
Title VI Implementation Plan

Beacon Group

*March 24, 2023 – March 24,
2026*

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Title VI Policy Statement

Beacon Group policy assures full compliance with Title VI of the Civil Rights act of 1964 and related statutes and regulations in all programs and activities. Title VI states 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 Beacon Group-sponsored program or activity. There is no distinction between the sources of funding.

Beacon Group also assures that every effort will be made to prevent discrimination through the impacts of its programs, policies and activities on minority and low-income populations. Furthermore, Beacon Group will take reasonable steps to provide meaningful access to services for persons with limited English proficiency.

When Beacon Group distributes Federal-aid funds to another entity/person, Beacon Group will ensure all subrecipients fully comply with the Beacon Group Title VI Nondiscrimination Program requirements. The President/CEO has delegated the authority to Wendy Rosado-Toth, Title VI Program Coordinator, to oversee and implement FTA Title VI requirements.

Greg Natvig, President/CEO

Title VI Notice to the Public

Notifying the Public of Rights Under Title VI **Beacon Group**

Beacon Group operates its programs and services without regard to race, color, or national origin in accordance with Title VI of the Civil Rights Act of 1964. Any person who believes she or he has been aggrieved by any unlawful discriminatory practice under Title VI may file a complaint with Beacon Group.

For more information on the Beacon Group civil rights program, and the procedures to file a complaint, contact Wendy Rosado-Toth at (520) 622-4874, (TTY (800) 842-4681); email wtoth@beaongroup.org; or visit our administrative office at 308 W Glenn St, Tucson, AZ, 85705. For more information, visit beaongroup.org

A complainant may file a complaint directly with the City of Phoenix Public Transit Department or the Federal Transit Administration (FTA) by filing a complaint directly with the corresponding offices of Civil Rights: City of Phoenix Public Transit Department: ATTN: Title VI Coordinator, 302 N. 1st Ave., Suite 900, Phoenix AZ 85003 FTA: ATTN: Title VI Program Coordinator, East Building, 5th Floor-TCR 1200 New Jersey Ave., SE Washington DC 20590

If information is needed in another language, contact Wendy Rosado-Toth at (520) 622-4874 x130. Para información en español llame al Departamento de Recursos Humanos al (520) 622-4874.

Title VI Notice to the Public - Spanish

Aviso al Público Sobre los Derechos Bajo el Título VI Beacon Group

Beacon Group (*y sus subcontratistas, si cualquiera*) asegura cumplir con el Título VI de la Ley de los Derechos Civiles de 1964. El nivel y la calidad de servicios de transporte serán provistos sin consideración a su raza, color, o país de origen.

Para obtener más información sobre el programa de derechos civiles de Beacon Group, y los procedimientos para presentar una queja, comuníquese con Wendy Rosado-Toth al (520) 622-4874, (TTY (800) 842-4681), vía email a wtoth@beaongroup.org o visite nuestras oficinas administrativas en el 308 W Glenn St, Tucson, AZ, 85705. Para más información, visite beaongroup.org

Además, es posible presentar una queja directamente con el Departamento de Transporte Público de la Ciudad de Phoenix o con la Administración Federal de Transporte (FTA), sometiendo una queja directamente a la oficina correspondiente de Derechos Civiles: City of Phoenix Public Transit Department: ATTN Title VI Coordinator 302 N. 1st Ave., Suite 900, Phoenix AZ 85003 FTA: ATTN Title VI Program Coordinator, East Building, 5th Floor-TCR 1200 New Jersey Ave., SE Washington DC 20590

The above notice is posted in the following locations: Beacon Group headquarters, located at 308 W Glenn St, specifically in the main lobby, client breakroom, online, and on all vehicles transporting Beacon Group clients.

This notice is posted online at: beaongroup.org/notifications

Title VI Complaint Procedures

These procedures provide guidance for all complaints filed under Title VI of the Civil Rights Act of 1964, as they relate to any program or activity that is administered by Beacon Group including consultants, contractors, and vendors. Intimidation or retaliation as a result of a complaint is prohibited by law. In addition to these procedures, complainants reserve the right to file a formal complaint with other State or Federal agencies or to seek private counsel for complaints alleging discrimination. Every effort will be made to resolve complaints at the lowest possible level.

