




# MORPC TITLE VI/NON-DISCRIMINATION PROGRAM

Fall 2021




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## WHAT IS TITLE VI?



- The Civil Rights Act of 1964 is a landmark civil rights and labor law in the United States that outlaws discrimination based on race, color, religion, sex, national origin, and later sexual orientation and gender identity.
- *“No person in the United States shall, on the ground 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.”*



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## TITLE VI



- There are many forms of illegal discrimination which can limit the opportunity of minorities to gain equal access to services and programs.
- MORPC works to eliminate those barriers and to provide equal opportunity to all residents.

### Requirements

- a. Updates every 3 years
- b. Title VI Resolution – October 2021

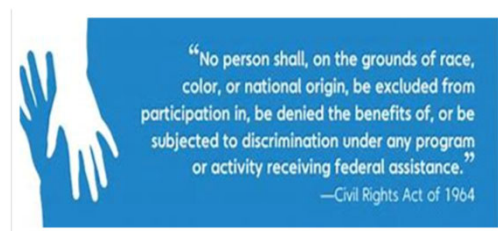
*“That is why we need Title VI of the Civil Rights Act, H.R. 7152 - to prevent such discrimination where Federal funds are involved. . . . Title VI is sound; it is morally right; it is legally right; it is constitutionally right. . . . What will it accomplish? It will guarantee that the money collected by colorblind tax collectors will be distributed by Federal and State administrators who are equally colorblind. Let me say it again: The title has a simple purpose – to eliminate discrimination in Federally-financed programs.”*

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## APPENDICES



- Appendix A – Civil Rights and Non-Discrimination Related Links
- Appendix B – Non-Discrimination Clause in MORPC ODOT Agreement
- Appendix C – Title Assurances, Self-Certification of Process, Contractors' Requirements
- Appendix D – ODOT Title VI Baseline Assessment Tool – FY2019
- Appendix E – Non-Discrimination Complaint Procedure
- Appendix F – Responsibilities for Title VI Compliance at MORPC
- Appendix G – Public Involvement Plan
- Appendix H – Environmental Justice Analysis TIP
- Appendix I – Limited English Proficiency Plan
- Attachments to Appendix I
- Appendix J – Title VI Resolution
- Appendix K –Final MORPC 5310 Program Management Plan
- Appendix L – Title VI Notice
- Appendix N – 2016-2017 Diversity and Inclusion Plan
- Appendix O - MORPC Contracting Process Procedures



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## KEY INFORMATION



- MORPC Staff Makeup
- Board Diversity
- Percent of Minority Population
- Diversity Spend
- Diversity Trainings
- Weatherization



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