



FEDERAL HIGHWAY ADMINISTRATION

TITLE VI ACCOMPLISHMENTS AND GOALS REPORT

2025-26



Free Language Assistance | Ayuda gratuita con el idioma | Libreng Tulong sa Wika | Hỗ trợ ngôn ngữ miễn phí
免費語言協助 | 免費語言協助 | مساعدة ترجمة مجانية | 무료 언어 지원 | کمک زبان رایگان | 無料の言語支援 | Бесплатная языковая помощь
Assistência linguística gratuita | मुफ्त भाषा सहायता | Assistance linguistique gratuite | ជំនួយភាសាឥតគិតថ្លៃ | ఉచిత భాషా సహాయం
ການຊ່ວຍເຫຼືອດ້ານພາສາຟຣີ | Kaalmada Luqadda ee Bilaashka ah | Безкоштовна мовна допомога

sandag.org/LanguageAssistance | (619) 699-1900

2025-2026 Accomplishments and Goals Report

I. Introduction

Title VI of the Civil Rights Act of 1964 (Title VI) prohibits recipients of federal financial assistance from discriminating on the basis upon race, color, and national origin in their programs and activities. Specifically, 42 USC § 2000d provides 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.

SANDAG is a recipient of federal financial assistance from the Federal Highway Administration (FHWA), and therefore, Title VI applies to all of SANDAG's program and activities. In addition, SANDAG receives FHWA funding as a subrecipient from a primary recipient, the California Department of Transportation (Caltrans). The United States Department of Justice (DOJ) regulations require that primary recipients of continuing federal programs ensure that subrecipients comply with Title VI. 28 CFR § 42.410. Caltrans implemented its subrecipient Title VI requirements in its Local Assistance Procedures Manual (LAPM), which incorporates state requirements found in the FHWA Title VI regulations at 23 CFR § 200.9.

As part of these requirements, Caltrans requires that subrecipients develop an annual Title VI Accomplishments and Goals Report (Report) which consists of accomplishments for the past year, and goals for the next year. LAPM Section 9.2.3(11). The Report must be made available to the public and when requested by Caltrans. What follows is SANDAG's Report for calendar years 2025-2026.

II. About SANDAG

SANDAG serves the San Diego region through several designations. As the Metropolitan Planning Organization (MPO) and Regional Transportation Planning Agency, SANDAG is responsible for developing the long-range Regional Transportation Plan to guide how people and goods will move around the region for the next thirty years. Beyond planning, SANDAG is unique among MPOs in that the agency also designs and builds capital projects. SANDAG's work also includes providing vital resources and programs that support residents across the San Diego region.

SANDAG is governed by a Board of Directors made up of publicly elected representatives from each of the local city councils and County Board of Supervisors. Representatives from Imperial County, Caltrans, the U.S. Department of Defense, Port of San Diego, San Diego County Water Authority, San Diego Metropolitan Transit System, San Diego County Regional Airport Authority, North County Transit District, Southern California Tribal Chairmen's Association, Mexico, and the Association of Planning Groups serve on the Board as non-voting advisory members.

The SANDAG Chief Executive Officer is ultimately responsible for ensuring compliance with the provisions of Title VI of the Civil Rights Act of 1964 and related statutes and has directed that nondiscrimination is required of all agency employees, contractors, and agents. The Director of Business and Workforce Compliance (BWC) has been designated as the SANDAG Title VI Coordinator (Coordinator). This position is situated within the Office of Administration and Public Affairs, under the

Office of Public Affairs. The Coordinator has easy access to the head of the agency, as shown in the following organization chart (Table 1).

Table 1 - Structure of Title VI Administration at SANDAG

SANDAG Board of Directors
Chief Executive Officer
Senior Director, Administration and Public Affairs
Director, Public Affairs
Director (Title VI Coordinator), Business and Workforce Compliance

BWC is responsible for developing, implementing, and monitoring the FHWA Title VI Program at SANDAG. Staff reviews and updates Board policies, conducts Title VI reviews, provides training on Title VI, implements the Language Assistance Plan (LAP), processes complaints, and ensures best data collection practices.

III. Program Review Areas

Consistent with the SANDAG Federal Highway Administration Title VI Program Plan, the following areas form the foundation of SANDAG's programs and ongoing review processes.

A. Regional Planning

Regional Planning staff are responsible for the Regional Plan and a wide range of programs and projects related to climate, environmental compliance, intergovernmental coordination, integrated transportation, mobility, strategic partnerships, sustainable communities, and technology.

Planning staff manage and coordinate a variety of Title VI-related efforts related to planning, including conducting demographic analyses for regional plans, programs, and projects; leading public outreach and engagement strategies, partnering with Community Based Organizations (CBOs); and developing and implementing plans and policies that advance Title VI and related federal authorities.

B. Data Science

Data Science staff collect, analyze, and model demographic data on an ongoing basis to better understand the populations being served by SANDAG's activities and inform the delivery of SANDAG services; promote best practices in the use and distribution of open data and "big" data.

Data Science staff provide guidance and support to SANDAG staff to analyze the benefits and burdens of a wide array of policies, programs, and projects and ensure such activities do not have discriminatory effects on populations protected by civil rights laws and regulations.

They develop charts and maps to illustrate data findings; and they help regional stakeholders and members of the public transform data into intelligent actions to attain the greatest economic and social benefits.

C. Capital Delivery

Capital Delivery staff lead and manage active transportation programs, corridor studies, and capital projects, from planning through the environmental, design, and construction phases of project development. They provide insight and best practice-based recommendations and engineering technical assistance to SANDAG leadership, elected officials, outside organizations, stakeholders, and the public.

Capital Delivery programs must be implemented in compliance with federal, state, and local civil rights laws and regulations to ensure projects not place any discriminatory burdens on protected populations.

