



2023

Title VI Non-Discrimination Program Implementation Plan

Andrea Robles

CAG Executive Director

Travis Ashbaugh

Title VI Non-Discrimination & ADA Program Coordinator

Approval Date: (April 26, 2023)

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 Resolution 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

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

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 473,836 individuals, based on the five-year 2017-2021 American Community Survey Data from the U.S. Census Bureau.

The Sun Corridor Metropolitan Planning Organization (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 88,730 individuals, while the Sun Corridor MPO and MAG encompassed urbanized areas within Pinal County has an estimated population of 112,807 and 276,921 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 tis documents. 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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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

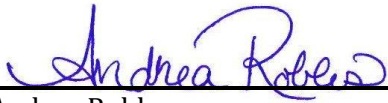
TITLE VI/ADA NON-DISCRIMINATION POLICY STATEMENT

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 and 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

March 8, 2023

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 Assurances, 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 € 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 "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 Programs* 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 to 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 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 interests 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, 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)

March 8, 2023

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 contract 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 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 not 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

The following clauses will be included in deeds effecting or recording the transfer of real property, structures, or improvements thereon, or granting interests 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 the 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 thereof.

(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

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, be denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities,
- B. With respect to license, 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 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 system, 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 their 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 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

March 8, 2023

Date

STAFFING

CAG Executive Director

The Executive Director, Andrea Robles, 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

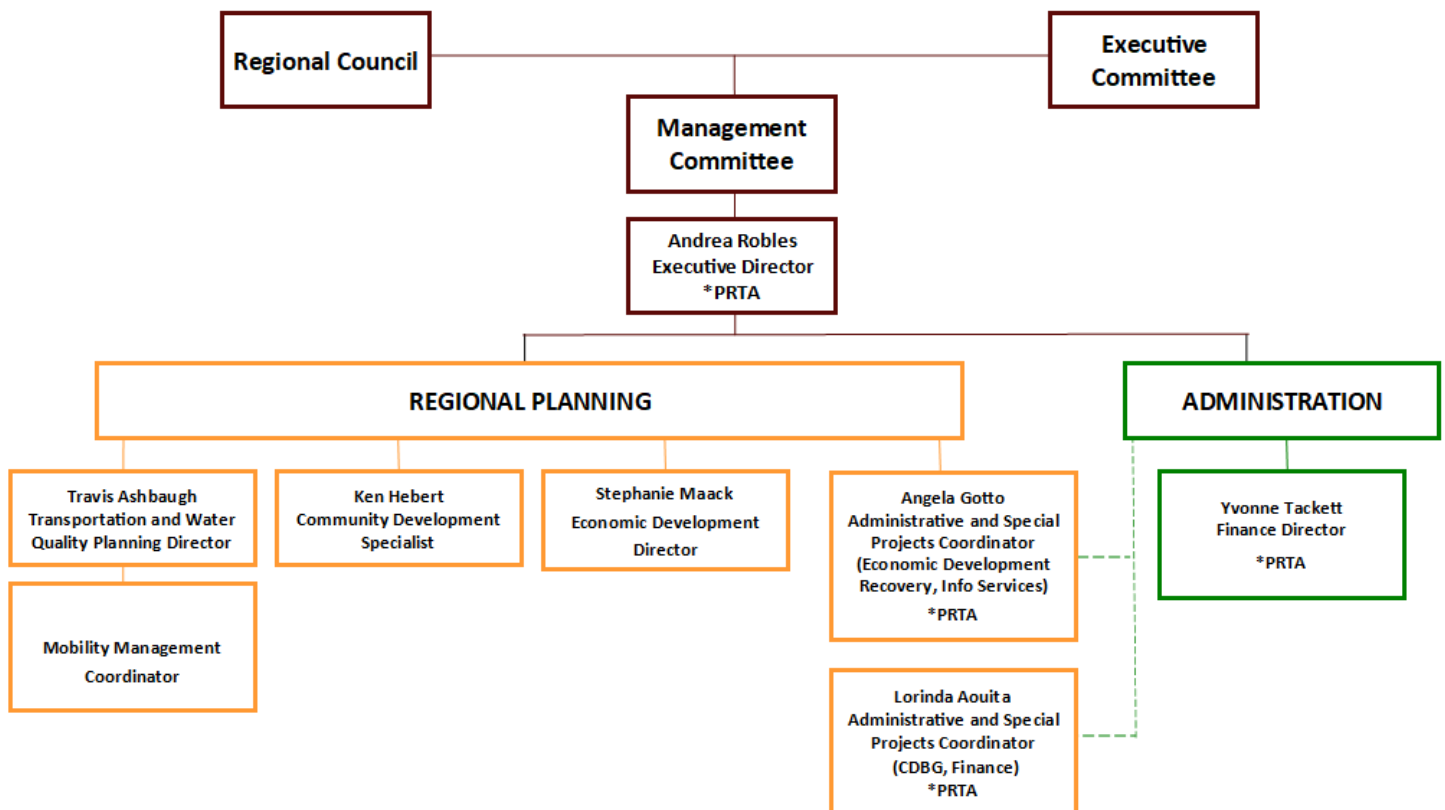
The CAG Transportation Planning Manager, Travis Ashbaugh, is the Title VI Non-Discrimination and ADA Program Coordinator (Title VI/ADA Program Coordinator) and is the highest ranking official in the CAG Transportation Department. The Title VI/ADA Program Coordinator's oversight includes both the day-to-day 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 subrecipients 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 2023 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 Bob Huddleston (Alt.)
City of Coolidge	Mayor Jon Thompson
City of Eloy	Mayor Micah Powell – Chairperson
Town of Florence	Mayor Tara Walter
Gila County	Supervisor Tim Humphrey
Gila River Indian Community	Vacant
City of Globe	Mayor Al Gameros – Vice Chairperson
Town of Hayden	Mayor Dean Hetrick
Town of Kearny	Mayor Curtis Stacy
Town of Mammoth	Mayor Patricia Armenta / Councilmember Ernest Bustamante (Alt.)
Town of Marana	Mayor Ed Honea
City of Maricopa	Mayor Nancy Smith / Councilmember Vincent Manfred (Alt.)
Town of Miami	Mayor Jose Angel Medina
Town of Payson	Mayor Chris Higgins / Councilmember Barbara Underwood (Alt.)
Pinal County	Supervisor Kevin Cavanaugh
Town of Queen Creek	Councilmember Robin Benning – Secretary/Treasurer
San Carlos Apache Tribe	Chairman Terry Rambler
Town of Star Valley	Mayor Bobby Davis / Councilmember Belle McDaniel (Alt.)
Town of Superior	Mayor Mila Besich / Councilmember Vanessa Navarrette (Alt.)
White Mountain Apache Tribe	Vacant
Town of Winkelman	Mayor Louis Bracamonte / Councilmember 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 Chairperson 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.) / Jenny Hoffman (Alt.)
City of Casa Grande	Mackenzie Letcher
City of Coolidge	Rick Miller – Chairperson
City of Eloy	David Malewitz
Town of Florence	Jennifer Evans
Gila County	James Menlove
Gila River Indian Community	Greg Mendoza
City of Globe	Paul Jepson – Vice Chairperson
Town of Hayden	Mayor Dean Hetrick
Town of Kearny	Curtis Stacy / Amanda Kenney (Alt.)
Town of Mammoth	Kennedy Ivy
Town of Marana	Keith Brann
City of Maricopa	Rick Horst / Joshua Bowman (Alt.)
Town of Miami	Alexis Rivera
Town of Payson	Troy Smith
Pinal County	Leo Lew / Tami Ryall (Alt.) / Dedrick Denton (Alt.)
Town of Queen Creek	Bruce Gardner / Heather Wilkey (Alt.)
San Carlos Apache Tribe	Vacant
Town of Star Valley	Tim Grier
Town of Superior	Todd Pryor
White Mountain Apache Tribe	Vacant
Town of Winkelman	Gloria Ruiz

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 representative 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)	William Randolph / Jason James (Alt.)
Gila County	Thomas Goodman / Scott Warren (Alt.) / Homero Vela (Alt.)
City of Globe	Rick Powers – Chair / Louis Chavez (Alt.)
Town of Hayden	Vacant
Town of Kearny	Amanda Kenney
Town of Mammoth	Kennedy Ivy
Town of Miami	Alexis Rivera
Town of Payson	Larry Halberstadt – Vice Chair / Christine Smith (Alt.)
Pinal County	Tara Harman / Steve Abraham (Alt.)
San Carlos Apache Tribe	Barney Bigman / Marvin Mull (Alt.)
Town of Star Valley	Tim Grier
Town of Superior	Svetlana Clark / Todd Pryor (Alt.)
White Mountain Apache Tribe	LaReesa Sanchez / Cassie Kenton-Garcia (Alt.)
Town of Winkelman	Gloria Ruiz

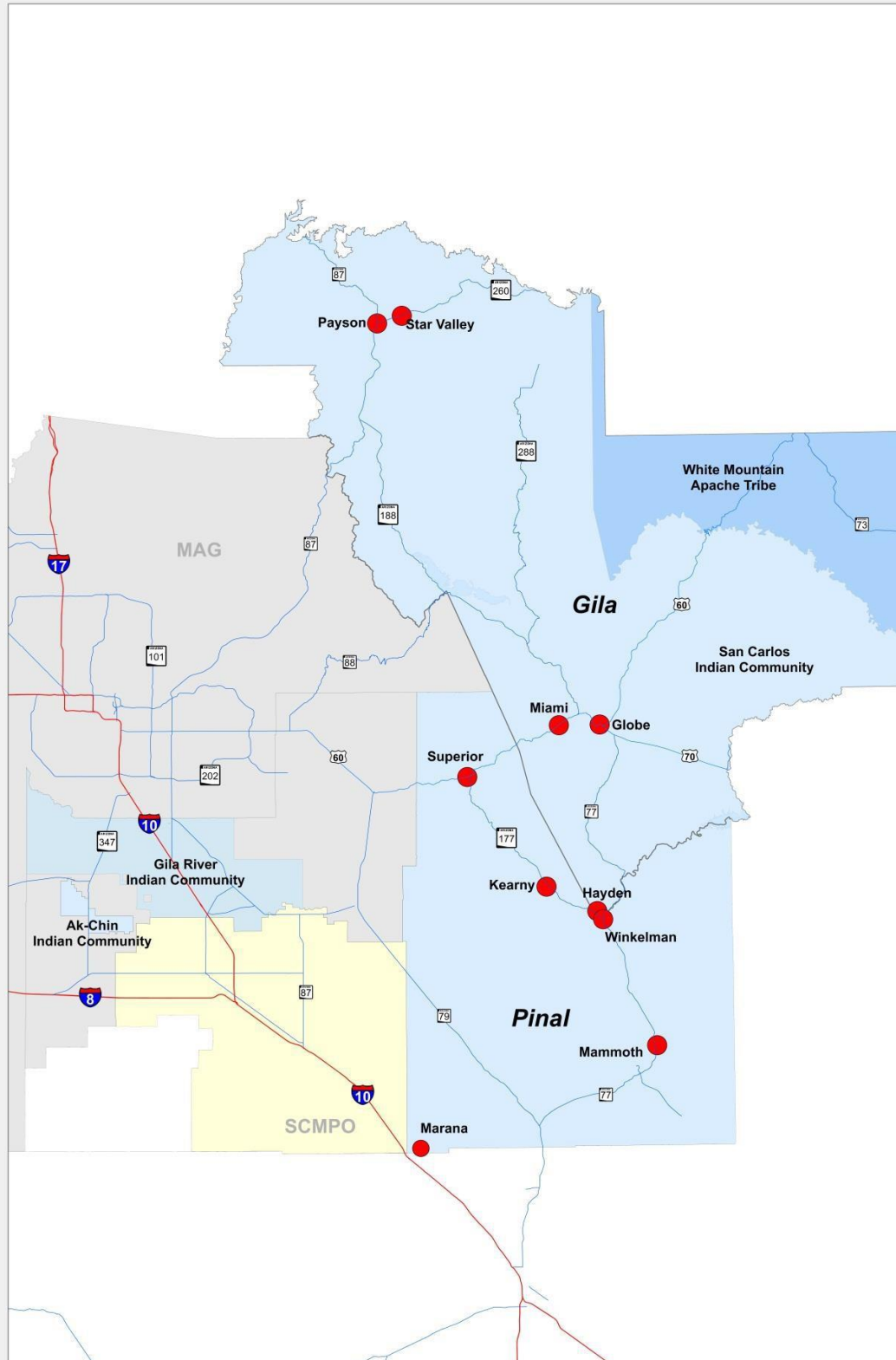
The Cities/Towns of Apache Junction, Casa Grande, Coolidge, Eloy, Florence, Maricopa, Queen Creek, and the Gila River Indian Community are members of CAG and do have voting privileges within the CAG Management Committee and Regional Council. However, they are non-voting members of the CAG TTAC, as they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

