



Seattle Department of Transportation

TITLE VI ACCOMPLISHMENTS & GOALS REPORT

Report for October 1, 2023, through September 30, 2024

Contact Information

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Accomplishments

1. Have there been any changes to the approved Title VI Plan that have not been reported to OECR?

- No. The City of Seattle updated its Title VI Plan in February 2024. Please see Attachment B.

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.

- Please see the table below for the City of Seattle Compliance Staff demographic breakdown.
- Please see the pyramid above for the City of Seattle Title VI Structure.
- Please see attachment R for SDOT's Advisory Boards.
- The SDOT Compliance Manager works in unison with SDOT's Title VI Coordinator, critical stakeholders within SDOT and other departments, and the City's Civil Rights Enforcement Director (Acting Title VI Coordinator), fulfilling reporting requirements. Table 2 lists current Title VI compliance staff.

TITLE VI Compliance Staff

Name	Department/Role	Race	Gender
Bruce Harrell	Mayor, City of Seattle	Black/Asian Pacific Islander	Male
Derrick Wheeler-Smith	Director, SOCR (Title VI Administrator)	Black	Male
Mike Chin	Civil Rights Enforcement Director, SOCR (Acting Citywide Title VI Coordinator)	Asian Pacific Islander	Male
Medhanit Abebe	Civil Rights Investigations Manager, SOCR (Citywide Title VI Compliance Specialist)	Black	Female
Krystal Bautista	Sr. Civil Rights Investigator, SOCR	Latinx/Hispanic	Female
Mamadou Jawo	Civil Rights Investigator, SOCR	Black	Male
Mikayle Boswell	Paralegal, SOCR	Black	Male

Grace Nguyen	Civil Rights Investigator, SOCR	Asian Pacific Islander	Female
Jason Simon	Civil Rights Investigator, SOCR	White	Male
Josh Treybig	Civil Rights Investigator, SOCR	White	Male
Latrice Ybarra	Operations Director, SOCR	Black	Female
Maura Donoghue	Contracts and Procurement Manager, SDOT	White	Female
Stacy Carter	Contracts Manager, SDOT	White	Female
Michele Domingo	Director, Office of Equity & Inclusion, SDOT	Asian Pacific Islander	Female
Salma Siddick	Compliance Manager, Office of Equity & Economic Inclusion, SDOT	Black	Female
Vacant	Title VI Advisor, Office of Equity & Economic Inclusion, SDOT	----	----
Holly Delcambre	ADA Title II Compliance Program, Seattle of Facilities & Administrative Services	White	Female
Mark Nakagawara	Contracting Construction & Social Equity Manager, Seattle Office of Finance & Administrative Services	Asian	Male
Kia McGlone	Language Access Program & Policy Specialist, Office of Immigration and Refugee Affairs	Asian	Female
Ray Sugarman	Director, HR Investigations Unit, Seattle Department Human Resources	Black	Male
Christopher Artis	Workforce Development Director	Black	Male

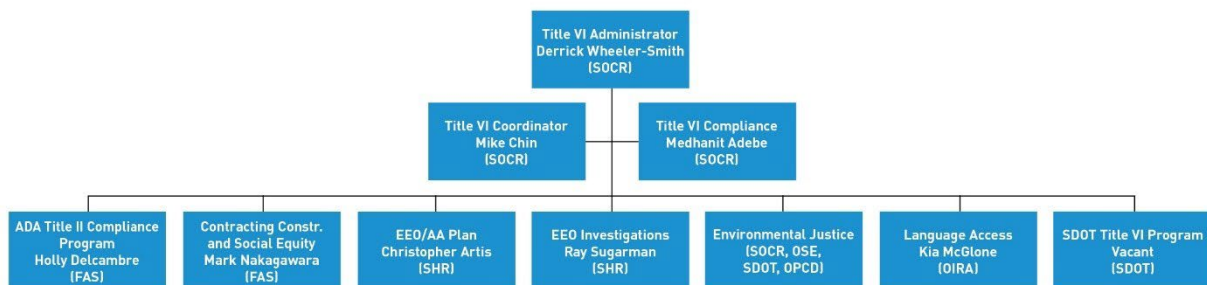
- Please see Attachment D for a list of demographic data of Title VI key stakeholders within SDOT.
- In 2024, SDOT held five virtual Title VI Trainings. This training is mandatory for all SDOT staff. Please see Attachment E for a list of SDOT employees with job titles, divisions, and demographic data. The Citywide Title VI training led by the Seattle Office for Civil Rights is hosted on the citywide training site Cornerstone. Both trainings identified all the key aspects of Title VI with key stakeholders. The virtual trainings, however, were geared towards SDOT staff and detailed DOT aspects of Title VI. The training included a Title VI overview, responsibilities, monitoring, and

compliance requirements. Please see Attachment F for the Citywide Title VI training attendees.

- SDOT’s human resource division is focused on recruiting improvement plans for all underrepresented in SDOT. In addition, SDOT HR has recently implemented blind screening as part of the hiring process to reduce bias and required hiring process training that includes anti-bias training.
- The current structure for Title VI work highlights regular coordination and collaboration between the Seattle Department of Transportation (SDOT), the Seattle Office for Civil Rights (SOCR), Finance & Administrative Services –Purchasing Contracting (FAS-PC), the Office of Immigrant and Refugee Affairs (OIRA) and other City departments. The SDOT Title VI Coordinator has access to regular check-ins with the Citywide Title VI Coordinator, housed in SOCR, and staff in the departments shown in the chart below. The Citywide Title VI Coordinator organizes inter-departmental Title VI meetings with the Title VI liaisons every quarter. As this position is currently vacant, all Title VI work within SDOT is overseen by the Compliance Manager, Salma Siddick.

Table 3. City of Seattle Interdepartmental Title VI Coordination

Title VI Organizational Chart



Org Chart - Title VI Administrator, Derrick Wheeler-Smith (SOCR), Title VI Coordinator Mike Chin (SOCR), Title VI Compliance Medhanit Adebe (SOCR), ADA Title II Compliance Program Holly Delcambre (FAS), Contracting Constr. and Social Equity Mark Nakagawara (FAS), EEO Investigations Ray Sugarman (SHR), Environmental Justice (SOCR, OSE, SDOT, OPCD), Language Access Kia McGlone (OIRA), SDOT Title VI Program Vacant (SDOT)

3. Community Demographics: Using a map of the LPA’s boundaries, describe the demographics of the LPA’s service area (e.g., race, ethnicity, and national origin). List, by individual languages, the percentage of the population who is Limited English proficient. If the LPA’s Limited English proficient population is 5% of the total population or 1,000 individuals, whichever is less, explain the Four-Factor Analysis by answering the statements listed on the next page.

a. Briefly describe the number of LEP persons served and languages spoken in the service area.

