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**2017**

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

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Title VI Non-discrimination & ADA Program Coordinator

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Administratively Revised: September 27, 2017

By: **CENTRAL ARIZONA GOVERNMENTS REGIONAL COUNCIL**

The Title VI Non-discrimination Program Implementation Plan (Title VI Plan) is designed to aid the Transportation Department in its ability to provide oversight and ensure that there is Title VI compliance throughout the region of the Central Arizona Governments (CAG). This document will be updated, as needed, to reflect changes in law, administration, regulations, and/or policy. This document is intended to provide guidance to agency personnel and other interested entities, and is not intended to, does not, and may not be relied upon to create any right or benefit enforceable by law, by a party against the agency.

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

### **Central Arizona Governments**

#### **Travis Ashbaugh**

Title VI Non-Discrimination & ADA Program Coordinator

**Address:** 1075 South Idaho Road, Suite 300, Apache Junction, Arizona 85119

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

LINK: [http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI\\_NonDiscriminationPlan.pdf](http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_NonDiscriminationPlan.pdf)

## ABOUT THE CENTRAL ARIZONA GOVERNMENTS

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The Central Arizona Governments (CAG) was incorporated in 1975 and is one of six regional planning districts, or Councils of Governments (COGs), that was established by Executive Order 70-2 signed by the Governor of Arizona to provide effective regional planning services to Gila and Pinal Counties. CAG leads a coordinated planning process for rural and urbanized areas within the Region for a total population of approximately 442,937 individuals, based on the five year American Community Survey Data from the U.S. Census Bureau in 2015.

The Sun Corridor Metropolitan Planning Organizations (MPO) was formed in 2013 and is responsible for Transportation Planning within its respective region, including coordination planning. The CAG Region surrounds the Sun Corridor MPO on the north, east, and west sides. The Sun Corridor MPO is bordered to the south by the region of the Pima Association of Governments (PAG), as depicted by the map on the next page. Maricopa County forms a boundary along the north and west sides of the CAG Region. The Maricopa Association of Governments (MAG) planning boundary was also increased to encompass other cities and unincorporated areas within Pinal County. Trip facilitation across the many boundaries is an important focus for the CAG Region. The CAG transportation boundary has a total estimated rural population of 94,552 individuals, while the Sun Corridor MPO and MAG encompassed urbanized areas within Pinal County has an estimated population of 109,749 and 238,636 respectively.

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

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

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

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# INTRODUCTION

## POLICY OVERVIEW & OBJECTIVES

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

### **CAG Transportation Title VI/ADA Program**

**Attention: Travis Ashbaugh**

Title VI Non-Discrimination & ADA Program Coordinator

**Address:** 1075 South Idaho Road, Suite 300, Apache Junction, Arizona 85119

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

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

Title VI Plan Objectives:

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

## **POLICY STATEMENT**

### **TITLE VI/ADA NON-DISCRIMINATION POLICY STATEMENT**

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

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

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

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



Andrea Robles  
Interim Executive Director

**March 29, 2017**

Date

## ASSURANCES

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

### **CENTRAL ARIZONA GOVERNMENTS TITLE VI ASSURANCES**

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

#### **Statutory/Regulatory Authorities**

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin);
- 49 C.F.R. Part 21 (entitled *Non-discrimination In Federally-Assisted Programs Of The Department Of Transportation—Effectuation Of Title VI Of The Civil Rights Act Of 1964*);
- 28 C.F.R. section 50.3 (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964);
- 23 C.F.R. Part 200 Subchapter C-Civil Rights (Title VI program implementation and related statutes).

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

#### **General Assurances**

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

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

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

## **Specific Assurances**

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

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

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

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



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

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

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

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

**Central Arizona Governments\***

*(Name of Recipient)*



***(Signature of Authorized Official)***

**March 29, 2017**

**Date**

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

## APPENDIX A

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the “contractor”) agrees as follows:

1. **Compliance with Regulations:** The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, *Federal Highway Administration or the Arizona Department of Transportation*, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. **Non-discrimination:** The contractor, with regard to the work performance by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR Part 21.
3. **Solicitations for Subcontracts, Including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor’s obligations under this contract and the Acts and Regulations relative to Non-discrimination on the grounds of race, color, or national origin.
4. **Information and Reports:** The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient, the *Federal Highway Administration or Arizona Department of Transportation* to be pertinent to ascertain compliance with such Acts, Regulations, and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the contractor will so certify to the Recipient, the *Federal Highway Administration, or Arizona Department of Transportation*, as appropriate, and will set forth what efforts it has made to obtain the information.
5. **Sanctions for Noncompliance:** In the event of a contractor’s noncompliance with the Non-discrimination provisions of this contract, the Recipient will impose such contract sanctions as it or the *Federal Highway Administration or Arizona Department of Transportation*, may determine to be appropriate, including, but not limited to:
  - a. withholding payments to the contractor under the contract until the contractor complies; and/or
  - b. cancelling, terminating, or suspending a contract, in whole or in part.

6. **Incorporation of Provisions:** The contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The contractor will take action with request to any subcontract or procurement as the Recipient, the *Federal Highway Administration*, or *Arizona Department of Transportation* may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes involved in, or is threatened with litigation by a subcontractor or supplier because of such direction, the contractor may request the Recipient to enter into any litigation to protect the interests of the Recipient. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

## APPENDIX B

### CLAUSES FOR DEEDS TRANSFERRING UNITED STATES PROPERTY

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

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

#### (HABENDUM CLAUSE)

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

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

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

## APPENDIX C

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

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

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

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

## APPENDIX D

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

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

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

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

## APPENDIX E

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

### **Pertinent Non-Discrimination Authorities:**

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

## **DELEGATION OF AUTHORITY**

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

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

**DATE:** Effective upon signature

**FOR FURTHER INFORMATION CONTACT:** Travis Ashbaugh, Title VI/ADA Program Coordinator, 1075 South Idaho Road, Suite 300, Apache Junction, Arizona 85119, (480) 474-9300, [tashbaugh@cagaz.org](mailto:tashbaugh@cagaz.org).

#### **Section A. Authority Delegated**

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



## Section B. Authority to Re-delegate

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

## Section C. Authority Exception

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

## Section D. Statutory/Regulation Authorities

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

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



Andrea Robles  
Interim Executive Director

March 29, 2016

Date

## ORGANIZATION & STAFFING

### STAFFING

#### **CAG Executive Director**

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

#### **Title VI Non-Discrimination & ADA Program Coordinator**

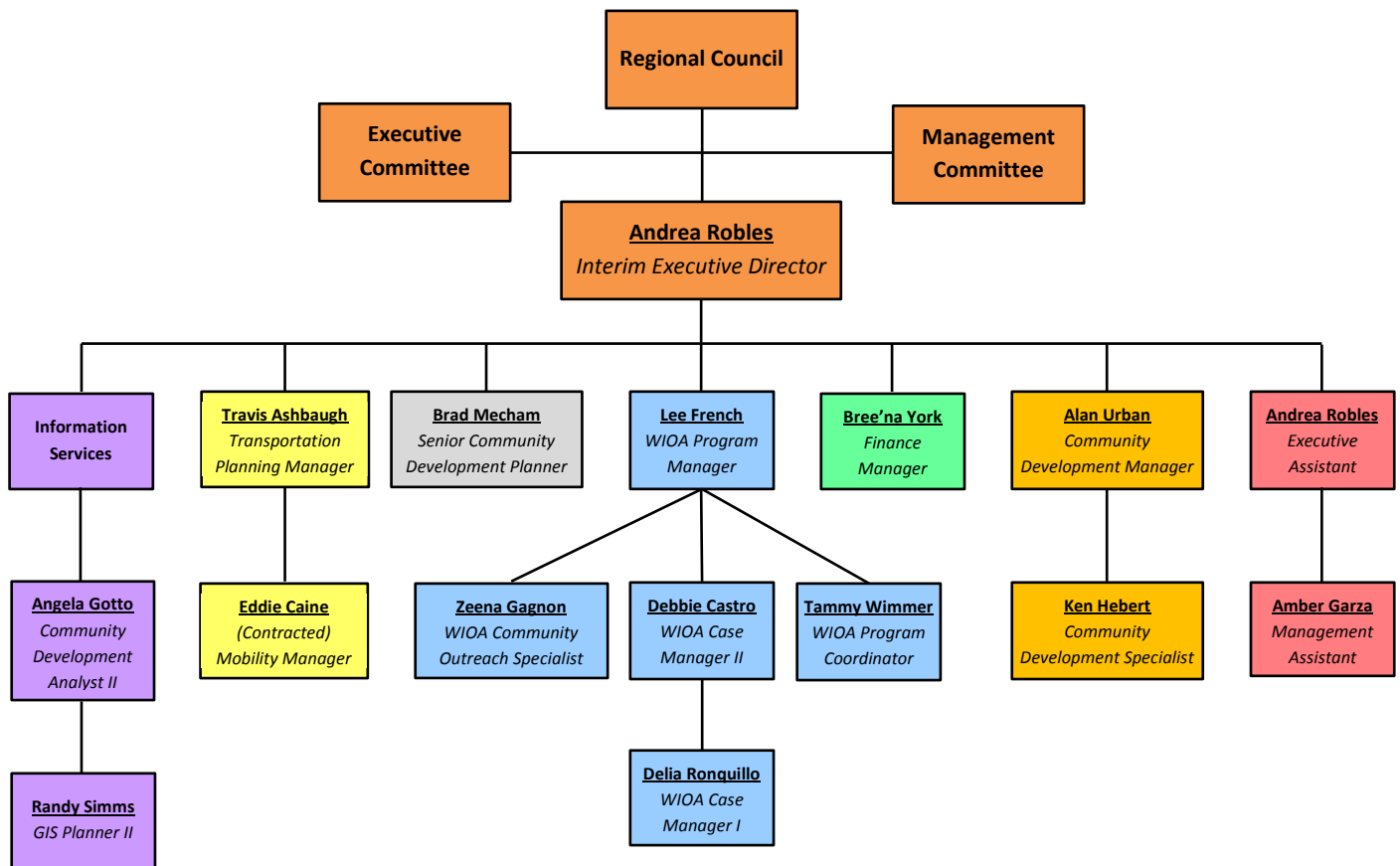
The CAG Transportation Planning Manager, Travis Ashbaugh, is the Title VI Non-discrimination and ADA Program Coordinator (Title VI/ADA Program Coordinator) and is the highest ranking official in the CAG Transportation Department. The Title VI/ADA Program Coordinator's oversight includes both the day-to-day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

