

**Gainesville Alachua County Regional Airport Authority**  
**Title VI Plan**


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

The Gainesville Alachua County Regional Airport Authority (“GACRAA” or “the Authority”) operates Gainesville Regional Airport (“GNV”) and 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.

The Authority 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. The Authority 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 Authority will take action to involve them and the general public in the decision-making process.

The Authority 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 the Authority and each tenant, contractor, and concessionaire, as well as in any similar agreements with their own sub-tenants and sub-contractors.

Lynn Noffsinger, Grants and Contracts Administrator, available at (352) 373-0249 ext. 123 and [lynn.noffsinger@flygainesville.com](mailto:lynn.noffsinger@flygainesville.com), 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*  
Allan Penksa  
CEO

November 15, 2024  
**Effective Date**

November 15, 2027  
**3-Year Expiration Date**

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

## 2. Administration

GACRAA has reviewed and adopted this Title VI Plan for GNV. 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 Chief Executive Officer’s or Coordinator’s name. Significant revisions to our policies or federal guidelines may warrant re-adoption by the Authority 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>
Suzanne Schiemann	Manager, Communications & Human Resources

GNV has no airport program sub-recipients:

<b>Sub-Recipients</b>
None

As of the date of this plan, GNV has the following pending applications for Federal financial assistance:

<b>Federal Source</b>	<b>Grant Number</b>	<b>Amount</b>
FAA AIP	GA Terminal Design	\$1,267,000
FAA AIP	Commercial Apron Expansion Design	\$495,000
FAA AIP	Design Baggage Handling System Phase 2	\$335,000
FAA AIP	Construct Baggage Handling System	\$3,690,000
FAA AIP	Airport Master Plan and Storm Water Master Plan	\$1,208,000

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>
FAA AIP	<a href="https://www.faa.gov/airports/aip/">https://www.faa.gov/airports/aip/</a>

## 3. Grant and Procurement Assurances

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

GNV 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. GNV requires Civil Rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other agreements. This is accomplished through contract clauses in Prime contracts, requirements for flow down language in subcontracts, review of each prime Contractor's standard subcontractor agreements, and periodic review of executed subcontracts.

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

Subcontract required language is reviewed for each Prime Contractor's standard contract and subcontracts are audited by the Grants and Contracts Dept. to verify they include the template language, for not less than 10 percent of contractors each year.

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

The Coordinator is responsible for ensuring that they and other staff supporting the Title VI Program 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 GNV 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: any airport customer satisfaction surveys undertaken in the future, 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. Authority members are appointed by the Governor of the State of Florida, the Alachua County Commission and the City of Gainesville Commission.
- 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)).

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)

GNV 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>2</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.

GNV has posted the above Title VI policy statement at its staff offices.

GNV will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan will be distributed by September 1, 2024 by posting on the airport's website and notification to employees, tenants, and meeting attendees that the plan is available on the website.

Posters are displayed in the terminal and other areas on airport property, including the following

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<sup>2</sup> For more information about website accessibility, please visit ADA.gov.

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>
Terminal	3	3	
University Air Center (FBO)	1		

\*There are no other buildings open to the public on airport property

### Outreach to Affected Communities

The Communications office 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 on the Airport’s website and through general circulation newspapers (Gainesville Sun). The Communication office contacts leaders and representatives in Affected Communities directly to confirm effective media platforms to reach all Affected Communities<sup>3</sup> and provide important feedback on translated materials. The office maintains records of all such notices and the efforts made to reach each of the Affected Communities.

Detailed information on our public notice and outreach procedures is available in the GNV CPP. A copy of the CPP is available at <https://gra-gnv.com/flygainesville.com/community-participation-plan/>. A copy of each CPP report completed since the last Title VI Plan will be attached to the CPP.

GNV will create a detailed CPP by August 15, 2024. A copy of the plan will be available at <https://gra-gnv.com/flygainesville.com/community-participation-plan/>.

To ensure that the community is effectively informed of and able to participate in public hearings, the Communication office 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 GNV will be able to identify,

<sup>3</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.

understand, and engage with communities. In doing so, the GNV needs to know about communities eligible to be served, actually or potentially affected, benefited or burdened by GNV’s airport program.

GNV has identified the neighborhoods on the below chart as comprising the affected communities. Census data is not available for neighborhoods but is available for census tracts. Each neighborhood has been associated with a census tract using Census Bureau maps and information has been provided for the associated census tracts.

Neighborhood	Census Tract
Brittany Estates	19.02
Carol Estates South	4
Cedar Grove II	6
Debra Heights	4
Duval Heights - Front Porch Fla	6
Eden Park at Ironwood	19.02
Greater Northeast Community	5
Grove Street	3.01
Ironwood	19.02
Lamplighter	19.02
Lewis Place at Ironwood	19.02
Northeast Neighbors	5
University of Florida	9.01 and 9.02
Cedar Grove	6
Ironwood Golf Course Village	19.02

Affected Communities <sup>4</sup>	Population
Census Tract 3.01	4,034
Census Tract 4	5,526
Census Tract 5	4,844
Census Tract 6	5,881
Census Tract 9.01	726
Census Tract 9.02	51
Census Tract 19.02	3,973
Total	25,035

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

We have identified the following facts about the Affected Communities:

<sup>4</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.

Low Income Communities<sup>5</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,” the Gainesville Alachua County Regional Airport Authority has collected information about affected and potentially affected low-income communities. According to Census Table *S1701: Poverty Status in the Past 12 Months*, the overall poverty level for Alachua County is approximately 20.2%. The poverty rate remains high compared with the rest of the State of Florida. The poverty rates for the specific Affected Communities are as follows:

<b>Affected Communities</b>	<b>Poverty Rate</b>
Census Tract 3.01	22.7%
Census Tract 4	20.4%
Census Tract 5	21.6%
Census Tract 6	34.6%
Census Tract 9.01	21.7%
Census Tract 9.02	77.3%
Census Tract 19.02	41.5%

Racial and Ethnic Communities.

Demographic data for race, color, and national origin was evaluated to identify racial and ethnic communities and populations in each Affected Community. The demographic composition by race, color, or national origin for the specific Affected Communities are as follows<sup>6</sup>:

**Affected Community: Census Tract 3.01**  
**Total Affected Community Population: 4,034**

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
<i>White alone</i>	2,331	57.8%
<i>Black or African American alone</i>	1,240	30.7%
<i>American Indian or Alaska Native alone</i>	0	0.0%
<i>Asian alone</i>	84	2.1%
<i>Native Hawaiian or Other Pacific Islander alone</i>	0	0.0%
<i>Some other race alone</i>	105	2.6%
<i>Two or more races</i>	274	6.8%
<i>Hispanic or Latino origin (of any race)</i>	279	6.9%

<sup>5</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.

<sup>6</sup> Using demographic groups from the U.S. Census.

