The Committee on Civil Rights shall work cooperatively with the Association’s Member Departments and as appropriate with other committees, agencies, and external organizations to provide equal access and ensure nondiscrimination in all programs and activities involving Federal dollars. This includes researching and evaluating the effectiveness of civil rights programs and reporting findings of issues, as well as sharing any best practices, to Member Departments on programs such as Disadvantaged Business Enterprise, Equal Employment Opportunity, On-The-Job Training, Non-Discrimination (Title VI), Americans with Disabilities Act and Supportive Services.

The Committee on Civil Rights shall make recommendations and render advice to the President and staff of the Association, and to other committees as to courses of action which they may follow to assure compliance with civil rights laws and regulations in their respective areas. The committee shall also establish and maintain outreach efforts to other transportation organizations with similar interests.

The Committee on Civil Rights shall identify and report to the AASHTO Agency Administration Managing Committee on any federal regulatory mandates of national concern.

**Goal 1: Effective Implementation of ADA Transition Plans**

The primary purpose of the state transportation ADA program is to ensure that all persons have equal access to programs and activities, including those with disabilities. Transition Plans are living documents outlining how equal access will be accomplished.

The Committee will work to identify and share best practices on implementing transition plans efficiently and effectively.

**Implementation Actions**

- Develop a survey to send to states identifying implementation processes
- Establish an interdisciplinary team to identify best practices from the processes received (construction, maintenance etc.)
- Share best practices
- Continue to identify ways to assist states with implementation

**Goal 2: Workforce Diversity and Inclusion**

The AASHTO Committee on Civil Rights, as part of a joint taskforce, will work with the committees on Agency Administration, Human Resources, Knowledge Management, and Data Analytics to optimize the alignment of workforce, technology, data and knowledge management, and organizational development, to strengthen agency capabilities, and identify gaps, barriers,
issues and obstacles as they relate to emerging field. The Committee on Civil Rights will develop practices and tools to ensure diversity and inclusion.

Implementation Actions

- Identify members to participate in the joint task force
- Identify areas of underutilization
- Establish parity goals for specific disciplines
- Identify barriers and solutions to each identified barrier
- Report findings to the joint task force

Goal 3: DBE Program Policy Task Force

Methods of project delivery in the Federal Highway Administration Federal-aid program have expanded beyond the traditional design-bid-build model around which the DBE Program and corresponding guidance were structured. It is becoming difficult to apply the regulations to some of these alternative contracting methods and civil rights and other oversight practitioners are finding it challenging to ensure that regulatory requirements are met.

Implementation Actions

- Identify areas of 49CFR that are inconsistent with alternative contracting methods.
- Review FHWA Technical Assistance Handbook
- Provide recommendations

Goal 4: FHWA Partnership

The Committee on Civil Rights will continue to work with the FHWA office of Civil Rights to ensure an understanding and compliance with regulations associated with the Civil Rights Programs.

Implementation Actions

- Identify areas of concern within each program area
- Work with FHWA to establish guidance documents
- Continue to assist FHWA with the dissemination of guidance documents
- Prepare a resolution to formalize the partnership between FHWA Civil Rights Office and the Committee on Civil Rights.