

Civil Rights Program

Agenda

- Overview
- CR Program Processes
- CR 2.0 Walk Through
- Next Steps
- Questions & Comments?

Title VI of the Civil Rights Act of 1964

Title VI provides that: “No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving federal financial assistance.”

Title IX – Education Amendments of 1972

Title IX reads that: “No person in the United States, shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”

Rehabilitation Act of 1973 Sections 503, 504 and 508

- The Rehabilitation Act of 1973 requires access to programs and activities that are funded by Federal agencies.....
- Section 503 - Nondiscrimination under Federal grants in employment
- Section 504 of the Rehabilitation Act – Nondiscrimination under federal grants programs from participating in programs or receiving benefits.
- Section 508 of the Rehabilitation Act – Electronic and Information Technology (accessibility)

Extension

1. Organizational Capacity
2. Civil Rights Knowledge & Procedures
3. Advisory Boards & Committees
4. Program Delivery
5. Data Collection & Integrity
6. Non-Discrimination Based on Sex
7. Public Notification
8. Accessibility for Individuals with Disabilities
9. Language Access

Features of CR Program

- No formal CR Report
- CR-1 moved to Plans
- CR-2 to be included in impact statements
- Limited English Proficiency added to Events & Delivery
- Eliminate county CR files
- Data pulled from Enrollment, Events, and Delivery
- Parity used as diagnostic tool for counties
- Only question to answer is ADA

Collecting Demographics

QUESTIONNAIRE

The purpose of this questionnaire is to gather race, ethnicity, and gender information about persons who apply and participate in this USDA program. The information you provide will not be used when reviewing your application or when determining whether you are eligible to participate in this program. This is a voluntary questionnaire. You are not required to give this information, but we hope you will because the information you give will be used to improve the operation of this program, to help design additional opportunities for program participation, and to monitor enforcement of laws that ensure equal access to this program for eligible persons. If you have previously provided this information to USDA please DO NOT fill out this form. Your information will be kept private to the extent permitted by law. Thank you for your response.

1. What is your name?
2. Legal Residence:
3. What is your gender? Male Female

Please answer BOTH question 4 and question 5 below about ethnicity and race. For this questionnaire, Hispanic or Latino origins are not races.

4. Ethnicity: Hispanic or Latino
 Not Hispanic or Latino

5. What is your race? Mark all that apply.

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White

According to the Paperwork Reduction Act of 1995, an agency may not conduct, and a person is not required to respond to, a collection of

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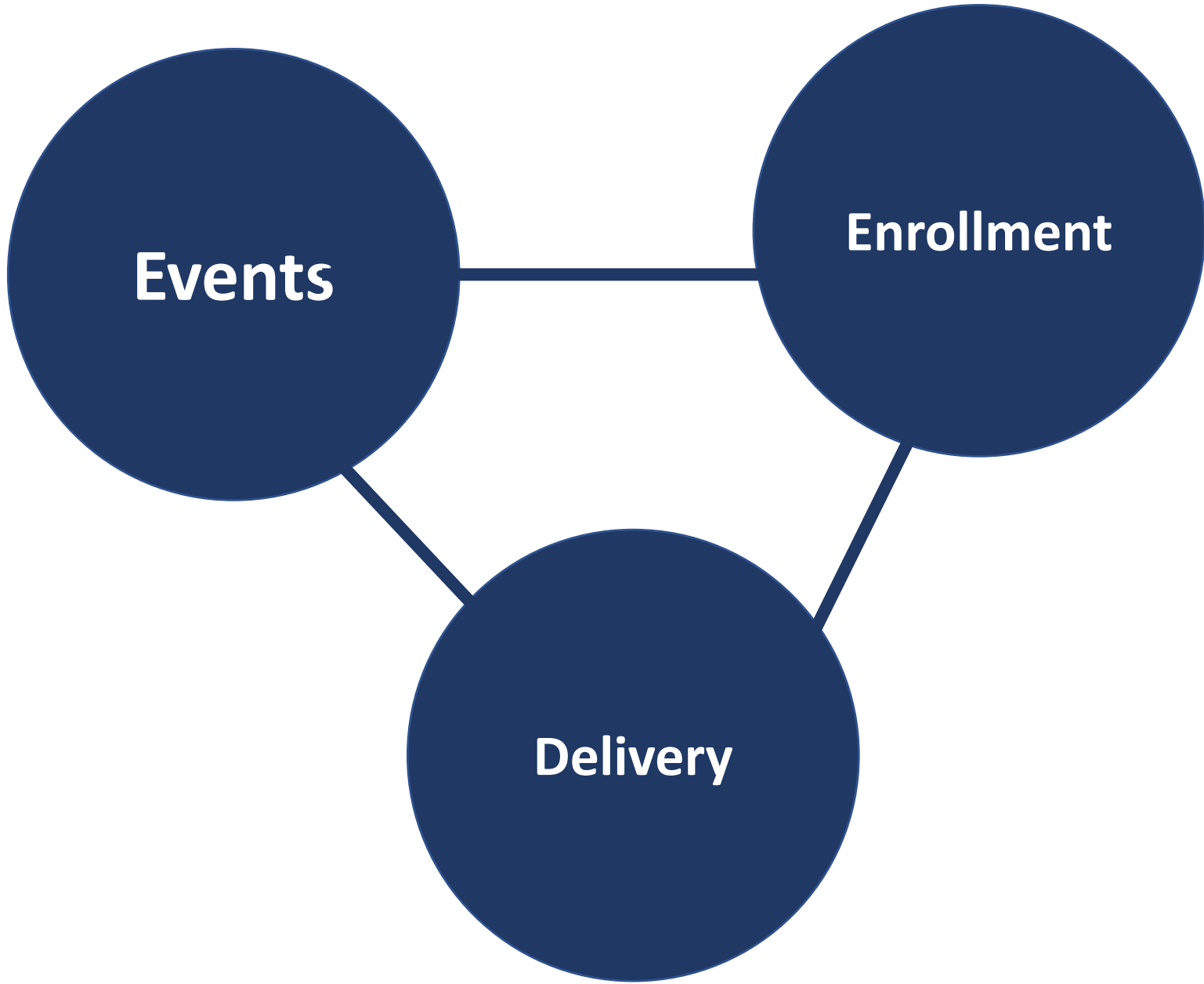
Participant Data

Total	Gender			Ethnicity		Race						
	Male	Female	Other/ Unidentified	Hispanic or Latino	Not Hispanic or Latino	White	Black/ African American	American Indian/ Alaska Native	Asian	Native Hawaiian/ Other P.Islander	Two or more races	Other/ Unidentified
100	45	45	10	50	50	30	20	10	10	10	10	10

Census Data

Total	Gender			Ethnicity		Race						
	Male	Female	Other/ Unidentified	Hispanic or Latino	Not Hispanic or Latino	White	Black/ African American	American Indian/ Alaska Native	Asian	Native Hawaiian/ Other P.Islander	Two or more races	Other/ Unidentified
100	45	45	10	50	50	30	20	10	10	10	10	10





CR Process & Program Reviews

- CR used throughout the year
- Review process during performance reviews
- CD reviews with staff & acknowledges in December
- RD reviews & acknowledges with CD during county performance review
- Federal Review UT/TSU