<i>White alone, not Hispanic or Latino</i>	2,239	55.5%
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**Affected Community: Census Tract 4**  
**Total Affected Community Population: 5,526**

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
<i>White alone</i>	2,941	53.2%
<i>Black or African American alone</i>	1,641	29.7%
<i>American Indian or Alaska Native alone</i>	40	0.7%
<i>Asian alone</i>	171	3.1%
<i>Native Hawaiian or Other Pacific Islander alone</i>	25	0.5%
<i>Some other race alone</i>	158	2.9%
<i>Two or more races</i>	550	10.0%
<i>Hispanic or Latino origin (of any race)</i>	525	9.5%
<i>White alone, not Hispanic or Latino</i>	2,632	47.6%

**Affected Community: Census Tract 5**  
**Total Affected Community Population: 4,844**

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
<i>White alone</i>	3,977	82.1%
<i>Black or African American alone</i>	589	12.2%
<i>American Indian or Alaska Native alone</i>	29	0.6%
<i>Asian alone</i>	77	1.6%
<i>Native Hawaiian or Other Pacific Islander alone</i>	0	0.0%
<i>Some other race alone</i>	59	1.2%
<i>Two or more races</i>	113	2.3%
<i>Hispanic or Latino origin (of any race)</i>	294	6.1%
<i>White alone, not Hispanic or Latino</i>	3,795	78.3%

**Affected Community: Census Tract 6**  
**Total Affected Community Population: 5,881**

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
<i>White alone</i>	148	2.5%
<i>Black or African American alone</i>	5,587	95.0%
<i>American Indian or Alaska Native alone</i>	0	0.0%
<i>Asian alone</i>	3	0.1%
<i>Native Hawaiian or Other Pacific Islander alone</i>	0	0.0%
<i>Some other race alone</i>	0	0.0%
<i>Two or more races</i>	143	2.4%
<i>Hispanic or Latino origin (of any race)</i>	41	0.7%
<i>White alone, not Hispanic or Latino</i>	113	1.9%



Affected Community: Census Tract 9.01

Total Affected Community Population: 642

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White alone</i>	294	45.8%
<i>Black or African American alone</i>	0	0.0%
<i>American Indian or Alaska Native alone</i>	0	0.0%
<i>Asian alone</i>	202	31.5%
<i>Native Hawaiian or Other Pacific Islander alone</i>	6	0.9%
<i>Some other race alone</i>	28	4.4%
<i>Two or more races</i>	112	17.5%
<i>Hispanic or Latino origin (of any race)</i>	121	18.9%
<i>White alone, not Hispanic or Latino</i>	273	42.5%

Affected Community: Census Tract 9.02

Total Affected Community Population: 66

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White alone</i>	27	40.9%
<i>Black or African American alone</i>	0	0.0%
<i>American Indian or Alaska Native alone</i>	7	10.6%
<i>Asian alone</i>	21	31.8%
<i>Native Hawaiian or Other Pacific Islander alone</i>	0	0.0%
<i>Some other race alone</i>	0	0.0%
<i>Two or more races</i>	11	16.7%
<i>Hispanic or Latino origin (of any race)</i>	15	22.7%
<i>White alone, not Hispanic or Latino</i>	23	34.9%

Affected Community: Census Tract 19.02

Total Affected Community Population: 3,973

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White alone</i>	1,485	37.4%
<i>Black or African American alone</i>	2,297	57.8%
<i>American Indian or Alaska Native alone</i>	59	1.5%
<i>Asian alone</i>	0	0.0%
<i>Native Hawaiian or Other Pacific Islander alone</i>	0	0.0%
<i>Some other race alone</i>	0	0.0%
<i>Two or more races</i>	132	3.3%
<i>Hispanic or Latino origin (of any race)</i>	282	7.1%
<i>White alone, not Hispanic or Latino</i>	1,277	32.1%

**Affected Community: All Tracts**  
**Total Affected Community Population: 24,966**

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
<i>White alone</i>	11,203	44.9%
<i>Black or African American alone</i>	11,354	45.5%
<i>American Indian or Alaska Native alone</i>	135	0.5%
<i>Asian alone</i>	558	2.2%
<i>Native Hawaiian or Other Pacific Islander alone</i>	31	0.1%
<i>Some other race alone</i>	350	1.4%
<i>Two or more races</i>	1,335	4.2%
<i>Hispanic or Latino origin (of any race)</i>	1,557	5.4%
<i>White alone, not Hispanic or Latino</i>	10,352	41.5%

**Limited English Proficiency (LEP)**

The goal of all language access planning and implementation is to ensure that GNV communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages<sup>7</sup> that are spoken in LEP households in the Affected Communities. The data source is the Census Bureau American Community Survey.

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>8</sup> The safe harbor for our community is 1,000. Please refer to the end of this document to find data for all languages in our community. Note that there are no languages that meet the safe harbor threshold for our affected communities. The language spoken by the largest LEP population for all affected communities combined who speak English less than very well is Spanish with a population of 306 in the Affected Communities and a margin of error of 326 combined. Even assuming the margin of error, this population does not meet the safe harbor threshold.

<b>Languages Spoken by LEP Population that Meet the Safe Harbor Threshold</b>	<b>Number</b>	<b>Margin of Error</b>
<i>None</i>		+/-

Census Table B16001: Language Spoken at Home by Ability to Speak English for the affected communities is included at the end of this plan for reference.

<sup>7</sup> 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>8</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.

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>
<i>Spanish</i>	X			

We have reviewed data from public schools and from the county’s Title VI Program as well as Additional languages spoken by significant numbers of LEP persons in the County and local schools. <sup>9</sup>That data indicates that (in 2021):

- 37,719 speakers of languages other than English who reside in Alachua County (14% of the population)
- 7.5% Spanish speakers (ages 18-64)
- 4% speak Asian or Pacific Island languages
- According to the School Board of Alachua County, there are 800 non-English speaking children (ELL) in Alachua schools, 80+ families in migrant education with monolingual Spanish or indigenous speaking parents, and 80 Spanish-speaking out of school youth served by Migrant Education
- The Combined Communications Center for Alachua County received 397 requests for the language line between September 2020 and April 2021. The majority were Spanish speakers followed by Mandarin, Vietnamese, and Tagalog.

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=S1601:%20Language%20Spoken%20at%20Home&amp;g=1400000US12001000301,12001000400,12001000500,12001000600,12001000901,12001000902,12001001902">https://data.census.gov/table?q=S1601:%20Language%20Spoken%20at%20Home&amp;g=1400000US12001000301,12001000400,12001000500,12001000600,12001000901,12001000902,12001001902</a>

Beneficiary Diversity

Demographic information is collected from airport customers, attendees at community meetings, and businesses seeking opportunities at the airport, through voluntary disclosures. GNV will assess the frequency with which staff has or could possibly have contact with LEP persons by

<sup>9</sup> Alachua County Title VI Plan

<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.

documenting requests for LEP assistance or materials, requests for language interpreters or translated material, and may include surveying public meeting attendees.

#### **Description of Beneficiary Demographic Information Collection Methods**

- In the event that the Airport conducts a survey of airport guests for customer satisfaction with airport concessions, restroom cleanliness, food offerings, and other elements and services, the survey will include a voluntary request for demographic information.
- Participants at small business workshops, pre-bid meetings, and other public meetings will be asked to complete an anonymous survey that includes demographic information.
- Businesses that submit bids or offers are asked to complete a bidders list survey that includes demographic information.

#### **Staff and Advisory Board Diversity.**

Demographic information is collected from airport employees through voluntary disclosures.

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

- Employees are asked to submit voluntary confidential demographic information through periodic surveys.
- Advisory Boards will be asked to complete voluntary surveys.

In addition, the website is available for translation into 26 different languages.

### **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 GNV activity can 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:

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<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.

**Existing Airport Facilities**

**Affected Community Impacted by  
Operation of the Facility**

Terminal	None
FBO	None

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

**Airport Facility Construction Projects**

**Affected Community Impacted by  
Construction of the Facility**

None	
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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	N/A	N/A

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

**Executive Order 13166**

In creating a Language Assistance Plan, GNV 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 that no language met the safe harbor threshold. The largest LEP population is Spanish speakers, however this group represents only 306 persons in the Affected Communities, which is approximately 1% of the population.

