



2021

**Title VI Non-Discrimination Program
Implementation Plan**

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CAG Interim Executive Director

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Approval Date: April 28, 2021

By: **CENTRAL ARIZONA GOVERNMENTS REGIONAL COUNCIL**

The Title VI Non-discrimination Program Implementation Plan (Title VI Plan) is designed to aid the Transportation Department in its ability to provide oversight and ensure that there is Title VI compliance throughout the region of the Central Arizona Governments (CAG). This document will be updated on an annual basis, or as needed, to reflect changes in law, administration, regulations, and/or policy. This document is intended to provide guidance to agency personnel and other interested entities, and is not intended to, does not, and may not be relied upon to create any right or benefit enforceable by law, by a party against the agency. This document must be approved at minimum on an annual basis, or as needed, by the CAG Regional Council. Revisions to this plan before the annual update will be done administratively. Please see Exhibit E for the approved Regional Council minutes in approving this document.

For individuals with disabilities, this document will be made available upon request in alternate formats. In addition, a translation of this plan into alternate languages will be made available upon request. To obtain a copy in of these alternative formats or for questions or concerns, please contact us at:

Central Arizona Governments

Travis Ashbaugh

Title VI Non-Discrimination & ADA Program Coordinator

Address: 2540 West Apache Trail, Suite 108, Apache Junction, Arizona 85120

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A digital copy of this plan can be found at the following website location:

LINK: http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_NonDiscriminationPlan.pdf

ABOUT THE CENTRAL ARIZONA GOVERNMENTS

The Central Arizona Governments (CAG) was incorporated in 1975 and is one of six regional planning districts, or Councils of Governments (COGs), that was established by Executive Order 70-2 signed by the Governor of Arizona to provide effective regional planning services to Gila and Pinal Counties. CAG leads a coordinated planning process for rural and urbanized areas within the Region for a total population of approximately 486,339 individuals, based on the five-year 2015-2019 American Community Survey Data from the U.S. Census Bureau.

The Sun Corridor Metropolitan Planning Organizations (MPO) was formed in 2013 and is responsible for Transportation Planning within its respective region, including coordination planning. The CAG Region surrounds the Sun Corridor MPO on the north, east, and west sides. The Sun Corridor MPO is bordered to the south by the region of the Pima Association of Governments (PAG), as depicted by the map on the next page. Maricopa County forms a boundary along the north and west sides of the CAG Region. The Maricopa Association of Governments (MAG) planning boundary was also increased to encompass other cities and unincorporated areas within Pinal County. Trip facilitation across the many boundaries is an important focus for the CAG Region. The CAG transportation boundary has a total estimated rural population of 85,954 individuals, while the Sun Corridor MPO and MAG encompassed urbanized areas within Pinal County has an estimated population of 125,021 and 275,954 respectively.

The CAG Transportation Department obtains funding from the Arizona Department of Transportation and is primarily responsible for conducting multiple public input and review processes, including the development of a regional Transportation Improvement Program (TIP). The Department also provides technical assistance to communities applying for transportation-related grants and works as an advocate for local transportation issues. The CAG Transportation Department assists members in the process to apply for, and to receive funding for road projects, transit systems, and other transportation-related projects. The Department provides updates, trainings and workshops, and functions as a liaison between the region and State and Federal agencies on issues pertaining to transportation.

As a recipient of Federal funds from ADOT through the USDOT, CAG is held to a standard of non-discrimination as further described in this document. These guidelines, identified as the "Title VI Non-Discrimination Program Implementation Plan" (Title VI Plan), were developed in accordance with the Federal compliance guidelines. Furthermore, Title VI Plan has been reviewed by department directors and various agency administrators who are committed to the implementation of these policies.

To request further information, please contact Travis Ashbaugh, Title VI Non-discrimination and ADA Program Coordinator by email at tashbaugh@cagaz.org or by phone at (480) 474-9300.

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INTRODUCTION

POLICY OVERVIEW & OBJECTIVES

In compliance with Title VI of the Civil Rights Act of 1964 and other non-discrimination authorities, the Transportation Department of the Central Arizona Governments (CAG) assures through its policies and procedures that no person shall on the grounds of race, color, and/or national origin be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any CAG or CAG-sponsored program or activity. While CAG receives funds from various sources, there is no distinction between the sources of funding. Questions about CAG's Title VI Program may be directed to:

CAG Transportation Title VI/ADA Program

Attention: Travis Ashbaugh

Title VI Non-Discrimination & ADA Program Coordinator

Address: 2540 West Apache Trail, Suite 108, Apache Junction, Arizona 85120

Email: tashbaugh@cagaz.org | **Phone:** (480) 474-9300 | **FAX:** (480) 474-9306

Website: <http://www.cagaz.org/Departments/tpt/TitleVI/TitleVI.html>

Title VI Plan Objectives:

- I. To assign and clarify roles, responsibilities, and procedures for ensuring compliance with Title VI of the Civil Rights Act of 1964 and all related authorities.
- II. To assure that all employees, customers and others affected by CAG's programs, projects and activities receive the services, benefits, and opportunities to which they are entitled without regard to race, color, and/or national origin.
- III. To proactively prevent discrimination and ensure non-discrimination in all CAG programs and activities, regardless of funding source.
- IV. To establish procedures for reviewing specific program areas within CAG to identify and eliminate discrimination when found to exist.
- V. To describe the process for filing and/or investigating complaints by persons who believe that they have been subjected to discrimination under Title VI in any CAG service, program, or activity.

POLICY STATEMENT

TITLE VI/ADA NON-DISCRIMINATION POLICY STATEMENT

The Central Arizona Governments (CAG) as policy ensures non-discrimination compliance, on the grounds of race, color, and/or national origin as provided by Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, Section 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990 (ADA), Executive Order 12898 (Environmental Justice), Executive Order 13166 (Limited English Proficiency), Code of Federal Regulations 49 Part 21, Code of Federal Regulations 23 part 200, and Code of Federal Regulations 49 part 303.

No person will be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any CAG program or activity. Every effort will be made to ensure non-discrimination in all of its programs and activities, whether those programs and activities are federally funded or not. CAG's existing and/or future subrecipients, grant recipients, and contractors must also comply with this policy.

The CAG Transportation Department and program areas must work closely to implement their mutual Title VI non-discrimination program responsibilities. Therefore, each program area will take full responsibility for preventing discrimination and ensuring non-discrimination compliance in all of ADOT programs and activities.

The CAG Executive Director signs assurances and delegates full authority to the Title VI Non-Discrimination Program Coordinator to oversee and implement Title VI regulations.



Andrea Robles
Executive Director

February 17, 2021

Date

ASSURANCES

The CAG Executive Director is required to sign Standard DOT Title VI Assurances in accordance with USDOT 1050.2A. Below is CAG's signed Standard Assurances:

CENTRAL ARIZONA GOVERNMENTS TITLE VI ASSURANCES

The **Central Arizona Governments** (herein referred to as the "Recipient"), HEREBY AGREES THAT, as a condition to receiving any Federal financial assistance from the U.S. Department of Transportation (DOT), through *Federal Highway Administration and Arizona Department of Transportation*, is subject to and will comply with the following:

Statutory/Regulatory Authorities

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin);
- 49 C.F.R. Part 21 (entitled *Non-discrimination In Federally-Assisted Programs Of The Department Of Transportation—Effectuation Of Title VI Of The Civil Rights Act Of 1964*);
- 28 C.F.R. section 50.3 (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964);

The preceding statutory and regulatory cites hereinafter are referred to as the "Acts" and "Regulations," respectively.

General Assurances

In accordance with the Acts, and Regulations, and other pertinent directives, circulars, policy, memoranda and/or guidance, the Recipient hereby gives assurances that it will promptly take any measures necessary to ensure that:

"No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity," for which the Recipient receives Federal financial assistance from DOT, including the Federal Highway Administration."

The Civil Rights Restoration Act of 1987 clarified the original intent of Congress, with respect to Title VI and other Non-discrimination requirements (The Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973), by restoring the broad, institutional-wide scope and coverage of these non-discrimination statutes and requirements to include all programs and activities of the Recipient, so long as any portion of the program is Federally assisted.

Specific Assurances

More specifically, and without limiting the above general Assurance, the Recipient agrees with and gives the following Assurances with respect to its *Federal Aid Highway Program*.

1. The Recipient agrees that each “activity,” “facility,” or “program,” as defined in §§ 21.23 (b) and 21.23 (e) of 49 C.F.R. § 21 will be (with regard to an “activity”) facilitated, or will be (with regard to a “facility”) operated, or will be (with regard to a “program”) conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.
2. The Recipient will insert the following notification in all solicitations for bids, Requests For Proposals for work, or material subject to the Acts and the Regulations made in connection with all *Federal Aid Highway Program* and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

*“The **Central Arizona Governments**, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252.42 U.S.C. §§ 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award.”*

3. The Recipient will insert the clauses of Appendix A and E of this Assurance in every contract or agreement subject to the Acts and the Regulations.
4. The Recipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a Recipient.
5. That where the Recipient receives Federal financial assistance to construct a facility or part of a facility, the Assurance will extend to the entire facility and facilities operated in connection therewith.
6. That where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the Assurance will extend to rights to space on, over, or under such property.
7. That the Recipient will include the clauses set forth in Appendix C and Appendix D of this Assurance, as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by the Recipient with other parties:
 - a. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
 - b. for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project or program.
8. That this Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interest therein, or structures or improvements

thereon, in which case the Assurance obligates the Recipient, or any transferee for the longer of the following periods:

- a. the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or
 - b. the period during which the Recipient retains ownership or possession of the property.
9. The Recipient will provide for such methods of administration for the program as are found by the Secretary of Transportation or the official whom he/she delegates specific authority to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Acts, the Regulations, and this Assurance.
10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Acts, the Regulations, and this Assurance.

By signing this ASSURANCE, **Central Arizona Governments** also agrees to comply (and require any sub-recipients, sub-grantees, contractors, successors, transferees, and/or assignees to comply) with all applicable provisions governing *Federal Highway Administration or Arizona Department of Transportation* access to records, accounts, documents, information, facilities, and staff. You also recognize that you must comply with any program or compliance reviews, and/or complaint investigations conducted by the *Federal Highway Administration or Arizona Department of Transportation*. You must keep records, reports, and submit the material for review upon request to *Federal Highway Administration, Arizona Department of Transportation*, or its designee in timely, complete, and accurate way. Additionally, you must comply with all other reporting, data collection, and evaluation requirements, as prescribed by law or detailed in program guidance.

Central Arizona Governments gives this ASSURANCE in consideration of and for obtaining any Federal grants, loans, contracts, agreements, property, and/or discounts, or other Federal-aid and Federal financial assistance extended after the date hereof to the recipients by the U.S. Department of Transportation under the *Federal Highway Administration and Arizona Department of Transportation*. This ASSURANCE is binding on Arizona, other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors', transferees, successors in interest, and any other participants in the *Federal Aid Highway Program* the person(s) signing below is authorized to sign this ASSURANCE on behalf of the Recipient.

Central Arizona Governments*

(Andrea Robles)



(Signature of Authorized Official)

February 17, 2021

Date

*The original signature document is posted on CAG's website and is located at the following link:
http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_SignedAssurances.pdf

APPENDIX A

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 Acts and the Regulations relative to Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, *Federal Highway Administration or the Arizona Department of Transportation*, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. **Non-discrimination:** The contractor, with regard to the work performance by it during the contract, will not discriminate on the grounds of race, color, or national origin 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 Acts and the Regulations, 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 Acts and Regulations relative to Non-discrimination 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 Recipient, the *Federal Highway Administration or Arizona Department of Transportation* to be pertinent to ascertain compliance with such Acts, Regulations, 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 Recipient, the *Federal Highway Administration, or Arizona Department of Transportation*, 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 Recipient will impose such contract sanctions as it or the *Federal Highway Administration or Arizona Department of Transportation*, 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 request to any subcontract or procurement as the Recipient, the *Federal Highway Administration*, or *Arizona Department of Transportation* 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 Recipient to enter into any litigation to protect the interests of the Recipient. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

APPENDIX B

CLAUSES FOR DEEDS TRANSFERRING UNITED STATES PROPERTY

The following clauses will be included in deeds effecting or recording the transfer of real property, structures, or improvements thereon, or granting interest therein from the United States pursuant to the provisions of Assurance 4:

NOW, THEREFORE, the U.S. Department of Transportation as authorized by law and upon the condition that **Central Arizona Governments** will accept title to the lands and maintain the project constructed thereon in accordance with Title 23, United States Code the Regulations for the Administration of *Federal Aid for Highways*, and the policies and procedures prescribed by the *Arizona Department of Transportation, Federal Highway Administration* and the U.S. Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252.42 42 U.S.C. § 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the **Central Arizona Governments** all the right, title and interest of the U.S. Department of Transportation in and to said lands described in Exhibit A attached hereto and made a part hereof.

(HABENDUM CLAUSE)

TO HAVE AND TO HOLD said lands and interests therein unto **Central Arizona Governments** and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits and will be binding on the **Central Arizona Governments**, its successors and assigns.

The **Central Arizona Governments**, in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person will on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed [.] [and]* (2) that the **Central Arizona Governments** will use the lands and interests in lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations and Acts may be amended, [and (3) that in the event of breach of any of the above-mentioned non-discrimination conditions, the Department will have a right to enter or re-enter said lands and facilities on said land, and that above described land and facilities will thereon revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this instruction].*

*Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to make clear the purpose of Title VI.

APPENDIX C

CLAUSES FOR TRANSFER OF REAL PROPERTY ACQUIRED OR IMPROVED UNDER THE ACTIVITY, FACILITY, OR PROGRAM

The following clauses will be included in deeds, licenses, leases, permits, or similar instruments entered into by the **Central Arizona Governments** pursuant to the provisions of Assurance 7(a):

- A. The (grantee, lessee, permittee, etc. as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases add “as a covenant running with the land”] that:
 1. In the event facilities are constructed, maintained, or otherwise operated on the property described in this (deed, license, lease, permit, etc.) for a purpose for which a U.S. Department of Transportation activity, facility, or program is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) will maintain and operate such facilities and services in compliance with all requirements imposed by the Acts and Regulations (as may be amended) such that no person on the grounds of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities,
- B. With respect to licenses, leases, permits, etc., in the event of breach of any of the above Non-discrimination covenants, **Central Arizona Governments** will have the right to terminate the (lease, license, permit, etc.) and to enter, re-enter, and repossess said lands and facilities thereon, and hold the same as if the (lease, license, permit, etc.) had never been made or issued.*
- C. With respect to licenses, leases, permits, etc., in the event of breach of any of the above Non-discrimination covenants, **Central Arizona Governments** will have the right to enter or re-enter the lands and facilities thereon, and the above described lands and facilities will there upon revert to and vest in and become the absolute property of the **Central Arizona Governments** and its assigns.*

*Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to make clear the purpose of Title VI.

APPENDIX D

CLAUSES FOR CONSTRUCTION/USE/ACCESS TO REAL PROPERTY ACQUIRED UNDER THE ACTIVITY, FACILITY OR PROGRAM

The following clauses will be included in deeds, licenses, permits, or similar instruments/agreements entered into by **Central Arizona Governments** pursuant to the provisions of Assurance 7(b):

- A. The (grantee, licensee, permittee, etc., as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree (in the case of deeds and leases add, “as a covenant running with the land”) that (1) no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over, or under such land, and the furnishing of services thereon, no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee etc.) will use the premises in compliance with all other requirements imposed by or pursuant to the Acts and Regulations, as amended set forth in this Assurance.
- B. With respect to (licenses, leases, permits, etc.), in the event of breach of any of the above Non-discrimination covenants, **Central Arizona Governments** will have the right to terminate the (license, permit, etc., as appropriate) and to enter or re-enter or re-enter and repossess said land and the facilities thereon, and hold the same as if said (license, permit, etc., as appropriate) had never been made or issued.*
- C. With respect to deeds, in the event of breach of any of the above Non-discrimination covenants, **Central Arizona Governments** will there upon revert to and vest in and become the absolute property of **Central Arizona Governments** and its assigns.*

*Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to make clear the purpose of Title VI.

APPENDIX E

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the “contractor”) agrees to comply with the following non-discrimination statutes and authorities; including but not limited to:

Pertinent Non-Discrimination Authorities:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d *et seq.*, 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin): and 49 CFR Part 21.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 *et seq.*), (prohibits discrimination on the basis of sex);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 *et seq.*), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 *et seq.*), (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 U.S.C. § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms “programs or activities” to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the American with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49 C.F.R. parts 37 and 38;
- The Federal Aviation Administration’s Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1687 *et seq.*).

DELEGATION OF AUTHORITY

TITLE VI NON-DISCRIMINATION (Title VI) and the AMERICANS WITH DISABILITY ACT (ADA) DELEGATION OF AUTHORITY

SUMMARY: Through this notice, the Executive Director delegates all compliance authority for the Transportation Department of the Central Arizona Governments Title VI Non-discrimination program and the American's with Disability Act program to the Title VI/ADA Program Coordinator. The Title VI/ADA Program Coordinator reports to the Executive Director.

DATE: Effective upon signature

FOR FURTHER INFORMATION CONTACT: Travis Ashbaugh, Title VI/ADA Program Coordinator, 2540 West Apache Trail, Suite 108, Apache Junction, Arizona 85120, (480) 474-9300, tashbaugh@cagaz.org.

Section A. Authority Delegated

1. The Title VI/ADA Program Coordinator is hereby delegated authority and assigned responsibility for directing and managing all aspects of the Title VI and ADA programs including providing direction and oversight for Civil Rights administrative services, setting departmental administrative policy, and effectively managing program staff.
2. In addition to what is described above, the Title VI/ADA Program Coordinator is hereby delegated authority to carry out the following responsibilities:
 - a. Provide guidance to leadership and management regarding all Title VI and ADA responsibilities. This includes identifying facility-related priorities, developing plans, and providing directives for improving non-discrimination conditions for CAG Transportation employees, customers, and stakeholders.
 - b. Provide CAG Transportation department staff with Title VI and ADA program responsibilities. This includes liaison services for employees designated or identified by CAG Leadership. Liaisons will be used for the delivery and oversight of Title VI and ADA Program duties.
 - c. The Title VI/ADA Program Coordinator has full authority to review policies and/or programs developed, administered and/or managed by the CAG Transportation Department to detect possible conflicts with the Title VI and ADA program Federal requirements. The Title VI/ADA Program Coordinator will perform any such additional duties as may be assigned to by the CAG Executive Director by applicable law(s) or regulation(s).
 - d. The Title VI/ADA Program Coordinator will meet with the Executive Director monthly, or as needed, to provide guidance on the strengths and weaknesses of the agency's efforts to meet Federal and State compliance requirements.

Section B. Authority to Re-delegate

1. The Title VI/ADA Program Coordinator may re-delegate any of the authority delegated under Section A above.

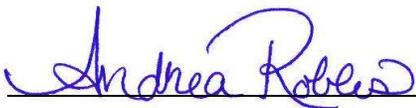
Section C. Authority Exception

1. The authority delegated in this document does not include the authority to sue or be sued or issue a waiver of Federal law or regulations.

