

WILL ROGERS WORLD AIRPORT TITLE VI PLAN



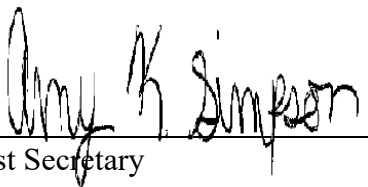
APPROVAL RECOMMENDED:



Director of Airports

APPROVED by the Trustees of the Oklahoma City Airport Trust this 25th day of January 2024.

ATTEST:



Trust Secretary



OKLAHOMA CITY AIRPORT TRUST:



Chairman

REVIEWED for form and legality.



Assistant Municipal Counselor/
Attorney for the Trust

Oklahoma City Airport Trust's
Will Rogers World Airport Title VI Plan
Effective: January 25, 2024

1. Title VI Policy Statement¹

The Oklahoma City Airport Trust (OCAT) assures that no person shall on the grounds of race, color, national origin (including Limited English Proficiency (LEP)), sex (including sexual orientation and gender identity), creed, or age, as provided by Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987 (PL 100.259), Section 520 of the Airport and Airway Improvement Act of 1982, and related authorities (hereafter, "Title VI and related requirements"), be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity that receives U.S. Department of Transportation (DOT) funding. Title VI also prohibits retaliation for asserting or otherwise participating in claims of discrimination.

OCAT further assures every effort will be made to ensure nondiscrimination is enforced in all of its programs and activities, whether those programs are federally funded or not. OCAT agrees, among other things, to understand the communities surrounding or in the flight path, as well as customers that use Will Rogers World Airport (WRWA). Anytime communities identified within this Plan may be impacted by programs or activities, OCAT will take action to involve those communities and the general public in the decision-making process.

OCAT requires nondiscrimination assurances, as prescribed by the Federal Aviation Administration (FAA), from each tenant, contractor, and concessionaire providing an activity, service, or facility at the Airport. Nondiscrimination assurances must be included in any related lease, contract, or franchise agreement between OCAT and each tenant, contractor, and concessionaire, as well as in any similar agreements with their own sub-tenants and sub-contractors.

Pam Martindale, Financial Services Manager available at 405-316-3200 and airports-federalprogram@okc.gov, is responsible for overseeing OCAT's compliance with Title VI and the point of contact for all Airport Title VI matters and related responsibilities, including those required by 49 CFR Part 21.



Signature

Jeff Mulder

Director of Airports/Trust General Manager

January 25th, 2024

Effective Date

January 25th, 2027

3-Year Expiration Date

¹ This policy statement will be translated into languages other than English, upon request and based on patron and local language demographics.

2. Administration

The Oklahoma City Airport Trust has reviewed and adopted this Title VI Plan (Plan) for WRWA. This Plan will be updated no less than once every three years. The Plan will not be re-adopted following administrative changes, such as updating the Director of Airports² (Director) or Coordinator's name. Significant revisions to the Plan, OCAT policies, or federal guidelines may warrant re-adoption by OCAT and resubmittal to the FAA.

In addition to the Coordinator, OCAT and Director, the following people also assist with OCAT's WRWA Title VI program requirements:

Staff Supporting Title VI Program	Title
Leandra Blair	Federal Planning Specialist
Kiona Ramirez	Federal Planning Specialist

OCAT has the following airport program sub-recipients: None at this time.

As of the effective date of this Plan, OCAT has the following pending applications for Federal Financial Assistance:

Federal Source	Grant Number (CFDA Number)	Amount (Federal Share Requested)	WRWA Project
FAA ATP	20.106	\$2,732,963	Terminal Restrooms Renovations Phase I

Updated information for pending and awarded grant applications will be available through the following methods:

Federal Source	Grant Award Information Available at:
FAA AIP	https://www.faa.gov/airports/aip/
FAA ATP	https://www.faa.gov/bil/airport-terminals
FAA AIG	https://www.faa.gov/bil/airport-infrastructure

3. Grant and Procurement Assurances

49 CFR § 21.7 (a)(1); 49 CFR Part 21 Appendix C (b)

OCAT will complete standard grant assurances for Title VI and related requirements, in the form prescribed by the FAA. See https://www.faa.gov/airports/aip/grant_assurances/#current-assurances. All OCAT construction contracts will be reviewed by the Coordinator to ensure each document contains required clauses. All OCAT lease contracts will be reviewed to ensure each document contains required clauses.

² The City of Oklahoma's Director of Airports also serves as the OCAT General Manager for administering and managing the business affairs of OCAT.

Clauses/Covenants

- a. All contracts, leases, deeds, licenses, permits, and other similar instruments, must contain the contractual requirements and clauses, in the form prescribed by the FAA. See https://www.faa.gov/airports/aip/procurement/federal_contract_provisions/. Note that unlike many other clauses, the Civil Rights clauses are required in all contracts. Note also special clauses that are required for certain types of contracts, such as land acquisition.
- b. OCAT requires Civil Rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other agreements. Below are the required templates to be used in the solicitations and contracts, and other agreements mentioned above.

Notice for Solicitations

OCAT, in accordance with Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the regulations, hereby notifies all bidders that it will affirmatively ensure that, for any contract entered into pursuant to an advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and no business will be discriminated against on the grounds of race, color, national origin (including limited English proficiency), creed, sex (including sexual orientation and gender identity), age, or disability be excluded from participating in any activity conducted with or benefiting from Federal assistance. This provision is in addition to that required of Title VI of the Civil Rights Act of 1964.

The above provision binds the contractor and subcontractors from the bid solicitation period through the completion of the Contract.

OR

If the Lessee transfers its obligation to another, the transferee is obligated in the same manner as the Lessee. The above provision obligates the Lessee for the period during which the property is owned, used or possessed by the Lessee and the Lessor remains obligated to the Federal Aviation Administration.

Contract Clauses

Title VI List of Pertinent Nondiscrimination Acts and Authorities

Construction

During the performance of this Contract, the Contractor, for itself, its assignees, and successors in interest agrees to comply with the following non-discrimination statutes and authorities; including but not limited to:

OR

Lease

During the performance of this Agreement, the Lessee, for itself, its assignees, and successors in interest agrees to comply with the following non-discrimination statutes and authorities including but not limited to:

- Title VI of the Civil Rights Act of 1964 (42 USC § 2000d *et seq.*, 78 stat. 252) (prohibits discrimination on the basis of race, color, national origin);
- 49 CFR part 21 (Non-discrimination in Federally-Assisted Programs of the Department of Transportation—Effectuation of Title VI of The Civil Rights Act of 1964);
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 USC § 4601) (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Section 504 of the Rehabilitation Act of 1973 (29 USC § 794 *et seq.*), as amended (prohibits discrimination on the basis of disability); and 49 CFR part 27 (Nondiscrimination on the Basis of Disability in Programs or Activities Receiving Federal Financial Assistance);
- The Age Discrimination Act of 1975, as amended (42 USC § 6101 *et seq.*) (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982 (49 USC § 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-259) (broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms “programs or activities” to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the Americans with Disabilities Act of 1990 (42 USC § 12101, *et seq.*) (prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities) as implemented by U.S. Department of Transportation regulations at 49 CFR parts 37 and 38;
- The Federal Aviation Administration’s Nondiscrimination statute (49 USC § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations (ensures non-discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations);
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs [70 Fed. Reg. at 74087 (2005)];
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 USC § 1681 *et seq.*).

Civil Rights Title VI Assurance

During the performance of this Contract the Contractor, for itself, its assignee, and successor in

interest agrees as follows:

1. **Nondiscrimination**

The Lessee, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, national origin (including limited English proficiency), creed, sex (including sexual orientation and gender identity), age, or disability in the selection and retention of sublessees, including procurements of materials and leases of equipment. The Lessee will not participate directly or indirectly in the discrimination prohibited by the [Title VI] Nondiscrimination Acts and Authorities, including employment practices when the Agreement covers any activity, project, or program set forth in Appendix B of 49 CFR part 21.

2. **Solicitations for Subcontracts, including Procurements of Materials and Equipment**

In all solicitations, either by competitive bidding or negotiation made by the Lessee for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the Lessee of the Lessee's obligations under this Agreement and the [Title VI] Nondiscrimination Acts and Authorities on the grounds of race, color, or national origin.

3. **Information and Reports**

The Lessee will provide all information and reports required by the Acts, the Regulations, and the directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Trust/Lessor or the Federal Aviation Administration to be pertinent to ascertain compliance with such [Title VI] Nondiscrimination Acts and Authorities and instructions. Where any information required of a Lessee is in the exclusive possession of another who fails or refuses to furnish the information, the Lessee will so certify to the Lessor or the Federal Aviation Administration, as appropriate, and will set forth what efforts it has made to obtain the information.

4. **Sanctions for Noncompliance**

In the event of a Lessee's noncompliance with the nondiscrimination provisions of this Agreement, the Lessor will impose such contract sanctions [in accordance with any applicable notice and cure provisions provided for in this Contract] as it or the Federal Aviation Administration may determine to be appropriate, including, but not limited to:

- a. Withholding any payments to the Lessee under the Agreement until the Lessee complies; and/or
- b. Cancelling, terminating, or suspending an Agreement, in whole or in part.