- (1) Any person who believes he and/or she has been discriminated against on the basis of race, color, or national origin may file a Title VI complaint by completing and submitting the agency's Title VI Complaint Form.
- (2) Formal complaints must be filed within 180 calendar days of the last date of the alleged act of discrimination or the date when the alleged discrimination became known to the complainant(s), or where there has been a continuing course of conduct, the date on which the conduct was discontinued or the latest instance of the conduct.
- (3) Complaints must be in writing and signed by the complainant(s) and must include the complainant(s) name, address, and phone number. The Title VI contact person will assist the complainant with documenting the issues if necessary.
- (4) Allegations received by fax or e-mail will be acknowledged and processed, once the identity of the complainant(s) and the intent to proceed with the complaint have been established. For this, the complainant is required to mail a signed, original copy of the fax or email transmittal for the complaint to be processed.
- (5) Allegations received by telephone will be reduced to writing and provided to the complainant for confirmation or revision before processing. A complaint form will be forwarded to the complainant for him/her to complete, sign and return for processing.
- (6) Once submitted Beacon Group will review the complaint form to determine jurisdiction. All complaints will receive an acknowledgement letter informing her/him whether the complaint will be investigated by the Beacon Group or submitted to the State or Federal authority for guidance.
- (7) Beacon Group will notify the Title VI Coordinator of all Title VI complaints within 72 hours via telephone at 602-262-7242; email at: phxtransiteo@phoenix.gov
- (8) Beacon Group has 60 days to investigate the complaint. If more information is needed to resolve the case, the Authority may contact the complainant. The complainant has 60 business days from the date of the letter to send requested information to the investigator assigned to the case. If the investigator is not contacted by the complainant or does not receive the additional

information within 30 business days, the Authority can administratively close the case. A case can be administratively closed also if the complainant no longer wishes to pursue their case.

- (9) After the investigator reviews the complaint, she/he will issue one of two letters to the complainant: a closure letter or a letter of finding (LOF). A closure letter summarizes the allegations and states that there was not a Title VI violation and that the case will be closed. An LOF summarizes the allegations and the interviews regarding the alleged incident, and explains whether any disciplinary action, additional training of the staff member or other action will occur. If the complainant wishes to appeal the decision, she/he has 30 days after the date of the letter or the LOF to do so.

City of Phoenix Public Transit Department (COP):
Attention: Title VI Coordinator
302 N. 1st Avenue, Suite 900
Phoenix, AZ 85003

- (10) A complainant dissatisfied with Beacon Group's decision may file a complaint directly with the City of Phoenix Public Transit Department (COP): Attention: Title VI Coordinator, 302 N. 1st Ave., Suite 900, Phoenix, AZ 85003, or the Federal Transit Administration (FTA) offices of Civil Rights: Attention Title VI Program Coordinator, East Building, 5th Floor-TCR 1200 New Jersey Ave., SE Washington DC 20590

- (11) A copy of these procedures can be found online at: beacongroupp.org/notifications

Procedimientos de quejas del Título VI

Estos procedimientos son una guía para todas las quejas presentadas bajo el Título VI de la Ley de Derechos Civiles de 1964, en relación con cualquier programa o actividad administrada por Beacon Group, incluidos sus consultores, contratistas y proveedores. La intimidación o toma de represalias como resultado de una denuncia están prohibidas por ley. Además de estos procedimientos, los denunciantes se reservan el derecho de presentar una denuncia formal ante otras agencias estatales o federales o de contratar a un abogado privado para las denuncias que aleguen discriminación. Se hará todo lo posible para resolver las quejas al nivel más bajo posible.