CAG Transportation Planning Member Entities



Legend

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



0 5 10
Miles

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

Map Date: August 7, 2014

Statistical Data of CAG Communities by Race and Sex

The information contained within the following pages is from the Census Bureau's 5-Year 2017-2021 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/>. 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
<u>Pinal County</u>	<u>156,595</u>	<u>3,948</u>	<u>4,807</u>	<u>2,498</u>	<u>185</u>	<u>9,222</u>	<u>16,311</u>	<u>193,566</u>	<u>96,435</u>	<u>97,131</u>
Hispanic or Latino	31,547	357	876	56	10	8,790	10,348	51,984	26,436	25,548
Non-Hispanic or Latino	125,048	3,591	3,931	2,442	175	432	5,963	141,582	69,999	71,583
<u>Ak-Chin Indian Community</u>	<u>42</u>	<u>5</u>	<u>1,090</u>	<u>0</u>	<u>0</u>	<u>19</u>	<u>85</u>	<u>1,241</u>	<u>618</u>	<u>623</u>
Hispanic or Latino	22	2	124	0	0	19	33	200	87	113
Non-Hispanic or Latino	20	3	966	0	0	0	52	1,041	531	510
<u>City of Apache Junction*</u>	<u>31,878</u>	<u>548</u>	<u>362</u>	<u>557</u>	<u>9</u>	<u>1,309</u>	<u>3,080</u>	<u>37,743</u>	<u>18,299</u>	<u>19,444</u>
Hispanic or Latino	3,669	0	104	27	0	1,309	1,781	6,890	3,539	3,351
Non-Hispanic or Latino	28,209	548	258	530	9	0	1,299	30,853	14,760	16,093
<u>City of Casa Grande</u>	<u>36,105</u>	<u>2,177</u>	<u>2,275</u>	<u>791</u>	<u>183</u>	<u>3,659</u>	<u>8,298</u>	<u>53,488</u>	<u>27,466</u>	<u>26,022</u>
Hispanic or Latino	13,076	141	611	76	24	3,545	5,811	23,284	12,145	11,139
Non-Hispanic or Latino	23,029	2,036	1,664	715	159	114	2,487	30,204	15,321	14,883
<u>City of Coolidge</u>	<u>7,802</u>	<u>1,123</u>	<u>877</u>	<u>29</u>	<u>0</u>	<u>1,707</u>	<u>1,809</u>	<u>13,347</u>	<u>6,523</u>	<u>6,824</u>
Hispanic or Latino	3,496	171	201	0	0	1,707	1,455	7,030	3,466	3,564
Non-Hispanic or Latino	4,306	952	676	29	0	0	354	6,317	3,057	3,260
<u>City of Eloy</u>	<u>8,924</u>	<u>1,611</u>	<u>442</u>	<u>200</u>	<u>266</u>	<u>2,663</u>	<u>1,065</u>	<u>15,171</u>	<u>11,164</u>	<u>4,007</u>
Hispanic or Latino	4,443	6	57	0	0	2,653	743	7,902	5,697	2,205
Non-Hispanic or Latino	4,481	1,605	385	200	266	10	322	7,269	5,467	1,802
<u>Town of Florence</u>	<u>18,137</u>	<u>2,428</u>	<u>821</u>	<u>127</u>	<u>142</u>	<u>2,302</u>	<u>1,399</u>	<u>25,356</u>	<u>19,109</u>	<u>6,247</u>
Hispanic or Latino	6,051	55	60	0	0	2,276	984	9,426	7,657	1,769
Non-Hispanic or Latino	12,086	2,373	761	127	142	26	415	15,930	11,452	4,478
<u>Gila River Indian Community*</u>	<u>463</u>	<u>23</u>	<u>7,989</u>	<u>0</u>	<u>17</u>	<u>201</u>	<u>273</u>	<u>8,966</u>	<u>4,485</u>	<u>4,481</u>
Hispanic or Latino	268	0	815	0	0	170	84	1,337	679	658
Non-Hispanic or Latino	195	23	7,174	0	17	31	189	7,629	3,806	3,823
<u>Town of Kearny</u>	<u>1,743</u>	<u>0</u>	<u>33</u>	<u>41</u>	<u>0</u>	<u>136</u>	<u>245</u>	<u>2,198</u>	<u>1,162</u>	<u>1,036</u>
Hispanic or Latino	604	0	30	0	0	136	186	956	455	501
Non-Hispanic or Latino	1,139	0	3	41	0	0	59	1,242	707	535
<u>Town of Mammoth</u>	<u>1,008</u>	<u>0</u>	<u>14</u>	<u>0</u>	<u>0</u>	<u>75</u>	<u>122</u>	<u>1,219</u>	<u>599</u>	<u>620</u>
Hispanic or Latino	699	0	4	0	0	69	86	858	434	424
Non-Hispanic or Latino	309	0	10	0	0	6	36	361	165	196
<u>Town of Marana*</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>	<u>0</u>
Hispanic or Latino	0	0	0	0	0	0	0	0	0	0
Non-Hispanic or Latino	0	0	0	0	0	0	0	0	0	0
<u>City of Maricopa</u>	<u>35,490</u>	<u>7,074</u>	<u>888</u>	<u>1,883</u>	<u>669</u>	<u>3,538</u>	<u>7,533</u>	<u>57,075</u>	<u>27,771</u>	<u>29,304</u>
Hispanic or Latino	8,920	186	252	86	59	3,162	4,941	17,606	8,439	9,167
Non-Hispanic or Latino	26,570	6,888	636	1,797	610	376	2,592	39,469	19,332	20,137
<u>Town of Queen Creek*</u>	<u>7,406</u>	<u>446</u>	<u>78</u>	<u>123</u>	<u>0</u>	<u>70</u>	<u>453</u>	<u>8,576</u>	<u>4,349</u>	<u>4,227</u>
Hispanic or Latino	620	0	8	20	0	70	156	874	450	424
Non-Hispanic or Latino	6,786	446	70	103	0	0	297	7,702	3,899	3,803
<u>Town of Superior</u>	<u>1,772</u>	<u>15</u>	<u>25</u>	<u>90</u>	<u>0</u>	<u>289</u>	<u>488</u>	<u>2,679</u>	<u>1,258</u>	<u>1,421</u>
Hispanic or Latino	884	0	25	0	0	287	475	1,671	721	950
Non-Hispanic or Latino	888	15	0	90	0	2	13	1,008	537	471

Source: U.S. Census Bureau, 2017-2021 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: 193,566
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>45,661</u>	<u>36,272</u>	<u>36,738</u>	<u>37,924</u>	<u>156,595</u>
Male	22,808	18,064	17,793	18,934	77,599
Female	22,853	18,208	18,945	18,990	78,996
<u>Black/African American</u>	<u>1,362</u>	<u>902</u>	<u>1,264</u>	<u>420</u>	<u>3,948</u>
Male	482	506	673	179	1,840
Female	880	396	591	241	2,108
<u>American Indian</u>	<u>2,189</u>	<u>1,200</u>	<u>951</u>	<u>467</u>	<u>4,807</u>
Male	1,308	602	496	267	2,673
Female	881	598	455	200	2,134
<u>Asian</u>	<u>562</u>	<u>468</u>	<u>915</u>	<u>553</u>	<u>2,498</u>
Male	267	191	503	199	1,160
Female	295	277	412	354	1,338
<u>Native Hawaiian (Pacific)</u>	<u>39</u>	<u>112</u>	<u>30</u>	<u>4</u>	<u>185</u>
Male	21	93	0	4	118
Female	18	19	30	0	67
<u>Other</u>	<u>2,935</u>	<u>3,017</u>	<u>2,005</u>	<u>1,265</u>	<u>9,222</u>
Male	1,233	1,543	984	648	4,408
Female	1,702	1,474	1,021	617	4,814
<u>Two or more Races</u>	<u>8,055</u>	<u>4,246</u>	<u>2,932</u>	<u>1,078</u>	<u>16,311</u>
Male	4,259	2,605	1,287	486	8,637
Female	3,796	1,641	1,645	592	7,674

Ak-Chin Indian Community					Total Population: 1,241
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>12</u>	<u>10</u>	<u>18</u>	<u>2</u>	<u>42</u>
Male	7	4	14	0	25
Female	5	6	4	2	17
<u>Black/African American</u>	<u>0</u>	<u>3</u>	<u>2</u>	<u>0</u>	<u>5</u>
Male	0	0	0	0	0
Female	0	3	2	0	5
<u>American Indian</u>	<u>489</u>	<u>312</u>	<u>222</u>	<u>67</u>	<u>1,090</u>
Male	234	169	105	28	536
Female	255	143	117	39	554
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	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>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Other</u>	<u>8</u>	<u>6</u>	<u>5</u>	<u>0</u>	<u>19</u>
Male	5	0	1	0	6
Female	3	6	4	0	13
<u>Two or more Races</u>	<u>57</u>	<u>21</u>	<u>4</u>	<u>3</u>	<u>85</u>
Male	33	14	4	0	51
Female	24	7	0	3	34

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-Year Estimates: Table B01001A-G

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

City of Apache Junction*					Total Population: 37,743
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>6,394</u>	<u>5,471</u>	<u>8,428</u>	<u>11,585</u>	<u>31,878</u>
Male	3,417	2,683	3,891	5,392	15,383
Female	2,977	2,788	4,537	6,193	16,495
<u>Black/African American</u>	<u>53</u>	<u>195</u>	<u>74</u>	<u>226</u>	<u>548</u>
Male	45	102	51	57	255
Female	8	93	23	169	293
<u>American Indian</u>	<u>119</u>	<u>69</u>	<u>143</u>	<u>31</u>	<u>362</u>
Male	46	38	71	14	169
Female	73	31	72	17	193
<u>Asian</u>	<u>76</u>	<u>92</u>	<u>239</u>	<u>150</u>	<u>557</u>
Male	37	26	99	62	224
Female	39	66	140	88	333
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>9</u>	<u>9</u>
Male	0	0	0	9	9
Female	0	0	0	0	0
<u>Other</u>	<u>251</u>	<u>390</u>	<u>416</u>	<u>252</u>	<u>1,309</u>
Male	145	245	249	33	672
Female	106	145	167	219	637
<u>Two or more Races</u>	<u>1,369</u>	<u>1,161</u>	<u>445</u>	<u>105</u>	<u>3,080</u>
Male	752	600	204	31	1,587
Female	617	561	241	74	1,493

