



## ***Title VI Plan***

**REAL, Inc.**

Rural Economic Assistance League, Inc.

301 Lucero Street

Alice, TX 78332

361-668-3158

Gloria Ramos, Executive Director  
Title VI Coordinator

**April 2023**

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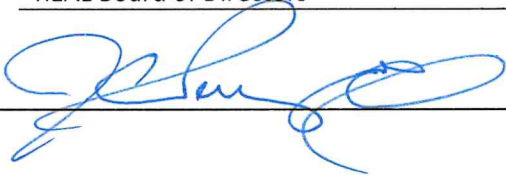
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**Section 1: Title VI Plan Approval and Revision Log**

Title VI Plan

Adopted on: April 27, 2023

Adopted by: J.C. Perez, Board Chairperson  
REAL Board of Directors

Signature(s):  \_\_\_\_\_

## Title VI Plan Revision Log

<b>Date</b> Month/day/year	<b>Section Revised</b>	<b>Summary of Revisions</b>

## **Section 2: Description of Organization and Service Provided**

REAL, Inc. provides demand response services to the general public in Aransas, Bee, Brooks, Duval, Jim Hogg, Jim Wells, Live Oak, Refugio, and San Patricio Counties. Transportation services are offered Monday through Friday, 8:00 am to 5:00 pm. The demand response service provided picks up the client from their specific location and delivered to their desired destination. REAL, Inc. utilizes a minimum of 24-hour call

system which allows for scheduling trips. There is a fee for service. REAL, Inc. provides high quality, efficient, and effective services to the general public, including individuals to employment related destinations, educational settings, medical appointments and other quality of life destinations. REAL employs anywhere from 38 - 44 part-time and full-time transit related employees. REAL's vehicle fleet inventory is currently at 81 revenue service vehicle fleet and 4 support vehicles.

### **Section 3: Title VI Policy Statement and Notice to the Public**

#### **Policy Statement**

The REAL, Inc., as a recipient of Federal Transit Administration (FTA) grant dollars either directly from FTA or through the Texas Department of Transportation (TxDOT), will comply with the Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d), the U.S. Department of Transportation implementing regulations, FTA Circular 4702.1B, and TxDOT PTN requirements as specified in Master Grant Agreement, and State Management Plan.

## TITLE VI Notice to the Public

### Notifying the Public of Rights Under Title VI

#### The Law

REAL, Inc. hereby gives public notice of its policy to uphold and assure full compliance with Title VI of the Civil Rights Act of 1964 and all related statutes and regulations in all programs and activities. Title VI and related statutes prohibiting discrimination in federally assisted programs require that no person in the United States of America shall, on the grounds of race, color, national origin, sex, age, or disability be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.

#### Filing a Complaint

Any person who believes they have been aggrieved by an unlawful discriminatory practice regarding REAL Inc.'s Title VI Program has a right to file a formal complaint. Any such complaint must be in writing and submitted to REAL Inc.'s Title VI Coordinator within 180 days following the date of the alleged occurrence. A person may also file a complaint directly with the Office of Civil Rights for the Federal Transit Administration. **For more information regarding REALS civil rights program or civil rights complaints, please contact:**

REAL, Inc.  
Gloria Ramos, RN  
Title VI Coordinator  
301 Lucero Street  
Alice, TX 78332  
361-668-3158  
www.realinc.org

Federal Transit Administration  
Office of Civil Rights  
Att: Title VI Program Coordinator, E. Bldg. 5<sup>th</sup> Floor, TCR  
1200 New Jersey Ave, SE  
Washington, DC 20590

Texas Department of Transportation  
Attn: TxDOT-PTN  
125 E. 11th Street  
Austin, Tx 78701-2483

**Si necesita información en otro idioma, comuníquese con (361) 668-3158.  
If needed in another language, please contact (361) 668-3158.**

#### La Ley

REAL, Inc. da aviso al público que es la norma de esta agencia asegurar cumplimiento total con el Título VI de la Ley de los Derechos Civiles de 1964 y artículos relacionados y regulaciones en todos los programas y actividades. El Título VI requiere que ninguna persona en los Estados Unidos será discriminada por razón de raza, color, país de origen, sexo, edad, o discapacidad; será excluida de participar en, denegar servicios de programas, ayudas o beneficios por ningún programa o actividad financiados por el gobierno federal.

#### Presentar una queja

Cualquier persona que crea que se ha violado su protección bajo el Título VI, puede presentar una queja. Esta queja debe ser por escrito con la Coordinadora de Título VI de REAL, Inc. dentro de los 180 días de la fecha en que se alega que la discriminación ocurrió. La persona también puede presentar una queja con la Oficina de Derechos Civiles de Federal Transit Administration. Para recibir formularios de reclamo por favor póngase en contacto con:

REAL, Inc.  
Gloria Ramos, RN  
Title VI Coordinator  
301 Lucero Street  
Alice, TX 78332  
361-668-3158  
www.realinc.org

Federal Transit Administration  
Office of Civil Rights  
Att: Title VI Program Coordinator, E. Bldg. 5<sup>th</sup> Floor, TCR  
1200 New Jersey Ave, SE  
Washington, DC 20590

Texas Department of Transportation  
Attn: TxDOT-PTN  
125 E. 11th Street  
Austin, Tx 78701-2483

**Si necesita información en otro idioma, comuníquese con (361) 668-3158.  
If needed in another language, please contact (361) 668-3158.**

REAL, Inc.'s Notice to the Public is posted in the following locations: *(check all boxes for Required)*

Required:

- Agency website: <http://realinc.org/>
- Public areas of the agency's office
- Reception desk
- Meeting rooms
- Notice at stations or stops and or inside transit vehicles

Optional:

- Rider Guides/Schedules
- Other, \_\_\_\_\_

#### **Section 4: Title VI Complaint Procedure**

REAL, Inc.'s Title VI Complaint Procedure is made available in the following locations: *(check box for Required)*

Required:

- Agency website: <http://realinc.org/>
- Public office
- Reception areas
- Meeting rooms

Optional:

- Available in appropriate languages for LEP populations, meeting the Safe Harbor Threshold
  - Other, \_\_\_\_\_
-



## INTRODUCTION

Any person who believes she or he has been discriminated against on the basis of race, color, or national origin by REAL, Inc. may file a Title VI complaint by completing and submitting the agency's Title VI Complaint Form. Complaint forms can be found at: [www.realinc.org](http://www.realinc.org), or requested at: 301 Lucero Street Alice, Texas 78332.

REAL, Inc. investigates complaints received no more than 180 days after the alleged incident. REAL, Inc. will process complaints that are complete.

Once the complaint is received, REAL, Inc. will review it to determine if our office has jurisdiction. (A copy of each Title VI complaint received will be forwarded to TxDOT Public Transportation Coordinator within ten (10) calendar days of receipt.) The complainant will receive an acknowledgement letter informing her/him whether the complaint will be investigated by our office.

REAL, Inc. has 30 days to investigate the complaint. If more information is needed to resolve the case, REAL, Inc. may contact the complainant.

The complainant has 5 business days from the date of the letter to send the requested information to the investigator assigned to the case.

If the investigator is not contacted by the complainant or does not receive the additional information within 10 business days, REAL, Inc. can administratively close the case. A case can be administratively closed also if the complainant no longer wishes to pursue their case.

After the investigator reviews the complaint, she/he will issue one of two (2) letters to the complainant: a closure letter or a letter of finding (LOF).

- ✓ A closure letter summarizes the allegations and states that there was not a Title VI violation and that the case will be closed.
- ✓ A letter of finding (LOF) summarizes the allegations and the interviews regarding the alleged incident, and explains whether any disciplinary action, additional training of the staff member, or other action will occur.

If the complainant wishes to appeal the decision, she/he has 5 days after the date of the letter or the LOF to do so.

