

Developing a Title VI Plan



Steve Mayers
Airport Director, Customer
Experience and Civil Rights



Agenda

- Administration
- Grant and Procurement Assurance
- Title VI Coordinator Responsibilities
- Notice – Discrimination
- Minority Businesses
- Title VI Plan Training
- Complaints
- Q&A



Andre Dickens
Mayor

Balram "B" Bheodari
Airport General Manager

DATE: Tuesday, May 24 2022
FROM: Balram "B" Bheodari
Airport General Manager
Hartsfield-Jackson Atlanta International Airport (ATL)
TO: All Airport Division Leaders and Partners
RE: Airport Title VI Policy Statement

Hartsfield-Jackson Atlanta International Airport (ATL) assures that no person shall on the grounds of race, color, national origin, sex, sexual orientation, gender identity, creed, age, or disability (hereafter, the "protected bases"), as provided by Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987 (PL 100.259), Section 520 of the Airport and Airway Improvement Act of 1982, and related authorities (hereafter, "Title VI and related requirements"), be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity.

ATL further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs are federally funded or not [If applicable: ", including any programs or activities of our sub-recipients"]. Anytime communities may be impacted by programs or activities every effort will be made to involve them and the general public in the decision-making process.

ATL requires nondiscrimination assurances, as proscribed by the Federal Aviation Administration (FAA), from each tenant, contractor, and concessionaire providing an activity, service, or facility at the airport. Assurances must be included in any related lease, contract, or franchise agreement between ATL, each tenant, contractor, and concessionaire, as well as in any similar agreements with their own sub-tenants and sub-contractors.

Steve Mayers (Steve.Mayers@atl.com), Airport Director of Customer Experience and Title VI, is the point of contact for all Title VI matters and related responsibilities, including those required by 49 CFR 21.

DocuSigned by
Balram Bheodari
Balram "B" Bheodari
Airport General Manager

Effective Date: 5/23/2022

Expiration Date: May 24, 2025



Administration Start Here

- Get the support of your leadership
- How do you get the support?

Administration

ATL ADA and Title VI Essential Job Role Organization Chart

Steve Mayers

Airport Director Customer Experience,
ADA and Title VI Coordinator

- Provide guidance and serve as a liaison to internal stakeholders, public and private agencies, and other external stakeholders in the planning and administration of ADA compliance.
- Coordinating the efforts of the government entity to comply with Title II and Title VI
- Grievance to resolve complaints that the entity has violated Title II and Title VI
- Provide guidance and serve as a liaison for ADA-related training
- Implement Learning Assistance Program (LAP) plan
- Grievance to resolve complaints

Sherif Yassin

Servant Leader / P&D ADA Assistant Coordinator
(Internal outreach)

- Review proposed capital projects for ADA accessibility; assess potential architectural barriers to accessibility
- Inspect and monitor new construction projects to ensure compliance with ADA regulations.
- Assist in Reviewing drawings to identify non-ADA compliant issues and remove barriers
- Working with appropriate channels to ensure new facilities or alternations are accessible
- Assist and conduct a self-evaluation and develop the transition plan for DOA and FAA

Lara Kim

Special Project Manager / ADA and Title VI Assistant Coordinator
(External outreach)

- Collect, analyze, and report on customer feedback to lower barriers
- interpret, and monitor applicable local, state, and federal regulations on ADA and Title VI issues.
- Assist internal stake stakeholders and sub-recipients informed of rules, regulations, and requirements.
- Assist grievance to resolve complaints that the entity has violated Title II and Title VI
- Implement accessible programs and services in compliant with ADA and the Title VI
- Support Identifying barriers to the guidelines of ADA

Grant and Procurement Assurance

- Prior to or upon application for a grant, for the purchase of land or an airport or noise implementation project involving construction, [Airport Sponsor] will execute the complete standard DOT assurance for Title VI and related requirements applicable to the grant
- All contracts, leases, deeds, licenses, permits, or other similar instruments, must contain the contractual requirements and clauses
- [Airport Sponsor] requires provisions to be included in solicitations and contracts for all subcontractors, subleases, and other agreements at any tier
- **Where can our business partners get this information?**
 - <https://faa.civilrightsconnect.com/FAA/login.asp>



What are the Title VI Coordinator's Responsibilities?

