews on 10% or a minimum of one FHWA sub recipient for the upcoming reporting period.
- b. Conduct reviews on 10% or a minimum of three Transit Providers that receive 5311 federal funds for the upcoming reporting period.

12. Maintenance Division

- a. Collect data on public involvement activities.

13. Materials and Research Division

- a. Monitor contracts for Title VI provisions.

14. Motor Vehicle Division

- a. Provide Title VI training and technical assistance for all motor vehicle branch office staff.
- b. Collect and report data on services provided to Limited English Proficient persons.

15. Planning/Asset Management Division

- a. Distribute and collect demographic surveys at all public meetings for later analysis and encourage disadvantaged population participation in the transportation planning process.
- b. Continue to include and review Appendices A and E of the Title VI Assurances in all future federal-aid contracts and agreements.
- c. For future public meetings, continue to contact all Tribal entities and increase efforts to include minority/low income populations to participate in planning activities.
- d. Work with Rail Planning Project Manager to develop special focus areas for Operation Lifesaver in 2022-2023 after reviewing current year's Operation Lifesaver summary and rail accident trends.
- e. Discuss with the Civil Rights Division, the best way for the Department to continue to engage with the ND Department of Health, New Americans, Foreign-Born, and Immigrant (NFI Board) beyond activities with Planning/Asset Management.

16. Programming Division

- a. Obtain an electronic STIP software, which will help us expand to include an interactive facing STIP allowing the public to query, search, and map future projects.
- b. Collect data on public involvement activities.

17. Quality Assurance and Internal Review Division (FKA Audit Services)

- a. Audits of Architectural and Engineering consulting (A&E) firms' overhead rates are initiated at the request of the A&E firm to verify rates as required for work through the NDDOT.
- b. Review the A/E Consultant web page to determine where the Title VI notification should be identified and add notification of availability of request for reasonable accommodations procedures and contact information to the A/E consultant web page accordingly to comply with Title VI requirements.

18. Safety Division

- a. Update the Safety Division Operations Manual, to reflect changes in federal regulation, if any, and to assure consistency with the NDDOT's Title VI/Nondiscrimination and ADA Program, etc.
- b. Have Safety Division's new employees complete "New Employee Title VI and ADA Training" through ELM.

19. State Fleet Services Division

- a. Maintain records for all public involvement activities for vehicle auctions.
- b. Once in person auctions are held again, State Fleet will provide parking assistance for people with disabilities during our in-person vehicle auctions.
- c. Monitor if the State Fleet Auction Site is accessible to the public in being ADA compliant.

20. District Offices

- a. Bismarck
 - b. Devils Lake
 - c. Dickinson
 - d. Fargo
 - e. Grand Forks
 - f. Minot
 - g. Valley City
- 1) Continue to monitor projects for discriminatory activity and promptly report complaints.
 - 2) Disseminate, as needed, Title VI information, including the Title VI brochure, Complaint form, and Access to Language Assistance information to: (1) all sections within the district; and (2) city and county officials and consultants at local presentations. Explain Title VI requirements at meetings with officials as necessary.
 - 3) Ensure all new employees to the district complete New Employee Title VI Training online in ELM; ensure all District employees complete one hour of annual Title VI training.

