

Duluth-Superior Metropolitan Interstate Council

Title VI Compliance Plan

April 2013
Amended December 2015



Duluth-Superior area communities cooperating in planning and development through a joint venture of the Arrowhead Regional Development Commission and the Northwest Regional Planning Commission



www.dsmic.org

221 West First Street
Duluth, MN 55802

1-800-232-0707

micinfo@ardc.org



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Introduction

As a subrecipient of federal funds administered by the Federal Transit Administration (FTA) and/or the Federal Highway Administration (FHWA) from the states of Minnesota and Wisconsin, the Duluth-Superior Metropolitan Interstate Council (MIC) is required to comply with the Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, and all related regulations and statutes.

The purpose of these regulations is to assure that no person or group of persons shall, on the grounds of race, color, or national origin be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any and all programs, services, or activities administered by the MIC, regardless of whether these programs are federally funded or not.

This document establishes a framework for the MIC's efforts to ensure compliance with Title VI and related statutes regarding nondiscrimination and environmental justice.

Duluth-Superior Metropolitan Interstate Council

MISSION: *Guiding the future of transportation for the Twin Ports area.*

PURPOSE & OBJECTIVES:

Our region's mobility, quality of life, economic growth and competitiveness is based on our multi-modal transportation network. Every household and business depends on transportation for movement of people and goods. A transportation system is the urban framework upon which a city or metropolitan area develops.

Transportation systems need to move commodities and people economically, safely and without restraint. They also need to accommodate all users, whether they travel by car and truck, rail, water, air, bike, transit or on foot. These objectives have many challenges, but must ultimately be met if we are going to achieve a higher quality of life for the people of our region.

Because many governmental units and agencies have spheres of responsibility that impact the metropolitan transportation system, it is necessary that they all cooperate in exploring the challenges and opportunities together. The best way to accomplish this objective is through a cooperative program that represents all the local units of government in a metropolitan area. The Duluth-Superior Metropolitan Interstate Council (MIC) provides the leadership forum for this important activity to occur.

The objectives of the MIC include:

- ◆ **To solve** major transportation issues and/or problems that affect multiple jurisdictions or agencies within the Duluth-Superior metropolitan area.
- ◆ **To develop** detailed transportation information to encourage decisions that both enhance livability and optimize the movement of people and goods throughout the metropolitan area.
- ◆ **To make** the transportation network comprehensive, safe and fully integrated.
- ◆ **To gain** the maximum benefit from each public transportation investment.

To respond to the social, economic and environmental interests of the region by conducting an area-wide transportation planning process that seeks out and incorporates the expressed needs and concerns of the area's residents, groups, units of government and affected agencies.

Title VI Policy Statement

The Duluth-Superior Metropolitan Interstate Council (MIC) and the Arrowhead Regional Development Commission (ARDC) assure that no person shall, on the grounds of race, color, or national origin as provided by Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987 (PL 100.259) be excluded from participation in, be denied the benefits of, or otherwise subjected to discrimination under any agency-sponsored program or activity.

MIC/ARDC further assures that every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs are federally funded or not.

In the event that MIC/ARDC distributes federal aid funds to another entity, MIC will include Title VI language in all written agreements and will monitor for compliance. MIC/ARDC's Director/Title VI Coordinator are authorized to ensure compliance with provisions of this policy as required by Title 23 Code of Federal Regulations (CFR) 200 and Title 49 CFR 21.

MIC/ARDC acknowledges its responsibility for initiating and monitoring Title VI activities, preparing required reports and other responsibilities as required by Title 23 Code of Federal Regulations (CFR) 200 and Title 49 CFR 21.



April 17, 2013

Ron Chicka, MIC Director

Date

Authorities

Title VI of the 1964 Civil Rights Act provides that 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 otherwise subjected to discrimination under any program or activity receiving Federal financial assistance. The Civil Rights Restoration Act of 1987 broadened the scope of the Title VI coverage by expanding the definition of the terms "programs or activities" to include all programs or activities of Federal Aid recipients, sub-recipients, and contractors, whether such programs are federally assisted or not.

Additional Citations

Other Title VI related statutes include, but are not limited to: 42 USC 4601 to 4655; 23 USC 324; DOT order 1050.2; EO 12250; EO 12898; EO 13166; 23 CFR 200; 23 CFR 1235.28; 28 CFR 35; 28 CFR 36; 28 CFR 41; 28 CFR 42, Subpart C; 28 CFR 50.3

MIC Title VI Notice to the Public

The paragraph below is inserted into all significant publications that are distributed to the public, such as future versions and updates of the Long Range Transportation Plan. The text is available on the agency's website. The version below is the preferred text, but where space is limited or in publications where cost is an issue, the abbreviated version can be used in its place.

The Duluth-Superior Metropolitan Interstate Council (MIC) hereby gives public notice that it is the policy of the MPO to assure full compliance with Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987, Executive Order 12898 on Environmental Justice, and related statutes and regulations in all programs and activities. Title VI assures that no person shall, on the grounds of race, color, or national origin be excluded from participation in, be denied the benefits of, or otherwise subjected to discrimination under any program or activity for which the MIC receives federal financial assistance. Any person who believes they have been aggrieved by an unlawful discriminatory practice by the MIC has a right to file a formal complaint with MIC, ARDC, Mn/DOT or US DOT. Any such complaint must be in writing and filed with MIC/ARDC's Title VI Compliance Manager within one hundred eighty (180) days following the date of the alleged discriminatory occurrence. For more information, or to obtain a Title VI Discrimination Complaint Form, please see our website at: <http://www.dsmic.org/titlevi>, or you can view a copy at our offices at 221 W. 1st Street, Duluth, MN.

Abbreviated Title VI Notices to the Public:

A shortened version of the above paragraph, may be used in publications where space or cost is an issue:

The MIC fully complies with the Title VI of the Civil Rights Act of 1964 and related statutes and regulations in all programs and activities. For more information, or to obtain a Title VI Discrimination Complaint Form, please see our website at: <http://www.dsmic.org/titlevi>, or you can view a copy at our offices at 221 W. 1st Street, Duluth, MN.

PUBLIC INVOLVEMENT AND STAKEHOLDER IDENTIFICATION GENERAL PROCEDURAL GUIDELINES

General procedural guidelines are applicable agency-wide to MIC planning studies and programs.

Planning Studies

The MIC conducts various modal studies derived from needs identified in the Long Range Plan and at the request of local jurisdictions. All studies begin with a scope of work, most use advisory committees and public outreach techniques to identify key issues and develop goals and objectives. Data is collected and analyzed and a document is drafted from this information. All studies are presented to the Transportation Advisory Committee (TAC) and MIC for formal adoption. Below are the public involvement procedures to follow while performing a plan or study. Note, the general procedure guidelines are meant to provide structure and consistency to the public involvement process which the MIC undertakes with each plan and program. However, depending on the study, different methods will have to be devised in order to attain effective public participation. Therefore, these guidelines are also designed to be flexible, in order to tailor the public involvement strategy to effective methods of gathering meaningful public involvement for the particular plan or program.

1. Devise public outreach program by determining:
 - a. Level of public involvement
 - i. Informational (i.e. educational session on planning concept)
 - ii. Advisory (TIP)
 - iii. Problem Solving (LRTP, PIP)
 - b. Number of meetings
 - c. Type of meetings
2. Identify Stakeholders and form steering (study advisory) committee
 - a. Government Partners – townships, cities, counties, federal & state agencies, school districts.
 - b. Stakeholder Groups – directly impacted individuals and groups, neighborhood associations, business associations, other community groups within the study area.
 - c. General Public – not directly impacted, but interested citizens from the community at-large.
 - d. Discuss what minority, low-income, LEP or user groups with disabilities might exist:
 - i. Identify all low income and minority interest groups in the Duluth-Superior area targeting them as key recipients for direct mailing information on pertinent plans, issues, MIC Focus on Transportation Newsletters etc. The MIC will solicit input from interest groups and present information at meetings as appropriate working to build relationships to identify transportation needs.

