



**City of Phoenix**  
AVNAVIATION DEPARTMENT

## 1. Title VI Policy Statement<sup>1</sup>

City of Phoenix Aviation Department 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.

City of Phoenix Aviation Department further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs are federally funded or not including any programs or activities of our sub-recipients. The Airport Sponsor agrees, among other things, to understand the communities surrounding or in the flight path, as well as customers that use the airport. Anytime communities may be impacted by programs or activities the City of Phoenix Aviation Department will take action to involve them and the general public in the decision making process.

City of Phoenix Aviation Department requires nondiscrimination assurances, as prescribed by FAA, from each tenant, contractor, and concessionaire providing an activity, service, or facility at the airport. Assurances must be included in any related lease, contract, or franchise agreement between City of Phoenix Aviation Department and each tenant, contractor, and concessionaire, as well as in any similar agreements with their own sub-tenants and sub-contractors.

Ira McCullough, ADA/Title VI Program Manager, available at 602-273-2722 and [PHXCivilRights@phoenix.gov](mailto:PHXCivilRights@phoenix.gov), is responsible for overseeing the Airport Sponsor’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**

**Chad R. Makovsky, C.M.**  
**Director of Aviation Services**

March 31, 2023

**Effective Date**

March 31, 2026

**3-Year Expiration Date**

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





## **Declaración de Política del Título VI<sup>1</sup>**

El Departamento de Aviación del Municipio de Phoenix asegura que ninguna persona por motivos de raza, color, origen nacional (incluido el dominio limitado del inglés (LEP, por sus siglas en inglés), sexo (incluida la orientación sexual y la identidad de género), credo o edad, según lo dispuesto por el Título VI de la Ley de Derechos Civiles de 1964, la Ley de Restauración de Derechos Civiles de 1987 (PL 100.259), la Sección 520 de la Ley de Mejoramiento de Aeropuertos y Vías Aéreas de 1982, y las autoridades relacionadas (en adelante, "Título VI y requisitos relacionados"), esté excluida de participar en, ser negado los beneficios de, o ser sujeto de otra manera de discriminación bajo cualquier programa o actividad que reciba fondos del Departamento de Transporte de los EE. UU. (DOT, por sus siglas en inglés). El Título VI también prohíbe las represalias por afirmar o participar de otra manera en reclamos de discriminación.

El Departamento de Aviación del Municipio de Phoenix asegura además que se hará todo lo posible para garantizar la no discriminación en todos sus programas y actividades, ya sea que esos programas estén financiados por el gobierno federal o no incluidos los programas o actividades de nuestros subreceptores. El Aeropuerto Patrocinador se compromete, entre otras cosas, a comprender a las comunidades que rodean o en la ruta de vuelo, así como a los clientes que utilizan el aeropuerto. Cada vez que las comunidades puedan verse afectadas por programas o actividades, el Departamento de Aviación del Municipio de Phoenix tomará medidas para involucrarlas a ellas y al público en general en el proceso de toma de decisiones.

El Departamento de Aviación del Municipio de Phoenix requiere garantías de no discriminación, según lo prescrito por la FAA, de cada inquilino, contratista y concesionario que proporciona una actividad, servicio o instalación en el aeropuerto. Las garantías deben incluirse en cualquier acuerdo de arrendamiento, contrato o franquicia relacionado entre el Departamento de Aviación del Municipio de Phoenix y cada arrendatario, contratista y concesionario, así como en cualquier acuerdo similar con sus propios subinquilinos y subcontratistas.

Ira McCullough, Gerente del Programa ADA/Título VI, disponible al 602-273-2722 y [PHXCivilRights@phoenix.gov](mailto:PHXCivilRights@phoenix.gov), es responsable de supervisar el cumplimiento del Aeropuerto Patrocinador con el Título VI y el punto de contacto para todos los asuntos del Título VI del aeropuerto y las responsabilidades relacionadas, incluidas las requeridas por 49 CFR Parte 21. (Ley para Estadounidenses con Discapacidades).

A handwritten signature in black ink, appearing to read "Chad R. Makovsky".

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**Chad R. Makovsky, C.M.**  
**Director de Servicios de Aviación**

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31 Marzo 2023

**Fecha de Entrada en Vigor**

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31 Marzo 2026

**Fecha de Entrada en Vigor con 3 años de vigencia/Fecha de vencimiento**

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<sup>1</sup> Esta declaración de política se traducirá a otros idiomas además del inglés, previa solicitud y según la demografía del usuario y del idioma local.

## 2. Administration

The Phoenix Aviation Advisory Board (PAAB) has reviewed and adopted this Title VI Plan for City of Phoenix Aviation Department. This plan will be updated no less than once every 3 years. The plan will not be re-adopted following minor changes, such as updating the Director of Aviation Services' or Coordinator's name. Significant revisions to our policies or federal guidelines may warrant re-adoption by the PAAB and resubmittal to FAA.

In addition to the Coordinator and airport sponsor's leadership, the following people also assist with our Title VI program requirements:

<b>Staff Supporting Title VI Program</b>	<b>Airport Sponsor Program / Office</b>
Roxann Favors	Assistant Aviation Director
Michael Hughes	Deputy Aviation Director
Misty Cisneros-Contreras	Customer Service Manager
Jelena Stevanovic	Planning Superintendent
Donald Logan	Equal Opportunity Director
Donald Mayes	Deputy Equal Opportunity Director
Renee Parker-Weathersby	Acting Deputy Equal Opportunity Director

City of Phoenix Aviation Department has the following airport program sub-recipients:

### **Sub-Recipients**

*None*

As of the date of this plan, City of Phoenix Aviation Department has the following pending applications for Federal financial assistance:

<b>Federal Source</b>	<b>Grant Number</b>	<b>Amount</b>
FAA AIP	AIP 3-04-0029-102-2021	\$19,218,730.00
FAA AIP	AIP 3-04-0029-104-2022	\$2,602,800.00
FAA AIP	AIP 3-04-0029-105-2005	\$5,261,200.00
FAA AIP	AIP 3-04-018-27-2022	\$432,500.00

In addition, City of Phoenix Aviation Department sub-recipients have the following pending applications for Federal financial assistance (either directly from the FAA, or passed through the State DOT):

<b>Federal Source</b>	<b>Grant Number</b>	<b>Amount</b>
None	N/A	N/A

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

<b>Federal Source</b>	<b>Grant Award Information Available at:</b>
DHS	<a href="http://www.DHSgrantinfo.gov">www.DHSgrantinfo.gov</a>
DOJ	<a href="http://www.USgrantsinfo.net">www.USgrantsinfo.net</a>
FAA AIP	<a href="https://www.faa.gov/airports/aip/">https://www.faa.gov/airports/aip/</a>
PHX News & Media	<a href="https://www.skyharbor.com/about-phx/news-media/">https://www.skyharbor.com/about-phx/news-media/</a>

### **3. Grant and Procurement Assurances**

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

City of Phoenix Aviation Department will complete standard grant assurances for Title VI and related requirements, in the form prescribed by FAA. See [https://www.faa.gov/airports/aip/grant\\_assurances/#current-assurances](https://www.faa.gov/airports/aip/grant_assurances/#current-assurances).

#### **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 FAA. See [https://www.faa.gov/airports/aip/procurement/federal\\_contract\\_provisions/](https://www.faa.gov/airports/aip/procurement/federal_contract_provisions/). Note that unlike many other clauses, 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. City of Phoenix Aviation Department requires, Civil Rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other agreements.

#### **Description of Oversight Methods for Subcontracts**

The following verbiage has been included in all Aviation Request for Proposals (RFPs) regarding contract monitoring:

“6.3 Monitoring. The Equal Opportunity Department shall monitor the employment policies and practices of suppliers and lessees subject to this Section 3 as deemed necessary. The Equal Opportunity Department is authorized to conduct on-site compliance reviews of selected firms, which may include an audit of personnel and payroll records, if necessary.”

Monitoring of City of Phoenix Aviation Department subcontracts occurs as new contracts are finalized and upon renewal. The City of Phoenix Equal Opportunity Department, who leads the City’s ACDBE and DBE programs, may also monitor as their discretion.

## **4. Title VI Coordinator Responsibilities**

The Coordinator is responsible for ensuring that they and other staff supporting the Title VI 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 and other required FAA notifications.

See Training Section for more information for expected training for all staff.

Among other responsibilities, the Coordinator:

- Proactively ensures that the Airport Sponsor is in compliance with nondiscrimination requirements of Title VI and reports to City of Phoenix Aviation Department leadership on the status of Title VI compliances.
- Responds promptly to requests by 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 discrimination 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 complaints concerning Title VI and related requirements (49 CFR Part 21, Appendix C(b)(3)), including resolution efforts.
- Annually reviews the airport's Title VI plan and disseminates information throughout staff and the Airport Sponsor's leadership.
- Coordinates data collection to evaluate whether racial or ethnic groups are unequally benefited or impacted by airport programs. The data will be regularly assessed and readily available upon request (49 CFR § 21.9(b) & (c)). Data collection methods will include optional demographic questions in: airport customer satisfaction surveys, customer complaints, airport event sign-in sheets, and bids/proposals for airport contracts, and other methods described in the airport Community Participation Plan (CPP).
- Maintains demographic data for members of appointed planning and advisory bodies for the airport. Identifies any disparities compared to the community. Provides information to the membership selecting official/committee, particularly when vacancies occur.
- 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 Notice, Compliance reviews, Audits, Lawsuits, and Other Investigations, and Complaints Sections of this Plan.

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)

City of Phoenix Aviation Department 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,<sup>1</sup> and maintained. The poster template is available at [https://www.faa.gov/about/office\\_org/headquarters\\_offices/acr/com\\_civ\\_support/non\\_disc\\_pr/](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.

City of Phoenix Aviation Department has posted the above Title VI policy statement at its staff offices.

City of Phoenix Aviation Department will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan will be distributed within one week of final review and approval by FAA. This plan will be distributed by email, staff or stakeholder meetings, and employee newsletters.

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

<b>Terminal/FBO/Concessions/ Other Locations</b>	<b>Quantity in Pre-Security Area</b>	<b>Quantity in Post-Security Area</b>	<b>Additional Quantities</b>
PHX Terminal 3	4	4	0
PHX Terminal 4	7	14	0
PHX Sky Train	0	0	3
PHX Rental Car Center (RCC)	0	0	2
PHX Fixed Based Operators (FBOs)	0	0	1
PHX Aviation Headquarters	0	0	1
PHX Facilities & Services offices	0	0	1
PHX Operations offices	0	0	1
PHX Parking Office	0	0	1
GYR Administration	1	0	0
DVT Administration	3	0	0

### Outreach to Affected Communities

The Public Relations Division of the City of Phoenix Aviation Department ensures that notices for public meetings reach all segments of the impacted community. The Title VI coordinator will identify the effective media platforms to share announcement and notices. Announcements are made in social media, general circulation newspapers, community newspapers, and email broadcast. The Title VI Coordinator contacts leaders and representatives in Affected Communities directly to confirm effective media platforms to reach all Affected Communities<sup>2</sup> and provide important feedback on translated materials. The office maintains records

<sup>1</sup> For more information about website accessibility, please visit ADA.gov.

<sup>2</sup> 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 Title VI 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.

of all such notices and the efforts made to reach each of the Affected Communities.

City of Phoenix Aviation Department will create a detailed CPP by June 30, 2023. A copy of the plan will be available at [skyharbor.com](http://skyharbor.com) and is available for public inspection at the City of Phoenix Aviation Department Headquarters, 2485 East Buckeye Road, Phoenix, Arizona 85034.

To ensure that the community is effectively informed of and able to participate in public hearings, the City of Phoenix includes public notices translated into appropriate languages, including for any language spoken by a significant number or proportion of the Affected Community population that has limited English proficiency (LEP). Such social media postings and notices will include direction for obtaining an interpreter, free of charge, for public hearings. 28 CFR § 42.405(d). See Limited English Proficiency (LEP) Section.

## **6. Community Statistics**

Title VI regulations require Federal grant recipients to know their community demographics. See 49 CFR § 21.9(b). By knowing this information, the City of Phoenix Aviation Department will be able to identify, understand, and engage with communities. In doing so, the City of Phoenix Aviation Department needs to know about communities eligible to be served, actually or potentially affected, benefited or burdened by the City of Phoenix’s Aviation Department airport program.