A person may also file a complaint directly with the: Texas Department of Transportation, Attn: TxDOT-PTN, 125 E. 11<sup>th</sup> Street, Austin, TX 78701-2483, *or* Federal Transit Administration, Office of Civil Rights, Attention: Title VI Program Coordinator, East Building, 5<sup>th</sup> Floor-TCR, 1200 New Jersey Ave., SE Washington, DC, 20590.

If information is needed in another language, then contact 361-668-3158.

Si necesita información en otro idioma, llame 361-668-3158. (Spanish)

### ¿Cómo presentar una queja del Título VI?

El demandante puede presentar una queja firmada y escrita hasta ciento ochenta (180) días a partir de la fecha de la supuesta discriminación. La queja debe incluir la siguiente información:

Su nombre, dirección postal y cómo contactarlo (es decir, número de teléfono, dirección de correo electrónico, etc.)

Cómo, cuándo, dónde y por qué cree que fue discriminado. Incluya la ubicación, los nombres y la información de contacto de cualquier testigo y otra información que considere significativa.

El Formulario de Queja del Título VI (ver Apéndice C) se puede utilizar para presentar la información de la queja. La queja debe presentarse por escrito ante REAL, Inc. a la siguiente dirección para que PTS investigue adecuadamente cualquier queja:

REAL, Inc.  
301 Lucero Street  
Alice, Texas 78332

NOTA: REAL, Inc. alientan a todos los reclamantes a certificar todo el correo que se envía a través del Servicio Postal de los Estados Unidos y / o garantizar que toda la correspondencia escrita pueda rastrearse fácilmente. Para las quejas presentadas originalmente por fax, se debe enviar por correo una copia original y firmada de la queja al Coordinador del Título VI lo antes posible, pero a más tardar ciento ochenta (180) días a partir de la supuesta fecha de discriminación.

If information is needed in another language, contact (361) 668-3158 (Si necesita información en otro idioma, comuníquese con 361-668-3158.)

### **¿Qué sucede con la queja después de que se presenta?**

Todas las quejas que aleguen discriminación por motivos de raza, color u origen nacional en un servicio o beneficio proporcionado por REAL, Inc. serán abordadas directamente por REAL, Inc. para su investigación. REAL, Inc. también proporcionarán asistencia adecuada a los reclamantes, incluidas aquellas personas con discapacidades, o que tienen una capacidad limitada para comunicarse en inglés. Además, los Servicios de Transporte Público harán todo lo posible para abordar todas las quejas de manera expedita y exhaustiva.

Se enviará por correo una carta acusando recibo de la queja dentro de los siete (7) días (consulte el Apéndice D). Se enviará una copia de la queja a las fuentes de financiamiento de REAL, Inc. dentro de los diez (10) días. Tenga en cuenta que, al responder a cualquier solicitud de información adicional, el hecho de que un reclamante no proporcione la información solicitada puede resultar en el cierre administrativo de la queja.

### **¿Cómo se notificará al demandante el resultado de la queja?**

Un representante de REAL, Inc. enviará una carta de respuesta final por escrito (ver Apéndice E o F) al reclamante. En la carta que notifica al demandante que la queja no está fundamentada (Apéndice F), también se informa al demandante de su derecho a 1) proporcionar información adicional a REAL, Inc. para la consideración de la queja dentro de los siete (7) días calendario posteriores a la recepción de la decisión final por escrito de REAL, Inc., y / o 2) presentar una queja externamente ante el Departamento de Transporte de los Estados Unidos y / o la FTA. Se hará todo lo posible para responder a las quejas del Título VI dentro de los sesenta (60) días hábiles posteriores a la recepción de dichas quejas.

Además del proceso de queja descrito anteriormente, un reclamante puede presentar una queja del Título VI ante las siguientes oficinas:

División de Derechos Civiles del Departamento de Transporte de Texas /Atención: Administrador del Programa del Título VI  
125 E. 11th Street  
Austin, Texas 78701-2483

## Section 5: Title VI Complaint Form

REAL, Inc.'s Title VI Complaint Procedure is made available in the following locations: *(check box for Required)*

Required:

- Agency website: <http://www.realinc.org>
  - Hard copy in the central office
  - Available in appropriate languages for LEP populations meeting the Safe Harbor Threshold
  
  - Other, \_\_\_\_\_
-



Title:
Agency:
Address:
Telephone:
Section VI
Name of agency complaint is against:
Contact person:
Title:
Telephone number:
You may attach any written materials or other information that you think is relevant to your complaint.
Signature and date required below
_____
Signature
_____
Date
Please submit this form in person at the address below, or mail this form to: REAL Transit Gloria Ramos, Title VI Coordinator 301 Lucero Street Alice, TX 78332
If information is needed in another language, then contact Gloria Ramos, Title VI Coordinator, at 361-668-3158
Si necesita información en otro idioma, comuníquese con Gloria Ramos, Coordinadora de Título VI, al 361-668-3158

March-2014





Formulario de Quejas Titulo VI

Por favor de proveir informacion de la persona(s), de la agencia/corte donde la queja fue archivado

Nombre:

Titulo:

Agencia:

Direccion:

Telefono:

Section VI

Nombre de la agencia le la cual tuvo la queja?

Persona para contactar:

Titulo:

Numero de Telefono:

Puede agregar cualquier material o otra informacion que usted piense que sea relevante a su queja.

Firma y Fecha requerida.

\_\_\_\_\_

Firma

\_\_\_\_\_

Fecha

For favor de entregar esta forma en persona a la direccion que esta abajo, o mandela por coreo:

REAL Transit

Gloria Ramos, Title VI Coordinator

301 Lucero Street

Alice, TX 78332

If information is needed in another language, then contact Gloria Ramos, Title VI Coordinator, at 361-668-3158

Si necesita information en otro idioma, comuniquese con Gloria Ramos, Cordinadora de Titulo VI, al 361-668-3158

March-2014

You may attach any written materials or other information that you think is relevant to your complaint.

Signature and date required below.

\_\_\_\_\_

Signature

\_\_\_\_\_

Date

If information is needed in another language, contact 361-668-3158.

Si necesita información en otro idioma, llame 361-668-3158. (Spanish)

Please submit this form in person at the address below, or mail this form to:

**Real Inc. 301 Lucero Street Alice, Texas 78332**

**Section 6: List of Transit Related Title VI Investigations, Complaints and Lawsuits**

REAL, Inc. maintains a list or log of all Title VI investigations, complaints and lawsuits, pertaining to its transit-related activities.

**Check One:**

  X   There have been no investigations, complaint and/or lawsuits filed against us since the last plan submission.

       There have been investigations, complaints and/or lawsuits filed against us. *See list below. Attach additional information as needed.*

	<b>Date</b> (Month, Day, Year)	<b>Summary</b> (include basis of complaint: race, color, or national origin)	<b>Status</b>	<b>Action(s) Taken</b>
<b>Investigations</b>				
1.				
<b>Lawsuits</b>				
1.				
<b>Complaints</b>				
1.				



## Section 7: Public Participation Plan

### Strategies and Desired Outcomes

To promote inclusive public participation, REAL, Inc. will employ the following strategies, as appropriate (make these determinations based on a demographic analysis of the population(s) affected, type of plan, program and/or service under consideration, and the resources available):

- ✓ Provide for early, frequent, and continuous engagement by the public.
- ✓ Select accessible and varied meeting locations and times.
- ✓ Employ different meeting sizes and formats.
- ✓ Provide childcare and food during meetings, if possible.
- ✓ Use social media in addition to other resources to gain public involvement.
- ✓ Use radio, television, or newspaper ads on stations and in publications that serve LEP populations. Outreach to LEP populations may also include audio programming available on podcasts.
- ✓ Expand traditional outreach methods by visiting ethnic stores/markets and restaurants, community centers, libraries, faith-based institutions, local festivals, etc.