- ii. Identify concentrations of low income and or minority populations by mapping demographic data (by Census Block Groups and Tracts).
 - iii. Using Geographic Information Systems (GIS) technology, all Duluth-Superior metropolitan TIP projects (federally funded transportation projects) will be mapped and overlaid on low income and minority demographic data. Projects falling into environmental justice zones will be highlighted, analyzed and discussed in each published TIP, as well as the LRTP.
 - iv. Investigate the impacts of transportation projects on these populations and work with interest groups and neighborhood organizations when problems are identified to explore alternatives and minimize impacts.
 - v. Increase outreach to these populations by offering to present at their organization meetings.
 - vi. Suggest a committee appointment to the project steering committee to ensure low income and minority needs are considered.
 - vii. Incorporate Environmental Justice considerations in TIP criteria so that these issues are addressed early in the planning and programming process.
 - viii. A financial analysis of investment trends will be conducted to investigate the amount of funding invested in urban core projects (and areas of low income and minority populations) versus the urban periphery.
3. Form steering (study advisory) committee and devise meeting schedule. Steering committee should consist of government partners directly impacted by project and others who will provide guidance and perspective. As part of the steering committee formation, develop and maintain list of interested and affected parties whose input will be actively sought during the plan development process.
 4. Reach out to federal, state, and other non-metropolitan local officials including: land use management, natural resource, historic, and other agencies, organizations, and groups that are affect by plan.
 5. Review available study area plans, including comprehensive plans, conservation plans and maps, and available inventories of historic and natural resources.
 6. Review the accessibility of the meeting, considering access of the facility itself and transportation such as bus route availability.
 7. Hold an issue identification/information gathering public meeting to discuss background information and known issues, generate input on other transportation issues in the metro area, and determine study goals and objectives. Invite all impacted parties within the study area:
 - a. Direct Mailing (postcard, letter)
 - b. Publish public meeting notice via print media (newspapers, newsletters), electronic media (MIC website, e-mail lists, blogs, forums, TV & radio, jurisdiction websites).

- c. Posting (ARDC Front Window Meeting Notice Display, public spaces)
8. When seeking public comments, include information that translation or TTY services are available upon request.
9. Respond to public comments from all sources (meetings, website, phone calls, in person, by mail, etc.) either directly or by the following means:
 - a. MIC website – post comments, either verbatim or summarized, and the MIC's responses on the project web page.
 - b. Discuss comments with TAC and MIC and study advisory committee.
10. Compile Draft document
 - a. Incorporate public comments and responses in document.
 - b. Hold additional public meeting, if needed, to address received comments.
11. Hold additional public meetings as necessary.
12. Compile Draft Plan
13. Hold a Draft Plan meeting, reviewing the study process, the issues and comments. Focus this meeting on the solutions and recommendations presented in the Draft Plan. Invite all impacted parties, including everyone whom was invited to the first public meeting, the issues identification/information gathering public meeting.
14. Respond to question or comments from agencies, organizations, groups and citizens.
15. Present Draft Plan to MIC and TAC for their approval. Present comments or grouped comments by theme, to the MIC and TAC.
16. Make Draft Plan available to the public, maintain additional copies (electronic and hardcopy) available upon request. Copies of the Draft Plan may be found at the following locations:
 - a. MIC office
 - b. MIC website (dsmic.org)
 - c. Duluth and Superior Public Libraries
17. Present Final Plan to MIC and TAC for approval.
18. Make Final Plan available to the public and maintain additional copies (electronic and hardcopy) available upon request. Copies of Final Plan may be found at the following locations:
 - a. MIC office
 - b. MIC website (dsmic.org)
 - c. Duluth & Superior Public Libraries (optional)
19. Present and distribute Final Plan (hard copies and/or CDs) to impacted agencies, organizations, and/or groups.
20. Follow up with steering committee and project stakeholders by reviewing the next steps in the planning process, including the status of the implementation options.

STAKEHOLDER IDENTIFICATION

The MIC will develop and maintain a list of stakeholders, which will consist of interested and affected parties. This list will be used to inform individuals, groups, and agencies about the development of a plan or program and to notify them about specific opportunities for public involvement.

The MIC regularly involves the participation of a broad range of interest groups, organizations, jurisdictions, and citizens in addressing transportation issues. One of the most critical forms of participation the MIC uses is the formation of study advisory committees. The purpose of these committees is to shape and guide the development of various plans ensuring diverse representation. The composition of these advisory committees differs depending on the study, but all involve technical advisors, policy makers, and individuals representing special interest groups.

Overall, the formation of the study advisory committees has been a successful way to ensure that a thorough, two-way flow of information occurs between local governments and special interest groups.

The MIC will begin each study by enlisting the assistance of its established boards and committees including the following:

1. MIC Policy Board – consists of elected officials and citizens (nine from Minnesota and nine from Wisconsin) who represent all local units of government within the MIC planning Area.
2. Transportation Advisory Committee (TAC) – consists of planning and engineering technical staff from the Cities of Duluth, Hermantown, Proctor and Superior, Douglas and St. Louis Counties and State of Minnesota and the State of Wisconsin, as well as representatives from specific modes of transportation including air, transit and bikes and pedestrians and economic entities.
3. Harbor Technical Advisory Committee (HTAC) – consists of harbor stakeholders including business owners, freight operators, environmental groups and local, state and federal officials.

In addition to the MIC boards and committees, the MIC will include affected and interested parties from, but not be limited to, the following:

➤ Business Representatives Chambers of Commerce, Business Improvement Districts & Development Associations
➤ Educational Institutions (public & private schools & universities) School Boards, Parent Teacher Associations (PTA), Student Associations & Other Such Groups
➤ General Public

Directly impacted (in study area) and indirectly impacted citizens
<p>➤ Government Partners Local Officials - elected (township, city, county) & staff (engineering, fire, planning, police, transit, etc) State Officials - elected members representing study/planning area & staff Federal Officials - elected members representing study/planning area & staff</p>
<p>➤ Human Service and Non-Profit Agencies Agencies with low income, minority, elderly, disabled & refugee clients</p>
<p>➤ Individuals and Interest Groups Groups with demonstrated interest in transportation issues</p>
<p>➤ Local media, print and electronic</p>
<p>➤ Neighborhood Associations & Civic Groups & Organizations</p>
<p>➤ State and Local Agencies, Organizations, and Groups involved with the following:</p> <ul style="list-style-type: none"> i. Land Use Management ii. Resource Preservation (historical & archeological) iii. Conservation iv. Economic Development v. Environment vi. Freight Generating & Hauling Operators
<p>➤ Traffic Safety & Enforcement Agencies</p>
<p>➤ Transit and Taxi Operators Both public and private, including demand response operators</p>
<p>➤ Transportation Users Bicycle, pedestrian, and disabled users</p>

PUBLIC INVOLVEMENT TOOLS AND TACTICS

Outreach techniques include:

- Electronic & Print Media
- Visualization Techniques
- Public Meetings
- Meeting Ads & Notices
- Community Impact Assessment (Environmental Justice)

The MIC conducts a broad range of citizen participation and communication efforts to help people understand important regional issues and to build consensus for solving the metropolitan area’s transportation problems. The MIC fully realizes that public involvement is critical to the successful development and implementation of any transportation plan. The MIC also realizes that it needs to become more visible and find additional ways to get the average citizen involved throughout all planning stages.

MIC Public Involvement Tools & Tactics	
Tools	Media Tactics
• Public Meetings	• Block Advertisements
• Public Meeting Comment Cards	• News Releases
• Community Presentations	• Calendar Releases
• MIC Website (dsmic.org)	• Newspaper Articles
• MIC Organizational Fact Sheet	• Editorial Board Meetings
• Project Summary Sheets	• Legal Notice
• Questionnaires/Surveys	• Displays, Posters & Flyers
• Quarterly <i>Focus on Transportation</i> Newsletter	• Direct Mailings/Email Distribution Lists

PUBLIC MEETINGS

When a public meeting is focused on a planning study or program related to a specific geographic area or jurisdiction with the MIC planning area, the meeting should be held within that geographic area or jurisdiction. Appropriate elected officials as identified in the stakeholder analysis should be consulted and/or informed of relevant outreach activities within their jurisdictions.

