



THE FEDERAL HIGHWAY ADMINISTRATION
CIVIL RIGHTS AWARDS

2004



U.S. Department of Transportation
Federal Highway Administration





THE FEDERAL HIGHWAY ADMINISTRATION

CIVIL RIGHTS AWARDS

Federal Highway Administrator Announces Request for 2004 Civil Rights Award Nominations



I am pleased to announce the Federal Highway Administration's (FHWA) 2004 Biennial Civil Rights Awards. On this, the 40th Anniversary of the Civil Rights Act of 1964, it is important that we as leaders in the transportation community continue to recognize and support advances in the civil rights of all Americans.

Since the first civil rights awards presentation in 1992, FHWA has recognized the exemplary achievements of our Agency and State Departments of Transportation employees; other Federal and State agencies; public and private organizations; consultants and contractors and educational institutions.

The FHWA gives awards in six categories to individuals and organizations that demonstrate a high level of commitment and effectiveness in administering and implementing civil rights programs and assisting the Agency in achieving its civil rights goals and objectives.

I encourage you to submit nominations for the FHWA Civil Rights awards, which will be presented at the 2004 National Transportation Civil Rights Conference in San Diego, California in September of this year.

U.S. Department of Transportation Secretary Norman Mineta joins me in recognizing FHWA's notable record of civil rights achievements dating back to the first award presentation. We appreciate the dedicated service of all our employees and partners and ask that you continue to showcase the USDOT/FHWA mission as one that cares about all the people we serve.

A handwritten signature in cursive script that reads "Mary E. Peters".

Mary E. Peters
Federal Highway Administrator



CIVIL RIGHTS AWARDS

2002

A. D. Gaither Leadership Award



John A. Birdsong

Director, Office of Minority Business Enterprise
Tennessee Department of Economic and Community Development

In recognition of and appreciation for his leadership in obtaining support for the passage of the Nation's first State Title VI statute. As a former member of Tennessee DOT's Contract Compliance staff, he learned about the provisions of Title VI of the 1964 Civil Rights Act and shared his knowledge with the Tennessee Department of Economic and Community Development and was appointed its Director of Minority Affairs. He began a legislative initiative, working with the Tennessee Black Legislative Caucus. His efforts culminated in the successful drafting and passage of a State Title VI statute, which established a Title VI Coordinator's position in the Governor's Office and similar positions in each Executive Branch Agency, responsible for determining and ensuring compliance with Title VI in all of the agencies' programs and activities.

A. D. Gaither Leadership Award

Recipients	Year
Emory McClinton	1992
Arthur McKee, Jr.	1994
Clarence W. Hill	1996
Linda J. Brown	1998
George Duffy	
Humberto Martinez	



2002

William K. Fung Memorial Award

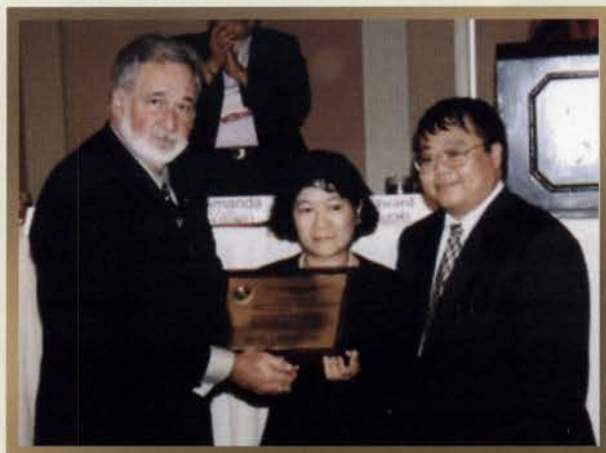


Nelson Castellanos

Division Administrator

Federal Highway Administration - Maryland Division

In recognition of and appreciation for his efforts, which successfully resolved the Jersey Heights Complaint in Cambridge, Maryland—a previously displaced minority community was being affected again by a planned extension of Route 50 to Ocean City. His positive action resulted in an informal resolution, which was mutually beneficial. The resolution mitigated the impacts on and met the needs of affected parties. His action in this case demonstrated leadership, objectivity, and an awareness of applicable mandates, which enhanced the credibility of the FHWA.