- Respond to requests by FAA for data and records to determine compliance with Title VI and related requirements
- Receives, records, and forwards a copy of discrimination complaints covered by Title VI and related requirements to the FAA, within 15 days of receipt
- Provides the FAA with an explanation of resolution attempts regarding complaints concerning Title VI and related requirements, consistent with 49 CFR Part 21 , Appendix C(b)(3)

Ground Transportation

- **49 CFR Part 21 Appendix C(a)(1)(ix):** “The sponsor [airport recipient] shall coordinate [its] airport plan with his local transit authority and the Federal Transit Administration to assure public transportation, convenient to the disadvantaged areas of nearby communities to enhance employment opportunities for the disadvantaged and minority population.”
 - Be a part of the conversation Meet with your local transit authority – MARTA
 - Ask to be included during the master plan
 - Ensure that you are reaching out to disadvantaged communities

Notice - Discrimination

Unlawful Discrimination is prohibited for airport operators and their lessees, tenants, concessionaires, and contractors to discriminate against any person because of their :

- Race
- Color
- National Origin
- Sex
- Creed/Religion
- Disabilities in Public Services

Unlawful Discrimination

It is unlawful for airport operators and their lessees, tenants, concessionaires and contractors to discriminate against any person because of race, color, national origin, sex, creed, or disability in public services and employment opportunities. Allegations of discrimination should be promptly reported to the Airport Manager or:

Federal Aviation Administration
Office of Civil Rights, ACR-1
800 Independence Avenue, S.W.
Washington, D.C. 20591

Federal regulations on unlawful discrimination are available for review in the Airport Manager's Office.

Coordinator: Steve Mayers
Phone: 404-382-2280
Address: 6000 North Terminal Parkway, Suite 4000
Atlanta, GA 30320

Discriminación Ilegal

Se prohíbe a los operadores de aeropuertos y a sus arrendatarios, inquilinos, concesionarios y contratistas discriminar contra cualquier persona por motivo de raza, color, nacionalidad de origen, sexo, creencias religiosas, impedimento físico o discapacidad en lo que respecta a servicios públicos y oportunidades de empleo. Las alegaciones de discriminación deberán ser dirigidas inmediatamente al Administrador del Aeropuerto o a:

Federal Aviation Administration
Office of Civil Rights, ACR-1
800 Independence Avenue, S.W.
Washington, D.C. 20591

Los reglamentos sobre discriminación ilegal están a la disposición de los interesados para su examen en la oficina del Administrador del Aeropuerto.

Coordinador: Steve Mayers
Teléfono: 404-382-2280
Dirección: 6000 North Terminal Parkway, Suite 4000
Atlanta, GA 30320



U.S. Department of Transportation
Federal Aviation Administration

HC-10098

Minority Businesses

- Bids for airport concessions and other business opportunities are solicited from area minority businesses through the following methods:

Minority Business Outreach Methods
ATLNEXT Industry Day
Maynard H. Jackson Jr. Legacy awards
Partnering With A Purpose

What is the importance of Title VI Plan Training?

- Designed for airport sponsor/recipient staff and managers to facilitate operating an airport free of discrimination
- Meets the Federal non-discrimination requirements and decreases the potential for discrimination complaints
- Notices, contacts clauses, and accessing language interpretation and translation services. It also contains cultural and community relations

Complaints

- Title VI Coordinator will notify FAA of any pending investigations, including (1) civil rights compliance reviews, and (2) complaints lawsuits, or other investigations aligning noncompliance
- Procedures are for complaints of discrimination of race, age, color, national origin, sex, creed/religion, disabilities in public services, and employment opportunities under Title VI or related requirements by airport employees, contractors, concessionaires, lessees, or tenants related to the [Airport Sponsors]
- **Appeals process – 10-day resolution efforts**



Questions
Thank You!

