



**TITLE VI ACCOMPLISHMENTS & GOALS REPORT**

**Contact Information**

Name and title of administrator (signature on Standard Assurances): Josh Brown, Executive Director

Mailing Address: 1201 Third Avenue, Suite 500

City: Seattle WA Zip Code: 98101-3055 County: King

Phone #: 206-464-7515 email address: jbrown@psrc.org

Name and title of head of transportation-related services: Kelly McGourty, Director of Transportation Planning

Mailing Address: 1201 Third Avenue, Suite 500

City: Seattle WA Zip Code: 98101-3055 County: King

Phone #: 206-971-3601 email address: kmcgourty@psrc.org

Name and title of designated Title VI coordinator\*: Nancy Buonanno Grennan, Deputy Executive Director

Mailing Address: 1201 Third Avenue, Suite 500

City: Seattle WA Zip Code: 98101-3055 County: King

Phone #: 206-464-7527 email address: nbgrennan@psrc.org

\*When the Title VI coordinator changes, notify TitleVI@WSDOT.wa.gov within 30 days.

To comply with Title VI requirements, each annual report submission must include signed Standard Assurances (USDOT1050.2A). This document is included as Appendix A.

**Accomplishments**

1. Have there been any changes to the approved Title VI Plan that have not been reported to OEO? If Yes, please submit an update to the Title VI Plan with a new signature.

The Title VI plan was updated in 2021 as required by the Federal Transit Administration, PSRC’s cognizant agency. It was most recently administratively updated in September 2023 to reflect feedback received from Washington Department of Transportation Office of Equity and Civil Rights staff . The most recent version is located here: [title-vi-plan-2021.pdf \(psrc.org\) 2023 Update Title VI Plan PSRC](https://psrc.org/titlesvi/2023-update-title-vi-plan)

2. Organization, Staffing, Structure – Describe the Title VI Program reporting structure including the Title VI Coordinator, Administrative Head, and transportation-related staff. The list should include name, race, color, and national origin of each individual. Include the same details if your LPA has a volunteer or appointed board related to transportation decision making.

**PSRC Executive Director:**

Josh Brown, White, Male. Oversees the agency, reports to the Executive Board.

**Title VI Coordinator:**

Nancy Buonanno Grennan, Deputy Executive Director, White, Female. Helps oversee the agency, reports to the Executive Director, provides agency wide guidance on the Title VI program and is responsible for processing Title VI complaints if received by PSRC. Oversees the agency's Title VI program.

Ms. Buonanno Grennan has delegated day-to-day administration of the program to Noah Boggess, Senior Public Engagement Specialist, co-coordinator and Title VI Liaison Coordinator.

**Title VI Program Co-Coordinator and Title VI Liaison Coordinator**

Mr. Boggess, White, Male, Senior Public Engagement Specialist, is responsible for the development of Title VI Accomplishments and Goals Report and day-to-day administration of PSRC's Title VI program.

**Public Involvement Liaison:**

Michele Leslie, Principal Communications Manager, White, Female. Coordinates communications and outreach.

**Planning & Programming Liaison:**

Ben Bakkenta, Director of Regional Planning, White, Male. Leads regional planning.

**Environmental Affairs Liaison:**

Erika Harris, Senior Planner, White, Female, SEPA responsible official.

**Consultant Contracts Liaison:**

Andrew Werfelmann, Budget Manager, White, Male. Oversees consulting contracts and DBE program.

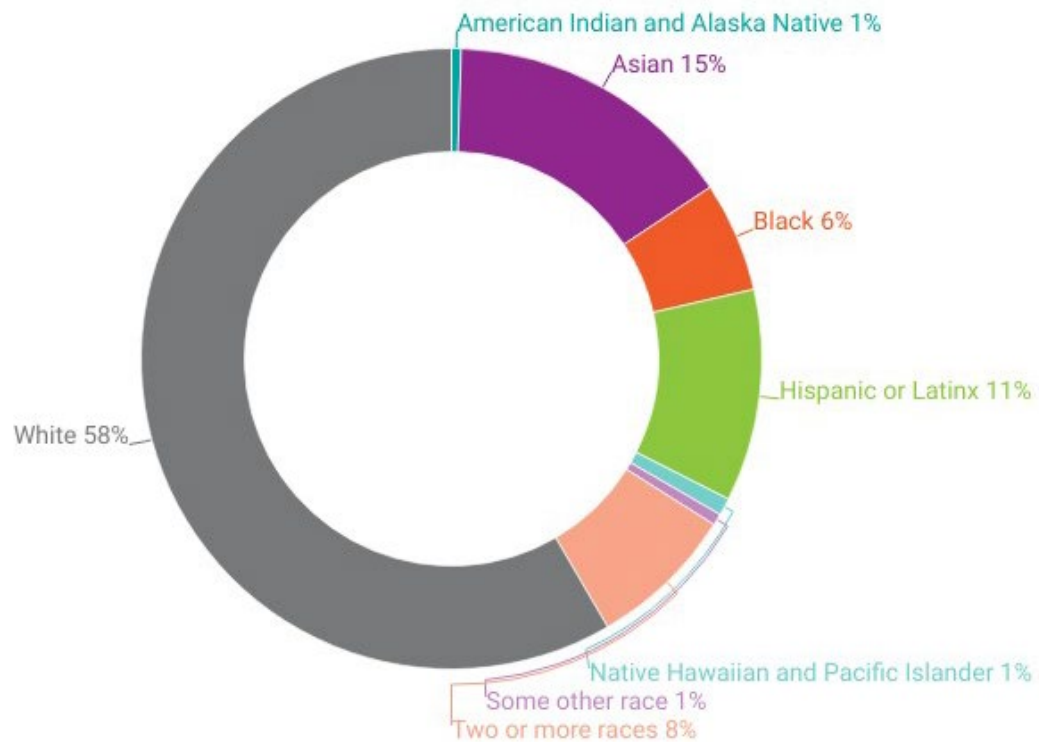
**Education & Training Liaison:**

Thu Le, Human Resources Manager, Asian, Female. Oversees human resources, including education and training.

3. Community Demographics – Using a map of the LPA's boundaries, describe the demographics of the LPA's service area (e.g., race, color, national origin, low-income). List, by individual languages, the percent of the population(s) that is limited English proficient.