Peggy Fung, widow (center) accepting the William K. Fung Memorial Award (Edward W. Morris, Jr., Former Director of Civil Rights (left) and Dr. Jeremy Wu, Former Director, Departmental Office of Civil Rights)



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2002

Aleman-Parker Award for Excellence in Civil Rights Award



Glenn Smith

Civil Rights Specialist

Federal Highway Administration - Missouri Division

In recognition of demonstrated excellence in performance; high level of commitment, and effectiveness in providing training, technical assistance and guidance in the development of the Missouri Department of Transportation's Title VI Program which includes Environmental Justice and Limited English Proficiency; and serving as a key partner in the development of the Transportation Jobs Opportunity Council and the Construction Prep Center. His willingness to get in the middle of several high profile cases involving Ku Klux Klan/Adopt-a-Highway signage and employment opportunities on I-70 was of inestimable value to the Agency.



Erik Steavens

Federal Highway Administration - Florida Division

In recognition of demonstrated excellence in performance, high level of commitment, and effectiveness in championing the Title VI Program in the State of Florida, by making Title VI a focus in all planning certification reviews; providing Title VI training to the Florida Department of Transportation's Planning Managers and the Metropolitan Planning Organization (MPO) Advisory Council; assisting with the resolutions of Title VI discrimination complaints; and working with the State to include a Title VI chapter in its nationally recognized MPO Administrative Manual. He demonstrated a level of leadership and professionalism to which his peers can aspire.

Aleman-Parker Award for Excellence in Civil Rights

Recipients	Year
A. Graham Bailey Kenneth Ivey	1996
William R. Van Luchene David S. Nelson	1998
Donald L. Neumann Mary B. Williams	2000



THE FEDERAL HIGHWAY ADMINISTRATION
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2002
Sharlene Nail Meritorious Service Award



Anna L. Patterson
Executive Director, Office of Minority Affairs
Kentucky Transportation Cabinet

In recognition of and appreciation for successful efforts in developing the Kentucky Transportation Cabinet's Civil Rights Program; creating the first computerized data base for its Equal Opportunity Program; initiating Disadvantaged Business Enterprise tracking and goal setting mechanisms; pioneering cultural diversity training in State government and developing curricula for other EEO trainers. She serves as both Vice Chair of the Governor's Minority Management Trainee Program and Vice President for Increasing Career Opportunities for Minorities in Engineering.

Sharlene Nail Meritorious Service Award

Recipient	Year
John C. Carroll	2000



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2002
Civil Rights Partnership Award

In recognition of the successful development of the “Investing in the Future Career Awareness Project”—a one-week residential Summer Transportation Camp—which can be replicated nationally to expose diverse groups of fifth through eighth grade students to transportation careers with a strong emphasis on academic achievements, and for exemplary performance in administering the project in partnership with Federal, State, and local government, private industry and Milwaukee public schools in the State of Wisconsin.



Project Partners

Jackson Practitioner Group, Inc

Wisconsin Department of Transportation
Office of Disadvantaged Business Enterprise Programs

Federal Highway Administration - Wisconsin Division

U.S. Department of Labor - State of Wisconsin
Office of Apprenticeship, Training, Employer & Labor Services

Federal Aviation Administration - Madison Air Traffic Control Tower

Wisconsin Air National Guard - 115th Fighter Wing

Wisconsin Transportation Builders Association

Proactive Safety Consultants

D. L. Gasser Construction - Division of Mathy Construction

Construction Resources Management

Hmong Education Advancement Center

Partners in Foster Care, Inc.