GNV 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>
Assumption from flight origin / destination	N/A
Assistance requests to airport administrative office (located in the terminal)	N/A

<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.

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 Airport’s Public Information Officer 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. The Title VI Coordinator will inform leadership and staff of GNV 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:**

- The website contains the ability to translate to 26 different languages.
- In the event that translations services are requested, GNV will identify a vendor for translation. To date there have been no requests for translated materials.
- The following vendors have been identified for written translations:

<b>Translation Vendors</b>	<b>Languages</b>
None	

<b>Location for Translation Assistance</b>	<b>Languages</b>
Website	26 languages

**Interpretation Services:**

- The following vendors have been identified for interpretation services:

<b>Interpretation Vendors</b>	<b>Languages</b>
None	

**Description of Interpretation Assistance Processes**

- The Airport Customer Service Office maintains a list of multilingual employees, the languages they speak, and their associated contact information during business hours. Generally, these employee volunteers are available to assist members of the public with verbal real-time interpretation, during normal business hours.

## **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.

The City of Gainesville Regional Transit System provides transit service access between the airport and these areas. RTS currently provides service through routes #25 (University of Florida Commuter Lot to the Airport) and #26 (Rosa Parks Transfer Station to the Airport). Service is approximately hourly from 6 am until 7 pm during the week (less frequently on the weekends and also has a reduced schedule in the summer).

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>
Brittany Estates	Fixed-route buses and Paratransit Services by Reservation	Existing
Carol Estates South		
Cedar Grove II		Existing
Debra Heights		
Duval Heights - Front Porch Fla		
Eden Park at Ironwood		
Greater Northeast Community		
Grove Street		
Ironwood		
Lamplighter		
Lewis Place at Ironwood		
Northeast Neighbors		
University of Florida		
Cedar Grove		
Ironwood Golf Course Village		

## **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>
RFQ 1 for Engineering Services	Website, General Circulation Newspaper (Gainesville Sun), Fl Administrative Register
RFQ 2 for Engineering Services	Website, General Circulation Newspaper (Gainesville Sun), Fl Administrative Register

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 Admin Office.

## **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
- Anti-harassment training



## **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, **GNV** 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.
2. Not only be for employment matters<sup>15</sup>
3. Allege misconduct by GNV including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by GNV including airport employees, contractors, concessionaires, lessees, or tenants.

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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.

<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.

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 GNV. 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 the office named in the complaint and to the Airport CEO.

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

Lynn Noffsinger  
Title VI Coordinator  
Phone: (352) 373-0249 ext. 123  
Address: 3880 NE 39th Ave, Suite A  
Gainesville, FL 32609  
Email: lynn.noffsinger@flygainesville.com

If a complaint is initially made by phone, it must be supplemented with a written complaint within 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.

#### **Discrimination Complaint Referral Procedure**

Internal Complaint Referral. All Title VI complaints must be promptly forwarded to the Coordinator within 1 business day.

Initial FAA Notification. A copy of each Title VI complaint will be forwarded to the FAA within 15 days of initial receipt. 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. To transmit complaint information to the FAA, the Coordinator will upload the complaint 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 begin the investigation or designate an investigator.

Cooperation with FAA. The Coordinator will promptly investigate all Title VI complaints, including those referred by the FAA for investigation. If the FAA is investigating a complaint against GNV 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 negotiation.

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 GNV'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 Airport's CEO.
- The written appeal must be received within 30 business days after receipt of the written decision.
- The written appeal must contain all arguments, evidence, and documents supporting the basis for the appeal.
- The CEO 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, GNV will identify and implement measures to reduce the chances of similar discrimination in the future, including additional training as needed.

Intimidation and Retaliation Prohibited. GNV 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:

Lynn Noffsinger  
Title VI Coordinator  
Phone: (352) 373-0249 ext. 123  
Address: 3880 NE 39th Ave, Suite A  
Gainesville, FL 32609  
Email: lynn.noffsinger@flygainesville.com

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

**Website**

**[www.flygainesville.com](http://www.flygainesville.com)**

## 14. Population / Language Data

B16001   LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER	Census Tract 3.01, Alachua County, Florida		Census Tract 4, Alachua County, Florida		Census Tract 5, Alachua County, Florida		Census Tract 6, Alachua County, Florida		Census Tract 9.01, Alachua County, Florida		Census Tract 9.02, Alachua County, Florida		Census Tract 19.02, Alachua County, Florida	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
<b>Total:</b>	3,195	±342	5,034	±645	4,808	±631	3,795	±443	4,751	±942	6,542	±499	2,751	±943
Speak only English	2,990	±330	4,631	±665	4,329	±615	3,621	±436	3,544	±700	5,399	±397	2,605	±942
<b>Spanish or Spanish Creole:</b>	93	±69	350	±227	303	±145	94	±109	501	±178	533	±132	80	±65
Speak English "very well"	83	±68	194	±127	288	±141	77	±98	458	±174	504	±126	44	±48
Speak English less than "very well"	10	±17	156	±158	15	±22	17	±29	43	±31	29	±24	36	±45
<b>French (incl. Patois, Cajun):</b>	19	±30	29	±49	16	±26	7	±11	14	±13	39	±31	0	±13
Speak English "very well"	19	±30	29	±49	16	±26	0	±13	14	±13	39	±31	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	7	±11	0	±13	0	±19	0	±13
<b>French Creole:</b>	0	±13	0	±19	0	±13	0	±13	27	±31	20	±22	6	±12
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	27	±31	20	±22	6	±12
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
<b>Italian:</b>	0	±13	0	±19	0	±13	0	±13	7	±13	0	±19	0	±13
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	7	±13	0	±19	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
<b>Portuguese or Portuguese Creole:</b>	0	±13	0	±19	0	±13	23	±37	36	±27	25	±20	0	±13
Speak English "very well"	0	±13	0	±19	0	±13	23	±37	32	±23	25	±20	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	4	±8	0	±19	0	±13
<b>German:</b>	0	±13	12	±21	20	±32	7	±12	31	±28	18	±21	0	±13
Speak English "very well"	0	±13	0	±19	20	±32	0	±13	31	±28	14	±20	0	±13
Speak English less than "very well"	0	±13	12	±21	0	±13	7	±12	0	±13	4	±9	0	±13
<b>Yiddish:</b>	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13

B16001   LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER	Census Tract 3.01, Alachua County, Florida		Census Tract 4, Alachua County, Florida		Census Tract 5, Alachua County, Florida		Census Tract 6, Alachua County, Florida		Census Tract 9.01, Alachua County, Florida		Census Tract 9.02, Alachua County, Florida		Census Tract 19.02, Alachua County, Florida	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Other West Germanic languages:	0	±13	0	±19	17	±27	0	±13	0	±13	10	±20	0	±13
Speak English "very well"	0	±13	0	±19	17	±27	0	±13	0	±13	10	±20	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Scandinavian languages:	0	±13	0	±19	0	±13	0	±13	6	±11	7	±10	0	±13
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	2	±4	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	6	±11	5	±9	0	±13
Greek:	0	±13	0	±19	0	±13	0	±13	14	±27	0	±19	0	±13
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	14	±27	0	±19	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Russian:	0	±13	0	±19	0	±13	0	±13	0	±13	48	±45	0	±13
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	29	±37	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	19	±26	0	±13
Polish:	0	±13	0	±19	0	±13	0	±13	6	±9	0	±19	9	±15
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	2	±4	0	±19	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	4	±8	0	±19	9	±15
Serbo-Croatian:	0	±13	0	±19	49	±56	0	±13	0	±13	0	±19	0	±13
Speak English "very well"	0	±13	0	±19	49	±56	0	±13	0	±13	0	±19	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Other Slavic languages:	7	±12	0	±19	0	±13	0	±13	0	±13	11	±22	0	±13

