



# STCREC Symposium Agenda

Tuesday, April 23rd, 2024

8:00 A.M.-10:00 A.M. - **Sign In /Registration**

10:00 A.M.-10:30 A.M. - **Greetings Coffee and Soft Drinks**

## **Ballroom: Welcoming**

- Brad Saxon, Deputy Commissioner-Georgia Department of Transportation (GDOT)
- Kimberly King, EEO Director- Georgia Department of Transportation (GDOT)

10:30 A.M.-11:30 A.M. - **“The Future of Civil Rights: What’s Next?”**

## **Ballroom: Panel Discussion**

STCREC Board:

- Clarence Hampton, Alabama Department of Transportation (ALDOT)
- Kimberly King, Georgia Department of Transportation (GDOT)
- Tunya Smith, North Carolina Department of Transportation (NCDOT)
- Greg Davis, South Carolina Department of Transportation (SCDOT)

## **Moderator:**

- Victoria Smith-Florida Department of Transportation (FDOT)

10:30 A.M. –11:30 A.M. - FHWA’s Roadmap To Improving The National OJT Program

## **Breakout Room:**

The successful implementation of OJT aims to develop a competent and diverse workforce to meet current and future hiring needs for highway construction. In addition, OJT supports the U.S. Department of Transportation’s focus on workforce development and wealth creation, particularly with respect to the Program’s primary objective of recruiting, hiring, and advancing traditionally underrepresented individuals in the highway construction workforce. The current OJT regulations were issued in 1975. Over time, State DOTs have implemented various methods of administering the OJT requirements and FHWA has identified a need to clarify implementation of the regulations, while continuing to allow some flexibility in their application. This session will help you understand FHWA’s recent efforts and plan to advance its OJT Program.

## **Presenter:**

- David Chandler, FHWA
- Camille Robinson, FHWA Resource Center

## **Moderator:**

- GDOT

10:30 A.M. –11:30 A.M. - **Diversity, Equity & Inclusion (DE&I) – How Healthy is Your Workplace?**

**Breakout Room:**

This session will focus on DE&I as a concept, curriculum, mission in the workplace. Where is the value and what can we do as the civil rights team to prioritize this concept?

**Presenters:**

- Lydia Wilbanks
- Nichelle Gainey
- Foresee and Co.

**Moderator:**

- GDOT

10:00 A.M. – 11:30 A.M. - **Sponsor/Exhibitor Networking**

**Pre-Event Area:**

11:30 A.M. -12:45 P.M. - **Keynote Address (Lunch Provided)**

**Ballroom:**

- J. Todd Webb
- Video: “A Brief History of Race and the Interstate System”

1:00 P.M. – 2:30 P.M. - **Sponsor/Exhibitor Networking**

**Pre-Event Area:**

1:00 P.M. – 2:30 P.M. - **Alternative Contracting Methods and DBE Business Development**

**Breakout Room:**

This session, led by the team of W.C. Benton and Linda McHenry will focus on providing the audience with practical and proven strategies for DBE engagement on design-build projects. The firm’s proven approaches for DBE performance is based on more than 35 years of experience in DBE development, EEO compliance, and publication of six textbooks including a seminal work on construction purchasing.

**Presenters:**

- W.C. Benton
- Linda McHenry
- W.C. Benton, Co.

**Moderator:**

- Jessica Starling, Tennessee Department of Transportation (TNDOT)

1:00 P.M. – 2:30 P.M. - **Americans With Disabilities Act (ADA) More than a Transition Plan**

**Breakout Room:**

This session will add to your practical knowledge about ADA, the complaint process, and project accessibility expectations. Be prepared to hear about the national views on ADA compliance and what colleagues are doing in other States. PROWAG and ADAAG will be discussed.

**Presenter:**

- Todd Webb, ADA Program Analyst, FHWA Resource Center
- Patrick Gomez, FHWA Resource Center

**Moderator:**

- Viktor Opara-Amaechi, Georgia Department of Transportation (GDOT)

2:30 P.M.– 3:00 P.M. - **Break (Light Refreshments)**

**Pre-Event Area:**

3:00 P.M. – 4:30 P.M. - **Sponsor/Exhibitor Networking**

**Pre-Event Area:**

3:00 P.M. – 4:30 P.M. - **Teaming and Joint Ventures – Deciding to Say Yea or Nay**

**Breakout Room:**

This session will focus on dissecting how and when team/joint venturing is appropriate for your firm and a particular project. Considerations include project type, experience of DBEs, do the firms complement one another, questions to ask before making a decision.

**Presenters:**

- Bill Britt, CEI
- DBE Firm

**Moderator:**

- Greg Davis, South Carolina Department of Transportation (SCDOT)

3:00 P.M. – 4:30 P.M. - **Contractor Compliance**

**Breakout Room:**

This session will provide background, authorities, and requirements for FHWA's Equal Opportunity (EO) Contractor Compliance Program; roles and responsibilities of FHWA, STAs and Contractors.

**Presenters:**

- Sandy Talbert-Jackson, FHWA Resource Center
- Camille Robinson, FHWA Resource Center

**Moderator:**

- Carolyn Bell, FHWA

6:30 P.M. - 8:00 P.M. - **Evening Reception (Light Hors D'Oeuvres)**

**Ballroom:**

## Wednesday April 24th, 2024

8:30 A.M. - 9:30 A.M. - **Welcome Back Greetings (Breakfast Buffet)**

**Ballroom:**

8:40 A.M. - Director Irene Marion- HQ Office of Civil Rights

9:00 A.M. – 9:30 A.M.

- STCREC Member States Reports
- Roll Call: What's New In Your State?

9:30 A.M. – 11:00 A.M. - **General Session**

**Ballroom:** Affirmative Action and the Future of Civil Rights Programming

This session will discuss the coming Supreme Court calendar and their review of affirmative action considerations at the University level and how those anticipated changes may impact DBE and other civil rights programming at State DOTs.

**Presenter:**

- Attorney Rodney Strong, Griffin & Strong, P.C.

**Moderator:**

- Henry Johnson, Georgia Department of Transportation (GDOT)

9:30 A.M. - 11:00 A.M. - **Mental Health Awareness – What You Don't Know Might Hurt You**

**Breakout Room:**

This session will provide insight and information regarding how mental Health should be considered in the workplace. As a manager or colleague what do you need to know about your own mental health and that of co-workers, clients and the public. Are there warning signs that indicate someone is in trouble or having a hard time? How can you help? When should you seek professional intervention?

**Presenter:**

- FEI Behavioral Health-Employee Assistance Program (EAP)

9:30 A.M. –11:00 A.M. - **DBE 101**

**Breakout Room:**

This session will address the basic responsibilities for STAs to develop and administer a DBE program that meets the requirements of 49 CFR Part 26. This session will also cover relevant updates and expectations.

**Presenters:**

- Mark Arrington, FHWA Resource Center
- Janet Hayes, FHWA Resource Center

**Moderator:**

- Kourtney Williams

9:00 A.M. – 11:30 A.M. - **Sponsor/Exhibitor Networking**

12:00 pm - **Afternoon Free/Walking and Guided Tours**

## Thursday April 25th, 2024

8:30 A.M. – 9:30 A.M. - **Breakfast Buffet**

### **Ballroom:**

9:30 A.M. – 11:30 A.M. - **Infrastructure Investment and Jobs Act- There's EV, Mega Projects, Enhanced DBE Participation- How Can We Unbundle all the Parts?**

This session will attempt to demystify all that is the Infrastructure Investment and Jobs Act (IIJA)/Bipartisan Infrastructure Law (BIL). There's more money, but won't the core DOT work remain the same? What is the expectation for you as the civil rights team in your Agency? Does the IIJA change how you look at DBE participation, goal setting and project outreach?

### **Presenters:**

- Irene Rico, Assoc. Administrator
- Martha Kenley, DBE Program Team Leader

### **Moderator:**

- Tunya Smith, North Carolina Department of Transportation (NCDOT)

9:30 A.M. – 11:00 A.M. - **HBCU Initiatives**

### **Breakout Room:**

We are well aware of the role of our HBCUs in our Summer Transportation Institute activities, but did you know there were other ways and other Program placements where STAs can work with these colleges and universities. Learn more!

### **Presenters:**

- Tanya Emam, FHWA Resource Center
- Janet Hayes, FHWA Resource Center
- Anita Heard, FHWA Office of Civil Rights
- Shelly Campbell, FHWA Office of Human Rights

### **Moderator:**

- Kimberly King, Georgia Department of Transportation (GDOT)

9:30 A.M. – 11:00 A.M. - **Title VI – What's New – What's Next?**

### **Breakout Room:**

This session will focus on helping practitioners understand and apply the law of Title VI. Expectations for project participation and opportunity will be covered. Updates from the Biden-Harris Administration along with planning and implementation considerations will be covered.

### **Presenters:**

- Kevin Resler, Title VI Program Manager
- Mohamed Dumbuya, FHWA Resource Center

### **Moderator:**

- Joi Hamilton-Jones-FHWA Rep/Tennessee Department of Transportation (TNDOT)

9:15 A.M. - 11:00 P.M. - **Sponsor/Exhibitor Networking**

**Pre-Event Area:**

11:15 A.M. – 12:15 P.M. - **Wrap Up/Thank You's**

**Ballroom:**

Clarence Hampton, STCREC Chair-Alabama Department of Transportation (ALDOT)