F. EXHIBITS A – G

NDDOT RIGHT OF WAY PROGRAM REVIEW REPORT 2019-2020

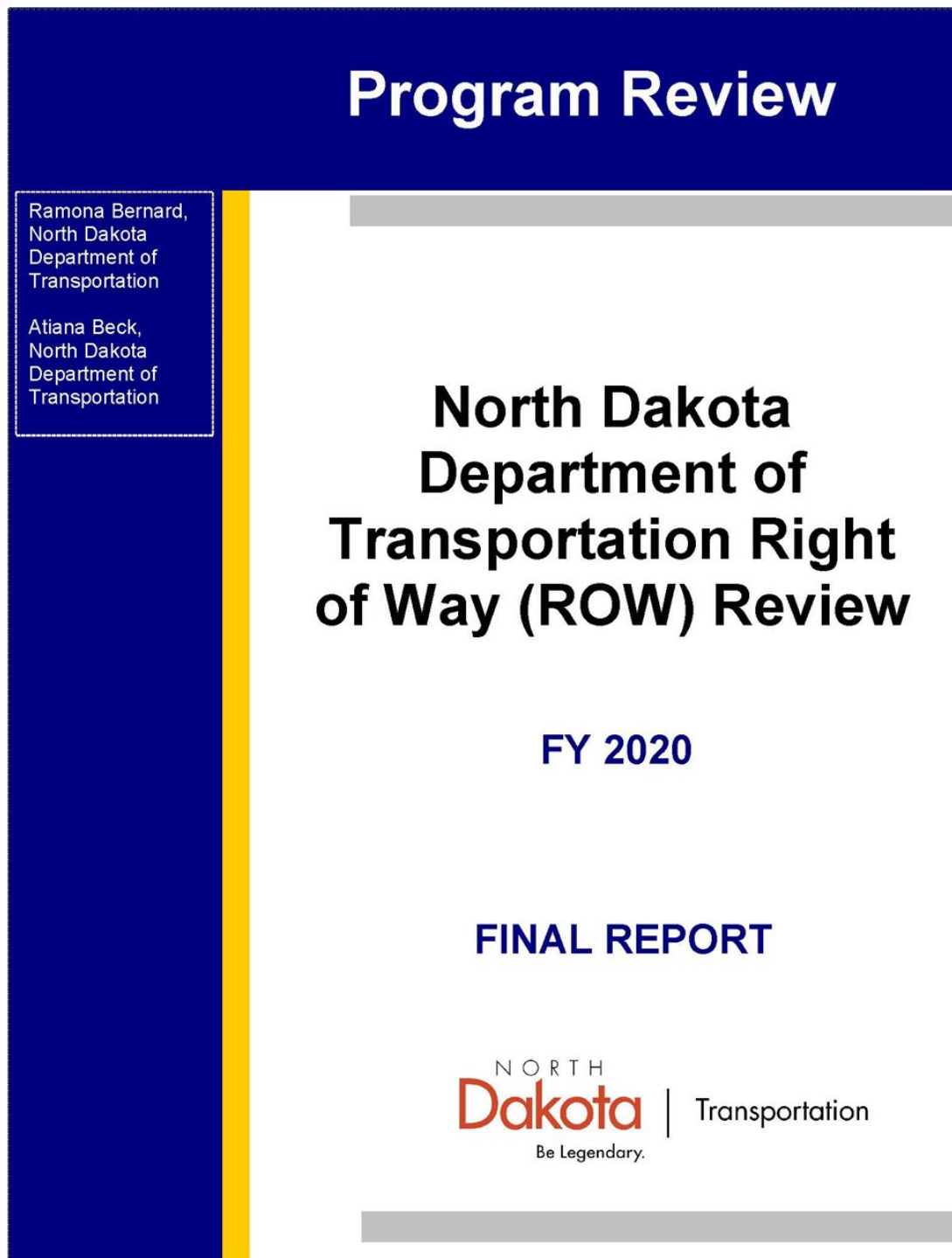


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Executive Summary

A review was conducted on the North Dakota Department of Transportation's (NDDOT) Right of Way's (ROW) "Land Acquisition" program area. ROW functions as a section of the Environmental & Transportation Services (ETS) Division. The purpose of this review was to determine if the NDDOT ROW program area fulfills the requirements of the Federal Title VI Nondiscrimination and ADA program (49 CFR sec 21.9 (b) and 23 CFR, 200.9 (b)(4)).