5. **Incorporation of Provisions**: The Lessee will include the provisions of [Paragraph ___, subparagraphs] 1 through 5 in every subcontract, including procurements of

materials and leases of equipment, unless exempt by the Acts, the Regulations, and directives issued pursuant thereto. The Lessee will take action with respect to any subcontract or procurement as the Lessor or the Federal Aviation Administration may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the Lessee becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the Lessee may request the Lessor to enter into any litigation to protect the interests of the Lessor. In addition, the Lessee may request the United States to enter into the litigation to protect the interests of the United States.

Description of Oversight Methods for Subcontracts

OCAT agreements will contain clauses requiring incorporation of the nondiscrimination provisions in each subcontract agreement. In the event the contractor does not comply with the established requirements, sanctions for noncompliance will also be outlined and may include:

- Withholding of payments to the contractor until the contractor complies
- cancellation, termination, or suspension of the contract
- or any other measure as deemed appropriate by WRWA

Annually, the Coordinator will also be responsible for auditing subcontractor agreements on a sample basis to assure requisite clauses are in place.

4. Title VI Coordinator Responsibilities

The Coordinator is responsible for ensuring that she and other Department of Airport's staff (Staff) supporting this Plan are trained in Title VI requirements. Essential training topics include:

- Basic Title VI requirements
- Airport language assistance resources and practices
- Collecting and assessing demographic data
- Reporting Title VI Complaints (as defined herein) and other required FAA notifications.

See Section 11. Training for more information about the expected training for all Staff.

Among other responsibilities, the Coordinator:

- Proactively ensures that OCAT is in compliance with nondiscrimination requirements of Title VI and reports to OCAT's leadership on the status of Title VI compliance.
- Responds promptly to requests by the FAA for data and records and for the scheduling of compliance reviews and other FAA meetings to determine compliance with Title VI and related requirements.
- Receives Title VI Complaints covered by Title VI and related requirements, and forwards them to the FAA, within 15 days of receipt, together with any actions taken to resolve the matter.
- Provides the FAA with updates regarding its response and status of early resolution efforts

to Title VI Complaints concerning Title VI and related requirements (49 CFR Part 21, Appendix C(b)(3)), including resolution efforts.

- Annually reviews the OCAT Airport Plan and disseminates information throughout Staff and OCAT's leadership.
- Coordinates data collection to evaluate whether racial or ethnic groups are unequally benefited or impacted by the airport programs. The data will be regularly assessed and readily available upon request (49 CFR § 21.9(b) & (c)).
- Maintains a copy of 49 CFR Part 21 for inspection by any person asking for it during normal working hours (49 CFR 21, Appendix C (b)(2)(i)).

See this Plan's Section 5. Notice, Section 12. Compliance Reviews, Audits, Lawsuits, and Other Investigations, and Section 13. Title VI Complaints.

The Coordinator has requested and received access to the Title VI portion of the FAA Civil Rights Connect System (<https://faa.civilrightsconnect.com/>).

5. Notice

49 CFR Part 21 Appendix C(b)(2)(ii)

OCAT will conspicuously display the FAA-provided Unlawful Discrimination Poster in all public areas on Airport property, including those with pedestrian activity. The Coordinator ensures that these posters are visible, accessible,³ and maintained. The poster template is available at https://www.faa.gov/about/office_org/headquarters_offices/acr/com_civ_support/non_disc_pr/ and a completed copy is attached. See Section 15. Appendix.

OCAT has posted the above Title VI policy statement at its Staff offices.

OCAT will distribute this Plan among Staff and OCAT contractors, concessionaires, lessees, and tenants. This Plan will be distributed after FAA approval by email communication when available and via the website at <https://flyokc.com/nondiscrimination-policies>.

Posters are displayed in the terminal and other areas on Airport property, including the following public locations:

Terminal/FBO/Concessions/ Other Locations	Quantity in Pre-Security Area	Quantity in Post-Security Area	Additional Quantities
Level 1 Access Tunnel	8		
Terminal Level 1 – Baggage Claim	4		
Terminal Level 2 – Ticket Counters	4		

³ For more information about website accessibility, please visit ADA.gov.

Mezzanine	5		
Main Terminal		6	
West Concourse		2	
Consolidated Rental Car Facility			2
AAR General Aviation Terminal			1
Atlantic (private aviation facility)			1

Outreach to Affected Communities

The Coordinator will ensure that notices for public meetings reach all segments of the impacted community. The Coordinator will work with Staff to publish public meeting announcements and notices. OCAT's public meeting publications are made in its community newspapers and email broadcasts. The Coordinator will work with Staff to contact leaders and representatives in Affected Communities (defined herein) directly to confirm effective media platforms to reach all Affected Communities⁴ and provide important feedback on translated materials. The Coordinator will maintain records of all such notices and the efforts made to reach each of the Affected Communities.

Detailed information on OCAT's public meeting notifications and outreach procedures will be available in the WRWA CPP (as defined herein) upon approval by the FAA. At that time, a copy of the CPP will be available upon request to the Coordinator, and a copy of the CPP will be attached to this Plan. A copy of the Plan will be available at <https://flyokc.com/nondiscrimination-policies>.

To ensure that the community is effectively informed of and able to participate in public hearings, the Coordinator will work with Staff to include public meeting notices translated into appropriate languages, including for any language spoken by a significant number or proportion of the Affected Community population that has LEP. Such public meeting notices will include directions for obtaining an interpreter, free of charge, for public hearings. 28 CFR § 42.405(d). See Section 8. Limited English Proficiency (LEP).

6. Community Statistics

Title VI regulations require Federal grant recipients to know their community demographics. See 49 CFR § 21.9(b). OCAT seeks to understand communities that are eligible to be served, actually or potentially affected, and/or benefited or burdened by OCAT's activities, programs and services. By understanding community demographic information OCAT is able to identify, understand, and appropriately engage with the communities surrounding WRWA. The profiles contained herein can be used to evaluate and assess whether identified low-income, minority, LEP, or ethnically diverse populations could potentially bear disproportionately high and adverse impacts from a further proposed OCAT project(s).

⁴ We will not subject any persons to discrimination based on race, color, national origin, age, sex, or creed. The term "protected communities" is used within this Plan to highlight the requirements of Title VI, 49 U.S.C. § 47123, the Age Discrimination Act of 1975, and in some instances, includes low-income populations under Executive Order 12898.

Affected Communities⁵	Population
OKC – 73179 (Zip Code)	5,794
OKC – 73119 (Zip Code)	30,089
OKC – 73169 (Zip Code)	3,509
OKC – 73173 (Zip Code)	3,945
OKC – 73159 (Zip Code)	32,161
OKC – 73170 (Zip Code)	40,645
TOTAL	116,143

(Hereafter, the above communities will be referred to collectively as “the Affected Communities”).

OCAT has identified the following facts about the Affected Communities for WRWA:

Low Income Communities⁶

A low-income area is an identifiable group of persons living in geographic proximity, whose median household income is at or below the Department of Health and Human Services poverty guidelines. Pursuant to Executive Order 12898, “Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations,” OCAT is collecting information about affected and potentially affected low-income communities. According to U.S. Census Report S1701: Poverty Status in the Past 12 Months, the overall poverty level for the affected area is approximately 11.1 %. The poverty rate remains similar compared with the rest of the state. The poverty rates for the specific Affected Communities are as follows:

Affected Communities	Poverty Rate
OKC – 73179 (Zip Code)	8.9%
OKC – 73119 (Zip Code)	26.2%
OKC – 73169 (Zip Code)	6.6%
OKC – 73173 (Zip Code)	2.7%
OKC – 73159 (Zip Code)	15.7%
OKC – 73170 (Zip Code)	6.5%

Racial and Ethnic Communities

Demographic data for race, color, and national origin was evaluated to identify racial and ethnic communities and populations in each Affected Community. The demographic composition by race, color, or national origin for the specific Affected Communities are as follows⁷:

⁵ “Affected communities” means any readily identifiable group potentially impacted by the Airport’s project or operation, such as the community immediately surrounding a project or a community in the flight path.

⁶ Low-income data must be collected to assist in our compliance with Environmental Justice requirements (not Title VI requirements). For example, this data will be utilized in the Will Rogers World Airport Community Participation Plan (CPP) to help ensure the meaningful involvement of low-income communities in OCAT’s programs and activities.

⁷ Recommend using demographic groups from the U.S. Census.