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

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

**Organization Chart**

**CENTRAL ARIZONA GOVERNMENTS**  
*Fiscal Year 2017 Organization Chart*



## CAG MEMBERSHIP

### Regional Council

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

MEMBER AGENCY	REGIONAL COUNCIL REPRESENTATIVE
Ak-Chin Indian Community	Chairman Louis Manuel Jr.
City of Apache Junction	Councilmember Dave Waldron / Mayor Jeff Serdy (Alt.)
City of Casa Grande	Mayor Craig McFarland
City of Coolidge	Mayor Jon Thompson
City of Eloy	Mayor Joel Belloc / Vice Mayor Micah Powell (Alt.)
Town of Florence	Mayor Tara Walter
Gila County	Supervisor Tim Humphrey
Gila River Indian Community	Governor Stephen Roe Lewis
City of Globe	<b>Mayor Al Gameros – Vice Chairperson</b>
Town of Hayden	Mayor Bobby Smith
Town of Kearny	Mayor Debra Sommers
Town of Mammoth	Mayor Joe Dietz
Town of Marana	Mayor Ed Honea
City of Maricopa	Mayor Christian Price / Councilmember Vincent Manfredi (Alt.)
Town of Miami	Mayor Darryl Dalley
Town of Payson	Mayor Craig Swartwood / Councilmember Fred Carpenter (Alt.)
Pinal County	Supervisor Pete Rios
Town of Queen Creek	Mayor Gail Barney / <b>Council Member Robin Benning (Alt.) - Chairperson</b>
San Carlos Apache Tribe	Chairman Terry Rambler
Town of Star Valley	Mayor Ronnie McDaniel / Councilmember Paty Henderson
Town of Superior	Mayor Mila Besich-Lira
White Mountain Apache Tribe	Chairman Ronnie Lupe
Town of Winkelman	Mayor Louis Bracamonte/ <b>Vice-Mayor Anita Hinojos (Alt.) – Secretary/Treasurer</b>

**Management Committee**

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

MEMBER AGENCY	MANAGEMENT COMMITTEE REPRESENTATIVE
Ak-Chin Indian Community	(Vacant)
City of Apache Junction	Bryant Powell / Matt Busby (Alt.)
City of Casa Grande	Larry Rains / <b>Steven Turner (Alt.) - Vice Chairperson</b>
City of Coolidge	Rick Miller
City of Eloy	Harvey Krauss
Town of Florence	Brent Billingsly / Jess Knudson (Alt.)
Gila County	John Nelson
Gila River Indian Community	(VACANT)
City of Globe	Paul Jepson / Jerry Barnes (Alt.)
Town of Hayden	Bobby Smith
Town of Kearny	Anna Flores
Town of Mammoth	Don Jones
Town of Marana	Gilbert Davidson / Keith Brann (Alt.)
City of Maricopa	Gregory Rose
Town of Miami	Joe Heatherly
Town of Payson	LaRon Garrett - <b>Chairperson</b>
Pinal County	Greg Stanley / Leo Lew (Alt.)
Town of Queen Creek	John Kross / Jamie Bennett (Alt.)
San Carlos Apache Tribe	Charles Russell
Town of Star Valley	Tim Grier
Town of Superior	Todd Pryor
White Mountain Apache Tribe	(VACANT)
Town of Winkelman	Sylvia Kerlock

**Transportation Technical Advisory Committee**

The CAG Transportation Technical Advisory Committee (TTAC) is the technical advisory committee to the CAG Regional Council. The voting membership of the TTAC is comprised of Public Works and Engineering Staff from only those entities encompassed within the CAG Transportation Boundary, as well as a representative from ADOT’s Multi-modal Planning Division. The committee has the authority and primary responsibility to conduct technical reviews and analysis regarding all work activities of the CAG Annual Work Program, recommend project awards and advise the CAG Management Committee to make recommendations to the CAG Regional Council on appropriate actions to be taken for the overall planning direction of the region. Voting members of the CAG TTAC are listed below:

MEMBER AGENCY	TRANSPORTATION TECHNICAL ADVISORY COMMITTEE REPRESENTATIVE
Ak-Chin Indian Community	Sandra Shade / Bart Smith (Alt.)
AZ Dept. of Transportation (ADOT)	Jason Bottjen
Gila County	Tom Homan / Steve Sanders (Alt.)
City of Globe	Jerry Barnes / Chris Collopy (Alt.)
Town of Hayden	(VACANT)
Town of Kearny	Anna Flores / Cathy Woolery (Alt.)
Town of Mammoth	(VACANT)
Town of Miami	Joe Heatherly
Town of Payson	<b>Curtis Ward - Chairperson</b> / LaRon Garrett (Alt.)
Pinal County	Andy Smith / Gina Salinas (Alt.) / Dedrick Denton (Alt.) / Kathy Borquez (Alt.)
San Carlos Apache Tribe	Marvin Mull / Charles Russell (Alt.)
Town of Star Valley	Tim Grier
Town of Superior	Todd Pryor / David Neuss (Alt.)
White Mountain Apache Tribe	Tara Chief
Town of Winkelman	Sylvia Kerlock

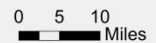
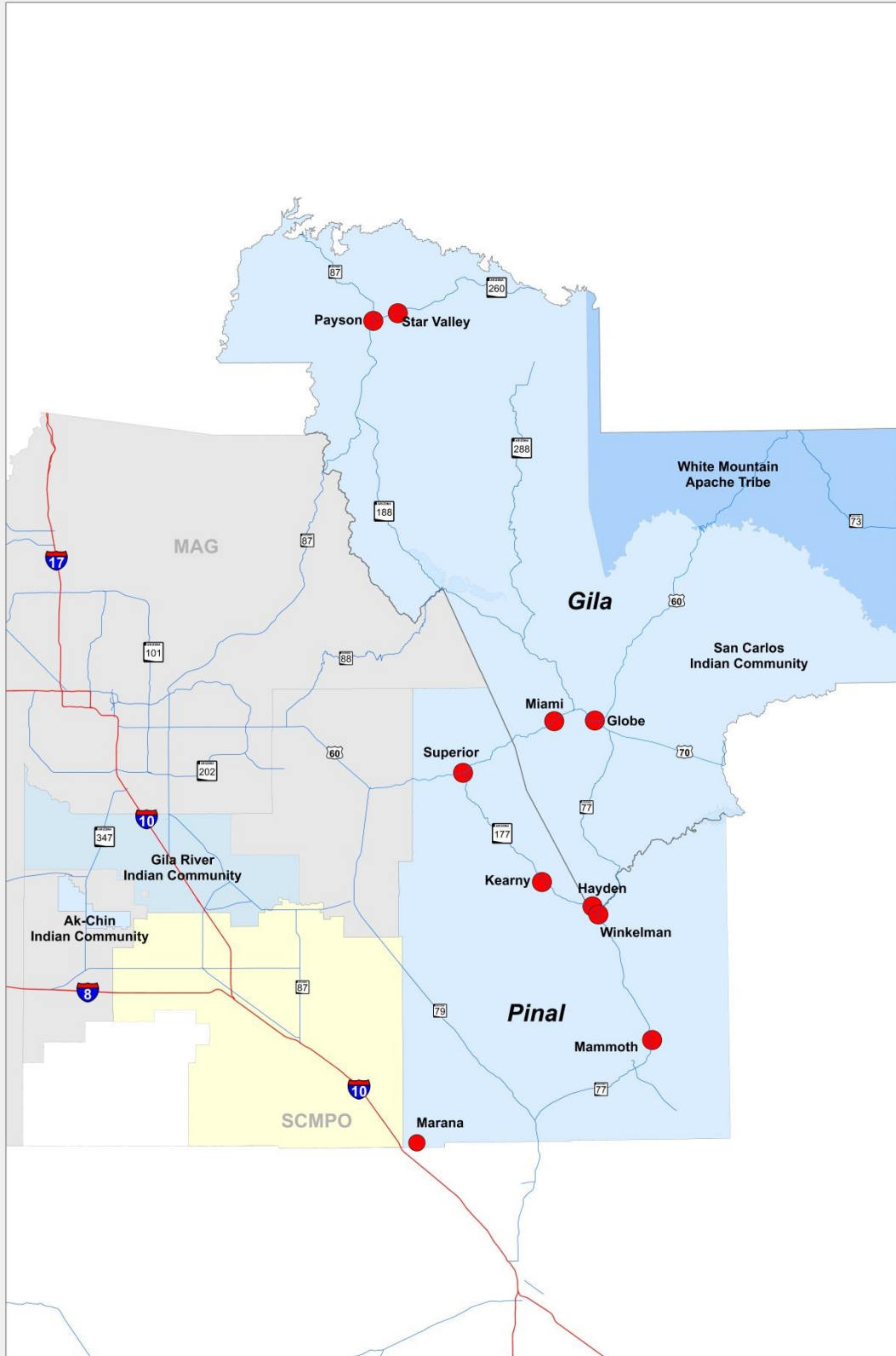
The Cities/Towns of Apache Junction, Casa Grande, Coolidge, Eloy, Florence, Maricopa, Queen Creek, and the Gila River Indian Community are members of CAG and do have voting privileges within the CAG Management Committee and Regional Council. However, they are non-voting members of the CAG TTAC, as they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

# CAG Transportation Planning Member Entities



## Legend

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



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

Map Date: August 7, 2014

### Race and Sex for CAG Transportation Involved Committees

CAG Committee	White	Black or African American	American Indian	Asian	Native Hawaiian (Pacific)	Other	Two or More Races	Male	Female
Management Committee	24	1	0	1	0	2	0	25	3
Transportation Technical Advisory Committee	12	1	5	0	0	4	1	16	7

#### **Statistical Data of Communities by Race and Sex**

The information contained within the following pages is from the Census Bureau’s 5-Year 2011-2015 American Community Survey, and represents the entire CAG Region. The figures represent the entire entities’ jurisdictional boundaries with the exception of those marked with an asterisk (\*). Those marked with an asterisk (\*) represent the portion of that jurisdiction within the CAG Region only. The Pinal and Gila County figures represent their entire county jurisdiction, minus the cities and towns jurisdictional boundaries as listed. The information can be found at the following link: [www.factfinder.census.gov](http://www.factfinder.census.gov).