### Public Outreach Activities

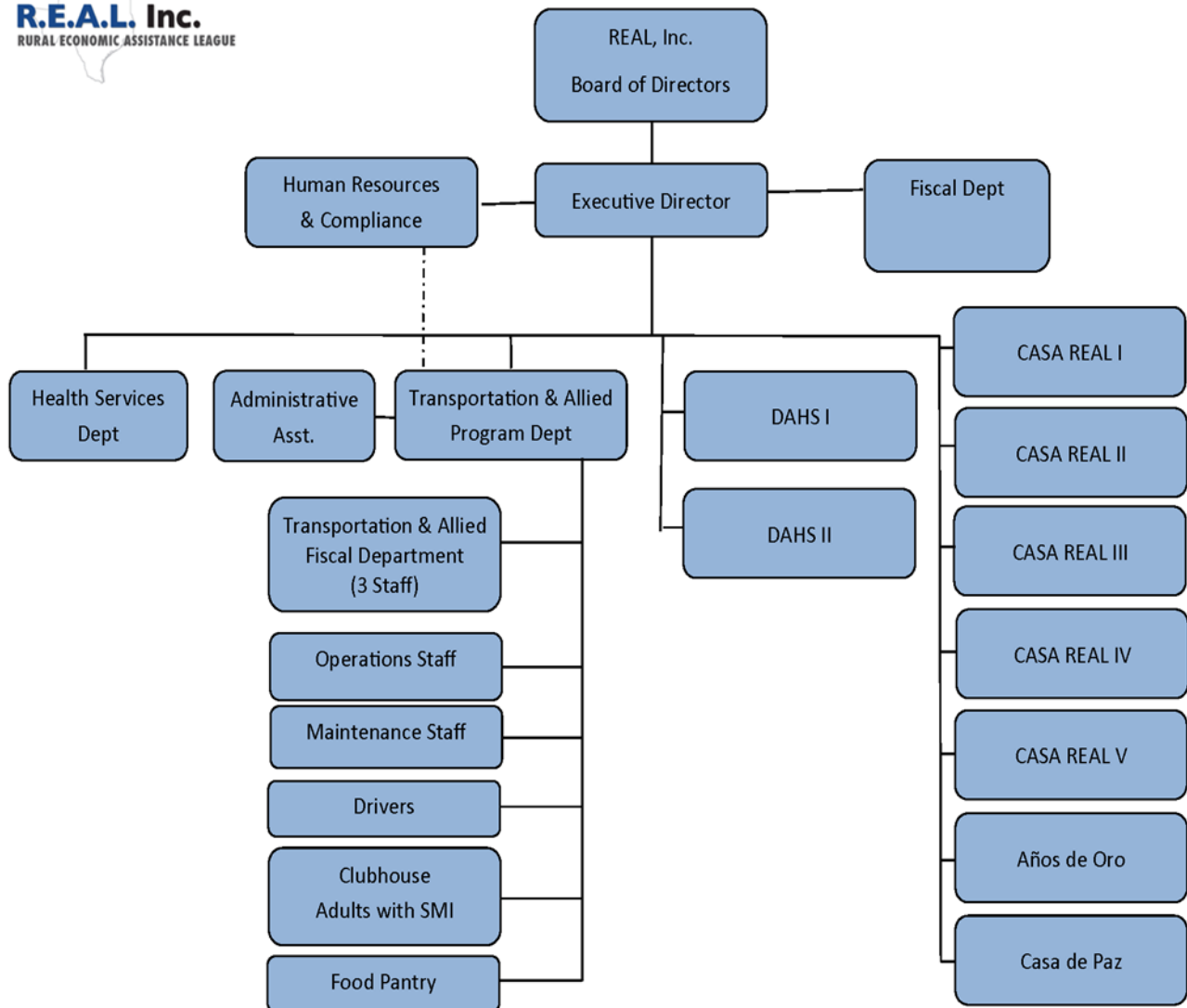
The public outreach and involvement activities conducted by REAL, Inc. since the last Title VI Program submission are summarized in the table below.

<b>Event Date</b>	<b>REAL, Inc. Staffer(s)</b>	<b>Activity</b>	<b>Communication Method</b> (Public Notice, Posters, Social Media)	<b>Notes</b>
10/4/2022	P.Garza/M. Gomez	Outreach	Posters	
10/6/2022	S.Molina/M. Gomez	Outreach	Social media	
11/14/2022	P.Garza	Outreach	Public Notice	
12/12/2022	P.Garza/S.Molina	Outreach	Posters	
1/5/2023	P.Garza	Public Interview	Television, Social Media	
2/24/2023	S.Molina	Outreach	Posters	
3/16/2023	P.Garza/M.Gomez	Presentation	Social Media, Posters	

**Section 8: Organizational Chart, Title VI/Nondiscrimination Coordinator, Nondiscrimination Plan/Assurances**



**ORGANIZATIONAL CHART**



## **Administration**

The Title VI / Nondiscrimination Coordinator of REAL Inc. shall have lead responsibility for coordinating the administration of the Title VI / Nondiscrimination plans, policies, programs, and assurances.

The current contact information for the Title VI / Nondiscrimination Coordinator is as follows:

Gloria Ramos, Executive Director

Title IV / Nondiscrimination Coordinator of REAL Inc.

301 Lucero Street

Alice, Texas 78332

(361) 668-3158

Email: gloria.ramos@realinc.org

Website: <http://www.realinc.org>

## **Title VI / Nondiscrimination Coordinator Responsibilities:**

- Ensure the implementation and monitoring of the Title VI Plan and Nondiscrimination Plan.
- Ensure that all aspects of the planning process comply with Title VI and Environmental Justice (EJ).
- Serve as a resource person, helping to ensure participation of a cross section of people including various and diverse social, economic, and ethnic interest groups are represented in the planning process.
- Process Title VI complaints received by REAL Inc.
- Compile and collect, as needed, statistical data (race, color, and national origin) of participants in, and beneficiaries of REAL Inc. plans and programs.
- Conduct reviews of Title VI program areas as necessary to determine the effectiveness of the program at all levels.
- Review internal policies and, where applicable, incorporate procedures to ensure compliance with Title VI.
- Attend training on Title VI, as made available.

## **Complaints**

If any individual believes that he/she or any other program beneficiaries have been the object of an unequal treatment or discrimination as to the receipt of benefits and/or services, or on the grounds of race, color, national origin (including Limited English Proficiency), he/she may exercise their right to file a complaint with REAL Inc. Every effort will be made to resolve complaints informally at the lowest level.

Complaints may be filed with the Title VI/Nondiscrimination coordinator. Complaints may also be filed directly with the Office of Civil Rights for the Federal Transit Administration.

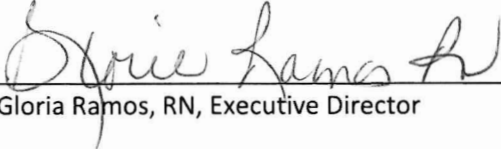
Federal Transit Administration, Office of Civil Rights, Attn: Title VI Program Coordinator, E. BLDG 5th Floor, TCR Washington, DC 20590

## **Data Collection**

Statistical data on race, color, national origin and English language ability of participants and beneficiaries of REAL Inc., will be gathered and maintained by REAL Inc. The compilation procedures will be reviewed annually to ensure sufficiency of the data in meeting the requirements of the Title VI and Environmental Justice (EJ) program.

## Title VI / Nondiscrimination Policy Statement

REAL, Inc., as a recipient of federal financial assistance and under Title VI of the Civil Rights Act of 1964 and related statutes, ensures that no person shall on the grounds of race, color, national origin, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any Department programs or activities.