Refreshments and childcare for meetings should be considered and if provided should be noted on flyer and/or meeting notice. Staff and audience introductions help to identify public concerns and interests.

Setting a Meeting Date & Time:

When setting a meeting date and time, MIC staff will review community calendars to avoid conflicts with other major meetings, including regularly scheduled city council, county commission, township board, planning commission, neighborhood association, and school board meetings. As well as, staff will consider not overlapping a MIC project meeting with another previously scheduled major community meeting. Meetings should be scheduled at various times to accommodate various work schedules, and public transportation schedules.

Accessibility of Meeting Spaces and Materials:

Public meetings should be held in locations accessible to people with disabilities and should be located near a transit route if possible. Meeting facilities should be accessible

to mobility impaired individuals. Public information documents, including meeting notices, should always include text that makes it clear that the meeting space is ADA accessible. In addition, individuals planning to attend the meeting will have the opportunity to request special needs, so that they may fully participate in the meetings as well. Staff will provide interpreters if requested (sign language, translators) and prepare enlarged print materials in order to more fully accommodate the various meeting participants.

If a member of the public requires information because the individual is blind or deaf the MIC will work with local resources to provide them with information in the format that is best suited to their request. The Minnesota Regional Service Center--Deaf and Hard of Hearing Services Division is located in Duluth and the MIC will utilize their services as needed. The MIC will also work with service agencies to provide audio tapes, Braille and other interpretive services as needed. Minnesota Relay is also an excellent resource (7-1-1) for the deaf public to communicate with staff. ARDC also has a TTY (telecommunications for the Deaf) machine.

COMMUNITY IMPACT ASSESSMENT/ENVIRONMENTAL JUSTICE

Community Impact Assessment/Environmental justice is the public policy goal of ensuring that government activities do not bring disproportionately high or negative impacts to bear on low income or minority populations. MPOs are required to identify disproportionately high or adverse affects to these populations. Minority populations are defined as: African Americans, Hispanics, Asian Americans, American Indians, and Alaskan Natives. Low income populations are defined as median household incomes below the Department of Health and Human Services poverty guidelines.

Federal requirements encourage MPOs to aggressively “seek out and consider” the needs and interests of traditionally underserved people, groups and communities. This includes those people such as the disabled, low income and minorities that have been traditionally underserved by the transportation system (highway and transit), policies and investments. Underserved means they have not had comparable transportation access (to employment, recreation, goods and services to meet local residential needs) as other groups have. MPO plans must avoid excessive negative impacts on these groups.

One of the first things to determine is if a community is not participating as indicated by low turn out at public meetings and other events. If they are not participating, evaluate why they are not (they do not feel included, lack of representation, cultural, language, economic and mobility barriers etc.) and develop solutions to bridge those barriers. Another critical consideration is to evaluate if the issues and concerns of underserved populations and communities are reaching decision-making bodies.

LEP Four Factor Analysis

Number and Proportion of the MIC Area

The following table was derived from the 2006-2011 American Community Survey 5-Year estimates indicate that there were 138,476 persons who were age five (5) and older, of whom 95.8% speak only English at home. Of the remaining 4.2% of individuals who primarily speak a language other than English at home, 65.8% report that they speak English very well, with the remainder, representing an estimated 1,968 individuals, representing 1.4% of the total population, reporting they speak English less than very well.

MIC Area Primary Language Primarily Spoken at Home Individuals 5 Years of Age and over	Number of Individuals	Speak English "very well"	Speak English "Less than very well"
Total Population	138,476		
Speak only English	132,716	-	-
Spanish or Spanish Creole:	1,815	1,120	695
French (incl. Patois, Cajun):	450	307	143
French Creole:	0	0	0
Italian:	124	65	59
Portuguese or Portuguese Creole:	17	10	7
German:	551	410	141
Yiddish:	18	18	0
Other West Germanic languages:	23	23	0
Scandinavian languages:	382	327	55
Greek:	130	111	19
Russian:	126	100	26
Polish:	124	90	34
Serbo-Croatian:	54	30	24
Other Slavic languages:	66	42	24
Armenian:	0	0	0
Persian:	17	17	0
Gujarati:	13	13	0
Hindi:	28	28	0
Urdu:	13	0	13
Other Indic languages:	111	75	36
Other Indo-European languages:	19	19	0
Chinese:	465	186	279
Japanese:	34	26	8
Korean:	60	44	16
Mon-Khmer, Cambodian:	0	0	0

Hmong:	274	129	145
Thai:	0	0	0
Laotian:	0	0	0
Vietnamese:	148	63	85
Other Asian languages:	12	12	0
Tagalog:	47	24	23
Other Pacific Island languages:	12	9	3
Navajo:	0	0	0
Other Native North American languages:	220	197	23
Hungarian:	7	7	0
Arabic:	41	21	20
Hebrew:	17	17	0
African languages:	129	81	48
Other and unspecified languages:	213	171	42
Total Non-English Speakers:	5,760	3,792	1,968
Percent Non-English Speakers:	4.2%	2.7%	1.4%

The Frequency with which LEP Persons Encounter DSMIC Programs

MIC reviewed the frequency of contact with LEP persons with staff, Policy Board contacts, or contacts with consultant/contractors working on MIC projects. Since the inception of the MIC, it received no request for interpreters or translation of MIC documents.

Nature and Importance of Programs or Services Provided by MIC to LEP Population

MPO programs use federal funds to plan for future transportation projects, and therefore do not include any direct service or program that requires vital, immediate or emergency assistance, such as medical treatment or services for basic needs (like food or shelter). Further, the MPO does not conduct required activities such as applications, interviews or other activities prior to participation in its programs or events. Involvement by any citizen with the MIC or its committees is voluntary.

The MIC Policy Board, staff, consultants or sub-recipients are most likely to contact LEP individuals through public meetings and other general public involvement opportunities. Inclusive public participation is a priority consideration in MPO plans, studies and programs. The impacts of transportation improvements resulting from these

planning activities have an impact on all residents, therefore assistance efforts need to be made available to make the planning process as inclusive as possible.

Services Available and Associated Costs

Should the need arise, the MIC will contact local units of government to determine the source of services available for translation or interpretation. Given the small size of the LEP population within the MPO planning area and financial constraints, full mutli-language translations of large transportation plan documents, agenda packages, programs, and maps are not considered as warranted at this time, but could be made available on a case by case basis if necessary.

Providing Appropriate Language Assistance

In order to provide needed language assistance it is necessary for the MIC to be able to identify LEP persons and to provide reasonable measures to assist those individuals with their language assistance needs. Language assistance can include interpretation, which means oral or spoken transfer of a message from one language into another language, or translation, which means the written transfer of a message from one language into another language.

Measures the MIC may use to identify LEP persons include:

- Post notice of the LEP Plan and of the availability of interpretation or translation services. Steps will include:
 - Posting signs at conspicuous and accessible locations notifying LEP persons of the LEP Plan and how to access language services
 - Posting information on the MIC web site
 - Posting information in the front desk area of the MIC offices
- MIC staff will have access to ISPEAK cards to assist in identifying the language interpretation needed if the occasion arises.
- When the MIC sponsors an informational meeting or event, advanced public notice of the event should include notice that translator or interpreter services are available upon request.

Although there is a low percentage of LEP individuals in the MIC area, the MIC will strive to offer the following measures:

- MIC staff will take reasonable steps to provide the opportunity for meaningful access to LEP clients who have difficulty communicating in English.
- The following resources will be available to accommodate LEP persons:
 - Interpretive services, within reason, will be provided for public meetings if advance notice is provided to the MIC and such services are readily available.
 - The MIC will make translated versions (or provide for the interpretation of relevant sections) of all documents/publications available upon request, within a reasonable time frame if resources permit.

Staff Training

The MIC will take steps to insure staff has appropriate training and resources available to assist LEP individuals. These steps include:

- Provide staff with information on the Title VI Policy and LEP responsibilities
- Provide staff with information on language assistance services available
- Provide staff with information on the use of ISPEAK cards
- Train staff on how to document language assistance requests
- Train staff on how to handle potential Title VI/LEP complaints

Contractors/Consultants

All contractors or subcontractors performing work for the MIC will be required to follow Title VI/LEP guidelines. Such assurance will be made at the time of establishing the contract.

