

June 14, 2024

**Anchorage International Airport (ANC)
2023 FAA Title VI Plan**

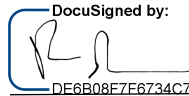
1. Title VI Policy Statement

The Alaska Department of Transportation and Public Facilities (DOT&PF) 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.

DOT&PF 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 and customers that use the airport. Anytime communities may be impacted by programs or activities the DOT&PF will take action to involve them and the general public in the decision-making process.

DOT&PF requires nondiscrimination assurances, as prescribed by the 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 DOT&PF and each tenant, contractor, and concessionaire, as well as in any similar agreements with their own sub-tenants and sub-contractors.

The Title VI Coordinator is available at 907-269-0852 and Robespierre.howard@alaska.gov. The Coordinator is responsible for overseeing the Airport Sponsor's compliance with Title VI and is the point of contact for all airport Title VI matters and related responsibilities, including those required by 49 CFR Part 21.

DocuSigned by:

DE6B08E7E6734C7

Signature
Ryan Anderson, P.E.
Commissioner

6/14/2024

Effective Date

[Effective Date plus 3 years]
3-Year Expiration Date

2. Administration

The DOT&PF Commissioner has reviewed and adopted this Title VI Nondiscrimination Plan for DOT&PF. 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 DOT&PF Commissioner’s Airport Director or the DOT&PF’s Title VI Coordinator. Significant revisions to our policies or federal guidelines may warrant re-adoption by the DOT&PF’s Civil Rights Office (CRO) and resubmittal to the FAA.

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

Staff Supporting Title VI Program	Airport Sponsor Program / Office
Robespierre Howard	ADA / Title VI Coordinator / DOT/CRO
Taylor Beardsley	ANC Airport Planner
Sara Haley	ANC Leasing

As of the date of this plan, Anchorage International Airport (ANC) has the following pending applications for Federal financial assistance:

Federal Source	Grant Number	Amount
FAA AIP – Taxiway Z Improvement	3-02-0016-xxx-2023	\$16,935,724
FAA AIP – Security Fencing	3-02-0016-xxx-2023	\$526,560
FAA BIL – Water Main Improv.	3-02-0016-xxx-2023	\$7,530,440
FAA BIL – Pass. Boarding Bridge	3-02-0016-xxx-2023	\$3,027,720
FAA BIL – RON 3 /4 Apron	3-02-0016-xxx-2023	\$2,632,800
FAA BIL – Visual Paging System	3-02-0016-xxx-2023	\$1,799,970

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

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

3. Grant and Procurement Assurances

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

DOT&PF will complete standard grant assurances for Title VI and related requirements in the form prescribed by the FAA. See https://www.faa.gov/airports/aip/grant_assurances/#current-assurances.

Clauses/Covenants

- a. All contracts, leases, deeds, licenses, permits, and other similar instruments must contain the contractual requirements and clauses in the form prescribed by the FAA. See https://www.faa.gov/airports/aip/procurement/federal_contract_provisions/. Note that, unlike many other clauses, 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. DOT&PF requires that Civil Rights clauses be included in solicitations and contracts for all subcontractors, subleases, and other agreements.

Description of Oversight Methods for Subcontracts

To ensure compliance with the subcontractor, the Title VI Coordinator and Airport Title VI Liaison will conduct annual reviews of 10% of all AIP-funded projects. These reviews will examine the information listed below, which will be documented in the FAA Title VI Plan's Appendices. In addition, the Alaska DOT&PF Central Region Contracts section provides oversight of all Anchorage International Airport (ANC) project contracts, whether federally or airlines funded, including both vertical and horizontal agreements. The Contractor will ensure that paragraphs one through six of federal regulations "combined-federal-contract-provisions-2023-5-24, Section A6.4.2, Compliance with Nondiscrimination Requirements (see Appendix A)" are included in every subcontract, including material procurements and equipment leases, unless exempted by the Acts, Regulations, and associated directives.

The Contractor will take necessary action, as directed by the Recipient or the Federal Aviation Administration, to enforce these provisions, including imposing sanctions for noncompliance.

If the Contractor faces litigation from a subcontractor or supplier due to such direction, they may request the Recipient to engage in legal proceedings to protect the Recipient's interests.

Additionally, the Contractor may request that the United States participate in the litigation to safeguard the United States' interests.

4. Title VI Coordinator Responsibilities

The Coordinator is responsible for ensuring that they and other staff supporting 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 on expected training for all staff.

Among other responsibilities, the Title VI Coordinator:

- Proactively ensures that the Airport Sponsor is in compliance with nondiscrimination requirements of Title VI and reports to DOT&PF leadership on the status of Title VI compliances.
- Responds promptly to requests by the FAA for data and records and for scheduling 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, 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, Other Investigations, and Complaints Sections of this Plan.

The Title VI 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)

ANC will conspicuously display the FAA-provided Unlawful Discrimination Poster in all public areas on airport property, including those with pedestrian activity. The Title VI Coordinator ensures that these posters are visible, accessible,¹ and maintained. The poster template is available at

https://www.faa.gov/about/office_org/headquarters_offices/acr/com_civ_support/non_disc_pr/; a completed copy is attached. See Section 15 Appendix.