**Race and Hispanic/Latinx Origin**

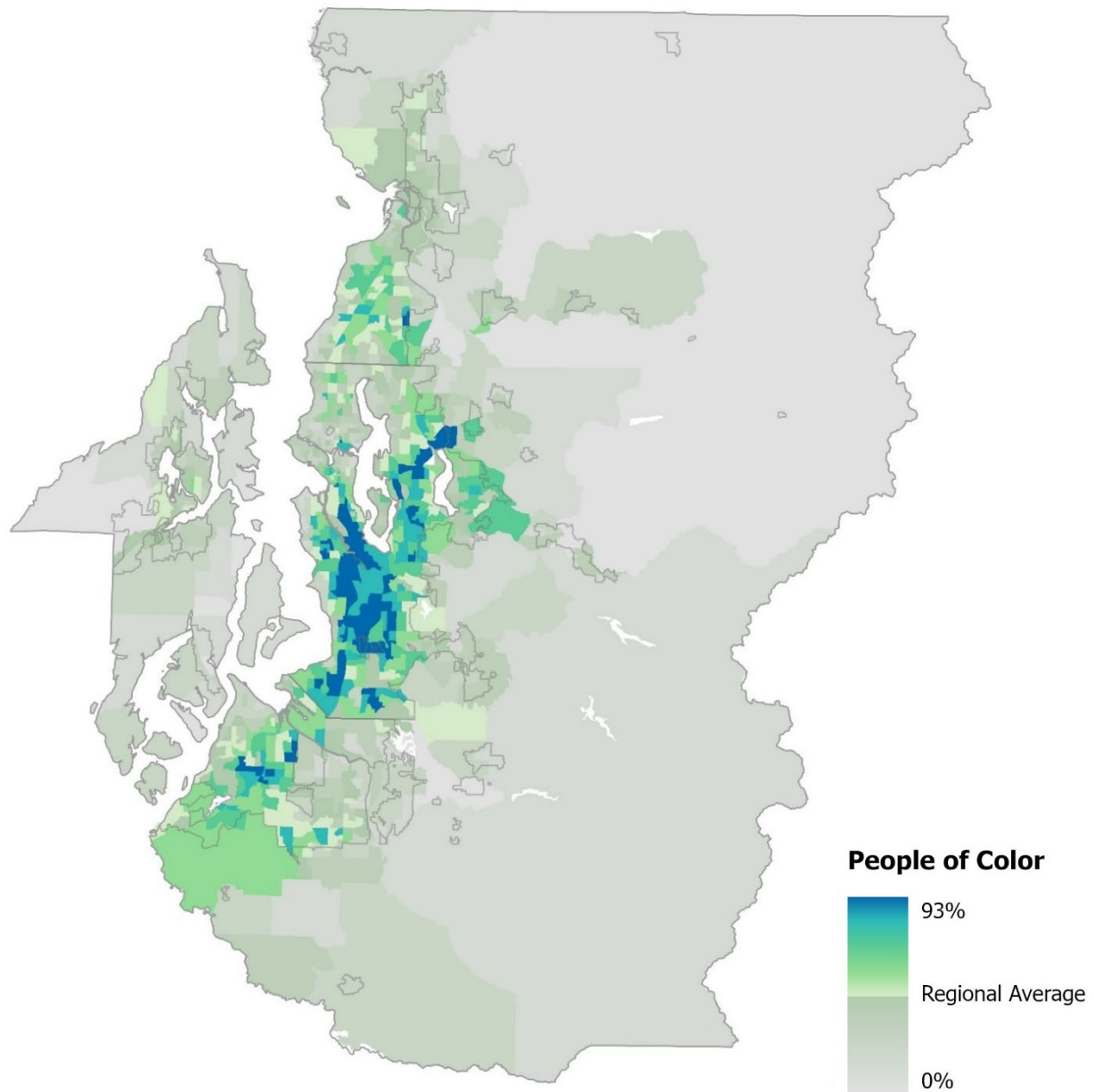
Within the central Puget Sound, people of color represent 42 percent of the region's current population. Figure 1 illustrates the region's population composition by race and Hispanic/Latinx origin. The region's largest non-White population is Asian (15 percent) followed by Hispanic or Latinx (11 percent), multiracial persons (8 percent), and Black (6 percent). The American Indian/Alaska Native and Native Hawaiian/Pacific Islander communities each constitute under 1 percent of the region's population, as do persons of some other race alone. Note: Persons of any race of Hispanic/Latinx origin are included under Hispanic or Latinx.

**Figure 1. Population by Race and Hispanic/Latinx Origin**

Source: U.S. Census Bureau, American Community Survey, 2022 1-Year Estimates

Map 1 shows the percent share of people of color by census tract in the region. Communities with higher-than-average shares of people of color are present along the Interstate 5 and Interstate 405 corridors, particularly in southwest Snohomish County; Seattle's University, central, and south districts; east King County; southwest King County; central and south Tacoma; and central Pierce County.

### Map 1. People of Color



Source: U.S. Census Bureau, American Community Survey, 2022 5-Year Estimates

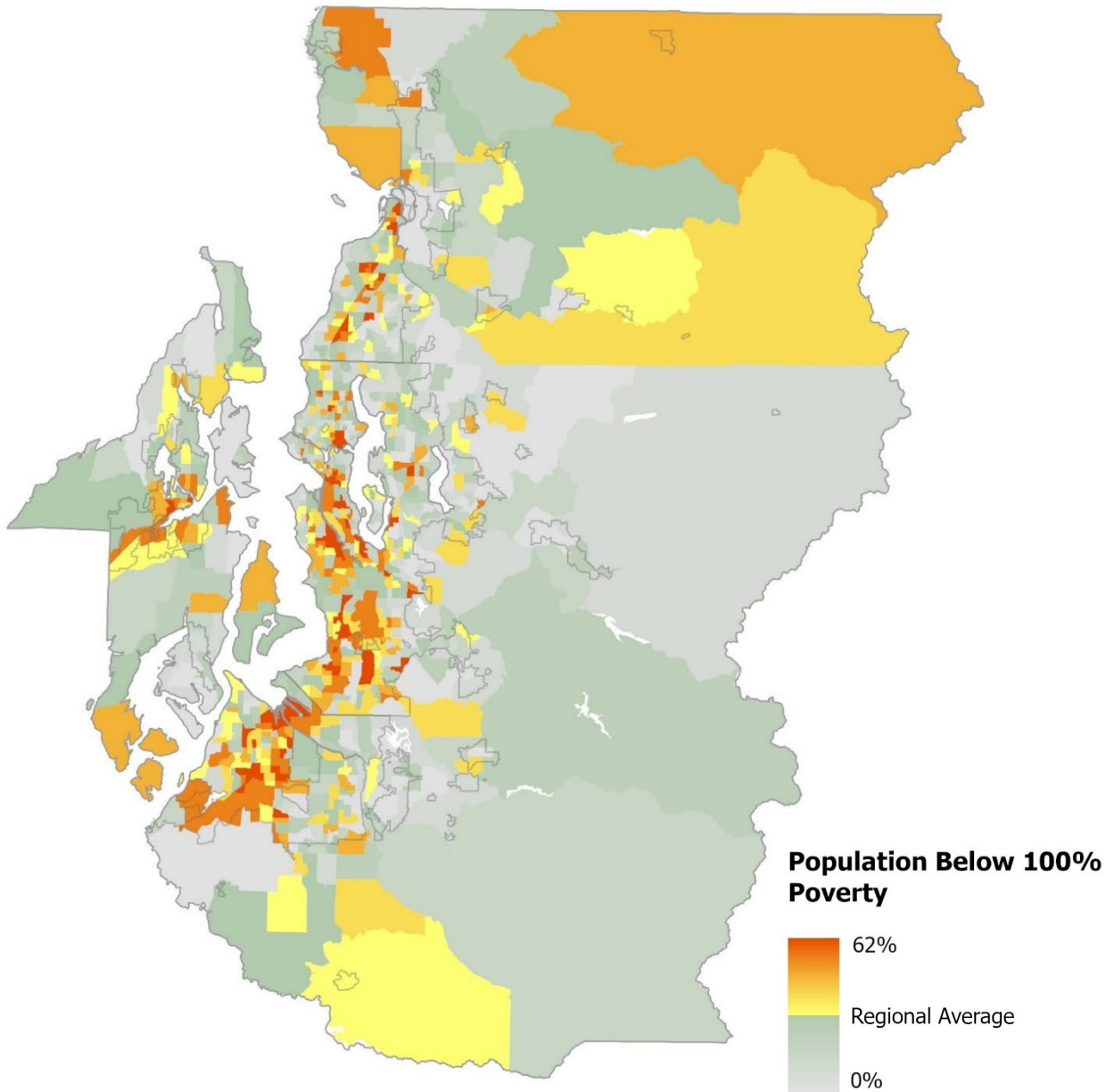
### Low Income Population

Nine percent (nearly 1 in 10) of the region's residents belong to households earning income below the federal poverty level and 19 percent (1 in 5 residents) with income less than twice the federal poverty level.

Maps 2 and 3 highlight census tracts in the region with higher-than-average shares of residents below 100 percent and 200 percent of the federal poverty level. Lower income communities include neighborhoods in Everett and other areas along the Interstate 5 corridor in southwest Snohomish County; Seattle's

