



RESOLUTION 2025-040: COMPLIANCE WITH FEDERAL EXECUTIVE ORDERS

Policy Committee

October 10, 2025

ACTION REQUESTED

No action is requested. This item is for information and discussion.

PREVIOUS ACTION

Resolution 2025-040 was approved by the Board of Directors on Sept. 12, 2025.

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

ACTIONS

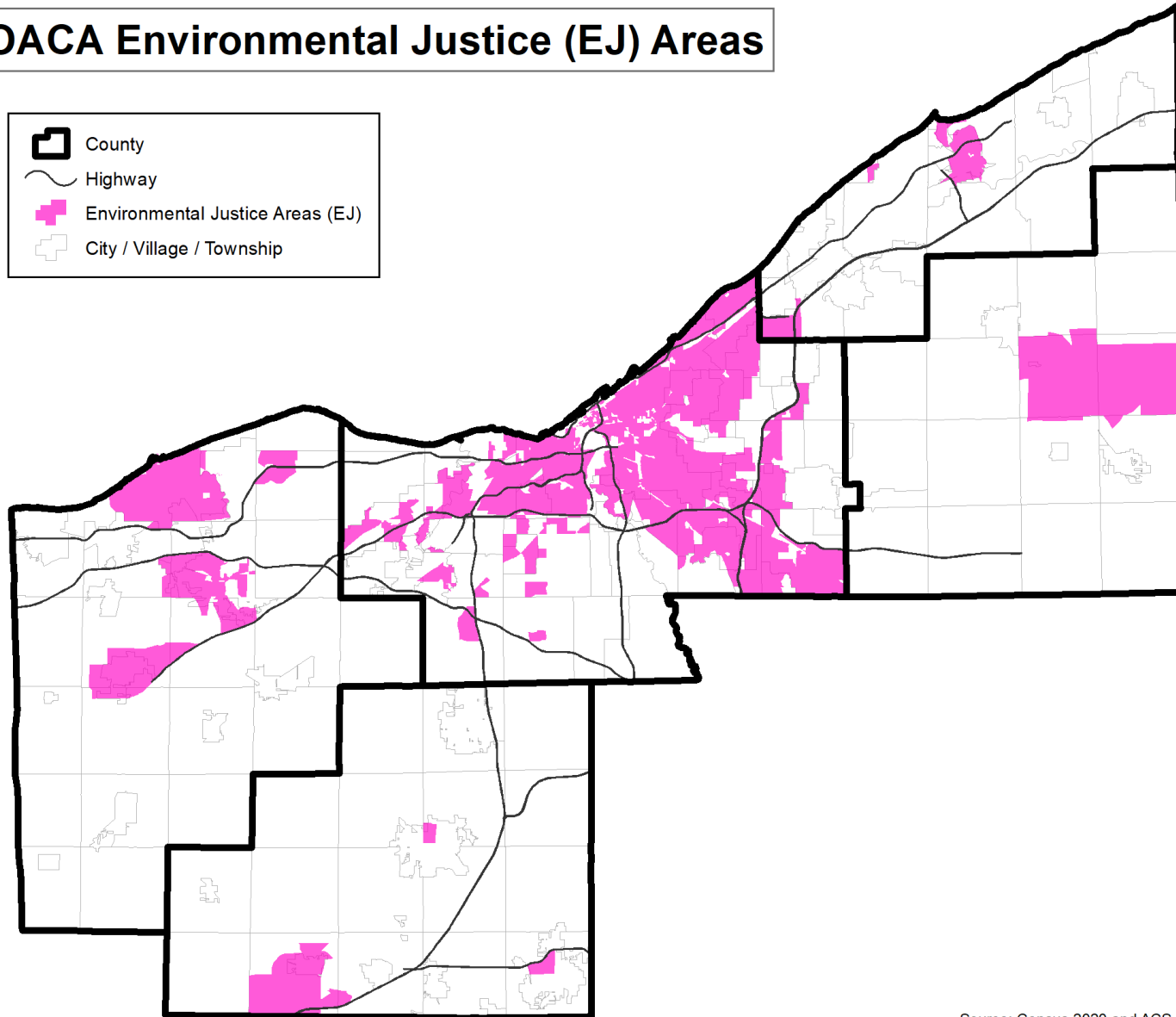
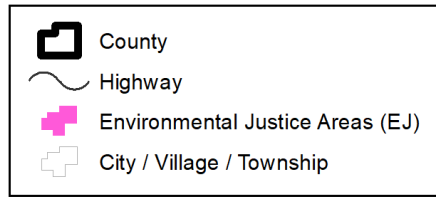
- **Amend existing policies for language related to DEI, EEO, and EJ**
 - Diversity & Inclusion Policy
 - Disadvantaged Communities Policy
 - Environmental Justice Areas Policy
 - Equal Employment Opportunity Policy
 - New or Modified Highway Interchange Projects Policy
 - Public Participation Plan
 - 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**