D. Public Affairs

The Department of Public Affairs is responsible for disseminating information and providing opportunities for all members of the public, including those from Title VI-protected populations and those with limited English proficiency, to access information and participate in transportation project planning and decision-making, through outreach activities, media relations, and government relations. The Department is also responsible for the development of a wide range of materials, including documents, visual communications, and web and social media content.

Over the last calendar year, the Public Affairs team interacted with the public through a variety of events and using a multitude of formats. Specific attention was placed on utilizing data to engage communities in the outreach process, scheduling meetings at times and locations that are convenient and accessible for all communities, and employing different meeting sizes and formats. Public Affairs also partnered with community organizations to implement public engagement strategies that reach members of impacted communities, using diverse communication channels like local media, social media, community newsletters, and direct mailings to engage the public.

IV. Accomplishments

In 2025, SANDAG focused on completing its Regional Transportation Plan and updating its Title VI reporting and materials. Below are some highlights from SANDAG's 2025 Title VI accomplishments:

A. Programmatic Accomplishments

- Supported the demographic analysis for the SANDAG 2025 Regional Transportation Plan.
- Updated the FHWA Title VI Plan.
- Updated the agency Language Assistance Plan.
- Updated the agency's internal Title VI training materials.
- Created new training for external Flexible Fleet grantees.
- Updated the public notification of Title VI rights and responsibilities flyer ("Know Your Rights") for the SANDAG website and flyers for in-person events.
- Completed the Caltrans Title VI Performance Assessment.
- Consulted on Title VI considerations in various planning projects.
- Regional Transportation Improvement Program (RTIP) demographic analysis

B. Planning Accomplishments

- Completed the 2025 Regional Plan, including the Title VI Analysis and Engagement appendix, which included a subset of performance measures that were identified as a framework for the Title VI analysis.
- Continued funding for the Youth Opportunity pilot program, which provides free transit rides for young people ages 18 and under and has provided more than 35 million rides since its launch.
- SANDAG and the Urban Collaborative Project CDC have partnered to launch Southeastern Connect, an on-demand, microtransit service in Southeastern San Diego. Before launching the program, we worked with our partners and the Southeastern San Diego community to gather feedback through surveys and discussions. Community feedback has been an important part of shaping this project and will continue to help provide more options for navigating Southeastern San Diego.
- Began the region-wide Reconnecting Communities Study to understand where highway and rail transportation infrastructure has created barriers and negative impacts on communities. The study will define disconnected communities, identify areas within the San Diego region that have been the most impacted, and prioritize study areas using various factors such as mobility, travel behavior, socioeconomic status, health, and safety data.
- Completed the first draft of the Otay Mesa East white paper.
- Establishing workforce goals through implementation of the SANDAG Community Benefits Agreement (CBA). The Workforce for Rising Careers (WORC) Program allows SANDAG to create career pathways for all persons in the San Diego region.
- Receiving a \$850,000 grant from the Families and Workers Fund to expand on the Workforce Opportunities for Rising Careers (WORC) Program.
- Hosted the SANDAG Business and Workforce Open House, bringing together 500 registered businesses and workforce participants to network and learn about upcoming projects. This event reflected SANDAG's proactive approach to fostering an inclusive business and workforce environment.

C. Public Participation

- Encouraged public participation for six Rapid bus planning projects
- Fostered collaborative relationships with partner cities as it related to the Batiquitos Lagoon Double Track project.
- Promoted awareness of NCTD Absolute Work Windows on our website for LOSSAN Del Mar Bluffs stabilization project.
- Advanced public familiarity and equitable community engagement for SANDAG's bike program.
- Highlighted key accomplishments as they pertain to the construction of the Otay Mesa East Port of Entry project.
- Continued education and access surrounding the Youth Opportunity Pass.

- Maintained community-focused awareness and access to the SANDAG Climate Action Roadmap through translated and virtual survey materials.
- Proactive construction communications for the Caltrans/SANDAG Build NCC program, while fostering meaningful two-way communication channels.
- Implemented outreach campaign to inform an on-demand microtransit service pilot program to support mobility needs for all communities in Southeastern San Diego.

D. Language Assistance

Regarding language assistance, Table 2 shows a summary of the types of assistance SANDAG provided for the calendar year as of December 1, 2025.

Table 2 – SANDAG 2025 Language Assistance Data

Type of assistance	Approximate Count
Translated e-blasts	67
Translated print or online materials*	23
Translated website features*	20
Translated materials at public events	45
Interpretation at public events	152

In addition, SANDAG accomplished the following regarding language assistance:

- Developed a debrief survey to be distributed to participants following public engagement activities to actively incorporate feedback from minority communities into project decisions and addressing potential concerns raised during outreach.
- Streamlined and updated the information about language and accessibility accommodations offered by SANDAG to encourage participation by all.
- Provided technical support on application of the four-factor analysis.
- Processed requests related to translation and interpretation at public events.
- Conducted a new procurement for as-needed interpretation services.

V. Calendar Year 2026 Goals

SANDAG will continue to build upon these accomplishments by working on the following goals in 2026:

- Continue to update the FHWA Title VI Plan as needed.
- Update the SANDAG Title VI website to stay up-to-date with current federal authorities and guidance.
- Deliver updated Title VI 101 training to all employees.
- Deliver language assistance training to employees responsible for interacting with the

public.

- Carry out internal Title VI reviews of major program areas.
- Carry out external Title VI reviews of subrecipients.
- Create internal Standard Operating Procedures for Title VI reporting and data collection processes.
- Develop training for project managers on the use of demographic data in transportation decision-making.
- Provide more on demand resources for members of the public to more easily navigate SANDAG information resources such as the Open Data Portal.