

DELDOT CIVIL RIGHTS SECTION



OVERVIEW

DelDOT's Civil Rights Section is responsible for overseeing all external civil rights programs, ensuring compliance with all federal and state civil rights and non-discrimination laws and requirements, and acting to move forward the goals and objectives of civil rights provisions.

MEET THE TEAM



Wendy Henry
Civil Rights Administrator



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DBE/OJT Program Manager



Emily Frisbie
Administrative Specialist II



Thomas Nickel
ADA/Title II Coordinator



Alison Pedigo
*DBE Highway
Construction Specialist*




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*EPS Tech ADA
Compliance Specialist*

PROGRAMS

- Title VI
- Project SEARCH
- Contractor Compliance/EEO
- Disadvantaged Business Enterprises (DBE) Program
- On-The-Job Training (OJT)
- Supportive Services
- Americans with Disabilities Act (ADA)

TITLE VI

Title VI Program Mission

To ensure all management, staff, contractors, consultants, vendors, subrecipients, and service beneficiaries are informed, educated, and assisted within the provisions of Title VI of the Civil Rights Act of 1964.

Title VI provides that no person shall be excluded from participation in, denied the benefits of, or subjected to discrimination under any program or activity receiving federal financial assistance from the Delaware Department of Transportation on the grounds of race, color, or national origin.

Project SEARCH

The Project SEARCH Transition-to-Work Program is a unique, business-led, one-year employment preparation program that takes place entirely at the workplace. This design provides a seamless combination of classroom instruction, career exploration, and hands-on training through worksite rotations. The program culminates in individualized job development.



CONTRACTOR COMPLIANCE EEO

The Civil Rights Section, through the implementation of its Contractor Compliance Program, maintains a commitment to ensuring that highway construction and non-construction firms adhere to the EEO and EO contractual obligations and federal regulatory provisions. This guarantees that all activities and operations are conducted without discrimination, thereby providing equal opportunities for minorities and women.

The US Department of Transportation (USDOT) DBE Regulations require recipients of federal financial assistance to establish goals for the participation of disadvantaged businesses. The regulations also require states to certify the eligibility of DBE firms to participate in their USDOT-assisted contracts.

DelDOT evaluates each of their USDOT-assisted contracts and establishes contract specific DBE goals to ensure nondiscrimination in federally assisted projects.

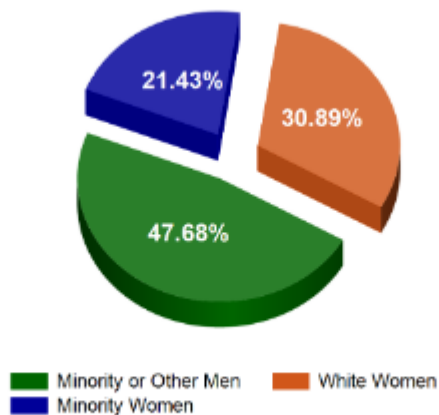
Disadvantaged Business Enterprise (DBE) Program

Major Objectives of the DBE Program

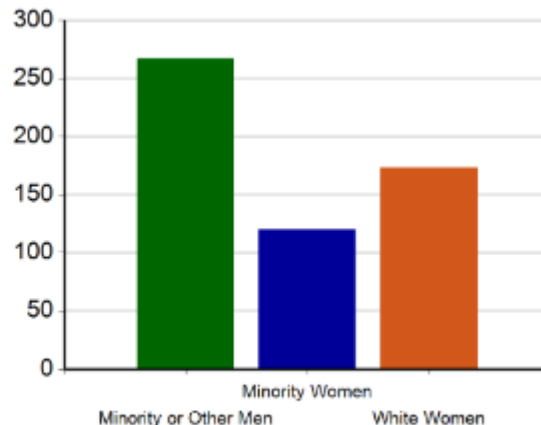
- Ensuring nondiscrimination in awarding and managing all DelDOT contracts,
- Establishing fair competition opportunities for small businesses and certified DBEs in federal-aid contracts,
- Ensuring compliance of the DBE Program with updates to federal and state laws,
- Enforcing 49 CFR Part 26 eligibility standards for participation in our program,
- Removing barriers hindering DBEs and small businesses from participating in DOT-assisted contracts,
- Increasing small business participation in federal-aid contracts using race and gender-neutral methods,
- And supporting the growth of firms to compete effectively beyond the DBE Program.

