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High-Speed Rail Authority

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Title VI Civil Rights Program Activities and Accomplishments Report

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ACRONYMS

%	percent
AB	Assembly Bill
ARTIC	Anaheim Regional Transportation Intermodal Center
ATP	Archaeological Treatment Plans
Authority	California High-Speed Rail Authority's (Authority
BAC	Business Advisory Council
BNSF	Burlington Northern Santa Fe
Board	Board of Directors
BOC	Business Oversight Committee
CalEPA	California Environmental Protection Agency
CalSTA	California State Transportation Agency
CARB	California Air Resources Board
CBA	Community Benefits Agreement
CBP	Community Benefit Policy
CCI	California Climate Investments
CEO	Chief Executive Officer
CEQA	California Environmental Quality Act
CFR	Code of Federal Regulations
CO ₂	carbon dioxide
CP	construction package
CSCG	City/County Staff Coordinating Group
CWG	Community Working Groups
DBE	Disadvantaged Business Enterprise
DEI	Diversity, Equity, and Inclusion
DGS	California Department of General Services
DOJ	U.S. Department of Justice
DOT	U.S. Department of Transportation
DVBE	Disabled Veteran Business Enterprise
EIR	environmental impact report
EIS	environmental impact statement
EJ	Environmental Justice
EO	Executive Order
EPA	U.S. Environmental Protection Agency
ES	Environmental Services Branch
ETO	Early Train Operator
FRA	Federal Railroad Administration
G2G	government-to-government
GHG	greenhouse gas
HSR	high-speed rail
LAUS	Los Angeles Union Station
LEP	Limited English Proficiency

LGA	locally generated alternative
LOSSAN	Los Angeles-San Diego-San Luis Obispo
LPMG	Local Policy Makers Group
MB	micro business
MOA	Memoranda of Agreement
MOU	Memorandum of Understanding
NAHC	Native American Heritage Commission
NEPA Assignment	Surface Transportation Project Delivery Program
NEPA	National Environmental Policy Act
NTHI	National Targeted Hiring Initiative Plan
NTW	National Targeted Workers
OEHHA	Office of Environmental Health Hazard Assessments
OEP	Outreach and Equity Plan
PDC	Program Delivery Committee
PMIS	Program Management Information System
PTAC	Procurement Technical Assistance Center
PTC	Palmdale Transportation center
PUC	Public Utilities Code
RDP	Rail Delivery Partner
ROW	right-of-way
SB Advocate	Small Business Advocate
SB Program	Small and Disadvantaged Business Enterprise Program
SBA	Small Business Administration
SB-PW	Small Business for the Purpose of Public Works
SR	State Route
TWG	Technical Working Groups
UPRR	Union Pacific Railroad
USCB	U.S. Census Bureau
WTS	Women's Transportation Seminar

INTRODUCTION

It is a pleasure to present the California High-Speed Rail Authority's (Authority) "Annual Title VI Civil Rights Accomplishments Report." This report follows the best practices of 49 Code of Federal Regulations (CFR) Part 21.9(b) and encompasses Title VI, Limited English Proficiency (LEP) and Environmental Justice (EJ) activities during the period of January 01, 2022 - December 31, 2022.

The intent of this report is to demonstrate the Authority's compliance with, and commitment to, its nondiscrimination policy to involve the public, regardless of race, national origin, color, sex, minority or low-income status, and language proficiency, in all its programs and activities.

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in programs or activities receiving federal financial assistance. The rights of women, the elderly and the disabled are protected under related statutes.

The Authority is committed to ensuring that no person shall, on the grounds of race, color, national origin, sex, age, or disability be excluded from participation in, be denied the benefits of or be otherwise subjected to discrimination under any program or activity in the planning, design, construction, and operation of the high-speed rail (HSR).

The report summarizes the following information:

- An overview of the Title VI Civil Rights Program including provisions to address LEP and promote EJ.
- Title VI, LEP and EJ training activities.
- Details regarding discrimination complaints and status.
- The history, scope, and status of the HSR Project by region.
- The Authority's organizational structure including the Board of Directors (Board), Chief Executive Officer (CEO), and Executive Management Team.
- Key accomplishments:
 - Special projects and/or studies conducted to understand the demographics of the communities impacted by the Project such as minority and disadvantaged persons, ethnic diversity, age, gender, education, and income levels.
 - Outreach efforts to inform, educate, and enhance participation and promote transparency with persons impacted or potentially impacted by the Project. Outreach efforts include, but are not limited to, websites social media, public meetings, community participation, conferences, listening sessions, public announcements, and press releases.
- Planned outreach activities for the calendar year of 2023.

HSR Project Overview

The Authority is responsible for planning, designing, building, and operating the first HSR system in the nation. The system will connect the mega-regions of the state, contribute to economic development, enable a cleaner environment, create jobs, and preserve agricultural and protected lands.

Program Management

To accomplish the task of delivering the nation's first HSR system, the Authority's organizational structure comprises multiple entities, including State personnel and various consultant firms and contractors that work together within an Integrated Project Delivery concept.

Rail Delivery Partner (RDP)

The RDP, WSP, is responsible for providing the Authority with program and Project management technical expertise and leadership, inclusive of, but not limited to:

- Program and Project Controls
- Commercial Oversight
- Rail Development and Operations
- Risk Evaluation and Mitigation
- Program Baseline Development
- Administrative and Technical Support
- Program Implementation
- Strategy Development
- Policy Formulation

As the RDP, WSP is accountable for day-to-day program management and program delivery activities, including:

- Establishing a program-wide Program Management Information System to interface with existing Authority systems and facilitate reporting.
- Managing coordination of design, construction and commissioning on multiple segments that will be delivered through a range of delivery models and on overlapping timeframes.
- Advising on key delivery strategies; supporting or conducting risk assessment and cost-benefit analyses in support of the Authority's determination of the delivery strategies.
- Delivering work to meet quality, legal and regulatory requirements of the overall program.
- Establishing technical requirements and standards for the entire HSR program.
- Being accountable for program delivery and Project execution results through performance measurements.

Program Delivery Support (PDS)

The PDS, AECOM-Fluor Joint Venture, is responsible for providing the Authority with support and technical expertise related to program development, management, and delivery of the high-speed rail program, following the expiration of the RDP contract. The day-to-day program management and program delivery activities are transferred over from the RDP via an established transition process that is set to begin in January 2023.

Early Train Operator (ETO)

The ETO, DB Engineering and Consulting USA, was placed under contract by the Authority in December 2017 and has remained actively engaged in the program's implementation and delivery strategy. The ETO is currently assisting the Authority with the analysis of the early

interim services that would operate in the Central Valley and between Gilroy and San Francisco, as described in the Authority’s Business Plan. In addition, the ETO is conducting an independent construction cost estimate review to identify any areas where further refinements of the estimate would be appropriate.

Along with these high priority activities, the ETO is reviewing the Authority’s travel demand forecasting model, commenting on draft rail procurement documents, and providing input to service planning. Future tasks will include station design, fare policy and integration, marketing and system branding, and operations and maintenance costing. These activities will be programmed in accordance with the program objectives and the schedule for future operations.

Construction Management

When completed, the California HSR system will encompass over 800 miles of rail, with up to 24 stations and run from San Francisco to the Los Angeles basin in under three hours at speeds capable of over 200 miles per hour. The Authority is working with regional partners to implement a state-wide rail modernization plan that will invest billions of dollars in local and regional rail lines to meet the state’s 21st century transportation needs.

Due to the enormity and complexity of its scope, the Project is broken into three (3) specific regions – Central Valley, Southern California, and Northern California. Additionally, the Project will be constructed in two (2) phases.

- Phase 1 - Connects the San Francisco Bay Area to the Los Angeles Basin via the Central Valley.
- Phase 2 – Expands Phase 1 to Sacramento and San Diego.

Furthermore, production will be completed through a series of design-build contracts also referred to as a construction package (CP). Currently, the Authority has contracted with three (3) design-build joint ventures in support of construction in the Central Valley Project sections.

Design-Builder	CP	Project Section
Tutor/Perini/Zachry/Parsons (TPZP)	CP 1	Madera County/Fresno County
Dragados/Flatiron	CP 2-3	Fresno County/Kern County
California Rail Builders	CP 4	Tulare/Kern County

All Project sections are strategically sequenced to maximize current federal and state dollars and deliver the HSR line in the earliest timeline.

Apart from the 119-mile Central Valley Segment that is underway, the bookend Project sections of the HSR system are in the process of completing their environmental review and preliminary design stages, which is considered early in the Project lifecycle process. Because of that, the Authority continues to apply ranges to cost estimates based on the status of Project development.

Information pertaining to updates regarding ongoing construction can be found at BuildHSR.com.

Central Valley Region

Construction of the HSR Project began in the Central Valley Region and serves as the “backbone” of the initial passenger rail service from Silicon Valley to the Central Valley. It will ultimately connect all major regions of California, modernizing transportation in the state and linking the state’s diverse economic and cultural centers. The Central Valley Region supports 179 miles of track and includes the following two (2) Project sections:

- Merced to Fresno – 65 miles
- Fresno to Bakersfield – 114 miles

Merced to Fresno

This section stretches 65 miles long and parallels the Union Pacific Railroad (UPRR) tracks and State Route 99 (SR-99) between Merced and Fresno. The alignment travels east of Madera and generally parallels the existing Burlington Northern Santa Fe (BNSF) rail corridor. Stations for this Project section are located in Merced and the City of Fresno.

The first subsection of this alignment is referred to as CP 1. This construction area includes a 32-mile stretch between Avenue 19 in Madera County to East American Avenue in Fresno County. It includes 12 grade separations, two viaducts, one tunnel and a major river crossing over the San Joaquin River.

Fresno to Bakersfield

The Fresno to Bakersfield Project section is approximately 114 miles long. The section begins north of downtown Fresno and ends southeast of downtown Bakersfield. This section also includes the Locally Generated Alternative (LGA). The LGA is a 23-mile section of this segment located between the cities of Shafter and Bakersfield that defined an alternative alignment in cooperation with the City of Bakersfield, the City of Shafter, and Kern County.

Stations for this Project section will be located in Kings/Tulare and Bakersfield.

Northern California Region

The Authority is working with partner agencies, local governments, interested stakeholders and the public to bring HSR to Northern California to improve regional mobility and strengthen connections to the rest of the state. Advanced planning and technical studies are underway for the San Francisco to Central Valley Project section and preliminary planning is underway for service between Merced to Sacramento.

The Northern California region includes three (3) Project sections:

1. San Francisco to San Jose - 51 miles
2. San Jose to Merced - 84 miles
3. Merced to Sacramento (Phase 2) - 120 miles

San Francisco to San Jose

This Project section will link the communities from San Francisco and Silicon Valley on an electrified and blended corridor, with Caltrain and HSR service. This corridor spans approximately 51 miles joining stations at the Salesforce Transit Center and Diridon Station.

Between San Francisco and San Jose, HSR will use the existing Caltrain corridor. Currently, Caltrain and the Authority are in the process of electrifying the corridor, which allows for both operations to share tracks in a blended system.

San Jose to Merced

The San Jose to Merced corridor provides an important rail link by connecting Silicon Valley and the Central Valley. The approximately 84-mile Project section route travels from Diridon Station in downtown San José, through the Pacheco Pass, to the western limits of the Central Valley Wye, approximately 9 miles northeast of Los Banos in Merced County.

The Authority is working to environmentally clear the sections between San Jose and the Central Valley Wye. Options range from a new dedicated HSR corridor between San Jose and Gilroy to a shared corridor with electrified Caltrain service using the existing rail corridor. Environmental clearance was completed in April 2022. Meanwhile, public engagement activities continue throughout the process in communities along the corridor.

Southern California Region

The Southern California Region will be developed once the Central Valley HSR corridor is complete. Significant studies are in motion for all Project sections from Bakersfield to Los Angeles/Anaheim area, and preliminary planning is underway for service into San Diego.

