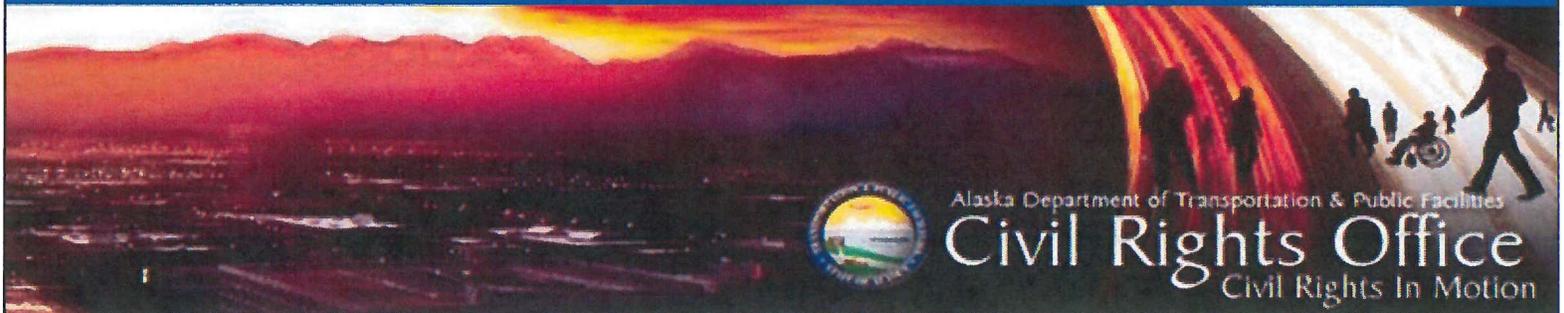


# DBE Transporter Newsletter



April 1, 2015 : Issue 1, Quarter 1

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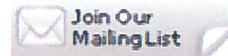
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## Introduction to Title VI

As we know, the civil rights movement didn't end with Dr. Martin Luther King's "I have a dream" speech. With the passage of the Civil Rights Act in 1964 we took a huge step further in the realization of Dr. King's dream. Title VI of this groundbreaking law prohibited discrimination on the basis of Race, Color, and National Origin in programs or activities that receive Federal financial assistance. This means that State and Local governments that receive Federal funds cannot exclude participation in their activities and programs or discriminate in how the activities or programs are performed on the basis of Race, Color, or National Origin.



Since 1964 its passage the Civil Rights Act has been amended many times. These amendments not only advanced the protections afforded by the original act, but also spurred the creation of other laws to protect our civil rights such as the Age Discrimination Act, the Americans with Disabilities Act, the Equal Pay Act, the Genetic Information Nondiscrimination Act just to name a few. These laws have led to the passage of numerous Federal Regulations and Policies and the signing of several Executive Orders.

With the passage and implementation of all these laws, regulations, and orders we

## WEBSITE QUICK LINKS

[DOT Home Page](#)  
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[State of Alaska](#)

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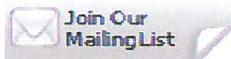
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[Alyeska Pipeline](#)  
[MBDA](#)  
[PTAC](#)

## CONTACTS

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Executive Editor

Matt deLaBruere  
Managing Editor



have not been given any more rights than what we ever had, rather we are attempting to protect our rights as civil human beings from any future encroachment. In short, these laws protect against discrimination on the basis of Race, Color, National Origin, Handicap or Disability, Sex or Gender, Age, Income or Minority status.

ADOT&PF considers civil rights extremely important. The Civil Rights Office (CRO) encourages people to observe the Power Point training opportunities available on the Civil Rights website. These trainings are dedicated to introducing Title VI as well as different programs that the CRO has available.

For any questions, comments, or concerns feel free to contact the Civil Rights Office at (907) 269-0851 or within Alaska 1-800-770-6236.

For more information on Title VI please visit, <http://dot.alaska.gov/cvlrts/titlevi.shtml>.

## 2015 DBE & Subcontractors' Conference

On behalf of the Alaska Department of Transportation & Public Facilities (ADOT&PF) Civil Rights Office (CRO), we would like to thank everyone who participated in the 12th Annual DBE & Subcontractors' Conference. We appreciate the efforts that were put forth into making this event successful and informative to everyone who attended. We look forward to collaborating with everyone next year to make this conference successful again.

The 12th Annual DBE & Subcontractors' Conference was held March 5-6 at the Crowne Plaza, Anchorage and was also available live stream at [www.dbealaska.com](http://www.dbealaska.com) for those who could not attend in-person. The above website is an excellent tool to keep informed about future conferences the Civil Rights Office will be hosting.

The theme that was used for this year's DBE and Subcontractors' Conference was "Tools in the Toolbox." This theme was comprised of several mini-series/workshops intended for DBEs, Small Business Enterprises (SBEs) and potential new businesses wanting to learn innovative businesses strategies while providing them the necessary tools for operating a successful business in Alaska. In addition to the mini-series, the CRO composed several panels to address; networking, business growth, successful bids and doing business with ADOT&PF. The panels consisted of members of the Alaska Unified Certification program, several of Alaska's prime contractors and ADOT&PF statewide leadership.



