

# Missoula MT Airport Title VI Plan

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

Missoula County Airport Authority (“MCAA”) assures that no person shall on the grounds of race, color, national origin (including limited English proficiency (LEP)), sex (including sexual orientation and gender identity), creed, or age, as provided by Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987 (PL 100.259), Section 520 of the Airport and Airway Improvement Act of 1982, and related authorities (hereafter, “Title VI and related requirements”), be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity that receives U.S. Department of Transportation (DOT) funding. Title VI also prohibits retaliation for asserting or otherwise participating in claims of discrimination.

MCAA further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs are federally funded or not. The Airport Sponsor agrees, among other things, to understand the communities surrounding or in the flight path, as well as customers that use the airport. Anytime communities may be impacted by programs or activities MCAA will take action to involve them and the general public in the decision making process.

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

Lynn Fagan, available at 406.728.4381 and lfagan@flymissoula.com, is responsible for overseeing the Airport Sponsor’s compliance with Title VI and the point of contact for all airport Title VI matters and related responsibilities, including those required by 49 CFR Part 21.



*Signature*

**Brian Ellestad**  
**Airport Director**

January 1, 2024

**Effective Date**

December 31, 2026

**3-Year Expiration Date**

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

## **2. Administration**

**MCAA Board of Commissioners** has reviewed and adopted this Title VI Plan for **MCAA**. This plan will be updated no less than once every 3 years. The plan will not be re-adopted following minor changes, such as updating the *Airport Director's* or Coordinator's name. Significant revisions to our policies or federal guidelines may warrant re-adoption by the **MCAA Board of Commissioners** and resubmittal to FAA.

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

**None.**

**MCAA** has the following airport program sub-recipients:

**None.**

As of the date of this plan, **MCAA** has the following pending applications for Federal financial assistance: **None**

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

<b>Federal Source</b>	<b>Grant Award Information Available at:</b>
<i>FAA AIP</i>	<a href="https://www.faa.gov/airports/aip/">https://www.faa.gov/airports/aip/</a>
<i>Bipartisan Infrastructure Law (BIL)</i>	<a href="https://www.faa.gov/general/bipartisan-infrastructure-law-airport-infrastructure-grant-funding-amounts">https://www.faa.gov/general/bipartisan-infrastructure-law-airport-infrastructure-grant-funding-amounts</a>

## **3. Grant and Procurement Assurances**

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

**MCAA** will complete standard grant assurances for Title VI and related requirements, in the form prescribed by FAA. See [https://www.faa.gov/airports/aip/grant\\_assurances/#current-assurances](https://www.faa.gov/airports/aip/grant_assurances/#current-assurances).

### Clauses/Covenants

- a. All contracts, leases, deeds, licenses, permits, and other similar instruments, must contain the contractual requirements and clauses, in the form prescribed by FAA. See [https://www.faa.gov/airports/aip/procurement/federal\\_contract\\_provisions/](https://www.faa.gov/airports/aip/procurement/federal_contract_provisions/). Note that unlike many other clauses, Civil Rights clauses are required in all contracts. Note also special clauses that are required for certain types of contracts, such as land acquisition.

- b. **MCAA** requires Civil Rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other agreements.

#### **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.*

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

The Coordinator is responsible for ensuring that they and other staff supporting the Title VI are trained in Title VI requirements. Essential training topics include:

- Basic Title VI requirements
- Airport language assistance resources and practices
- Collecting and assessing demographic data
- Reporting Title VI complaints and other required FAA notifications.

See Training Section for more information for expected training for all staff.

Among other responsibilities, the Coordinator:

- Proactively ensures that the Airport Sponsor is in compliance with nondiscrimination requirements of Title VI and reports to **MCAA** leadership on the status of Title VI compliances.
- Responds promptly to requests by FAA for data and records and for the scheduling of compliance reviews and other FAA meetings to determine compliance with Title VI and related requirements.
- Receives discrimination complaints covered by Title VI and related requirements, and forwards them to the FAA, within 15 days of receipt, together with any actions taken to resolve the matter.
- Provides the FAA with updates regarding its response and status of early resolution efforts to complaints concerning Title VI and related requirements (49 CFR Part 21, Appendix C(b)(3)), including resolution efforts.
- Annually reviews the airport's Title VI plan and disseminates information throughout staff and the MCAA's leadership.
- Coordinates data collection to evaluate whether racial or ethnic groups are unequally benefited or impacted by airport programs. The data will be regularly assessed and readily available upon request (49 CFR § 21.9(b) & (c)). Data collection methods will include optional demographic questions in: airport customer satisfaction surveys, customer complaints, airport event sign-in sheets, and bids/proposals for airport contracts, and other methods described in the airport Community Participation Plan (CPP).

- Maintains demographic data for members of appointed planning and advisory bodies for the airport. Identifies any disparities compared to the community. Provides information to the membership selecting official/committee, particularly when vacancies occur.
- Maintains a copy of 49 CFR Part 21 for inspection by any person asking for it during normal working hours (49 CFR 21, Appendix C (b)(2)(i)).

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

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

### **5. Notice**

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

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

[https://www.faa.gov/about/office\\_org/headquarters\\_offices/acr/com\\_civ\\_support/non\\_disc\\_pr/](https://www.faa.gov/about/office_org/headquarters_offices/acr/com_civ_support/non_disc_pr/) and a completed copy is attached. See Section 15 Appendix.

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

MCAA will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan will be distributed by **February 1, 2024**, by email and at tenants meeting.

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

Terminal/FBO/Concessions/ Other Locations	Quantity in Pre-Security Area	Quantity in Post-Security Area	Additional Quantities
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<sup>1</sup> For more information about website accessibility, please visit ADA.gov.

<i>Terminal</i>	<i>2</i>	<i>2</i>	
<i>Rent-a-Car Building</i>	<i>1</i>		
<i>Neptune Aviation (FBO)</i>			<i>1</i>
<i>Minuteman Aviation (FBO)</i>			<i>1</i>

Outreach to Affected Communities

**MCAA Administration** ensures that notices for public meetings reach all segments of the impacted community. The Title VI coordinator will identify the effective media platforms to share announcement and notices. Announcements are made in social media, general circulation newspapers, community newspapers, email broadcast, and **MCAA’s website**. **MCAA Administration** contacts leaders and representatives in Affected Communities directly to confirm effective media platforms to reach all Affected Communities<sup>2</sup> and provide important feedback on translated materials. The office maintains records of all such notices and the efforts made to reach each of the Affected Communities.

To ensure that the community is effectively informed of and able to participate in public hearings, **MCAA Administration** includes public notices translated into appropriate languages, including for any language spoken by a significant number or proportion of the Affected Community population that has limited English proficiency (LEP). Such social media postings and notices will include direction for obtaining an interpreter, free of charge, for public hearings. 28 CFR § 42.405(d). See Limited English Proficiency (LEP) Section.

**6. Community Statistics**

Title VI regulations require Federal grant recipients to know their community demographics. See 49 CFR § 21.9(b). By knowing this information, **MCAA** will be able to identify, understand, and engage with communities. In doing so, **MCAA** needs to know about communities eligible to be served, actually or potentially affected, benefited or burdened by **MCAA’s** airport program.