Affected Community: 73179

Total Affected Community Population: 5,794

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	3,718	64%
Black or African American	448	8%
American Indian or Alaska Native	106	2%
Asian	620	11%
Native Hawaiian or Other Pacific Islander	15	0.3%
Some other race alone	193	2%
Two or more races	694	11%
Hispanic or Latino origin (of any race)	1,253	7%
White alone, not Hispanic or Latino	3,081	74%

Affected Community: 73119

Total Affected Community Population: 30,089

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	18,309	61%
Black or African American	1,572	5%
American Indian or Alaska Native	1,445	5%
Asian	132	0.4%
Native Hawaiian or Other Pacific Islander	72	0.2%
Some other race alone	4,827	16%
Two or more races	3,732	12%
Hispanic or Latino origin (of any race)	18,468	61%
White alone, not Hispanic or Latino	8,101	27%

Affected Community: 73169

Total Affected Community Population: 3,509

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	2,725	78%
Black or African American	115	3%
American Indian or Alaska Native	38	1%
Asian	0	0%
Native Hawaiian or Other Pacific Islander	0	0%

Some other race alone	193	6%
Two or more races	438	12%
Hispanic or Latino origin (of any race)	827	24%
White alone, not Hispanic or Latino	2,297	65%

Affected Community: 73173
Total Affected Community Population: 3,945

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	3,115	79%
Black or African American	71	2%
American Indian or Alaska Native	144	4%
Asian	106	3%
Native Hawaiian or Other Pacific Islander	0	0%
Some other race alone	59	2%
Two or more races	450	11%
Hispanic or Latino origin (of any race)	263	7%
White alone, not Hispanic or Latino	2,910	74%

Affected Community: 73159
Total Affected Community Population: 32,161

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	21,021	65%
Black or African American	2,490	8%
American Indian or Alaska Native	1,130	4%
Asian	1,797	6%
Native Hawaiian or Other Pacific Islander	139	0.4%
Some other race alone	2,060	6%
Two or more races	3,524	11%
Hispanic or Latino origin (of any race)	8,944	28%
White alone, not Hispanic or Latino	15,684	49%

Affected Community: 73170
Total Affected Community Population: 40,645

Demographic Group within Affected Community	Number of People	Percent of Total
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Community	in Minority Group	Affected Community Population
White	28,497	70%
Black or African American	2,252	6%
American Indian or Alaska Native	1,305	3%
Asian	3,740	9%
Native Hawaiian or Other Pacific Islander	0	0%
Some other race alone	1,656	4%
Two or more races	3,159	8%
Hispanic or Latino origin (of any race)	3,697	9%
White alone, not Hispanic or Latino	27,279	67%

Limited English Proficiency (LEP)

The goal of all language access planning and implementation is to ensure effective communication with LEP individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages⁸ that are spoken in LEP households in the Affected Communities. The data source is the American Community Survey.

The threshold the Coordinator has used to identify the languages with significant LEP populations is the DOT LEP Policy Guidance safe harbor threshold, which is 5% or 1,000, whichever is less.⁹ The safe harbor for WRWA's community is 1,000. Please refer to the end of this document to find data for all languages in WRWA's community.

Languages Spoken by LEP Population that Meet the Safe Harbor Threshold	Number	Margin of Error
Spanish	12,659	+/- 1803
Vietnamese	1,967	+/- 637

Frequency of contact with LEP individuals at the Airport and airport-related activities (all languages):

Languages Spoken by LEP Persons	A few times a year (12 or less days a year)	Several times a month (13 to 51 days a year)	At least once a week (52 to 364 days a year)	Every day (365 days a year)
Spanish				X

⁸ Recommend using language groups from the U.S. Census and using data for the "Speak English less than 'very well'" category for each language over the threshold.

⁹ See the DOT LEP Policy Guidance at <https://www.federalregister.gov/d/05-23972/p-133>. The safe harbor provisions apply to the translation of written documents only; however, it provides a consistent starting point for identifying significant LEP populations.

Additional languages spoken by significant numbers of LEP persons in the Affected Communities, local schools, emergency service providers, and others, include: None at this time.

This information is updated annually¹⁰ through checking the following resources:

Data Sources for Languages Spoken in Affected Community	Website link to Data Source
U.S. Census Bureau	https://data.census.gov/cedsci/table?q=B16001&tid=A CS DT1Y2019.B16001
Consultation with Visitors Bureau	N/A

Beneficiary Diversity

Demographic information is collected from Airport customers, attendees at OCAT public meetings, and businesses seeking opportunities at the Airport, through voluntary disclosures.

Description of Beneficiary Demographic Information Collection Methods

- Airport Customers are asked to submit demographic information with a voluntary survey to access the Airport Wi-Fi.
- Department of Airport's Finance and Business and Properties divisions provides coordination, enforcement, and assistance to promote local Disadvantaged Business Enterprise (DBE) and Airport Concession Disadvantaged Business Enterprise (ACDBE) participation in all WRWA contracting opportunities.
- OCAT participates in the recruitment of local businesses for the DBE and ACDBE programs by attending outreach events hosted by certifying agencies along with other community agencies.
- On an annual basis, the Department of Airport's Finance and the Department of Airport's Business and Properties Divisions report required demographic information related to the participation and payments/gross receipts of DBEs and ACDBEs (as applicable) to the FAA.
- OCAT has established a Disadvantaged Business Enterprise (DBE) Program and an Airport Concession Disadvantaged Business Enterprise (ACDBE) Program which have access to a certified directory database with The Oklahoma Department of Transportation and Oklahoma Department of Commerce identifying all firms eligible to participate as DBEs and ACDBEs.
- The City of Oklahoma City (City) recently hired its first Diversity Officer to further focus on the City's Diversity Equity and Inclusion initiatives.
- The City's Procurement Department oversees an outreach program for Small Disadvantaged Business Enterprise (SDBE) education on the City's purchasing process, which includes Department of Airport's process.

¹⁰ Data should be kept up to date, but this Plan does not need to be updated for incremental data changes during the Plan's 3-year period.

- The City's Procurement Department maintains a database of SDBE on the City's internal website and is available to OCAT for outreach.

Staff and Advisory Board Diversity

Demographic information is collected from Staff and members of its planning and advisory boards, through voluntary disclosures.

Description of Employee and Advisory Board Demographic Information Collection Methods

- Staff are asked to submit voluntary confidential demographic information at time of hiring. Job applicants are asked to submit the same information when submitting their job application through the job application website.

7. Potential or Known Community Impacts

Projects or services receiving federal financial assistance have the potential to touch so many aspects of American life. Thus, in general, no OCAT activity must have a discriminatory disparate impact on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age. This means that policies or procedures that have a disparate impact would require a well-documented substantial legitimate nondiscriminatory justification, summarized below. Impacts to protected communities must be avoided or minimized to the extent possible. No project with a discriminatory impact on protected communities will be knowingly undertaken.¹¹

The following Airport facilities are already in use or under construction and expected to be in use within the next three years: None at this time.

The following Airport facility projects (including all alternatives) that are in construction or expected to be in construction within the next three years: None at this time.

The Coordinator has analyzed the above existing facilities and facility construction projects for disparate impacts on the basis of race, color, or national origin (including LEP) in Affected Communities.

The following have disparate impacts: None at this time.

Justifications: Not applicable.

¹¹ In order to carry out an alternative with a discriminatory impact, OCAT must demonstrate that there was a substantial legitimate justification for the decision. OCAT must also show that alternatives with less discriminatory impacts were meaningfully considered and rejected for legitimate reasons.

8. Limited English Proficiency (LEP)

Executive Order 13166

In creating a Will Rogers World Airport Language Assistance Plan, OCAT will consider the volume, proportion, or frequency of contact with LEP persons in determining the appropriate language assistance to provide.

Section 6. Community Statistics identifies the following languages spoken by LEP persons in Affected Communities

Language
Spanish
Vietnamese

OCAT also collects data for languages spoken by Airport guests.¹² Data sources include:

Data Sources for Languages Spoken by Airport Guests	Website link to Data Source
Airport language line usage data	www.lsaweb.com

Based on the above data, the following additional languages have been identified as likely to be spoken by LEP Airport guests: None at this time.

The Coordinator will also actively engage with community educators, community groups, places of work, business groups, social groups, and the like to confirm that translation and interpretation services are accurate and effective. Additionally, the Coordinator will inform the OCAT and its General Manager of the responsibility to provide language access. Staff has made the following plans to provide translation services free of charge to ensure that individuals with LEP have access to the benefits of the Airport:

Translation Services:

- All written notices contain a statement in the identified languages, when appropriate, of how to receive translated written materials.
- The following vendors have been identified for written translations:

Translation Vendors	Languages
Craig Enterprises, Inc. DBE CommGap	All above languages
Jorge A Ramirez	All above languages
Information and Training International	All above languages
Language Line Services, Inc.	All above languages
Latitude Prime LLC.	All above languages

¹² We aim to provide appropriate language assistance services to every LEP person encountered. This includes instances when LEP statistical data for a particular language was not available beforehand, or the safe harbor threshold for written translation was not met.

Multilingual Communication Services LLC	All above languages
Propio Language Services LLC	All above languages

- Information regarding translation services can be obtained at:

Location for Translation Assistance	Languages
Security Screening Checkpoints	All above languages
Airport Concessions/Vendors	All above languages
Consolidated Rental Car Facility	All above languages
Airline Ticket Counters	All above languages
Airport Police and Security Services	All above languages
Airport Information Desks	All above languages

Interpretation Services:

- The following vendors have been identified for interpretation services:

Interpretation Vendors	Languages
Language Services Associates	All above languages

- Information regarding interpretation services can be obtained at:

Location for Interpretation Assistance	Languages
Airport Information Desks	All above languages
Security Screening Checkpoints	All above languages
Airport Concessions/Vendors	All above languages
Consolidated Rental Car Facility	All above languages
Airline Ticket Counters	All above languages
Airport Police and Security Services	All above languages

Description of Interpretation Assistance Processes
<ul style="list-style-type: none"> • OCAT has contracts with the Language Service Associates to provide on-demand telephone interpretation services to Airport guests. When a request for an interpreter is received, the following process is used: Staff, tenants and volunteers use I-Speak cards to identify the language spoken by the Airport guest. Staff contacts Language Service Associates and “parks” the request in the queue for the appropriate language. Language Service Associates operators will coordinate connect the requesting party to an interpreter for the duration of the call. • The Airport provides announcements over the public address system in the terminal in languages other than English.