Section D. Statutory/Regulation Authorities

During the performance of duties, the Title VI/ADA Program Coordinator will comply with the following non-discrimination statutes and authorities; including but not limited to:

1. Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d *et seq.*, 78 stat. 252); and 49 CFR Part 21.
2. The Uniform Relocation Assistance and Real Property Acquisition Act of 1970, (42 U.S.C. § 4601).
3. Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 *et seq.*);
4. Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 *et seq.*); and 49 CFR Part 27;
5. The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 *et seq.*);
6. Airport and Airway Improvement Act of 1982, (49 U.S.C. § 471, Section 47123), as amended;
7. The Civil Rights Restoration Act of 1987, (PL 100-209);
8. Titles II and III of the American Disabilities Act, (42 U.S.C. §§ 12131-12189); 49 CFR Parts 37 and 38;
9. The Federal Aviation Administration's Non-discrimination statute (49 U.S.C. § 47123);
10. FMCSA Title VI/Non-discrimination Regulation 49 CFR Part 303;
11. Executive Order 12898;
12. Executive Order 13166 (70 Fed. Reg. at 74087 to 74100);
13. Title IX of the Education Amendments of 1972, (20 U.S.C. 1687 *et seq.*).



Andrea Robles
Executive Director

February 17, 2020

Date

ORGANIZATION & STAFFING

STAFFING

CAG Executive Director

The Executive Director is responsible for supervising and administering the overall activities of the organization, its departments that include transportation, and employees. As such, the Executive Director signs all necessary non-discrimination assurances to aid in ensuring all civil rights requirements are met. Duties or powers are delegated to carry out the efficient operation of the CAG Transportation Department.

Title VI Non-Discrimination & ADA Program Coordinator

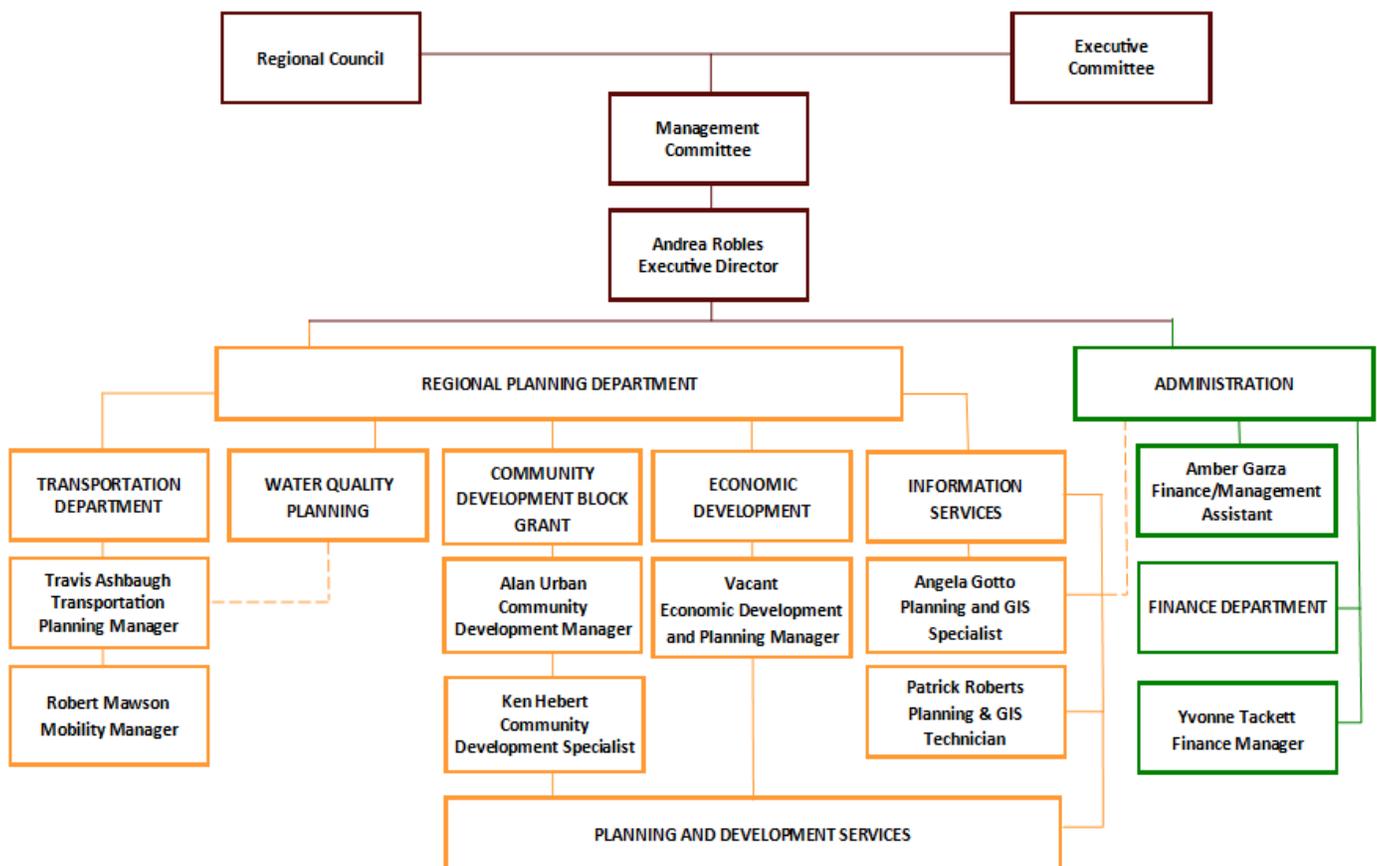
The CAG Transportation Planning Manager, Travis Ashbaugh, is the Title VI Non-discrimination and ADA Program Coordinator (Title VI/ADA Program Coordinator) and is the highest ranking official in the CAG Transportation Department. The Title VI/ADA Program Coordinator's oversight includes both the day-to-day implementation of the Title VI Non-discrimination Program as well as the external American's with Disabilities Act Program implementation for all CAG Transportation-related matters. The Title VI/ADA Program Coordinator is the CAG Transportation Department's expert whose responsibilities include:

1. Delegated authority to have a direct line of communication to the CAG Executive Director;
2. Providing guidance and technical assistance on the Title VI matters and has overall program responsibility for preparing required reports regarding Title VI compliance and:
 - a. Promptly resolving deficiencies and documenting remedial action within a reasonable period of time not to exceed 90 days;
 - b. Collecting statistical data (race, color, national origin, age, sex, disability, income status and limited English proficiency) of participants in and beneficiaries of CAG Transportation programs;
 - c. Identifying and eliminating discrimination when found to exist.
3. Ensuring the Title VI Assurances are signed by the current CAG Executive Director;
4. Complying with CAG's procedures to investigate Title VI complaints filed against CAG and its sub-recipients when appropriate;
5. Conducting Title VI reviews of program areas (Planning; Mobility Management; and, Research);
6. Reviewing CAG Transportation program directives in coordination with CAG Transportation program officials and where applicable, including Title VI and related requirements;
7. Conducting and coordinating Title VI training for the CAG Transportation Department;

8. Preparing and disseminating an annual report of accomplishments for the past year and goals for next year;
9. Updating the Title VI program plans as necessary and submitting to ADOT;
10. Developing Title VI information for distribution to the general public within the CAG Transportation boundaries, in other languages as needed;
11. Monitoring public participation and awareness of Title VI policies and procedures, for their effectiveness in reaching the public;
12. Developing and overseeing implementation of the CAG Transportation Department's Limited English Proficiency Plan (LEP);
13. Reviewing environmental documents to ensure the proper inclusion of environmental justice and civil rights requirements.

Organization Chart

CENTRAL ARIZONA GOVERNMENTS
Fiscal Year 2021 Organization Chart



CAG MEMBERSHIP

Regional Council

The member agencies that comprise the CAG Regional Council are represented by elected officials, typically the Mayor, or otherwise selected by their Council per the Council's Bylaws. It is the function of the Regional Council to act as a policy body to coordinate regional planning throughout the region, which includes transportation-related activities within the designated CAG Transportation Boundary. The Regional Council must approve all agreements and contracts, and the Chairman must sign all appropriate documents related to contracts and agreements, as required. CAG also contains an Executive Committee that is comprised of the Regional Council Chairperson, the Vice-Chairperson, and the Secretary/Treasurer. Members of the CAG Regional Council are listed below:

MEMBER AGENCY	REGIONAL COUNCIL REPRESENTATIVE
Ak-Chin Indian Community	Vacant
City of Apache Junction	Mayor Chip Wilson / Councilmember Robert Schroeder (Alt.)
City of Casa Grande	Mayor Craig McFarland / Councilmember Robert Huddleston (Alt.)
City of Coolidge	Mayor Jon Thompson – Chairperson
City of Eloy	Mayor Micah Powell – Vice Chairperson
Town of Florence	Mayor Tara Walter
Gila County	Supervisor Tim Humphrey
Gila River Indian Community	Vacant
City of Globe	Mayor Al Gameros – Secretary/Treasurer
Town of Hayden	Mayor Dean Hetrick
Town of Kearny	Mayor Jamie Ramsey
Town of Mammoth	Mayor Patricia Armenta
Town of Marana	Mayor Ed Honea
City of Maricopa	Mayor Christian Price / Vice Mayor Vincent Manfredi (Alt.)
Town of Miami	Mayor Sammy Gonzales
Town of Payson	Mayor Thomas Morrissey / Jim Ferris (Alt.)
Pinal County	Supervisor Kevin Cavanaugh
Town of Queen Creek	Mayor Gail Barney / Robin Benning (Alt.)
San Carlos Apache Tribe	Chairman Terry Rambler
Town of Star Valley	Mayor Gary Coon / Bobby Davis
Town of Superior	Mayor Mila Besich
White Mountain Apache Tribe	Vacant
Town of Winkelman	Mayor Louis Bracamonte / Anita Hinojos (Alt.)

Management Committee

The member agencies that comprise the CAG Management Committee are represented primarily by administrative officers and Indian Community business managers, or their designees, who are non-public officials that are selected by the local agency per the Committee’s Bylaws. It is the function of the Management Committee to act as an advisory body for coordinated regional planning throughout the region, which includes transportation-related activities within the designated CAG Transportation Boundary, to the CAG Regional Council. In turn, the Regional Council must approve all agreements and contracts, and the Chairman must sign all appropriate documents related to contracts and agreements. Members of the CAG Management Committee are listed below:

MEMBER AGENCY	MANAGEMENT COMMITTEE REPRESENTATIVE
Ak-Chin Indian Community	(Vacant)
City of Apache Junction	Bryant Powell / Matt Busby (Alt.) / Anna McCray (Alt.)
City of Casa Grande	Steven Weaver
City of Coolidge	Rick Miller - Vice Chairperson
City of Eloy	Harvey Krauss
Town of Florence	Benjamin Bitter / Jennifer Evans (Alt.)
Gila County	James Menlove / Mary Jane Springer (Alt.)
Gila River Indian Community	Greg Mendoza
City of Globe	Paul Jepson -Chairperson
Town of Hayden	Mayor Dean Hetrick
Town of Kearny	Martina Burnam
Town of Mammoth	John Schempf
Town of Marana	Keith Brann
City of Maricopa	Rick Horst / Kazi Haque (Alt.)
Town of Miami	Micah Gaudet
Town of Payson	Troy Smith
Pinal County	Leo Lew / Tami Ryall (Alt.) / Andy Smith (Alt.)
Town of Queen Creek	Bruce Gardner / Heather Wilkey (Alt.)
San Carlos Apache Tribe	Barney Bigman
Town of Star Valley	Tim Grier
Town of Superior	Todd Pryor
White Mountain Apache Tribe	(Vacant)
Town of Winkelman	Sylvia Kerlock

Transportation Technical Advisory Committee

The CAG Transportation Technical Advisory Committee (TTAC) is the technical advisory committee to the CAG Regional Council. The voting membership of the TTAC is comprised of Public Works and Engineering Staff from only those entities encompassed within the CAG Transportation Boundary, as well as a representative from ADOT’s Multi-modal Planning Division. Committee representatives should have an expertise in transportation topics such as but not limited to highways, public works, engineering aeronautics, transit systems, and planning per the Committee’s Bylaws. The committee has the authority and primary responsibility to conduct technical reviews and analysis regarding all work activities of the CAG Annual Work Program, recommend project awards and advise the CAG Management Committee to make recommendations to the CAG Regional Council on appropriate actions to be taken for the overall planning direction of the region. Voting members of the CAG TTAC are listed below:

MEMBER AGENCY	TRANSPORTATION TECHNICAL ADVISORY COMMITTEE REPRESENTATIVE
Ak-Chin Indian Community	Sandra Shade / Bart Smith (Alt.)
AZ Dept. of Transportation (ADOT)	Jason James – Vice Chairperson / Dan Gabiou (Alt.)
Gila County	Scott Warren / Steve Sanders (Alt.)
City of Globe	Jerry Barnes / Rick Powers (Alt.)
Town of Hayden	(VACANT)
Town of Kearny	Martina Burnam
Town of Mammoth	John Schempf
Town of Miami	Micah Gaudet
Town of Payson	Larry Halberstadt – Chairperson / Sheila DeSchaaf (Alt.)
Pinal County	Tara Harman / Jason Bottjen (Alt.)
San Carlos Apache Tribe	Marvin Mull / Barney Bigman (Alt.)
Town of Star Valley	Tim Grier / Chancy Nutt (Alt.)
Town of Superior	Svetlana Clark / Todd Pryor (Alt.)
White Mountain Apache Tribe	Tara Chief / Cassie Kenton-Garcia (Alt.)
Town of Winkelman	Sylvia Kerlock / Gloria Ruiz (Alt.)

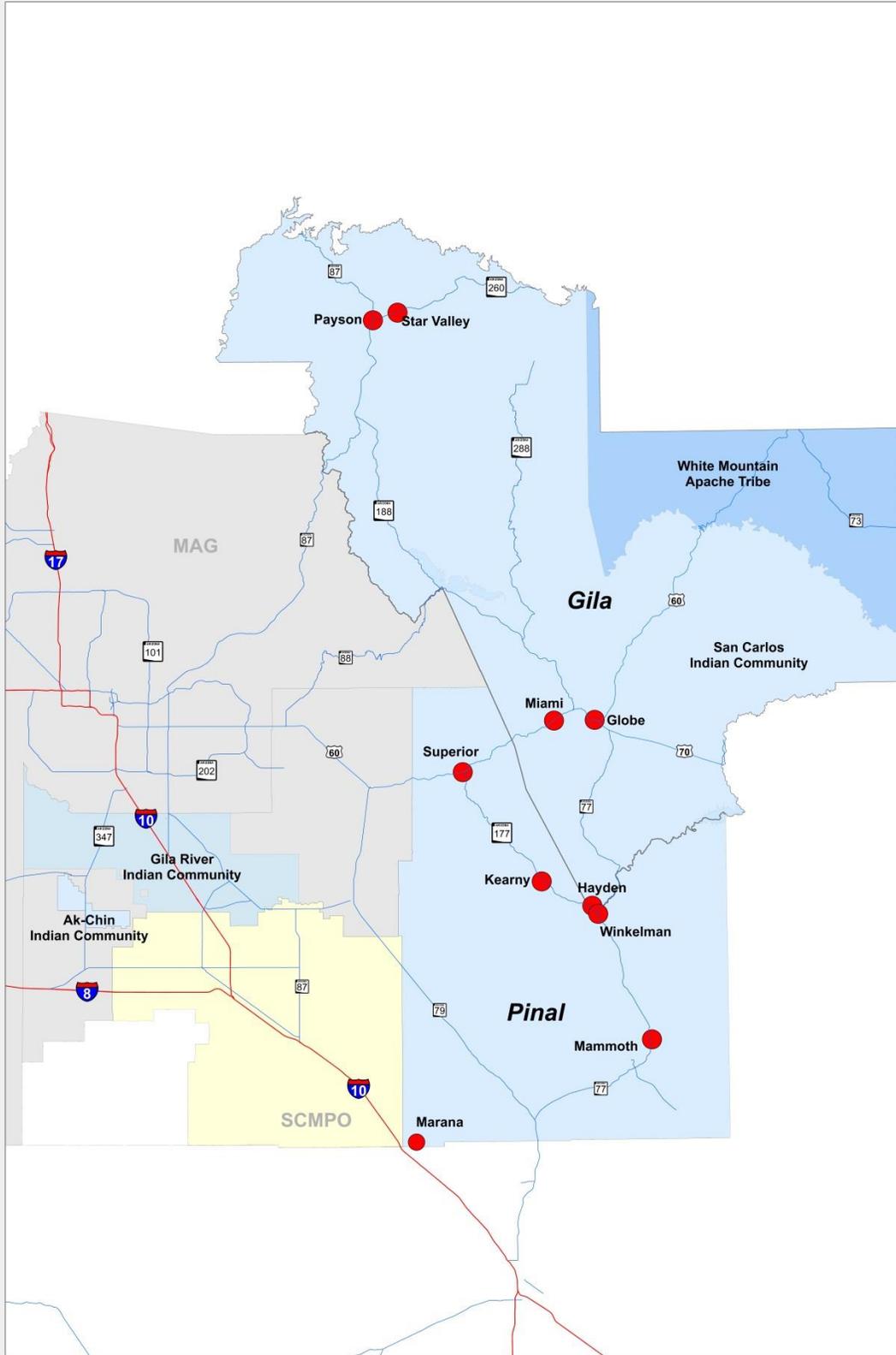
The Cities/Towns of Apache Junction, Casa Grande, Coolidge, Eloy, Florence, Maricopa, Queen Creek, and the Gila River Indian Community are members of CAG and do have voting privileges within the CAG Management Committee and Regional Council. However, they are non-voting members of the CAG TTAC, as they are outside the CAG Transportation Boundaries. See CAG’s Transportation Boundaries on next page.

CAG Transportation Planning Member Entities



Legend

- CAG Entities
- CAG
- MAG
- Sun Corridor MPO
- Interstate
- Highway



Disclaimer: This map does not represent a legal survey. It is intended for general purposes only.

Map Date: August 7, 2014

Statistical Data of Communities by Race and Sex

The information contained within the following pages is from the Census Bureau's 5-Year 2015-2019 American Community Survey, and represents the entire CAG Region. The figures represent the entire entities' jurisdictional boundaries with the exception of those marked with an asterisk (*). Those marked with an asterisk (*) represent the portion of that jurisdiction within the CAG Region only. The Pinal and Gila County figures represent their entire county jurisdiction, minus the cities and towns jurisdictional boundaries as listed. Maps have also been created to provide a visual by percentage when compared to total population. Since CAG does not have any subrecipients in which CAG disperses FTA funding, a map to show distribution of such funds is not applicable. The information can be found at the following link: <https://data.census.gov/cedsci/>. CAG does not choose the local representation in any committee as it typically is represented by specific positions or chosen by the local agency.