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Civil Rights Partnership Award

Recipient(s)	Year
<i>"FHWA Region I Civil Rights Executive Committee"</i>	1992
<i>"IVHS Consortium for HBCUs and DBEs"</i> Thomas A. Farrington	1994
<i>"South Carolina HBCU Partnership"</i> South Carolina State University South Carolina Department of Transportation Federal Highway Administration - South Carolina Division Office Federal Highway Administration - Office of Environment and Planning Greenville Urban League, Inc.	
<i>"AASHTO/FHWA Civil Rights Partnership"</i> American Association of State Highway and Transportation Officials Missouri Highway and Transportation Department Federal Highway Administration - Region 7 Federal Highway Administration - Office of Civil Rights -Washington Headquarters	
<i>"Arizona DBE Certification Partnership Award"</i> City of Phoenix Maricopa County City of Tucson Tucson Airport Authority Pima County Arizona Department of Transportation - Affirmative Action Office Arizona Department of Commerce - Office of Minority & Women-Owned Business Development	1996
<i>"Summer Internship Program for Diverse Groups Partnership Award"</i> Federal Highway Administration Federal Railroad Administration	Federal Transit Administration Research & Special Programs Administration
<i>"Transportation Alliance for New Solutions"</i> Wisconsin Department of Transportation YWCA of Greater Milwaukee Esperanza Unida Milwaukee Area American Indian Manpower Council Boys & Girls Club of Greater Milwaukee Federal Highway Administration - Wisconsin Division Office Wisconsin Transportation Builders Association	1998
<i>"Cypress Mandela Women in Skilled Trades Training Partnership Award"</i> California Department of Transportation Federal Highway Administration Oakland Private Industry Council Building Trades Union of Alameda County Carpenters Local #713 Field Ironworkers Apprenticeship and Training Program Local #378 Operating Engineers Local #3	2000
<i>"Ohio On-the-Job Training Partnership Award"</i> Ohio Department of Transportation Federal Highway Administration Ohio Contractors Association	
<i>"Texas Construction Career Fairs Partnership Award"</i> Federal Highway Administration Texas Department of Transportation	



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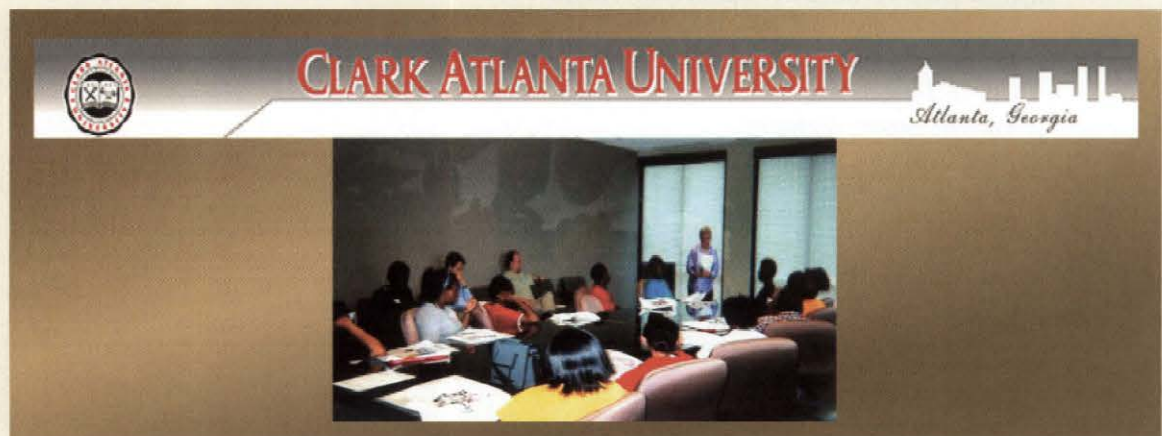
CIVIL RIGHTS AWARDS

2002

Minority Institutions of Higher Education Achievement Award

Clark Atlanta University
Atlanta, Georgia

In recognition of successful administration of the Federal Highway Administration's Transportation Career Education Programs—Summer Transportation Institute, Summer Transportation Internship Program for Diverse Groups, and Dwight D. Eisenhower Fellowships—development and administration of an Environmental Justice Center, a Transportation Education Forum, and a Southern Center for Studies in Public Policy making significant contributions to transportation research, planning and education.