| Category | # of Firms | % of Firms |
|-----------------------|------------|------------|
| White Women | 173 | 30.89% |
| Minority Women | 120 | 21.43% |
| Minority or Other Men | 267 | 47.68% |
| | 560 | |

In-State DBE Firms

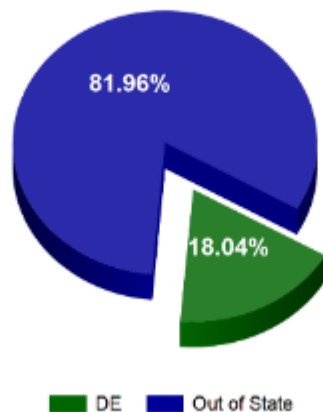


In-State DBE Firms

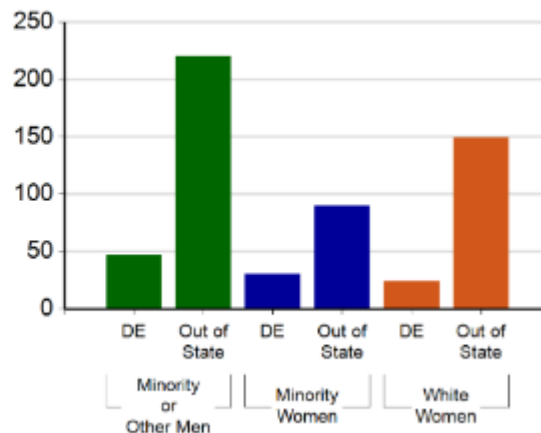


| Category | State | # of Firms | % of Firms |
|-----------------------|--------------|------------|------------|
| Minority or Other Men | DE | 47 | 8.39% |
| | Out of State | 220 | 39.29% |
| Minority Women | DE | 30 | 5.36% |
| | Out of State | 90 | 16.07% |
| White Women | DE | 24 | 4.29% |
| | Out of State | 149 | 26.61% |