The review team examined documentation on real property acquisitions regarding the parcels acquired through condemnation, and through administrative settlement. Condemnation documentation from 3 landowners, with a total of 5 parcels, were reviewed for Fiscal Year October 1, 2019, through September 30, 2020. Interviews were conducted with ROW staff. The NDDOT ROW manual Acquisition process, Title VI/Nondiscrimination and ADA Implementation Plan, NDDOT Public Info Brochure, NDDOT Title VI Public Participation (SFN 60149), and NDDOT Design Manual were reviewed.

The below observations and recommendations are outcomes from this review.

Observation #1: In reviewing ROW program documentation for Title VI/Nondiscrimination and ADA compliance, it was found that data from the NDDOT Title VI Public Participation Survey (SFN 60149) was currently being collected and maintained in an Excel database, however it was not being used to share data with the Title VI Coordinator on the demographics of individuals impacted by the land acquisition process. (SFN 60149) is used for Public Outreach meetings and Landowner meetings.

NDDOT ROW program must develop a reporting method to involve the Title VI Coordinator to ensure accurate analysis and reporting of the demographics is being completed and document the process in their Right of Way Manual. This is necessary for compliance with the Federal Title VI program (49 CFR sec 21.9 (b) and 23 CFR, 200.9 (b)(4)).

This review indicates that improvements are required in analysis and reporting of Title VI Public participation Survey data. An Action Plan outlining the actions NDDOT ROW program has agreed to is included in this report. Civil Rights looks forward to partnering with NDDOT Row Program in accomplishing needed improvements.

Background

The North Dakota Civil Rights Office assessment identified Title VI Public Participation Survey analysis and reporting processes for land acquisition owners are at risk for noncompliance for FY2020. The risk statement was identified as, "If processes and procedures are not effectively and consistently in place for data collection of demographics of individuals impacted by land acquisition, this could result in legal action against NDDOT, finding of non-compliance, and jeopardizing Federal funding."

The goal for this review is to determine if ROW's Title VI/Nondiscrimination and ADA program requirements are being met and to implement or improve NDDOT ROW procedures, data gathering, analyzing and reporting to reduce the risk of Federal non-compliance.

Purpose and Objective

The purpose of this review is to assess the NDDOT's ROW Program monitoring of the Title VI/Nondiscrimination and Americans with Disability Act (ADA) requirements for Federally funded projects. This includes ensuring proper procedures, data collection and analysis, and forms are in place and utilized to effectively reduce the risk of FHWA non-compliance in the land acquisition process.

Objective #1 – To determine if the NDDOT Right of Way's Title VI/Nondiscrimination and ADA program data collection and reporting processes are in accordance with FHWA regulations (49 CFR, Part 21) in the land acquisition process.

Objective #2 – To determine NDDOT Right of Way's Title VI/Nondiscrimination and ADA program's strengths and weaknesses in the land acquisition process.

Scope and Methodology

The following areas of the NDDOT's ROW program were reviewed.

- NDDOT ROW's Fiscal Year (FY) October 1st, 2019-September 30,2020, Real property acquisitions regarding the parcels acquired through condemnation and through administrative settlement.

The review team performed interviews of ROW central office staff.

NDDOT manuals, policies, procedures, and internal Standard Operating Procedures (SOP) were examined to include:

- Right-of-Way Manual-Acquisition Process
- Title VI Implementation Plan
- Design Manual

NDDOT ROW Forms that were reviewed are:

- NDDOT Title VI Public Participation Survey (SFN 60149)
- NDDOT Public Information for Highway and Street Projects Brochure

Sample size included 3 condemnations acquired through landowners that had a total of 5 parcels. These 3 condemnations represented all projects that met the sample requirements for FY October 1, 2019-September 30,2020.

Team Members

Mrs. Ramona Bernard	Director, Civil Rights Division, NDDOT
Mrs. Atiana Beck	Civil Rights Program Administrator, NDDOT
Mr. Michael Knox	Program Manager Right of Way, NDDOT
Mr. Ray Barchenger	Title VI Specialist/Realty Officer IV, NDDOT

Observations and Recommendations

Observation #1 (Objective #1 and #2): In reviewing the documentation provided, CRD did conclude that data from the NDDOT Title VI Public Participation Survey (SFN 60149) which is provided at the Public Meeting and at the landowner negotiation was currently being manually collected and maintained in an Excel database, however it was not being used to share with the Title VI Coordinator required data that will be used to analyze and report the demographics of individuals impacted by the land acquisition process.