City of Casa Grande					Total Population: 53,488
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>10,474</u>	<u>8,372</u>	<u>7,931</u>	<u>9,328</u>	<u>36,105</u>
Male	5,912	3,718	3,929	4,332	17,891
Female	4,562	4,654	4,002	4,996	18,214
<u>Black/African American</u>	<u>652</u>	<u>643</u>	<u>648</u>	<u>234</u>	<u>2,177</u>
Male	424	404	355	164	1,347
Female	228	239	293	70	830
<u>American Indian</u>	<u>993</u>	<u>909</u>	<u>269</u>	<u>104</u>	<u>2,275</u>
Male	664	556	58	59	1,337
Female	329	353	211	45	938
<u>Asian</u>	<u>198</u>	<u>250</u>	<u>213</u>	<u>130</u>	<u>791</u>
Male	75	109	64	17	265
Female	123	141	149	113	526
<u>Native Hawaiian (Pacific)</u>	<u>24</u>	<u>127</u>	<u>27</u>	<u>5</u>	<u>183</u>
Male	0	115	27	0	142
Female	24	12	0	5	41
<u>Other</u>	<u>1,446</u>	<u>1,245</u>	<u>675</u>	<u>293</u>	<u>3,659</u>
Male	837	505	247	143	1,732
Female	609	740	428	150	1,927
<u>Two or more Races</u>	<u>4,545</u>	<u>1,922</u>	<u>1,448</u>	<u>383</u>	<u>8,298</u>
Male	2,636	1,155	792	169	4,752
Female	1,909	767	656	214	3,546

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-Year Estimates: Table B01001A-G

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

City of Coolidge					Total Population: 13,347
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>2,518</u>	<u>1,808</u>	<u>2,024</u>	<u>1,452</u>	<u>7,802</u>
Male	1,339	871	966	545	3,721
Female	1,179	937	1,058	907	4,081
<u>Black/African American</u>	<u>560</u>	<u>366</u>	<u>178</u>	<u>19</u>	<u>1,123</u>
Male	457	144	37	0	638
Female	103	222	141	19	485
<u>American Indian</u>	<u>478</u>	<u>298</u>	<u>56</u>	<u>45</u>	<u>877</u>
Male	203	149	24	15	391
Female	275	149	32	30	486
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>13</u>	<u>16</u>	<u>29</u>
Male	0	0	13	16	29
Female	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>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Other</u>	<u>899</u>	<u>497</u>	<u>217</u>	<u>94</u>	<u>1,707</u>
Male	290	257	115	40	702
Female	609	240	102	54	1,005
<u>Two or more Races</u>	<u>507</u>	<u>727</u>	<u>370</u>	<u>205</u>	<u>1,809</u>
Male	337	458	218	29	1,042
Female	170	269	152	176	767

City of Eloy					Total Population: 15,171
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>1,633</u>	<u>3,837</u>	<u>1,919</u>	<u>1,535</u>	<u>8,924</u>
Male	860	3,206	1,329	797	6,192
Female	773	631	590	738	2,732
<u>Black/African American</u>	<u>352</u>	<u>897</u>	<u>252</u>	<u>110</u>	<u>1,611</u>
Male	210	707	171	87	1,175
Female	142	190	81	23	436
<u>American Indian</u>	<u>51</u>	<u>231</u>	<u>131</u>	<u>29</u>	<u>442</u>
Male	41	166	111	25	343
Female	10	65	20	4	99
<u>Asian</u>	<u>84</u>	<u>31</u>	<u>77</u>	<u>8</u>	<u>200</u>
Male	66	31	40	0	137
Female	18	0	37	8	63
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>180</u>	<u>77</u>	<u>9</u>	<u>266</u>
Male	0	180	77	9	266
Female	0	0	0	0	0
<u>Other</u>	<u>770</u>	<u>1,079</u>	<u>636</u>	<u>178</u>	<u>2,663</u>
Male	633	968	479	126	2,206
Female	137	111	157	52	457
<u>Two or more Races</u>	<u>327</u>	<u>449</u>	<u>193</u>	<u>96</u>	<u>1,065</u>
Male	226	405	147	67	845
Female	101	44	46	29	220

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-Year Estimates: Table B01001A-G

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

Town of Florence					Total Population: 25,356
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>2,619</u>	<u>6,226</u>	<u>5,005</u>	<u>4,287</u>	<u>18,137</u>
Male	1,774	5,257	3,456	2,304	12,791
Female	845	969	1,549	1,983	5,346
<u>Black/African American</u>	<u>285</u>	<u>1,345</u>	<u>676</u>	<u>122</u>	<u>2,428</u>
Male	265	1,244	637	59	2,205
Female	20	101	39	63	223
<u>American Indian</u>	<u>56</u>	<u>620</u>	<u>128</u>	<u>17</u>	<u>821</u>
Male	38	590	128	8	764
Female	18	30	0	9	57
<u>Asian</u>	<u>8</u>	<u>54</u>	<u>55</u>	<u>10</u>	<u>127</u>
Male	8	54	46	0	108
Female	0	0	9	10	19
<u>Native Hawaiian (Pacific)</u>	<u>7</u>	<u>78</u>	<u>36</u>	<u>21</u>	<u>142</u>
Male	7	78	36	14	135
Female	0	0	0	7	7
<u>Other</u>	<u>342</u>	<u>1,465</u>	<u>368</u>	<u>127</u>	<u>2,302</u>
Male	267	1,404	339	69	2,079
Female	75	61	29	58	223
<u>Two or more Races</u>	<u>335</u>	<u>663</u>	<u>291</u>	<u>110</u>	<u>1,399</u>
Male	195	595	157	80	1,027
Female	140	68	134	30	372

Gila River Indian Community*					Total Population: 8,966
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>61</u>	<u>296</u>	<u>82</u>	<u>24</u>	<u>463</u>
Male	42	186	51	21	300
Female	19	110	31	3	163
<u>Black/African American</u>	<u>10</u>	<u>4</u>	<u>9</u>	<u>0</u>	<u>23</u>
Male	0	4	9	0	13
Female	10	0	0	0	10
<u>American Indian</u>	<u>3,320</u>	<u>2,131</u>	<u>1,776</u>	<u>762</u>	<u>7,989</u>
Male	1,691	1,177	789	253	3,910
Female	1,629	954	987	509	4,079
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Native Hawaiian (Pacific)</u>	<u>5</u>	<u>6</u>	<u>0</u>	<u>6</u>	<u>17</u>
Male	5	4	0	6	15
Female	0	2	0	0	2
<u>Other</u>	<u>20</u>	<u>78</u>	<u>88</u>	<u>15</u>	<u>201</u>
Male	10	60	88	15	173
Female	10	18	0	0	28
<u>Two or more Races</u>	<u>176</u>	<u>17</u>	<u>80</u>	<u>0</u>	<u>273</u>
Male	57	2	15	0	74
Female	119	15	65	0	199

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-Year Estimates: Table B01001A-G

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

Town of Kearny					Total Population: 2,198
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>655</u>	<u>384</u>	<u>231</u>	<u>473</u>	<u>1,743</u>
Male	405	202	112	233	952
Female	250	182	119	240	791
<u>Black/African American</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>American Indian</u>	<u>27</u>	<u>6</u>	<u>0</u>	<u>0</u>	<u>33</u>
Male	6	0	0	0	6
Female	21	6	0	0	27
<u>Asian</u>	<u>13</u>	<u>28</u>	<u>0</u>	<u>0</u>	<u>41</u>
Male	0	0	0	0	0
Female	13	28	0	0	41
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Other</u>	<u>17</u>	<u>78</u>	<u>13</u>	<u>28</u>	<u>136</u>
Male	17	27	7	0	51
Female	0	51	6	28	85
<u>Two or more Races</u>	<u>133</u>	<u>0</u>	<u>49</u>	<u>63</u>	<u>245</u>
Male	103	0	23	27	153
Female	30	0	26	36	92

Town of Mammoth					Total Population: 1,219
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>221</u>	<u>210</u>	<u>249</u>	<u>328</u>	<u>1,008</u>
Male	130	101	152	117	500
Female	91	109	97	211	508
<u>Black/African American</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>American Indian</u>	<u>0</u>	<u>0</u>	<u>12</u>	<u>2</u>	<u>14</u>
Male	0	0	0	2	2
Female	0	0	12	0	12
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	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>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Other</u>	<u>8</u>	<u>3</u>	<u>19</u>	<u>45</u>	<u>75</u>
Male	0	0	6	29	35
Female	8	3	13	16	40
<u>Two or more Races</u>	<u>53</u>	<u>50</u>	<u>9</u>	<u>10</u>	<u>122</u>
Male	28	20	9	5	62
Female	25	30	0	5	60

Source: U.S. Census Bureau, 2017-2021 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>
Male	0	0	0	0	0
Female	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>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>American Indian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	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>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Other</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	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>
Male	0	0	0	0	0
Female	0	0	0	0	0

City of Maricopa					Total Population: 57,075
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>10,356</u>	<u>9,945</u>	<u>8,892</u>	<u>6,297</u>	<u>35,490</u>
Male	5,437	4,899	4,582	3,054	17,972
Female	4,919	5,046	4,310	3,243	17,518
<u>Black/African American</u>	<u>2,764</u>	<u>1,689</u>	<u>1,684</u>	<u>937</u>	<u>7,074</u>
Male	1,542	506	833	417	3,298
Female	1,222	1,183	851	520	3,776
<u>American Indian</u>	<u>204</u>	<u>499</u>	<u>135</u>	<u>50</u>	<u>888</u>
Male	149	159	70	27	405
Female	55	340	65	23	483
<u>Asian</u>	<u>513</u>	<u>736</u>	<u>410</u>	<u>224</u>	<u>1,883</u>
Male	209	342	128	65	744
Female	304	394	282	159	1,139
<u>Native Hawaiian (Pacific)</u>	<u>153</u>	<u>411</u>	<u>37</u>	<u>68</u>	<u>669</u>
Male	68	314	7	0	389
Female	85	97	30	68	280
<u>Other</u>	<u>1,470</u>	<u>1,313</u>	<u>556</u>	<u>199</u>	<u>3,538</u>
Male	652	677	196	78	1,603
Female	818	636	360	121	1,935
<u>Two or more Races</u>	<u>4,545</u>	<u>1,692</u>	<u>899</u>	<u>397</u>	<u>7,533</u>
Male	1,766	917	457	220	3,360
Female	2,779	775	442	177	4,173

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-Year Estimates: Table B01001A-G

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

Town of Queen Creek*					Total Population: 8,576
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>2,146</u>	<u>1,552</u>	<u>1,989</u>	<u>1,719</u>	<u>7,406</u>
Male	1,259	864	991	813	3,927
Female	887	688	998	906	3,479
<u>Black/African American</u>	<u>195</u>	<u>20</u>	<u>127</u>	<u>104</u>	<u>446</u>
Male	12	0	38	40	90
Female	183	20	89	64	356
<u>American Indian</u>	<u>0</u>	<u>70</u>	<u>0</u>	<u>8</u>	<u>78</u>
Male	0	47	0	8	55
Female	0	23	0	0	23
<u>Asian</u>	<u>0</u>	<u>38</u>	<u>59</u>	<u>26</u>	<u>123</u>
Male	0	0	12	26	38
Female	0	38	47	0	85
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Other</u>	<u>0</u>	<u>60</u>	<u>10</u>	<u>0</u>	<u>70</u>
Male	0	24	0	0	24
Female	0	36	10	0	46
<u>Two or more Races</u>	<u>244</u>	<u>54</u>	<u>60</u>	<u>95</u>	<u>453</u>
Male	86	45	12	72	215
Female	158	9	48	23	238