- In 2023, the Office of Immigrant and Refugee Affairs (OIRA) Language Access team suggested the following as Seattle’s top language for communicating citywide programs and services based on available data. These recommendations prioritize languages that are used by larger populations, residents with limited English proficiency, and recent immigrants and refugees in Seattle. The data used to identify top languages are from a combination of sources presented later in this report. OIRA update the data and recommendations every three years in partnership with the City demographer in the Office of Planning & Community Development (OPCD). Below are the top 15 languages in order of highest prevalence:

Rank	2023 Top Languages
1	Spanish
2	Chinese*
3	Vietnamese
4	Somali
5	Tagalog
6	Korean
7	Amharic
8	Russian
9	Japanese
10	Tigrinya
11	Arabic
12	Oromo
13	Hindi
14	French
15	Ukrainian

- There are two primary Chinese writing systems: Traditional and Simplified Chinese. The two systems are mutually intelligible. Considering Seattle’s Chinese language users'

composition and English proficiency, we recommend translating into Traditional Chinese for written materials. For oral interpretation, we recommend including both Cantonese and Mandarin.

- **Data Sources and Analysis:** Below are data sources and the steps used to identify the top 15 languages for the City of Seattle. Data comes from a combination of sources: the American Community Survey (ACS), Seattle Public Schools (SPS), Public Health-Seattle & King County, Seattle Police Department, Seattle Immigration Court Cases, Seattle Housing Authority, and Seattle Municipal Court Interpreter Services on most spoken or requested non-English languages.
- Standardized categories of languages across data sources.
 - Chinese spoken languages such as Mandarin, Cantonese, and Taishanese were grouped under the “Chinese” category.
 - Instances of Cambodian and Khmer were consolidated into the “Khmer” category.
 - Instances of Farsi and Dari were merged into the “Persian” category.
- Assigned weights and distribute the instances of individual languages in the ACS language groups using more detailed data available.
- Context: From the ACS data we used 2017-2022 5-year estimates of people speaking English less than “very well,” from Table B16001. Table B16001 (on page 16) provides the most detailed data available on languages spoken of all ACS data tables that the Census Bureau publishes using the full sample of ACS data. However, data for some non-English languages spoken commonly in our area are not reported individually in ACS table B16001 but are instead reported as a part of a broader language group.
 - Use 5-year ACS Public Use Microdata Sample (PUMS) data from 2017-2022, obtained from IPUMS USA, to distribute estimates for several language groups to individual languages. ACS PUMS estimates are based on a sample of the original sample and, therefore, can be unreliable for small population groups. We used data for King County rather than Seattle to obtain more reliable estimates. It was assumed the proportional distribution in Seattle of people speaking English less than very well in language groups can be reasonably approximated using the distribution in King County. Using ACS PUMS estimates, the following language groups are distributed as described below:
 - “Ukrainian or other Slavic languages” (not including Russian, Polish, and Serbo-Croatian languages, which are reported individually): Ukrainian 87%, with the remainder comprised of other Slavic languages less commonly spoken in our area.

- “Ilocano, Samoan, Hawaiian, or other Austronesian languages” (not including Tagalog, which is reported individually): Samoan 26%, Ilocano 24%, Marshallese 18%, Indonesian 11%, with the remainder comprised of other Austronesian languages less commonly spoken in our area.
 - “Thai, Lao, or other tai-Kadai languages:” Thai 58%; Lao 42%.
- The distribution of estimates to individual languages in the “Amharic, Somali, or other Afro-Asiatic languages” category was done using a different method because the data from IPUMS were not sufficiently disaggregated for this language group. For these languages, we used a combination of weighted instance counts in the multisource table from other sources besides the ACS (excluding the Refugee Screening Clinic) and detailed race data from the 2020 decennial Census. Based on this combination of data we assigned weights and distributed the instances of the “Amharic, Somali, or other Afro-Asiatic languages” category as follows - Somali 44%, Amharic 28%, Tigrinya 14% and Oromo 10%.
- Calculate instances across all data sources for individual languages.
 - Calculated each data source’s percentage of total instances.
 - To account for the varying importance of each data source, the percentage of total instances contributed was determined by each data source.

Data Source	Sum of Instance Count	Percentage of all Instances
ACS Language Spoken at Home* by Persons Speaking English Less Than “Very Well”	49,523	50.1%
Public Health Clinic (Excluding Refugee Screening Clinic**)	6,979	7.1%
Seattle Housing Authority Units Languages	3,142	3.2%
Seattle Immigration Court Case Languages	23,039	23.3%

Seattle Municipal Court Interpreter Services Languages	2,874	2.9%
Seattle Police Department 911 Calls Languages	4,042	4.1%
Seattle Public Schools Home Language Survey Languages	9,301	9.4%
Grand Total	98,900	100.0%

- Apply the percentage to find weighted counts for each language.
- Used the weighted counts to determine the top languages.
- The ACS, which the U.S. Census Bureau conducts, provides data on a wide range of population characteristics including:
 - Language that residents 5 years and older speak at home and,
 - For those who speak another language than English, rates of limited English proficiency (based on survey respondents indicating they speak English less than very well)
 - Based on ACS estimates for the period 2017 to 2021, 22% of Seattle residents ages five and older (153,352 residents) speak a language other than English at home and over 7% of Seattle residents five years and older (51,880 residents) have limited English proficiency.
 - The Census Bureau categorizes languages into four major language groups (Table B16001):

Language Spoken at Home Other than English for Seattle Residents Ages 5 and Over

Major Language Groups	Number of Speakers in Major Language Group	Number of Limited English Proficient (LEP) Speakers in Major Language Group	Estimates for Non-English Languages with a Large Number of Speakers in Seattle (Number of Speakers; Number of LEP Speakers)
Spanish	28,797	9,219	▪ Spanish (28,797 speakers; 9,219 LEP)
Other Indo-European Languages	34,324	4,828	▪ Russian (3,607 speakers; 918 LEP)
Asian and Pacific Island Languages	72,364	30,140	▪ Chinese, including Mandarin and Cantonese (31,758

			speakers; 15,013 LEP) <ul style="list-style-type: none"> ▪ Vietnamese (11,430 speakers; 6,340 LEP) ▪ Korean (6,317 speakers; 2,227 LEP) ▪ Tagalog (7,546 speakers; 2,438 LEP) ▪ Japanese (4,945 speakers; 1,532 LEP) ▪ Khmer (983 speakers; 433 LEP) ▪ Thai and Laotian (1,388 speakers; 629 LEP)
Other Languages	17,867	7,693	<ul style="list-style-type: none"> ▪ Somali, Amharic, Oromo & Tigrinya (12,360 speakers; 6,348 LEP) ▪ Arabic (2,271 speakers; 668 LEP)

Source: U.S. Census Bureau, ACS 5-year estimates for the period 2017 to 2021.

Notes: Estimates from [ACS Table C16001](#); Estimates for languages except Spanish estimated by summing data for five Seattle Public Use Microdata Areas; these areas cover the city, with the exception of the neighborhood within census tract 264 located partially in the city and mostly within White Center.

Estimates shown for Thai and Laotian are for the group “Thai, Lao, or other Tai-Kadai languages.”

Estimates for “Somali, Amharic, Oromo & Tigrinya” are for the group “Amharic, Somali, or other Afro-Asiatic languages.”

These estimates do not include all non-English languages spoken in Seattle.