NDDOT Title VI Public Participation Survey(SFN 60149) is handed out at all Public Outreach meetings and again at the negotiation with the landowner meetings. The consultant attempts to collect the demographic data from all individuals involved in the negotiation process. We feel this is a strength in their process by attempting to collect all the required data.

The sample size for this review contained 3 condemnations acquired through landowners that had a total of 5 parcels. Interviews were conducted with ROW staff regarding data collection. The Title VI/Nondiscrimination and ADA Survey is collected at the time the consultant completes the negotiation package for the individual to sign. It was explained that individuals do not always want to complete the survey however, for those who do, the data is manually input into an Excel spreadsheet by the Title VI Specialist in Environmental and Transportation Services Division. They currently have the last five years of Title VI data. A report could be generated out of this data sheet, but at this time no report has been generated by the Title VI Coordinator.

Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (Title 42 U.S.C. Sec 4601-4655)- Prohibits unfair and inequitable treatment of persons displaced of whose property will be acquired as a result of federal and federal-aid programs and projects.

Pursuant to 49 CFR sec 21.9(b) and 23 CFR sec 200.9(b)(4), maintain statistical data by race, color, national origin and sex of participants and beneficiaries of the States highway programs. (i.e., relocatees, affected citizens and affected communities)

Compliance Issue: Yes. NDDOT must have data collection analysis and reporting procedures in place to analyze demographics and socio-economic considerations when implementing Title VI/nondiscrimination and ADA program requirements (49 CFR sec 21.9 (b) and 23 CFR, 200.9 (b)(4))

Recommendation: Develop a documented procedure to gather, analyze, report and retain demographic and socio-economic data of relocates, impacted citizens, affected communities and other beneficiaries of right-of-way projects, services, and activities. This process should be included in the ROW Program Manual.

NDDOT ROW Manual and Title VI/Nondiscrimination and ADA Implementation Plan

Below are summaries of what is included in each NDDOT ROW Manual and NDDOT Title VI/Nondiscrimination and ADA Implementation Plan.

NDDOT ROW Manual NDDOT ROW Program Manual states the acquisition of real property interest: "will not result in a reduction of elimination of benefits or assistance to a displaced person required by the Uniform Act and Title VI of the Civil Rights Act of 1964 (42 U.S.C 2000d et seq.)."

North Dakota Department of Transportation Title VI/Nondiscrimination and ADA Implementation Plan

Title VI/Nondiscrimination and ADA Program Implementation Plan Section VIII Data Collection pertaining to the NDDOT Public Participation Survey states "Data collection ensures that transportation programs, services, activities, facilities, and projects effectively meet the needs of "all persons" without discrimination." Statistical data is collected on race, color, national origin, sex, age, disability, language most frequently spoken at home, public assistance recipient, how you hear about the event, date, city, county, division/district, Project Control Number (PCN), negotiation or relocation, consultant name, MPO, Transit Agency, and sub recipient status. Each of the Title VI program areas, as appropriate, will maintain data to be incorporated in the FHWA Title VI Annual Goals and Accomplishments Report. The data gathering process will be reviewed and analyzed regularly to ensure sufficiency of the data in meeting the requirements of the Title VI/Nondiscrimination and ADA Program Implementation Plan.

Successful Practices

The NDDOT Civil Rights Division provides training to their Title VI Specialist's in NDDOTROW Program and Environmental and Transportation Services on the importance of completing the Title VI Public Participation Survey (SFN 60149). The NDDOT ROW program is collecting the Title VI demographic data for the land acquisition process, which is manually entered in an Excel spreadsheet, however this data needs to be reported to the CRD Title VI Coordinator for analysis, and the process needs to be documented in their Right of Way Manual Procedures.