Town of Superior					Total Population: 2,679
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>369</u>	<u>444</u>	<u>420</u>	<u>539</u>	<u>1,772</u>
Male	124	247	190	204	765
Female	245	197	230	335	1,007
<u>Black/African American</u>	<u>8</u>	<u>7</u>	<u>0</u>	<u>0</u>	<u>15</u>
Male	0	7	0	0	7
Female	8	0	0	0	8
<u>American Indian</u>	<u>0</u>	<u>25</u>	<u>0</u>	<u>0</u>	<u>25</u>
Male	0	25	0	0	25
Female	0	0	0	0	0
<u>Asian</u>	<u>10</u>	<u>16</u>	<u>4</u>	<u>60</u>	<u>90</u>
Male	0	10	0	40	50
Female	10	6	4	20	40
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Other</u>	<u>14</u>	<u>89</u>	<u>68</u>	<u>118</u>	<u>289</u>
Male	6	41	33	33	113
Female	8	48	35	85	176
<u>Two or more Races</u>	<u>105</u>	<u>49</u>	<u>136</u>	<u>198</u>	<u>488</u>
Male	82	34	114	68	298
Female	23	15	22	130	190

Source: U.S. Census Bureau, 2017-2021 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
<u>Gila County</u>	<u>14,459</u>	<u>58</u>	<u>501</u>	<u>15</u>	<u>0</u>	<u>652</u>	<u>1,129</u>	<u>16,814</u>	<u>8,450</u>	<u>8,364</u>
Hispanic or Latino	1,400	0	184	0	0	652	751	2,987	1,536	1,451
Non-Hispanic or Latino	13,059	58	317	15	0	0	378	13,827	6,914	6,913
<u>City of Globe</u>	<u>4,785</u>	<u>199</u>	<u>362</u>	<u>194</u>	<u>0</u>	<u>562</u>	<u>1,083</u>	<u>7,185</u>	<u>3,850</u>	<u>3,335</u>
Hispanic or Latino	1,963	15	0	0	0	562	825	3,365	1,819	1,546
Non-Hispanic or Latino	2,822	184	362	194	0	0	258	3,820	2,031	1,789
<u>Town of Hayden</u>	<u>247</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>61</u>	<u>66</u>	<u>374</u>	<u>202</u>	<u>172</u>
Hispanic or Latino	239	0	0	0	0	61	66	366	199	167
Non-Hispanic or Latino	8	0	0	0	0	0	0	8	3	5
<u>Town of Miami</u>	<u>1,068</u>	<u>15</u>	<u>45</u>	<u>4</u>	<u>23</u>	<u>115</u>	<u>220</u>	<u>1,490</u>	<u>731</u>	<u>759</u>
Hispanic or Latino	603	7	0	0	23	115	135	883	468	415
Non-Hispanic or Latino	465	8	45	4	0	0	85	607	263	344
<u>Town of Payson</u>	<u>14,529</u>	<u>130</u>	<u>274</u>	<u>164</u>	<u>0</u>	<u>585</u>	<u>547</u>	<u>16,229</u>	<u>7,789</u>	<u>8,440</u>
Hispanic or Latino	880	27	27	0	0	585	412	1,931	841	1,090
Non-Hispanic or Latino	13,649	103	247	164	0	0	135	14,298	6,948	7,350
<u>San Carlos Apache Tribe*</u>	<u>142</u>	<u>3</u>	<u>5,311</u>	<u>31</u>	<u>0</u>	<u>0</u>	<u>451</u>	<u>5,938</u>	<u>2,863</u>	<u>3,075</u>
Hispanic or Latino	36	0	16	0	0	0	256	308	156	152
Non-Hispanic or Latino	106	3	5,295	31	0	0	195	5,630	2,707	2,923
<u>Town of Star Valley</u>	<u>2,304</u>	<u>1</u>	<u>37</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>131</u>	<u>2,474</u>	<u>1,355</u>	<u>1,119</u>
Hispanic or Latino	0	0	0	0	0	1	100	101	101	0
Non-Hispanic or Latino	2,304	1	37	0	0	0	31	2,373	1,254	1,119
<u>White Mountain Apache Tribe*</u>	<u>28</u>	<u>0</u>	<u>2,302</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>85</u>	<u>2,415</u>	<u>1,191</u>	<u>1,224</u>
Hispanic or Latino	0	0	0	0	0	0	35	35	11	24
Non-Hispanic or Latino	28	0	2,302	0	0	0	50	2,380	1,180	1,200
<u>Town of Winkelman</u>	<u>137</u>	<u>0</u>	<u>6</u>	<u>0</u>	<u>0</u>	<u>65</u>	<u>84</u>	<u>292</u>	<u>113</u>	<u>179</u>
Hispanic or Latino	79	0	0	0	0	65	72	216	78	138
Non-Hispanic or Latino	58	0	6	0	0	0	12	76	35	41

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-Year Estimates: B03002: Hispanic or Latino Origin by Race; B01001I: Sex by Age (Hispanic or Latino)

Gila County Members by Age/Sex/Race

Gila County					Total Population: 16,814
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>3,244</u>	<u>2,608</u>	<u>3,388</u>	<u>5,219</u>	<u>14,459</u>
Male	1,681	1,174	1,678	2,642	7,175
Female	1,563	1,434	1,710	2,577	7,284
<u>Black/African American</u>	<u>4</u>	<u>3</u>	<u>8</u>	<u>43</u>	<u>58</u>
Male	4	3	8	37	52
Female	0	0	0	6	6
<u>American Indian</u>	<u>70</u>	<u>206</u>	<u>94</u>	<u>131</u>	<u>501</u>
Male	19	148	14	105	286
Female	51	58	80	26	215
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>15</u>	<u>15</u>
Male	0	0	0	7	7
Female	0	0	0	8	8
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Other</u>	<u>144</u>	<u>155</u>	<u>212</u>	<u>141</u>	<u>652</u>
Male	96	76	148	78	398
Female	48	79	64	63	254
<u>Two or more Races</u>	<u>393</u>	<u>195</u>	<u>451</u>	<u>90</u>	<u>1,129</u>
Male	173	107	194	58	532
Female	220	88	257	32	597

City of Globe					Total Population: 7,185
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>1,151</u>	<u>1,067</u>	<u>1,522</u>	<u>1,045</u>	<u>4,785</u>
Male	684	719	702	525	2,630
Female	467	348	820	520	2,155
<u>Black/African American</u>	<u>68</u>	<u>34</u>	<u>97</u>	<u>0</u>	<u>199</u>
Male	40	34	12	0	86
Female	28	0	85	0	113
<u>American Indian</u>	<u>156</u>	<u>79</u>	<u>68</u>	<u>59</u>	<u>362</u>
Male	106	59	32	10	207
Female	50	20	36	49	155
<u>Asian</u>	<u>67</u>	<u>63</u>	<u>64</u>	<u>0</u>	<u>194</u>
Male	13	26	30	0	69
Female	54	37	34	0	125
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Other</u>	<u>111</u>	<u>135</u>	<u>140</u>	<u>176</u>	<u>562</u>
Male	23	107	111	80	321
Female	88	28	29	96	241
<u>Two or more Races</u>	<u>526</u>	<u>223</u>	<u>167</u>	<u>167</u>	<u>1,083</u>
Male	248	95	65	129	537
Female	278	128	102	38	546

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-Year Estimates: Table B01001A-G

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

Town of Hayden					Total Population: 374
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>74</u>	<u>38</u>	<u>90</u>	<u>45</u>	<u>247</u>
Male	26	32	44	30	132
Female	48	6	46	15	115
<u>Black/African American</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>American Indian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	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>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Other</u>	<u>14</u>	<u>29</u>	<u>12</u>	<u>6</u>	<u>61</u>
Male	14	29	0	3	46
Female	0	0	12	3	15
<u>Two or more Races</u>	<u>15</u>	<u>0</u>	<u>30</u>	<u>21</u>	<u>66</u>
Male	7	0	17	0	24
Female	8	0	13	21	42

Town of Miami					Total Population: 1,490
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>362</u>	<u>255</u>	<u>234</u>	<u>217</u>	<u>1,068</u>
Male	118	127	123	125	493
Female	244	128	111	92	575
<u>Black/African American</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>15</u>	<u>15</u>
Male	0	0	0	15	15
Female	0	0	0	0	0
<u>American Indian</u>	<u>15</u>	<u>11</u>	<u>19</u>	<u>0</u>	<u>45</u>
Male	4	0	7	0	11
Female	11	11	12	0	34
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>4</u>	<u>0</u>	<u>4</u>
Male	0	0	0	0	0
Female	0	0	4	0	4
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>23</u>	<u>0</u>	<u>0</u>	<u>23</u>
Male	0	23	0	0	23
Female	0	0	0	0	0
<u>Other</u>	<u>25</u>	<u>20</u>	<u>19</u>	<u>51</u>	<u>115</u>
Male	12	6	12	23	53
Female	13	14	7	28	62
<u>Two or more Races</u>	<u>90</u>	<u>0</u>	<u>112</u>	<u>18</u>	<u>220</u>
Male	61	0	63	12	136
Female	29	0	49	6	84

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-Year Estimates: Table B01001A-G

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

Town of Payson					Total Population: 16,229
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>2,621</u>	<u>1,909</u>	<u>4,129</u>	<u>5,870</u>	<u>14,529</u>
Male	1,388	897	1,994	2,618	6,897
Female	1,233	1,012	2,135	3,252	7,632
<u>Black/African American</u>	<u>26</u>	<u>22</u>	<u>45</u>	<u>37</u>	<u>130</u>
Male	13	0	23	37	73
Female	13	22	22	0	57
<u>American Indian</u>	<u>80</u>	<u>39</u>	<u>97</u>	<u>58</u>	<u>274</u>
Male	54	21	34	15	124
Female	26	18	63	43	150
<u>Asian</u>	<u>45</u>	<u>79</u>	<u>29</u>	<u>11</u>	<u>164</u>
Male	9	34	0	11	54
Female	36	45	29	0	110
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Other</u>	<u>128</u>	<u>309</u>	<u>85</u>	<u>63</u>	<u>585</u>
Male	91	138	9	13	251
Female	37	171	76	50	334
<u>Two or more Races</u>	<u>214</u>	<u>227</u>	<u>46</u>	<u>60</u>	<u>547</u>
Male	202	127	20	41	390
Female	12	100	26	19	157

San Carlos Apache Tribe*					Total Population: 5,938
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>55</u>	<u>0</u>	<u>63</u>	<u>24</u>	<u>142</u>
Male	38	0	28	24	90
Female	17	0	35	0	52
<u>Black/African American</u>	<u>2</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>3</u>
Male	2	0	1	0	3
Female	0	0	0	0	0
<u>American Indian</u>	<u>2,244</u>	<u>1,538</u>	<u>1,130</u>	<u>399</u>	<u>5,311</u>
Male	967	727	559	152	2,405
Female	1,277	811	571	247	2,906
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>16</u>	<u>15</u>	<u>31</u>
Male	0	0	0	15	15
Female	0	0	16	0	16
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Other</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Two or more Races</u>	<u>299</u>	<u>51</u>	<u>101</u>	<u>0</u>	<u>451</u>
Male	236	34	80	0	350
Female	63	17	21	0	101

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-Year Estimates: Table B01001A-G