- The [Race and Social Equity \(RSE\)](#) Index combines information on race, ethnicity, and related demographics with data on preferred language, socioeconomic status and health disadvantages data health disadvantages to identify where priority populations make up relatively large proportions of neighborhood residents. Three-component indices are equally weighted, and each sub-indices includes individual metrics, as described below.
- The index was first created in 2017 and most updated in 2023. The 2023 update of the RSE Index incorporates the most recent available data mapped to 2020 census tracts

and includes a [Users' Guide](#). Data sets are updated every two to three years. In the 2025 Annual Update & Accomplishment Report, examples of projects that leverage the latest updates will be shared.

- The [map below identifies where RSJI priority populations](#) make up large proportions of neighborhood residents. The size of pie chart icons is based on the number of adult residents in each tract who have limited English proficiency, and the slices indicate the prevalence of language groups spoken.

Language Groups Spoken by Adults with Limited English Proficiency Overlaid on Racial and Social Equity (RSE) Index Priority Areas

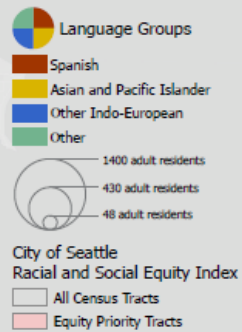
The pie charts on this map indicate the estimated prevalence within census tracts of language groups spoken by adults with limited English proficiency. (Source: U.S. Census Bureau).

Census tracts highlighted in pink indicate high priority areas identified through the City's RSE Index. The RSE Index combines data on race and related demographics with data on socioeconomic and health disadvantages to identify where RSJI priority populations make up large proportions of neighborhood residents.

The RSE Index, produced by the Office of Planning & Community Development, is a tool to aid in the identification of City planning, program, and investment priorities.

Visit the RSE Index WebApp at:
<https://maps.seattle.gov/RSEIndex>

Legend



Sources:
2017-2021, 5-Year American Community Survey Estimates,
U.S. Census Bureau;
2020 Decennial Census, U.S. Census Bureau;
modeled estimates published by the Centers for Disease
Control in the PLACES project;
Washington State Department of Health's
Washington Tracking Network (WTN);
and estimates from Public Health - Seattle & King County
(based on the Community Health Assessment Tool).
Notes: Language is for population age 5 and older.
Educational attainment is for the population age 25 and over.
Life expectancy is life expectancy at birth.
Other health measures based on percentages of the adult population.
Map produced by: City of Seattle Office of Planning and Community Development
For more information on the index, including guidance for use, contact Diana Carsonen,
Demographer & Strategic Advisor, diana.carsonen@seattle.gov

City of Seattle, King County, WA State Parks GIS, Esri, HERE, Garmin, SafeGraph, GeoTechnologies, Inc,
MET/NASA, USGS, Bureau of Land Management, EPA, NPS, USDA

- OPCD maintains several interactive mapping apps that enable users to click on an individual census tract to access details on demographics and languages spoken in that neighborhood. For example, the [Exploring the Patterns of People mapping app](#) indicates that Spanish, Vietnamese, and Chinese are the most common languages spoken at home by South Park residents with limited English proficiency.
- The number and variety of individual languages for which ACS estimates are available at a neighborhood level is more limited than at more significant geographic levels. In recent years, the Census Bureau has reduced the individual languages it reports at the census tract level for privacy protection. For example, tract-level reporting on the “African Languages” grouping has been eliminated, and these languages are now lumped into the “Other” and “unspecified languages category.” The [ACS Neighborhood Profile Builder](#) provides a handy way to generate charts of American Community Survey data for census-tract-based neighborhoods on many topics, including languages spoken.

b. Briefly describe the frequency of contact with LEP persons for services or projects (e.g., customer service interactions, public meetings, and contracts bidding and awarding).

- **Portable Interpretation Headsets:** To support community members at public events, 3 transmitters (used by interpreters) and 24 receivers (used by the audience) have been purchased to offer simultaneous or consecutive interpretation more easily. Please find examples of translated materials in Attachments G and H.
- **Smartcat Translation System:** From January 1, 2024, to October 31, 2024, SDOT processed 100 translation projects using Smartcat, the City’s translation management platform. This includes everything from initial translation requests to layout reviews.
 - Smartcat is a cloud-based translation management system that we began using citywide in 2021. This system allows us to work with a team of 50 community-based certified translators on projects requested by city departments. The translation team is managed by our colleagues at the [Seattle Office of Immigrant and Refugee Affairs](#). Smartcat provides a single point of entry for city departments to upload documents for translation, thereby avoiding the risk of duplication, and maintains a glossary of commonly translated terms to ensure consistency across translation jobs. The system also incorporates machine translation technology to assist the human translators in their work. Most projects have two translators assigned – one who provides the initial translation while the other reviews and edits the translation to ensure its cultural relevance to our specific communities.

c. Briefly describe the importance of the program, activity, or service to the lives of LEP persons.

- **Removing the Tiering Structure:** Language access helps community members get City services and information. Success is measured by the number of non-English speakers who can access city services and information, not by the quantity of translated or interpreted content. By removing the tiering system, we emphasize the importance of intentional language access and encourage departments to tailor their strategy based on community needs. Departments can start small and gradually expand their language access efforts. The deliberate strategy includes properly documenting the language preference of the program audience, measuring the effectiveness of translation and interpretation services, gathering feedback from community members on how they engage with language services provided, and revising language access strategies and plans regularly.
- **Considerations for Communicating with Newly Arrived Immigrants and Refugees:** For immigrants and refugees who are newly arrived, we recommend referring to and prioritizing languages reflected in the Public Health-Seattle & King County's Refugee Screening Clinic data below and/or [data from the WA State Department of Social and Health Services \(DSHS\) Office of Refugee and Immigrant Assistance](#). For example, 16,739 Ukrainians have arrived in Washington and received services from DSHS between January 2022 and February 2023. In addition, Washington State has welcomed more than 3,200 Afghan arrivals since October 2021.
- **Customer Information Desk Interpretation Notice:** When we opened our joint customer information desk with the Seattle Department of Construction and Inspections in the main lobby of SMT this year, we posted this notice at the desk. The poster offers the message, "You have the right to ask for help in your preferred language. We provide free interpretation services. Please tell us the language you need. We look forward to helping you!" in seventeen languages.
- **Bike to Books Wayfinding Pavement Markings:** Street murals using "Bike to Books" art was painted as a breadcrumb wayfinding between Othello Playground and the Rainier Beach Library. The artwork was created by children in the community to ensure that the community understood what it was and represented. Signs with the notice "Walk or ride along the Healthy Street between Othello Playground and the Rainier Beach Library and find art along the way – designed by Dunlap Elementary and South Shore PK-8 students" were installed. Signs are translated into the nine languages used by residents in the area.
- **Hopelink Senior Field Trips:** This year, the Transit Access Program team partnered with Hopelink (a local non-profit social services provider) to support their public transit orientation program. Of the three senior centers involved, two – Kin On Assisted Living and the Vietnamese Senior Association – required translations and interpretation services for Chinese and Vietnamese, which we provided. We supported four field trips

for each senior center to destinations such as Seacrest Cove, the Burke Museum, and Woodland Park Zoo.

d. Briefly describe current resources available for LEP persons and overall cost.

