

# U.S. DEPARTMENT *of* TRANSPORTATION

The U.S. Department of Transportation (DOT) delivers the world's leading transportation system, serving the American people and economy through the safe, efficient, sustainable, and equitable movement of people and goods.

## BUILDING ON DOT'S ACCOMPLISHMENTS

- ADVANCING ENVIRONMENTAL JUSTICE IN MINORITY AND LOW-INCOME COMMUNITIES:** In May 2021, DOT issued Order 5610.2C, *Actions to Address Environmental Justice in Minority Populations and Low-Income Populations*, highlighting that Black, Hispanic and Latino, Asian American and Pacific Islander, and Native communities are disproportionately burdened by pollution.
- SUPPORTING EQUITY AND INCLUSION ACROSS THE DOT WORKFORCE:** In May 2021, Secretary Buttigieg met with the leadership from DOT and the Federal Aviation Administration's (FAA) AA and NHPI Employee Resources Groups (ERGs) to discuss the AA and NHPI experience at DOT and challenges that have faced AA and NHPI employees. The conversation focused on increasing professional development opportunities; addressing the impacts of hate crimes and violence, especially towards AA and NHPI women; and addressing how DOT leadership can further support and engage AA and NHPI employees.
- DEVELOPING TRANSPORTATION EQUITY DATA ANALYSIS:** DOT launched an agency-wide Transportation Equity Data Analysis Community of Practice and Working Group that brings together researchers and staff from across DOT to collaborate on ways to strengthen transportation equity.

# PRIORITY PROGRAM GOALS FOR THE ASIAN AMERICAN, NATIVE HAWAIIAN, AND PACIFIC ISLANDER COMMUNITIES

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*Per Executive Order 14031, DOT has identified four high-priority goals that will span the next two years. These goals will advance equity, justice, and opportunity for AA and NHPI communities.*

## GOAL 1

**Assess AA and NHPI perceptions of public transportation:** DOT will develop a proactive engagement strategy to assess how AA and NHPI communities perceive public transit, policing, and safety by partnering with transit agencies to host public listening sessions targeting high-density AA and NHPI communities and performing targeted engagement and consultation with stakeholders to drill down on any specific concerns that are impacting AA and NHPI transit ridership.

## GOAL 2

**Promote Title VI awareness within AA and NHPI communities:** DOT will conduct outreach about Title VI protections and promote resources that communities can use to address alleged violations. As part of its engagement strategy, DOT will host public education sessions with AA and NHPI advocacy organizations to share information about Title VI protections, and solicit suggestions on how to foster better communication between DOT and AA and NHPI communities, and exploring distributing and translating Title VI resources in languages used by AA and NHPI communities.

## GOAL 3

**Improve competitiveness of AA and NHPI-owned businesses for federal contracts:** DOT will engage AA and NHPI-owned businesses, including by participating in AA and NHPI-focused business conferences to share resources related to federal procurement; partnering with the Small Business Administration (SBA) and the Community Development Financial Institutions (CDFI) Fund on “access to capital” programs; hosting small business contracting summits that will provide technical assistance to AA and NHPI-owned businesses; and explore translating FAQ documents and other technical assistance materials into languages used by AA and NHPI communities.

## GOAL 4

**Increase participation rates of AA and NHPIs in DOT’s workforce:** DOT will host listening sessions that bring together DOT’s Employee Resource Groups (ERGs), including its three AA and NHPI ERGs, to gain insight into career trajectory challenges and potential resolutions; identify cross-modal opportunities (such as career fairs) that can help to create a recruitment pipeline for new talent, with a special focus on AA and NHPI-serving institutions; and work with ERGs to develop a mentorship program utilizing specific guidelines and curriculum for AA and NHPI employees aspiring towards leadership positions in transportation.