Conclusion

This review indicates that deficiencies were identified in the analyzing and documentation of procedures concerning demographic and socio-economic data of impacted individuals of the land acquisition process and of right-of-way projects, services, and activities.

An Action Plan outlining the actions NDDOT ROW has agreed to is included in this report. Civil Rights looks forward to working with ROW, in assisting, in updating all references to the new process.

Action Plan

Observation #1: After review of the documentation provided by the NDDOT ROW program, it was found the data from the Title VI Public Survey (SFN 60149) is being given out a second time at the land owner negotiation meetings. The data from these surveys is currently being manually collected and maintained in an Excel spreadsheet, however this data is currently not being shared with the Title VI Coordinator for reporting of the demographics of landowners impacted by the land acquisition process. It is also not currently being documented in the NDDOT ROW Program Manual.

Resolution: NDDOT ROW program will continue to manually collect and maintain data in the Excel spreadsheet, however processes for gathering, maintaining and sharing this data with the Title VI Coordinator need to be documented. The processes should include at the minimum the following information:

- Include in the process the current method of documenting from the negotiation consultant indicating the date the negotiation consultant gave the Title VI Public Survey ~~was given~~ to the landowner.
- Include in the process the current method of documenting from the Right of Way checklist indicating if the Title VI Public Survey was declined or not by the landowner.
- The Title VI Specialist will collect and manually input data into an Excel spreadsheet which lists data such as the Project Control Number and demographic data from land acquisitions. The Title VI Specialist will share with the Title VI coordinator the spreadsheet data which will be used for the analysis and reporting for FHWA compliance.

This process will be included in the NDDOT ROW Program Manual and NDDOT's Title VI/Nondiscrimination Implementation Plan.

Appendices

Appendix A: Title VI/Nondiscrimination and ADA Public Participation Survey

Appendix B: Title VI/Nondiscrimination and ADA Data Spreadsheet

Appendix C: NDDOT Public Information for Highway and Street Projects Brochure

Report Prepared by:

X 
Atiana Beck (Sep 20, 2021 34:04 CDT)

Sep 20, 2021

Atiana Beck
Civil Rights Program Manager

Report Reviewed by:

X 

Sep 20, 2021

Ramona Bernard
Civil Rights Director

Report Acknowledged by:

X 

Sep 21, 2021

Mark Gaydos
Division Engineer Environmental and Trans...

*By signing your name, you acknowledge you have been informed of the content, requirements, and expectations of this report.

*Report Prepared by:
NDDOT Civil Rights Division
608 E Boulevard Ave
Bismarck, ND 58505
For additional copies of this report, contact us.*



Appendix A: Title VI/Nondiscrimination and ADA Public Participation Survey (SFN60149)

NDDOT TITLE VI PUBLIC PARTICIPATION SURVEY

North Dakota Department of Transportation, Civil Rights
SFN 60149 (Rev. 12-2014)

PLEASE USE DARK INK AND PRINT CLEARLY

The Civil Rights Act of 1964 and related nondiscrimination authorities require the North Dakota Department of Transportation to ensure everyone has the opportunity to comment on the transportation programs and activities that may affect their community.

To help with that, we ask that you respond to the following questions. You are not required to disclose the information requested in order to participate. Any information provided to the NDDOT will be retained solely for the purpose of collecting statistical data to ensure inclusion of all segments of the population affected by transportation programs and activities.