The guest speakers for this year's conference included; Lieutenant Governor Mallott, Warren Whitlock (FHWA), Ron Hadden and Erica Wynn (Municipality of Anchorage), Rob Walker (Alaska Railroad), Javier Robinson (Ted Stevens Airport), Paul Johnson

(Highliner Consulting), Gary Bushor (PTAC), Warren Petrasek (DOLWD), Doug Ward (Vigor Marines), Jason Davis (Turnagain Marine Construction), James Potts P.E. (CH2MHILL), Aaron Christie P.E. (DOWL), Anton Johansen P.E. (Great Northwest), Michael Miller (Granite Construction), Rod Rodriguez (Coldfoot Environmental), Alyssa Rodrigues (DOLWD), Kimberly Gray (AGC), Carolyn Pratt (PTAC), Becky Beck (MBDA), Greg Kolean (Native PTAC), Barbie Tanner P.E. (DOT), Mary Siroky (DOT), Joel St. Aubin P.E. (DOT), Chuck Correa P.E. (DOT), Charlie Deininger P.E. (DOT), Steve Saboundjian P.E. (DOT) and the CRO program managers.

For the conference presentations, see below.

[An Alaskan Economic Update](#)  
[Ready, set, go! 30 Seconds to Success](#)  
[Business Intelligence & Knowledge Management](#)

For any questions regarding the DBE & Subcontractors' Conference please contact Matt deLaBruere 907-269-0850 or [matt.delabruere@alaska.gov](mailto:matt.delabruere@alaska.gov).

### 2015 Alaska Construction Career Day (Palmer)

The Department of Transportation & PF Civil Rights Office will be hosting Alaska Construction Career Day (ACCD) on April 22, 2015 at the Palmer Fair Grounds; set-up for the event will take place on April 21. ACCD is an opportunity for high school aged students who are preparing to graduate and may be interested in pursuing a career in the trades. The Civil Rights Office is seeking volunteers and donations for this event. Please [click here](#) for the donation form.

If you have any questions about Alaska Construction Career Day, please contact Matt deLaBruere at 907-269-0850 or [matt.delabruere@alaska.gov](mailto:matt.delabruere@alaska.gov) or learn more about the program by visiting, [www.alaskaconstructioncareerdays.org](http://www.alaskaconstructioncareerdays.org) or [click here](#) to view the ACCD flyer.

### Setting the Overall DBE Goal

An important aspect of the State of Alaska's DBE Program, but also one that many readers are unfamiliar with, is the overall DBE goal. This is an important topic, and one that every contractor should be familiar with because it directly affects every DBE and non-DBE contractor who intends to bid on federal funded DOT projects. We will begin by providing some background information about the overall goal, and conclude with the FFY2015-2017 proposed overall goal and program updates.

49 CFR Part 26 (the federal regulation detailing the rules for implementing the DBE Program) requires that an overall DBE goal be set every three years that reflects the level of DBE participation that could be expected absent the effects of discrimination, and expressed as a percentage of federal funds received from each funding mode (FHWA, FAA, FTA). The regulations set out a two-step process for setting the overall goal, but for all intents and purposes, there are actually three steps. The first step is to establish the availability of DBEs relative to all firms ready, willing, and able to perform work on USDOT- assisted contracts. The second step requires that the federal funds recipient (in our case, ADOT&PF) examine all available evidence in its jurisdiction to identify any adjustments that need to be made to the figure derived in step one in

order to accurately reflect the level of DBE participation that could be expected absent the effects of discrimination. "Step 3" of the process for setting the overall DBE goal is to establish what portion of the DBE goal will be met by race-conscious (e.g. required DBE goals on individual projects) means, and what portion will be met through race-neutral means. These steps must be followed in order to arrive at a DBE goal for each individual funding mode.

For FFY2015-2017, the proposed overall DBE goal for FHWA-assisted contracts is 8.46%, to be met through entirely race-neutral means. The methodology for how this goal was established is available on the Civil Rights Office website (<http://www.dot.state.ak.us/cvlrts/index.shtml>), and is open for public comment until the close of business on March 10, 2015. If approved by FHWA, the most noticeable change from a program implementation perspective is that the proposed goal does not include a race-conscious component. In practice, this means that FHWA-contract goals would not exceed 0.00%, and therefore, all DBE participation on FHWA-assisted contracts would be considered race-neutral. It is important to note that in the absence of a race-conscious component of the overall DBE goal, additional race-neutral efforts will be rolling out to help facilitate DBE participation. For more information on race-neutral measures and available resources, please contact the Civil Rights Office.

