

A RESOLUTION TO ADOPT A TITLE VI PLAN

WHEREAS, in 1964, Congress enacted Title VI of the Civil Rights Act of 1964, which 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, activity, or service receiving federal financial assistance; and

WHEREAS, since the adoption of Title VI, additional federal regulations and presidential executive orders have expanded federal nondiscrimination protections to also include limited English proficiency, sex, gender identity or expression, sexual orientation, age, disability, familial status, pregnancy, income level, National Guard or veteran status, or religion; and

WHEREAS the Civil Rights Act of 1987 extended nondiscrimination coverage to all programs and activities of federal aid recipients and their subrecipients, including those that are not directly federally funded; and

WHEREAS the Town of Carrboro is a recipient of federal financial assistance and required by the US Department of Transportation to adopt a Title VI Plan to show compliance with Title VI of the Civil Rights Act of 1964 and other related federal nondiscrimination authorities;

WHEREAS, the Town of Carrboro has adopted the Inclusive Carrboro Communications and Community Engagement Plan, Language Access Plan, Community Climate Action Plan, Carrboro Connects Comprehensive Plan, and Race & Equity Action Plan: Weaving Equity into Town Governance, which address matters related to Title VI compliance such as public involvement, language access, and environmental justice; and

WHEREAS, the Title VI Plan seeks to show our existing compliance efforts and guide our future compliance efforts to prevent discrimination in programs, activities, and services, administered or funded by the Town of Carrboro; and

WHEREAS, during the first year of implementation, a Town Staff workgroup will explore **opportunities to exceed federal requirements and find ways to** support community members whose discrimination cases fall outside the scope of Title VI or Carrboro's jurisdiction; and

WHEREAS, the Title VI Plan will be updated annually, along with a compliance report, **to reflect recommendations from the Town Staff workgroup and overall implementation efforts.**

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Town Council of the Town of Carrboro hereby adopts the Town of Carrboro Title VI Plan. The resolution is effective upon adoption.

This is the 19th day of November in the year 2024.