



**U.S. Department
of Transportation**



Advancing Equity + Gender Justice at USDOT

January 2023

Equity Is a DOT Strategic Goal

The objectives and strategies laid out in the FY22-FY26 DOT Strategic Plan will help support and engage people and communities to promote safe, affordable, accessible, and multimodal access to opportunities and services while reducing transportation-related disparities, adverse community impacts, and health effects.

<https://www.transportation.gov/dot-strategic-plan>



Equity Is an Administration Priority

Institutionalizing Equity

DOT has established two key groups to help institutionalize equity within the Department's policies and programs.

Internal: DOT Equity Council

Chaired by the Secretary of Transportation, the Council serves as a coordination mechanism for all Operating Administrations and offices within the Office of the Secretary to ensure the consistency and direction of the implementation of activities pursuant to legal authorities regarding equity and to further institutionalize equity across the Department. Established via DOT Order in December 2022, the Council builds on the foundation laid by the DOT Equity Task Force established in response to Executive Order 13985.

<https://www.transportation.gov/mission/departament-transportation-equity-council>

External: Advisory Committee on Transportation Equity (ACTE)

Re-established in May 2022, ACTE's objective is to provide advice and recommendations to the Secretary of Transportation on comprehensive, interdisciplinary issues related to transportation equity from a variety of stakeholders involved in transportation planning, design, research, policy, and advocacy in pursuit of the Department's equity goals. Specifically, the ACTE will consist of equity practitioners advising the Department on its strategies centered around four Equity Objectives: Power of Community, Expanding Access, Interventions, and Wealth Creation.

<https://www.transportation.gov/civil-rights/acte>

Advancing Gender Justice



U.S. Department
of Transportation

National Strategy on Gender Equity and Equality

March 8, 2021: President Biden signed Executive Order 14020 establishing the **WH Gender Policy Council**

May-August 2021: DOT facilitated series of internal and external discussions to inform **DOT Gender Justice priorities**

October 2021: Biden-Harris Administration issued first-ever **National Strategy on Gender Equity and Equality**

Summer 2022: Federal agencies submitted **Gender Action Plans** to GPC

TBD: **White House annual report** on government-wide implementation of National Strategy

Advancing a Gender Justice Framework

The **National Strategy** adopts an **intersectional approach** that considers the barriers and challenges faced by those who experience intersecting and compounding forms of discrimination and bias related to gender, race, and other factors, including sexual orientation, ethnicity, religion, disability, age, and socioeconomic status.

How do we define **Gender Justice**?

The systemic redistribution of power, opportunities, and access for people of all genders through the dismantling of harmful structures including patriarchy, racism, homophobia, transphobia and biphobia.

Source: <https://www.globalfundforwomen.org/gender-justice/>

Government-wide Gender Policy Topics

1. Women's Health and Rights
2. Gender-Based Violence
3. Women's Economic Security and Labor Force Participation
4. Climate
5. Women & Girls' Education and Leadership
6. Science and Technology
7. Safety, Justice and Dignity (including criminal justice, immigration, child welfare)

DOT's Gender Justice Action Goals

1. Increase incentives for transportation project partners to develop strategies that **increase gender diversity in the trades** and other identified segments of the transportation sector
2. Address gender disparities in **transportation safety**
3. Combat **human trafficking** through public-private partnerships
4. Foster a culture of personal safety, diversity, inclusion, and equity at **MARAD and the U.S. Merchant Marine Academy** and within the maritime industry
5. Improve DOT utilization of **Small Disadvantaged Businesses** that are both Women and Minority-owned
6. Increase gender diversity within the **DOT workforce**

Implementation + Reporting

The following individuals and teams will carry various roles and responsibilities for advancing DOT's Gender Justice initiatives.

- **Gender Justice Action Team** will be a coordinating space for Goal Leads and will be collectively responsible for advancing DOT's Gender Justice initiatives. This group will be facilitated by DOCR and will report activities to the DOT Equity Taskforce and White House Gender Policy Council.
- **Gender Justice Advisory Group** will meet quarterly and be responsible for advising and supporting initiatives being advanced by the Action Team. Advisory Team meetings will be open for other colleagues to listen in (including Employee Resource Groups).
- **DOT Equity Council** will track progress of Gender Justice Action Plan and other equity strategies.
- **WH Reporting:** The Gender Policy Council will synthesize agency action plans and subsequent progress reports for an annual report on strategy implementation that will be sent to the President, as mandated by EO 14020. A version of this annual report on strategy implementation will be available to the public.