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

ANC will distribute this Title VI Plan among its employees, airport contractors, concessionaires, lessees, and tenants. This plan is available on the DOT&PF website: [Title VI of the Civil Rights Act of 1964 & Environmental Justice, Civil Rights Office, Transportation & Public Facilities, State of Alaska.](#)

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

Terminal/FBO/Concessions/ Other Locations	Quantity in Pre-Security Area	Quantity in Post-Security Area	Additional Quantities
South Terminal (A, B, and C)	5	3	
North Terminal	1	2	
Rental Car Facility / Rail Tunnel	1	Not Applicable	

Outreach to Affected Communities

The DOT&PF CRO Title VI Coordinator will ensure that the Airport's Title VI Liaisons ensure notices for public meetings reach all segments of the impacted community. The Title VI coordinator will identify the effective media platforms to share announcements and notices. Announcements are made in social media, general circulation newspapers, community newspapers, email broadcasts, and the DOT&PF's website. The CRO Title VI Coordinator contacts leaders and representatives in Affected Communities directly or indirectly to confirm effective media platforms to reach all Affected Communities² 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.

¹ For more information about website accessibility, please visit ADA.gov.

² 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

DOT&PF will create a detailed Community Participation Plan (CPP) by July 31, 2024. Detailed information on our public notice and outreach procedures and a copy of the plan will be available in [Title VI of the Civil Rights Act of 1964 & Environmental Justice, Civil Rights Office, Transportation & Public Facilities, State of Alaska](#)

To ensure that the community is effectively informed of and able to participate in public hearings, DOT&PF’s CRO includes public notices translated into appropriate languages, including for any language spoken by a significant number or proportion of the Affected Community population with limited English proficiency (LEP). Such social media postings and notices will include directions 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 CRO Title VI Coordinator can identify, understand, and engage with communities. In doing so, the DOT&PF needs to know about communities eligible to be served, actually or potentially affected, benefited, or burdened by DOT&PF’s airport program.

Affected Communities³	Population
Sand Lake	23,682
Spenard/ Turnagain Communities	15,065
Taku Campbell	9,502

(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 Communities⁴

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,” DOT&PF is collecting information about affected and potentially affected low-income communities. According to [U.S. Census Report, S1701: Poverty Status in the Past 12 Months], the overall poverty level for the

³ “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.

⁴ 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.

[Sand Lake, Spenard Community, and Turnagain neighborhood is approximately 7.47%. The poverty rate remains “low,” compared with the rest of the State of Alaska at 10.5% MoE+/- 0.9. The poverty rates for the specific Affected Communities are as follows:

Affected Communities	Poverty Rate
Sand Lake	5.1%
Spenard Community	9.0%
Taku Campbell	8.3%
Municipality of Anchorage	9.1%

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 is as follows.⁵:

Affected Community: Sand Lake
Total Affected Community Population: 26,087

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	15,773	60.5%
Black or African American	608	2.3%
American Indian or Alaska Native	2,920	11.2%
Asian	2,271	8.7%
Native Hawaiian or Other Pacific Islander	500	.8%
Hispanic or Latino	2,311	8.9%

Affected Community: Turnagain/Spenard Community
Total Affected Community Population: 15,927

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	10,605	66.6%
Black or African American	467	2.9%
American Indian or Alaska Native	1,035	6.5%
Asian	1,805	11.3%
Native Hawaiian or Other Pacific Islander	301	1.9%
Hispanic or Latino	1,248	7.8%

Affected Community: Taku/ Campbell
Total Affected Community Population: 10,099

⁵ Recommend using demographic groups from the U.S. Census.

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	6,193	61.3%
Black or African American	429	4.2%
American Indian or Alaska Native	559	5.5%
Asian	847	8.4%
Native Hawaiian or Other Pacific Islander	87	.9%
Hispanic or Latino	1,071	10.6%

Limited English Proficiency (LEP).

All language access planning and implementation aim to ensure that DOT&PF communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages⁶ that are spoken in LEP households in the Affected Communities. The data sources are the American Community Survey, US Census, EJ Screen, and City Data.

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.⁷ The safe harbor for our community is 1000. Please refer to the end of this document to find data for all languages in our community.

Languages Spoken by LEP Population that Meet the Safe Harbor Threshold	Number	Margin of Error
Spanish	5,799	+/-706
Russian	1,103	+/-335
Tagalog (incl. Filipino)	7,761	+/-703
Hmong	2,218	+/-656
Korean	2,165	+/-441
Ilocano, Samoan, Hawaiian, or other Austronesian Languages	1,839	+/-413
Other Native Languages of North America	3,083	+/-408

See Appendix A

⁶ 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

⁷ 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):

Languages Spoken by LEP Persons	A few times a year (12 or less days a year)	Several times a month (13 to 51 days a year)	At least once a week (52 to 364 days a year)	Every day (365 days a year)
Spanish				
Russian				
Tagalog (incl. Filipino)				
Hmong				
Korean				
Ilocano, Samoan, Hawaiian, or other Austronesian Languages				
Other Native Languages of North America				

If available and distinct from the LEP data above: 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.⁸ through checking the following resources:

Data Sources for Languages Spoken in Affected Community	Website link to Data Source
U.S. Census Bureau	B16001: LANGUAGE SPOKEN AT HOME BY ... - Census Bureau Table
Local public-school data	Data Center - Education and Early Development (alaska.gov)
U.S. Environmental Protection Agency	EJScreen: Environmental Justice Screening and Mapping Tool US EPA
City-Data	City-Data.com - Stats about all US cities - real estate, relocation info, crime, house prices, cost of living, races, home value estimator, recent sales, income, photos, schools, maps, weather, neighborhoods, and more
Alaska Department of Health	Tribal Health Regions Alaska Health Data Geographic Descriptions

Beneficiary Diversity.

