



STATE OF MAINE
DEPARTMENT OF TRANSPORTATION
16 STATE HOUSE STATION
AUGUSTA, MAINE 04333-0016

Janet T. Mills
GOVERNOR

Bruce A. Van Note
COMMISSIONER

MaineDOT Statement on Equity

Overview

The Maine Department of Transportation (MaineDOT) believes the essence of equity in transportation is to ensure that all Maine people have access to safe and reliable transportation options that support economic opportunity and quality of life regardless of a person's economic, social, ethnic, racial, age, sexual orientation, physical, mental, or geographic circumstance. The MaineDOT is committed to equitable delivery of its programs and services.

This commitment is consistent with Executive Order 13985: *Advancing Racial Equity and Support for Underserved Communities Through the Federal Government*, which defines equity as “the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment, such as Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.”

The MaineDOT mission is “to support economic opportunity and quality of life by responsibly providing our customers the safest and most reliable transportation system possible, given available resources.” To that end, it's important that all Maine people have access to a safe, efficient, and reliable transportation system. Transportation needs and solutions will be different depending on an individual's situation and where that individual lives, works, recreates, and accesses services. MaineDOT has identified the following underserved users of our transportation system:

- low-income individuals or households
- People of color, including Maine's Indigenous peoples
- New Mainers
- rural and otherwise geographically isolated communities
- commuters/workers and potential workers
- individuals and households without access to a vehicle and/or for whom a driver's license is unattainable
- individuals in substance use recovery
- individuals with physical or mental disabilities
- individuals for whom English is a second language

Transportation solutions for these individuals vary by geography and demographics. Maine has small urban areas surrounded by sprawling suburban areas resulting in the vast majority of the state being rural. Due to the rural nature of our state, as well as other factors, including our aging population, access to a vehicle, transit, and/or ridesharing options can be essential in meeting mobility challenges. Infrastructure for biking and walking is also very important in communities throughout the state,

especially in village centers and downtown areas. In some cases, those modes may best meet mobility needs.

To meet the mobility equity needs of all these cohorts, MaineDOT offers a suite of programs and services that are discussed in the section below.

Addressing Equity in MaineDOT Programs and Services

- **MaineDOT Civil Rights Office:** MaineDOT's Civil Rights Office is responsible for ensuring compliance with all federal anti-discrimination, Title VI, EEO/AA, and labor requirements on all federally funded projects. They seek to create workforce diversity and long-term retention of minorities and women on MaineDOT-administered construction contracts funded by USDOT and to assure a workplace free from harassment, intimidation and discrimination on all MaineDOT-funded projects.
- **Transit Services and Programs:** MaineDOT provides funding for essential transportation services for underserved populations in Maine. Our transit plans identify unmet transportation needs throughout the state and transit strategies tailored to underserved individuals. In the development of plans, MaineDOT meets with tribal governments and organizations working with seniors, veterans, persons with disabilities, and mental and public health issues.
- **Coordination with Stakeholders Serving Older Adults and People with Disabilities:** MaineDOT actively works with groups like the Age-Friendly State Steering Committee, the Age-Friendly State Advisory Committee, the Moving Maine Network, and ITN America to support mobility for older people and people with disabilities.
- **Tribal Communications and Engagement:** MaineDOT's Tribal Communications Policy provides guidance for the department's interactions with Maine's tribal governments. MaineDOT also has a designated Tribal Liaison who is responsible for ensuring implementation of the policy and serving as a liaison between MaineDOT and Maine's tribal governments.
- **Active Transportation in Built-Up Areas:** Though the private passenger automobile remains the predominant mode of transportation in a rural state like Maine, walking and biking are the next most common ways to get to work. Those activities are concentrated in urban and built-up areas. MaineDOT supports walking and biking through a number of active initiatives, including [Heads Up!](#), which identifies and implements pedestrian safety projects in 21 communities across Maine, including a Vulnerable User Project focused on identifying the needs of Limited English Proficiency (LEP) users. MaineDOT also offers bike/ped grants to communities and considers disparities/health service access, age, disability, and other disadvantaged populations in grant selection. We support programs such as the Bicycle Coalition of Maine's "Bikes for New Mainers" project, which provides training and bikes to recent immigrants with transportation needs. Furthermore, MaineDOT is developing a statewide active transportation plan to expand active transportation options throughout the state where appropriate. **ADA Accessibility Program:** MaineDOT ensures compliance with the Americans with Disabilities Act of 1990 and the Rehabilitation Act of 1973 through MaineDOT's [ADA policy statement](#) and [ADA Title II Transition Plan](#). We strive to increase the number of [ADA-compliant curb ramps and sidewalks on MaineDOT highways](#).

- **Complete Streets Policy:** MaineDOT considers the needs of all users, including underserved communities who are more likely to rely on pedestrian or transit services, in the planning and development of highway projects. We are currently updating and better institutionalizing the policy throughout MaineDOT.
- **Workforce Transportation:** MaineDOT supports workforce transportation through pilot programs and competitive grants for local, regional, and statewide initiatives, with a focus on underserved individuals in rural areas.
- **GO MAINE:** In partnership with the Maine Turnpike Authority, MaineDOT oversees the operation of the GO MAINE commuter program, which promotes alternatives to single-occupancy vehicle trips in the State of Maine. MaineDOT, in partnership with MTA, is expanding the program to better serve rural areas and people without access to a vehicle.
- **Public Outreach:** MaineDOT's [Public Involvement Plan](#) includes extensive, regular, tailored outreach to underserved communities. As MaineDOT transitions to a focus on Virtual Public Involvement, the Department is developing tools to ensure that these outreach efforts are reaching all affected populations, including underserved users. These tools include a GIS equity dashboard that will provide MaineDOT project managers with demographic information about project areas and a demographic survey that will be integrated into on-demand public meetings to better track who these meetings are reaching.
- **NEPA Environmental Justice Guidance:** During environmental reviews for projects, MaineDOT identifies all reasonably foreseeable adverse, disproportionate social, economic, and environmental effects on minority and low-income populations.
- **Climate Policies:** MaineDOT is working to identify infrastructure that is vulnerable to flooding in inland and coastal communities across the state. MaineDOT is in the process of developing an infrastructure adaptation program to support state, municipal, and tribal projects that adapt infrastructure to climate change; the project evaluation will consider factors such as socioeconomic status, minority status, household composition and disability, and housing and transportation.
