Civil Rights Bureau

Colleen Montague, Director

Rachel Campbell, Deputy Director

Number of Positions: 8

Sections within the Bureau:

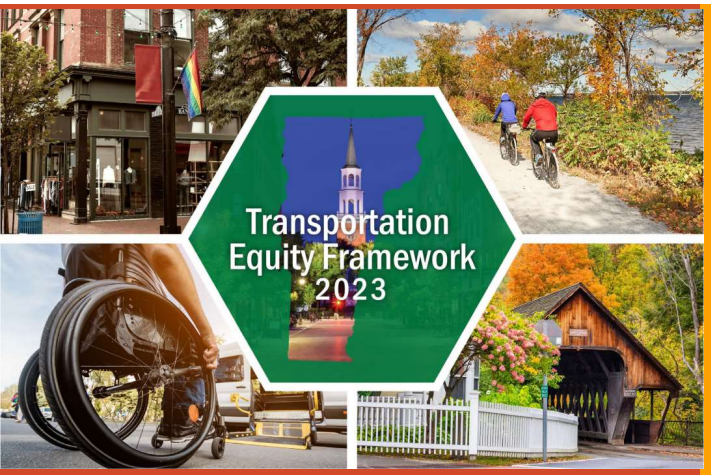
- Civil Rights
- Labor Compliance
- Outreach and Recruitment

The Bureau of Civil Rights is responsible for internal and external oversight and compliance with USDOT regulations. AOT strives to go above and beyond compliance by promoting a culture of workplace respect, civility and inclusion through interactive training, interdisciplinary strategies, and best practices to support its employees, supervisors, managers, and program partners.

Overview of resources and learning opportunities:

- AOT Equity Champions: Over 40 AOT employees are now serving as Title VI Liaisons. This group helps to raise the level of awareness on the importance of diversity, equity, inclusion, accessibility.
- Developed & implemented enhanced Translation Services & Resources including the translation of the VT Driver's Manual into the 14 most commonly used languages in Vermont.
- Outreach and Recruitment: in 2024 AOT attended 48 events, presenting to youth, job seekers and colleges, including:
  Women Can Do, National Summer Transportation Institute, UVM, Norwich and Vermont State Universities Career Fairs
- For 2024, vacancy rate for classified positions is 8.6%, the lowest rate in the last 5 years
- Transportation Equity Framework was developed to serve as a guide and pathway to inform actions that can achieve transportation equity in future investments

VERMONT
AGENCY OF TRANSPORTATION



The Transportation Equity Framework can be understood as a positive extension of Title VI that prohibits recipients of federal financial assistance from discriminating based on race, color, or national origin in any program or activity.

Developed to serve as a guide and pathway to inform actions that can achieve transportation equity in future investments. The framework comprises the following sections:

- An overview of equity, and a summary of Vermont and national transportation equity efforts.
- Stakeholder and public involvement that informed the framework.
- Key themes arising through stakeholder and public involvement.
- Framework pillars that organize actions and strategies to achieve the vision for transportation equity.
- Implementation plan that identifies key foundational actions and organizes the sequence of recommended strategies.

What we can do:

- Future investments should be directed to rectify past discrimination and inequities.
- Ensure representation in decision-making.
- Continue to build a strong diversity, equity, and inclusion network across state government.

VERMONT
AGENCY OF TRANSPORTATION

Civil Rights Bureau

The Civil Rights Bureau works to ensure equal opportunity and access for all AOT employees, job applicants, contractors, and the public, and to promote inclusion, fairness, equity, and a culture of dignity and respect.

Highlights

- 146 New Employees Onboarded
- 10 On the Job Training Graduates – 2 additional enrolled
- 20 Commercial Drivers License (CDL) Permits - 18 CDL Licenses
- 257 Certified Disadvantaged Business Enterprises (DBE)
- 14 Languages now available for Public Accessibility statement, Title VI and ADA complaint form and procedures and Vermont Driver's Manual
- 86 Outreach Events & 51 Training Events
- 25 Middle School and 20 High School students completed the National Summer Transportation Institute

VERMONT
AGENCY OF TRANSPORTATION