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Ch Advisors, Inc.
Greetings:

As Governor of Texas, I am pleased to welcome everyone attending the Western Association of State Highway and Transportation Officials Civil Rights Training Symposium hosted by the Texas Department of Transportation.

A strong, effective, and efficient transportation system is imperative to sustaining lasting prosperity. The Lone Star State continues to be widely recognized as having one of the strongest infrastructures in the nation and is the 10th largest economy in the world. As Texas continues to grow, the transportation industry is critical to the Lone Star State’s economic success and the continued expansion and improvement of our infrastructure.

I commend all who helped make this event possible and for all your dedication and contributions to the advancement of transportation policies and issues. I have no doubt the ideas you share and create here will help keep our great nation’s transportation system running smoothly.

To those from out of town, I welcome you to Austin. This diverse city offers an abundance of experiences to host an event that celebrates innovation, collaboration, and partnerships within the transportation and civil rights community. From world-class entertainment to our historic Capitol, there is much to discover here. I invite you to explore and enjoy everything this city has to offer.

First Lady Cecilia Abbott joins me in wishing you all a productive event.

Sincerely,

Greg Abbott
Governor
Welcome to the 2019 Western Association of State Highway and Transportation Officials (WASHTO) Civil Rights Training Symposium. On behalf of the nearly 12,000 men and women who work for the Texas Department of Transportation, we’re glad you are here and are proud to be the host of this conference.

As we gather here in Austin, we share many of the same priorities, concerns, and challenges. That includes meeting the transportation needs of our citizens, addressing congestion in our larger cities, enabling economic development and growth, maintaining safe transportation systems, and promoting and encouraging a diverse and inclusive workforce in our respective states.

This week, we will hear of best practices on a variety of key topics from contracting and engaging women in transportation leadership, to improving DBE participation in large design-build projects. I look forward to these discussions.

We are glad you joined us and hope you enjoy the conference and your visit to Austin, the Lone Star State’s Capital City.

Sincerely,

James M. Bass
Executive Director
HOWDY Y’ALL,  
WELCOME TO TEXAS!

This program is your guide to all activities during the WASHTO Civil Rights Training Symposium. If you have any questions, feel free to visit the Registration and Information Desk (at the Capitol Ballroom D Foyer) or ask a WASHTO official.

REGISTRATION AND INFORMATION
The Registration and Information Desk is located at the Capitol Ballroom D Foyer of the Sheraton Austin Hotel at the Capitol. Registration badges can be picked up at the following times:

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
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</thead>
<tbody>
<tr>
<td>Tuesday, March 5</td>
<td>2 – 6 p.m.</td>
</tr>
<tr>
<td>Wednesday, March 6</td>
<td>7 a.m. – 5:30 p.m.</td>
</tr>
<tr>
<td>Thursday, March 7</td>
<td>7 a.m. – 5:30 p.m.</td>
</tr>
</tbody>
</table>

MEALS AND BREAKS
Breakfast, lunch and refreshment breaks will be provided to registered attendees, registered guests, speakers, and volunteers attending the symposium. Check meeting agenda for times and locations for all meals.

NAME BADGE
Your name badge must be worn at all times during the meeting for entrance into sessions, meal functions, and events. Name badges may not be transferred to a non-registered individual.

ACCOMMODATIONS
WASHTO is committed to making its entire conference accessible to all individuals, including those with disabilities. For further information regarding special accommodations, please stop by the WASHTO Registration and Information Desk (Capitol D Ballroom Foyer).

IN CASE OF EMERGENCY
In the event of a hotel emergency during meeting hours, follow hotel staff instructions on how to evacuate and where to gather.

• In the event of a safety and security emergency, the Sheraton Austin Hotel at the Capitol Security or the Austin Police Department will provide instructions on how to proceed.

• In the event of a medical health emergency, call 911 or ask a WASHTO official or hotel staff member to contact emergency services for you.

PHOTOGRAPHY AND MEDIA
By entering the conference premises, and by your presence here at the WASHTO Civil Rights Training Symposium, you grant the WASHTO Civil Rights Committee the unrestricted right and license to use your likeness in any subsequent materials.