Sex: <input type="checkbox"/> Female <input type="checkbox"/> Male		Disability: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Age: <input type="checkbox"/> 34 and younger <input type="checkbox"/> 35-54 <input type="checkbox"/> 55 and older			
Race:			
<input type="checkbox"/> American Indian/Alaskan Native	<input type="checkbox"/> Native Hawaiian/Other Pacific Islander		
<input type="checkbox"/> Asian	<input type="checkbox"/> White		
<input type="checkbox"/> Black/African American	<input type="checkbox"/> Other _____		
<input type="checkbox"/> Hispanic or Latino			
Language most frequently spoken in your home:			
<input type="checkbox"/> Arabic	<input type="checkbox"/> German	<input type="checkbox"/> Somali	<input type="checkbox"/> Vietnamese
<input type="checkbox"/> Bosnian	<input type="checkbox"/> Nepali	<input type="checkbox"/> Spanish	<input type="checkbox"/> Other _____
<input type="checkbox"/> Croatian	<input type="checkbox"/> Russian	<input type="checkbox"/> Swahili	
<input type="checkbox"/> English	<input type="checkbox"/> Serbian	<input type="checkbox"/> Turkish	
Do you receive public assistance? <input type="checkbox"/> Yes <input type="checkbox"/> No			
Indicate how you heard about the event:			
<input type="checkbox"/> Internet	<input type="checkbox"/> Mailing	<input type="checkbox"/> NDDOT Contact	<input type="checkbox"/> Newspaper
<input type="checkbox"/> Radio	<input type="checkbox"/> Social Service Agency	<input type="checkbox"/> Television	
<input type="checkbox"/> Advocacy Group (which group) _____			
<input type="checkbox"/> Other _____			

For Office Use

Event Date		City	County	MPO
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/> Bismarck-Mandan
				<input type="checkbox"/> Fargo-Moorhead Metro COG
				<input type="checkbox"/> Grand Forks-East Grand Forks
Div/Dist Number	PCN	ROW	Consultant	Subrecipient
<input type="text"/>	<input type="text"/>	<input type="checkbox"/> Negotiation	<input type="text"/>	<input type="checkbox"/> Yes
		<input type="checkbox"/> Relocation		<input type="checkbox"/> No

After you have completed this form, please place it in the designated location.

Appendix B: Title VI/Nondiscrimination and ADA Data Spreadsheet

Title VI Public Participation Surveys Analysis																									
Sex			Disability			Age			Race					Language		Public Assistance		Hearld about the event			ROW		Subrecipient		
Date	F	M	T	Y	N	≤ 34	35-54	55 +	Native American	Asian	Black	Hispanic	White	Other	English	Other	Y	N	Mailing	NEOSOT Contact	Other	Notification	Relocation	Y	N
10/17/2019																									
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Appendix C: NDDOT Public Information for Highway and Street Projects Brochure

Click the link below to go to the Brochure or type it into the Internet browser.

<https://www.dot.nd.gov/manuals/environmental/rowmanual/row/Exhibit%20III-14%20-%20NDDOT%20Public%20Info%20Brochure.pdf>

NDDOT TITLE VI REVIEW – SUB RECIPIENT REPORT 2020-2021

SUBRECIPIENT	DATE REVIEW NOTICE SENT	DATE REVIEW CONDUCTED	DATE NOTICE OF COMPLIANCE	DATE OF NOTICE OF DEFICIENCY	DATE OF REVIEW MEETING	DATE OF NOTICE OF NON-COMPLIANCE	DATE OF LAST REVIEW	DATE OF LAST REVIEW- COMPLIANT	NOTES
Fargo-Moorhead Metro COG	6/30/2021	7/28/2021		N/A	N/A	N/A	N/A	N/A	The review was conducted, LGD received final documentation 9-2-2021 for review.
Fargo MAT Bus	1/4/2021	1/25/2021	6/8/2021	N/A	1/25/21	N/A	N/A	6/8/2021	2020 review was delayed due to COVID and held virtually. Agency was compliant, however recommendations to strengthen their program were given. Agency completed recommendations and review was closed.
Dickinson Public Transit	5/12/2021	6/29/21		N/A	N/A	N/A	N/A	N/A	The review was conducted, and documentation was submitted. The documentation is currently being reviewed.
Valley Senior Services	7/19/19	6/15/2021		N/A	6/15/21	N/A	N/A	N/A	Review was scheduled and delayed due to COVID and held virtual. Recommendations were published in <u>BlackCat</u> and a response is due to NDDOT 9/23/2021.
Benson County Transportation	4/7/2021	6/24/2021		N/A	N/A	N/A	N/A	N/A	The review was conducted, and documentation was submitted. The documentation is currently being reviewed.