Translation of Documents

Given the expense of translating documents, the likelihood of frequent changes and other relevant factors, MIC policy is to consider the translation of documents (or portions thereof) on a case by case basis, as requested.

The MIC can utilize Google's Translate program, located at <http://translate.google.com>, to provide users with HTML content in other languages. This resource is an imperfect system, but has a potential to provide enough information for an LEP individual or group to gain an initial understanding of MIC documents in response to an initial contact. Outside of those services, because MIC staff is small and does not possess in-house translation capabilities or expertise, MIC staff can only assist LEP persons, but cannot accurately assess or guarantee the accuracy of translation services provided by others.

Meeting the Requirements of LEP Individuals

To be able to communicate with LEP persons, MIC staff plans to use language identification flashcards developed by the U.S. Census Bureau. These cards have the phrase, "Mark this box if you read or speak 'name of language'", translated into 38 languages. They were designed for use by government and nongovernment agencies to identify the primary language of LEP individuals during face-to-face contacts. The flashcards are located at:

<http://www.lep.gov/ISpeakCards2004.pdf>

The MIC plans to make them available at public meetings and other community input events. Once a language is identified, a relevant point of contact will be notified to assess feasible translation or oral interpretation assistance.

- | | |
|---|------------------------|
| <input type="checkbox"/> <p>ضع علامة في هذا المربع إذا كنت تقرأ أو تتحدث العربية.</p> | 1. Arabic |
| <input type="checkbox"/> <p>Խոսողո՞ւմ ե՞սք նշո՞ւմ կատարե՞ք այս քանակուսու՞մ, եթե խոսո՞ւմ կա՞մ կարողո՞ւմ եք հայերեն:</p> | 2. Armenian |
| <input type="checkbox"/> <p>যদি আপনি বাংলা পড়েন বা বলেন তা হলে এই বাক্সে দাগ দিন।</p> | 3. Bengali |
| <input type="checkbox"/> <p>ល្អបញ្ជាក់ក្នុងប្រអប់នេះ បើអ្នកអាន ឬនិយាយភាសា ខ្មែរ ។</p> | 4. Cambodian |
| <input type="checkbox"/> <p>Motka i kahhon ya yangin ûntûngnu' manaitai pat ûntûngnu' kumentos Chamorro.</p> | 5. Chamorro |
| <input type="checkbox"/> <p>如果你能读中文或讲中文，请选择此框。</p> | 6. Simplified Chinese |
| <input type="checkbox"/> <p>如果你能讀中文或講中文，請選擇此框。</p> | 7. Traditional Chinese |
| <input type="checkbox"/> <p>Označite ovaj kvadratić ako čitate ili govorite hrvatski jezik.</p> | 8. Croatian |
| <input type="checkbox"/> <p>Zaškrtněte tuto kolonku, pokud čtete a hovoříte česky.</p> | 9. Czech |
| <input type="checkbox"/> <p>Kruis dit vakje aan als u Nederlands kunt lezen of spreken.</p> | 10. Dutch |
| <input type="checkbox"/> <p>Mark this box if you read or speak English.</p> | 11. English |
| <input type="checkbox"/> <p>اگر خواندن و نوشتن فارسي بلد هستيد، اين مربع را علامت بنيد.</p> | 12. Farsi |

<input type="checkbox"/>	Cocher ici si vous lisez ou parlez le français.	13. French
<input type="checkbox"/>	Kreuzen Sie dieses Kästchen an, wenn Sie Deutsch lesen oder sprechen.	14. German
<input type="checkbox"/>	Σημειώστε αυτό το πλαίσιο αν διαβάζετε ή μιλάτε Ελληνικά.	15. Greek
<input type="checkbox"/>	Make kazye sa a si ou li oswa ou pale kreyòl ayisyen.	16. Haitian Creole
<input type="checkbox"/>	अगर आप हिन्दी बोलते या पढ़ सकते हैं तो इस बक्स पर चिह्न लगाएँ।	17. Hindi
<input type="checkbox"/>	Kos lub voj no yog koj paub twm thiab hais lus Hmoob.	18. Hmong
<input type="checkbox"/>	Jelölje meg ezt a kockát, ha megérta vagy beszéli a magyar nyelvet.	19. Hungarian
<input type="checkbox"/>	Markaam daytoy nga kahon no makabasa wenno makasaoka iti Ilocano.	20. Ilocano
<input type="checkbox"/>	Marchi questa casella se legge o parla italiano.	21. Italian
<input type="checkbox"/>	日本語を読んだり、話せる場合はここに印を付けてください。	22. Japanese
<input type="checkbox"/>	한국어를 읽거나 말할 수 있으면 이 칸에 표시하십시오.	23. Korean
<input type="checkbox"/>	ໃຫ້ໝາຍໃສ່ຊ່ອງນີ້ ຖ້າທ່ານອ່ານຫຼືປາກພາສາລາວ.	24. Laotian
<input type="checkbox"/>	Prosimy o zaznaczenie tego kwadratu, jeżeli posługuje się Pan/Pani językiem polskim.	25. Polish

<input type="checkbox"/>	Assinale este quadrado se você lê ou fala português.	26. Portuguese
<input type="checkbox"/>	Însemnați această căsuță dacă citiți sau vorbiți românește.	27. Romanian
<input type="checkbox"/>	Пометьте этот квадратик, если вы читаете или говорите по-русски.	28. Russian
<input type="checkbox"/>	Обележите овај квадратик уколико читате или говорите српски језик.	29. Serbian
<input type="checkbox"/>	Označte tento štvorček, ak viete čítať alebo hovoriť po slovensky.	30. Slovak
<input type="checkbox"/>	Marque esta casilla si lee o habla español.	31. Spanish
<input type="checkbox"/>	Markahan itong kuwadrado kung kayo ay marunong magbasa o magsalita ng Tagalog.	32. Tagalog
<input type="checkbox"/>	ให้กาเครื่องหมายลงในช่องถ้าท่านอ่านหรือพูดภาษาไทย.	33. Thai
<input type="checkbox"/>	Maaka 'i he puha ni kapau 'oku ke lau pe lea fakatonga.	34. Tongan
<input type="checkbox"/>	Відмітьте цю клітинку, якщо ви читаете або говорите українською мовою.	35. Ukrainian
<input type="checkbox"/>	اگر آپ اردو پڑھتے یا بولتے ہیں تو اس خانے میں نشان لگائیں۔	36. Urdu
<input type="checkbox"/>	Xin đánh dấu vào ô này nếu quý vị biết đọc và nói được Việt Ngữ.	37. Vietnamese
<input type="checkbox"/>	באצייכנט דעם קעסטל אויב איר לייענט אדער רעדט אידיש.	38. Yiddish

MIC Complaint Procedures

The MIC/ARDC Title VI Complaint Procedure is written to specify the process employed by MIC/ARDC to investigate complaints, while ensuring due process for Complainants and respondents. The process does not preclude MIC/ARDC from attempting to informally resolve complaints.

The procedure applies to all external complaints relating to any program or activity administered by MIC/ARDC and/or its sub-recipients, consultants or contractors, filed under Title VI of the Civil Rights Act of 1964, as well as other related laws that prohibit discrimination on the basis of race, color, or national origin.

Process

An individual, or his or her representative, who believes that he or she has been subject to discrimination or retaliation prohibited by Title VI and other nondiscrimination provisions, has a right to file a complaint. Complaints need to be filed within 180 calendar days of:

- The alleged occurrence
- When the alleged discrimination became known to the Complainant
- When there has been a continuing course of conduct:
 - The date on which the conduct was discontinued
 - Or the latest instance of the conduct.

Once a completed complaint is received, MIC/ARDC will review it to determine if their office has jurisdiction or if there is a need to refer the matter to another jurisdiction. The Complainant will receive an acknowledgement letter informing him/her whether the complaint will be investigated by MIC/ARDC or forwarded to another office for review and investigation.