  
Gloria Ramos, RN, Executive Director

4/27/2023

Date

### Non-Discrimination Assurance

The REAL, Inc. (herein referred to as the "Recipient"), HEREBY AGRESS THAT, as a condition to receiving any Federal financial assistance from the U.S. Department of Transportation (DOT), through the Federal Highway Administration (FHWA), is subject to and will comply with the following:

Statutory / Regulatory Authorities

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin);
- 49 C.P.R. Part 21 (entitled Non-discrimination in Federally Assisted Programs of the Department of Transportation – Effectuation of Title VI of the Civil Rights Act of 1964);
- 28 C.P.R. section 50.3 (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964);

The preceding statutory and regulatory cites hereinafter are referred to as the "Acts" and "Regulations," respectively.

### General Assurances

In accordance with the Acts, the Regulations, and other pertinent directives, circulars, policy, memoranda, and/or guidance, REAL, Inc. hereby gives assurance that it will promptly take any measures necessary to ensure 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," for which REAL, Inc. receives Federal financial assistance from U.S. DOT, including the Federal Highway Administration.

The Civil Rights Restoration Act of 1987 clarified the original intent of Congress, with respect to Title VI and other Non-discrimination requirements (The Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973), by restoring the broad, institutional-wide scope and coverage of these non-discrimination statutes and requirements to include all programs and activities of REAL, Inc., so long as any portion of the program is Federally assisted.

### Specific Assurances

More specifically, and without limiting the above general Assurance, REAL, Inc. agrees with and gives the following Assurances with respect to its federally assisted U.S. DOT programs:

1. REAL, Inc. agrees that each "activity," "Facility," or "program," as defined in 21.23(b) and 21.23€ or 49 C.P.R 21 will be (with regard to an "activity") facilitated, or will be (with regard to a "facility") operated, or will be (with regard to a "program") conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.

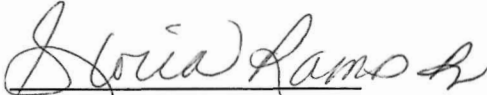
2. REAL, Inc. will insert the following notification in all solicitations for bids, Requests for Proposals for work, or material subject to the Acts and the Regulations made in connection with all \_\_\_\_\_ and, in adapted form, in all proposals for negotiated agreements regardless of funding source:  
“The REAL Inc., in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. 2000d to 2000d-4) and the Regulations, hereby notified all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award.”
3. REAL, Inc. will insert the clauses of Appendix A and Appendix E of this Assurance in every contract or agreement subject to the Acts and the Regulations.
4. REAL, Inc. will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use or improvements thereon or interest therein to a Recipient.
5. That where REAL, Inc. receives Federal financial assistance to construct a facility, or part of a facility, the Assurance will extend to the entire facility and facilities operated in connection therewith.
6. That where REAL, Inc. receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, The Assurance will extend to space on, over, or under such property.
7. That REAL, Inc. will include the clauses set forth in Appendix C and Appendix D of this Assurance, as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by REAL, Inc. with other parties:
  - a. For the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
  - b. For the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.
8. That this Assurance obligates REAL, Inc. for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interest therein, or structures or improvements thereon, in which case the Assurance obligates REAL, Inc., or any transferee for the longer of the following periods:
  - a. the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or
  - b. the period during which REAL, Inc. retains ownership or possession of the property.
9. REAL, Inc. will provide for such methods of administration for the programs as are found by the Secretary of Transportation or the official to whom he/she delegates specific authority to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of federal financial assistance under such program will comply with all requirements imposed or pursuant to the Acts, the Regulations, and the Assurance.
10. REAL, Inc. agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Acts, the Regulations, and this Assurance.

By signing this assurance, REAL, Inc. also agrees to comply (and require any sub-recipients, sub-grantees, contractors, successors, transferees, and/or assignees to comply) with all applicable provisions governing the U.S. DOT access to records, accounts, documents, information, facilities, and staff. You also recognize that you must comply with any program or compliance reviews, and/or complaint investigations conducted by the U.S. DOT. You must keep records, reports, and submit the material for review upon request to U.S. DOT, or its designee in a timely, complete, and accurate way. Additionally, you must

comply with all other reporting, data collection, and evaluation requirements, as prescribed by law, or detailed in program guidance.

REAL, Inc. gives this assurance in consideration of and for obtaining any Federal grants, loans, contracts, agreements, property, and/or discounts, or other Federal aid and Federal financial assistance extended after the date hereof to REAL, Inc. by the U.S. DOT under all Department of Transportation Programs. This assurance is binding on Texas, other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors, transferees, successors in interest, and any other participants in all Department of Transportation programs. The person(s) signing below is/are authorized to sign this assurance on behalf of REAL, Inc.

Rural Economic Assistance League, Inc (REAL, Inc.)



Gloria Ramos, RN, Executive Director

4/27/2023

Date

## **TRANSIT-RELATED TITLE VI INVESTIGATIONS, COMPLAINTS AND LAWSUITS**

**There have been no public transportation-related Title VI investigations, complaints or lawsuits filed with REAL, Inc. since the last submission.**

## Section 9: Language Assistance Plan

### Plan Components

As a recipient of federal US DOT funding, REAL, Inc. is required to take reasonable steps to ensure meaningful access to our programs and activities by limited-English proficient (LEP) persons.

Limited English Proficient (LEP) refers to persons for whom English is not their primary language and who have a limited ability to read, write, speak or understand English. This includes those who have reported to the U.S. Census that they speak English less than very well, not well, or not at all.

REAL, Inc.'s Language Assistance Plan includes the following elements:

Item #1: The results of the *Four Factor Analysis*, including a description of the LEP population(s), served.

Item #2: A description of how language assistance services are provided by language

Item #3: A description of how LEP persons are informed of the availability of language assistance service

Item #4: A description of how the language assistance plan is monitored and updated

Item #5: A description of how employees are trained to provide language assistance to LEP persons

### Four Factor Analysis Methodology

To determine if an individual is entitled to language assistance and what specific services are appropriate, REAL, Inc. has conducted a *Four Factor Analysis* of the following areas: 1) LEP Demography, 2) Contact Frequency, 3) Importance of Service, and 4) Resources and Costs.

**Factor 1:** The number or proportion of LEP persons eligible to be served or likely to be encountered by the program or recipient. The REAL, Inc. staff reviewed the 2020 U.S. Census Report and determined that 65,374 persons over the age of 5 in Aransas, Bee, Brooks, Duval, Jim Hogg, Jim Wells, Live Oak, Refugio, and San Patricio counties speak a language other than English. Of those, 12,702 persons have limited English proficiency; that is, they speak English less than "Very Well," this is only a 19% of the overall population in the service area. No one county in the region has more than 2.4% of the population speaking a language other than English or Spanish and all other language groups combine to represent less than 1.25 percent of the entire population.

**Factor 2:** The frequency with which LEP persons encounter REAL, Inc. services, which has been reviewed has had no requests for interpreters and no requests for translated program documents. This review included staff reviewing the frequency with which the board, office staff and drivers have contact with LEP persons, also includes documenting phone inquires and office visits. The board, office staff and drivers have infrequent contact with LEP persons. Most LEP persons speak Spanish as their primary language and REAL, Inc's board, office staff and drivers all speak Spanish.

**Factor 3:** The nature and importance of services provided by REAL, Inc. to the LEP population. There is no large geographic concentration of any type of LEP individuals in the service area for REAL, Inc. The overwhelming majority of the population, 62% speaks only English. As a result, there are few social service, professional and leadership organizations within the REAL, Inc. service area that focus on outreach to LEP individuals. The REAL, Inc. board, office staff and drivers are most likely to encounter LEP individuals through rides, office visits and phone conversations.