- **Importance of Planning and Budgeting Ahead:** Departments are encouraged to plan for interpretation and translation assistance early in the project planning process. Depending on available resources and a program’s specific communication approach, departments determine what languages to translate or interpret into. When resources are limited, the Language Access team encourages departments to ensure that a few languages are supported throughout the engagement process before expanding language services to many languages.
- **For Neighborhood-Specific or Sector-Based Community Outreach:** Departments may need to prioritize a different set of languages. For example, when departments communicate with families with school-aged children, they should prioritize the top languages highlighted in the Seattle Public School data. If a department or program’s participation is heavily based in specific Seattle neighborhoods, the links below are used.
 - [ACS Neighborhood Profile Builder](#)
 - [DON Neighborhood Snapshots](#)

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. The City of Seattle updated its Title VI Plan in February 2024. Please see Attachment B.

Charge Filed	Case Number	Case Title	Basis	Status	FTA/FH WA Funding
10/18/2024	2024-02304-TVI	Matthew Roberson v City of Seattle’s Parks and Recreation	Retaliation (original claim - Race)	Open	No

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.

Provide examples of transportation planning activities (including project design and development) and actions to comply with Title VI regarding public outreach, environmental justice, and limited English proficient (LEP) communities. Project Managers utilize our recently updated Title VI Guide (Attachment I) to monitor Title VI requirements regarding Public Involvement, Environmental Justice, and Language Access Requirements.

Mobility Solutions:

- Public Involvement and Public Meetings: In 2017, Governor Inslee issued [Executive Order 17-02](#) , enabling Autonomous Vehicle (AV) testing and operation in Washington State. SDOT's [New Mobility Playbook](#), released the same year, was our first move to begin preparing for AVs. State law created a self-certification program and includes additional guidance for testing AVs in Washington State via [RCW 46.92.010](#). Currently, state legislation has been introduced to allow for the full commercial deployment of AVs with full municipal preemption. To address the specific needs of the community and to be prepared for state-wide AV deployment, SDOT engaged with Seattle Department of Neighborhoods Community Liaisons and members who represented community-based organizations to create the Autonomous Vehicle Inclusive Planning Cohort. This cohort participated in a 6-month process from April 2024 to August 2024 to share priorities for SDOT to consider as we prepare for state-wide AV deployment and the possibility of being preempted. The process was facilitated by an independent consultant, Uncommon Bridges, and meetings took both in person and place virtually. As a result of the process, SDOT co-developed a Racial Equity Toolkit to guide policy, created a summary sheet for the cohort to share with their community, and partnered with the University of Oregon's Urbanism Next team to create a summary report of the findings and process. SDOT is working to finalize these deliverables and expect to have them finished in Q1 2025. More information on our AV prioritization collaboration, [check out our blog](#).

Meeting	Date	Topic	Cohort Attendees
1	4/16/2024	Kick-off and initial discussion on project, group charge and expectations	12
2	5/2/2024	Foundations of AV deployment by University of Oregon Urbanism Next	11
3	5/14/2024	Community Priority Framework; Understand parameters of AV	12

		deployment; Management & Accountability	
4	5/30/2024	Workforce Protection & Development	10
5	6/11/2024	Accessibility & Affordability	9
6	6/25/2024	Safety	10
7	7/11/2024	Environmental Impact	8
8	7/23/2024	Zoox (AV company) presentation	10
9	8/8/2024	Intersectional Equity/RET	9
10	8/22/2024	Education to Community; Conclusion	11

- Language Access for LETP communities: Materials from the Autonomous Vehicle Inclusive Planning g Cohort (AVIPC) Cohort (AVIPC) ([SDOT Engages Community on the Future of Autonomous Vehicles in Seattle, Prioritizing Safety, Equity, Sustainability, and Collaboration - SDOT Blog](#)) will be translated into the top tier languages for AVIPC members to use in engaging with their community about AVs. Additionally, materials for the Scooter and Bike Share program have been translated into Seattle’s Tier 1 languages and shared to community-based organizations (CBOs) embedded in LETP communities.

Rainier Ave S Bus Lane Project:

- This is phase two of the Rainier Ave S Bus Lane project, which extends the northbound bus-only lane on Rainier Ave S from S Walden St to S Grand St. When completed, it will connect to the northbound bus-only lane that runs from S Walden St to S Alaska St (Rainier Ave S Bus Lanes Phase 1, completed in 2022) and the Judkins Park Link light rail station under the I-90 overpass.
- Language Access for LETP Communities:
 - Following the Racial Equity Toolkit completed in spring 2023, the project team continued to ensure all outreach materials were translated into the 10 identified languages outside of English. In addition, we also partnered with the Seattle Department of Neighborhoods’ Community Liaisons, who are from the Rainier Beach and South Seattle communities and can communicate in language with LETP community members. Through this in-language engagement process, we could have dialogues with community members, document their questions/comments/feedback, and create a Frequently Asked Questions document that will be translated into the 10 languages for distribution and shared on our project webpage.
 - In response to the community’s concerns around the lack of enforcement of existing bus-only lanes in the area, we launched a multicultural educational media campaign in early 2024 to share information about what a bus-only lane is, how it supports reliable public transit, and how to drive safely around it. We partnered with multicultural media agencies and organizations in South Seattle to provide in-language media coverage via

digital advertisements, social media posts, email, blog posts, and interviews focused on English, Spanish, Traditional Chinese, Vietnamese, and Somali.

- Our [2023 survey analysis](#) detailed community feedback on design options.

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 owner(s)/tenant(s).

- SDOT uses and analyzes demographic information at the beginning of a project to avoid, minimize, or mitigate impacts to minority and low-income populations. This high-level demographic analysis is how we identify race/color/national origin/language of people (including property owners, tenants, and businesses) potentially impacted by a project. As part of our real estate processes, we document if a property owner needs language access assistance. If they do, interpretation services are free, and translated materials are provided upon request.
- If language services are needed to communicate to property owners, real property agents and their consultants (Agents and Appraisers) will initiate SDOT's Language Line services to clearly communicate our need for the project and resources available to the owner during real property acquisition. Engagement with a property owner/tenant is often performed via mail or email, so specific demographics of owners/tenants are unknown and not reported. Translation services are provided and documented in our files if there is a communication barrier. During this reporting period, translation services were not needed.
- During this reporting year, we were tasked with hiring on-call Real Estate consultant companies for our future projects. Throughout the process, our Contracting Equity Advisor Christina Guros helped us determine the strength of consultant Women and Minority Business Enterprise (WMBE) plans, scoring higher for better/more equitable plans.

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

- Please see Attachment O for Right of Way staff Identify right-of-way appraisers and acquisition staff (used during this reporting period) by race, color, national origin.

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.