<b>Affected Communities<sup>1</sup></b>	<b>Population</b>
Phoenix (PHX, DVT)	1,637,410
Tempe (located near PHX)	180,922
Scottsdale (located near PHX)	253,756
Goodyear (GYR)	79,207
Avondale (located near GYR)	85,576

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

We have identified the following facts about the Affected Communities:

### Low Income Communities<sup>2</sup>

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,” City of Phoenix Aviation Department is collecting information about affected and potentially affected low-income communities. According to the U.S. Census Report, [S1701: Poverty Status in the Past 12 Months, found at <https://data.census.gov/cedsci/table?q=S1701>], the overall poverty level for the Phoenix-Mesa-Chandler, Arizona Metro Area is approximately 12.7%. The poverty rate of the affected communities remains high (13.6%) compared with the rest of the Phoenix-Mesa-Chandler Metro Area. The poverty rates for the specific Affected Communities are as follows:

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<sup>1</sup> “Affected communities” means any readily identifiable group potentially impacted by an airport project or operation, such as the community immediately surrounding a project or a community in the flight path.

<sup>2</sup> 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 our Community Participation Plan (CPP) to help ensure the meaningful involvement of low income communities in airport programs and activities.

<b>Affected Communities</b>	<b>Poverty Rate</b>
Phoenix (PHX, DVT)	14.9%
Tempe (located near PHX)	16.7%
Scottsdale (located near PHX)	7.2%
Goodyear (GYR)	4.1%
Avondale (located near GYR)	12.3%

*Source: U.S. Census Report - S1701: Poverty Status in the Past 12 Months*

### 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 follows<sup>1</sup>:

#### **Affected Community: Phoenix** **Total Affected Community Population: 1,637,410**

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
White alone	1,120,280	68.4%
Black or African American alone	115,339	7.0%
American Indian or Alaska Native alone	32,576	2.0%
Asian alone	63,557	3.9%
Native Hawaiian or Other Pacific Islander alone	3,117	0.2%
Some other race alone	166,321	10.2%
Two or more races	136,220	8.3%
Hispanic or Latino origin (of any race)	698,989	42.7%
White alone, not Hispanic or Latino	691,980	41.3%

*Source: American Community Survey for Phoenix city, Arizona, 2020*

#### **Affected Community: Tempe** **Total Affected Community Population: 180,922**

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
White alone	116,541	64.4%
Black or African American alone	15,438	8.5%
American Indian or Alaska Native alone	4,217	2.3%
Asian alone	16,595	9.2%
Native Hawaiian or Other Pacific Islander alone	687	0.4%
Some other race alone	13,218	7.3%
Two or more races	14,226	7.9%
Hispanic or Latino origin (of any race)	40,012	22.1%
White alone, not Hispanic or Latino	98,011	54.2%

*Source: American Community Survey for Tempe city, Arizona, 2020*

<sup>1</sup> Source: American Community Survey for Affected Communities as of 2020.



**Affected Community: Scottsdale**  
**Total Affected Community Population: 253,756**

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
White alone	219,665	86.6%
Black or African American alone	5,204	2.1%
American Indian or Alaska Native alone	2,013	0.8%
Asian alone	13,182	5.2%
Native Hawaiian or Other Pacific Islander alone	302	0.1%
Some other race alone	3,925	1.5%
Two or more races	9,465	3.7%
Hispanic or Latino origin (of any race)	25,693	10.1%
White alone, not Hispanic or Latino	201,698	79.5%

*Source: American Community Survey for Scottsdale city, Arizona, 2020*

**Affected Community: Goodyear**  
**Total Affected Community Population: 79,207**

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
White alone	56,064	70.8%
Black or African American alone	5,592	7.1%
American Indian or Alaska Native alone	1,013	1.3%
Asian alone	3,400	4.3%
Native Hawaiian or Other Pacific Islander alone	272	0.3%
Some other race alone	4,656	5.9%
Two or more races	8,210	10.4%
Hispanic or Latino origin (of any race)	23,011	29.1%
White alone, not Hispanic or Latino	43,015	54.3%

*Source: American Community Survey for Goodyear city, Arizona, 2020*

**Affected Community: Avondale**  
**Total Affected Community Population: 85,576**

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
White alone	53,339	62.3%
Black or African American alone	8,738	10.2%
American Indian or Alaska Native alone	1,563	1.8%
Asian alone	2,589	3.0%
Native Hawaiian or Other Pacific Islander alone	574	0.7%
Some other race alone	9,990	11.7%
Two or more races	8,783	10.3%
Hispanic or Latino origin (of any race)	46,077	53.8%
White alone, not Hispanic or Latino	24,677	28.8%

*Source: American Community Survey for Avondale city, Arizona, 2020*

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that City of Phoenix Aviation Department communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages<sup>1</sup> that are spoken in LEP households in the Affected Communities. The data source is American Community Survey, Table B16001 – Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over.

The threshold we have used for identifying the languages with significant LEP populations is the DOT LEP Policy Guidance safe harbor threshold, which is 5% or 1,000, whichever is less.<sup>2</sup> The safe harbor for our communities is 1,000 people. Please refer to the end of this document to find data for all languages in our communities.

<b>Languages Spoken by LEP Population that Meet the Safe Harbor Threshold (in alphabetical order)</b>	<b>Number</b>	<b>Margin of Error</b>
Amharic, Somali, or other Afro-Asiatic languages (Phoenix)	2,096	±990
Arabic (Phoenix)	3,664	±2,195
Chinese (incl. Mandarin, Cantonese) (Phoenix)	3,778	±1,744
Chinese (incl. Mandarin, Cantonese) (Tempe)	1,913	±432
Navajo (Phoenix)	1,111	± 679
Nepali, Marathi, or other Indic languages (Phoenix)	1,182	±1,300
Other Indo-European languages (Phoenix)	1,511	±922
Serbo-Croatian (Phoenix)	1,169	±669
Spanish (Avondale)	7,851	±845
Spanish (Goodyear)	3,858	±833
Spanish (Phoenix)	168,453	±9,446
Spanish (Scottsdale)	4,362	±953
Spanish (Tempe)	6,442	±821
Swahili or other languages of Central, Eastern, and Southern Africa (Phoenix)	1,530	±1341
Tagalog (Phoenix)	1,831	±804
Vietnamese (Phoenix)	2,880	±1,078

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

<b>Languages Spoken by LEP Persons</b>	<b>A few times a year (12 or less days a year)</b>	<b>Several times a month (13 to 51 days a year)</b>	<b>At least once a week (52 to 364 days a year)</b>	<b>Every day (365 days a year)</b>
Spanish				X
Chinese (incl. Mandarin, Cantonese)	X			
Vietnamese	X			
Korean	X			
Tagalog	X			
Arabic	X			

<sup>1</sup> 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.

<sup>2</sup> 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:

**Additional Languages Spoken**

None

This information is updated annually<sup>10</sup> through checking the following resources:

<b>Data Sources for Languages Spoken in Affected Community</b>	<b>Website link to Data Source</b>
U.S. Census Bureau	<a href="https://data.census.gov/table?q=B16001&amp;tid=ACSDT1Y2019.B16001">https://data.census.gov/table?q=B16001&amp;tid=ACSDT1Y2019.B16001</a>
Maricopa Association of Governments	<a href="https://azmag.gov/Programs/Maps-and-Data">https://azmag.gov/Programs/Maps-and-Data</a>
Passenger origination and nationality data	Upon request

Beneficiary Diversity.

Some information is collected from airport customers, attendees at community meetings, and businesses seeking opportunities at the airport, through voluntary disclosures.

**Description of Beneficiary Demographic Information Collection Methods**

- PHX’s Customer Service staff conducts surveys of airport guests for customer satisfaction with airport concessions, restroom cleanliness, food offerings, and other elements and services. The survey is conducted on at least an annual basis and will include voluntary disclosure of demographical information.
- PHX will gather beneficiary demographic information on a voluntary basis. Respondents to survey will include participants in contracting and procurement processes conducted by City of Phoenix Aviation staff. Additional respondents will include tenants (including sub-tenants), contractors (and any sub-contractors) of airports operated by the City of Phoenix Aviation Department. Required information regarding demographic has also been obtained by the Equal Opportunity Department through its certification and compliance efforts with our ACDEB and DBE programs. Information obtained through these means will not impact race and gender neutral business enterprise programs, but rather to ensure the beneficiary population impacted by airport operations.

Staff and Advisory Board Diversity.

Demographic information is collected from airport program employees and members of planning and advisory boards, through voluntary disclosures.

**Description of Employee and Advisory Board Demographic Information Collection Methods**

- Employees are asked to submit voluntary confidential demographic information at time of application.

<sup>10</sup> 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.

- Every 3 years, the ADA/Title VI Program Manager will send an email to all Phoenix Aviation Advisory Board (PAAB) members asking them to voluntarily and anonymously enter demographic information through an online survey. Note: PAAB members are appointed by the Phoenix Mayor and not Aviation Department staff.

## 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 City of Phoenix Aviation Department 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 undertaken.<sup>11</sup>

The following airport facilities are already in use or under construction and expected to be in use within the next 3 years:

<b>Existing Airport Facilities</b>	<b>Affected Community Impacted by Operation of the Facility</b>
PHX Terminal 3	Phoenix, Tempe, Scottsdale
PHX Terminal 4	Phoenix, Tempe, Scottsdale
PHX Sky Train	Phoenix, Tempe, Scottsdale
PHX Sky Train Stations at Rental Car Center, 24 <sup>th</sup> Street, Terminal 3, Terminal 4, East Economy, and 44 <sup>th</sup> Street	Phoenix, Tempe, Scottsdale
PHX Rental Car Center	Phoenix, Tempe, Scottsdale
PHX West Cargo area	Phoenix
PHX North Hanger area	Phoenix
PHX Fuel Farm	Phoenix
PHX Jackson Jet FBO facilities	Phoenix, Tempe, Scottsdale
PHX Cutter Aviation FBO facilities	Phoenix, Tempe, Scottsdale
PHX West Economy parking facilities	Phoenix, Tempe, Scottsdale
PHX East Economy parking facilities	Phoenix, Tempe, Scottsdale
PHX Runway 8/26	Phoenix, Tempe, Scottsdale
PHX Runway 7L/25R	Phoenix, Tempe, Scottsdale
PHX Runway 7R/25L	Phoenix, Tempe, Scottsdale
DVT Runway 7R/25L	Phoenix
DVT Terminal & Admin Building, T-Hangers, Corporate Hangars, and Fuel Farm	Phoenix
DVT FBO Offices	Phoenix
GYR Terminal Building	Goodyear, Avondale
GYR FBO Offices	Goodyear, Avondale
GYR Shade Hangers, T-Hangers, and Conventional Hangars	Goodyear, Avondale
GYR Fuel Farm	Goodyear, Avondale
GYR Runway 3/21	Goodyear, Avondale

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

The following airport facility projects (including all alternatives) are in construction or expected to be in construction within the next 3 years:

<b>Airport Facility Construction Projects</b>	<b>Affected Community Impacted by Construction of the Facility</b>
PHX Taxiway U – Phases II & III	Phoenix, Tempe, Scottsdale
PHX Terminal 3, North Concourse – Phases II-IV	Phoenix, Tempe, Scottsdale
PHX Terminal 4, Vertical & Horizontal Transportation Modernization – Phases II-IV	Phoenix, Tempe, Scottsdale
DVT Taxiway B Relocation – Phase II	Phoenix
DVT Taxiway D – Phase II	Phoenix
DVT Runway 7R-25L – Reconstruction and Strengthening	Phoenix
GYR New Apron Construction – Phase II	Goodyear, Avondale
GYR Apron Reconstruction	Goodyear, Avondale

We have 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:

<b>Facilities or Construction Projects with Disparate Impacts</b>	<b>Affected Community Impacted</b>	<b>Impact Can Be Eliminated?</b>
None		

**Justifications:**

<b>Facilities or Construction Projects</b>	<b>Justification</b>
None	

**8. Limited English Proficiency (LEP)**

Executive Order 13166

In creating a Language Assistance Plan, the City of Phoenix Aviation Department will consider the volume, proportion, or frequency of contact with LEP persons in determining the appropriate language assistance to provide.

In Community Statistics section, we identified the following languages spoken by LEP persons in Affected Communities (languages that met the safe harbor threshold):

<b>Language</b>
Spanish
Chinese (incl. Mandarin, Cantonese)
Amharic, Somali, or other Afro-Asiatic languages
Arabic
Chinese (incl. Mandarin, Cantonese)
Navajo
Nepali, Marathi, or other Indic languages
Other Indo-European languages

Serbo-Croatian
Spanish
Swahili or other languages of Central, Eastern, and Southern Africa
Tagalog
Vietnamese

City of Phoenix Aviation Department also collects data for languages spoken by airport guests.<sup>12</sup> Data sources include:

<b>Data Sources for Languages Spoken by Airport Guests</b>	<b>Website link to Data Source</b>
Airport language line usage data	www.language.com
Airline-provided data	N/A
Assumptions from flight origin / destination	N/A
Questionnaires to PHX Navigators and customer service staff	Upon request
U.S. Census Data for Affected Communities	See Section 14 below

Based on the above data, the following additional languages have been identified as likely to be spoken by LEP airport guests:

<b>Language</b>
None

The Title VI 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 Title VI Coordinator will inform leadership and staff of the City of Phoenix Aviation Department of the responsibility to provide language access. We have 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:

<b>Translation Vendors</b>	<b>Languages</b>
Language Line Services, Inc.	All above languages

- Information regarding translation services can be obtained at:

<b>Location for Translation Assistance</b>	<b>Languages</b>
Airport website request form	Spanish (available at natively on website), other languages (using translation website plug-ins)
Airport website translate view	Spanish (available at natively on website), other languages

<sup>12</sup> 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.