B16001   LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER	Census Tract 3.01, Alachua County, Florida		Census Tract 4, Alachua County, Florida		Census Tract 5, Alachua County, Florida		Census Tract 6, Alachua County, Florida		Census Tract 9.01, Alachua County, Florida		Census Tract 9.02, Alachua County, Florida		Census Tract 19.02, Alachua County, Florida	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Speak English "very well"	7	±12	0	±19	0	±13	0	±13	0	±13	11	±22	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Armenian:	0	±13	0	±19	0	±13	0	±13	0	±13	18	±27	0	±13
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	18	±27	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Persian:	16	±26	0	±19	59	±89	0	±13	61	±81	17	±19	0	±13
Speak English "very well"	0	±13	0	±19	59	±89	0	±13	52	±80	17	±19	0	±13
Speak English less than "very well"	16	±26	0	±19	0	±13	0	±13	9	±11	0	±19	0	±13
Gujarati:	0	±13	0	±19	0	±13	0	±13	11	±22	12	±19	0	±13
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	11	±22	12	±19	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Hindi:	0	±13	0	±19	0	±13	0	±13	24	±23	0	±19	0	±13
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	20	±20	0	±19	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	4	±7	0	±19	0	±13
Urdu:	0	±13	0	±19	0	±13	0	±13	9	±14	8	±16	0	±13
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	9	±14	8	±16	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Other Indic languages:	0	±13	12	±18	0	±13	0	±13	71	±68	23	±23	0	±13
Speak English "very well"	0	±13	12	±18	0	±13	0	±13	30	±27	23	±23	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	41	±64	0	±19	0	±13
Other Indo-European languages:	0	±13	0	±19	0	±13	0	±13	5	±11	29	±29	0	±13

B16001   LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER	Census Tract 3.01, Alachua County, Florida		Census Tract 4, Alachua County, Florida		Census Tract 5, Alachua County, Florida		Census Tract 6, Alachua County, Florida		Census Tract 9.01, Alachua County, Florida		Census Tract 9.02, Alachua County, Florida		Census Tract 19.02, Alachua County, Florida	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	5	±11	29	±29	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Chinese:	31	±36	0	±19	0	±13	0	±13	215	±98	146	±57	0	±13
Speak English "very well"	31	±36	0	±19	0	±13	0	±13	122	±90	131	±56	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	93	±40	15	±16	0	±13
Japanese:	0	±13	0	±19	0	±13	0	±13	0	±13	6	±12	0	±13
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	6	±12	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Korean:	0	±13	0	±19	0	±13	0	±13	26	±22	16	±19	0	±13
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	7	±14	16	±19	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	19	±17	0	±19	0	±13
Mon-Khmer, Cambodian:	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Hmong:	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Thai:	0	±13	0	±19	0	±13	0	±13	0	±13	7	±14	0	±13
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	7	±14	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Laotian:	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13



B16001   LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER	Census Tract 3.01, Alachua County, Florida		Census Tract 4, Alachua County, Florida		Census Tract 5, Alachua County, Florida		Census Tract 6, Alachua County, Florida		Census Tract 9.01, Alachua County, Florida		Census Tract 9.02, Alachua County, Florida		Census Tract 19.02, Alachua County, Florida	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Vietnamese:	0	±13	0	±19	0	±13	14	±21	37	±43	33	±31	0	±13
Speak English "very well"	0	±13	0	±19	0	±13	14	±21	28	±40	33	±31	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	9	±16	0	±19	0	±13
Other Asian languages:	0	±13	0	±19	0	±13	0	±13	50	±42	18	±23	0	±13
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	19	±24	5	±12	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	31	±33	13	±20	0	±13
Tagalog:	22	±26	0	±19	0	±13	0	±13	17	±26	17	±26	51	±49
Speak English "very well"	10	±15	0	±19	0	±13	0	±13	17	±26	17	±26	38	±34
Speak English less than "very well"	12	±21	0	±19	0	±13	0	±13	0	±13	0	±19	13	±20
Other Pacific Island languages:	0	±13	0	±19	0	±13	0	±13	25	±39	0	±19	0	±13
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	11	±18	0	±19	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	14	±22	0	±19	0	±13
Navajo:	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Other Native North American languages:	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Hungarian:	0	±13	0	±19	0	±13	0	±13	0	±13	12	±25	0	±13

B16001   LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER	Census Tract 3.01, Alachua County, Florida		Census Tract 4, Alachua County, Florida		Census Tract 5, Alachua County, Florida		Census Tract 6, Alachua County, Florida		Census Tract 9.01, Alachua County, Florida		Census Tract 9.02, Alachua County, Florida		Census Tract 19.02, Alachua County, Florida	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	12	±25	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Arabic:	0	±13	0	±19	0	±13	0	±13	2	±4	40	±40	0	±13
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	2	±4	40	±40	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Hebrew:	0	±13	0	±19	0	±13	0	±13	12	±16	17	±24	0	±13
Speak English "very well"	0	±13	0	±19	0	±13	0	±13	12	±16	17	±24	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
African languages:	17	±19	0	±19	0	±13	29	±45	0	±13	13	±18	0	±13
Speak English "very well"	17	±19	0	±19	0	±13	29	±45	0	±13	13	±18	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13
Other and unspecified languages:	0	±13	0	±19	15	±23	0	±13	0	±13	0	±19	0	±13
Speak English "very well"	0	±13	0	±19	15	±23	0	±13	0	±13	0	±19	0	±13
Speak English less than "very well"	0	±13	0	±19	0	±13	0	±13	0	±13	0	±19	0	±13

S1701   Poverty Status in the Past 12 Months	Census Tract 3.01; Alachua County; Florida						Census Tract 4; Alachua County; Florida					
	Total		Below poverty level		Percent below poverty level		Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	4,034	±986	914	±354	22.7%	±9.7	5,526	±1,014	1,130	±604	20.4%	±9.8
AGE												
Under 18 years	872	±544	121	±181	13.9%	±21.1	1,381	±493	566	±325	41.0%	±18.9
Under 5 years	64	±57	26	±38	40.6%	±51.6	180	±217	124	±194	68.9%	±41.6
5 to 17 years	808	±551	95	±144	11.8%	±18.8	1,201	±399	442	±233	36.8%	±18.5
Related children of householder under 18 years	872	±544	121	±181	13.9%	±21.1	1,381	±493	566	±325	41.0%	±18.9
18 to 64 years	2,754	±565	710	±258	25.8%	±9.3	3,447	±769	374	±312	10.9%	±8.7
18 to 34 years	1,713	±526	571	±249	33.3%	±13.5	1,807	±753	214	±260	11.8%	±13.3
35 to 64 years	1,041	±312	139	±102	13.4%	±9.5	1,640	±357	160	±153	9.8%	±9.0
60 years and over	595	±164	143	±97	24.0%	±14.9	991	±261	206	±115	20.8%	±11.2
65 years and over	408	±131	83	±78	20.3%	±17.2	698	±181	190	±105	27.2%	±13.6
SEX												
Male	2,136	±598	398	±230	18.6%	±10.4	2,464	±494	441	±290	17.9%	±10.8
Female	1,898	±584	516	±207	27.2%	±13.1	3,062	±778	689	±548	22.5%	±14.2
RACE AND HISPANIC OR LATINO ORIGIN												
White alone	2,331	±698	474	±200	20.3%	±9.9	2,941	±760	84	±88	2.9%	±3.2
Black or African American alone	1,240	±709	186	±205	15.0%	±20.2	1,641	±673	767	±564	46.7%	±21.5
American Indian and Alaska Native alone	0	±15	0	±15	-	**	40	±37	0	±21	0.0%	±58.2
Asian alone	84	±107	84	±107	100.0%	±40.1	171	±207	33	±55	19.3%	±40.4
Native Hawaiian and Other Pacific Islander alone	0	±15	0	±15	-	**	25	±35	0	±21	0.0%	±73.6
Some other race alone	105	±123	92	±121	87.6%	±29.6	158	±212	12	±22	7.6%	±20.5