The Southern California region includes five (5) Project sections:

1. Bakersfield to Palmdale -- 80 miles
2. Palmdale to Burbank – 40 miles
3. Burbank to Los Angeles – 14 miles
4. Los Angeles to Anaheim – 30 miles
5. Los Angeles to San Diego (Phase 2) – 170 miles

Bakersfield to Palmdale

The Bakersfield to Palmdale Project section connects the Central Valley to the Antelope Valley, closing the existing passenger rail gap over the Tehachapi Mountains. The approximately 80-mile corridor travels through or near the cities of Edison, Tehachapi, Rosamond, Lancaster, and Palmdale with proposed stations in Bakersfield and at the Palmdale Transportation Center (PTC).

Palmdale to Burbank

The Palmdale to Burbank Project section connects the Antelope Valley to the San Fernando Valley and will bring HSR service to the urban Los Angeles area with a new modern rail line that closes the current passenger rail gap between Central and Southern California.

This 40-mile Project section will connect two key population centers in Los Angeles County with multi-modal transportation hubs at the PTC and at the Hollywood Burbank Airport. These station locations provide an additional link between the Central Valley, the Antelope Valley, and the rest of the State.

Burbank to Los Angeles

The Burbank to Los Angeles Project section connects two key multi-modal transportation hubs, the Hollywood Burbank Airport and Los Angeles Union Station (LAUS), providing an additional link between Downtown Los Angeles, the San Fernando Valley, and the State.

The approximately 14-mile Project section proposes to utilize the existing railroad right-of-way (ROW) to the greatest extent possible, adjacent to the Los Angeles River, through the cities of Burbank, Glendale, and Los Angeles with proposed stations near the Hollywood Burbank Airport and at LAUS.

Los Angeles to Anaheim

The Los Angeles to Anaheim Project section connects Los Angeles and Orange counties by traveling from LAUS to the Anaheim Regional Transportation Intermodal Center (ARTIC) using the existing Los Angeles-San Diego-San Luis Obispo (LOSSAN) rail corridor.

The 30-mile corridor travels through the cities of Los Angeles, Vernon, Commerce, Bell, Montebello, Pico Rivera, Norwalk, Santa Fe Springs, La Mirada, Buena Park, Fullerton, and Anaheim, as well as portions of unincorporated Los Angeles County. It also supports the national and regional economy by facilitating cargo movements in and out of the two busiest Ports in the country – Los Angeles and Long Beach.

Phase Two (2) Project Sections (Confirm)

Merced to Sacramento

The Merced to Sacramento Project section connects the Central Valley to the state capitol in Sacramento. The corridor will run approximately 115-miles and is considered part of Phase 2 on the Project.

As part of the effort to integrate the HSR system into the state's overall passenger rail network, the Authority continues to work with several partner agencies to identify and prioritize near-term regional rail improvements. This includes working with its resource partners to maximize service options with the San Joaquin, Altamont, and Capitol Corridor passenger rail lines to improve service frequency, reduce travel times and provide connectivity to the future HSR system.

Los Angeles to San Diego

The route between Los Angeles to San Diego is expected to span 170-miles and is part of Phase 2 of the statewide HSR network. This section connects the Inland Empire and San Diego, which will close a major rail gap between Southern California counties.

HSR and the Brightline Bullet Train to Las Vegas

The City of Palmdale has plans to potentially connect Brightline West, the HSR Project to Las Vegas, to the California HSR system near the PTC. This connection will provide rail passengers an opportunity to travel through the High Desert Corridor route from Victorville, with the line terminating in Las Vegas.

HSR Organizational Structure

The Authority's organizational structure and operating model aligns with the unique nature of the HSR Project, and the various responsibilities that will emerge from the phased implementation strategy as outlined in the Authority's Business Plan and Program Management Plan.

The organization approach was adopted by the Authority based on the 1996 Proposition 1A statute that created the Authority itself. Public and private sector capabilities are leveraged throughout the course of the implementation and the operation of the rail system.

The Authority's organization model is comprised of the following:

- Oversight by multiple external State and Federal agencies.
- A Board responsible for establishing policies and making key decisions regarding alignment, environment impact and analysis, compliance, contracting and finances.
- A senior Executive Management Team with extensive Project development experience.
- Interagency support for standard state administrative functions.
- Reliance on the private sector to deliver the Project under contracts negotiated and managed by government employees and legal counsel.
- Core governmental functions common to all state agencies staffed with state employees.
- Individuals with skillsets required specifically to support the development, construction, and operation of the Project are staffed through limited-term contracts.
- Special committees formed and facilitated to address key program areas (i.e. Business Oversight Committee [BOC], Finance and Audit Committee etc.)

Board of Directors

The Authority's Board was established in 2003 by California Public Utilities Code (PUC) section 185020. When the PUC Section 185020 was amended by Assembly Bill (AB) 1813 in 2016, two (2) non-voting ex-officio members were added to the Board effective 2017.

The Board are selected and appointed by governing bodies of the California State Legislature. Each Board member represents the entire State and serves a term of four (4) years. The current Board consists of nine (9) members: five (5) appointed by the Governor, two (2) appointed by the Senate Rules Committee, and two (2) appointed by the Speaker of the Assembly.

The Authority's Board is responsible for setting policy directives for the Authority and for the development and approval of the Authority's' business plans, financial plans, and strategic plans.

The key responsibilities of the Board are as follows:

- Approve Authority policies and key organizational documents such as the business and

strategic plans.

- Select, appoint, and review the performance of the CEO and may approve the hiring of other management staff.
- Approve the annual budget, other financial plans, and all environmental documents and contracts.
- Be accountable for the Authority's performance.

In addition, the Board manages the following committees dedicated to overseeing specific aspects of the HSR Project:

- Executive/Administrative Committee
- Finance and Audit Committee
- Operations Committee
- Transportation/Land Use Committee

As of January 2023, there were no vacant seats on the Board. The Board (Attachment B) can be found in the Attachments section.

Additional information about the Board and its members can be viewed on the Board's webpage at: <https://hsr.ca.gov/about/board/>.

CEO and Executive Management Team

The Authority's CEO reports directly to the Board and seeks approval and guidance on a broad range of issues regarding the ongoing program including certifying environmental documents and adopting business plans. The Authority's Executive Management Organizational Chart (Attachment A) can be found in the Attachments section.

The primary responsibility of the CEO is to define the Authority's strategic direction in coordination with the Board. Additionally, the CEO oversees the Authority's program committees that provide internal decision-making rigor, accountability, and transparency for major decisions.

Proposed changes are subject to a comprehensive review through a highly structured process requiring consideration of the full effects of a proposed change. This includes any increases to level of effort, or increased costs in one area versus savings in another, potential effects on schedule and understanding all potential tradeoffs before a decision is made.

The program committees, which include broad representation across the agency, forward recommendations to the CEO and/or the Board for final resolution and decisions. This has generated better inter-departmental interaction, greater understanding of the effects of various decisions and earlier identification of issues that need to be resolved. The committees are:

- Strategic Initiatives Group
- BOC
- Program Delivery Committee (PDC)

The Strategic Initiatives Group manages the development of the Authority's Business Plans and associated analyses and forecasts based on the requirements of Proposition 1A and Senate Bill

1029. The group oversees the development of ridership, revenue forecasts and economic analyses, and they work with other offices within the Authority to analyze and develop implementation and procurement approaches.

The BOC was commissioned on behalf of the Chief Financial Officer, to assess and review requests and/or proposed commitments relating to the use of public funds against Business Plan objectives, started priorities, and funding availability. The BOC concentrates on a core set of principles with a focus on the future enterprise value of an operational business and fiscal discipline.

The PDC, chaired by the Chief Operating Officer, has the primary responsibility for the delivery of the program and is accountable for overall capital program scope, schedule, and adherence to budget. The PDC reviews and acts upon items involving changes in scope, schedule, budget, and/or priorities that require BOC, CEO, or Board approval.

By adopting these new governance models, the Authority continues to enhance its responsibilities to properly protect and manage public funds. The Strategic Initiative Group and the BOC help the HSR transition from a planning focused organization to a Project delivery organization. The groups are fully committed to delivering the nation's first HSR operational enterprise in a cost-effective manner.

The Authority's Executive Management staff's primary role is to execute the HSR Project to achieve the vision for HSR in California. Key positions are specifically called out in statute [Section 185024 PUC]. The Legislature put provisions in place to allow the Authority to work outside the traditional state hiring process in filling some of the executive staff positions, which consist of the following:

Title	Name
Chief Executive Officer	Brian P. Kelly
Chief Deputy Director	Pamela Mizukami
Chief Operating Officer	Bill Casey
Chief Financial Officer	Brian Annis
Chief of Strategic Communications	Melissa Figueroa
Chief Counsel	Alicia Fowler
Deputy Director of Legislative Affairs	Jane Brown

The Executive Management Team provides leadership for all Authority activities, manages state and contract personnel, makes decisions as delegated by the Board and provides management and oversight for the day-to-day operations of the organization.

In addition, the Executive Management Team also has responsibilities related to determining the appropriate organizational structure for the Authority, selecting management staff, and establishing management plans while executing the risk management, budgetary, compliance, and other organizational processes.

TITLE VI CIVIL RIGHTS PROGRAM OVERVIEW

The Authority, under Title VI of the Civil Rights Act of 1964 and related statutes, and 49 CFR Section 21 ensures that no person shall, on the grounds of race, color, national origin, age, sex, or disability be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program, service, or activity it administers.

In support of non-discrimination and compliance, the Authority's Board approved and adopted three (3) separate policies and program plans in 2012: Title VI, LEP, and EJ.

To facilitate the programs, the Authority adopted and implemented a systematic interdisciplinary approach whereby the Authority's Program and Project Managers, Project Management Teams, Consultants, and Contractors work closely with the Title VI Coordinator and Title VI Program Managers for the effective implementation and success of the Title VI Civil Rights Program and its requirements.

As part of its mission to support non-discrimination and provide equity and fairness, the Authority provides free language assistance for individuals whose first language is not English (LEP), so they are afforded the same access to Authority programs and services as English-speaking individuals.

The Authority is also committed to the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies. This is referred to as EJ.

The provisions to support LEP and EJ are essential in ensuring nondiscrimination. Hence, they are key components of the Authority's Title VI Civil Rights Program Plan.

This is accomplished by analyzing the demographics of impacted communities and identifying the native languages representative of the populations impacted. This information is leveraged to engage interpreters and ensure all required documents are available in translated version and made available to the public.

Demographic information is obtained from, and verified by, several available sources:

- U.S. Census Bureau (USCB)
- U.S. Environmental Protection Agency (EPA): EJScreen
- Office of Environmental Health Hazard Assessments (OEHHA): CalEnviroScreen 4.0
- State, City, and County websites
- Authority Resource Partner Associations
- Authority Outreach Coordinators and Staff
- Self-Identifying Title VI Public Participation Survey

The data is analyzed to assess the characteristics of the impacted populations. Assessments are used to confirm the program is engaging with disadvantaged communities and individuals with LEP to effectively provide free language assistance and including them in the development, implementation, and enforcement of environmental laws, regulations, and policies.

The Authority's Title VI Civil Rights Program team responsibly supports data collection, analysis, and reporting to measure, monitor, and provide status regarding Title VI, EJ, and LEP compliance. The program team actively collects, analyzes, and reports on details regarding outreach events, demographic information, and Title VI-related complaints.

Additionally, the Title VI Civil Rights Program Team exercises extreme care, and urgency with regards to supporting requests for public assistance and discrimination complaints by strictly following active policies and procedures.

The Authority's Title VI Civil Rights Program Team (Interdisciplinary/Program Team) partners with the following internal branches and organizations to implement processes to ensure Title VI (including EJ and LEP) compliance:

- Contracts and Procurement
- Environmental Services
- Tribal Relations
- Sustainability
- Real Property and ROW
- Small and Disadvantaged Business Program
- Strategic Communications (Regional and Statewide Outreach)

Title VI Civil Rights

The Authority is committed to administering and maintaining nondiscrimination principles and goals to all its programs and other activities that are undertaken, funded, or approved by its governing regulatory agencies.

