

**Appendix 00-B:
MassDOT Secretary & CEO's
"Corporate Message" on Title VI**



Deval L. Patrick, Governor
Timothy P. Murray, Lt. Governor
Richard A. Davey, Secretary & CEO



MEMORANDUM

TO: All MassDOT and MBTA Employees

FROM: Richard A. Davey, Secretary & CEO (*signature on original*)

DATE: February 5, 2013

RE: Title VI Programs at MassDOT and MBTA

As we move forward with our transportation enterprise, I want to address a critical component of MassDOT's mission to be the best transportation organization in the United States – our compliance with Title VI of the Civil Rights Acts of 1964. During President Obama's first term, he requested United States Attorney General Eric Holder, whose agency oversees Title VI enforcement, to revitalize this historic civil rights protection that applies to federal agencies and to all state, local or private organizations that receive or benefit from federal financial assistance.

MassDOT benefits from significant federal funding from the Federal Transit Administration (FTA), the Federal Highway Administration (FHWA), the Federal Aviation Administration and the National Highway Traffic Safety Administration. This support is based on my firm commitment that MassDOT will not discriminate in any program, service or activity that benefits from federal financial assistance based on race, color or national origin, or under other federal nondiscrimination laws concerning age, disability and sex. Under Massachusetts state law and Governor Patrick's Executive Order 526, MassDOT must also ensure public protection from discrimination based on ethnicity, sexual orientation, gender identity or expression, religion, creed, ancestry, veteran's status (including Vietnam-era veterans), or background.

Through MassDOT's Office for Diversity and Civil Rights (ODCR), we are working aggressively to meet President Obama and Governor Patrick's expectation that our operations will be conducted free of unlawful bias or discrimination. In every MassDOT department that engages the public, ODCR is collaborating to identify areas of potential bias and working with those departments to design and implement plans, policies and procedures to eliminate those risks. These civil rights compliance efforts are not new or extra steps, but an essential obligation on our transportation organization that demands each and every employee and manager's support, cooperation and respect.

In the links below, you can access the MassDOT Title VI programs, including those for FTA and FHWA funded programs, with the latter program providing standards and principles that will govern all other MassDOT divisions. These documents incorporate policies to guide how we engage the public, including people with disabilities and those with limited English proficiency. If your work is at all involved with serving the public, I urge you to review these documents, which will be the source of training in the months ahead. I envision and fully expect MassDOT to conduct its business in compliance with the principles of Title VI and the promise I have made.

Highway Division and FTA Funded Title VI Programs:

<http://www.massdot.state.ma.us/OfficeofCivilRights/TitleVI.aspx>

MBTA

http://www.ctps.org/bostonmpo/4_resources/1_reports/1_studies/3_transit/2011_title6/2011_MBTA_TitleVI.html