

STAFF REPORT

Date: September 19, 2024

To: Mayor and City Council

Through: Jackie Bryant, Interim City Manager

Subject: Staff Report (For Possible Action): Presentation, discussion, and adoption of the City of Reno's Formal Plan for compliance with Title VI of the Civil Rights Act of 1964.

From: Mark Stone, Grants Administrator

Department: Finance

Summary:

In June, 2024 the Nevada Department of Transportation (NDOT) identified the need for the City of Reno to formally adopt a plan that outlines non-discrimination efforts within the City to be compliant with Title VI of The Civil Rights Act of 1964 and maintain eligibility for federal funding. The Title VI Compliance Plan for the City aims to maintain compliance for federally funded projects and enshrine the City's commitment to equitable access to government services, programs, and projects for all individuals and communities.

Alignment with Strategic Plan:

Governance and Organizational Effectiveness
Economic and Community Development

Previous Council Action:

July 24, 2024 - Council adopted the City of Reno Language Access Plan.

Background:

Title VI of The Civil Rights Act of 1964 states that: No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance. The city has always worked tirelessly to adhere to non-discrimination laws and regulations, the City of Reno's Title VI Compliance Plan codifies the efforts of city staff to offer services in an equitable and fair manner to all persons in the city.

Discussion:

As a recipient of federal pass-through funding, the City is subject to annual Title VI desk audits that identify weaknesses and deficiencies related to program compliance. As a result of the desk audit for the City of Reno, NDOT notified the city of that future funding from federal programs would require a formally adopted Title VI Compliance Plan to coordinate Title VI compliance activities among the different departments in the City. Staff engaged with Lexicon Support Services for assistance in becoming compliant with Title VI. The City's Title VI Compliance Plan outlines requirements among the city's activities and provides a framework for maintaining compliance for all federally funded projects within the city. The major activities involved in compliance with Title VI are:

- Program Area Reviews
- Subrecipient Reviews
- Data Collection
- Training
- Complaint Procedures
- Dissemination of Information
- Limited English Proficiency
- Environmental Justice
- Public Participation
- Review of Directives

Although NDOT has been the catalyst for the City to adopt a formal Title VI compliance plan, other state and federal agencies have shared the need for this plan in the future to maintain compliance with federal regulations and eligibility for federal funding, of which the City receives more than \$30 million annually, and more importantly the city will affirm its enduring commitment to equitable access to the many services the city provides to all who visit or call Reno home.

Financial Implications:

There are no financial implications associated with approving this item at this time. If financial implications arise in the future, staff will bring any items related to the Title VI Compliance Plan at that time.

Legal Implications:

Legal review completed for compliance with City procedures and Federal law.

Recommendation:

Staff recommends Council adopts the Title VI Compliance Plan.

Proposed Motion:

I move to adopt the City of Reno Title VI Compliance Plan.

Attachments:

Title VI Compliance Plan