Title VI Civil Rights Policy

To showcase the Authority's commitment to nondiscrimination practices Project-wide, its Title VI Civil Rights Policy states:

"It is the policy of the California High-Speed Rail Authority (Authority) to ensure that no person 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 of the high-speed rail system, as afforded by Title VI of the Civil Rights Act of 1964 (42 U.S. Code § 2000d et seq.) and related regulations.

The Authority works to ensure that its facially neutral programs or activities do not disproportionately and adversely affect persons protected under Title VI without substantial, legitimate justification. This intent includes ensuring meaningful access to Authority programs and activities to limited English proficient persons."

The Authority's Title VI Policy was approved and adopted by the Board in September 2012 and was revised in April 2022.

Title VI Civil Rights Complaints

Any individual, group of individuals, or entity who feels they have been denied equal access to any California HSR Authority program, service, or activity because of race, color, or national origin, sex, age, disability, or low-income, is encouraged to file a formal complaint with the Authority’s Title VI Coordinator. Depending upon the complaint, the U.S. Department of Transportation (DOT) and the U.S. Department of Justice (DOJ) may also be contacted.

Publications referencing Title VI rights and directions for obtaining complaint forms and instructions for filing a complaint are available in an array of formats. Title VI Posters, and Title VI Brochures (“What is Title VI?”) are distributed to the public at Authority headquarters, regional offices, and at Authority-hosted and partner outreach events. Translated versions of these publications are also available for LEP individuals.

All complaints are submitted to the Authority’s Title VI coordinator via phone, U.S. mail, email, or in person. From the day of receipt, the entire complaint process takes 90 days at a minimum. Discrimination complaints from the public are considered serious and they are addressed with the utmost urgency and care.

Received Complaints

In October 2020, the Authority received a Title VI complaint submitted on behalf of the City of Wasco regarding community impacts from Project construction. While the complaint process is currently ongoing, the Authority is working to assist the City of Wasco with the submission of grant applications to local, state, and federal agencies for additional funding to address the community impacts mentioned in the initial complaint.

As a result of continuous collaboration between the Authority and the City of Wasco, the DOT awarded a \$25 million Rebuilding American Infrastructure with Sustainability and Equity Grant in August 2022. The purpose of the grant is to provide funding for crucial safety, efficiency, and construction projects in and around Wasco, including:

- Lowering SR 46 to properly accommodate trucks passing under the railroad, which carries both passenger and freight trains, preventing polluting and heavy-duty trucks from using smaller neighborhood streets.
- Better and safer multimodal connectivity across the freight corridor with a new sidewalk, an enhanced SR 46, and an efficient roundabout.
- Enhancing adjacent properties affected by the Project and working with the City to prepare them for improved land use and economic development.

The Authority is working together with the City of Wasco to reach an amicable resolution to the initial Title VI Complaint.

Title VI Civil Rights Training

It is the responsibility of the Authority’s Title VI Civil Rights Team to provide training and education about Title VI, LEP and EJ to Authority staff, contractors, and subcontractors to ensure compliance with Title VI of the Civil Rights Act of 1964 and environmental justice principles.

Training is conducted biannually to all Authority staff and on an as-needed basis via a classroom or virtual setting. Training materials and “FAQ” (Frequently Asked Questions) are available on the Authority’s intranet and available for desktop review as a PowerPoint Presentation for real-time reference.

Purpose of Title VI Training

The purpose of the training is to:

- Summarize the importance of Title VI Civil Rights to the overall HSR program.
- Review the Authority’s policies on Title VI, EJ and LEP.
- Share and discuss effective strategies to implement the Authority’s commitment to inclusive and meaningful public engagement.
- Provide examples of how to conduct EJ-focused outreach under National Environmental Policy Act (NEPA) reviews of Authority actions.
- Present best practices for effectively engaging low-income and minority stakeholders on an ongoing basis during Project environmental review and clearance.
- Emphasize the importance of compliance reporting on community engagement.

Provided Training

For Calendar Year 2022, all Title VI training was provided one-on-one for new staff upon request. Beginning in Calendar Year 2023, the Title VI Civil Rights Program will update its training structure for Authority statewide and regional personnel, inclusive of revised presentation materials and online training modules.

Limited English Proficiency (LEP)

LEP refers to individuals who do not speak English as their primary language and who have a limited ability to read, speak, write, and understand English. California is home to millions of individuals from diverse cultures and backgrounds with LEP. Language for LEP individuals can be a barrier to accessing important benefits or services, understanding, and exercising important rights, complying with applicable responsibilities, or understanding other information about federally funded programs and activities.

The Authority’s Title VI Civil Rights Program seeks to address and provide “equity and fairness toward low-income and minority persons” pursuant to the Title VI of Civil Rights Act of 1964 and all related statutes. In compliance with Title VI regulations, Authority personnel work diligently to prevent discrimination against individuals with LEP. It is the Authority’s policy that LEP persons seeking access to the Authority’s programs, services, or activities; are entitled to free language (translation and interpretation) assistance.

Supporting free language assistance is accomplished by analyzing the demographics of impacted communities and identifying the native languages representative of the populations impacted. The Authority contracts interpreter service providers to perform interpretation and to translate key documents, notifications, and briefings in the languages spoken by a substantial number of LEP individuals. Assessments are performed on a defined cadence to ensure effective communications are occurring with LEP individuals and to validate interpreter services are adequately provisioned.

Regulatory Governance

The Authority is state and federally mandated to provide LEP individuals with an equal opportunity to benefit from, or have access to, services normally provided in English. The federal and state laws and regulations the Authority adheres to, and is in compliance of, are Executive Order (EO) 13166 and the Dymally-Alatorre Bilingual Services Act (Government Code Sections 7290-7299.8).

The Dymally-Alatorre Bilingual Services Act requires all State Departments who interact with a substantial number (5percent [%]) of non/or limited English-speaking persons, employ a sufficient number of qualified bilingual persons in public contact positions to ensure information and services are provided in the language of the non-English speaking person. This Act further mandates that every State agency shall provide materials in any non-English language spoken by a substantial number of the public served by the agency. The Authority complies with the mandated regulations by providing translated vital and non-vital documents to LEP communities that are impacted or potentially impacted by the HSR Project.

LEP Policy

The Authority is dedicated to implementing LEP principles and goals to all its programs and other activities that are undertaken, funded, or approved by federal regulatory agencies its LEP policy is as follows:

“It is the policy of the California High-Speed Rail Authority (Authority) to communicate effectively and to provide meaningful access to Limited English Proficient (LEP) individuals to the Authority’s programs, services, and activities.

Where appropriate, the Authority may provide free language assistance services to potentially affected LEP individuals or when an LEP individual so requests.

Language assistance may be provided through a variety of methods, including but not limited to Interpretation (verbal) and/or Translation (written) of vital text or a summary of that vital text.

The Authority’s commitment to Limited English Proficiency nondiscrimination is consistent with Title VI of the Civil Rights Act of 1964 (42 U.S. Code 2000d et seq.) and related requirements.”

Under the guidance of the Title VI Civil Rights Program, the LEP policy was developed, then approved and adopted by the Board in 2012. The policy was revised and became available in April 2022.

LEP Data

LEP access is provided to individuals who represent more than 5% of the LEP population in California or the county in which the Authority is providing an activity or service.

The example table below identifies the many of the counties impacted by the HSR Project and the languages spoken at home during 2016 - 2020. This information was acquired from the

American Community Survey 5-Year Estimates - USCB Language Spoken at Home demographics.

LANGUAGE SPOKEN AT HOME 2020 American Community Survey 5-Year Estimates (C16001)														
State/County	Population Estimates	% Speak English	% Speak Spanish	% Speak French, Haitian, or Cajun	% Speak German or other West Germanic languages	% Speak Russian, Polish, or other Slavic languages	% Speak Other Indo-European languages	% Speak Korean	% Speak Chinese (incl. Mandarin, Cantonese)	% Speak Vietnamese	% Speak Tagalog (incl. Filipino)	% Speak Other Asian and Pacific Island languages	% Speak Arabic	% Speak Other and unspecified languages
California	36,936,941	56.11%	28.33%	0.37%	0.33%	0.67%	3.18%	0.98%	6.05%	2.73%	3.80%	3.43%	0.92%	0.97%
Fresno County	913,840	55.77%	34.08%	0.16%	0.15%	0.15%	2.80%	0.12%	1.12%	0.49%	1.43%	7.66%	1.03%	0.41%
Kern County	823,391	56.14%	38.70%	0.09%	0.08%	0.11%	1.47%	0.18%	0.71%	0.39%	2.16%	1.46%	0.76%	0.27%
Kings County	139,629	58.41%	37.05%	0.20%	0.19%	0.03%	1.16%	0.13%	0.29%	0.25%	2.57%	0.93%	0.17%	0.64%
Los Angeles County	9,447,621	43.91%	38.72%	0.45%	0.28%	0.73%	3.92%	1.78%	9.32%	2.00%	5.47%	3.85%	1.06%	1.55%
Madera County	144,541	54.84%	41.87%	0.08%	0.19%	0.18%	1.22%	0.01%	0.48%	0.12%	0.26%	0.82%	0.95%	0.32%
Merced County	252,523	47.52%	43.82%	0.05%	0.08%	0.13%	4.06%	0.14%	1.09%	0.44%	1.07%	5.59%	0.38%	0.28%
Orange County	2,984,557	54.84%	24.54%	0.33%	0.42%	0.48%	3.09%	2.54%	5.28%	11.30%	3.01%	3.46%	1.50%	0.54%
Riverside County	2,281,746	58.85%	34.17%	0.23%	0.24%	0.20%	1.25%	0.36%	1.51%	1.12%	2.81%	1.26%	0.79%	0.47%
Sacramento County	1,439,031	67.60%	13.31%	0.20%	0.26%	2.79%	4.90%	0.32%	3.48%	2.58%	2.81%	5.25%	0.94%	0.65%
San Benito County	57,446	58.79%	37.68%	0.10%	0.26%	0.14%	1.05%	0.20%	0.18%	0.49%	1.26%	0.54%	0.22%	0.33%
San Bernardino County	2,009,812	58.29%	34.30%	0.12%	0.17%	0.13%	0.94%	0.54%	2.99%	0.98%	2.42%	1.59%	1.03%	0.47%
San Diego County	3,118,216	62.99%	24.17%	0.33%	0.37%	0.64%	1.90%	0.51%	2.60%	2.04%	4.52%	2.54%	1.36%	1.38%
San Francisco County	835,589	57.40%	10.58%	1.12%	0.57%	1.74%	2.60%	0.80%	31.36%	2.39%	4.66%	3.61%	0.82%	1.06%
San Joaquin County	699,245	59.53%	25.86%	0.12%	0.15%	0.13%	4.70%	0.16%	1.90%	1.63%	4.92%	5.90%	0.94%	0.41%
San Mateo County	722,535	54.43%	17.92%	0.71%	0.59%	1.52%	4.26%	0.68%	16.07%	0.90%	12.15%	5.30%	1.26%	0.85%
Santa Clara County	1,810,821	46.64%	17.29%	0.58%	0.58%	1.27%	7.03%	1.32%	20.33%	14.48%	6.25%	10.12%	0.94%	2.12%
Stanislaus County	507,018	57.37%	33.59%	0.14%	0.23%	0.23%	3.68%	0.10%	0.95%	0.50%	1.22%	1.98%	1.04%	2.41%
Tulare County	427,013	48.98%	47.22%	0.04%	0.18%	0.07%	1.04%	0.07%	0.54%	0.36%	0.86%	2.31%	0.60%	0.23%
Tuolumne County	51,769	92.29%	4.96%	0.17%	0.29%	0.02%	0.99%	0.23%	0.06%	0.00%	0.53%	0.30%	0.02%	0.24%
Yolo County	206,713	63.56%	21.14%	0.44%	0.40%	2.09%	3.54%	0.63%	7.50%	1.04%	1.09%	2.37%	0.39%	0.51%

Environmental Justice (EJ)

EJ is defined as the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with regard to the development, implementations and enforcement of environmental laws, regulations, and policies. Simply stated, EJ addresses the unequal environmental burden often borne by minority and low-income communities and individuals.