Figure 1- NDDOT Title VI Review – Sub Recipient Report 2019-2020

TITLE VI SPECIALISTS TRAINING SCHEDULE 2020-201

TOPIC	DATE	TIME	HRS.	LOCATION	PARTICIPANTS
Title VI/Nondiscrimination and ADA Program FY2021 – FHWA approval and updated processes, program changes; New Specialist's Introductions; Title VI Specialist Thank you; Retirement notice-new hire; FHWA Review begins January 2021. Video presentation-TBA	11/9/2020 rescheduled 11/23/2020	8:30-9:30am	1.0	Microsoft Teams	Title VI Specialists, CRD Director
Title VI Goals and Accomplishments Report-Internal Program Area monitoring, tracking, and storing information on activities and data; Video presentation-TBA	1/11/2021	8:30-9:30am	1.0	Microsoft Teams	Title VI Specialists
Title VI Internal Program Area Reviews and Sub Recipient Reviews-scheduling, requirements, data collection, supporting documentation, deadlines, review meeting(s); Video presentation-TBA	3/29/2021	8:30-9:30am	1.0	Microsoft Teams	Title VI Specialists
Title VI/Nondiscrimination Goals and Accomplishments Reports- requirements and submission deadlines; New Specialists Training update; Video presentation-TBA	5/17/2021	8:30-9:30am	1.0	Microsoft Teams	Title VI Specialists
TOTAL TRAINING HOURS			4.0		

Figure 2- Title VI Specialists Training Schedule - October 1, 2020 - September 30, 2021

EXHIBIT D

NEW TITLE VI SPECIALIST TRAINING SCHEDULE 2020-2021

TOPIC	DATE	TIME	HRS	LOCATION	PARTICIPANTS
New Specialist's Welcome and Introductions; Brief Overview of the Title VI/Nondiscrimination and ADA Program. Disseminate online video training course materials; optional training syllabus; and answer questions	6/11/2021	One-on-one contact	.50	One-on-one contact	New Title VI Specialists
Overview of FHWA's Civil Rights Program Requirements for Local Public Agencies; Title VI/Nondiscrimination Background and Purpose; Title VI Program Nondiscrimination Assurances; Title VI Program Implementation Plans; Title VI Program Compliance and Enforcement (FHWA video or Companion Resource-printable script of videos)	2020-2021	Independent Study	1.00	ELM Online Video Training Course or optional Syllabus on MyDOT	New Title VI Specialists
Breaking Down the Language Barrier (DOJ video); Linguistica International and Language Link (handouts)	2020-2021	Independent Study	1.00	ELM Online Video Training Course or optional Syllabus on MyDOT	New Title VI Specialists
Americans with Disabilities Act Foundations of the ADA/Section 504; ADA Disability Protections; ADA Transition Plans; ADA Self-Evaluation Basics (FHWA videos or Companion Resource-printable script of videos)	2020-2021	Independent Study	1.00	ELM Online Video Training Course or optional Syllabus on MyDOT	New Title VI Specialists
Communicating Effectively – With People Who Have a Disability, booklet by the NDCPD	2020-2021	Independent Study	0.50	ELM Online Video Training Course or optional Syllabus on MyDOT	New Title VI Specialists
Read Title VI Annual Review Process documents; Read Filewalker Guide for Title VI Documents	2020-2021	Independent Study	0.50	ELM Online Video Training Course or optional Syllabus on MyDOT	New Title VI Specialists
Title VI Annual Report/Review Process; Filewalker Guide for Title VI Documents; and Training Review Question and Answer Session; Conclusion of Training	8/18/2021	Independent Study and one-on-one contact	1.50	one-on-one contact	New Title VI Specialists
TOTAL TRAINING HOURS			6.00		