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

Town of Star Valley					Total Population: 2,474
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>240</u>	<u>25</u>	<u>986</u>	<u>1,053</u>	<u>2,304</u>
Male	0	25	542	623	1,190
Female	240	0	444	430	1,114
<u>Black/African American</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>1</u>
Male	0	0	0	0	0
Female	0	0	1	0	1
<u>American Indian</u>	<u>37</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>37</u>
Male	37	0	0	0	37
Female	0	0	0	0	0
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	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>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Other</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>1</u>
Male	0	0	1	0	1
Female	0	0	0	0	0
<u>Two or more Races</u>	<u>43</u>	<u>57</u>	<u>0</u>	<u>31</u>	<u>131</u>
Male	43	57	0	27	127
Female	0	0	0	4	4

White Mountain Apache Tribe*					Total Population: 2,415
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>0</u>	<u>28</u>	<u>0</u>	<u>0</u>	<u>28</u>
Male	0	28	0	0	28
Female	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>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>American Indian</u>	<u>1,210</u>	<u>579</u>	<u>344</u>	<u>169</u>	<u>2,302</u>
Male	659	223	140	80	1,102
Female	551	356	204	89	1,200
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	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>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Other</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Two or more Races</u>	<u>74</u>	<u>0</u>	<u>11</u>	<u>0</u>	<u>85</u>
Male	50	0	11	0	61
Female	24	0	0	0	24

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-Year Estimates: Table B01001A-G

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

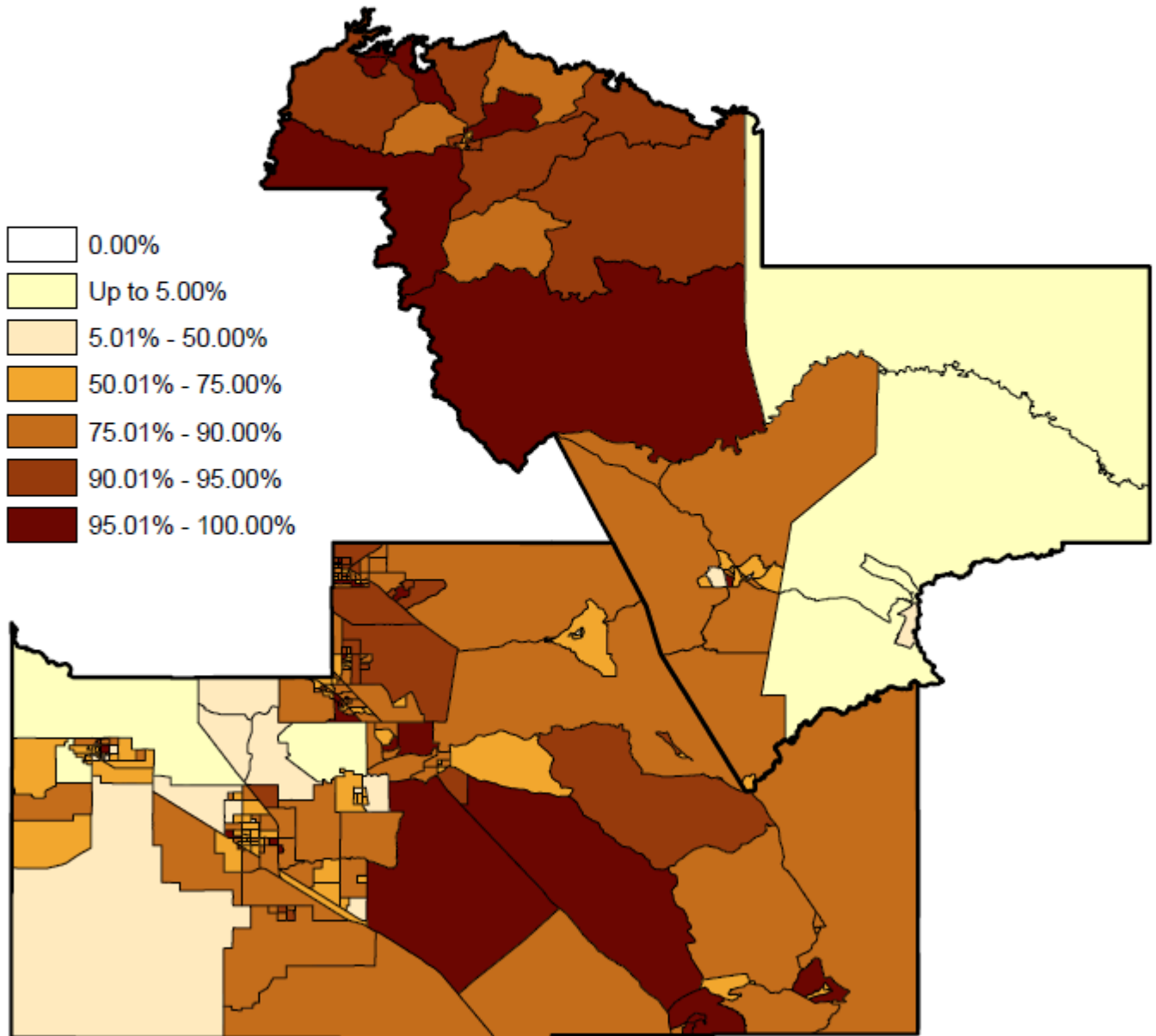
Town of Winkelman					Total Population: 292
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>12</u>	<u>17</u>	<u>48</u>	<u>60</u>	<u>137</u>
Male	7	12	25	20	64
Female	5	5	23	40	73
<u>Black/African American</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>American Indian</u>	<u>6</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>6</u>
Male	0	0	0	0	0
Female	6	0	0	0	6
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	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>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Other</u>	<u>13</u>	<u>9</u>	<u>23</u>	<u>20</u>	<u>65</u>
Male	5	9	0	13	27
Female	8	0	23	7	38
<u>Two or more Races</u>	<u>41</u>	<u>25</u>	<u>12</u>	<u>6</u>	<u>84</u>
Male	14	8	0	0	22
Female	27	17	12	6	62

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-Year Estimates: Table B01001A-G



PERCENTAGE WHITE BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year - (2017-2021)



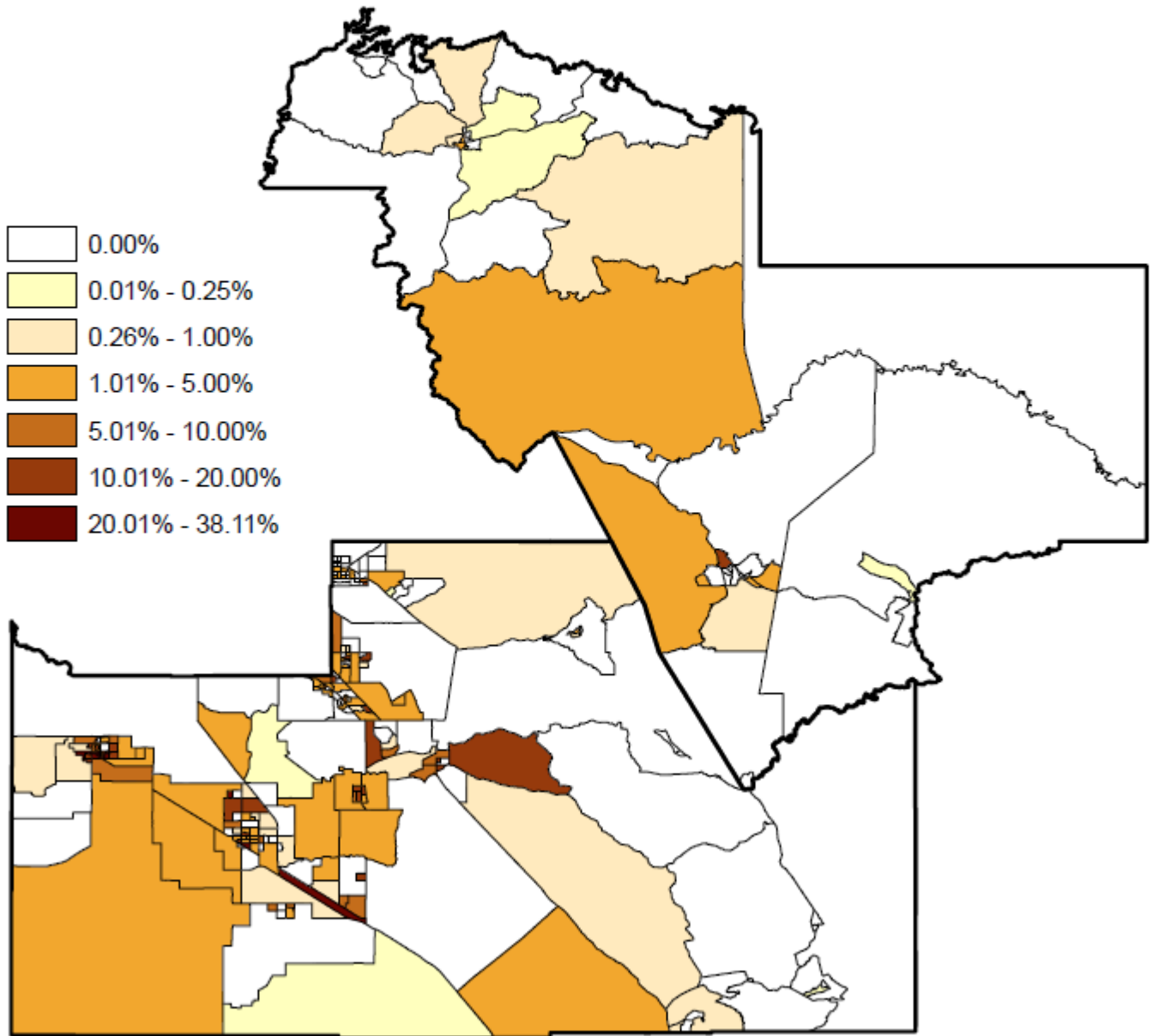
DISCLAIMER: This map is for general planning purposes only and is not intended to be used as a legal survey.

