

# Airport Sponsor Title VI Plan

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

The Seattle Paine Field International Airport (PAE) 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.

PAE further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs are federally funded or not, including any programs or activities of our sub-recipients. PAE 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, PAE will take action to involve them and the general public in the decision-making process.

PAE 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 PAE and each tenant, contractor, and concessionaire, as well as in any similar agreements with their own sub-tenants and sub-contractors.

Christy Cheever, available at 425.388.5101 and [christy.cheever@snoco.org](mailto:christy.cheever@snoco.org), is responsible for overseeing the PAE’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.

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*Signature*  
**Joshua Marcy**  
**Airport Director**

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**December 23, 2024**  
**Effective Date**

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**December 23, 2027**  
**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

Snohomish County will review and adopt this Title VI Plan for PAE. 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 Snohomish County and resubmittal to FAA.

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

<b>Staff Supporting Title VI Program</b>	<b>Airport Sponsor Program / Office</b>
Kristin Banfield	Airport PIO
Paula Bond	Financial Analyst
Kevin Latschaw	Engineering Manager

PAE has the following airport program sub-recipients:

<b>Sub-Recipients</b>
None

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

<b>Federal Source</b>	<b>Grant Number</b>	<b>Amount</b>
AIP	3-53-0028-067	\$1,388,889

“In addition, PAE’s sub-recipients have the following pending applications for Federal financial assistance (either directly from the FAA, or passed through the State DOT):

<b>Federal Source</b>	<b>Grant Number</b>	<b>Amount</b>
None		

Updated information for pending and awarded grant applications will be available through

the following methods:

Federal Source	Grant Award Information Available at:
FAA AIP	<a href="https://www.faa.gov/airports/aip/">https://www.faa.gov/airports/aip/</a>

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

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

PAE 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 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/).
- b. PAE 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**

- The Contractor may utilize the services of specialty subcontractors on those parts of the work that under normal contracting practices are performed by specialty contractors. The Contractor shall not award any work to any subcontractor without prior written approval of the Owner that approval will not be given until the Contractor submits to the Owner a written statement concerning the proposed award to the subcontractor, that statement shall contain such information as the Owner may require.

The Contractor shall be as fully responsible to the Owner for the acts and omissions of their subcontractors, and of persons either directly or indirectly employed by them, as the Contractor is for the acts or omissions of persons directly employed by the Contractor.

The Contractor shall cause appropriate provisions to be inserted in all subcontracts relative to the work to bind subcontractors to the Contractor by the terms of the General Conditions and other contract documents insofar as applicable to the work of subcontractors and to give the Contractor the same power as regards terminating any subcontract that the Owner may exercise over the Contractor under any provisions of the contract documents.

- Subcontracts are approved on a case-by-case basis as deemed appropriate.
- 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 PAE is in compliance with nondiscrimination requirements of Title VI and reports to PAE 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 PAE'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)

PAE 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>2</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.

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

PAE will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan *will be* distributed by 12/31/2024 by *email*.

<b>Terminal/FBO/Concessions/ Other Locations</b>	<b>Quantity in Pre- Security Area</b>	<b>Quantity in Post-Security Area</b>	<b>Additional Quantities</b>
Paine Field Administration Building	1		
Propeller Terminal	2	2	
Propeller Aero Services (FBO)	1		
Regal Aviation	1		
James Bay Distillery	1		
Rainier Flight Service	1		
Hilton Hotel	1		
Edmonds Community College (WATR)	1		
Everett Community College	1		
Future of Flight Museum - Boeing	1		
Flying Heritage & Combat Armor Museum	1		
Ride Share Lobby	1		
United Rentals	1		

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<sup>2</sup> For more information about website accessibility, please visit ADA.gov.

Concentra (U.S. Healthworks)	1		
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Posters are displayed in the terminal and other areas on airport property, including the following public locations:

Outreach to Affected Communities

PAE’s Public Information Officer 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 on PAE’s website [www.painefield.org](http://www.painefield.org). PAE’s Public Information Officer contacts leaders and representatives in Affected Communities directly to confirm effective media platforms to reach all Affected Communities<sup>3</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.

PAE will create a detailed Community Participation Plan (CPP) by December 31, 2024. A copy of the plan will be available at [www.painefield.com](http://www.painefield.com)

To ensure that the community is effectively informed of and able to participate in public hearings, the Airport Public Information Officer 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, PAE will be able to identify, understand, and engage with communities. In doing so, PAE needs to know about communities eligible to be

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<sup>3</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.

served, actually or potentially affected, benefited or burdened by PAE’s airport program.

<b>Affected Communities<sup>4</sup></b>	<b>Population</b>
Snohomish County	831,229
Island County	83,743

(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<sup>5</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,” PAE is collecting information about affected and potentially affected low-income communities. According *U.S. Census Report, S1701: Poverty Status in the Past 12 Months*, the overall poverty level for Washington State is approximately 10.0%. The poverty rate remains low compared with the rest of the country. The poverty rates for the specific Affected Communities are as follows:

<b>Affected Communities</b>	<b>Poverty Rate</b>
Snohomish County	8.6%
Island County	6.8%

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

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<sup>4</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.

<sup>5</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.

race, color, or national origin for the specific Affected Communities are as follows<sup>6</sup>:

**Affected Community: Snohomish County**  
**Total Affected Community Population: 831,229**

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
White	538,084	64.73%
Black or African American	29,900	3.60%
American Indian or Alaska Native	8,636	1.04%
Asian	109,787	13.21%
Native Hawaiian or Other Pacific Islander	5,385	.65%
Some other race alone	46,494	5.59%
More than one	92,943	11.18%

**Affected Community: Island County**  
**Total Affected Community Population: 83,743**

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
White	68,545	81.85%
Black or African American	1,916	2.29%
American Indian or Alaska Native	758	.91%
Asian	3,852	4.6%
Native Hawaiian or Other Pacific Islander	325	.39%
Some other race alone	1,619	1.93%
More than one	6,728	8.03%

**Limited English Proficiency (LEP).**

The goal of all language access planning and implementation is to ensure that PAE communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages<sup>7</sup> that are spoken in LEP households in the Affected Communities. The data source is the American Community Survey.

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>8</sup> The

<sup>6</sup> Recommend using demographic groups from the U.S. Census.

<sup>7</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>8</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.

safe harbor for our community is 39,500. Please refer to the end of this document to find data for all languages in our community.

<b>Languages Spoken by LEP Population that Meet the Safe Harbor Threshold</b>	<b>Number</b>	<b>Margin of Error</b>
<i>None</i>		

Frequency of contact with LEP individuals at the airport and airport-related activities (all languages):

<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>Chinese (incl. Mandarin, Cantonese)</i>		X		
<i>Arabic</i>	X			
<i>Korean</i>			X	
<i>French</i>	X			

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>9</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/table/ACSDT1Y2022.B16001?q=B16001">https://data.census.gov/table/ACSDT1Y2022.B16001?q=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.

**Description of Beneficiary Demographic Information Collection Methods**

- *Participants at small business workshops, pre-bid meetings, and other community or public meetings (including board 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.*

**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 PAE 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>10</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>
Inner Terminal Ramp	None
Taxiway Echo Phase I	None

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>
Reconstruct RW 16R/34L (PH 1 Design & Construction)	None
Rehabilitate East GA Apron/TW Foxtrot	None
Reconstruct Central T-Hangar Taxilanes	None
Rehabilitate Central GA Apron	None

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.