There are three (3) fundamental EJ principles the Authority is committed to:

- To avoid, minimize, or mitigate disproportionately high human health and environmental effects, including social and economic effects, on minority and low-income populations.
- To encourage the full and fair participation by all affected communities in the transportation decision-making process.
- To prevent the denial of, reduction in, or significant delay in the receipt of benefits by minority and low-income populations.

The Authority is committed to the following goals to achieve the principles:

- Protect environmental quality and human health in all communities.
- Apply environmental and Civil Rights laws to achieve fair environmental protection.
- Promote and protect community members' rights to participate meaningfully in environmental decision-making that may affect them.

- Promote full and fair opportunity for access to environmental benefits and minimize activities that result in a disproportionate distribution of environmental burdens.

Regulatory Governance

To promote EJ, federal and state governments have enacted legislation to safeguard the environment and protect the health and safety of the public. The Authority developed, implemented, and maintains an EJ Program in compliance with Title VI of the Civil Rights Act of 1964, Presidential EO 12898 and California State Law Government Code Section 65040.2 et. seq. and Public Resources Code Section 71110 et. Seq.

EJ Policy

The Authority is committed to continuing to apply EJ principles and goals to all its programs and other activities that are undertaken, funded, or approved by the Federal Railroad Administration (FRA). The Authority's EJ Policy states:

"It is the policy of the California High-Speed Rail Authority (Authority) to promote Environmental Justice in its programs, policies, and activities. As part of existing planning and project delivery processes, the Authority effectuates Environmental Justice through conducting National Environmental Policy Act (NEPA) Environmental Justice analysis, and identifying and addressing, as appropriate and when practicable, disproportionately high human health and environmental effects on minority or Low-Income populations.

The Authority is committed to the fair and meaningful involvement of all affected populations, regardless of race, color, national origin, or income, with respect to the planning and development of the high-speed rail project. Through outreach and engagement activities, the Authority gathers information and input from affected minority and Low-Income populations to inform key agency-wide environmental decisions.

Consistent with applicable California Air Resources Board Greenhouse Gas Reporting Fund requirements, the Authority identifies disadvantaged communities that are impacted by the high-speed rail system and determine ways to maximize benefits to such communities through its delivery activities. The Authority uses the California Environmental Protection Agency's CalEnviroScreen Program to identify disadvantaged communities as directed by California Senate Bill 535."

This EJ Policy applies to policy decisions, system planning, project development and environmental reviews under the NEPA, preliminary and final design engineering efforts, ROW acquisition process, and construction, operations, and maintenance activities.

Under the guidance of the Title VI Civil Rights Program, the Environmental Justice policy was developed, then approved and adopted by the Board in 2012. The policy was revised and made available in April 2022.

Disadvantaged Communities

The California Environmental Protection Agency (CalEPA) describes disadvantaged communities as areas disproportionately affected by environmental pollution and other hazards that can lead to negative public health effects, exposure, or environmental degradation; or areas with concentrations of people that are of low-income, high unemployment, low levels of homeownership, high rent burden, sensitive populations, or low levels of educational attainment.

The regulatory guidance provided by the California Air Resources Board (CARB) concerning the implementation of Senate Bill 535 (De León, Chapter 830, Statutes of 2012; Health and Safety Code Sections 39711-39723) and AB 1550 requires CARB to provide guidance on maximizing benefits to identified disadvantaged communities.

The Authority focuses on program benefits that minimize and mitigate disproportionately high human health and environmental effects on disadvantaged communities by implementing and sustaining current and long-term goals including:

- Increase mobility and decrease transportation costs or other impediments for residents in low-income areas that will, in turn, provide employment connectivity opportunities in larger metropolitan areas.
- Reduce greenhouse gas (GHG) health hazards caused by air pollutants and carbon dioxide (CO₂) emissions by assisting communities in construction areas with replacing aging Tier IV equipment and trucks, decreasing vehicle congestion on the roadways, and shifting interstate modal transportation from air to rail in post-construction.
- Provide job or career benefits and opportunities in pre, during, and post construction in disadvantaged communities and workers.

The overall long-term benefits of the HSR Project will be cost-efficient transportation and network interconnectivity from disadvantaged areas to the larger and more robust cities. An additional benefit of this method of interconnectivity is that the rail system will operate using 100% renewable energy while reducing GHG and CO₂ emissions by the metric tons.

To further provide benefits to the disadvantaged communities impacted or possibly impacted by the HSR program, the Authority, its design-build contractors, and 74 skilled craft labor unions came together to form a cooperative partnership and commitment known as the Community Benefits Agreement (CBA); to promote employment and business opportunities during the construction of the HSR Project.

The Agreement is based on the Community Benefit Policy (CBP) which directs the Authority, and its contractors, to make every effort to engage in activities that will provide meaningful employment opportunities and construction careers to those residing in disadvantaged areas and/or currently facing barriers to employment. This Policy was approved by the Authority's Board and signed by the Authority's CEO in December 2012.

Under the CBP, the Authority's design-build construction contracts are required to adhere to the National Targeted Hiring Initiative Plan (NTHI), which states that a minimum of 30% of all Project construction work hours shall be performed by National Targeted Workers (NTW) and a minimum of 10% of NTW hours shall be performed by disadvantaged workers.

The CBA is designed to assist small businesses and job seekers in finding or obtaining construction contracts, jobs, and training opportunities for residents who live in economically

disadvantaged areas along the HSR alignment. This is accomplished through the cooperative partnerships with the entities listed within the agreement.

Small and Disadvantaged Business Enterprise Program

Within the Authority's organizational structure, the Title VI Program works in conjunction with the Small and Disadvantaged Business Enterprise Program (SB Program) to assist the Authority with nondiscrimination compliance.

The Authority establishes its SB Program goals based on the laws and regulations specific to each certification designation. The HSR program is funded with both State and federal sources, requiring the Authority's SB Program to establish goals in compliance with:

- 49 CFR Part 26 regulations governing Disadvantaged Business Enterprise (DBE) goals, as administered by the DOT;
- EO D-43-0, and Military & Veterans Code 999 regulations governing the California State Disabled Veteran Business Enterprise (DVBE) goal, as administered by the California Department of General Services (DGS); and
- EO S-02-06 regulation governing the California State small business (SB) goal, as administered by the DGS. The State goal is inclusive of:
 - SB
 - Micro Businesses (MB)
 - SB for the Purpose of Public Works (SB-PW)
- California AB 1574, which instructs state departments to regularly seek out SBs and MBs that have not previously done business with the State.
- California AB 2019, which requires an action plan that will include, as part of a general outreach effort to all SBs, education, outreach, and stakeholder engagement with representative business organizations and business enterprises owned by women, minorities, and members of the LGBTQ community.
- California AB 2974, which requires state agencies to establish a 25% SB participation goal in all contracts that the agency finances with Infrastructure Investment and Jobs Act proceeds.

After consideration of these and other state and federal statutes and regulations, the Authority's Board approved and implemented the SB Program in 2012. As of 2022, the Authority's 30% SB Program goal is applied statewide and includes a separate and independent 10% federal DBE goal and a 3% state DVBE goal. It is the intention of the SB Program to revise the Authority's utilization goals to provide a more comprehensive method of capturing the various state and federal small business designations based on funding source. This will simplify the process of how utilization is measured and reported.

The Authority is committed to making active participation of small businesses a priority in all contracting phases of the HSR Project. As such, it is the mission of the Authority's Small Business (SB) Program to provide SBs, DBE, and DVBE have an equitable opportunity to compete for and benefit from public works projects.

The SB Program is consistent with state and federal law and with directives from the Civil Rights Office of the FRA. By taking these measures, the Authority provides small businesses opportunities to participate in the Authority's contracting and procurement activities.

To achieve and maintain the SB goal, the Authority must actively engage with the SB community. The Small Business Advocate (SB Advocate) is responsible for ensuring the Authority's goals for SB utilization, as well as identifying and implementing innovative SB development and outreach strategies. Community engagement is a vital component to the team's outreach strategy and includes, but is not limited to the following:

- Collaborate with external resource partners and potential/active Primes to explore and utilize innovative methods to meet the overall SB participation goal.
- Participate in forums to identify SB/DBE/DVBE concerns, and research and implement agreed upon, sustainable solutions.
- Develop, implement, and promote methods of outreach to the small business community to highlight the Authority's contract opportunities.

In addition to the SB Advocate, the SB Program Team consists of the following:

- SB and Title VI Civil Rights Programs Manager
- SB Outreach Manager
- SB Outreach Coordinator
- SB and Title VI Equity Liaison
- SB Supportive Services Coordinator
- SB Technical Associate
- SB and Title VI Associate
- External Affairs Branch Information Officer

The SB Program Team focuses on assisting SBs in gaining the ability to compete in the marketplace by establishing partnerships, providing education, and training, and fostering transparency.

Capital Procurement and Contract and Procurement

The Capital Procurement Branch and the Contracts and Procurement Branch provide purchasing authority for the Authority. The responsibilities for these branches include preparing all bid documents and awarding contracts, as well as assuring compliance with all legal requirements in the procurement process. The Branches also verify that all formal solicitations include approved anti-discrimination language.

The Authority has implemented the following boilerplate language regarding nondiscrimination compliance in its contracts:

During the performance of this Agreement, the Contractor and its Subcontractors shall not deny the Agreement's benefits to any person on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender,

gender identity, gender expression, age, sexual orientation, or military and veteran status, nor shall they discriminate unlawfully against any employee or applicant for employment because of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status. The Contractor shall ensure that the evaluation and treatment of employees and applicants for employment are free of such discrimination.

The Contractor shall comply with the provisions of the Fair Employment and Housing Act (Gov. Code section 12900, et seq.) the regulations promulgated thereunder (Cal. Code Regs., Tit. 2, section 11000, et seq.), the provisions of Article 9.5, Chapter 1, Part 1, Division 3, Title 2 of the Government Code (Gov. Code sections 11135-11139.5), and the regulations or standards adopted by the awarding state agency to implement such article.

The Contractor shall permit access by representatives of the Department of Fair Employment and Housing and to the awarding state agency upon reasonable notice at any time during the normal business hours, but in no case less than 24 hours' notice, to such of its books, records, accounts, other sources of information and its facilities as said Department or Agency shall require to ascertain compliance with this clause.

The Contractor and its Subcontractors shall give written notice of their obligations under this clause to labor organizations with which they have a collective bargaining or other agreement.

The Contractor shall include the nondiscrimination and compliance provisions of this clause in all subcontracts to perform work under this Agreement.

Authority Agreements also contain nondiscrimination language in the General Terms and Conditions (04/2017).

PROGRAM ACCOMPLISHMENTS

To establish trust and support, the Authority engages with stakeholders from federal, state, and local communities to educate, inform and to obtain insight that helps contribute to and strengthen key decisions regarding the HSR Project.

Pursuant to Title VI, the Authority takes affirmative steps to ensure that discrimination does not occur in its organization. It also acknowledges public involvement is fundamental and essential in achieving equitable programs, services, and activities.

Public participation provides for the public involvement of all persons (including Native American Tribal Governments), minorities and low-income persons, affected public agencies, employees, the public, transportation service providers, public transit users, and other interested parties in communities affected, or potentially affected, by rail programs and projects.

The Authority conducts public outreach activities to encourage public interaction comments and makes them accessible to all, including persons with disabilities (access includes visual and tactile presentation tools and techniques). Such events include Board meetings, community open houses, and industry forums.

The Authority further recognizes public participation is a successful measure to notify the public of their civil rights under Title VI, LEP and EJ requirements for the Authority's services, projects, and activities.

Statewide

Program Accomplishments

2022 Business Plan

In accordance with the guidelines outlined in PUC 185033, the Authority prepares, publishes, adopts, and submits a business plan to the California Legislature every two (2) years. The business plan is an overarching policy document used to inform the Legislature, the public, and stakeholders of the Projects' implementation and assist the Legislature in making policy decisions regarding the Project.

The business plan report, at a minimum, shall include a program-wide summary, as well as details by Project segment, with all information necessary to clearly describe the status of the Project. At least 60 days prior to the publication of the plan, the Authority publishes a draft for public review and comment.