9. Transportation

49 Part CFR 21 Appendix C (a)(1)(ix)

The Plan's Section 6. Community Statistics identified Affected Communities and provided demographic and related data for the community populations. The minority and disadvantaged community areas located within the Affected Communities are identified below. Other minority and disadvantaged community areas that are near the Airport but not within Affected Communities are also identified below.

The Department of Airports has coordinated with the Regional Transportation Authority of Central Oklahoma to provide transit access between the Airport and the City of Oklahoma City Metro area. The Regional Transportation Authority of Central Oklahoma is currently reviewing regional transit corridors.

10. Minority Businesses

49 CFR 21 Appendix C (a)(1)(x)

Bids for Airport concessions and other business opportunities are solicited from area minority and woman-owned businesses through the following methods:

Airport Business Opportunity	Minority Business Outreach Methods
<u>Disadvantaged Business Enterprises (DBE)</u>	<p>The City has an electronic bidding vendor, Periscope. Once registered, interested parties may receive notifications of upcoming projects, updates and submit bids or proposals through the same site.</p> <p>OCAT has established a Disadvantaged Business Enterprise (DBE) Program which has access to a certified directory database with The Oklahoma Department of Transportation and Oklahoma Department of Commerce identifying all firms eligible to participate as DBEs.</p> <p>DBEs are also encouraged to attend pre-bid or pre-solicitation meetings and to partner with a prime contractor if not bidding directly on a project.</p> <p>OCAT also participates periodic business opportunity workshops.</p>
<u>Airport Concession Disadvantaged Business Enterprises (ACDBE)</u>	<p>The City has an electronic bidding vendor, Periscope. Once registered, interested parties may receive notifications of upcoming projects, updates and submit bids or proposals through the same site.</p> <p>OCAT has established an Airport Concession Disadvantaged Business Enterprise (ACDBE) Program which has access to a certified directory database with The Oklahoma Department of Transportation and Oklahoma Department of Commerce identifying all firms eligible to participate as ACDBEs.</p>

	<p>ACDBEs are also encouraged to attend pre-bid meetings and to partner with a prime concessionaire if not bidding directly on a project.</p> <p>OCAT also participates periodic business opportunity workshops.</p>
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Selections are in compliance with Title VI, Part 21, and related requirements. Information on the award process and documentation for specific bid decisions is kept with the respective division.

11. Training

New employee orientation incorporates Title VI training. Topics include:

- Title VI and related laws prohibit discrimination on the basis race, color, national origin, (including limited English proficiency), creed, sex (including sexual orientation and gender identity), age, or disability.
- Title VI Complaints must be forwarded to the Coordinator.
- Protections against retaliation for filing Title VI Complaints or related actions.
- Title VI notices must be displayed throughout the Airport public facilities.
- All contracts must include the required civil rights clauses.
- Language interpretation and translation services
- Cultural and community relations sensitivity training
- Anti-harassment training

Refresher information will be provided annually.

12. Compliance Reviews, Audits, Complaints, Lawsuits, and Other Investigations

FAA Notification. The Coordinator will notify the FAA of any pending investigations and reviews, including:

- Compliance reviews or audits concerning civil rights requirements¹³
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements¹⁴

As discussed in Section 13. Title VI Complaints, Title VI Complaints must be forwarded to the FAA contacts within 15 days of receipt. For all other civil rights investigations, OCAT must notify the FAA contacts of any new investigations prior to grant execution.

At regular intervals, the Coordinator will provide the FAA contacts with status updates for the investigations and reviews, until completed. For each existing investigation or review completed within five years of this Plan, the Coordinator will also provide a statement about the outcome, unless previously provided.

13. Title VI Complaints

49 CFR 21.11; 49 CFR 21 Appendix C (b)(3); 28 CFR 42.406(d)

Scope. These procedures are for complaints of discrimination under Title VI and related laws (hereafter “Title VI Complaints”). In order to be a Title VI Complaint, the complaint must:

1. Allege discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age or violations administrative requirements under Title VI or related laws.
2. Not only be for employment matters¹⁵
3. Allege misconduct by OCAT, including Department of Airports Staff, contractors, concessionaires, lessees, or tenants.
4. Concerning an Airport facility or actions by OCAT including Department of Airports Staff, contractors, concessionaires, lessees, or tenants.

Rights. Any person who believes that he or she has been subjected to discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age has the right to file a Title VI Complaint with WRWA. Alternatively, they can file a formal Title VI Complaint with an outside agency, such as the U.S. Departments of

¹³ Includes any Title VI, ADA, Sec. 504, Title VII/EEO, or other civil rights program compliance review or audit to be performed on OCAT or any of its sub-recipients by any State, local or Federal agency.

¹⁴ Includes allegations of discrimination based on race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age, whether because of actions of the OCAT, or the Department of Airports Staff, contractors, or tenants. Includes noncompliance with related administrative requirements under civil rights laws.

¹⁵ Complaints of employment discrimination must be addressed as required by EEOC and other applicable authorities with jurisdiction over employment matters. If the Department of Airports employment activity is supported by FAA-provided financial assistance or it is alleged that the employment discrimination affects the broader WRWA program, complaints about that activity must also be reported to FAA.

Justice or Transportation, or the FAA, or seek other legal remedies.

Receipt of Complaint. The Coordinator will log in the Title VI Complaint and promptly send copies of the Title VI Complaint to the office named in the complaint, Director, attorney for the Trust, and any other applicable party, as appropriate.

Title VI Complaints must be filed within 180 days of the discriminatory event, must be in writing, and must be delivered to:

Pam Martindale
Coordinator
7100 Terminal Drive, Unit 937
Oklahoma City, OK 73159
405-316-3200
airports-federalprogram@okc.gov

If a Title VI Complaint is initially made by phone, it must be supplemented with a written complaint before 180 days after the discriminatory event has passed. If a verbal Title VI Complaint is received, the Title VI Complainant should be given a copy of the Airport Discrimination Complaint Procedures and instructed to submit a written Title VI Complaint. Accommodation will be provided upon request for individuals unable to file a written Title VI Complaint due to their disability.

Initial Procedure. The Coordinator may meet with the complainant to clarify the issues, obtain additional information, and determine if an informal resolution might be possible in lieu of an investigation. If successfully resolved, the Coordinator will issue a closure letter to the complainant, record the disposition in the complaints log, and report the resolution to the FAA.

Discrimination Complaint Referral Procedure

Internal Complaint Referral. All Title VI Complaints must be promptly forwarded to the Coordinator within 48 hours.

Initial FAA Notification. A copy of each Title VI complaint will be forwarded to the FAA within 15 days of initial receipt (not the date that the Coordinator was notified). The Coordinator will forward a copy of the complaint and a statement describing all actions taken to resolve the matter, and the results thereof, to the FAA Civil Rights staff. (Note: complaints based on disability do not have to be forwarded to the FAA.) To transmit complaint information to the FAA, the Coordinator will upload the information to the FAA Civil Rights Connect System. The Coordinator will also seek technical assistance from the FAA, as needed, throughout complaint intake, investigation, and resolution process.

Investigation Procedure

Assignment of Investigator. The Coordinator will immediately begin the investigation or designate an investigator.

Cooperation with FAA. The Coordinator will promptly investigate all Title VI Complaints, including those referred by the FAA for investigation. If the FAA is investigating a Title VI Complaint against WRWA, the Coordinator will avoid interfering with the FAA investigation, cooperate with the FAA when needed, and share factual information with the FAA.

Prompt Investigation. The Coordinator will make every effort to complete Title VI Complaint investigations within 60 calendar days after the complaint is received. Some investigations may take longer with a justification for the delay and assurance that the investigation is being completed as quickly as possible.

Contact with Complainant. The Coordinator will meet with the complainant to clarify the issues and obtain additional information, and also speak with community members and potential witnesses, as appropriate.

Investigation Report. After completing the investigation, the Coordinator will prepare a written report.

Consultation with Legal Counsel. In each case, the Coordinator will consult with the OCAT attorney regarding the investigation and the report. The OCAT attorney will ensure that the report is consistent with the DOT and FAA Title VI nondiscrimination requirements.

Prompt Resolution of Disputes. The Coordinator will emphasize voluntary compliance and quickly and fairly resolve disputes with Title VI Complainants, or with contractors, tenants, or other persons, through negotiations and other dispute methods.