Resources

White House Gender Policy Council
www.whitehouse.gov/gpc

DOT Equity Initiatives, Updates + Email List Sign Up
www.transportation.gov/priorities/equity

Equity Team
equity@dot.gov

Departmental Office of Civil Rights
docr.director@dot.gov

Career Resources
www.transportation.gov/careers

Gender Mainstreaming Workshop TRB 1/8/22



GM and US Federal, State, and Local policies and funding opportunities

Shari Schaftlein
Director, FHWA Office of Human Environment



U.S. Department
of Transportation

- Applicable References and Funding sources for Mobility Justice - Access and Safety (BIL, IRA, Omnibus)
- Discretionary Grant Criteria (Plans and Projects)
- Program and Research Direction
- Technical Assistance Opportunities
- Human Trafficking Initiatives

BIL /IRA / Omnibus – Example Programs That Support Mobility Justice: Access and Safety

Existing programs

- HSIP
- STBG/TA
- CMAQ
- Recreational Trails

New programs

- SS4A
- Bridge Formula/Investment Programs
- Reconnecting Communities
- Neighborhood Access and Equity
- Carbon Reduction Program

Pedestrian and Bicycle Funding Opportunities: U.S. Department of Transportation Transit, Safety, and Highway Funds

September 9, 2022

This table indicates potential eligibility for pedestrian and bicycle activities and projects under U.S. Department of Transportation surface transportation funding programs. Activities and projects need to meet program eligibility requirements. See notes and basic program requirements below, with links to program information. Project sponsors should integrate the safety, accessibility, equity, and convenience of walking and bicycling into surface transportation projects.