The MIC/ARDC has 60 days to investigate the complaint. If more information is needed to resolve the case, the MIC/ARDC may contact the Complainant. The Complainant has 10 business days from the date of the letter to send requested

information to the investigator assigned to the case. If the investigator is not contacted by the Complainant or does not receive the additional information within 10 business days, the MIC/ARDC can administratively close the case. A case can be administratively closed also if the Complainant no longer wishes to pursue their case.

Within 90 days of receipt of the complaint, the MIC/ARDC Title VI Coordinator will notify the Complainant in writing of the final decision reached, including proposed disposition of the matter. The notification will advise the Complainant of his/her appeal rights with the U.S. Department of Transportation, FHWA, or FTA if they are dissatisfied with the final decision rendered by MIC/ARDC.

Complaints may be mailed to:

ARDC – MIC	US Department of Transportation
Title VI Coordinator	1200 New Jersey Avenue SE
221 W. 1 st Street	Washington, DC 20590
Duluth, MN 55802	

Mn/DOT Office of Civil Rights
395 John Ireland Blvd MS 170
St. Paul, MN 55155

TITLE VI Complaint Form

The Duluth-Superior Metropolitan Interstate Council, and Arrowhead Regional Development Commission assure that no person shall, on the grounds of race, color, or national origin as provided by Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987 (PL 100.259) be excluded from participation in, be denied the benefits of, or otherwise subjected to discrimination under any agency-sponsored program or activity.

An individual, or his or her representative, who believes that he or she has been subject to discrimination prohibited by Title VI and other nondiscrimination provisions, has a right to file a complaint. Complaints need to be filed within 180 calendar days of the alleged occurrence.

Section I:			
Name:			
Address:			
Telephone (Home):		Telephone (Work):	
Electronic Mail Address:			
Accessible Format Requirements?	Large Print		Audio Tape
	TDD		Other
Section II:			
Are you filing this complaint on your own behalf?		Yes*	No
*If you answered "yes" to this question, go to Section III.			
If not, please supply the name and relationship of the person for whom you are complaining:			
Please explain why you have filed for a third party:			
Please confirm that you have obtained the permission of the aggrieved party if you are filing on behalf of a third party.		Yes	No
Section III:			
I believe the discrimination I experienced was based on (check all that apply):			
[] Race [] Color [] National Origin			
Date of Alleged Discrimination (Month, Day, Year): _____			

Explain as clearly as possible what happened and why you believe you were discriminated against. Describe all persons who were involved. Include the name and contact information of the person(s) who discriminated against you (if known) as well as names and contact information of any witnesses. If more space is needed, please use the back of this form.

Section IV

Have you previously filed a Title VI complaint with this agency?	Yes	No
--	-----	----

Section V

Have you filed this complaint with any other Federal, State, or local agency, or with any Federal or State court? Yes No

If yes, check all that apply:

Federal Agency: _____

Federal Court: _____ State Agency: _____

State Court: _____ Local Agency: _____

Please provide information about a contact person at the agency/court where the complaint was filed.

Name:

Title:

Agency:

Address:

Telephone:

Section VI
Name of agency complaint is against:
Contact person:
Title:
Telephone number:

You may attach any written materials or other information that you think is relevant to your complaint.

Signature and date required below

Signature

Date

Please submit this form in person at the address below, or mail this form to:

ARDC – MIC
 Title VI Coordinator
 221 W. 1st Street
 Duluth, MN 55802

List of Transit-Related Title VI Investigations, Complaints or Lawsuits

MIC/ARDC shall prepare and maintain a list of any of the following that allege discrimination on the basis of race, color, or national origin:

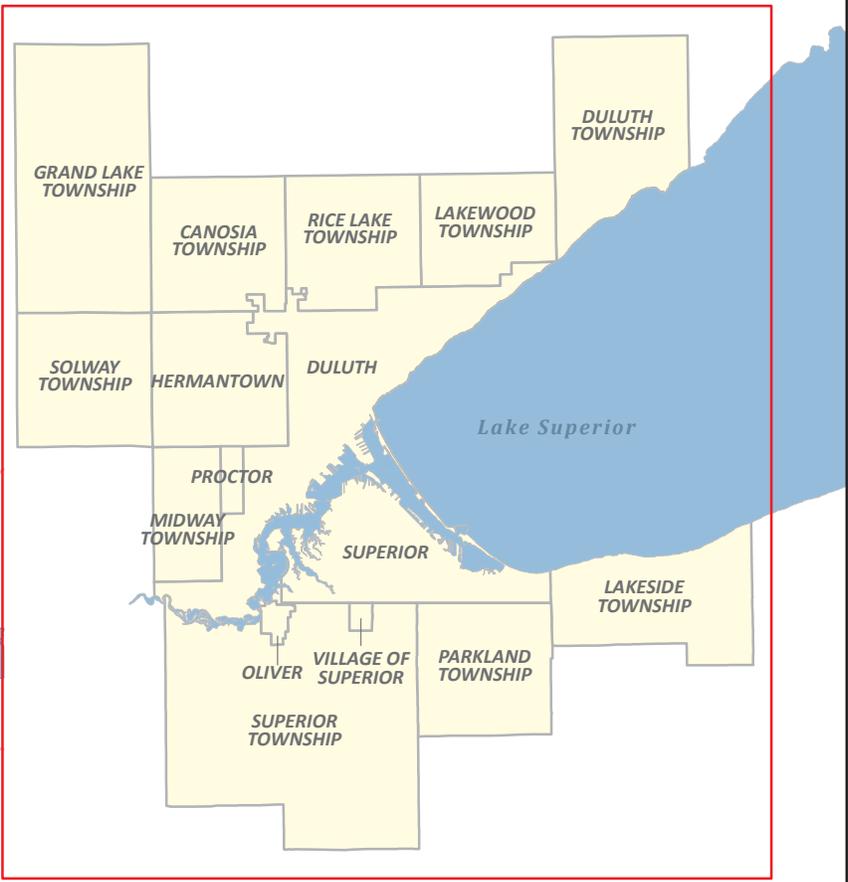
- Active investigations conducted by FTA and entities other than FTA
- Lawsuits; and
- Complaints naming the recipient.

This list shall include the date that the transit-related Title VI investigation, lawsuit, or complaint was filed; a summary of the allegation(s); the status of the investigation, lawsuit, or complaint; and actions taken by the recipient in response, or final findings related to the investigation, lawsuit, or complaint.

At this time, there are no such complaints, lawsuits or active investigations against MIC/ARDC

	Date (Month, Day, Year)	Summary (include basis of complaint: race, color, or national origin)	Status	Action(s) Taken
Investigations				
1.				
2.				
Lawsuits				
1.				
2.				
Complaints				
1.				
2.				

Metropolitan Interstate Council
Planning Area



Demographic Profile of the Metropolitan Area

All demographic data was acquired on the American Fact Finder website (factfinder2.census.gov/) and is based on 2011 American Community Survey (ACS) 5-year estimates.

The Municipal Demographics for the MIC Planning Area chart highlights median income, percent minority, percent senior, percent in poverty and percent Limited English Proficiency (LEP) populations which is based on an American Community Survey question where respondents answered that they speak English “less than very well.”

For mapping purposes the lowest level of geography available was used. Lowest level of geography for LEP populations was the census tract and for minority, income and senior status the census block group was used. The demographic maps in the following pages highlight the interaction between specific populations and transportation projects which were constructed from 2008 through 2012 and received federal funding in the MIC planning area.

Population percentage thresholds were established in order to easily identify areas which may have disparate impacts from transportation projects. These thresholds are based on the overall averages of the MIC Planning Area:

- LEP - tract population of 1.3% or greater speak English “less than very well”
- Senior – block group population of 13.4% or greater over the age of 65
- Minority – block group populations of 7.7% or greater non-“white alone”
- Low Income – block group median income of \$23,550 or less (federal poverty threshold for a family of four)

In the MIC Planning Area approximately 65 project miles of roadway received federal funding in the period between 2008 and 2012 and there were 16 projects which included other improvements to the transportation infrastructure such as railroad crossings, intersections, schools or other buildings. Of those projects, 32 project miles and six of the 16 other projects were constructed in block groups with threshold exceeding minority populations, 63 project miles and eleven other projects in block groups with threshold exceeding senior populations, 13 project miles and three other projects in low-income block groups, and 34 project miles and six other projects in tracts with threshold exceeding LEP populations. From 2008 to 2012 the Duluth Transit Authority used \$8,394,944 in federal funds to purchase 26 new buses. The Duluth Transit Authority serves all areas which exceed the population thresholds mentioned

above. The maps and analysis indicate no evidence of disparate impacts to senior, low-income, minor or LEP populations.