Pinal County Members by Race & Sex

Member Agency	White	Black or African American	American Indian	Asian	Native Hawaiian (Pacific)	Other	Two or More Races	Total Population	Male	Female
Pinal County	<u>179,802</u>	<u>6,131</u>	<u>6,034</u>	<u>2,967</u>	<u>176</u>	<u>7,002</u>	<u>7,823</u>	<u>209,935</u>	<u>104,430</u>	<u>105,505</u>
<i>Hispanic or Latino</i>	42,904	450	1,066	59	32	6,836	2,294	53,641	27,539	26,102
<i>Non-Hispanic or Latino</i>	136,898	5,681	4,968	2,908	144	166	5,529	156,294	76,891	79,403
Ak-Chin Indian Community	<u>59</u>	<u>10</u>	<u>1,264</u>	<u>0</u>	<u>0</u>	<u>15</u>	<u>91</u>	<u>1,439</u>	<u>727</u>	<u>712</u>
<i>Hispanic or Latino</i>	45	0	146	0	0	15	37	243	122	121
<i>Non-Hispanic or Latino</i>	14	10	1,118	0	0	0	54	1,196	605	591
City of Apache Junction*	<u>37,353</u>	<u>418</u>	<u>438</u>	<u>394</u>	<u>26</u>	<u>809</u>	<u>814</u>	<u>40,252</u>	<u>19,628</u>	<u>20,624</u>
<i>Hispanic or Latino</i>	5,320	0	0	38	0	772	112	6,242	3,099	3,143
<i>Non-Hispanic or Latino</i>	32,033	418	438	356	26	37	702	34,010	16,529	17,481
City of Casa Grande	<u>40,971</u>	<u>1,922</u>	<u>4,003</u>	<u>996</u>	<u>63</u>	<u>4,362</u>	<u>3,336</u>	<u>55,653</u>	<u>27,092</u>	<u>28,561</u>
<i>Hispanic or Latino</i>	16,597	336	1,254	131	19	4,362	1,645	24,344	11,621	12,723
<i>Non-Hispanic or Latino</i>	24,374	1,586	2,749	865	44	0	1,691	31,309	15,471	15,838
City of Coolidge	<u>9,234</u>	<u>1,129</u>	<u>682</u>	<u>4</u>	<u>0</u>	<u>1,124</u>	<u>512</u>	<u>12,685</u>	<u>6,245</u>	<u>6,440</u>
<i>Hispanic or Latino</i>	4,402	146	198	0	0	586	331	5,663	2,726	2,937
<i>Non-Hispanic or Latino</i>	4,832	983	484	4	0	538	181	7,022	3,519	3,503
City of Eloy	<u>12,853</u>	<u>1,484</u>	<u>720</u>	<u>350</u>	<u>534</u>	<u>2,054</u>	<u>671</u>	<u>18,666</u>	<u>13,727</u>	<u>4,939</u>
<i>Hispanic or Latino</i>	7,933	155	64	0	0	2,054	311	10,517	7,317	3,200
<i>Non-Hispanic or Latino</i>	4,920	1,329	656	350	534	0	360	8,149	6,410	1,739
Town of Florence	<u>21,544</u>	<u>1,871</u>	<u>1,079</u>	<u>143</u>	<u>220</u>	<u>666</u>	<u>897</u>	<u>26,420</u>	<u>20,315</u>	<u>6,105</u>
<i>Hispanic or Latino</i>	9,321	42	53	0	0	641	427	10,484	8,514	1,970
<i>Non-Hispanic or Latino</i>	12,223	1,829	1,026	143	220	25	470	15,936	11,801	4,135
Gila River Indian Community*	<u>518</u>	<u>15</u>	<u>6,888</u>	<u>10</u>	<u>16</u>	<u>68</u>	<u>148</u>	<u>7,663</u>	<u>4,056</u>	<u>3,607</u>
<i>Hispanic or Latino</i>	245	0	239	0	0	41	38	563	395	168
<i>Non-Hispanic or Latino</i>	273	15	6,649	10	16	27	110	7,100	3,661	3,439
Town of Kearny	<u>1,914</u>	<u>23</u>	<u>6</u>	<u>56</u>	<u>0</u>	<u>86</u>	<u>165</u>	<u>2,250</u>	<u>1,118</u>	<u>1,132</u>
<i>Hispanic or Latino</i>	867	0	0	0	0	86	20	973	415	558
<i>Non-Hispanic or Latino</i>	1,047	23	6	56	0	0	145	1,277	703	574
Town of Mammoth	<u>1,456</u>	<u>0</u>	<u>26</u>	<u>0</u>	<u>0</u>	<u>122</u>	<u>49</u>	<u>1,653</u>	<u>861</u>	<u>792</u>
<i>Hispanic or Latino</i>	1,130	0	22	0	0	116	24	1,292	676	616
<i>Non-Hispanic or Latino</i>	326	0	4	0	0	6	25	361	185	176
Town of Marana*	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Hispanic or Latino</i>	0	0	0	0	0	0	0	0	0	0
<i>Non-Hispanic or Latino</i>	0	0	0	0	0	0	0	0	0	0
City of Maricopa	<u>33,327</u>	<u>5,776</u>	<u>668</u>	<u>2,031</u>	<u>330</u>	<u>3,070</u>	<u>3,427</u>	<u>48,629</u>	<u>23,812</u>	<u>24,817</u>
<i>Hispanic or Latino</i>	9,058	111	171	71	71	3,070	1,413	13,965	7,123	6,842
<i>Non-Hispanic or Latino</i>	24,269	5,665	497	1,960	259	0	2,014	34,664	16,689	17,975
Town of Queen Creek*	<u>4,133</u>	<u>136</u>	<u>0</u>	<u>51</u>	<u>0</u>	<u>51</u>	<u>106</u>	<u>4,477</u>	<u>2,237</u>	<u>2,240</u>
<i>Hispanic or Latino</i>	471	0	0	14	0	51	54	590	374	216
<i>Non-Hispanic or Latino</i>	3,662	136	0	37	0	0	52	3,887	1,863	2,024
Town of Superior	<u>2,590</u>	<u>0</u>	<u>44</u>	<u>137</u>	<u>0</u>	<u>219</u>	<u>81</u>	<u>3,071</u>	<u>1,370</u>	<u>1,701</u>
<i>Hispanic or Latino</i>	1,688	0	23	0	0	219	64	1,994	807	1,187
<i>Non-Hispanic or Latino</i>	902	0	21	137	0	0	17	1,077	563	514

Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates: B03002: Hispanic or Latino Origin by Race; B01001I: Sex by Age (Hispanic or Latino)

Pinal County Members by Age/Sex/Race

Pinal County		Total Population:				209,935
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
<u>White</u>	<u>53,386</u>	<u>42,202</u>	<u>42,625</u>	<u>41,589</u>	<u>179,802</u>	
<i>Male</i>	27,418	20,804	20,173	20,634	89,029	
<i>Female</i>	25,968	21,398	22,452	20,955	90,773	
<u>Black/African American</u>	<u>2,158</u>	<u>1,414</u>	<u>1,704</u>	<u>855</u>	<u>6,131</u>	
<i>Male</i>	955	846	833	321	2,955	
<i>Female</i>	1,203	568	871	534	3,176	
<u>American Indian</u>	<u>2,847</u>	<u>1,561</u>	<u>1,234</u>	<u>392</u>	<u>6,034</u>	
<i>Male</i>	1,658	885	644	153	3,340	
<i>Female</i>	1,189	676	590	239	2,694	
<u>Asian</u>	<u>798</u>	<u>568</u>	<u>1,066</u>	<u>535</u>	<u>2,967</u>	
<i>Male</i>	371	292	516	165	1,344	
<i>Female</i>	427	276	550	370	1,623	
<u>Native Hawaiian (Pacific)</u>	<u>23</u>	<u>71</u>	<u>73</u>	<u>9</u>	<u>176</u>	
<i>Male</i>	0	71	17	9	97	
<i>Female</i>	23	0	56	0	79	
<u>Other</u>	<u>2,508</u>	<u>2,325</u>	<u>1,704</u>	<u>465</u>	<u>7,002</u>	
<i>Male</i>	1,187	1,066	897	219	3,369	
<i>Female</i>	1,321	1,259	807	246	3,633	
<u>Two or more Races</u>	<u>5,220</u>	<u>1,653</u>	<u>513</u>	<u>437</u>	<u>7,823</u>	
<i>Male</i>	2,818	1,034	220	224	4,296	
<i>Female</i>	2,402	619	293	213	3,527	

Ak-Chin Indian Community		Total Population:				1,439
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
<u>White</u>	<u>29</u>	<u>16</u>	<u>9</u>	<u>5</u>	<u>59</u>	
<i>Male</i>	25	9	7	3	44	
<i>Female</i>	4	7	2	2	15	
<u>Black/African American</u>	<u>3</u>	<u>7</u>	<u>0</u>	<u>0</u>	<u>10</u>	
<i>Male</i>	3	4	0	0	7	
<i>Female</i>	0	3	0	0	3	
<u>American Indian</u>	<u>589</u>	<u>407</u>	<u>212</u>	<u>56</u>	<u>1,264</u>	
<i>Male</i>	272	221	109	28	630	
<i>Female</i>	317	186	103	28	634	
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<u>Other</u>	<u>0</u>	<u>11</u>	<u>4</u>	<u>0</u>	<u>15</u>	
<i>Male</i>	0	6	2	0	8	
<i>Female</i>	0	5	2	0	7	
<u>Two or more Races</u>	<u>75</u>	<u>14</u>	<u>0</u>	<u>2</u>	<u>91</u>	
<i>Male</i>	29	9	0	0	38	
<i>Female</i>	46	5	0	2	53	

Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates: Table B01001A-G

Pinal County Members by Age/Sex/Race - (Continued)

City of Apache Junction*					Total Population:	40,252
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
<u>White</u>	<u>8,104</u>	<u>6,919</u>	<u>9,438</u>	<u>12,892</u>	<u>37,353</u>	
<i>Male</i>	4,360	3,478	4,391	6,023	18,252	
<i>Female</i>	3,744	3,441	5,047	6,869	19,101	
<u>Black/African American</u>	<u>93</u>	<u>142</u>	<u>80</u>	<u>103</u>	<u>418</u>	
<i>Male</i>	83	35	62	80	260	
<i>Female</i>	10	107	18	23	158	
<u>American Indian</u>	<u>155</u>	<u>71</u>	<u>199</u>	<u>13</u>	<u>438</u>	
<i>Male</i>	52	13	102	0	167	
<i>Female</i>	103	58	97	13	271	
<u>Asian</u>	<u>127</u>	<u>119</u>	<u>112</u>	<u>36</u>	<u>394</u>	
<i>Male</i>	13	60	59	17	149	
<i>Female</i>	114	59	53	19	245	
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>26</u>	<u>26</u>	
<i>Male</i>	0	0	0	26	26	
<i>Female</i>	0	0	0	0	0	
<u>Other</u>	<u>243</u>	<u>357</u>	<u>186</u>	<u>23</u>	<u>809</u>	
<i>Male</i>	156	217	95	0	468	
<i>Female</i>	87	140	91	23	341	
<u>Two or more Races</u>	<u>449</u>	<u>132</u>	<u>148</u>	<u>85</u>	<u>814</u>	
<i>Male</i>	130	94	55	27	306	
<i>Female</i>	319	38	93	58	508	

City of Casa Grande					Total Population:	55,653
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
<u>White</u>	<u>12,754</u>	<u>9,030</u>	<u>8,896</u>	<u>10,291</u>	<u>40,971</u>	
<i>Male</i>	6,648	4,225	4,260	4,752	19,885	
<i>Female</i>	6,106	4,805	4,636	5,539	21,086	
<u>Black/African American</u>	<u>633</u>	<u>490</u>	<u>562</u>	<u>237</u>	<u>1,922</u>	
<i>Male</i>	312	290	256	146	1,004	
<i>Female</i>	321	200	306	91	918	
<u>American Indian</u>	<u>1,668</u>	<u>1,663</u>	<u>558</u>	<u>114</u>	<u>4,003</u>	
<i>Male</i>	1,008	882	106	51	2,047	
<i>Female</i>	660	781	452	63	1,956	
<u>Asian</u>	<u>217</u>	<u>409</u>	<u>290</u>	<u>80</u>	<u>996</u>	
<i>Male</i>	114	180	81	3	378	
<i>Female</i>	103	229	209	77	618	
<u>Native Hawaiian (Pacific)</u>	<u>19</u>	<u>44</u>	<u>0</u>	<u>0</u>	<u>63</u>	
<i>Male</i>	0	25	0	0	25	
<i>Female</i>	19	19	0	0	38	
<u>Other</u>	<u>1,912</u>	<u>1,027</u>	<u>1,161</u>	<u>262</u>	<u>4,362</u>	
<i>Male</i>	972	406	496	115	1,989	
<i>Female</i>	940	621	665	147	2,373	
<u>Two or more Races</u>	<u>2,279</u>	<u>637</u>	<u>294</u>	<u>126</u>	<u>3,336</u>	
<i>Male</i>	1,208	364	115	77	1,764	
<i>Female</i>	1,071	273	179	49	1,572	

Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates: Table B01001A-G

Pinal County Members by Age/Sex/Race - (Continued)

City of Coolidge					Total Population:	12,685
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
<u>White</u>	<u>3,040</u>	<u>2,591</u>	<u>2,204</u>	<u>1,399</u>	<u>9,234</u>	
<i>Male</i>	1,499	1,174	1,086	590	4,349	
<i>Female</i>	1,541	1,417	1,118	809	4,885	
<u>Black/African American</u>	<u>473</u>	<u>387</u>	<u>250</u>	<u>19</u>	<u>1,129</u>	
<i>Male</i>	413	269	95	0	777	
<i>Female</i>	60	118	155	19	352	
<u>American Indian</u>	<u>247</u>	<u>236</u>	<u>133</u>	<u>66</u>	<u>682</u>	
<i>Male</i>	92	155	64	20	331	
<i>Female</i>	155	81	69	46	351	
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>4</u>	<u>0</u>	<u>4</u>	
<i>Male</i>	0	0	4	0	4	
<i>Female</i>	0	0	0	0	0	
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<u>Other</u>	<u>511</u>	<u>463</u>	<u>132</u>	<u>18</u>	<u>1,124</u>	
<i>Male</i>	141	235	72	5	453	
<i>Female</i>	370	228	60	13	671	
<u>Two or more Races</u>	<u>420</u>	<u>72</u>	<u>20</u>	<u>0</u>	<u>512</u>	
<i>Male</i>	293	21	17	0	331	
<i>Female</i>	127	51	3	0	181	

City of Eloy					Total Population:	18,666
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
<u>White</u>	<u>2,662</u>	<u>5,437</u>	<u>2,947</u>	<u>1,807</u>	<u>12,853</u>	
<i>Male</i>	1,433	4,686	2,052	891	9,062	
<i>Female</i>	1,229	751	895	916	3,791	
<u>Black/African American</u>	<u>383</u>	<u>792</u>	<u>228</u>	<u>81</u>	<u>1,484</u>	
<i>Male</i>	204	660	185	41	1,090	
<i>Female</i>	179	132	43	40	394	
<u>American Indian</u>	<u>144</u>	<u>321</u>	<u>215</u>	<u>40</u>	<u>720</u>	
<i>Male</i>	115	222	180	17	534	
<i>Female</i>	29	99	35	23	186	
<u>Asian</u>	<u>71</u>	<u>173</u>	<u>67</u>	<u>39</u>	<u>350</u>	
<i>Male</i>	62	173	40	9	284	
<i>Female</i>	9	0	27	30	66	
<u>Native Hawaiian (Pacific)</u>	<u>52</u>	<u>358</u>	<u>116</u>	<u>8</u>	<u>534</u>	
<i>Male</i>	52	358	116	8	534	
<i>Female</i>	0	0	0	0	0	
<u>Other</u>	<u>858</u>	<u>744</u>	<u>437</u>	<u>15</u>	<u>2,054</u>	
<i>Male</i>	730	613	354	10	1,707	
<i>Female</i>	128	131	83	5	347	
<u>Two or more Races</u>	<u>180</u>	<u>287</u>	<u>173</u>	<u>31</u>	<u>671</u>	
<i>Male</i>	130	216	139	31	516	
<i>Female</i>	50	71	34	0	155	

Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates: Table B01001A-G

Pinal County Members by Age/Sex/Race - (Continued)

Town of Florence					Total Population:	26,420
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
<u>White</u>	<u>3,786</u>	<u>8,529</u>	<u>5,982</u>	<u>4,247</u>	<u>21,544</u>	
<i>Male</i>	2,613	7,308	3,725	2,201	15,847	
<i>Female</i>	1,173	1,221	1,257	2,046	5,697	
<u>Black/African American</u>	<u>192</u>	<u>1,033</u>	<u>615</u>	<u>31</u>	<u>1,871</u>	
<i>Male</i>	192	971	585	23	1,771	
<i>Female</i>	0	62	30	8	100	
<u>American Indian</u>	<u>101</u>	<u>727</u>	<u>218</u>	<u>33</u>	<u>1,079</u>	
<i>Male</i>	75	690	213	20	998	
<i>Female</i>	26	37	5	13	81	
<u>Asian</u>	<u>10</u>	<u>72</u>	<u>38</u>	<u>23</u>	<u>143</u>	
<i>Male</i>	10	72	38	0	120	
<i>Female</i>	0	0	0	23	23	
<u>Native Hawaiian (Pacific)</u>	<u>8</u>	<u>152</u>	<u>29</u>	<u>31</u>	<u>220</u>	
<i>Male</i>	8	152	29	12	201	
<i>Female</i>	0	0	0	19	19	
<u>Other</u>	<u>156</u>	<u>408</u>	<u>66</u>	<u>36</u>	<u>666</u>	
<i>Male</i>	112	371	55	11	549	
<i>Female</i>	44	37	11	25	117	
<u>Two or more Races</u>	<u>185</u>	<u>544</u>	<u>158</u>	<u>10</u>	<u>897</u>	
<i>Male</i>	145	544	130	10	829	
<i>Female</i>	40	0	28	0	68	

Gila River Indian Community*					Total Population:	7,663
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
<u>White</u>	<u>115</u>	<u>236</u>	<u>109</u>	<u>58</u>	<u>518</u>	
<i>Male</i>	93	184	51	43	371	
<i>Female</i>	22	52	58	15	147	
<u>Black/African American</u>	<u>1</u>	<u>0</u>	<u>14</u>	<u>0</u>	<u>15</u>	
<i>Male</i>	0	0	14	0	14	
<i>Female</i>	1	0	0	0	1	
<u>American Indian</u>	<u>2,666</u>	<u>1,949</u>	<u>1,621</u>	<u>652</u>	<u>6,888</u>	
<i>Male</i>	1,307	1,165	745	292	3,509	
<i>Female</i>	1,359	784	876	360	3,379	
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>10</u>	<u>0</u>	<u>10</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	10	0	10	
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>16</u>	<u>16</u>	
<i>Male</i>	0	0	0	16	16	
<i>Female</i>	0	0	0	0	0	
<u>Other</u>	<u>0</u>	<u>43</u>	<u>20</u>	<u>5</u>	<u>68</u>	
<i>Male</i>	0	32	20	0	52	
<i>Female</i>	0	11	0	5	16	
<u>Two or more Races</u>	<u>120</u>	<u>13</u>	<u>15</u>	<u>0</u>	<u>148</u>	
<i>Male</i>	67	13	14	0	94	
<i>Female</i>	53	0	1	0	54	

Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates: Table B01001A-G

Pinal County Members by Age/Sex/Race - (Continued)