- (1) Cualquier persona que crea que ha sido discriminada por motivos de raza, color u origen nacional puede presentar una queja del Título VI completando y enviando el Formulario de quejas del Título VI de Beacon Group.
- (2) Las quejas formales deben presentarse dentro de 180 días calendarios a partir de la última fecha del presunto acto de discriminación o de la fecha en que el(los) denunciante(s) fue(ron) conscientes de la supuesta discriminación, o cuando ha habido una trayectoria de conducta continua, la fecha en que dicha conducta fue descontinuada o el último caso de dicha conducta.
- (3) Las quejas deben presentarse por escrito y estar firmadas por los denunciantes y deben incluir el nombre, la dirección y el número de teléfono de los denunciantes. La persona de contacto para el Título VI ayudará al denunciante a documentar los problemas si es necesario.
- (4) Se acusará recibo y se procesarán las denuncias recibidas por fax o correo electrónico una vez que se haya establecido la identidad de los denunciantes y la intención de proceder con la denuncia. Para esto, el denunciante debe enviar por correo una copia original firmada de la transmisión por fax o correo electrónico para que se procese la denuncia.
- (5) Las denuncias recibidas por teléfono se reducirán a escrito y se entregarán al denunciante para su confirmación o revisión antes del procesamiento. Se enviará un formulario de queja al denunciante para que lo complete, lo firme y lo devuelva para su procesamiento.
- (6) Una vez enviado, Beacon Group revisará el formulario de queja para determinar la jurisdicción. Todas las quejas recibirán una carta de acuso de recibo que le informará si Beacon Group investigará la queja o si la enviará a la autoridad estatal o federal para obtener orientación.
- (7) Beacon Group notificará al Coordinador del Título VI de todas las quejas bajo el Título VI dentro de 72 horas por teléfono al 602-262-7242, o por correo electrónico a: phxtransiteo@phoenix.gov
- (8) Beacon Group tiene 60 días para investigar la denuncia. Si se necesita más información para resolver el caso, la Autoridad puede comunicarse con el denunciante. El denunciante tiene 60 días

hábiles a partir de la fecha de la carta para enviar la información solicitada al investigador asignado al caso. Si el denunciante no se comunica con el investigador o no recibe la información adicional dentro de 30 días hábiles, la Autoridad puede cerrar el caso administrativamente. El caso también puede cerrarse administrativamente si el denunciante ya no desea continuar con su caso.

- (9) Después de que el investigador revise la denuncia, emitirá una de dos cartas al denunciante: una carta de cierre o una carta de determinación (LOF). Una carta de cierre resume las alegaciones y establece que no hubo una violación del Título VI y que el caso se cerrará. Una LOF resume las alegaciones y las entrevistas con respecto al presunto incidente y explica si se tomará alguna medida disciplinaria, capacitación adicional del miembro del personal u otra acción. Si el denunciante desea apelar la decisión, tiene 30 días a partir de la fecha de la carta o LOF para hacerlo.

City of Phoenix Public Transit Department (COP):
Attention: Title VI Coordinator
302 N. 1st Avenue, Suite 900
Phoenix, AZ 85003

- (10) Un denunciante insatisfecho con la decisión de Beacon Group puede presentar una queja directamente con el Departamento de Transporte Público (COP) de la Ciudad de Phoenix: Attention: Title VI Coordinator, 302 N. 1st Ave., Suite 900, Phoenix, AZ 85003, o con las oficinas de Derechos Civiles de la Administración Federal de Transporte: Federal Transit Administration (FTA), Offices of Civil Rights, Attention Title VI Program Coordinator, East Building, 5th Floor-TCR 1200 New Jersey Ave., SE Washington DC 20590
- (11) Puede encontrar una copia de estos procedimientos en línea en: beacongroupp.org/notifications

Title VI Complaint Forms

Section I:		
Name:		
Address:		
Telephone (Home):	Telephone (Work):	
Electronic Mail Address:		
Accessible Format Requirements?	<input type="checkbox"/> Large Print	<input type="checkbox"/> Audio Tape
	<input type="checkbox"/> TDD	<input type="checkbox"/> Other
Section II:		
Are you filing this complaint on your own behalf?	<input type="checkbox"/> Yes*	<input type="checkbox"/> No
<i>*If you answered "yes" to this question, go to Section III.</i>		
If not, please supply the name and relationship of the person for whom you are complaining.		
Please explain why you have filed for a third party:		
Please confirm that you have obtained the permission of the aggrieved party if you are filing on behalf of a third party.	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Section III:		
I believe the discrimination I experienced was based on (check all that apply):		
<input type="checkbox"/> Race <input type="checkbox"/> Color <input type="checkbox"/> National Origin		
Date of Alleged Discrimination (Month, Day, Year): _____		
Explain as clearly as possible what happened and why you believe you were discriminated against. Describe all persons who were involved. Include the name and contact information of the person(s) who discriminated against you (if known) as well as names and contact information of any witnesses. If more space is needed, please use the back of this form.		
_____ _____ _____		
Section VI:		
Have you previously filed a Title VI complaint with this agency?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

If yes, please provide any reference information regarding your previous complaint.