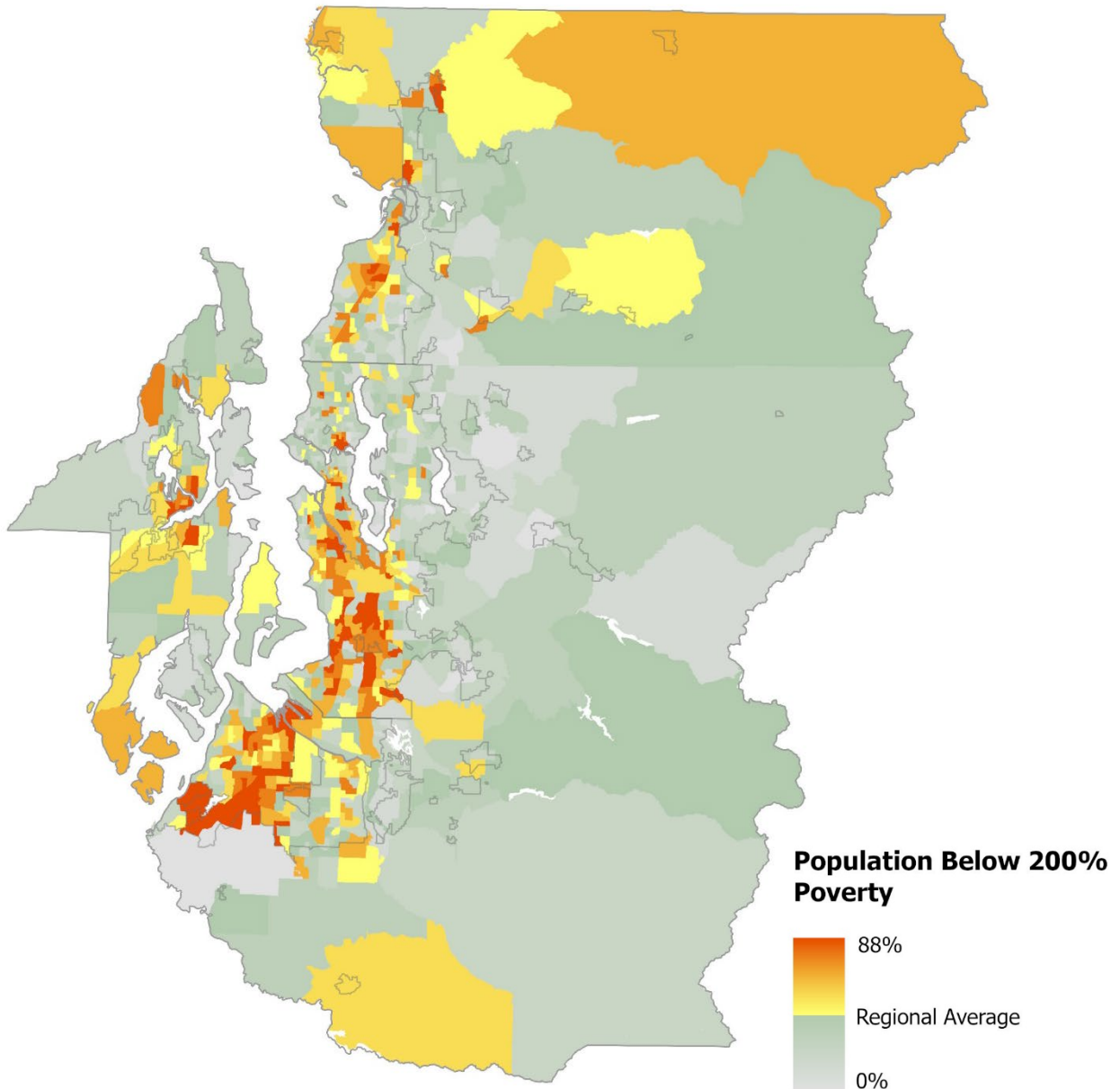
University, central, and south districts; southwest King County; Poulsbo, Bremerton, and Port Orchard in Kitsap County; central and south Tacoma; central Pierce County; and several rural communities across the region.

**Map 2. Population Below 100% Federal Poverty Level**



*Source: U.S. Census Bureau, American Community Survey, 2022 5-Year Estimates*

**Map 3. Population Below 200% Federal Poverty Level**



*Source: U.S. Census Bureau, American Community Survey, 2022 5-Year Estimates*

### **Language and Limited English Proficiency**

In the central Puget Sound region, 9 percent of the population speaks English less than “very well.” Listed below are the most common languages spoken at home other than English, along with the number and percent share of speakers with limited English proficiency.

**Figure 2: Population with Limited English Proficiency by Language Spoken at Home**

Language Spoken at Home	Population	Speaks English less than "Very Well"	
Spanish	258,600	95,200	37%
Chinese (dialect unspecified)	68,700	31,800	46%
Vietnamese	58,000	33,600	58%
Korean	47,700	25,300	53%
Russian	41,300	16,100	39%
Tagalog	37,300	12,600	34%
Hindi	34,500	4,700	14%
Mandarin	29,600	12,400	42%
Japanese	23,100	7,900	34%
Ukrainian	18,900	9,200	49%
Arabic	17,900	6,700	37%
Cantonese	16,600	8,200	50%
Amharic	16,300	7,300	45%
Punjabi	15,900	6,100	38%
Somali	13,600	4,800	35%
Khmer	13,600	7,100	52%

Source: U.S. Census Bureau, American Community Survey, 2022 5-Year Public Use Microdata Sample

4. Complaints – Provide a copy of the LPA’s Title VI complaint log, including new Title VI complaints received during this reporting period and any still pending. Include the basis of the complaint (race, color, national origin) and describe the disposition (status/outcome).

No complaints were received during FY 2024.

5. Planning – Describe the transportation planning activities performed this reporting period. Describe the actions taken to promote Title VI compliance regarding transportation planning, including monitoring and review processes, community involvement, their outcome or status. Include examples of community outreach.

### **Finalized the Equity Pilot for Project Selection**

The Equity Advisory Committee (EAC) worked with PSRC staff throughout 2023 to develop an equity pilot program and explore strategies to elevate equity in the project selection process. Approximately \$6 million of PSRC’s 2025-2026 Federal Highway Administration (FHWA) funds was awarded to transportation projects using best practices related to equity in transportation funding. The EAC shared lessons learned from the experience with the Executive Board that will shape PSRC’s project selection process moving forward.

Eight project applications were submitted to the Equity Pilot program, requesting just under \$6.4 million. The Executive Board approved the list of projects recommended through the Equity Pilot

Program and adopted all the recommendations shared by the EAC. Specific criteria recommendations included updates to how community engagement and displacement risk is evaluated, and incorporating equity throughout the entire process rather than limiting it to one section.

### **Work to Develop a Regional Safety Action Plan**

In Spring 2023, PSRC received funding from the U.S. Department of Transportation's Safe Streets and Roads for All (SS4A) Fiscal Year 2022 Safety Action Plan grant program. The nearly \$4.9 million grant is supporting development of a Regional Safety Action Plan, with subawards to Pierce County and the cities of Burien, Everett, Kent, Redmond and Tukwila to develop local safety plans. This funding provided through the Bipartisan Infrastructure Law will help accelerate the statewide goal of reducing roadway fatalities to zero by 2030.

PSRC launched the work in summer 2023. In Fiscal Year 2024, PSRC conducted a competitive procurement process to select a Public Engagement consultant to support outreach to the public in support of this project. The primary selection criterion was the ability of the firm to understand the issues and accomplish the tasks described in the RFP Background and Proposed Scope of Work. Other critically important selection criteria included: experience and qualifications of key personnel; expertise in a variety of public engagement techniques; experience in engaging hard to reach stakeholders, historically underserved populations, and community members; creativity in proposed engagement approaches; ability to communicate technical information clearly and effectively to lay audiences using a variety of techniques and media; and ability to construct compelling messages and themes from technical analyses.

The selected consultant group, led by [Uncommon Bridges](#), a Seattle-based planning and public engagement firm with a mission to conduct work that is participatory, comprehensive, strategic, and implementable. They operate with core goals to amplify racial, environmental, and social justice to empower diverse communities. Uncommon Bridges will be supported in the work by Stepherson & Associates and Kinetic West – two small, minority owned and led firms – and EMC Research.

The development of the Regional Safety Action Plan will be conducted with an emphasis on transparency and education with all interested stakeholders and members of the public. A focus will be placed on providing clear communication for a diverse audience and robust communication and regular engagement with interested parties with attention to reaching historically underserved populations. To inform regional decision makers, tasks will collect broad public opinion and information about perceptions of transportation safety and concerns through a variety of means, including surveys, focus groups, public meetings, interviews, social media, and direct engagement. Tasks and activities will reflect the Best Practice for Equitable Engagement established by PSRC as detailed in the [2023 Public Participation Plan](#).

PSRC held two meetings with the Tribes in the region during winter and spring 2024. General regional planning issues and collaboration were discussed at the first meeting. Transportation safety and collaboration on the Regional Safety Action plan were discussed at the second meeting. All federally-recognized Tribes in the region were invited to both meetings.

[6. Right-of-way actions – Describe activities during this reporting period associated with the purchase, sale, lease/use, or transfer of real property \(related to highway transportation/public right-of-way use\).](#)



Include demographic information of affected populations. For example, the race, color, national origin of affected property/business owners(s)/tenant(s).

Not applicable: PSRC does not purchase, sell, lease/use or transfer real property related to highway transportation /public right-of-way use.