Forwarding Report and Response to Complainant. At the completion of the investigation, the complainant and respondent will receive a letter of findings and determination of the investigation and any applicable resolution. The letter transmitting the findings and any applicable resolution will state WRWA's conclusion regarding whether unlawful discrimination occurred and will describe the complainant's appeal rights. A summary of the investigation report, any appeal, or follow-up actions will be sent to the FAA via the FAA Civil Rights Connect System.

Appeal Rights. The complainant must be notified of their right to appeal the findings or determinations, and of the procedures and requirements for an appeal:

- The complainant may appeal in writing to the Director.
- The written appeal must be received within 15 days business days after receipt of the written decision.
- The written appeal must contain all arguments, evidence, and documents supporting the basis for the appeal.
- The Director will issue a final written decision in response to the appeal.

Avoiding Future Discrimination. In addition to taking action with respect to any specific instances of discrimination, WRWA's Coordinator will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. Department of Airports Staff, contractors, and tenants will not intimidate or retaliate against a person who has filed a Title VI Complaint alleging discrimination.

For information on filing a Title VI Complaint with the DOT/FAA, please contact Pam Martindale, Financial Services Manager at airports-federalprogram@okc.gov.

This Title VI Complaint procedure is shared with the public through the following methods:

Website, In-person, and Other Distribution Methods

1 WRWA website, Nondiscrimination page at <https://flyokc.com/nondiscrimination-policies>

14. Population / Language Data

[Insert the full B16001 and S1701 tables for your area from www.census.gov]

	Zip Code 73119		Zip Code 73159		Zip Code 73169		Zip Code 73170		Zip Code 73173		Zip Code 73179		
Label	Esti mate	Mar gin of Error	Esti mate	Ma rgin of Error	Esti mate	Ma rgin of Error	Esti mate	Ma rgin of Error	Esti mate	Ma rgin of Error	Esti mate	Ma rgin of Error	TO TAL
Total:	29,423	±1,212	29,111	±1,015	1,847	±239	35,463	±872	1,588	±184	3,853	±547	
Speak only English	13,630	±849	20,278	±994	1,624	±248	30,679	±1,004	1,562	±179	3,388	±532	71,161
Spanish or Spanish Creole:	15,495	±1,227	6,120	±809	200	±168	1,589	±445	11	±13	127	±66	23,542
Speak English "very well"	6,450	±635	3,283	±479	81	±70	941	±251	9	±12	119	±60	10,883
Speak English less than "very well"	9,045	±904	2,837	±476	119	±125	648	±277	2	±5	8	±16	12,659
French (incl. Patois, Cajun):	0	±20	67	±40	0	±9	84	±70	5	±9	4	±8	160
Speak English "very well"	0	±20	67	±40	0	±9	84	±70	5	±9	4	±8	160
Speak English less than "very well"	0	±20	0	±20	0	±9	0	±20	0	±9	0	±9	0
Portuguese or Portuguese Creole:	2	±4	15	±24	0	±9	16	±21	0	±9	0	±9	33

Speak English "very well"	2	±4	15	±24	0	±9	12	±19	0	±9	0	±9	29
Speak English less than "very well"	0	±20	0	±20	0	±9	4	±7	0	±9	0	±9	4
German:	32	±29	64	±53	14	±16	82	±71	0	±9	7	±12	199
Speak English "very well"	32	±29	47	±47	14	±16	82	±71	0	±9	7	±12	182
Speak English less than "very well"	0	±20	17	±28	0	±9	0	±20	0	±9	0	±9	17
Russian:	14	±20	58	±73	0	±9	36	±60	0	±9	0	±9	108
Speak English "very well"	14	±20	33	±37	0	±9	22	±36	0	±9	0	±9	69
Speak English less than "very well"	0	±20	25	±38	0	±9	14	±24	0	±9	0	±9	39
Polish:	0	±20	0	±20	0	±9	34	±49	0	±9	0	±9	34
Speak English "very well"	0	±20	0	±20	0	±9	0	±20	0	±9	0	±9	0
Speak English less than "very well"	0	±20	0	±20	0	±9	34	±49	0	±9	0	±9	34
Serbo-Croatian:	0	±20	67	±77	0	±9	0	±20	0	±9	0	±9	67

Speak English "very well"	0	±20	32	±36	0	±9	0	±20	0	±9	0	±9	32
Speak English less than "very well"	0	±20	35	±51	0	±9	0	±20	0	±9	0	±9	35
Persian:	0	±20	95	±99	0	±9	15	±18	0	±9	0	±9	110
Speak English "very well"	0	±20	58	±57	0	±9	15	±18	0	±9	0	±9	73
Speak English less than "very well"	0	±20	37	±44	0	±9	0	±20	0	±9	0	±9	37
Gujarati:	0	±20	18	±29	0	±9	179	±173	0	±9	0	±9	197
Speak English "very well"	0	±20	7	±11	0	±9	85	±143	0	±9	0	±9	92
Speak English less than "very well"	0	±20	11	±18	0	±9	94	±115	0	±9	0	±9	105
Hindi:	0	±20	31	±35	0	±9	0	±20	0	±9	27	±42	58
Speak English "very well"	0	±20	31	±35	0	±9	0	±20	0	±9	0	±9	31
Speak English less than "very well"	0	±20	0	±20	0	±9	0	±20	0	±9	27	±42	27
Urdu:	0	±20	0	±20	0	±9	0	±20	0	±9	0	±9	0

Speak English "very well"	0	±20	0	±20	0	±9	0	±20	0	±9	0	±9	0
Speak English less than "very well"	0	±20	0	±20	0	±9	0	±20	0	±9	0	±9	0
Other Indic languages:	0	±20	278	±349	0	±9	59	±60	0	±9	6	±12	343
Speak English "very well"	0	±20	49	±64	0	±9	24	±25	0	±9	3	±7	76
Speak English less than "very well"	0	±20	229	±286	0	±9	35	±36	0	±9	3	±6	267
Other Indo-European languages:	0	±20	20	±30	0	±9	13	±16	0	±9	0	±9	33
Speak English "very well"	0	±20	20	±30	0	±9	13	±16	0	±9	0	±9	33
Speak English less than "very well"	0	±20	0	±20	0	±9	0	±20	0	±9	0	±9	0
Chinese:	33	±53	128	±90	0	±9	29	±81	0	±9	25	±35	215
Speak English "very well"	0	±20	58	±44	0	±9	10	±39	0	±9	25	±35	93

Speak English less than "very well"	33	±53	70	±60	0	±9	19	±48	0	±9	0	±9	122
Japanese:	7	±12	45	±53	0	±9	61	±48	0	±9	0	±9	113
Speak English "very well"	7	±12	33	±39	0	±9	49	±44	0	±9	0	±9	89
Speak English less than "very well"	0	±20	12	±14	0	±9	12	±14	0	±9	0	±9	24
Korean:	0	±20	115	±100	0	±9	198	±162	0	±9	0	±9	313
Speak English "very well"	0	±20	35	±38	0	±9	60	±55	0	±9	0	±9	95
Speak English less than "very well"	0	±20	80	±87	0	±9	138	±150	0	±9	0	±9	218
Laotian:	5	±7	168	±249	0	±9	19	±23	0	±9	8	±13	200
Speak English "very well"	5	±7	42	±65	0	±9	19	±23	0	±9	4	±7	70
Speak English less than "very well"	0	±20	126	±184	0	±9	0	±20	0	±9	4	±6	130
Vietnamese:	84	±64	1,240	±324	9	±16	1,992	±440	0	±9	202	±163	3,527
Speak English "very well"	31	±31	374	±153	3	±7	997	±263	0	±9	155	±136	1,560

Speak English less than "very well"	53	±39	866	±226	6	±9	995	±310	0	±9	47	±44	1,967
Other Asian languages:	0	±20	28	±33	0	±9	70	±72	0	±9	51	±48	149
Speak English "very well"	0	±20	22	±28	0	±9	60	±69	0	±9	26	±29	108
Speak English less than "very well"	0	±20	6	±9	0	±9	10	±15	0	±9	25	±38	41
Tagalog:	14	±16	41	±41	0	±9	65	±59	0	±9	0	±9	120
Speak English "very well"	14	±16	16	±24	0	±9	31	±34	0	±9	0	±9	61
Speak English less than "very well"	0	±20	25	±33	0	±9	34	±50	0	±9	0	±9	59
Other Pacific Island languages:	7	±12	16	±26	0	±9	0	±20	0	±9	0	±9	23
Speak English "very well"	7	±12	6	±11	0	±9	0	±20	0	±9	0	±9	13
Speak English less than "very well"	0	±20	10	±23	0	±9	0	±20	0	±9	0	±9	10

Other Native North American languages:	60	±40	57	±53	0	±9	10	±17	0	±9	8	±13	135
Speak English "very well"	49	±37	53	±51	0	±9	10	±17	0	±9	8	±13	120
Speak English less than "very well"	11	±16	4	±7	0	±9	0	±20	0	±9	0	±9	15
Arabic:	7	±11	66	±68	0	±9	112	±168	10	±16	0	±9	195
Speak English "very well"	0	±20	57	±64	0	±9	85	±126	10	±16	0	±9	152
Speak English less than "very well"	7	±11	9	±14	0	±9	27	±43	0	±9	0	±9	43
Hebrew:	23	±39	0	±20	0	±9	60	±66	0	±9	0	±9	83
Speak English "very well"	23	±39	0	±20	0	±9	60	±66	0	±9	0	±9	83
Speak English less than "very well"	0	±20	0	±20	0	±9	0	±20	0	±9	0	±9	0
African languages:	10	±16	96	±81	0	±9	33	±48	0	±9	0	±9	139
Speak English "very well"	10	±16	70	±54	0	±9	33	±48	0	±9	0	±9	113

