
Title VI Implementation Plan



FOOTHILLS CARING CORPS, INC.

*November 1, 2024 -
October 31, 2027*

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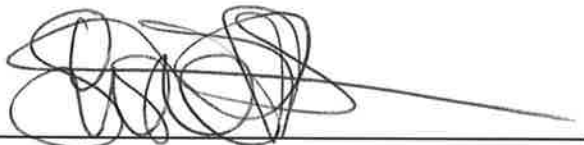
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Title VI Policy Statement

The Foothills Caring Corps, Inc. 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, national origin be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination” under any Foothills Caring Corps, Inc. sponsored program or activity. There is no distinction between the sources of funding.

Foothills Caring Corps, Inc. 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, Foothills Caring Corps, Inc. will take reasonable steps to provide meaningful access to services for persons with limited English proficiency.

When Foothills Caring Corps, Inc. distributes Federal-aid funds to another entity/person, Foothills Caring Corps, Inc. will ensure all subrecipients fully comply with Foothills Caring Corps, Inc. Title VI Nondiscrimination Program requirements. The Foothill Caring Corps Board of Directors has delegated the authority to Brent Downs, Executive Director, Title VI Program Coordinator, to oversee and implement FTA Title VI requirements.



Susan Dymoke,
Board Chairman and President

Title VI Notice to the Public

Notifying the Public of Rights Under Title VI FOOTHILLS CARING CORPS, INC.

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

For more information on Foothills Caring Corps, Inc.'s civil rights program, and the procedures to file a complaint, contact Executive Director Brent Downs, (480) 488-1105; or email brentd@foothillscaringcorps.org ; or visit our administrative office at 7275 E. Easy Street, Suite B-104, Carefree, AZ 85377. For more information, visit www.foothillscaringcorps.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 Brent Downs at (480) 488-1105. Para información en Español llame: Brent Downs at (480) 488-1105.

The above notice is posted in the following locations:

- *posted in our office at the reception area at 7275 E Easy St, Suite B-104, Carefree, AZ 85377;*
- *in our vans.*

This notice is posted online at: <https://foothillscaringcorps.org/about/title-vi-notice>

Title VI Notice to the Public– Aviso al Publico

Aviso al Público Sobre los Derechos Bajo el Título VI Foothills Caring Corps, Inc.

Foothills Caring Corps, Inc. (*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 provehidos sin consideración a su raza, color, o país de origen.

Para obtener más información sobre la Foothills Caring Corps, Inc.'s programa de derechos civiles, y los procedimientos para presentar una queja, contacte Brent Downs, el Director Ejecutivo al (480) 488-1105, o visite nuestra oficina administrativa en 7275 E Easy Street Suite B-104, Carefree, AZ 85377. Para obtener más información, visite www.foothillscaringcorps.org.

El puede presentar una queja directamente con City of Phoenix Public Transit Department o Federal Transit Administration (FTA) mediante la presentación de una queja directamente con las oficinas correspondientes de 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.

The above notice is posted in the following locations:

- *posted in our front office at the receptionist area at 7275 E Easy St, Suite B-104, Carefree, AZ 85377;*
- *in our vans.*

This notice is posted online at: <https://foothillscaringcorps.org/about/title-vi-notices>

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 Foothills Caring Corps, Inc. 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 Foothills Caring Corps, Inc. 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 Foothills Caring Corps, Inc. or submitted to the State or Federal authority for guidance.
- (7) Foothills Caring Corps, Inc. will notify the Title VI Coordinator of all Title VI complaints within 72 hours via telephone at: 602-262-7242; email to: phxtransiteo@phoenix.gov.

- (8) Foothills Caring Corps, Inc. 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.
- (10) A complainant dissatisfied with Foothills Caring Corps, Inc.'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: www.foothillscaringcorps.org/contact/title-vi-notices/

Title VI Complaint Form - English

Any person who believes that he or she has been discriminated against by Foothills Caring Corps, inc. or any of its service providers and believes the discrimination was based upon race, color or national origin, may file a formal complaint with Foothills Caring Corps, Inc.

Please provide the following information to process your complaint. Alternative formats and languages are available upon request. You can reach Foothills Caring Corps, Inc.'s Executive Director and Title VI Coordinator, Robin Cochran, at 480-488-1105 or via email at: brentd@foothillscaringcorps.org.

Section 1: Complainant Information			
First Name:		Last Name:	
Address (Street):			
City:		State:	Zip:
Telephone (Home):		Telephone (Cell):	
Email Address:			
Preferred method of contact	<input type="checkbox"/> Mail	<input type="checkbox"/> Phone	<input type="checkbox"/> Email
Section 2: Incident Information			
Date of Incident:		Time of Incident: <input type="checkbox"/> AM <input type="checkbox"/> PM	
Incident Location:			
Name of agency complaint is against:			
Name of person complaint is against:			
Description of person complaint is against:			
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	<input type="checkbox"/> Other: _____

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 or attach additional pages.

Section 3: Filing with FTA

Have you filed this complaint with the Federal Transit Administration (FTA)?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
--	------------------------------	-----------------------------

If yes, please provide information about a contact person at the FTA where the complaint was filed:

Name: _____ Title: _____
 Address: _____ Phone: _____

Section 4: Other filings

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.

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 one of two ways:	
In person:	By mail:
Foothills Caring Corps, Inc., Brent Downs, Executive Director 7275 E. Easy Street, Suite B-104 Carefree, AZ 85377	Foothills Caring Corps, Inc., Brent Downs, Executive Director PO Box 831 Carefree, AZ 85377

Phone: (480) 488-1105 Email: brentd@foothillscaringcorps.org
 A copy of this form can be found at: www.foothillscaringcorps.org/contact/title-vi-notices/

Title VI Complaint Procedures - Spanish

Procedimientos de Quejas Bajo el Título VI

Estos procedimientos proporcionan orientación para todas las quejas presentadas bajo el Título VI del Decreto de los Derechos Civiles de 1964, en lo que se refieren a cualquier programa o actividad que sea administrado por la Foothills Caring Corps, Inc., incluyendo a los asesores, contratistas y proveedores. Por ley, se prohíbe la intimidación o las represalias como resultado de una queja. Además de estos procedimientos, los reclamantes se reservan el derecho de presentar una queja formal ante otras agencias estatales o federales o de solicitar asesoría privada para quejas alegando 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 bajo el Título VI completando y presentando la Forma de Quejas del Título VI de la agencia.
- (2) Las quejas formales se deben presentar dentro de 180 días de calendario de la última fecha del supuesto acto de discriminación o de la fecha en la que el/los reclamante/s se haya/n enterado de la supuesta discriminación, o cuando haya habido un curso de conducta continuo, la fecha en la que la conducta haya sido suspendida o la última ocasión en la cual ocurrió la conducta.
- (3) Las quejas se deben hacer por escrito y deben ser firmadas por el/los reclamante/s y deben incluir el nombre, el domicilio y el número de teléfono del/los reclamante/s. Si es necesario, la persona de contacto del Título VI ayudará al/la reclamante a documentar las cuestiones.
- (4) Las alegaciones recibidas por fax o por correo electrónico serán admitidas y procesadas, una vez que se haya establecido la identidad del/la reclamante y la intención de proceder con la/s queja/a. Para ello, se requiere que el/la reclamante envíe por correo postal una copia original firmada del fax o de la transmisión de la nota electrónica para que la queja sea procesada.
- (5) Las alegaciones recibidas por teléfono se reducirán a un formato por escrito y se les proveerán al/la reclamante para su confirmación o revisión antes de su procesamiento. Se remitirá una forma de la queja al/la reclamante para que la complete, la firme y la devuelva para su procesamiento.

- (6) Una vez presentada, Foothills Caring Corps, Inc. revisará la forma de la queja para determinar la jurisdicción. Todas las quejas recibirán una carta de reconocimiento informándole si la queja será investigada por Foothills Caring Corps, Inc. o presentada a la autoridad estatal o federal para recibir su orientación.
- (7) Foothills Caring Corps, Inc. le notificará al Coordinador del Título VI sobre todas las quejas del Título VI dentro de 72 horas por teléfono llamando al: 602-262-7242; por correo electrónico escribiendo a phxtransiteo@phoenix.gov.
- (8) Foothills Caring Corps, Inc. tiene 60 días para investigar la queja. Si se necesita más información para resolver el caso, la Autoridad puede ponerse en contacto con el/la reclamante. El/la reclamante tiene 60 días hábiles a partir de la fecha de la carta para enviar la información solicitada al investigador asignado al caso. Si el investigador no es contactado por el/la reclamante o no recibe la información adicional dentro de los 30 días hábiles, la Autoridad puede cerrar el caso administrativamente. Un caso también se puede cerrar administrativamente si el/la reclamante ya no desea seguir adelante con su caso.
- (9) Después de que el investigador revise la queja, emitirá una de dos cartas al/la reclamante: una carta de cierre o una carta de hallazgo “Letter of Finding” (LOF). Una carta de cierre resume los alegatos y afirma que no hubo una infracción con respecto al Título VI y que el caso se cerrará. Una carta LOF resume las alegaciones y las entrevistas con respecto al supuesto incidente, y explica si se llevará a cabo alguna acción disciplinaria, capacitación adicional del/la miembro del personal u otra acción. Si el/la reclamante desea apelar a la decisión, tiene 30 días después de la fecha de la carta o de la LOF para hacerlo.
- (10) Un/a reclamante insatisfecho/a con la decisión de Foothills Caring Corps, Inc. puede presentar una queja directamente con el Departamento de Transporte Público de la Ciudad de Phoenix: City of Phoenix Public Transit Department (COP), Attention: Title VI Coordinator, 302 N. 1st Ave., Suite 900, Phoenix, AZ 85003, ó 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) Una copia de estos procedimientos se puede encontrar en línea en: www.foothillscaringcorps.com/contact/title-vi-notices/

Title VI Complaint Form - Spanish

FORMA DE RECLAMACIÓN BAJO EL TÍTULO VI

Cualquier persona que crea que ha sido discriminada por Foothills Caring Corps, Inc. o por cualquiera de sus proveedores de servicios y cree que la discriminación fue basada en su raza, color u origen nacional, puede registrar una queja formal ante Foothills Caring Corps, Inc.

Por favor provea la siguiente información para procesar su queja. Hay formatos e idiomas alternativos disponibles si se solicitan. Usted se puede comunicar con el Director Ejecutivo, Brent Downs al 480-488-1105 ó por correo electrónico a brentd@foothillscaringcorps.org.

SECCIÓN 1: INFORMACIÓN DEL QUERELLANTE

Nombre:

Apellido:

Domicilio:

Ciudad:

Estado:

Código Postal:

Teléfono del Hogar:

Teléfono Celular:

Correo Electrónico:

Método preferido de contacto:

Correo

Teléfono

Correo Electrónico

SECCIÓN 2: INFORMACIÓN SOBRE EL INCIDENTE

Fecha del Incidente:

Hora del Incidente:

AM

PM

Ubicación del Incidente:

Nombre de la agencia que presenta la queja en contra:

Nombre de la persona en contra de la queja:

Descripción de la persona en contra de la queja:

¿En qué se basó la discriminación? *(Marque todo lo que sea aplicable):*

Raza

Color

Origen Nacional

Otro: _____

Explique lo más claramente posible lo que sucedió y por qué cree usted que se le discriminó. Describa a todas las personas que estuvieron involucradas. Incluya el nombre y la información de contacto de la/s persona/s que le discriminó/aron (si los conoce), así como los nombres y la información de contacto de cualquier testigo. Si se necesita más espacio, por favor use el reverso de esta forma. Usted también puede adjuntar cualquier material por escrito u otra información relevante a su queja.

SECCIÓN 3: REGISTRADO CON FTA

¿Ha usted registrado esta queja ante la Administración Federal de Transporte (FTA por sus siglas en inglés)? Sí No

Si contestó Sí, por favor provea información sobre una persona de contacto en la administración FTA donde se registró la queja:

Nombre: _____ Título: _____
 Domicilio: _____ Teléfono: _____

SECCIÓN 4: REGISTRADO PREVIAMENTE QUEJAS

¿Ha usted registrado previamente una queja bajo el Título VI ante esta agencia? Sí No

En caso afirmativo, proporcione cualquier información de referencia sobre su queja anterior.

Puede adjuntar cualquier material escrito u otra información que considere relevante para su queja. Firma y fecha requeridas abajo:

 Firma

 Fecha

Envíe este formulario de una de estas dos formas:	
En persona:	Por correo:
Foothills Caring Corps, Inc., Brent Downs, Executive Director 7275 E. Easy Street, Suite B-103 Carefree, AZ 85377	Foothills Caring Corps, Inc., Brent Downs, Executive Director PO Box 831 Carefree, AZ 85377

Teléfono: (480) 488-1105 Correo Electrónico: brentd@foothillscaringcorps.org

Puede encontrar una copia de este formulario en: [Foothills Caring Corps - Spanish form](#)

Title VI Investigations, Complaints, and Lawsuits

A separate Annual Title VI Report must be submitted each year by October 15th as a part of the Milestone Progress Reporting (MPR) data.

<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				

Foothills Caring Corps, Inc. has not had any Title VI complaints, investigations, or lawsuits during the review period Foothills Caring Corps, Inc. (Each review period start date is the date of board of director approval)

Public Participation Plan

Foothills Caring Corps, Inc. Public Participation Plan



Foothills Caring Corps, Inc. 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, Foothills Caring Corps, Inc., has made the following community outreach efforts in the past eighteen months:

FCC vans continue to be available for use by local churches and other community agencies. We hold training sessions for any volunteers from those organizations that wish to use our vehicles. Completion of this safe driving training allows attendees to be designated as drivers under our insurance policy.

FCC supports our local libraries, the Foothills Foodbank, and the Holland Community Center by transporting seniors and adults with disabling conditions to their programs.

FCC has partnered with one of our local school districts, the Cave Creek Unified School District ("CCUSD"), as an organization for students to volunteer their time to earn community service hours and learn about the personal satisfaction of helping a philanthropy with its mission.

In the upcoming year, Foothills Caring Corps, Inc. will make the following community outreach efforts:

FCC will share our vans with other agencies or municipalities upon request and satisfaction of our training policies, for which we will offer training sessions.

FCC will continue to transport seniors and adults with disabling conditions to the programs of local community organizations.

FCC will continue to interact with CCUSD to provide students with volunteer opportunities and help build their passions for helping others.

FCC will, through our website, newsletter and social media posts, continue to make persons in the community aware of our services, will seek out new volunteers to assist us, and will publicize newly any developed programs and activities which are consistent with our mission.

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.

The Foothills Caring Corps, Inc. 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.

Limited English Proficiency Plan

**Foothills Caring Corps,
Inc.**

Limited English Proficiency Plan



Foothills Caring Corps, Inc. 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 Foothills Caring Corps, Inc. 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 Foothills Caring Corps, Inc.'s extent of obligation to provide LEP services, Foothills Caring Corps, Inc. 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 Foothills Caring Corps, Inc. service area who may be served or likely to encounter by Foothills Caring Corps, Inc. programs, activities, or services;
- 2) The frequency with which LEP individuals come in contact with Foothills Caring Corps, Inc. services;
- 3) The nature and importance of the program, activities or services provided by Foothills Caring Corps, Inc. to the LEP population; and
- 4) The resources available to Foothills Caring Corps, Inc. and overall costs to provide LEP assistance. A brief description of these considerations is provided in the following section.

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

Foothills Caring Corps, Inc. 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) Public Hearings

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. Sub recipients also must include a description of the efforts made to encourage participation of minorities on these boards, councils, and committees.

Table Depicting Membership of Committees, Councils, Broken Down by Race

Body	Caucasian	Latino	African American	Asian American	Native American
Population	TYPE % HERE%	TYPE % HERE%	TYPE % HERE%	TYPE % HERE%	TYPE % HERE%

× Foothills Caring Corps, Inc. does NOT select the membership of any transit-related committees, planning boards, or advisory councils.

Monitoring for Subrecipient Title VI Compliance

Foothills Caring Corps, Inc. has no subrecipients and does not monitor any subrecipients.

Title VI Equity Analysis

A subrecipient planning to acquire land which displaces persons from their residences and businesses 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 subrecipient organization receives any FTA dollars, it must comply with this requirement.

Foothills Caring Corps, Inc. has no current or anticipated plans to develop new transit facilities covered by these requirements. No facilities covered by these requirements have ever been developed by Foothills Caring Corps, Inc.