<b>Affected Communities<sup>3</sup></b>	<b>Population</b>
<i>City of Missoula</i>	<i>73,000</i>
<i>Missoula County</i>	<i>118,465</i>

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

We have identified the following facts about the Affected Communities:

<sup>2</sup> We will not subject any persons to discrimination based on race, color, national origin, age, sex, or creed. The term “protected communities” is used within this Title VI Plan to highlight the requirements of Title VI, 49 U.S.C. § 47123, the Age Discrimination Act of 1975, and in some instances, includes low-income populations under Executive Order 12898.

<sup>3</sup> “Affected communities” means any readily identifiable group potentially impacted by an airport project or operation, such as the community immediately surrounding a project or a community in the flight path.

Low Income Communities<sup>4</sup>.

A low-income area is an identifiable group of persons living in geographic proximity, whose median household income is at or below the Department of Health and Human Services poverty guidelines. Pursuant to Executive Order 12898, “Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations,” MCAA is collecting information about affected and potentially affected low-income communities. According to the *U.S. Census Report, S1701: Poverty Status in the Past 12 Months*, the overall poverty level for **Missoula County** is approximately **7.9%**. The poverty rate remains **low** compared with the rest of the **state and country**. The poverty rates for the specific Affected Communities are as follows [*list, if Census or local data is available*].

Affected Communities	Poverty Rate
<i>City of Missoula</i>	9.2%
<i>Missoula County</i>	7.9%

Racial and Ethnic Communities.

Demographic data for race, color, and national origin was evaluated to identify racial and ethnic communities and populations in each Affected Community. The demographic composition by race, color, or national origin for the specific Affected Communities are as follows<sup>5</sup>:

Affected Community: City of Missoula  
 Total Affected Community Population: 72,192

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	63,496	88%
<i>Black or African American</i>	498	.7%
<i>American Indian or Alaska Native</i>	1,493	2%
<i>Asian</i>	1,159	1.6%
<i>Native Hawaiian or Other Pacific Islander</i>	83	.1%
<i>Hispanic or Latino</i>	3,201	4.4%
<i>More than one</i>	4,609	6.4%

**Data from U.S. Census Table S1701, ACS 5-Year**

Affected Community: Missoula County  
 Total Affected Community Population: 115,895

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community
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<sup>4</sup> Low-income data must be collected to assist in our compliance with Environmental Justice requirements (not Title VI requirements). For example, this data will be utilized in our Community Participation Plan (CPP) to help ensure the meaningful involvement of low income communities in airport programs and activities.

<sup>5</sup> Recommend using demographic groups from the U.S. Census.

		<b>Population</b>
<i>White</i>	103,362	89%
<i>Black or African American</i>	708	.6%
<i>American Indian or Alaska Native</i>	2,303	1%
<i>Asian</i>	2,086	1.8%
<i>Native Hawaiian or Other Pacific Islander</i>	107	.09%
<i>Hispanic or Latino</i>	4,173	3.6%
<i>More than one</i>	6,190	5.3%

**Data from U.S. Census Table S1701, ACS 5-Year**

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that MCAA communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages<sup>6</sup> that are spoken in LEP households in the Affected Communities. The data source is **U.S. Census Bureau, Table B16001**.

The threshold we have used for identifying the languages with significant LEP populations is the DOT LEP Policy Guidance safe harbor threshold, which is 5% or 1,000, whichever is less.<sup>7</sup> The safe harbor for our community is **1000**. Please refer to the end of this document to find data for all languages in our community.

There are no LEP Populations in the City of Missoula or Missoula County that meet the safe harbor threshold.

There is infrequent contact with LEP individuals at the airport and airport-related activities. A survey of employees from different sectors of the airport revealed that airline ticket agents have contact with LEP individuals at a rate of less than one per year.

<b>Languages Spoken by LEP Persons</b>	<b>A few times a year (12 or less days a year)</b>	<b>Several times a month (13 to 51 days a year)</b>	<b>At least once a week (52 to 364 days a year)</b>	<b>Every day (365 days a year)</b>
<i>Spanish</i>	X			
<i>French</i>	X			
<i>Italian</i>				
<i>Portuguese or Portuguese Creole</i>				
<i>German</i>				
<i>Yiddish</i>				
<i>Scandinavian</i>				

<sup>6</sup> Recommend using language groups from the U.S. Census, and using data for the “Speak English less than ‘very well’” category for each language over the threshold.

<sup>7</sup> See the DOT LEP Policy Guidance at <https://www.federalregister.gov/d/05-23972/p-133>. The safe harbor provisions apply to the translation of written documents only; however, it provides a consistent starting point for identifying significant LEP populations.

<i>Greek</i>				
<i>Russian</i>	X			
<i>Polish</i>				

**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: NONE

This information is updated annually<sup>8</sup> through checking the following resources:

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

### Beneficiary Diversity.

Demographic information is collected from airport customers, attendees at community meetings, and businesses seeking opportunities at the airport, through voluntary disclosures. During in-person meetings, forms are provided for attendees to complete. During virtual meetings, forms are emailed to attendees. Written forms do not include personal information and are shredded after the data is entered into an excel file.

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

- *Airport Administration conducts surveys of airport guests signing on to airport wi-fi 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.*
- *Written forms do not include personal information and are shredded after the data is entered into an excel file.*

### Staff and Advisory Board Diversity.

Demographic information is collected from airport program employees 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*

<sup>8</sup> Data should be kept up-to-date, but this plan does not need to be updated for incremental data changes during the Plan's 3-year period.

application through the job application website.

- Airport Board members are asked to submit voluntary confidential demographic information at time of appointment to the Board.

## **7. Potential or Known Community Impacts**

Projects or services receiving federal financial assistance have the potential to touch so many aspects of American life. Thus, in general, no MCAA activity must have a discriminatory disparate impact on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age. This means that policies or procedures that have a disparate impact would require a well-documented substantial legitimate nondiscriminatory justification, summarized below. Impacts to protected communities must be avoided or minimized to the extent possible. No project with a discriminatory impact on protected communities will be undertaken.<sup>9</sup>

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

<b>Existing Airport Facilities</b>	<b>Affected Community Impacted by Operation of the Facility</b>
<i>Terminal – Phase 1 and 2</i>	<i>None</i>
<i>ATCT</i>	<i>None</i>
<i>Snow Removal Equipment (SRE) building</i>	<i>None</i>
<i>Rental Car Temporary Facility</i>	<i>None</i>

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

<b>Airport Facility Construction Projects</b>	<b>Affected Community Impacted by Construction of the Facility</b>
<i>Air Carrier East Ramp Extension</i>	<i>None</i>
<i>SRE Garage Modifications</i>	<i>None</i>
<i>Rehabilitate Aviation Way</i>	<i>None</i>
<i>Runway 12-30 Rehabilitation</i>	<i>None</i>
<i>Reconstruction Taxiway G</i>	<i>None</i>

We have analyzed the above existing facilities and facility construction projects for disparate impacts on the basis of race, color, or national origin (including LEP) in Affected Communities. The following have disparate impacts: None.

