



Title VI E-Newsletter

The Civil Rights Division Welcomes a New Director

by Cynthia Howard



Jessica Starling, Director

The Civil Rights Division staff is pleased to announce the appointment of Jessica Starling as the division's new director. Starling joined the team in January 2023. As director, she is responsible for the administration of both state and federal programs that include Title VI, Affirmative Action and Small Business Development. Additionally, Starling will be

responsible for developing and implementing TDOT's internal and external affirmative action plans and administering the federally mandated Disadvantaged Business Enterprise (DBE) Program.

In her previous role as Procurement Program Director for the State of Tennessee's Governor's Office of Diversity Business Enterprise (Go-DBE), she led the state's diversity program into a new realm of success. Under her leadership, the state of Tennessee had record breaking results by contracting over \$1.05 billion with diversity businesses in a 12-month period, winning national recognition for its public facing diversity dashboard, creating new educational programs for certified diversity businesses, and establishing diversity business partnerships with other governmental entities and private corporations. Prior to becoming Go-DBE's Director, Jessica worked as a Sr. Business Analysis for TDOT's Information Technology division.

Starling is a Nashville native who graduated from Tennessee State University with a bachelor's degree in Business Administration and master's degree from Bethel University in Conflict Resolution.

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For more information, contact the Title VI staff at : 615.741.3681 or visit our website:

www.tn.gov/tdot/civil-rights/title-vi-program.html



Team Building Excursion Leads to Unintentional Lessons



Jefferson Street Sound Museum

by Cynthia Howard

Jessica Starling recognizes the value of, and need for, developing high-performance teams. Although new to the Civil Rights Division, she scheduled a team building event for the Title VI staff in February – to increase communication, planning skills, employee motivation, and employee collaboration. Staff gathered at the Jefferson Street Sound Museum for this event with no expectations nor knowledge of the venue, an old house built around 1920, that didn't give the appearance of promise.

Lorenzo Washington, the notable 80-year-old Historian, guided the tour. He is the founder and curator of the museum – the home he grew up in. Room after room, he pointed out photos and memorabilia of musicians, many who have passed on, delivering accounts of personal interactions, sending staff back in time. Washington spoke of well-known and little-known artist: Otis Redding, Fats Domino, Jimi Hendrix, Ike and Tina Turner, Little Richard, BB King, Sam Cooke, James Brown, Dionne Warwick, Gladys Knight, Stevie Wonder, Jackie Shane, and many more who played and honed their skills at many clubs that once lined the Jefferson Street's night club circuit, providing entertainment that helped to shape the spirit and culture of the community.

Washington didn't know that his audience was comprised of Civil Rights disciplinarians. As the questions poured in, he quickly realized who his audience was. He never skipped a beat, taking staff from accounts of the musical world to a full historical lesson leading to a first-hand account of the effects a community suffered when divided by an interstate.

Washington reminisced on Jefferson Street, once lined with 600 – 650 homes and businesses. He spoke of the vibrancy, energy, and prosperity the community enjoyed. He spoke about the devastation realized by the community when it was divided by I - 40 – businesses shuttering and families being displaced.

The team building excursion led to unintentional lessons – staff

was reminded and what it mandates: Executive Order 12898, signed into law by Bill Clinton in 1994, directs agencies to avoid disproportionately high and adverse human health or environmental effects on low-income and minority populations; and today's Executive Order 14008 (also called Justice40 Initiative) signed into law in 2021, that directs 40% of the overall benefits of certain Federal investments – including investments in clean energy and energy efficiency; clean transit; affordable and sustainable housing; training and workforce development; the remediation and reduction of legacy pollution; and the development of clean water infrastructure – to flow to disadvantaged communities.

The Justice40 Initiative includes various grants, one in particular that TDOT's Research Division is considering is "Methodologies for Identifying and Evaluating Transportation Infrastructure that has Historically Divided Communities".

The Civil Rights Division applauds and supports this research initiative. There is a need to correct past mistakes and learn from practices once used that where inherently discriminatory and minimized the lives of minorities and their cultures.

Did the unimposing museum yield a wealth of knowledge and "good to know stuff"? Yes, the Jefferson Street Sound Museum is a historical resource, packed with little nuggets of memorabilia unique to the venue. Did the team grow closer from the event? Yes, little did staff realize we were going to be taking back in time to fully experience past mistakes and apply Environmental Justice principles. This team building experience helped staff focus on our common goal and the need to work collectively to meet the team's objectives.

The Jefferson Street Sound Museum is a small venue with powerful stories to show and tell.

Team Building Excursion Leads to Unintentional Lessons (cont'd)



Lorenzo Washington and Jessica Starling discussing an exhibit



Jimi Hendrix exhibit



Antique 45 RPM Speed Vinyl Records exhibit



Art on display in museum: Notably, an upright bass composed of barwire



Lorenzo Washington discussing the many musicians who toured/played in the Jefferson ST clubs



Small venue inside of the museum for intimate concerts



Jackie Shane, popular R&B singer who performed in many of the Jefferson ST clubs



Vintage stereo system with turntable



"Mr. Spoon", Lucius Talley played his spoons for many audiences on Jefferson ST. He even played at the Ryman Auditorium.

Team Building Excursion Leads to Unintentional Lessons (cont'd)



Patrons at the Club Del Morocco



Ray Charles performing at Maceo's 1959



Jimi Hendrix with his band King Kasuals at Club Del Morocco



Jefferson Street barbershop, 1966.



Melvin Reid, owner and operator, of the Jefferson Street Bakery



Sister Mabel X cooks a hamburger at the Shabazz Restaurant on, 1972, at 17th and Jefferson Street



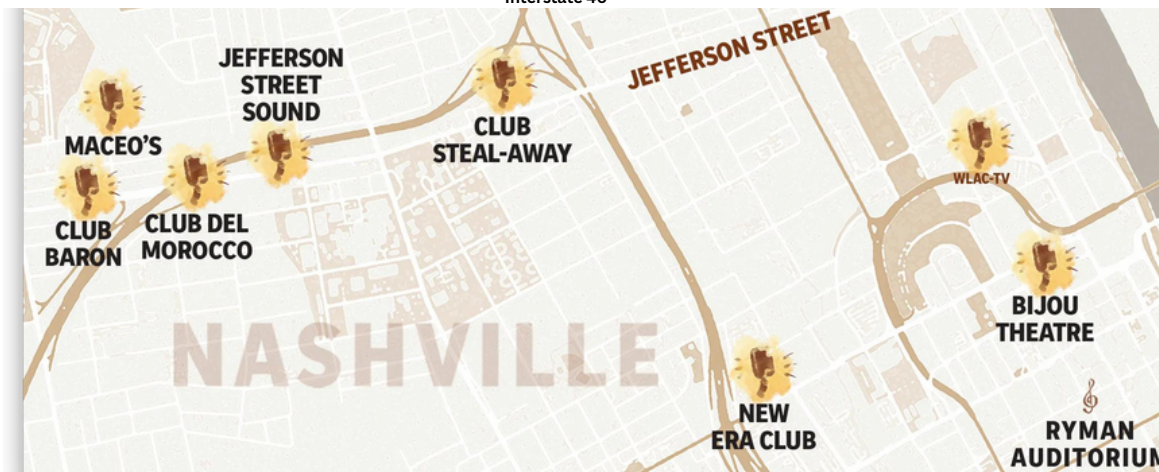
Jefferson ST residents evicted in preparation for I-40 construction



A steel fence with a barbed-wire top now blocks the entrance to the front door of McGavock & Martin Bros., here at 2500 Jefferson St. on Nov. 19, 1970. Federal regulations require the fence be placed along ramps to the new Interstate 40



Houses and businesses along the west side of Jefferson Street are behind a 6-foot steel fence, 1970. Federal regulations require the fence be placed along ramps to the new Interstate 40



Jefferson Street was once Nashville's prime thoroughfare for Black culture and commerce. On Fourth Avenue North, the Bijou Theater began hosting Black performers in the 1920s and later loomed over a hotspot of venues, just blocks away from Ryman Auditorium and the Grand Ole Opry. In the 1960s, the construction of Interstate 40 split the area surrounding Jefferson Street, bulldozing many of its best music rooms.



translation

Limited English Proficiency: A Call for Volunteers

by Wes White

Any organization receiving federal financial assistance for its programs, services, and activities is required to develop and implement a language access plan, which is sometime called a Limited English Proficiency plan. Limited English Proficient (LEP) is used to describe an individual who does not speak English as their primary language and has limited ability to read, speak, write, or understand English.

Title VI of the Civil Rights Act of 1964 requires recipients of Federal financial assistance to take reasonable steps to ensure all their programs, services and activities are accessible to persons who are LEPs. Maintaining an efficient LEP plan is an important factor in TDOT's Title VI program. Failure to provide meaningful access to its programs and activities in an efficient and timely manner may constitute discrimination on the basis of national origin.

One of the first steps in the development of an efficient LEP plan is to conduct a Four Factor Analysis which provides the framework by which all the programs and services of an entity are examined to determine the best way to provide meaningful access and the elimination of any barriers for LEPs. The analysis tool requires an

entity to look at the 1) number or proportion of LEP persons eligible for services or likely to be encountered; 2) frequency with which LEP persons come into contact with the program; 3) nature and importance of the program, activity, or service provided by the program (agency); and, 4) examination of available resources.

In addition to having access to oral interpretation and written translation services through a qualified language service provider, TDOT maintains an employee volunteer roster should the need for services arise. This roster, which is located on TDOT's intranet, is updated biannually. Currently, TDOT has thirty-eight volunteers, which includes a diverse list of individuals able to assist with a wide array of languages including, but not limited to, Spanish, French, Kurdish, Turkish, Thai, and Arabic. The Civil Rights Division's Title VI program welcomes anyone with skills in any language who would like to become a volunteer and be included on the roster. If you are interested in serving as an employee volunteer, contact the Civil Rights Division at 615-741-3681 or TDOT.Title.VIProgram@tn.gov.

Biannual Title VI Liaison and Advisory Meeting

by Cynthia Howard

The CRD Title VI program staff held its biannual Title VI Advisory and Title VI Liaison committee meeting on March 23, 2023. The Title VI Advisory committee serves as an administrative advisory committee to the Civil Rights Division's Title VI program. The committee helps ensure TDOT's programs, contractees, and service beneficiaries comply with Title VI and its mandates. The Title VI Liaisons, a committee comprised of representatives from every division and region within TDOT, play an important role in disseminating information to the various regions, divisions, and departments throughout TDOT. Additionally, they serve as the point-of-contact to assist the Civil Rights Division's Title VI program with ensuring Title VI and related federal and state nondiscrimination mandates are followed in all TDOT's programs and activities.

Staff reported the FHWA is conducting a research project to identify best practices for Title VI programs and process reviews. Adding, the research project will assess the Title VI programs all FHWA funding recipients and subrecipients in order to ultimately improve Title VI compliance activities.

In preparation for the 2023 Employee Title VI training, Avery Poor, Human Resource Business Partner, gave a brief overview of the 2023 Annual Employee Title VI training module. Committee members with past experience in assisting their respective divisions/regions shared their strategies on how to successfully manage the training completion efforts.

Please find the Title VI Liaisons listing below with the divisions and regions they represent.

