

PWM | Portland International Jetport

TITLE VI PLAN

May 1, 2024



TITLE VI POLICY STATEMENT

The Portland International Jetport assures that no person shall on the grounds of race, color, national origin, sex, sexual orientation, gender identity, creed, age, or disability (hereafter, the “protected bases”), as provided by Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987 (PL 100.259), Section 520 of the Airport and Airway Improvement Act of 1982, and related authorities (hereafter, “Title VI and related requirements”), be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity.

The Portland International Jetport further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs are federally funded or not. Anytime communities may be impacted by programs or activities every effort will be made to involve them and the general public in the decision-making process.

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

Zachary R. Sundquist, A.A.E., Assistant Airport Director, is the point of contact for all Title VI matters and related responsibilities, including those required by 49 CFR 21. He can be reached at zrs@portlandmaine.gov or (207) 756-8027



Paul H. Bradbury, P.E.
Airport Director

Effective Date May 1, 2024

ADMINISTRATION

The City of Portland, Maine has reviewed and adopted this Title VI Plan for Portland International Jetport. This plan will be updated at least every 3 years. This plan will not be re-adopted following minor changes, such as updating the Airport Director’s or Coordinator’s name. Significant revisions to our policies or federal guidelines may warrant re-adoption by the City of Portland, Maine, and resubmittal to FAA.

In addition to the Title VI Coordinator identified above, the following programs maintain a Title VI liaison responsible for coordinating information, data, and notices related to Title VI and related requirements:
None

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

Federal Source	Grant Number	Amount
Airport Improvement Program	Not Assigned	\$4,160,000
Airport Terminal Program	Not Assigned	\$10,400,000
FAA Discretionary Grant	Not Assigned	\$1,600,000

GRANT AND PROCUREMENT ASSURANCE

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

Prior to or upon application for any grant, including grants for the purchase of land or an airport or noise implementation project involving construction, Portland International Jetport will execute the complete standard DOT assurances for Title VI and related requirements applicable to the grant, in the form prescribed by FAA. See https://www.faa.gov/airports/aip/grant_assurances/#current-assurances.

Clauses/Covenants

- a. All contracts, leases, deeds, licenses, permits or other similar instruments, must contain the contractual requirements and clauses. See https://www.faa.gov/airports/aip/procurement/federal_contract_provisions/.
- b. **Portland International Jetport** requires, Civil Rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other agreements. **Prime contractor awarded is responsible for all recordkeeping and monitoring of subcontracts.**

Description of Oversight Methods for Subcontracts

Subcontract template must be used in all subcontracts related to the airport program. Subcontracts are audited by the Procurement Dept. to verify they include the template language, for not less than 10 percent of contractors each year.

TITLE VI COORDINATOR RESPONSIBILITIES

The Title VI Coordinator is responsible for initiating and monitoring activities for Title VI and related requirements, preparing required reports, and ensuring that Portland International Jetport meets other related responsibilities. This includes ensuring training is conducted, language interpretation and translation resources are available, and appropriate notices are posted. This also includes updating community statistics, and corresponding with the FAA, as necessary.

Among other responsibilities, the Title VI Coordinator:

- Responds to requests by FAA for data and records to determine compliance with Title VI and related requirements.
- Receives, records and forwards a copy of discrimination complaints covered by Title VI and related requirements to the FAA, within 15 days of receipt.
- Provides the FAA with an explanation of resolution attempts regarding complaints concerning Title VI and related requirements, consistent with 49 CFR Part 21, Appendix C(b)(3).
- Annually reviews the airport's Title VI plan and disseminates information, education materials, etc. for Title VI and related requirements to Title VI program liaisons, identified above.
- Coordinates with Title VI program liaisons, identified above, to collect demographic data for protected bases, showing the extent to which minority groups are beneficiaries of or impacted by airport programs are regularly assessed and readily available, consistent with 49 CFR § 21.9(b) & (c). Data collection methods will include optional demographic questions in surveys of airport guests for customer satisfaction, customer complaints, airport event sign-in sheets, and bidders/proposers for airport contracts, and other methods described in the airport CPP. Identifies any disparities or underrepresentation among airport program beneficiaries.
- Maintains demographic data for protected bases for members of appointed planning and advisory bodies for the airport. Identifies any disparities between representation among the members and the airport beneficiaries and community, and provides the information to the membership selecting official/committee, particularly when vacancies occur.
- Maintains a copy of 49 CFR Part 21 for inspection by any person asking for it during normal working hours, consistent with 49 CFR Appendix C (b)(2)(i).

See Notice, Compliance reviews, Audits, Lawsuits, and Other Investigations, and Complaints Sections.

The Title VI Coordinator has requested and received access to the Title VI portion of the FAA Civil Rights Connect System (<https://faa.civilrightsconnect.com/>).

NOTICE

49 CFR Part 21 Appendix C(b)(2)(ii)

Portland International Jetport will conspicuously display the FAA-provided Unlawful Discrimination Posters in areas of the airport with pedestrian activity. The Title VI Coordinator ensures these posters are visible and maintained.

The posters use the unmodified template format, available at https://www.faa.gov/about/office_org/headquarters_offices/acr/com_civ_support/non_disc_pr/

Portland International Jetport has posted the Title VI policy statement at its staff offices, and disseminated this Title VI Plan among its employees and airport partners via its website portlandjetport.org

Posters are displayed in each area of each terminal, including the following public locations:

Terminal/FBO/Concessions/ Other Locations	Quantity in Pre-Security Area	Quantity in Post-Security Area	Additional Quantities
<i>Terminal</i>	4	2	
<i>Rent-a-Car</i>	1		

The City of Portland, Maine ensures that required notices of public hearings and opportunities to comment on proposed airport actions reach all segments of the impacted community. Such notices are announced over general circulation and community newspapers, broadcast, and other media, where appropriate. The City of Portland, Maine contacts leaders and representatives in Affected Communities directly and solicits their participation. The office maintains records of all such notices and the efforts made to reach each of the Affected Communities.

Portland International Jetport will create a detailed CPP by April 1, 2024. A copy of the plan will be available at www.portlandjetport.org

To ensure that the community is effectively informed of and able to participate in public hearings, The City of Portland, Maine includes public notices in appropriate languages when a significant number or proportion of any of the Affected Communities has limited English proficiency, including the communities identified below. Such notices will include direction for obtaining an interpreter, free of charge, for public hearings. 28 CFR § 42.405(d). See Limited English Proficiency (LEP) Section.

COMMUNITY STATISTICS

Several regulations relating to Title VI of the Civil Rights Act of 1964 require Federal grant recipients to know their community demographics. The communities eligible to be served by, or actually or likely to be affected, served, benefited or burdened by, Portland International Jetport program or activities are:

Affected Communities	Population
Portland	68,422
South Portland	25,023
Scarborough	19,042
Westbrook	18,678
Cape Elizabeth	7,964

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

We have identified the following facts about the Affected Communities:

Low Income Communities. A low-income area is an identifiable group of persons living in geographic proximity whose median household income is at or below the Department of Health and Human Services poverty guidelines. According to US Census Data, the overall poverty level for Cumberland County, Maine is approximately 6.2%. The

poverty rate remains low compared with the rest of the State of Maine which has a 10.8% poverty level.. The poverty rates for the specific Affected Communities are as follows:

Affected Communities	Poverty Rate
Portland	12.5%
South Portland	5.2%
Scarborough	5.1%
Westbrook	9.3%
Cape Elizabeth	4.1%

Minority Communities. Demographic data for race, color, and national origin was evaluated to identify minority communities and populations in each Affected Community. The demographic composition by race, color, or national origin for the specific Affected Communities are as follows¹:

**Affected Community: Portland, South Portland, Scarborough, Westbrook, and Cape Elizabeth, Maine
Total Affected Community Population: 146,976**

Demographic Group within Affected Communities Portland	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	53,366	78.39%
<i>Black or African American</i>	6,920	10.16%
<i>American Indian or Alaska Native</i>	150	.22%
<i>Asian</i>	2,186	3.21%
<i>Native Hawaiian or Other Pacific Islander</i>	27	.04%
<i>Hispanic or Latino</i>	2,639	3.88%
<i>More than one</i>	2,790	4.10%
Demographic Group within Affected Communities South Portland	Number of People in Minority Group	Percent of Total Affected Community Population
White	21,979	83.35%
Black or African American	1,528	5.79%
American Indian or Alaska Native	64	.24%
Asian	903	3.42%
Native Hawaiian or Other Pacific Islander	14	.05%
Hispanic or Latino	908	3.44%
More than one	972	3.69%
Demographic Group within Affected Communities Scarborough	Number of People in Minority Group	Percent of Total Affected Community Population
White	19,548	88.56%
Black or African American	348	1.58%
American Indian or Alaska Native	47	.21%
Asian	956	4.33%
Native Hawaiian or Other Pacific Islander	5	.02%
Hispanic or Latino	431	1.95%

¹ Recommend using demographic groups from the U.S. Census

More than one	738	3.34%
Demographic Group within Affected Communities Westbrook		
	Number of People in Minority Group	Percent of Total Affected Community Population
White	16,594	81.66%
Black or African American	1,533	7.54%
American Indian or Alaska Native	61	.30%
Asian	735	3.62%
Native Hawaiian or Other Pacific Islander	4	.02%
Hispanic or Latino	549	2.70%
More than one	846	4.16%
Demographic Group within Affected Communities Cape Elizabeth		
	Number of People in Minority Group	Percent of Total Affected Community Population
White	8,701	91.52%
Black or African American	55	.58%
American Indian or Alaska Native	0	0.00%
Asian	191	2.01%
Native Hawaiian or Other Pacific Islander	3	.03%
Hispanic or Latino	247	2.60%
More than one	310	3.26%

Limited English Proficiency.

Cumberland County, Maine which includes all Affected Community demographic data for languages spoken was evaluated to identify limited English proficiency (LEP) communities and populations. The following languages², in descending order, are spoken in homes by individuals identified as speaking English less than very well in the Affected Communities, as identified in US Census Data.

Languages Spoken by Population	Number	Margin of Error	Percent
<i>All Languages</i>	271,878	+/-70	100%
<i>French</i>	4,659	+/-464	1.71%
<i>Spanish</i>	3,836	+/-594	1.41%
<i>African Languages</i>	2,585	+/-458	0.95%
<i>Arabic</i>	1,243	+/-441	0.45%
<i>Vietnamese</i>	1,134	+/-337	0.42%
<i>Cambodian</i>	745	+/-286	0.27%
<i>Chinese</i>	714	+/-276	0.26%

The threshold we have used for identifying which languages have significant LEP populations is 1%.

² Recommend using language groups from the U.S. Census

Frequency of contact with LEP individuals at the airport and airport-related activities (all languages): [Use an “X” to indicate the frequency for each language encountered]

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

[If available and distinct from the LEP data above: Additional languages spoken by significant numbers of LEP persons in the Affected Communities, local schools, emergency service providers, and others, include: [list below or write “none”]]

Additional Languages Spoken

<i>None</i>

This information is updated annually³ through checking the following resources:

Data Sources for Languages Spoken in Affected Community	Website link to Data Source
<i>U.S. Census Bureau</i>	https://data.census.gov/cedsci/table?q=B16001&tid=ACSDT1Y2019.B16001

Beneficiary Diversity.

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

Description of Beneficiary Demographic Information Collection Methods

- *Airport Customer Service Office conducts biannual surveys of airport guests for customer satisfaction with airport concessions, restroom cleanliness, food offerings, and other elements and services. The survey includes a voluntary request for demographic information.*
- *Participants at small business workshops, pre-bid meetings, and other public meetings are asked to complete an anonymous survey that includes demographic information.*
- *Businesses that submit bids or offers are asked to complete an anonymous survey that includes demographic information, submitted through a data collection website.*

Staff and Advisory Board Diversity.

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

Description of Employee and Advisory Board Demographic Information Collection Methods

- *Employees are asked to submit voluntary confidential demographic information at time of hiring. Job applicants are asked to submit the same information when submitting their job application through the job application website.*
- *Every 3 years, the airport administration sends an email to all board members asking them to voluntarily and anonymously enter demographic information through an online survey.*

³ Data should be kept up-to-date, but this plan does not need to be updated for incremental data changes during the Plan’s 3-year period.

This information is updated annually through checking the following resources:

- U.S. Census Bureau data

This plan does not need to be updated as the data changes throughout its 3-year period, but the Portland International Jetport will make incremental adjustments to processes as needed to address any significant changes in data.

PROJECTS/FACILITIES WITH POTENTIAL OR KNOWN IMPACTS

Portland International Jetport does not and will not undertake any program, project, or activity that has a disparate impact on the basis of race, color, or national origin (including limited English proficiency), without eliminating or minimizing the impact to the extent possible and without a substantial legitimate nondiscriminatory justification for the program, project, or activity.

The following existing airport facilities that are already in construction, in use, or planned to be in use within the next 3 years, will impact the Affected Communities identified above: **None**

Based on their planned locations (including alternative locations), the following facility projects that are planned to start construction within the next 3 years will potentially impact Affected Communities identified above: **None**

Of the above existing or planned facilities, the following will have a potential or actual disparate impact on the basis of race, color, or national origin (including limited English proficiency) on Affected Communities: **None**

LIMITED ENGLISH PROFICIENCY (LEP)

Executive Order 13166

In Community Statistics section, we have identified the following languages for which a significant population of LEP persons may exist:

Language
French
Spanish

We have made the following plans to provide translation services free of charge to ensure that individuals with LEP have access to the benefits of the airport:

Translation Services:

- All written notices contain a statement in the identified languages, when appropriate, of how to receive translated written materials and/or to arrange for a translator at a public meeting.
- As identified above, we **have** a significant community of individuals with LEP
- **Language Link** has been identified for written translations, should the need arise.
- Information regarding translation services can be obtained at the Airport Operations Center located at 1001 Westbrook Street, Portland, Maine 04102.

Interpretation Services:

- The Portland International Jetport contracts with **Language Link** to provide on-demand telephone interpretation services to airport guests. When a request for an interpreter is received, the following process is used: Airport Operations staff will contact Language Link and identify language

via the quick reference chart. Once translation service is complete the vendor provides the Jetport with an invoice per translation service.

TRANSPORTATION

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

In the Community Statistics section of this plan, we identified minority and disadvantaged communities. The communities are located in the specific areas identified below.

We have coordinated with **METRO** to encourage them to provide transit service access between the airport and these areas.

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

Minority and Disadvantaged Community Areas	Transit Service	Planned or Existing
METRO	Fixed-route buses	Existing

MINORITY BUSINESSES

49 CFR 21 Appendix C (a)(1)(x)

Bids for airport concessions and other business opportunities are solicited from area minority businesses through the following methods:

Type of Airport Business Opportunity	Minority Business Outreach Methods
Concessions	Maine DOT Open Houses and Eastern Maine Development Corporation Open Houses
Construction	Maine DOT Open Houses and Eastern Maine Development Corporation Open Houses

Selections are in compliance with Title VI, Part 21, and related requirements. Information on the award process and documentation for specific bid decisions is kept with the City of Portland, Maine Purchasing Office.

TRAINING

New employee orientation incorporates Title VI training. It includes forwarding complaints to the Title VI Coordinator, Title VI notices and contract clauses, and accessing language interpretation and translation services.

It also contains cultural and community relations sensitivity training, refresher information will be provided at least every three years, & protections against retaliation for filing civil rights complaints or related actions.

COMPLIANCE REVIEW, AUDITS, COMPLAINTS, LAWSUITS, AND OTHER INVESTIGATIONS

FAA Notification. The Title VI Coordinator will notify FAA of any pending investigations, including: (1) civil rights compliance reviews,⁴ and (2) complaints, lawsuits, or other investigations alleging noncompliance based on race, color, national origin, sex, sexual orientation, gender identity, age, or creed under Title VI or related requirements by airport employees, contractors, concessionaires, lessees, or tenants,⁵ relative to the Portland International Jetport activities, within 15 days of notice to Portland International Jetport. For each new investigation, the Title VI Coordinator will forward a copy of the notice or a summary of the pending activity to the FAA Regional Civil Rights staff. At regular intervals, or upon completion or resolution, the Title VI Coordinator will also provide statement of the status or outcome to the FAA Regional Civil Rights staff. For each existing investigation initiated within 5 years of this plan, the Title VI Coordinator will also provide a statement of the status or outcome to the FAA Regional Civil Rights staff, unless previously provided.

COMPLAINTS

49 CFR 21 Appendix C (b)(3); 28 CFR 42.406(d)

Scope. These procedures are for complaints of discrimination, other than employment discrimination, against the Portland International Jetport. They apply to discrimination by airport employees, contractors, concessionaires, lessees, or tenants of the Airport, or at Airport facilities based upon race, color, national origin, age, disability, sex, sexual orientation, gender identity, or creed, including but not necessarily limited to complaints under Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987. They cover any program or activity administered by the Portland International Jetport.

Rights. Any person who believes that he or she has been subjected to discrimination on the basis of race, color, national origin, age, disability, sex, sexual orientation, gender identity, or creed has the right to file a complaint with the Airport. These procedures do not deny or limit the right of a complainant to file a formal complaint with an outside agency, such as the U.S. Departments of Justice or Transportation, or the Federal Aviation Administration (FAA), or to seek private legal counsel regarding discrimination.

Receipt of Complaint. The Title VI Coordinator will log in the complaint and promptly send copies of the complaint to the City of Portland, Maine Corporation Council.

Complaints must be filed within 120 days of the discriminatory event, must be in writing, and must be delivered to:

Zachary R. Sundquist, A.A.E.
Assistant Airport Director
Title VI Coordinator
1001 Westbrook Street
Portland, ME 04102

If a complaint is initially made by phone, it must be supplemented with a written complaint before 120 days after the discriminatory event has passed. If a verbal complaint is received, the complainant should be given a copy of the Airport's Discrimination Complaint Procedures and instructed to submit a written complaint. Accommodation will be provided upon request to individuals unable to file a written complaint due to a disability.

Initial Procedure. The Title VI Coordinator may meet with the complainant to clarify the issues, obtain additional information, and determine if informal resolution might be possible in lieu of an investigation. If successfully

⁴ Includes any Title VI, ADA, Title VII/EEO, or other civil rights program compliance review or audit to be performed on the airport sponsor or any of its sub-recipients by any State, local or Federal agency.

resolved, the Title VI Coordinator will issue a closure letter to the complainant, record the disposition in the complaints log, and report the resolution to FAA.

Discrimination Complaint Referral Procedure

Internal Complaint Referral. All complaints received by Portland International Jetport employees, airlines (inside the terminal), concessionaires, contractors, lessees, or tenants, alleging discrimination based on race, color, national origin, sex, sexual orientation, gender identity, age, disability, or creed, must be promptly forwarded to the Title VI Coordinator within three business days.

FAA Notification. A copy of all complaints based on race, color, national origin, sex, sexual orientation, gender identity, age, or creed, alleging a violation of Title VI or related requirements by airport employees, contractors, concessionaires, lessees, or tenants, relative to the airport's activities, will be forwarded to the FAA within 15 days of receipt. The Title VI Coordinator will forward a copy of the complaint and a statement describing all actions taken to resolve the matter, and the results thereof to the FAA Regional Civil Rights staff. Complaints based on disability do not have to be forwarded to FAA.

Investigation Procedure

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

Cooperation with FAA. The Title VI Coordinator will promptly investigate all discrimination complaints, including those referred by the Federal Aviation Administration (FAA) for investigation. If the FAA is investigating a complaint against Portland International Jetport, the Title VI Coordinator will avoid interfering with the FAA investigation, cooperate with the FAA when needed, and share factual information with the FAA.

Prompt Investigation. The Title VI Coordinator will make every effort to complete discrimination complaint investigations within 90 calendar days after the complaint is received, but recognizes that some investigations may take longer.

Contact with Complainant. The Title VI Coordinator will meet with the complainant to clarify the issues and obtain additional information.

Investigation Report. After completing the investigation, the Title VI Coordinator will prepare a written report.

Consultation with Legal Counsel. In each case, the Title VI Coordinator will consult with Legal Counsel regarding the investigation and the report.

Prompt Resolution of Disputes. The Title VI Coordinator will quickly and fairly resolve disputes with complainants, or with contractors, tenants, or other persons, through meetings and negotiations where necessary.

Forwarding Report and Response to Complainant. At the completion of the investigation, the complainant and respondent will receive a letter of findings and determination of the investigation and any applicable resolution. The letter transmitting the findings and any applicable resolution will state the Airport's conclusion regarding whether unlawful discrimination occurred, and will describe the complainant's appeal rights.

Appeal and Final Administrative Action. If the complainant disagrees with the written response or conclusion, the complainant may appeal in writing to the Airport Director. The written appeal must be received within 10 business days after receipt of the written decision. The written appeal must contain all arguments, evidence, and documents supporting the basis for the appeal. The Airport Director will issue a final written decision in response to the appeal.

Copies to FAA. Copies of each Title VI complaint, a summary of the investigation report, any response, and the Airport's transmittal letter to the complainant will be sent to the FAA via the FAA Civil Rights Connect System.

Avoiding Future Discrimination. In addition to taking action with respect to any specific instances of discrimination, the Portland International Jetport will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. Portland International Jetport employees, contractors, and tenants will not intimidate or retaliate against a person who has filed a complaint alleging discrimination.

For information on filing a complaint with DOT/FAA, please contact Zachary R. Sundquist, A.A.E.

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

Website, In-person, and Other Distribution Methods

Airport Website www.portlandjetport.org

The online publicly available version of the complaint procedure is available at www.portlandjetport.org

14. Population / Language Data

	Cumberland County, Maine	
Label	Estimate	Margin of Error
Total:	271,878	±70
Speak only English Spanish or Spanish Creole:	250,986	±1,264
Speak English "very well"	3,836	±594
Speak English less than "very well"	2,836	±560
French (incl. Patois, Cajun):	1,000	±247
Speak English "very well"	4,659	±464
Speak English less than "very well"	3,328	±347
French Creole:	1,331	±310
Speak English "very well"	194	±154
Speak English less than "very well"	194	±154
Italian:	0	±22
Speak English "very well"	360	±108
Speak English less than "very well"	285	±95
Portuguese or Portuguese Creole:	75	±57
Speak English "very well"	208	±101
Speak English less than "very well"	191	±99
German:	17	±27
Speak English "very well"	562	±179
Speak English less than "very well"	503	±171
Yiddish:	59	±41
Speak English "very well"	31	±47
Speak English "very well"	31	±47

Speak English less than "very well"	0	±22
Other West Germanic languages:	203	±136
Speak English "very well"	187	±136
Speak English less than "very well"	16	±17
Scandinavian languages:	152	±92
Speak English "very well"	142	±88
Speak English less than "very well"	10	±15
Greek:	186	±114
Speak English "very well"	134	±78
Speak English less than "very well"	52	±54
Russian:	556	±245
Speak English "very well"	366	±200
Speak English less than "very well"	190	±100
Polish:	115	±63
Speak English "very well"	92	±63
Speak English less than "very well"	23	±20
Serbo-Croatian:	371	±209
Speak English "very well"	215	±140
Speak English less than "very well"	156	±101
Other Slavic languages:	208	±144
Speak English "very well"	129	±96
Speak English less than "very well"	79	±66
Armenian:	0	±22
Speak English "very well"	0	±22
Speak English less than "very well"	0	±22
Persian:	523	±346

Speak English		
"very well"	397	±262
Speak English less		
than "very well"	126	±134
Gujarati:	159	±191
Speak English		
"very well"	159	±191
Speak English less		
than "very well"	0	±22
Hindi:	192	±138
Speak English		
"very well"	189	±136
Speak English less		
than "very well"	3	±6
Urdu:	86	±137
Speak English		
"very well"	0	±22
Speak English less		
than "very well"	86	±137
Other Indic		
languages:	19	±27
Speak English		
"very well"	19	±27
Speak English less		
than "very well"	0	±22
Other Indo-		
European languages:	130	±95
Speak English		
"very well"	38	±39
Speak English less		
than "very well"	92	±77
Chinese:	714	±276
Speak English		
"very well"	423	±188
Speak English less		
than "very well"	291	±142
Japanese:	100	±57
Speak English		
"very well"	68	±41
Speak English less		
than "very well"	32	±26
Korean:	143	±83
Speak English		
"very well"	81	±56
Speak English less		
than "very well"	62	±44

Mon-Khmer, Cambodian:	745	±286
Speak English "very well"	356	±168
Speak English less than "very well"	389	±162
Hmong:	0	±22
Speak English "very well"	0	±22
Speak English less than "very well"	0	±22
Thai:	51	±43
Speak English "very well"	23	±34
Speak English less than "very well"	28	±28
Laotian:	19	±35
Speak English "very well"	19	±35
Speak English less than "very well"	0	±22
Vietnamese:	1,134	±337
Speak English "very well"	597	±214
Speak English less than "very well"	537	±177
Other Asian languages:	659	±390
Speak English "very well"	265	±208
Speak English less than "very well"	394	±297
Tagalog:	459	±217
Speak English "very well"	237	±162
Speak English less than "very well"	222	±128
Other Pacific Island languages:	116	±78
Speak English "very well"	94	±67
Speak English less than "very well"	22	±38
Navajo:	0	±22
Speak English "very well"	0	±22

Speak English less than "very well"	0	±22
Other Native North American languages:	6	±9
Speak English "very well"	6	±9
Speak English less than "very well"	0	±22
Hungarian:	10	±12
Speak English "very well"	10	±12
Speak English less than "very well"	0	±22
Arabic:	1,243	±441
Speak English "very well"	528	±206
Speak English less than "very well"	715	±304
Hebrew:	88	±74
Speak English "very well"	80	±71
Speak English less than "very well"	8	±13
African languages:	2,585	±458
Speak English "very well"	1,181	±229
Speak English less than "very well"	1,404	±302
Other and unspecified languages:	70	±66
Speak English "very well"	70	±66
Speak English less than "very well"	0	±22

	Cumberland County, Maine					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error

Population for whom poverty status is determined	298,861	±551	18,422	±2,729	6.2%	±0.9
AGE						
Under 18 years	53,698	±501	1,878	±1,001	3.5%	±1.9

Under 5 years	14,169	±553	446	±455	3.1%	±3.2
5 to 17 years	39,529	±697	1,432	±724	3.6%	±1.8
Related children of householder under 18 years	53,411	±561	1,591	±971	3.0%	±1.8
18 to 64 years	183,942	±602	12,412	±2,129	6.7%	±1.2
18 to 34 years	62,394	±776	5,266	±1,539	8.4%	±2.4
35 to 64 years	121,548	±982	7,146	±1,673	5.9%	±1.4
60 years and over	85,245	±1,452	5,289	±1,025	6.2%	±1.2
65 years and over	61,221	±516	4,132	±832	6.7%	±1.4
SEX						
Male	146,347	±987	8,557	±1,607	5.8%	±1.1
Female	152,514	±1,062	9,865	±1,793	6.5%	±1.2
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	264,013	±2,405	13,606	±1,976	5.2%	±0.8
Black or African American alone	9,576	±1,175	1,786	±1,226	18.7%	±13.1
American Indian and Alaska Native alone	N	N	N	N	N	N
Asian alone	N	N	N	N	N	N
Native Hawaiian and Other Pacific Islander alone	N	N	N	N	N	N
Some other race alone	N	N	N	N	N	N
Two or more races	17,141	±2,576	1,816	±885	10.6%	±5.0
Hispanic or Latino origin (of any race)	7,168	±269	777	±430	10.8%	±6.0
White alone, not Hispanic or Latino	260,864	±2,193	13,204	±1,922	5.1%	±0.7
EDUCATIONAL ATTAINMENT						
Population 25 years and over	224,772	±923	14,658	±2,254	6.5%	±1.0
Less than high school graduate	5,858	±1,471	1,900	±800	32.4%	±10.6
High school graduate (includes equivalency)	46,435	±3,814	5,105	±1,338	11.0%	±2.9
Some college, associate's degree	50,792	±3,975	3,581	±1,036	7.1%	±2.0

Bachelor's degree or higher	121,687	±4,535	4,072	±1,032	3.3%	±0.8
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	170,080	±3,361	5,148	±1,400	3.0%	±0.8
Employed	165,563	±3,374	4,175	±1,315	2.5%	±0.8
Male	84,374	±2,087	1,758	±904	2.1%	±1.1
Female	81,189	±2,523	2,417	±930	3.0%	±1.1
Unemployed	4,517	±1,198	973	±505	21.5%	±10.2
Male	1,955	±817	552	±286	28.2%	±14.8
Female	2,562	±894	421	±337	16.4%	±12.4
WORK EXPERIENCE						
Population 16 years and over	251,381	±895	16,963	±2,363	6.7%	±0.9
Worked full-time, year-round in the past 12 months	121,968	±3,906	580	±420	0.5%	±0.3
Worked part-time or part-year in the past 12 months	56,263	±4,210	4,819	±1,362	8.6%	±2.3
Did not work	73,150	±3,286	11,564	±1,992	15.8%	±2.4
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	10,752	±2,438	(X)	(X)	(X)	(X)
125 percent of poverty level	23,096	±2,817	(X)	(X)	(X)	(X)
150 percent of poverty level	31,295	±3,529	(X)	(X)	(X)	(X)
185 percent of poverty level	41,767	±4,243	(X)	(X)	(X)	(X)
200 percent of poverty level	49,194	±4,798	(X)	(X)	(X)	(X)
300 percent of poverty level	93,226	±6,172	(X)	(X)	(X)	(X)
400 percent of poverty level	134,673	±7,207	(X)	(X)	(X)	(X)
500 percent of poverty level	171,037	±8,015	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY						
	76,190	±4,722	13,726	±2,134	18.0%	±2.7

STATUS IS
DETERMINED

Male	35,884	±3,103	6,648	±1,437	18.5%	±3.6
Female	40,306	±2,770	7,078	±1,496	17.6%	±3.6
15 years	0	±179	0	±179	-	**
16 to 17 years	287	±275	287	±275	100.0%	±34.9
18 to 24 years	7,019	±1,589	1,714	±766	24.4%	±10.2
25 to 34 years	19,907	±2,066	2,890	±1,220	14.5%	±5.8
35 to 44 years	9,718	±1,735	1,510	±524	15.5%	±4.8
45 to 54 years	8,190	±1,481	1,928	±775	23.5%	±9.3
55 to 64 years	11,412	±1,623	2,224	±843	19.5%	±6.6
65 to 74 years	10,221	±1,284	1,830	±581	17.9%	±5.2
75 years and over	9,436	±1,351	1,343	±476	14.2%	±5.1
Mean income deficit for unrelated individuals (dollars)	8,873	±963	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	37,057	±3,903	545	±415	1.5%	±1.1
Worked less than full-time, year-round in the past 12 months	16,347	±2,375	4,076	±1,244	24.9%	±6.2
Did not work	22,786	±2,623	9,105	±1,811	40.0%	±6.0
Population in housing units for whom poverty status is determined	297,472	±543	17,264	±2,722	5.8%	±0.9

15. Completed Unlawful Discrimination Poster

Unlawful Discrimination

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

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

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

Coordinator: Zachary Sundquist
Phone: 207-756-8027
Address: 1001 Westbrook St
Portland, ME 04102


Discriminacion Ilegal

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

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

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

Coordinador: Zachary Sundquist
Teléfono: 207-756-8027
Dirección: 1001 Westbrook St
Portland, ME 04102



U.S. Department of Transportation
Federal Aviation Administration

HQ-801085