Seattle Transportation Plan:

- In 2024, we incorporated feedback from the community to develop the DRAFT Seattle Transportation Plan (STP). Seattle Transportation Plan outreach included a translated blog to receive feedback on the draft STP: [Seattle Transportation Plan | The draft Seattle Transportation Plan is ready for your review! - SDOT Blog.](#)
- The project website is translated for all our language tiers: [Seattle Transportation Plan - Transportation | seattle.gov.](#)
- [The project has developed a Public Engagement Plan and Language Access Plan](#) focused on ensuring that the process will be a collaboration with the community through a closely coordinated combination of city-wide and focused engagement opportunities, with an emphasis on reaching and involving people who have been historically underrepresented in the planning process. This included an online engagement platform translated to all three language tiers and creating content that is simple and translatable. This involved building and reviewing documents with our community liaisons to make sure the content is easy to understand for the communities they work with.
- The Seattle Transportation Plan provided a multilingual phone line to connect with even more people about the project. We partnered with local interpreters and translation professionals to develop, translate, and record the phone service messages in all three language tiers. The goal is to ensure that language does not represent a barrier to accessing important project information. This phone service was developed after talking with local community members who told us they sometimes prefer to speak directly with a person, rather than read emails or fliers.
- STP is focused on transformational work and relationship building. It designs workshops and meetings that incorporate tools such as strategic questioning and a facilitated discussion “circle” to ensure equitable participation.
- SDOT is working with Seattle’s Department of Neighborhoods to partner with Community Liaisons (CLs), who have existing relationships with community members, to ensure the STP reflects the values and needs of communities of color and people of all incomes, abilities, and ages. CLs plan and implement engagement activities in coordination with SDOT staff, which are supported by materials and templates developed by SDOT and the consultant team.
- Community Liaisons Include working with Somali, Spanish, Vietnamese, Cham, Cambodian, Mandarin Chinese, Filipino, and unhoused communities.

- We have also contracted with several community-based organizations (CBOs) who serve as community and cultural connections and have created their engagement plans. They have been hosting events and providing input on key transportation issues in culturally relevant ways and sometimes in languages other than English. Organizations we are working with include:
 - [Khmer Community of Seattle King County](#)
 - [Asian Pacific American Labor Alliance](#)
 - [Central Area Collaborative](#)
 - [Duwamish Valley Sustainability Association](#)
 - [Smash the Box](#)
 - [Estelita's Library](#)
 - [Legacy of Equality Leadership and Organizing](#)
- The Seattle Transportation Plan online engagement hub includes translations in multiple languages and a customer survey for Title VI reporting purposes, it can be viewed at: [Seattle Transportation Plan – Online Engagement Hub \(infocommunity.org\)](#).
- Our goal for 2024 includes adopting the Seattle Transportation Plan by the City Council and using the STP policies, projects, and programs as inputs to planning our next transportation funding package. Additionally, we will share lessons learned, including racial equity and language access implications, as assessed through applying a Racial Equity Toolkit. [The STP Community Organization Reports and Community Engagement Summaries](#) use residents' qualitative data on their housing and transportation experiences. This was specifically created to understand the impact of gentrification of Black Indigenous People of Color (BIPOC) communities in Seattle.
- SDOT conducted two NEPA categorical exclusions and did not conduct any NEPA EA or EIS. We conducted fifteen SEPA categorical exemptions and six SEPA Determinations of Non-Significance (DNS). None of our projects resulted in a SEPA Determination of Significance requiring an EIS. Our projects undertaking a NEPA analysis were exempted from Environmental Justice analysis by WSDOT Local Agency guidelines, and no demographic analysis was performed. Similarly, all projects undergoing SEPA review were determined not to have significant impacts, and therefore, no disproportionate impacts to EJ populations were possible, and no demographic analysis was performed. Please see Attachment N for 2024 NEPA and SEPA determinations.

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.

- Please see attachment S for a list of construction projects

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.

a. Identify members of the LPA's transportation planning and/or advisory groups by race, color, and national origin

- Please see Attachment R for our Pedestrian Advisory Board, Bicycle Advisory Board, Transit Advisory Board, Freight Advisory Board, Levy Oversight Committee, and the Transportation Equity Workgroup.

b. 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.

- [NE 130th St & NE 125th St Mobility and Safety Project:](#)
 - i. Design outreach for the project included translating select materials in Tier 1 languages and several others. Through outreach and demographic reviews of the project area, we provided language support for Amharic, Spanish, Korean, Somali, Tagalog, Vietnamese, Chinese (Traditional and Simplified), Arabic, and Punjabi. Project materials, the website, and community survey were translated for the first phase of outreach and subsequent phases translated select materials and included contextual translation blocks. The translation block language included a brief description of the project/material and informed people that they can request translated materials using their preferred language and we will respond in that language. Please see Attachment L for an outreach in language example.
 - ii. We ran a multi-cultural media campaign for 60% design from June 28 to July 15, 2024, to inform people about the project and direct them to the website to learn more and give feedback. The campaign used a mix of multicultural media and digital ads to reach community members who speak English, Chinese, Somali, Spanish, Vietnamese, and Korean. Ads were placed in the NW Asian Weekly, Runta News, Se Habla, El Siete Dias, Seattle Chinese Times, NW Vietnamese News, La Raza, and Korea Times. In total, the ad campaign generated more than 1,700 website clicks and nearly 3 million views.
 - iii. We contracted with Lake City Collective, a minority-led, grassroots, non-profit organization doing advocacy-in-action work on issues that primarily affect BIPOC (Black, Indigenous and People of Color) communities north of Seattle's ship canal, including surrounding cities. LCC amplified project

messaging and gathered project feedback, hosted community events where project outreach was available, and attended SDOT-led events to support language needs during outreach.

NE 130th St & NE 125th St Mobility and Safety Project Outreach

Date	Location	Number of Attendees
March 2024	Haller Lake Community Club	44 (Met with Community & Advisory Groups)
March 2024	Lake City Library	32
April 2024	Lake City Library	30
June 2024	Virtual Open house to share 60% of design	11
June 2024	Lake City Farmers Market	30
September 2023	Lake City Library	55
August 2023	Post card Mailers	6000 addresses
June – July 2023	Digital Ad Campaign	Ads were placed in the NW Asian Weekly, Runta News, Se Habla, El Siete Dias, Seattle Chinese Times, NW Vietnamese News, La Raza, and Korea Times

RapidRide J Line Project:

- The RapidRide J Line project connects diverse neighborhoods and provides transit options that connect people to their places of work, study, and worship or to their homes and community businesses. Throughout the project, the outreach team has provided translated versions of materials, added translations to all materials, and translated the entire project website. When the project entered the environmental stage, the team ensured all legal documents were translated and focused on providing an equal opportunity for all to have their say on the project’s design and environmental impact.
- We’ve collaborated with other departments and county partners to ensure inclusive outreach. We implemented a community liaison partnership with the Department of Neighborhoods (DON) to pinpoint key, often marginalized, community members and organizations to engage with, ensuring comprehensive information sharing before and during construction. These efforts included creating translated project information into various languages such as Spanish, Korean, Traditional and Simplified Chinese, Russian, and Arabic. We also translated templated blocks to include in all digital and printed outreach. All materials were vetted through our in-language community liaisons for accuracy and accessibility of understanding. Please see Attachment M for an outreach example in language.

- Additionally, we have proactively invited community members to convey their accessibility requirements, allowing us to tailor meetings to their specific needs, including using translators.
- Another of our partners, [the Office of Economic Development](#) (OED), is working with translators to plan visits to non-English-speaking business owners to solicit feedback and plan for construction.
- Our King County Metro (KCM) outreach staff joined us for online open houses, where live translations were utilized. KCM has translated its on-bus rider alerts and has continued to do so within its digital and printed outreach.
- We have worked with community partners, such as the [Eastlake Community Council](#) and the [U-District Partnership](#), soliciting their guidance on potential accessibility needs within their community.