U.S. Department
of Transportation

	Pedestrian and Bicycle Funding Opportunities: U.S. Department of Transportation Transit, Safety, and Highway Funds																												
	Key: \$ = Activity may be eligible. Restrictions may apply, see program notes and guidance. -\$ = Eligible, but not competitive unless part of a larger project.																												
	OST Programs							Federal Transit			NHTSA		Federal Highway Administration																
Activity or Project Type	RAISE	INFRA	RCP	SS4A	Thrive	RRIF	TIFIA	ETA	ATI	TOD	DoPP	402	405	BFP BIP BRR	CRP	CMAQ	HSIP	RHCP	NHPP	PRO TECT	STBG	TA	RTP	SRTS	PLAN	NSBP	ELTIP	TIP	TIPSE
Access enhancements to public transportation (benches, bus pads)	\$	\$	\$	\$		-\$	-\$	\$	\$		-\$				\$	\$			\$	\$	\$	\$				\$	\$	\$	
Americans with Disabilities Act (ADA)/504 Self Evaluation / Transition Plan				\$	TA					\$	\$				\$						\$	\$	\$		\$		\$	\$	
Barrier removal for ADA compliance	\$	\$	\$	\$		-\$	-\$	\$	\$	-\$	-\$			\$	\$				\$	\$	\$	\$	\$	\$		\$	\$	\$	
Bicycle plans			-\$	\$				\$		\$	\$				\$					\$	\$	\$		\$	\$		\$	\$	\$
Bicycle helmets (project or training related)												\$									\$	\$SRTS		\$				\$	
Bicycle helmets (safety promotion)																					\$	\$SRTS		\$				\$	
Bicycle lanes on road	-\$	-\$	\$	\$		-\$	-\$	\$	\$		-\$				\$	\$	\$	\$	\$	\$	\$	\$		\$			\$	\$	\$
Bicycle parking (see Bicycle Parking Solutions)	-\$	-\$	\$	\$		-\$	\$	\$	\$		-\$				\$	\$			\$		\$	\$	\$	\$		\$	\$	\$	
Bike racks on transit	-\$		\$	-\$			-\$	\$	\$		-\$				\$	\$					\$	\$					\$	\$	
Bicycle repair station (air pump, simple tools)	-\$		\$	-\$		-\$	-\$	\$	\$						\$						\$	\$					\$	\$	
Bicycle share (capital and equipment; not operations)	-\$	-\$	\$	-\$		-\$	-\$	\$	\$						\$	\$			\$		\$	\$					\$	\$	
Bicycle storage or service centers (example: at transit hubs)	-\$		\$	-\$		-\$	\$	\$	\$						\$	\$					\$	\$					\$	\$	
Bridges / overcrossings for pedestrians and/or bicyclists	\$	\$	\$	\$		-\$	-\$	\$	\$					\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		\$	\$	\$
Bus shelters and benches	\$	\$	\$	-\$		-\$	-\$	\$	\$						\$	\$			\$	\$	\$	\$				\$	\$	\$	
Coordinator positions (State or local) (limits on CMAQ and STBG)				\$							\$					\$					\$	\$SRTS		\$				\$	
Community Capacity Building (develop organizational skills/processes)				\$	TA					\$	\$														\$			\$	
Crosswalks for pedestrians, pedestrian refuge islands (new or retrofit)	\$	\$	\$	\$		-\$	-\$	\$	\$						\$	-\$	\$	\$	\$	\$	\$	\$	\$	\$		\$	\$	\$	\$
Curb ramps	\$	\$	\$	\$		-\$	-\$	\$	\$					\$	\$	-\$	\$	\$	\$	\$	\$	\$	\$	\$		\$	\$	\$	\$
Counting equipment		\$	\$	\$			-\$	\$	\$									\$		\$		\$	\$	\$	\$	\$		\$	\$
Data collection and monitoring for pedestrians and/or bicyclists	\$	\$	\$	\$			-\$	\$	\$	\$	\$				\$			\$		\$		\$	\$	\$	\$	\$		\$	\$
Emergency and evacuation routes for pedestrians and/or bicyclists	\$	\$	\$	-\$			\$	\$	\$	-\$	-\$				\$					\$	\$	\$	\$	\$			\$	\$	
Historic preservation (pedestrian and bicycle and transit facilities)	-\$		-\$	-\$		-\$	-\$	\$	\$		-\$				\$						\$	\$				\$	\$	\$	
Landscaping, streetscaping (pedestrian/bicycle route; transit access); related amenities (benches, water fountains); usually part of larger project	-\$	-\$	-\$	-\$		-\$	-\$	\$	\$	-\$	-\$				\$				-\$	\$	\$	\$					\$	\$	
Lighting (pedestrian and bicyclist scale associated with pedestrian/bicyclist project)	\$	\$	\$	\$		-\$	-\$	\$	\$		-\$				\$	-\$	\$	\$	\$	\$	\$	\$	\$	\$		\$	\$	\$	\$
Maps (for pedestrians and/or bicyclists)				\$				\$	\$	\$	-\$				\$	\$					\$	\$		\$	\$	\$		\$	
Micromobility projects (including scooter share)	\$		\$	-\$		-\$	-\$				-\$				\$	\$					\$	\$					\$	\$	
Paved shoulders for pedestrian and/or bicyclist use	\$	-\$	\$	\$		-\$	-\$							\$	\$	\$	\$	\$	\$	\$	\$	\$		\$		\$	\$	\$	\$
Pedestrian plans	\$	-\$	-\$	\$				\$		\$	\$				\$					\$	\$	\$		\$	\$		\$	\$	\$
Rail at-grade crossings	\$	\$	\$	-\$		\$	\$	\$	\$						\$			\$	\$	\$	\$	\$	\$	\$			\$	\$	\$
Recreational trails	\$		\$	-\$			-\$													\$	\$	\$	\$			\$	\$	\$	
Resilience Improvements for pedestrians and bicyclists	\$	\$	\$	-\$		-\$	-\$			\$	-\$			-\$	-\$	-\$			\$	\$	\$	\$	\$	\$		\$	\$	\$	
Road Diets (pedestrian and bicycle portions)	\$	\$	\$	\$		-\$	\$								\$	\$	\$		\$	\$	\$	\$		\$		\$	\$	\$	\$

https://www.fhwa.dot.gov/environment/bicycle_pedestrian/funding/funding_opportunities.cfm

SS4A Overview: Eligible Activities

Eligible Activities for Grant Funding:

- Develop a Comprehensive Safety Action Plan (Action Plan)
- Conduct planning, design, and development activities
- Carry out projects and strategies identified in an Action Plan
- All activities are connected to an Action Plan
- Fund activities most likely to significantly reduce or eliminate fatalities and serious injuries involving various road users



Source: PBIC

Selection Criterion #2: Equity, Engagement, and Collaboration

- Ensure **equitable investment** in underserved communities in preventing roadway fatalities and serious injuries, including rural communities.
- Are designed to **decrease existing disparities** identified through equity analysis.
- **Consider key population groups** (e.g., people in underserved communities, children, seniors, Black, Latino, Indigenous and Native Americans, Asian Americans and Pacific Islanders, other persons of color, persons with disabilities, persons who live in rural areas, and persons otherwise adversely affected by persistent poverty or inequality) to ensure the impact to these groups is understood and addressed.
- **Include equity analysis, both quantitative and qualitative, and stakeholder engagement** in underserved communities as part of the development and implementation process.

Selection Criterion #2 (Cont.)