POLICY AMENDMENTS

| Policy | Change | Page No(s). |
|----------------------------------------------------------|-------------------------------------------------------|--------------------------------|
| Diversity & Inclusion Policy | Rescind | - |
| Disadvantaged Communities Policy | Remove and replace DEI language | 2 |
| Environmental Justice Areas Policy | Rescind | - |
| Equal Employment Opportunity Policy | Amend in accordance with the Civil Rights Act of 1964 | 1 |
| New or Modified Highway Interchange Projects Policy | Replace EJ language | 2, 6, 10, 12, 16-17 |
| Public Participation Plan | Remove EJ language | 5, 7-8, 11, 17-20 |
| Regional Transportation Investment Policy | Remove and replace EJ language | 6, 11-12, 19, 24-25 |
| Technical Assistance (TA) Program Policy | Remove EJ language | 1 |
| Title VI Program Policy | Remove EJ and DEI language, update | 8,10, 20-24, 31-39, Appendices |
| Toll Credits Policy | Remove and replace EJ language | 2 |
| Transportation for Livable Communities Initiative Policy | Remove EJ language | 1 |
| Vanpool Policy | Remove and replace EJ language | 1-2 |

ENVIRONMENTAL JUSTICE AREAS

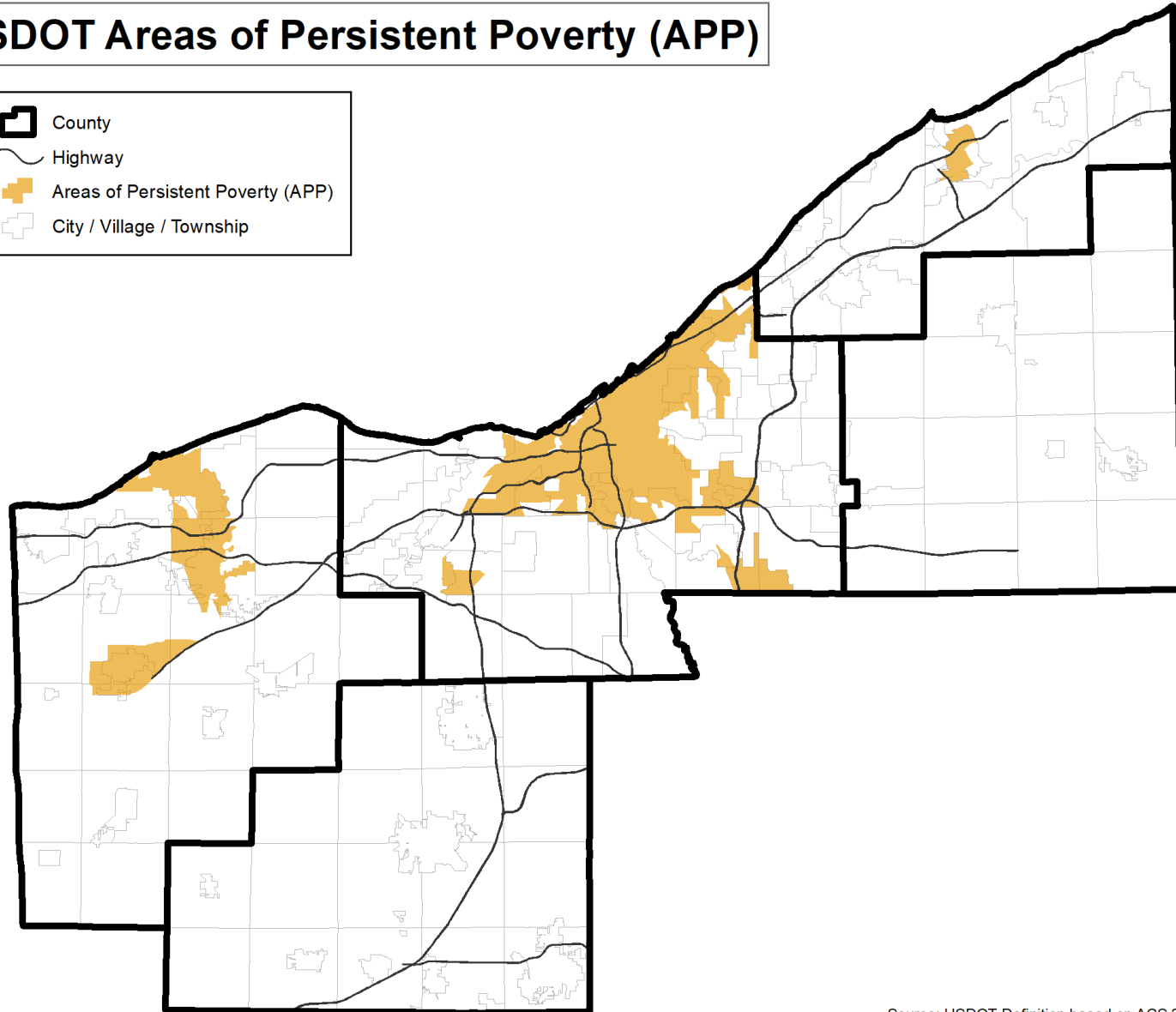
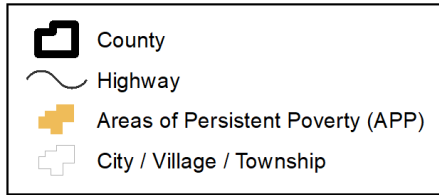
NOACA Environmental Justice (EJ) Areas