Project Implementation

Threshold Exceeding Populations	Total Project Miles	Other Projects	%of Total Constructed Roadway
Minority	32.0	6	49.5%
Senior	62.8	11	97.2%
LEP	33.9	6	52.4%
Low-Income	12.9	3	19.9%

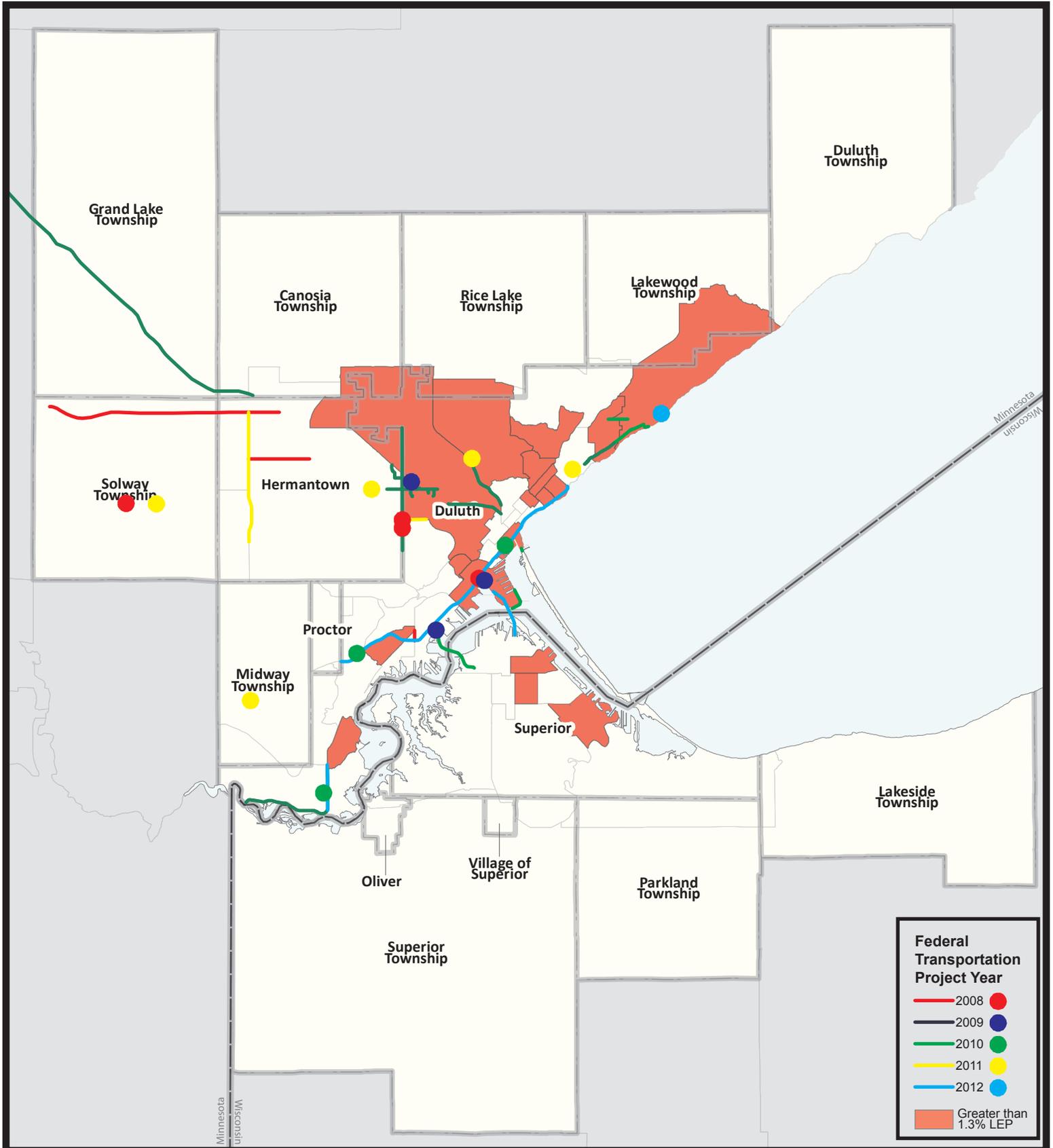
Municipal demographic data was acquired from the American Fact Finder website (factfinder2.census.gov/) and based on 2011 American Community Survey estimates of municipal populations. Within the MIC planning area there are 10 townships, two villages and four cities. Duluth and Superior are the population centers of the MIC Planning Area with approximately 77% of the total population and these two cities also have some of the highest concentrations of minority and LEP populations as well as the lowest median income. Lakewood has the highest median household income. The highest percentages of seniors live in the Village of Superior, Midway and Canosia. The highest rates of LEP populations are in Duluth, Superior and the Village of Oliver and the overall LEP percentage in the MIC Planning Area is 1.3%.

Municipal Demographics within Metropolitan Interstate Council Planning Area

Municipality	Median Income	Total Population	% Minority	% Senior	% in Poverty	% of Population who Speak English "less than very well"
Canosia Township	\$64,519	2,079	5.1%	15.1%	4.3%	0.3%
Duluth	\$41,116	86,177	9.4%	13.7%	12.0%	1.5%
Duluth Township	\$61,667	1,802	1.7%	13.0%	1.7%	0.7%
Grand Lake Township	\$66,645	2,746	2.6%	13.6%	1.1%	0.3%
Hermantown	\$65,233	9,267	5.7%	12.6%	1.7%	1.4%
Lakewood Township	\$75,625	2,197	3.6%	11.3%	2.9%	0.7%
Midway Township	\$69,118	1,441	3.5%	15.0%	1.9%	0.7%
Proctor	\$52,589	3,023	2.5%	12.0%	10.6%	0.4%
Rice Lake Township	\$67,273	4,080	3.9%	12.6%	3.0%	0.2%
Solway Township	\$61,279	2,038	2.7%	11.2%	2.5%	0.6%
Lakeside Township	\$57,000	731	7.0%	12.1%	0.9%	0.1%
Oliver	\$60,469	328	7.0%	11.8%	2.8%	1.8%
Parkland Township	\$47,039	1,242	3.5%	10.6%	15.5%	0.0%
Superior	\$40,146	27,174	7.0%	13.4%	12.7%	1.2%
Village of Superior	\$67,500	661	10.0%	19.7%	1.5%	0.0%
Superior Township	\$61,583	2,058	3.2%	16.3%	7.0%	0.9%
MIC Area	\$46,110	147,044	7.7%	13.4%	10.2%	1.3%