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<sup>9</sup> In order to carry out an alternative with a discriminatory impact, the airport sponsor must demonstrate that there was a substantial legitimate justification for the decision. The sponsor must also show that alternatives with less discriminatory impacts were meaningfully considered and rejected for legitimate reasons.

## **8. Limited English Proficiency (LEP)** Executive Order 13166

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

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

There are no LEP Populations in the City of Missoula or Missoula County that meet the safe harbor threshold.

MCAA also collects data for languages spoken by airport guests.<sup>10</sup> Data sources include:

<b>Data Sources for Languages Spoken by Airport Guests</b>	<b>Website link to Data Source</b>
<i>Airport language line usage data</i>	<i><a href="http://www.languageline.com">www.languageline.com</a></i>
<i>Airline-provided data</i>	<i>N/A</i>

Based on the above data, the following additional languages have been identified as likely to be spoken by LEP airport guests: **None**.

The Title VI Coordinator will also actively engage with community educators, community groups, places of work, business groups, social groups, and the like to confirm that translation and interpretation services are accurate and effective. Additionally, the Title VI Coordinator will inform leadership and staff of the MCAA of the responsibility to provide language access. We have made the following plans to provide translation services free of charge to ensure that individuals with LEP have access to the benefits of the airport:

### **Translation Services:**

- All written notices contain a statement in the identified languages, when appropriate, of how to receive translated written materials.
- Information regarding translation services can be obtained from MCAA Administration office at 406.728.4381.

### **Interpretation Services:**

- The following vendors have been identified for interpretation services:  
*[www.languageline.com](http://www.languageline.com)*

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<sup>10</sup> We aim to provide appropriate language assistance services to every LEP person encountered. This includes instances when LEP statistical data for a particular language was not available beforehand, or the safe harbor threshold for written translation was not met.

- Information regarding interpretation services can be obtained at: *MSO Administration office.*

## **9. Transportation**

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

In the Community Statistics section of this plan, we identified Affected Communities and provided demographic and related data for the community populations. The minority and disadvantaged community areas located within the Affected Communities are identified below. Other minority and disadvantaged community areas that are near the airport but not within Affected Communities are also identified below.

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

<b>Minority and/or Disadvantaged Community Areas</b>	<b>Transit Service</b>	<b>Planned or Existing</b>
City of Missoula	Fixed-route buses	Existing
City of Missoula	Paratransit vans	Existing

## **10. Minority Businesses**

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

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

<b>Airport Business Opportunity</b>	<b>Minority Business Outreach Methods</b>
<i>Terminal Concessions</i>	<i>Published Request for Proposal or Invitation to Bid documents sent to businesses on state DBE list.</i>
<i>Parking Lot Operations Contract</i>	<i>Published Request for Proposal documents sent to businesses on state DBE list.</i>
<i>Janitorial Contract</i>	<i>Published Request for Proposal documents sent to businesses on state DBE list.</i>

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 **MCAA Administration.**

## **11. Training**

New employee orientation incorporates Title VI training. Topics include:

- Title VI and related laws prohibit discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age
- Title VI complaints must be forwarded to the Coordinator
- Protections against retaliation for filing civil rights complaints or related actions
- Title VI notices must be displayed throughout the airport public facilities
- All contracts must include Title VI clauses
- Language interpretation and translation services
- Cultural and community relations sensitivity training
- Anti-harassment training

Refresher information will be provided *to all employees* through MSO’s HR software, under the trainings tab. Employees will receive notice annually to review the refresher information.

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

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

- Compliance reviews or audits concerning civil rights requirements<sup>11</sup>
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements<sup>12</sup>

As discussed in the Title VI Complaints Section, Title VI complaints must be forwarded to FAA contacts within 15 days of receipt. For all other civil rights investigations, **MCAA** must notify FAA contacts of any new investigations prior to grant execution.

At regular intervals, the Coordinator will provide FAA contacts with status updates for the investigations and reviews, until completed. For each existing investigation or review completed within 5 years of this plan, the Coordinator will also provide a statement about the outcome, unless previously provided.

## **13. Title VI Complaints**

49 CFR 21.11; 49 CFR 21 Appendix C (b)(3); 28 CFR 42.406(d)

**Scope.** These procedures are for complaints of discrimination under Title VI and related laws

<sup>11</sup> Includes any Title VI, ADA, Sec. 504, Title VII/EEO, or other civil rights program compliance review or audit to be performed on the airport sponsor or any of its sub-recipients by any State, local or Federal agency.

<sup>12</sup> Includes allegations of discrimination based on race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age, whether because of actions of the airport sponsor itself, or its employees, contractors, or tenants. Includes noncompliance with related administrative requirements under civil rights laws.

(hereafter “Title VI Complaints.” In order to be a Title VI Complaint, the complaint must:

1. Allege discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age or violations administrative requirements under Title VI or related laws.
2. Not only be for employment matters<sup>13</sup>
3. Allege misconduct by the **MCAA**, including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by the **MCAA** including airport employees, contractors, concessionaires, lessees, or tenants.

Rights. Any person who believes that he or she has been subjected to discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age has the right to file a complaint with the **MCAA**.<sup>14</sup> Alternatively, they can file a formal complaint with an outside agency, such as the U.S. Departments of Justice or Transportation, or the Federal Aviation Administration (FAA), or seek other legal remedies.

Receipt of Complaint. The Coordinator will log in the complaint and promptly send copies of the complaint to the office named in the complaint and the Airport Director.

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

**Title VI Coordinator**  
**Lynn Fagan**  
**MCAA**  
**5225 Highway 10 West**  
**Missoula, MT 59808**  
**(406) 728-4381**  
**lfagan@flymissoula.com**

If a complaint is initially made by phone, it must be supplemented with a written complaint before **180** days after the discriminatory event has passed. If a verbal complaint is received, the complainant should be given a copy of the Airport Discrimination Complaint Procedures and instructed to submit a written complaint. Accommodation will be provided upon request to individuals unable to file a written complaint due to a disability.

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

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

<sup>14</sup>

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

### **Discrimination Complaint Referral Procedure**

Internal Complaint Referral. All Title VI complaints must be promptly forwarded to the Coordinator within *7 days*.

Initial FAA Notification. A copy of each Title VI complaint will be forwarded to the FAA within 15 days of initial receipt (not the date that the Coordinator was notified). The Coordinator will forward a copy of the complaint and a statement describing all actions taken to resolve the matter, and the results thereof to the FAA Civil Rights staff. (Note: complaints based on disability do not have to be forwarded to FAA.) To transmit complaint information to the FAA, the Coordinator will *be uploaded to the FAA Civil Rights Connect System, which issues automated notifications to FAA staff*. The Coordinator will also seek technical assistance from FAA, as needed, throughout complaint intake, investigation and resolution process.

### **Investigation Procedure**

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

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

Prompt Investigation. The Coordinator will make every effort to complete discrimination complaint investigations within **60** calendar days after the complaint is received. Some investigations may take longer with a justification for the delay and assurance that the investigation is being completed as quickly as possible.

Contact with Complainant. The Coordinator will meet with the complainant to clarify the issues and obtain additional information, and also speak with community members and potential witnesses, as appropriate.