	(using translation website plug-ins)
PHX Navigators, volunteers, and customer service staff available at pre- and post-security information desks and upon request	Spanish, French, Italian, Chinese, German, Farsi, Vietnamese, and Japanese

**Interpretation Services:**

- The following vendors have been identified for interpretation services:

<b>Interpretation Vendors</b>	<b>Languages</b>
Language Line Services, Inc.	All above languages

- Information regarding interpretation services can be obtained at:

<b>Location for Interpretation Assistance</b>	<b>Languages</b>
Information Desks in PHX Terminals 3 and 4 in pre- and post-security areas	Spanish, French, Italian, Chinese, German, Farsi, Vietnamese, Japanese
Online and/or telephonic service via Language Line Services, Inc.	All above languages

**Description of Interpretation Assistance Processes**

- PHX’s Customer Service team maintains a list of multilingual employees, the languages they speak, and their associated contact information. The list indicates whether each employee is proficient to provide interpretation and/or translation services. The list is updated as needed by Customer Service staff and provided to all airport employees. Generally, these employee volunteers are available to assist members of the public with verbal real-time interpretation, during normal business hours.
- The airport contracts with the Language Line, Inc. to provide on-demand telephone interpretation services to airport guests. When a request for an interpreter is received, the following process is used: Airport information desk staff use I-Speak cards or online resources (i.e. Google Translate, etc.) to identify the language spoken by the airport guest. Staff contacts Language Line, Inc. and “parks” the request in the queue for the appropriate language.
- Posted notices in Spanish about available language assistance in the information desks of the terminals.
- The PHX Navigators wear flag lapel pins representing the country of the language they speak.
- The Airport’s website includes Spanish pages where vital travel information is provided, including ground transportation information, traveling to the airport, monetary exchange locations and maps of airport amenities. Translation into other languages is readily available through a Google Translate plug-in
- Information about the Airport’s customer service agents with translating capabilities and the phone translation services are also posted on the Spanish page of the website.

## 9. Transportation

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

In the Community Statistics section of this plan, we 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.

We have coordinated with local transit authority authorities to encourage them to provide transit service access between the airport and these areas.

The following chart identifies existing and planned transit services connecting the airport employment centers with the identified minority and disadvantaged community areas.

<b>Minority and/or Disadvantaged Community Areas</b>	<b>Transit Service</b>	<b>Planned or Existing</b>
Phoenix (PHX, DVT), Tempe (PHX), Scottsdale (PHX), Goodyear (GYR), and Avondale (GYR)	Local fixed-route bus	Existing (Additional services planned)
Phoenix (PHX, DVT), Tempe (PHX), Scottsdale (PHX), Goodyear (GYR), and Avondale (GYR)	Paratransit / “Dial-A-Ride” bus and van services for persons with disabilities and special transit needs	Existing (Additional services planned)
Phoenix (PHX), Tempe (PHX)	Light Rail Service	Existing (Additional services planned)
Phoenix (PHX)	Sky Train / People Mover service	Existing
Phoenix (PHX, DVT), Tempe (PHX), Scottsdale (PHX), Goodyear (GYR), and Avondale (GYR)	Intercity shuttles	Existing
Phoenix (PHX)	Greyhound bus service	Existing

## 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:

<b>Airport Business Opportunity</b>	<b>Minority Business Outreach Methods</b>
Terminal 4 S1 Phase 2 Food & Beverage	Business Information Meeting, Fastpitch Matchmaking Event, advertised through minority publications/websites/email lists, and advertised at local small and disadvantaged business events.
Terminal 4 S1 Phase 2 Retail	Business Information Meeting, Fastpitch Matchmaking Event, advertised through minority publications/websites/email lists, and advertised at local small and disadvantaged business events.
Northwest Air Cargo Development	Business Information Meeting, advertised through minority publications/websites/email lists, and advertised at local small and disadvantaged business events.



Tal Wi Wi Ranch Water Distribution System Maintenance and Operation Services	Advertised through minority publications/websites/email lists and advertised at local small and disadvantaged business events.
Residential Lot Cleaning Services	Advertised through minority publications/websites/email lists and advertised at local small and disadvantaged business events.
Common Use Paper	Advertised through minority publications/websites/email lists and advertised at local small and disadvantaged business events.
Internal Vending Service	Advertised through multiple minority publications/websites/email lists and advertised at local small and disadvantaged business events.
Terminal Advertising	Advertised through multiple minority publications/websites/email lists and advertised at local small and disadvantaged business events.
PHX Terminal 3 New North Concourse	Advertised at local small and disadvantaged business events and through opportunity presentations at community events.
PHX West Air Cargo Apron Reconstruction	Advertised at local small and disadvantaged business events and through opportunity presentations at community events.
DVT Blast Pads Construction	Advertised at local small and disadvantaged business events and through opportunity presentations at community events.
DVT Taxiway C Connectors	Advertised at local small and disadvantaged business events and through opportunity presentations at community events.
GYR Construct New Apron	Advertised at local small and disadvantaged business events and through opportunity presentations at community events.
GYR Infield Paving	Advertised at local small and disadvantaged business events and through opportunity presentations at community events.
Aviation Business Summit	Annual conference focused on educating small and disadvantaged businesses on how to do business with our Department. Different workshops feature information on upcoming solicitations, our procurement process, and networking opportunities. A list of current/upcoming opportunities will be made available to all attendees. Our 2022 summit saw over 300 attendees and the 2023 had over 550 participants.
Aviation Outreach Sessions	<p>Mini workshops planned on a quarterly basis to focus on one topic to assist small and disadvantaged businesses on removing barriers to doing business with our Department. Some examples of sessions we are considering include security/badging, division spotlights, procurement, subcontracting opportunities, and more. A list of current/upcoming opportunities will be made available to all attendees.</p> <p>The Aviation Department was represented at a City of Phoenix Vendor Event February 28, 2023 to promote contract opportunities to the local and small business community.</p> <p>The Aviation Department also presented concession and professional services opportunities to concessionaires at the Airport Experience Conference in Denver, CO on March 1, 2023.</p>

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 City of Phoenix Aviation Department - Contracts and Services Division.

## **11. Training**

New employee orientation incorporates Title VI training. Topics include:

- Title VI and related laws prohibit discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age
- Title VI complaints must be forwarded to the Coordinator
- Protections against retaliation for filing civil rights complaints or related actions
- Title VI notices must be displayed throughout the airport public facilities
- All contracts must include Title VI 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 FAA of any pending investigations and reviews, including:

- Compliance reviews or audits concerning civil rights requirements<sup>13</sup>
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements<sup>14</sup>

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

At regular intervals, the Coordinator will provide FAA contacts with status updates for the investigations and reviews, until completed. For each existing investigation or review completed within 5 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.

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

<sup>14</sup> 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 airport sponsor itself, or its employees, contractors, or tenants. Includes noncompliance with related administrative requirements under civil rights laws.

2. Not only be for employment matters<sup>15</sup>
3. Allege misconduct by the City of Phoenix Aviation Department or its sub-recipients, including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by the City of Phoenix Aviation Department including airport employees, 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 complaint with the City of Phoenix Aviation Department.<sup>16</sup> Alternatively, they can file a formal complaint with an outside agency, such as the U.S. Departments of Justice or Transportation, or the Federal Aviation Administration (FAA), or seek other legal remedies.

Receipt of Complaint. The Coordinator will log in the complaint and promptly send copies of the complaint to City of Phoenix Equal Opportunity and any relevant internal stakeholders for the complaint.

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

Ira McCullough  
ADA / Title VI Program Manager  
City of Phoenix Aviation Department  
2485 East Buckeye Road  
Phoenix, AZ 85034-4301  
Phone Number: 602-273-2722  
Email: [PHXCivilRights@phoenix.gov](mailto:PHXCivilRights@phoenix.gov)

If a 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 complaint is received, the complainant should be given a copy of the Airport Discrimination Complaint Procedures and instructed to submit a written complaint. Accommodation will be provided upon request to individuals unable to file a written complaint due to a disability.

Initial Procedure. The Coordinator may meet with the complainant to clarify the issues, obtain additional information, and determine if 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 FAA.

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

<sup>16</sup>

## **Discrimination Complaint Referral Procedure**

Internal Complaint Referral. All Title VI complaints must be promptly forwarded to the Coordinator within *two business days*.

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 FAA.) To transmit complaint information to the FAA, the Coordinator will upload the complaint and relevant information to the FAA Civil Rights Connect System, which issues automated notifications to FAA staff. The Coordinator will also seek technical assistance from FAA, as needed, throughout complaint intake, investigation and resolution process.

### **Investigation Procedure**

Assignment of Investigator. The Coordinator will immediately refer the complaint to the Deputy Equal Opportunity Director of the City of Phoenix Equal Opportunity Department (EOD). EOD will immediately designate an investigator and begin the investigation. The Coordinator will provide assistance and information to the EOD for its investigation.

Cooperation with FAA. The Coordinator and/or EOD personnel will promptly investigate all Title VI complaints, including those referred by the FAA for investigation. If the FAA is investigating a complaint against the City of Phoenix Aviation Department, 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 discrimination 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 Legal Counsel regarding the investigation and the report. Airport Legal Counsel 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 complainants, or with contractors, tenants, or other persons, through mediation.

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 City of Phoenix Aviation Department'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 Phoenix Equal Opportunity Director.
- The written appeal must be received within 21 business days after receipt of the written decision using the appeal form as prescribed by the Equal Opportunity Department. If you have questions about the appeals process, please contact the Equal Opportunity Department at 200 W. Washington Street, 15th Floor, Phoenix, AZ 85003; telephone (602) 262-7716, via TTY 7-1-1, or email [eod.complaint.enforcement@phoenix.gov](mailto:eod.complaint.enforcement@phoenix.gov). For more information or for a copy of the appeal forms in an alternate format, contact 602-262-7716 or via TTY 7-1-1.
- The written appeal must contain all arguments, evidence, and documents supporting the basis for the appeal.
- The Equal Opportunity 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, the City of Phoenix Aviation Department will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. City of Phoenix Aviation Department employees, contractors, and tenants will not intimidate or retaliate against a person who has filed a complaint alleging discrimination.

For information on filing a complaint with DOT/FAA, please contact Ira McCullough, ADA/Title VI Program Manager at [PHXCivilRights@phoenix.gov](mailto:PHXCivilRights@phoenix.gov) or 602-273-2722.

This complaint procedure is shared with the public through the following methods:

### **Website, In-person, and Other Distribution Methods**

**1** PHX Website, Title VI Non-Discrimination page at <https://www.skyharbor.com/about-phx/administration/non-discrimination-policy/>.

**2** Upon request from the ADA/Title VI Program Manager at [PHXCivilRights@phoenix.gov](mailto:PHXCivilRights@phoenix.gov) or 602-273-2722.

**3** In-person, upon request, at the City of Phoenix Aviation Department Headquarters located 2485 East Buckeye Road, Phoenix, AZ 85034-4301.

**4** Via US Mail, upon request, by writing to Ira McCullough, ADA/Title VI Program Manager, City of Phoenix Aviation Department Headquarters located 2485 East Buckeye Road, Phoenix, AZ 85034-4301.