COURTESY REMINDERS
• Arrive to the scheduled meeting room 5 minutes before start time to help ensure the session begins on time.

• Silence your electronic devices before entering the session meeting rooms.

• Be mindful not to leave items of value, including laptops, purses, and tablets, unattended at any time. Neither the hotel nor WASHTO is responsible for lost or stolen items.

LOST AND FOUND
Please contact the hotel operator or visit the front desk of the hotel at the end of the day/event to retrieve any items left behind.

SHUTTLE SERVICES
The WASHTO Civil Rights Conference Group Shuttle Services will pick up/drop off registered attendees staying at the Holiday Inn Midtown and transport them to the Sheraton Austin Hotel at the Capitol throughout March 5 – 8, between 7 – 8:30 a.m. (mornings) and 5 – 7 p.m. (evenings).

If you have questions or need to reach your driver, please contact SuperShuttle Dispatch Team at (512) 929-3900 x2. Dispatch is available 24/7, or visit www.SuperShuttle.com for more information about tracking your shuttle.
# SCHEDULE OF EVENTS

## Tuesday, March 5

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>2 – 6 p.m.</td>
<td>Registration &amp; Information Desk</td>
<td>Capitol Ballroom D Foyer</td>
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<tr>
<td>3 – 4 p.m.</td>
<td><strong>WASHTO Quarterly Committee Meeting</strong> <em>(Invitation Only)</em></td>
<td>TxDOT, Room 317, Dewitt C. Greer Building, 125 E. 11th Street, Austin, TX 7870</td>
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<tr>
<td>5 – 6:30 p.m.</td>
<td><strong>WASHTO Meet and Greet</strong></td>
<td>Creekside</td>
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## Wednesday, March 6

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>7 a.m. – 5:30 p.m.</td>
<td>Registration &amp; Information Desk</td>
<td>Capitol Ballroom D Foyer</td>
</tr>
<tr>
<td>7:30 – 8:30 a.m.</td>
<td>Breakfast</td>
<td>Creekside</td>
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<tr>
<td>9 – 10:15 a.m.</td>
<td><strong>Session 1: Opening Ceremony and Welcome</strong></td>
<td>Capitol Ballroom D</td>
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<tr>
<td></td>
<td>Featured Presenters:</td>
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<tr>
<td></td>
<td>Irene Rico, <em>Federal Highway Administration, Office of Civil Rights</em></td>
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<td></td>
<td>James Bass, <em>Texas Department of Transportation</em></td>
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<td></td>
<td>Roger Millar, WASHTO President</td>
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<td></td>
<td>Norma Lucero, Chair, <em>WASHTO Civil Rights Committee</em></td>
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<tr>
<td>10:15 – 10:30 a.m.</td>
<td>Break</td>
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<tr>
<td>10:30 – 11:45 a.m.</td>
<td><strong>Session 2: State DOT CEO Roundtable: Successful Strategies for Civil Rights</strong></td>
<td>Capitol Ballroom D</td>
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<tr>
<td>2 – 3:15 p.m.</td>
<td><strong>Concurrent Sessions – Group A</strong></td>
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<td></td>
<td><strong>Session 3: Title VI Best Practices – Data Collection and Analysis</strong></td>
<td>Capitol Ballroom A</td>
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<tr>
<td></td>
<td>Nichole McWhorter, <em>FHWA</em></td>
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<td></td>
<td>Kevin Resler, <em>FHWA</em></td>
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<td>Erich Hines, <em>FHWA</em></td>
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<td>Rashaud Joseph, <em>ADOT&amp;PF</em></td>
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<td></td>
<td><strong>Session 4: EEO Best Practices – Engaging Women in Transportation Leadership</strong></td>
<td>Capitol Ballroom D</td>
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<tr>
<td></td>
<td>Gina Gallegos, <em>TxDOT</em></td>
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<td></td>
<td>Raquelle Lewis, <em>TxDOT</em></td>
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<td></td>
<td>Irene Rico, <em>FHWA</em></td>
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<td>Courtney Chavez, <em>TxDOT</em></td>
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<td><strong>Session 5: DBE Best Practices – Commercially Useful Function Reviews</strong></td>
<td>Capitol View Terrace South</td>
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<tr>
<td></td>
<td>David Chandler, <em>FHWA</em></td>
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<td></td>
<td>Carlos A. Gonzalez, <em>FHWA</em></td>
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<tr>
<td>3:15 – 3:30 p.m.</td>
<td>Break</td>
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<tr>
<td>3:30 – 4:45 p.m.</td>
<td><strong>Concurrent Sessions – Group B</strong></td>
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<td></td>
<td><strong>Session 6: Title VI Best Practices – Case Studies</strong></td>
<td>Capitol Ballroom A</td>
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<td></td>
<td>Nichole McWhorter, <em>FHWA</em></td>
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<td>Erich Hines, <em>FHWA</em></td>
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<td></td>
<td>Christopher Amy, <em>TxDOT</em></td>
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<td></td>
<td><strong>Session 7: Civil Rights Legal Update</strong></td>
<td>Capitol Ballroom D</td>
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<tr>
<td></td>
<td>Colette Holt, <em>CH Advisors, Inc.</em></td>
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<td>Cathy Garza, <em>Eversheds Sutherland</em></td>
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<td></td>
<td><strong>Session 8: DBE Best Practices – Next Level DBE Compliance Monitoring</strong></td>
<td>Capitol View Terrace South</td>
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<td>Ed Salcedo, <em>GCAP Services</em></td>
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<td>Dave Tovar, <em>TxDOT</em></td>
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## Thursday, March 7