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

Consultation with Legal Counsel. In each case, the Coordinator will consult with Legal Counsel regarding the investigation and the report. Airport Legal Counsel will ensure that the report is consistent with the DOT and FAA Title VI nondiscrimination requirements.

Prompt Resolution of Disputes. The Coordinator will emphasize voluntary compliance and quickly and fairly resolve disputes with complainants, or with contractors, tenants, or other persons, through informal mediation, negotiation and/or formal mediation.

Forwarding Report and Response to Complainant. At the completion of the investigation, the complainant and respondent will receive a letter of findings and determination of the investigation and any applicable resolution. The letter transmitting the findings and any applicable resolution will state MCAA's conclusion regarding whether unlawful discrimination occurred, and will describe the complainant's appeal rights. A summary of the investigation report, any appeal, or follow-up actions will be sent to the FAA via **upload to the FAA Civil Rights Connect System.**

Appeal Rights. The complainant must be notified of their right to appeal the findings or determinations, and of the procedures and requirements for an appeal:

- The complainant may appeal in writing to the **MCAA Airport Director.**
- The written appeal must be received **within ten** 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 **MCAA Airport Director** will issue a final written decision in response to the appeal.

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

Intimidation and Retaliation Prohibited. MCAA 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 the Title VI Coordinator, Lynn Fagan, at [lfagan@flymissoula.com](mailto:lfagan@flymissoula.com) or (406) 728-4381.

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

#### **Website, In-person, and Other Distribution Methods**

**1** Airport website at <https://flymissoula.com/reports-and-statistics>.

**2** MCAA Administration office, Missoula Montana Airport Terminal, Third Floor.

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## **14. Population / Language Data**

See Attachments:

- American Community Survey, Table S1701, Missoula County
- American Community Survey, Table S1701, City of Missoula
- American Community Survey, Table B16001, Missoula County
- American Community Survey, Table B16001, City of Missoula

## **15. Completed Unlawful Discrimination Poster**

See Attachment 5.

## Poverty Status in the Past 12 Months



**Note: The table shown may have been modified by user selections. Some information may be missing.**

### DATA NOTES

TABLE ID:	S1701
SURVEY/PROGRAM:	American Community Survey
VINTAGE:	2022
DATASET:	ACSST1Y2022
PRODUCT:	ACS 1-Year Estimates Subject Tables
UNIVERSE:	None
MLA:	U.S. Census Bureau. "Poverty Status in the Past 12 Months." American Community Survey, ACS 1-Year Estimates Subject Tables, Table S1701, 2022, <a href="https://data.census.gov/table/ACSST1Y2022.S1701?q=S1701&amp;g=050XX00US30063">https://data.census.gov/table/ACSST1Y2022.S1701?q=S1701&amp;g=050XX00US30063</a> . Accessed on January 3, 2024.
FTP URL:	None
API URL:	<a href="https://api.census.gov/data/2022/acs/acs1/subject">https://api.census.gov/data/2022/acs/acs1/subject</a>

### USER SELECTIONS

TABLES	S1701
GEOS	Missoula County, Montana

**EXCLUDED COLUMNS** None

**APPLIED FILTERS** None

**APPLIED SORTS** None

### PIVOT & GROUPING

PIVOT COLUMNS	None
PIVOT MODE	Off
ROW GROUPS	None

Table: ACSST1Y2022.S1701

VALUE COLUMNS	None
WEB ADDRESS	<a href="https://data.census.gov/table/ACSST1Y2022.S1701?q=S1701&amp;g=050XX00US30063">https://data.census.gov/table/ACSST1Y2022.S1701?q=S1701&amp;g=050XX00US30063</a>
TABLE NOTES	<p>Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, the decennial census is the official source of population totals for April 1st of each decennial year. In between censuses, the Census Bureau's Population Estimates Program produces and disseminates the official estimates of the population for the nation, states, counties, cities, and towns and estimates of housing units for states and counties.</p> <p>Information about the American Community Survey (ACS) can be found on the ACS website. Supporting documentation including code lists, subject definitions, data accuracy, and statistical testing, and a full list of ACS tables and table shells (without estimates) can be found on the Technical Documentation section of the ACS website.</p> <p>Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.</p> <p>Source: U.S. Census Bureau, 2022 American Community Survey 1-Year Estimates</p> <p>Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see ACS Technical Documentation). The effect of nonsampling error is not represented in these tables.</p> <p>Dollar amounts are adjusted to respective calendar years. For more information, see: Change to Income Deficit.</p> <p>The 2022 American Community Survey (ACS) data generally reflect the March 2020 Office of Management and Budget (OMB) delineations of metropolitan and micropolitan statistical areas. In certain instances the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB delineations due to differences in the effective dates of the geographic entities.</p>

Table: ACSST1Y2022.S1701

	<p>Estimates of urban and rural populations, housing units, and characteristics reflect boundaries of urban areas defined based on 2020 Census data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.</p>
	<p>Explanation of Symbols:- The estimate could not be computed because there were an insufficient number of sample observations. For a ratio of medians estimate, one or both of the median estimates falls in the lowest interval or highest interval of an open-ended distribution. For a 5-year median estimate, the margin of error associated with a median was larger than the median itself.N The estimate or margin of error cannot be displayed because there were an insufficient number of sample cases in the selected geographic area. (X) The estimate or margin of error is not applicable or not available.median- The median falls in the lowest interval of an open-ended distribution (for example "2,500-")median+ The median falls in the highest interval of an open-ended distribution (for example "250,000+").** The margin of error could not be computed because there were an insufficient number of sample observations.*** The margin of error could not be computed because the median falls in the lowest interval or highest interval of an open-ended distribution.***** A margin of error is not appropriate because the corresponding estimate is controlled to an independent population or housing estimate. Effectively, the corresponding estimate has no sampling error and the margin of error may be treated as zero.</p>
<b>COLUMN NOTES</b>	None