Rapid Ride J Outreach Events

Date	Location
August 2023	Eastlake Community Council G3&Associates Seattle Police Department
September 2023	Harvard Ave Parking TOPS K-8 School
October 2023	Pembroke UW Transit
November 2023	Escala Condominiums Mercer Corridor Group
December 2023	Briefings with Pembroke
January 2024	South Lake Union Community Council
September 27, 2024	U District Station Pop Up
September 28, 2024	South Lake Union Saturday Market Pop-Up
October 12, 2024	U District Farmers Market Pop-Up

c. 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.

- **Rapid Ride J** – Project Materials were offered in English, Arabic, Simplified Chinese, Traditional Chinese, Korean, and Spanish. Please our ethnic media list for details on utilized services

- **NE 130th St & NE 125th St Mobility & Safety Project** – Project materials were offered in Amharic, Spanish, Korean, Somali, Tagalog, Vietnamese, Chinese (Traditional and Simplified), Arabic, and Punjabi. Ads were placed in NW Asian Weekly, Runta News, Se Habla, El Siete Dias, Seattle Chinese Times, NW Vietnamese News, La Raza, and Korea Times. Please see our ethnic media list for other details on utilized services.

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 negotiating contracts (e.g., consultants).

- **SDOT Consultant Contracts Unit (CCU):** SDOT Contracting & Procurement division makes every effort to support equity in contracting. We advertise for a duration of 4 weeks, which is one more week than required for federally funded solicitations. If the City has a relevant roster category, which is limited to small businesses, we extend an application invitation to all firms within the category, through the City of Seattle’s procurement portal. In addition to advertising in the Daily Journal of Commerce, contracting opportunities are also posted on the Office of Minority and Women’s Business Enterprises website to encourage additional WMBE, Disadvantaged Business Enterprise (DBE) & Small Business Enterprise (SBE) participation.
- Prior to advertisement, we encourage early outreach and engagement in close coordination with the project manager and contracting equity manager, including attending networking sessions and vendor trade fairs. During the solicitation period we host an optional pre-submittal meeting to present project information, encourage teaming efforts and allow an opportunity for the consultant community to ask questions in real time.
- We dedicate a portion of the pre-submittal meeting to the WMBE/DBE program and provide resources for technical support and referrals to the WSDOT Safe Harbor program. All pre-submittal materials, including a recording of the meeting and a participation sign-in sheet, are uploaded into the City of Seattle’s procurement portal to ensure access for all interested firms.
- SDOT has recently begun delegating 10% of the evaluation criteria to DBE on FHWA funded contracts. We encourage a 15% WMBE scoring delegation for locally funded contract. This is intended to create a greater utilization of WMBEs & DBEs for consultant contracts. During contract negotiations, we coordinate as needed with subconsultants to obtain necessary WMBE/DBE contracting documents, including assisting subconsultants in getting FAR compliant Independent Cost Rates.
- We also ensure that subconsultants are not being underpaid by verifying level of effort and rate of pay. Throughout the contract lifecycle, we remain available to all subconsultants should they have concerns or comments with the Prime and escalate accordingly. We ensure that all subconsultants are being paid in accordance with prompt payment federal requirements, as well as coordinating with internal staff and subconsultants on WMBE/DBE reporting and regulations.

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?)

- **DOT Consultant Contracts Unit (CCU):** SDOT Contracting & Procurement staff attend a variety of Title VI, EEO, and DBE trainings each year. These trainings provide the required tools to support process awareness, development, and compliance with Title VI.
- SDOT includes required Title VI statements in all consultant advertisements, requests for qualifications, and executed contracts. SDOT is actively working to develop a Title VI interpretation in plain language for easier Consultant consumption. The City of Seattle monitors WMBE/DBE performance throughout the contract life cycle. Title VI requirements are made clear to the consultant community in the advertisement, in the contract, and throughout the duration of the contract. Consultants must provide all required WMBE & DBE documentation as part of solicitation responsiveness.
- Meeting Title VI requirements is a prerequisite to award for all City contracts. Title VI requirements are highlighted to consultants during pre-submittal meetings. SDOT contracting staff closely coordinates with WSDOTs OECR and SDOT Contracting Equity Manager to ensure continued compliance and monitoring.

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).

Planning Consultant Project Elements	Data
# of consultant contracts awarded	3
Total value of consultant contracts awarded	\$1,061,146
Value of consultant contracts awarded to WMBE firms	\$48,000
Confirm existence/frequency of pre-submittal/networking sessions	100% of the time a networking/pre-submittal was held

Contract #	Contract Type	Description	Consultant	Contract Total	Is the Prime a WMBE	Pre-submittal Held Y/N
22-033	Planning	22-033QP - Station Access and Public Realm Projects Strategic Plan	Nelson Nygaard Consulting Associates Inc	\$508,584	No	Yes
23-038	Planning	Curb SMART Grant Outreach and Data Collection Project	Cambridge Systematics, Inc.	\$489,562	No	Yes
23-040	Planning	23-040DS Inclusive Planning for Automated Transportation	Uncommon Bridges, Inc. (formerly BDS Planning & Urban Design, Inc.)	\$63,000	Yes	Yes

Design Consultant Project Elements	Data
# of consultant contracts awarded	40
Total value of consultant contracts awarded	\$60,663,812.00
Value of consultant contracts awarded to WMBE firms	\$7281493
Confirm existence/frequency of pre-submittal/networking sessions	40% of the time a networking/pre-submittal was held

Contract #	Contract Type	Description	Consultant	Contract Total	Is the Prime a WMBE	Pre-submittal Held Y/N
22-030	Design	Transportation Demand Management and Wayfinding Expansion	APPLIED WAYFINDING INC	\$214,538	No	Yes
22-033	Planning	22-033QP - Station Access and Public Realm	Nelson Nygaard Consulting Associates Inc	\$508,584	No	Yes

		Projects Strategic Plan				
22-064	Design	22-064QP Construction Management Services Projects Package (FHWA)	WSP USA	\$1,532,290	No	Yes
23-002	Design	2nd Ave Ext S and S Jackson St Bridges Planning Study	PARAMETRIX INC	\$1,089,786	No	Yes
23-022	Design	80th Street and 85th Street ITS Corridors (FHWA)	TRANSPO GROUP USA, INC	\$738,450	No	Yes
23-029	Design	23-029QP On-Call City of Seattle Light Rail Technical Services	PARAMETRIX INC	\$500,000	No	Yes
23-033	Design	23-033RO E Martin Street Public Access and Stormwater Improvements	Karen Kiest Landscape Architects	\$53,885	Yes	No
23-038	Planning	Curb SMART Grant Outreach and Data Collection Project	Cambridge Systematics, Inc.	\$489,562	No	Yes
23-040	Planning	23-040DS Inclusive Planning for Automated Transportation	Uncommon Bridges, Inc. (formerly BDS Planning & Urban Design, Inc.)	\$63,000	Yes	No
23-041	Design	On-Call Transit Planning and Capital Design - Kimley Horn	KIMLEY HORN AND ASSOCIATES INC	\$500,000	No	Yes