The Authority released the Draft 2022 Business Plan for public review in February 2022 and adopted it on April 28, 2022. The 2022 Business Plan reaffirms staff's policy recommendation to the Authority Board to develop a clean, electrified Merced to Bakersfield HSR interim service line as soon as possible in California's Central Valley with the funding currently available. The plan also discusses major program progress in Northern California, the Central Valley, and Southern California, as well as addresses areas of opportunity with new federal funding and pending Legislative approval of Governor Gavin Newsom's Transportation Infrastructure Package, including Proposition 1A bond funding for HSR.

The 2022 Business Plan builds on the Authority’s mission and guiding principles, specifically outlining how new funding will allow the Authority to:

- Deliver an electrified, two-track initial operating segment connecting Merced, Fresno, and Bakersfield as soon as possible.
- Invest statewide to advance engineering and design work as every Project section is environmentally cleared.
- Leverage new federal and state funds for targeted statewide investments that benefit local service providers and advance HSR in California.

The Authority released the completed Draft 2022 Business Plan for public review just 10 months after its Board approved the Final 2020 Business Plan. This was an incredible achievement for the Authority staff.

To view the 2022 Business Plan, please visit:

<https://hsr.ca.gov/about/high-speed-rail-business-plans/2022-business-plan/>

Authority Recognized as Employer of Year by Organization Advancing Women in Transportation

On two occasions in 2022, the Authority received the Employer of the Year Award from the WTS organization. This annual award recognizes a transportation organization for outstanding leadership in mentoring women in the transportation field, providing opportunities for upward mobility for women, and having women at the highest levels of leadership.

January 2022 – the Authority received the distinguished honor from the WTS Sacramento Chapter.

November 2022 – the Authority was recognized by the WTS Los Angeles Chapter.

More than half of the Authority’s total workforce is female – as well as the majority of the executive team, many appointed under the Newsom Administration. Major initiatives and programs led by women at the Authority include strategic delivery; legal counsel; strategic communications; legislative affairs; information technology; planning and sustainability, administration, and human resources; diversity, equity, and inclusion; and regional leadership.

Creation of the Authority’s Internal Diversity, Equity, and Inclusion Taskforce

In 2021, the Authority’s CEO requested the creation of a Diversity, Equity, and Inclusion (DEI) Taskforce. The DEI Taskforce was tasked with establishing an ongoing series of efforts and initiatives, department-wide, to ensure that the Authority is a safe, diverse, equitable, and inclusive department.

As a result of established priorities for the Authority, the DEI Taskforce’s primary focus will align with and adapt to ongoing and changing Project dynamics, including but not limited to, construction, hiring needs, outreach efforts, and procurement.

The purpose of the DEI Taskforce is to gather information and provide guidance and recommendations to the CEO and the Executive Staff on efforts to improve diversity,

equity, and inclusion throughout the department, including but not limited to the following areas:

- Hiring and promotion
- Outreach
- Internal trainings
- Resource access/removal of barriers
- Workplace environment
- Procurement and contracting

It is the mission of the DEI Taskforce to ensure the Authority is a safe, diverse, equitable, inclusive, and representative department internally, and provides opportunity for all contractors and businesses in California, consistent with or exceeding state and federal policy objectives and goals.

Title VI Civil Rights Program

Title VI Civil Rights Accomplishments

The Authority is committed to ensuring that no person shall, on the grounds of race, color, national origin, sex, age, or disability be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity in the design, construction, and operation of the HSR system.

The Title VI Civil Rights Program accomplishments for Calendar Year 2022 include:

- Provided requested Title VI compliance metrics for state and federal regulatory agency reporting requirements.
- Maintained the SB Program, Policy, and a 30% overall goal, inclusive of DBE and DVBE participation on Authority contracts.
- Reviewed and approved the inclusion of the Title VI statutory language in contract documents prior to procurement solicitations.
- Participated in the California Climate Investments (CCI) Outreach Working Group, a group facilitated by the CARB, which meets to discuss outreach methods, upcoming events and partnering opportunities.
- Updated the Title VI website and posted revised or new information and forms for public review, education, and comment.
- Updated and maintained the Title VI Portal Landing Page to provide regional outreach personnel with updated Title VI documents and forms to be disseminated to the public regarding their rights under Title VI.
- Coordinated with Authority Information Technology Services to combine the Title VI Outreach Portal with the newly developed Event Management System for ease of reporting outreach data and metrics.
- Reviewed and commented on the regions' revised public participation outreach plans for compliance with Title VI.

- Provided Authority Program Staff with continuous assistance regarding Title VI compliance measures and requirements.
- Continued to have adequate resources through the support of the Title VI Project Management Team to implement Title VI, LEP and EJ.
- Continued to maintain the email inbox: TitleVICoordinator@hsr.ca.gov for the public, consultants, Authority staff, and Regional Outreach Teams to submit requests for information or technical assistance.

LEP Accomplishments

The Authority interacts with LEP individuals in a variety of ways during the program planning stages and the initial construction. As the Project progresses, the Authority continues to provide language assistance services and accommodation to LEP individuals in languages they understand.

The LEP Accomplishments for 2022 were:

- Provided language translation and interpreter services to the public via telephone, in-person requests, Board meetings, and outreach events in various languages when requested.
- Provided community outreach notifications in various languages with instructions on how to submit language requests to the Authority in the most commonly encountered languages.
- Provided qualified and certified language assistance services during public meetings where an LEP community threshold was over 5%, as mandated by the Dymally-Alatorre Bilingual Services Act of 1973.
- Provided construction and road closure notifications in English and Spanish with instructions on how to submit language requests to the Authority in the most commonly encountered languages.
- Continued offering LEP outreach methodology training to all members of the HSR Program including Authority and consultant staff.

EJ Accomplishments

The Authority recognizes how important provisions of existing environmental, civil rights, civil, and criminal laws may be used to help reduce environmental impact in all communities and EJ on the human element. The Authority has included EJ considerations in its planning for the statewide HSR system since 2000, when it commenced a programmatic environmental review process.

During 2022, the Authority continued to enhance its EJ goals to ensure consistent regulatory compliance. The Authority continues its community and stakeholder engagement throughout the planning and environmental review process.

- Continued collaborative efforts with members of the Environmental Services (ES) Branch to review, edit, and update the Authority's Title VI Program compliance documentation, inclusive of program policies.
- Provided increased technical assistance to outreach personnel as regions prepare to release Project section environmental documents to the public.

- Provided guidance to the Environmental Services as they update Project section EJ Outreach Plans.
- Continued to maintain the email inbox: EnvironmentalJustice@hsr.ca.gov for the public, consultants, Authority staff, and Regional Outreach Teams to submit requests for information or technical assistance.
- Continued the ongoing commitment to:
 - Building the HSR system in a manner that is environmentally responsible and sustainable for all affected communities.
 - Using clean and green construction practices to be utilized as activities increase.
 - Recycling 100% of all usable concrete and steel resulting from the demolition of buildings and structures along the alignment.

The EJ accomplishments for 2022 are also visible within the Authority’s overall efforts to provide benefits and positive economic impacts to underserved communities.

Small Business (SB) Program

To achieve its aggressive small business participation goals, the Authority must actively engage with California’s SB community and assist them in getting contract ready. The SB Program provides oversight which is a hybrid between adhering to statutes (federal and state), and advocacy which equals outreach, education, and supportive services.

Accomplishments – Special Projects

As the HSR Project continues to grow, so does the need for additional small businesses. To achieve and maintain the SB Program goals, the Authority must actively engage with California’s SB community. Outreach and training are vital to reaching businesses statewide.

SB Outreach and Equity Plan

In November 2022, pursuant to California AB 2019, the Authority’s SB Program drafted the Small Business Outreach and Equity Plan (OEP). The purpose of the OEP is to provide details of how the Authority provides diversity, equity, and inclusion in its outreach methods.

The OEP is updated annually and submitted to the California State Transportation Agency (CalSTA) at the end of each fiscal year.

SB Assistance Request Form

In December 2021, the Authority’s SB Program updated its process for the submission of complaints and information requests through the SB Assistance Request Form. The online form provides small businesses a convenient way to call attention to issues or concerns. Submittals will be sent directly to our SB Advocate for review and assignment to appropriate HSR staff.

The Small Business Assistance Request Form can help facilitate the following:

- Appeal decisions made by the California HSR Authority;
- Investigate issues with a California HSR Authority contractor;
- Report concerns regarding payment;
- Escalate concerns regarding small business utilization;

- Request general Small Business Program information; and more.

The SB Assistance Request Form continues to be the main source of contact utilized by contractors and members of the public.

The form can be accessed with the following link:

<https://hsr.ca.gov/business-opportunities/small-business-program/small-business-assistance-form/>

SB Diversity Dashboard

The Authority's SB Program launched a new online dashboard that tracks DBE, which includes women- and minority-owned small businesses participating on the HSR Project. The dashboard serves to highlight minority-owned small businesses' participation in building HSR and to transparently display the contracting dollars awarded.

In addition to program goals and small-business participation displays, the dashboard also features an array of new user-friendly visual and graphical data, including breakdowns of minority-owned small businesses working on the HSR program and total dollars expended to date. The Authority will regularly update the dashboard to reflect the latest publicly available information.

ConnectHSR

ConnectHSR is an online vendor registry that provides any interested businesses with a quick and easy way to get connected to HSR business opportunities and stay connected to the HSR Project.



Since the launch of ConnectHSR, the Authority has gained the interest of over 1,500 registered businesses as of December 31, 2022.

SB Participation

As of December 31, 2022, 761 certified small businesses are, or have been, contracted to do work on the HSR Project. The metrics are inclusive of SBs, MBs, DBEs, and DVBEs doing work on projects in the Northern, Southern, and Central Valley regions.

Of the small businesses contracted to do work on the HSR Project, there have been 259 certified DBEs and 92 DVBEs. Regionally, there were 263 in Northern California, 210 in the Central Valley, 260 in Southern California, and 28 outside of California.

Environmental Services (ES) Branch

The ES Branch is part of the Authority's Program Delivery Office responsible for formulating, implementing, and enforcing policies relative to environmental issues and adherence to environmental requirements. It is also responsible for developing and publishing all Environmental Impact Statements (EIS) and Environmental Impact Reports (EIR) while operating in strict compliance to the NEPA, and the California Environmental Quality Act (CEQA).

The ES Branch also ensures adherence to Title VI and related statutes, and most specifically, Environmental Justice. To endorse and apply these principles, the ES Branch collects and studies demographic information from sources including the OEHHA CalEnvironScreen reporting application to assess the social and economic impact to local communities impacted by the Project. This social and economic information is a component of the EIS/EIR and scrutinized during the transportation decision-making process.

Outreach events and activities supporting environmental planning consist of demographic studies and engaging with local governments and the public. This is to inform, educate, and collaborate with stakeholders on the Project and to assist in mitigating issues.

Accomplishments - Studies and Special Projects

Approval of Final Environmental Studies for Southern California Project Section

January 2022 – the Authority’s Board approved the Final Environmental Impact Report/Environmental Impact Statement (EIR/EIS) for the approximately 14-mile Burbank to Los Angeles Project section. This action clears the way for full CEQA clearance of nearly 300 miles of the HSR Project’s 500-mile Phase 1 alignment from San Francisco to Los Angeles/Anaheim. The Board’s actions mark the second certification of an environmental document in the Southern California region and the first in the Los Angeles Basin.

The Board’s certification of the Burbank to Los Angeles Final EIR/EIS is a critical milestone that moves the Project section closer to being “shovel ready” as funding becomes available. The section will connect the HSR system from a new Hollywood Burbank Airport Station to the existing LAUS, providing an additional link between Downtown Los Angeles and the San Fernando Valley.

The Board certification of the final environmental document and approval of the Burbank to Los Angeles Project section reaffirms the Authority’s commitment to completing the environmental process for the full Phase 1 California HSR System from San Francisco to Los Angeles/Anaheim by 2023.