## 14. Population / Language Data

**Language Spoken at Home by Ability to Speak English for the population 5 Years and Over. Note that the data below is sourced from the U.S. Census Bureau's American Community Survey (Table B16001), Phoenix data is sourced from ACS 1-Year Estimates Detailed Tables, 2021. Data for other affected communities is from the latest source available: ACS 1-Year Estimates Detailed Tables, 2015.**

<b>Phoenix city, Arizona</b>		
Source: <a href="https://data.census.gov/table?q=B16001&amp;g=1600000US0455000&amp;tid=ACSDT1Y2021.B16001">https://data.census.gov/table?q=B16001&amp;g=1600000US0455000&amp;tid=ACSDT1Y2021.B16001</a>		
Note: the latest available US Census data for Phoenix is from 2021.		
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>
<b>Total:</b>	<b>1,524,765</b>	<b>±5,146</b>
<b>Speak only English</b>	<b>965,936</b>	<b>±17,950</b>
<b>Spanish:</b>	<b>456,937</b>	<b>±16,698</b>
Speak English "very well"	288,484	±11,831
Speak English less than "very well"	168,453	±9,446
<b>French (incl. Cajun):</b>	<b>4,944</b>	<b>±2,179</b>
Speak English "very well"	4,535	±2,175
Speak English less than "very well"	409	±314
<b>Haitian:</b>	<b>574</b>	<b>±610</b>
Speak English "very well"	444	±465
Speak English less than "very well"	130	±149
<b>Italian:</b>	<b>1,884</b>	<b>±1,034</b>
Speak English "very well"	1,608	±973
Speak English less than "very well"	276	±282
<b>Portuguese:</b>	<b>891</b>	<b>±469</b>
Speak English "very well"	727	±410
Speak English less than "very well"	164	±161
<b>German:</b>	<b>1,801</b>	<b>±788</b>
Speak English "very well"	1,541	±759
Speak English less than "very well"	260	±225
<b>Yiddish, Pennsylvania Dutch or other West Germanic languages:</b>	<b>483</b>	<b>±445</b>
Speak English "very well"	361	±388
Speak English less than "very well"	122	±213
<b>Greek:</b>	<b>935</b>	<b>±474</b>
Speak English "very well"	888	±489
Speak English less than "very well"	47	±78
<b>Russian:</b>	<b>1,770</b>	<b>±1,113</b>
Speak English "very well"	1,580	±1,048
Speak English less than "very well"	190	±190
<b>Polish:</b>	<b>618</b>	<b>±446</b>
Speak English "very well"	454	±348
Speak English less than "very well"	164	±175

<b>Serbo-Croatian:</b>	4,143	±1,868
Speak English "very well"	2,974	±1,517
Speak English less than "very well"	1,169	±669
<b>Ukrainian or other Slavic languages:</b>	<b>1,450</b>	<b>±715</b>
Speak English "very well"	1,072	±711
Speak English less than "very well"	378	±299
<b>Armenian:</b>	<b>0</b>	<b>±224</b>
Speak English "very well"	0	±224
Speak English less than "very well"	0	±224
<b>Persian (incl. Farsi, Dari):</b>	<b>1,797</b>	<b>±819</b>
Speak English "very well"	1,042	±494
Speak English less than "very well"	755	±570
<b>Gujarati:</b>	<b>1,508</b>	<b>±1,114</b>
Speak English "very well"	1,508	±1,114
Speak English less than "very well"	0	±224
<b>Hindi:</b>	<b>4,481</b>	<b>±1,942</b>
Speak English "very well"	3,752	±1,533
Speak English less than "very well"	729	±876
<b>Urdu:</b>	<b>93</b>	<b>±113</b>
Speak English "very well"	22	±36
Speak English less than "very well"	71	±91
<b>Punjabi:</b>	<b>327</b>	<b>±225</b>
Speak English "very well"	327	±225
Speak English less than "very well"	0	±224
<b>Bengali:</b>	<b>1,603</b>	<b>±947</b>
Speak English "very well"	1,130	±654
Speak English less than "very well"	473	±513
<b>Nepali, Marathi, or other Indic languages:</b>	<b>2,716</b>	<b>±2,200</b>
Speak English "very well"	1,534	±1,072
Speak English less than "very well"	1,182	±1,300
<b>Other Indo-European languages:</b>	<b>3,821</b>	<b>±2,145</b>
Speak English "very well"	2,310	±1,579
Speak English less than "very well"	1,511	±922
<b>Telugu:</b>	<b>2,625</b>	<b>±1,282</b>
Speak English "very well"	2,089	±1,075
Speak English less than "very well"	536	±461
<b>Tamil:</b>	<b>2,110</b>	<b>±1,082</b>
Speak English "very well"	1,757	±936
Speak English less than "very well"	353	±373
<b>Malayalam, Kannada, or other Dravidian languages:</b>	<b>655</b>	<b>±422</b>
Speak English "very well"	655	±422
Speak English less than "very well"	0	±224

<b>Chinese (incl. Mandarin, Cantonese):</b>	<b>7,138</b>	<b>±2,229</b>
Speak English "very well"	3,360	±1,085
Speak English less than "very well"	3,778	±1,744
<b>Japanese:</b>	<b>1,146</b>	<b>±672</b>
Speak English "very well"	877	±721
Speak English less than "very well"	269	±313
<b>Korean:</b>	<b>2,904</b>	<b>±1,277</b>
Speak English "very well"	1,623	±711
Speak English less than "very well"	1,281	±1,038
<b>Hmong:</b>	<b>45</b>	<b>±74</b>
Speak English "very well"	45	±74
Speak English less than "very well"	0	±224
<b>Vietnamese:</b>	<b>5,891</b>	<b>±2,044</b>
Speak English "very well"	3,011	±1,222
Speak English less than "very well"	2,880	±1,078
<b>Khmer:</b>	<b>589</b>	<b>±400</b>
Speak English "very well"	112	±154
Speak English less than "very well"	477	±322
<b>Thai, Lao, or other Tai-Kadai languages:</b>	<b>934</b>	<b>±820</b>
Speak English "very well"	530	±451
Speak English less than "very well"	404	±425
<b>Other languages of Asia:</b>	<b>1,495</b>	<b>±928</b>
Speak English "very well"	512	±556
Speak English less than "very well"	983	±716
<b>Tagalog (incl. Filipino):</b>	<b>8,756</b>	<b>±2,724</b>
Speak English "very well"	6,925	±2,478
Speak English less than "very well"	1,831	±804
<b>Ilocano, Samoan, Hawaiian, or other Austronesian languages:</b>	<b>1,074</b>	<b>±744</b>
Speak English "very well"	918	±703
Speak English less than "very well"	156	±149
<b>Arabic:</b>	<b>8,537</b>	<b>±3,265</b>
Speak English "very well"	4,873	±1,880
Speak English less than "very well"	3,664	±2,195
<b>Hebrew:</b>	<b>674</b>	<b>±434</b>
Speak English "very well"	674	±434
Speak English less than "very well"	0	±224
<b>Amharic, Somali, or other Afro-Asiatic languages:</b>	<b>6,911</b>	<b>±2,789</b>
Speak English "very well"	4,815	±2,242
Speak English less than "very well"	2,096	±990
<b>Yoruba, Twi, Igbo, or other languages of Western Africa:</b>	<b>1,845</b>	<b>±963</b>
Speak English "very well"	1,436	±909
Speak English less than "very well"	409	±368



<b>Swahili or other languages of Central, Eastern, and Southern Africa:</b>	<b>4,643</b>	<b>±2,502</b>
Speak English "very well"	3,113	±1,765
Speak English less than "very well"	1,530	±1,341
<b>Navajo:</b>	<b>5,767</b>	<b>±2,492</b>
Speak English "very well"	4,656	±2,257
Speak English less than "very well"	1,111	±679
<b>Other Native languages of North America:</b>	<b>1,571</b>	<b>±988</b>
Speak English "very well"	1,571	±988
Speak English less than "very well"	0	±224
<b>Other and unspecified languages:</b>	<b>743</b>	<b>±562</b>
Speak English "very well"	383	±336
Speak English less than "very well"	360	±457

### Tempe city, Arizona

Source: <https://data.census.gov/table?q=B16001&g=1600000US0473000&tid=ACSDT5Y2015.B16001>

Note: the latest available US Census data for Tempe is from 2015.

Label	Estimate	Margin of Error
<b>Total:</b>	<b>162,124</b>	<b>±635</b>
<b>Speak only English</b>	<b>121,851</b>	<b>±1,950</b>
<b>Spanish or Spanish Creole:</b>	<b>23,355</b>	<b>±1,848</b>
Speak English "very well"	16,913	±1,466
Speak English less than "very well"	6,442	±821
<b>French (incl. Patois, Cajun):</b>	<b>767</b>	<b>±235</b>
Speak English "very well"	642	±218
Speak English less than "very well"	125	±101
<b>French Creole:</b>	<b>33</b>	<b>±44</b>
Speak English "very well"	33	±44
Speak English less than "very well"	0	±29
<b>Italian:</b>	<b>239</b>	<b>±117</b>
Speak English "very well"	184	±103
Speak English less than "very well"	55	±47
<b>Portuguese or Portuguese Creole:</b>	<b>129</b>	<b>±92</b>
Speak English "very well"	75	±61
Speak English less than "very well"	54	±45
<b>German:</b>	<b>791</b>	<b>±322</b>
Speak English "very well"	742	±322
Speak English less than "very well"	49	±38
<b>Yiddish:</b>	<b>19</b>	<b>±26</b>
Speak English "very well"	19	±26
Speak English less than "very well"	0	±29
<b>Other West Germanic languages:</b>	<b>64</b>	<b>±96</b>
Speak English "very well"	64	±96
Speak English less than "very well"	0	±29

<b>Scandinavian languages:</b>	<b>55</b>	<b>±52</b>
Speak English "very well"	52	±51
Speak English less than "very well"	3	±8
<b>Greek:</b>	<b>67</b>	<b>±70</b>
Speak English "very well"	67	±70
Speak English less than "very well"	0	±29
<b>Russian:</b>	<b>235</b>	<b>±115</b>
Speak English "very well"	160	±97
Speak English less than "very well"	75	±57
<b>Polish:</b>	<b>122</b>	<b>±76</b>
Speak English "very well"	116	±74
Speak English less than "very well"	6	±12
<b>Serbo-Croatian:</b>	<b>188</b>	<b>±127</b>
Speak English "very well"	167	±122
Speak English less than "very well"	21	±24
<b>Other Slavic languages:</b>	<b>346</b>	<b>±214</b>
Speak English "very well"	220	±134
Speak English less than "very well"	126	±116
<b>Armenian:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Persian:</b>	<b>381</b>	<b>±206</b>
Speak English "very well"	233	±137
Speak English less than "very well"	148	±139
<b>Gujarati:</b>	<b>204</b>	<b>±212</b>
Speak English "very well"	204	±212
Speak English less than "very well"	0	±29
<b>Hindi:</b>	<b>1,254</b>	<b>±434</b>
Speak English "very well"	1,146	±415
Speak English less than "very well"	108	±73
<b>Urdu:</b>	<b>100</b>	<b>±102</b>
Speak English "very well"	68	±66
Speak English less than "very well"	32	±40
<b>Other Indic languages:</b>	<b>530</b>	<b>±232</b>
Speak English "very well"	316	±177
Speak English less than "very well"	214	±111
<b>Other Indo-European languages:</b>	<b>141</b>	<b>±94</b>
Speak English "very well"	122	±77
Speak English less than "very well"	19	±32
<b>Chinese:</b>	<b>3,668</b>	<b>±651</b>
Speak English "very well"	1,755	±415
Speak English less than "very well"	1,913	±432
<b>Japanese:</b>	<b>335</b>	<b>±182</b>

Speak English "very well"	277	±165
Speak English less than "very well"	58	±63
<b>Korean:</b>	<b>490</b>	<b>±204</b>
Speak English "very well"	194	±82
Speak English less than "very well"	296	±168
<b>Mon-Khmer, Cambodian:</b>	<b>55</b>	<b>±77</b>
Speak English "very well"	11	±18
Speak English less than "very well"	44	±74
<b>Hmong:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Thai:</b>	<b>274</b>	<b>±222</b>
Speak English "very well"	74	±58
Speak English less than "very well"	200	±205
<b>Laotian:</b>	<b>81</b>	<b>±134</b>
Speak English "very well"	43	±69
Speak English less than "very well"	38	±67
<b>Vietnamese:</b>	<b>815</b>	<b>±287</b>
Speak English "very well"	324	±123
Speak English less than "very well"	491	±206
<b>Other Asian languages:</b>	<b>1,662</b>	<b>±359</b>
Speak English "very well"	1,221	±290
Speak English less than "very well"	441	±207
<b>Tagalog:</b>	<b>400</b>	<b>±166</b>
Speak English "very well"	327	±151
Speak English less than "very well"	73	±61
<b>Other Pacific Island languages:</b>	<b>461</b>	<b>±322</b>
Speak English "very well"	320	±222
Speak English less than "very well"	141	±129
<b>Navajo:</b>	<b>825</b>	<b>±317</b>
Speak English "very well"	794	±315
Speak English less than "very well"	31	±39
<b>Other Native North American languages:</b>	<b>189</b>	<b>±141</b>
Speak English "very well"	182	±140
Speak English less than "very well"	7	±12
<b>Hungarian:</b>	<b>37</b>	<b>±47</b>
Speak English "very well"	24	±31
Speak English less than "very well"	13	±21
<b>Arabic:</b>	<b>1,458</b>	<b>±520</b>
Speak English "very well"	1,091	±438
Speak English less than "very well"	367	±143
<b>Hebrew:</b>	<b>76</b>	<b>±65</b>
Speak English "very well"	54	±58

Speak English less than "very well"	22	±31
<b>African languages:</b>	<b>344</b>	<b>±198</b>
Speak English "very well"	234	±137
Speak English less than "very well"	110	±117
<b>Other and unspecified languages:</b>	<b>83</b>	<b>±97</b>
Speak English "very well"	83	±97
Speak English less than "very well"	0	±29

### Tempe city, Arizona

Source: <https://data.census.gov/table?q=B16001&g=1600000US0473000&tid=ACSDT5Y2015.B16001>

Note: the latest available US Census data for Tempe is from 2015.