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<sup>9</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.

<sup>10</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.

The following have disparate impacts:

<b>Facilities or Construction Projects with Disparate Impacts</b>	<b>Affected Community Impacted</b>	<b>Impact Can Be Eliminated?</b>
None	None	NA

<b>Facilities or Construction Projects</b>	<b>Justification</b>
None	None

## **8. Limited English Proficiency (LEP)**

Executive Order 13166

In creating a Language Assistance Plan, PAE 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

<b>Language</b>
<i>None</i>

PAE also collects data for languages spoken by airport guests.<sup>[1]</sup> Data sources include:

<b>Data Sources for Languages Spoken by Airport Guests</b>	<b>Website link to Data Source</b>
<i>None</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 PAE 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 at:

<b>Location for Translation Assistance</b>	<b>Languages</b>
<i>Airport website</i>	<i>All above languages</i>

**Interpretation Services:**

- The following vendors have been identified for interpretation services

<b>Interpretation Vendors</b>	<b>Languages</b>
<i>None</i>	<i>N/A</i>

- Information regarding interpretation services can be obtained at:

<b>Location for Interpretation Assistance</b>	<b>Languages</b>
<i>None</i>	<i>N/A</i>

## **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.

We have coordinated with Puget Sound Regional Council to encourage them to provide transit service access between the airport and these areas. We are actively participating in discussions with Sound Transit on plans for light rail service to PAE.

The following chart identifies existing and planned transit services connecting the airport employment

centers with the identified minority and disadvantaged community areas.

Minority and/or Disadvantaged Community Areas	Transit Service	Planned or Existing
None	Fixed-route buses	Existing

**10. Minority Businesses**  
49 CFR 21 Appendix C (a)(1)(x)

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

Airport Business Opportunity	Minority Business Outreach Methods
<i>All Airport Construction Projects</i>	<i>All bids are through Snohomish County Purchasing Portal – <a href="https://snoco.procurement.com/Login?ReturnUrl=%2fBids/73c27cec-2ef3-42cf-abec-c5b68d9e0827">https://snoco.procurement.com/Login?ReturnUrl=%2fBids/73c27cec-2ef3-42cf-abec-c5b68d9e0827</a> which includes a DBE compliance program. Bids are required to include disadvantaged business mentor component for sub-contractor and follow procedures for State Minority and Woman Owned Business Enterprise Program.</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 Snohomish County Purchasing Division.

**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 annually as part of PAE's badging process.

## **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, PAE 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 (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 PAE or its sub-recipients, including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by PAE 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

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<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.

<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.

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 PAE.<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:

**Christy Cheever, Administrative Programs Manager-Title VI Coordinator**  
**9901, 24<sup>th</sup> Place W, Everett, WA 98204, 425.388.5101 [christy.cheever@snoco.org](mailto:christy.cheever@snoco.org)**

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 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 72 hours.

Initial FAA Notification. A copy of each Title VI complaint will be forwarded to the FAA within 15 days of initial receipt (not the date that the 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 upload information 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 PAE, 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 alternate dispute resolution, negotiation, and/or mediation.

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

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

- The complainant may appeal in writing to the Airport Director.
- The written appeal must be received **within 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.

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

Intimidation and Retaliation Prohibited. PAE 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 Christy Cheever.

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

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

**1** *Airport website, Title VI page at [www.painefield.com](http://www.painefield.com)*

**14. Population / Language Data**  
**B16001 and S1701**

<b><u>Snohomish County, Washington</u></b>	<b><u>5%</u></b>	<b><u>39,521</u></b>	<b><u>-</u></b>
<b><u>Label</u></b>	<b><u>Threshold</u></b>	<b><u>Estimate</u></b>	<b><u>Margin of Error</u></b>
		<b><u>Margin of Error</u></b>	<b><u>%</u></b>
<b><u>Total:</u></b>	<b><u>790,426</u></b>	<b><u>±187</u></b>	<b><u>-</u></b>
<b><u>Speak only English</u></b>	<b><u>610,601</u></b>	<b><u>±9,149</u></b>	<b><u>77.25%</u></b>
<b><u>Spanish:</u></b>	<b><u>52,978</u></b>	<b><u>±5,162</u></b>	<b><u>6.70%</u></b>
<b><u>Speak English "very well"</u></b>	<b><u>30,881</u></b>	<b><u>±3,729</u></b>	<b><u>3.91%</u></b>
<b><u>Speak English less than "very well"</u></b>	<b><u>22,097</u></b>	<b><u>±3,610</u></b>	<b><u>2.80%</u></b>
<b><u>French (incl. Cajun):</u></b>	<b><u>2,134</u></b>	<b><u>±911</u></b>	<b><u>0.27%</u></b>
<b><u>Speak English "very well"</u></b>	<b><u>1,888</u></b>	<b><u>±810</u></b>	<b><u>0.24%</u></b>
<b><u>Speak English less than "very well"</u></b>	<b><u>246</u></b>	<b><u>±246</u></b>	<b><u>0.03%</u></b>
<b><u>Haitian:</u></b>	<b><u>0</u></b>	<b><u>±214</u></b>	<b><u>0.00%</u></b>
<b><u>Speak English "very well"</u></b>	<b><u>0</u></b>	<b><u>±214</u></b>	<b><u>0.00%</u></b>
<b><u>Speak English less than "very well"</u></b>	<b><u>0</u></b>	<b><u>±214</u></b>	<b><u>0.00%</u></b>
<b><u>Italian:</u></b>	<b><u>242</u></b>	<b><u>±238</u></b>	<b><u>0.03%</u></b>
<b><u>Speak English "very well"</u></b>	<b><u>199</u></b>	<b><u>±229</u></b>	<b><u>0.03%</u></b>
<b><u>Speak English less than "very well"</u></b>	<b><u>43</u></b>	<b><u>±70</u></b>	<b><u>0.01%</u></b>
<b><u>Portuguese:</u></b>	<b><u>1,036</u></b>	<b><u>±750</u></b>	<b><u>0.13%</u></b>
<b><u>Speak English "very well"</u></b>	<b><u>960</u></b>	<b><u>±706</u></b>	<b><u>0.12%</u></b>
<b><u>Speak English less than "very well"</u></b>	<b><u>76</u></b>	<b><u>±128</u></b>	<b><u>0.01%</u></b>
<b><u>German:</u></b>	<b><u>1,450</u></b>	<b><u>±573</u></b>	<b><u>0.18%</u></b>
<b><u>Speak English "very well"</u></b>	<b><u>1,298</u></b>	<b><u>±543</u></b>	<b><u>0.16%</u></b>
<b><u>Speak English less than "very well"</u></b>	<b><u>152</u></b>	<b><u>±150</u></b>	<b><u>0.02%</u></b>
<b><u>Yiddish, Pennsylvania Dutch or other West Germanic languages:</u></b>	<b><u>613</u></b>	<b><u>±487</u></b>	<b><u>0.08%</u></b>
<b><u>Speak English "very well"</u></b>	<b><u>613</u></b>	<b><u>±487</u></b>	<b><u>0.08%</u></b>
<b><u>Speak English less than "very well"</u></b>	<b><u>0</u></b>	<b><u>±214</u></b>	<b><u>0.00%</u></b>
<b><u>Greek:</u></b>	<b><u>38</u></b>	<b><u>±64</u></b>	<b><u>0.00%</u></b>
<b><u>Speak English "very well"</u></b>	<b><u>38</u></b>	<b><u>±64</u></b>	<b><u>0.00%</u></b>
<b><u>Speak English less than "very well"</u></b>	<b><u>0</u></b>	<b><u>±214</u></b>	<b><u>0.00%</u></b>
<b><u>Russian:</u></b>	<b><u>8,629</u></b>	<b><u>±3,870</u></b>	<b><u>1.09%</u></b>