**Factor 4:** The resources available to REAL, Inc., and overall costs to provide LEP assistance. REAL, Inc. reviewed its available resources that could be used for providing LEP assistance, which of its documents would be most valuable to be translated if the need should arise and contacted local citizens that would be willing if needed, to provide voluntary Spanish translation within a reasonable time period. Other language translation would be provided through a telephone interpreter line for which REAL, Inc. would pay a fee. If in the event of this need, REAL, Inc. has funding in the amount of \$1000.00 for the interpreter line fees.

REAL, Inc. has weighed the cost and benefits of translating documents for potential LEP groups, however, there is not other language spoken in significant percentages other than Spanish. Considering the expense of translating the documents, the likelihood of frequent changes in documents and other relevant factors, at this time it is an unnecessary burden to have any documents translated. Key brochures and informational flyers have already been translated into Spanish. If in the event of this need, REAL, Inc. has the funding in the amount of \$1000.00 for the document translation fees.

REAL, Inc. staff may identify an LEP person who needs language assistance by the following:

- Post notice of LEP Plan and the availability of interpretation or translation services free of charge in languages LEP persons would understand.
- All REAL, Inc. staff will be provided with “I Speak” cards to assist in identifying the language interpretation needed if the occasion arises.
- All REAL Inc. staff will be informally surveyed periodically on their experience concerning any contact with LEP persons during the previous year.
- When REAL, Inc. sponsors an informational meeting or event, an advanced public notice of the event should publish including special needs related to offering a translator (LEP) or interpreter (sign language for hearing impaired individuals). Additionally, a staff person may greet participants as they arrive. By informally engaging participants in conversation, it is possible to gauge each attendee’s ability to speak and understand English. Although translation may not be able to be provided at the event it will help identify the need for future events.

Although there is a very low percentage in REAL, Inc’s service area of LEP individuals, that is, persons who speak English “not well” or “not at all”, it will strive to offer the following measures:

1. REAL, Inc. staff will take reasonable steps to provide the opportunity for meaningful access to LEP clients who have difficulty communicating in English.
2. The following resources will be available to accommodate LEP persons:
  - The majority of REAL, Inc. staff members speak both English and Spanish fluently, however, volunteer interpreters for the Spanish language are available and will be provided within a reasonable time period when needed.
  - Language interpretation will be accessed for all other languages through a telephone interpretation service.

LEP persons are informed of the availability of Language Assistance Services at REAL, Inc. by the following:

- Post signs at conspicuous and accessible locations notifying LEP persons of the LEP Plan and how to access language services.
- State on agendas and public notices in the language that LEP persons would understand that documents are available in that language upon request.

Monitoring and Updating the REAL Inc., LEP Plan- The Title VI Coordinator will update the LEP Plan as required. At a minimum, the plan will be reviewed and/or updated when the next U.S. Census is available or when it is clear those higher concentrations of LEP individuals are present in REAL, Inc.’s service area.

Updates will include the following:

- The number of documented LEP person contacts encountered annually.
- How the needs of LEP persons have been addressed.
- Determination of the current LEP population in the service area.
- Determination as to whether the need for translation services has changed.

- Determine whether local language assistance programs have been effective and sufficient to meet the need.
- Determine whether REAL, Inc.’s financial resources are sufficient to fund language assistance resources needed.
- Determine whether REAL, Inc. fully complies with the goals of this LEP Plan.
- Determine whether complaints have been received concerning the agency’s failure to meet the needs of LEP individuals.
- Maintain a Title VI complaint log, including LEP to determine issues and basis of complaints.

REAL, Inc staff are trained to provide Language Assistance to LEP persons by the following:

- Information on the Title VI Policy and LEP responsibilities.
- Description of language assistance services offered to the public.
- Use of the “I Speak” cards.
- Documentation of language assistance requests.
- How to handle a potential Title VI/LEP complaint.

All contractors or subcontractors performing work for REAL, Inc. will be required to follow the Title VI LEP guidelines.

Limited English Proficient (LEP) Resource Materials:

## “I Speak” Language Identification Card

Mark this Box if you speak...	Language Identification Chart	Language
	Mark this box if you read or speak English	English
	Marque esta casilla si lee o habla español	Spanish
	Kos lub voj no yog koj paub twm thiab hais lus Hmoob	Hmong
	如果说中国在方框内打勾	Chinese
	Xin ñaùnh daáu vaø oâ naøy neáu quyù vò bieát ñoïc vaø noùi ñöôïc Vieät Ngöô.	Vietnamese
	당신이한국어말할경우이 상자를표시	Korean
	Markahan itong kuwadrado kung kayo ay marunong magbasa o magsalita ng Tagalog.	Tagalog
	Kreuzen Sie dieses Kästchen an, wenn Sie Deutsch lesen oder sprechen	German
	Отметить этот флажок, если вы говорите по-русски	Russian
	Означите ову кућицу ако говорите српски	Serbian
	आप हिंदी बोलते हैं तो इस बक्से को चिह्नित करें	Hindi
	پر نشان لگائیں تو اس باکس بولتے ہیں اردو اگر آپ	Urdu

**Note:** For additional languages visit the US Census Bureau website <http://www.lep.gov/ISpeakCards2004.pdf>

## Log of LEP Encounters

Date	Time	Language Spoken By Individual (if available)	Name and Phone Number of Individual (if available)	Service Requested	Follow Up Required	Staff Member Providing Assistance	Notes

**Log of LEP Encounters**

There have been no LEP encounters filed with REAL, Inc. since the last submission.

**Section 10: Minority Representation Information**

REAL, Inc. has a self-perpetuating board, which is constantly recruiting for possible future board members.

**A. Minority Representation Table**

**Table Depicting Membership of Board, Committees, Councils, Broken Down by Race**

Body	Caucasian	Hispanic	African American	Asian American	Native American	Two or More Races
Population	%	100%	%	%	%	%
Name of committee	%	%	%	%	%	%

REAL’s Board of Directors is a self-perpetuating Board and strives to recruit future members to better reflect the regional diversity in the community. Potential Board Member are selected to reflect this diversity that includes, ethnicity, region, gender, and type of experience. REAL consistently strives to make this diversity reflective of its membership as it’s always seeking/recruiting Board Members that would add to the diverse membership. Potential Members are identified by existing Members and are recommended for nomination, review, and potential acceptance through a formal voting process.

**B. Efforts to Encourage Minority Participation**

REAL, Inc. does not have a non-elected transit-related committee or council.

**Section 11: Providing Assistance to and Monitoring Subrecipients**

REAL, Inc. does not provide funding to subrecipients.

REAL, Inc. does not have any transit-related subrecipients.

**Section 12: Title VI Equity Analysis**

1. Has the agency built a facility? (check a response below)

No, the agency has not built a facility.

Yes, the agency has built a facility and completed a Title VI equity analysis to compare the equity impacts of various siting alternatives, and the analysis must occur before the selection of the preferred site. (Include at the end of the TVI plan a copy of the Title VI equity analysis.)

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## **Background and Project Description**

The Rural Economic Assistance League (REAL) Inc. is a non-profit organization that provides home health care, housing, adult day care centers and transportation services for the elderly, persons with disabilities, and the general public. For over 28 years, REAL Inc. has provided general demand response transit services in Aransas, Bee, Brooks, Duval, Jim Hogg, Jim Wells, Live Oak, Refugio, and San Patricio counties. Demand Response services are provided to the general public, seniors, persons with disabilities, and transit-dependent individuals Monday through Friday, 8:00 a.m. to 5:00 p.m. Most demand response services are operated in and out of the City of Alice, Texas.