Minority Institutions of Higher Education Achievement Award

Recipients	Year
Morgan State University - Baltimore, Maryland	1994
South Carolina State University - Orangeburg, South Carolina	1996
North Carolina A&T State University - Greensboro, North Carolina	1998



CIVIL RIGHTS AWARDS

Other Civil Rights Awards

Awards	Recipient(s)	Year
Civil Rights Showcase Award	<i>“Computerized Highway Affirmative Action Management Program”</i> Region I Civil Rights Executive Committee	1994
	<i>“Intermodal Surface Transportation Efficiency Act: Action Planning Institutes”</i> Northeast Women in Transportation	1998
Historically Black Colleges and Universities Award	Jackson State University - Jackson, Mississippi	1992
Breaking the Glass Ceiling Award	Arizona Department of Transportation	1992
	Michigan Department of Transportation	1994
	Colorado Department of Transportation	1998
Equal Employment Opportunity Contract Compliance Award	Florida Department of Transportation	1992





THE FEDERAL HIGHWAY ADMINISTRATION
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2002
Director's Special Award

In recognition of your efforts which ensured the success of the 2002 National Transportation Civil Rights Conference, Atlantic City, New Jersey.

Edward W. Morris, Jr.
Director, Civil Rights



Anthony M. Davis
Chair, Conference Committee
Director, Civil Rights & Affirmative
Action Division
New Jersey Department of Transportation



Doreen Plummer
Chair, Registration Committee
Administrative Analyst,
Employee Development
New Jersey Department of Transportation



Mary Beth Whittaker
Chair, Hospitality Committee
Administrative Assistant III,
Bureau of Major Access Permits
New Jersey Department of Transportation



Cynthia A. Conrad
Chair, General Administration
Small Business Development Representative
Civil Rights & Affirmative Action Division
New Jersey Department of Transportation



Harold Neil
Chair, Transportation Committee
Executive Assistant II,
Office of the Commissioner
New Jersey Department of Transportation



Jon Dunham
Chair, Banquet Committee
Manager, Civil Rights Office
State of Alaska Department of
Transportation and Public Facilities



Robert Cunningham
Chair, Vendors Committee
Manager II, Right of Way
New Jersey Department of Transportation



Sandra Greenwell
Chair, Training Committee
Civil Rights Administrator,
Office of Engineering Support
Kansas Department of Transportation



Delano Rackard
Chair, Awards Committee
Director, Civil Rights and Business
Development Section
North Carolina Department of
Transportation



Ann D. Wicks
Chair, FHWA Civil Rights Awards
Committee
Equal Opportunity Assistant,
Office of Civil Rights
Federal Highway Administration



Brenda Richardson
Co-Chair, Program Committee
Director, Office of Equal Opportunity
Washington State Department of
Transportation



Robert Cosgrove
Equal Opportunity Specialist,
Federal Highway Administration
New Jersey Division



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Camille Sinclair

Chair, Communications Committee
 Manager of Public Education and
 Marketing
 Office of Communications
 New Jersey Department of
 Transportation

Vicki Tilghman-Ansley

Co-Chair, Program Committee
 Executive Assistant,
 Civil Rights & Affirmative Action
 Division
 New Jersey Department of
 Transportation

Director's Special Award

Recipients		Year
Linda J. Brown Sandra Greenwell Deborah J. Igoe Cynthia Myers David Nelson	Brenda Richardson Sue Trickle Linda J. Williams Lisa Wormington	1996
Teresa A. Banks Linda J. Brown Jennifer Carter Joseph Duran Debra A. Gallegos Karen Gonzales Sandra Greenwell	Deborah J. Igoe Ruth Marks Andrea Phillips Scott Reed Lavonna Stathes Linda J. Williams	1998
Vickie L. Anderson Ruth Bennett Linda J. Brown Gloria Dixon Jocelyn Harper Larry Kastner Zakiah Latif Donna Lum	Delano Rackard Larry Raffield Brenda Richardson Jennifer Robinson Tom Stingley Kim Thurman Virginia Tsu Linda J. Williams	2000



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2002 Civil Rights Award Judges



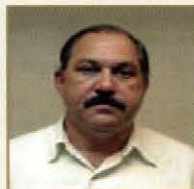
Karen A. Bobo
Equal Opportunity Specialist
Federal Highway Administration
California Division Office



Mohammed Dumbuya
Civil Rights Program Manager
Federal Highway Administration
Virginia Division Office



Pamela M. Foster
Civil Rights Specialist
Federal Highway Administration
South Carolina Division Office



Hector R. Negrón
Right-of-Way Manager & Civil Rights Program Manager
Federal Highway Administration
Puerto Rico Division Office



Karen Tennison
Financial Specialist
Federal Highway Administration
Alaska Division Office



CIVIL RIGHTS AWARDS

Awards Criteria

A. D. Gaither Leadership Award

This award was established to honor the memory of A. D. "Jake" Gaither, the first Federal Highway Administration's (FHWA) Civil Rights Director. He established the first national highway skills training program; obtained support and authorization for \$10 million in annual funding to provide On-the-Job Training and Supportive Services; pioneered minority business initiatives; and established the first formal training program for Civil Rights professionals in the Federal government. The value of his efforts and the effectiveness of his leadership were recognized when he was posthumously awarded the Secretary of Transportation's gold medal.

Purpose: The purpose of this award is to honor the memory of Mr. Gaither, whose dedicated civil rights career demonstrated exemplary leadership and notable achievements in the FHWA civil rights programs.

Criteria: The A. D. Gaither Award is presented to a deserving recipient at the discretion of the Associate Administrator for Civil Rights whose work has had a significant National impact in the area of affirmative action, equal opportunity, equal employment opportunity, and/or preventing discrimination.

William K. Fung Memorial Award

In 2002, this award was established to honor the memory of William K. Fung. As a dedicated career civil servant, Wisconsin Division Administrator, he championed civil rights programs and initiatives. His leadership led to the development of public, private and intergovernmental partnerships that enhanced the effectiveness of the civil rights program in the State of Wisconsin. He could always be counted on to be a civil rights advocate.

Purpose: The purpose of this award is to honor the memory of Mr. Fung, who demonstrated a high level of commitment to and effectiveness in the management of FHWA civil rights programs.

Criteria: The William K. Fung Memorial Award is presented to an FHWA Division Administrator who has demonstrated a strong commitment to civil rights. Achievements must be clearly demonstrated and upheld in the community as significant accomplishments.



CIVIL RIGHTS AWARDS

Aleman-Parker Award for Excellence in Civil Rights

The Aleman-Parker Award for Excellence in Civil Rights was established to honor the memory of Lucio Aleman, Jr., and Jerry L. Parker, two FHWA employees, who perished in the bombing of the Alfred P. Murrah Federal Building in Oklahoma City on April 19, 1995. Their dedication and accomplishments were exemplary as co-duty civil rights employees responsible for all civil rights programs.

Purpose: The purpose of this award is to honor the memory of Mr. Aleman and Mr. Parker, who demonstrated a high level of commitment to and effectiveness in the FHWA civil rights programs.

Criteria: The Aleman-Parker Award for Excellence in Civil Rights is presented to an FHWA division office employee whose dedicated service has had a significant impact in the achievement of FHWA civil rights program goals and objectives in one or more of the following program areas: Title VI; Disadvantaged Business Enterprise/Disadvantaged Business Enterprise Supportive Services; Contract Compliance; On-the-Job Training/On-the-Job Training Supportive Services; Equal Employment Opportunity; and Minority Institutions of Higher Education.

Sharlene Nail Meritorious Service Award

In 1998, Secretary Rodney Slater established this award to honor the memory of Sharlene Nail, a Colorado Department of Transportation (CDOT) civil rights employee, who in the line of duty lost her life attempting to settle a discrimination complaint. Her work to prevent discrimination, provide equal opportunity, and ensure equal employment opportunity in the CDOT and in the programs and activities of its sub-recipients and contractors established an enviable standard.

Purpose: The purpose of this award is to honor the memory of Ms. Nail, whose meritorious achievements significantly contributed to the success of the CDOT civil rights programs.

Criteria: The Sharlene Nail Meritorious Service Award is presented to a State Department of Transportation (DOT) civil rights employee who has demonstrated dedication beyond the call of duty and has made a significant contribution ensuring nondiscrimination, equal opportunity, and/or equal employment opportunity in the State DOT's civil rights programs and/or in the programs and activities of its sub-recipients and contractors that have helped to establish an enviable standard. State DOT Civil Rights Directors are not eligible for this award.



CIVIL RIGHTS AWARDS

Civil Rights Partnership Award

The first Civil Rights Partnership Award was presented to recognize the achievements of the former FHWA Region 1 Civil Rights Executive Committee. This committee, comprised of representatives of the FHWA Region and Division Offices and State Departments of Transportation, organized to address regional civil rights issues and to develop initiatives that could be nationally replicated.

Purpose: The purpose of this award is to recognize a group of two or more agencies, organizations, contractors, and/or educational institutions that have promoted and achieved the goals and objectives of the FHWA civil rights programs through the synergy of their working relationships.

Criteria: The Civil Rights Partnership Award is presented to partnerships with two or more entities established for a single, limited purpose, or for a comprehensive, long-range endeavor, which has realized benefits for FHWA partners, customers, and stakeholders over a period of at least two years. Partnerships worthy of nomination can be characterized by: (1) creative planning and flexibility in dealing with civil rights program issues and solutions; (2) effectiveness in performing separate functions of the partnership; (3) mutual benefits achieving a win-win situation; or (4) extraordinary efforts to overcome conflicting views or interests in order to reach a common goal.

Minority Institutions of Higher Education Achievement Award

The Historically Black Colleges and Universities (HBCU), Hispanic Serving Institutions (HSI), and Tribal Colleges and Universities (TCU) programs were established by Presidential Executive Orders to ensure the inclusion of Minority Institutions of Higher Education (MIHE) in federally funded programs. The HBCUs, HSIs and TCUs have made significant contributions to the FHWA Federal and Federal-aid programs in areas such as technology, research, planning, environmental justice, training, and employment.

Purpose: The purpose of this award is to recognize significant contribution(s) of an HBCU, HSI, or TCU to the Federal-aid Highway Program or Federal Lands Highway Program.

Criteria: The Minority Institutions of Higher Education Achievement Award is presented to an HBCU, TCU or HSI that has made a significant contribution in at least one FHWA program, project, initiative, contract, grant, or activity. The documentation must include a brief description of the goals and objectives of its participation, level of effort, achievement(s), and result(s).



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Federal Highway Administration National Civil Rights Conferences

1992 Federal Highway Administration National Civil Rights Conference
"Intermodal Surface Transportation Efficiency Act: Empowerment and Opportunity"
Norfolk, Virginia
September 12-18, 1992

1994 Federal Highway Administration National Civil Rights Conference
"Strengthening Partnerships Through Diversity: The Second 100 Years"
Kansas City, Missouri
August 23-26, 1994

1996 Federal Highway Administration National Civil Rights Conference
"Transportation Civil Rights Challenges 2000 and Beyond"
Scottsdale, Arizona
August 17-21, 1996

1998 National Transportation Civil Rights Conference
"Our Differences are Our Strengths"
Denver, Colorado
August 22 -26, 1998

2000 National Transportation Civil Rights Conference
"Civil Rights in Transportation: Reflections of the Past, Visions of the Future"
Biloxi, Mississippi
May 13-17, 2000

2002 National Transportation Civil Rights Conference
"Civil Rights: Mission Possible"
Atlantic City, New Jersey
May 3-8, 2002

Federal Highway Administration 2004 Civil Rights Awards Nomination Form

Submission Deadline – May 30, 2004

Award Categories

Nomination packages **must** include a description of the accomplishments (not to exceed two pages) that specifically addresses the applicable award criteria. Please select one of the following categories for each nomination.

- William K. Fung Memorial Award
- Civil Rights Partnership Award
- Aleman-Parker Award for Excellence in Civil Rights
- Sharlene Nail Meritorious Service Award
- Minority Institutions of Higher Education Achievement Award

Nominee - Please provide the following information for each nominee:

Name _____
Title _____
Organization _____
Address _____
City _____ State _____ Zip Code _____
Telephone _____ Fax _____ E-mail _____

Nominator - Please complete this section

Name _____
Title _____
Organization _____
Address _____
City _____ State _____ Zip Code _____
Telephone _____ Fax _____ E-mail _____