Release and Approval of Final Environmental Studies to Connect Silicon Valley and Central Valley

February 2022 – the Authority released the Final Environmental Impact Report/Environmental Impact Statement (Final EIR/EIS) for the approximately 90-mile San Jose to Merced Project section in Northern California.

April 2022 – The Authority’s Board certified the Final EIR/EIS and unanimously approved the approximately 90-mile San Jose to Merced Project section in Northern California. This action completes the environmental clearance for nearly 400 miles of the HSR Project’s 500-mile Phase 1 alignment from San Francisco to Los Angeles/Anaheim – including a contiguous stretch between Merced and Palmdale plus January’s clearance of the Burbank to Los Angeles section.

The Authority's Board selected Alternative 4 as the approved Project alignment among the four alignment alternatives studied. This alternative modernizes and electrifies the existing rail corridor between San Jose and Gilroy, allowing for both HSR and Caltrain service.

Release and Approval of Final Environmental Studies for San Francisco to San Jose Project Section

June 2022 – the Authority released the Final EIR/EIS for the approximately 43-mile San Francisco to San Jose Project section in Northern California. If approved by the Authority's Board in August 2022, this Project section and its environmental document will complete full environmental clearance for HSR in Northern California.

August 2022 - The Authority's Board certified the Final EIR/EIS and approved the approximately 43-mile project for the San Francisco to San Jose section. This action completes the environmental clearance for HSR in Northern California and extends environmental clearance to 420 miles of the Project's 500-mile alignment from San Francisco to Los Angeles/Anaheim.

The approval of the San Francisco to San Jose HSR Project section and its environmental document represents a major milestone in advancing the entire statewide program by linking the San Francisco Bay Area and the Peninsula to San Jose, the Central Valley, and Los Angeles County in Southern California. Connecting these major economic regions with HSR will change how people travel throughout the state and foster more equitable employment and housing opportunities.

In approving this Project section, the Authority's Board selected the Preferred Alternative (Alternative A). This alternative builds on the Caltrain electrification project and incorporates the infrastructure necessary to run HSR service in the corridor. The approved Alternative A extends from the previously approved San Jose HSR station and includes new HSR stations in San Francisco and Millbrae; construction of a light maintenance facility on the east side of the Caltrain corridor in Brisbane, and improvements for safety and speed in the region.

Release of Draft Environmental Document for the Palmdale to Burbank Project Section

September 2022 – the Authority released the Draft EIR/EIS for the more than 30-mile segment between Palmdale and Burbank in Southern California. The Project section is between 31 and 38 miles long and will connect two key population centers in Los Angeles County, the Antelope Valley, and the San Fernando Valley, by linking future multimodal transportation hubs in Palmdale and Burbank.

The Draft environmental document addresses traffic, air quality, noise, vibration, and aesthetics, and evaluates the impacts and benefits of six build alternatives. The Preferred Alternative is SR14A Alternative, which would avoid crossing Una Lake and minimizes impacts to nearby wetlands.

Trains operating on the Preferred Alternative alignment would be fully underground through the community of Acton, the Angeles National Forest, and the San Gabriel Mountains National Monument. The SR14A Alternative is also underground where it crosses the Pacific Crest Trail, avoiding impacts to the trail. Through the northern portion of the San Fernando Valley, the SR14A Alternative is in a tunnel, emerges near the Hansen Dam Spreading Grounds and then follows the Metrolink/UPRR rail alignment almost entirely within the existing corridor to Burbank.

With the release of this Palmdale to Burbank Project section Draft EIR/EIS, the Authority is on track to complete environmental clearance for the full Phase 1 California HSR system from San Francisco to Los Angeles/Anaheim by the end of 2024.

Sustainability Branch

Sustainability represents the degree to which actions taken today enable current and future generations to lead healthy and rewarding lives. This implies a need for consideration of environmental, social, and financial actions and impacts be taken now to meet current developmental and transportation needs, without sacrificing future generations' capacity to meet their needs.

Therefore, it is the Authority's policy to incorporate a comprehensive sustainable approach to the planning, design, construction, and operation of the high-speed rail system that permeates every element of the Project lifecycle and all aspects of the Project as an organizing framework similar to other organizations and infrastructure projects.

In an effort to comply with directives by EOs, State Administrative Manual Chapter 1800, Energy and Sustainability, and Senate Bills 862 and 350 for sustainability measures; the Authority has stated its commitment to implementing a comprehensive sustainability policy. The policy includes the following measures for the HSR Project:

- Net-zero GHG and criteria pollutant emissions in construction
- Operating the system entirely on renewable energy
- Net-zero energy, Leadership in Energy and Environmental Design platinum facilities
- Planning for climate change adaptation
- Prioritizing life-cycle considerations

In 2012, Authority staff and stakeholders identified five sustainability priorities. In 2015, stakeholder engagement confirmed the relevance of these priorities. In 2019, stakeholder engagement confirmed the relevance of these priorities with refinements to language that reflect evolution of the Project and sustainability concepts:

- **Energy and Emissions** refers to the conservation and type of energy resources used to construct and operate the rail systems, as well as to the tracking and minimization of emissions (both GHG and criteria air pollutant emissions) associated with both construction and operation.
- **Station Communities and Ridership** refers to collaborative planning activities that promote transit-oriented development and sustainable land use decisions that will help bring riders into the system, encourage and promote proximity co-location for education, health and business institutions and ancillary consumer concession services. .
- **Sustainable Infrastructure** refers to the set of principles and actions in planning, siting, design, construction, mitigation, operation, maintenance, and management of infrastructure that reflect a balance of social, environmental, and economic concerns.
- **Natural Resources** refers to the environment and its resources, addressed in and within ecological systems.
- **Economic Development and Governance** refers to responsible leadership and

management, transparency practices, and sound business planning.

Accomplishments - Studies and Special Projects

Sustainability Report

On October 18, 2022, the Authority issued its 2022 Sustainability Report, detailing how this first-in-the nation Project positively contributes to the climate change struggle and helps build the most technologically advanced, electrified, and equitable transportation system in California.

Electrified HSR, serving as the backbone of the state rail system, will meet the state's mobility and development goals by providing a system that connects communities, enhances economic opportunity, reduces emissions, and creates the most sustainable travel option for future generations.

The Sustainability Report outlines policies for station planning, energy needs, emissions, and community partnerships including:

- Restoring more than 2,972 acres of habitat and protecting more than 3,190 acres of agricultural land;
- Planting more than 7,100 trees;
- Avoiding or sequestering 420,245 metric tons of CO₂ – the equivalent of removing one natural gas-fired power plant from the grid for a year;
- Increasing small business participation to over 700 entities;
- Generating between \$12.7 and 13.7 billion in total economic activity in the state, with 56% investment in disadvantaged communities.

The annual report details the Authority's efforts from January 1 to December 31, 2021, while capturing some data through the first part of 2022.

California's electrified HSR will be powered by 100% renewable energy. The system will sustainably connect communities and give Californians an unprecedented alternative to vehicle travel. No mode of transportation delivers the speed and quality of a trip at the same energy efficiency as HSR.

To view the report, please visit: <https://hsr.ca.gov/SustainabilityReport>

OUTREACH METHODS AND ACTIVITIES

Providing accurate and timely information to the public, stakeholders, and oversight agencies is critical to the success of the HSR Project. The Authority’s Strategic Communications function fulfills this need by coordinating communications, legislation, and stakeholder outreach.

Strategic Communications oversees and directs the Authority’s public and stakeholder-related communications. It ensures consistency and accuracy of information, as well as the efficient operation of these functions internally and across the three primary regions covering the Bay Area, Central Valley, and Southern California.

The formats utilized by the Authority include (but are not limited to):

- The California HSR Authority Website
- The BuildHSR Website
- Regional and Project section websites
- Frequent email notifications sent to statewide internal and external stakeholders regarding up-to-date Project information, milestones, and Project updates
- Social Media Outreach (Facebook, Twitter, LinkedIn, etc.) to encourage public feedback on the Authority’s programs and activities.

Statewide Outreach Methods

During calendar year 2022, the Authority interacted with over 10,000 community members statewide. Outreach to members of disadvantaged communities was also captured for calendar year 2022:

Outreach Efforts in 2022	
Reported Outreach Events	409 events
In-Person Outreach Events	92 events
In-Person Outreach Events in Disadvantaged Communities	59 events
Estimated Number of People Reached at Events	10,200
Estimated Number of People Reached at Disadvantaged Community Events	1,917

The Authority actively continues to promote public participation through various outreach methods online. They include, but are not limited to:

- Participate in public involvement activities (meetings, hearings, advisory groups, workshops, and task forces) to help the community understand the Project, identify community interests and needs, manage perceptions, and define Project goals.
- Encourage public comments at monthly Board meetings.
- Stream live webcast of the monthly Board meetings.
- Coordinate with individuals, institutions, or organizations and implementation of community-based public involvement strategies to:
 - Reach out to members in the affected minority and/or low-income communities.

- Reach people within their own communities and during existing meeting schedules, coordinating time, location, and accessibility.
- Reach under-represented populations and minority and women business organizations.
- Encourage collaboration between diverse groups of community leaders. This collaboration enables various communities to help shape the HSR Project.
- Identify barriers to overcome public participation.
- Distribute information such as flyers or handbills through mass mailings, postings at community centers, retail stores, religious centers, and social gathering events.
- Provide opportunities for public participation through means other than written communication, such as personal interviews or use of audio or video recording devices to capture oral comments.
 - Use of locations, facilities, and meeting times that are convenient and accessible to low-income and minority communities.
 - Use of different meeting sizes or formats or varying the types and number of news media; to announce public participation opportunities.
 - Use social media to target specific areas to encourage participation.
- Provide interpretation and translation services by:
 - Using LEP factors to determine outreach methods and placement of meeting announcements and flyers through different types of media and different languages.
 - Maintaining toll free hotlines that include multiple language options.
- Use traditional and non-traditional media (website, local newspapers, radio and television stations, signs, etc.) to provide the public, including EJ groups with information about upcoming public participation events.
- Develop clear, concise, and understandable documents for members of the public, including Environmental Justice individuals, to provide comments on proposed projects.
- Make public information available in electronically accessible formats.
- Maintain the email accounts: TitleVICoordinator@hsr.ca.gov and EnvironmentalJustice@hsr.ca.gov for the public to submit requests for information, comments, or concerns.

Statewide Outreach Activities

Board Meetings

The Authority benefits from several oversight mechanisms. First among these, the Board oversees the planning, construction, and operation of the HSR system and sets policy directives for the overall Project. During the 2022 calendar year, 10 Board meetings took place.

Board meetings are noticed and conducted in compliance with the Bagley-Keene Open Meeting Act, which requires “state” boards and commissions to publicly announce their meetings, prepare agendas, accept public testimony, and conduct their meetings in public unless specifically authorized to meet in closed session. The Authority complies with the Act by sending Board meeting notifications to the public 10 days prior to the meeting date. All

necessary meeting information is posted to the website and provided to the public the day of. Public testimony is a constant on the Board meeting agenda as the first item.

The Board also has subcommittees dedicated to overseeing specific aspects of the HSR Project. These subcommittees include:

- Finance and Audit Committee
- Transit-Land Use Committee

Due to the COVID-19 pandemic, Board meetings were held virtually through the Zoom application. Board members were able to participate from individual remote locations, and members of the public were able to view the Board meeting online from the Authority's website. Those who wished to provide public comment on meeting agenda items were able to register to participate during the Public Comment period.

Apart from closed session, all Board meetings are recorded and streamed live.

Board - Studies and Special Projects

In 2022, the Board approved and adopted several key Authority Project items that provide the legislature, stakeholders, and the public with Project-related information including:

- Approval of the 2022 Business Plan, April 28, 2022
- Acceptance of the Fiscal Year 2022-2023 Budgets, August 17, 2022
- Approval of the Proposition 1A Funding Plan of the Central Valley Segment, September 15, 2022
- Approval to Award Contract for Program Delivery Support Services, October 20, 2022

This listing does not include the many resolutions pertaining to the approval and/or adoption of environmental studies, requests for qualifications, and the approvals of preferred Project section alignment alternatives. To view all resolutions, visit the Authority's Board's page of the public facing website at: <https://hsr.ca.gov/about/board-of-directors/board-resolutions/>

Real Property Branch

The Authority understands and acknowledges that private and commercial property owners throughout the state are affected by the proposed construction of the HSR system. As such, the Authority's Real Property Branch is committed to do everything it can to educate, inform, and work collaboratively with affected property owners.