Speak English less than "very well"	0	±20	26	±42	0	±9	0	±20	0	±9	0	±9	26
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	ZCTA5 73119						ZCTA5 73159					
	Total		Below poverty level		Percent below poverty level		Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	30,089	±1,577	7,891	±948	26.2%	±2.9	32,161	±1,665	5,045	±1,048	15.7%	±3.0
AGE												
Under 18 years	10,346	±814	3,623	±549	35.0%	±4.6	8,436	±926	2,299	±726	27.3%	±7.2
Under 5 years	3,154	±490	1,470	±284	46.6%	±7.1	1,708	±405	442	±193	25.9%	±11.1
5 to 17 years	7,192	±697	2,153	±449	29.9%	±5.7	6,728	±792	1,857	±605	27.6%	±7.6
Related children of householder under 18 years												
18 to 64 years	10,309	±811	3,586	±546	34.8%	±4.6	8,418	±926	2,286	±728	27.2%	±7.3
18 to 34 years	17,271	±1,090	3,727	±541	21.6%	±2.9	18,974	±1,129	2,352	±458	12.4%	±2.4
35 to 64 years	7,017	±780	1,588	±365	22.6%	±4.4	7,428	±717	990	±249	13.3%	±3.2
60 years and over	10,254	±745	2,139	±369	20.9%	±3.6	11,546	±891	1,362	±349	11.8%	±2.9
65 years and over	3,727	±496	826	±209	22.2%	±5.6	6,625	±758	531	±180	8.0%	±2.8
	2,472	±429	541	±164	21.9%	±7.1	4,751	±660	394	±165	8.3%	±3.4
SEX												
Male	15,080	±845	3,696	±485	24.5%	±2.9	16,497	±1,114	2,403	±629	14.6%	±3.5
Female	15,009	±1,093	4,195	±608	27.9%	±3.8	15,664	±1,073	2,642	±514	16.9%	±3.0
RACE AND HISPANIC OR LATINO ORIGIN												
White alone	18,309	±1,613	4,204	±733	23.0%	±3.7	21,021	±1,426	2,686	±681	12.8%	±3.0
Black or African American alone	1,572	±473	982	±392	62.5%	±13.6	2,490	±611	590	±314	23.7%	±11.4
American Indian and Alaska Native alone	1,445	±722	196	±118	13.6%	±9.9	1,130	±446	154	±148	13.6%	±11.3
Asian alone	132	±136	0	±21	0.0%	±15.6	1,797	±311	135	±81	7.5%	±4.4
Native Hawaiian and Other Pacific Islander alone	72	±87	0	±21	0.0%	±26.3	139	±58	0	±21	0.0%	±14.9

Some other race alone	4,827	±1,102	1,289	±519	26.7%	±8.9	2,060	±591	363	±247	17.6%	±10.1
Two or more races	3,732	±738	1,220	±350	32.7%	±8.6	3,524	±998	1,117	±641	31.7%	±14.5
Hispanic or Latino origin (of any race)	18,468	±1,299	4,290	±935	23.2%	±4.6	8,944	±1,201	2,108	±811	23.6%	±7.7
White alone, not Hispanic or Latino	8,101	±978	1,925	±436	23.8%	±4.8	15,684	±1,237	1,526	±378	9.7%	±2.2
EDUCATIONAL ATTAINMENT												
Population 25 years and over	16,705	±1,066	3,735	±553	22.4%	±3.1	20,826	±1,163	2,315	±429	11.1%	±2.1
Less than high school graduate	6,687	±697	1,543	±352	23.1%	±4.7	3,076	±513	478	±193	15.5%	±5.7
High school graduate (includes equivalency)	5,490	±593	1,473	±335	26.8%	±5.0	7,840	±683	976	±285	12.4%	±3.4
Some college, associate degree	3,736	±561	612	±166	16.4%	±4.9	6,341	±739	695	±206	11.0%	±3.2
Bachelor's degree or higher	792	±217	107	±59	13.5%	±7.3	3,569	±652	166	±100	4.7%	±2.8
EMPLOYMENT STATUS												
Civilian labor force 16 years and over	13,213	±959	1,941	±348	14.7%	±2.5	16,393	±1,198	1,156	±265	7.1%	±1.6
Employed	12,281	±978	1,553	±306	12.6%	±2.4	15,730	±1,191	987	±243	6.3%	±1.5
Male	7,001	±722	814	±234	11.6%	±3.1	8,870	±746	568	±170	6.4%	±2.0
Female	5,280	±645	739	±179	14.0%	±3.4	6,860	±789	419	±153	6.1%	±2.1
Unemployed	932	±256	388	±160	41.6%	±14.4	663	±190	169	±120	25.5%	±16.2
Male	454	±188	184	±111	40.5%	±20.6	372	±141	53	±39	14.2%	±12.0
Female	478	±169	204	±98	42.7%	±15.7	291	±133	116	±108	39.9%	±25.8
WORK EXPERIENCE												
Population 16 years and over	20,711	±1,257	4,482	±611	21.6%	±2.8	24,626	±1,290	2,889	±517	11.7%	±2.2
Worked full-time, year-round in the past 12 months	9,082	±789	637	±188	7.0%	±2.1	12,237	±1,031	444	±149	3.6%	±1.2
Worked part-time or part-year in the past 12 months	4,228	±504	1,260	±269	29.8%	±5.5	4,941	±577	781	±181	15.8%	±4.0

work	7,401	±720	2,585	±465	34.9%	±5.7	7,448	±708	1,664	±396	22.3%	±5.2
Did not ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS												
50 percent of poverty level	3,410	±655	(X)	(X)	(X)	(X)	1,783	±479	(X)	(X)	(X)	(X)
125 percent of poverty level	10,772	±1,246	(X)	(X)	(X)	(X)	6,892	±1,114	(X)	(X)	(X)	(X)
150 percent of poverty level	13,497	±1,403	(X)	(X)	(X)	(X)	8,722	±1,183	(X)	(X)	(X)	(X)
185 percent of poverty level	17,576	±1,510	(X)	(X)	(X)	(X)	11,734	±1,612	(X)	(X)	(X)	(X)
200 percent of poverty level	18,873	±1,534	(X)	(X)	(X)	(X)	13,283	±1,810	(X)	(X)	(X)	(X)
300 percent of poverty level	25,210	±1,622	(X)	(X)	(X)	(X)	19,940	±1,823	(X)	(X)	(X)	(X)
400 percent of poverty level	28,113	±1,520	(X)	(X)	(X)	(X)	24,364	±1,713	(X)	(X)	(X)	(X)
500 percent of poverty level	28,892	±1,584	(X)	(X)	(X)	(X)	27,896	±1,591	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	5,754	±885	1,956	±402	34.0%	±5.7	7,346	±878	1,305	±356	17.8%	±4.7
Male	2,890	±625	885	±229	30.6%	±7.8	3,613	±625	524	±194	14.5%	±5.6
Female	2,864	±525	1,071	±317	37.4%	±10.4	3,733	±695	781	±247	20.9%	±6.3
15 years	24	±28	24	±28	100.0%	±50.4	0	±21	0	±21	-	**
16 to 17 years	13	±14	13	±14	100.0%	±68.4	7	±12	7	±12	100.0%	±93.3
18 to 24 years	512	±251	164	±115	32.0%	±16.2	892	±348	314	±211	35.2%	±19.8
25 to 34 years	1,112	±499	296	±220	26.6%	±13.6	1,358	±335	172	±102	12.7%	±7.2
35 to 44 years	800	±319	357	±207	44.6%	±14.3	893	±310	145	±82	16.2%	±9.4
45 to 54 years	828	±257	283	±131	34.2%	±15.0	989	±426	120	±81	12.1%	±9.5
55 to 64 years	1,212	±239	470	±132	38.8%	±10.8	1,027	±289	285	±125	27.8%	±11.8
65 to 74 years	560	±213	242	±110	43.2%	±20.6	1,488	±488	140	±117	9.4%	±8.3
75 years and over	693	±335	107	±63	15.4%	±10.0	692	±227	122	±84	17.6%	±11.2
Mean income deficit for unrelated individuals (dollars)	8,385	±870	(X)	(X)	(X)	(X)	7,815	±1,311	(X)	(X)	(X)	(X)

Worked full-time, year-round in the past 12 months	2,533	±584	124	±94	4.9%	±3.7	3,856	±716	83	±63	2.2%	±1.6
Worked less than full-time, year-round in the past 12 months	942	±290	467	±167	49.6%	±14.1	1,443	±347	443	±159	30.7%	±11.1
Did not work	2,279	±491	1,365	±346	59.9%	±11.4	2,047	±480	779	±256	38.1%	±10.8
Population in housing units for whom poverty status is determined	30,073	±1,579	7,881	±947	26.2%	±2.9	32,148	±1,665	5,034	±1,049	15.7%	±3.0