- Include meaningful engagement with the public, **including public involvement for underserved communities**, community benefit agreements, and relevant stakeholders such as private sector and community groups, as part of implementation.
- Leverage partnerships within their jurisdiction, with other government entities, non-governmental organizations, the private sector, academic institutions, and/or other relevant stakeholders **to achieve safety benefits while preventing unintended consequences for persons living in the jurisdiction.**
- **Inform representatives from areas impacted** on implementation progress and meaningfully engage over time to evaluate the impact of projects and strategies on persons living in the jurisdiction.
- Align with the **equity analysis** performed as part of the development of an existing Action Plan.

Changes to Metropolitan Planning Program

Topic	Changes
MPO representation	<ul style="list-style-type: none">Requirement to consider equitable and proportional representation of population of metropolitan planning area when MPO designates officials or representatives for the first time
Consistency of planning data	<ul style="list-style-type: none">When more than one MPO is designated within an urbanized area, requires the MPOs to ensure consistency of planning data to the maximum extent practicable
Public participation	<ul style="list-style-type: none">Encouragement for MPOs to use social media and web-based tools to foster public participation and to solicit public feedback during the transportation planning process
Travel demand data and modeling	<ul style="list-style-type: none">Requirements for DOT to support State/MPO travel demand data and modeling, including a study, data, and an evaluation tool (§11205)
Safe and accessible transportation options	<ul style="list-style-type: none">Requirement that each MPO use $\geq 2.5\%$ of funds apportioned for Metropolitan Planning (PL) on one or more activities to increase safe and accessible options for multiple travel modes for people of all ages and abilities (§11206)

[NEW] Prioritization Process Pilot Program (discretionary)

Purpose	Pilot program to support data-driven approaches to planning that can be evaluated for public benefit.
Funding	\$50 M (FY 22-26) in Contract Authority from the HTF
Eligible entities	<ul style="list-style-type: none"> State MPO serving an urbanized area with a population of >200,000
Other key provisions	<ul style="list-style-type: none"> Grants of up to \$2M to develop and implement a publicly accessible, transparent prioritization process for the selection of projects for inclusion in the Statewide or metropolitan transportation plan <p>Recipients that have met funding requirements may use remaining funds for any transportation planning purpose</p>

NEW] Transportation Access Pilot Program

Purpose	<p>Pilot program to:</p> <ul style="list-style-type: none"> develop or acquire an open-source accessibility data set with measures of the level of access by multiple transportation modes to jobs, education, various services, and other important destinations; provide the data to participating States, MPOs, and rural transportation planning organizations; and use the data to help those entities improve their transportation planning by measuring the level of access to important destinations for different demographic groups or freight commodities, then assessing the change in accessibility that would result from new transportation investments.
Funding	<ul style="list-style-type: none"> Requires DOT to fund the pilot program from amounts made available for DOT administrative expenses
Eligible entities	<ul style="list-style-type: none"> State (including DC and Puerto Rico) MPO Regional transportation planning organization (RTPO)
Other key provisions	<ul style="list-style-type: none"> Requires FHWA to report to Congress on the results of the program, including the feasibility of periodically providing accessibility data sets for all States, regions, and localities

Establishment of Research Plan.--The Administrator shall establish a research plan to prioritize research on roadway designs, the development of safety countermeasures to minimize fatalities and serious injuries to vulnerable road users, and the promotion of bicycling and walking, including research relating to—

- (1) roadway safety improvements, including traffic calming techniques and vulnerable road user accommodations appropriate in a suburban arterial context;
- (2) the impacts of traffic speeds, and access to low-traffic stress corridors, on safety and rates of bicycling and walking;
- (3) tools to evaluate the impact of transportation improvements on projected rates and safety of bicycling and walking; and
- (4) other research areas to be determined by the Administrator.

Prioritize meeting the needs of underserved communities

DOT Navigator – one-stop shop to help nontraditional DOT grantees and underserved communities apply for grants; access existing DOT technical assistance and capacity building resources

Thriving Communities Program (TCP) – technical assistance, planning and capacity building to advance a program of projects that support transportation, economic opportunity, and community development goals.

TCP isn't a grant program to communities, but instead will fund technical assistance and capacity building providers to help close access gaps under-resourced communities face by providing targeted support.

<https://transportation.gov/thriving-communities>

Highlighted DOT Equity Initiatives



U.S. Department
of Transportation

Equity Action Plan

- Highlights work that DOT will undertake across **four focus areas** consistent with the overall DOT Strategic Plan.

*Related Key
Performance
Indicators*

- A major milestone for the Department of Transportation that represents a shift in how we view and deliver transportation programs.
- A living document that will be regularly adapted. At any time, it will represent a portion of the actions the Department is taking to advance equity.