Section V:

Have you filed this complaint with any other Federal, State, or local agency, or with any Federal or State court?

☐ Yes ☐ No

If yes, check all that apply:

☐ Federal Agency: _____

☐ Federal Court: _____ ☐ State Agency: _____

☐ State Court: _____ ☐ Local Agency: _____

Please provide information about a contact person at the agency/court where the complaint was filed.

Name: _____

Title: _____

Agency: _____

Address: _____

Telephone: _____

Section VI:

Name of agency complaint is against: _____

Name of person complaint is against: _____

Title: _____

Location: _____

Telephone Number (if available): _____

You may attach any written materials or other information that you think is relevant to your complaint. Your signature and date are required below.

Signature

Date

Please submit this form in person at the address below, or mail this form to:

Beacon Group, Title VI Coordinator

308 W. Glenn St.

Tucson, AZ 85705

520-622-4874

A copy of this form can be found online at: beaongroup.org/notifications

Formulario de queja del Título VI

Sección I:		
Nombre:		
Dirección:		
Teléfono (Hogar):		Teléfono (Trabajo):
Correo Electrónico:		
¿Requisitos de formato accesible?	<input type="checkbox"/> Letra grande	<input type="checkbox"/> Cinta de audio
	<input type="checkbox"/> TDD	<input type="checkbox"/> Otro
Sección II:		
¿Está presentando esta queja en su propio nombre?	<input type="checkbox"/> Sí*	<input type="checkbox"/> No
<i>*Si respondió "sí" a esta pregunta, pase a la Sección III.</i>		
De lo contrario, proporcione el nombre y la relación de la persona por la que se queja.		
Explique por qué ha presentado la queja por otra persona:		
Confirme que ha obtenido el permiso de la parte agraviada si presenta la solicitud en nombre de otra persona.	<input type="checkbox"/> Sí	<input type="checkbox"/> No
Sección III:		
Creo que la discriminación que experimenté se basó en (marque todo lo que corresponda):		
<input type="checkbox"/> Raza <input type="checkbox"/> Color <input type="checkbox"/> Origen Nacional		
Fecha de la supuesta discriminación (mes, día, año): _____		
Explique lo más claramente posible lo que sucedió y por qué cree que fue discriminado. Describa a todas las personas que estuvieron involucradas. Incluya el nombre y la información de contacto de la(s) persona(s) que lo discriminaron (si se conocen), así como los nombres y la información de contacto de los testigos. Si necesita más espacio, utilice el reverso de este formulario.		
_____ _____ _____		
Sección VI:		
¿Ha presentado previamente una queja del Título VI con esta agencia?	<input type="checkbox"/> Sí	<input type="checkbox"/> No

En caso afirmativo, proporcione cualquier información de referencia con respecto a su queja anterior.

Sección V:

¿Ha presentado esta queja ante alguna otra agencia federal, estatal o local, o ante algún tribunal federal o estatal?

☐ Sí ☐ No

En caso afirmativo, marque todo lo que corresponda:

☐ Agencia Federal: _____

☐ Tribunal Federal: _____ ☐ Agencia Estatal: _____

☐ Tribunal Estatal: _____ ☐ Agencia Local: _____

Proporcione información sobre una persona de contacto en la agencia/tribunal donde se presentó la denuncia.

Nombre:

Título:

Agencia:

Dirección:

Teléfono:

Sección VI:

Nombre de la agencia contra la que se presenta la queja:

Nombre de la persona contra la que se presenta la queja:

Título:

Ubicación:

Número de teléfono (si está disponible):

Puede adjuntar cualquier material escrito u otra información que considere relevante para su queja. Su firma y fecha son requeridas a continuación.