### 7 a.m. – 5:30 p.m.
- **Registration & Information Desk**
  - Capitol D Ballroom Foyer

### 7:30 – 8:30 a.m.
- **Breakfast**
  - Creekside

### 9 – 10:15 a.m.
- **Concurrent Sessions – Group C**
  - **Session 9: ADA Best Practices – Transition Plans**
    - Patrick Gomez, FHWA
    - Sharon Field, FHWA
    - Sandy Talbert-Jackson, FHWA
    - Capitol Ballroom A
  - **Session 10: Certification Best Practices – ACDBE and DBE**
    - Dolores Leyva, FAA
    - Martha Kenley, FHWA
  - **Session 11: EEO Best Practices – Diversity and Inclusion**
    - Mindy Gulati, *Fundamental Advisory*
    - Angela Shaw, *Formaspace*
    - Capitol View Terrace South

### 10:15 – 10:30 a.m.
- **Break**

### 10:30 – 11:45 a.m.
- **Concurrent Sessions – Group D**
  - **Session 12: ADA Best Practices – Website Accessibility**
    - Patrick Gomez, FHWA
    - Steve Duskin, FHWA
    - Sandy Talbert-Jackson, FHWA
    - Capitol Ballroom A
  - **Session 13: DBE Best Practices – Design-Build and Other Alternative Delivery Projects**
    - Christine Thorkildsen, FHWA
    - Leslie Martin, *Virginia DOT*
    - Angela Berry Roberson, *Ferrovial Agroman*
    - Varuna Singh, *TxDOT*
    - Capitol Ballroom D
  - **Session 14: DBE Best Practices – Supportive Services**
    - Will McClure, FHWA
    - Mark Arrington, FHWA
    - Charles Harkless, FHWA
    - Capitol View Terrace South

### Noon – 1:30 p.m.
- **Lunch**
  - Creekside

### 2 – 3:15 p.m.
- **Concurrent Sessions – Group E**
  - **Session 15: Contract Best Practices – Prompt Pay, Labor Compliance, and More (FAA Prompt Payment – Airport DBE Programs and Reporting Requirements)**
    - Dolores Leyva, FAA
    - Ailecia Taormina, *LPtrack*
    - Capitol Ballroom A
  - **Session 16: DBE Best Practices – TRB Compendium of Successful Practices, Strategies, and Resources in the FHWA Program**
    - David Keen, *Keen Independent Research*
    - Capitol Ballroom D
  - **Session 17: OJT Best Practices – Innovative Workforce Development Programs**
    - Will McClure, FHWA
    - Commissioner Julian Alvarez, *Texas Workforce Commission*
    - Josh Gibbs, *JJG Development – Texas Construction Career Academy*
    - Charles Harkless, FHWA
    - Capitol View Terrace South