Label	Estimate	Margin of Error
<b>Total:</b>	<b>162,124</b>	<b>±635</b>
<b>Speak only English</b>	<b>121,851</b>	<b>±1,950</b>
<b>Spanish or Spanish Creole:</b>	<b>23,355</b>	<b>±1,848</b>
Speak English "very well"	16,913	±1,466
Speak English less than "very well"	6,442	±821
<b>French (incl. Patois, Cajun):</b>	<b>767</b>	<b>±235</b>
Speak English "very well"	642	±218
Speak English less than "very well"	125	±101
<b>French Creole:</b>	<b>33</b>	<b>±44</b>
Speak English "very well"	33	±44
Speak English less than "very well"	0	±29
<b>Italian:</b>	<b>239</b>	<b>±117</b>
Speak English "very well"	184	±103
Speak English less than "very well"	55	±47
<b>Portuguese or Portuguese Creole:</b>	<b>129</b>	<b>±92</b>
Speak English "very well"	75	±61
Speak English less than "very well"	54	±45
<b>German:</b>	<b>791</b>	<b>±322</b>
Speak English "very well"	742	±322
Speak English less than "very well"	49	±38
<b>Yiddish:</b>	<b>19</b>	<b>±26</b>
Speak English "very well"	19	±26
Speak English less than "very well"	0	±29
<b>Other West Germanic languages:</b>	<b>64</b>	<b>±96</b>
Speak English "very well"	64	±96
Speak English less than "very well"	0	±29
<b>Scandinavian languages:</b>	<b>55</b>	<b>±52</b>
Speak English "very well"	52	±51
Speak English less than "very well"	3	±8
<b>Greek:</b>	<b>67</b>	<b>±70</b>
Speak English "very well"	67	±70

Speak English less than "very well"	0	±29
<b>Russian:</b>	235	±115
Speak English "very well"	160	±97
Speak English less than "very well"	75	±57
<b>Polish:</b>	<b>122</b>	<b>±76</b>
Speak English "very well"	116	±74
Speak English less than "very well"	6	±12
<b>Serbo-Croatian:</b>	<b>188</b>	<b>±127</b>
Speak English "very well"	167	±122
Speak English less than "very well"	21	±24
<b>Other Slavic languages:</b>	<b>346</b>	<b>±214</b>
Speak English "very well"	220	±134
Speak English less than "very well"	126	±116
<b>Armenian:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Persian:</b>	<b>381</b>	<b>±206</b>
Speak English "very well"	233	±137
Speak English less than "very well"	148	±139
<b>Gujarati:</b>	<b>204</b>	<b>±212</b>
Speak English "very well"	204	±212
Speak English less than "very well"	0	±29
<b>Hindi:</b>	<b>1,254</b>	<b>±434</b>
Speak English "very well"	1,146	±415
Speak English less than "very well"	108	±73
<b>Urdu:</b>	<b>100</b>	<b>±102</b>
Speak English "very well"	68	±66
Speak English less than "very well"	32	±40
<b>Other Indic languages:</b>	<b>530</b>	<b>±232</b>
Speak English "very well"	316	±177
Speak English less than "very well"	214	±111
<b>Other Indo-European languages:</b>	<b>141</b>	<b>±94</b>
Speak English "very well"	122	±77
Speak English less than "very well"	19	±32
<b>Chinese:</b>	<b>3,668</b>	<b>±651</b>
Speak English "very well"	1,755	±415
Speak English less than "very well"	1,913	±432
<b>Japanese:</b>	<b>335</b>	<b>±182</b>
Speak English "very well"	277	±165
Speak English less than "very well"	58	±63
<b>Korean:</b>	<b>490</b>	<b>±204</b>
Speak English "very well"	194	±82
Speak English less than "very well"	296	±168

<b>Mon-Khmer, Cambodian:</b>	<b>55</b>	<b>±77</b>
Speak English "very well"	11	±18
Speak English less than "very well"	44	±74
<b>Hmong:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Thai:</b>	<b>274</b>	<b>±222</b>
Speak English "very well"	74	±58
Speak English less than "very well"	200	±205
<b>Laotian:</b>	<b>81</b>	<b>±134</b>
Speak English "very well"	43	±69
Speak English less than "very well"	38	±67
<b>Vietnamese:</b>	<b>815</b>	<b>±287</b>
Speak English "very well"	324	±123
Speak English less than "very well"	491	±206
<b>Other Asian languages:</b>	<b>1,662</b>	<b>±359</b>
Speak English "very well"	1,221	±290
Speak English less than "very well"	441	±207
<b>Tagalog:</b>	<b>400</b>	<b>±166</b>
Speak English "very well"	327	±151
Speak English less than "very well"	73	±61
<b>Other Pacific Island languages:</b>	<b>461</b>	<b>±322</b>
Speak English "very well"	320	±222
Speak English less than "very well"	141	±129
<b>Navajo:</b>	<b>825</b>	<b>±317</b>
Speak English "very well"	794	±315
Speak English less than "very well"	31	±39
<b>Other Native North American languages:</b>	<b>189</b>	<b>±141</b>
Speak English "very well"	182	±140
Speak English less than "very well"	7	±12
<b>Hungarian:</b>	<b>37</b>	<b>±47</b>
Speak English "very well"	24	±31
Speak English less than "very well"	13	±21
<b>Arabic:</b>	<b>1,458</b>	<b>±520</b>
Speak English "very well"	1,091	±438
Speak English less than "very well"	367	±143
<b>Hebrew:</b>	<b>76</b>	<b>±65</b>
Speak English "very well"	54	±58
Speak English less than "very well"	22	±31
<b>African languages:</b>	<b>344</b>	<b>±198</b>
Speak English "very well"	234	±137
Speak English less than "very well"	110	±117
<b>Other and unspecified languages:</b>	<b>83</b>	<b>±97</b>

Speak English "very well"	83	±97
Speak English less than "very well"	0	±29

### Scottsdale city, Arizona

Source: <https://data.census.gov/table?q=B16001&g=1600000US0465000&tid=ACSDT5Y2015.B16001>

Note: the latest available US Census data for Scottsdale is from 2015.

Label	Estimate	Margin of Error
<b>Total:</b>	<b>217,950</b>	<b>±862</b>
<b>Speak only English</b>	<b>189,238</b>	<b>±1,898</b>
<b>Spanish or Spanish Creole:</b>	<b>13,612</b>	<b>±1,538</b>
Speak English "very well"	9,250	±1,054
Speak English less than "very well"	4,362	±953
<b>French (incl. Patois, Cajun):</b>	<b>1,169</b>	<b>±250</b>
Speak English "very well"	931	±216
Speak English less than "very well"	238	±114
<b>French Creole:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Italian:</b>	<b>689</b>	<b>±253</b>
Speak English "very well"	541	±229
Speak English less than "very well"	148	±92
<b>Portuguese or Portuguese Creole:</b>	<b>149</b>	<b>±97</b>
Speak English "very well"	143	±96
Speak English less than "very well"	6	±10
<b>German:</b>	<b>1,161</b>	<b>±257</b>
Speak English "very well"	1,033	±239
Speak English less than "very well"	128	±76
<b>Yiddish:</b>	<b>75</b>	<b>±52</b>
Speak English "very well"	75	±52
Speak English less than "very well"	0	±29
<b>Other West Germanic languages:</b>	<b>119</b>	<b>±77</b>
Speak English "very well"	97	±69
Speak English less than "very well"	22	±33
<b>Scandinavian languages:</b>	<b>232</b>	<b>±111</b>
Speak English "very well"	187	±92
Speak English less than "very well"	45	±38
<b>Greek:</b>	<b>625</b>	<b>±235</b>
Speak English "very well"	477	±195
Speak English less than "very well"	148	±84
<b>Russian:</b>	<b>456</b>	<b>±208</b>
Speak English "very well"	286	±128
Speak English less than "very well"	170	±127
<b>Polish:</b>	<b>247</b>	<b>±117</b>

Speak English "very well"	187	±92
Speak English less than "very well"	60	±53
<b>Serbo-Croatian:</b>	<b>362</b>	<b>±277</b>
Speak English "very well"	221	±153
Speak English less than "very well"	141	±137
<b>Other Slavic languages:</b>	<b>305</b>	<b>±209</b>
Speak English "very well"	257	±192
Speak English less than "very well"	48	±60
<b>Armenian:</b>	<b>30</b>	<b>±35</b>
Speak English "very well"	12	±18
Speak English less than "very well"	18	±30
<b>Persian:</b>	<b>1,116</b>	<b>±393</b>
Speak English "very well"	811	±313
Speak English less than "very well"	305	±161
<b>Gujarati:</b>	<b>379</b>	<b>±173</b>
Speak English "very well"	252	±114
Speak English less than "very well"	127	±123
<b>Hindi:</b>	<b>613</b>	<b>±309</b>
Speak English "very well"	563	±304
Speak English less than "very well"	50	±46
<b>Urdu:</b>	<b>294</b>	<b>±207</b>
Speak English "very well"	294	±207
Speak English less than "very well"	0	±29
<b>Other Indic languages:</b>	<b>110</b>	<b>±93</b>
Speak English "very well"	83	±75
Speak English less than "very well"	27	±31
<b>Other Indo-European languages:</b>	<b>215</b>	<b>±85</b>
Speak English "very well"	143	±66
Speak English less than "very well"	72	±40
<b>Chinese:</b>	<b>1,385</b>	<b>±374</b>
Speak English "very well"	856	±272
Speak English less than "very well"	529	±221
<b>Japanese:</b>	<b>326</b>	<b>±186</b>
Speak English "very well"	136	±84
Speak English less than "very well"	190	±145
<b>Korean:</b>	<b>619</b>	<b>±276</b>
Speak English "very well"	477	±252
Speak English less than "very well"	142	±77
<b>Mon-Khmer, Cambodian:</b>	<b>49</b>	<b>±78</b>
Speak English "very well"	12	±19
Speak English less than "very well"	37	±59
<b>Hmong:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29



Speak English less than "very well"	0	±29
<b>Thai:</b>	<b>172</b>	<b>±112</b>
Speak English "very well"	125	±82
Speak English less than "very well"	47	±51
<b>Laotian:</b>	<b>62</b>	<b>±102</b>
Speak English "very well"	13	±22
Speak English less than "very well"	49	±81
<b>Vietnamese:</b>	<b>366</b>	<b>±206</b>
Speak English "very well"	107	±76
Speak English less than "very well"	259	±185
<b>Other Asian languages:</b>	<b>968</b>	<b>±298</b>
Speak English "very well"	774	±261
Speak English less than "very well"	194	±94
<b>Tagalog:</b>	<b>400</b>	<b>±178</b>
Speak English "very well"	305	±151
Speak English less than "very well"	95	±67
<b>Other Pacific Island languages:</b>	<b>274</b>	<b>±206</b>
Speak English "very well"	236	±202
Speak English less than "very well"	38	±37
<b>Navajo:</b>	<b>104</b>	<b>±84</b>
Speak English "very well"	95	±83
Speak English less than "very well"	9	±14
<b>Other Native North American languages:</b>	<b>170</b>	<b>±154</b>
Speak English "very well"	153	±153
Speak English less than "very well"	17	±19
<b>Hungarian:</b>	<b>128</b>	<b>±113</b>
Speak English "very well"	118	±105
Speak English less than "very well"	10	±19
<b>Arabic:</b>	<b>1,003</b>	<b>±335</b>
Speak English "very well"	923	±300
Speak English less than "very well"	80	±92
<b>Hebrew:</b>	<b>314</b>	<b>±195</b>
Speak English "very well"	263	±155
Speak English less than "very well"	51	±55
<b>African languages:</b>	<b>164</b>	<b>±147</b>
Speak English "very well"	164	±147
Speak English less than "very well"	0	±29
<b>Other and unspecified languages:</b>	<b>250</b>	<b>±197</b>
Speak English "very well"	250	±197
Speak English less than "very well"	0	±29

**Goodyear city, Arizona**

Source: <https://data.census.gov/table?q=B16001&g=1600000US0428380&tid=ACSDT5Y2015.B16001>

Note: the latest available US Census data for Goodyear is from 2015.