Firma

Fecha

Envíe este formulario en persona a la siguiente dirección, o envíe este formulario por correo a:

Beacon Group, Title VI Coordinator
308 W Glenn St
Tucson, AZ 85705

Puede encontrar una copia de este formulario en línea en: beacongroupp.org/notifications

Title VI Investigations, Complaints, and Lawsuits

This form will be submitted annually. If no investigations, lawsuits, or complaints were filed, a blank form will be submitted.

<i>Name and/or Case Number</i>	<i>Date Case Filed (Month, Day, Year)</i>	<i>Case Summary (include basis of complaint: ex. race, color, national origin)</i>	<i>Case Status/Response</i>	<i>Case Resolution Action</i>
Investigations				
Lawsuits				
Complaints				

☒ Beacon Group has not had any Title VI complaints, investigations, or lawsuits between 3/27/2020 and 3/24/2023.

Beacon Group
Public Participation
Plan

Beacon Group is engaging the public in its planning and decision-making processes, as well as its marketing and outreach activities. The public will be invited to participate in the process whether through public meetings or surveys. As an agency receiving federal financial assistance, Beacon Group made the following community outreach efforts:

- Redesigned and created new brochures, flyers, and rack cards in 2022 and 2023.
- Posted the Nondiscrimination Public Notices to the following locations:
 - Withing transportation vehicles.
 - Pick up and drop off stations.
 - Lobby of agency.
- Added new pages to the Beacon website in 2022 and 2023.
- Partnered with other local agencies and business to advertise services provided (example: shred-a-thons in April and October 2022).
- Hosted information booths at community events:
 - Dream Job Fairs – April and October 2022.
 - Disability Pride Day – December 2022.
 - All Abilities Day – March 2023.
 - Pima County ECAP Event – September 2022.
- Wrote and shared 14 success stories about people served by Beacon.

In the upcoming year Beacon Group will make the following community outreach efforts:

- Expand the distribution of agency brochures.
- Post the Nondiscrimination Public Notices to the following locations:
 - Lobby of agency.
- Host an information booth at a community event (DREAM Job Fairs)
- Update agency documents/publications to make them more user-friendly, e.g., comment forms or agency brochures.

Public Meetings:

- (1) Public meetings are scheduled to increase the opportunity for attendance by stakeholders and the general public. This may require scheduling meetings during non-traditional business hours, holding more than one meeting at different times of the day or on different days, and checking other community activities to avoid conflicts.
- (2) When a public meeting or public hearing is focused on a planning study or program related to a specific geographic area or jurisdiction within the region, the meeting or hearing is held within that geographic area or jurisdiction.
- (3) Public meetings are held in locations accessible to people with disabilities and are located near a transit route when possible.

Beacon Group submits to the Arizona Department of Transportation annually an application for funding. Part of the annual application is a public notice, which includes a 30-day public comment period.

Beacon Group

Limited English Proficiency Plan

Beacon Group has developed the following Limited English Proficiency Plan (LEP) to help identify reasonable steps to provide language assistance for LEP persons seeking meaningful access to Beacon Group services as required by Executive Order 13166. A Limited English Proficiency person is one who does not speak English as their primary language and who has a limited ability to read, speak, write, or understand English.

This plan details procedures on how to identify a person who may need language assistance, the ways in which assistance may be provided, training to staff, notification to LEP persons that assistance is available, and information for future plan updates. In developing the plan while determining the Beacon Group's extent of obligation to provide LEP services, the Beacon Group undertook a U.S. Department of Transportation four-factor LEP analysis which considers the following:

- 1) The number or proportion of LEP persons eligible in the Beacon Group service area who may be served or likely to encounter by Beacon Group program, activities, or services.

According to American Community Survey Table 66. Detailed Languages Spoken at Home and Ability to Speak English for the Population 5 Years and Over for Phoenix-Mesa-Scottsdale, AZ: 2009-2013, there are 1,025,834 individuals over the age of 5 that speak a language other than English at home, representing 26% of the population (21% of which speak Spanish at home). Beacon Group serves adults with disabilities, so this represents a much smaller number of individuals who may be eligible for services. In Maricopa County, approximately 10% of individuals are LEP, of which 8% of that are Spanish-speakers. (LEP.gov maps)

- 2) The frequency with which LEP individuals come in contact with Beacon Group services.