### Pinal County Members by Race & Sex

Member Agency	White	Black or African American	American Indian	Asian	Native Hawaiian (Pacific)	Other	Two or More Races	Total Population	Male	Female
<b>Pinal County</b>	<b><u>151,567</u></b>	<b><u>6,441</u></b>	<b><u>4,862</u></b>	<b><u>2,079</u></b>	<b><u>899</u></b>	<b><u>8,488</u></b>	<b><u>5,527</u></b>	<b><u>179,863</u></b>	<b><u>89,662</u></b>	<b><u>90,201</u></b>
<i>Hispanic or Latino</i>	33,724	312	688	58	67	8,421	2,497	45,767	23,377	22,390
<i>Non-Hispanic or Latino</i>	117,843	6,129	4,174	2,021	832	67	3,030	134,096	66,285	67,811
<b>Ak-Chin Indian Community</b>	<b><u>118</u></b>	<b><u>17</u></b>	<b><u>1,170</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>11</u></b>	<b><u>40</u></b>	<b><u>1,356</u></b>	<b><u>655</u></b>	<b><u>701</u></b>
<i>Hispanic or Latino</i>	71	6	79	0	0	11	26	193	117	76
<i>Non-Hispanic or Latino</i>	47	11	1,091	0	0	0	14	1,163	538	625
<b>City of Apache Junction*</b>	<b><u>33,017</u></b>	<b><u>307</u></b>	<b><u>512</u></b>	<b><u>401</u></b>	<b><u>11</u></b>	<b><u>705</u></b>	<b><u>1,452</u></b>	<b><u>36,405</u></b>	<b><u>17,960</u></b>	<b><u>18,445</u></b>
<i>Hispanic or Latino</i>	3,989	20	26	0	0	705	608	5,348	2,522	2,826
<i>Non-Hispanic or Latino</i>	29,028	287	486	401	11	0	844	31,057	15,438	15,619
<b>City of Casa Grande</b>	<b><u>37,583</u></b>	<b><u>2,801</u></b>	<b><u>1,835</u></b>	<b><u>1,348</u></b>	<b><u>0</u></b>	<b><u>4,783</u></b>	<b><u>1,446</u></b>	<b><u>49,796</u></b>	<b><u>24,283</u></b>	<b><u>25,513</u></b>
<i>Hispanic or Latino</i>	12,454	91	973	150	0	4,755	610	19,033	9,531	9,502
<i>Non-Hispanic or Latino</i>	25,129	2,710	862	1,198	0	28	836	30,763	14,752	16,011
<b>City of Coolidge</b>	<b><u>9,554</u></b>	<b><u>579</u></b>	<b><u>784</u></b>	<b><u>57</u></b>	<b><u>0</u></b>	<b><u>489</u></b>	<b><u>510</u></b>	<b><u>11,973</u></b>	<b><u>5,875</u></b>	<b><u>6,098</u></b>
<i>Hispanic or Latino</i>	4,137	37	150	11	0	489	214	5,038	2,381	2,657
<i>Non-Hispanic or Latino</i>	5,417	542	634	46	0	0	296	6,935	3,494	3,441
<b>City of Eloy</b>	<b><u>11,748</u></b>	<b><u>1,394</u></b>	<b><u>335</u></b>	<b><u>462</u></b>	<b><u>390</u></b>	<b><u>2,142</u></b>	<b><u>483</u></b>	<b><u>16,954</u></b>	<b><u>11,872</u></b>	<b><u>5,082</u></b>
<i>Hispanic or Latino</i>	7,887	163	64	20	17	2,142	210	10,503	6,810	3,693
<i>Non-Hispanic or Latino</i>	3,861	1,231	271	442	373	0	273	6,451	5,062	1,389
<b>Town of Florence</b>	<b><u>25,279</u></b>	<b><u>1,843</u></b>	<b><u>1,384</u></b>	<b><u>298</u></b>	<b><u>88</u></b>	<b><u>1,274</u></b>	<b><u>604</u></b>	<b><u>30,770</u></b>	<b><u>21,455</u></b>	<b><u>9,315</u></b>
<i>Hispanic or Latino</i>	9,663	66	66	67	0	1,274	148	11,284	8,896	2,388
<i>Non-Hispanic or Latino</i>	15,616	1,777	1,318	231	88	0	456	19,486	12,559	6,927
<b>Gila River Indian Community*</b>	<b><u>535</u></b>	<b><u>35</u></b>	<b><u>8,830</u></b>	<b><u>119</u></b>	<b><u>4</u></b>	<b><u>169</u></b>	<b><u>293</u></b>	<b><u>9,985</u></b>	<b><u>4,896</u></b>	<b><u>5,089</u></b>
<i>Hispanic or Latino</i>	209	2	303	0	0	169	36	719	396	323
<i>Non-Hispanic or Latino</i>	326	33	8,527	119	4	0	257	9,266	4,500	4,766
<b>Town of Kearny</b>	<b><u>1,936</u></b>	<b><u>25</u></b>	<b><u>5</u></b>	<b><u>47</u></b>	<b><u>0</u></b>	<b><u>280</u></b>	<b><u>19</u></b>	<b><u>2,312</u></b>	<b><u>1,186</u></b>	<b><u>1,126</u></b>
<i>Hispanic or Latino</i>	1,039	0	0	0	0	280	0	1,319	674	645
<i>Non-Hispanic or Latino</i>	897	25	5	47	0	0	19	993	512	481
<b>Town of Mammoth</b>	<b><u>1,244</u></b>	<b><u>0</u></b>	<b><u>69</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>134</u></b>	<b><u>85</u></b>	<b><u>1,532</u></b>	<b><u>801</u></b>	<b><u>731</u></b>
<i>Hispanic or Latino</i>	847	0	41	0	0	134	42	1,064	545	519
<i>Non-Hispanic or Latino</i>	512	0	28	0	0	0	43	468	256	212
<b>Town of Marana*</b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Hispanic or Latino</i>	0	0	0	0	0	0	0	0	0	0
<i>Non-Hispanic or Latino</i>	0	0	0	0	0	0	0	0	0	0
<b>City of Maricopa</b>	<b><u>34,221</u></b>	<b><u>4,493</u></b>	<b><u>825</u></b>	<b><u>1,872</u></b>	<b><u>90</u></b>	<b><u>2,759</u></b>	<b><u>1,488</u></b>	<b><u>45,748</u></b>	<b><u>22,354</u></b>	<b><u>23,394</u></b>
<i>Hispanic or Latino</i>	7,600	63	71	64	0	2,721	469	10,988	5,160	5,828
<i>Non-Hispanic or Latino</i>	26,621	4,430	754	1,808	90	38	1,019	34,760	17,194	17,566
<b>Town of Queen Creek*</b>	<b><u>206</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>4</u></b>	<b><u>0</u></b>	<b><u>210</u></b>	<b><u>107</u></b>	<b><u>103</u></b>
<i>Hispanic or Latino</i>	0	0	0	0	0	4	0	4	4	0
<i>Non-Hispanic or Latino</i>	206	0	0	0	0	0	0	206	103	103
<b>Town of Superior</b>	<b><u>2,364</u></b>	<b><u>19</u></b>	<b><u>73</u></b>	<b><u>15</u></b>	<b><u>0</u></b>	<b><u>314</u></b>	<b><u>83</u></b>	<b><u>2,868</u></b>	<b><u>1,396</u></b>	<b><u>1,472</u></b>
<i>Hispanic or Latino</i>	1,721	0	30	0	0	314	69	2,134	1,038	1,096
<i>Non-Hispanic or Latino</i>	643	19	43	15	0	0	14	734	358	376

Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates: B03002: Hispanic or Latino Origin by Race; B01001I: Sex by Age (Hispanic or Latino)

### Pinal County Members by Age/Sex/Race

<b>Pinal County</b>		<b>Total Population:</b>				<b>179,863</b>
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
<b><u>White</u></b>	<b><u>48,853</u></b>	<b><u>36,842</u></b>	<b><u>35,816</u></b>	<b><u>30,056</u></b>	<b><u>151,567</u></b>	
<i>Male</i>	25,339	18,034	17,455	14,829	75,657	
<i>Female</i>	23,514	18,808	18,361	15,227	75,910	
<b><u>Black/African American</u></b>	<b><u>3,240</u></b>	<b><u>1,816</u></b>	<b><u>1,088</u></b>	<b><u>497</u></b>	<b><u>6,441</u></b>	
<i>Male</i>	1,531	953	457	200	3,441	
<i>Female</i>	1,209	863	631	297	3,000	
<b><u>American Indian</u></b>	<b><u>2,515</u></b>	<b><u>1,490</u></b>	<b><u>632</u></b>	<b><u>225</u></b>	<b><u>4,862</u></b>	
<i>Male</i>	1,323	520	279	69	2,191	
<i>Female</i>	1,192	970	353	156	2,671	
<b><u>Asian</u></b>	<b><u>533</u></b>	<b><u>766</u></b>	<b><u>533</u></b>	<b><u>247</u></b>	<b><u>2,079</u></b>	
<i>Male</i>	70	322	194	153	739	
<i>Female</i>	463	444	339	94	1,340	
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>707</u></b>	<b><u>80</u></b>	<b><u>87</u></b>	<b><u>25</u></b>	<b><u>899</u></b>	
<i>Male</i>	392	40	60	0	492	
<i>Female</i>	315	40	27	25	407	
<b><u>Other</u></b>	<b><u>3,534</u></b>	<b><u>2,756</u></b>	<b><u>1,740</u></b>	<b><u>458</u></b>	<b><u>8,488</u></b>	
<i>Male</i>	1,848	1,336	897	129	4,210	
<i>Female</i>	1,686	1,420	843	329	4,278	
<b><u>Two or more Races</u></b>	<b><u>3,802</u></b>	<b><u>960</u></b>	<b><u>611</u></b>	<b><u>154</u></b>	<b><u>5,527</u></b>	
<i>Male</i>	2,019	584	292	37	2,932	
<i>Female</i>	1,783	376	319	117	2,595	