Table: ACSST1Y2022.S1701

Missoula County, Montana						
	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	118,465	±68	9,386	±2,069	7.9%	±1.7
AGE						
Under 18 years	21,437	±31	794	±576	3.7%	±2.7
Under 5 years	5,542	±474	37	±48	0.7%	±0.9
5 to 17 years	15,895	±473	757	±572	4.8%	±3.6
Related children of householder under 18 years	21,261	±295	631	±551	3.0%	±2.6
18 to 64 years	76,508	±362	6,240	±1,539	8.2%	±2.0
18 to 34 years	33,464	±717	3,496	±1,131	10.4%	±3.3
35 to 64 years	43,044	±726	2,744	±935	6.4%	±2.2
60 years and over	27,357	±853	2,806	±987	10.3%	±3.6
65 years and over	20,520	±346	2,352	±918	11.5%	±4.5
SEX						
Male	59,596	±928	4,318	±1,235	7.2%	±2.1
Female	58,869	±940	5,068	±1,327	8.6%	±2.3
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	104,610	±1,155	8,098	±1,802	7.7%	±1.7
Black or African American alone	N	N	N	N	N	N
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	7,738	±2,014	948	±571	12.3%	±7.8
Hispanic or Latino origin (of any race)	N	N	N	N	N	N
White alone, not Hispanic or Latino	103,150	±958	8,015	±1,802	7.8%	±1.7
EDUCATIONAL ATTAINMENT						
Population 25 years and over	82,192	±585	5,774	±1,381	7.0%	±1.7
Less than high school graduate	2,447	±833	684	±403	28.0%	±14.3
High school graduate (includes equivalency)	15,384	±1,657	1,362	±578	8.9%	±3.7
Some college, associate's degree	25,331	±2,504	2,188	±932	8.6%	±3.5
Bachelor's degree or higher	39,030	±2,550	1,540	±749	3.9%	±1.9
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	70,180	±1,993	4,004	±1,291	5.7%	±1.8
Employed	68,184	±2,064	3,152	±1,072	4.6%	±1.6
Male	34,730	±1,555	1,341	±693	3.9%	±2.0
Female	33,454	±1,387	1,811	±742	5.4%	±2.2
Unemployed	1,996	±704	852	±474	42.7%	±21.3
Male	1,130	±526	484	±331	42.8%	±22.5
Female	866	±456	368	±307	42.5%	±33.9
WORK EXPERIENCE						
Population 16 years and over	98,974	±526	8,642	±1,835	8.7%	±1.8
Worked full-time, year-round in the past 12 months	46,120	±2,872	949	±659	2.1%	±1.4
Worked part-time or part-year in the past 12 months	27,546	±2,697	3,264	±1,132	11.8%	±3.7
Did not work	25,308	±1,731	4,429	±1,196	17.5%	±4.6
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	4,153	±1,247	(X)	(X)	(X)	(X)
125 percent of poverty level	13,688	±2,118	(X)	(X)	(X)	(X)
150 percent of poverty level	22,806	±3,575	(X)	(X)	(X)	(X)
185 percent of poverty level	29,415	±3,940	(X)	(X)	(X)	(X)
200 percent of poverty level	32,310	±4,008	(X)	(X)	(X)	(X)
300 percent of poverty level	52,729	±4,601	(X)	(X)	(X)	(X)
400 percent of poverty level	70,203	±4,923	(X)	(X)	(X)	(X)
500 percent of poverty level	86,477	±3,985	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Male	19,287	±2,023	3,142	±985	16.3%	±4.6
Female	18,340	±1,759	3,852	±1,089	21.0%	±5.4
15 years	163	±293	163	±293	100.0%	±47.8
16 to 17 years	13	±21	0	±182	0.0%	±100.0
18 to 24 years	8,112	±1,177	2,556	±964	31.5%	±10.4
25 to 34 years	9,527	±1,419	387	±239	4.1%	±2.4
35 to 44 years	3,776	±1,028	409	±218	10.8%	±5.9
45 to 54 years	4,040	±1,209	734	±437	18.2%	±10.3
55 to 64 years	3,808	±1,025	710	±396	18.6%	±10.8
65 to 74 years	4,625	±847	1,244	±640	26.9%	±11.7
75 years and over	3,563	±757	791	±557	22.2%	±13.9
Mean income deficit for unrelated individuals (dollars)	8,175	±1,283	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	17,395	±2,662	878	±646	5.0%	±3.6
Worked less than full-time, year-round in the past 12 months	10,916	±1,994	2,453	±957	22.5%	±7.0
Did not work	9,316	±1,393	3,663	±1,135	39.3%	±9.5
Population in housing units for whom poverty status is determined	117,884	±71	9,312	±2,069	7.9%	±1.8

<b>Poverty Status in the Past 12 Months</b>		<b>United States<sup>®</sup> Census Bureau</b>
<b>Note: The table shown may have been modified by user selections. Some information may be missing.</b>		
<b>DATA NOTES</b>		
TABLE ID:	S1701	
SURVEY/PROGRAM:	American Community Survey	
VINTAGE:	2022	
DATASET:	ACSST1Y2022	
PRODUCT:	ACS 1-Year Estimates Subject Tables	
UNIVERSE:	None	
MLA:	U.S. Census Bureau. "Poverty Status in the Past 12 Months." American Community Survey, ACS 1-Year Estimates Subject Tables, Table S1701, 2022, <a href="https://data.census.gov/table/ACSST1Y2022.S1701?q=S1701&amp;g=160XX00US3050200">https://data.census.gov/table/ACSST1Y2022.S1701?q=S1701&amp;g=160XX00US3050200</a> . Accessed on January 3, 2024.	
FTP URL:	None	
API URL:	<a href="https://api.census.gov/data/2022/acs/acs1/subject">https://api.census.gov/data/2022/acs/acs1/subject</a>	
<b>USER SELECTIONS</b>		
TABLES	S1701	
GEOS	Missoula city, Montana	
<b>EXCLUDED COLUMNS</b>		
	None	
<b>APPLIED FILTERS</b>		
	None	
<b>APPLIED SORTS</b>		
	None	
<b>PIVOT &amp; GROUPING</b>		
PIVOT COLUMNS	None	
PIVOT MODE	Off	
ROW GROUPS	None	

Table: ACSST1Y2022.S1701

<b>VALUE COLUMNS</b>	None
<b>WEB ADDRESS</b>	<a href="https://data.census.gov/table/ACSST1Y2022.S1701?q=S1701&amp;g=160XX00US3050200">https://data.census.gov/table/ACSST1Y2022.S1701?q=S1701&amp;g=160XX00US3050200</a>
<b>TABLE NOTES</b>	<p>Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, the decennial census is the official source of population totals for April 1st of each decennial year. In between censuses, the Census Bureau's Population Estimates Program produces and disseminates the official estimates of the population for the nation, states, counties, cities, and towns and estimates of housing units for states and counties.</p> <p>Information about the American Community Survey (ACS) can be found on the ACS website. Supporting documentation including code lists, subject definitions, data accuracy, and statistical testing, and a full list of ACS tables and table shells (without estimates) can be found on the Technical Documentation section of the ACS website.</p> <p>Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.</p> <p>Source: U.S. Census Bureau, 2022 American Community Survey 1-Year Estimates</p> <p>Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see ACS Technical Documentation). The effect of nonsampling error is not represented in these tables.</p> <p>Dollar amounts are adjusted to respective calendar years. For more information, see: Change to Income Deficit.</p> <p>The 2022 American Community Survey (ACS) data generally reflect the March 2020 Office of Management and Budget (OMB) delineations of metropolitan and micropolitan statistical areas. In certain instances the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB delineations due to differences in the effective dates of the geographic entities.</p>

Table: ACSST1Y2022.S1701

	<p>Estimates of urban and rural populations, housing units, and characteristics reflect boundaries of urban areas defined based on 2020 Census data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.</p>
	<p>Explanation of Symbols:- The estimate could not be computed because there were an insufficient number of sample observations. For a ratio of medians estimate, one or both of the median estimates falls in the lowest interval or highest interval of an open-ended distribution. For a 5-year median estimate, the margin of error associated with a median was larger than the median itself.N The estimate or margin of error cannot be displayed because there were an insufficient number of sample cases in the selected geographic area. (X) The estimate or margin of error is not applicable or not available.median- The median falls in the lowest interval of an open-ended distribution (for example "2,500-")median+ The median falls in the highest interval of an open-ended distribution (for example "250,000+").** The margin of error could not be computed because there were an insufficient number of sample observations.*** The margin of error could not be computed because the median falls in the lowest interval or highest interval of an open-ended distribution.***** A margin of error is not appropriate because the corresponding estimate is controlled to an independent population or housing estimate. Effectively, the corresponding estimate has no sampling error and the margin of error may be treated as zero.</p>
<b>COLUMN NOTES</b>	None

Table: ACSST1Y2022.S1701

Missoula city, Montana						
	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	74,486	±82	6,816	±1,825	9.2%	±2.5
AGE						
Under 18 years	11,477	±1,038	381	±452	3.3%	±4.0
Under 5 years	2,092	±566	0	±182	0.0%	±6.4
5 to 17 years	9,385	±968	381	±452	4.1%	±4.9
Related children of householder under 18 years	11,477	±1,038	381	±452	3.3%	±4.0
18 to 64 years	51,730	±1,238	4,987	±1,376	9.6%	±2.6
18 to 34 years	26,634	±1,399	3,235	±1,112	12.1%	±4.2
35 to 64 years	25,096	±1,272	1,752	±811	7.0%	±3.2
60 years and over	14,635	±1,655	1,757	±794	12.0%	±5.2
65 years and over	11,279	±1,370	1,448	±729	12.8%	±6.3
SEX						
Male	37,627	±1,275	3,059	±1,046	8.1%	±2.8
Female	36,859	±1,290	3,757	±1,146	10.2%	±3.1
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	65,449	±1,402	6,103	±1,646	9.3%	±2.5
Black or African American alone	N	N	N	N	N	N
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	N	N	N	N	N	N
Hispanic or Latino origin (of any race)	N	N	N	N	N	N
White alone, not Hispanic or Latino	64,394	±1,453	6,020	±1,649	9.3%	±2.6
EDUCATIONAL ATTAINMENT						
Population 25 years and over	50,987	±1,335	3,832	±1,186	7.5%	±2.3
Less than high school graduate	1,714	±684	611	±400	35.6%	±19.1
High school graduate (includes equivalency)	7,283	±1,458	508	±328	7.0%	±4.4
Some college, associate's degree	15,843	±1,944	1,468	±753	9.3%	±4.5
Bachelor's degree or higher	26,147	±1,986	1,245	±721	4.8%	±2.7
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	47,886	±1,816	3,404	±1,174	7.1%	±2.4

Table: ACSST1Y2022.S1701

Missoula city, Montana						
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Employed	46,845	±1,813	2,878	±1,058	6.1%	±2.2
Male	23,569	±1,554	1,188	±673	5.0%	±2.8
Female	23,276	±1,218	1,690	±724	7.3%	±3.0
Unemployed	1,041	±442	526	±356	50.5%	±24.4
Male	636	±372	284	±244	44.7%	±30.4
Female	405	±306	242	±258	59.8%	±37.7
WORK EXPERIENCE						
Population 16 years and over	64,204	±1,124	6,435	±1,646	10.0%	±2.6
Worked full-time, year-round in the past 12 months	30,600	±2,342	907	±652	3.0%	±2.1
Worked part-time or part-year in the past 12 months	19,238	±2,316	2,672	±1,025	13.9%	±4.8
Did not work	14,366	±1,625	2,856	±945	19.9%	±6.4
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	2,870	±1,086	(X)	(X)	(X)	(X)
125 percent of poverty level	9,486	±1,834	(X)	(X)	(X)	(X)
150 percent of poverty level	15,320	±2,674	(X)	(X)	(X)	(X)
185 percent of poverty level	19,952	±2,885	(X)	(X)	(X)	(X)
200 percent of poverty level	21,894	±2,732	(X)	(X)	(X)	(X)
300 percent of poverty level	35,471	±3,336	(X)	(X)	(X)	(X)
400 percent of poverty level	47,220	±3,402	(X)	(X)	(X)	(X)
500 percent of poverty level	56,464	±3,099	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	29,402	±2,531	5,289	±1,365	18.0%	±4.2
Male	14,895	±1,636	2,255	±789	15.1%	±5.1
Female	14,507	±1,639	3,034	±987	20.9%	±6.0
15 years	0	±182	0	±182	-	**
16 to 17 years	0	±182	0	±182	-	**
18 to 24 years	7,284	±1,203	2,556	±964	35.1%	±11.7
25 to 34 years	8,828	±1,376	373	±239	4.2%	±2.6
35 to 44 years	2,920	±856	348	±202	11.9%	±7.3
45 to 54 years	2,841	±869	515	±406	18.1%	±13.0
55 to 64 years	1,869	±635	313	±312	16.7%	±15.0
65 to 74 years	3,259	±728	635	±418	19.5%	±11.2
75 years and over	2,401	±722	549	±485	22.9%	±18.7
Mean income deficit for unrelated individuals (dollars)	7,480	±1,557	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	14,053	±2,263	850	±641	6.0%	±4.3
Worked less than full-time, year-round in the past 12 months	8,859	±1,831	2,049	±848	23.1%	±7.9

Table: ACSST1Y2022.S1701

	Missoula city, Montana					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Did not work	6,490	±1,200	2,390	±874	36.8%	±11.4
Population in housing units for whom poverty status is determined	74,041	±83	6,744	±1,826	9.1%	±2.5

<b>LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER</b>		<b>United States<sup>®</sup> Census Bureau</b>
<b>Note:</b> The table shown may have been modified by user selections. Some information may be missing.		
<b>DATA NOTES</b>		
TABLE ID:	B16001	
SURVEY/PROGRAM:	American Community Survey	
VINTAGE:	2015	
DATASET:	ACSDT5Y2015	
PRODUCT:	ACS 5-Year Estimates Detailed Tables	
UNIVERSE:	Population 5 years and over	
MLA:	U.S. Census Bureau. "LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER." American Community Survey, ACS 5-Year Estimates Detailed Tables, Table B16001, 2015, <a href="https://data.census.gov/table/ACSDT5Y2015.B16001?q=B16001&amp;g=160XX00US3050200">https://data.census.gov/table/ACSDT5Y2015.B16001?q=B16001&amp;g=160XX00US3050200</a> . Accessed on January 3, 2024.	
FTP URL:	<a href="https://www2.census.gov/programs-surveys/acs/summary_file/2015/data/">https://www2.census.gov/programs-surveys/acs/summary_file/2015/data/</a>	
API URL:	<a href="https://api.census.gov/data/2015/acs/acs5">https://api.census.gov/data/2015/acs/acs5</a>	
<b>USER SELECTIONS</b>		
TABLES	B16001	
GEOS	Missoula city, Montana	
<b>EXCLUDED COLUMNS</b>		
	None	
<b>APPLIED FILTERS</b>		
	None	
<b>APPLIED SORTS</b>		
	None	
<b>PIVOT &amp; GROUPING</b>		
PIVOT COLUMNS	None	