Town of Kearny					Total Population: 2,250
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>681</u>	<u>370</u>	<u>414</u>	<u>449</u>	<u>1,914</u>
<i>Male</i>	358	174	220	207	959
<i>Female</i>	323	196	194	242	955
<u>Black/African American</u>	<u>0</u>	<u>5</u>	<u>7</u>	<u>11</u>	<u>23</u>
<i>Male</i>	0	5	3	0	8
<i>Female</i>	0	0	4	11	15
<u>American Indian</u>	<u>6</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>6</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	6	0	0	0	6
<u>Asian</u>	<u>14</u>	<u>42</u>	<u>0</u>	<u>0</u>	<u>56</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	14	42	0	0	56
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<u>Other</u>	<u>15</u>	<u>43</u>	<u>17</u>	<u>11</u>	<u>86</u>
<i>Male</i>	15	13	6	5	39
<i>Female</i>	0	30	11	6	47
<u>Two or more Races</u>	<u>120</u>	<u>23</u>	<u>9</u>	<u>13</u>	<u>165</u>
<i>Male</i>	106	6	0	0	112
<i>Female</i>	14	17	9	13	53

Town of Mammoth					Total Population: 1,653
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>369</u>	<u>351</u>	<u>335</u>	<u>401</u>	<u>1,456</u>
<i>Male</i>	221	167	196	186	770
<i>Female</i>	148	184	139	215	686
<u>Black/African American</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<u>American Indian</u>	<u>12</u>	<u>4</u>	<u>10</u>	<u>0</u>	<u>26</u>
<i>Male</i>	4	0	0	0	4
<i>Female</i>	8	4	10	0	22
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<u>Other</u>	<u>28</u>	<u>12</u>	<u>62</u>	<u>20</u>	<u>122</u>
<i>Male</i>	13	6	25	11	55
<i>Female</i>	15	6	37	9	67
<u>Two or more Races</u>	<u>29</u>	<u>11</u>	<u>9</u>	<u>0</u>	<u>49</u>
<i>Male</i>	19	4	9	0	32
<i>Female</i>	10	7	0	0	17

Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates: Table B01001A-G

Pinal County Members by Age/Sex/Race - (Continued)

Town of Marana*					Total Population: 0
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<u>Black/African American</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<u>American Indian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<u>Other</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<u>Two or more Races</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0

City of Maricopa					Total Population: 48,629
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>10,466</u>	<u>9,569</u>	<u>8,196</u>	<u>5,096</u>	<u>33,327</u>
<i>Male</i>	5,228	4,745	3,963	2,520	16,456
<i>Female</i>	5,238	4,824	4,233	2,576	16,871
<u>Black/African American</u>	<u>2,285</u>	<u>1,629</u>	<u>1,266</u>	<u>596</u>	<u>5,776</u>
<i>Male</i>	1,202	522	584	281	2,589
<i>Female</i>	1,083	1,107	682	315	3,187
<u>American Indian</u>	<u>199</u>	<u>291</u>	<u>97</u>	<u>81</u>	<u>668</u>
<i>Male</i>	144	96	78	54	372
<i>Female</i>	55	195	19	27	296
<u>Asian</u>	<u>426</u>	<u>853</u>	<u>426</u>	<u>326</u>	<u>2,031</u>
<i>Male</i>	220	303	131	130	784
<i>Female</i>	206	550	295	196	1,247
<u>Native Hawaiian (Pacific)</u>	<u>39</u>	<u>241</u>	<u>35</u>	<u>15</u>	<u>330</u>
<i>Male</i>	11	178	12	0	201
<i>Female</i>	28	63	23	15	129
<u>Other</u>	<u>1,223</u>	<u>1,146</u>	<u>553</u>	<u>148</u>	<u>3,070</u>
<i>Male</i>	668	639	304	71	1,682
<i>Female</i>	555	507	249	77	1,388
<u>Two or more Races</u>	<u>2,522</u>	<u>642</u>	<u>162</u>	<u>101</u>	<u>3,427</u>
<i>Male</i>	1,242	338	90	58	1,728
<i>Female</i>	1,280	304	72	43	1,699

Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates: Table B01001A-G

Pinal County Members by Age/Sex/Race - (Continued)

Town of Queen Creek*					Total Population:	4,477
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
<u>White</u>	<u>1,568</u>	<u>1,068</u>	<u>1,031</u>	<u>466</u>	<u>4,133</u>	
<i>Male</i>	779	559	499	215	2,052	
<i>Female</i>	789	509	532	251	2,081	
<u>Black/African American</u>	<u>42</u>	<u>27</u>	<u>26</u>	<u>41</u>	<u>136</u>	
<i>Male</i>	30	11	10	28	79	
<i>Female</i>	12	16	16	13	57	
<u>American Indian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<u>Asian</u>	<u>0</u>	<u>25</u>	<u>6</u>	<u>20</u>	<u>51</u>	
<i>Male</i>	0	0	3	0	3	
<i>Female</i>	0	25	3	20	48	
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<u>Other</u>	<u>11</u>	<u>40</u>	<u>0</u>	<u>0</u>	<u>51</u>	
<i>Male</i>	11	13	0	0	24	
<i>Female</i>	0	27	0	0	27	
<u>Two or more Races</u>	<u>88</u>	<u>18</u>	<u>0</u>	<u>0</u>	<u>106</u>	
<i>Male</i>	61	18	0	0	79	
<i>Female</i>	27	0	0	0	27	

Town of Superior					Total Population:	3,071
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
<u>White</u>	<u>563</u>	<u>621</u>	<u>748</u>	<u>658</u>	<u>2,590</u>	
<i>Male</i>	215	306	333	229	1,083	
<i>Female</i>	348	315	415	429	1,507	
<u>Black/African American</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<u>American Indian</u>	<u>0</u>	<u>23</u>	<u>0</u>	<u>21</u>	<u>44</u>	
<i>Male</i>	0	23	0	0	23	
<i>Female</i>	0	0	0	21	21	
<u>Asian</u>	<u>18</u>	<u>22</u>	<u>0</u>	<u>97</u>	<u>137</u>	
<i>Male</i>	0	12	0	68	80	
<i>Female</i>	18	10	0	29	57	
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<u>Other</u>	<u>22</u>	<u>49</u>	<u>74</u>	<u>74</u>	<u>219</u>	
<i>Male</i>	9	43	41	37	130	
<i>Female</i>	13	6	33	37	89	
<u>Two or more Races</u>	<u>24</u>	<u>12</u>	<u>14</u>	<u>31</u>	<u>81</u>	
<i>Male</i>	15	0	8	31	54	
<i>Female</i>	9	12	6	0	27	

Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates: Table B01001A-G

Gila County Members by Race & Sex

Member Agency	White	Black or African American	American Indian	Asian	Native Hawaiian (Pacific)	Other	Two or More Races	Total Population	Male	Female
Gila County	17,017	53	309	40	0	271	282	17,972	9,168	8,804
<i>Hispanic or Latino</i>	2,994	0	35	18	0	271	140	3,458	1,852	1,606
<i>Non-Hispanic or Latino</i>	14,023	53	274	22	0	0	142	14,514	7,316	7,198
City of Globe	6,178	132	191	111	0	228	508	7,348	3,833	3,515
<i>Hispanic or Latino</i>	2,474	11	2	0	0	228	235	2,950	1,485	1,465
<i>Non-Hispanic or Latino</i>	3,704	121	189	111	0	0	273	4,398	2,348	2,050
Town of Hayden	491	0	0	4	0	16	14	525	251	274
<i>Hispanic or Latino</i>	451	0	0	0	0	16	14	481	232	249
<i>Non-Hispanic or Latino</i>	40	0	0	4	0	0	0	44	19	25
Town of Miami	1,661	12	28	6	22	236	129	2,094	1,011	1,083
<i>Hispanic or Latino</i>	933	3	8	0	22	236	75	1,277	606	671
<i>Non-Hispanic or Latino</i>	728	9	20	6	0	0	54	817	405	412
Town of Payson	13,937	128	567	250	0	417	246	15,545	7,287	8,258
<i>Hispanic or Latino</i>	702	13	21	0	0	417	16	1,169	472	697
<i>Non-Hispanic or Latino</i>	13,235	115	546	250	0	0	230	14,376	6,815	7,561
San Carlos Apache Tribe*	116	0	5,391	28	0	0	370	5,905	2,876	3,029
<i>Hispanic or Latino</i>	1	0	37	0	0	0	309	347	205	142
<i>Non-Hispanic or Latino</i>	115	0	5,354	28	0	0	61	5,558	2,671	2,887
Town of Star Valley	1,535	50	0	0	0	1	17	1,603	804	799
<i>Hispanic or Latino</i>	99	0	0	0	0	1	0	100	100	0
<i>Non-Hispanic or Latino</i>	1,436	50	0	0	0	0	17	1,503	704	799
White Mountain Apache Tribe*	0	0	2,242	0	0	0	19	2,261	1,147	1,114
<i>Hispanic or Latino</i>	0	0	23	0	0	0	14	37	16	21
<i>Non-Hispanic or Latino</i>	0	0	2,219	0	0	0	5	2,224	1,131	1,093
Town of Winkelman	236	0	5	0	0	15	37	293	130	163
<i>Hispanic or Latino</i>	183	0	0	0	0	15	21	219	111	108
<i>Non-Hispanic or Latino</i>	53	0	5	0	0	0	16	74	19	55

Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates: Table B03002: Hispanic or Latino Origin by Race; Table B01001: Sex By Age; Table B01001I: Sex By Age (Hispanic Or Latino)

Gila County Members by Age/Sex/Race

Gila County					Total Population:	17,972
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
<u>White</u>	<u>4,047</u>	<u>2,784</u>	<u>4,461</u>	<u>5,725</u>	<u>17,017</u>	
<i>Male</i>	2,088	1,382	2,252	2,894	8,616	
<i>Female</i>	1,959	1,402	2,209	2,831	8,401	
<u>Black/African American</u>	<u>4</u>	<u>0</u>	<u>9</u>	<u>40</u>	<u>53</u>	
<i>Male</i>	4	0	9	34	47	
<i>Female</i>	0	0	0	6	6	
<u>American Indian</u>	<u>4</u>	<u>151</u>	<u>44</u>	<u>110</u>	<u>309</u>	
<i>Male</i>	4	84	25	85	198	
<i>Female</i>	0	67	19	25	111	
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>40</u>	<u>40</u>	
<i>Male</i>	0	0	0	30	30	
<i>Female</i>	0	0	0	10	10	
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<u>Other</u>	<u>41</u>	<u>89</u>	<u>74</u>	<u>67</u>	<u>271</u>	
<i>Male</i>	41	51	17	37	146	
<i>Female</i>	0	38	57	30	125	
<u>Two or more Races</u>	<u>101</u>	<u>18</u>	<u>106</u>	<u>57</u>	<u>282</u>	
<i>Male</i>	54	7	49	21	131	
<i>Female</i>	47	11	57	36	151	

City of Globe					Total Population:	7,348
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
<u>White</u>	<u>1,599</u>	<u>1,517</u>	<u>1,674</u>	<u>1,388</u>	<u>6,178</u>	
<i>Male</i>	905	856	798	686	3,245	
<i>Female</i>	694	661	876	702	2,933	
<u>Black/African American</u>	<u>56</u>	<u>19</u>	<u>57</u>	<u>0</u>	<u>132</u>	
<i>Male</i>	30	19	3	0	52	
<i>Female</i>	26	0	54	0	80	
<u>American Indian</u>	<u>78</u>	<u>52</u>	<u>18</u>	<u>43</u>	<u>191</u>	
<i>Male</i>	78	52	12	0	142	
<i>Female</i>	0	0	6	43	49	
<u>Asian</u>	<u>24</u>	<u>48</u>	<u>39</u>	<u>0</u>	<u>111</u>	
<i>Male</i>	0	22	19	0	41	
<i>Female</i>	24	26	20	0	70	
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<u>Other</u>	<u>24</u>	<u>26</u>	<u>114</u>	<u>64</u>	<u>228</u>	
<i>Male</i>	2	13	79	28	122	
<i>Female</i>	22	13	35	36	106	
<u>Two or more Races</u>	<u>305</u>	<u>20</u>	<u>116</u>	<u>67</u>	<u>508</u>	
<i>Male</i>	103	7	72	49	231	
<i>Female</i>	202	13	44	18	277	

Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates: Table B01001A-G

Gila County Members by Age/Sex/Race - (Continued)

Town of Hayden					Total Population: 525
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>124</u>	<u>83</u>	<u>172</u>	<u>112</u>	<u>491</u>
<i>Male</i>	62	55	57	61	235
<i>Female</i>	62	28	115	51	256
<u>Black/African American</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<u>American Indian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<u>Asian</u>	<u>0</u>	<u>4</u>	<u>0</u>	<u>0</u>	<u>4</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	4	0	0	4
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<u>Other</u>	<u>8</u>	<u>5</u>	<u>0</u>	<u>3</u>	<u>16</u>
<i>Male</i>	4	3	0	0	7
<i>Female</i>	4	2	0	3	9
<u>Two or more Races</u>	<u>11</u>	<u>0</u>	<u>3</u>	<u>0</u>	<u>14</u>
<i>Male</i>	6	0	3	0	9
<i>Female</i>	5	0	0	0	5

Town of Miami					Total Population: 2,094
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>509</u>	<u>468</u>	<u>472</u>	<u>212</u>	<u>1,661</u>
<i>Male</i>	256	233	221	94	804
<i>Female</i>	253	235	251	118	857
<u>Black/African American</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>12</u>	<u>12</u>
<i>Male</i>	0	0	0	12	12
<i>Female</i>	0	0	0	0	0
<u>American Indian</u>	<u>0</u>	<u>2</u>	<u>26</u>	<u>0</u>	<u>28</u>
<i>Male</i>	0	0	9	0	9
<i>Female</i>	0	2	17	0	19
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>6</u>	<u>0</u>	<u>6</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	6	0	6
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>22</u>	<u>0</u>	<u>0</u>	<u>22</u>
<i>Male</i>	0	22	0	0	22
<i>Female</i>	0	0	0	0	0
<u>Other</u>	<u>90</u>	<u>16</u>	<u>72</u>	<u>58</u>	<u>236</u>
<i>Male</i>	25	6	42	38	111
<i>Female</i>	65	10	30	20	125
<u>Two or more Races</u>	<u>104</u>	<u>8</u>	<u>0</u>	<u>17</u>	<u>129</u>
<i>Male</i>	42	0	0	11	53
<i>Female</i>	62	8	0	6	76

Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates: Table B01001A-G

Gila County Members by Age/Sex/Race - (Continued)

Town of Payson					Total Population:	15,545
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
<u>White</u>	<u>2,266</u>	<u>1,924</u>	<u>4,182</u>	<u>5,565</u>	<u>13,937</u>	
<i>Male</i>	1,163	955	2,013	2,516	6,647	
<i>Female</i>	1,103	969	2,169	3,049	7,290	
<u>Black/African American</u>	<u>26</u>	<u>22</u>	<u>57</u>	<u>23</u>	<u>128</u>	
<i>Male</i>	13	0	21	23	57	
<i>Female</i>	13	22	36	0	71	
<u>American Indian</u>	<u>121</u>	<u>241</u>	<u>130</u>	<u>75</u>	<u>567</u>	
<i>Male</i>	39	84	27	22	172	
<i>Female</i>	82	157	103	53	395	
<u>Asian</u>	<u>71</u>	<u>100</u>	<u>59</u>	<u>20</u>	<u>250</u>	
<i>Male</i>	20	45	17	0	82	
<i>Female</i>	51	55	42	20	168	
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<u>Other</u>	<u>216</u>	<u>115</u>	<u>66</u>	<u>20</u>	<u>417</u>	
<i>Male</i>	80	59	6	0	145	
<i>Female</i>	136	56	60	20	272	
<u>Two or more Races</u>	<u>30</u>	<u>64</u>	<u>92</u>	<u>60</u>	<u>246</u>	
<i>Male</i>	12	57	55	60	184	
<i>Female</i>	18	7	37	0	62	

San Carlos Apache Tribe*					Total Population:	5,905
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
<u>White</u>	<u>43</u>	<u>0</u>	<u>39</u>	<u>34</u>	<u>116</u>	
<i>Male</i>	28	0	31	27	86	
<i>Female</i>	15	0	8	7	30	
<u>Black/African American</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<u>American Indian</u>	<u>2,571</u>	<u>1,329</u>	<u>1,100</u>	<u>391</u>	<u>5,391</u>	
<i>Male</i>	1,219	675	523	136	2,553	
<i>Female</i>	1,352	654	577	255	2,838	
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>14</u>	<u>14</u>	<u>28</u>	
<i>Male</i>	0	0	0	14	14	
<i>Female</i>	0	0	14	0	14	
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<u>Other</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<u>Two or more Races</u>	<u>219</u>	<u>79</u>	<u>72</u>	<u>0</u>	<u>370</u>	
<i>Male</i>	144	25	54	0	223	
<i>Female</i>	75	54	18	0	147	

Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates: Table B01001A-G

Gila County Members by Age/Sex/Race - (Continued)

Town of Star Valley					Total Population:	1,603
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
<u>White</u>	<u>256</u>	<u>14</u>	<u>543</u>	<u>722</u>	<u>1,535</u>	
<i>Male</i>	130	0	224	432	786	
<i>Female</i>	126	14	319	290	749	
<u>Black/African American</u>	<u>0</u>	<u>0</u>	<u>50</u>	<u>0</u>	<u>50</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	50	0	50	
<u>American Indian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<u>Other</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>1</u>	
<i>Male</i>	0	0	1	0	1	
<i>Female</i>	0	0	0	0	0	
<u>Two or more Races</u>	<u>0</u>	<u>17</u>	<u>0</u>	<u>0</u>	<u>17</u>	
<i>Male</i>	0	17	0	0	17	
<i>Female</i>	0	0	0	0	0	

White Mountain Apache Tribe*					Total Population:	2,261
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
<u>White</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<u>Black/African American</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<u>American Indian</u>	<u>1,186</u>	<u>519</u>	<u>363</u>	<u>174</u>	<u>2,242</u>	
<i>Male</i>	677	222	172	64	1,135	
<i>Female</i>	509	297	191	110	1,107	
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<u>Other</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<u>Two or more Races</u>	<u>12</u>	<u>0</u>	<u>7</u>	<u>0</u>	<u>19</u>	
<i>Male</i>	5	0	7	0	12	
<i>Female</i>	7	0	0	0	7	

Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates: Table B01001A-G

Gila County Members by Age/Sex/Race - (Continued)