REAL Inc. has outgrown its current facility in Alice, Texas, and needs a multipurpose transportation center for the region. REAL Inc. needs a new consolidated operations and maintenance facility, including space for administrative, operations, and maintenance functions. Additional functions may also be used in this facility including a Police Annex and hurricane safe rooms. The existing administrative offices are currently located at 301 Lucero Street between S. Reynolds St. and S. Wright St., with commercial and residential properties surrounding the facility.

REAL Inc. reviewed sites around the City of Alice. Potential sites around the City of Alice and the adjacent area were identified through efforts of REAL staff and field visits conducted by transportation consultants.

## **Study Purpose**

The REAL Inc. – Alice, TX Multimodal Facility requires the purchase or acquisition or long-term lease of approximately 3.4 acres of property. There will be at least two buildings on site: a transit building and maintenance facility. Per the site plan, the square footages for the building are as follows:

The proposed transit building is 16,964 square feet and will include:

- Administrative space
- Operations space
- Passenger space
- Safety office
- Building support space, circulation, and utilities

The proposed maintenance facility building is 11,589 square feet and will include:

- Work bays
- Wash bay
- Parts storage
- General maintenance storage
- Parts cleaning area
- Shop area
- Offices, mechanic locker room, lunchroom, restrooms

Beyond the building footprints, the overall development program has the following site requirements:

- Curbside bus bays
- Seating and plaza areas

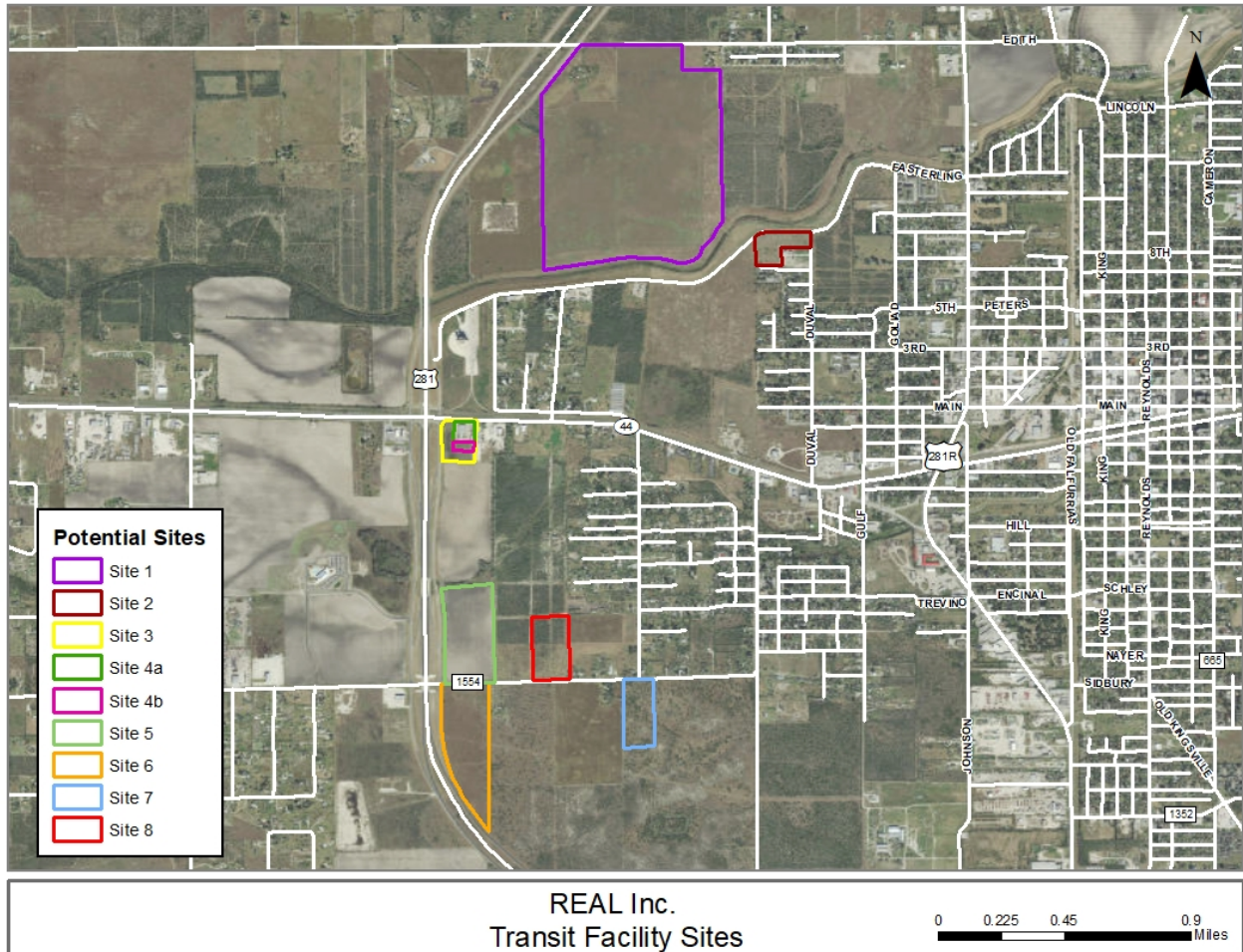
- Bicycle parking
- Over 100 auto parking spaces for staff and the public
- Over 90 bus/van parking spaces
- Circulation and kiss-and-ride parking

The purpose of this study is to analyze the top eight locations identified in the site selection analysis to ensure that the alternatives and final selected location were selected without regard to race, color, or national origin. This study also compares the equity impacts of the eight alternatives. The following eight candidate sites were evaluated for use by REAL Inc.:

- Site 1 – East of U.S 281, south of C.R. 116, approximately 267.0 acres outside of the city limits.
- Site 2 – West of N. Duval Street, south of Easterling Drive, approximately 9.0 acres inside of the city limits.
- Site 3 – Southeast of interchange between U.S. 281 Bypass and State Highway 44, approximately 3.3 acres on the edge of the city limits.
- Site 4A – East of U.S. 281 Bypass, south of State Highway 44, adjacent to Site 3, approximately 3.0 acres on the edge of the city limits.
- Site 4B – Located in between Site 3 and Site 4A, approximately 1.0 acre on the edge of the city limits.
- Site 5 – Northeast of interchange between U.S. 281 Bypass and County Road 1554, approximately 37.0 acres outside of the city limits.
- Site 6 – Southeast of interchange between U.S. 281 Bypass and County Road 1554, approximately 35.0 acres outside of the city limits.
- Site 7 – East of U.S. 281 Bypass, south of County Road 1554, approximately 206.0 acres outside of the city limits.
- Site 8 – East of U.S. 281 Bypass, north of County Road 1554, approximately 120.4 acres outside of the city limits.

As per the Federal Transit Administration (FTA) requirements in Circular 4703.1 (Environmental Justice), Title VI equity analyses for the location of facilities must occur in the planning stage before a preferred site has been selected. Sites will be evaluated and ranked as part of the site selection analysis. The Title VI analysis represents just one of the criteria used in the evaluation.

Figure 1 –Alternative Sites for Consideration



### Title VI Compliance Requirements

REAL Inc. is committed to ensuring that no person is excluded from participation in, or denied the benefits of, its transit services on the basis of race, color, or national origin, as protected by Title VI and required by guidelines in FTA Circular 4702.1.B (Title VI).

Title 49 CFR Section 21.5(b)(3) states, “In determining the site or location of facilities, a recipient or applicant may not make selections with the purpose or effect of excluding persons from, denying them the benefits of, or subjecting them to discrimination under any program to which this regulation applies, on the grounds of race, color, or national origin; or with the purpose or effect of defeating or substantially impairing the accomplishment of the objectives of the Act or this part.” Title 49 CFR Part 21, Appendix C, Section 3(iv) provides that “The location of projects requiring land acquisition and the displacement of persons from their residences and businesses may not be determined on the basis of race, color, or national origin.”