Although Spanish speaking individuals with LEP represent approximately 8% of the population; historically Beacon Group has served an overall Hispanic/Latino population of approximately 25%. Internal reporting data would indicate that 25% of that 25% figure (approximately 6.25 % overall are Spanish speaking with LEP). Whether we use our own internal data or the U.S. Census Bureau data, both are above the DOJ's Safe Harbor provision that stipulates that materials should be translated when 5% or 1,000 persons, whichever is less, speak English less than "very well". As such, Beacon Group translates vital documents and public notices to meet this requirement and provides Spanish-speaking interpreters as needed/requested.

- 3) The nature and importance of the program, activities or services provided by the Beacon Group to the LEP population.

Beacon Group's transportation planning and its inclusion of Spanish-speaking LEP individuals in that planning process is integrally important to the continued provision of quality services. Beacon Group does not operate a transportation program that is available to the public in general; it only provides transportation services to the persons with disabilities who receive rehabilitation services; specifically, those persons with disabilities who receive Group Supported Employment, Transition to Employment, Career Preparation and Readiness, and Pre-Employment Transition, and Day Treatment and Training services. Beacon Group must

ensure that all segments of the population we serve, including persons with LEP have been involved or have had the opportunity to be involved in the transportation planning process to be consistent with the goal of the Federal Environmental Justice program and policy. In addition, we are responsible to ensure that environmental, health, and safety issues are considered in the transportation planning process.

- 4) The resources available to Beacon Group and overall costs to provide LEP assistance. A brief description of these considerations is provided in the following section.

As discussed below, Beacon Group has already made an organizational commitment to ensuring that Spanish-speaking LEP individuals and individuals who are deaf/hard of hearing are provided with adequate materials in writing and appropriate interpreter services as needed/requested. As such, Beacon Group experiences no additional fiscal restraints in our day-to-day operations. We have ample resources already in place to provide such services.

A statement in Spanish will be included in all public outreach notices. Every effort will be made to provide vital information to LEP individuals in the language requested.

Safe Harbor Provision

Beacon Group complies with the Safe Harbor Provision, as evidenced by the number of documents available in the Spanish language. With respect to Title VI information, the following shall be made available in Spanish:

- (1) Title VI Notice
- (2) Complaint Procedures
- (3) Complaint Form

In addition, we will conduct our marketing (including using translated materials) in a manner that reaches each LEP group. Vital Documents include the following:

- (1) Notices of free language assistance for persons with LEP
- (2) Notice of Non-Discrimination and Reasonable Accommodation
- (3) Outreach Materials
- (4) Marketing Strategies
- (5) HIPAA-Compliant Media Releases

Non-elected Committees Membership Table

A sub recipient who selects the membership of transit-related, non-elected planning boards, advisory councils, or committees must provide a table depicting the membership of those organizations broken down by race. Subrecipients also must include a description of the efforts made to encourage participation of minorities on these boards, councils, and committees.

☒ Beacon Group does NOT select the membership of any transit-related committees, planning boards, or advisory councils.

Monitoring for Subrecipient Title VI Compliance

☒ Beacon Group does NOT have subrecipients for Title VI compliance.

Title VI Equity Analysis

A sub recipient planning to acquire land to construct certain types of facilities must not discriminate on the basis of race, color, or national origin, against persons who may, as a result of the construction, be displaced from their homes or businesses. “Facilities” in this context does not include transit stations or bus shelters, but instead refers to storage facilities, maintenance facilities, and operation centers.

There are many steps involved in the planning process prior to the actual construction of a facility. It is during these planning phases that attention needs to be paid to equity and non-discrimination through equity analysis. The Title VI Equity Analysis must be done before the selection of the preferred site.

Note: Even if facility construction is financed with non-FTA funds, if the sub recipient organization receives any FTA dollars, it must comply with this requirement.

☒ Beacon Group has no current or anticipated plans to develop new transit facilities covered by these requirements.