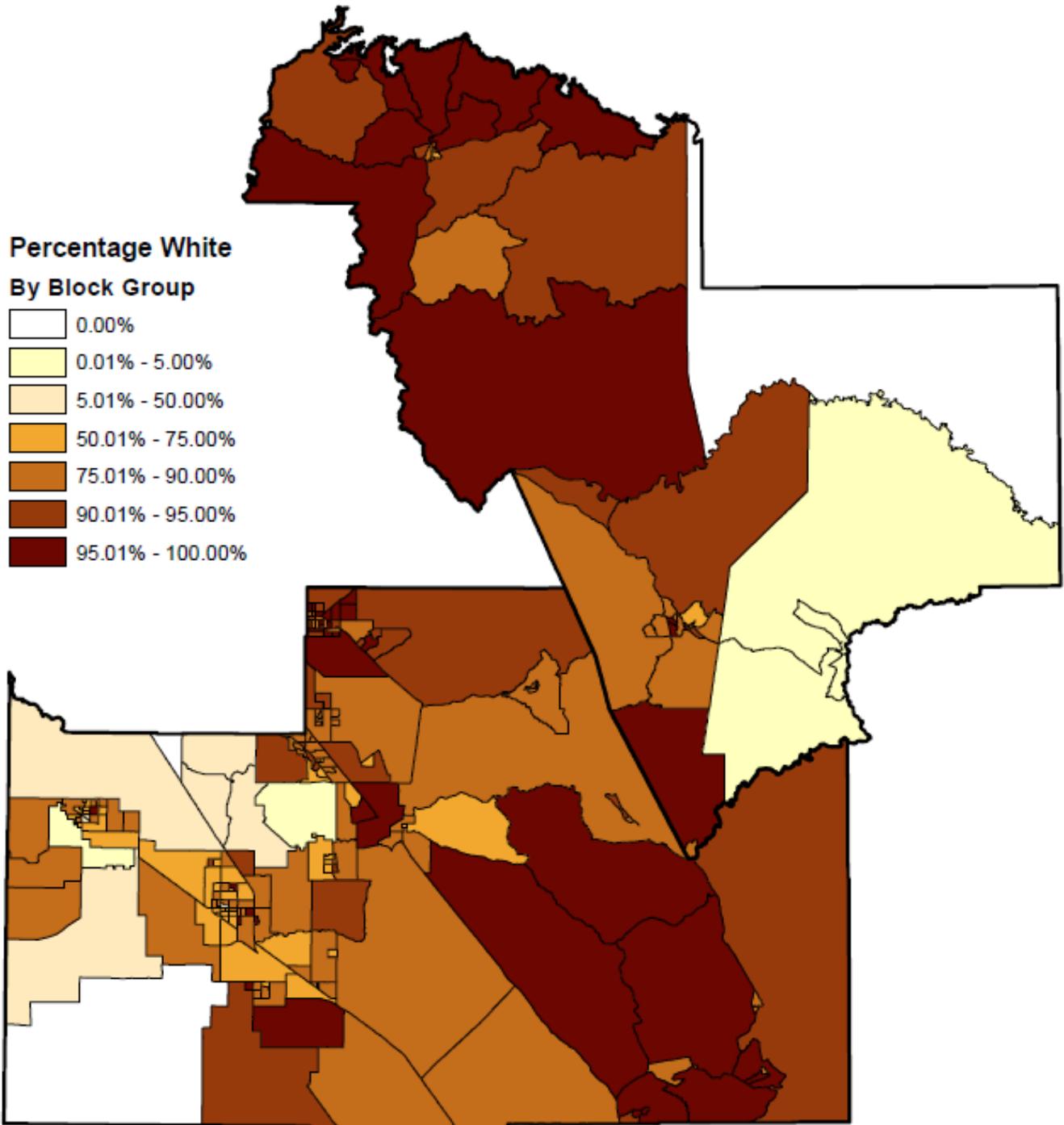
Town of Winkelman		Total Population: 293			
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>45</u>	<u>32</u>	<u>74</u>	<u>85</u>	<u>236</u>
<i>Male</i>	29	26	48	17	120
<i>Female</i>	16	6	26	68	116
<u>Black/African American</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<u>American Indian</u>	<u>5</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>5</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	5	0	0	0	5
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<u>Other</u>	<u>0</u>	<u>4</u>	<u>10</u>	<u>1</u>	<u>15</u>
<i>Male</i>	0	4	0	1	5
<i>Female</i>	0	0	10	0	10
<u>Two or more Races</u>	<u>20</u>	<u>17</u>	<u>0</u>	<u>0</u>	<u>37</u>
<i>Male</i>	3	2	0	0	5
<i>Female</i>	17	15	0	0	32

Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates: Table B01001A-G

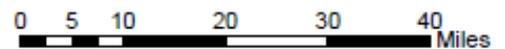


PERCENTAGE WHITE BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year - (2015-2019)



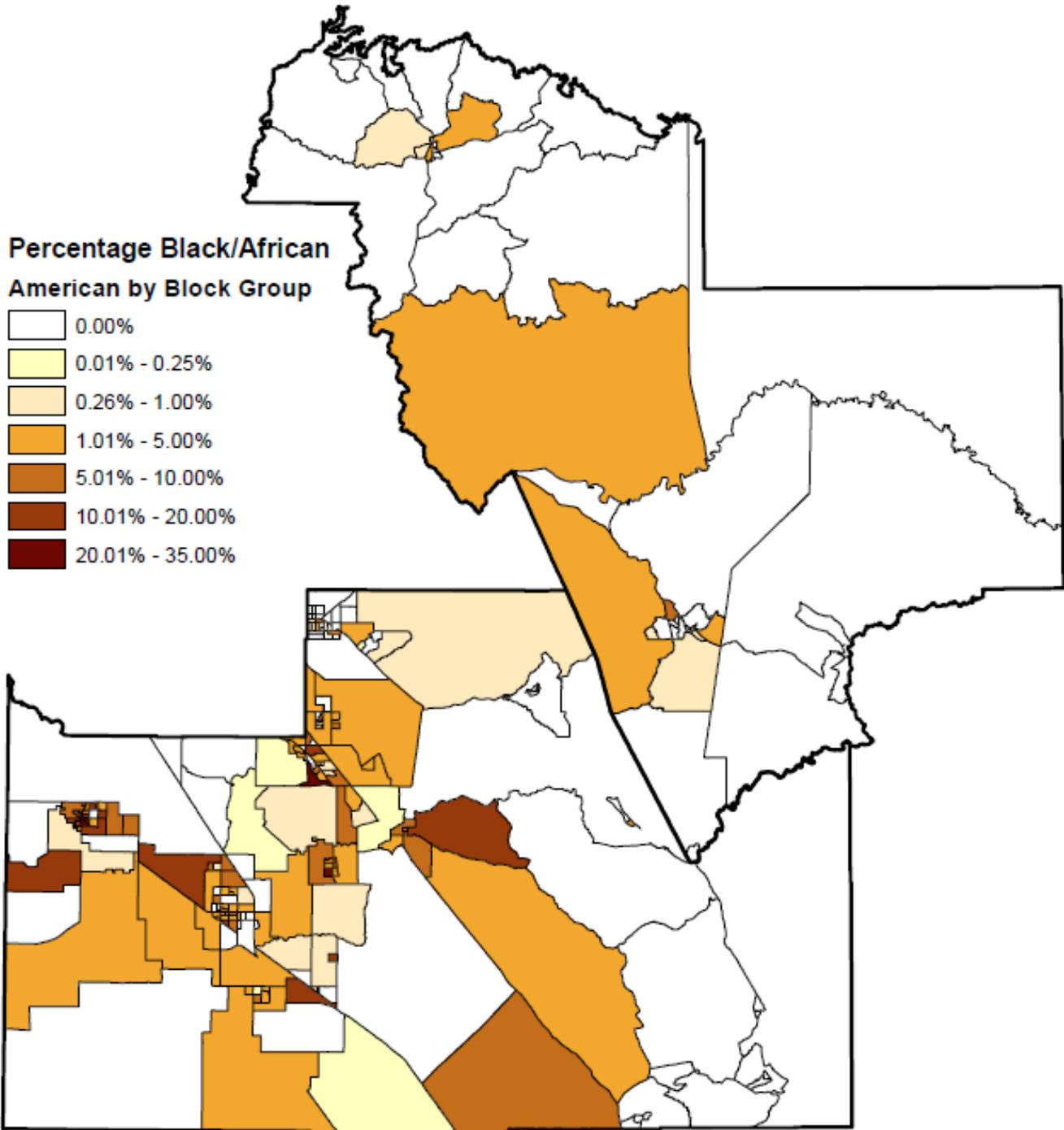
DISCLAIMER: This map is for general planning purposes only and is not intended to be used as a legal survey.





PERCENTAGE BLACK/AFRICAN AMERICAN BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year - (2015-2019)



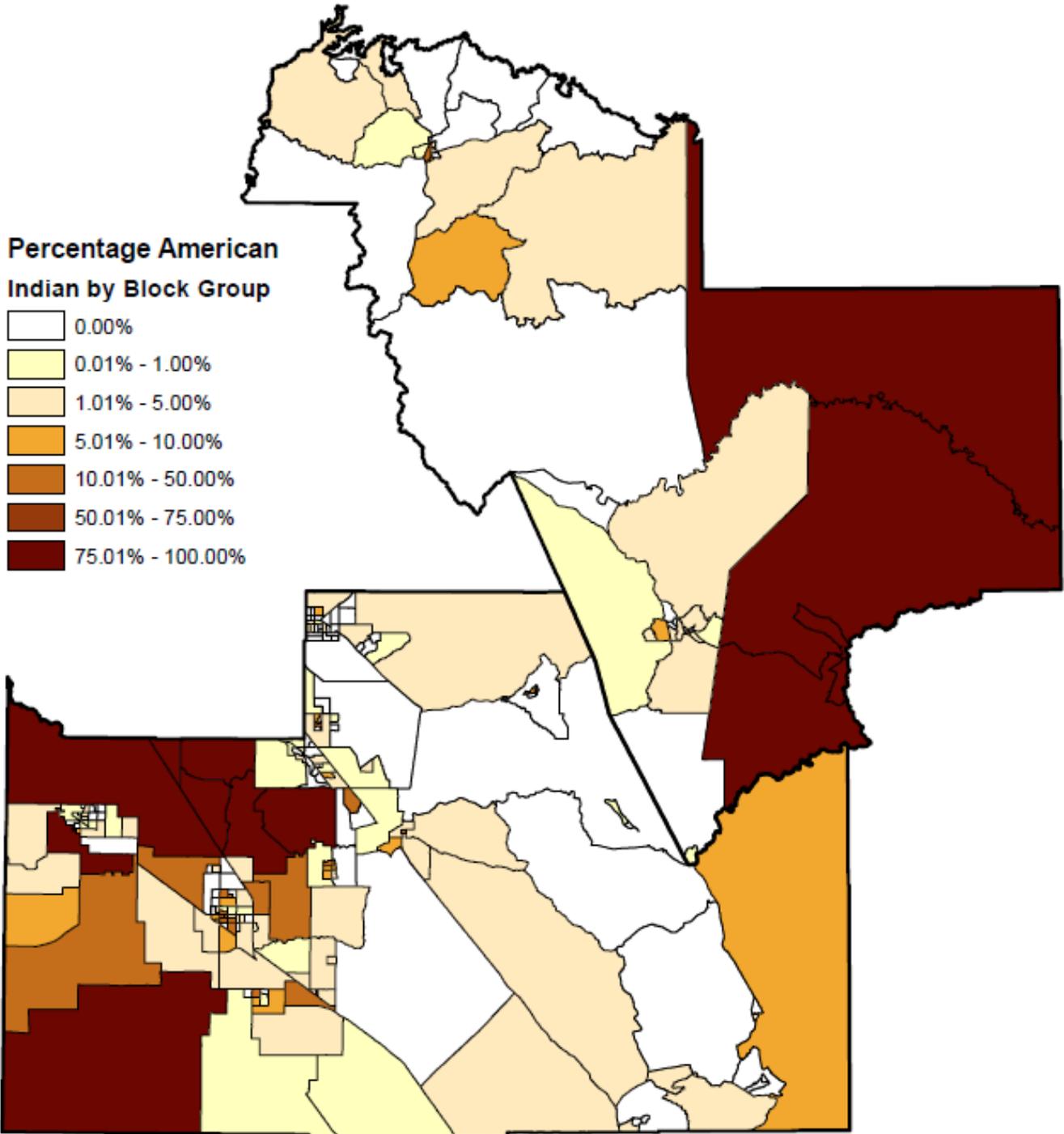
DISCLAIMER: This map is for general planning purposes only and is not intended to be used as a legal survey.

0 5 10 20 30 40 Miles

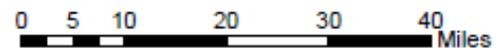


PERCENTAGE AMERICAN INDIAN BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year - (2015-2019)



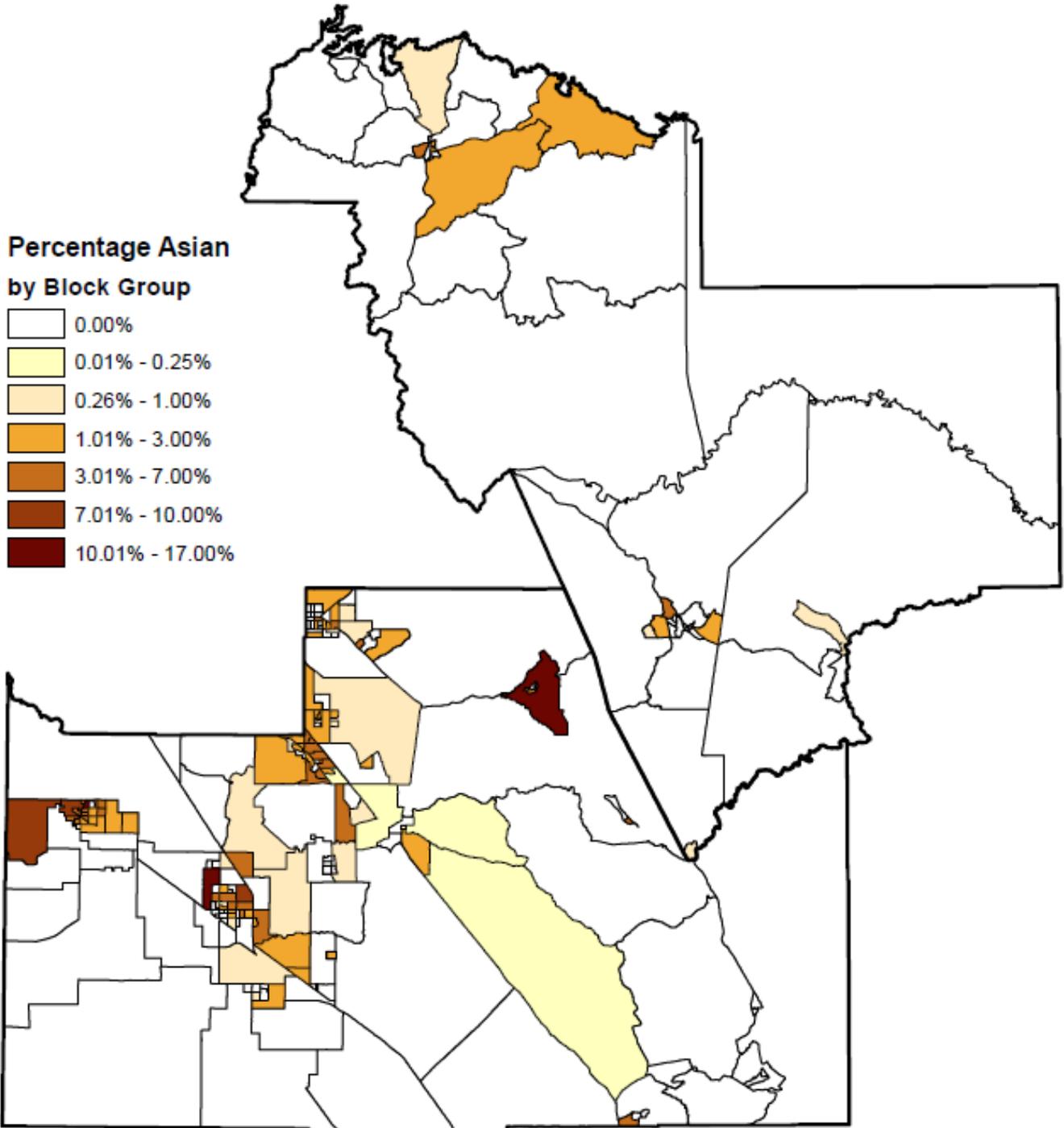
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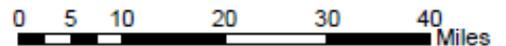


PERCENTAGE ASIAN BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year - (2015-2019)



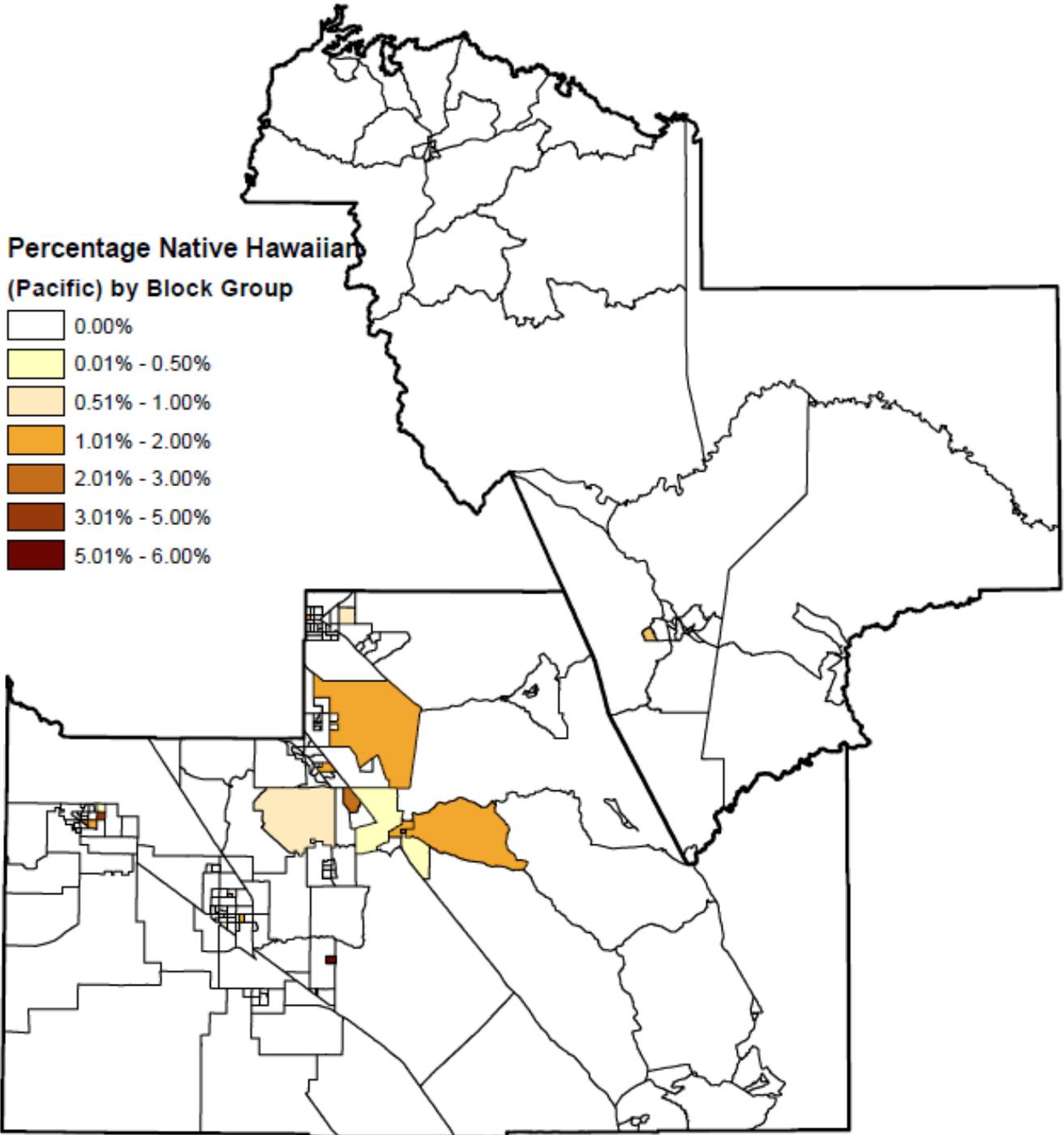
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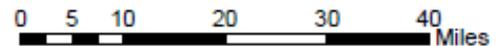