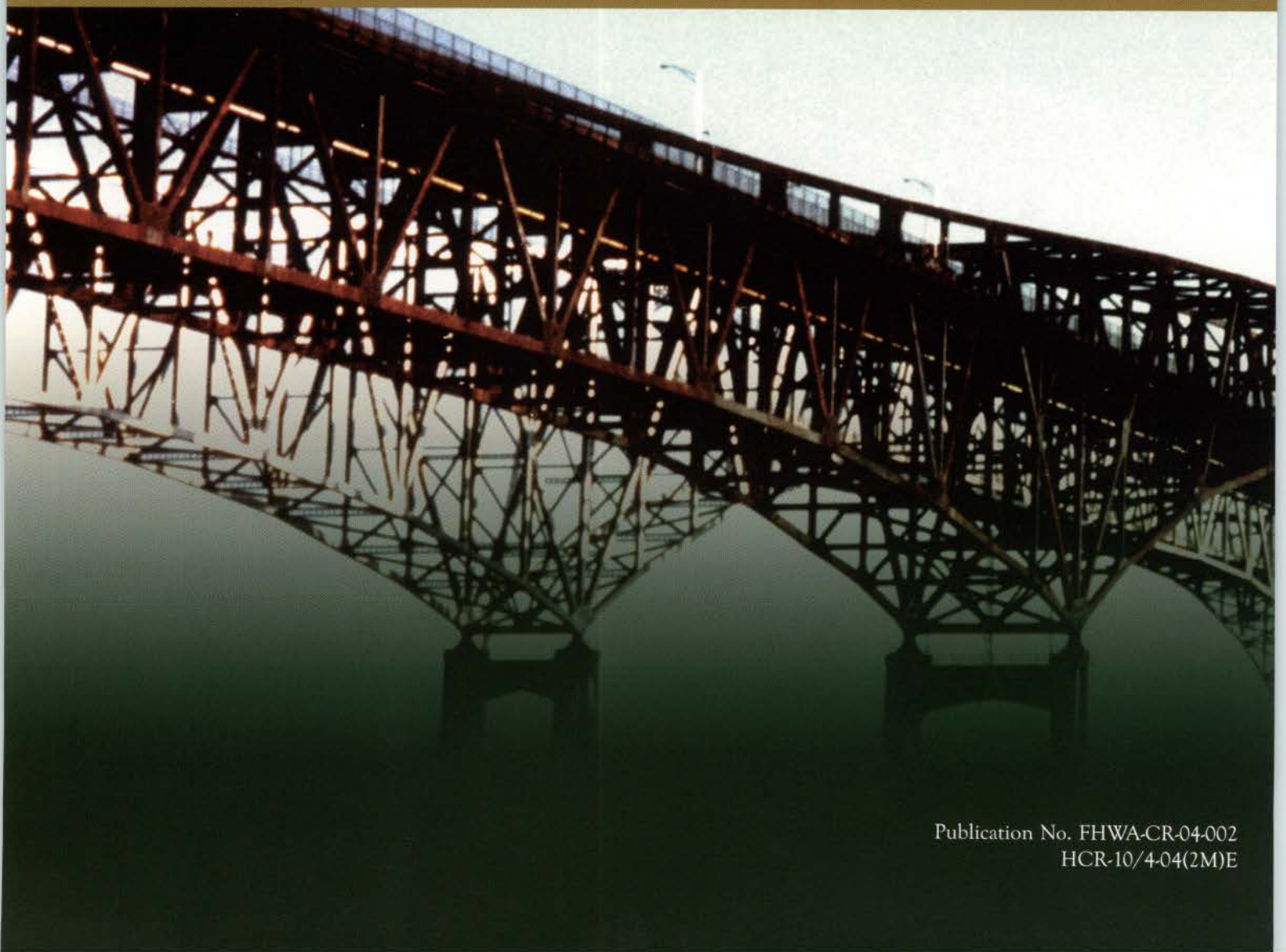
Fax or e-mail completed nomination package(s) to:

Attention: Ann Wicks
Federal Highway Administration
Office of Civil Rights
Fax: 202-366-1599
E-mail: CivilRights.FHWA@fhwa.dot.gov

For additional information, please contact Ann Wicks at 202-366-0471.

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