<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>
<b>Total:</b>	<b>68,321</b>	<b>±627</b>
<b>Speak only English</b>	<b>53,160</b>	<b>±1,431</b>
<b>Spanish or Spanish Creole:</b>	<b>11,324</b>	<b>±1,306</b>
Speak English "very well"	7,466	±1,008
Speak English less than "very well"	3,858	±833
<b>French (incl. Patois, Cajun):</b>	<b>115</b>	<b>±70</b>
Speak English "very well"	115	±70
Speak English less than "very well"	0	±29
<b>French Creole:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Italian:</b>	<b>48</b>	<b>±49</b>
Speak English "very well"	48	±49
Speak English less than "very well"	0	±29
<b>Portuguese or Portuguese Creole:</b>	<b>52</b>	<b>±47</b>
Speak English "very well"	4	±8
Speak English less than "very well"	48	±45
<b>German:</b>	<b>181</b>	<b>±164</b>
Speak English "very well"	137	±143
Speak English less than "very well"	44	±52
<b>Yiddish:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Other West Germanic languages:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Scandinavian languages:</b>	<b>72</b>	<b>±87</b>
Speak English "very well"	57	±83
Speak English less than "very well"	15	±25
<b>Greek:</b>	<b>39</b>	<b>±40</b>
Speak English "very well"	21	±27
Speak English less than "very well"	18	±31
<b>Russian:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Polish:</b>	<b>164</b>	<b>±114</b>
Speak English "very well"	143	±105
Speak English less than "very well"	21	±19
<b>Serbo-Croatian:</b>	<b>8</b>	<b>±13</b>

Speak English "very well"	8	±13
Speak English less than "very well"	0	±29
<b>Other Slavic languages:</b>	<b>79</b>	<b>±96</b>
Speak English "very well"	65	±81
Speak English less than "very well"	14	±22
<b>Armenian:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Persian:</b>	<b>30</b>	<b>±30</b>
Speak English "very well"	30	±30
Speak English less than "very well"	0	±29
<b>Gujarati:</b>	<b>28</b>	<b>±29</b>
Speak English "very well"	20	±22
Speak English less than "very well"	8	±11
<b>Hindi:</b>	<b>182</b>	<b>±216</b>
Speak English "very well"	168	±207
Speak English less than "very well"	14	±24
<b>Urdu:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Other Indic languages:</b>	<b>224</b>	<b>±221</b>
Speak English "very well"	224	±221
Speak English less than "very well"	0	±29
<b>Other Indo-European languages:</b>	<b>143</b>	<b>±118</b>
Speak English "very well"	128	±102
Speak English less than "very well"	15	±22
<b>Chinese:</b>	<b>586</b>	<b>±254</b>
Speak English "very well"	286	±164
Speak English less than "very well"	300	±178
<b>Japanese:</b>	<b>36</b>	<b>±39</b>
Speak English "very well"	20	±29
Speak English less than "very well"	16	±22
<b>Korean:</b>	<b>27</b>	<b>±27</b>
Speak English "very well"	7	±11
Speak English less than "very well"	20	±26
<b>Mon-Khmer, Cambodian:</b>	<b>16</b>	<b>±27</b>
Speak English "very well"	16	±27
Speak English less than "very well"	0	±29
<b>Hmong:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Thai:</b>	<b>21</b>	<b>±25</b>
Speak English "very well"	0	±29

Speak English less than "very well"	21	±25
<b>Laotian:</b>	<b>47</b>	<b>±82</b>
Speak English "very well"	47	±82
Speak English less than "very well"	0	±29
<b>Vietnamese:</b>	<b>487</b>	<b>±226</b>
Speak English "very well"	253	±145
Speak English less than "very well"	234	±150
<b>Other Asian languages:</b>	<b>83</b>	<b>±65</b>
Speak English "very well"	72	±65
Speak English less than "very well"	11	±21
<b>Tagalog:</b>	<b>492</b>	<b>±272</b>
Speak English "very well"	381	±211
Speak English less than "very well"	111	±113
<b>Other Pacific Island languages:</b>	<b>64</b>	<b>±75</b>
Speak English "very well"	64	±75
Speak English less than "very well"	0	±29
<b>Navajo:</b>	<b>67</b>	<b>±42</b>
Speak English "very well"	67	±42
Speak English less than "very well"	0	±29
<b>Other Native North American languages:</b>	<b>66</b>	<b>±53</b>
Speak English "very well"	66	±53
Speak English less than "very well"	0	±29
<b>Hungarian:</b>	<b>27</b>	<b>±32</b>
Speak English "very well"	10	±15
Speak English less than "very well"	17	±28
<b>Arabic:</b>	<b>99</b>	<b>±78</b>
Speak English "very well"	99	±78
Speak English less than "very well"	0	±29
<b>Hebrew:</b>	<b>46</b>	<b>±54</b>
Speak English "very well"	15	±25
Speak English less than "very well"	31	±35
<b>African languages:</b>	<b>308</b>	<b>±278</b>
Speak English "very well"	246	±246
Speak English less than "very well"	62	±108
<b>Other and unspecified languages:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29

**Avondale city, Arizona**

Source: <https://data.census.gov/table?q=B16001&g=1600000US0404720&tid=ACSDT5Y2015.B16001>

Note: the latest available US Census data for Avondale is from 2015.

<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>
<b>Total:</b>	<b>72,254</b>	<b>±545</b>
<b>Speak only English</b>	<b>43,628</b>	<b>±1,415</b>
<b>Spanish or Spanish Creole:</b>	<b>24,647</b>	<b>±1,446</b>
Speak English "very well"	16,796	±1,345
Speak English less than "very well"	7,851	±845
<b>French (incl. Patois, Cajun):</b>	<b>205</b>	<b>±103</b>
Speak English "very well"	147	±84
Speak English less than "very well"	58	±51
<b>French Creole:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Italian:</b>	<b>44</b>	<b>±55</b>
Speak English "very well"	43	±55
Speak English less than "very well"	1	±4
<b>Portuguese or Portuguese Creole:</b>	<b>115</b>	<b>±124</b>
Speak English "very well"	97	±114
Speak English less than "very well"	18	±25
<b>German:</b>	<b>39</b>	<b>±35</b>
Speak English "very well"	39	±35
Speak English less than "very well"	0	±29
<b>Yiddish:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Other West Germanic languages:</b>	<b>7</b>	<b>±11</b>
Speak English "very well"	7	±11
Speak English less than "very well"	0	±29
<b>Scandinavian languages:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Greek:</b>	<b>15</b>	<b>±25</b>
Speak English "very well"	15	±25
Speak English less than "very well"	0	±29
<b>Russian:</b>	<b>54</b>	<b>±50</b>
Speak English "very well"	54	±50
Speak English less than "very well"	0	±29
<b>Polish:</b>	<b>195</b>	<b>±194</b>
Speak English "very well"	91	±76
Speak English less than "very well"	104	±136
<b>Serbo-Croatian:</b>	<b>0</b>	<b>±29</b>

Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Other Slavic languages:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Armenian:</b>	<b>27</b>	<b>±43</b>
Speak English "very well"	9	±15
Speak English less than "very well"	18	±28
<b>Persian:</b>	<b>17</b>	<b>±19</b>
Speak English "very well"	17	±19
Speak English less than "very well"	0	±29
<b>Gujarati:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Hindi:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Urdu:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Other Indic languages:</b>	<b>51</b>	<b>±55</b>
Speak English "very well"	19	±30
Speak English less than "very well"	32	±46
<b>Other Indo-European languages:</b>	<b>39</b>	<b>±56</b>
Speak English "very well"	24	±33
Speak English less than "very well"	15	±23
<b>Chinese:</b>	<b>186</b>	<b>±121</b>
Speak English "very well"	89	±67
Speak English less than "very well"	97	±72
<b>Japanese:</b>	<b>185</b>	<b>±240</b>
Speak English "very well"	185	±240
Speak English less than "very well"	0	±29
<b>Korean:</b>	<b>150</b>	<b>±96</b>
Speak English "very well"	83	±70
Speak English less than "very well"	67	±50
<b>Mon-Khmer, Cambodian:</b>	<b>30</b>	<b>±50</b>
Speak English "very well"	22	±36
Speak English less than "very well"	8	±14
<b>Hmong:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Thai:</b>	<b>21</b>	<b>±33</b>
Speak English "very well"	0	±29

Speak English less than "very well"	21	±33
<b>Laotian:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Vietnamese:</b>	<b>385</b>	<b>±219</b>
Speak English "very well"	194	±103
Speak English less than "very well"	191	±135
<b>Other Asian languages:</b>	<b>56</b>	<b>±67</b>
Speak English "very well"	34	±44
Speak English less than "very well"	22	±34
<b>Tagalog:</b>	<b>1,361</b>	<b>±475</b>
Speak English "very well"	938	±361
Speak English less than "very well"	423	±200
<b>Other Pacific Island languages:</b>	<b>14</b>	<b>±24</b>
Speak English "very well"	14	±24
Speak English less than "very well"	0	±29
<b>Navajo:</b>	<b>317</b>	<b>±205</b>
Speak English "very well"	272	±194
Speak English less than "very well"	45	±46
<b>Other Native North American languages:</b>	<b>60</b>	<b>±52</b>
Speak English "very well"	60	±52
Speak English less than "very well"	0	±29
<b>Hungarian:</b>	<b>0</b>	<b>±29</b>
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
<b>Arabic:</b>	<b>237</b>	<b>±124</b>
Speak English "very well"	134	±84
Speak English less than "very well"	103	±61
<b>Hebrew:</b>	<b>5</b>	<b>±8</b>
Speak English "very well"	5	±8
Speak English less than "very well"	0	±29
<b>African languages:</b>	<b>128</b>	<b>±121</b>
Speak English "very well"	56	±80
Speak English less than "very well"	72	±101
<b>Other and unspecified languages:</b>	<b>36</b>	<b>±42</b>
Speak English "very well"	36	±42
Speak English less than "very well"	0	±29

**Poverty Status in the Past 12 Month Information for Affected Communities. Note that the data below is sourced from the U.S. Census Bureau’s American Community Survey (Table S1701 – Poverty Status in the Past 12 Months, 2021), Source:**

**<https://data.census.gov/table?q=S1701&g=1600000US0404720,0428380,0455000,0465000,0473000&tid=A CSST5Y2020.S1701>**

Phoenix city, Arizona						
Label	Total		Below poverty level		Percent below poverty level	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
<b>Population for whom poverty status is determined</b>	1,637,410	±2,201	264,738	±7,525	16.2%	±0.5
<b>AGE</b>						
Under 18 years	417,296	±4,597	100,268	±4,710	24.0%	±1.1
Under 5 years	114,602	±2,317	27,484	±1,775	24.0%	±1.5
5 to 17 years	302,694	±4,290	72,784	±3,755	24.0%	±1.2
Related children of householder under 18 years	414,979	±4,843	98,129	±4,836	23.6%	±1.1
18 to 64 years	1,039,922	±4,532	145,490	±4,122	14.0%	±0.4
18 to 34 years	424,235	±4,716	66,725	±2,559	15.7%	±0.6
35 to 64 years	615,687	±4,332	78,765	±2,906	12.8%	±0.5
60 years and over	263,293	±4,574	30,167	±1,679	11.5%	±0.6
65 years and over	180,192	±3,322	18,980	±1,090	10.5%	±0.6
<b>SEX</b>						
Male	815,614	±3,995	121,367	±3,904	14.9%	±0.5
Female	821,796	±4,618	143,371	±4,992	17.4%	±0.6
<b>RACE AND HISPANIC OR LATINO ORIGIN</b>						
White alone	1,120,280	±8,679	163,884	±5,648	14.6%	±0.5
Black or African American alone	115,339	±4,262	27,181	±2,925	23.6%	±2.3
American Indian and Alaska Native alone	32,576	±2,420	6,963	±1,154	21.4%	±3.2
Asian alone	63,557	±2,506	6,786	±1,353	10.7%	±2.0
Native Hawaiian and Other Pacific Islander alone	3,117	±600	249	±157	8.0%	±4.9
Some other race alone	166,321	±6,911	37,328	±3,204	22.4%	±1.8
Two or more races	136,220	±7,266	22,347	±3,390	16.4%	±2.2
Hispanic or Latino origin (of any race)	698,989	±8,200	151,535	±6,988	21.7%	±1.0
White alone, not Hispanic or Latino	691,980	±7,369	67,840	±3,036	9.8%	±0.4
<b>EDUCATIONAL ATTAINMENT</b>						
Population 25 years and over	1,062,120	±4,196	134,748	±3,835	12.7%	±0.4
Less than high school graduate	180,837	±4,378	45,140	±2,354	25.0%	±1.2
High school graduate (includes equivalency)	247,703	±5,101	38,028	±1,785	15.4%	±0.6