Board Approval for the Title VI Program

See attached.



**Foothills Caring Corps, Inc.
Action by Board of Directors
November 14, 2024**

The Board of Directors of Foothills Caring Corps, Inc. considered the organization's updated Title VI Implementation Plan for the period November 1, 2024, through October 31, 2027 (the "Plan") pursuant to a Notice of Board Action Without a Meeting. Each Board Member was provided a copy of the Plan to review. The Board unanimously voted to approve the adoption of the Plan.

Following collection of all votes, the Title VI Plan Policy Statement was signed by Board President, Susan Dymoke.

FOOTHILLS CaringCORPS

The following is a compilation of the electronic votes by each of the members of the Board of Directors of Foothills Caring Corps with respect to the adoption of the Title VI Implementation Plan for November 1, 2024 - October 31, 2027 (a copy of which was provided when their vote was requested). Personal email addresses have been redacted along with unrelated comments.

Re: Title VI Plan

 Susie Dymoke <[redacted]@gmail.com>
To: [redacted]


  Reply  Reply All  Forward  
Mon 11/11/2024 7:54 PM

Absolutely! I vote for it
Sent from my iPhone

Re: Foothills Caring Corps - Title VI Plan


 colleen@[redacted].com
To: [redacted]

  Reply  Reply All  Forward  
Tue 11/12/2024 8:24 AM

 You replied to this message on 11/12/2024 1:33 PM.

Yes: I approve adoption of the Plan

Re: Foothills Caring Corps - Title VI Plan

 Dave Karsten <[redacted]@com>
To: [redacted]
Cc: [redacted]

  Reply  Reply All  Forward  
Tue 11/12/2024 9:31 AM


 You replied to this message on 11/12/2024 1:33 PM.

I vote yes.
Thank you

Re: Foothills Caring Corps - Title VI Plan

 Lisa Stine <[redacted]@com>
To: [redacted]
Cc: [redacted]




  Reply  Reply All  Forward  
Tue 11/12/2024 9:03 AM


 You replied to this message on 11/12/2024 1:37 PM.


Thanks, [redacted]
My vote is yes.

Re: Foothills Caring Corps - Title VI Plan

 Camille Tumolo <[redacted]@nil.com>
To: [redacted]
Cc: [redacted]

  Reply  Reply All  Forward  
Tue 11/12/2024 9:35 AM

 You replied to this message on 11/12/2024 1:37 PM.

 image001.png
281 KB

Yes, I approve of the adoption of the Plan.

Re: Foothills Caring Corps - Title VI Plan

C [redacted]@z.com
To [redacted]
Cc [redacted]
ronjink@aol.com; canondart@christchruaz.org; Brent Downs

Reply Reply All Forward [redacted] [redacted]
Tue 11/12/2024 10:08 AM

You replied to this message on 11/12/2024 1:38 PM.

Yes, I approve the plan [redacted]

Cynthia Driskell

Re: Foothills Caring Corps - Title VI Plan

R ronjink@ [redacted]
To [redacted]

Reply Reply All Forward [redacted] [redacted]
Tue 11/12/2024 1:48 PM

You replied to this message on 11/12/2024 1:48 PM.

I approve

Re: Foothills Caring Corps - Title VI Plan

JH James Hundman [redacted]
To [redacted]

Reply Reply All Forward [redacted] [redacted]
Tue 11/12/2024 1:48 PM

You replied to this message on 11/12/2024 1:49 PM.

Yes,

Re: Foothills Caring Corps - Title VI Plan

SW Suzanne Wagner [redacted]
To [redacted]

Reply Reply All Forward [redacted] [redacted]
Wed 11/13/2024 4:15 PM

I vote yes.

Sent from my iPhone

Re: Foothills Caring Corps - Title VI Plan

BG Barbara Giovan [redacted].org>
To [redacted]

Reply Reply All Forward [redacted] [redacted]
Tue 11/12/2024 10:36 PM

Yes I approve
Barbara

RE: Foothills Caring Corps - Title VI Plan

CS Canon Steven Dart [redacted]
To [redacted]

Reply Reply All Forward [redacted] [redacted]
Wed 11/13/2024 9:13 PM

I vote Yes.