### 3:15 – 3:30 p.m.
- **Break**

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Program schedule and presenters subject to change.
### 2019 WASHTO Civil Rights Training Symposium

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<table>
<thead>
<tr>
<th>Session 18: DBE Best Practices – Hot Topics and Metrics that Matter</th>
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<tbody>
<tr>
<td>Martha Kenley, FHWA</td>
</tr>
<tr>
<td>Dolores Leyva, FAA</td>
</tr>
<tr>
<td><strong>Capitol Ballroom D</strong></td>
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</tbody>
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**Session 19: EEO Best Practices – Complaints and Investigations**

Marquita Booker, University of Texas at Austin
Dede Church, Dede Church & Associates, LLC

**Capitol View Terrace South**

**Friday, March 8**

- **3:30 – 4:45 p.m.**
  - Concurrent Sessions – Group F
- **Session 18: DBE Best Practices – Hot Topics and Metrics that Matter**
  - Martha Kenley, FHWA
  - Dolores Leyva, FAA
  - **Capitol Ballroom D**
- **Session 19: EEO Best Practices – Complaints and Investigations**
  - Marquita Booker, University of Texas at Austin
  - Dede Church, Dede Church & Associates, LLC
  - **Capitol View Terrace South**

- **5 – 6:30 p.m.**
  - Don’t mess with Texas® Reception
  - **The Backyard**

- **Session 20: 2019 WASHTO Civil Rights Breakfast Awards Ceremony**
  - Presented by The Associated General Contractors of Texas
  - **Capitol Ballroom D**

**Dragados USA**

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colette.holt@mwbelaw.com
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Webber continues to grow. We are developing a diverse, highly-skilled team that harnesses innovative new technologies and global resources to build faster and better infrastructure solutions for our clients.

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LCPtracker Professional
www.lcptracker.com/washto
Ferroval Agroman is a global construction firm noted for innovation. The company’s experience includes some of the largest, most complex transportation projects in the United States, including 11 major design-build projects totaling more than $10.5B in construction value.

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WILLIAMS BROTHERS
CONSTRUCTION CO., INC.
actively supports and encourages the participation of Disadvantaged Business Enterprises in the heavy highway construction industry.

WB has and will continue to support AGC of America and its chapter, AGC of Texas, through the donation of time, talent and treasure in a continual quest for healthier markets, improved business climate, and safer projects.

www.wbctx.com
HNTB is proud to support the Western Association of State Highway and Transportation Officials. We understand the life cycle of infrastructure and address our clients’ most complex technical, financial and operational challenges.

John Barton  
NATIONAL DOT MARKET SECTOR LEADER  
jbarton@hntb.com  
linkedin.com/in/john-barton-61410234
Skill. Integrity. Responsibility.

AGC of Texas is proud to be a Partner of the 2019 WASHTO Civil Rights Training Symposium.

Thanks to the Texas Department of Transportation for hosting this symposium, and for all its efforts in support of civil rights in the Texas highway industry and beyond.

The Associated General Contractors of Texas

The AGC of Texas Highway, Heavy, Utilities and Industrial Branch is comprised of nearly 800 member firms across the state, and joined with more than 32,000 networking firms that make up the AGC of America.

AGC of Texas focuses member interests to promote growth markets statewide—advocating for professional and ethical standards that support cost-effective and quality construction for all Texans.

Founded in 1924, AGC of Texas is one of the largest, oldest trade associations in the nation.

AGC’s objective is to foster productive relationships between contractors and awarding and regulatory agencies.
On behalf of the 2019 WASHTO Civil Rights Committee, thank you all for joining us in Texas!

A special thank you to the Texas Department of Transportation for their support of the WASHTO Civil Rights Training Symposium.