



# 2025 Title VI Goals and Accomplishments

August 1, 2025

## **Introduction**

Title VI of the 1964 Civil Rights Act and the 1994 Executive Order on Environmental Justice require that any federally funded planning, programming and project implementation activities be free of discrimination. Further guidance from the Federal Highway Administration and the Federal Transit Administration incorporates the Americans with Disabilities Act (ADA) regulations in addition to Title VI and Environmental Justice requirements into regional transportation plans. Today, federal transportation legislation such as the Bipartisan Infrastructure Law (BIL) ([www.fhwa.dot.gov](http://www.fhwa.dot.gov)) recognizes these non-discrimination requirements as applying to both the planning, as well as to the individual project implementation phase. Additionally, Title VI compliance needs to include both data collection and analytic methods to assess impacts to protected groups and their level of public involvement.

Pima Association of Governments (PAG) is committed to complying with the requirements of Title VI of the Civil Rights Act of 1964 and related statutes and regulations in all federally funded programs and activities. PAG operates without regard to race, color, national origin, age, gender, disability, income status, or level of English proficiency and will make every effort to address and eliminate such discrimination, if found to exist. PAG meetings are held in accessible locations, and materials are provided in accessible formats or in languages other than English upon request within a reasonable advance notice period.

The following document highlights PAG's accomplishments in Title VI compliance during the previous year and the organization's goals in the year to come.

## **2024 Accomplishments**

- A Title VI tagline with a link to the Title VI policy is included on public meeting agendas. Public agendas also include links to complete a voluntary self-identification survey in English or Spanish. In addition, a Title VI notice to the public is placed near the entrance of every in-person public meeting.

- Every agenda for every public meeting includes a tagline on the bottom to inform members of the public how to request accommodations for disability or translation services.
- Spanish translations of PAG materials have been provided when necessary for PAG functions or for community outreach.
- Spanish-speaking staff members have been available at public events and open houses.
- A Google translate button has been added to every page of the PAG website.
- PAG Title VI staff provided training for other PAG employees on the duties and responsibilities of the organization as it relates to non-discrimination, environmental justice, and implementation of the Limited English Proficiency (LEP) plan.
- PAG Title VI staff updated the LEP roster, which identifies staff members who speak languages other than English.
- No Title VI complaints, either against PAG or against one of its member agencies, were received by PAG within the last year.
- Converted the format of the electronic self-ID form from a fillable pdf survey to an online survey platform, which allows for easier access and anonymous submittals.
- Included Standard Operating Procedures (SOP) for data collection and staff training within the body of the Title VI Implementation Plan.
- Included additional Title VI outreach steps within the checklist used for meeting or event preparations.
- Included SOP for placing public notices for public involvement opportunities, including inclusion of Title VI tagline and translation tagline.

- The Title VI tagline and English and Spanish translation taglines are included in PAG's quarterly electronic newsletter, Regional Connections, and other mass-emailed materials.
- Established SOPs in the Title VI plan for Title VI training and for demographic collection and analysis at PAG meetings.

## **2025 Goals**

- Provide training to PAG staff on Title VI roles and responsibilities.
- Update the LEP roster by including new hires and updating information on existing team members.
- Aid community members who request help with the filing of Title VI complaints and investigate and process any new Title VI complaints efficiently.
- Update Title VI Standard Operating Procedures, as needed.
- Update the PAG self-identification cards to be reflective of the region's service area to include the following options a binary and a prefer not to say.