7. Identify right-of-way appraisers and acquisition staff (used during this reporting period) by race, color, national origin.

Not applicable: PSRC does not employ right-of-way appraisers and acquisition staff, or contract for those services.

8. Studies and Plans – Were any transportation studies (including environmental reviews) conducted or transportation plans completed during this reporting period? Identify the data source(s) and provide data summary (Title VI/Environmental Justice Analysis) relative to ethnicity, race, languages spoken, neighborhoods, income levels, physical environments, and/or travel habits. Explain how data was used in these studies/reviews/plans.

The planning process at PSRC makes use of standard data sources that provide information on race, ethnicity, languages spoken, and income. These include data from the U.S. Census Bureau’s American Community Survey and Decennial Census.

The agency is currently in the process of updating its Title VI Demographic Profile – <https://www.psrc.org/media/1822> – for publication in fall 2024.

The updated Demographic Profile will contain multiple data tables, charts and maps to support PSRC’s Title VI plan and equity work program which address: race and Hispanic/Latinx origin, income, common non-English languages spoken, English proficiency, age, disability, sex, household type, and zero vehicle households. The profile has been expanded in recent years to analyze intersectionalities between these demographic groups.

The Demographic Profile includes data used to define the following six equity focus populations: people of color, people with low incomes (below 200% federal poverty threshold), people with limited English proficiency, youth (age 0-17), older adults (age 65+), and people with disabilities. During 2023 and 2024, PSRC staff worked with its Equity Advisory Committee and Boards to develop and [pilot test](#), then fully implement, a new Equity Formula into the [2024 Policy Framework for \[Allocation of\] PSRC’s Federal Funds](#) that establishes equity focus populations as the basis for distributing the regional portion of FTA funds allocated within the Seattle-Tacoma-Everett UZA. The Equity Formula uses a focused and intentional methodology that looks at all transit services being provided to the region’s equity focus populations and distributes funds accordingly. The adopted distribution methodology requires transit agencies to identify the equity populations being served by each project proposed to receive the equity formula funding, and to respond to the equity criterion questions included in the current project selection process. Consistent with federal policy, this new approach centers equity in PSRC’s funding process and allows the region to make targeted investments to reduce disparities and prioritize services and access to opportunity for people of color, people with low incomes and other historically underserved groups.

PSRC conducts a Household Travel Survey in two-year survey cycles. This provides information on travel patterns and includes demographic information. PSRC started a new eight-year, four-wave [Household](#)

[Travel Survey \(HTS\) Program](#) in 2023, following a successful six-year, three-wave HTS program to collect activity and travel data in 2017, 2019, and 2021. The primary goal for the HTS program is to capture high quality, regionally representative travel behavior information for the region’s residents. This data resource supports agency planning work, including the development of PSRC’s regional land use and travel forecast models, and the monitoring of behavioral trends. Data from the 2023 HTS wave was published in April 2024 on the [PSRC Data Portal](#).

What makes data from the HTS Program representative of the region’s residents is the way that respondents are sampled. PSRC purchase random samples of addresses sourced from the United States Postal Service and then strategically create stratifications, or sub-groups, to oversample areas with high presence of household types and travel behaviors that are typically underrepresented. This oversampling approach helps ensure statistically valid representation of hard-to-reach communities and groups of particular interest; they include lower income households, people of color, people with limited English capabilities, households without access to automobiles, as well as people who walk, bike, or take transit to work. To help get broader representation, PSRC also provides some language support. While the invitations are in English, notes are provided in seven other languages about available translation services. For those who participate online, the English survey site is integrated with Google Translate to help with comprehension.

The HTS data includes a variety of socio-demographic variables, including age, disability, education, income, race and ethnicity, as well as sexual orientation and gender identity. Further, it has information about people’s residential, work, and school locations, which allows for analyses of their home neighborhood and the physical environment of other key places in their lives. Since the HTS includes a travel diary, the data is used extensively to understand people’s travel habits and how they may vary between different communities.

9. [Project Location and Design – Provide a list of construction projects that began during this reporting period. Using a map of the LPAs service area, identify project locations, and a brief description of the projects’ benefits/burdens to affected populations. If possible, provide a map that overlays projects with the racial composition of affected neighborhoods.](#)

Not applicable. PSRC acknowledges its responsibility to complete a Title VI equity analysis if PSRC were to construct a facility, such as an operation center, storage facility, etc. PSRC does not perform construction projects and has no plans to undertake a construction project at this time. However, if PSRC were to plan a construction project, it would complete the Title VI equity analysis during the planning stage with regard to where a project is located or sited to ensure the location is selected without regard to race, color or national origin. This process would include outreach to persons potentially impacted by the siting of facilities. The Title VI equity analysis would compare the equity impacts of various siting alternatives and occur before the selection of the preferred site.

10. [Other Public Meetings – List other public meetings held during this reporting period. Identify efforts used to encourage citizen participation at those meetings. Detail dates, times, locations, attendance, and provide examples of outreach materials.](#)

[Identify members of the LPA’s transportation planning and/or advisory groups by race, color, and national origin](#)

Specify methods used to collect demographic information from the transportation-related public meetings. (Self-identification surveys, notes by staff, etc.) Include summaries of Public Involvement Forms collected at each meeting, listing the demographics of those who attended by meeting.

List any language assistance services requested. For which languages? Who provided the service? In addition, list vital documents translated during the reporting period and identify the languages.

## Public Meetings

For most of July 2023 through June 2024, PSRC held hybrid meetings, allowing its board members and the public to participate either virtually or in person at PSRC's offices in downtown Seattle. PSRC moved its office space and to accommodate the move, held virtual only meetings from November 2023 – January 24, 2024.

**General Assembly:** PSRC's General Assembly includes all mayors, county executives, commissioners, and councilmembers of PSRC's member jurisdictions. Each elected representative is a voting member of the General Assembly, which meets at least annually to vote on major decisions, establish the budget, and elect new officers.

The General Assembly meetings are open to the public. Members of the public are welcome to attend and submit comments on an individual agenda item. The meeting dates and times can be found on PSRC's website, as well as agenda materials which are posted 10 days in advance. For outreach, PSRC sends out a save the date, publishes a blog post and accompanying social media posts, and features the meeting in the Executive Director's email to over 3,700 recipients.

<https://www.psrc.org/board/general-assembly>

During the period of July 1, 2023 – June 30, 2024, the General Assembly met as follows:

Dates/Times	Attendance	Included Topics
May 30, 11:00 AM – 1:00 PM In person meeting; live streamed for the public	Attended by 93 elected officials representing 58 member jurisdictions; total in-person attendance was 150;	Adoption of Fiscal Years 2024-2025 Supplemental Budget and Work Program; Election of Officers; Presentation on Transportation Safety

**Executive Board:** PSRC's Executive Board members are appointed by their General Assembly constituents to represent the member governments. The board is chaired by PSRC's president, meets monthly and carries out delegated powers and responsibilities between meetings of the General Assembly. The Board's meetings are open to the public. Members of the public are welcome to attend and provide input, whether orally or in writing, on an individual agenda item at the beginning of each meeting. Executive Board meetings are typically held on the fourth Thursday of the month on or about 10:00 a.m. Specific meeting dates and times can be found on PSRC's website, as well as agenda materials, which are posted seven days in advance. For outreach, PSRC sends the agenda out to the Board's electronic mailing list and publishes a blog post and accompanying social media posts.