<u>Speak English "very well"</u>	<u>5,522</u>	<u>±2,968</u>	<u>0.70%</u>
<u>Speak English less than "very well"</u>	<u>3,107</u>	<u>±1,481</u>	<u>0.39%</u>
<u>Polish:</u>	<u>790</u>	<u>±792</u>	<u>0.10%</u>
<u>Speak English "very well"</u>	<u>238</u>	<u>±230</u>	<u>0.03%</u>
<u>Speak English less than "very well"</u>	<u>552</u>	<u>±735</u>	<u>0.07%</u>
<u>Serbo-Croatian:</u>	<u>427</u>	<u>±479</u>	<u>0.05%</u>
<u>Speak English "very well"</u>	<u>339</u>	<u>±367</u>	<u>0.04%</u>
<u>Speak English less than "very well"</u>	<u>88</u>	<u>±144</u>	<u>0.01%</u>
<u>Ukrainian or other Slavic languages:</u>	<u>8,194</u>	<u>±4,058</u>	<u>1.04%</u>
<u>Speak English "very well"</u>	<u>4,094</u>	<u>±2,643</u>	<u>0.52%</u>
<u>Speak English less than "very well"</u>	<u>4,100</u>	<u>±1,885</u>	<u>0.52%</u>
<u>Armenian:</u>	<u>98</u>	<u>±163</u>	<u>0.01%</u>
<u>Speak English "very well"</u>	<u>98</u>	<u>±163</u>	<u>0.01%</u>
<u>Speak English less than "very well"</u>	<u>0</u>	<u>±214</u>	<u>0.00%</u>
<u>Persian (incl. Farsi, Dari):</u>	<u>1,995</u>	<u>±1,008</u>	<u>0.25%</u>
<u>Speak English "very well"</u>	<u>998</u>	<u>±565</u>	<u>0.13%</u>
<u>Speak English less than "very well"</u>	<u>997</u>	<u>±601</u>	<u>0.13%</u>
<u>Gujarati:</u>	<u>878</u>	<u>±746</u>	<u>0.11%</u>
<u>Speak English "very well"</u>	<u>878</u>	<u>±746</u>	<u>0.11%</u>
<u>Speak English less than "very well"</u>	<u>0</u>	<u>±214</u>	<u>0.00%</u>
<u>Hindi:</u>	<u>6,868</u>	<u>±2,175</u>	<u>0.87%</u>
<u>Speak English "very well"</u>	<u>4,970</u>	<u>±1,439</u>	<u>0.63%</u>
<u>Speak English less than "very well"</u>	<u>1,898</u>	<u>±988</u>	<u>0.24%</u>
<u>Urdu:</u>	<u>2,041</u>	<u>±1,538</u>	<u>0.26%</u>
<u>Speak English "very well"</u>	<u>1,077</u>	<u>±753</u>	<u>0.14%</u>
<u>Speak English less than "very well"</u>	<u>964</u>	<u>±854</u>	<u>0.12%</u>
<u>Punjabi:</u>	<u>2,884</u>	<u>±1,384</u>	<u>0.36%</u>
<u>Speak English "very well"</u>	<u>1,318</u>	<u>±674</u>	<u>0.17%</u>
<u>Speak English less than "very well"</u>	<u>1,566</u>	<u>±936</u>	<u>0.20%</u>
<u>Bengali:</u>	<u>719</u>	<u>±441</u>	<u>0.09%</u>
<u>Speak English "very well"</u>	<u>670</u>	<u>±415</u>	<u>0.08%</u>

<u>Speak English less than "very well"</u>	<u>49</u>	<u>±80</u>	<u>0.01%</u>
<u>Nepali, Marathi, or other Indic languages:</u>	<u>1,628</u>	<u>±990</u>	<u>0.21%</u>
<u>Speak English "very well"</u>	<u>776</u>	<u>±627</u>	<u>0.10%</u>
<u>Speak English less than "very well"</u>	<u>852</u>	<u>±625</u>	<u>0.11%</u>
<u>Other Indo-European languages:</u>	<u>3,142</u>	<u>±1,459</u>	<u>0.40%</u>
<u>Speak English "very well"</u>	<u>2,620</u>	<u>±1,224</u>	<u>0.33%</u>
<u>Speak English less than "very well"</u>	<u>522</u>	<u>±396</u>	<u>0.07%</u>
<u>Telugu:</u>	<u>6,342</u>	<u>±3,163</u>	<u>0.80%</u>
<u>Speak English "very well"</u>	<u>4,532</u>	<u>±2,064</u>	<u>0.57%</u>
<u>Speak English less than "very well"</u>	<u>1,810</u>	<u>±1,412</u>	<u>0.23%</u>
<u>Tamil:</u>	<u>2,232</u>	<u>±1,189</u>	<u>0.28%</u>
<u>Speak English "very well"</u>	<u>1,971</u>	<u>±1,105</u>	<u>0.25%</u>
<u>Speak English less than "very well"</u>	<u>261</u>	<u>±311</u>	<u>0.03%</u>
<u>Malayalam, Kannada, or other Dravidian languages:</u>	<u>1,799</u>	<u>±1,518</u>	<u>0.23%</u>
<u>Speak English "very well"</u>	<u>1,696</u>	<u>±1,443</u>	<u>0.21%</u>
<u>Speak English less than "very well"</u>	<u>103</u>	<u>±169</u>	<u>0.01%</u>
<u>Chinese (incl. Mandarin, Cantonese):</u>	<u>12,350</u>	<u>±2,762</u>	<u>1.56%</u>
<u>Speak English "very well"</u>	<u>6,050</u>	<u>±1,520</u>	<u>0.77%</u>
<u>Speak English less than "very well"</u>	<u>6,300</u>	<u>±1,997</u>	<u>0.80%</u>
<u>Japanese:</u>	<u>3,205</u>	<u>±1,123</u>	<u>0.41%</u>
<u>Speak English "very well"</u>	<u>2,191</u>	<u>±770</u>	<u>0.28%</u>
<u>Speak English less than "very well"</u>	<u>1,014</u>	<u>±605</u>	<u>0.13%</u>
<u>Korean:</u>	<u>13,376</u>	<u>±3,886</u>	<u>1.69%</u>
<u>Speak English "very well"</u>	<u>5,731</u>	<u>±1,855</u>	<u>0.73%</u>
<u>Speak English less than "very well"</u>	<u>7,645</u>	<u>±2,620</u>	<u>0.97%</u>
<u>Hmong:</u>	<u>514</u>	<u>±549</u>	<u>0.07%</u>
<u>Speak English "very well"</u>	<u>243</u>	<u>±279</u>	<u>0.03%</u>
<u>Speak English less than "very well"</u>	<u>271</u>	<u>±340</u>	<u>0.03%</u>
<u>Vietnamese:</u>	<u>9,243</u>	<u>±2,803</u>	<u>1.17%</u>
<u>Speak English "very well"</u>	<u>4,094</u>	<u>±1,604</u>	<u>0.52%</u>

