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Transportation Division

**Title VI Annual  
Accomplishments Report**

*July 1, 2024 - June 30, 2025*

# Introduction

As a recipient of federal funding and an Oregon Department of Transportation (ODOT) certified local agency, Multnomah County Transportation Division complies with federal nondiscrimination laws and regulations, including Title VI of the Civil Rights Act of 1964. Title VI and related authorities ensure that no person based on race, color, national origin, sex, age, and disability be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any of our Transportation Division's programs or activities.

The Transportation Division maintains and implements a Title VI Program Plan to guide our compliance. This Annual Accomplishment Report summarizes our implementation activities during Fiscal Year (FY) 2025 from July 1, 2024 through June 30, 2025.

## Complaints

No Title VI complaints against the Transportation Division were received during the FY2025 reporting period.

## Activities and Accomplishments

### Public Engagement

#### *Federally-funded Capital Projects*

#### **Earthquake Ready Burnside Bridge**

Multnomah County's Earthquake Ready Burnside Bridge Project Community Design Advisory Group (CDAG) met 7 times between August 1, 2024 and April 3, 2025. The CDAG is made up of approximately 20 community members who represent a range of interests and backgrounds from the broader community. The makeup of the group is 5% 35 years of age or younger, 36% identified as female (or non-male), and 27% non-white. The CDAG was convened to provide input to the project team on bridge aesthetics including colors, materials, lighting as well as the shape of certain features on the bridge.

In summer 2024, the Earthquake Ready Burnside Bridge Project conducted extensive public outreach, to get feedback on the east span bridge type of the new Burnside Bridge. This marked a major milestone for the project as it entered the Design Phase. From June through July 2024, the project team hosted a series of outreach activities to get the community involved and encourage participation in the project's online open house and survey. A document summarizing the activities performed and feedback the County received from the community can be found on the Project's [website](#). The feedback from the community and the CDAG informed the County's Board of Commissioners decision as they approved the final bridge type on September 12, 2024.

### **Hawthorne Bridge Approach Overlay Project**

From May 2024 through July 2025, the Transportation Division completed work on the Hawthorne Bridge to repair and restore the roadway surface and bridge deck joints. During construction, the project team worked with the County's Bicycle and Pedestrian Community Advisory Committee to redesign an existing roadway crossing to minimize conflicts between all users. The project team created a website where comments and concerns were received about the project and the team coordinated with the County's Public Information Officer (PIO) and management with responses. The project team mitigated the impact to the public by having directional closures to eastbound and westbound traffic lanes- limiting the work to nighttime shifts to minimize commuter delay. The alternate pedestrian routes were ADA compliant and redirected communities to the opposite side of the bridge using sidewalks and esplanade routes. The alternate routes were inspected daily. During these directional closures the project team coordinated with our PIO to post announcements and notifications about these delays and alternate routes. All of these community notifications and press releases were sent to culturally specific news outlets to further share out into their communities - communities included Hispanic, Slavic, and Asian news outlets, among others. There was a webform for the general public to send in any concerns which were relayed to the inspectors and the contractor.

### **Safer Sandy**

Engagement efforts took place on the Safer Sandy planning project, working to make NE Sandy Blvd (from NE 201st Ave to NE 230th Ave) safer for all users. Between April 23, 2025 and June 9, 2025, the project team gathered community

input from residents within 0.5 mile radius of the project area through an online survey, interviews, canvassing, and community conversations at local events.

An [engagement summary](#) was created that highlights the engagement activities and key findings from this phase. Below are key takeaways:

- The project team shared materials in English, Spanish, Russian, and Ukrainian. Of the 406 survey participants, 75 (18%) completed the survey in Spanish, Russian or Ukrainian. In total, 126 participants (31%) reported speaking a language other than English at home, closely aligning with Census data showing 32% of corridor residents do the same. This indicates strong multilingual participation and meaningful reach into diverse communities.
- To deepen engagement, the team also conducted seven community conversations and stakeholder interviews to meet people where they are.
- Social media posts generated thousands of impressions, including almost 8,000 for a Facebook post and over 11,000 for a Spanish-language post.
- 3,587 project postcards were delivered to households and businesses within a half mile of the project area. These were written in English and Spanish with a translated message in many other languages to call for assistance.

### **East Multnomah County Transportation Safety Action Plan (TSAP)**

Phase one engagement for the TSAP took place between June and September 2024 and is summarized here in our [Phase 1 Community Engagement Summary](#). This phase included a survey that was translated into 5 languages and advertised through in-person events, social media, and yard signs. In addition, the project held 5 listening sessions in different languages led by community engagement liaisons. The Phase 1 engagement was very successful with over 1,000 community members sharing their safety concerns. We heard concerns about hazardous traffic conditions, reckless driving, and deteriorating road infrastructure across East Multnomah County. A resounding theme was the need for safer conditions for those who are walking, rolling, and biking. The feedback collected in this phase will be used to inform project locations and planned safety changes to our roadways.

A second phase of community engagement was implemented June 16 through July 31, 2025 for the TSAP in order to dive into goals and recommendations

based on the first round of engagement feedback and the safety data analysis.

Activities included:

- Online StoryMap Survey in 6 languages (English, Spanish, Chinese, Vietnamese, Ukrainian, and Russian).
- Survey flyers in the same 6 languages and social media posts
- Seven public outreach events with the multiple language flyers and bilingual (English and Spanish) interactive posters.

A report of Phase 2 engagement results and how it was used will be included in the FY26 Annual Report.

### *Locally-funded Capital Projects*

#### **257th Avenue Corridor Safety Improvement Project**

Community outreach efforts for the SW 257th Drive Safety Improvements Project in FY2025 included project design timeline updates and notification of construction timeline and traffic impacts. Reynolds High School was an important impacted stakeholder during this project. The project team took strategic steps to coordinate with its principal and transportation director to ensure the school had project updates early and often.

Communication methods included:

- Presenting to Troutdale City Council: The project manager and public information officer provided construction schedule and traffic impacts, answering questions from councilors and the public at the council's regularly scheduled meeting.
- [Project website updates](#)
- Postcard mailer: Informational flyers were sent to addresses within a quarter mile of the corridor, alerting the community of upcoming construction on S.W. 257th Avenue. The mailers detailed how to sign up for project updates and links to contact the project management team.
- Social media posts: The County provided updates on Facebook to provide notice of the start of construction and where to find updates and links to contact the project management team.
- The County provided a media kit to Reynolds High School which included graphics that the school could post on its social media platforms, alerting the school community of the upcoming construction. The kit also included

a flyer that had more detailed information on construction impacts. The principal shared that the school had the ability to translate the materials into Spanish and intended to translate the County materials for the Spanish-speaking community.

- Set up VMS (Variable Message System) boards on project site to notify major construction activities that could incur delays and offer the travelling public detour routes. Bike and accessible pedestrian detours were provided with no impact to transit schedules or access.

### **Stark Street Emergency Bridge Repair**

Multnomah County took immediate action to alert the community of the Stark Street Bridge closure on the day of the supporting stone wall collapse. The County sent out a community notification that day, and in subsequent days, weeks and months as the planning and repair process got underway. All of these community notifications and press releases were sent to culturally specific news outlets to further share out into their communities - communities included Hispanic, Slavic, and Asian news outlets, among others.

In addition to those press release notifications that alerted community members, news outlets, local government agencies and outreach organizations – the County took additional steps to make sure local residents in Corbett and East Multnomah County got weekly updates on the emergency repair progress. These were posted on the County Transportation website, providing helpful information on weekly steps for planning and construction throughout the project. The updates provided more context and a lens into the work for community members who may want to follow along with the progress.

Ahead of construction, the County Communications Office also released a helpful video giving the community an inside look at the initial collapse and repair steps, told through two of the County's road maintenance supervisors. The video was shared widely in the community, posted on social media and had more than 1200 views.

The County understood the six-month closure of the Stark Street Bridge had a significant impact on the Corbett/Troutdale community, recognizing there are not many short detour routes when this bridge is closed and the County was

committed to working as quickly as it can to reopen the bridge. County road maintenance supervisors and staff made sure to provide space for in-person and phone conversations, assuring community members that the County hears and values the Corbett/East County community. County Road Maintenance also regularly attended Northeast Multnomah County Community Association (NEMCCA) meetings to provide repair project updates and answer questions from Corbett residents and neighboring communities.

During the Stark Street Bridge closure County Transportation installed signs several hundred feet ahead of the closure to alert traffic and note that businesses nearby were still open. The County wanted to ensure neighboring businesses still got foot traffic during the bridge closure.

## *Planning and Development Program*

### **Urban Job Connector Shuttle Outreach**

ACCESS (Alderwood-Cornfoot-Columbia Employment Shuttle Service), the County's newest shuttle, serves low-income neighborhoods that are majority communities of color and provides access to jobs in an industrial corridor near the Portland International Airport.

During FY2025, staff engaged in various outreach activities to increase awareness of ACCESS shuttle and to improve ridership. In particular, staff participated in various outreach events connected with a Bus Rapid Transit project (the 82nd Avenue Transit Project), the planned northern terminus of which is located along the ACCESS shuttle route. Staff outreach included the following:

- Staff made a presentation about ACCESS shuttle to the CTEG (Cully Terminus Evaluation group), a committee that consisted of representatives from the Native American Youth and Family Center, Sabin Community Development Corporation (CDC), Hacienda CDC, Cully Association of Neighbors, and residents of the neighborhood (a neighborhood that is approximately 50% Latino). Total attendance was approximately 20.

- Cully Terminus Focus Group - staff participated in outreach at Las Adelitas, an affordable housing community in the Cully neighborhood, and the site of the northern terminus of the 82nd Avenue. The majority of the 90 attendees were Latino, and another significant share of the attendees were Somali.

Other relevant activities:

- The shuttles' General Transit Feed Specification (GTFS) has been regularly updated. Maintaining accurate GTFS data is important, since these data are used by trip planning apps, enabling transit users of any language community or with accessibility needs to access information about the County's three shuttles' schedules. They are able to interact in their own language in a format that they can customize in order to plan transit trips. GTFS can also be customized to provide information about stop accessibility.
- The County has also coordinated with TriMet on the development of their Open Trip Planner, which will expand TriMet's trip planner to include other transit systems, enabling riders to plan trips across multiple transit providers.

### **Rural Transit Outreach**

Staff conducted transit outreach in rural areas of the County to promote the County's free dial-a-ride service and to gather feedback from rural residents on desired destinations for a shopping shuttle.

Specific outreach events in eastern Multnomah County included attending both a Senior Lunch and a food salvage program. Most of the volunteers and attendees at both events are seniors aged 65+. Total interactions: approximately 30, primarily with individuals 65+. A representative from Ride Connection, the service provider, was also present to answer questions.

Staff also conducted outreach in western rural Multnomah County at the following events with outreach numbers in parentheses: Sauvie Island Community Association annual picnic (approximately 40 interactions); Sauvie Island Grange (approximately 15 interactions), and Sauvie Island open house (approximately 20 interactions). At least half of the interactions were with



individuals 65 and older. A representative from Ride Connection, the service provider, was present to answer questions as well.

### **Safe Routes to School Program**

The schools in urban east Multnomah County include some of the most diverse and historically underserved families in the Metro region. In partnership with bike works by p:ear, our community-based partner, program highlights from FY25 include:

- Tabled at 9 community events, providing encouragement and educational materials in multiple languages, including Spanish, Chinese, Arabic, Russian, and Ukrainian.
- Support for 2 Ruby Bridges Walk to School Days.
- Traffic circulation support for 2 schools.
- Activation of a “Traffic Garden” in a high needs neighborhood which gives kids and families a place to practice biking and road safety in a car-free environment.

### **Other Activities**

#### *Transit Services*

During FY2025, the county operated three fareless job-connector shuttles that serve areas with significant low-income and minority populations. The shuttles also provide transfer opportunities from multiple TriMet Frequent Service bus lines and MAX lines, enabling last-mile transit connections and access to middle-wage jobs for residents from across the region. In February 2025, two of the county shuttles stopped operations as TriMet added these lines to its regular fixed-route bus network.

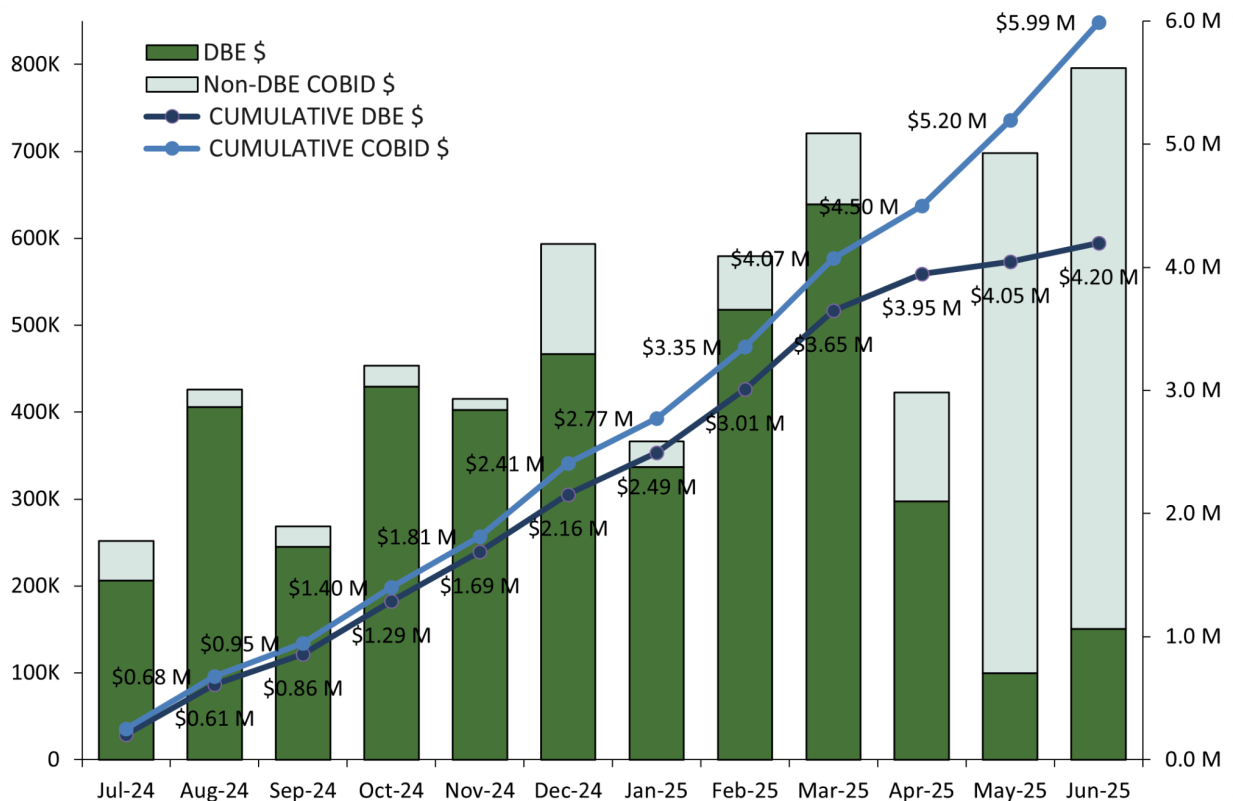
- Approximately 20% of people residing within one-quarter mile of ACCESS shuttle stops live in poverty, 37% live within 200% of the poverty threshold, and 50% are non-White or of Hispanic/Latino origin.
- 27% of people within one-quarter mile of the Swan Island Evening Shuttle stops live in poverty, 34% live within 200% of the poverty threshold, and 37% are non-White or of Hispanic/Latino origin.

- 16% of the people within one-quarter mile of the Troutdale-Reynolds Industrial Park Shuttle live in poverty, 36% live within 200% of the poverty threshold, and 38% are non-White or of Hispanic/Latino origin.

## *Diversity in Contracting*

During FY2025, the Transportation Division had 72 contractors and consultants that were Disadvantaged Business Enterprises (DBE) and/or COBID (Certification Office for Business Inclusion and Diversity) certified businesses providing services on 20 projects. COBID certification includes the Disadvantaged Business Enterprises and Minority, Women, Veteran Business Enterprises, or Emerging Small Businesses. Cumulative DBE payments were \$4.19 million and cumulative COBID-certified business payments were \$5.99 million. The chart below shows all DBE and COBID-certified contractor and consultant payments in FY2025.

**FY2025 DBE/COBID-certified Contractor Payments**



## *Equal Employment Opportunity*

During FY2025, approximately 37.2% of all contractor hours went to contractors of color. This is an increase from 15% in FY24. There were a high number of hours where race and ethnicity were not specified. 5.7% of contractor hours went to females and 4.4% of all apprentices were females, which is an increase from 0 female apprentices in FY24. Disaggregated contractor hours data, including apprentice hours, is provided in the tables below. In FY24, there were 0 contractor hours provided by African American workers - this has increased to 5.21% of all hours in FY25.

**FY2025 Overall Contractor Hours by Race and Ethnicity**

	<b>African American</b>	<b>Asian</b>	<b>Hispanic</b>	<b>Native American</b>	<b>Other</b>	<b>Caucasian</b>	<b>Not Specified</b>	<b>Total</b>
<b>Carpenter</b>	6	0	501	0	28	934	216	<b>1,684</b>
<b>Cement Mason</b>	48	0	4,262	67	18	1,857	87	<b>6,339</b>
<b>Electrician</b>	0	56	0	0	0	552	1,171	<b>1,779</b>
<b>Highway/ Parking Striper</b>	0	0	22	0	0	52	14	<b>88</b>
<b>Ironworker</b>	0	0	85	11	0	89	534	<b>718</b>
<b>Laborer</b>	1,849	89	3,210	575	35	9,112	755	<b>15,625</b>
<b>Plumber</b>	0	0	0	0	0	1	0	<b>1</b>
<b>Power Equip. Operator</b>	0	248	1,583	978	55	6,442	706	<b>10,011</b>
<b>Truck Driver</b>	36	0	65	0	0	644	189	<b>933</b>
<b>Total</b>	<b>1,938</b>	<b>393</b>	<b>9,728</b>	<b>1,629</b>	<b>135</b>	<b>19,681</b>	<b>3,670</b>	<b>37,176</b>

**FY2025 Overall Contractor Hours by Gender**

<b>Trade</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Carpenter	0	1,684	1,684
Cement Mason	287	6,052	6,339
Electrician	253	1,526	1,779
Highway/Parking Striper	0	88	88
Ironworker	59	6599	718
Laborer	1,101	14,5239	15,625

Plumber	0	19	15
Power Equipment Operator	418	9,5939	10,0115
Truck Driver	0	9339	9335
<b>Grand Total</b>	<b>2,119</b>	<b>35,0589</b>	<b>37,177</b>

### *Americans with Disabilities Act (ADA)*

Consistent with the County’s ADA Transition Plan, curb ramp construction continued in FY25 to bring non-compliant ramps up to current ADA standards.

- 52 ramps were constructed from October 2024 to February 2025 during the first phase of construction.
- An additional 23 ramps were constructed and designed for the 257th Safety Improvements project.
- Permits for private developments in East County resulted in 3 ADA ramp replacements on NE Halsey St.

Alongside the ADA curb ramp work, audible ADA push button improvements were constructed at NE 238th Dr and Sandy Blvd, as requested by a blind resident. SW 257th is in the process of getting traffic signal ADA improvements as part of our SW 257th Safety Improvements Project at the intersections of SW 257th and Sturges Dr, SW 257th and 16th Way, and SW 257th and Hensley Rd. Construction is underway for these improvements and will be completed in FY2026. The transportation team is also beginning planning and design work on retrofitting the existing Rectangular Rapid Flashing Beacon (RRFB) pedestrian buttons at the intersection of S Troutdale Road and SW Chapman Avenue to audible ADA to be installed in FY2026.

### **Data Analysis**

During FY25, staff continued to analyze demographic data regarding protected classes and limited English proficient populations to aid in planning and engineering projects. The Safer Sandy project conducted a Screening Tool for Equity Analysis of Projects (STEAP) Analysis in November 2024 and used this to ensure we had representative options for our engagement, as described in the Public engagement section of this report.

The East Multnomah County TSAP project finalized the [East Multnomah County Systemic Safety Analysis](#) in FY25. As part of the Safety Analysis, areas were mapped that had a concentration of disadvantaged populations based on a composite of variables including demographic, health and economic indicators. The results of the mapping showed some alignment with higher crashes, highlighting a need for focused safety measures in those areas. An additional part of the Safety Analysis included a low-income travel analysis using the activity-based model from Replica Places 2023. This approach moves beyond understanding where low-income populations live and examines how they use the transportation system. This improves our understanding of which transportation facilities are used, so that improvements can be focused in locations that will have the most benefit.

### *Staff Training*

In FY25 Transportation Staff attended webinars, conferences, and ODOT Trainings related to Title VI. Topics included:

- ODOT - Civil Rights Training for LPAs
- ODOT - Office of Civil Rights Labor and Compliance Training
- ODOT - ADA Inspection Certification Courses
- FHWA Proposed DBE Goals
- Northwest Public Employees Diversity Conference
- Road to Zero and Uber Older Driver Safety Series #1: Understanding the Challenges for Older Drivers
- USDOT: Roadway Safety for People Experiencing Homelessness
- Oregon Transit Association: ABCs of TRANSPORTATION: Accessibility, Back-to-Basics, Capacity Building (sessions on paratransit and accessible transit)
- mPACT: Transit and Community (sessions on gender-inclusivity in transit; data for equitable transit; equitable Transit Oriented Development)
- OATS Conference - Oregon Active Transportation Summit (sessions on transportation justice & access for young people, those with disabilities, bicyclists & pedestrians)

In addition to these, Transportation Division staff completed workshops with the County's Organizational Learning Manager on topics including giving

feedback, leading with integrity, cultivating psychological safety, promoting equity, and having courageous conversations about systems of oppression.

Additionally, the Transportation Division conducted interviews and listening sessions, with the help of the Department of Community Services Equity Manager, to hear from staff about how Title VI implementation intersects with their current roles and how the Division can better support their work. 13 interviews were conducted in April and May of 2025 with the different workgroups in the Transportation Division to identify gaps and provide a training opportunity about our existing efforts.

## **Updates**

In FY25, Trisa Kelly transitioned from the Deputy Director of the Office of Diversity and Equity into the Interim Chief Diversity Equity Officer role. She is still overseeing Title VI complaints and compliance in the interim role.

### *Progress toward FY2025 Goals:*

1. *Complete full update to the Title VI Plan and provide training on the updated Plan.*

Our Title VI Plan update was underway in FY2025 and is scheduled to be completed in early FY2026 to also respond to follow up items from the ODOT compliance review.

2. *Continue work on process improvements identified during development of the Language Assistance Plan and Title VI Plan update.*
  - On our project materials for public distribution, we have begun referring to a countywide information phone line that can provide language assistance. The message includes the phone number and the words ‘translation and interpretation services’ in Vietnamese, Spanish, Ukrainian, Chinese, Russian, Somali, Romanian, Chinook, and Hindi.
  - We have also been working to be more consistent in following the guidance from our Language Assistance Plan and conducting

demographic analysis to determine translation needs for scoping into projects.

3. *Continue implementing public engagement best practices in transportation projects conducted in FY25 and building community relationships.*

Transportation projects continued to implement best practices for public engagement in FY25. As described earlier in this report, our Transportation Safety Action Plan (TSAP) work in FY25 included extensive outreach in languages represented in the community and provided a variety of ways to engage both online and in person at community events. In addition, we continued outreach and relationship building in the schools and community events through our Safe Routes to School program. The Safer Sandy and Earthquake Ready Burnside Bridge (EQRB) projects were explicit in their effort to pilot and reinforce best practices that are inclusive, that meet the community where they are, and that follow up with community members with information on how their input was utilized.

#### *Goals for FY2026:*

1. Continue to seek training opportunities for staff to build knowledge and skills relating to Title VI.
2. Evaluate recent engagement efforts and look for opportunities to establish consistent internal practices.
3. Continue progress on process improvements identified during development of the Language Assistance Plan and Title VI Plan update.