	ZCTA5 73169						ZCTA5 73170					
	Total		Below poverty level		Percent below poverty level		Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error

Population for whom poverty status is determined	3,509	±586	232	±127	6.6%	±3.8	40,645	±1,511	2,630	±554	6.5%	±1.4
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AGE												
Under 18 years	1,356	±373	74	±62	5.5%	±5.2	9,023	±682	620	±275	6.9%	±3.1
Under 5 years	401	±164	32	±31	8.0%	±9.1	2,144	±349	181	±142	8.4%	±6.4
5 to 17 years	955	±330	42	±43	4.4%	±5.0	6,879	±670	439	±176	6.4%	±2.6
Related children of householder under												
18 years	1,356	±373	74	±62	5.5%	±5.2	8,940	±683	537	±275	6.0%	±3.1
18 to 64 years	1,973	±346	133	±91	6.7%	±4.5	24,518	±1,092	1,568	±371	6.4%	±1.5
18 to 34 years	765	±221	28	±27	3.7%	±3.7	8,576	±859	738	±304	8.6%	±3.2
35 to 64 years	1,208	±241	105	±94	8.7%	±7.5	15,942	±694	830	±256	5.2%	±1.6
60 years and over	417	±103	51	±41	12.2%	±9.4	9,737	±790	578	±210	5.9%	±2.2
65 years and over	180	±70	25	±24	13.9%	±13.4	7,104	±687	442	±174	6.2%	±2.4
SEX												
Male	1,551	±290	100	±77	6.4%	±5.0	19,863	±858	976	±283	4.9%	±1.5
Female	1,958	±415	132	±70	6.7%	±3.8	20,782	±1,062	1,654	±395	8.0%	±1.9

**RACE AND
HISPANIC OR
LATINO ORIGIN**

White alone	2,725	±523	148	±106	5.4%	±4.0	28,497	±1,257	1,858	±490	6.5%	±1.7
Black or African American alone	115	±55	0	±10	0.0%	±17.7	2,252	±621	205	±151	9.1%	±6.3
American Indian and Alaska Native alone	38	±32	20	±25	52.6%	±41.7	1,305	±320	49	±42	3.8%	±3.5
Asian alone	0	±10	0	±10	-	**	3,740	±620	93	±103	2.5%	±2.7
Native Hawaiian and Other Pacific Islander alone	0	±10	0	±10	-	**	0	±21	0	±21	-	**
Some other race alone	193	±265	0	±10	0.0%	±11.0	1,656	±722	305	±262	18.4%	±19.4
Two or more races	438	±209	64	±44	14.6%	±10.4	3,195	±595	120	±76	3.8%	±2.4
Hispanic or Latino origin (of any race)	827	±503	15	±28	1.8%	±4.3	3,697	±779	486	±313	13.1%	±8.6
White alone, not Hispanic or Latino	2,297	±499	137	±103	6.0%	±4.5	27,279	±1,205	1,742	±456	6.4%	±1.6
EDUCATIONAL ATTAINMENT												
Population 25 years and over	1,803	±277	156	±97	8.7%	±5.0	27,969	±980	1,507	±334	5.4%	±1.2
Less than high school graduate	158	±72	25	±27	15.8%	±16.1	1,686	±308	280	±156	16.6%	±8.0
High school graduate (includes equivalency)	429	±132	56	±60	13.1%	±12.9	6,848	±533	609	±231	8.9%	±3.2
Some college, associate degree	677	±198	44	±41	6.5%	±6.0	9,357	±844	328	±139	3.5%	±1.5
Bachelor's degree or higher	539	±161	31	±41	5.8%	±7.8	10,078	±1,009	290	±158	2.9%	±1.6

**EMPLOYMENT
STATUS**

Civilian labor force 16 years and over	1,694	±348	23	±23	1.4%	±1.3	22,358	±1,186	1,008	±296	4.5%	±1.3
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Employed	1,634	±320	23	±23	1.4%	±1.4	21,337	±1,172	692	±265	3.2%	±1.2
Male	768	±168	7	±11	0.9%	±1.5	11,143	±657	296	±109	2.7%	±1.0
Female	866	±213	16	±19	1.8%	±2.3	10,194	±902	396	±250	3.9%	±2.4
Unemployed	60	±65	0	±10	0.0%	±30.3	1,021	±392	316	±147	31.0%	±13.5
Male	12	±17	0	±10	0.0%	±71.2	491	±215	91	±80	18.5%	±14.6
Female	48	±64	0	±10	0.0%	±35.3	530	±232	225	±137	42.5%	±23.2
WORK EXPERIENCE												
Population 16 years and over	2,482	±459	158	±94	6.4%	±3.8	33,061	±1,278	2,164	±410	6.5%	±1.2
Worked full-time, year-round in the past 12 months	1,180	±215	23	±23	1.9%	±1.8	15,318	±922	248	±127	1.6%	±0.8
Worked part-time or part-year in the past 12 months	554	±242	13	±19	2.3%	±3.8	8,012	±928	711	±238	8.9%	±3.1
Did not work	748	±299	122	±86	16.3%	±12.3	9,731	±682	1,205	±268	12.4%	±2.8
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS												
50 percent of poverty level	119	±99	(X)	(X)	(X)	(X)	1,627	±508	(X)	(X)	(X)	(X)
125 percent of poverty level	582	±317	(X)	(X)	(X)	(X)	3,356	±670	(X)	(X)	(X)	(X)
150 percent of poverty level	825	±405	(X)	(X)	(X)	(X)	4,394	±778	(X)	(X)	(X)	(X)
185 percent of poverty level	962	±422	(X)	(X)	(X)	(X)	5,935	±898	(X)	(X)	(X)	(X)
200 percent of poverty level	994	±427	(X)	(X)	(X)	(X)	7,459	±1,040	(X)	(X)	(X)	(X)
300 percent of poverty level	1,428	±537	(X)	(X)	(X)	(X)	14,389	±1,545	(X)	(X)	(X)	(X)
400 percent of poverty level	2,077	±553	(X)	(X)	(X)	(X)	22,171	±1,775	(X)	(X)	(X)	(X)
500 percent of poverty level	2,725	±608	(X)	(X)	(X)	(X)	27,047	±1,817	(X)	(X)	(X)	(X)

UNRELATED
INDIVIDUALS
FOR WHOM
POVERTY
STATUS IS
DETERMINED

DETERMINED	227	±105	85	±82	37.4%	±26.6	6,304	±859	1,420	±336	22.5%	±4.2
Male	111	±69	32	±51	28.8%	±37.0	2,346	±398	444	±139	18.9%	±5.5
Female	116	±73	53	±49	45.7%	±32.1	3,958	±805	976	±309	24.7%	±6.4
15 years	0	±10	0	±10	-	**	0	±21	0	±21	-	**
16 to 17 years	0	±10	0	±10	-	**	83	±52	83	±52	100.0%	±23.4
18 to 24 years	41	±48	2	±5	4.9%	±16.6	895	±397	424	±262	47.4%	±17.1
25 to 34 years	4	±7	0	±10	0.0%	±100.0	1,085	±326	173	±142	15.9%	±11.5
35 to 44 years	36	±34	12	±23	33.3%	±60.2	431	±147	136	±103	31.6%	±20.2
45 to 54 years	42	±37	9	±15	21.4%	±41.9	788	±247	135	±85	17.1%	±10.9
55 to 64 years	83	±66	47	±60	56.6%	±42.9	821	±178	70	±56	8.5%	±6.2
65 to 74 years	12	±18	12	±18	100.0%	±71.2	1,308	±587	193	±137	14.8%	±11.8
75 years and over	9	±12	3	±6	33.3%	±66.7	893	±175	206	±113	23.1%	±12.1
Mean income deficit for unrelated individuals (dollars)	3,613	±3,118	(X)	(X)	(X)	(X)	7,510	±1,324	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	136	±75	12	±18	8.8%	±13.0	2,515	±393	163	±128	6.5%	±5.0
Worked less than full-time, year-round in the past 12 months	0	±10	0	±10	-	**	1,523	±641	387	±194	25.4%	±13.1
Did not work	91	±84	73	±81	80.2%	±26.4	2,266	±364	870	±254	38.4%	±9.1
Population in housing units for whom poverty status is determined	3,468	±585	193	±107	5.6%	±3.3	40,522	±1,531	2,547	±539	6.3%	±1.3

	ZCTA5 73173						ZCTA5 73179					
	Total		Below poverty level		Percent below poverty level		Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error

