



Metro

CIVIL RIGHTS Title VI Equity Policies

(CIV 13)

POLICY STATEMENT

The Los Angeles County Metropolitan Transportation Authority (LACMTA) does not discriminate in any of its services, programs or activities; and strives to ensure equity for all. Per Federal Transit Administration (FTA) requirements, LACMTA complies with Title VI of the Civil Rights Act of 1964 (Title VI) which prohibits discrimination on the basis of race, color, and national origin in programs that receive federal funding; and Section 601 of Title VI which additionally declares that those groups may not be denied the benefits of, or subject to discrimination under any program or activity receiving Federal financial assistance.

LACMTA ensures the non-discrimination of minority and low-income populations when proposing service and/or fare changes, as required per FTA Circular 4702.1B (2012), has adopted the following Board approved Title VI Equity Policies to conduct Service and Fare Equity Analyses which assist in the evaluation of impacts to minority and low-income riders when considering service and fare changes:

- Major Service Change Policy determining when a service equity analysis must be conducted;
- Disparate Impact Policy which determines the impact borne by minorities; and
- Disproportionate Burden Policy which determines the impact borne by low-income populations.

As required by the FTA, LACMTA's Title VI Equity Policies are subject to review and approval by LACMTA's Board of Directors (Board) every three years and must be included in the Title VI Program update submitted to FTA.

PURPOSE

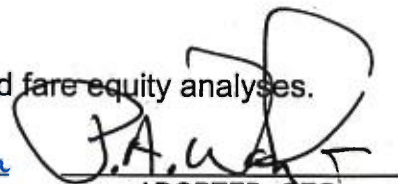
The purpose of this policy is to ensure LACMTA adheres by all Title VI equity policy requirements established by FTA guidance.

APPLICATION

These policies apply when conducting LACMTA service and fare equity analyses.


APPROVED: County Counsel


Department Head


ADOPTED: CEO

Effective Date: 5/27/20



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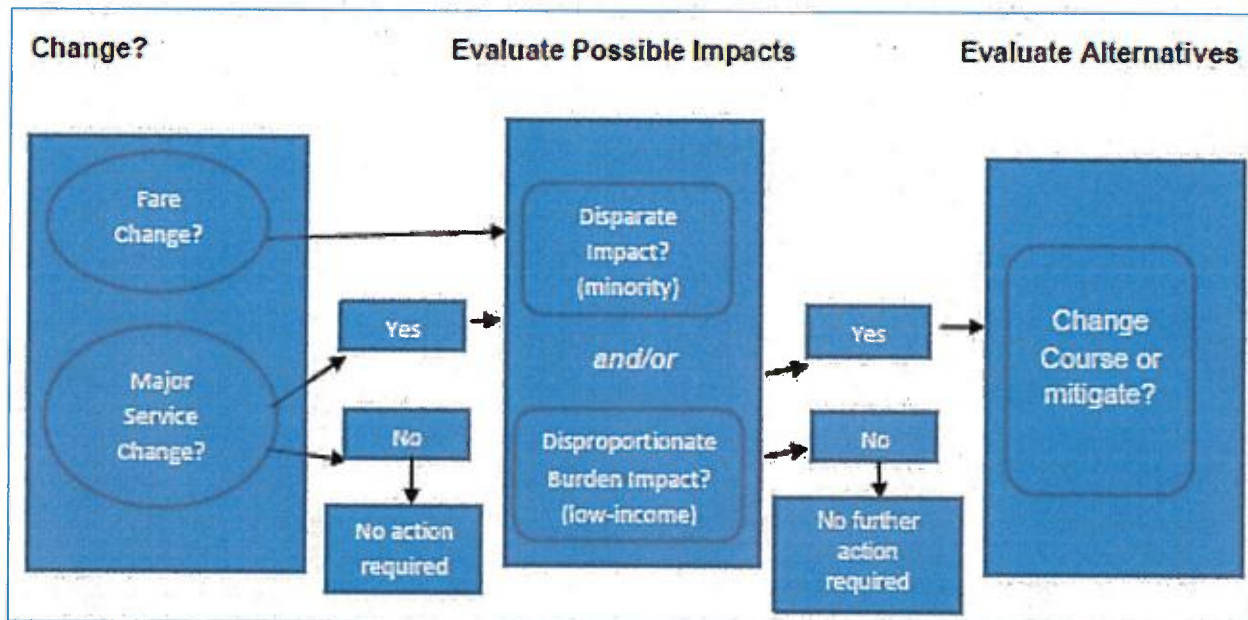
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1.0 PROCEDURES

LACMTA will conduct a Title VI Equity Analysis for all Major Service Changes and all fare and/or fare media changes (increase or decrease). The results of the analysis will be submitted to the Board for its review and approval. The results and a record of the Board action will be included in the subsequent Metro Title VI Program Update. A Service Equity Analysis will not be performed for a "Minor" service change, though the change will be analyzed and all considered alternatives documented.

All Title VI Equity Analyses will follow the Figure 1 flowchart.

Figure 1: Overview of LACMTA's Title VI Equity Analysis Process



The Title VI Equity Analysis policies consist of the following:

- Major Service Change Policy
- Disparate Impact Policy
- Disproportionate Burden Policy

1.1 Major Service Change Policy

LACMTA must conduct and submit a Title VI Equity Analysis to the Board for all major transit service increases or decreases, prior to any proposed changes being approved and implemented. The Title VI Equity Analysis results will be submitted to the FTA with a record of any Board action.