<b>Ak-Chin Indian Community</b>		<b>Total Population:</b>				<b>1,356</b>
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
<b><u>White</u></b>	<b><u>74</u></b>	<b><u>40</u></b>	<b><u>4</u></b>	<b><u>0</u></b>	<b><u>118</u></b>	
<i>Male</i>	47	22	4	0	73	
<i>Female</i>	27	18	0	0	45	
<b><u>Black/African American</u></b>	<b><u>8</u></b>	<b><u>9</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>17</u></b>	
<i>Male</i>	8	9	0	0	17	
<i>Female</i>	0	0	0	0	0	
<b><u>American Indian</u></b>	<b><u>523</u></b>	<b><u>389</u></b>	<b><u>195</u></b>	<b><u>63</u></b>	<b><u>1,170</u></b>	
<i>Male</i>	258	178	63	35	534	
<i>Female</i>	265	211	132	28	636	
<b><u>Asian</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<b><u>Other</u></b>	<b><u>0</u></b>	<b><u>7</u></b>	<b><u>0</u></b>	<b><u>4</u></b>	<b><u>11</u></b>	
<i>Male</i>	0	7	0	4	11	
<i>Female</i>	0	0	0	0	0	
<b><u>Two or more Races</u></b>	<b><u>25</u></b>	<b><u>15</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>40</u></b>	
<i>Male</i>	13	7	0	0	20	
<i>Female</i>	12	8	0	0	20	

Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates: Table B01001A-G

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

<b>City of Apache Junction*</b>					<b>Total Population:</b>	<b>36,405</b>
<b>Race</b>	<b>Age 0-24</b>	<b>Age 25-44</b>	<b>Age 45-64</b>	<b>Age 65+</b>	<b>Total</b>	
<b><u>White</u></b>	<b><u>7,384</u></b>	<b><u>6,458</u></b>	<b><u>8,398</u></b>	<b><u>10,777</u></b>	<b><u>33,017</u></b>	
<i>Male</i>	4,005	3,325	3,850	5,036	16,216	
<i>Female</i>	3,379	3,133	4,548	5,741	16,801	
<b><u>Black/African American</u></b>	<b><u>113</u></b>	<b><u>89</u></b>	<b><u>105</u></b>	<b><u>0</u></b>	<b><u>307</u></b>	
<i>Male</i>	43	8	86	0	137	
<i>Female</i>	70	81	19	0	170	
<b><u>American Indian</u></b>	<b><u>205</u></b>	<b><u>186</u></b>	<b><u>54</u></b>	<b><u>67</u></b>	<b><u>512</u></b>	
<i>Male</i>	189	123	54	29	395	
<i>Female</i>	16	63	0	38	117	
<b><u>Asian</u></b>	<b><u>28</u></b>	<b><u>183</u></b>	<b><u>170</u></b>	<b><u>20</u></b>	<b><u>401</u></b>	
<i>Male</i>	0	102	119	0	221	
<i>Female</i>	28	81	51	20	180	
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>11</u></b>	<b><u>0</u></b>	<b><u>11</u></b>	
<i>Male</i>	0	0	11	0	11	
<i>Female</i>	0	0	0	0	0	
<b><u>Other</u></b>	<b><u>232</u></b>	<b><u>329</u></b>	<b><u>75</u></b>	<b><u>69</u></b>	<b><u>705</u></b>	
<i>Male</i>	168	122	13	33	336	
<i>Female</i>	64	207	62	36	369	
<b><u>Two or more Races</u></b>	<b><u>1,018</u></b>	<b><u>96</u></b>	<b><u>283</u></b>	<b><u>55</u></b>	<b><u>1,452</u></b>	
<i>Male</i>	370	66	170	38	644	
<i>Female</i>	648	30	113	17	808	

<b>City of Casa Grande</b>					<b>Total Population:</b>	<b>49,796</b>
<b>Race</b>	<b>Age 0-24</b>	<b>Age 25-44</b>	<b>Age 45-64</b>	<b>Age 65+</b>	<b>Total</b>	
<b><u>White</u></b>	<b><u>12,045</u></b>	<b><u>8,016</u></b>	<b><u>9,265</u></b>	<b><u>8,257</u></b>	<b><u>37,583</u></b>	
<i>Male</i>	6,041	4,172	4,386	3,932	18,531	
<i>Female</i>	6,004	3,844	4,879	4,325	19,052	
<b><u>Black/African American</u></b>	<b><u>1,107</u></b>	<b><u>578</u></b>	<b><u>628</u></b>	<b><u>488</u></b>	<b><u>2,801</u></b>	
<i>Male</i>	540	264	309	264	1,377	
<i>Female</i>	567	314	319	224	1,424	
<b><u>American Indian</u></b>	<b><u>798</u></b>	<b><u>848</u></b>	<b><u>143</u></b>	<b><u>46</u></b>	<b><u>1,835</u></b>	
<i>Male</i>	392	287	27	9	715	
<i>Female</i>	406	561	116	37	1,120	
<b><u>Asian</u></b>	<b><u>405</u></b>	<b><u>422</u></b>	<b><u>384</u></b>	<b><u>137</u></b>	<b><u>1,348</u></b>	
<i>Male</i>	248	233	105	94	680	
<i>Female</i>	157	189	279	43	668	
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<b><u>Other</u></b>	<b><u>2,141</u></b>	<b><u>1,349</u></b>	<b><u>974</u></b>	<b><u>319</u></b>	<b><u>4,783</u></b>	
<i>Male</i>	1,188	599	365	157	2,309	
<i>Female</i>	953	750	609	162	2,474	
<b><u>Two or more Races</u></b>	<b><u>893</u></b>	<b><u>227</u></b>	<b><u>221</u></b>	<b><u>105</u></b>	<b><u>1,446</u></b>	
<i>Male</i>	403	64	131	73	671	
<i>Female</i>	490	163	90	32	775	

Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates: Table B01001A-G

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

<b>City of Coolidge</b>				<b>Total Population: 11,973</b>	
<b>Race</b>	<b>Age 0-24</b>	<b>Age 25-44</b>	<b>Age 45-64</b>	<b>Age 65+</b>	<b>Total</b>
<b><u>White</u></b>	<b><u>3,267</u></b>	<b><u>2,351</u></b>	<b><u>2,543</u></b>	<b><u>1,393</u></b>	<b><u>9,554</u></b>
<i>Male</i>	1,582	1,170	1,147	599	4,498
<i>Female</i>	1,685	1,181	1,396	794	5,056
<b><u>Black/African American</u></b>	<b><u>141</u></b>	<b><u>180</u></b>	<b><u>246</u></b>	<b><u>12</u></b>	<b><u>579</u></b>
<i>Male</i>	104	77	148	12	341
<i>Female</i>	37	103	98	0	238
<b><u>American Indian</u></b>	<b><u>256</u></b>	<b><u>237</u></b>	<b><u>255</u></b>	<b><u>36</u></b>	<b><u>784</u></b>
<i>Male</i>	190	128	77	25	420
<i>Female</i>	66	109	178	11	364
<b><u>Asian</u></b>	<b><u>28</u></b>	<b><u>11</u></b>	<b><u>18</u></b>	<b><u>0</u></b>	<b><u>57</u></b>
<i>Male</i>	16	11	10	0	37
<i>Female</i>	12	0	8	0	20
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Other</u></b>	<b><u>128</u></b>	<b><u>137</u></b>	<b><u>176</u></b>	<b><u>48</u></b>	<b><u>489</u></b>
<i>Male</i>	110	121	60	48	339
<i>Female</i>	18	16	116	0	150
<b><u>Two or more Races</u></b>	<b><u>418</u></b>	<b><u>48</u></b>	<b><u>27</u></b>	<b><u>17</u></b>	<b><u>510</u></b>
<i>Male</i>	225	0	15	0	240
<i>Female</i>	193	48	12	17	270

<b>City of Eloy</b>				<b>Total Population: 16,954</b>	
<b>Race</b>	<b>Age 0-24</b>	<b>Age 25-44</b>	<b>Age 45-64</b>	<b>Age 65+</b>	<b>Total</b>
<b><u>White</u></b>	<b><u>3,472</u></b>	<b><u>3,968</u></b>	<b><u>2,856</u></b>	<b><u>1,452</u></b>	<b><u>11,748</u></b>
<i>Male</i>	1,968	3,110	1,794	705	7,577
<i>Female</i>	1,504	858	1,062	747	4,171
<b><u>Black/African American</u></b>	<b><u>413</u></b>	<b><u>693</u></b>	<b><u>211</u></b>	<b><u>77</u></b>	<b><u>1,394</u></b>
<i>Male</i>	353	648	187	46	1,234
<i>Female</i>	60	45	24	31	160
<b><u>American Indian</u></b>	<b><u>76</u></b>	<b><u>132</u></b>	<b><u>98</u></b>	<b><u>29</u></b>	<b><u>335</u></b>
<i>Male</i>	60	107	90	5	262
<i>Female</i>	16	25	8	24	73
<b><u>Asian</u></b>	<b><u>45</u></b>	<b><u>307</u></b>	<b><u>72</u></b>	<b><u>38</u></b>	<b><u>462</u></b>
<i>Male</i>	45	299	62	11	417
<i>Female</i>	0	8	10	27	45
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>44</u></b>	<b><u>247</u></b>	<b><u>99</u></b>	<b><u>0</u></b>	<b><u>390</u></b>
<i>Male</i>	44	247	99	0	390
<i>Female</i>	0	0	0	0	0
<b><u>Other</u></b>	<b><u>677</u></b>	<b><u>1,049</u></b>	<b><u>333</u></b>	<b><u>83</u></b>	<b><u>2,142</u></b>
<i>Male</i>	497	805	209	47	1,558
<i>Female</i>	180	244	124	36	584
<b><u>Two or more Races</u></b>	<b><u>104</u></b>	<b><u>253</u></b>	<b><u>126</u></b>	<b><u>0</u></b>	<b><u>483</u></b>
<i>Male</i>	74	234	126	0	434
<i>Female</i>	30	19	0	0	49

Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates: Table B01001A-G

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

<b>Town of Florence</b>					<b>Total Population:</b>	<b>30,770</b>
<b>Race</b>	<b>Age 0-24</b>	<b>Age 25-44</b>	<b>Age 45-64</b>	<b>Age 65+</b>	<b>Total</b>	
<b><u>White</u></b>	<b><u>5,035</u></b>	<b><u>9,115</u></b>	<b><u>6,040</u></b>	<b><u>5,089</u></b>	<b><u>25,279</u></b>	
<i>Male</i>	3,064	7,459	4,046	2,854	17,423	
<i>Female</i>	1,971	1,656	1,994	2,235	7,856	
<b><u>Black/African American</u></b>	<b><u>358</u></b>	<b><u>792</u></b>	<b><u>563</u></b>	<b><u>130</u></b>	<b><u>1,843</u></b>	
<i>Male</i>	266	687	495	36	1,484	
<i>Female</i>	92	105	68	94	359	
<b><u>American Indian</u></b>	<b><u>618</u></b>	<b><u>579</u></b>	<b><u>152</u></b>	<b><u>35</u></b>	<b><u>1,384</u></b>	
<i>Male</i>	119	460	137	26	742	
<i>Female</i>	499	119	15	9	642	
<b><u>Asian</u></b>	<b><u>27</u></b>	<b><u>135</u></b>	<b><u>53</u></b>	<b><u>83</u></b>	<b><u>298</u></b>	
<i>Male</i>	27	135	48	26	236	
<i>Female</i>	0	0	5	57	62	
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>0</u></b>	<b><u>58</u></b>	<b><u>30</u></b>	<b><u>0</u></b>	<b><u>88</u></b>	
<i>Male</i>	0	58	30	0	88	
<i>Female</i>	0	0	0	0	0	
<b><u>Other</u></b>	<b><u>289</u></b>	<b><u>619</u></b>	<b><u>330</u></b>	<b><u>36</u></b>	<b><u>1,274</u></b>	
<i>Male</i>	199	539	249	28	1,015	
<i>Female</i>	90	80	81	8	259	
<b><u>Two or more Races</u></b>	<b><u>120</u></b>	<b><u>299</u></b>	<b><u>177</u></b>	<b><u>8</u></b>	<b><u>604</u></b>	
<i>Male</i>	95	269	95	8	467	
<i>Female</i>	25	30	82	0	137	

<b>Gila River Indian Community*</b>					<b>Total Population:</b>	<b>9,985</b>
<b>Race</b>	<b>Age 0-24</b>	<b>Age 25-44</b>	<b>Age 45-64</b>	<b>Age 65+</b>	<b>Total</b>	
<b><u>White</u></b>	<b><u>130</u></b>	<b><u>123</u></b>	<b><u>159</u></b>	<b><u>123</u></b>	<b><u>535</u></b>	
<i>Male</i>	46	80	78	61	265	
<i>Female</i>	84	43	81	62	270	
<b><u>Black/African American</u></b>	<b><u>7</u></b>	<b><u>6</u></b>	<b><u>9</u></b>	<b><u>13</u></b>	<b><u>35</u></b>	
<i>Male</i>	7	6	8	13	34	
<i>Female</i>	0	0	1	0	1	
<b><u>American Indian</u></b>	<b><u>3,852</u></b>	<b><u>2,457</u></b>	<b><u>1,977</u></b>	<b><u>544</u></b>	<b><u>8,830</u></b>	
<i>Male</i>	1,921	1,146	880	231	4,178	
<i>Female</i>	1,931	1,311	1,097	313	4,652	
<b><u>Asian</u></b>	<b><u>30</u></b>	<b><u>27</u></b>	<b><u>62</u></b>	<b><u>0</u></b>	<b><u>119</u></b>	
<i>Male</i>	14	9	21	0	44	
<i>Female</i>	16	18	41	0	75	
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>4</u></b>	<b><u>0</u></b>	<b><u>4</u></b>	
<i>Male</i>	0	0	4	0	4	
<i>Female</i>	0	0	0	0	0	
<b><u>Other</u></b>	<b><u>52</u></b>	<b><u>73</u></b>	<b><u>15</u></b>	<b><u>29</u></b>	<b><u>169</u></b>	
<i>Male</i>	36	58	15	24	133	
<i>Female</i>	16	15	0	5	36	
<b><u>Two or more Races</u></b>	<b><u>228</u></b>	<b><u>25</u></b>	<b><u>28</u></b>	<b><u>12</u></b>	<b><u>293</u></b>	
<i>Male</i>	185	25	28	0	238	
<i>Female</i>	43	0	0	12	55	

Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates: Table B01001A-G

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

<b>Town of Kearny</b>					<b>Total Population: 2,312</b>
<b>Race</b>	<b>Age 0-24</b>	<b>Age 25-44</b>	<b>Age 45-64</b>	<b>Age 65+</b>	<b>Total</b>
<b><u>White</u></b>	<b><u>715</u></b>	<b><u>438</u></b>	<b><u>434</u></b>	<b><u>349</u></b>	<b><u>1,936</u></b>
<i>Male</i>	408	225	229	150	1,012
<i>Female</i>	307	213	205	199	924
<b><u>Black/African American</u></b>	<b><u>0</u></b>	<b><u>10</u></b>	<b><u>6</u></b>	<b><u>9</u></b>	<b><u>25</u></b>
<i>Male</i>	0	10	4	0	14
<i>Female</i>	0	0	2	9	11
<b><u>American Indian</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>5</u></b>	<b><u>0</u></b>	<b><u>5</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	5	0	5
<b><u>Asian</u></b>	<b><u>12</u></b>	<b><u>13</u></b>	<b><u>3</u></b>	<b><u>19</u></b>	<b><u>47</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	12	13	3	19	47
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Other</u></b>	<b><u>75</u></b>	<b><u>93</u></b>	<b><u>69</u></b>	<b><u>43</u></b>	<b><u>280</u></b>
<i>Male</i>	23	69	36	22	150
<i>Female</i>	52	24	33	21	130
<b><u>Two or more Races</u></b>	<b><u>19</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>19</u></b>
<i>Male</i>	10	0	0	0	10
<i>Female</i>	9	0	0	0	9

<b>Town of Mammoth</b>					<b>Total Population: 1,532</b>
<b>Race</b>	<b>Age 0-24</b>	<b>Age 25-44</b>	<b>Age 45-64</b>	<b>Age 65+</b>	<b>Total</b>
<b><u>White</u></b>	<b><u>450</u></b>	<b><u>247</u></b>	<b><u>352</u></b>	<b><u>195</u></b>	<b><u>1,244</u></b>
<i>Male</i>	243	102	190	129	664
<i>Female</i>	207	145	162	66	580
<b><u>Black/African American</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>American Indian</u></b>	<b><u>30</u></b>	<b><u>15</u></b>	<b><u>14</u></b>	<b><u>10</u></b>	<b><u>69</u></b>
<i>Male</i>	21	0	4	0	25
<i>Female</i>	9	15	10	10	44
<b><u>Asian</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Other</u></b>	<b><u>37</u></b>	<b><u>32</u></b>	<b><u>32</u></b>	<b><u>33</u></b>	<b><u>134</u></b>
<i>Male</i>	11	15	20	17	63
<i>Female</i>	26	17	12	16	71
<b><u>Two or more Races</u></b>	<b><u>90</u></b>	<b><u>7</u></b>	<b><u>4</u></b>	<b><u>15</u></b>	<b><u>85</u></b>
<i>Male</i>	28	5	4	12	49
<i>Female</i>	29	3	0	4	36

Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates: Table B01001A-G

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

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

<b>City of Maricopa</b>					<b>Total Population:</b>	<b>45,748</b>
<b>Race</b>	<b>Age 0-24</b>	<b>Age 25-44</b>	<b>Age 45-64</b>	<b>Age 65+</b>	<b>Total</b>	
<b><u>White</u></b>	<b><u>11,025</u></b>	<b><u>11,535</u></b>	<b><u>8,106</u></b>	<b><u>3,555</u></b>	<b><u>34,221</u></b>	
<i>Male</i>	5,219	6,027	3,949	1,761	16,956	
<i>Female</i>	5,806	5,508	4,157	1,794	17,265	
<b><u>Black/African American</u></b>	<b><u>2,036</u></b>	<b><u>1,168</u></b>	<b><u>1,082</u></b>	<b><u>207</u></b>	<b><u>4,493</u></b>	
<i>Male</i>	966	493	535	104	2,098	
<i>Female</i>	1,070	675	547	103	2,395	
<b><u>American Indian</u></b>	<b><u>336</u></b>	<b><u>200</u></b>	<b><u>189</u></b>	<b><u>100</u></b>	<b><u>825</u></b>	
<i>Male</i>	197	78	161	44	480	
<i>Female</i>	139	122	28	56	345	
<b><u>Asian</u></b>	<b><u>569</u></b>	<b><u>820</u></b>	<b><u>247</u></b>	<b><u>236</u></b>	<b><u>1,872</u></b>	
<i>Male</i>	363	255	56	40	714	
<i>Female</i>	206	565	191	196	1,158	
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>34</u></b>	<b><u>56</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>90</u></b>	
<i>Male</i>	0	28	0	0	28	
<i>Female</i>	34	28	0	0	62	
<b><u>Other</u></b>	<b><u>1,228</u></b>	<b><u>984</u></b>	<b><u>406</u></b>	<b><u>141</u></b>	<b><u>2,759</u></b>	
<i>Male</i>	542	498	138	94	1,272	
<i>Female</i>	686	486	268	47	1,487	
<b><u>Two or more Races</u></b>	<b><u>823</u></b>	<b><u>462</u></b>	<b><u>129</u></b>	<b><u>74</u></b>	<b><u>1,488</u></b>	
<i>Male</i>	487	274	1	44	806	
<i>Female</i>	336	188	128	30	682	

Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates: Table B01001A-G

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

<b>Town of Queen Creek*</b>					<b>Total Population: 210</b>
<b>Race</b>	<b>Age 0-24</b>	<b>Age 25-44</b>	<b>Age 45-64</b>	<b>Age 65+</b>	<b>Total</b>
<b><u>White</u></b>	<b><u>79</u></b>	<b><u>45</u></b>	<b><u>55</u></b>	<b><u>27</u></b>	<b><u>206</u></b>
<i>Male</i>	38	26	25	14	103
<i>Female</i>	41	19	30	13	103
<b><u>Black/African American</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>American Indian</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Asian</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Other</u></b>	<b><u>0</u></b>	<b><u>4</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>4</u></b>
<i>Male</i>	0	4	0	0	4
<i>Female</i>	0	0	0	0	0
<b><u>Two or more Races</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0