Power of Community

All 50 State DOTs and top 100 MPOs adopt a quantitative Equity Screening component to their S/TIP development processes by 2030.

Proactive Intervention, Planning, and Capacity Building

By 2025, increase by 5% the number of U.S. DOT discretionary grant applicants from disadvantaged communities who have never applied for U.S. DOT funding before.

Wealth Creation

Increase U.S. DOT direct contract dollars to small disadvantaged businesses from 18.2% in FY 2021 to 22% by FY 2026.

Expanding Access

Reduce national transportation cost burden by 5%, including transportation travel cost as a percent of income by FY 2030.

WHAT is Justice40?

President Biden's Jan 2021 **EO14008: Tackling Climate Change at Home and Abroad** created the government-wide Justice40 Initiative, establishing the goal that at least **40% of the benefits of certain federal investments flow to disadvantaged communities.**

WHY Justice40?

Justice40 aims to **address decades of systemic inequitable historical policies and underinvestment in disadvantaged communities.** The initiative aims to bring resources to communities most impacted by climate change, pollution, and environmental hazards.

What Justice40 means for the US Department of Transportation (DOT)

At the cusp of a generational investment in infrastructure through the Bipartisan Infrastructure Law and the Inflation Reduction Act, the Justice40 initiative is an opportunity to address gaps in transportation infrastructure and public services to uplift communities.



**Prioritize
Investments**



**Measure Impact and
Improve Effectiveness**



**Strengthen
Communities**

Disability Policy Priorities

In July 2022, the Department adopted a set of Disability Policy Priorities to help increase access for people with disabilities.

Enable **safe and accessible** air travel

Enable **multimodal accessibility** of public rights-of-way

Enable **access to good-paying jobs and business opportunities** for people with disabilities

Enable accessibility of **electric vehicle charging & automated vehicles**

Reinvigorate **programmatic enforcement of the Air Carrier Access Act, Americans with Disabilities Act, Section 504 of the Rehabilitation Act, and Section 508 of the Rehabilitation Act**

Advance **diversity, equity, inclusion, and accessibility** in the DOT workforce

Address **gaps in data** on people with disabilities to inform policymaking

Ensure all **DOT meetings and resources are fully accessible** to people with disabilities

<https://www.transportation.gov/accessibility>

Technical Assistance

DOT is helping communities access resources by:

- ✓ **Providing webinars** that walk potential applicants through the general requirements of funding opportunities and provide technical assistance on specific aspects of application requirements
- ✓ **Consolidating Notices of Funding Opportunity (NOFOs)** to simplify applying for funds
- ✓ **Simplifying the language in NOFOs** to make requirements easier to understand
- ✓ **Developing tools** like the Historically Disadvantaged Census Tract tool to assist applicants in developing their applications

Examples of US DOT Technical Assistance Programs

US DOT Navigator

Online portal to access technical assistance resources available across the US DOT

<https://www.transportation.gov/dot-navigator>

ROUTES

Offers user-friendly tools and information, aggregates US DOT resources and provides technical assistance addressing rural transportation's unique challenges
<https://www.transportation.gov/rural>

Thriving Communities

Technical assistance and capacity building resources to improve communities through transportation improvements
<https://www.transportation.gov/grants/thriving-communities>

Meaningful Public Involvement Guide

- A **set of promising practices** to help transportation practitioners across *all modes* incorporate meaningful public involvement into each stage of the transportation decision-making process and project lifecycle.
- A **guide** to help USDOT funding recipients meet the requirements of Title VI of the Civil Rights Act of 1964, the National Environmental Policy Act of 1969, planning regulations, and other existing requirements.
- A **product** of USDOT's Equity Action Plan to help individuals and communities have a greater voice in transportation decisions affecting them.



<https://www.transportation.gov/public-involvement>

Equity Focused Grant Programs

The Bipartisan Infrastructure Law includes significant discretionary and formula programs that advance equity, including the first-ever program to help reconnect communities previously cut off from opportunities by transportation infrastructure, such as highways and rail lines, through solutions like high-quality public transportation, infrastructure removal & main street revitalization.

All Stations Accessibility:	\$1.75 billion (5-years)
Amtrak Station Accessibility:	at least \$250 million
Enhanced Mobility of Seniors and Individuals with Disabilities:	\$2.2 billion
Innovative Coordinated Access & Mobility Pilot:	\$5 million
Reconnecting Communities:	\$1 billion
Safe Streets and Roads for All:	\$6 billion
Transportation Alternatives:	\$7.2 billion
Local and regional project assistance (RAISE):	\$15 billion
Airport Infrastructure Grants:	\$15 billion