Additional information regarding the proposed goals for FAA- and FTA-assisted contracts will be communicated when available. Please direct any questions regarding the DBE goal methodology to:

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Alaska DOT&PF Civil Rights Office  
[Adam.marks@alaska.gov](mailto:Adam.marks@alaska.gov)  
907-269-0846

### Women and Minority List Update

The Civil Rights Office (CRO) is updating the Women and Minority Organization List which is available on our website. The list is primarily used by prime contractors and subcontractors as an outreach mechanism in order to promote, encourage, hire and refer women or minorities in the construction workforce.

Furthermore, the list is for general trade jobs opportunities such as truck drivers, laborers, pile drivers, laborers, flaggers, grade checkers, carpenters, power equipment operators (dozer, loader, roller, motor grader, backhoe, and crane) shipyard workers (boilermakers, machinist, firewatch, metal fabricators, and etc.)

If you are on the list and would like to update your information or would like to be added, please contact Sarah Starzec at 907-269-0845 or e-mail [sarah.starzec@alaska.gov](mailto:sarah.starzec@alaska.gov).

The Women and Minority List is found at:  
<http://www.dot.state.ak.us/cvlrts/forms.shtml>

## Women's in the Trades - Alaska Works

Alaska Works Partnership began the Women in the Trades Program in 2004 and has continued construction trade awareness, construction training and career coaching leading women into high paying jobs with benefits in Alaska's construction workforce.

In FY 15 training funds for Women in the Trades have been provided in partnership with the Department of Labor, Alaska Construction Academy, Department of Transportation Civil rights Office and NECA / IBEW. In the past seven months Alaska Works has held three Women in the Trades trainings. Two electrical trainings in Anchorage during October and November and one Carpentry training in Fairbanks that completed in February. Currently we are recruiting for the first Mat-Su Women in the Trades training to take place April 20th through May 1st.

To apply go to [www.alaskaworks.org](http://www.alaskaworks.org) and click on the Construction Academy tab.



## Civil Rights Office New Employees and Promotions



### **Megan Sawtelle**

Megan Sawtelle is the Administrative Officer for the CRO. Her background involves four years working for DOT&PF, as well as five years as an Air Force civilian. She holds two degrees in business: an Associates in Business Administration and Management and a Bachelor's in Small Business Management and Entrepreneurship. Growing up military, she experienced diversity and acceptance of various cultures at an early age, which lead her to being excited as part of the CRO

team. She enjoys meeting new people and creating memories from new experiences, especially related to art and music.

### **Matt deLaBruere**

Matt deLaBruere is the new Support Services Specialist for the CRO. He moved to Anchorage in January from Juneau where he worked for the Department of Education for the past two years. Matt enjoys a wide variety of outdoor activities including; fishing, hunting, camping, hiking, cross country skiing, and if the weather were warmer in Alaska, he would surf and snorkel too. Matt attended Northern Arizona University in Flagstaff, AZ for his first year of college. Matt moved to Melbourne, Australia to attend La Trobe University and graduated with a Bachelor of International Development. While living in Australia, Matt fell in love with the sport of Australian Rules football. He played Aussie Rules football at La Trobe University for four years. Matt is a food fanatic and enjoys a wide variety of dishes, his favorite food is sushi and his favorite dessert is tiramisu. Matt is also an avid home brewer, he brews homemade hard apple cider and he would like to participate in several homebrew festivals.



## **Sarah Starzec**

Sarah Starzec is the new Contract Compliance Specialist at Alaska Civil Rights Office (CRO). She has more than 10 years of customer service experience working in procurement and the printing industry. She assists in evaluating, collaborates with Department and establishes project Disadvantage Business Enterprise Goals. Reviews and verifies Good Faith Efforts and assists Compliance Officer with determination of compliance or non-compliance. Conducts EEO contract compliance reviews

She received her B.A. from St. Xavier University.

## **Winnie Cichosz**

Winnie Cichosz has been promoted as the Contract Compliance Officer/Supervisor position for the CRO Contract Compliance Section. Ms. Cichosz comes to CRO with more than 8 years of experience working with DBEs and small businesses around the State of Alaska. She has been a big part of helping to build business capacity and ensure compliance with the DBE program. Ms. Cichosz evaluates, collaborates with the Department and establishes project Disadvantage Business Enterprise (DBE) Goals. Ms. Cichosz reviews and verifies contractor's Good Faith Efforts. She conducts Equal Employment Opportunity (EEO) contract compliance reviews and determines contractor's obligation to federally funded projects. She enforces external EEO, DBE, and OJT program compliance and investigates external EEO discrimination complaints.

She received her B.A. from the Polytechnic University of the Philippines.

**The ADOT & PF operates Federal Programs without regard to race, color, national origin, sex, age, or disability. Full Title VI Nondiscrimination Policy: [dot.alaska.gov/cv/its/tidevi\\_statement.shtml](https://dot.alaska.gov/cv/its/tidevi_statement.shtml). To file a complaint go to: [dot.alaska.gov/cv/its/tidevi.shtml](https://dot.alaska.gov/cv/its/tidevi.shtml)**

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