<b>Town of Superior</b>					<b>Total Population: 2,868</b>
<b>Race</b>	<b>Age 0-24</b>	<b>Age 25-44</b>	<b>Age 45-64</b>	<b>Age 65+</b>	<b>Total</b>
<b><u>White</u></b>	<b><u>653</u></b>	<b><u>577</u></b>	<b><u>710</u></b>	<b><u>424</u></b>	<b><u>2,364</u></b>
<i>Male</i>	396	239	318	175	1,128
<i>Female</i>	257	338	392	249	1,236
<b><u>Black/African American</u></b>	<b><u>2</u></b>	<b><u>0</u></b>	<b><u>17</u></b>	<b><u>0</u></b>	<b><u>19</u></b>
<i>Male</i>	2	0	15	0	17
<i>Female</i>	0	0	2	0	2
<b><u>American Indian</u></b>	<b><u>32</u></b>	<b><u>25</u></b>	<b><u>16</u></b>	<b><u>0</u></b>	<b><u>73</u></b>
<i>Male</i>	11	16	0	0	27
<i>Female</i>	21	9	16	0	46
<b><u>Asian</u></b>	<b><u>6</u></b>	<b><u>0</u></b>	<b><u>9</u></b>	<b><u>0</u></b>	<b><u>15</u></b>
<i>Male</i>	0	0	5	0	5
<i>Female</i>	6	0	4	0	10
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Other</u></b>	<b><u>142</u></b>	<b><u>21</u></b>	<b><u>80</u></b>	<b><u>71</u></b>	<b><u>314</u></b>
<i>Male</i>	100	0	38	30	168
<i>Female</i>	42	21	42	41	146
<b><u>Two or more Races</u></b>	<b><u>49</u></b>	<b><u>0</u></b>	<b><u>7</u></b>	<b><u>27</u></b>	<b><u>83</u></b>
<i>Male</i>	28	0	7	16	51
<i>Female</i>	21	0	0	11	32

Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates: Table B01001A-G



### Gila County Members by Race & Sex

Member Agency	White	Black or African American	American Indian	Asian	Native Hawaiian (Pacific)	Other	Two or More Races	Total Population	Male	Female
<b>Gila County</b>	<b>16,242</b>	<b>125</b>	<b>388</b>	<b>25</b>	<b>12</b>	<b>378</b>	<b>473</b>	<b>17,643</b>	<b>9,193</b>	<b>8,450</b>
<i>Hispanic or Latino</i>	2,433	0	0	0	0	378	302	3,113	1,560	1,553
<i>Non-Hispanic or Latino</i>	13,809	125	388	25	12	0	171	14,530	7,633	6,897
<b>City of Globe</b>	<b>6,541</b>	<b>133</b>	<b>287</b>	<b>101</b>	<b>0</b>	<b>239</b>	<b>129</b>	<b>7,430</b>	<b>3,765</b>	<b>3,665</b>
<i>Hispanic or Latino</i>	2,816	45	0	0	0	239	55	3,155	1,711	1,444
<i>Non-Hispanic or Latino</i>	3,725	88	287	101	0	0	74	4,275	2,054	2,221
<b>Town of Hayden</b>	<b>483</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>106</b>	<b>11</b>	<b>600</b>	<b>281</b>	<b>319</b>
<i>Hispanic or Latino</i>	433	0	0	0	0	106	11	550	259	291
<i>Non-Hispanic or Latino</i>	50	0	0	0	0	0	0	50	22	28
<b>Town of Miami</b>	<b>1,908</b>	<b>0</b>	<b>18</b>	<b>30</b>	<b>0</b>	<b>58</b>	<b>38</b>	<b>2,052</b>	<b>979</b>	<b>1,073</b>
<i>Hispanic or Latino</i>	1,048	0	12	0	0	58	38	1,156	607	549
<i>Non-Hispanic or Latino</i>	860	0	6	30	0	0	0	896	372	524
<b>Town of Payson</b>	<b>14,448</b>	<b>15</b>	<b>292</b>	<b>46</b>	<b>0</b>	<b>246</b>	<b>201</b>	<b>15,248</b>	<b>7,144</b>	<b>8,104</b>
<i>Hispanic or Latino</i>	1,192	0	4	0	0	246	24	1,466	623	843
<i>Non-Hispanic or Latino</i>	13,256	15	288	46	0	0	177	13,782	6,521	7,261
<b>San Carlos Apache Tribe*</b>	<b>145</b>	<b>46</b>	<b>5,120</b>	<b>117</b>	<b>0</b>	<b>0</b>	<b>344</b>	<b>5,772</b>	<b>2,924</b>	<b>2,848</b>
<i>Hispanic or Latino</i>	47	0	8	0	0	0	104	159	111	48
<i>Non-Hispanic or Latino</i>	98	46	5,112	117	0	0	240	5,613	2,813	2,800
<b>Town of Star Valley</b>	<b>1,966</b>	<b>59</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>65</b>	<b>2,090</b>	<b>1,071</b>	<b>1,019</b>
<i>Hispanic or Latino</i>	1	0	0	0	0	0	0	1	0	1
<i>Non-Hispanic or Latino</i>	1,965	59	0	0	0	0	65	2,089	1,071	1,018
<b>White Mountain Apache Tribe*</b>	<b>31</b>	<b>6</b>	<b>1,924</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>42</b>	<b>2,003</b>	<b>938</b>	<b>1,065</b>
<i>Hispanic or Latino</i>	0	0	0	0	0	0	0	0	0	0
<i>Non-Hispanic or Latino</i>	31	6	1,924	0	0	0	42	2,003	938	1,065
<b>Town of Winkelman</b>	<b>313</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>0</b>	<b>327</b>	<b>141</b>	<b>186</b>
<i>Hispanic or Latino</i>	255	0	0	0	0	14	0	269	118	151
<i>Non-Hispanic or Latino</i>	58	0	0	0	0	0	0	58	23	35

Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates: Table B03002: Hispanic or Latino Origin by Race; Table B01001: Sex By Age; Table B01001I: Sex By Age (Hispanic Or Latino)

### Gila County Members by Age/Sex/Race

<b>Gila County</b>					<b>Total Population:</b>	<b>17,643</b>
<b>Race</b>	<b>Age 0-24</b>	<b>Age 25-44</b>	<b>Age 45-64</b>	<b>Age 65+</b>	<b>Total</b>	
<b><u>White</u></b>	<b><u>3,569</u></b>	<b><u>2,567</u></b>	<b><u>5,347</u></b>	<b><u>4,759</u></b>	<b><u>16,242</u></b>	
<i>Male</i>	1,979	1,396	2,611	2,526	8,512	
<i>Female</i>	1,590	1,171	2,736	2,233	7,730	
<b><u>Black/African American</u></b>	<b><u>88</u></b>	<b><u>36</u></b>	<b><u>1</u></b>	<b><u>0</u></b>	<b><u>125</u></b>	
<i>Male</i>	59	18	0	0	77	
<i>Female</i>	29	18	1	0	48	
<b><u>American Indian</u></b>	<b><u>190</u></b>	<b><u>151</u></b>	<b><u>45</u></b>	<b><u>2</u></b>	<b><u>388</u></b>	
<i>Male</i>	121	37	19	2	179	
<i>Female</i>	69	114	26	0	209	
<b><u>Asian</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>20</u></b>	<b><u>5</u></b>	<b><u>25</u></b>	
<i>Male</i>	0	0	6	0	6	
<i>Female</i>	0	0	14	5	19	
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>12</u></b>	<b><u>12</u></b>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	12	12	
<b><u>Other</u></b>	<b><u>272</u></b>	<b><u>26</u></b>	<b><u>26</u></b>	<b><u>54</u></b>	<b><u>378</u></b>	
<i>Male</i>	77	26	7	35	145	
<i>Female</i>	195	0	19	19	233	
<b><u>Two or more Races</u></b>	<b><u>257</u></b>	<b><u>73</u></b>	<b><u>82</u></b>	<b><u>61</u></b>	<b><u>473</u></b>	
<i>Male</i>	115	43	75	41	274	
<i>Female</i>	142	30	7	20	199	

<b>City of Globe</b>					<b>Total Population:</b>	<b>7,430</b>
<b>Race</b>	<b>Age 0-24</b>	<b>Age 25-44</b>	<b>Age 45-64</b>	<b>Age 65+</b>	<b>Total</b>	
<b><u>White</u></b>	<b><u>2,054</u></b>	<b><u>1,361</u></b>	<b><u>1,760</u></b>	<b><u>1,366</u></b>	<b><u>6,541</u></b>	
<i>Male</i>	1,030	610	1,052	600	3,292	
<i>Female</i>	1,024	751	708	766	3,249	
<b><u>Black/African American</u></b>	<b><u>54</u></b>	<b><u>45</u></b>	<b><u>34</u></b>	<b><u>0</u></b>	<b><u>133</u></b>	
<i>Male</i>	32	38	34	0	104	
<i>Female</i>	22	7	0	0	29	
<b><u>American Indian</u></b>	<b><u>172</u></b>	<b><u>57</u></b>	<b><u>18</u></b>	<b><u>40</u></b>	<b><u>287</u></b>	
<i>Male</i>	24	32	13	17	86	
<i>Female</i>	148	25	5	23	201	
<b><u>Asian</u></b>	<b><u>30</u></b>	<b><u>39</u></b>	<b><u>24</u></b>	<b><u>8</u></b>	<b><u>101</u></b>	
<i>Male</i>	22	20	8	8	58	
<i>Female</i>	8	19	16	0	43	
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<b><u>Other</u></b>	<b><u>17</u></b>	<b><u>71</u></b>	<b><u>44</u></b>	<b><u>107</u></b>	<b><u>239</u></b>	
<i>Male</i>	17	58	17	47	139	
<i>Female</i>	0	13	27	60	100	
<b><u>Two or more Races</u></b>	<b><u>12</u></b>	<b><u>103</u></b>	<b><u>14</u></b>	<b><u>0</u></b>	<b><u>129</u></b>	
<i>Male</i>	12	60	14	0	86	
<i>Female</i>	0	43	0	0	43	

Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates: Table B01001A-G

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

<b>Town of Hayden</b>					<b>Total Population: 600</b>
<b>Race</b>	<b>Age 0-24</b>	<b>Age 25-44</b>	<b>Age 45-64</b>	<b>Age 65+</b>	<b>Total</b>
<b><u>White</u></b>	<b><u>141</u></b>	<b><u>81</u></b>	<b><u>152</u></b>	<b><u>109</u></b>	<b><u>483</u></b>
<i>Male</i>	66	43	70	46	225
<i>Female</i>	75	38	82	63	258
<b><u>Black/African American</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>American Indian</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Asian</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Other</u></b>	<b><u>30</u></b>	<b><u>39</u></b>	<b><u>35</u></b>	<b><u>2</u></b>	<b><u>106</u></b>
<i>Male</i>	9	18	22	0	49
<i>Female</i>	21	21	13	2	57
<b><u>Two or more Races</u></b>	<b><u>11</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>11</u></b>
<i>Male</i>	7	0	0	0	7
<i>Female</i>	4	0	0	0	4

<b>Town of Miami</b>					<b>Total Population: 2,052</b>
<b>Race</b>	<b>Age 0-24</b>	<b>Age 25-44</b>	<b>Age 45-64</b>	<b>Age 65+</b>	<b>Total</b>
<b><u>White</u></b>	<b><u>673</u></b>	<b><u>414</u></b>	<b><u>549</u></b>	<b><u>272</u></b>	<b><u>1,908</u></b>
<i>Male</i>	318	225	264	99	906
<i>Female</i>	355	189	285	173	1,002
<b><u>Black/African American</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>American Indian</u></b>	<b><u>10</u></b>	<b><u>0</u></b>	<b><u>8</u></b>	<b><u>0</u></b>	<b><u>18</u></b>
<i>Male</i>	4	0	4	0	8
<i>Female</i>	6	0	4	0	10
<b><u>Asian</u></b>	<b><u>7</u></b>	<b><u>20</u></b>	<b><u>3</u></b>	<b><u>0</u></b>	<b><u>30</u></b>
<i>Male</i>	7	10	0	0	17
<i>Female</i>	0	10	3	0	13
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Other</u></b>	<b><u>6</u></b>	<b><u>11</u></b>	<b><u>7</u></b>	<b><u>34</u></b>	<b><u>58</u></b>
<i>Male</i>	0	6	4	20	30
<i>Female</i>	6	5	3	14	28
<b><u>Two or more Races</u></b>	<b><u>24</u></b>	<b><u>3</u></b>	<b><u>3</u></b>	<b><u>8</u></b>	<b><u>38</u></b>
<i>Male</i>	8	3	3	4	18
<i>Female</i>	16	0	0	4	20

Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates: Table B01001A-G

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

<b>Town of Payson</b>					<b>Total Population:</b>	<b>15,248</b>
<b>Race</b>	<b>Age 0-24</b>	<b>Age 25-44</b>	<b>Age 45-64</b>	<b>Age 65+</b>	<b>Total</b>	
<b><u>White</u></b>	<b><u>2,742</u></b>	<b><u>2,221</u></b>	<b><u>4,168</u></b>	<b><u>5,317</u></b>	<b><u>14,448</u></b>	
<i>Male</i>	1,428	1,109	1,857	2,387	6,781	
<i>Female</i>	1,314	1,112	2,311	2,930	7,667	
<b><u>Black/African American</u></b>	<b><u>11</u></b>	<b><u>0</u></b>	<b><u>4</u></b>	<b><u>0</u></b>	<b><u>15</u></b>	
<i>Male</i>	11	0	2	0	13	
<i>Female</i>	0	0	2	0	2	
<b><u>American Indian</u></b>	<b><u>37</u></b>	<b><u>30</u></b>	<b><u>134</u></b>	<b><u>91</u></b>	<b><u>292</u></b>	
<i>Male</i>	10	21	43	40	114	
<i>Female</i>	27	9	91	51	178	
<b><u>Asian</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>36</u></b>	<b><u>10</u></b>	<b><u>46</u></b>	
<i>Male</i>	0	0	7	0	7	
<i>Female</i>	0	0	29	10	39	
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<b><u>Other</u></b>	<b><u>8</u></b>	<b><u>23</u></b>	<b><u>142</u></b>	<b><u>73</u></b>	<b><u>246</u></b>	
<i>Male</i>	8	19	78	10	115	
<i>Female</i>	0	4	64	63	131	
<b><u>Two or more Races</u></b>	<b><u>126</u></b>	<b><u>4</u></b>	<b><u>51</u></b>	<b><u>20</u></b>	<b><u>201</u></b>	
<i>Male</i>	77	4	33	0	114	
<i>Female</i>	49	0	18	20	87	

<b>San Carlos Apache Tribe*</b>					<b>Total Population:</b>	<b>5,772</b>
<b>Race</b>	<b>Age 0-24</b>	<b>Age 25-44</b>	<b>Age 45-64</b>	<b>Age 65+</b>	<b>Total</b>	
<b><u>White</u></b>	<b><u>33</u></b>	<b><u>34</u></b>	<b><u>39</u></b>	<b><u>39</u></b>	<b><u>145</u></b>	
<i>Male</i>	33	25	18	32	108	
<i>Female</i>	0	9	21	7	37	
<b><u>Black/African American</u></b>	<b><u>16</u></b>	<b><u>30</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>46</u></b>	
<i>Male</i>	0	20	0	0	20	
<i>Female</i>	16	10	0	0	26	
<b><u>American Indian</u></b>	<b><u>2,448</u></b>	<b><u>1,209</u></b>	<b><u>1,050</u></b>	<b><u>413</u></b>	<b><u>5,120</u></b>	
<i>Male</i>	1,263	582	511	145	2,501	
<i>Female</i>	1,185	627	539	268	2,619	
<b><u>Asian</u></b>	<b><u>39</u></b>	<b><u>58</u></b>	<b><u>20</u></b>	<b><u>0</u></b>	<b><u>117</u></b>	
<i>Male</i>	13	20	20	0	53	
<i>Female</i>	26	38	0	0	64	
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<b><u>Other</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	
<i>Male</i>	0	0	0	0	0	
<i>Female</i>	0	0	0	0	0	
<b><u>Two or more Races</u></b>	<b><u>199</u></b>	<b><u>105</u></b>	<b><u>30</u></b>	<b><u>10</u></b>	<b><u>344</u></b>	
<i>Male</i>	129	97	6	10	242	
<i>Female</i>	70	8	24	0	102	

Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates: Table B01001A-G

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

<b>Town of Star Valley</b>					<b>Total Population: 2,090</b>
<b>Race</b>	<b>Age 0-24</b>	<b>Age 25-44</b>	<b>Age 45-64</b>	<b>Age 65+</b>	<b>Total</b>
<b><u>White</u></b>	<b><u>417</u></b>	<b><u>185</u></b>	<b><u>816</u></b>	<b><u>548</u></b>	<b><u>1,966</u></b>
<i>Male</i>	217	81	358	350	1,006
<i>Female</i>	200	104	458	198	960
<b><u>Black/African American</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>59</u></b>	<b><u>0</u></b>	<b><u>59</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	59	0	59
<b><u>American Indian</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Asian</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Other</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Two or more Races</u></b>	<b><u>0</u></b>	<b><u>33</u></b>	<b><u>32</u></b>	<b><u>0</u></b>	<b><u>65</u></b>
<i>Male</i>	0	33	32	0	65
<i>Female</i>	0	0	0	0	0

<b>White Mountain Apache Tribe*</b>					<b>Total Population: 2,003</b>
<b>Race</b>	<b>Age 0-24</b>	<b>Age 25-44</b>	<b>Age 45-64</b>	<b>Age 65+</b>	<b>Total</b>
<b><u>White</u></b>	<b><u>14</u></b>	<b><u>5</u></b>	<b><u>0</u></b>	<b><u>12</u></b>	<b><u>31</u></b>
<i>Male</i>	7	0	0	6	13
<i>Female</i>	7	5	0	6	18
<b><u>Black/African American</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>6</u></b>	<b><u>0</u></b>	<b><u>6</u></b>
<i>Male</i>	0	0	6	0	6
<i>Female</i>	0	0	0	0	0
<b><u>American Indian</u></b>	<b><u>912</u></b>	<b><u>435</u></b>	<b><u>434</u></b>	<b><u>143</u></b>	<b><u>1,924</u></b>
<i>Male</i>	450	189	184	71	894
<i>Female</i>	462	246	250	72	1,030
<b><u>Asian</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Other</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Two or more Races</u></b>	<b><u>42</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>42</u></b>
<i>Male</i>	25	0	0	0	25
<i>Female</i>	17	0	0	0	17

Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates: Table B01001A-G

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

<b>Town of Winkelman</b>				<b>Total Population: 327</b>	
<b>Race</b>	<b>Age 0-24</b>	<b>Age 25-44</b>	<b>Age 45-64</b>	<b>Age 65+</b>	<b>Total</b>
<b><u>White</u></b>	<b><u>107</u></b>	<b><u>54</u></b>	<b><u>81</u></b>	<b><u>71</u></b>	<b><u>313</u></b>
<i>Male</i>	37	33	37	27	134
<i>Female</i>	70	21	44	44	179
<b><u>Black/African American</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>American Indian</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Asian</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Native Hawaiian (Pacific)</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<b><u>Other</u></b>	<b><u>0</u></b>	<b><u>1</u></b>	<b><u>9</u></b>	<b><u>4</u></b>	<b><u>14</u></b>
<i>Male</i>	0	1	4	2	7
<i>Female</i>	0	0	5	2	7
<b><u>Two or more Races</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>0</u></b>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0

Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates: Table B01001A-G

## DISSEMINATION OF TITLE VI INFORMATION

### **CAG's Public Involvement Plan**

CAG, at the present time, does not have a formally approved Public Involvement Plan. However, over the years, governmental agencies have come to recognize the increasing importance of involving the public as they plan, organize, and implement transportation projects. Involving interested parties generally results in a more effective project overall. Taking time at the beginning to communicate with potentially affected parties, carefully explaining the proposal, and gathering input, can enhance the project and potentially reduce the time and effort for implementation. Therefore, CAG will begin to explore the commitment to ensure inclusive and meaningful public involvement that provides everyone an opportunity to participate in the transportation planning process. The current opportunity for public involvement is primarily through CAG's webpage by posting agendas of CAG's Transportation Technical Advisory Committee and allowing for a "Call to the Public" item to appear on the agenda as a standing item, to be followed up with the posting within CAG's office bulletin board. Notifications for comment periods, should CAG be conducting a transportation study of some kind, would also be posted via website and/or bulletin board, allowing a period of a minimum of two weeks for comments, however has usually been 30 days. Notifications via newspapers are also conducted pending the nature of the type of notification.

### **Title VI Notice to the Public**

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

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

## **PROGRAM AREAS/ REVIEW PROCEDURES**

### **Transportation Planning**

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

### **Other Transportation Related Activities**

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

### **Compliance & Procedures**

#### Compliance Reviews

No compliance reviews have been performed during the preceding three (3) years. Compliance is ongoing, however, if discrimination is found to exist, it will be addressed and every effort will be made to eliminate it.

