LPA Civil Rights Requirements
What are the main components for Civil Rights requirements?

- Assurances
- EEO Officer Identification
- Policy Statements
- Prevailing Wage/Contractor Compliance
- Disadvantaged Business Enterprise
What are the Title VI Assurances?

The written commitment to comply with Title VI of the Civil Rights Act of 1964, 49 CFR, part 2, and all related regulations and directives. The LPA assures that no person shall on the grounds of race, color, national origin, gender, age or disability be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program, activity or service.
Every local agency must identify an EEO Officer

The EEO officer is responsible for dealing with Title VI issues that may arise within the agency receiving the funds.
Policy Statements

The LPA shall also include their Policy VI statement explaining how they are ensuring compliance.

Baseline Example:

LPA is ensuring that no person shall on the grounds of race, color, national origin, sex, age or disability as provided by the Civil Rights act of 1964 and the Civil Rights Restoration Act of 1987, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity. WYDOT further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs and activities are federally funded or not. (continues)
Why is Title VI Required?

To receive Federal financial assistance, any Federal dollars that are assigned to the LPA to support any program and activity, by way of grant, loan or contract, other than a contract of insurance or guaranty, assurances must be in place prohibiting discrimination.
Limited English Proficiency (LEP), and Environmental Justice (EJ).

- LEP is required if and when information is requested.

- Environmental Justice is a requirement of executive order 12898. Meaningful involvement of all people regardless of race, color, national origin, or income with respect to development within a community.
Good News:

- We have created a Title VI template that is approved by FHWA for fulfillment of the regulations.

- Template is very user friendly and assures that the correct information is being identified.
Prevailing Wage Requirements

- Employees must be paid the prevailing wage listed in the contract.
- Updated Annually
- Strongly encourage firms to take part in survey
Payrolls are required weekly.

Employee interviews must be completed for all employees on project.

If payroll issues are identified, contractor is required to address issues prior to next pay period.
We are a team working to ensure compliance.
Disadvantaged Business Enterprise

DBE
The DBE program is intended to ensure nondiscrimination in the award and administration of DOT-assisted contracts.

Program objectives include:

- Create a level playing field
- Remove barriers
- Provide promotion, development and opportunities
**DBE Requirements**

- DBEs must be solicited for all subcontracting opportunities
  - Documented solicitation (E-91-LPA)
  - Firm availability/directory

http://www.dot.state.wy.us/home/business_with_wydot/contractors/Disadvantaged_Business_Enterprise.html

- DBE firms cannot be removed from a project after award for pro-forma reason
  - Notification/Intent to Subcontract
DBE Requirements

- Commercially useful function (CUF) verification
- Prompt payment
- Final attainment
- Annual Goal - 4.55%
Questions?
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