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

⁸ 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

Description of Beneficiary Demographic Information Collection Methods

- Currently, the airport has yet to establish any other means for collecting airport customer demographics.
- Participants at small business workshops, pre-bid meetings, and other public meetings are asked to complete an anonymous survey that includes demographic information.
- Businesses that submit bids or offers are asked to complete an anonymous survey that includes demographic information submitted through a data collection website.

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

- Currently, the ANC has no planning or advisory board members.
- Airport program employees provide voluntary demographic data during onboarding as part of collecting efforts to ensure nondiscrimination.

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 DOT&PF 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.⁹

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

Existing Airport Facilities	Affected Community Impacted by Operation of the Facility
Runway 15/33	None
Runway 7L/25R / Runway 7R/25L	None
South and North Terminals	None
North Airpark	None
South Airpark	None

⁹ 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.

East Airpark	None
Airfield Maintenance Facility	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
Taxiway Z Extension	Sand Lake
Northlink Cargo Development	Sand Lake

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:

Facilities or Construction Projects with Disparate Impacts	Affected Community Impacted	Impact Can Be Eliminated?
Taxiway Z Extension/ Northlink Cargo Development	Sand Lake	No

Justifications: SLCC projects are mitigated by the requirement to follow all airport and municipal permitting. The permitting processes require the submission of safety, security, and logistics plans, including proposed haul routes, and allow nighttime hours for noisy work.

Facilities or Construction Projects	Justification

8. Limited English Proficiency (LEP)

Executive Order 13166

In creating a Language Assistance Plan, the DOT&PF will consider the volume, proportion, or frequency of contact with LEP persons in determining the appropriate language assistance to provide.

In the Community Statistics section, we identified the following languages spoken by LEP persons in Affected Communities:

Language
Spanish
Russian
Tagalog (incl. Filipino)
Hmong
Korean
Ilocano, Samoan, Hawaiian, or other Austronesian Languages
Other Native Languages of North America

DOT&PF CRO also collects data for languages spoken by airport guests.¹⁰ Data sources include:

Data Sources for Languages Spoken by Airport Guests	Website link to Data Source
Corporate Translation Services (CTS) Language Link	www.language.link/naspo-valuepoint/

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

Language
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 the leadership and staff of the ANC 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:

¹⁰ 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.

Translation Services:

- All requests for translation services will be requested and processed through the Alaska DOT&PF CRO.
- All written notices contain a statement in the identified languages, when appropriate, of how to receive translated written materials.
- The following vendors have been identified for written translations:

Translation Vendors	Languages
Corporate Translation Services (CTS) Language Link	All above languages

- Information regarding translation services can be obtained at:

Location for Translation Assistance	Languages
Alaska DOT&PF website	All above languages

Interpretation Services:

- All requests for interpretation services will be requested and processed through the Alaska DOT&PF CRO.
- The following vendors have been identified for interpretation services:

Interpretation Vendors	Languages
Language Interpreter Center Anchorage/ Juneau Office	All above languages
Corporate Translation Services (CTS) Language Link	All above languages
Pegasus (Natalie Shen) – Requested through Dispatch office 266-2411	Chinese

- Information regarding interpretation services can be obtained at:

Location for Interpretation Assistance	Languages
ANC Airport Dispatch 907-266-2411 (on the back of the airport badge)	see attached list
On-Demand Interpreting and Translation Services	On-Demand Interpreting and Translation Services, Office of Procurement and Property Management, State of Alaska

Description of Interpretation Assistance Processes

The airports operated by the Alaska Department of Transportation & Public Facilities (DOT&PF) use a combination of human staff, technology, and clear signage to offer translation services and ensure fair access to airport facilities. To address language barriers, DOT&PF uses pictograms in their wayfinding to bridge the gap between different languages. The Airport Emergency Plans include procedures to identify individuals who may require extra assistance, such as those with Limited English Proficiency (LEP), individuals with dementia or other invisible disabilities, people with visible disabilities, and unaccompanied elderly individuals and children. Staff

members can provide language assistance by giving directions, answering questions, and offering guidance to passengers. In addition to human assistance, passengers can use smartphone translation apps as a technology solution.

The DOT&PF CRO understands that the resources needed to provide the cost of translation services or have a certified translator in certain parts of rural Alaska might be high or non-existent. In such circumstances, the LEP person may use a friend or someone appropriate. In this circumstance, The DOT&PF CRO Title VI Specialist shall be notified when using a non-certified individual via email at DOT.Title6@alaska.gov or phone call at 907-268-0852 or 1-800-770-6236 within Alaska.

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 their populations. The minority and disadvantaged community areas located within the Affected Communities are identified below. Other minority and disadvantaged community areas near the airport but not within Affected Communities are also identified below.