<https://www.psrc.org/board/executive-board>

During the period of July 1, 2023 – June 30, 2024, the Executive Board met as follows:

Dates/Times	Attendance <sup>1</sup>	Included Topics
July 27, 2023, 10 AM – 11:30 AM	34 Board members participated in the meeting	Puget Sound data trends; Equity Advisory Committee update; Transportation Safety and Climate updates
September 28, 2023, 10 AM – 11:30 AM	27 Board members participated in the meeting	Washington State Ferries presentation; Regional Safety Plan Draft Scope of Work; Recommendations to the 2024 Washington State Legislature
October 26, 2023, 10 AM – 11:30 AM	29 Board members participated in the meeting	Presentation/Discussion on the 2024 Project Selection Process; Federal Legislative Update
December 7, 2023 10 AM – 11:30 AM	28 Board members participated in the meeting; 65 attendees	The Board finalized its recommendations to the 2024 State Legislature and heard a presentation on the 2023 Housing Monitoring report
January 25, 2024, 10 AM – 12 PM	38 Board members participated in the meeting; 68 attendees	The Board approved PSRC's FHWA Equity Pilot Funding and approved the 2024 Policy Framework for PSRC's Federal Funds. Finally, it heard an update from PSRC's Equity Advisory Committee.
February 22, 2024, 10 AM – 12 PM	29 Board members participated in the meeting; 35 attendees	Heard a presentation on the Regional Centers Monitoring Scope of Work as well as the Regional Transportation Plan (2026-2050) Development Process.
March 28, 2024, 10 AM – 12 PM	36 Board members participated in the meeting; 48 attendees	Heard a presentation from Washington State Ferries, received a legislative briefing and an overview of regional climate work and future planning.
April 25, 2023, 10 AM – 12 PM	Board members participated in the meeting; 40 attendees	Recommended adoption by the General Assembly of the FY 2024-2025 Supplemental Biennial Budget and Work Program; received a Climate Commitment Act Briefing and Federal legislative update
June 27, 2024, 10 AM – 11:30 AM	19 board members participated in the meeting; 62 attendees	Heard an overview of the development of Regional Safety Action Plan, the Equity Tracker and the Comprehensive Plan Review Work Program

<sup>1</sup> PSRC was unable to access its remote live attendees data for meetings held between 7/2023 – 10/2023

**PSRC’s Policy Boards/Committees:** PSRC’s policy-making process is guided by the work of three Policy Boards/Committees, detailed below. Members of the General Assembly may be appointed to one of the policy boards. Most of the discussion and debate on the “nuts and bolts” of a policy issue occurs in the boards and committees. Issues to be considered by the Executive Board typically come through one or more of the boards or committees. Representatives from PSRC member jurisdictions are required to be elected officials, but Tribes may appoint a non-elected representative.

The policy committee meetings typically occur on a Thursday morning. Members of the public are welcome to attend and provide input, either by submitting or making a comment on an individual agenda item.

PSRC typically provides public notice through posting information on PSRC’s website, and, if appropriate, through e-mail notices and news releases to local media outlets. Materials to be considered at PSRC meetings are posted on PSRC’s website and are made available to interested persons upon request.

**Operations Committee (OC):** The OC is composed of Executive Board members and is chaired by PSRC’s vice-president. The OC reviews and makes recommendations to the Executive Board on the budget and work program, and on contracts and other financial and personnel issues. The OC meets monthly, on the fourth Thursday of every month, just prior to the Executive Board meeting, typically from 9 AM to 9:50 AM.

**Growth Management Policy Board (GMPB):** The GMPB includes representatives of PSRC’s member jurisdictions, regional business, labor, civic and environmental groups. The GMPB typically meets on the first Thursday of the month from 10 AM to 12 PM and advises the Executive Board on key growth management issues, including the work on the implementation of VISION 2050.

**Transportation Policy Board (TPB):** The TPB includes representatives of PSRC’s member jurisdictions, regional business, labor, civic and environmental groups. The TPB advises the Executive Board on key transportation issues, including distribution of transportation funding.

During this Fiscal year, PSRC’s chairs and elected leadership continued to meet monthly as part of a Regional Transportation Plan (RTP) Steering Committee to provide high level policy direction and oversight on the agency’s implementation of the RTP.

<https://www.psrc.org/board/transportation-policy-board>

Dates/Times	Attendance <sup>2</sup>	Included Topics
July 13, 2023, 9:30 AM – 11:30 AM	34 Board members participated in the meeting; 11 attendees	Heard a debrief of the Regional Safety Summit, an update on the Safe Streets and Roads for All Grant Program, and the work of the Equity Advisory Committee
September 14, 2023, 9:30 AM – 11:30 AM	23 Board members participated in the meeting; 11 attendees	Released project recommendations for Rural Town Centers and Corridors Program and

<sup>2</sup> PSRC does not have livestream attendance figures for meetings held 7/2023 – 10/2023

Dates/Times	Attendance <sup>2</sup>	Included Topics
		Transportation Alternatives Program for Public Comment. Discussed the 2024 Project Selection Process.
October 12, 2023, 9:30 AM – 11:30 AM	29 Board members participated in the meeting; 11 attendees	Recommended approval of Rural Town Centers and Corridors Program and Transportation Alternatives Program. Continued discussion on 2024 project selection process. Heard an overview of the Climate Pollution Reduction Grant Program.
November 9, 2023, 9:30 AM – 11:30 AM	32 Board members participated in the meeting; 397 attendees	Overview of 2025-2026 FTA Funding Recommendations and release of those for public comment; status report on PSRC's FHWA Equity Pilot; continued discussion of 2024 project selection process
December 14, 2023, 9:30 AM – 11:30 AM	23 Board members participated in the meeting; 61 attendees	Made recommendations on PSRC's FHWA Equity Pilot; project tracking policies and programs updates; 2024 project selection process
January 11, 2024, 9:30 AM – 12 PM	30 Board members participated in the meeting; 84 attendees	Overview of the 2025-2026 FTA Funding Allocations, the recommendations stemming from the Equity Pilot Project and recommendations for the 2024 policy framework for PSRC's federal funds
February 8, 2024, 9:30 – 11:30 AM	29 Board members participated in the meeting; 75 attendees	Overview of the regional transportation plan (2026-2050) development process, the plan dashboard, and project selection future work items
March 14, 2024, 9:30 – 11:30 AM	31 Board members participated in the meeting; 60 attendees	2024 Project Tracking and supplemental funding action; project selection future work items and climate work summary
April 11, 2024, 9:30 AM – 11:30 AM	30 Board members participated in the meeting; 66 attendees	2023 Project tracking and extension requests; regional transportation plan development process
May 9, 2024, 9:30 AM – 11:30 AM	35 Board members participated in the meeting; 52 attendees	Overview of the 2024 Outreach activities; regional transportation plan data collection and modeling tools

Dates/Times	Attendance <sup>2</sup>	Included Topics
June 13, 2024, 9:30 AM – 11:30 AM	30 Board members participated in the meeting; 76 attendees	Discussion of the regional transportation plan financial strategy and update on the development of the Regional Safety Action Plan

### Workshops, Community Forums, and Other Events —

PSRC conducts workshops, community forums, and other events to keep the public informed and involved in various high-profile transportation projects and plans, and to elicit feedback from the public, partners, and stakeholders. Most public meetings took place over Zoom webinar.

PSRC asks attendees at in-person meetings to voluntarily provide demographic information. During the last fiscal year, most of PSRC’s outreach activities were held on-line, either directly with PSRC staff or with consultants retained for outreach and engagement. PSRC asked attendees to voluntarily identify their race and ethnicity, language spoken at home, gender identification, and total annual income through completion of on-line forms and/or to self-identify orally during focus groups. The results of reach of these meetings can be found in Appendix B. Due to the voluntary nature of these surveys, the number of respondents differs from the total number of attendees. Respondent totals are included in Appendix B.

Project	Dates	Count	Outreach Materials
Passport to 2044 Webinar Series: Equity Impact Assessment	August 22, 2023	120	Email notifications to interested parties, blog post, social media posts
Passport to 2044 Webinar Series: Integrating Stormwater Solutions into Comprehensive Plans	September 19, 2023	145	Email notifications to interested parties, blog post, social media posts
Census Workshop	September 21, 2023	59	Email notifications to interested parties, blog post, social media posts
From Pandemics to Prosperity: Downtowns Reimagine Webinar and Walking Tour	September 29, 2023	65	Email notifications to interested parties, blog post, social media posts
Local Elected Official Convening: Supporting Reliable and Sustainable Ferry Service for Washington Communities	February 23, 2024	39	Email notifications to interested parties, blog post, social media posts

Project	Dates	Count	Outreach Materials
Passport to 2044 Webinar Series: Housing-Removing Barriers to Deeply Unaffordable Housing	March 12, 2024	140	Email notifications to interested parties, blog post, social media posts
TOOLBOX: The Next Generation of Planners	April 26, 2024	62	Email notifications to interested parties, blog post, social media posts

A sample flyer from blog posts can be found at the following links:

<https://www.psrc.org/boards-committees/upcoming-meetings/meeting/passport-2044-webinar-series-equity-session-2-equity>

<https://www.psrc.org/media/6315>

### Summer Planning Academy

In August 2023, PSRC staff held the first annual Summer Planning Academy (SPA). SPA is a leadership development opportunity that teaches young people about the planning profession and how to pursue a career in the field. This work is a direct stem from the Hiring & Retention team of the Regional Equity Action Plan. 24 students from across the central Puget Sound region participated in SPA. Below is a table of demographic information for the students:

Pronouns	Percentage
he/him/his	42 percent
she/her/hers	58 percent

Race / Ethnicity	Percentage
African American or Black	8 percent
Asian	50 percent
Hispanic/Latinx	8 percent
Two or More Races	21 percent
White or Caucasian	13 percent

More information about SPA can be found here: <https://www.psrc.org/get-involved/summer-planning-academy>

### Demographic Identification

Equity Advisory Committee (EAC): The EAC is composed of residents as well as governmental and community-based organizations in the Puget Sound region representing BIPOC communities (see demographics below). The Committee co-creates products (*e.g.*, data tools and planning resources) for the Regional Equity Strategy and other agency projects with staff and the Executive Board as well as advises PSRC committees and policy boards on policies and programs with an equity lens. The EAC meets monthly, on the first Thursday of every month, from 5:30 PM to 7:30 PM.