#	Department	2023 Liaison	Contact Phone	Location	E-mail	Director
1	Aeronautics	Jim Currey	615-741-1953	Region 3	jim.currey@tn.gov	John Paul (JP) Saalwaechter
2	Central Services	Richard Vaughn	615-507-6777	8th Floor	richard.vaughn@tn.gov	Justin Underwood
3	Civil Rights Division	Wes White	615-253-1076	18th Floor	James.W.White@tn.gov	Jessica Starling
4	Community Relations Division	Amanda Tidwell	615-532-3276	7th Floor	Amanda.K.Tidwell@tn.gov	Beth Emmons
5	Environment	Heather Ogg	615-532-5580	9th Floor	Heather.Ogg@tn.gov	Susannah Kniazewycz
6	Finance Department	Cynthia Thomas (interim)	615-741-5050	8th Floor	cynthia.e.thomas@tn.gov	Jennifer Herstek
7	Freight & Logistics	Kathy Combs	615-741-7894	4th Floor	Kathy.L.Combs@tn.gov	Daniel Pallme
8	HQ Construction	Blake Fulton	615-741-3542	7th Floor	Blake.Fulton@tn.gov	Brian Egan
9	Human Resources Division	Avery Poor	615-532-3783	4th Floor	Avery.Poor@tn.gov	Delaine Linville
10	Information Technology	Debra Guerin	615-741-3298	5th Floor	Debra.Guerin@tn.gov	Joe Kirk
11	Internal Audit	Craig Pitts	615-532-7545	18th Floor	craig.a.pitts@tn.gov	Mel Macella
12	Long Range Planning	Janice Jenkins	615-253-6301	10th Floor	Janice.Shellingtonjenkins@tn.gov	Matt Meservy, P.F.
13	Maintenance Division	Amy Canfield	615-741-2027	HQ	Amy.M.Canfield@tn.gov	Jamie Waller
14	Materials & Test	Erin Napier	615-350-4103	1st Floor	erin.napier@tn.gov	Heather Hall
15	Multimodal Transportation	Nicky Moore	615-741-3865	12th Floor	Nicquayleeonntea.Moore@tn.gov	Daniel Pallme
16	Occupational Health & Safety	Errol Christos	615-741-0678	18th Floor	Errol.Christos@tn.gov	Clay Culwell
17	Office of Strategic Planning	Jordan Rock	615-770-1752	3rd Floor	jordan.rock@tn.gov	Julie Carmean
18	Procurement and Contracts	Marty Weed	615-532-3946	4th Floor	Marty.Weed@tn.gov	Chris Yarbrough
19	Program Development Administration	Chasity Bell	615-741-2130	th Floor	chasity.bell@tn.gov	Ronnie Porter
20	Project Management	Jamie Waller	615-741-0784	HQ	Jamie.Waller@tn.gov	James Kelley
21	Region 1	Randy Busler	423-854-5022	Region 1	randy.busler@tn.gov	Steve Borden
22	Region 2	Kellie Bridgeman	423-892-3430	Region 2	Kellie.Bridgeman@tn.gov	Joe Deering
23	Region 3	Erin Brake	615-350-4116	Region 3	erin.brake@tn.gov	Jay Norris
24	Region 4	Natalie Douglass	731-935-0162	Region 4	Natalie.Douglass@tn.gov	Jason Baker
25	Right Of Way	Aaron Kirkpatrick	615-253-1115	6th Floor	Aaron.Kirkpatrick@tn.gov	Jeff Hoge
26	Roadway Design	Shirlynn Carter	615-741-7931	12th Floor	Shirlynn.Carter@tn.gov	Jennifer Lloyd
27	Strategic Transportation	Jonathan Rogers	615-532-3045	10th Floor	Jonathan.Rogers@tn.gov	Steve Allen
28	Structures Division	Rebecca Williamson	615-532-4070	11th Floor	Rebecca.Williamson@tn.gov	Ted Kniazewycz
29	Traffic Operations	Hannah Lewis	615-253-5462	18th Floor	Hannah.O.Lewis@tn.gov	Lee J. Smith



TDOT's Annual Employee Title VI Training

by Cynthia Howard

Annually, TDOT employees are required to complete an online Title VI training. The Civil Rights Division (CRD) and the Human Resources Division continues to collaborate, ensuring TDOT remains in compliance with Title VI of the 1964 Civil Rights Act and other nondiscrimination mandates.

The training, will be available on TDOT's Learning Network, starting April 3, 2023. Although the training runs until June 30, 2023, we encourage employees to complete it early. Division/regional Title VI Liaisons will coordinate with the training specialist, assisting in the training efforts. Employees will receive an email alerting them of their enrollment in the training.

Civil Rights Division Offers Virtual Title VI Training

by Cynthia Howard

On March 22, 2023, TDOT Civil Rights Division (CRD) kicked off its Second Annual Title VI program Virtual Subrecipient Training via Web-Ex. The CRD conducts four trainings throughout each year for the Tennessee Department of Transportation's (TDOT) subrecipients who require Title VI training certification. Subrecipients are required to participate in a TDOT Title VI training every three-years.

coordinators participate in the virtual training. The training allows participants to ask the Title VI Specialist questions which serves as a great benefit to the coordinators.

Virtual Title VI program subrecipient's training dates:

- June 21, 2023
- August 23, 2023
- November 15, 2023

TDOT subrecipients can register for upcoming 2023 training on the CRD Title VI Program website at: <https://www.tn.gov/tdot/civil-rights/title-vi-program/title-vi---training.html>