In compliance with federal and state mandates required by the California Property Acquisition Law and the Uniform Relocation Assistance and Real Property Acquisition Act, the Branch implements the Authority's policies and procedures for the appraisal, acquisition, and management of real property.

The Authority's Real Property Branch establishes that all appraisals, acquisitions, relocations, and land sales are conducted on a non-discriminatory basis. This is achieved by the standardization of procedures, uniformity of administration, and published information that concerns Title VI considerations in brochures and public notices.

Small Business Program Outreach Activities and Current Practices

To achieve and maintain the SB Program goals, the Authority must actively engage with California's SB community. Currently, the SB Team collaborates with external resource partners to partake in small, disadvantaged, and disabled veteran-focused workshops. During the workshops, the main goal is to educate and connect firms with administering agencies responsible for issuing Authority recognized certifications such as the DGS, the Small Business Administration (SBA), and certifying agencies of the California Unified Certification Program. Additionally, these workshops introduce firms to other state agencies and their contracting opportunities.

Attending and speaking at statewide conferences, workshops, and expos is a vital outreach mechanism. Such events have resulted in hundreds of direct touchpoints with the small business community. As the HSR Project continues to grow, so does the need for additional small businesses. As a result, outreach efforts will increase in a manner that promotes SB involvement.

Additionally, the Authority issues a quarterly Small Business Newsletter, which documents the progress of the Project and the contributions of small businesses in building the nation's first HSR system. The publication is a valuable tool which includes the faces of HSR profiles, highlights the work of esteemed partners, and outlines how small businesses can connect with the Authority to pursue contracting opportunities. The Small Business Newsletter can be found at: <https://hsr.ca.gov/business-opportunities/small-business-program/small-business-newsletter/>

Outreach Partnerships

The SB Team continues to develop strategic partnerships with local and statewide associations that focus on gaining additional supportive resources to SB/DBE/DVBEs. One of the most recent resources includes the California Procurement Technical Assistance Center (PTAC). PTACs goal is to assist small businesses in getting contract ready, and assist contracted small businesses throughout the duration of their contract by providing:

- Training through workshops, webinars, and technical assistance through one-on-one counseling.
- Customized automated Bid Match Tool for small businesses that want to sell their products and services to state, local, and/or federal governments.
- Free business services and resources designed for emerging and established small businesses with an emphasis on finding financing, developing strategy, and gaining the tools to increase their business's prosperity and growth.

The SB team, along with Title VI Civil Rights and Sustainability, also participates in the CCI Outreach Working Group. This Group is facilitated by the CARB. Membership of this group consists of approximately 20-30 agencies that receive CARB funding and work together to market agency grant program information to the public: from local communities to small and disadvantaged businesses. On a monthly basis, representatives of CalTrans, DOT, various CARB departments, etc., meet to discuss outreach methods, upcoming events and partnering opportunities.

Business Advisory Council (BAC)

To aid in removing barriers and assisting the small and disadvantaged business community, the SB Team continues to work with members of the BAC. The purpose of the BAC is to serve as a forum to facilitate the discussion of how to increase engagement of small and disadvantaged businesses and ensure their equitable inclusion on the HSR Project. The BAC also serves as a vehicle to disseminate Authority-approved communications specific to HSR Projects and programs.

The BAC provides the Authority with important input, feedback, and perspectives of California's diverse SB community, which is then used to inform and impact the decisions made by the Authority's Board. The Authority is strengthened by the shared perspective of the BAC and is better positioned to implement comprehensive solutions for SB participation in furtherance of the BAC core principles and objectives. However, the BAC is not a decision-making body for the Authority.

The collaboration and insight provided by the BAC and other stakeholders will serve to advance the Authority's success in meeting both state and federal SB goals.

Pre-Bids/Industry Forums

The SB Team understands the importance for small businesses to network and connect with each other and prime contractors/consultants. In addition to outreach efforts, the Authority hosts pre-bid conferences and industry forums. These public events are meant to highlight the proposed work on a specific Request for Proposal or Request for Qualification. The SB Advocate's role at these events is to educate potential primes on the Authority's SB Program and goals. For small businesses, these events are meant to provide a chance to meet and greet with potential primes and/or additional small businesses who are interested in subcontracting opportunities.

Small Business Outreach Events

Meeting or Event	Date
BOC Meet the Buyer Procurement Forum	January 27, 2022
Meet the Prime CP2-3 workshop	February 16, 2022
Program Delivery Support (PDS) Contract	March 3, 2022
SBA Workshop "Federal Infrastructure Bill"	March 10, 2022
" Meet the Prime - California Rail Builder-CP4" workshop	March 30, 2022
LA Metro - How to Do Business with LA Metro	April 12, 2022
Golden State PTAC - Meet PTAC	May 5, 2022
Connecting Point Expo 2022	May 11, 2022
American Indian PTAC "About Joint Ventures" Workshop	May 12, 2022
Program Central Valley Station Design	May 12, 2022
Business Advisory Council Meeting - May 2022	May 25, 2022
Cal Trans DBE Workshop (District 4 - Oakland)	May 26, 2022
Monterey Bay PTAC	June 23, 2022
How to Do Business with HSR	July 28, 2022

California Capital PTAC	August 3, 2022
Regional Meeting for HSR So Cal Project sections	August 3, 2022
BOC Meet the Prime	August 18, 2022
Standford's Summer Undergraduate Program on Energy Research	August 22, 2022
Regional Partners Virtual Workshop with Caltrans	August 23, 2022
Business Advisory Council Meeting - August 2022	August 24, 2022
Road Trip with CalTrans DBE Workshop (District 7- LA & Ventura)	August 25, 2022
Caltrans North Region Resource Roundtable	September 20, 2022
NorCal PTAC Intro to Public Works Contracting Series Part 1	September 22, 2022
NorCal PTAC Intro to Public Works Contracting Series Part 2	October 6, 2022
Regional Hispanic Chamber SoCal 2022 Business Matchmaking	October 21, 2022
Virtual Industry Forum	October 24, 2022
Caltrans Virtual Procurement Fair	November 10, 2022
'What is the SBDC?'	November 15, 2022
Merced to Madera Kickoff	November 16, 2022
" How to Do Business with HSR"	November 30, 2022
PDS kickoff	December 2, 2022
Pre-Bid & Small Business workshop - December 2022	December 5, 2022
Business Advisory Council Meeting - December 2022	December 8, 2022
NorCal PTAC - Project Management for Public Works	December 13, 2022

Tribal Relations

The Authority's Tribal Relations Branch fosters and promotes awareness about the HSR Program within California's diverse tribal communities. This Branch also encourages tribal participation and helps establish connections for future consultations and collaboration between the Authority and California Native American Tribes on individual HSR sections during the Project planning process.

The Authority endorses meaningful government-to-government (G2G) communication with Tribes with a strong emphasis on fostering mutual respect among all parties. On July 23, 2019, Governor Newsom executed a Memorandum of Understanding (MOU) with FRA under the Surface Transportation Project Delivery Program (known as NEPA Assignment) pursuant to the legal authority under 23 U.S.C. 327.

Under NEPA Assignment, the State, acting through the California State Transportation Agency and the Authority, has assumed FRA's responsibilities under NEPA and other federal environmental laws, as assigned by FRA under the MOU. The FRA retains its responsibility for G2G tribal consultation; however, the Authority conducts all day-to-day tribal outreach and coordination.

Working with the California Native American Heritage Commission (NAHC), early outreach efforts included notifications to over 109 California Native American Tribes throughout the state. The Authority relies on the NAHC to provide current lists of local tribal representatives whose interests/cultural affiliations and traditional tribal territories lay within the HSR Project areas.

Using the tribal contact lists provided by the NAHC, the Authority conducts Project section-specific outreach to solicit input from tribal communities near the alignment. This is also how the Authority identified tribal Consulting Parties under Section 106 of the National Historic Preservation Act for each HSR section.

Through the outreach and consultation process, the Authority has held virtual meetings with Tribes to discuss alignment alternatives and developed Memoranda of Agreements (MOAs) and Archaeological Treatment Plans (ATPs) with tribal consulting parties providing review and comment at all stages of document development. As a result, Tribes have provided their input regarding the potential impacts to sacred sites which are an important part of the Authority's decision-making process. Confidentiality and security are the Authority's responsibility to Tribes, and the tribal community trusts that we will always endeavor to keep the location and nature of their sacred places protected from public disclosure. For that reason, additional details regarding these specific sites are not further discussed here.

In addition, the Authority has made provisions to include tribal cultural resources experts and holders of Traditional Ecological Knowledge to participate in pedestrian archaeological field surveys and to monitor during various Project activities, to enable Tribes to have firsthand exposure and representation in the field and to provide direct input during activities that may have the potential to identify and/or affect sensitive tribal cultural resources. The Authority works directly with the tribal leadership to identify the individuals designated to represent the Tribe during monitoring efforts on the HSR Project. Monitors receive compensation for their time and expertise.

Outreach Activities and Events

The Authority recognizes that Tribal input is essential in supporting tribal values and community needs. Efforts to engage Tribes include:

- Hosting meetings in virtual format during the Covid-19 pandemic to maintain open lines of communication and continue consultation efforts with tribal communities in a safe way.
- Offering flexible or extended comment review periods.
- Hosting virtual workshops to develop and collaborate on content for MOA and ATPs.
- Hosting section-specific focused teleconference meetings for Tribes to ensure the Authority received direct input from the tribal community.
- Providing Tribes Geographical Information System shapefiles and/or Google Earth KMZ files of alignment alternatives, as well as cultural resources locations to assist in identifying areas of tribal concern.
- Providing Tribes the opportunity to contribute tribal ethno-history write-ups for inclusion in the cultural resources technical reports, which allows the Tribes to tell their own story (for which they receive authorship credit within the report).
- Providing Tribes the opportunity to review and comment on all draft cultural resources technical reports prior to finalization.
- Notifying Tribes of the Project status at key milestones in the Project delivery process.
- Providing Tribes opportunities to review and provide input regarding any changes in the Project's Area of Potential Effect.
- Inviting Tribes to participate in the development of agreement documents and ATPs for addressing the treatment of cultural resources affected by the Project.

In 2022, Authority staff participated in the Governor’s Tribal Liaison Meetings hosted by the Office of the Tribal Advisor. These meetings are a forum to discuss state legislation, regulations, and policies that affect California tribal communities, and effective G2G consultation between state agencies and California Tribes, especially in light of Covid-19 and its ongoing impacts to tribal communities.

In 2022, Authority staff attended the California Truth & Healing Council’s Listening Sessions. The California Truth & Healing Council, created by Governor Newsom via EO N-15-19, bears witness to, records, examines existing documentation of, and receives California Native American narratives regarding the historical relationship between the State of California and California Native Americans in order to clarify the historical record of such relationship in the spirit of truth and healing. The California Truth and Healing Council’s mission is facilitated by the Office of the Tribal Advisor and includes representatives from California Native American Tribes, relevant state and local agencies, and other relevant non-governmental stakeholders.

In September 2022, the Authority participated in the 55th Annual Native American Day at the State Capitol, the first in-person celebration of this event since the COVID-19 pandemic. Native American Day is a yearly celebration of Native American culture and native youth, leaders, and community members. The 2022 Native American Day theme was “Stand Strong Together.” The Authority, along with other state and government agencies, participated in this event to share information about the HSR program with California’s Native American community. The event featured cultural presentations, arts and crafts, food vendors and more as part of a day-long celebration of California’s Native American Tribes.

Environmental Services Outreach Activities and Events

The Authority understands that robust and meaningful public involvement is fundamental and essential in achieving equitable programs, services, and activities. It also understands that an active and engaged citizenry can assist in developing programs, policies and projects that best meet the needs of the communities while achieving the Authority’s mandated responsibilities.