Race / Ethnicity	Number of Members
Asian American/Pacific Islander	5
Black	8
Hispanic/Latinx	1
Multi-racial	6

Gender	Number of Members
Men	4
Women	16

### Language Assistance

PSRC received no requests for language assistance in the reporting period.

PSRC provides the following documents translated into the most frequently spoken languages in the region: Arabic, Simplified Chinese, French, German, Korean, Russian, Spanish, Tagalog, and Vietnamese.

PSRC is also in the process of translating those documents into Japanese.

- ADA Commitment
- ADA Grievance Procedure
- Title VI Notice
- Title VI Complaint Form and Procedures

PSRC has a streamlined process for individuals requesting language assistance. This procedure has been translated in the languages listed above and is available on PSRC's Language Assistance page:

<https://www.psrc.org/contact-center/language-assistance>.

In addition to vital documents, PSRC translated the following documents into simplified Chinese, traditional Chinese, Somali, Spanish and Vietnamese:

- Equity Advisory Committee (EAC) Application and Interview Questions
- EAC Call for applications
- EAC FAQ

These were all posted on PSRC's website and pushed through our outreach networks and community partners.

### 11. Transportation-related Construction and Consultant Contracts (if applicable) – Briefly describe the process used to advertise and award construction contracts during this reporting period. Include the process for negotiated contracts (e.g., consultants).

After it is determined that an RFP needs to be issued, PSRC posts the RFP on PSRC's website and then proceeds to advertise the release. This is done by sending an email to all registered consultants along with advertising in the local Business Journal, one minority newspaper and posting an ad on the State's OMWBE website for Minority and Women owned businesses as well as uploading it to the Washington Electronic Business Solution (WEBS). After solicitations are received a review committee evaluates the

proposals and if necessary, schedules interviews with firms. Based on evaluations a consultant is selected.

12. Describe the actions taken to promote construction contractor/consultant compliance with Title VI by construction contractors/consultants, including monitoring and review processes, and their outcomes/status (e.g. what Title VI language was included in contracts and agreements; were contractors and consultants reviewed to ensure compliance; what Title VI responsibilities are explained to contractors and consultants?)

PSRC's uses a standard contract for all consultants/contractors which was thoroughly reviewed by USDOT and FTA Region 10 representatives in December 2014 and includes Title VI requirements. It also requires consultants/contractors to include those requirements in all sub-contracting opportunities (see below). We also require all new consultants to complete a Title VI review form and attach their policy regarding non-discrimination.

*During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees to comply with the following non-discrimination statutes and authorities:*

**Pertinent Non-Discrimination Authorities:**

- *Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 324 et seq.) (prohibits discrimination on the basis of race, color, national origin); and 49 C.F.R. Part 21.*
- *Federal-Aid Highway Act of 1973 (23 U.S.C. § 324 et seq.) (prohibits discrimination on the basis of sex);*
- *Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 794 et seq.), as amended (prohibits discrimination on the basis of disability); and 49 C.F.R. Part 27;*
- *The Age Discrimination Act of 1975, as amended (42 U.S.C. § 6101 et seq.) (prohibits discrimination on the basis of age);*
- *Civil Rights Restoration Act of 1987 (PL 100-209) (broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, the Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973 by expanding the definition of the terms "programs of activities" to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);*
- *Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131 – 12189) as implemented by Department of Transportation regulations at 49 C.F.R. Parts 37 and 38;*
- *The Federal Aviation Administration's non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, creed, color, national origin, and sex in activities carried out with money received under Federal airport improvement grant);*
- *Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which requires Federal agencies to identify and address disproportionately high and adverse human health or environmental effects of their programs on minority and low-income populations; and*
- *Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance (requires reasonable steps to ensure that persons with limited English proficiency have meaningful access to federally-funded programs) and Policy Guidance Concerning Recipients' Responsibilities to Limited English Proficient (LEP) Persons, 70 Fed. Reg. 74087);*

*The Contractor shall include the above assurances and agreements to comply in every subcontract at any tier of the Contract, including procurement of materials and leases of equipment, unless specifically exempted.*

13. List construction, right-of-way, and consultant contracts with your LPA/MPO/entity for this report period with dollar value of each. Identify funding sources (federal, state, local, other), and how many were awarded to certified disadvantaged contractors (as a prime contractor/consultant).

Unless noted, none are certified DBE:

- Contract 2023-09: \$49,960 (federal)
- Contract 2024-01: \$150,000 (federal)
- Contract 2024-02: \$800,000 (federal)
- Contract 2024-03: \$650,000 (federal)
- Contract 2024-04: \$ (local)
- UpandUp Website Support: \$31,000 (Indirect)

14. Education & Training – Describe actions taken to promote Title VI compliance through education and trainings, including monitoring and review processes, and their outcomes/status.

PSRC formed a staff committee to create internal learning opportunities for staff on equity, diversity, and inclusion topics., including Title VI.

All new staff are required to participate in anti-discrimination and harassment training within the first 90 days of employment, with additional training required for supervisory staff. Staff are required to re-take the anti-discrimination training every two years.

List Title VI training/webinars your Title VI Coordinator attended this reporting period. Include dates and entity that conducted the training.

None during this reporting period.

When was Title VI internal training provided to staff? Who conducted the training? What was the subject of the training? Provide the job titles and race/color/national origin of attendees.

June 18, 2024; Noah Boggess; *Title VI, Engagement, and Equity*

**Attendees:**

All Staff – agency demographics consist of Asian, Black, White, Latinx, and job titles include the following:

Administrative Assistant II  
 Assistant Data Programmer and Analyst  
 Assistant Planner  
 Associate Communications Specialist  
 Associate Graphic Designer  
 Associate Planner  
 Budget Manager  
 Data Scientist

Database Manager  
 Deputy Executive Director  
 Digital Graphic Designer  
 Director of Data  
 Director of Growth Management  
 Director of Government Relations and Communications  
 Director of Regional Planning  
 Director of Transportation Planning  
 Executive Administrator  
 Executive Assistant  
 Executive Director  
 Finance Manager  
 HR Manager  
 Library Manager  
 Office Support Specialist  
 Principal Communications Manager  
 Principal Modeler  
 Principal Planner  
 Program Manager  
 Senior Data Programmer and Analyst  
 Senior IT Specialist  
 Senior Modeler  
 Senior Planner  
 Senior Public Engagement Specialist  
 Support Services Specialist

List other civil rights training conducted locally. Provide dates and a list of participants by job title and Title VI role, if applicable.

None during this reporting period.

### 15. Title VI Goals for Upcoming Year

What area(s) of Title VI does your agency plan to focus on in the upcoming year? Describe by particular program area what your agency hopes to accomplish. Include any significant problem areas to focus on and plans to address those.

Over the past year PSRC, staff worked to finalize the development of the Regional Equity Strategy and transition toward implementation. The Strategy includes a suite of tools and resources used to guide PSRC's work in advancing racial equity and guidance for local jurisdictions in their work.

PSRC will focus this year on continued implementation of the Regional Equity Strategy through education and distribution to our partner jurisdictions. Key focus areas in the Strategy include Equity Impact Assessments for communities and the Equity Tracker on PSRC's website. The Equity Tracker uses reliable and regularly updated data to identify disparities between people in different communities. It tracks performance in addressing inequities, holds PSRC and its partners accountable in advancing racial equity, and supports future policies and actions. Indicators in the Equity Tracker are organized by themes that correspond to key policy areas in VISION 2050.