<u>Speak English less than "very well"</u>	<u>5,149</u>	<u>±1,600</u>	<u>0.65%</u>
<u>Khmer:</u>	<u>1,692</u>	<u>±898</u>	<u>0.21%</u>
<u>Speak English "very well"</u>	<u>482</u>	<u>±593</u>	<u>0.06%</u>
<u>Speak English less than "very well"</u>	<u>1,210</u>	<u>±669</u>	<u>0.15%</u>
<u>Thai, Lao, or other Tai-Kadai languages:</u>	<u>2,585</u>	<u>±1,751</u>	<u>0.33%</u>
<u>Speak English "very well"</u>	<u>1,445</u>	<u>±1,232</u>	<u>0.18%</u>
<u>Speak English less than "very well"</u>	<u>1,140</u>	<u>±632</u>	<u>0.14%</u>
<u>Other languages of Asia:</u>	<u>1,557</u>	<u>±1,389</u>	<u>0.20%</u>
<u>Speak English "very well"</u>	<u>1,065</u>	<u>±1,293</u>	<u>0.13%</u>
<u>Speak English less than "very well"</u>	<u>492</u>	<u>±390</u>	<u>0.06%</u>
<u>Tagalog (incl. Filipino):</u>	<u>7,848</u>	<u>±1,868</u>	<u>0.99%</u>
<u>Speak English "very well"</u>	<u>5,140</u>	<u>±1,340</u>	<u>0.65%</u>
<u>Speak English less than "very well"</u>	<u>2,708</u>	<u>±1,238</u>	<u>0.34%</u>
<u>Ilocano, Samoan, Hawaiian, or other Austronesian languages:</u>	<u>6,055</u>	<u>±2,265</u>	<u>0.77%</u>
<u>Speak English "very well"</u>	<u>4,384</u>	<u>±1,546</u>	<u>0.55%</u>
<u>Speak English less than "very well"</u>	<u>1,671</u>	<u>±1,106</u>	<u>0.21%</u>
<u>Arabic:</u>	<u>5,324</u>	<u>±1,953</u>	<u>0.67%</u>
<u>Speak English "very well"</u>	<u>4,232</u>	<u>±1,787</u>	<u>0.54%</u>
<u>Speak English less than "very well"</u>	<u>1,092</u>	<u>±563</u>	<u>0.14%</u>
<u>Hebrew:</u>	<u>90</u>	<u>±108</u>	<u>0.01%</u>
<u>Speak English "very well"</u>	<u>90</u>	<u>±108</u>	<u>0.01%</u>
<u>Speak English less than "very well"</u>	<u>0</u>	<u>±214</u>	<u>0.00%</u>
<u>Amharic, Somali, or other Afro-Asiatic languages:</u>	<u>4,887</u>	<u>±1,925</u>	<u>0.62%</u>
<u>Speak English "very well"</u>	<u>2,695</u>	<u>±1,197</u>	<u>0.34%</u>
<u>Speak English less than "very well"</u>	<u>2,192</u>	<u>±1,262</u>	<u>0.28%</u>
<u>Yoruba, Twi, Igbo, or other languages of Western Africa:</u>	<u>1,743</u>	<u>±943</u>	<u>0.22%</u>
<u>Speak English "very well"</u>	<u>1,041</u>	<u>±654</u>	<u>0.13%</u>
<u>Speak English less than "very well"</u>	<u>702</u>	<u>±497</u>	<u>0.09%</u>

<b><u>Swahili or other languages of Central, Eastern, and Southern Africa:</u></b>	<b><u>1,470</u></b>	<b><u>±977</u></b>	<b><u>0.19%</u></b>
<b><u>Speak English "very well"</u></b>	<b><u>1,315</u></b>	<b><u>±921</u></b>	<b><u>0.17%</u></b>
<b><u>Speak English less than "very well"</u></b>	<b><u>155</u></b>	<b><u>±235</u></b>	<b><u>0.02%</u></b>
<b><u>Navajo:</u></b>	<b><u>18</u></b>	<b><u>±29</u></b>	<b><u>0.00%</u></b>
<b><u>Speak English "very well"</u></b>	<b><u>18</u></b>	<b><u>±29</u></b>	<b><u>0.00%</u></b>
<b><u>Speak English less than "very well"</u></b>	<b><u>0</u></b>	<b><u>±214</u></b>	<b><u>0.00%</u></b>
<b><u>Other Native languages of North America:</u></b>	<b><u>212</u></b>	<b><u>±199</u></b>	<b><u>0.03%</u></b>
<b><u>Speak English "very well"</u></b>	<b><u>212</u></b>	<b><u>±199</u></b>	<b><u>0.03%</u></b>
<b><u>Speak English less than "very well"</u></b>	<b><u>0</u></b>	<b><u>±214</u></b>	<b><u>0.00%</u></b>
<b><u>Other and unspecified languages:</u></b>	<b><u>499</u></b>	<b><u>±390</u></b>	<b><u>0.06%</u></b>
<b><u>Speak English "very well"</u></b>	<b><u>400</u></b>	<b><u>±325</u></b>	<b><u>0.05%</u></b>
<b><u>Speak English less than "very well"</u></b>	<b><u>99</u></b>	<b><u>±116</u></b>	<b><u>0.01%</u></b>

## Poverty Status in the Past 12 Months



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

<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
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	Snohomish County, Washington
<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
VALUE COLUMNS	None
<b>WEB ADDRESS</b>	<a href="https://data.census.gov/table/ACSST1Y2022.S1701?q=s1701&amp;g=050XX00US53061">https://data.census.gov/table/ACSST1Y2022.S1701?q=s1701&amp;g=050XX00US53061</a>
<b>TABLE NOTES</b>	
	Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, the Information about the American Community Survey (ACS) can be found on the ACS website. Supporting documentation
	Source: U.S. Census Bureau, 2022 American Community Survey 1-Year Estimates
	Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from Dollar amounts are adjusted to respective calendar years. For more information, see: Change to Income Deficit.
	The 2022 American Community Survey (ACS) data generally reflect the March 2020 Office of Management and Budget (OMB)
	Estimates of urban and rural populations, housing units, and characteristics reflect boundaries of urban areas defined based
	Explanation of Symbols:- The estimate could not be computed because there were an insufficient number of sample
<b>COLUMN NOTES</b>	None

Table:  
1 0 0 0 1 1 0 0 0 0

<b>S1701</b>	<b>Snohomish County, Washington</b>					
	<b>Total</b>		<b>Below poverty level</b>		<b>Percent below poverty level</b>	
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>Estimate</b>	<b>Margin of Error</b>
Population for whom poverty status is determined	831,229	±1,097	71,401	±7,461	8.6%	±0.9
<b>AGE</b>						
Under 18 years	180,678	±1,080	15,389	±3,422	8.5%	±1.9
Under 5 years	48,463	±762	2,150	±912	4.4%	±1.9
5 to 17 years	132,215	±815	13,239	±3,086	10.0%	±2.3
Related children of householder under 18 years	180,378	±1,231	15,089	±3,459	8.4%	±1.9
18 to 64 years	527,077	±297	42,991	±4,442	8.2%	±0.8
18 to 34 years	184,732	±673	14,821	±2,595	8.0%	±1.4
35 to 64 years	342,345	±738	28,170	±3,410	8.2%	±1.0
60 years and over	175,437	±3,029	18,443	±2,322	10.5%	±1.4
65 years and over	123,474	±258	13,021	±2,025	10.5%	±1.6
<b>SEX</b>						
Male	417,812	±1,059	31,762	±4,303	7.6%	±1.0
Female	413,417	±909	39,639	±4,363	9.6%	±1.1
<b>RACE AND HISPANIC OR LATINO ORIGIN</b>						
White alone	538,084	±4,523	40,316	±4,793	7.5%	±0.9
Black or African American alone	29,900	±2,720	7,074	±3,445	23.7%	±10.2
American Indian and Alaska Native alone	8,636	±2,899	1,289	±1,205	14.9%	±11.8
Asian alone	109,787	±3,453	8,225	±2,416	7.5%	±2.2
Native Hawaiian and Other Pacific Islander alone	5,385	±676	1,709	±1,358	31.7%	±24.2
Some other race alone	46,494	±7,041	6,351	±3,148	13.7%	±6.6
Two or more races	92,943	±7,635	6,437	±1,722	6.9%	±1.8
Hispanic or Latino origin (of any race)	95,792	±730	11,446	±4,054	11.9%	±4.2
White alone, not Hispanic or Latino	521,771	±3,331	38,089	±4,446	7.3%	±0.8
<b>EDUCATIONAL ATTAINMENT</b>						
Population 25 years and over	589,512	±747	49,382	±4,593	8.4%	±0.8
Less than high school graduate	43,057	±3,019	8,984	±1,879	20.9%	±4.1
High school graduate (includes equivalency)	128,577	±6,426	13,259	±1,993	10.3%	±1.5
Some college, associate's degree	189,989	±7,568	16,188	±2,327	8.5%	±1.2

Table:  
S1701

<b>S1701</b>		<b>Snohomish County, Washington</b>				
	<b>Total</b>		<b>Below poverty level</b>		<b>Percent below poverty level</b>	
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>Estimate</b>	<b>Margin of Error</b>
Bachelor's degree or higher	227,889	±6,910	10,951	±1,996	4.8%	±0.9
<b>EMPLOYMENT STATUS</b>						
Civilian labor force 16 years and over	453,856	±6,323	19,027	±2,938	4.2%	±0.6
Employed	436,575	±6,308	14,305	±2,524	3.3%	±0.6
Male	241,668	±4,560	7,695	±1,844	3.2%	±0.8
Female	194,907	±4,657	6,610	±1,558	3.4%	±0.8
Unemployed	17,281	±2,526	4,722	±1,650	27.3%	±8.9
Male	7,871	±1,937	2,059	±1,164	26.2%	±13.1
Female	9,410	±1,777	2,663	±1,344	28.3%	±12.4
<b>WORK EXPERIENCE</b>						
Population 16 years and over	672,077	±1,549	58,086	±5,418	8.6%	±0.8
Worked full-time, year-round in the past 12 months	324,665	±6,129	3,383	±1,058	1.0%	±0.3
Worked part-time or part-year in the past 12 months	144,581	±6,645	15,560	±2,730	10.8%	±1.9
Did not work	202,831	±5,994	39,143	±3,729	19.3%	±1.7
<b>ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS</b>						
50 percent of poverty level	43,368	±6,062	(X)	(X)	(X)	(X)
125 percent of poverty level	86,473	±8,907	(X)	(X)	(X)	(X)
150 percent of poverty level	103,367	±9,222	(X)	(X)	(X)	(X)
185 percent of poverty level	134,026	±10,423	(X)	(X)	(X)	(X)
200 percent of poverty level	147,141	±10,647	(X)	(X)	(X)	(X)
300 percent of poverty level	258,539	±14,345	(X)	(X)	(X)	(X)
400 percent of poverty level	366,587	±14,334	(X)	(X)	(X)	(X)
500 percent of poverty level	471,219	±12,616	(X)	(X)	(X)	(X)
<b>UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED</b>						
	165,538	±7,101	34,137	±3,711	20.6%	±1.9
Male	84,064	±4,554	14,556	±2,586	17.3%	±2.8
Female	81,474	±4,278	19,581	±2,542	24.0%	±2.6
15 years	56	±90	56	±90	100.0%	±95.8
16 to 17 years	244	±274	244	±274	100.0%	±45.9
18 to 24 years	15,235	±2,376	4,533	±1,524	29.8%	±8.8
25 to 34 years	38,041	±3,007	5,425	±1,325	14.3%	±3.2
35 to 44 years	24,647	±2,924	4,155	±1,293	16.9%	±4.8
45 to 54 years	20,746	±2,961	4,525	±1,548	21.8%	±6.3
55 to 64 years	26,000	±2,595	6,181	±1,558	23.8%	±5.4

Table:  
 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100

<b>S1701</b>	<b>Snohomish County, Washington</b>					
	<b>Total</b>		<b>Below poverty level</b>		<b>Percent below poverty level</b>	
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>Estimate</b>	<b>Margin of Error</b>
65 to 74 years	22,398	±2,102	5,011	±1,076	22.4%	±4.3
75 years and over	18,171	±1,701	4,007	±1,084	22.1%	±5.3
Mean income deficit for unrelated individuals (dollars)	10,062	±487	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	82,018	±4,717	1,291	±540	1.6%	±0.7
Worked less than full-time, year-round in the past 12 months	31,197	±3,415	8,551	±2,179	27.4%	±5.7
Did not work	52,323	±3,747	24,295	±2,647	46.4%	±3.3
Population in housing units for whom poverty status is determined	827,863	±1,294	70,016	±7,457	8.5%	±0.9

## Poverty Status in the Past 12 Months



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

<b>DATA NOTES</b>	
TABLE ID:	S1701
SURVEY/PROGRAM:	American Community Survey
VINTAGE:	2022
DATASET:	ACSST5Y2022
PRODUCT:	ACS 5-Year Estimates Subject Tables
UNIVERSE:	None
MLA:	U.S. Census Bureau. "Poverty Status in the Past 12 Months." American Community Survey, ACS 5-Year Estimates Subject
FTP URL:	None
API URL:	<a href="https://api.census.gov/data/2022/acs/acs5/subject">https://api.census.gov/data/2022/acs/acs5/subject</a>
<b>USER SELECTIONS</b>	
TABLES	S1701
GEOS	Island County, Washington
<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
VALUE COLUMNS	None
<b>WEB ADDRESS</b>	
	<a href="https://data.census.gov/table/ACSST5Y2022.S1701?q=s1701&amp;g=050XX00US53029">https://data.census.gov/table/ACSST5Y2022.S1701?q=s1701&amp;g=050XX00US53029</a>
<b>TABLE NOTES</b>	
	Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, the Information about the American Community Survey (ACS) can be found on the ACS website. Supporting documentation
	Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates
	Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from
	Dollar amounts are adjusted to respective calendar years. For more information, see: Change to Income Deficit.
	The 2018-2022 American Community Survey (ACS) data generally reflect the March 2020 Office of Management and Budget
	Estimates of urban and rural populations, housing units, and characteristics reflect boundaries of urban areas defined based
	Explanation of Symbols:- The estimate could not be computed because there were an insufficient number of sample
<b>COLUMN NOTES</b>	
	None