0 5 10 20 30 40 Miles



PERCENTAGE BLACK/AFRICAN AMERICAN BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year - (2017-2021)



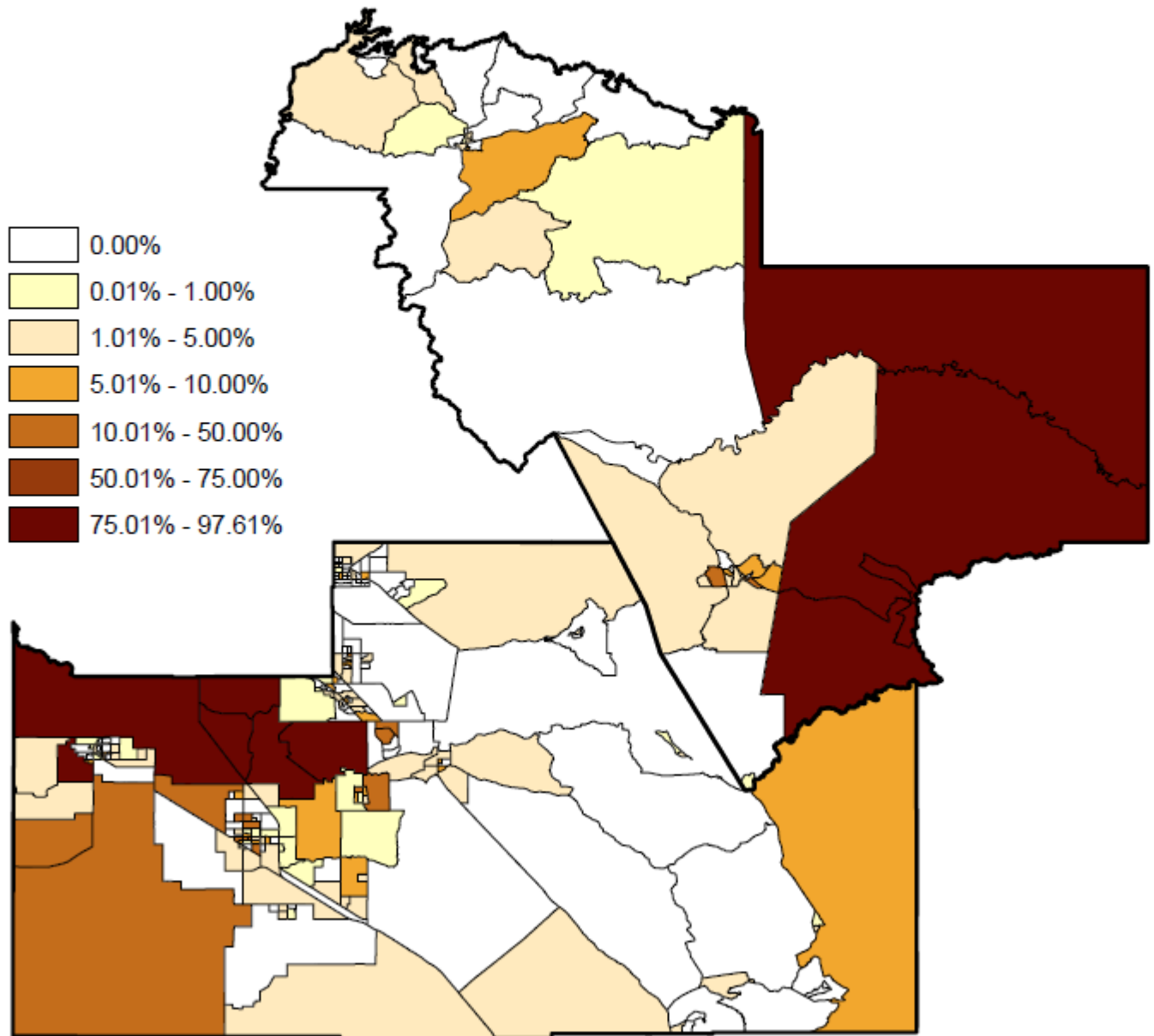
DISCLAIMER: This map is for general planning purposes only and is not intended to be used as a legal survey.

0 5 10 20 30 40 Miles



PERCENTAGE AMERICAN INDIAN BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year - (2017-2021)



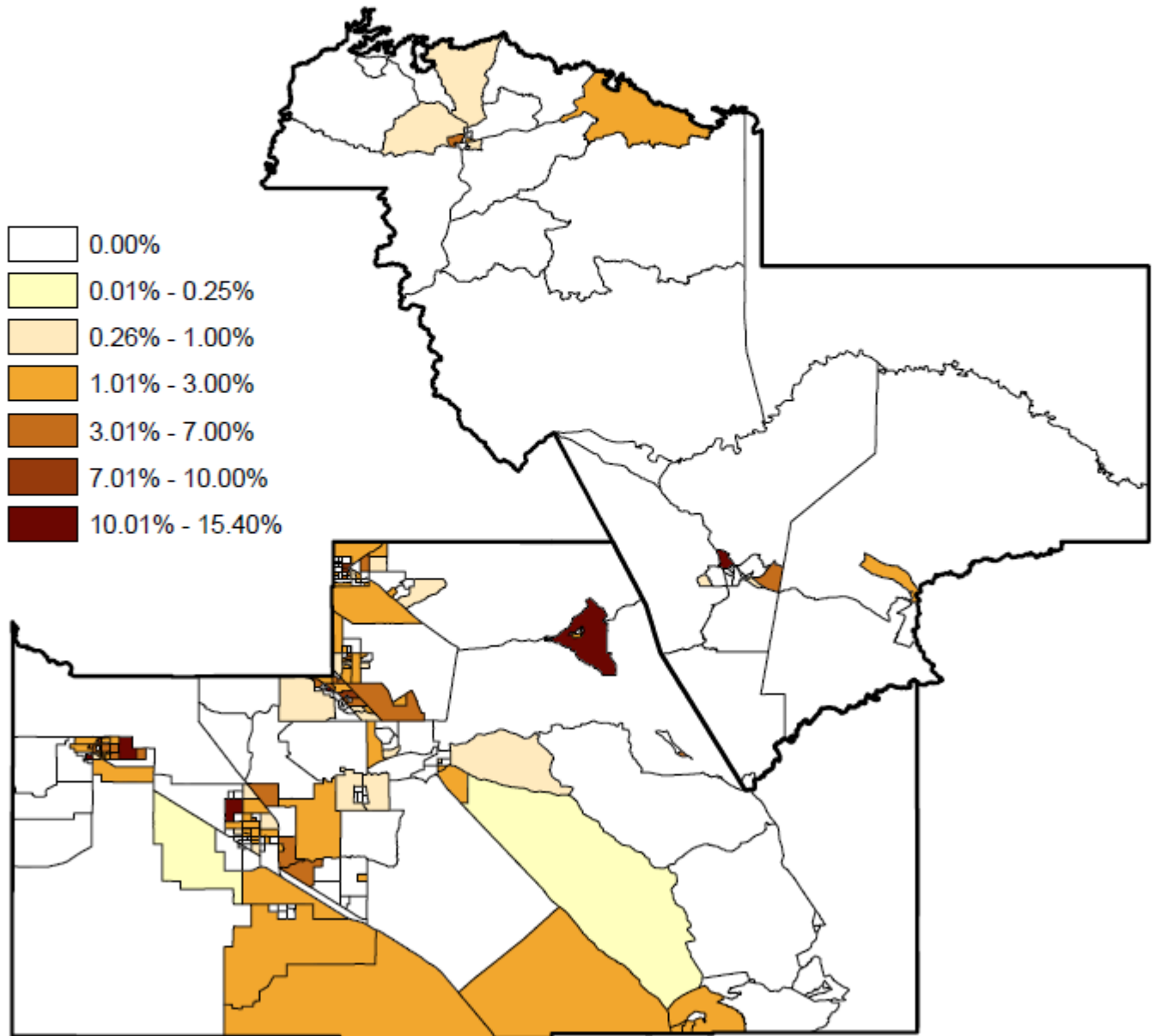
DISCLAIMER: This map is for general planning purposes only and is not intended to be used as a legal survey.

0 5 10 20 30 40 Miles



PERCENTAGE ASIAN BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year - (2017-2021)



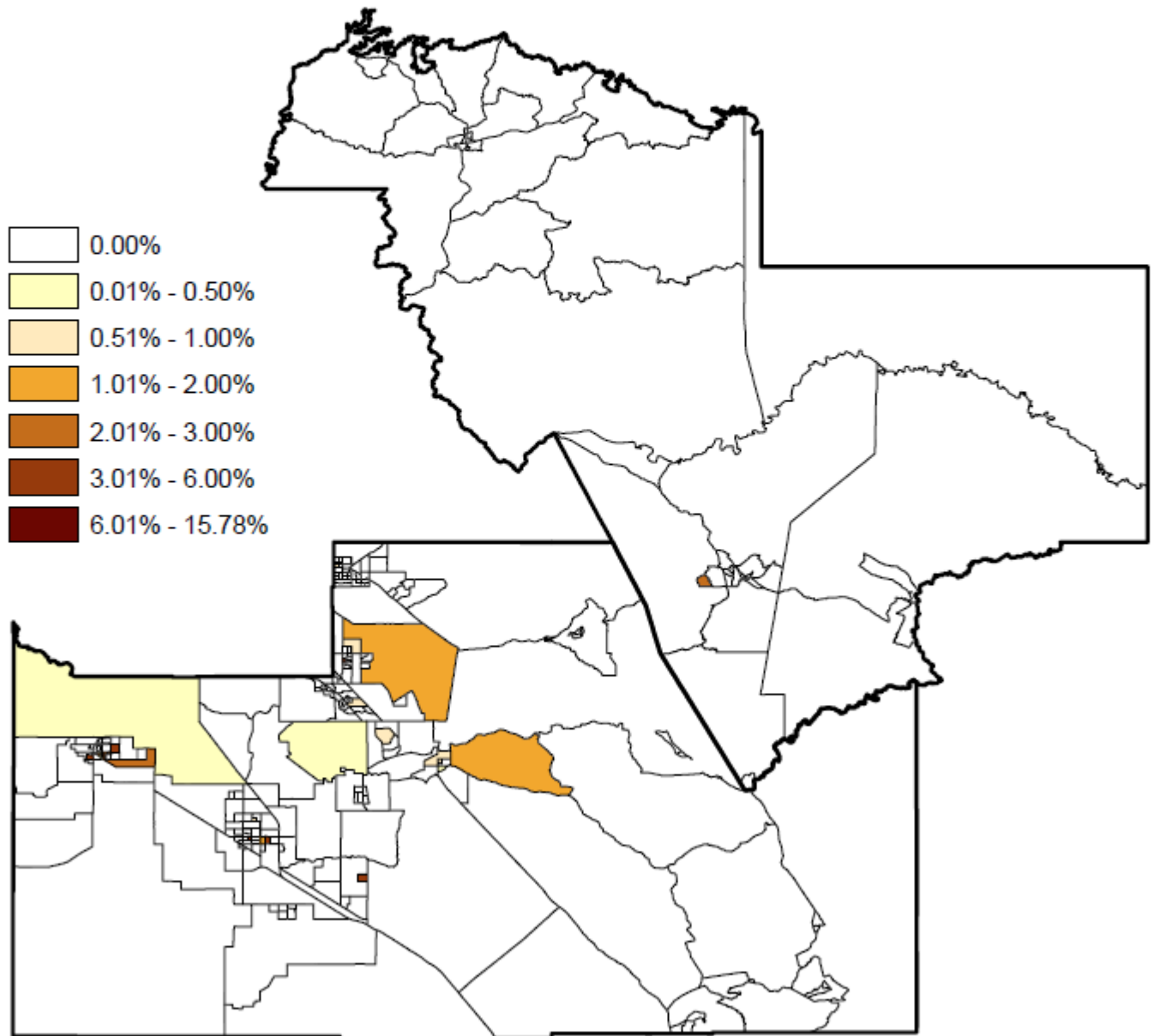
DISCLAIMER: This map is for general planning purposes only and is not intended to be used as a legal survey.