REAL Inc. is required to conduct a Title VI equity analysis to demonstrate that the facility is selected without regard to race, color, or national origin. Per guidance in the circular, the analysis must:

- Include outreach to persons potentially impacted by the siting of the facility

- Compare impacts of various siting alternatives
- Determine if cumulative adverse impacts might result due to the presence of other facilities with similar impacts in the area
- Occur before the selection of the preferred site

If disparate impacts are identified, the least discriminatory alternative must be implemented.

### Site Selection Process

The new REAL Inc. – Alice, TX Multimodal Facility must meet several important criteria:

- Adequate Size and Shape
- Ease of Access/Circulation
- Environmental Constraints
- Compatible Land Uses
- Zoning
- Location/Congestion
- Cost/Ownership
- Close to Existing Greyhound Route

REAL Inc. considered properties throughout Alice and its surrounding extraterritorial jurisdiction. No neighborhood in Alice or its surrounding area was disqualified from the selection process. Race, color, and national origin of residents were not considered during the identification or evaluation of potential sites.

### Benefits and Burdens Analysis

REAL Inc. reviewed benefits and burdens of each site to determine any impacts that might adversely affect the community. There would be displacement of businesses on one of the selected sites. Two locations are owned by the City of Alice and the other is for sale as a commercial property. There is some concern for adequately mitigating noise and traffic impacts for some locations.

<b>TABLE 1 – BENEFITS AND BURDENS</b>	
<i>BENEFITS/POSITIVE IMPACTS</i>	<i>BURDENS/ADVERSE IMPACTS</i>
<b>Site 1</b>	
<ul style="list-style-type: none"> <li>• Current location unzoned</li> <li>• Sufficient land for building plan</li> <li>• Good access/circulation to transportation corridors</li> </ul>	<ul style="list-style-type: none"> <li>• Facilities on location, unknown if active</li> <li>• Residential properties consideration</li> <li>• Not adjacent to Greyhound transit route</li> </ul>
<b>Site 2</b>	
<ul style="list-style-type: none"> <li>• Sufficient land for building plan</li> </ul>	<ul style="list-style-type: none"> <li>• Currently not zoned properly, not compatible with surrounding land use</li> <li>• Residential properties consideration</li> <li>• Poor access and circulation</li> <li>• Not adjacent to Greyhound transit route</li> </ul>

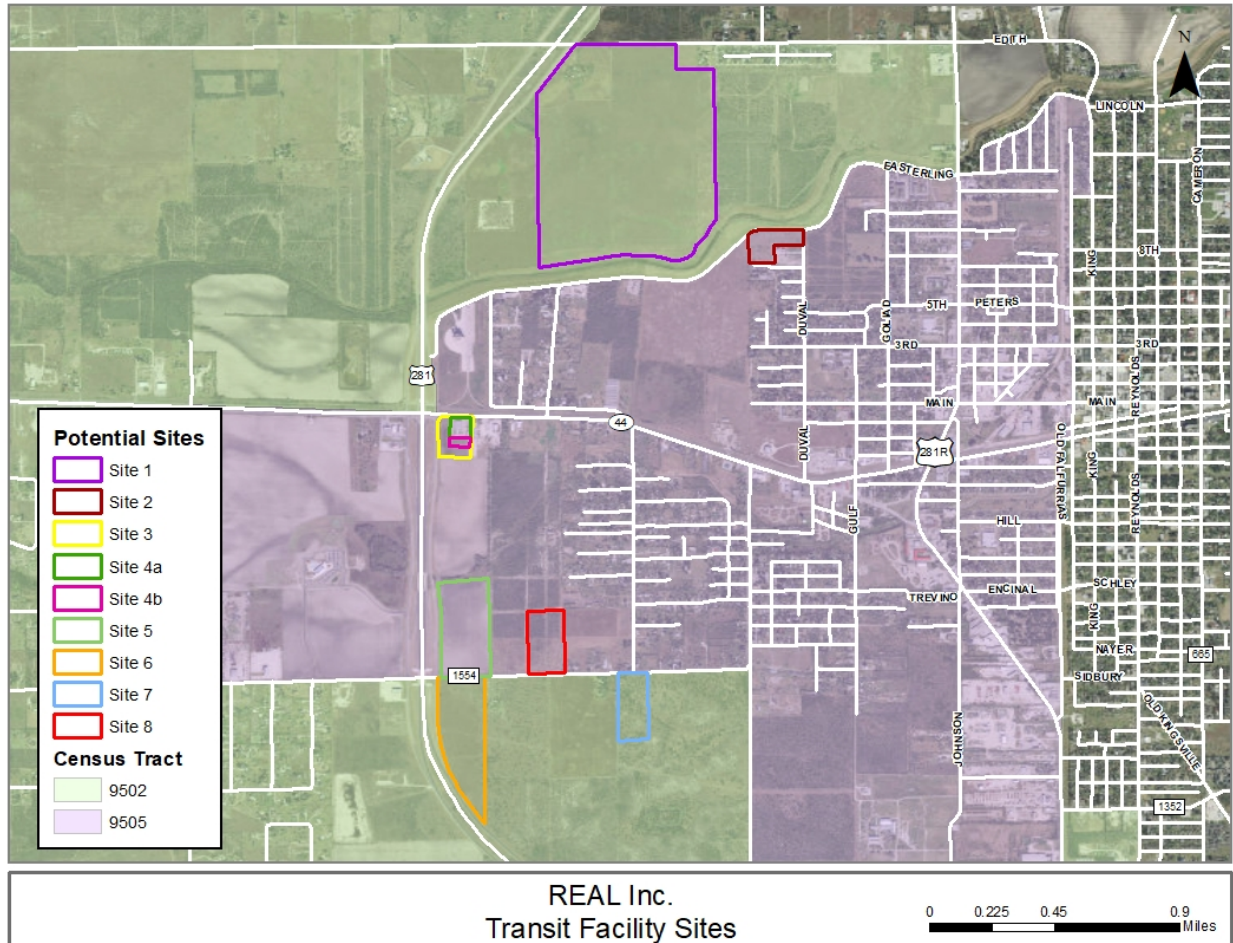


<b>BENEFITS/POSITIVE IMPACTS</b>	<b>BURDENS/ADVERSE IMPACTS</b>
<b>Site 3</b>	
<ul style="list-style-type: none"> <li>• None noted</li> </ul>	<ul style="list-style-type: none"> <li>• Not sufficient land for building plan and must combined with another property</li> <li>• Currently not zoned properly</li> <li>• Poor access and circulation</li> </ul>
<b>Site 4A</b>	
<ul style="list-style-type: none"> <li>• None noted</li> </ul>	<ul style="list-style-type: none"> <li>• Not sufficient land for building plan and must combined with another property</li> <li>• Currently not zoned properly</li> <li>• Facility currently on location, but not active</li> <li>• Commercial properties nearby</li> </ul>
<b>Site 4B</b>	
<ul style="list-style-type: none"> <li>• None noted</li> </ul>	<ul style="list-style-type: none"> <li>• Not sufficient land for building plan and must combined with another property</li> <li>• Currently not zoned properly</li> <li>• Commercial properties nearby</li> </ul>
<b>Site 5</b>	
<ul style="list-style-type: none"> <li>• Sufficient land for building plan</li> <li>• Good access/circulation to transportation corridors</li> <li>• Owner expressed interest in working with REAL</li> </ul>	<ul style="list-style-type: none"> <li>• Currently not zoned properly</li> </ul>
<b>Site 6</b>	
<ul style="list-style-type: none"> <li>• Current location unzoned</li> <li>• Sufficient land for building plan</li> <li>• Good access/circulation to transportation corridors</li> </ul>	<ul style="list-style-type: none"> <li>• Owner expressed disinterest in working with REAL</li> </ul>
<b>Site 7</b>	
<ul style="list-style-type: none"> <li>• Current location unzoned</li> <li>• Sufficient land for building plan</li> <li>• Good access/circulation to transportation corridors</li> </ul>	<ul style="list-style-type: none"> <li>• Facilities on location, unknown if active</li> <li>• Residential properties adjacent</li> </ul>
<b>Site 8</b>	
<ul style="list-style-type: none"> <li>• Sufficient land for building plan</li> <li>• Good access/circulation to transportation corridors</li> <li>• Owner expressed interest in working with REAL</li> <li>• Current location unzoned</li> </ul>	<ul style="list-style-type: none"> <li>• Residential properties adjacent</li> </ul>

## Alternatives Equity Analysis and Cumulative Impacts

While location, size, and other criteria were used to select the eight candidate properties, REAL Inc. analyzed demographics to ensure the site selection would have no disparate impact due to race, color, or national origin. REAL Inc. examined data for U.S. Census Tracts of each property, which provide a larger snapshot of the surrounding areas' characteristics. Due to the availability of data, REAL chose to examine US Census Tract data in all categories. All eight properties fall within two census block tracts. As a comparison, REAL Inc. reviewed similar demographics for City of Alice.

Figure 2 – Census Blocks Near Site



In the City of Alice, according to the 2013-2017 American Community Survey 5-Year Estimates, 11.7% of households have limited English proficiency; 4.6% of the population is not “White;” 20.3% of the population is below the poverty level; and the median income is \$38,011.

TABLE 2 – DEMOGRAPHIC DATA			
	CENSUS TRACT 9502	CENSUS TRACT 9505	CITY OF ALICE
<b>Sites</b>	1, 6, 7	2, 3, 4A, 4B, 5, 8	
<b>Total Population</b>	7,781	6,088	18,895
<b>White</b>	7,658	5,885	18,105
<b>Non-White</b>	123	203	790
<b>Non-White Percentage</b>	1.6%	3.3%	4.1%
<b>All Individuals at 150% Poverty Level</b>	1,998	1,817	7,105
<b>Percentage at 150% Poverty Level</b>	25.7%	29.8%	37.6%
<b>Median Income (Households)</b>	\$56,356	\$36,029	\$38,011
<b>Limited English Proficiency Household Language Percentage</b>	8.5%	10.9%	11.7%

Source: Data from U.S. Census Bureau, 2013-2017 American Community Survey 5-Year Estimates

TABLE 3 – EQUITY IMPACT COMPARISON									
	SITE 1	SITE 2	SITE 3	SITE 4A	SITE 4B	SITE 5	SITE 6	SITE 7	SITE 8
<b>Owner willingness to place facility on this site?</b>	Unknown	Yes	Yes	Unknown	Unknown	Yes	Yes	Unknown	Yes
<b>Require displacement of residents or businesses?</b>	Facility on site, unknown if active	No	No	Facility on site, unknown if active	No	No	No	Facility on site, unknown if active	No
<b>Residential or commercial properties adjacent?</b>	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes

### Community Outreach

REAL Inc. has conducted outreach throughout the planning of the project.

A delegation of local officials, including Brownsville Metro, the City of Alice, Jim Wells County, the Transportation Coordination Network of the Coastal Bend (TCN), REAL, Inc. Transit, and Alice-Jim Wells County Economic Development Corporation, made a visit to Brownsville Metro’s La Plaza Terminal to envision what the facility may look like. The delegation saw the impact of the multimodal facility for Brownsville and the delegation identified the need for collaboration and cooperation.

The proposed project was developed through a series of Regional Capacity Building workshops, which brought together regional stakeholders to set priorities for the region. Two workshops were held on January 10, 2014, and January 22, 2014, titled “Creating Innovative Solutions & Stronger Partnerships”, and the workshops brought together regional stakeholders to brainstorm projects and partnerships. The participants included transportation providers, health and human service agencies, and local government

representatives. The workshops created a forum and developed top priorities, in which a multimodal facility feasibility study received the most support. The idea of multimodal facility was put before stakeholders at TCN's bimonthly meetings, and the stakeholders voted to approve TCN's endorsement of the project.

## **Determinations**

All locations identified and evaluated for the construction of REAL Inc. – Alice, TX Multimodal Facility were selected without regard to race, color, or national origin. A demographic evaluation of poverty rate, the non-white population, and limited English proficiency in the vicinities of the eight sites shows no disparate impact based on demographics would occur should any of these sites be selected because the demographics for the US Census Tracts of each site is similar to or contains less EJ populations than the Brazoria County demographics. The rates of poverty, minority population, and LEP populations are higher in the City of Alice than the selected US Census Tracts.

### ***Do the adverse effects on EJ populations exceed those borne by non-EJ populations?***

For the eight selected locations, these locations already have similar uses and/or have never been developed and have not demonstrated an adverse effect on EJ population more than non-EJ populations. Seven of the eight sites are undeveloped and have many undeveloped lands around the area. There are three sites that have a few residential properties in the surrounding areas. Due to the rural nature of all of the properties and the few properties near any of the sites, there is no indication that any adverse effects would be borne by EJ populations over non-EJ populations.

### ***Will cumulative or indirect effects adversely affect an EJ population?***

The REAL Inc. – Alice, TX Multimodal Facility will not be adding any facilities that will cause environmental pollution or create any residual noise pollution. The facility will house buses and other transit vehicles at the facility at night. REAL Inc owns around 68 vehicles and no vehicles are heavy duty, 40-foot vehicles. Vehicles leaving and returning to the yard will cause minimal environmental and noise pollution in the area.

### ***Will mitigation and enhancement measures be taken for EJ and non-EJ populations?***

REAL Inc. will seek to create minimal disruption at any site during the construction phase of the facility. Noise and traffic disruptions will be considered during the planning of the construction. For the facility, mitigation and enhancement measures are not anticipated, but will be taken, if there are complaints.

### ***Are there off-setting benefits to EJ populations as compared to non-EJ populations?***

This facility combines multiple sites for REAL Inc. and would remove multiple locations in the City of Alice; however, there are no known off-setting benefits to EJ populations as compared to non-EJ populations.

## **Conclusion**

REAL Inc. has not identified any specific adverse effects at any of the eight locations in the site selection.

**Section 13: Board Approval**



This certification is made by the Board of Directors of the **Rural Economic Assistance League**, "REAL, Inc.", hereinafter called "REAL," on this 27<sup>th</sup> day of April 2023.

**"REAL's Title VI Plan"**

**WHEREAS**, REAL's Board of Directors role is to guide REAL in being in compliance with all required statutes; and

**WHEREAS**, REAL's Board of Directors has delegated responsibility through its Executive Director; and

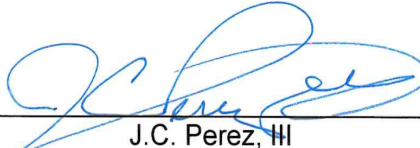
**WHEREAS**, REAL, as a recipient of Federal Transit Administration (FTA) grant dollars either directly from FTA or through the Texas Department of Transportation (TxDOT) recently underwent a review of its Title VI of the Civil Rights Act of 1964; and

**WHEREAS**, REAL will uphold and assure full compliance with Title VI of the Civil Rights Act of 1964 and all related statutes and regulations in all programs and activities;

**NOW, THEREFORE**, in consideration, the signature and certification below at a Special Board meeting on April 27, 2023, REAL's Governing Body approved the revised Title VI Plan; and

**FURTHERMORE**, to integrate this Certification in said policy.

Adopted on this the 27<sup>th</sup> day of April 2023.

  
\_\_\_\_\_  
J.C. Perez, III  
REAL Board of Directors Chairman

Attest:   
\_\_\_\_\_  
Nora Gonzalez  
REAL Board of Directors Secretary/Treasurer

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