In-State DBE Firms

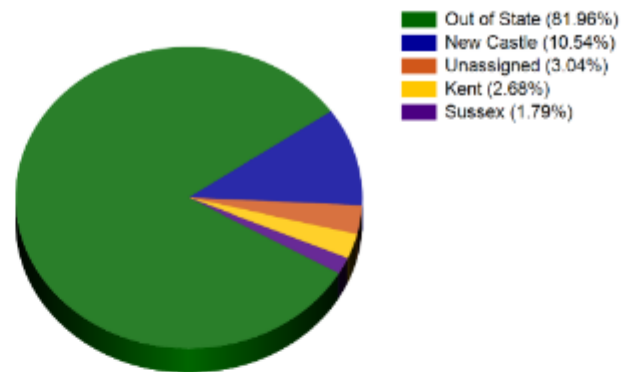


In-State DBE Firms

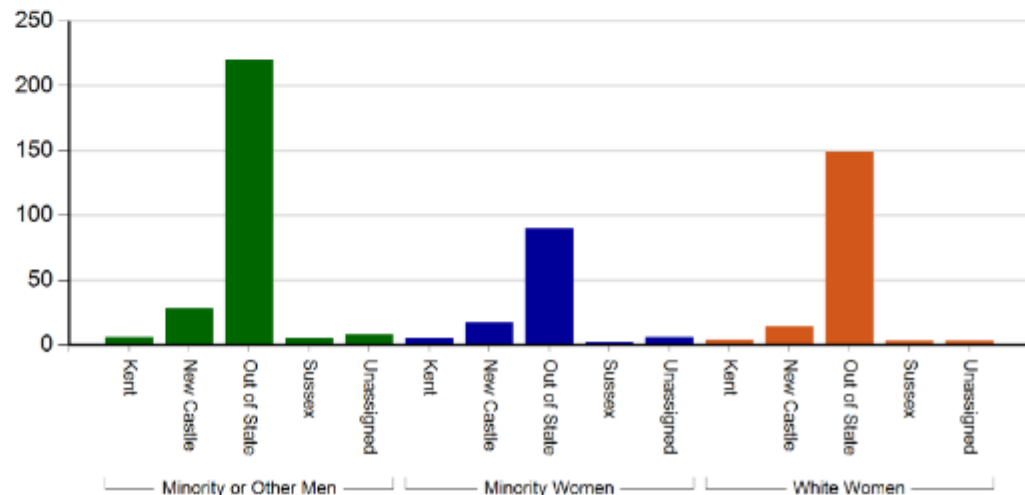


| Category | In-State County | # of Firms | % of Firms |
|-----------------------|-----------------|------------|------------|
| Minority or Other Men | Out of State | 220 | 39.29% |
| | Unassigned | 8 | 1.43% |
| | Kent | 6 | 1.07% |
| | New Castle | 28 | 5.00% |
| | Sussex | 5 | 0.89% |
| Minority Women | Unassigned | 6 | 1.07% |
| | Out of State | 90 | 16.07% |
| | New Castle | 17 | 3.04% |
| | Kent | 5 | 0.89% |
| | Sussex | 2 | 0.36% |
| White Women | Out of State | 149 | 26.61% |
| | New Castle | 14 | 2.50% |
| | Sussex | 3 | 0.54% |
| | Unassigned | 3 | 0.54% |
| | Kent | 4 | 0.71% |

In-State DBE Firms by County



In-State DBE Firms by County and Category



On-The-Job Training Program

Established by the U.S. Congress as a special section of the Federal Aid Highway Act of 1968, after congressional hearings documented the absence of women, minorities, and disadvantaged persons in the highway industry, the training goals were set by the Federal Highway Administration for states and translated into specific training positions on construction projects. **DelDOT sets the assignment of training positions on federal aid projects.**

The primary objective of DelDOT's On-the-Job Training Program is to provide training opportunities for women, minorities, and disadvantaged persons, which will increase their participation in every job classification in the highway construction industry, as well as increase their participation as journey-level workers in the industry.

WHAT WE DO - OJT

- Review and approve Contractor training plans
- Assign training classifications for projects trainees are apart of, such as: Roller Operators, Truck Drivers, Front End Loaders, Bull Dozer Operators, and Pile Drivers
- Handle trainee enrollments
- Review and approve monthly training reports
- Handle trainee graduations and terminations
- Process contractor good faith effort requests
- **And, assign OJT goals on a project by project basis**

GOAL METHODOLOGY:

Goal assignments are based upon the following review and considerations:

1. Location of the project.
2. Duration of the project.
3. Total workforce expected to be used.
4. Area's availability of targeted workers.
5. Dollar value of the anticipated construction services contract.
6. Types of available work during life of project

SUPPORTIVE SERVICES

BUSINESS DEVELOPMENT

- MARKETING/WEBSITE DEVELOPMENT
- LEGAL REQUIREMENTS
- BUSINESS PLAN
- BIDDING/QUOTES
- FINANCIAL RESOURCES/BONDING
- ANNUAL DBE & SMALL BUSINESS DEVELOPMENT SUMMIT



WORKFORCE DEVELOPMENT

- CONSTRUCTION – TRADES/SAFETY
- CDL TRAINING PROGRAM
- ELECTRICAL
- WELDING
- AUTOMOTIVE/MECHANIC



Section 504 of the Rehabilitation Act was enacted in 1973 and protects the rights of individuals with disabilities against discrimination from programs that receive Federal Funds.

Section 504 of the Rehabilitation Act paved the way for the Americans with Disabilities Act, a Civil Rights Law that protects individuals from disabilities against discrimination regardless of the funding source of the program, activity or service.

Americans with Disability Act (ADA)

The Americans with Disabilities Act (ADA) is a Civil Rights law that was passed in 1990. The focus of the ADA is to provide individuals with disabilities protection against discrimination based on their disability.

Title II of the ADA prohibits discrimination against individuals with disabilities by Public Entities. DelDOT, as a Public Entity is required to ensure that all of its programs, services and activities are accessible to individuals with disabilities.

DelDOT is dedicated to providing accessibility for all users, customers, and beneficiaries of its programs, activities, and public services.

Americans with Disability Act (ADA)



THANK YOU