Board Approval for the Title VI Program

The Beacon Group Board of Directors met on Friday, March 24, 2023; at which time it approved the Beacon Group 2023 Title VI Implementation Plan. Below are the redacted Board minutes reflecting the approval.

Beacon Group, Inc. Board of Directors Meeting Minutes Friday, March 24, 2023

ARTICLE I. OPENING – Rick Williams called the meeting to order at 11:32 a.m.

Board of Directors attended: Rick Williams, Mike Hernandez, Brian Peura, Maura Clark-Ingle, Becky Segundo, Joan Casciari, Ruth Wylie, Renee Morton, Judy McDermott, John Hogg, Eric Kutscher, Aleah Weber. A quorum was present.

Staff attended: Greg Natvig, Rob Britton, Chris McNamara, Bryan Stevens, Bob Burrous, Wendy Rosado-Toth, Mitch Eskritt and Natalya Brown. Tara Mares and Pedro Ramirez also attended the beginning of the meeting for the Employment Success Story.

Minutes taken by: Carolyn Rusing

ARTICLE II. SECRETARY’S REPORT

Rick Williams called the meeting to order and introduced Beacon’s new director, Eric Kutscher, who Rick reminded the group voted unanimously to ask Eric to the board because of his strong qualifications to be on the board.

[REDACTED]

Rick introduced the Secretary’s Report and entertained a motion to approve the minutes from January 27, 2023. Judy McDermott moved to approve the minutes, and the motion was seconded by John Hogg. All were in favor, and none opposed. Motion carried.

ARTICLE III. CLIENT SUCCESS STORY –

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

ARTICLE IV. Staff Reports
A. Rehabilitation Services – Chris McNamara

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

B. Business Operations – Bob Burrous

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

C. Marketing and Development – Mitch Eskritt

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

D. Financials – Natalya Brown

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

ARTICLE V. COMMITTEE REPORTS

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

ARTICLE VI. Old Business
A. Capital Budget Increase – FY2023 – Natalya Brown

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

*Renee moved that we approve the updated capital budget.
Judy McDermott seconded the motion.
All were in favor. Motion passed.*

ARTICLE VII. New Business

A. 401K Plan Amendments - Natalya Brown

[REDACTED]

[REDACTED]

[REDACTED]

*Rick asked for a motion.
John Hogg moved to make a motion.
Maura seconded the motion.
All in favor say Aye.
Motion passed.*

B. 457B Plan Amendment- Natalya Brown

Renee moved that we approve the Board of Directors resolution referencing the 457B Eligible Deferred Compensation Plan.

Maura seconded the motion.

All in favor said Aye.

Motion passed.

C. Title VI Implementation Plan Approval - Wendy Rosado-Toth

Rick thanked Natalya and said Wendy will talk about the Title VI Implementation Plan that begins on page 34 in the board packet. Wendy said that we are required to have this Title VI Implementation Plan for the City of Phoenix because of all those wonderful vehicles we get. She continued by saying that our HR Generalist, Manuel Mejia worked very closely with the city who provides a template, and we update every few years. Wendy referred to the table of contents, explaining that it shows everything that we are required to have in this implementation plan. It shows the Title VI Policy Statement, Notice to the Public (both in English and Spanish), Complaint Procedures, Complaint Form, how we address investigations, complaints and lawsuits, and Limited English proficiency. Wendy said, we need the board to approve this plan so that we can send it off to the City of Phoenix.

Rick asked if this plan is pretty much like what we had a few years ago, and Wendy replied yes, and every so often, they update their template, and we have to put in our information. According to Wendy, nothing really has changed. Wendy said she thinks Manny did have to add some notices in Spanish this year.

Rick asked if there were any questions.

Rick asked for a motion to approve this plan.

Renee Morton moved that we approve the Title VI Implementation Plan.

Joan Casciari seconded the motion.

Rick asked if there was any discussion?

All in favor say Aye.

Motion passed.

ARTICLE VIII. President's Report

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

ARTICLE IX. Executive Session – [REDACTED]

ARTICLE X. Matters from the Floor - [REDACTED]

ARTICLE XI. Next Board Meeting – Friday, May 29, 2023 (includes Annual Meeting)

ARTICLE XII. Adjournment – Rick Williams