Therefore, the public is encouraged to provide input on the scope of an EIR/EIS throughout the environmental review process. The Authority uses the following outreach methods to provide the public with current Project information:

- Hold public hearings after the publication of the Project Draft EIR/EIS.
- Provide meeting notices in multiple languages to EJ interest groups that serve local communities and at community facilities that serve low-income and minority populations.
- List advertisements in multiple languages to reach impacted or potentially impacted individuals in non-English communities.
- Provide translated materials at public hearings and meetings, and interpreters for the non-English community when requested.
 - All meeting materials provide contact information for those with special needs, allowing them to make necessary arrangements.
- Provide the executive summary of the Project Draft EIR/EIS in Spanish at the meetings and online at the Project website.
- Establish a telephone hotline with interpreter services to receive Draft Project EIR/EIS related comments:

- Information for using the hotline is provided in all Spanish-language materials.

Alongside the EIR/EIS documentation process, the Authority is consistently committed to implementing public involvement strategies that encourage public comments and feedback on Authority activities, programs, and projects.

By actively reaching out and listening to minority and low-income persons, also businesses and the organizations that serve them, the Authority can understand how its actions may impact others. The Authority can more effectively identify strategies to avoid or minimize disproportionately high and adverse human health or environmental effects on minority and low-income populations.

I Will Ride

I Will Ride is a student outreach initiative designed to inform, engage, inspire, and connect students to the Nation’s first HSR system currently under construction in the Central Valley of California.

The purpose of I Will Ride is to create a space within the state agency that engages primarily with college and university students, educating them about the California HSR Project while offering networking and professional development opportunities. Through strategic collaboration with colleges, universities, and a multitude of educational institutions, we strive to engage a diverse student demographic historically underrepresented in transit and infrastructure projects.

The initiative connects students from all walks of life to professionals involved in a variety of fields including engineering, transportation, and public policy; invites students to participate in events and research centered around transportation; once-in-a-lifetime tours of construction sites across the Central Valley; and provides opportunities for students to learn about and compete for potential job opportunities as they transition from college to career.

I Will Ride is an exciting opportunity for students and educational institutions to engage in a growing conversation as we move toward connecting California while contributing to the state’s economic success and a cleaner environment.

Since the inception of I Will Ride, the Authority has welcomed hundreds of college and university students on construction tours in the Central Valley as part of the initiative’s I Will Ride Day, and has engaged in numerous outreach events, classroom presentations and networking opportunities connecting students to HSR professionals.

The I Will Ride relaunch is part of a larger vision to meaningfully engage students and young professionals to the California HSR Project and increase participation not only on our project but in many aspects of California government.

Outreach Activities

Meeting or Event	Date
Society of Women Engineers Harvey Mudd College Presentation	February 7, 2022
Fresno State Heavy Civil Construction Presentation	February 14, 2022
Engineers Week 2022 Webinar	February 24, 2022

San Bernardino Valley College - STEAM Event	March 11, 2022
Society of Women Engineers Merced Conference	March 12, 2022
Young Professionals in Transportation Sacramento Chapter Presentation	March 22, 2022
Fresno State Construction Tour	March 25, 2022
21st Century Careers Symposium - Transportation	April 7, 2022
CSU Bakersfield Sustainability Symposium	April 22, 2022
MESA LA Metro STEM Design Competition	April 23, 2022
Fresno City College Construction Tour	May 6, 2022
Women's Transportation Seminar (WTS)-LA Luncheon	May 10, 2022
CalPoly Public Relations and Mass Communications Class Presentation	May 12, 2022
Kids Discovery Station Soft Opening	May 14, 2022
Tabling Event - Cherry Avenue Auction Swamp meet	May 17, 2022
Tabling Event- Fresno Farmer's Market	May 18, 2022
Transportation Career Academy Virtual Presentation	July 8, 2022
SGC/OPR Interns Virtual Presentation	July 15, 2022
MTI Summer Institute Tour	July 22, 2022
Stanford Undergraduate Program on Energy Research Virtual Presentation	August 26, 2022
UC Merced Reverse Career Fair	August 31, 2022
UIC - International Workshop on High-Speed Rail Socioeconomic Impacts	September 13, 2022
Lyles College of Engineering Welcome Back BBQ and Industry Expo	September 14, 2022
Native American Day Capitol Event Tabling	September 23, 2022
CSU Bakersfield - Clean Air Day Tabling	September 27, 2022
CMAA - Sustainable California High-Speed Rail Infrastructure	September 28, 2022
Fresno City College Job Fair	September 29, 2022
WTS CenCal Luncheon Presentation	September 29, 2022
UC Merced Engineering Panel Presentation	October 27, 2022
Careers and conversations at Cal Poly	October 27, 2022
Sarah Catz UC Irvine Graduate Class Presentation	November 3, 2022
Fresno City College Construction Tour	November 4, 2022
Valley Academy of Arts and Sciences Virtual Presentation	November 8, 2022
Fresno State Sustainability Club Presentation	November 9, 2022
Palmdale Aerospace Academy Presentations and Outreach	November 10, 2022
CTA Conference 2022	November 16, 2022
Fresno State Construction Tour - Dr. John Green	November 18, 2022
Fresno State - Railroad and Highway Geometric Design Class - Guest Speaker	November 30, 2022
Civil Engineering CSU Sacramento Class Presentation	December 1, 2022

Regional Outreach Activities

Based upon the extremely different geographical, environmental, and economic issues of each region, outreach activities are analyzed and then adjusted based on demographics. When communicating with the public regarding regional outreach opportunities and events, the Authority continues to adhere to Title VI and LEP state and federal regulations and guidelines by following the standard policy of outreach communications:

- Sending mailers to those within 50 miles of the proposed alignment for any given Project section. Mailers have Authority contact information in up to 6 languages, so that the public will have the option to request language assistance at the upcoming outreach event.
- Outreach Event notifications are sent out to the public via email that can be electronically translated. Notifications have Authority contact information in up to six languages to provide the public with the option to request language assistance prior to the upcoming outreach event, as well as the option of making Americans with Disabilities Act accessibility requests. These notifications are formatted to be Section 508 compliant.
- Interpretation and translation services are automatically provided to the public during an outreach event at no cost to the public. The languages in which the services are provided are chosen based on demographic data presented by the U.S. Census Bureau (USCB) and the event location's current demographic studies and data. This allows the Authority to stay in compliance with the California State Dymally-Alatorre Bilingual Services Act of 1973.

The Authority hosts several different types of informational meetings with the regional communities to ensure full and complete engagement, and to obtain insight that helps contribute to and strengthen key decisions regarding the Project:

- City/County Staff Coordinating Group (CSCG)
- Community Working Groups (CWG)
- CP Informational Meetings
- Industry Forums
- Local Policy Makers Group (LPMG)
- Open House Community Meetings
- Public Hearings
- Scoping Meetings
- Technical Working Groups (TWG)

FORECASTED ACTIVITIES – 2023

The Authority continues its commitment to compliance with Title VI, LEP and EJ to ensure that the public it serves is provided every opportunity to provide input, participate in and have the benefits of ridership on the HSR train. The Authority recognizes calendar year 2023 will result in continuous public awareness of the HSR Program as construction in the Central Valley continues and the environmental review process advances in the Northern and Southern California Project sections.

As the HSR Program expands and impacts more communities, the Authority will continue to enforce and implement the Title VI, LEP and EJ Programs.

Planned Outreach Events

- Regional Community Open House Meetings
- Regional CWG Meetings
- Regional TWG Meetings
- Regional LPMG and CSCG Meetings
- Regional EJ Outreach
- Public Hearings
- Monthly Board Meetings (9)
- Monthly Finance and Audit Meetings (9)
- Ad hoc regional/local community meetings and events
- Ad hoc Speakers Bureau activities and events

Planned E-Notifications and Social Media Updates

- Quarterly Construction Updates
- Quarterly “All Aboard” Statewide Newsletter
- Road-Closure E-Updates
- Quarterly SB Newsletter
- Ad hoc Authority News Releases

Planned Special Projects

- Release and adoption of the Final Supplemental EIR/EIS Documents for various project sections
- Completion of construction for several structures along the alignment
- Milestones regarding the creation of construction jobs
- Release of the 2023 Project Update Report

Planned Title VI Civil Rights Activities

- Regional and Statewide Training on the Title VI Civil Rights Event Portal
- Regional and Statewide Training on current and updated Title VI Civil Rights Program Regulations
- Revision of the Title VI Program Plan
- Drafting of the Title VI Reporting Policy
- Implementation of the Title VI Civil Rights Program Complaint Systems

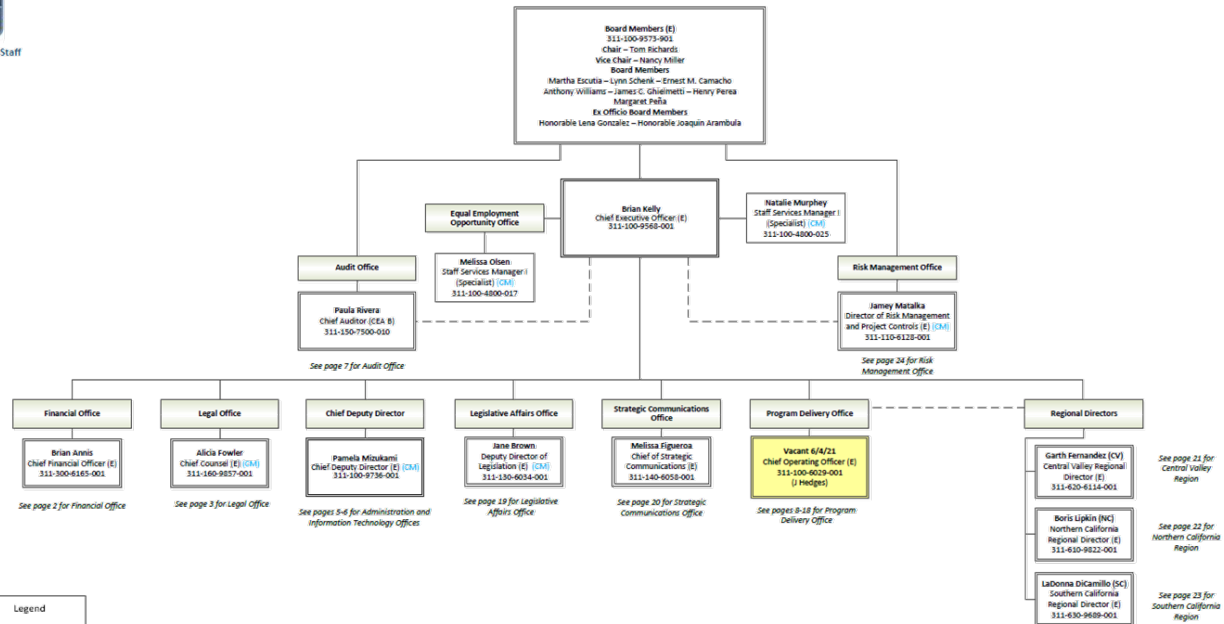
Planned Small Business Activities

- Bi-Monthly Authority-hosted BAC Meetings
- Meet the Prime events with HSR Design Build Partners and Primes
- Various SB Workshops coordinated with resource partners
- Revision and implementation of the BAC bylaws
- Implementation of the SB Outreach and Equity Plan
- Supportive Services Event (Fall 2023)

ATTACHMENTS

- Attachment A: Authority Executive Management Organizational Chart
- Attachment B: Authority Board of Directors

Authority Executive Management Organizational Chart



Legend

Filled
Vacant

Functional reporting

Revised: 9/9/2022

NSRA Filled Positions:	320
NSRA Vacant Positions:	111
NSRA Total Positions:	431
OTSD Filled Positions:	22
OTSD Vacant Positions:	2
OTSD Total Positions:	24
NSP Filled Positions:	2887/36
NSP Vacant Positions:	87/18
NSP Total Positions:	2974/54
NSMGS Total Positions:	9

See page 23 for Key

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Approved By: _____ Date: _____

Authority Board of Directors

*As of December 2022:

