

A black silhouette of the state of Texas is positioned on the left. To its right, the word "WASHTO" is written in a large, bold, black sans-serif font. A diagonal line cuts through the bottom of the "WASHTO" text, with a lighter, semi-transparent version of the word appearing below the line.

WASHTO

CIVIL RIGHTS TRAINING SYMPOSIUM | AUSTIN 2019

Western Association of State Highway and
Transportation Officials (WASHTO)

March 5–8, 2019

Sheraton Austin Hotel at the Capitol

PROGRAM GUIDE

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GOVERNOR GREG ABBOTT

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,

A handwritten signature in black ink that reads "Greg Abbott".

Greg Abbott
Governor



125 EAST 11TH STREET, AUSTIN, TEXAS 78701-2483 | 512.463.8588 | WWW.TXDOT.GOV

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

OUR VALUES: People · Accountability · Trust · Honesty

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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:

Tuesday, March 5	2 – 6 p.m.
Wednesday, March 6	7 a.m. – 5:30 p.m.
Thursday, March 7	7 a.m. – 5:30 p.m.

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		
2 – 6 p.m.	Registration & Information Desk	Capitol Ballroom D Foyer
3 – 4 p.m.	WASHTO Quarterly Committee Meeting (Invitation Only) <i>TxDOT, Room 317, Dewitt C. Greer Building, 125 E. 11th Street, Austin, TX 7870</i>	
5 – 6:30 p.m.	WASHTO Meet and Greet	Creekside
Wednesday, March 6		
7 a.m. – 5:30 p.m.	Registration & Information Desk	Capitol Ballroom D Foyer
7:30 – 8:30 a.m.	Breakfast	Creekside
9 – 10:15 a.m.	Session 1: Opening Ceremony and Welcome Featured Presenters: Irene Rico, <i>Federal Highway Administration, Office of Civil Rights</i> James Bass, <i>Texas Department of Transportation</i> Roger Millar, <i>WASHTO President</i> Norma Lucero, <i>Chair, WASHTO Civil Rights Committee</i>	Capitol Ballroom D
10:15 – 10:30 a.m.	Break	
10:30 – 11:45 a.m.	Session 2: State DOT CEO Roundtable: Successful Strategies for Civil Rights James Bass, <i>Texas</i> Roger Millar, <i>Washington</i> Dr. Shawn Wilson, <i>Louisiana</i> Mike Patterson, <i>Oklahoma</i>	Capitol Ballroom D
Noon – 1:30 p.m.	Lunch	Creekside
2 – 3:15 p.m.	Concurrent Sessions – Group A	
	Session 3: Title VI Best Practices – Data Collection and Analysis Nichole McWhorter, <i>FHWA</i> Kevin Resler, <i>FHWA</i> Erich Hines, <i>FHWA</i> Rashaud Joseph, <i>ADOT&PF</i>	Capitol Ballroom A
	Session 4: EEO Best Practices – Engaging Women in Transportation Leadership Gina Gallegos, <i>TxDOT</i> Raquelle Lewis, <i>TxDOT</i> Irene Rico, <i>FHWA</i> Courtney Chavez, <i>TxDOT</i>	Capitol Ballroom D
	Session 5: DBE Best Practices – Commercially Useful Function Reviews David Chandler, <i>FHWA</i> Carlos A. Gonzalez, <i>FHWA</i>	Capitol View Terrace South
3:15 – 3:30 p.m.	Break	
3:30 – 4:45 p.m.	Concurrent Sessions – Group B	
	Session 6: Title VI Best Practices – Case Studies Nichole McWhorter, <i>FHWA</i> Kevin Resler, <i>FHWA</i> Erich Hines, <i>FHWA</i> Christopher Amy, <i>TxDOT</i>	Capitol Ballroom A
	Session 7: Civil Rights Legal Update Colette Holt, <i>CH Advisors, Inc.</i> Cathy Garza, <i>Eversheds Sutherland</i>	Capitol Ballroom D
	Session 8: DBE Best Practices – Next Level DBE Compliance Monitoring Ed Salcedo, <i>GCAP Services</i> Dave Tovar, <i>TxDOT</i>	Capitol View Terrace South

5 – 6:30 p.m.	Greetings from Austin Reception Presented by HNTB	Creekside
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Thursday, March 7

7 a.m. – 5:30 p.m.	Registration & Information Desk	Capitol D Ballroom Foyer
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7:30 – 8:30 a.m.	Breakfast	Creekside
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9 – 10:15 a.m.	Concurrent Sessions – Group C	
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Session 9: ADA Best Practices – Transition Plans	Capitol Ballroom A
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Patrick Gomez, *FHWA*
 Sharon Field, *FHWA*
 Sandy Talbert-Jackson, *FHWA*

Session 10: Certification Best Practices – ACDBE and DBE	Capitol Ballroom D
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Dolores Leyva, *FAA*
 Martha Kenley, *FHWA*

Session 11: EEO Best Practices – Diversity and Inclusion	Capitol View Terrace South
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Mindy Gulati, *Fundamental Advisory*
 Angela Shaw, *Formaspace*

10:15 – 10:30 a.m.	Break	
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10:30 – 11:45 a.m.	Concurrent Sessions – Group D	
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Session 12: ADA Best Practices – Website Accessibility	Capitol Ballroom A
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Patrick Gomez, *FHWA*
 Steve Duskin, *FHWA*
 Sandy Talbert-Jackson, *FHWA*

Session 13: DBE Best Practices – Design-Build and Other Alternative Delivery Projects	Capitol Ballroom D
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Christine Thorkildsen, *FHWA*
 Leslie Martin, *Virginia DOT*
 Angela Berry Roberson, *Ferrovial Agroman*
 Varuna Singh, *TxDOT*

Session 14: DBE Best Practices – Supportive Services	Capitol View Terrace South
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Will McClure, *FHWA*
 Mark Arrington, *FHWA*
 Charles Harkless, *FHWA*

Noon – 1:30 p.m.	Lunch	Creekside
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2 – 3:15 p.m.	Concurrent Sessions – Group E	
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Session 15: Contract Best Practices – Prompt Pay, Labor Compliance, and More (FAA Prompt Payment – Airport DBE Programs and Reporting Requirements)	Capitol Ballroom A
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Dolores Leyva, *FAA*
 Aliecia Taormina, *LCPtracker*

Session 16: DBE Best Practices – TRB Compendium of Successful Practices, Strategies, and Resources in the FHWA Program	Capitol Ballroom D
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David Keen, *Keen Independent Research*

Session 17: OJT Best Practices – Innovative Workforce Development Programs	Capitol View Terrace South
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Will McClure, *FHWA*
 Commissioner Julian Alvarez, *Texas Workforce Commission*
 Josh Gibbs, *JJG Development – Texas Construction Career Academy*
 Charles Harkless, *FHWA*

3:15 – 3:30 p.m.	Break	
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3:30 – 4:45 p.m.

Concurrent Sessions – Group F

Session 18: DBE Best Practices – Hot Topics and Metrics that Matter

Capitol Ballroom D

Martha Kenley, *FHWA*
Dolores Leyva, *FAA*

Session 19: EEO Best Practices – Complaints and Investigations

Capitol View Terrace South

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

5 – 6:30 p.m.

Don't mess with Texas® Reception

The Backyard

Friday, March 8

9 – 11:30 a.m.

Session 20: 2019 WASHTO Civil Rights Breakfast Awards Ceremony

Capitol Ballroom D

Presented by The Associated General Contractors of Texas

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Balfour Beatty is honored to support and partner with the 2019 WASHTO Civil Rights Training Symposium.

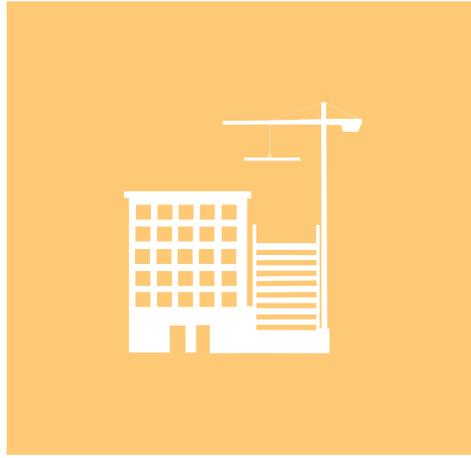
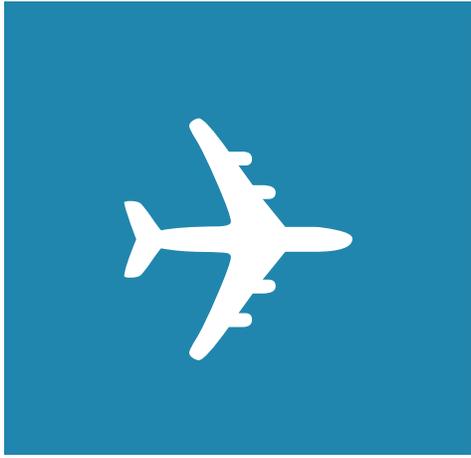


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At Kiewit, the most important things we build are the relationships with our communities and the organizations that help make them strong and vibrant. As an industry-leading advocate for diversity in subcontracting, Kiewit is proud to support the WASHTO Civil Rights Symposium.



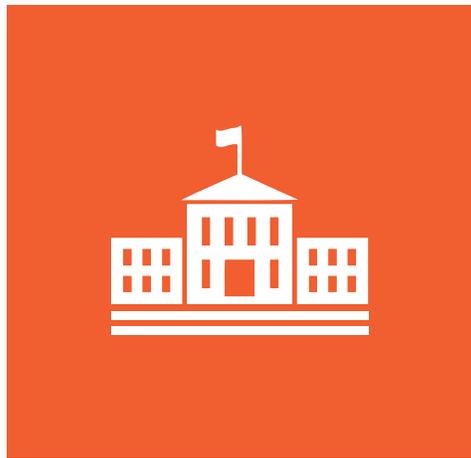
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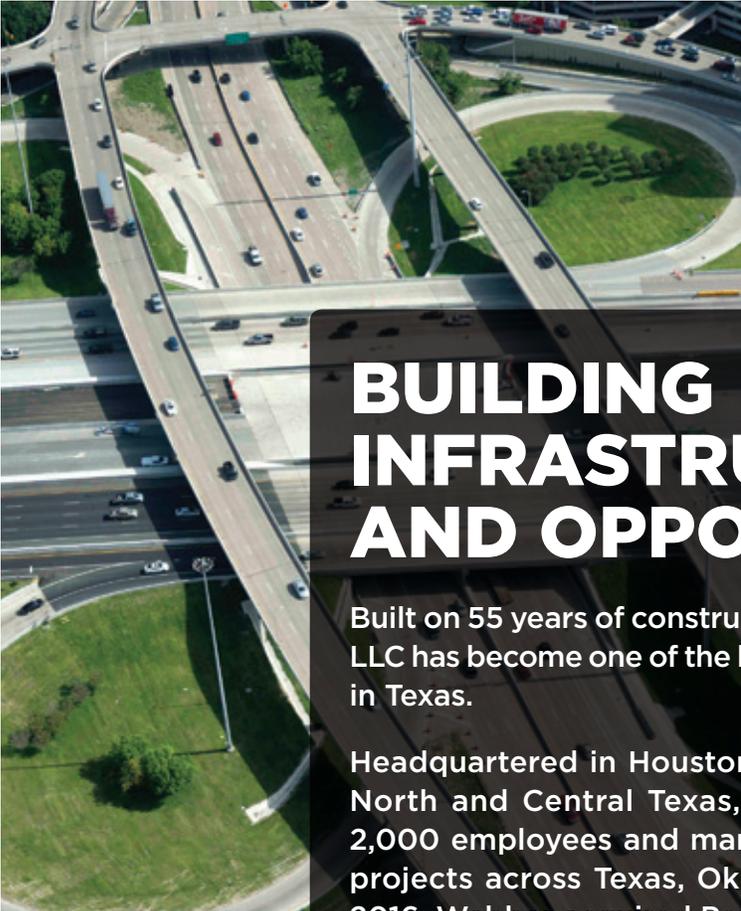


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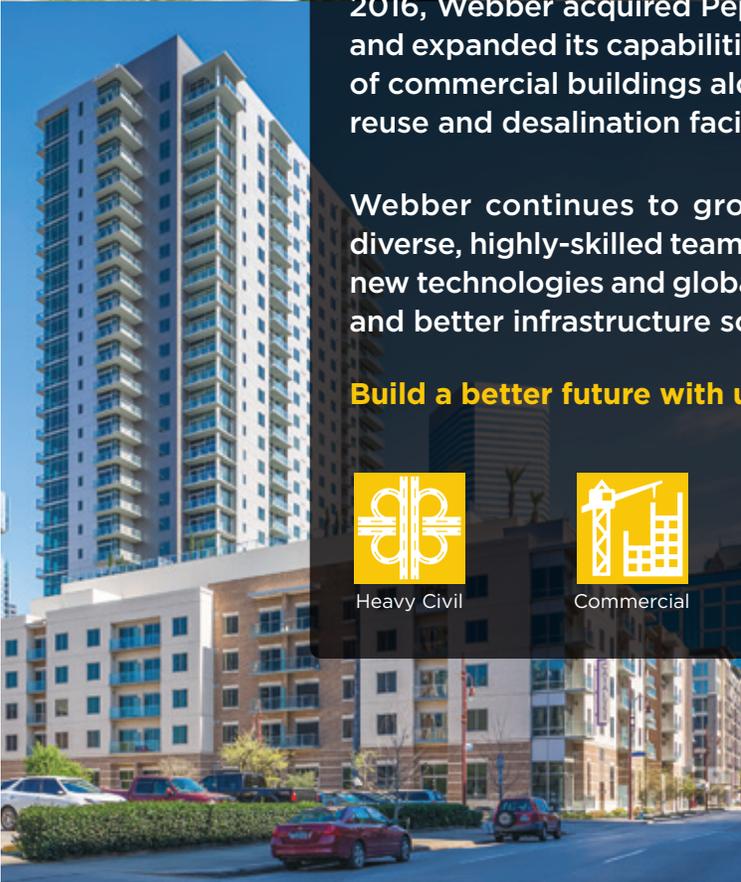
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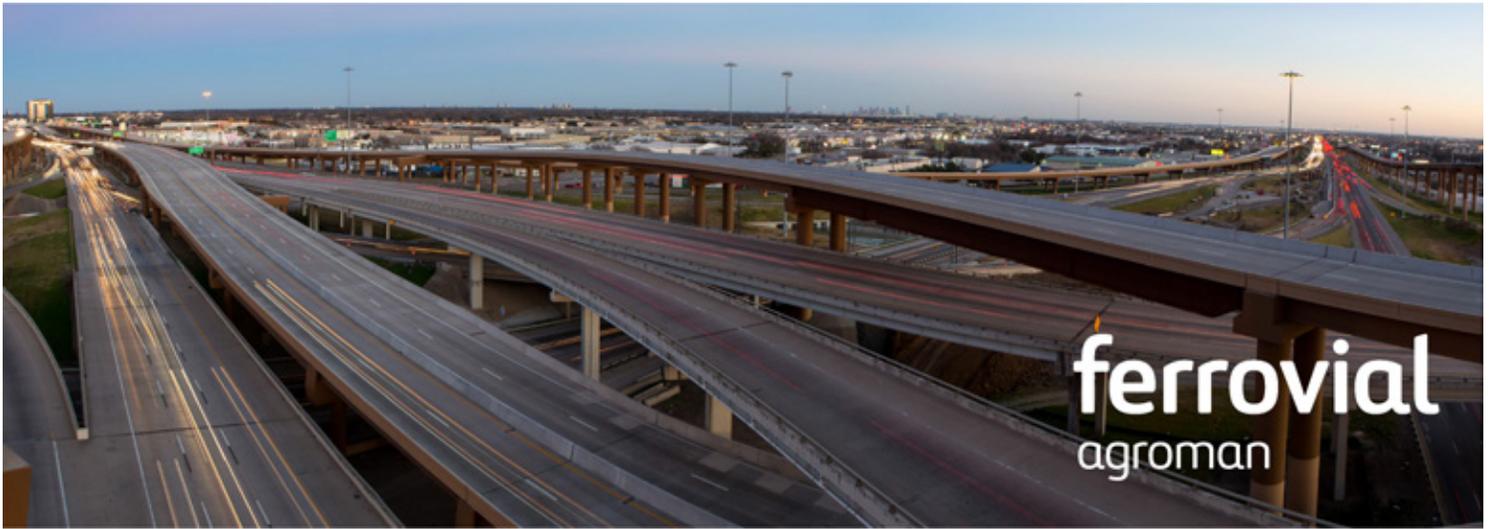
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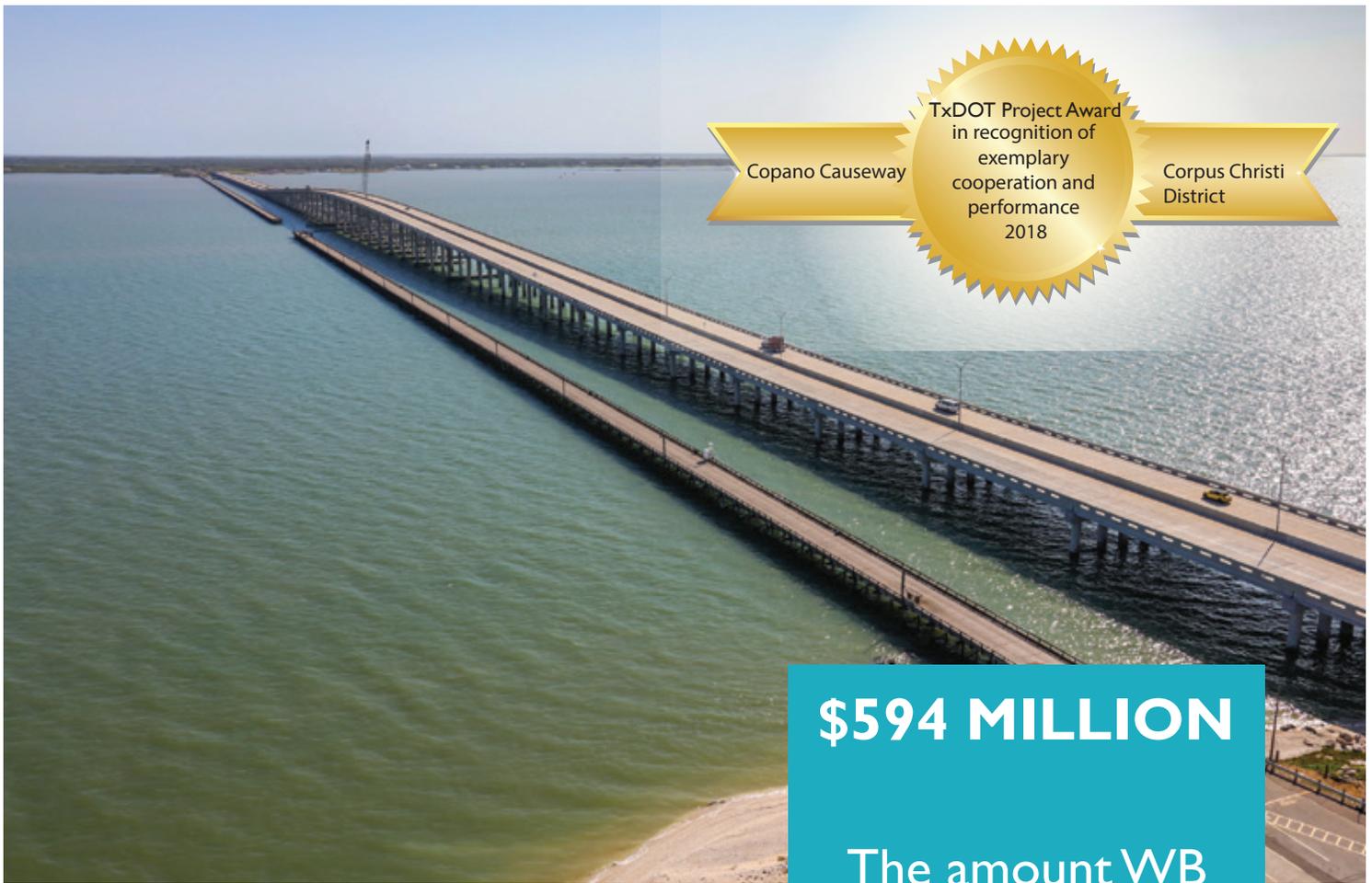


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AGC of Texas is proud to be a Partner of the 2019 WASHTO Civil Rights Training Symposium.

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.

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.

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.





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.