Transit service access between the airport and these areas via fixed-route buses already exists in these disadvantaged areas of the communities.

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

Minority and/or Disadvantaged Community Areas	Transit Service	Planned or Existing
Spenard / Sand Lake / Jewel Lake	Fixed-route buses	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:

Airport Business Opportunity	Minority Business Outreach Methods
Food & Beverage RFP	<ul style="list-style-type: none"> - Alaska Cabaret, Hotel, Restaurant and Retailers Association (Alaska CHARR) - Alaska Hospitality Retailers (AHR) - Anchorage Chamber of Commerce - Visit Anchorage - Anchorage Economic Development Corporation (AEDC)

	Currently investigating notification through the Small Business Administration, Alaska Black Business Directory,
Food and Beverage Contract	Advertised through State Of Alaska Online Public Notice, Anchorage Chamber of Commerce, Visit Anchorage, Anchorage Economic Development Corporation (AEDC), Alaska Hospitality Retailers (AHR), and Alaska Cabaret, Hotel, Restaurant, and Retailers Association (Alaska CHARR)

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 ANC Leasing Section and/or DOT&PF Contracts section.

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 Title VI Coordinator
- Protections against retaliation for filing civil rights complaints or related actions.
- Title VI notices must be displayed throughout the airport's 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 biannually.

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

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

- Compliance reviews or audits concerning civil rights requirements¹¹
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements¹²

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, ANC must notify FAA contacts of any new investigations prior to grant execution.

At regular intervals, the Title VI 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 Title VI Coordinator will also provide a statement about the outcome, unless previously provided.

¹¹ 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.

¹² 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.

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, age, or violations of administrative requirements under Title VI or related laws.
2. Not only be for employment matters.¹³
3. Allege misconduct by the ANC or its sub-recipients, including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concerns about airport facilities or actions by the ANC, 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 DOT&PF CRO.¹⁴ Alternatively, they can file a formal complaint with an outside agency, such as the U.S. Department of Justice or Transportation or the Federal Aviation Administration (FAA), or seek other legal remedies.

Receipt of Complaint. The Title VI Coordinator will log in the complaint and promptly send copies of the complaint to the DOT/Civil Rights Office, the Office named in the complaints, and the Airport Director.

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

Robespierre Howard, Statewide Title VI Specialist
2200 E. 42nd Ave
Anchorage, Alaska 99508
907-269-0852
Robespierre.howard@alaska.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.

¹³ Complaints of employment discrimination must be addressed as required by the EEOC and other applicable authorities with jurisdiction over employment matters. If an Airport sponsor's employment activity is supported by FAA-provided financial assistance or if it is alleged that the employment discrimination affects the broader airport program, complaints about that activity must also be reported to the FAA.

¹⁴

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

Discrimination Complaint Referral Procedure

Internal Complaint Referral. All Title VI complaints must be promptly forwarded to the Title VI Coordinator within 72 hours.

Initial FAA Notification. A copy of each Title VI complaint will be forwarded to the FAA within 15 days of initial receipt (not the date that the Title VI Coordinator was notified). The Title VI 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 complaints to the FAA Civil Rights Connect System, which issues automated notifications to FAA staff. The Title VI Coordinator will also seek technical assistance from the FAA, as needed, throughout the complaint intake, investigation, and resolution process.

Investigation Procedure

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

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

Prompt Investigation. The Title VI 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 Title VI 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 Title VI Coordinator will prepare a written report.

Consultation with Legal Counsel. In each case, the Title VI 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 Title VI Coordinator will emphasize voluntary compliance and quickly and fairly resolve disputes with complainants, contractors, tenants, or other persons through reasonable accommodations, alternate dispute resolution, negotiation, and/or 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 ANC'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 Director.
- The written appeal must be received within 15 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 Airport 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 ANC will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. ANC 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 Robespierre Howard at 907-269-0852.

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

Website, In-person, and Other Distribution Methods

1 Alaska DOT&PF website, [Discrimination Complaint, Civil Rights Office, Transportation & Public Facilities, State of Alaska](#)

2 ANC Airport website [We want to hear from you! - Ted Stevens Anchorage International Airport \(ancairport.com\)](#)

3. ANC Public Notice Boards (pre-security & post-security)

Appendix A 14. Population / Language Data
[B16001 www.census.gov]

Label (Grouping)	Alaska!!Estimate	Alaska!!Margin of Error
Total:	685,160	±205
Speak only English	578,236	±2,218
Spanish:	23,629	±1,477
Speak English "very well"	17,830	±1,216
Speak English less than "very well"	5,799	±706
French (incl. Cajun):	2,115	±549
Speak English "very well"	1,904	±502
Speak English less than "very well"	211	±179
Haitian:	485	±280
Speak English "very well"	418	±254
Speak English less than "very well"	67	±97
Italian:	306	±109
Speak English "very well"	264	±93
Speak English less than "very well"	42	±41
Portuguese:	481	±244
Speak English "very well"	462	±245
Speak English less than "very well"	19	±21
German:	2,819	±455
Speak English "very well"	2,490	±421
Speak English less than "very well"	329	±142
Yiddish, Pennsylvania Dutch or other West Germanic languages:	335	±132
Speak English "very well"	258	±113
Speak English less than "very well"	77	±56
Greek:	18	±26
Speak English "very well"	18	±26
Speak English less than "very well"	0	±23
Russian:	3,811	±676
Speak English "very well"	2,708	±592
Speak English less than "very well"	1,103	±335
Polish:	401	±149
Speak English "very well"	308	±120
Speak English less than "very well"	93	±62
Serbo-Croatian:	430	±304
Speak English "very well"	158	±111
Speak English less than "very well"	272	±289
Ukrainian or other Slavic languages:	791	±291
Speak English "very well"	549	±248
Speak English less than "very well"	242	±110

Armenian:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23
Persian (incl. Farsi, Dari):	135	±68
Speak English "very well"	112	±65
Speak English less than "very well"	23	±40
Gujarati:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23
Hindi:	133	±83
Speak English "very well"	133	±83
Speak English less than "very well"	0	±23
Urdu:	353	±241
Speak English "very well"	247	±158
Speak English less than "very well"	106	±87
Punjabi:	33	±55
Speak English "very well"	0	±23
Speak English less than "very well"	33	±55
Bengali:	31	±30
Speak English "very well"	22	±28
Speak English less than "very well"	9	±16
Nepali, Marathi, or other Indic languages:	428	±401
Speak English "very well"	149	±124
Speak English less than "very well"	279	±287
Other Indo-European languages:	1,036	±246
Speak English "very well"	793	±219
Speak English less than "very well"	243	±119
Telugu:	19	±18
Speak English "very well"	10	±12
Speak English less than "very well"	9	±14
Tamil:	202	±277
Speak English "very well"	199	±278
Speak English less than "very well"	3	±7
Malayalam, Kannada, or other Dravidian languages:	19	±26
Speak English "very well"	13	±24
Speak English less than "very well"	6	±9
Chinese (incl. Mandarin, Cantonese):	1,732	±433
Speak English "very well"	875	±238
Speak English less than "very well"	857	±297
Japanese:	1,488	±374
Speak English "very well"	1,100	±303
Speak English less than "very well"	388	±191

Korean:	3,747	±556
Speak English "very well"	1,582	±336
Speak English less than "very well"	2,165	±441
Hmong:	4,097	±895
Speak English "very well"	1,879	±549
Speak English less than "very well"	2,218	±656
Vietnamese:	719	±280
Speak English "very well"	331	±146
Speak English less than "very well"	388	±187
Khmer:	144	±89
Speak English "very well"	93	±60
Speak English less than "very well"	51	±49
Thai, Lao, or other Tai-Kadai languages:	1,843	±522
Speak English "very well"	995	±350
Speak English less than "very well"	848	±277
Other languages of Asia:	245	±125
Speak English "very well"	186	±112
Speak English less than "very well"	59	±47
Tagalog (incl. Filipino):	18,273	±1,058
Speak English "very well"	10,512	±1,066
Speak English less than "very well"	7,761	±703
Ilocano, Samoan, Hawaiian, or other Austronesian languages:	5,873	±798
Speak English "very well"	4,034	±723
Speak English less than "very well"	1,839	±413
Arabic:	1,329	±748
Speak English "very well"	1,146	±620
Speak English less than "very well"	183	±156
Hebrew:	137	±92
Speak English "very well"	137	±92
Speak English less than "very well"	0	±23
Amharic, Somali, or other Afro-Asiatic languages:	282	±201
Speak English "very well"	116	±81
Speak English less than "very well"	166	±172
Yoruba, Twi, Igbo, or other languages of Western Africa:	500	±275
Speak English "very well"	289	±216
Speak English less than "very well"	211	±147
Swahili or other languages of Central, Eastern, and Southern Africa:	653	±295
Speak English "very well"	412	±220
Speak English less than "very well"	241	±125
Navajo:	65	±62
Speak English "very well"	65	±62
Speak English less than "very well"	0	±23

Other Native languages of North America:	27,126	±1,002
Speak English "very well"	24,043	±935
Speak English less than "very well"	3,083	±408
Other and unspecified languages:	661	±244
Speak English "very well"	433	±197
Speak English less than "very well"	228	±118

14. Population
[S1701 table from www.census.gov]

Label	ZCTA5 99502 (Sand Lake)					
	Total		Below poverty level		Percent below poverty level	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	26,087	±1,522	1,322	±462	5.1%	±1.8
AGE						
Under 18 years	7,340	±745	346	±213	4.7%	±2.9
Under 5 years	1,647	±388	182	±162	11.1%	±9.1
5 to 17 years	5,693	±746	164	±101	2.9%	±1.8
Related children of householder						
under 18 years	7,340	±745	346	±213	4.7%	±2.9
18 to 64 years	16,522	±1,045	754	±242	4.6%	±1.5
18 to 34 years	6,353	±674	533	±220	8.4%	±3.4
35 to 64 years	10,169	±762	221	±111	2.2%	±1.1
60 years and over	3,013	±428	241	±133	8.0%	±4.3
65 years and over	2,225	±308	222	±130	10.0%	±5.7
SEX						
Male	13,162	±879	657	±247	5.0%	±1.9
Female	12,925	±919	665	±264	5.1%	±2.0
RACE AND HISPANIC OR LATINO						
ORIGIN						
White alone	15,773	±1,174	829	±310	5.3%	±2.0
Black or African American alone	608	±272	64	±85	10.5%	±14.0
American Indian and Alaska Native alone	2,920	±635	103	±86	3.5%	±3.0
Asian alone	2,271	±578	84	±82	3.7%	±3.6
Native Hawaiian and Other Pacific Islander alone	212	±271	0	±18	0.0%	±10.1
Some other race alone	562	±307	0	±18	0.0%	±3.9
Two or more races	3,741	±866	242	±181	6.5%	±4.7
Hispanic or Latino origin (of any race)	2,311	±688	137	±107	5.9%	±4.8
White alone, not Hispanic or Latino	14,781	±1,091	762	±283	5.2%	±1.9
EDUCATIONAL ATTAINMENT						
Population 25 years and over	16,878	±1,006	793	±249	4.7%	±1.5
Less than high school graduate	792	±350	21	±29	2.7%	±3.9
High school graduate (includes equivalency)	4,158	±587	476	±182	11.4%	±4.5
Some college, associate's degree	5,719	±803	278	±153	4.9%	±2.6

Bachelor's degree or higher	6,209	±763	18	±19	0.3%	±0.3
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	14,395	±1,012	476	±196	3.3%	±1.3
Employed	13,694	±1,056	363	±169	2.7%	±1.2
Male	7,344	±645	228	±117	3.1%	±1.6
Female	6,350	±618	135	±99	2.1%	±1.5
Unemployed	701	±220	113	±105	16.1%	±13.7
Male	346	±139	75	±86	21.7%	±22.4
Female	355	±167	38	±59	10.7%	±15.2
WORK EXPERIENCE						
Population 16 years and over	19,463	±1,142	1,009	±309	5.2%	±1.6
Worked full-time, year-round in the past 12 months	9,485	±765	45	±52	0.5%	±0.5
Worked part-time or part-year in the past 12 months	5,704	±669	455	±194	8.0%	±3.3
Did not work	4,274	±651	509	±204	11.9%	±4.7
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	695	±363	(X)	(X)	(X)	(X)
125 percent of poverty level	1,680	±593	(X)	(X)	(X)	(X)
150 percent of poverty level	2,746	±669	(X)	(X)	(X)	(X)
185 percent of poverty level	3,448	±761	(X)	(X)	(X)	(X)
200 percent of poverty level	3,768	±807	(X)	(X)	(X)	(X)
300 percent of poverty level	7,202	±1,138	(X)	(X)	(X)	(X)
400 percent of poverty level	11,597	±1,360	(X)	(X)	(X)	(X)
500 percent of poverty level	14,468	±1,438	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Population 16 years and over	4,175	±720	669	±208	16.0%	±4.6
Male	2,201	±452	336	±141	15.3%	±5.9
Female	1,974	±461	333	±158	16.9%	±7.2
15 years	0	±18	0	±18	-	**
16 to 17 years	0	±18	0	±18	-	**
18 to 24 years	357	±181	122	±79	34.2%	±23.5
25 to 34 years	1,341	±404	292	±143	21.8%	±9.3
35 to 44 years	744	±302	44	±59	5.9%	±8.0
45 to 54 years	581	±192	59	±56	10.2%	±10.0
55 to 64 years	576	±226	65	±59	11.3%	±10.2
65 to 74 years	320	±111	54	±57	16.9%	±15.8
75 years and over	256	±102	33	±35	12.9%	±12.6
Mean income deficit for unrelated individuals (dollars)	6,385	±1,444	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	2,182	±481	45	±52	2.1%	±2.4
Worked less than full-time, year-round in the past 12 months	1,247	±359	409	±181	32.8%	±11.7
Did not work	746	±185	215	±102	28.8%	±12.1
Population in housing units for whom poverty status is determined	26,041	±1,520	1,305	±464	5.0%	±1.8

	ZCTA5 99517 (Turnagain / Spenard)					
	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	15,927	±980	1,436	±494	9.0%	±2.8
AGE						
Under 18 years	3,323	±508	316	±241	9.5%	±7.0
Under 5 years	881	±253	33	±34	3.7%	±4.0
5 to 17 years	2,442	±397	283	±233	11.6%	±9.0
Related children of householder under 18 years	3,309	±510	302	±241	9.1%	±7.0
18 to 64 years	10,122	±718	1,048	±371	10.4%	±3.3
18 to 34 years	3,756	±503	440	±255	11.7%	±6.1
35 to 64 years	6,366	±539	608	±242	9.6%	±3.5
60 years and over	3,609	±388	166	±86	4.6%	±2.3
65 years and over	2,482	±324	72	±46	2.9%	±1.8
SEX						
Male	7,999	±600	779	±321	9.7%	±3.7
Female	7,928	±594	657	±255	8.3%	±3.0
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	10,605	±868	625	±292	5.9%	±2.5
Black or African American alone	467	±271	52	±95	11.1%	±17.8
American Indian and Alaska Native alone	1,035	±333	308	±202	29.8%	±15.1
Asian alone	1,805	±437	154	±98	8.5%	±4.9
Native Hawaiian and Other Pacific Islander alone	301	±278	0	±16	0.0%	±7.2
Some other race alone	446	±290	229	±268	51.3%	±36.0
Two or more races	1,268	±338	68	±61	5.4%	±4.9
Hispanic or Latino origin (of any race)	1,248	±412	110	±86	8.8%	±6.2
White alone, not Hispanic or Latino	10,061	±802	598	±294	5.9%	±2.7
EDUCATIONAL ATTAINMENT						
Population 25 years and over	11,477	±668	1,014	±362	8.8%	±2.9
Less than high school graduate	581	±206	158	±89	27.2%	±14.1
High school graduate (includes equivalency)	2,154	±303	315	±99	14.6%	±3.9
Some college, associate's degree	3,760	±442	371	±210	9.9%	±5.1
Bachelor's degree or higher	4,982	±482	170	±205	3.4%	±4.0
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	9,007	±656	613	±268	6.8%	±2.8
Employed	8,340	±600	277	±109	3.3%	±1.3
Male	4,254	±381	176	±81	4.1%	±1.8
Female	4,086	±401	101	±63	2.5%	±1.5
Unemployed	667	±289	336	±239	50.4%	±20.1
Male	368	±241	286	±232	77.7%	±20.6
Female	299	±145	50	±55	16.7%	±15.0
WORK EXPERIENCE						
Population 16 years and over	12,795	±762	1,188	±389	9.3%	±2.8

Worked full-time, year-round in the past 12 months	6,063	±471	93	±61	1.5%	±1.0
Worked part-time or part-year in the past 12 months	3,545	±534	475	±239	13.4%	±6.0
Did not work	3,187	±423	620	±279	19.5%	±7.2
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	973	±448	(X)	(X)	(X)	(X)
125 percent of poverty level	2,035	±642	(X)	(X)	(X)	(X)
150 percent of poverty level	2,388	±764	(X)	(X)	(X)	(X)
185 percent of poverty level	3,053	±751	(X)	(X)	(X)	(X)
200 percent of poverty level	3,696	±847	(X)	(X)	(X)	(X)
300 percent of poverty level	5,939	±934	(X)	(X)	(X)	(X)
400 percent of poverty level	7,921	±951	(X)	(X)	(X)	(X)
500 percent of poverty level	9,249	±1,028	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Male	4,274	±549	832	±316	19.5%	±5.9
Female	2,160	±355	473	±262	21.9%	±10.2
15 years	2,114	±318	359	±163	17.0%	±6.7
16 to 17 years	0	±16	0	±16	-	**
18 to 24 years	14	±20	14	±20	100.0%	±65.9
25 to 34 years	300	±111	89	±53	29.7%	±15.1
35 to 44 years	1,189	±317	256	±223	21.5%	±15.2
45 to 54 years	696	±182	85	±76	12.2%	±9.7
55 to 64 years	518	±214	100	±76	19.3%	±13.5
65 to 74 years	757	±207	226	±158	29.9%	±15.4
75 years and over	606	±187	31	±24	5.1%	±4.0
Mean income deficit for unrelated individuals (dollars)	194	±73	31	±36	16.0%	±17.9
Worked full-time, year-round in the past 12 months	6,665	±2,192	(X)	(X)	(X)	(X)
Worked less than full-time, year-round in the past 12 months	2,198	±333	93	±61	4.2%	±2.7
Did not work	1,101	±318	334	±221	30.3%	±14.0
Population in housing units for whom poverty status is determined	975	±262	405	±195	41.5%	±12.8
	15,880	±975	1,412	±496	8.9%	±2.9

	ZCTA5 99518 (Taku / Campbell)					
	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	10,099	±1,104	839	±280	8.3%	±2.7
AGE						
Under 18 years	2,172	±600	242	±108	11.1%	±5.6
Under 5 years	652	±229	91	±56	14.0%	±9.4
5 to 17 years	1,520	±468	151	±105	9.9%	±7.0
Related children of householder under 18 years	2,163	±599	233	±103	10.8%	±5.4
18 to 64 years	7,018	±749	435	±176	6.2%	±2.4
18 to 34 years	3,179	±556	210	±131	6.6%	±4.0
35 to 64 years	3,839	±449	225	±125	5.9%	±3.2
60 years and over	1,388	±186	204	±114	14.7%	±8.4
65 years and over	909	±147	162	±104	17.8%	±11.8
SEX						
Male	5,412	±806	317	±150	5.9%	±2.8
Female	4,687	±548	522	±199	11.1%	±3.9
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	6,193	±800	533	±179	8.6%	±3.0
Black or African American alone	429	±276	30	±49	7.0%	±12.0
American Indian and Alaska Native alone	559	±321	42	±45	7.5%	±9.0
Asian alone	847	±375	48	±57	5.7%	±7.1
Native Hawaiian and Other Pacific Islander alone	87	±124	0	±16	0.0%	±22.5
Some other race alone	128	±98	1	±2	0.8%	±1.7
Two or more races	1,856	±661	185	±130	10.0%	±7.1
Hispanic or Latino origin (of any race)	1,071	±383	1	±2	0.1%	±0.2
White alone, not Hispanic or Latino	5,549	±723	533	±179	9.6%	±3.3
EDUCATIONAL ATTAINMENT						
Population 25 years and over	7,286	±667	465	±170	6.4%	±2.4
Less than high school graduate	357	±208	2	±3	0.6%	±0.9
High school graduate (includes equivalency)	1,911	±478	258	±111	13.5%	±5.8
Some college, associate degree	2,755	±457	158	±111	5.7%	±3.9
Bachelor's degree or higher	2,263	±381	47	±45	2.1%	±1.9
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	5,898	±664	251	±128	4.3%	±2.0
Employed	5,751	±667	222	±126	3.9%	±2.1
Male	3,076	±392	162	±94	5.3%	±3.0
Female	2,675	±417	60	±74	2.2%	±2.7
Unemployed	147	±102	29	±34	19.7%	±24.5
Male	59	±46	13	±19	22.0%	±31.9
Female	88	±88	16	±27	18.2%	±37.4
WORK EXPERIENCE						
Population 16 years and over	8,098	±764	606	±215	7.5%	±2.6

Worked full-time, year-round in the past 12 months	4,050	±439	38	±54	0.9%	±1.3
Worked part-time or part-year in the past 12 months	2,180	±430	249	±122	11.4%	±5.1
Did not work	1,868	±352	319	±162	17.1%	±8.6
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	350	±185	(X)	(X)	(X)	(X)
125 percent of poverty level	1,419	±493	(X)	(X)	(X)	(X)
150 percent of poverty level	2,122	±760	(X)	(X)	(X)	(X)
185 percent of poverty level	2,570	±781	(X)	(X)	(X)	(X)
200 percent of poverty level	2,788	±772	(X)	(X)	(X)	(X)
300 percent of poverty level	4,718	±1,195	(X)	(X)	(X)	(X)
400 percent of poverty level	5,888	±1,173	(X)	(X)	(X)	(X)
500 percent of poverty level	7,286	±1,244	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Male	1,544	±285	152	±111	9.8%	±7.0
Female	1,260	±262	184	±105	14.6%	±8.7
15 years	0	±16	0	±16	-	**
16 to 17 years	9	±20	9	±20	100.0%	±82.2
18 to 24 years	72	±73	40	±44	55.6%	±29.3
25 to 34 years	961	±273	49	±53	5.1%	±5.3
35 to 44 years	444	±168	29	±25	6.5%	±6.3
45 to 54 years	366	±186	82	±94	22.4%	±23.8
55 to 64 years	509	±243	32	±39	6.3%	±8.0
65 to 74 years	289	±90	62	±71	21.5%	±22.5
75 years and over	154	±99	33	±54	21.4%	±31.3
Mean income deficit for unrelated individuals (dollars)	8,176	±1,713	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	1,481	±301	0	±16	0.0%	±1.5
Worked less than full-time, year-round in the past 12 months	765	±239	134	±109	17.5%	±12.2
Did not work	558	±159	202	±121	36.2%	±18.4
Population in housing units for whom poverty status is determined	10,087	±1,104	828	±278	8.2%	±2.6

15. Completed Unlawful Discrimination Poster

Unlawful Discrimination

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

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

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

Coordinator: Robespierre Howard
Phone: 907-269-0852
Address: 2200 E. 42nd Ave.
Anchorage, AK 99508

Discriminacion Ilegal

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

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

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

Coordinador: Robespierre Howard
Teléfono: 907-269-0852
Dirección: 2200 E. 42nd Ave.
Anchorage, AK 99508



U.S. Department of Transportation
Federal Aviation Administration

FAA-101038

Appendix A

**Source: combined-federal-contract-provisions-2023-5-24
(Section A6.4.2 Nondiscrimination Requirements/Title VI Clauses for Compliance (page 21-22))**

Compliance with Nondiscrimination Requirements to include in all subcontracts (include all text in black type):

During the performance of this contract, the Contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the “Contractor”), agrees as follows:

1. **Compliance with Regulations:** The Contractor (hereinafter includes consultants) will comply with the Title VI List of Pertinent Nondiscrimination Acts and Authorities, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. **Nondiscrimination:** The Contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, national origin (including limited English proficiency), creed, sex (including sexual orientation and gender identity), age, or disability in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The Contractor will not participate directly or indirectly in the discrimination prohibited by the Nondiscrimination Acts and Authorities, including employment practices, when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR part 21.
3. **Solicitations for Subcontracts, including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding or negotiation made by the Contractor for work to be performed under a subcontract, including procurements of materials or leases of equipment, each potential subcontractor or supplier will be notified by the Contractor of the contractor’s obligations under this contract and the Nondiscrimination Acts and Authorities on the grounds of race, color, or national origin.
4. **Information and Reports:** The Contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Sponsor or the Federal Aviation Administration to be pertinent to ascertain compliance with such Nondiscrimination Acts and Authorities and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the Contractor will so certify to the Sponsor or the Federal Aviation Administration, as appropriate, and will set forth what efforts it has made to obtain the information.
5. **Sanctions for Noncompliance:** In the event of a Contractor’s noncompliance with the non-discrimination provisions of this contract, the Sponsor will impose such contract sanctions as it or the Federal Aviation Administration may determine to be appropriate, including, but not limited to:
 - a. Withholding payments to the Contractor under the contract until the Contractor complies; and/or
 - b. Cancelling, terminating, or suspending a contract, in whole or in part.

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

FAA Link (effective date May 2023):

[Procurement and Contracting Under AIP – Federal Contract Provisions | Federal Aviation Administration \(faa.gov\)](#)