Some college, associate's degree	319,524	±4,089	36,562	±2,282	11.4%	±0.7
Bachelor's degree or higher	314,056	±5,060	15,018	±1,159	4.8%	±0.4
<b>EMPLOYMENT STATUS</b>						
Civilian labor force 16 years and over	867,552	±4,666	75,034	±2,709	8.6%	±0.3
Employed	821,211	±4,994	60,787	±2,560	7.4%	±0.3
Male	443,942	±3,327	32,438	±2,063	7.3%	±0.5
Female	377,269	±4,112	28,349	±1,411	7.5%	±0.4
Unemployed	46,341	±2,217	14,247	±1,105	30.7%	±1.9
Male	24,096	±1,591	6,689	±817	27.8%	±2.8
Female	22,245	±1,428	7,558	±888	34.0%	±3.2
<b>WORK EXPERIENCE</b>						
Population 16 years and over	1,267,160	±3,926	174,873	±4,748	13.8%	±0.4
Worked full-time, year-round in the past 12 months	608,466	±4,849	23,334	±1,298	3.8%	±0.2
Worked part-time or part-year in the past 12 months	277,607	±4,592	50,153	±2,416	18.1%	±0.8
Did not work	381,087	±4,653	101,386	±3,264	26.6%	±0.8
<b>ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS</b>						
50 percent of poverty level	114,555	±5,245	(X)	(X)	(X)	(X)
125 percent of poverty level	344,006	±8,097	(X)	(X)	(X)	(X)
150 percent of poverty level	422,953	±8,564	(X)	(X)	(X)	(X)
185 percent of poverty level	551,823	±9,617	(X)	(X)	(X)	(X)
200 percent of poverty level	606,089	±10,037	(X)	(X)	(X)	(X)
300 percent of poverty level	905,324	±9,024	(X)	(X)	(X)	(X)
400 percent of poverty level	1,119,010	±8,703	(X)	(X)	(X)	(X)
500 percent of poverty level	1,267,453	±7,599	(X)	(X)	(X)	(X)
<b>UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED</b>						
	337,802	±6,301	76,147	±3,700	22.5%	±0.9
Male	179,890	±4,188	37,302	±2,349	20.7%	±1.1
Female	157,912	±3,804	38,845	±2,422	24.6%	±1.3
15 years	824	±418	824	±418	100.0%	±4.7
16 to 17 years	1,331	±382	1,246	±376	93.6%	±6.1
18 to 24 years	36,412	±2,207	13,202	±1,091	36.3%	±2.5
25 to 34 years	81,891	±2,759	14,290	±1,135	17.5%	±1.3
35 to 44 years	53,088	±2,618	11,226	±1,667	21.1%	±2.5
45 to 54 years	52,738	±2,093	10,924	±1,026	20.7%	±1.6
55 to 64 years	50,380	±1,796	12,229	±891	24.3%	±1.6
65 to 74 years	36,719	±1,736	7,172	±769	19.5%	±1.8
75 years and over	24,419	±1,433	5,034	±524	20.6%	±2.0
Mean income deficit for unrelated individuals (dollars)	7,945	±186	(X)	(X)	(X)	(X)

Worked full-time, year-round in the past 12 months	174,774	±3,868	5,737	±816	3.3%	±0.4
Worked less than full-time, year-round in the past 12 months	72,003	±2,992	23,962	±2,056	33.3%	±2.3
Did not work	91,025	±3,285	46,448	±2,382	51.0%	±1.7

Tempe city, Arizona						
Label	Total		Below poverty level		Percent below poverty level	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
<b>Population for whom poverty status is determined</b>	180,922	±1,487	33,513	±2,353	18.5%	±1.3
<b>AGE</b>						
Under 18 years	27,095	±1,968	5,549	±1,343	20.5%	±4.5
Under 5 years	8,823	±1,067	2,088	±587	23.7%	±6.0
5 to 17 years	18,272	±1,502	3,461	±946	18.9%	±4.9
Related children of householder under 18 years	27,018	±1,967	5,472	±1,343	20.3%	±4.5
18 to 64 years	133,281	±2,047	26,429	±1,540	19.8%	±1.1
18 to 34 years	76,528	±2,462	20,970	±1,443	27.4%	±1.7
35 to 64 years	56,753	±1,996	5,459	±784	9.6%	±1.4
60 years and over	30,297	±1,474	2,637	±516	8.7%	±1.7
65 years and over	20,546	±1,220	1,535	±333	7.5%	±1.6
<b>SEX</b>						
Male	95,272	±2,147	17,635	±1,519	18.5%	±1.6
Female	85,650	±1,953	15,878	±1,523	18.5%	±1.7
<b>RACE AND HISPANIC OR LATINO ORIGIN</b>						
White alone	116,541	±3,455	17,646	±1,454	15.1%	±1.2
Black or African American alone	15,438	±2,078	3,918	±1,417	25.4%	±7.9
American Indian and Alaska Native alone	4,217	±942	671	±227	15.9%	±5.8
Asian alone	16,595	±1,784	6,150	±978	37.1%	±5.0
Native Hawaiian and Other Pacific Islander alone	687	±267	75	±58	10.9%	±8.7
Some other race alone	13,218	±1,958	2,245	±611	17.0%	±4.2
Two or more races	14,226	±1,895	2,808	±730	19.7%	±5.2
Hispanic or Latino origin (of any race)	40,012	±2,936	7,062	±1,207	17.6%	±2.8
White alone, not Hispanic or Latino	98,011	±3,460	14,474	±1,237	14.8%	±1.1
<b>EDUCATIONAL ATTAINMENT</b>						
Population 25 years and over	120,671	±2,355	13,384	±1,108	11.1%	±0.9
Less than high school graduate	7,882	±919	1,680	±435	21.3%	±4.7

High school graduate (includes equivalency)	18,361	±1,611	1,930	±377	10.5%	±2.1
Some college, associate's degree	38,242	±2,033	4,857	±709	12.7%	±1.8
Bachelor's degree or higher	56,186	±2,505	4,917	±626	8.8%	±1.1
<b>EMPLOYMENT STATUS</b>						
Civilian labor force 16 years and over	111,607	±2,327	13,172	±1,191	11.8%	±1.0
Employed	105,052	±2,232	10,940	±1,125	10.4%	±1.1
Male	57,860	±2,080	6,092	±785	10.5%	±1.3
Female	47,192	±1,776	4,848	±761	10.3%	±1.6
Unemployed	6,555	±942	2,232	±513	34.1%	±7.5
Male	3,976	±839	1,286	±437	32.3%	±11.1
Female	2,579	±446	946	±292	36.7%	±9.2
<b>WORK EXPERIENCE</b>						
Population 16 years and over	156,776	±2,328	28,572	±1,694	18.2%	±1.1
Worked full-time, year-round in the past 12 months	72,320	±2,296	1,893	±411	2.6%	±0.6
Worked part-time or part-year in the past 12 months	43,198	±1,867	12,792	±1,136	29.6%	±2.3
Did not work	41,258	±2,032	13,887	±1,308	33.7%	±2.7
<b>ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS</b>						
50 percent of poverty level	20,644	±1,744	(X)	(X)	(X)	(X)
125 percent of poverty level	42,363	±3,022	(X)	(X)	(X)	(X)
150 percent of poverty level	48,538	±3,127	(X)	(X)	(X)	(X)
185 percent of poverty level	57,733	±3,186	(X)	(X)	(X)	(X)
200 percent of poverty level	63,506	±3,206	(X)	(X)	(X)	(X)
300 percent of poverty level	92,034	±3,295	(X)	(X)	(X)	(X)
400 percent of poverty level	116,009	±2,960	(X)	(X)	(X)	(X)
500 percent of poverty level	135,244	±3,042	(X)	(X)	(X)	(X)
<b>UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED</b>	72,034	±2,985	21,561	±1,520	29.9%	±2.0
Male	40,454	±2,019	12,472	±1,243	30.8%	±2.9
Female	31,580	±2,003	9,089	±1,102	28.8%	±3.3
15 years	23	±31	23	±31	100.0%	±68.6
16 to 17 years	54	±57	54	±57	100.0%	±44.8
18 to 24 years	23,204	±1,721	13,524	±1,310	58.3%	±3.4
25 to 34 years	24,390	±2,173	4,449	±587	18.2%	±2.6
35 to 44 years	7,431	±1,059	729	±212	9.8%	±2.9
45 to 54 years	5,060	±657	889	±258	17.6%	±4.7
55 to 64 years	5,290	±681	1,046	±263	19.8%	±4.5
65 to 74 years	3,635	±471	526	±164	14.5%	±4.4
75 years and over	2,947	±477	321	±135	10.9%	±4.3

Mean income deficit for unrelated individuals (dollars)	9,025	±350	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	34,060	±2,383	1,235	±358	3.6%	±1.0
Worked less than full-time, year-round in the past 12 months	22,212	±1,702	10,056	±1,005	45.3%	±3.7
Did not work	15,762	±1,219	10,270	±1,126	65.2%	±3.5

Scottsdale city, Arizona						
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
<b>Population for whom poverty status is determined</b>	253,756	±257	17,134	±1,567	6.8%	±0.6
<b>AGE</b>						
Under 18 years	38,336	±1,773	3,527	±930	9.2%	±2.4
Under 5 years	9,303	±1,164	646	±196	6.9%	±2.0
5 to 17 years	29,033	±1,385	2,881	±882	9.9%	±2.9
Related children of householder under 18 years	38,195	±1,778	3,431	±926	9.0%	±2.4
18 to 64 years	153,787	±2,111	10,232	±960	6.7%	±0.6
18 to 34 years	51,751	±2,405	3,503	±486	6.8%	±0.9
35 to 64 years	102,036	±1,917	6,729	±821	6.6%	±0.8
60 years and over	81,063	±2,255	4,358	±554	5.4%	±0.7
65 years and over	61,633	±1,958	3,375	±519	5.5%	±0.8
<b>SEX</b>						
Male	124,014	±1,716	7,556	±763	6.1%	±0.6
Female	129,742	±1,680	9,578	±1,052	7.4%	±0.8
<b>RACE AND HISPANIC OR LATINO ORIGIN</b>						
White alone	219,665	±2,388	14,030	±1,250	6.4%	±0.6
Black or African American alone	5,204	±1,235	1,055	±756	20.3%	±11.9
American Indian and Alaska Native alone	2,013	±715	225	±169	11.2%	±9.3
Asian alone	13,182	±1,669	554	±178	4.2%	±1.4
Native Hawaiian and Other Pacific Islander alone	302	±151	0	±31	0.0%	±12.4
Some other race alone	3,925	±1,486	632	±300	16.1%	±9.4
Two or more races	9,465	±1,354	638	±273	6.7%	±2.8
Hispanic or Latino origin (of any race)	25,693	±2,021	2,775	±660	10.8%	±2.6
White alone, not Hispanic or Latino	201,698	±2,567	12,003	±1,105	6.0%	±0.6
<b>EDUCATIONAL ATTAINMENT</b>						
Population 25 years and over	198,110	±1,998	11,652	±874	5.9%	±0.4
Less than high school graduate	6,077	±1,073	1,127	±285	18.5%	±5.1

High school graduate (includes equivalency)	22,922	±1,160	1,975	±349	8.6%	±1.6
Some college, associate's degree	50,910	±2,005	3,881	±503	7.6%	±0.9
Bachelor's degree or higher	118,201	±2,636	4,669	±683	4.0%	±0.6
<b>EMPLOYMENT STATUS</b>						
Civilian labor force 16 years and over	136,949	±2,787	5,353	±576	3.9%	±0.4
Employed	132,359	±2,659	4,461	±532	3.4%	±0.4
Male	70,289	±1,917	1,857	±391	2.6%	±0.5
Female	62,070	±1,777	2,604	±381	4.2%	±0.6
Unemployed	4,590	±531	892	±221	19.4%	±4.8
Male	2,915	±452	621	±208	21.3%	±6.9
Female	1,675	±268	271	±103	16.2%	±6.1
<b>WORK EXPERIENCE</b>						
Population 16 years and over	220,630	±1,763	14,184	±1,037	6.4%	±0.5
Worked full-time, year-round in the past 12 months	96,601	±2,600	1,125	±350	1.2%	±0.4
Worked part-time or part-year in the past 12 months	47,130	±2,007	4,550	±579	9.7%	±1.1
Did not work	76,899	±2,228	8,509	±840	11.1%	±1.0
<b>ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS</b>						
50 percent of poverty level	8,952	±1,291	(X)	(X)	(X)	(X)
125 percent of poverty level	22,640	±1,699	(X)	(X)	(X)	(X)
150 percent of poverty level	28,255	±2,018	(X)	(X)	(X)	(X)
185 percent of poverty level	36,532	±2,436	(X)	(X)	(X)	(X)
200 percent of poverty level	40,565	±2,495	(X)	(X)	(X)	(X)
300 percent of poverty level	67,408	±3,344	(X)	(X)	(X)	(X)
400 percent of poverty level	95,863	±3,789	(X)	(X)	(X)	(X)
500 percent of poverty level	120,822	±3,544	(X)	(X)	(X)	(X)
<b>UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED</b>						
	71,578	±3,247	8,312	±776	11.6%	±1.0
Male	34,523	±2,072	3,254	±450	9.4%	±1.2
Female	37,055	±1,951	5,058	±589	13.6%	±1.5
15 years	26	±30	26	±30	100.0%	±64.5
16 to 17 years	70	±51	70	±51	100.0%	±39.3
18 to 24 years	6,424	±1,056	1,454	±337	22.6%	±4.1
25 to 34 years	19,043	±2,023	1,039	±232	5.5%	±1.4
35 to 44 years	8,449	±844	881	±280	10.4%	±2.9
45 to 54 years	8,097	±764	1,127	±325	13.9%	±3.6
55 to 64 years	10,130	±881	1,487	±323	14.7%	±3.3
65 to 74 years	8,714	±812	838	±167	9.6%	±1.9
75 years and over	10,625	±1,051	1,390	±348	13.1%	±3.0