0 5 10 20 30 40 Miles



PERCENTAGE NATIVE HAWAIIAN (PACIFIC) BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year - (2017-2021)



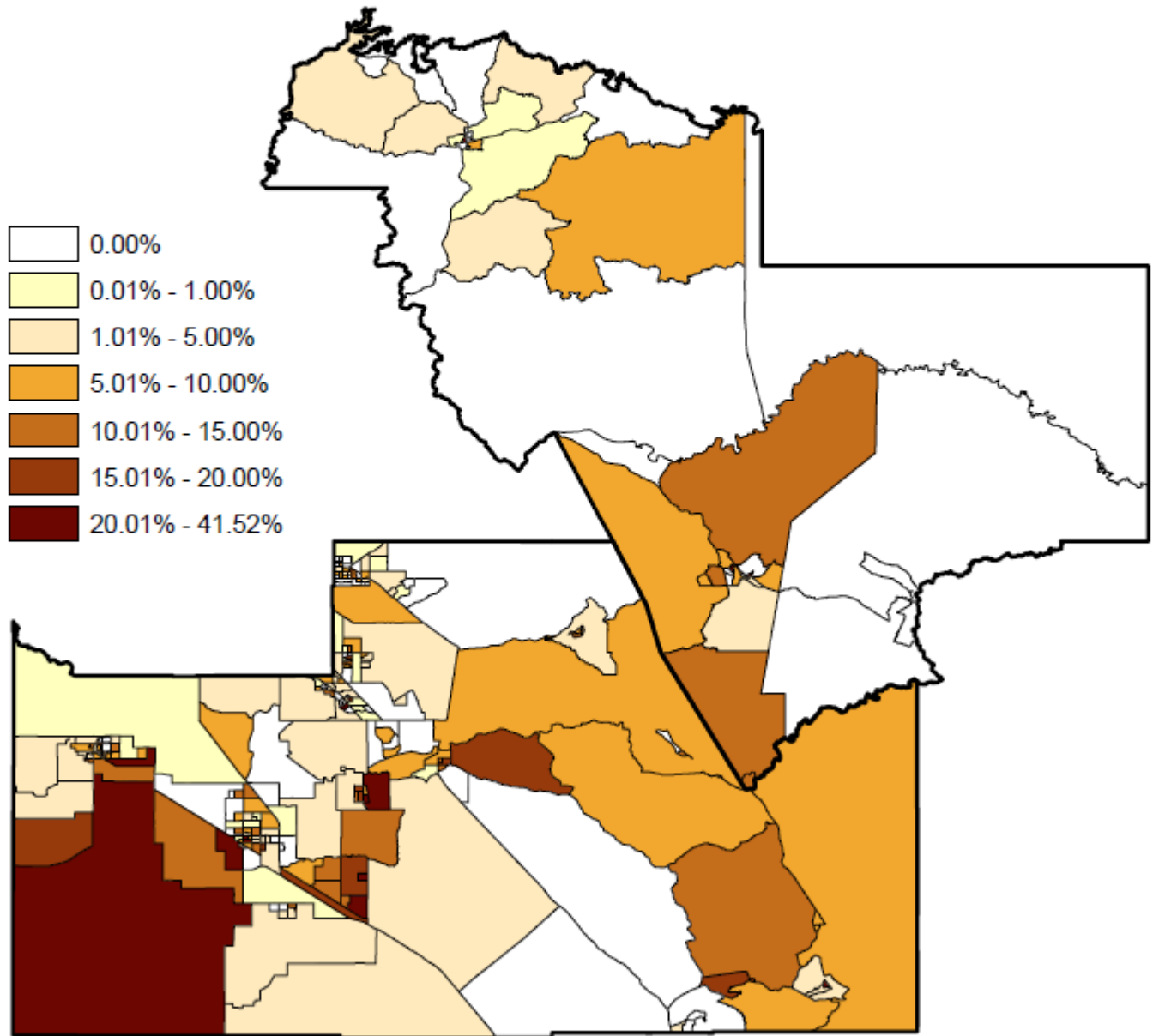
DISCLAIMER: This map is for general planning purposes only and is not intended to be used as a legal survey.

0 5 10 20 30 40 Miles



PERCENTAGE OTHER BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year - (2017-2021)



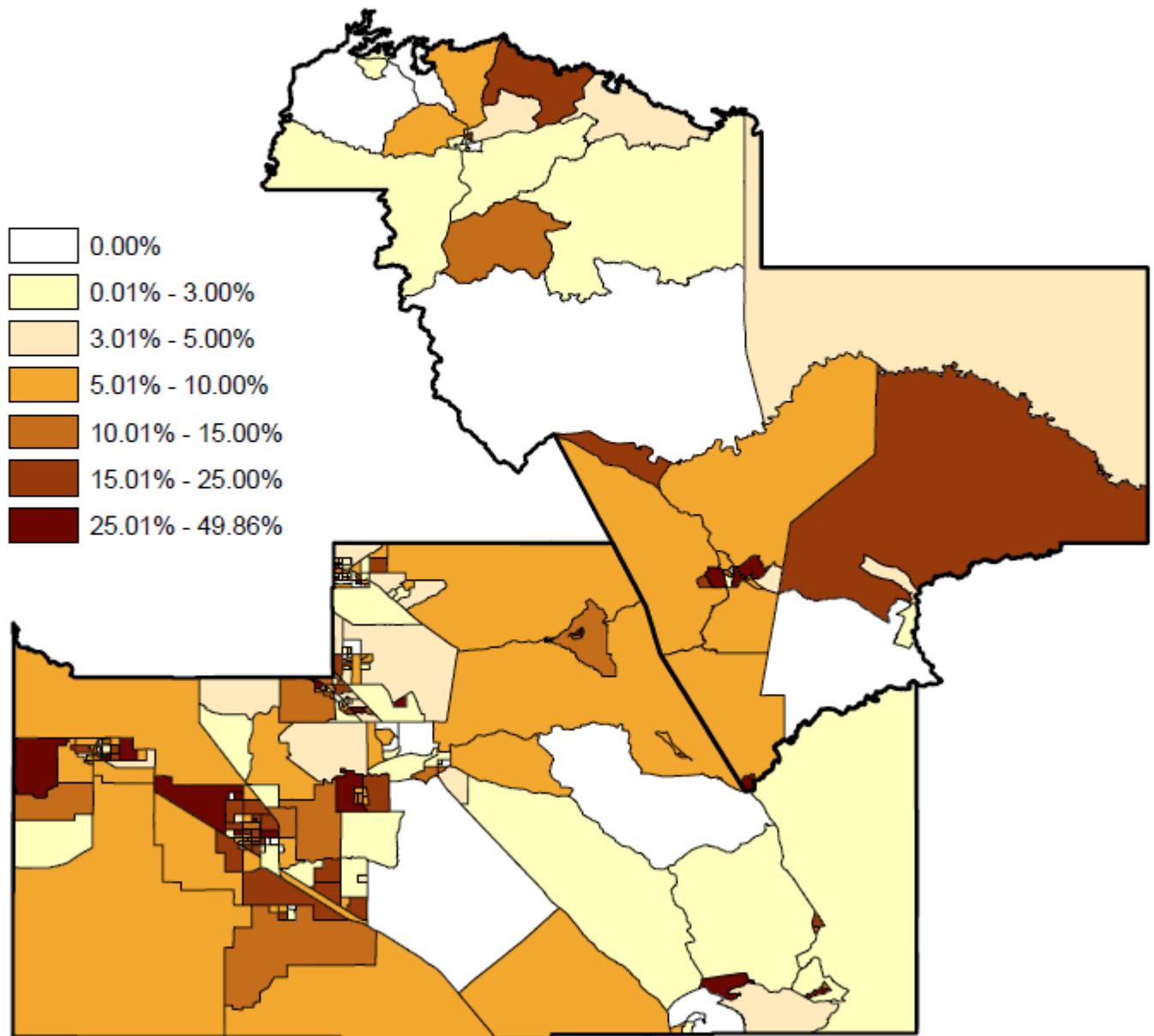
DISCLAIMER: This map is for general planning purposes only and is not intended to be used as a legal survey.

0 5 10 20 30 40 Miles



PERCENTAGE TWO OR MORE RACES BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year - (2017-2021)



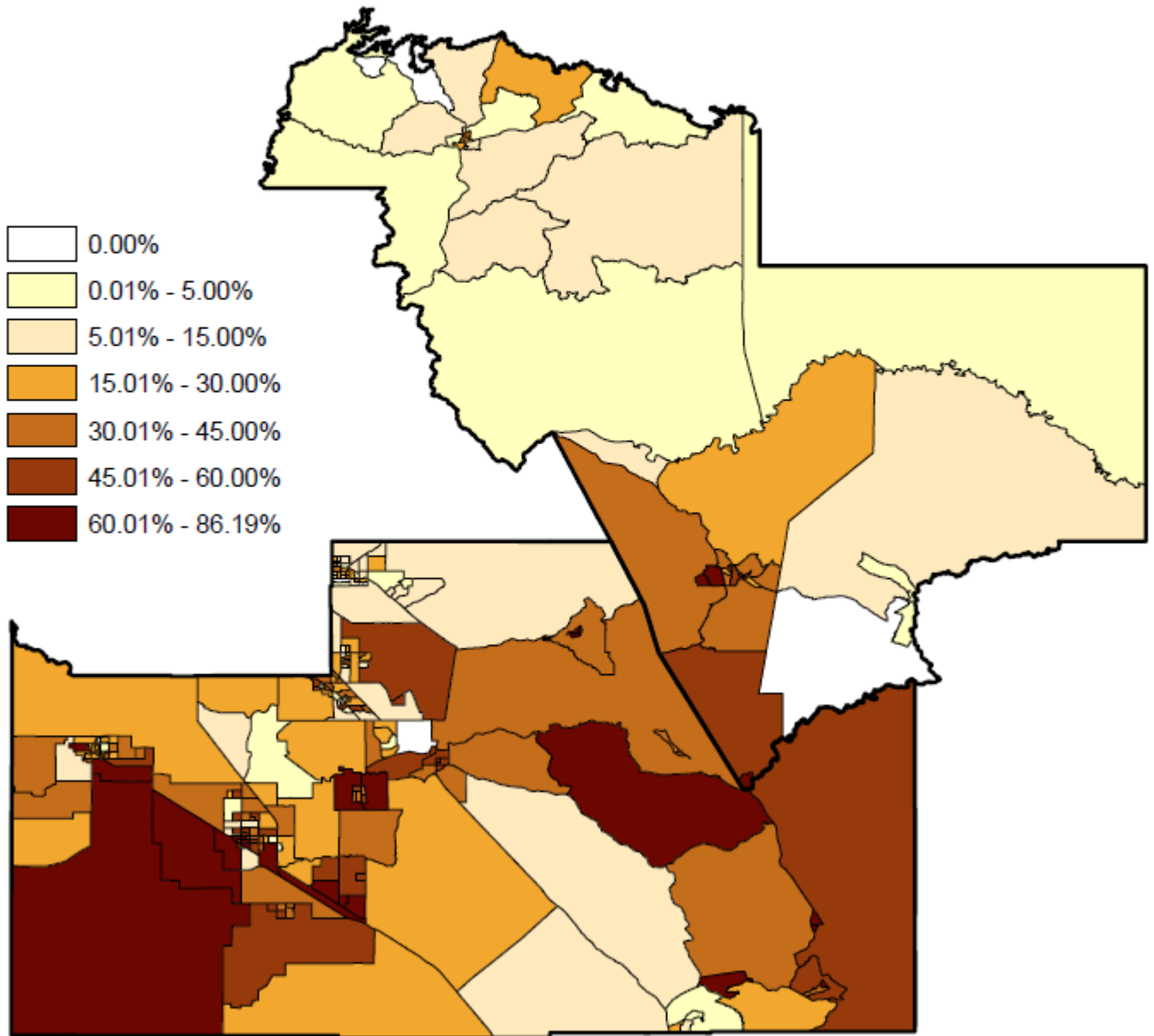
DISCLAIMER: This map is for general planning purposes only and is not intended to be used as a legal survey.

0 5 10 20 30 40 Miles



PERCENTAGE HISPANIC BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year - (2017-2021)



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

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 an 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 an LEP Four-Factor analysis, and analyzing demographic data received through the public participation process.