Population for whom poverty status is determined	3,945	±483	105	±76	2.7%	±1.9	5,794	±779	514	±336	8.9%	±5.5
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AGE													
Under 18 years	1,182	±196	35	±43	3.0%	±3.6	1,614	±408	181	±154	11.2%	±8.8	
Under 5													
years	322	±129	7	±10	2.2%	±3.2	460	±159	49	±47	10.7%	±10.4	
5 to 17 years	860	±165	28	±41	3.3%	±4.6	1,154	±335	132	±118	11.4%	±9.3	
Related													
children of													
householder under													
18 years	1,182	±196	35	±43	3.0%	±3.6	1,613	±407	180	±154	11.2%	±8.9	
18 to 64 years	2,368	±313	52	±30	2.2%	±1.3	3,321	±389	259	±179	7.8%	±5.3	
18 to 34													
years	664	±173	24	±28	3.6%	±4.1	1,218	±248	115	±93	9.4%	±7.3	
35 to 64													
years	1,704	±251	28	±22	1.6%	±1.3	2,103	±300	144	±112	6.8%	±5.1	
60 years and													
over	486	±169	18	±23	3.7%	±5.5	1,172	±318	85	±75	7.3%	±6.1	
65 years and													
over	395	±128	18	±23	4.6%	±6.6	859	±290	74	±71	8.6%	±7.7	
SEX													
Male	2,079	±313	21	±16	1.0%	±0.8	2,965	±435	279	±179	9.4%	±5.7	
Female	1,866	±245	84	±72	4.5%	±3.8	2,829	±468	235	±194	8.3%	±6.5	
RACE AND													
HISPANIC OR													
LATINO ORIGIN													
White alone	3,115	±420	94	±72	3.0%	±2.3	3,718	±629	153	±152	4.1%	±4.0	
Black or													
African American													
alone	71	±64	0	±10	0.0%	±26.6	448	±185	62	±68	13.8%	±15.3	
American													
Indian and Alaska													
Native alone	144	±121	0	±10	0.0%	±14.4	106	±79	0	±14	0.0%	±19.0	
Asian alone	106	±94	0	±10	0.0%	±19.0	620	±285	19	±23	3.1%	±4.4	
Native													
Hawaiian and Other													
Pacific Islander													
alone	0	±10	0	±10	-	**	15	±24	0	±14	0.0%	±63.7	
Some other													
race alone	59	±69	0	±10	0.0%	±30.7	193	±153	0	±14	0.0%	±11.0	
Two or more													
rac	450	±212	11	±19	2.4%	±4.7	694	±334	280	±272	40.3%	±27.9	
Hispanic or													
Latino origin (of													
any race)	263	±164	0	±10	0.0%	±8.2	1,253	±462	286	±272	22.8%	±18.7	
White alone,													
not Hispanic or													
Latino	2,910	±394	94	±72	3.2%	±2.5	3,081	±573	148	±152	4.8%	±4.7	

EDUCATIONAL ATTAINMENT

Population 25 years and over	2,434	±306	70	±44	2.9%	±1.9	3,864	±476	222	±138	5.7%	±3.5
Less than high school graduate	212	±101	20	±24	9.4%	±12.5	365	±157	102	±92	27.9%	±21.0
High school graduate (includes equivalency)	399	±162	16	±25	4.0%	±6.6	994	±285	51	±66	5.1%	±6.1
Some college, associate degree	629	±137	6	±11	1.0%	±1.7	1,106	±251	46	±54	4.2%	±4.8
Bachelor's degree or higher	1,194	±216	28	±22	2.3%	±1.9	1,399	±324	23	±25	1.6%	±1.9

EMPLOYMENT STATUS

Civilian labor force 16 years and over	2,211	±297	29	±27	1.3%	±1.3	2,837	±329	191	±165	6.7%	±5.6
Employed	2,155	±288	29	±27	1.3%	±1.3	2,775	±323	191	±165	6.9%	±5.7
Male	1,121	±176	6	±11	0.5%	±1.0	1,548	±223	66	±57	4.3%	±3.7
Female	1,034	±177	23	±26	2.2%	±2.5	1,227	±186	125	±109	10.2%	±8.4
Unemployed	56	±56	0	±10	0.0%	±31.8	62	±42	0	±14	0.0%	±29.6
Male	23	±28	0	±10	0.0%	±51.5	25	±26	0	±14	0.0%	±49.4
Female	33	±45	0	±10	0.0%	±43.0	37	±32	0	±14	0.0%	±40.6

WORK EXPERIENCE

Population 16 years and over	2,863	±369	70	±44	2.4%	±1.6	4,278	±530	350	±207	8.2%	±4.7
Worked full-time, year- round in the past 12 months	1,680	±240	0	±10	0.0%	±1.3	2,270	±319	66	±57	2.9%	±2.5
Worked part-time or part- year in the past 12 months	590	±204	29	±27	4.9%	±4.8	900	±255	189	±140	21.0%	±13.6
Did not work	593	±166	41	±33	6.9%	±6.3	1,108	±311	95	±78	8.6%	±6.5

ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING

POVERTY
RATIOS

50 percent of poverty level	67	±64	(X)	(X)	(X)	(X)	132	±96	(X)	(X)	(X)	(X)
125 percent of poverty level	282	±228	(X)	(X)	(X)	(X)	758	±403	(X)	(X)	(X)	(X)
150 percent of poverty level	282	±228	(X)	(X)	(X)	(X)	1,072	±452	(X)	(X)	(X)	(X)
185 percent of poverty level	282	±228	(X)	(X)	(X)	(X)	1,321	±528	(X)	(X)	(X)	(X)
200 percent of poverty level	369	±252	(X)	(X)	(X)	(X)	1,421	±549	(X)	(X)	(X)	(X)
300 percent of poverty level	606	±294	(X)	(X)	(X)	(X)	2,268	±625	(X)	(X)	(X)	(X)
400 percent of poverty level	1,065	±356	(X)	(X)	(X)	(X)	3,117	±616	(X)	(X)	(X)	(X)
500 percent of poverty level	1,736	±450	(X)	(X)	(X)	(X)	3,839	±665	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	285	±116	29	±30	10.2%	±10.4	833	±326	154	±104	18.5%	±11.2
Male	161	±80	12	±15	7.5%	±8.8	460	±149	116	±99	25.2%	±18.6
Female	124	±58	17	±21	13.7%	±17.8	373	±229	38	±35	10.2%	±10.4
15 years	0	±10	0	±10	-	**	1	±4	1	±4	100.0%	±100.0
16 to 17 years	0	±10	0	±10	-	**	0	±14	0	±14	-	**
18 to 24 years	13	±18	0	±10	0.0%	±68.4	52	±69	52	±69	100.0%	±33.5
25 to 34 years	21	±24	6	±11	28.6%	±34.1	135	±81	4	±6	3.0%	±5.0
35 to 44 years	75	±62	0	±10	0.0%	±25.5	102	±54	18	±27	17.6%	±24.9
45 to 54 years	64	±54	6	±10	9.4%	±18.2	79	±62	0	±14	0.0%	±24.4
55 to 64 years	54	±35	6	±9	11.1%	±16.1	162	±92	5	±7	3.1%	±5.1
65 to 74 years	35	±30	11	±19	31.4%	±41.4	110	±81	64	±69	58.2%	±36.1
75 years and over	23	±33	0	±10	0.0%	±51.5	192	±198	10	±17	5.2%	±10.7
Mean income deficit for unrelated individuals (dollars)	N	N	(X)	(X)	(X)	(X)	10,417	±2,238	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	183	±81	0	±10	0.0%	±11.6	442	±152	0	±14	0.0%	±5.0

Worked less than
full-time, year-
round in the past 12
months

51	±44	6	±11	11.8%	±21.9	106	±78	69	±75	65.1%	±35.8
51	±43	23	±27	45.1%	±42.7	285	±237	85	±74	29.8%	±22.2

Population in
housing units for
whom poverty
status is determined

3,945	±483	105	±76	2.7%	±1.9	5,794	±779	514	±336	8.9%	±5.5
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15. Completed Unlawful Discrimination Poster

Unlawful Discrimination

It is unlawful for airport operators and their lessees, tenants, concessionaires and contractors to discriminate against any person because of race, color, national origin, sex, creed, or disability in public services and employment opportunities. Allegations of discrimination should be promptly reported to the Airport Manager or:

Federal Aviation Administration
Office of Civil Rights, ACR-1
800 Independence Avenue, S.W.
Washington, D.C. 20591

Federal regulations on unlawful discrimination are available for review in the Airport Manager's Office.

Coordinator: Title VI/ADA: Pam Martindale
Phone: 405-316-3200
Address: 7100 Terminal Drive, Unit 937, Oklahoma City, OK 73159

Discriminacion Ilegal

Se prohíbe a los operadores de aeropuertos y a sus arrendatarios, inquilinos, concesionarios y contratistas discriminar contra cualquier persona por motivo de raza, color, nacionalidad de origen, sexo, creencias religiosas, impedimento físico o discapacidad en lo que respecta a servicios públicos y oportunidades de empleo. Las alegaciones de discriminación deberán ser dirigidas inmediatamente al Administrador del Aeropuerto o a:

Federal Aviation Administration
Office of Civil Rights, ACR-1
800 Independence Avenue, S.W.
Washington, D.C. 20591

Los reglamentos sobre discriminación ilegal están a la disposición de los interesados para su examen en la oficina del Administrador del Aeropuerto.

Coordinador: Title VI/ADA: Pam Martindale
Teléfono: 405-316-3200
Dirección: 7100 Terminal Drive, Unit 937, Oklahoma City, OK 73159



U.S. Department of Transportation
Federal Aviation Administration

DOT/FAA/OP-100