23-045	Design	RapidRide J Line Bus Rapid Transit Construction Management Services (FTA)	HNTB Corporation	\$15,821,720	No	Yes
23-046	Other	EEO Program Report	Armand Resource Group, Inc.	\$62,983	Yes	No
23-047	Other	Pedestrian Bridge Seismic Retrofit Cultural Resources Support	NORTHWEST VERNACULAR INC	\$37,655	Yes	No
23-049	Other	Willow Creek Restoration Fish Exclusion	FACET (formerly DCG/Watershed, Inc.)	\$26,732	No	No
23-050	Other	STP: Focused Outreach - Rainier Valley Communities	N Huizar Consulting LLC, dba as NH Consulting LLC	\$10,000	No	No
23-052	Other	Leadership and Cultural Development for Retreat	The Point, LLC	\$7,350	No	No
23-054	Other	Downtown Seattle Transportation Management Services	Commute Seattle	\$124,950	No	No
23-056	Other	Youth Summit Art Design	SHAYLA C HUFANA, dba ConceptShell	\$2,000	Yes	No
23-059	Other	On-Call Capital Development Real Property Acquisition and Relocation - Contract Land Staff	CONTRACT LAND STAFF LLC	\$500,000	No	Yes
23-060	Design	23-060QP Route 40 Construction Management Services (FTA)	JACOBS PROJECT MANAGEMENT CO	\$3,379,419	No	Yes

24-002	Other	King Street Station Property Management	Pacific Coast Northwest LLC	\$300,000	No	Yes
24-004	Other	ATTAIN Program Grant Application Support	HNTB Corporation	\$46,980	No	No
24-005	Other	People & Culture End of year transition	Consultant Needs to be Assigned (Placeholder)	\$9,968	No	No
24-006	Design	On-Call Construction Management Services - TranTech	TRANTECH ENGINEERING LLC	\$5,000,000	No	Yes
24-007	Design	On-Call Transit Planning and Capital Design - Parametrix	PARAMETRIX INC	\$500,000	No	Yes
24-008	Design	On-Call Transit Planning and Capital Design - Nelson Nygaard	Nelson Nygaard Consulting Associates Inc	\$500,000	No	Yes
24-009	Other	WSBLE Senior Strategic Advisor Support	CEIS BAYNE (and) EAST LLC	\$36,000	No	No
24-011	Other	NE 130TH & NE 125TH MOBILITY AND SAFETY PROJECT OUTREACH	Lake City Collective	\$21,000	No	No
24-012	Other	Language Access Basics Training and Compliance e-Learning	Xcelerate Media, Inc.	\$24,990	No	No
24-017	Design	On-Call Construction Management Services - Akana	Cooper Zietz Engineers, Inc., dba Akana	\$1,000,000	Yes	Yes
24-018	Design	On-Call Construction Management	EXELTECH CONSULTING INC	\$1,000,000	Yes	Yes

		Services - Exeltech				
24-019	Design	On-Call Construction Management Services - Perteet	PERTEET ENGINEERING INC	\$1,000,000	No	Yes
24-020	Design	On-Call Construction Management Services - Jacobs	JACOBS PROJECT MANAGEMENT CO	\$5,000,000	No	Yes
24-021	Design	On-Call Construction Management Services - KBA	KBA INC	\$5,000,000	Yes	Yes
24-022	Design	On-Call Construction Management Services - HNTB	HNTB Corporation	\$5,000,000	No	Yes
24-023	Design	On-Call Construction Management Services - Parametrix	PARAMETRIX INC	\$5,000,000	No	Yes
24-024	Design	On-Call Construction Management Services - WSP	WSP USA INC	\$5,000,000	No	Yes
24-027	Other	24-027DS Overlook Walk GC/CM Audit	BRANCH RICHARDS & CO	\$46,970	Yes	No
24-028	Other	24-028DS Waterfront Partnership (OWCP)	Converge Media LLC	\$15,000	Yes	No
24-033	Other	On-Call Capital Development Real Property Acquisition and Relocation - Epic Land Solutions	EPIC LAND SOLUTIONS INC	\$500,000	No	Yes

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

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

- Title VI Training for Local Public Agencies (WSDOT) – Online May, 30th 2024 & In person at Snohomish County September 19th, 2024
- Federal Transit Administration (FTA)- Title VI Triennial Site Visit Preparation February 12th 2024

TitleVI Training/Webinar Date	Title VI Coordinator	Entity that Conducted the Training
May 30, 2024 – Webinar	Michael Chin	WSDOT
May 30, 2024 – Webinar	Salma Siddick	WSDOT
September 19, 2024	Salma Siddick	WSDOT Pacific Northwest Regional Training – In person Snohomish County

ii. 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.

- **The Seattle Office for Civil Rights Outreach and Information on Title VI:**
 - Distributing Title VI posters and information to city facilities, including City Hall, the city office building, libraries, community centers, police precincts, and other city facilities open to the public.
 - Distributing Title VI posters and information at the City of Seattle’s Contracting Forum on September 12, 2024.
- **SDOT Title VI Education and Training:**
 - Helped facilitate the Title VI poster translation and distribution throughout all SDOT locations and project sites.
 - Conducted five virtual trainings in 2024 and mandated Title VI Training for all SDOT staff.

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

Internal Title VI Training/Webinar Date	Training/Webinar Subject	Trainer
August 29, 2024	Citywide Title VI Training	Mike Chin
September 10, 2024	Citywide Title VI Training	Mike Chin
On-demand	Citywide Title VI Training	Mike Chin
June 11, 2024	SDOT Title VI Training	Salma Siddick & Candace Brik
July 19, 2024	SDOT Title VI Training	Salma Siddick
August 14, 2024	SDOT Title VI Training	Salma Siddick
September 17, 2024	SDOT Title VI Training	Salma Siddick
October 17, 2024	SDOT Title VI Training	Salma Siddick

- Please see attachment E for SDOT Title VI trainings and attachment F for Citywide Title VI Training attendees

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

N/A

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.

Title VI Program:

- SDOT plans to update its own Title VI Plan using the most recent citywide Title VI Plan as its foundational platform. The goal is to establish SDOT's Title VI Plan with input from all internal stakeholders. In 2025, SDOT's Compliance Program will also establish an internal Title VI inter-divisional team meeting monthly to discuss Title VI work, create a resource bank, uphold accountability and transparency, and collectively institutionalize and implement both Title VI and the Transportation Equity Framework.
- Our intent for improved training includes better tracking who has taken Title VI training and implementing a new Learning Management System (LMS). In December 2022, we requested and presented this new system to determine its cost, implementation, and overall benefit. We are waiting for a response from citywide IT.
- Interdepartmentally, we have quarterly meetings with all citywide stakeholders to collaborate and further enhance and improve our citywide commitment to Title VI. Our 2024 AUAR includes a chart of all citywide Title VI stakeholders and includes their roles within the framework of Title VI compliance. We are excited to collaborate interdepartmentally and continue to improve our Title VI work. In 2024, we started meeting quarterly with King County Metro and Sound Transit. We will continue this moving forward, especially in anticipation of FIFA 2026.
- SDOT's contract team has been working closely with the Compliance Manager and members in FAS to update and improve contractual language regarding Title VI. Contractual language for consultants, contractors, and WMBE is being reviewed and revised to have at least some updates completed by the 2025 AUAR.
- SDOT's Language Access Program will continue to collaborate with OIRA on Language Access Training. OIRA offers regular language access training sessions; two training modules have been created: "Language Access 101: More than Translation and Interpretation" and "Language Access 102: Best Practices for Translation and Interpretation." In the first module, we provide an overview of language access, explain why it matters, and discuss key planning points. The second module builds on this by sharing best practices and processes. Both modules will be available on our online training platform in 2025.