Title VI Notice to the Public

CAG posted 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 areas 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 Requests 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 similar RFP or contract involving either FHWA 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, Data 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 applying to the RFP, what the Selection Committee will be basing their scores on. If scores are relatively too close to make a decision, the same Selection Committee will conduct interviews of the top three 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 FHWA complaints investigated by FHWA
- Active FTA complaints investigated 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 funding source of the activity/program (FHWA or FTA) of which the allegation(s) occurred under
- The status of the investigation, complaint, or lawsuit; and
- The actions taken by the recipient in response or final findings related to the investigations, 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.

The Title VI training is done via a PowerPoint presentation with the following contents/topics:

- Defining what Title VI of the Civil Rights Act of 1964 is.
- Providing the definition of “discrimination.”
- Providing definitions of common terms used under Title VI.
- Summarizing Executive Order 12898.
- Summarizing what is a Disadvantaged Business Enterprise.
- Summarizing where CAG needs to focus on where Title VI applies when it comes to all Federally funded projects, programs, and activities while providing examples of committees and studies and how it’s applied.
- Summarizing CAG Title Requirements
 - Summary of Public Outreach
 - LEP Plan
 - How to file a Title VI Complaint
 - Procedures for Tracking Title VI Complaints
 - Title VI Complaint Log
- What CAG needs to ensure to do with regards to Title VI
 - Title VI Public Notice listed on all transportation related Agendas
 - Providing translations services
 - Public Notices displayed/read at Open Houses/Public Meetings
 - Access to Title VI documents
 - Incorporate Title VI requirements within Procurement requirements
 - Understand and know the Complaint Procedures.
- Summarizing LEP Plan and ways to identify individuals who have are LEP.

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 analysis. 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 expressed by those participants.

As a regional planning agency, CAG's transportation planning activities benefit all population 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. All FHWA funded activity and program complaints of discrimination are processed, investigated by FHWA. All FTA funded activity and program complaints of discrimination are processed, investigated by CAG.

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) or 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 allegations(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 emailing 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 complaint 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.

- a. ADOT has the sole authority for and will adjudicate complaints filed against CAG.
- b. FHWA funded activity and program complaints of discrimination are processed and investigated by FHWA
- c. FTA funded activity/program complaints of discrimination are processed and investigated by CAG.

CAG Contact Information for Filing FTA 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) 474-9306 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 for FTA complaints 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 for FTA complaints 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 forward to the ADOT Civil Rights Office.

Complaint Form – (English):

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

Formulario de Reclamación – (Español)

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

Link 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 instance 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, complainants 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 FHWA Office of Civil Rights and 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:
<p>ADOT Civil Rights Office 206 South 17th Avenue, Room 183,MD 155-A Phoenix, Arizona 85007</p> <p>Telephone: (602) 712-8946 E-Mail: civilrightsoffice@azdot.gov</p>	<p>Federal Highway Administration U.S. Department of Transportation Office of Civil Rights 1200 New Jersey Avenue, SE 8th Floor E81-105 Washington, DC 20590</p> <p>Telephone: (202) 366-0693 Fax: (202) 366-1599 Email: CivilRights.FHWA@dot.gov</p>

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:
<p>ADOT Civil Rights Office 206 South 17th Avenue, Room 183,MD 155-A Phoenix, Arizona 85007</p> <p>Telephone: (602) 712-8946 E-Mail: civilrightsoffice@azdot.gov</p>	<p>Federal Transit Administration Office of Civil Rights Attention: Complaint Team East Building, 5th Flore – TCR 1200 New Jersey Avenue, SE Washington, DC 20590</p> <p><i>Note: Complaints should be submitted by mail.</i></p>

If information is needed in another language, please contact CAG at (480) 474-9300.

Si necesita información en otro idioma, comuníquese con 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 make 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 individuals 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.

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 program, 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 into language 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 websites. 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 ensures 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 of proportions 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 the initial analysis.

The Tables below analyze the language spoken at home by the ability to speak English "only" or "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)	94.3%	4.9%	0.8%
Ak-Chin Indian Community	99.2%	0.5%	0.3%
City of Apache Junction*	95.6%	4.1%	0.3%
City of Casa Grande	92.7%	6.0%	1.3%
City of Coolidge	93.9%	6.1%	0.0%
City of Eloy	80.1%	18.4%	1.5%
Town of Florence	90.8%	8.5%	0.7%
Gila River Indian Community*	98.4%	0.9%	0.7%
Town of Kearny	98.9%	1.1%	0.0%
Town of Mammoth	91.6%	8.4%	0.0%
Town of Marana*	0.0%	0.0%	0.0%
City of Maricopa	95.3%	3.3%	1.4%
Town of Queen Creek*	97.7%	1.0%	1.3%
Town of Superior	85.2%	14.0%	0.8%

Source: U.S. Census Bureau, 2017-2021 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 at Home		
	English (Spoken "Very Well")	Spanish	Other Languages
Gila County – (as a whole)	96.9%	1.8%	1.3%
City of Globe	95.5%	2.6%	1.9%
Town of Hayden	92.9%	7.1%	0.0%
Town of Miami	90.7%	9.3%	0.0%
Town of Payson	97.4%	1.9%	0.7%
San Carlos Apache Tribe*	94.1%	0.0%	5.9%
Town of Start Valley	99.0%	1.0%	0.0%
White Mountain Apache Tribe*	95.2%	0.0%	4.8%
Town of Winkelman	98.6%	1.4%	0.0%

Source: U.S. Census Bureau, 2017-2021 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 effectively utilize 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 service in other language, 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 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 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 persons will not be used as interpreters unless specifically requested by that individual and after the LEP persons 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 reason, competent interpreter services will be provided to the LEP persons.

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 involve 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.

The following are 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 an 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 an LEP Four-Factor analysis, and analyzing demographic data received through the public participation process.



***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 LOS GOBIERNOS DE ARIZONA CENTRAL
CON RESPECTO AL TÍTULO VI***

Los Gobiernos de Arizona Central (CAG) por la presente dan aviso público de que es política de la Agencia asegurar el pleno cumplimiento del Título VI de la Ley de Derechos Civiles de 1964, la Ley de Restauración de Derechos Civiles de 1987 y los estatutos y regulaciones relacionados en todos los programas y actividades. El Título VI requiere que ninguna persona, por motivos de raza, color y/u origen nacional, sea excluida de la participación, se le nieguen los beneficios de, o sea objeto de discriminación bajo cualquier programa de Carreteras de Ayuda Federal u otra actividad para la cual CAG recibe asistencia financiera federal.

Cualquier persona que crea que su protección del Título VI ha sido violada, puede presentar una queja. Cualquier queja de este tipo debe ser por escrito y presentada ante el Coordinador del Programa de Título VI / ADA de CAG dentro de los ciento ochenta (180) días posteriores a la fecha del presunto incidente discriminatorio. Los formularios de queja de discriminación del Título VI se pueden obtener en la Oficina de CAG o en el sitio web.

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



TITLE VI COMPLAINT LOG – (2023)

Complaints | Investigations | Lawsuits

CASE #	COMPLAINTEE	COMPLAINTEE CONTACT INFO.	RESPONDENT	DATE FILED	BASIS	DATE OF REPORT	DECISION

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 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><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><u>ETHNICITY:</u></p> <p><input type="checkbox"/> Hispanic/Latino</p> <p><input type="checkbox"/> Non-Hispanic/Latino</p> <hr/> <p><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"/> YES</p> <p>*LEP: <input type="checkbox"/> YES <input type="checkbox"/> YES</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 #:

E-mail:

Accessible Format
Requirements

Large Print

TDD

Audio Tape

Other

SECTION II:

Are you filling 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 experience 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.

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: _____

() 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:

Teléfono Residencial #:

Teléfono del Trabajo #:

E-mail:

Requisitos de Formato

Letra grande

Cinta de audio

Accesible

TDD

Otra

SECCIÓN II:

¿Está llenando esta queja en su propio nombre?

Sí*

No

*En caso afirmativo, véase la sección III.

De lo contrario, proporcione el nombre y la relación de la persona por la que se queja.:

Por favor, explique por qué ha solicitado un tercero:

Confirme que ha obtenido el permiso de la parte agraviada si presenta una solicitud en nombre de un tercero..

Sí

No

SECCIÓN III:

Creo que la discriminación que experimento se basó en (Marque todo lo que corresponda):

() Raza () Color () Origen Nacional

Fecha de la presunta discriminación (mes, día, año):

Explique lo más claramente posible lo que sucedió y por qué cree que fue discriminado. Describa a todas las personas que estuvieron involucradas. Incluya el nombre y la información de contacto de la(s) persona(s) que lo discriminó (si se conoce), así como los nombres y la información de contacto de cualquier testigo. Si necesita más espacio, utilice la parte posterior de este formulario.

SECCIÓN IV:

¿Ha presentado previamente una queja del Título VI ante esta agencia??	Sí	No
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SECCIÓN V:

¿Ha presentado esta queja ante cualquier otra agencia federal, estatal o local, o ante algún tribunal federal o estatal??	Sí	No
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*Si es "Sí", marque todas las que correspondan:

() Agencia Federal: _____ () Tribunal Federal: _____

() Agencia Estatal: _____

() Agencia Local: _____

Sírvase proporcionar información sobre una persona de contacto en la agencia/tribunal donde se presentó la queja.

Nombre:

Título:

Agencia:

Dirección:

Teléfono#:

SECTION VI:

Nombre de la queja de la agencia es contra:

Persona de contacto:

Título:

Teléfono #:

Puede adjuntar cualquier material escrito u otra información que considere relevante para su queja.

Firma y fecha requeridas a continuación:

Firma

Fecha

Por favor, envíe este formulario en persona a la dirección a continuación, o envíe este formulario a:

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

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

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



RESOLUTION NO. 2023-02

**A RESOLUTION OF THE CENTRAL ARIZONA GOVERNMENTS ADOPTING CAG'S
2023 TITLE VI NON-DISCRIMINATION PROGRAM AND IMPLEMENTATION PLAN**

WHEREAS, the Central Arizona Governments (CAG) is a Council of Governments serving the two-county region of Gila and Pinal Counties; and

WHEREAS, CAG is a subrecipient of funding from the Federal Highway Administration (FHWA) and Federal Transit Administration (FTA) passed through the Arizona Department of Transportation (ADOT), to carry out an annual work plan consisting of transportation and public transit planning activities; and

WHEREAS, Pursuant to 23 CFR 635.102, ADOT has the authority to delegate project administration and management to subrecipients and Local Public Agencies (LPAs) including any city, county, township, municipality, or other political subdivisions that may be empowered to cooperate with ADOT in highway matters; and

WHEREAS, as an LPA and subrecipient of FHWA and FTA funding, CAG is required to carry out its transportation planning duties and obligations in accordance with all applicable federal requirements, including but not limited to Title VI of the Civil Rights Act of 1964, which requires outreach to underserved groups; and

WHEREAS, in accordance with Title VI requirements, CAG has developed a Title VI Non-Discrimination Program and Implementation Plan to ensure that underserved individuals are provided meaningful opportunities to become involved in the transportation planning process within the CAG Region; and

WHEREAS, FTA Circular 4 702.1B, as revised, now requires Governing Board approval of Title VI plans.

NOW, THEREFORE, BE IT RESOLVED that the CAG Regional Council hereby approves the 2023 CAG Title VI Non-Discrimination Program and Implementation Plan dated April 26, 2023.

THIS RESOLUTION WAS PASSED BY THE REGIONAL COUNCIL AT A REGULAR MEETING THEREOF ON THE 26th DAY OF APRIL 2023, BY THE FOLLOWING VOTE:

AYES:

Mayor Micah Powell
Chairperson, Regional Council

NOS:

ABSTENTIONS:

ABSENT:

Councilmember Robin Benning
Secretary/Treasurer, Regional Council

ATTEST: