



Title VI – Triennial Program Review

December 2025

Presentation to the BART Accessibility Task Force



Outline

1. Title VI Triennial
2. Civil Rights Act of 1964 – Title VI
3. Title VI Standards and Policies
4. Title VI Compliant Form & Process
5. Title VI FTA General Program Requirements
6. Minority Representation on BART Non-Elected Advisory Committees

Title VI Triennial



Title VI Triennial

FTA funded institution required to prepare and submit a Title VI program to Department of Transportation and the FTA as part of our ongoing workplace compliance activities.

- Title VI Program covers riders
- Title VII Program covers employees and contractors

Civil Rights Act of 1964 – Title VI



Office of Civil Rights- Title VI

BART's Office of Civil Rights leads and oversees the agency's Title VI program by monitoring services and decisions for equity, investigating and resolving discrimination concerns, and ensuring that policies, planning, community engagement, and federal reporting all comply with civil rights requirements.

Title VI General Program Requirements



Title VI FTA General Program Requirements

- Notice to Beneficiaries
- Title VI Complaint Process
- Promotion of Inclusive Public Participation
- Provide Meaningful Access to Limited English Proficient (LEP)
- Minority Representation on Planning and Advisory Boards
- Assisting and Monitoring of Subrecipients
- Determination of Site or Location Facilities
- BART Board Approval of 2025 Title VI Program Update

General Requirements:

Meaningful Access to LEP Persons

- BART's five-county service area Limited English Proficiency ("LEP") population is 1,049,150 individuals, or 17.57%.
- Top languages spoken in the service area:
 - Spanish
 - Chinese
- On-going Language Assistance Measures
- Translation and Interpretation Services Vendors
- Translation of Ticket Vending Machines at new stations
- Updated Language Assistance Plan

Title VI Standards and Policies



Title VI Standards & Policies

Title VI team reviews and provides the BART board of directors the FTA mandated equity impact report for any Title VI activity.

A Title VI analysis is triggered if there is:

- A fare change
- A service change
- Or a new site is purchased

The Title VI program outlines the policy and methodology for assessing impact quantitative and qualitative.

Example of recent Title VI analysis

Clipper BayPass & Free/Discounted Transfers (Fare Equity Analysis)

- Assessed fare program impacts on protected riders in BART's service area and those eligible for BayPass and transfers.

Parking Policy Changes (Title VI Analysis & Public Participation Report)

- Reviewed equity impacts of expanding price ranges for Daily Fee, Single/Multi-Day Reserved, and Monthly Reserved parking.

2024 & 2025 Fare Increases and Clipper START Discount (Fare Equity Analysis)

- Analyzed productivity-adjusted, inflation-based fare increases of up to 5.5% in January 2024 and January 2025.

Title VI Compliant Form & Process




How does Title VI impact you:

- **Prohibits discrimination based on race, color, or national origin** in any program or activity receiving **federal financial assistance**.
- **Covers intentional discrimination**, including decisions, actions, or policies that treat individuals or groups differently because of age, sex, disability, race, color, or national origin.
- **Protects individuals from discriminatory treatment** in the delivery of services, benefits, or opportunities by federally funded agencies (e.g., transit access, program eligibility, service quality).
- **Prohibits discriminatory exclusion or segregation**, such as denying participation or providing benefits in a separate or inferior manner due to race, color, or national origin.
- **Requires meaningful access for individuals with limited English proficiency (LEP)** by mandating reasonable steps to provide language assistance under Title VI's implementing regulations and Executive Order 13166.
- **Covers discriminatory decisions in planning or operations**, including policies affecting service levels, fares, amenities, or capital investments that adversely impact protected groups.

How does Title VI impact you: Compliant Form & Process

- File a written Title VI complaint with BART's Office of Civil Rights within 180 days of the last alleged incident.
- Get a complaint form online from BART or write your own statement including your contact info, basis of discrimination, dates, what happened, any witnesses, any other agencies you've filed with, and your signature.
- Submit the complaint by mail, fax, or email to the BART Office of Civil Rights; we will open a case and begin review within about 15 working days.
- During the investigation, we may ask you for more information within about 30 working days; we aim to finish the investigation and issue written findings and any corrective actions within about 90 days.
- Both you and the respondent receive a closing letter and have 5 working days to appeal; if needed, the findings can be shared with the appropriate federal agency.

 **SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT TITLE VI COMPLAINT FORM**

Name of Complainant			Home Telephone	
Home Address Street City, State Zip			Work Telephone	
Race/Ethnic Group		Sex	Email Address	
Person discriminated against (if other than Complainant)			Home Telephone	
Home Address Street City, State Zip			Work Telephone	

1. SPECIFIC BASIS OF DISCRIMINATION (Check all that apply):
☐ Race ☐ Color ☐ National Origin ☐ Sex ☐ Age ☐ Disability

2. Date of alleged discriminatory act(s): _____

3. RESPONDENT (individual complaint is filed against)

Name	
Position	Work Location

4. Describe how you were discriminated against. What happened and who was responsible? For additional space, attach additional sheets of paper.

5. Did you file this complaint with another federal, state or local agency, or with a federal or state court?
☐ Yes ☐ No
 If answer is yes, check each agency where complaint was filed:
☐ Federal Agency ☐ Federal Court ☐ State Agency ☐ State Court ☐ Local Agency
 Date Filed: _____

6. Provide contact information for the additional agency or court:

Name	
Address Street City, State Zip	Telephone

Sign complaint in the space below. Attach any supporting documents.

Signature	Date
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Stations 2022

Minority Representation on BART Non-Elected Advisory Committees



Minority Representation on BART Non-Elected Advisory Committees

Non-Elected Advisory Committee	Asian/Pacific Islander	Black/African American	Hispanic /Latino	American Indian	White	Unknown	Total # of Members
Accessibility Task Force	9%	9%	0%	0%	63%	19%	16
Bicycle Advisory Task Force	11%	0%	11%	0%	44%	34%	14
Business Advisory Council	20%	40%	0%	0%	0%	40%	12
BART Police Citizen Review Board	0%	10%	0%	0%	0%	90%	10
LEP Advisory Committee	10%	0%	0%	0%	0%	90%	8
Title VI/ Environmental Justice Advisory Committee	33%	50%	0%	0%	0%	16%	11
Transit Security Advisory Committee	66%	0%	0%	0%	0%	33%	5 (1)
Bond Oversight Committee	0%	0%	0%	0%	10%	90%	4
* Percentages may not add to 100% as several committee members identify as more than one race or ethnicity and numbers are rounded. ** Numbers in parentheses indicate alternate committee members.							

Thank you