<b>S1701</b>	<b>Island County, Washington</b>					
	<b>Total</b>		<b>Below poverty level</b>		<b>Percent below poverty level</b>	
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>Estimate</b>	<b>Margin of Error</b>
Population for whom poverty status is determined	83,743	±169	5,725	±728	6.8%	±0.9
AGE						
Under 18 years	15,235	±118	998	±333	6.6%	±2.2
Under 5 years	4,417	±87	309	±126	7.0%	±2.9
5 to 17 years	10,818	±115	689	±269	6.4%	±2.5
Related children of householder under 18 years	15,225	±119	988	±328	6.5%	±2.2
18 to 64 years	46,792	±148	3,486	±455	7.4%	±1.0
18 to 34 years	16,673	±147	1,397	±269	8.4%	±1.6
35 to 64 years	30,119	±148	2,089	±386	6.9%	±1.3
60 years and over	28,495	±478	1,801	±307	6.3%	±1.1
65 years and over	21,716	±114	1,241	±243	5.7%	±1.1
SEX						
Male	41,206	±315	2,345	±327	5.7%	±0.8
Female	42,537	±264	3,380	±514	7.9%	±1.2
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	68,545	±681	4,559	±708	6.7%	±1.0
Black or African American alone	1,916	±356	214	±124	11.2%	±7.0
American Indian and Alaska Native alone	758	±199	149	±148	19.7%	±18.0
Asian alone	3,852	±341	201	±98	5.2%	±2.5
Native Hawaiian and Other Pacific Islander alone	325	±108	8	±20	2.5%	±6.7
Some other race alone	1,619	±372	273	±206	16.9%	±12.0
Two or more races	6,728	±731	321	±143	4.8%	±2.1
Hispanic or Latino origin (of any race)	6,763	±330	519	±259	7.7%	±3.9
White alone, not Hispanic or Latino	65,693	±429	4,282	±646	6.5%	±1.0
EDUCATIONAL ATTAINMENT						
Population 25 years and over	63,072	±193	4,249	±478	6.7%	±0.8
Less than high school graduate	2,741	±485	280	±114	10.2%	±3.8
High school graduate (includes equivalency)	13,550	±942	1,172	±331	8.6%	±2.3
Some college, associate's degree	24,425	±917	1,895	±322	7.8%	±1.2

<b>S1701</b>	<b>Island County, Washington</b>					
	<b>Total</b>		<b>Below poverty level</b>		<b>Percent below poverty level</b>	
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>Estimate</b>	<b>Margin of Error</b>
Bachelor's degree or higher	22,356	±1,070	902	±192	4.0%	±0.9
<b>EMPLOYMENT STATUS</b>						
Civilian labor force 16 years and over	34,408	±854	1,374	±280	4.0%	±0.8
Employed	32,521	±908	1,162	±289	3.6%	±0.9
Male	16,750	±634	540	±185	3.2%	±1.1
Female	15,771	±657	622	±216	3.9%	±1.4
Unemployed	1,887	±303	212	±111	11.2%	±5.6
Male	900	±223	89	±71	9.9%	±7.8
Female	987	±228	123	±83	12.5%	±8.1
<b>WORK EXPERIENCE</b>						
Population 16 years and over	70,113	±235	4,797	±520	6.8%	±0.7
Worked full-time, year-round in the past 12 months	25,473	±870	222	±110	0.9%	±0.4
Worked part-time or part-year in the past 12 months	16,047	±881	1,466	±323	9.1%	±1.8
Did not work	28,593	±909	3,109	±378	10.9%	±1.3
<b>ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS</b>						
50 percent of poverty level	2,966	±513	(X)	(X)	(X)	(X)
125 percent of poverty level	8,558	±949	(X)	(X)	(X)	(X)
150 percent of poverty level	10,809	±1,007	(X)	(X)	(X)	(X)
185 percent of poverty level	14,948	±1,089	(X)	(X)	(X)	(X)
200 percent of poverty level	16,585	±1,045	(X)	(X)	(X)	(X)
300 percent of poverty level	31,901	±1,481	(X)	(X)	(X)	(X)
400 percent of poverty level	45,880	±1,744	(X)	(X)	(X)	(X)
500 percent of poverty level	55,509	±1,308	(X)	(X)	(X)	(X)
<b>UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED</b>						
16,282	±847	2,980	±380	18.3%	±2.2	
Male	7,705	±511	1,199	±220	15.6%	±2.7
Female	8,577	±562	1,781	±291	20.8%	±3.2
15 years	0	±30	0	±30	-	**
16 to 17 years	10	±15	10	±15	100.0%	±100.0
18 to 24 years	1,462	±272	330	±134	22.6%	±9.2
25 to 34 years	2,778	±371	572	±179	20.6%	±6.4
35 to 44 years	1,701	±314	419	±180	24.6%	±9.0
45 to 54 years	1,347	±253	287	±106	21.3%	±6.3
55 to 64 years	2,958	±386	566	±164	19.1%	±5.7

<b>S1701</b>	<b>Island County, Washington</b>					
	<b>Total</b>		<b>Below poverty level</b>		<b>Percent below poverty level</b>	
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>Estimate</b>	<b>Margin of Error</b>
65 to 74 years	3,339	±439	461	±124	13.8%	±3.5
75 years and over	2,687	±261	335	±124	12.5%	±4.4
Mean income deficit for unrelated individuals (dollars)	7,840	±616	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	6,168	±629	101	±69	1.6%	±1.1
Worked less than full-time, year-round in the past 12 months	3,476	±459	949	±223	27.3%	±5.6
Did not work	6,638	±568	1,930	±299	29.1%	±4.0
Population in housing units for whom poverty status is determined	83,649	±166	5,680	±726	6.8%	±0.9

## Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over



**Note:** 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:	2022
DATASET:	ACSDT1Y2022
PRODUCT:	ACS 1-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
FTP URL:	None
API URL:	<a href="https://api.census.gov/data/2022/acs/acs1">https://api.census.gov/data/2022/acs/acs1</a>
<b>USER SELECTIONS</b>	
TABLES	B16001
GEOS	Snohomish County, Washington
<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
VALUE COLUMNS	None
<b>WEB ADDRESS</b>	
	<a href="https://data.census.gov/table/ACSDT1Y2022.B16001?q=B16001:%20Language%20Spoken%20at%20Home%20by%20Ability">https://data.census.gov/table/ACSDT1Y2022.B16001?q=B16001:%20Language%20Spoken%20at%20Home%20by%20Ability</a>
<b>TABLE NOTES</b>	
	Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, the Information about the American Community Survey (ACS) can be found on the ACS website. Supporting documentation Source: U.S. Census Bureau, 2022 American Community Survey 1-Year Estimates Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from In 2016, changes were made to the languages and language categories presented in tables B16001, C16001, and B16002. For The 2022 American Community Survey (ACS) data generally reflect the March 2020 Office of Management and Budget (OMB) Estimates of urban and rural populations, housing units, and characteristics reflect boundaries of urban areas defined based Explanation of Symbols:- The estimate could not be computed because there were an insufficient number of sample
<b>COLUMN NOTES</b>	
	None