Equitable Engagement is also a key piece of the Regional Equity Strategy, and over the next year PSRC will embark on several large-scale engagement plans that put equity front and center. Beginning summer 2024, PSRC staff with consultant support will conduct regionwide outreach for the development of a Regional Safety Action Plan, with emphasis put on engaging community members from BIPOC communities that tend to be disproportionately impacted by traffic safety concerns.

Later in 2024, PSRC will begin outreach for the Regional Transportation Plan and companion document the Coordinated Mobility Plan. Similar to the Regional Safety Action Plan, outreach efforts for both these additional projects will focus on Equity populations.

PSRC will also continue to expand engagement with young people across the region, specifically with the second Summer Planning Academy taking place this summer. The Academy will bring together 25 high school students from across the region to learn about the principles of planning. Recruitment for these students focused on lower-resource communities, and these areas will continue to be an area of emphasis for outreach efforts in the future.

As PSRC continues to implement the Regional Equity Strategy, there are numerous opportunities for all staff at the agency to be working towards shared goals on advancing racial equity in the region. These goals include the following:

- PSRC staff and board members will develop a deeper understanding of racial equity
- PSRC staff will reflect the diversity of the region we serve
- PSRC will ensure that BIPOC communities inform decision-making processes
- PSRC will center race in its work and use its various roles to advance racial equity
- PSRC will spend its resources to improve racial equity outcomes

Over the past fiscal year, PSRC has worked to get greater demographic information from those participating in its meetings, whether held in-person, on-line or in a hybrid fashion. The agency will continue to work to standardize this practice and thoroughly collect demographic information. That demographic information follows as Appendix B.

**Attachments**

Appendix A. Signed Standard Assurances

## The United States Department of Transportation (USDOT) Standard Title VI/Non-Discrimination

### Assurances

#### DOT Order No. 1050.2A

The Puget Sound Regional Council (herein referred to as the "Recipient"), **HEREBY AGREES THAT**, as a condition to receiving any Federal financial assistance from the U.S. Department of Transportation (DOT), through Washington State Department of Transportation (WSDOT), is subject to and will comply with the following:

#### Statutory/Regulatory Authorities

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin);
- 49 C.F.R. Part 21 (entitled Non-discrimination In Federally-Assisted Programs Of The Department Of Transportation-Effectuation Of Title VI Of The Civil Rights Act Of 1964);
- 28 C.F.R. section 50.3 (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964);

The preceding statutory and regulatory cites hereinafter are referred to as the "Acts" and "Regulations," respectively.

#### General Assurances

In accordance with the Acts, the Regulations, and other pertinent directives, circulars, policy, memoranda, and/or guidance, the Recipient hereby gives assurance that it will promptly take any measures necessary to ensure 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, for which the Recipient receives Federal financial assistance from DOT, including the Washington State Department of Transportation.*

The Civil Rights Restoration Act of 1987 clarified the original intent of Congress, with respect to Title VI and other Non-discrimination requirements (The Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973), by restoring the broad, institutional-wide scope and coverage of these non-discrimination statutes and requirements to include all programs and activities of the Recipient, so long as any portion of the program is Federally assisted.

#### Specific Assurances

More specifically, and without limiting the above general Assurance, the Recipient agrees with and gives the following Assurances with respect to its Federally assisted program:

1. The Recipient agrees that each "activity," "facility," or "program," as defined in §§ 21.23(b) and 21.23(e) of 49 C.F.R. § 21 will be (with regard to an "activity") facilitated, or will be (with regard

to a "facility") operated, or will be (with regard to a "program") conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.

2. The Recipient will insert the following notification in all solicitations for bids, Requests For Proposals for work, or material subject to the Acts and the Regulations made in connection with all Federal-Aid Highway Programs and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

"The Puget Sound Regional Council, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award."

3. The Recipient will insert the clauses of Appendix A and E of this Assurance in every contract or agreement subject to the Acts and the Regulations.
4. The Recipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a Recipient.
5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the Assurance will extend to the entire facility and facilities operated in connection therewith.
6. That where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the Assurance will extend to rights to space on, over, or under such property.
7. That the Recipient will include the clauses set forth in Appendix C and Appendix D of this Assurance, as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by the Recipient with other parties:
  - a. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
  - b. for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.
8. That this Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interest therein, or structures or improvements thereon, in which case the Assurance obligates the Recipient, or any transferee for the longer of the following periods:



- a. the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or
  - b. the period during which the Recipient retains ownership or possession of the property.
9. The Recipient will provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he/she delegates specific authority to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Acts, the Regulations, and this Assurance.
10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Acts, the Regulations, and this Assurance.

By signing this ASSURANCE, the Puget Sound Regional Council also agrees to comply (and require any sub-recipients, sub-grantees, contractors, successors, transferees, and/or assignees to comply) with all applicable provisions governing the Washington State Department of Transportation access to records, accounts, documents, information, facilities, and staff. You also recognize that you must comply with any program or compliance reviews, and/or complaint investigations conducted by the Washington State Department of Transportation. You must keep records, reports, and submit the material for review upon request to Washington State Department of Transportation, or its designee in a timely, complete, and accurate way. Additionally, you must comply with all other reporting, data collection, and evaluation requirements, as prescribed by law or detailed in program guidance.

Puget Sound Regional Council gives this ASSURANCE in consideration of and for obtaining any Federal grants, loans, contracts, agreements, property, and/or discounts, or other Federal-aid and Federal financial assistance extended after the date hereof to the recipients by the U.S. Department of Transportation under the Federal Highway Administration. This ASSURANCE is binding on Washington State Department of Transportation, other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors', transferees, successors in interest, and any other participants in the Federal-Aid Highway Program. The person(s) signing below is authorized to sign this ASSURANCE on behalf of the Recipient.

Puget Sound Regional Council  
**(Name of Recipient)**

by   
**(Signature of Authorized Official)**

DATED: July 31, 2024

## APPENDIX A

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees as follows:

1. **Compliance with Regulations:** The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, Washington State Department of Transportation, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. **Non-discrimination:** The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR Part 21.
3. **Solicitations for Subcontracts, Including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor's obligations under this contract and the Acts and the Regulations relative to Non-discrimination on the grounds of race, color, or national origin.
4. **Information and Reports:** The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient or the Washington State Department of Transportation to be pertinent to ascertain compliance with such Acts, Regulations, and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the contractor will so certify to the Recipient or the Washington State Department of Transportation, as appropriate, and will set forth what efforts it has made to obtain the information.
5. **Sanctions for Noncompliance:** In the event of a contractor's noncompliance with the Non-discrimination provisions of this contract, the Recipient will impose such contract sanctions as it or the Washington State Department of Transportation may determine to be appropriate, including, but not limited to:
  - a. withholding payments to the contractor under the contract until the contractor complies; and/or
  - b. cancelling, terminating, or suspending a contract, in whole or in part.
6. **Incorporation of Provisions:** The contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment,

unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The contractor will take action with respect to any subcontract or procurement as the Recipient or the Washington State Department of Transportation may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the contractor may request the Recipient to enter into any litigation to protect the interests of the Recipient. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

## APPENDIX B

### CLAUSES FOR DEEDS TRANSFERRING UNITED STATES PROPERTY

The following clauses will be included in deeds effecting or recording the transfer of real property, structures, or improvements thereon, or granting interest therein from the United States pursuant to the provisions of Assurance 4:

NOW, THEREFORE, the U.S. Department of Transportation as authorized by law and upon the condition that the Puget Sound Regional Council will accept title to the lands and maintain the project constructed thereon in accordance with Title 23, United States Code, the Regulations for the Administration of Washington State Department of Transportation, and the policies and procedures prescribed by the Federal Highway Administration of the U.S. Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252; 42 U.S.C. § 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the Puget Sound Regional Council all the right, title and interest of the U.S. Department of Transportation in and to said lands described in Exhibit A attached hereto and made a part hereof.

#### (HABENDUM CLAUSE)

**TO HAVE AND TO HOLD** said lands and interests therein unto ***Puget Sound Regional Council*** and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits and will be binding on the ***Puget Sound Regional Council***, its successors and assigns.