PERCENTAGE NATIVE HAWAIIAN (PACIFIC) BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year - (2015-2019)



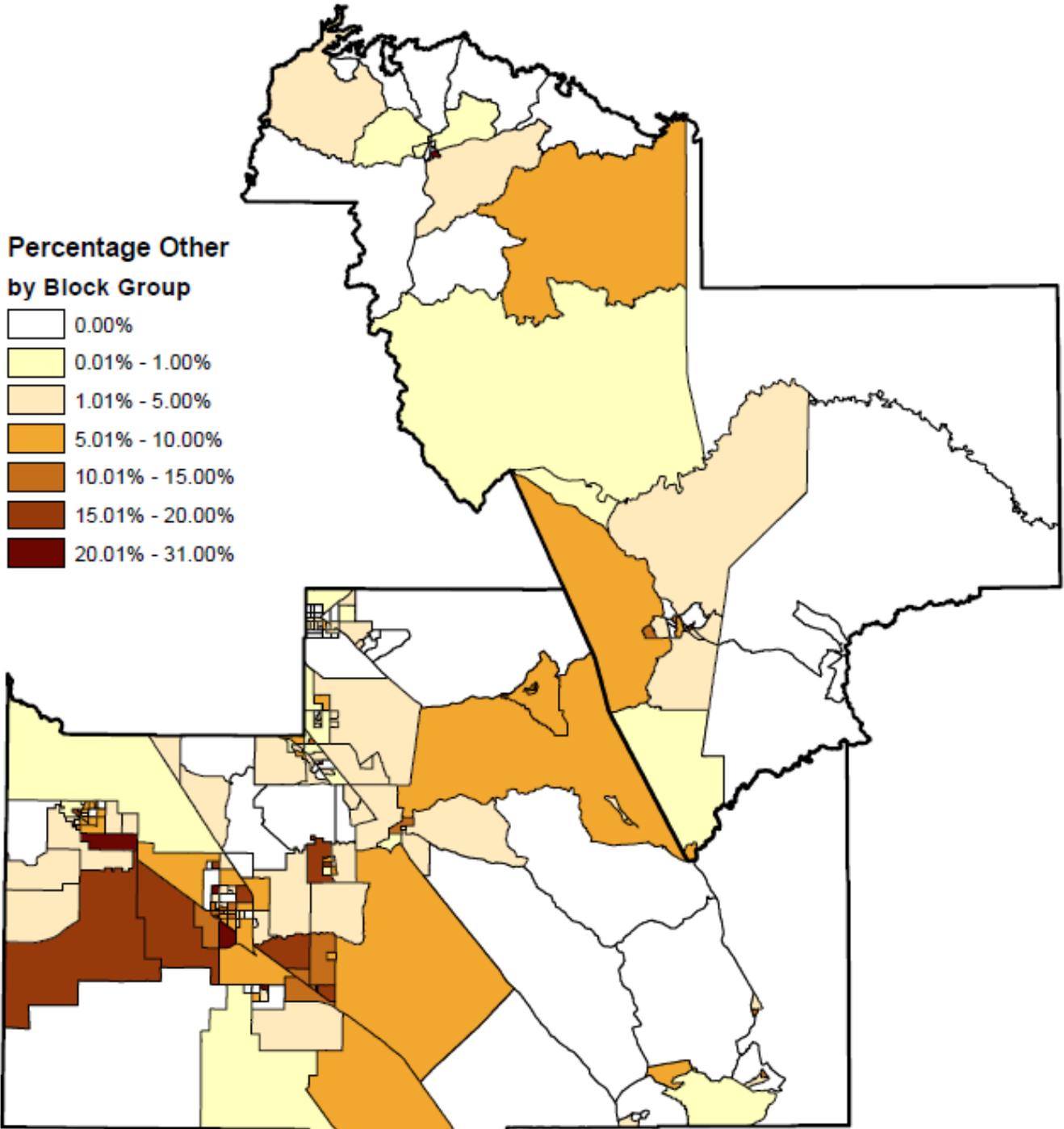
DISCLAIMER: This map is for general planning purposes only and is not intended to be used as a legal survey.



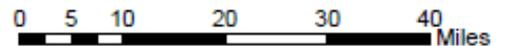


PERCENTAGE OTHER BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year - (2015-2019)



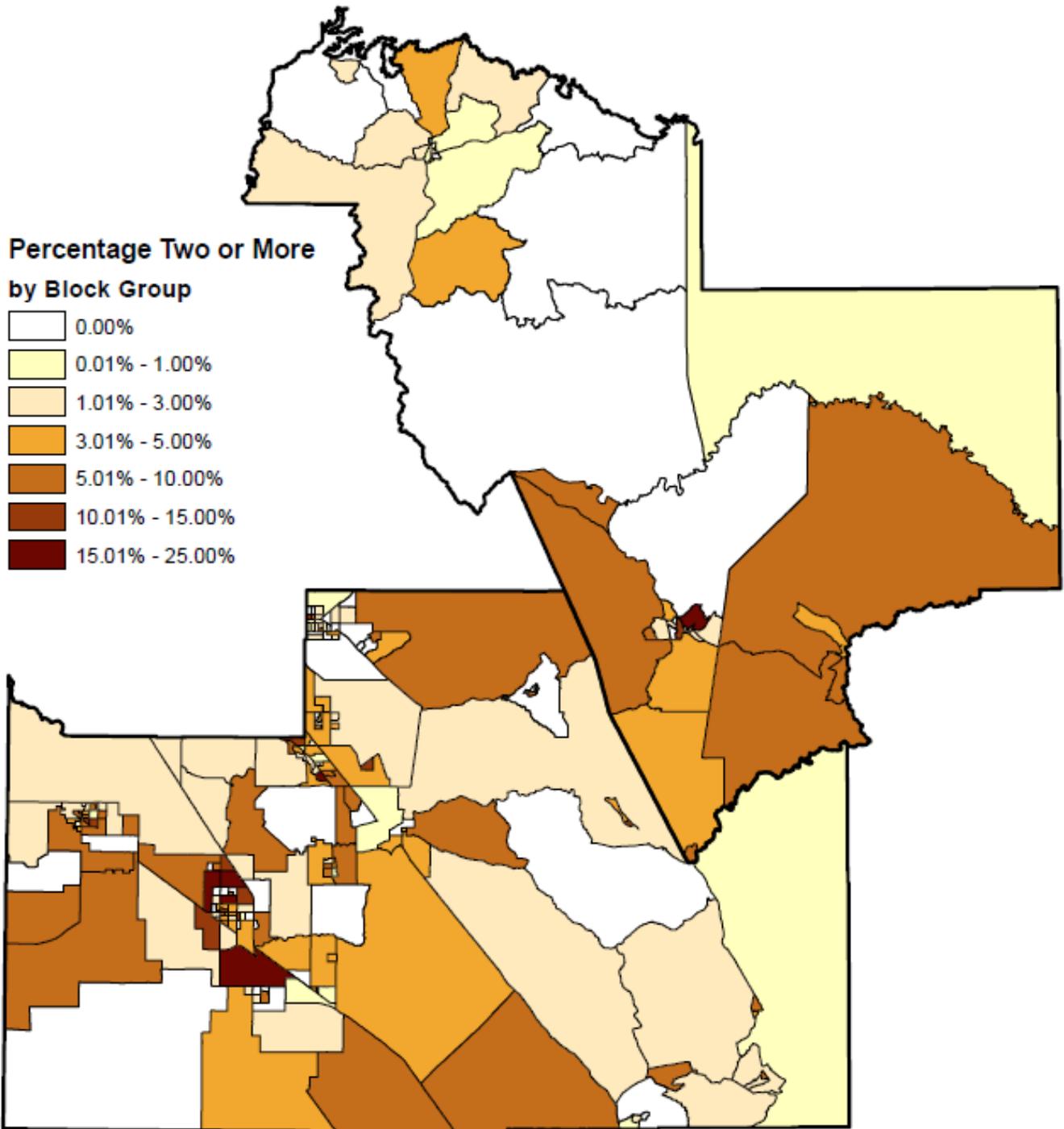
DISCLAIMER: This map is for general planning purposes only and is not intended to be used as a legal survey.





PERCENTAGE TWO OR MORE RACES BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year - (2015-2019)



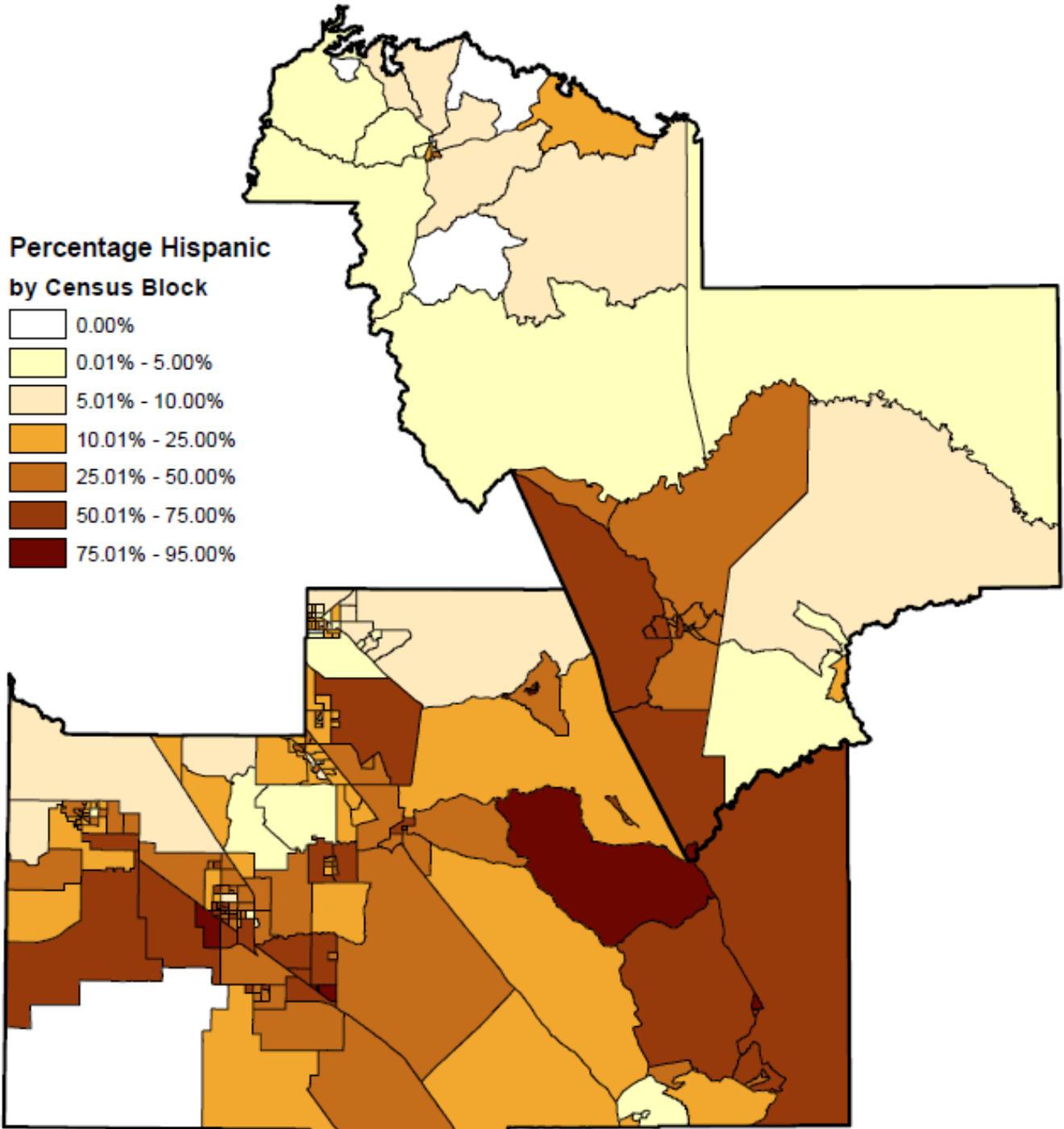
DISCLAIMER: This map is for general planning purposes only and is not intended to be used as a legal survey.

0 5 10 20 30 40 Miles

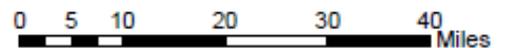


PERCENTAGE HISPANIC BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year - (2015-2019)



DISCLAIMER: This map is for general planning purposes only and is not intended to be used as a legal survey.



DISSEMINATION OF TITLE VI INFORMATION

CAG's Public Involvement Plan

CAG, at the present time, does not have a formally approved Public Involvement Plan. However, over the years, governmental agencies have come to recognize the increasing importance of involving the public as they plan, organize, and implement transportation projects. Involving interested parties generally results in a more effective project overall. Taking time at the beginning to communicate with potentially affected parties, carefully explaining the proposal, and gathering input, can enhance the project and potentially reduce the time and effort for implementation. CAG will commit to ensure inclusive and meaningful public involvement that provides everyone an opportunity to participate in the transportation planning process whether a formal Public Involvement Plan is in place or not. The current opportunity for public involvement is primarily through CAG's webpage by posting agendas of CAG's Transportation Technical Advisory Committee and allowing for a "Call to the Public" item to appear on the agenda as a standing item, to be followed up with the posting within CAG's office bulletin board. Due to the COVID -19 pandemic, virtual meetings are now common with CAG transportation meetings, where historically CAG did not provide virtual options except for phoning in. The COVID-19 pandemic has made virtual options common place as a typical communication mechanism for everyday activities. CAG now provides a virtual option, via ZOOM, for all transportation related meetings. A link, Meeting ID, and Password are all provided within the posted Agendas. The virtual meetings are organized in a way that places all attendees in a waiting room until the "virtual host" allows them to enter, providing the opportunity for the host to identify potential individuals that are not part of the committee, and part of the public, that may want to speak during the "Call-to-the-Public."

Notifications for comment periods, should CAG be conducting a transportation study of some kind, would also be posted via website and/or bulletin board, allowing a period of a minimum of two weeks for comments, however has usually been 30 days. Notifications via newspapers are also conducted pending the nature of the type of notification.

CAG has provided other means of outreach other than from the traditional methods. One method used was providing a two-sided post card in English and in Spanish involving a survey to seek input on a particular study, with a chance to win a Gift Card. Stacks of the post cards were given to the local agencies and to specific site locations that were identified having heavy foot traffic such as grocery stores and schools. The survey on the post card was also offered up in English and Spanish. Other untraditional methods will be used pending the nature of the activity to engage LEP persons and environmental justice populations.

The following are other various outreach processes that may be used by CAG to ensure Title VI, Limited English Proficiency (LEP) persons and Environmental Justice (EJ) populations have access to participate in CAG's transportation decision-making process:

- Advance demographic research of potentially impacted communities for transportation-related study projects to determine the level and targeted outreach tools needed for public involvement based on LEP, EJ and Title VI Data collection.
- Translate outreach materials based on a LEP Four-Factor analysis conducted on a project-by-project basis.

- Implementation of nontraditional outreach strategies (e.g. posting notices in high traffic areas frequented by the public).
- Include Spanish text on CAG materials to the public notifying them of the opportunity to request language services, if needed.
- Forming partnerships between member entities, public and private sectors.
- Consider the proximity to public transportation routes when selecting a meeting location.
- Schedule public meetings at the appropriate time of day based on community assessments.
- Use of Title VI Self-Identification cards.
- Use of various types of modes to communicate CAG meetings.
- Inclusion of text in Spanish to request language assistance on all CAG public notices.

Where a consultant is used for any given CAG transportation study, the consultant is required to follow CAG's Title VI Non-Discrimination Program Implementation Plan, which includes following the procedures laid out within the plan. This is typically a task item within the study as well as written within the executed contract, to document Title VI activities, by conducting a LEP Four-Factor analysis, and analyzing demographic data received through the public participation process.

Title VI Notice to the Public

CAG poste the Title VI Notice to the Public on the CAG main webpage under "Notices," the CAG Transportation – Title VI webpage, as well as physically posted in the main office where the day-to-day transportation department duties take place. It is also CAG's intent to identify authorized third-party locations within the member agencies' jurisdictions in a visible location for customers and employee's knowledge and reference. CAG will post the notice at each meeting location where the CAG Transportation Department is conducting business. The Notice can be found in **Exhibit A** or at the following link provided below.

LINK: <http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI NoticetoPublic.pdf>

PROGRAM AREAS/ REVIEW PROCEDURES

Transportation Planning

- The purpose of CAG's Transportation Planning Program is to assure that transportation, mobility management, air quality planning, related multi-modal programs, and the implementation of projects are effectively identified and coordinated by Local, State, Federal agencies, and the general public.
- Management of the planning process is under direction from the CAG Regional Council through the Executive Director. It is the function of the Regional Council to act as a policy body coordinating transportation planning, and related implementation activities within the overall regional planning process.
- The CAG Transportation Technical Advisory Committee (TTAC) provides review and input, as appropriate, and works directly with CAG staff, providing guidance for development of all work elements as outlined within the CAG Annual Work Program through ADOT.
- One of the primary functions of the Transportation Planning Process is to develop and maintain a fiscally constrained 5-year Transportation Improvement Program (TIP).

Other Transportation Related Activities

- **Public Involvement** – *Provide outreach activities to stakeholders.*
- **Highway Performance Management System (HPMS)** – *Traffic Counts and Road Classification.*
- **Data Collection** – *Population data collection & Air Quality Standards.*
- **Regional Planning Coordination** – *Technical Assistance for project management, grant writing, and funding research.*
- **Mobility Management** – *Planning and management activities to all rural transit programs throughout the region.*

Compliance & Procedures

Compliance Reviews

Compliance reviews will be done annually and typically done in January of each year. If discrimination is found to exist, it will be addressed and every effort will be made to eliminate it. CAG Staff will conduct a review and determine the necessary actions to correct the issues. Pending the nature of the issue, CAG may act to review and adjust internal procedures to ensure a similar situation will not happen, and/or provide additional training to staff, while seeking input from the individual that was discriminated against in order to identify the root cause.

Program Review Procedures

The CAG Transportation Department will ensure that all programs are in compliance with Title VI by conducting an annual internal review within each program area, providing a report on activities that intersect with the Title VI non-discrimination program. The report will describe the steps taken within their program area to comply with Title VI requirements. Travis Ashbaugh, the CAG Title VI/ ADA Program Coordinator for the CAG Transportation Department will review and evaluate the reports to ensure compliance.