Mean income deficit for unrelated individuals (dollars)	7,420	±459	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	38,465	±2,671	662	±305	1.7%	±0.8
Worked less than full-time, year-round in the past 12 months	13,881	±1,039	2,996	±469	21.6%	±2.9
Did not work	19,232	±1,401	4,654	±555	24.2%	±2.4

Goodyear city, Arizona						
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
<b>Population for whom poverty status is determined</b>	79,207	±1,155	5,120	±984	6.5%	±1.3
<b>AGE</b>						
Under 18 years	20,298	±1,117	1,798	±566	8.9%	±2.7
Under 5 years	5,213	±652	640	±303	12.3%	±5.5
5 to 17 years	15,085	±1,157	1,158	±421	7.7%	±2.7
Related children of householder under 18 years	20,198	±1,129	1,776	±564	8.8%	±2.7
18 to 64 years	44,790	±1,308	2,851	±503	6.4%	±1.1
18 to 34 years	14,177	±1,104	1,168	±315	8.2%	±2.3
35 to 64 years	30,613	±1,324	1,683	±401	5.5%	±1.3
60 years and over	18,571	±1,196	842	±229	4.5%	±1.2
65 years and over	14,119	±955	471	±148	3.3%	±1.0
<b>SEX</b>						
Male	39,199	±997	2,516	±572	6.4%	±1.4
Female	40,008	±1,125	2,604	±519	6.5%	±1.3
<b>RACE AND HISPANIC OR LATINO ORIGIN</b>						
White alone	56,064	±2,661	3,919	±893	7.0%	±1.5
Black or African American alone	5,592	±1,045	67	±84	1.2%	±1.5
American Indian and Alaska Native alone	1,013	±488	69	±96	6.8%	±10.1
Asian alone	3,400	±653	47	±46	1.4%	±1.3
Native Hawaiian and Other Pacific Islander alone	272	±201	0	±31	0.0%	±13.6
Some other race alone	4,656	±991	667	±555	14.3%	±11.0
Two or more races	8,210	±1,921	351	±209	4.3%	±2.8
Hispanic or Latino origin (of any race)	23,011	±1,575	2,422	±914	10.5%	±3.9
White alone, not Hispanic or Latino	43,015	±2,051	2,210	±493	5.1%	±1.1
<b>EDUCATIONAL ATTAINMENT</b>						
Population 25 years and over	53,346	±1,631	2,649	±480	5.0%	±0.9
Less than high school graduate	3,648	±571	393	±157	10.8%	±4.6

High school graduate (includes equivalency)	11,036	±1,037	797	±230	7.2%	±2.1
Some college, associate's degree	20,802	±1,472	992	±283	4.8%	±1.4
Bachelor's degree or higher	17,860	±1,360	467	±159	2.6%	±0.9
<b>EMPLOYMENT STATUS</b>						
Civilian labor force 16 years and over	38,089	±1,264	1,431	±352	3.8%	±0.9
Employed	35,699	±1,370	1,177	±322	3.3%	±0.9
Male	18,930	±853	650	±239	3.4%	±1.3
Female	16,769	±1,003	527	±193	3.1%	±1.2
Unemployed	2,390	±502	254	±134	10.6%	±6.1
Male	1,130	±303	187	±113	16.5%	±9.4
Female	1,260	±463	67	±65	5.3%	±5.9
<b>WORK EXPERIENCE</b>						
Population 16 years and over	61,626	±1,557	3,576	±598	5.8%	±1.0
Worked full-time, year-round in the past 12 months	26,753	±1,155	477	±208	1.8%	±0.8
Worked part-time or part-year in the past 12 months	12,669	±1,106	956	±337	7.5%	±2.6
Did not work	22,204	±1,159	2,143	±396	9.7%	±1.8
<b>ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS</b>						
50 percent of poverty level	2,403	±630	(X)	(X)	(X)	(X)
125 percent of poverty level	6,858	±1,028	(X)	(X)	(X)	(X)
150 percent of poverty level	9,480	±1,463	(X)	(X)	(X)	(X)
185 percent of poverty level	13,773	±1,804	(X)	(X)	(X)	(X)
200 percent of poverty level	15,691	±1,809	(X)	(X)	(X)	(X)
300 percent of poverty level	28,781	±2,332	(X)	(X)	(X)	(X)
400 percent of poverty level	41,679	±2,223	(X)	(X)	(X)	(X)
500 percent of poverty level	52,483	±2,236	(X)	(X)	(X)	(X)
<b>UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED</b>						
	9,387	±1,151	1,484	±355	15.8%	±3.2
Male	4,704	±719	798	±272	17.0%	±4.8
Female	4,683	±635	686	±220	14.6%	±4.5
15 years	0	±31	0	±31	-	**
16 to 17 years	57	±61	22	±25	38.6%	±51.0
18 to 24 years	827	±318	283	±144	34.2%	±10.7
25 to 34 years	2,057	±510	162	±106	7.9%	±5.6
35 to 44 years	1,049	±339	228	±155	21.7%	±11.4
45 to 54 years	1,097	±233	187	±82	17.0%	±6.9
55 to 64 years	1,707	±460	367	±186	21.5%	±7.3
65 to 74 years	1,335	±277	76	±47	5.7%	±3.7
75 years and over	1,258	±342	159	±88	12.6%	±7.1

Mean income deficit for unrelated individuals (dollars)	7,988	±1,051	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	4,304	±818	150	±148	3.5%	±3.0
Worked less than full-time, year-round in the past 12 months	1,984	±493	423	±202	21.3%	±10.4
Did not work	3,099	±474	911	±236	29.4%	±6.2

Avondale city, Arizona						
Label	Total		Below poverty level		Percent below poverty level	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
<b>Population for whom poverty status is determined</b>	85,576	±267	9,800	±1,339	11.5%	±1.6
<b>AGE</b>						
Under 18 years	23,806	±1,104	3,655	±728	15.4%	±3.1
Under 5 years	6,670	±647	844	±315	12.7%	±4.5
5 to 17 years	17,136	±908	2,811	±580	16.4%	±3.5
Related children of householder under 18 years	23,676	±1,113	3,543	±725	15.0%	±3.1
18 to 64 years	54,322	±1,201	5,462	±726	10.1%	±1.3
18 to 34 years	23,358	±1,256	2,710	±483	11.6%	±2.0
35 to 64 years	30,964	±1,263	2,752	±490	8.9%	±1.6
60 years and over	11,940	±1,022	1,052	±239	8.8%	±1.9
65 years and over	7,448	±749	683	±205	9.2%	±2.6
<b>SEX</b>						
Male	41,913	±1,089	4,697	±781	11.2%	±1.8
Female	43,663	±1,101	5,103	±750	11.7%	±1.7
<b>RACE AND HISPANIC OR LATINO ORIGIN</b>						
White alone	53,339	±2,043	5,990	±1,017	11.2%	±1.9
Black or African American alone	8,738	±1,320	835	±352	9.6%	±4.0
American Indian and Alaska Native alone	1,563	±697	544	±444	34.8%	±19.1
Asian alone	2,589	±733	126	±92	4.9%	±3.8
Native Hawaiian and Other Pacific Islander alone	574	±314	0	±31	0.0%	±6.7
Some other race alone	9,990	±1,518	1,437	±467	14.4%	±4.1
Two or more races	8,783	±1,969	868	±307	9.9%	±4.0
Hispanic or Latino origin (of any race)	46,077	±2,192	5,741	±1,023	12.5%	±2.2
White alone, not Hispanic or Latino	24,677	±1,607	2,296	±514	9.3%	±2.1
<b>EDUCATIONAL ATTAINMENT</b>						
Population 25 years and over	52,904	±1,325	5,177	±693	9.8%	±1.3



Less than high school graduate	9,175	±931	1,676	±356	18.3%	±3.9
High school graduate (includes equivalency)	14,393	±976	1,475	±380	10.2%	±2.6
Some college, associate's degree	18,868	±1,412	1,491	±310	7.9%	±1.6
Bachelor's degree or higher	10,468	±833	535	±187	5.1%	±1.8
<b>EMPLOYMENT STATUS</b>						
Civilian labor force 16 years and over	44,172	±1,133	2,971	±546	6.7%	±1.2
Employed	41,738	±1,309	2,303	±436	5.5%	±1.0
Male	22,513	±958	1,091	±270	4.8%	±1.2
Female	19,225	±1,057	1,212	±318	6.3%	±1.6
Unemployed	2,434	±500	668	±246	27.4%	±8.3
Male	1,379	±337	405	±195	29.4%	±11.9
Female	1,055	±309	263	±106	24.9%	±8.9
<b>WORK EXPERIENCE</b>						
Population 16 years and over	64,157	±1,079	6,534	±818	10.2%	±1.3
Worked full-time, year-round in the past 12 months	32,605	±1,213	783	±205	2.4%	±0.6
Worked part-time or part-year in the past 12 months	12,402	±984	2,024	±419	16.3%	±3.0
Did not work	19,150	±1,037	3,727	±529	19.5%	±2.9
<b>ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS</b>						
50 percent of poverty level	4,217	±694	(X)	(X)	(X)	(X)
125 percent of poverty level	13,260	±1,533	(X)	(X)	(X)	(X)
150 percent of poverty level	19,373	±2,190	(X)	(X)	(X)	(X)
185 percent of poverty level	24,814	±2,404	(X)	(X)	(X)	(X)
200 percent of poverty level	26,804	±2,426	(X)	(X)	(X)	(X)
300 percent of poverty level	44,690	±2,542	(X)	(X)	(X)	(X)
400 percent of poverty level	58,984	±1,853	(X)	(X)	(X)	(X)
500 percent of poverty level	69,104	±1,639	(X)	(X)	(X)	(X)
<b>UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED</b>						
	12,162	±1,124	2,627	±429	21.6%	±3.2
Male	6,739	±738	1,117	±241	16.6%	±3.7
Female	5,423	±677	1,510	±313	27.8%	±4.6
15 years	62	±70	62	±70	100.0%	±41.8
16 to 17 years	50	±58	50	±58	100.0%	±46.5
18 to 24 years	1,824	±406	534	±183	29.3%	±7.8
25 to 34 years	3,414	±615	662	±253	19.4%	±6.5
35 to 44 years	1,735	±387	443	±194	25.5%	±9.3
45 to 54 years	1,850	±648	182	±106	9.8%	±6.1
55 to 64 years	1,608	±309	296	±119	18.4%	±7.2
65 to 74 years	1,076	±208	275	±123	25.6%	±9.7
75 years and over	543	±209	123	±75	22.7%	±11.8

Mean income deficit for unrelated individuals (dollars)	8,084	±811	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	6,903	±936	168	±78	2.4%	±1.1
Worked less than full-time, year-round in the past 12 months	2,472	±441	969	±262	39.2%	±8.1
Did not work	2,787	±376	1,490	±333	53.5%	±7.6

## 15. Completed Unlawful Discrimination Poster

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### **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:** Ira McCullough (ADA & Title VI); Kirsten Verbus (ADA)  
**Phone:** 602-273-2722 / 602-256-4126  
**Address:** 2485 E. Buckeye Rd., Phoenix, AZ 85034  
PHXCivilRights@phoenix.gov or ada@phoenix.gov

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### **Discriminación 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:** Ira McCullough (ADA & Título VI); Kirsten Verbus (ADA)  
**Teléfono:** 602-273-2722 / 602-256-4126  
**Dirección:** 2485 E. Buckeye Rd., Phoenix, AZ 85034  
PHXCivilRights@phoenix.gov o ada@phoenix.gov



U.S. Department of Transportation  
Federal Aviation Administration

HO-101098