<b>B16001</b>	<b>Snohomish County, Washington</b>		
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>%</b>
Total:	790,426	±187	100.00%
Speak only English	610,601	±9,149	77.25%
Spanish:	52,978	±5,162	6.70%
Speak English "very well"	30,881	±3,729	3.91%
Speak English less than "very well"	22,097	±3,610	2.80%
French (incl. Cajun):	2,134	±911	0.27%
Speak English "very well"	1,888	±810	0.24%
Speak English less than "very well"	246	±246	0.03%
Haitian:	0	±214	0.00%
Speak English "very well"	0	±214	0.00%
Speak English less than "very well"	0	±214	0.00%
Italian:	242	±238	0.03%
Speak English "very well"	199	±229	0.03%
Speak English less than "very well"	43	±70	0.01%
Portuguese:	1,036	±750	0.13%
Speak English "very well"	960	±706	0.12%
Speak English less than "very well"	76	±128	0.01%
German:	1,450	±573	0.18%
Speak English "very well"	1,298	±543	0.16%
Speak English less than "very well"	152	±150	0.02%
Yiddish, Pennsylvania Dutch or other West Germanic languages:	613	±487	0.08%
Speak English "very well"	613	±487	0.08%
Speak English less than "very well"	0	±214	0.00%
Greek:	38	±64	0.00%
Speak English "very well"	38	±64	0.00%
Speak English less than "very well"	0	±214	0.00%
Russian:	8,629	±3,870	1.09%
Speak English "very well"	5,522	±2,968	0.70%
Speak English less than "very well"	3,107	±1,481	0.39%
Polish:	790	±792	0.10%
Speak English "very well"	238	±230	0.03%

<b>B16001</b>		<b>Snohomish County, Washington</b>		
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>%</b>	
Speak English less than "very well"	552	±735	0.07%	
Serbo-Croatian:	427	±479	0.05%	
Speak English "very well"	339	±367	0.04%	
Speak English less than "very well"	88	±144	0.01%	
Ukrainian or other Slavic languages:	8,194	±4,058	1.04%	
Speak English "very well"	4,094	±2,643	0.52%	
Speak English less than "very well"	4,100	±1,885	0.52%	
Armenian:	98	±163	0.01%	
Speak English "very well"	98	±163	0.01%	
Speak English less than "very well"	0	±214	0.00%	
Persian (incl. Farsi, Dari):	1,995	±1,008	0.25%	
Speak English "very well"	998	±565	0.13%	
Speak English less than "very well"	997	±601	0.13%	
Gujarati:	878	±746	0.11%	
Speak English "very well"	878	±746	0.11%	
Speak English less than "very well"	0	±214	0.00%	
Hindi:	6,868	±2,175	0.87%	
Speak English "very well"	4,970	±1,439	0.63%	
Speak English less than "very well"	1,898	±988	0.24%	
Urdu:	2,041	±1,538	0.26%	
Speak English "very well"	1,077	±753	0.14%	
Speak English less than "very well"	964	±854	0.12%	
Punjabi:	2,884	±1,384	0.36%	
Speak English "very well"	1,318	±674	0.17%	
Speak English less than "very well"	1,566	±936	0.20%	
Bengali:	719	±441	0.09%	
Speak English "very well"	670	±415	0.08%	
Speak English less than "very well"	49	±80	0.01%	
Nepali, Marathi, or other Indic languages:	1,628	±990	0.21%	
Speak English "very well"	776	±627	0.10%	

<b>B16001</b>		<b>Snohomish County, Washington</b>		
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>%</b>	
Speak English less than "very well"	852	±625	0.11%	
Other Indo-European languages:	3,142	±1,459	0.40%	
Speak English "very well"	2,620	±1,224	0.33%	
Speak English less than "very well"	522	±396	0.07%	
Telugu:	6,342	±3,163	0.80%	
Speak English "very well"	4,532	±2,064	0.57%	
Speak English less than "very well"	1,810	±1,412	0.23%	
Tamil:	2,232	±1,189	0.28%	
Speak English "very well"	1,971	±1,105	0.25%	
Speak English less than "very well"	261	±311	0.03%	
Malayalam, Kannada, or other Dravidian languages:	1,799	±1,518	0.23%	
Speak English "very well"	1,696	±1,443	0.21%	
Speak English less than "very well"	103	±169	0.01%	
Chinese (incl. Mandarin, Cantonese):	12,350	±2,762	1.56%	
Speak English "very well"	6,050	±1,520	0.77%	
Speak English less than "very well"	6,300	±1,997	0.80%	
Japanese:	3,205	±1,123	0.41%	
Speak English "very well"	2,191	±770	0.28%	
Speak English less than "very well"	1,014	±605	0.13%	
Korean:	13,376	±3,886	1.69%	
Speak English "very well"	5,731	±1,855	0.73%	
Speak English less than "very well"	7,645	±2,620	0.97%	
Hmong:	514	±549	0.07%	
Speak English "very well"	243	±279	0.03%	
Speak English less than "very well"	271	±340	0.03%	
Vietnamese:	9,243	±2,803	1.17%	
Speak English "very well"	4,094	±1,604	0.52%	
Speak English less than "very well"	5,149	±1,600	0.65%	
Khmer:	1,692	±898	0.21%	
Speak English "very well"	482	±593	0.06%	

<b>B16001</b>		<b>Snohomish County, Washington</b>		
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>%</b>	
Speak English less than "very well"	1,210	±669	0.15%	
Thai, Lao, or other Tai-Kadai languages:	2,585	±1,751	0.33%	
Speak English "very well"	1,445	±1,232	0.18%	
Speak English less than "very well"	1,140	±632	0.14%	
Other languages of Asia:	1,557	±1,389	0.20%	
Speak English "very well"	1,065	±1,293	0.13%	
Speak English less than "very well"	492	±390	0.06%	
Tagalog (incl. Filipino):	7,848	±1,868	0.99%	
Speak English "very well"	5,140	±1,340	0.65%	
Speak English less than "very well"	2,708	±1,238	0.34%	
Ilocano, Samoan, Hawaiian, or other Austronesian languages:	6,055	±2,265	0.77%	
Speak English "very well"	4,384	±1,546	0.55%	
Speak English less than "very well"	1,671	±1,106	0.21%	
Arabic:	5,324	±1,953	0.67%	
Speak English "very well"	4,232	±1,787	0.54%	
Speak English less than "very well"	1,092	±563	0.14%	
Hebrew:	90	±108	0.01%	
Speak English "very well"	90	±108	0.01%	
Speak English less than "very well"	0	±214	0.00%	
Amharic, Somali, or other Afro-Asiatic languages:	4,887	±1,925	0.62%	
Speak English "very well"	2,695	±1,197	0.34%	
Speak English less than "very well"	2,192	±1,262	0.28%	
Yoruba, Twi, Igbo, or other languages of Western Africa:	1,743	±943	0.22%	
Speak English "very well"	1,041	±654	0.13%	
Speak English less than "very well"	702	±497	0.09%	
Swahili or other languages of Central, Eastern, and Southern Africa:	1,470	±977	0.19%	
Speak English "very well"	1,315	±921	0.17%	

<b>B16001</b>	<b>Snohomish County, Washington</b>		
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>%</b>
Speak English less than "very well"	155	±235	0.02%
Navajo:	18	±29	0.00%
Speak English "very well"	18	±29	0.00%
Speak English less than "very well"	0	±214	0.00%
Other Native languages of North America:	212	±199	0.03%
Speak English "very well"	212	±199	0.03%
Speak English less than "very well"	0	±214	0.00%
Other and unspecified languages:	499	±390	0.06%
Speak English "very well"	400	±325	0.05%
Speak English less than "very well"	99	±116	0.01%

# LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER



**Note: 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
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	Island County, Washington
<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
VALUE COLUMNS	None
<b>WEB ADDRESS</b>	
	<a href="https://data.census.gov/table/ACSDT5Y2015.B16001?q=B16001:%20Language%20Spoken%20at%20Home%20by%20Ability">https://data.census.gov/table/ACSDT5Y2015.B16001?q=B16001:%20Language%20Spoken%20at%20Home%20by%20Ability</a>
<b>TABLE NOTES</b>	
	Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the <a href="#">Tell us what you think</a> . Provide feedback to help make American Community Survey data more useful for you.
	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
	Estimates of urban and rural population, housing units, and characteristics reflect boundaries of urban areas defined based
	While the 2011-2015 American Community Survey (ACS) data generally reflect the February 2013 Office of Management and
	Methodological changes to data collection in 2013 may have affected language data for 2013. Users should be aware of
	Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from
	Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates
<b>COLUMN NOTES</b>	
	None

<b>B16001</b>		<b>Island County, Washington</b>	
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>%</b>
Total:	74,837	±37	100.00%
Speak only English	68,427	±519	91.43%
Spanish or Spanish Creole:	2,188	±401	2.92%
Speak English "very well"	1,655	±327	2.21%
Speak English less than "very well"	533	±157	0.71%
French (incl. Patois, Cajun):	433	±135	0.58%
Speak English "very well"	349	±115	0.47%
Speak English less than "very well"	84	±61	0.11%
French Creole:	22	±36	0.03%
Speak English "very well"	22	±36	0.03%
Speak English less than "very well"	0	±28	0.00%
Italian:	29	±29	0.04%
Speak English "very well"	29	±29	0.04%
Speak English less than "very well"	0	±28	0.00%
Portuguese or Portuguese Creole:	3	±5	0.00%
Speak English "very well"	3	±5	0.00%
Speak English less than "very well"	0	±28	0.00%
German:	319	±135	0.43%
Speak English "very well"	254	±113	0.34%
Speak English less than "very well"	65	±64	0.09%
Yiddish:	0	±28	0.00%
Speak English "very well"	0	±28	0.00%
Speak English less than "very well"	0	±28	0.00%
Other West Germanic languages:	71	±47	0.09%
Speak English "very well"	51	±41	0.07%
Speak English less than "very well"	20	±22	0.03%
Scandinavian languages:	70	±43	0.09%
Speak English "very well"	63	±42	0.08%
Speak English less than "very well"	7	±12	0.01%
Greek:	47	±72	0.06%
Speak English "very well"	47	±72	0.06%

<b>B16001</b>	<b>Island County, Washington</b>		
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>%</b>
Speak English less than "very well"	0	±28	0.00%
Russian:	16	±18	0.02%
Speak English "very well"	16	±18	0.02%
Speak English less than "very well"	0	±28	0.00%
Polish:	0	±28	0.00%
Speak English "very well"	0	±28	0.00%
Speak English less than "very well"	0	±28	0.00%
Serbo-Croatian:	10	±20	0.01%
Speak English "very well"	10	±20	0.01%
Speak English less than "very well"	0	±28	0.00%
Other Slavic languages:	28	±33	0.04%
Speak English "very well"	21	±27	0.03%
Speak English less than "very well"	7	±12	0.01%
Armenian:	2	±5	0.00%
Speak English "very well"	0	±28	0.00%
Speak English less than "very well"	2	±5	0.00%
Persian:	0	±28	0.00%
Speak English "very well"	0	±28	0.00%
Speak English less than "very well"	0	±28	0.00%
Gujarati:	0	±28	0.00%
Speak English "very well"	0	±28	0.00%
Speak English less than "very well"	0	±28	0.00%
Hindi:	0	±28	0.00%
Speak English "very well"	0	±28	0.00%
Speak English less than "very well"	0	±28	0.00%
Urdu:	33	±40	0.04%
Speak English "very well"	23	±37	0.03%
Speak English less than "very well"	10	±16	0.01%
Other Indic languages:	0	±28	0.00%
Speak English "very well"	0	±28	0.00%
Speak English less than "very well"	0	±28	0.00%

<b>B16001</b>		<b>Island County, Washington</b>		
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>%</b>	
Other Indo-European languages:	47	±53	0.06%	
Speak English "very well"	23	±27	0.03%	
Speak English less than "very well"	24	±29	0.03%	
Chinese:	171	±82	0.23%	
Speak English "very well"	57	±38	0.08%	
Speak English less than "very well"	114	±62	0.15%	
Japanese:	642	±225	0.86%	
Speak English "very well"	454	±202	0.61%	
Speak English less than "very well"	188	±82	0.25%	
Korean:	216	±162	0.29%	
Speak English "very well"	78	±60	0.10%	
Speak English less than "very well"	138	±112	0.18%	
Mon-Khmer, Cambodian:	39	±60	0.05%	
Speak English "very well"	20	±33	0.03%	
Speak English less than "very well"	19	±28	0.03%	
Hmong:	0	±28	0.00%	
Speak English "very well"	0	±28	0.00%	
Speak English less than "very well"	0	±28	0.00%	
Thai:	40	±53	0.05%	
Speak English "very well"	34	±52	0.05%	
Speak English less than "very well"	6	±11	0.01%	
Laotian:	30	±37	0.04%	
Speak English "very well"	30	±37	0.04%	
Speak English less than "very well"	0	±28	0.00%	
Vietnamese:	24	±25	0.03%	
Speak English "very well"	24	±25	0.03%	
Speak English less than "very well"	0	±28	0.00%	
Other Asian languages:	0	±28	0.00%	
Speak English "very well"	0	±28	0.00%	
Speak English less than "very well"	0	±28	0.00%	
Tagalog:	1,426	±270	1.91%	
Speak English "very well"	928	±224	1.24%	

<b>B16001</b>	<b>Island County, Washington</b>		
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>%</b>
Speak English less than "very well"	498	±139	0.67%
Other Pacific Island languages:	264	±129	0.35%
Speak English "very well"	195	±114	0.26%
Speak English less than "very well"	69	±62	0.09%
Navajo:	0	±28	0.00%
Speak English "very well"	0	±28	0.00%
Speak English less than "very well"	0	±28	0.00%
Other Native North American languages:	14	±22	0.02%
Speak English "very well"	14	±22	0.02%
Speak English less than "very well"	0	±28	0.00%
Hungarian:	32	±30	0.04%
Speak English "very well"	17	±21	0.02%
Speak English less than "very well"	15	±22	0.02%
Arabic:	73	±103	0.10%
Speak English "very well"	73	±103	0.10%
Speak English less than "very well"	0	±28	0.00%
Hebrew:	16	±22	0.02%
Speak English "very well"	16	±22	0.02%
Speak English less than "very well"	0	±28	0.00%
African languages:	85	±73	0.11%
Speak English "very well"	75	±71	0.10%
Speak English less than "very well"	10	±19	0.01%
Other and unspecified languages:	20	±26	0.03%
Speak English "very well"	20	±26	0.03%
Speak English less than "very well"	0	±28	0.00%

## 15. Completed Unlawful Discrimination Poster

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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:** Christy Cheever  
**Phone:** 425.388.5101  
**Address:** 3220 100th St SW, Suite A  
Everett, WA 98204

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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:** Christy Cheever  
**Teléfono:** 425.388.5101  
**Dirección:** 3220 100th St SW, Suite A  
Everett, WA 98204



U.S. Department of Transportation  
Federal Aviation Administration