The CAG Title VI/ADA Program Coordinator currently constructs all Request for Proposals (RFPs) and contracts involving transportation related services and activities. Although there are not many to be created and/or are similar in nature, the CAG Title VI/ADA Program Coordinator runs through an informal checklist to assure that all needed information and federal language is captured and procedures are done in an impartial manner. Ideally, the process involves, but is not limited to:

- Starting with a similar RFP or contract involving either FWHA or FTA funding sources and making simple adjustments and changes involving the specific activity or service being funded (i.e. Introduction of Project, Scopes of Work, Date and Data changes).
- Sending the RFP or contract to an appropriate ADOT MPD staff member for a quick review to see if areas such as federal language and Disadvantage Business Enterprise (DBE) language is captured correctly, or perhaps has changed since the previous year.
- Making sure all Assurances and Title VI items are referenced to assure consultants understand compliance.
- Preparing the contract for execution, utilizing the same federally required language within the RFP.
- Upon execution of a contract and completion of the contract, review and analyze collected demographic data to determine Title VI compliance and seek areas for improvement.

Sub-Recipient Procedures

The CAG Transportation Department will ensure that any sub-recipients will implement policies and procedures prohibiting discrimination through annual review during onsite visits. Since the department is a transportation planning agency, CAG currently does not have any sub-recipients.

Contract Awards

Contract awards for transportation projects using Federal funds are done through a Selection Committee process. A scoring sheet that is produced and placed within the RFP provides notice to those interested in apply to the RFP, what the Selection Committee will be basing their scores on. If scores are relatively too close to make decision up to the top three candidates, the same Selection Committee will conduct interviews of the top consulting firms/individuals, with additional scoring criterion, to determine the winning bid. All consultants/individuals who make it to the interview round are provided written notice and a date in which the interview will be conducted. Upon a decision of the Selection Committee, a "Letter of Decision" notice is provided to the winning bidder and the losing bidder regarding their status.

Investigations, Complaints, & Lawsuits

All recipients shall prepare and maintain a list of any of the following that allege discrimination on the basis of race, color, and/or national origin:

- Active investigations conducted by CAG
- Lawsuits; and
- Complaints naming the recipient.

This list shall include:

- The date that the Title VI investigation, complaint, or lawsuit was filed;
- A summary of the allegation(s);
- The status of the investigation, complaint, or lawsuit; and
- The actions taken by the recipient in response or final findings related to the investigation, complaint or lawsuit.

This list shall be included in the Title VI Program submitted every three years. CAG has not had any Title VI complaints during the preceding three (3) years. Should one arise in the future, the complaint will be written in the complaint log. The sample of the complaint log can be found in **Exhibit B** or at the following link: http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_ComplainLogExample.pdf

Title VI Training

CAG Transportation Staff will attend all relevant annual training sessions hosted by ADOT. The CAG Title VI/ADA Program Coordinator provides an annual training regarding Title VI transportation related activities to all CAG Staff and CAG Committees at the first meeting in each calendar year (typically January). With the exception of CAG Staff, which would be documented separately, all committee members recorded in the minutes will provide a record illustrating their participation in the training when provided.

DATA COLLECTION / REPORTING / ANALYSIS

CAG will collect demographic data from various data collection points and utilize it to ensure protected classes are included in the planning process. The primary source at this time is through the American Community Survey estimates from the United States Census Bureau that provides a general make-up of the CAG Region.

However, CAG will commit time in January every year to review all transportation contracts that are federally funded to collect and analyze data trends with regards to contract awards with protected classes. One tool that may be used is the BECO's UTRACS system. Since CAG typically conducts only one study a year, at most, an annual review is believed to be sufficient for analyzation. Should the number of annual contracts increase, efforts may be made quarterly.

Outreach Efforts

CAG will maintain records, to the greatest extent possible, on its efforts to invite participation from Title VI protected classes in its planning activities. The Title VI Non-Discrimination & ADA Program Coordinator will review data collected after outreach events to measure the effectiveness of involvement of any identified Limited English Proficiency (LEP) and/or Environmental Justice (EJ) communities within the service area. A review will be conducted, where appropriate, after outreach events to ensure standard Title VI, LEP and EJ processes were followed.

Public Participation Data

CAG will record data, to the greatest extent possible, to reflect the degree to which members of Title VI protected classes participate in planning activities and any significant issues expressed by those participants.

As a regional planning agency, CAG's transportation planning activities benefit all populations equally, including Title VI protected populations. CAG will attempt to identify opportunities to gather data reflecting the extent to which members of Title VI protected populations benefit from CAG's planning activities.

One opportunity to collect data is through a voluntary survey administered at all CAG Transportation related meetings. As with Contract Compliance, CAG will commit time in January every year to review all completed surveys to seek any possible trends of public participation from protected classes. To date, no voluntary surveys have been filled out. CAG will continue to explore reasonable techniques in order to encourage public participation.

The survey is shown in **Exhibit C** and at the following link:

http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_SelfIdentificationSurvey.pdf

COMPLAINT PROCEDURES

These procedures apply to all complaints filed under Title VI of the Civil Rights Act of 1964, as amended, and Civil Rights Restoration Act of 1987 as they relate to any Federal Highway Administration (FHWA) or Federal Transit Administration (FTA) funded program or activity administered by CAG, its consultants and contractors. Intimidation or retaliation as a result of a complaint is prohibited by law. Every effort will be made to resolve complaints informally at CAG.

The Arizona Department of Transportation (ADOT) has the principal responsibility for processing, investigating, and resolving any complaint arising as a result of operations from its sub-recipients. CAG will be responsible for processing, investigating, and resolving complaints of discrimination by its member agencies.

Procedures

1. Any person, specific class of persons or entity who believes that they have been subjected to discrimination on an FHWA or FTA related activity or program as prohibited by legal provisions of Title VI on the basis of race, color, and/or national origin may file a formal complaint with CAG. A copy of the complaint form may be found in **Exhibit D** or accessed electronically at:

English: http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_ComplaintForm_English.pdf

Español: http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_quejaforma_Spanish.pdf

2. A formal complaint must be filed within 180 calendar days of the alleged act of discrimination and include the date when the alleged discrimination became known to the complainant(s), or the latest instance of the conduct.
3. ***The complaint must meet the following requirements:***
 - a. Complaint shall be in writing and signed by the complainant(s) and must include complainant(s) name, address, and phone number. The Title VI/ADA Program Coordinator will assist the complainant with documenting the issues via phone and transcribe the allegations of the complaint as provided over the telephone and send a written complaint to the complainant for acknowledgement and signature if necessary.
 - b. Present date of the alleged act of discrimination; date when the complainant(s) became aware of the alleged discrimination; or the date on which that conduct was discontinued or the latest instance of the conduct.
 - c. Provide a detailed description of the alleged issues that occurred in a program or activity that receives FHWA or FTA financial assistance, including names and job titles of those individuals perceived as parties in the complained-of-incident (any consultant(s) or contractor(s) of CAG). Describe the facts and circumstances surrounding the alleged discrimination incident and the basis of the complaint (i.e. race, color, and/or national origin).
 - d. Names and contact information of persons whom the investigator can contact for additional information to support or clarify the allegation(s).
 - e. The corrective action being sought by the complainant.

4. ***Complaints may be filed by one of the following methods:***

- a. By completing and signing the complaint form and delivering it in person or by mail.
- b. By e-mailing or faxing the complaint form and sending the signed original to Travis Ashbaugh, the Title VI/ADA Program Coordinator.
- c. By contacting Travis Ashbaugh, the Title VI/ADA Program Coordinator to provide information that will be utilized to complete the complaint form which will subsequently be forwarded to the complainant for review, signature, and return via certified mail.

5. ***Upon receipt of a completed complaint:***

Travis Ashbaugh, the Title VI/ADA Program Coordinator will determine jurisdiction, acceptability or need for additional information and, within five (5) business days, acknowledge receipt of the complaint and the intended course of action. Once the determination has been made to accept the complaint for investigation, ADOT Civil Rights Office will be notified. Title VI complaints against CAG's contractors or consultants in FHWA or FTA funded programs will be investigated by CAG.

- a. ADOT has the sole authority for and will adjudicate complaints filed against CAG.
- b. Complaints against CAG member agencies will fund under the jurisdiction of CAG.

CAG Contact information for filing complaints:

CAG Title VI/ADA Program Coordinator
Travis Ashbaugh, Transportation Planning Manager
2540 West Apache Trail, Suite 108
Apache Junction, Arizona 85120

Telephone: (480) 474-9300
Fax: (480) 474-9300
E-mail: tashbaugh@cagaz.org

6. ***For acceptance, a complaint must be:***

- a. Timely filed and be within CAG's or ADOT's authority.
- b. Involve a covered basis (i.e. race, color national origin, and/or disability).

7. ***Complaints may be dismissed if the complainant:***

- a. Requests the withdrawal of the complaint.
- b. Fails to respond to repeated requests for additional information.
- c. Fails to cooperate in the investigation.
- d. Cannot be located after reasonable attempts to reach the complainant have been made.

8. ***CAG will maintain a confidential log of all accepted and/or forwarded Title VI complaints which will include:***

- a. Name(s) of complainant(s)
- b. Date the complainant was received
- c. Date of allegation

- d. Description of the alleged discrimination
- e. Other relevant information, as required
- f. Report Date
- g. Recommendations
- h. Outcome/Disposition

9. ***Upon accepting a complaint, the CAG investigator will:***

- a. Provide the respondent an opportunity to respond to the allegations. The respondent will have 10 business days from the Title VI/ADA Program Coordinator's written notification to provide a written response.
- b. Determine if more information is required to resolve a case and may contact the complainant who will then have 10 business days to provide additional information.

10. ***Within 45 calendar days of the acceptance of the complaint, the CAG investigator will:***

- a. Gather all relevant information in a fair and impartial manner.
- b. Conduct interviews of all concerned parties.
- c. Prepare a final investigative report with a recommended disposition.

11. ***Upon final determination, one of two (2) letters will be issued to the complainant:***

- a. A closure letter, summarizing the allegations stating that there was no Title VI violation and that the case will be closed.
- b. A letter of finding summarizing allegations and the interviews regarding the alleged incident and explaining whether any additional action, additional training of the staff or other action will occur.

12. ***Complaints that fall under the jurisdiction of CAG:***

- a. CAG's final investigation report with the findings and a copy of the complaint will be forwarded to the ADOT Civil Rights Office.

Complaint Form – (English):

http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_ComplaintForm_English.pdf

Formulario de Queja – (Español):

http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_quejaforma_Spanish.pdf

Link to complaint process:

http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_ComplaintProcedures.pdf

13. ***Timeframes for Title VI Investigations:***

- a. Complaints received directly by CAG must be completed within 60 days from receipt.
- b. CAG will forward a copy of FHWA Title VI complaints and preliminary findings report to ADOT Civil Rights Office within 60 days from receipt. Once ADOT Civil Rights Office issues concurrence on preliminary report, CAG will notify all parties involved.

14. ***In instances where there is dissatisfaction with CAG's final determination, the complainant may file a complaint directly with ADOT.***

15. ***If there is dissatisfaction with ADOT's final determination, the complainant may file a complaint directly with a United States Department of Transportation (USDOT) modality.***

In addition to these procedures, complaints reserve the right to file formal complaints with other state or federal agencies or take legal action for complaints alleging discrimination. Below is the contact information for filing complaints:

1. Title VI/ADA Non-Discrimination Complaints against CAG in FHWA Funded Programs/Activities:

- a. Will be referred to ADOT’s Civil Rights Office within 72 hours for processing and investigation. ADOT’s Civil Rights Office’s processing of the complaint will follow ADOT complaint processing procedures as per ADOT’s FHWA Title VI Implementation Plan
LINK: <https://azdot.gov/business/civil-rights/title-vi-nondiscrimination-program/title-vi-implementation>
- b. The complainant may also file a discrimination related complaint on an FHWA program or activity directly with ADOT or with the Federal Highway Administration by contacting the agencies at:

ADOT Contact Information for Directly Filing Complaints:	FHWA Contact Information for Directly Filing Complaints:
ADOT Civil Right Office Felicia Beltran Civil Rights Compliance Manager 206 South 17 th Avenue, MD 155-A Phoenix, Arizona 85007 Telephone: (602) 712-8946 E-mail: fbeltran@azdot.gov	Federal Highway Administration U.S. Department of Transportation Office of Civil Rights 1200 New Jersey Avenue, SE 8 th Floor E81-105 Washington, DC 20590 Telephone: (202) 366-0693 Fax: (202) 366-1599 E-mail: CivilRights.FHWA@dot.gov

2. Title VI/ADA Non-Discrimination Complaints against CAG in FTA Funded Programs/Activities:

The complainant may file a discrimination related complaint directly with CAG, ADOT, or with the Federal Transit Administration by contacting the agencies at:

ADOT Contact Information for Directly Filing Complaints:	FTA Contact Information for Directly Filing Complaints:
ADOT Civil Right Office Felicia Beltran Civil Rights Specialist 206 South 17 th Avenue, MD 155-A Phoenix, Arizona 85007 Telephone: (602) 712-8946 E-mail: fbeltran@azdot.gov	Federal Transit Administration Office of Civil Rights Attention: Complaint Team East Building, 5 th Floor - TCR 1200 New Jersey Avenue, SE Washington, DC 20590 <i>NOTE: Complaints should be submitted by mail.</i>

If information is needed in another language, please contact CAG at (480) 474-9300. Si se necesita información en Español, por favor comuníquese con la Oficina de CAG al (480) 474-9300.

LIMITED ENGLISH PROFICIENCY – (LEP)

INTRODUCTION

The Central Arizona Governments (CAG) is responsible for transportation planning within the CAG Transportation Planning Boundary encompassing the Cities/Towns/Tribal Communities of Globe, Hayden, Kearny, Mammoth, Miami, Payson, Superior, and Winkelman, Ak-Chin Indian Community, San Carlos Apache Tribe, White Mountain Apache Tribe, unincorporated Gila County and the eastern portion of unincorporated Pinal County. CAG's Transportation Planning Boundary covers approximately 7,584 square miles.

The Planning process guidelines for the use of Federal and State funds spent for existing and future transportation projects and programs require the Limited English Proficiency (LEP) Plan to play an essential role in the process. CAG will assist persons with LEP, to the best of its ability, to engage individuals from different cultures, backgrounds and businesses in CAG Transportation related activities.

What is Limited English Proficiency

Individuals who do not speak English as their primary language and who have a limited ability to read, write, speak or understand English can be limited English proficient.

LEP is a term used to describe individuals who are not proficient in the English language. Arizona's diverse population makes it critically important that CAG be innovative and proactive in engaging individuals from different cultures, backgrounds and businesses in planning, project development and other program areas.

LAWS & POLICY

Executive Order (EO) 13166 – *Improving Access to Services for Persons with Limited English Proficiency* is directed at implementing the protections afforded by Title VI of the Civil Rights Act of 1964 and related regulations. Accordingly, it prohibits recipients of Federal financial assistance from discriminating based on national origin by failing to provide meaningful access to services to individuals who are LEP. This protection requires that LEP persons be provided an equal opportunity to benefit from or have access to services that are normally provided in English.

The following matrix illustrates legal and policy considerations:

Title VI of the Civil Rights Act of 1964

- Federal Law
- Enacted July 2, 1964
- Considers all persons
- Contains monitoring and oversight
- Compliance review requirements
- Factor criteria is required, no numerical or percentage thresholds.

Limited English Proficiency Executive Order 13166

- Federal Policy
- Signed August 11, 2000
- Considers eligible population
- Contains monitoring and oversight
- Requirements
- Factor criteria is required, no numerical or percentage thresholds.

The Central Arizona Governments will take reasonable steps to ensure that persons with LEP have meaningful access and an equal opportunity to participate in our services, activities, programs and other benefits. The policy of CAG is to ensure meaningful communication with LEP patients/clients and their authorized representatives involving their medical conditions and treatment. All interpreters, translators and other aides needed to comply with this policy shall be provided without cost to the person being serviced. And patients/clients and their families will be informed of the availability of such assistance free of charge.

Language assistance will be provided through use of competent bilingual staff, staff interpreters, contracts or formal arrangements with local organizations providing interpretation or translation services, or technology and telephonic interpretation services. All staff will be provided notice of this policy and procedure, and staff that may have direct contact with LEP individuals will be trained in effective communication techniques, including the effective use of an interpreter.

CAG will conduct a regular review of the language access needs of our population, as well as update and monitor the implementation of this policy and these procedures, as necessary.

PROGRAM RESPONSIBILITY

EO 13166 directs recipients of Federal financial assistance to take reasonable steps to provide LEP individuals with meaningful access to their programs, activities and services.

- ***Notify LEP customers of the availability of language assistance services***

LEP persons have the right to language assistance at no cost to them in their spoken language. Language identification cards or posting signs in public areas are methods that can be used to provide notice of the service.

- ***Translation of vital documents in language other than English***

It is appropriate to have written materials that have been historically provided in English to applicants, customers and the general public translated in to languages that are regularly encountered. The translation of vital documents into languages other than English is particularly important where a significant number or percentage of the customers served and/or eligible to be served have limited English proficiency. Written materials include electronic documents and web-sites. CAG will indicate on its website and newspaper publications of public notices that translation can be provided, with appropriate notice.

Vital Documents are documents that convey information that critically affects the ability of the recipient/customer to make decisions about his/her participation in the program or activity. Examples of vital documents include, but are not limited to:

- Applications
- Public Notices
- Consent Forms
- Eligibility Rules
- Right to Appeal
- Outreach & Community Education Materials
- Letters containing important information regarding participation in a program
- Notices pertaining to the reduction, denial or termination of services or benefits
- Notices advising the availability of Language Assistance

Translating documents for LEP to a fourth (4th) grade literacy level ensure the targeted audience understands the information. Community based organizations or focus groups can assist with testing translations for language and literacy level appropriateness.

Section Five of the US Department of Transportation guidance on LEP requires a four-factor analysis to determine the need for translation service in order to ensure LEP populations are able to receive information about and can participate in the planning process in the language they best understand. A four-factor analysis will be conducted on a project-by-project basis and will be included within the Request for Proposals (RFP) as a task item of said project, where appropriate. The awarded contract for said project would also have language requiring the four-factor analysis to be conducted. The four-factor analysis is described on the following pages.

FACTOR 1: The number or proportion of LEP persons eligible in the CAG Region who may be served or likely to encounter CAG’s Transportation programs, activities, or services.

The first step toward understanding the profile of LEP persons eligible to be served or likely to be encountered by a CAG Transportation program, activity, or service is through reviewing U.S. Census data. For planning purposes, CAG will identify the number of individuals that speak English as a first language and Spanish as the first language, as these appear to be the top two language groups within initial analysis.

The tables below analyze the language spoken at home by the ability to speak English “very well” for all CAG member agencies. The member agencies with an asterisk (*) represent the portion of their jurisdictional boundaries within the CAG Region. Those who were classified as “less than very well” were excluded from the “English” speaking category and placed either in the “Spanish” or “Other” category.