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LACMTA defines a major service change as any service change meeting at least one of the following criteria:

1. A revision to an existing transit route that increases or decreases the route miles and/or the revenue miles operated by 25% or more at one time or cumulatively in any period within 36 consecutive months since the last major service change;
2. A revision to an existing transit service that increases or decreases the scheduled trips operated by at least 25% at one time or cumulatively in any period within 36 consecutive months since the last major service change;
3. An increase or decrease to the span of service of a transit line of at least 25% at any one time or cumulatively in any period within 36 consecutive months since the last major service change;
4. The implementation of a new transit route that provides at least 50% of its route miles without duplicating other routes;
5. Six months prior to the opening of any new fixed guideway project (e.g. BRT or rail line) regardless of whether or not the amount of service being changed meets the requirements in subsections 1 – 4 above to be inclusive of any bus/rail interface changes.

Experimental, demonstration or emergency service changes may be instituted for one year or less without a Title IV Equity Analysis being submitted for Board consideration. However, if that service change is to exceed one year, then a Title IV Equity Analysis must be submitted to the Board for their review and approval within 12 months of the experiment, demonstration or emergency.

A Title IV Equity Analysis will not be required if a LACMTA transit service is replaced by a different route, mode, or operator providing a service with the same headways, fare, transfer options, span of service and stops.

1.2 Disparate Impact Policy

Disparate impact refers to a facially neutral policy or practice that disproportionately affects members of a group identified by race, color or national origin and the policy lacks a substantial legitimate justification, including one or more alternatives that would serve the same legitimate objectives but with less disproportionate effects on the basis of race, color or national origin.

Testing for Disparate Impact evaluates effects on minority riders or populations as compared to non-minority riders or populations. This policy defines measures for determination of potential adverse impact on minority populations/riders from major service changes or any change in fares (increase or decrease). It is



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applied to both adverse effects and benefits of major service changes.

- For major service changes, a disparate impact will be deemed to have occurred if the absolute difference between the percentage of minority adversely affected and the overall percentage of minorities is at least five percent (5%) or greater.
- For any applicable fare changes, a disparate impact will be deemed to have occurred if the absolute difference between the percentage of minority adversely affected and the overall percentage of minorities is at least five percent (5%) or greater.

If the proposed action has an adverse impact that affects protected populations more than others at a level that exceeds the thresholds established in the Board-adopted Disparate Impact Policy, or that restricts the benefits of the service change to protected populations, the finding would be considered as a potential Disparate Impact. If this happens, LACMTA will evaluate whether an alternative that would serve the same objectives and with a more equitable impact. Otherwise, LACMTA will take measures to minimize or mitigate the adverse impact of the proposed action.

1.3 Disproportionate Burden Policy

Disproportionate burden occurs when a policy or practice disproportionately affects low-income populations more than non-low-income populations. A finding of disproportionate burden for proposed major service and fare changes requires LACMTA to evaluate alternatives, and avoid, minimize or mitigate burdens where practicable.

Testing for disproportionate burden evaluates potential effects on low-income riders or populations, which LACMTA defines as \$41,500 which represents the median income of a three-person household in Los Angeles County using the most recent Census data. The line and system level evaluations are identical to those used to determine potential disparate impacts but compare low-income and non-low-income populations rather than minority and non-minority.

- For major service changes, a disproportionate burden will be deemed to exist if an absolute difference between percentage of low-income riders or population adversely affected by the service change and the overall percentage of low-income persons is at least five percent (5%) or greater.
- For fare changes, a disproportionate burden will be deemed to exist if an absolute difference between the percentage of low-income riders or population adversely affected and the overall percentage of low-income



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persons is at least five percent (5%) or greater.

1.4 LACMTA's Title VI Obligations When Evaluating Service and Fare Changes

LACMTA will utilize the Board-adopted Title VI Equity Policies included in the agency's Board-adopted Title VI Program Update when analyzing service and fare changes. An equity analysis will be completed during the planning stages of the proposed changes; the results submitted to the Board for approval; and a record of the action included in the next Title VI Program Update submitted to the FTA.

2.0 DEFINITION OF TERMS

Adverse Impact – Negative impacts experienced as a result of the contemplated change.

Low-Income Rider/Person – Any person whose household income is at or below \$41,500, the median, three-person household income in Los Angeles County in the most recent Census data.

Minority - All persons who identify as being part of racial/ethnic groups besides white, non-Hispanic.

Service Change – Any addition or deletion resulting in the physical realignment of a transit route or a change in the type or frequency of service provided in a specific, regularly scheduled transit route.

Service Equity Analysis – An assessment to determine whether service or fare changes will result in a disparate impact or disproportionate burden.

3.0 RESPONSIBILITIES

Board of Directors will review and approve all Title VI Equity Policies

Office of Civil Rights will (conduct/oversee/coordinate) Title VI equity analyses with responsible departments and update Title VI Equity Policies as appropriate by submitting updates and changes to the Board for review every three years. Will forward any Board-related actions to the FTA in Title VI Program Update.



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4.0 REFERENCES

- Title VI of the Civil Rights Act of 1964
- Section 601
- FTA Circular 4702.1B (2012)
- Metro Administrative Code 2-50
- Civil Rights Policy (CIV 5)

5.0 ATTACHMENTS

N/A

6.0 POLICY HISTORY

04/18/20 New policy, as approved by Board of Directors (26Sep2019; Item 37)