Federally Funded Transportation Projects 2008-2012

Population speaking English "less than very well" Census Tracts

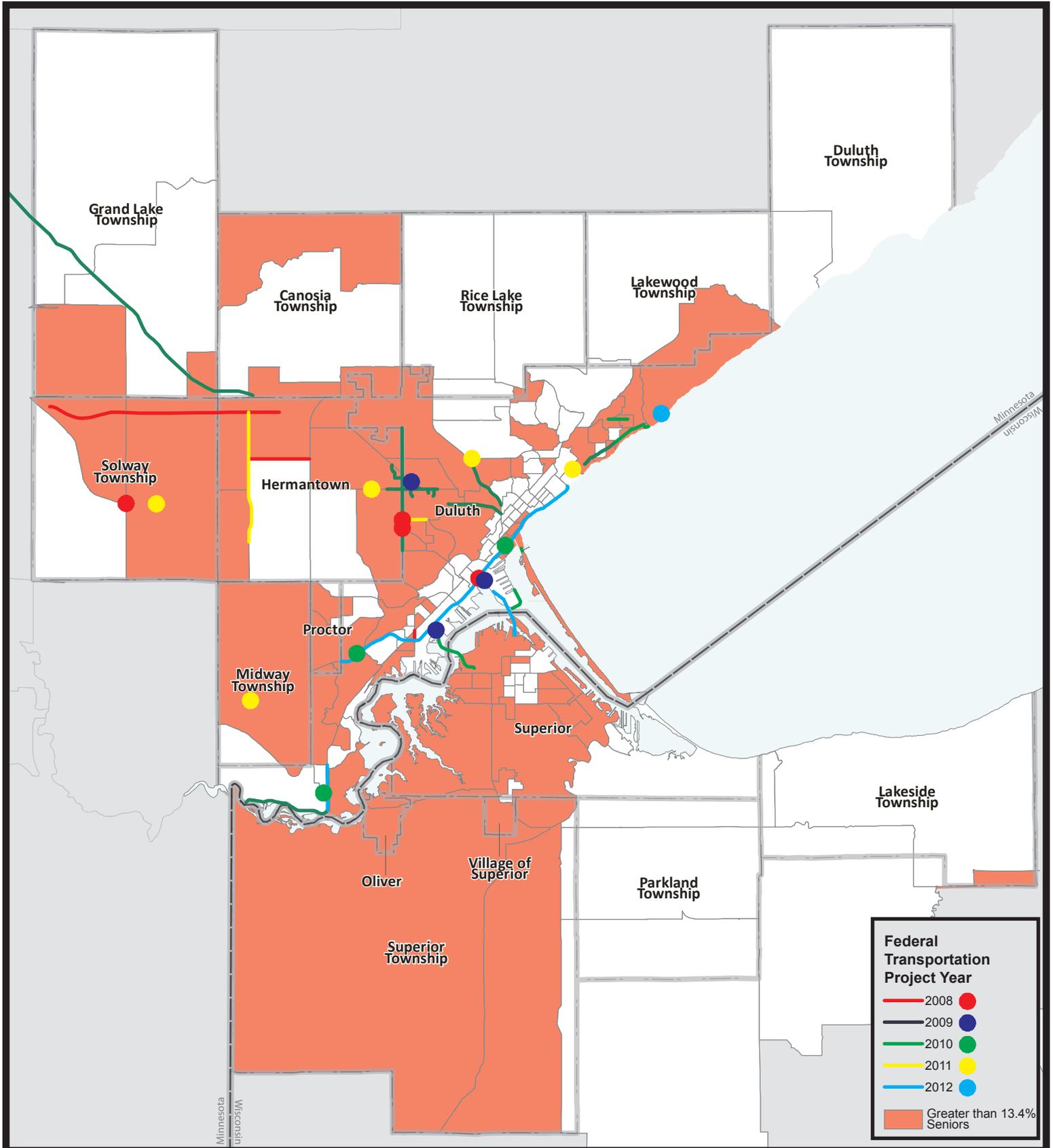


*Data from 2011 American Community Survey Estimates

*Dots represent federally funded improvements to the transportation infrastructure such as railroad crossings, intersections, schools or other buildings

Federally Funded Transportation Projects 2008-2012

Senior Population Census Block Groups

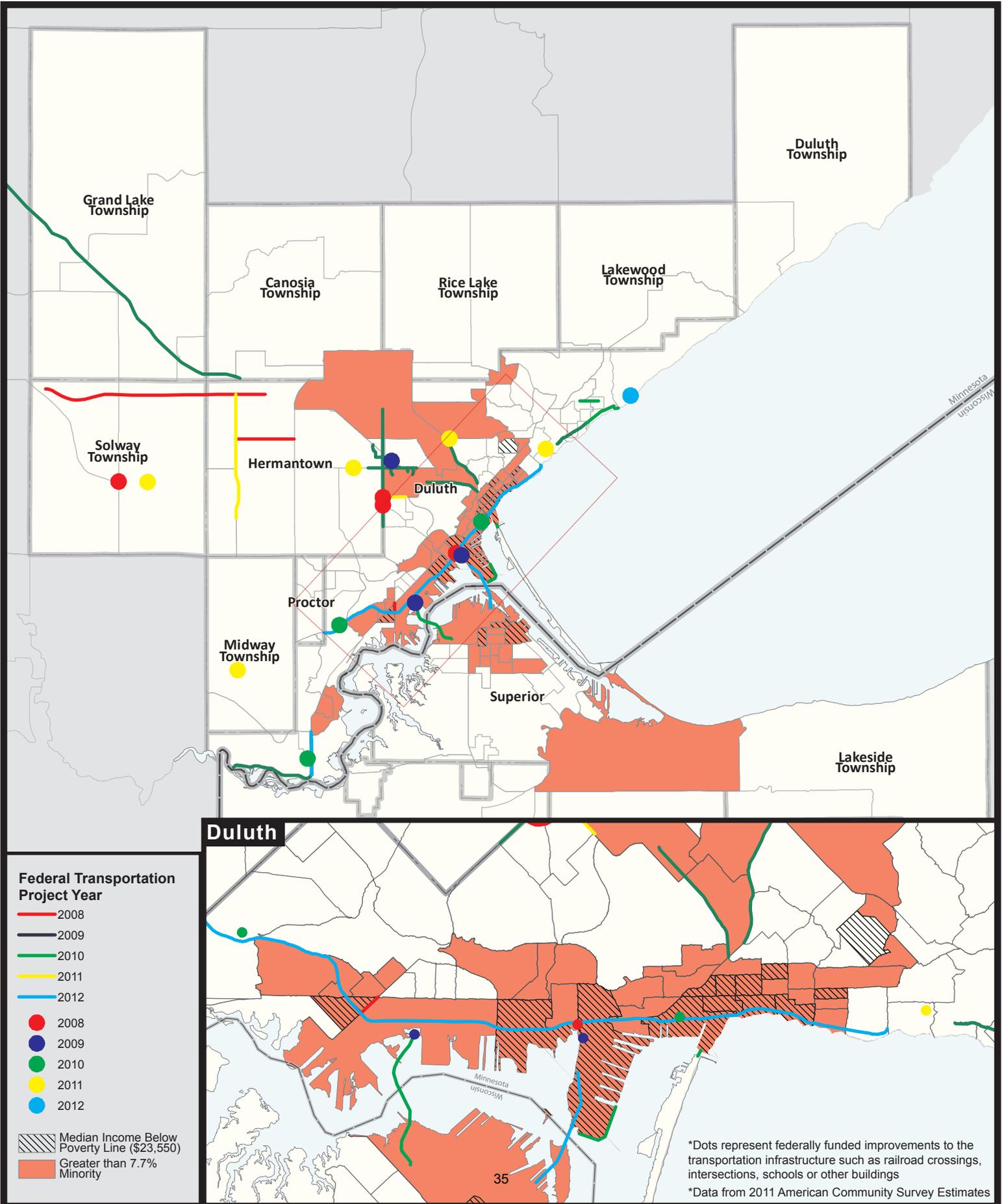


*Data from 2011 American Community Survey Estimates

*Dots represent federally funded improvements to the transportation infrastructure such as railroad crossings, intersections, schools or other buildings

Federally Funded Transportation Projects 2008-2012

Low Income and Minority Census Block Groups



Minority Representation on Committees

The membership of the MIC consists of 18 Policy Board members, nine of whom are to be residents of Minnesota and nine of whom are to be residents of Wisconsin. Each member (or their appointed alternate) is entitled to one full vote. No eligible voting member has more than one vote. Two-thirds of the membership are local elected officials or their alternates.

Members of both the MIC and the TAC are chosen by the jurisdictions and put forth for membership. MIC/ARDC places no restrictions on membership on the basis of race, color, national origin, gender, age, income status or disability.

When asking agencies to appoint members, we encourage them to consider appointing minority members in order to include that representation.