Figure 3- New Title VI Specialist Training Schedule - October 1, 2020 - September 30, 2021

TITLE VI SPECIALIST TRAINING SCHEDULE 2021-2022

TOPIC	DATE	TIME	HRS.	LOCATION	PARTICIPANTS
Title VI/Nondiscrimination and ADA Program FY2022 – FHWA approval and updated processes, program changes; New Specialist's Introductions; Introduce new Title VI ADA Program Administrator	11/30/2021	8:30-9:30am	1.0	Microsoft Teams	Title VI Specialists, CRD Director
Title VI Goals and Accomplishments Report-Data Collection requirements, Discuss Title VI Public Survey as a means of data collection. Training or Video presentation-TBA	1/25/2022	8:30-9:30am	1.0	Microsoft Teams	Title VI Specialists
Title VI Internal Program Area Reviews and Sub Recipient Reviews-scheduling, requirements, data collection, supporting documentation, deadlines; Training or Video presentation-TBA	3/29/2022	8:30-9:30am	1.0	Microsoft Teams	Title VI Specialists
Title VI/Nondiscrimination Goals and Accomplishments Reports-requirements and submission deadlines; New Specialists Training update; Training or Video presentation-TBA	5/31/2022	8:30-9:30am	1.0	Microsoft Teams	Title VI Specialists
TOTAL TRAINING HOURS			4.0		

Figure 4- Title VI Specialist Training Schedule - October 1, 2020 - September 30, 2022

EXHIBIT F

NEW TITLE VI SPECIALIST TRAINING SCHEDULE 2021-2022

TOPIC	DATE	TIME	HRS	LOCATION	PARTICIPANTS
New Specialist's Welcome and Introductions; Brief Overview of the Title VI/Nondiscrimination and ADA Program. Disseminate online video training course materials; optional training syllabus; and answer questions	TBA 2021- 2022	TBA	.50	One-on-one communication via telephone or Microsoft Teams	New Title VI Specialists
Overview of FHWA's Civil Rights Program Requirements for Local Public Agencies; Title VI/Nondiscrimination Background and Purpose; Title VI Program Nondiscrimination Assurances; Title VI Program Implementation Plans; Title VI Program Compliance and Enforcement (FHWA video or Companion Resource-printable script of videos)	2021- 2022	Independent Study	1.00	ELM Online Video Training Course	New Title VI Specialists
Breaking Down the Language Barrier (DOJ video); and Language Link (handouts)	2021- 2022	Independent Study	1.00	ELM Online Video Training Course	New Title VI Specialists
Americans with Disabilities Act Foundations of the ADA/Section 504; ADA Disability Protections; ADA Transition Plans; ADA Self-Evaluation Basics (FHWA videos or Companion Resource-printable script of videos)	2021- 2022	Independent Study	1.00	ELM Online Video Training Course	New Title VI Specialists
Communicating Effectively – With People Who Have a Disability, booklet by the NDCPD	2021- 2022	Independent Study	0.50	ELM Online Video Training Course	New Title VI Specialists
Read Title VI Annual Review Process documents; Read Filewalker Guide for Title VI Documents	2021- 2022	Independent Study	0.50	ELM Online Video Training Course	New Title VI Specialists
Title VI Annual Report/Review Process; Filewalker Guide for Title VI Documents; and Training Review Question and Answer Session; Conclusion of Training	TBA 2021- 2022	TBA	1.50	One-on-one communication via telephone or Microsoft Teams	New Title VI Specialists
TOTAL TRAINING HOURS			6.00		

Figure 5- New Title VI Specialist Training Schedule - October 1, 2021 – September 30, 2022

SUB RECIPIENT TITLE VI FORMS

To electronically access, go to or click on the following link:

<https://www.dot.nd.gov/divisions/civilrights/titlevi-subrecipients.htm>