Table: ACSDT5Y2015.B16001

<b>PIVOT MODE</b>	Off
<b>ROW GROUPS</b>	None
<b>VALUE COLUMNS</b>	None
<b>WEB ADDRESS</b>	<a href="https://data.census.gov/table/ACSDT5Y2015.B16001?q=B16001&amp;g=160XX00US3050200">https://data.census.gov/table/ACSDT5Y2015.B16001?q=B16001&amp;g=160XX00US3050200</a>
<b>TABLE NOTES</b>	<p>Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Data and Documentation section.</p> <p>Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.</p> <p>Tell us what you think. Provide feedback to help make American Community Survey data more useful for you.</p> <p>Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population for the nation, states, counties, cities and towns and estimates of housing units for states and counties.</p>

Table: ACSDT5Y2015.B16001

	<p>Explanation of Symbols: * An "***" entry in the margin of error column indicates that either no sample observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical test is not appropriate.</p> <p>* An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution.</p> <p>* An "-" following a median estimate means the median falls in the lowest interval of an open-ended distribution.</p> <p>* An "+" following a median estimate means the median falls in the upper interval of an open-ended distribution.</p> <p>* An "****" entry in the margin of error column indicates that the median falls in the lowest interval or upper interval of an open-ended distribution. A statistical test is not appropriate.</p> <p>* An "*****" entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.</p> <p>* An "N" entry in the estimate and margin of error columns indicates that data for this geographic area cannot be displayed because the number of sample cases is too small.</p> <p>* An "(X)" means that the estimate is not applicable or not available.</p>
	<p>Estimates of urban and rural population, housing units, and characteristics reflect boundaries of urban areas defined based on Census 2010 data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.</p>

Table: ACSDT5Y2015.B16001

	While the 2011-2015 American Community Survey (ACS) data generally reflect the February 2013 Office of Management and Budget (OMB) definitions of metropolitan and micropolitan statistical areas; in certain instances the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB definitions due to differences in the effective dates of the geographic entities.
	Methodological changes to data collection in 2013 may have affected language data for 2013. Users should be aware of these changes when using multi-year data containing data from 2013. For more information, see: Language User Note.
	Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see Accuracy of the Data). The effect of nonsampling error is not represented in these tables.
	Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates
<b>COLUMN NOTES</b>	None

Table: ACSDT5Y2015.B16001

	Missoula city, Montana	
Label	Estimate	Margin of Error
Total:	65,678	±364
Speak only English	62,310	±615
Spanish or Spanish Creole:	1,307	±298
Speak English "very well"	1,139	±296
Speak English less than "very well"	168	±96
French (incl. Patois, Cajun):	238	±119
Speak English "very well"	149	±100
Speak English less than "very well"	89	±62
French Creole:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23
Italian:	78	±54
Speak English "very well"	52	±45
Speak English less than "very well"	26	±33
Portuguese or Portuguese Creole:	19	±20
Speak English "very well"	0	±23
Speak English less than "very well"	19	±20
German:	342	±175
Speak English "very well"	334	±174
Speak English less than "very well"	8	±13
Yiddish:	10	±15
Speak English "very well"	10	±15

Table: ACSDT5Y2015.B16001

	Missoula city, Montana	
Label	Estimate	Margin of Error
Speak English less than "very well"	0	±23
Other West Germanic languages:	37	±41
Speak English "very well"	37	±41
Speak English less than "very well"	0	±23
Scandinavian languages:	68	±64
Speak English "very well"	68	±64
Speak English less than "very well"	0	±23
Greek:	26	±28
Speak English "very well"	0	±23
Speak English less than "very well"	26	±28
Russian:	57	±72
Speak English "very well"	0	±23
Speak English less than "very well"	57	±72
Polish:	16	±25
Speak English "very well"	16	±25
Speak English less than "very well"	0	±23
Serbo-Croatian:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23
Other Slavic languages:	13	±16
Speak English "very well"	9	±14

Table: ACSDT5Y2015.B16001

	Missoula city, Montana	
Label	Estimate	Margin of Error
Speak English less than "very well"	4	±7
Armenian:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23
Persian:	28	±47
Speak English "very well"	15	±24
Speak English less than "very well"	13	±24
Gujarati:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23
Hindi:	71	±98
Speak English "very well"	71	±98
Speak English less than "very well"	0	±23
Urdu:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23
Other Indic languages:	13	±21
Speak English "very well"	13	±21
Speak English less than "very well"	0	±23
Other Indo-European languages:	18	±30
Speak English "very well"	18	±30

Table: ACSDT5Y2015.B16001

	Missoula city, Montana	
Label	Estimate	Margin of Error
Speak English less than "very well"	0	±23
Chinese:	233	±140
Speak English "very well"	110	±84
Speak English less than "very well"	123	±81
Japanese:	118	±88
Speak English "very well"	0	±23
Speak English less than "very well"	118	±88
Korean:	222	±129
Speak English "very well"	73	±69
Speak English less than "very well"	149	±79
Mon-Khmer, Cambodian:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23
Hmong:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23
Thai:	23	±37
Speak English "very well"	23	±37
Speak English less than "very well"	0	±23
Laotian:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23

Table: ACSDT5Y2015.B16001

	Missoula city, Montana	
Label	Estimate	Margin of Error
Vietnamese:	73	±82
Speak English "very well"	0	±23
Speak English less than "very well"	73	±82
Other Asian languages:	3	±8
Speak English "very well"	0	±23
Speak English less than "very well"	3	±8
Tagalog:	101	±108
Speak English "very well"	8	±13
Speak English less than "very well"	93	±108
Other Pacific Island languages:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23
Navajo:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23
Other Native North American languages:	34	±37
Speak English "very well"	34	±37
Speak English less than "very well"	0	±23
Hungarian:	11	±18
Speak English "very well"	11	±18
Speak English less than "very well"	0	±23
Arabic:	115	±97

Table: ACSDT5Y2015.B16001

	Missoula city, Montana	
Label	Estimate	Margin of Error
Speak English "very well"	34	±45
Speak English less than "very well"	81	±89
Hebrew:	77	±96
Speak English "very well"	77	±96
Speak English less than "very well"	0	±23
African languages:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23
Other and unspecified languages:	17	±19
Speak English "very well"	8	±12
Speak English less than "very well"	9	±14

<b>LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER</b>		<b>United States<sup>®</sup> Census Bureau</b>
<b>Note:</b> The table shown may have been modified by user selections. Some information may be missing.		
<b>DATA NOTES</b>		
TABLE ID:	B16001	
SURVEY/PROGRAM:	American Community Survey	
VINTAGE:	2015	
DATASET:	ACSDT5Y2015	
PRODUCT:	ACS 5-Year Estimates Detailed Tables	
UNIVERSE:	Population 5 years and over	
MLA:	U.S. Census Bureau. "LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER." American Community Survey, ACS 5-Year Estimates Detailed Tables, Table B16001, 2015, <a href="https://data.census.gov/table/ACSDT5Y2015.B16001?q=B16001&amp;g=050XX00US30063">https://data.census.gov/table/ACSDT5Y2015.B16001?q=B16001&amp;g=050XX00US30063</a> . Accessed on January 3, 2024.	
FTP URL:	<a href="https://www2.census.gov/programs-surveys/acs/summary_file/2015/data/">https://www2.census.gov/programs-surveys/acs/summary_file/2015/data/</a>	
API URL:	<a href="https://api.census.gov/data/2015/acs/acs5">https://api.census.gov/data/2015/acs/acs5</a>	
<b>USER SELECTIONS</b>		
TABLES	B16001	
GEOS	Missoula County, Montana	
<b>EXCLUDED COLUMNS</b>		
	None	
<b>APPLIED FILTERS</b>		
	None	
<b>APPLIED SORTS</b>		
	None	
<b>PIVOT &amp; GROUPING</b>		
PIVOT COLUMNS	None	

Table: ACSDT5Y2015.B16001

<b>PIVOT MODE</b>	Off
<b>ROW GROUPS</b>	None
<b>VALUE COLUMNS</b>	None
<b>WEB ADDRESS</b>	<a href="https://data.census.gov/table/ACSDT5Y2015.B16001?q=B16001&amp;g=050XX00US30063">https://data.census.gov/table/ACSDT5Y2015.B16001?q=B16001&amp;g=050XX00US30063</a>
<b>TABLE NOTES</b>	<p>Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Data and Documentation section.</p> <p>Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.</p> <p>Tell us what you think. Provide feedback to help make American Community Survey data more useful for you.</p> <p>Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population for the nation, states, counties, cities and towns and estimates of housing units for states and counties.</p>

Table: ACSDT5Y2015.B16001

	<p>Explanation of Symbols: * An "***" entry in the margin of error column indicates that either no sample observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical test is not appropriate.</p> <p>* An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution.</p> <p>* An "-" following a median estimate means the median falls in the lowest interval of an open-ended distribution.</p> <p>* An "+" following a median estimate means the median falls in the upper interval of an open-ended distribution.</p> <p>* An "****" entry in the margin of error column indicates that the median falls in the lowest interval or upper interval of an open-ended distribution. A statistical test is not appropriate.</p> <p>* An "*****" entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.</p> <p>* An "N" entry in the estimate and margin of error columns indicates that data for this geographic area cannot be displayed because the number of sample cases is too small.</p> <p>* An "(X)" means that the estimate is not applicable or not available.</p>
	<p>Estimates of urban and rural population, housing units, and characteristics reflect boundaries of urban areas defined based on Census 2010 data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.</p>

Table: ACSDT5Y2015.B16001

	While the 2011-2015 American Community Survey (ACS) data generally reflect the February 2013 Office of Management and Budget (OMB) definitions of metropolitan and micropolitan statistical areas; in certain instances the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB definitions due to differences in the effective dates of the geographic entities.
	Methodological changes to data collection in 2013 may have affected language data for 2013. Users should be aware of these changes when using multi-year data containing data from 2013. For more information, see: Language User Note.
	Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see Accuracy of the Data). The effect of nonsampling error is not represented in these tables.
	Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates
<b>COLUMN NOTES</b>	None

Table: ACSDT5Y2015.B16001

	<b>Missoula County, Montana</b>	
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>
Total:	105,992	±155
Speak only English	101,343	±638
Spanish or Spanish Creole:	1,957	±373
Speak English "very well"	1,660	±346
Speak English less than "very well"	297	±120
French (incl. Patois, Cajun):	305	±128
Speak English "very well"	216	±110
Speak English less than "very well"	89	±62
French Creole:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23
Italian:	107	±67
Speak English "very well"	81	±61
Speak English less than "very well"	26	±33
Portuguese or Portuguese Creole:	19	±20
Speak English "very well"	0	±23
Speak English less than "very well"	19	±20
German:	499	±205
Speak English "very well"	475	±199
Speak English less than "very well"	24	±30
Yiddish:	10	±15
Speak English "very well"	10	±15

Table: ACSDT5Y2015.B16001

	Missoula County, Montana	
Label	Estimate	Margin of Error
Speak English less than "very well"	0	±23
Other West Germanic languages:	62	±43
Speak English "very well"	62	±43
Speak English less than "very well"	0	±23
Scandinavian languages:	107	±85
Speak English "very well"	107	±85
Speak English less than "very well"	0	±23
Greek:	26	±28
Speak English "very well"	0	±23
Speak English less than "very well"	26	±28
Russian:	91	±80
Speak English "very well"	20	±30
Speak English less than "very well"	71	±75
Polish:	18	±25
Speak English "very well"	16	±25
Speak English less than "very well"	2	±3
Serbo-Croatian:	2	±3
Speak English "very well"	2	±3
Speak English less than "very well"	0	±23
Other Slavic languages:	36	±28
Speak English "very well"	24	±27

Table: ACSDT5Y2015.B16001

	Missoula County, Montana	
Label	Estimate	Margin of Error
Speak English less than "very well"	12	±15
Armenian:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23
Persian:	28	±47
Speak English "very well"	15	±24
Speak English less than "very well"	13	±24
Gujarati:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23
Hindi:	71	±98
Speak English "very well"	71	±98
Speak English less than "very well"	0	±23
Urdu:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23
Other Indic languages:	13	±21
Speak English "very well"	13	±21
Speak English less than "very well"	0	±23
Other Indo-European languages:	29	±32
Speak English "very well"	29	±32

Table: ACSDT5Y2015.B16001

	Missoula County, Montana	
Label	Estimate	Margin of Error
Speak English less than "very well"	0	±23
Chinese:	275	±147
Speak English "very well"	142	±89
Speak English less than "very well"	133	±85
Japanese:	161	±93
Speak English "very well"	0	±23
Speak English less than "very well"	161	±93
Korean:	251	±140
Speak English "very well"	73	±69
Speak English less than "very well"	178	±93
Mon-Khmer, Cambodian:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23
Hmong:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23
Thai:	26	±38
Speak English "very well"	23	±37
Speak English less than "very well"	3	±6
Laotian:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23

Table: ACSDT5Y2015.B16001

	Missoula County, Montana	
Label	Estimate	Margin of Error
Vietnamese:	73	±82
Speak English "very well"	0	±23
Speak English less than "very well"	73	±82
Other Asian languages:	3	±8
Speak English "very well"	0	±23
Speak English less than "very well"	3	±8
Tagalog:	156	±123
Speak English "very well"	27	±27
Speak English less than "very well"	129	±124
Other Pacific Island languages:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23
Navajo:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23
Other Native North American languages:	104	±81
Speak English "very well"	104	±81
Speak English less than "very well"	0	±23
Hungarian:	11	±18
Speak English "very well"	11	±18
Speak English less than "very well"	0	±23
Arabic:	115	±97

Table: ACSDT5Y2015.B16001

	Missoula County, Montana	
Label	Estimate	Margin of Error
Speak English "very well"	34	±45
Speak English less than "very well"	81	±89
Hebrew:	77	±96
Speak English "very well"	77	±96
Speak English less than "very well"	0	±23
African languages:	0	±23
Speak English "very well"	0	±23
Speak English less than "very well"	0	±23
Other and unspecified languages:	17	±19
Speak English "very well"	8	±12
Speak English less than "very well"	9	±14

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## **Unlawful Discrimination**

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

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

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

Coordinator:  
Phone:  
Address:

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## **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:  
Teléfono:  
Dirección:



U.S. Department of Transportation  
**Federal Aviation Administration**