

BUILDING A COLLABORATIVE STATE AND FEDERAL PARTNERSHIP

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Overview

- Why Collaborate
- Case study: Massachusetts DOT
- Results

Why Collaborate?

- Better understanding of the issues
- Avoids time consuming enforcement
- Better results



Massachusetts DOT

- Received complaint from Hispanic employees association
- Focused on treatment of employees by HR
- Identified key individuals
- Alleged on-going, systemic discrimination





- Started with FTA
- Included FHWA
- Requested documents from MassDOT/MBTA
 - Twice!!!

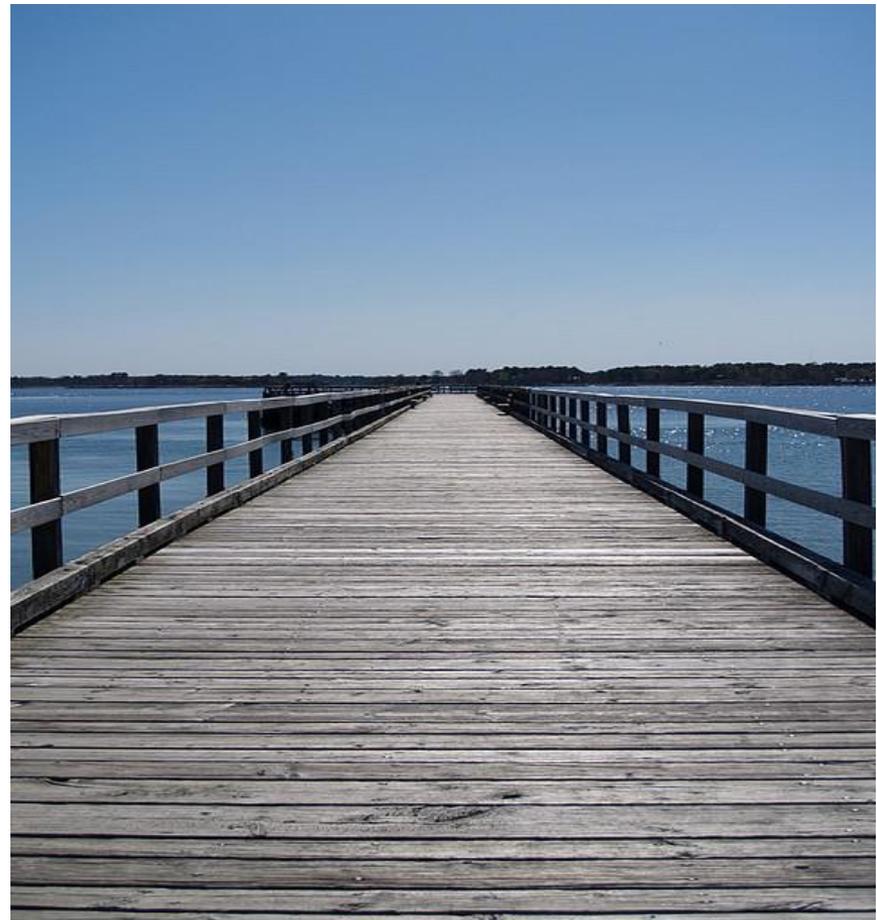




- The MBTA has a long history of discrimination complaints filed against it by both minority and women employees.
- By [Todd Wallack](#) Globe staff January 14, 2014
- “State transportation officials are nearing a deal with the federal government to revamp their Federal and state officials confirmed they are close to finalizing a plan to address concerns raised in a scorching letter from the Federal Transit Administration and the Federal Highway Administration last August that said the state was probably violating employment rules for agencies that receive federal funding.”

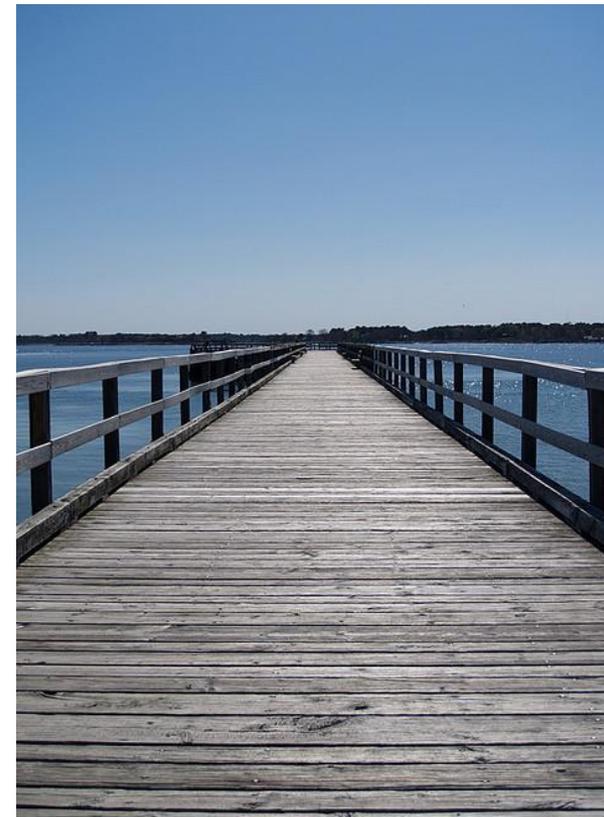
State Perspective

- High-level leadership
- Dedicated staff
- Federal support
- Deadline driven



State Perspective

- Obstacles to overcome:
 - Hiring
 - Entrenched beliefs
 - Inconsistent direction from Feds



Results!

- First-ever consolidated EEO Plan
- Working on pilot for other States
- Regular reporting



Questions?