New WMBE Initiatives for FFY2025:

- SDOT and the City of Seattle are implementing several initiatives to improve our efforts to support WMBE and DBE firms. First, the SDOT Consultant Contracts Unit is ensuring that a consultant reference check form is required on all full competitive solicitations. This form includes key indicators for the projects the applicants include in their applications, including WMBE/DBE goal and actual performance. This will enable consultant contract evaluation committees to discuss the prime contractor's past WMBE utilization performance as it relates to the solicitation and represents

the partial completion of TEF Tactic 28.5 related to enabling PMs to view previous contract deliverables.

- In August 2024, [Mayor Bruce Harrell joined King County, Sound Transit, Port of Seattle, and Community Transit in signing the Equity in Infrastructure Project Pledge \(EIP\)](#). EIP's mission is to build generational wealth and reduce the racial wealth gap by improving public infrastructure contracting practices to create more prime, joint venture, and equity contracting opportunities for Historically Underutilized Businesses (HUBs). By signing the pledge, the City agrees to work to increase the number, size and portion of contracting opportunities that go to HUBs, to streamline contracting and certification processes, and to support financing opportunities for HUBs. SDOT is working with FAS to establish our baseline data from which we will measure our efforts to increase contracting equity by December 2025. The City of Seattle joins WSDOT, which previously signed on to support this project. . EIP's mission is to build generational wealth and reduce the racial wealth gap by improving public infrastructure contracting practices to create more prime, joint venture, and equity contracting opportunities for Historically Underutilized Businesses (HUBs). By signing the pledge, the City agrees to work to increase the number, size and portion of contracting opportunities that go to HUBs, to streamline contracting and certification processes, and to support financing opportunities for HUBs. SDOT is working with FAS to establish our baseline data from which we will measure our efforts to increase contracting equity by December 2025. The City of Seattle joins WSDOT, which previously signed on to support this project.
- Also, in FFY2025, the City of Seattle will move the Online Business Directory, a tool that the City uses as a Roster and WMBE registration system, to OpenGov. This change will enable WMBE firms to keep their business profile evergreen with the City and will link the business directory, roster, and WMBE registry functions with the site that businesses will use to learn of and bid on contracting opportunities. We hope the merging of many of our core functions to one, user-friendly site, will represent a vast improvement for WMBE firms working with the City and bidding on City contracts.

Transportation Equity Framework

- We continue to implement and institutionalize the [Transportation Equity Framework \(TEF\)](#) in partnership with the Transportation Equity Workgroup. The framework is a critical tool toward achieving one of the department's six values: "We believe transportation must meet the needs of communities of color and those of all incomes, abilities, and ages."
- Our continued partnership with communities ensures we build and uphold a racially equitable and socially just transportation system. The TEF is a document with two parts. Part 1 includes values and strategies that guide the tactics in Part 2, the implementation plan. As we work to institutionalize TEF tactics into all areas of SDOT, we intend to

implement these tactics as strategic and sustainable ways to keep our department in compliance. Some divisions, like our design, outreach, and WMBE teams, have started implementing these tactics into their day-to-day work. Our 2025 AUAR will have more specifics and examples of this implementation and how specific TEF tactics support and uplift Title VI compliance and community collaboration.

Review and Remedial Action Procedures for Subrecipients, Consultants

Grant Program	SDOT Project	Year Requested	Year Received	Request Amount	Award Amount
WSDOT Pedestrian-Bicycle	Ped Lighting Package	2022	2023	\$ 2,556,000	\$ 2,556,000
PSRC Countywide	80 th /85 th St Signals	2022	2023	\$ 4,225,000	\$ 845,000
PSRC Countywide	130th St Multimodal Corridor	2022	2023	\$ 5,480,000	\$ 5,480,000
PSRC Countywide	Harrison St Transit Pathway	2022	2023	\$ 4,500,000	\$ 4,200,000
PSRC non-motorized	Beacon Ave PBL	2022	2023	\$ 2,370,000	\$ 1,090,000
PSRC non-motorized	Georgetown to Downtown PBL	2022	2023	\$ 2,370,000	\$ 2,370,000
PSRC Preservation	Denny Way Overlay	2022	2023	\$ 1,500,000	\$ 1,450,000
Regional Mobility Grant	130th St Multimodal Corridor	2022	2023	\$ 9,800,000	\$ 9,800,000
Bridge Investment Program	4th Over ARGO	2022	2022	\$ 2,400,000	\$ 2,400,000
Move Ahead Washington	Holgate Rail Crossing	2022	2023	\$ 500,000	\$ 400,000
Railroad Crossing Elimination	Holgate Rail Crossing	2022	2023	\$ 2,000,000	\$ 2,000,000
Safe Streets for All	Ped/bike safety	2022	2023	\$ 30,000,000	\$ 25,654,000
SMART	Freight curb space	2022	2023	\$ 1,996,000	\$ 1,996,000
SMART	Light rail safety (MLK) - ST partnership	NA	NA	NA	\$ 711,280
RAISE	Low-Pollution Neighborhoods	2023	2023	\$ 1,200,000	\$ 1,200,000
TAP	1st Ave Areaways	2023	2023	\$ 2,343,500	\$ 2,343,500

USDA Urban & Community Forestry	Delridge Native Forest Garden	2023	2023	\$ 900,000	\$ 900,000
National Highway Performance Program	East Marginal Way Overlay	2023	2024	\$ 10,000,000	\$ 10,000,000
National Highway Performance Program	Roosevelt/Pinehurst Overlay	2023	2024	\$ 8,700,000	\$ 8,700,000
FHWA Equity Pilot	Beacon Ave PBL	2023	2024	\$ 865,000	\$ 818,133
FTA Earned Share	Monorail Maintenance	2023	2024	\$1,908,633	\$ 1,908,633
FTA Earned Share	Streetcar Maintenance	2023	2024	\$ 842,309	\$ 842,309
FTA Equity Allocation	Aurora Ave Planning	2023	2024	\$ 2,348,037	\$ 2,348,037
City Safety	NTOR, LPI, and sidewalks	2024	2024	\$ 5,659,000	\$ 1,978,000
Move Ahead Washington	Digital Conflict Area Program	2023	2023	\$ 500,000	\$ 500,000
PSRC Regional & Countywide	Harrison St	2024	2024	\$ 8,200,000	\$ 8,200,000
PSRC Regional & Countywide	Aurora Ave	2024	2024	\$ 5,460,000	\$ 5,460,000
PSRC Regional & Countywide	WSLE	2024	2024	\$ 5,465,000	\$ 5,465,000
PSRC Countywide	130 th St	2024	2024	\$ 5,460,000	\$ 5,460,000
PSRC Countywide	Graham St	2024	2024	\$ 4,325,000	\$ 4,325,000
PSRC Countywide	80 th -85 th ST ITS	2024	2024	\$ 3,000,000	\$ 3,000,000

*****END*****