S1701   Poverty Status in the Past 12 Months	Census Tract 3.01; Alachua County; Florida						Census Tract 4; Alachua County; Florida					
	Total		Below poverty level		Percent below poverty level		Total		Below poverty level		Percent below poverty level	
Two or more races	274	±151	78	±72	28.5%	±21.7	550	±212	234	±148	42.5%	±23.6
Hispanic or Latino origin (of any race)	279	±164	196	±147	70.3%	±24.4	525	±294	39	±39	7.4%	±8.4
White alone, not Hispanic or Latino	2,239	±697	382	±187	17.1%	±9.4	2,632	±712	83	±88	3.2%	±3.6
EDUCATIONAL ATTAINMENT												
Population 25 years and over	2,503	±501	383	±168	15.3%	±7.5	3,936	±788	444	±216	11.3%	±6.1
Less than high school graduate	23	±32	9	±20	39.1%	±60.0	399	±222	211	±176	52.9%	±27.4
High school graduate (includes equivalency)	597	±209	130	±91	21.8%	±16.3	871	±261	103	±68	11.8%	±8.9
Some college, associate's degree	883	±368	108	±77	12.2%	±9.3	1,058	±382	76	±107	7.2%	±10.2
Bachelor's degree or higher	1,000	±290	136	±80	13.6%	±8.6	1,608	±475	54	±66	3.4%	±4.1
EMPLOYMENT STATUS												
Civilian labor force 16 years and over	2,263	±458	430	±186	19.0%	±8.3	2,958	±768	281	±273	9.5%	±8.8
Employed	2,124	±455	291	±143	13.7%	±7.0	2,698	±708	127	±129	4.7%	±5.0
Male	1,170	±320	94	±67	8.0%	±6.0	1,013	±311	47	±67	4.6%	±6.8
Female	954	±248	197	±116	20.6%	±12.3	1,685	±473	80	±105	4.7%	±6.5
Unemployed	139	±103	139	±103	100.0%	±29.4	260	±209	154	±182	59.2%	±36.7
Male	49	±59	49	±59	100.0%	±52.5	90	±102	0	±21	0.0%	±38.8
Female	90	±83	90	±83	100.0%	±38.8	170	±173	154	±182	90.6%	±22.9
WORK EXPERIENCE												
Population 16 years and over	3,168	±581	793	±282	25.0%	±8.7	4,208	±787	564	±304	13.4%	±7.2
Worked full-time, year-round in the past 12 months	1,468	±398	83	±67	5.7%	±5.1	1,701	±495	26	±51	1.5%	±3.0
Worked part-time or part-year in the past 12 months	866	±268	351	±175	40.5%	±15.1	1,252	±427	201	±238	16.1%	±16.8
Did not work	834	±284	359	±153	43.0%	±17.7	1,255	±309	337	±195	26.9%	±13.8
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS												

S1701   Poverty Status in the Past 12 Months	Census Tract 3.01; Alachua County; Florida						Census Tract 4; Alachua County; Florida					
	Total		Below poverty level		Percent below poverty level		Total		Below poverty level		Percent below poverty level	
50 percent of poverty level	568	±260	(X)	(X)	(X)	(X)	664	±475	(X)	(X)	(X)	(X)
125 percent of poverty level	1,049	±387	(X)	(X)	(X)	(X)	1,297	±603	(X)	(X)	(X)	(X)
150 percent of poverty level	1,121	±385	(X)	(X)	(X)	(X)	1,716	±639	(X)	(X)	(X)	(X)
185 percent of poverty level	2,014	±777	(X)	(X)	(X)	(X)	1,992	±682	(X)	(X)	(X)	(X)
200 percent of poverty level	2,282	±774	(X)	(X)	(X)	(X)	2,191	±689	(X)	(X)	(X)	(X)
300 percent of poverty level	3,240	±1,004	(X)	(X)	(X)	(X)	3,514	±932	(X)	(X)	(X)	(X)
400 percent of poverty level	3,706	±1,013	(X)	(X)	(X)	(X)	4,459	±1,004	(X)	(X)	(X)	(X)
500 percent of poverty level	3,829	±990	(X)	(X)	(X)	(X)	4,855	±1,006	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	1,996	±315	693	±247	34.7%	±9.3	1,180	±613	185	±116	15.7%	±13.2
Male	971	±224	256	±168	26.4%	±14.3	457	±271	98	±84	21.4%	±21.7
Female	1,025	±247	437	±182	42.6%	±12.5	723	±378	87	±84	12.0%	±13.0
15 years	0	±15	0	±15	-	**	0	±21	0	±21	-	**
16 to 17 years	0	±15	0	±15	-	**	0	±21	0	±21	-	**
18 to 24 years	575	±258	410	±227	71.3%	±17.1	33	±55	33	±55	100.0%	±64.0
25 to 34 years	652	±226	140	±69	21.5%	±11.1	603	±589	21	±36	3.5%	±8.9
35 to 44 years	204	±111	0	±15	0.0%	±21.5	41	±49	0	±21	0.0%	±57.4
45 to 54 years	72	±71	44	±63	61.1%	±49.3	77	±77	3	±6	3.9%	±9.6
55 to 64 years	222	±120	60	±64	27.0%	±26.3	67	±59	1	±7	1.5%	±13.4
65 to 74 years	176	±82	23	±29	13.1%	±15.1	269	±122	68	±62	25.3%	±20.4
75 years and over	95	±70	16	±28	16.8%	±30.1	90	±84	59	±79	65.6%	±42.0
Mean income deficit for unrelated individuals (dollars)	9,728	±1,317	(X)	(X)	(X)	(X)	4,208	±1,933	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	822	±204	36	±42	4.4%	±5.1	636	±377	0	±21	0.0%	±7.6

S1701   Poverty Status in the Past 12 Months	Census Tract 3.01; Alachua County; Florida						Census Tract 4; Alachua County; Florida					
	Total		Below poverty level		Percent below poverty level		Total		Below poverty level		Percent below poverty level	
Worked less than full-time, year-round in the past 12 months	652	±229	351	±175	53.8%	±15.5	321	±265	92	±90	28.7%	±34.4
Did not work	522	±166	306	±132	58.6%	±16.0	223	±127	93	±86	41.7%	±24.5
Population in housing units for whom poverty status is determined	4,002	±985	907	±354	22.7%	±9.7	5,511	±1,014	1,121	±602	20.3%	±9.8

S1701   Poverty Status in the Past 12 Months	Census Tract 5; Alachua County; Florida						Census Tract 6; Alachua County; Florida					
	Total		Below poverty level		Percent below poverty level		Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	4,844	±836	1,046	±631	21.6%	±10.4	5,881	±789	2,034	±634	34.6%	±9.4
AGE												
Under 18 years	707	±308	308	±312	43.6%	±33.0	2,130	±484	974	±403	45.7%	±15.4
Under 5 years	155	±113	29	±43	18.7%	±27.6	892	±324	562	±321	63.0%	±20.5
5 to 17 years	552	±278	279	±292	50.5%	±36.8	1,238	±337	412	±246	33.3%	±17.2
Related children of householder under 18 years	707	±308	308	±312	43.6%	±33.0	2,130	±484	974	±403	45.7%	±15.4
18 to 64 years	3,593	±623	664	±350	18.5%	±7.8	3,068	±400	985	±348	32.1%	±9.5
18 to 34 years	1,570	±388	241	±211	15.4%	±11.4	1,546	±279	481	±173	31.1%	±9.8
35 to 64 years	2,023	±435	423	±239	20.9%	±9.8	1,522	±299	504	±304	33.1%	±16.0
60 years and over	773	±197	112	±133	14.5%	±14.9	1,116	±349	277	±274	24.8%	±21.8
65 years and over	544	±139	74	±70	13.6%	±13.5	683	±226	75	±47	11.0%	±7.5
SEX												

S1701   Poverty Status in the Past 12 Months	Census Tract 5; Alachua County; Florida						Census Tract 6; Alachua County; Florida					
	Total		Below poverty level		Percent below poverty level		Total		Below poverty level		Percent below poverty level	
Male	2,295	±579	486	±318	21.2%	±10.5	2,460	±426	928	±343	37.7%	±11.1
Female	2,549	±410	560	±347	22.0%	±11.8	3,421	±532	1,106	±410	32.3%	±10.4
RACE AND HISPANIC OR LATINO ORIGIN												
White alone	3,977	±791	796	±577	20.0%	±11.6	148	±72	23	±15	15.5%	±11.2
Black or African American alone	589	±313	227	±214	38.5%	±30.4	5,587	±824	1,975	±641	35.3%	±10.0
American Indian and Alaska Native alone	29	±45	0	±15	0.0%	±68.3	0	±21	0	±21	-	**
Asian alone	77	±70	0	±15	0.0%	±41.9	3	±7	0	±21	0.0%	±100.0
Native Hawaiian and Other Pacific Islander alone	0	±15	0	±15	-	**	0	±21	0	±21	-	**
Some other race alone	59	±74	11	±18	18.6%	±42.5	0	±21	0	±21	-	**
Two or more races	113	±101	12	±23	10.6%	±21.7	143	±78	36	±26	25.2%	±19.8
Hispanic or Latino origin (of any race)	294	±134	79	±79	26.9%	±21.4	41	±44	2	±5	4.9%	±13.6
White alone, not Hispanic or Latino	3,795	±793	722	±575	19.0%	±12.2	113	±53	22	±15	19.5%	±12.3
EDUCATIONAL ATTAINMENT												
Population 25 years and over	3,305	±476	513	±256	15.5%	±6.9	3,118	±413	826	±317	26.5%	±9.3
Less than high school graduate	5	±9	5	±9	100.0%	±100.0	609	±232	343	±191	56.3%	±19.6
High school graduate (includes equivalency)	470	±171	130	±112	27.7%	±25.6	1,185	±297	209	±156	17.6%	±13.3
Some college, associate's degree	643	±273	155	±132	24.1%	±20.3	974	±278	209	±116	21.5%	±10.6
Bachelor's degree or higher	2,187	±365	223	±178	10.2%	±7.9	350	±133	65	±65	18.6%	±16.3
EMPLOYMENT STATUS												
Civilian labor force 16 years and over	3,157	±587	427	±342	13.5%	±9.2	2,105	±378	475	±203	22.6%	±8.9
Employed	3,032	±617	326	±325	10.8%	±9.1	1,762	±315	296	±158	16.8%	±8.7
Male	1,590	±474	150	±165	9.4%	±8.5	746	±197	138	±126	18.5%	±14.9
Female	1,442	±274	176	±169	12.2%	±10.8	1,016	±216	158	±86	15.6%	±8.9
Unemployed	125	±145	101	±145	80.8%	±75.1	343	±168	179	±127	52.2%	±28.5
Male	125	±145	101	±145	80.8%	±75.1	95	±82	64	±66	67.4%	±44.3

S1701   Poverty Status in the Past 12 Months	Census Tract 5; Alachua County; Florida						Census Tract 6; Alachua County; Florida					
	Total		Below poverty level		Percent below poverty level		Total		Below poverty level		Percent below poverty level	
Female	0	±15	0	±15	-	**	248	±156	115	±114	46.4%	±34.8
<b>WORK EXPERIENCE</b>												
Population 16 years and over	4,176	±612	738	±357	17.7%	±7.0	3,975	±497	1,087	±359	27.3%	±8.5
Worked full-time, year-round in the past 12 months	1,856	±353	7	±13	0.4%	±0.7	1,346	±297	144	±87	10.7%	±6.8
Worked part-time or part-year in the past 12 months	1,348	±483	392	±320	29.1%	±18.0	675	±236	276	±176	40.9%	±19.1
Did not work	972	±245	339	±170	34.9%	±14.7	1,954	±356	667	±231	34.1%	±11.6
<b>ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS</b>												
50 percent of poverty level	351	±254	(X)	(X)	(X)	(X)	1,000	±447	(X)	(X)	(X)	(X)
125 percent of poverty level	1,098	±633	(X)	(X)	(X)	(X)	2,526	±670	(X)	(X)	(X)	(X)
150 percent of poverty level	1,301	±657	(X)	(X)	(X)	(X)	3,226	±761	(X)	(X)	(X)	(X)
185 percent of poverty level	1,784	±734	(X)	(X)	(X)	(X)	3,866	±782	(X)	(X)	(X)	(X)
200 percent of poverty level	1,861	±741	(X)	(X)	(X)	(X)	3,901	±781	(X)	(X)	(X)	(X)
300 percent of poverty level	2,559	±875	(X)	(X)	(X)	(X)	5,025	±785	(X)	(X)	(X)	(X)
400 percent of poverty level	3,018	±887	(X)	(X)	(X)	(X)	5,516	±810	(X)	(X)	(X)	(X)
500 percent of poverty level	3,541	±854	(X)	(X)	(X)	(X)	5,653	±798	(X)	(X)	(X)	(X)
<b>UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED</b>												
Male	1,108	±313	257	±122	23.2%	±10.1	253	±94	99	±66	39.1%	±22.5
Female	1,219	±245	224	±139	18.4%	±10.2	422	±169	126	±75	29.9%	±11.4
15 years	0	±15	0	±15	-	**	0	±21	0	±21	-	**
16 to 17 years	0	±15	0	±15	-	**	0	±21	0	±21	-	**
18 to 24 years	541	±229	131	±146	24.2%	±24.5	2	±5	2	±5	100.0%	±100.0
25 to 34 years	575	±216	11	±18	1.9%	±3.2	169	±115	85	±67	50.3%	±20.8



S1701   Poverty Status in the Past 12 Months	Census Tract 5; Alachua County; Florida						Census Tract 6; Alachua County; Florida					
	Total		Below poverty level		Percent below poverty level		Total		Below poverty level		Percent below poverty level	
35 to 44 years	604	±362	156	±158	25.8%	±22.2	108	±68	62	±66	57.4%	±41.3
45 to 54 years	190	±139	79	±97	41.6%	±41.9	80	±53	39	±38	48.8%	±33.6
55 to 64 years	230	±132	46	±110	20.0%	±33.3	130	±90	5	±8	3.8%	±7.4
65 to 74 years	169	±101	40	±63	23.7%	±32.2	102	±56	0	±21	0.0%	±36.2
75 years and over	18	±24	18	±24	100.0%	±86.7	84	±56	32	±33	38.1%	±31.4
Mean income deficit for unrelated individuals (dollars)	6,974	±2,892	(X)	(X)	(X)	(X)	9,104	±2,441	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	1,201	±290	7	±13	0.6%	±1.1	195	±92	11	±17	5.6%	±8.9
Worked less than full-time, year-round in the past 12 months	674	±340	172	±160	25.5%	±18.2	85	±65	49	±49	57.6%	±36.2
Did not work	452	±179	302	±160	66.8%	±19.3	395	±137	165	±78	41.8%	±17.3
Population in housing units for whom poverty status is determined	4,723	±836	941	±632	19.9%	±10.8	5,860	±789	2,015	±635	34.4%	±9.4

S1701   Poverty Status in the Past 12 Months	Census Tract 9.01; Alachua County; Florida						Census Tract 9.02; Alachua County; Florida					
	Total		Below poverty level		Percent below poverty level		Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	642	±193	139	±81	21.7%	±11.4	66	±35	51	±34	77.3%	±22.8
AGE												
Under 18 years	120	±59	21	±23	17.5%	±18.4	0	±21	0	±21	-	**
Under 5 years	76	±41	21	±23	27.6%	±28.1	0	±21	0	±21	-	**

S1701   Poverty Status in the Past 12 Months	Census Tract 9.01; Alachua County; Florida						Census Tract 9.02; Alachua County; Florida					
	Total		Below poverty level		Percent below poverty level		Total		Below poverty level		Percent below poverty level	
5 to 17 years	44	±42	0	±15	0.0%	±55.5	0	±21	0	±21	-	**
Related children of householder under 18 years	120	±59	21	±23	17.5%	±18.4	0	±21	0	±21	-	**
18 to 64 years	522	±173	118	±72	22.6%	±12.0	66	±35	51	±34	77.3%	±22.8
18 to 34 years	297	±127	63	±37	21.2%	±13.1	54	±35	44	±33	81.5%	±23.6
35 to 64 years	225	±113	55	±65	24.4%	±21.4	12	±13	7	±10	58.3%	±58.3
60 years and over	0	±15	0	±15	-	**	0	±21	0	±21	-	**
65 years and over	0	±15	0	±15	-	**	0	±21	0	±21	-	**
SEX												
Male	307	±110	52	±41	16.9%	±12.9	32	±29	21	±26	65.6%	±45.6
Female	335	±116	87	±70	26.0%	±15.6	34	±25	30	±25	88.2%	±19.8
RACE AND HISPANIC OR LATINO ORIGIN												
White alone	294	±126	40	±37	13.6%	±11.8	27	±27	22	±26	81.5%	±37.2
Black or African American alone	0	±15	0	±15	-	**	0	±21	0	±21	-	**
American Indian and Alaska Native alone	0	±15	0	±15	-	**	7	±10	7	±10	100.0%	±100.0
Asian alone	202	±90	37	±30	18.3%	±15.1	21	±21	15	±18	71.4%	±45.9
Native Hawaiian and Other Pacific Islander alone	6	±9	0	±15	0.0%	±100.0	0	±21	0	±21	-	**
Some other race alone	28	±41	0	±15	0.0%	±69.5	0	±21	0	±21	-	**
Two or more races	112	±106	62	±67	55.4%	±44.2	11	±11	7	±12	63.6%	±63.0
Hispanic or Latino origin (of any race)	121	±106	54	±64	44.6%	±38.5	15	±13	11	±12	73.3%	±40.6
White alone, not Hispanic or Latino	273	±128	40	±37	14.7%	±12.9	23	±27	18	±26	78.3%	±45.6
EDUCATIONAL ATTAINMENT												
Population 25 years and over	458	±166	85	±69	18.6%	±12.6	41	±26	26	±22	63.4%	±30.5
Less than high school graduate	15	±22	0	±15	0.0%	±95.0	0	±21	0	±21	-	**
High school graduate (includes equivalency)	7	±11	7	±11	100.0%	±100.0	0	±21	0	±21	-	**

S1701   Poverty Status in the Past 12 Months	Census Tract 9.01; Alachua County; Florida						Census Tract 9.02; Alachua County; Florida					
	Total		Below poverty level		Percent below poverty level		Total		Below poverty level		Percent below poverty level	
Some college, associate's degree	74	±56	8	±12	10.8%	±15.8	0	±21	0	±21	-	**
Bachelor's degree or higher	362	±141	70	±69	19.3%	±14.9	41	±26	26	±22	63.4%	±30.5
EMPLOYMENT STATUS												
Civilian labor force 16 years and over	342	±120	47	±38	13.7%	±10.3	29	±19	14	±15	48.3%	±37.5
Employed	337	±120	47	±38	13.9%	±10.5	29	±19	14	±15	48.3%	±37.5
Male	222	±94	34	±31	15.3%	±13.9	14	±14	3	±5	21.4%	±33.6
Female	115	±57	13	±21	11.3%	±16.6	15	±14	11	±14	73.3%	±44.3
Unemployed	5	±9	0	±15	0.0%	±100.0	0	±21	0	±21	-	**
Male	0	±15	0	±15	-	**	0	±21	0	±21	-	**
Female	5	±9	0	±15	0.0%	±100.0	0	±21	0	±21	-	**
WORK EXPERIENCE												
Population 16 years and over	522	±173	118	±72	22.6%	±12.0	66	±35	51	±34	77.3%	±22.8
Worked full-time, year-round in the past 12 months	183	±108	21	±22	11.5%	±10.7	9	±11	0	±21	0.0%	±100.0
Worked part-time or part-year in the past 12 months	199	±73	34	±31	17.1%	±13.9	38	±30	32	±29	84.2%	±28.1
Did not work	140	±79	63	±61	45.0%	±25.2	19	±20	19	±20	100.0%	±84.4
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS												
50 percent of poverty level	78	±66	(X)	(X)	(X)	(X)	37	±31	(X)	(X)	(X)	(X)
125 percent of poverty level	259	±121	(X)	(X)	(X)	(X)	51	±34	(X)	(X)	(X)	(X)
150 percent of poverty level	295	±130	(X)	(X)	(X)	(X)	57	±35	(X)	(X)	(X)	(X)
185 percent of poverty level	383	±137	(X)	(X)	(X)	(X)	57	±35	(X)	(X)	(X)	(X)
200 percent of poverty level	474	±171	(X)	(X)	(X)	(X)	61	±35	(X)	(X)	(X)	(X)
300 percent of poverty level	593	±194	(X)	(X)	(X)	(X)	61	±35	(X)	(X)	(X)	(X)
400 percent of poverty level	638	±193	(X)	(X)	(X)	(X)	66	±35	(X)	(X)	(X)	(X)

S1701   Poverty Status in the Past 12 Months	Census Tract 9.01; Alachua County; Florida						Census Tract 9.02; Alachua County; Florida					
	Total		Below poverty level		Percent below poverty level		Total		Below poverty level		Percent below poverty level	
500 percent of poverty level	642	±193	(X)	(X)	(X)	(X)	66	±35	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	205	±95	91	±72	44.4%	±19.2	66	±35	51	±34	77.3%	±22.8
Male	86	±47	25	±29	29.1%	±29.2	32	±29	21	±26	65.6%	±45.6
Female	119	±79	66	±68	55.5%	±23.3	34	±25	30	±25	88.2%	±19.8
15 years	0	±15	0	±15	-	**	0	±21	0	±21	-	**
16 to 17 years	0	±15	0	±15	-	**	0	±21	0	±21	-	**
18 to 24 years	50	±40	33	±32	66.0%	±41.6	25	±28	25	±28	100.0%	±73.6
25 to 34 years	73	±32	10	±11	13.7%	±13.1	29	±25	19	±20	65.5%	±36.1
35 to 44 years	82	±81	48	±66	58.5%	±34.9	7	±10	7	±10	100.0%	±100.0
45 to 54 years	0	±15	0	±15	-	**	5	±8	0	±21	0.0%	±100.0
55 to 64 years	0	±15	0	±15	-	**	0	±21	0	±21	-	**
65 to 74 years	0	±15	0	±15	-	**	0	±21	0	±21	-	**
75 years and over	0	±15	0	±15	-	**	0	±21	0	±21	-	**
Mean income deficit for unrelated individuals (dollars)	N	N	(X)	(X)	(X)	(X)	N	N	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	74	±56	13	±21	17.6%	±18.8	9	±11	0	±21	0.0%	±100.0
Worked less than full-time, year-round in the past 12 months	73	±40	27	±30	37.0%	±28.3	38	±30	32	±29	84.2%	±28.1
Did not work	58	±61	51	±61	87.9%	±21.7	19	±20	19	±20	100.0%	±84.4
Population in housing units for whom poverty status is determined	642	±193	139	±81	21.7%	±11.4	66	±35	51	±34	77.3%	±22.8

S1701   Poverty Status in the Past 12 Months	Census Tract 19.02; Alachua County; Florida					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	3,973	±725	1,648	±689	41.5%	±14.1
AGE						
Under 18 years	594	±243	394	±247	66.3%	±22.8
Under 5 years	190	±127	123	±120	64.7%	±39.4
5 to 17 years	404	±206	271	±200	67.1%	±27.4
Related children of householder under 18 years	594	±243	394	±247	66.3%	±22.8
18 to 64 years	2,410	±678	1,028	±478	42.7%	±15.6
18 to 34 years	1,002	±458	344	±270	34.3%	±24.7
35 to 64 years	1,408	±435	684	±277	48.6%	±12.1
60 years and over	1,316	±316	452	±184	34.3%	±16.4
65 years and over	969	±369	226	±131	23.3%	±14.3
SEX						
Male	2,129	±476	867	±375	40.7%	±14.8
Female	1,844	±583	781	±397	42.4%	±15.9
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	1,485	±266	666	±289	44.8%	±17.3
Black or African American alone	2,297	±749	885	±591	38.5%	±19.1
American Indian and Alaska Native alone	59	±54	0	±15	0.0%	±47.9
Asian alone	0	±15	0	±15	-	**
Native Hawaiian and Other Pacific Islander alone	0	±15	0	±15	-	**
Some other race alone	0	±15	0	±15	-	**

S1701   Poverty Status in the Past 12 Months	Census Tract 19.02; Alachua County; Florida					
	Total		Below poverty level		Percent below poverty level	
Two or more races	132	±115	97	±122	73.5%	±39.0
Hispanic or Latino origin (of any race)	282	±229	222	±201	78.7%	±18.6
White alone, not Hispanic or Latino	1,277	±228	498	±238	39.0%	±18.3
<b>EDUCATIONAL ATTAINMENT</b>						
Population 25 years and over	2,967	±368	1,071	±401	36.1%	±12.7
Less than high school graduate	948	±527	312	±151	32.9%	±15.9
High school graduate (includes equivalency)	716	±279	184	±150	25.7%	±19.8
Some college, associate's degree	967	±332	442	±251	45.7%	±15.1
Bachelor's degree or higher	336	±237	133	±135	39.6%	±22.4
<b>EMPLOYMENT STATUS</b>						
Civilian labor force 16 years and over	1,860	±565	571	±379	30.7%	±16.4
Employed	1,689	±486	453	±267	26.8%	±13.6
Male	765	±276	185	±151	24.2%	±17.6
Female	924	±396	268	±234	29.0%	±19.5
Unemployed	171	±183	118	±183	69.0%	±54.7
Male	160	±183	118	±183	73.8%	±54.0
Female	11	±18	0	±15	0.0%	±100.0
<b>WORK EXPERIENCE</b>						
Population 16 years and over	3,414	±577	1,289	±503	37.8%	±13.5
Worked full-time, year-round in the past 12 months	1,075	±410	187	±175	17.4%	±15.1
Worked part-time or part-year in the past 12 months	898	±352	486	±311	54.1%	±21.0
Did not work	1,441	±277	616	±279	42.7%	±18.7
<b>ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS</b>						

S1701   Poverty Status in the Past 12 Months	Census Tract 19.02; Alachua County; Florida					
	Total		Below poverty level		Percent below poverty level	
50 percent of poverty level	760	±510	(X)	(X)	(X)	(X)
125 percent of poverty level	2,085	±652	(X)	(X)	(X)	(X)
150 percent of poverty level	2,421	±639	(X)	(X)	(X)	(X)
185 percent of poverty level	2,835	±605	(X)	(X)	(X)	(X)
200 percent of poverty level	2,883	±606	(X)	(X)	(X)	(X)
300 percent of poverty level	3,626	±736	(X)	(X)	(X)	(X)
400 percent of poverty level	3,813	±727	(X)	(X)	(X)	(X)
500 percent of poverty level	3,945	±728	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	1,751	±184	677	±273	38.7%	±16.7
Male	1,074	±400	392	±225	36.5%	±18.5
Female	677	±362	285	±164	42.1%	±21.9
15 years	0	±15	0	±15	-	**
16 to 17 years	0	±15	0	±15	-	**
18 to 24 years	0	±15	0	±15	-	**
25 to 34 years	138	±127	72	±115	52.2%	±52.2
35 to 44 years	238	±166	55	±74	23.1%	±29.2
45 to 54 years	221	±174	101	±77	45.7%	±22.6
55 to 64 years	386	±206	267	±130	69.2%	±26.0
65 to 74 years	536	±348	131	±98	24.4%	±12.7
75 years and over	232	±87	51	±104	22.0%	±44.9
Mean income deficit for unrelated individuals (dollars)	8,684	±1,778	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	344	±187	59	±124	17.2%	±32.3

S1701   Poverty Status in the Past 12 Months	Census Tract 19.02; Alachua County; Florida					
	Total		Below poverty level		Percent below poverty level	
Worked less than full-time, year-round in the past 12 months	336	±217	111	±167	33.0%	±37.3
Did not work	1,071	±268	507	±261	47.3%	±22.9
Population in housing units for whom poverty status is determined	2,937	±720	1,138	±638	38.7%	±16.4



## **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, DC 20591

Federal regulations on unlawful discrimination are available for review in the Airport Managers Office.

**Coordinator:** Lynn Noffsinger  
**Phone:** (352) 373-0249 ext. 123  
**Address:** 3880 NE 39<sup>th</sup> Ave, Suite A  
Gainesville, FL 32609

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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, DC 20591

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

**Coordinador:** Lynn Noffsinger  
**Teléfono:** (352) 373-0249 ext. 123  
**Dirección:** 3880 NE 39<sup>th</sup> Ave, Suite A  
Gainesville, FL 32609



U.S. Department of Transportation  
Federal Aviation Administration