Source: Census 2020 and ACS 2022 (5-Year)

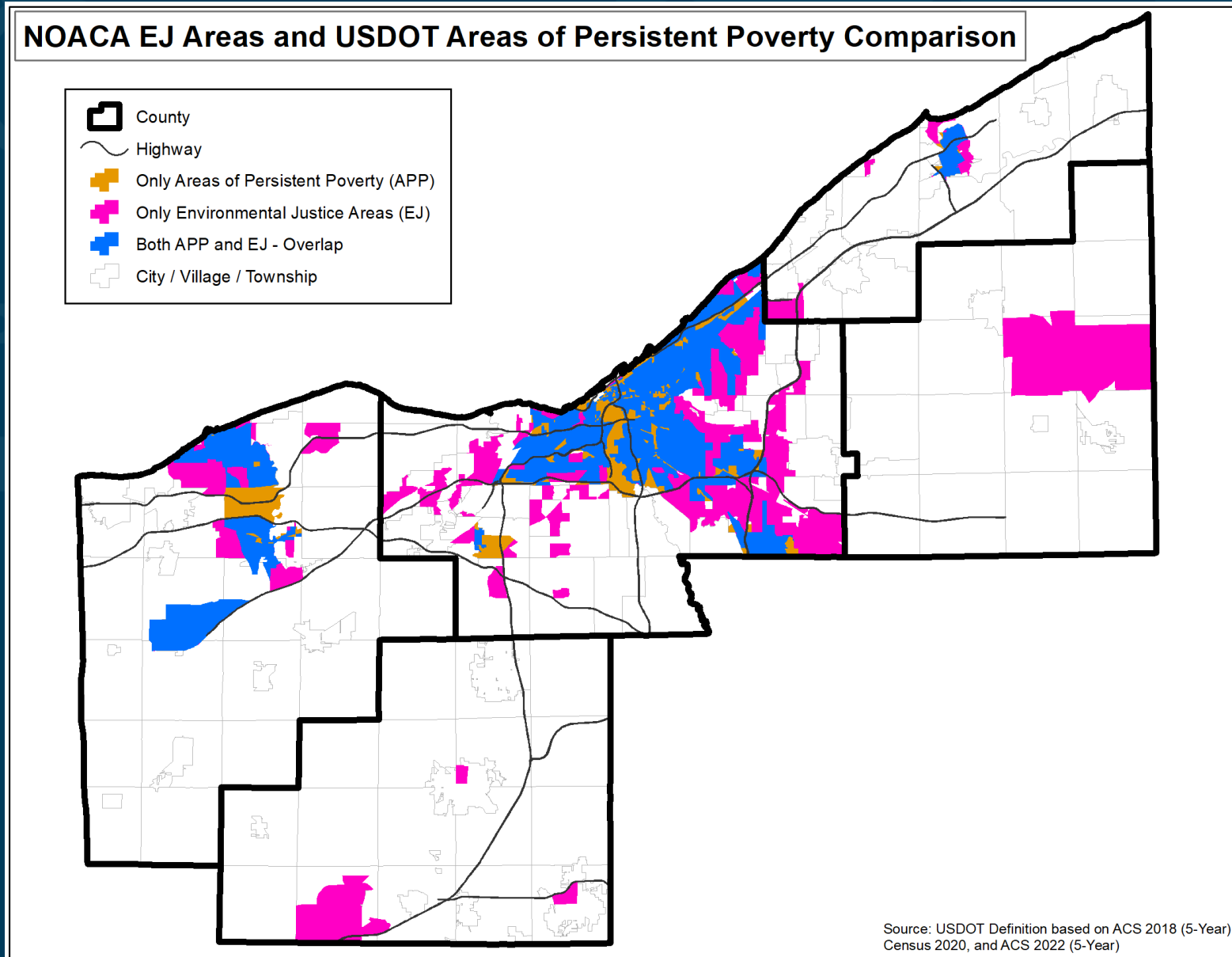
AREAS OF PERSISTENT POVERTY

USDOT Areas of Persistent Poverty (APP)



Source: USDOT Definition based on ACS 2018 (5-Year)

COMPARISON



FINANCIAL IMPACT

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



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.