



Civil Rights Division

2008 VTCA Spring Conference

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Business Opportunity & Workforce Development (BOWD) Center

The BOWD Center will provide assistance to help underutilized Disadvantaged Business Enterprises to compete for and perform on Federally-aided highway contracts through:

- **Supportive Services**
- **Partnering Initiatives across VDOT**
- **Utilization of BOWD firms in Contract Language**

Business Opportunity & Workforce Development (BOWD) Center

Supportive Services

- **Business Assessment**
- **Business Plan Development**
- **Targeted one-on-one assistance**
- **Training/Industry Related Courses**
- **Resource Center**

Business Opportunity & Workforce Development (BOWD) Center

Supportive Services

- **Financial Reviews**
- **Contract Management**
- **Project Scheduling**
- **Free Plans & Specifications**



Business Opportunity & Workforce Development (BOWD) Center

Partnering Initiatives across VDOT

- **Scheduling & Contract Division**
- **Innovative Project Delivery**
- **Administrative Services Division**

Business Opportunity & Workforce Development (BOWD) Center

Utilization of BOWD Firms in Contract Language

- **Encourage utilization of BOWD DBE firms on contracts requiring DBE participation.**
- **Partnering Initiative between prime consultants and BOWD DBE firms.**
- **Increase capacity of DBE firms by perfecting existing skills and knowledge, expanding into new work areas, and joint venturing.**

Business Opportunity & Workforce Development (BOWD) Center

BOWD Center DBE Consultants

- **Belcher Consultants**
- **Chi Associates**
- **Earth Environmental Consultants**
- **PEMCCO, Inc.**
- **Precision Measurements**
- **SAAD Consultants**
- **Soft Tech Consulting, Inc.**
- **Universal Adaptive Consulting Services**



Business Opportunity & Workforce Development (BOWD) Center

BOWD DBE Profiles

www.virginiadot/business/BOWD.asp



Business Opportunity & Workforce Development (BOWD) Center

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Title VI

“No person in the United States shall on the grounds of race, color, or national origin be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.”

Additional protected classes under the Title VI program include: sex; age; disability; displacees/relocatees; low income persons; and limited English proficient persons.

Title VI of 1964 Civil Rights Act (42 U.S.C. 2000)

Title VI

Assurances & Regulations

Standard DOT Title VI Assurances obligates sub-recipients and contractors to:

- **Comply with Title VI**
- **Include Title VI provisions in contracts**

FHWA Title VI Regulations (23 CFR 200):

- **Requires assurances**
- **Identifies specific actions and activities to ensure compliance**

Title VI

Civil Rights is taking a proactive approach in regard to Title VI by reviewing program areas within VDOT and it's subrecipients in order to ensure compliance with federal regulations.

Proactive Approach consists of:

- **Gathering Information**
- **Baseline Assessments**
- **Education**

Title VI

Consultant's Title VI Considerations

- **Appoint someone in a position of authority in the firm to be responsible for Title VI activities and reports;**
- **Have procedures in place to recruit minorities and women when hiring staff and sub-consultants to projects;**
- **Document training opportunities to ensure the equitable training of minorities and women on staff;**

Title VI

Consultant's Title VI Considerations

- **Develop a system to ensure that sub-consultants are in compliance with Title VI**
- **Document procedures utilized to acquire goods or services from minority and women owned businesses;**
- **Have a written complaint procedure to address complaints from any sector of the public affected by your consultation work;**

Title VI

Consultant's Title VI Considerations

- **Collect data and analyze it to determine if protected groups will be impacted and if so make every effort to insure their input, participation and equitable treatment when working on a project;**
- **Conduct reviews of program areas and sub-consultants.**

Title VI

Title VI Evaluation Report

- **Implemented the Updated Title VI Evaluation Report in January 2007 and the Executive Consultant Leadership Committee (ECLC) met with representatives of the Civil Rights Division in January to discuss streamlining the report.**
- **The ECLC has made recommendations in regard to the Title VI Evaluation Report which are now under review. Civil Rights is committed to work with Industry in streamlining the process where ever possible while still complying with federal regulations.**

Title VI

Revitalization of the Title VI Program has resulted in:

- **The review of 324 Title VI Evaluation Reports**
- **Technical assistance given to over 200 Consultants**
- **Approval of 158 Title VI Evaluation Reports**
- **Conducted 15 Baseline Assessment Reviews**

Title VI

Title VI Tool Box

- **Title VI Training DVD**
- **Limited English Proficiency Training DVD**
- **Title VI Technical Assistance Tool**
- **LEP Technical Assistance Tool**

Title VI

Title VI Tool Box

- **FHWA ADA Brochure**
- **VDOT Title VI Brochure**
- **Examples of Title VI Noncompliance**
- **FHWA 23 CFR 200**

Title VI

Title VI Tool Box

- **Limited English Proficiency (LEP) Resources**
- **Title VI Resource List**
- **Title VI Evaluation Report Form**
- **Title VI Evaluation Report Form Technical Assistance Tool**



Title VI

For More Information:

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Civil Rights Division

Questions