The ***Puget Sound Regional Council***, in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person will 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 with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed [,] [and]\* (2) that the ***Puget Sound Regional Council*** will use the lands and interests in lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations and Acts may be amended [, and (3) that in the event of breach of any of the above-mentioned non-discrimination conditions, the Department will have a right to enter or re-enter said lands and facilities on said land, and that above described land and facilities will thereon revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this instruction].\*

(\*Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to make clear the purpose of Title VI.)

## APPENDIX C

### CLAUSES FOR TRANSFER OF REAL PROPERTY ACQUIRED OR IMPROVED UNDER THE ACTIVITY, FACILITY, OR PROGRAM

The following clauses will be included in deeds, licenses, leases, permits, or similar instruments entered into by the **Puget Sound Regional Council** pursuant to the provisions of Assurance 7(a):

- A. The (grantee, lessee, permittee, etc. as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases add "as a covenant running with the land"] that:
  1. In the event facilities are constructed, maintained, or otherwise operated on the property described in this (deed, license, lease, permit, etc.) for a purpose for which a U.S. Department of Transportation activity, facility, or program is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) will maintain and operate such facilities and services in compliance with all requirements imposed by the Acts and Regulations (as may be amended) such that no person on the grounds of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities.
- B. With respect to licenses, leases, permits, etc., in the event of breach of any of the above Non-discrimination covenants, **Puget Sound Regional Council** will have the right to terminate the (lease, license, permit, etc.) and to enter, re-enter, and repossess said lands and facilities thereon, and hold the same as if the (lease, license, permit, etc.) had never been made or issued.\*
- C. With respect to a deed, in the event of breach of any of the above Non-discrimination covenants, the **Puget Sound Regional Council** will have the right to enter or re-enter the lands and facilities thereon, and the above described lands and facilities will there upon revert to and vest in and become the absolute property of the **Puget Sound Regional Council** and its assigns.\*

(\*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.)

## APPENDIX D

### CLAUSES FOR CONSTRUCTION/USE/ACCESS TO REAL PROPERTY ACQUIRED UNDER THE ACTIVITY, FACILITY OR PROGRAM

The following clauses will be included in deeds, licenses, permits, or similar instruments/agreements entered into by ***Puget Sound Regional Council*** pursuant to the provisions of Assurance 7(b):

- A. The (grantee, licensee, permittee, etc., as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree (in the case of deeds and leases add, "as a covenant running with the land") that (1) no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over, or under such land, and the furnishing of services thereon, no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) will use the premises in compliance with all other requirements imposed by or pursuant to the Acts and Regulations, as amended, set forth in this Assurance.
- B. With respect to (licenses, leases, permits, etc.), in the event of breach of any of the above Non-discrimination covenants, ***Puget Sound Regional Council*** will have the right to terminate the (license, permit, etc., as appropriate) and to enter or re-enter and repossess said land and the facilities thereon, and hold the same as if said (license, permit, etc., as appropriate) had never been made or issued.\*
- C. With respect to deeds, in the event of breach of any of the above Non-discrimination covenants, ***Puget Sound Regional Council*** will there upon revert to and vest in and become the absolute property of ***Puget Sound Regional Council*** and its assigns.\*

(\*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.)

## APPENDIX E

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees to comply with the following non-discrimination statutes and authorities; including but not limited to:

### **Pertinent Non-Discrimination Authorities:**

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), (prohibits discrimination on the basis of sex);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 USC § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms "programs or activities" to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49 C.F.R. parts 37 and 38;
- The Federal Aviation Administration's Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures Non-discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of Limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq).





## ATTACHMENT B

Project	Date	Gender	General Ethnic ID Categories	Disability	Language	Age	Incomes	
Passport to 2044 Webinar Series: Equity Impact Assessment	8/22/2023	Female	78% American Indian/Alaska Native	0.00% No	80% English Only	92% Under 18	0.00% Less than \$25,000	2%
		Male	20% Asian	6% Yes	12% Language other than English	2% 18-34	35% \$25,000-\$75,000	8%
		Non-Binary	0% Black or African American	4% Prefer not to disclose	8% Multiple Languages	6% 35-54	47% \$75,000-\$125,000	45%
		Prefer not to disclose	2% Hispanic/Latinx	4%	Prefer not to disclose	0% 55-64	10% \$125,000-\$175,000	18%
			Native Hawaiian/Pacific Islander	0%		65+	4% \$175,000-\$199,000	6%
			Other	0%		Prefer not to disclose	4% \$200,000+	16%
			Two or More Races	8%			Prefer not to disclose	4%
			White	73%				
		Prefer not to disclose	4%					
Passport to 2044 Webinar Series: Integrating Stormwater Solutions into Comprehensive Plans	19-Sep-23	Female	61% American Indian/Alaska Native	0% No	88.0% English Only	85.3% Under 18	0% Less than \$25,000	0%
		Male	35% Asian	1.3% Yes	8.00% Language other than English	3% 18-34	29.3% \$25,000-\$75,000	6.7%
		Non-Binary	3% Black or African American	0% Prefer not to disclose	4.00% Multiple Languages	9% 35-54	42.7% \$75,000-\$125,000	34.7%
		Prefer not to disclose	1% Hispanic/Latinx	4.00%	Prefer not to disclose	3% 55-64	21.3% \$125,000-\$175,000	18.7%
			Native Hawaiian/Pacific Islander	0%		65+	6.7% \$175,000-\$199,000	6.7%
			Other	4%		Prefer not to disclose	\$200,000+	20%
			Two or More Races	4.0%			Prefer not to disclose	13.3%
			White	84.0%				
		Prefer not to disclose	2.7%					
Census Workshop	9/21/2023	Female	50% American Indian/Alaska Native	0.00% No	73% English Only	68% Under 18	0.00% Less than \$25,000	0.00%
		Male	45% Asian	13.64% Yes	18.18% Language other than English	5% 18-34	36.36% \$25,000-\$75,000	0.00%
		Non-Binary	0% Black or African American	0.00% Prefer not to disclose	9% Multiple Languages	27% 35-54	40.91% \$75,000-\$125,000	36.36%
		Prefer not to disclose	5% Hispanic/Latinx	13.64%	Prefer not to disclose	0% 55-64	18.18% \$125,000-\$175,000	22.73%
			Native Hawaiian/Pacific Islander	0.00%		65+	4.55% \$175,000-\$199,000	27.27%
			Other	0.00%		Prefer not to disclose	0.00% \$200,000+	4.55%
			Two or More Races	9.09%			Prefer not to disclose	9.09%
			White	63.64%				
		Prefer not to disclose	0.00%					
Passport to 2044 Series: Removing Barriers to Deeply Affordable Housing in Plans	12-Mar-24	Female	63% American Indian/Alaska Native	0% No	91% English Only	93% Under 18	0% Less than \$25,000	0%
		Male	33% Asian	0% Yes	6% Language other than English	1% 18-34	23% \$25,000-\$75,000	4%
		Non-Binary	3% Black or African American	4% Prefer not to disclose	3% Multiple Languages	6% 35-54	56% \$75,000-\$125,000	36%
		Prefer not to disclose	1% Hispanic/Latinx	7%	Prefer not to disclose	0 55-64	14% \$125,000-\$175,000	26%
			Native Hawaiian/Pacific Islander	1%		65+	6% \$175,000-\$199,000	11%
			Other	0%		Prefer not to disclose	1% \$200,000+	14%
			Two or More Races	9%			Prefer not to disclose	9%
			White	77%				
		Prefer not to disclose	1%					
TOOLBOX: The Next Generation of Planners	26-Apr-24	Female	36% American Indian/Alaska Native	0% No	86% English Only	93% Under 18	7% Less than \$25,000	0%
		Male	50% Asian	7% Yes	7% Language other than English	0% 18-34	21% \$25,000-\$75,000	14%
		Non-Binary	14% Black or African American	0% Prefer not to disclose	7% Multiple Languages	7% 35-54	50% \$75,000-\$125,000	21%
		Prefer not to disclose	0% Hispanic/Latinx	0%	Prefer not to disclose	0% 55-64	14% \$125,000-\$175,000	7%
			Native Hawaiian/Pacific Islander	0%		65+	0% \$175,000-\$199,000	7%
			Other	0%		Prefer not to disclose	7% \$200,000+	14%
			Two or More Races	14%			Prefer not to disclose	36%
			White	64%				
		Prefer not to disclose	14%					