



RESOLUTION 2025-040: COMPLIANCE WITH FEDERAL EXECUTIVE ORDERS ON DEI

**Board of Directors
September 12, 2025**

ACTION REQUESTED

Request that the Board of Directors adopt the following Resolution:

- Resolution 2025-040, which dissolves the Equity Subcommittee and amends relevant NOACA policies in compliance with recent Executive Orders and federal guidance.

PREVIOUS ACTION

This item was recommended by the Executive Committee at their meeting on August 27.

BACKGROUND

- **Executive Order (EO) 14173 issued on January 21, 2025**
 - Eliminates DEI initiatives of federal agencies, federal contractors, and recipients of federal grant funding
 - Acknowledges existing federal civil rights laws
 - Revokes previous EOs including ones related to EEO and EJ
- **USDOT Secretary issued a guidance letter on April 24, 2025, to all recipients of USDOT funding**
 - Issued to “outline the Department’s expectations,” and identify “the consequences of noncompliance”
 - July 2, 2025, letter announcing that USDOT will not enforce previous DEI or EJ requirements

BACKGROUND

Actions

- **Amend existing policies for language related to DEI, EEO, and EJ**
 - Diversity & Inclusion Policy
 - Disadvantaged Communities Policy
 - Environmental Justice Areas Policy
 - Equal Employment Opportunity Policy
 - New or Modified Highway Interchange Projects Policy
 - Public Participation Plan
 - Regional Transportation Investment Policy (RTIP)
 - Technical Assistance (TA) Program Policy
 - Title VI Program Policy
 - Toll Credits Policy
 - Transportation for Livable Communities Initiative (TLCI) Policy
 - Vanpool Policy
- **Dissolution of the Equity Subcommittee, as its operation as stated in its Charter may be inconsistent with EO and USDOT letters**

FINANCIAL IMPACT

- **There is no financial impact at this time. Compliance is a requirement of funding eligibility.**

NEXT STEPS

- Pending Board approval, the listed NOACA policies (and associated materials) will be amended, and the Equity Subcommittee will be dissolved.
- NOACA will continue to coordinate with MPOs across the nation and industry organizations like AMPO and NARC to understand how these orders and directives will be implemented and enforced as well as monitor ongoing legal actions.

ACTION

Approval of Resolution 2025-040, which dissolves the Equity Subcommittee and amends relevant NOACA policies in compliance with recent Executive Orders and federal guidance.



Motion
Second
Discussion
Put the Question





NOACA

Northeast Ohio Areawide Coordinating Agency

NOACA will **strengthen** regional cohesion, **preserve** existing infrastructure, and **build** a sustainable multimodal transportation system to **support** economic development and **enhance** quality of life in Northeast Ohio.