Individuals’ Primary Language Spoken at Home within Pinal County Member Agencies

Member Agency	Primary Language Spoken at Home		
	English (Spoken “Very Well”)	Spanish	Other Languages
Pinal County - (as a whole)	93.5%	5.5%	1.0%
Ak-Chin Indian Community	98.5%	1.0%	0.5%
City of Apache Junction*	95.5%	4.1%	0.4%
City of Casa Grande	92.0%	7.3%	0.7%
City of Coolidge	95.1%	4.9%	0.0%
City of Eloy	78.6%	19.6%	1.8%
Town of Florence	86.9%	12.1%	1.0%
Gila River Indian Community*	98.0%	0.8%	1.2%
Town of Kearny	98.3%	1.7%	0.0%
Town of Mammoth	88.5%	11.5%	0.0%
Town of Marana*	0.0%	0.0%	0.0%
City of Maricopa	94.7%	3.4%	1.9%
Town of Queen Creek*	98.1%	1.2%	0.7%
Town of Superior	85.4%	13.6%	1.0%

Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates: Extracted from Table C16001

Individuals' Primary Language Spoken at Home within Gila County Member Agencies

Member Agency	Primary Language Spoken		
	English (Spoken "Very Well")	Spanish	Other Languages
Gila County - (as a whole)	96.2%	1.9%	1.9%
City of Globe	97.6%	1.0%	1.4%
Town of Hayden	83.9%	15.3%	0.8%
Town of Miami	92.4%	7.6%	0.0%
Town of Payson	97.2%	2.1%	0.7%
San Carlos Apache Tribe*	90.7%	0.0%	9.3%
Town of Star Valley	99.0%	1.0%	0.0%
White Mountain Apache Tribe*	94.0%	0.0%	6.0%
Town of Winkelman	96.9%	3.1%	0.0%

Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates: Extracted from Table C16001

FACTOR 2: The frequency with which LEP individuals come in contact with CAG's services.

CAG will continue to assess the frequency, when appropriate, at which the CAG Transportation staff has or could possibly have contact with LEP persons. This includes, but is not limited to, examining census data, phone inquiries, requests for translated documents, community needs assessments, and staff feedback. Some government offices provide materials in English and Spanish, but because the general public comes in contact with CAG on an infrequent basis, only certain vital materials will be translated from English to Spanish upon special request within a reasonable amount of notice.

The Census data indicates there is a fair amount of the general population who are Spanish-speaking persons within the small Towns of the Region. Therefore, a primary focus on Spanish-speaking individuals will guide how the CAG Transportation department will address LEP individuals to ensure participation and representation in the transportation planning process.

FACTOR 3: The nature and importance of the program, activities, or services provided by CAG to the LEP population.

CAG's Transportation programs are vital to many people's lives. Providing program access, for all CAG Transportation related programs, to LEP persons is crucial. An LEP person's inability to utilize effectively CAG's programs may adversely affect his or her ability to obtain transportation assistance needed for a variety of reasons that would affect their quality of life. Transportation planning is an important facet for the Region and affects all residents. All residents are encouraged to participate in public meetings.

FACTOR 4: The resource available to CAG and overall cost to provide LEP assistance.

CAG will assess its available resources that can be used to provide language assistance. In view of limited grant funding, CAG can provide a reasonable degree of services for limited English speaking persons upon request. CAG will continue its efforts to collaborate with other State and Local agencies to provide language translation and interpretation services when practical and in consideration of available funding. As CAG retains a relatively small staff, employees who may be bilingual will be limited to provide such translation services. CAG will attempt to provide notices and forms, where appropriate, in English and Spanish. Professional translators may be contracted when required for translation of documents. Reasonable efforts to provide services in other languages, including American Sign Language, will be made with sufficient notice by the client.

Based on the four-factor LEP analysis, CAG will provide translation and interpretation services through public online translation sites, bilingual community members and, if not cost prohibited and funds permit, through other language interpretation and translation services. The goal of CAG is to always engage all community members in the planning process.

The Department of Transportation Policy Guidelines give recipients of Federal funds substantial flexibility in determining what language assistance is appropriate based upon a local assessment. Due to current financial constraints, translation of large plan documents and maps are considered not warranted at this time. CAG will provide translation services upon request with a 24-hour notice prior to when the services are needed.

Program Areas

All persons living, working, conducting business and visiting within the CAG Transportation Boundary are beneficiaries of the planning, coordination, and construction activities of CAG. CAG does not construct projects; albeit, this activity is accorded to member agencies. The safe movement of goods and people is supported by providing and maintaining a transportation network and facilities.

The CAG Title VI Non-discrimination & ADA Program Coordinator provides the oversight to the program areas through contract reviews and personal interaction in an effort to ensure their compliance with Title VI and other non-discrimination related authorities. Program areas include the Transportation Improvement Program (TIP), the Human Services Transportation Coordination Plan, and the Public Involvement Plan.

PROCEDURES

1. IDENTIFYING LEP PERSONS & THEIR LANGUAGE

CAG will promptly identify the language and communication needs of the LEP person. If necessary, staff will use a language identification card (or “I speak cards,” available online at www.lep.com) or posters to determine the language. In addition, when records are kept of past interactions with clients/patients/residents or family members, the language used to communicate with the LEP persons will be included as part of the record.

2. OBTAINING A QUALIFIED INTERPRETER

Travis Ashbaugh, CAG Transportation Planning Manager is responsible for:

- (a) Maintaining an accurate and current list showing the name, language, phone number and hours of availability of bilingual staff;
- (b) Contacting the appropriate bilingual staff member to interpret, in the event that an interpreter is needed, if an employee who speaks the needed language is available and is qualified to interpret;
- (c) Obtaining an outside interpreter if a bilingual staff or staff interpreter is not available or does not speak the needed language.

Some LEP persons may prefer or request to use a family member or friend as an interpreter. However, family members or friends of the LEP person will not be used as interpreters unless specifically requested by that individual and after the LEP person has understood that an offer of an interpreter at no charge to the person has been made by CAG. If the LEP person chooses to use a family member or friend as an interpreter, issues of competency of interpretation, confidentiality, privacy, and conflict of interest will be considered. If the family member or friend is not competent or appropriate for any of these reasons, competent interpreter services will be provided to the LEP person.

Children and other clients/patients/residents will not be used to interpret, in order to ensure confidentiality of information and accurate communication.

3. PROVIDING WRITTEN TRANSLATIONS

- (a) When translation of vital documents is required, CAG will submit documents for translation into frequently-encountered languages to a professional translator.
- (b) CAG will provide translation of other written materials, if needed, as well as written notice of the availability of translation, free of charge, for LEP individuals.
- (c) CAG will set benchmarks for translation of vital documents into additional languages over time.
- (d) The CAG website now provides translation options through Google Translate, providing translation to all vital documents that are posted.

4. PROVIDING NOTICE TO LEP PERSONS

CAG will inform LEP persons of the availability of language assistance, free of charge, by providing written notice in languages LEP persons will understand when needed.

5. MONITORING LANGUAGE NEEDS AND IMPLEMENTATION

On an ongoing basis, CAG will assess changes in demographics, types for services or other needs that may require reevaluation of this policy and its procedures. In addition, CAG will regularly assess the efficacy of these procedures, including but not limited to mechanisms for securing interpreter services, equipment used for the delivery of language assistance, complaints filed by LEP persons, feedback from member entities and community organizations, etc.

ENVIRONMENTAL JUSTICE

In 1994, Executive Order (EO) 12898 Federal Actions to address Environmental Justice in Minority Populations and Low-Income Populations was issued. EO 12898 dictated that “Each Federal agency shall make achieving environmental justice part of its mission by identifying and addressing, as appropriate, disproportionately high and adverse human health or environmental effects of its programs, policies, and activities on minority populations and low-income populations.” CAG will make every consideration to involving the public, including minority and low-income populations, in developing transportation related projects and activities that fit within their communities without sacrificing equity, environmental justice, and safety.



***CENTRAL ARIZONA GOVERNMENT'S TITLE VI
NOTICE TO THE PUBLIC***

The Central Arizona Governments (CAG) hereby gives public notice that it is the Agency's policy to assure full compliance with Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, and related statutes and regulations in all programs and activities. Title VI requires that no person shall, on the grounds of race, color, and/or national origin be excluded from the participation in, be denied the benefits of, or be otherwise subjected to discrimination under any Federal Aid Highway program or other activity for which CAG receives Federal financial assistance.

Any person, who believes his/her Title VI protection has been violated, may file a complaint. Any such complaint must be in writing and filed with the CAG Title VI/ADA Program Coordinator within one hundred eighty (180) days following the date of the alleged discriminatory occurrence. Title VI Discrimination Complaint Forms may be obtained from the CAG Office or website.

***AVISO PÚBLICO DE CENTRAL ARIZONA GOVERNMENTS
SOBRE EL TITULO VI***

Central Arizona Governments (CAG) da aviso al público que es la norma de esta agencia asegurar cumplimiento total con el Título VI de la Ley de los Derechos Civiles de 1964, la Ley de Restauración de 1987, y artículos relacionados y regulaciones en todos los programas y actividades. El Título VI requiere que ninguna persona, por motivos de raza, color, y / o origen nacional, sea excluida de la participación en, se le nieguen los beneficios de, o sea sometida a discriminación bajo cualquier programa de Federal Aid Highway u otra actividad para la cual CAG recibe asistencia financiera federal.

Cualquier persona que crea que se ha violado su protección bajo el Título VI, puede presentar una queja. Esta queja debe ser por escrito con CAG Coordinador del programa Tiulo VI/ADA dentro de los ciento ochenta (180) días de la fecha en que se alega que la discriminación ocurrió. Para recibir formularios de reclamo por favor póngase en contacto con la oficina CAG.

Travis Ashbaugh, Title VI/ADA Program Coordinator
480-474-9300 | tashbaugh@cagaz.org

2540 West Apache Trail, Suite #108
Apache Junction, AZ 85120
www.cagaz.org



CENTRAL ARIZONA GOVERNMENTS

Thank you for attending our public meeting! May we have a few minutes of your time?

Title VI of the 1964 Civil Rights Act, as amended, 42 USC 2000d, and U.S. DOT regulations provide that “no person in the U.S. shall, on the grounds of race, color, and/or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.”

Title VI authorities:

- Federal-Aid Highway Act of 1973
- Section 504 of the Rehabilitation Act of 1973
- Americans with Disability Act of 1990
- Age Discrimination Act of 1975
- Uniform Relocation Act of 1970
- Executive orders 12898 and 13166

The CAG Transportation Department’s goal is to ensure that every effort will be made to **prevent discrimination** through the impact of its programs, policies, and activities.

CAG will also take reasonable steps to provide **meaningful access** to services and activities for persons with limited English proficiency.

By completing this survey, CAG will be able to determine who attends our public meetings and how we can improve participation. The survey will also help CAG fulfill Federal reporting requirements.

Self-Identification Survey

Completing this survey is voluntary. If you choose to respond, please mark all that apply.

<p style="text-align: center;"><u>RACE:</u></p> <p><input type="checkbox"/> White</p> <p><input type="checkbox"/> Black/African American</p> <p><input type="checkbox"/> American Indian</p> <p><input type="checkbox"/> Asian</p> <p><input type="checkbox"/> Native Hawaiian (Pacific)</p> <p><input type="checkbox"/> Other</p> <p><input type="checkbox"/> Two or more races</p>	<p style="text-align: center;"><u>ETHNICITY:</u></p> <p><input type="checkbox"/> Hispanic/Latino</p> <p><input type="checkbox"/> Non-Hispanic/Latino</p> <hr/> <p style="text-align: center;"><u>OTHER INFORMATION:</u></p> <p>GENDER: <input type="checkbox"/> Male <input type="checkbox"/> Female</p> <p>AGE: <input type="checkbox"/> 1-20 <input type="checkbox"/> 21-39 <input type="checkbox"/> 40-64 <input type="checkbox"/> 65+</p> <p>DISABLED: <input type="checkbox"/> YES <input type="checkbox"/> NO</p> <p>*LEP: <input type="checkbox"/> YES <input type="checkbox"/> NO</p>
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*Limited English Proficient

Thank you again for participating in our survey. Please leave your survey with CAG staff. If you have questions, please call (480) 474-9300, or email at tashbaugh@cagaz.org.



TITLE VI COMPLAINT FORM

SECTION I:

Name:

Address:

Home Phone #:

Work Phone #:

Electronic Mail Address:

Accessible Format Requirements

Large Print

Audio Tape

TDD

Other

SECTION II:

Are you filing this complaint on your own behalf?

Yes*

No

*If "Yes", see Section III.

If not, please supply the name and relationship of person for whom you are complaining:

Please explain why you have filed for a third party:

Please confirm that you have obtained the permission of the aggrieved party if you are filing on behalf of a third party.

Yes

No

SECTION III:

I believe the discrimination I experienced was based on (Check all that Apply):

Race Color National Origin

Date of alleged discrimination (Month, Day, Year):

Explain as clearly as possible what happened and why you believe you were discriminated against. Describe all persons who were involved. Include the name and contact information of the person(s) who discriminated against you (if known) as well as names and contact information of any witnesses. If more space is needed, please use the back of this form.

EXHIBIT D

SECTION IV:

Have you previously filed a Title VI complaint with this agency?	Yes	No
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SECTION V:

Have you filed this complaint with any other Federal, State, or Local agency, or with any Federal or State court?	Yes	No
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If "Yes", check all that apply:

- () Federal Agency: _____ () Federal Court: _____
 () State Agency: _____ () State Court: _____
 () Local Agency: _____

Please provide information about a contact person at the agency/court where the complaint was filed.

Name: _____
 Title: _____
 Agency: _____
 Address: _____
 Telephone #: _____

SECTION VI:

Name of agency complaint is against: _____
 Contact person: _____
 Title: _____
 Telephone #: _____

You may attach any written materials or other information that you deem relevant to your complaint.

Signature and date required below:

Signature **Date**

Please submit this form in person at the address below, or send this form to:

Title VI/ADA Non-Discrimination Program Coordinator
 Travis Ashbaugh
 Central Arizona Governments
 2540 West Apache Trail, Suite 108
 Apache Junction, Arizona 85120

Telephone: (480) 474-9300
 Fax: (480) 474-9306
 Email: tashbaugh@cagaz.org

ADOT Civil Rights Office
 206 South 17th Avenue, MD 155A
 Phoenix, Arizona 85007

Telephone: (602) 712-8946
 Fax: (602) 239-6257
 Email: civilrightsoffice@azdot.gov



TÍTULO VI FORMULARIO DE RECLAMACIÓN

SECCIÓN I:

Nombre:

Dirección:

Número de teléfono de casa:

Número de teléfono de trabajo:

E-mail:

Requisitos de Formato
Accesible

Letra de gran tamaño

Cinta de audio

TDD

Otros

SECCIÓN II:

¿Está presentando esta denuncia en su nombre?

Sí*

No

*Si "Sí", véase la Sección III.

Si no, por favor suministrar el nombre y la relación de la persona para quien se quejan:

Por favor explique por qué han presentado por un tercero:

Por favor confirme que ha obtenido el permiso de la parte agraviada si está presentando en nombre de un tercero.

Sí

No

SECCIÓN III:

Creo que la he experimentado la discriminación se basó en (Marque todas las que aplican):

 Raza Color Origen Nacional

Fecha de la supuesta discriminación (Mes, Día, Año):

Explicar lo más claramente posible lo que sucedió y por qué usted cree que fueron discriminados. Describir a todas las personas que participaron. Incluir el nombre e información de contacto de la(s) persona(s) que discriminó (si se conoce) así como nombres y la información de contacto de cualquier testigo. Si necesita más espacio, utilice el dorso de este formulario.

EXPOSICIÓN D

SECCIÓN IV:

¿Usted ha presentado anteriormente una queja del Título VI con esta agencia?	Sí	No
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SECCIÓN V:

¿Se presentó esta queja con cualquier otro Federal, Estatal o Agencia Local o con cualquier Tribunal Federal o Estatal?	Sí	No
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Si "Sí", marque todas las que aplican:

- () Agencia Federal: _____ () Tribunal Federal: _____
 () Agencia Estatal: _____ () Tribunal del Estatal: _____
 () Agencia Local: _____

Sírvanse facilitar información sobre una persona de contacto en la Agencia/Tribunal donde se presentó la queja.

Nombre: _____
 Título: _____
 Agencia: _____
 Dirección: _____
 Numero de teléfono: _____

SECCIÓN VI:

Nombre de denuncia de la agencia está en contra de: _____
 Persona de contacto: _____
 Título: _____
 Numero de teléfono: _____

Usted puede conectar cualquier material escrito u otra información que usted considere relevantes para su queja.

Firma y fecha especificadas a continuación:

Firma **Fecha**

Por favor enviar este formulario personalmente en la siguiente dirección, o envíe este formulario para:

Coordinador del programa Título VI/ADA
 Travis Ashbaugh
 Central Arizona Governments
 2540 West Apache Trail, Suite 108
 Apache Junction, Arizona 85120

Número de teléfono: (480) 474-9300
 Fax: (480) 474-9306
 Email: tashbaugh@cagaz.org

ADOT Civil Rights Office
 206 South 17th Avenue, MD 155A
 Phoenix, Arizona 85007

Número de teléfono: (602) 712-8946
 Fax: (602) 239-6257
 Email: civilrightsoffice@azdot.gov



Regional Council

April 28, 2021 Meeting Minutes

DATE: April 28, 2021

TIME: 6:00 p.m.

LOCATION: 2540 W. Apache Trail, Suite 108; Apache Junction, AZ 85120

I. CALL TO ORDER

Chairman Thompson called the meeting to order at 6:00 PM.

II. PLEDGE OF ALLEGIANCE

Chairman Thompson led the Regional Council, guests and CAG staff in the Pledge of Allegiance.

III. ROLL CALL AND INTRODUCTIONS

Members Present: Tim Humphrey, Al Gameros, Jon Thompson, Jim Ferris, Bobby Davis, Kevin Cavanaugh, Robert Schroeder, Bob Huddleston, Jamie Ramsey, Vincent Manfredi, Robin Benning, Sammy Gonzales, Anita Hinojos, Mila Besich

Members Absent: Dean Hetrick, Micah Powell, Tara Walter, Patricia Armenta, Ed Honea

Guests: Kevin Adam, Rick Miller, Paul Jepson, Heather Wilkey, James Menlove, Amy Moran, Jennifer Evans, Tami Ryall, John Schempf

Staff: Andrea Robles, Angela Gotto, Yvonne Tackett, Amber Garza, Alan Urban, Travis Ashbaugh, Robert Mawson

IV. CALL TO THE PUBLIC

No one answered the Call to the Public

V. LEGISLATIVE UPDATE

Kevin Adam provided the Legislative Update

VI. CONSENT ITEMS

Mayor Al Gameros, City of Globe, made a motion to approve the consent agenda items as presented. Councilmember Robert Schroeder, City of Apache Junction, seconded the motion. The motion passed unanimously.

A. Approval of Regional Council Minutes – January 27, 2021

The January 27, 2021 minutes were approved under Consent Item VI-A.

B. Approval of the CAG Title VI Non-Discrimination Program Implementation Plan

The CAG Title VI Non-Discrimination Program Implementation Plan was approved under Consent Item VI-B.

C. Approval of the Transportation Technical Advisory Committee (TTAC) Bylaws

The Transportation Technical Advisory Committee (TTAC) Bylaws were approved under Consent Item VI-C.

VII. EXECUTIVE DIRECTOR'S REPORT

Ms. Andrea Robles updated the Council on recent activities and meetings taking place at CAG. She stated that over the last 10 months a majority of her time has been spent working with the PRTA team, member agencies and legal counsel