Body	Caucasian	Latino	African American	Asian American	Native American	Other
MIC Area	92.3%	1.4%	1.8%	1.2%	2.1%	1.2%
MIC Policy Board	100%	0%	0%	0%	0%	0%
Transportation Advisory Committee	100%	0%	0%	0%	0%	0%

RESOLUTION 13-03

DULUTH-SUPERIOR METROPOLITAN INTERSTATE COUNCIL

Adopting the Duluth-Superior Metropolitan Interstate Council/Arrowhead Regional Development Commission Title VI Compliance Plan.

Title VI Compliance Plan

WHEREAS, the U.S. Department of Transportation (DOT) regulations require the development of an annual Transportation Improvement Program (TIP) by the Metropolitan Planning Organization (MPO) in urbanized areas; and

WHEREAS, the Duluth-Superior Metropolitan Interstate Council (MIC) was created by the Arrowhead Regional Development Commission (ARDC) and the Northwest Regional Planning Commission (NWRPC) and recognized by the Governors of Wisconsin and Minnesota as the designated Metropolitan Planning Organization (MPO) for the Duluth-Superior urbanized area; and

WHEREAS, the Duluth-Superior Metropolitan Interstate Council (MIC) is the body responsible for making transportation policy decisions and for directing the transportation planning and development function within the Duluth-Superior urbanized area; and

WHEREAS, transportation projects in the urbanized area which will utilize federal funds must be included in the Duluth Area TIP; and

WHEREAS, discrimination on the basis of race, color, and national origin is prohibited in programs and activities receiving federal financial assistance by Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, the Federal Aid Highway Act of 1973, Age Discrimination Act of 1975, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Executive Order 12898 and Executive Order 13166; and

WHEREAS, the Arrowhead Regional Development Commission has a long-standing policy that protects persons against discrimination in employment on the basis of race, color, creed, religion, national origin, sex, sexual orientation, disability, age, marital

status, membership or activity in a local human rights commission, or status with regard to public assistance; and

WHEREAS, all recipients and sub-recipients of Federal Transit Administration (FTA) funds are required to have a Title VI program documenting compliance with Title VI regulations and in accordance with Title 49 CFR Section 21.9(b); and

WHEREAS, the Metropolitan Interstate Council, a metropolitan planning organization and a division of the Arrowhead Regional Development Commission, is a sub-recipient of FTA funds through the Minnesota Department of Transportation, and

WHEREAS, the Metropolitan Interstate Council has developed a written Title VI plan which addresses the requirements for metropolitan planning organizations;

NOW, THEREFORE BE IT RESOLVED, that the Arrowhead Regional Development Commission approves the Title VI Compliance Plan for submission to the Minnesota Department of Transportation and the Federal Transit Administration.

ATTEST:



Nick Baker
Wisconsin MIC Co-Chair



David Montgomery
Minnesota MIC Co-Chair



Ron Chicka
MIC Director

April 17, 2013
Date

April 18, 2013

RESOLUTION

Adoption of a Title VI Program Plan

WHEREAS, discrimination on the basis of race, color, and national origin is prohibited in programs and activities receiving federal financial assistance by Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, the Federal Aid Highway Act of 1973, Age Discrimination Act of 1975, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Executive Order 12898 and Executive Order 13166; and

WHEREAS, the Arrowhead Regional Development Commission has a long-standing policy that protects persons against discrimination in employment on the basis of race, color, creed, religion, national origin, sex, sexual orientation, disability, age, marital status, membership or activity in a local human rights commission, or status with regard to public assistance; and

WHEREAS, all recipients and sub-recipients of Federal Transit Administration (FTA) funds are required to have a Title VI program documenting compliance with Title VI regulations and in accordance with Title 49 CFR Section 21.9(b); and

WHEREAS, the Metropolitan Interstate Council, a metropolitan planning organization and a division of the Arrowhead Regional Development Commission, is a sub-recipient of FTA funds through the Minnesota Department of Transportation, and

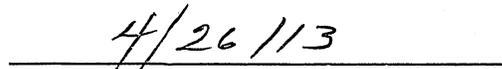
WHEREAS, the Metropolitan Interstate Council has developed a written Title VI plan which addresses the requirements for metropolitan planning organizations;

NOW, THEREFORE BE IT RESOLVED, that the Arrowhead Regional Development Commission approves the Title VI Compliance Plan for submission to the Minnesota Department of Transportation and the Federal Transit Administration.


Chair


Executive Director


Officer


Date

RESOLUTION 15-16

DULUTH-SUPERIOR METROPOLITAN INTERSTATE COUNCIL

Amending the language of the Duluth-Superior Metropolitan Interstate Council/Arrowhead Regional Development Commission Title VI Compliance Plan.

WHEREAS, the U.S. Department of Transportation (DOT) regulations require the development of an annual Transportation Improvement Program (TIP) by the Metropolitan Planning Organization (MPO) in urbanized areas; and

WHEREAS, the Duluth-Superior Metropolitan Interstate Council (MIC) was created by the Arrowhead Regional Development Commission (ARDC) and the Northwest Regional Planning Commission (NWRPC) and recognized by the Governors of Wisconsin and Minnesota as the designated Metropolitan Planning Organization (MPO) for the Duluth-Superior urbanized area; and

WHEREAS, the Duluth-Superior Metropolitan Interstate Council (MIC) is the body responsible for making transportation policy decisions and for directing the transportation planning and development function within the Duluth-Superior urbanized area; and

WHEREAS, transportation projects in the urbanized area which will utilize federal funds must be included in the Duluth Area TIP; and

WHEREAS, discrimination on the basis of race, color, or national origin is prohibited in programs and activities receiving federal financial assistance by Title VI of the Civil Rights Act of 1964; and

WHEREAS, the Arrowhead Regional Development Commission has a long-standing policy that protects persons against discrimination in employment on the basis of race, color, or national origin; and

WHEREAS, all recipients and sub-recipients of Federal Transit Administration (FTA) funds are required to have a Title VI program documenting compliance with current Title VI regulations and in accordance with Title 49 CFR Section 21.9(b); and

WHEREAS, the Metropolitan Interstate Council, a metropolitan planning organization and a division of the Arrowhead Regional Development Commission, is a sub-recipient of FTA funds through the Minnesota Department of Transportation, and

WHEREAS, the Metropolitan Interstate Council adopted a written Title VI plan on October 16, 2013 which addressed the requirements for metropolitan planning organizations at the time;

NOW, THEREFORE BE IT RESOLVED, that the Arrowhead Regional Development Commission will approve the amended language within the MIC's Title VI Compliance Plan on December 17, 2015 for submission to the Minnesota Department of Transportation and the Federal Transit Administration.

ATTEST:



Nick Baker
Wisconsin MIC Co-Chair



David Montgomery
Minnesota MIC Co-Chair



Ron Chicka
MIC Director

December 9, 2015

Date

December 17, 2015

Arrowhead Regional Development Commission

Board of Directors

Resolution

**Authorization of Amended Language to the Metropolitan Interstate Council's
Title VI Program Plan 2013**

WHEREAS, discrimination on the basis of race, color, or national origin is prohibited in programs and activities receiving federal financial assistance by Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, the Federal Aid Highway Act of 1973, Age Discrimination Act of 1975, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Executive Order 12898 and Executive Order 13166; and

WHEREAS, the Metropolitan Interstate Commission Title VI Program Plan was adopted by ARDC on April 26, 2013; and

WHEREAS, all recipients and sub-recipients of Federal Transit Administration (FTA) funds are required to have a Title VI program documenting compliance with current Title VI regulations and in accordance with Title 49 CFR Section 21.9(b); and

WHEREAS, the Arrowhead Regional Development Commission has a long-standing policy that protects persons against discrimination in employment on the basis of race, color, or national origin; and

WHEREAS, the Metropolitan Interstate Council, a metropolitan planning organization and a division of the Arrowhead Regional Development Commission, is a sub-recipient of FTA funds through the Minnesota Department of Transportation, and

WHEREAS, the Metropolitan Interstate Council has developed a written Title VI plan which addresses the current requirements for metropolitan planning organizations;

NOW, THEREFORE, BE IT RESOLVED that the Arrowhead Regional Development Commission approves the Title VI Compliance Plan for submission to the Minnesota Department of Transportation and the Federal Transit Administration.


Chair


Executive Director


Officer

December 17, 2015
Date