#### Program Review Procedures

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

#### Sub-Recipient Procedures

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



## **Investigations, Complaints, & Lawsuits**

All recipients shall prepare and maintain a list of any of the following that allege discrimination on the basis of race, color, national origin, age, sex, disability, income status, or limited English proficiency:

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

This list shall include:

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

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

## **Title VI Training**

CAG Transportation Staff will attend all relevant annual training sessions hosted by ADOT. The CAG Title VI/ADA Program Coordinator will begin developing an annual training program for staff members involved with CAG Transportation related activities in the near future.

## DATA COLLECTION / REPORTING / ANALYSIS

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

### **Outreach Efforts**

CAG will maintain records, to the greatest extent possible, on its efforts to invite participation from Title VI protected classes in its planning activities.

### **Public Participation Data**

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

As a regional planning agency, CAG's transportation planning activities benefit all populations equally, including Title VI protected populations. CAG will attempt to identify opportunities to gather data reflecting the extent to which members of Title VI protected populations benefit from CAG's planning activities. One opportunity to collect data is by a voluntary survey administered at all CAG Transportation related meetings. The survey is shown in **Exhibit C** and at the following link: <http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI SelfidentificationSurvey.pdf>

## COMPLAINT PROCEDURES

These procedures apply to all complaints filed under Title VI of the Civil Rights Act of 1964, as amended, Section 504 of the Rehabilitation Act of 1973, Civil Rights Restoration Act of 1987 and the Americans with Disabilities Act of 1990, as they related to any program or activity administered by CAG, its consultants and contractors. Intimidation or retaliation as a result of a complaint is prohibited by law. Every effort will be made to resolve complaints informally at CAG.

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

### **Procedures**

1. Any person, specific class of persons or entity who believes that they have been subjected to discrimination as prohibited by Title VI on the basis of race, color, national origin, age, sex, disability, income status, or limited English proficiency may file a formal complaint with CAG. A copy of the complaint form may be found in **Exhibit D** or accessed electronically at:

**English:** [http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI\\_ComplaintForm\\_English.pdf](http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_ComplaintForm_English.pdf)

**Español:** [http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI\\_quejaforma\\_Spanish.pdf](http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_quejaforma_Spanish.pdf)

2. A formal complaint must be filed within 180 calendar days of the alleged act of discrimination or the date when the alleged discrimination became known to the complainant(s), or the latest instance of the conduct.
3. ***The complaint must meet the following requirements:***
  - a. Complaint shall be in writing and signed by the complainant(s) and must include complainant(s) name, address, and phone number. The Title VI/ADA Program Coordinator will assist the complainant with documenting the issues if necessary.
  - b. Present date of the alleged act of discrimination; date when the complainant(s) became aware of the alleged discrimination; or the date on which that conduct was discontinued or the latest instance of the conduct.
  - c. Provide a detailed description of the alleged issues, including names and job titles of those individuals perceived as parties in the complained-of-incident. Describe the facts and circumstances surrounding the alleged discrimination incident and the basis of the complaint (i.e. race, color, national origin, age, sex, disability, income status, or limited English proficiency).
  - d. Names and contact information of persons whom the investigator can contact for additional information to support or clarify the allegation(s).
  - e. The corrective action being sought by the complainant.

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

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

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

Travis Ashbaugh, the Title VI/ADA Program Coordinator will determine jurisdiction, acceptability or need for additional information and, within five (5) business days, acknowledge receipt of the complaint and the intended course of action.

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

<b>CAG Contact information for filing complaints:</b>	<b>ADOT contact information for directly filing complaints:</b>
CAG Title VI/ADA Program Coordinator Travis Ashbaugh, Transportation Planning Manager 1075 South Idaho Road, Suite 300 Apache Junction, Arizona 85119  Telephone: (480) 474-9300 Fax: (480) 474-9300 E-mail: <a href="mailto:tashbaugh@cagaz.org">tashbaugh@cagaz.org</a>	ADOT Civil Rights Office Lucy Schrader Title VI Non-Discrimination Program Coordinator 206 South 17 <sup>th</sup> Avenue, MD 155A Phoenix, Arizona 85007  Telephone: (602) 712-8946 Fax: (602) 239-6257 E-mail: <a href="mailto:lschrader@azdot.gov">lschrader@azdot.gov</a>

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

- a. Timely filed and be within CAG's or ADOT's authority.
- b. Involve a covered basis (i.e. race, color national origin, age, sex, disability, income status, or limited English proficiency).

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

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

8. ***CAG will maintain a confidential log of all accepted and/or forwarded Title VI complaints which will include:***
  - a. Name(s) of complainant(s)
  - b. Date the complainant was received
  - c. Date of the allegation
  - d. Description of the alleged discrimination
  - e. Other relevant information, as required
  - f. Report Date
  - g. Recommendations
  - h. Outcome/Disposition
9. ***Upon accepting a complaint, the CAG investigator will:***
  - a. Provide the respondent an opportunity to respond to the allegations. The respondent will have 10 business days from the Title VI/ADA Program Coordinator's written notification to provide a written response.
  - b. Determine if more information is required to resolve a case and may contact the complainant who will then have 10 business days to provide additional information.
10. ***Within 45 calendar days of the acceptance of the complaint, the CAG investigator will:***
  - a. Gather all relevant information in a fair and impartial manner.
  - b. Conduct interviews of all concerned parties.
  - c. Prepare a final investigative report with a recommended disposition.
11. ***Upon final determination, one of two (2) letters will be issued to the complainant:***
  - a. A closure letter, summarizing the allegations stating that there was no Title VI violation and that the case will be closed.
  - b. A letter of finding summarizing allegations and the interviews regarding the alleged incident and explaining whether any additional action, additional training of the staff or other action will occur.
12. ***Complaints that fall under the jurisdiction of CAG:***
  - a. CAG's final investigation report with the findings and a copy of the complaint will be forwarded to the ADOT Civil Rights Office.  
**Complaint Form – (English):**  
[http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI\\_ComplaintForm\\_English.pdf](http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_ComplaintForm_English.pdf)  
**Formulario de Queja – (Español):**  
[http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI\\_quejaforma\\_Spanish.pdf](http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_quejaforma_Spanish.pdf)  
**Link to complaint process:**  
[http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI\\_ComplaintProcedures.pdf](http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_ComplaintProcedures.pdf)
13. ***In instances where there is dissatisfaction with CAG's final determination, the complainant may file a complaint directly with ADOT.***
14. ***If there is dissatisfaction with ADOT's final determination, the complainant may file a complaint directly with a United States Department of Transportation (USDOT) modality.***

# LIMITED ENGLISH PROFICIENCY – (LEP)

## INTRODUCTION

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

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

### ***What is Limited English Proficiency***

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

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

## LAWS & POLICY

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

The following matrix illustrates legal and policy considerations:

### **Title VI of the Civil Rights Act of 1964**

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

### **Limited English Proficiency Executive Order 13166**

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

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

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

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

## **PROGRAM RESPONSIBILITY**

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

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

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

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

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

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

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

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

Section Five of the US Department of Transportation guidance on LEP requires a four-factor analysis to determine the need for translation service in order to ensure LEP populations are able to receive information about and can participate in the planning process in the language they best understand. The four-factor analysis is described on the following pages.

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

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

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

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

Member Agency	Primary Language Spoken at Home		
	English (Spoken “Very Well”)	Spanish	Other Languages
Pinal County - (as a whole)	93.8%	5.4%	0.8%
Ak-Chin Indian Community	98.3%	0.6%	1.1%
City of Apache Junction*	96.2%	2.4%	1.4%
City of Casa Grande	93.3%	5.4%	1.3%
City of Coolidge	94.7%	4.8%	0.5%
City of Eloy	80.4%	18.0%	1.6%
Town of Florence	87.1%	12.5%	0.4%
Gila River Indian Community*	98.6%	1.2%	0.2%
Town of Kearny	93.2%	5.8%	1.0%
Town of Mammoth	85.2%	14.8%	0.0%
Town of Marana*	0.0%	0.0%	0.0%
City of Maricopa	96.1%	2.5%	1.4%
Town of Queen Creek*	96.9%	3.1%	0.0%
Town of Superior	90.9%	9.1%	0.0%

Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates: Extracted from Table B16001



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

Member Agency	Primary Language Spoken		
	English (Spoken "Very Well")	Spanish	Other Languages
Gila County - (as a whole)	96.2%	2.3%	1.5%
City of Globe	95.0%	4.0%	1.0%
Town of Hayden	85.9%	14.1%	0.0%
Town of Miami	94.2%	5.6%	0.2%
Town of Payson	97.0%	2.5%	0.5%
San Carlos Apache Tribe*	92.0%	0.0%	8.0%
Town of Star Valley	100.0%	0.0%	0.0%
White Mountain Apache Tribe*	93.4%	0.0%	6.6%
Town of Winkelman	96.8%	3.2%	0.0%

*Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates: Extracted from Table B16001*

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

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

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

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

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

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

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

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

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

### ***Program Areas***

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

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

## **PROCEDURES**

### ***1. IDENTIFYING LEP PERSONS & THEIR LANGUAGE***

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

### ***2. OBTAINING A QUALIFIED INTERPRETER***

**Travis Ashbaugh, CAG Transportation Planning Manager** is responsible for:

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

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

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

### **3. PROVIDING WRITTEN TRANSLATIONS**

- (a) When translation of vital documents is required, CAG will submit documents for translation into frequently-encountered languages to a professional translator.
- (b) CAG will provide translation of other written materials, if needed, as well as written notice of the availability of translation, free of charge, for LEP individuals.
- (c) CAG will set benchmarks for translation of vital documents into additional languages over time.

### **4. PROVIDING NOTICE TO LEP PERSONS**

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

### **5. MONITORING LANGUAGE NEEDS AND IMPLEMENTATION**

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

## **ENVIRONMENTAL JUSTICE**

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



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

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

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

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

Central Arizona Governments (CAG) da aviso al público que es la norma de esta agencia asegurar cumplimiento total con el Título VI de la Ley de los Derechos Civiles de 1964, la Ley de Restauración de 1987, y artículos relacionados y regulaciones en todos los programas y actividades. El Título VI requiere que ninguna persona sea discriminada por razón de raza, color, país de origen, sexo, edad, discapacidad bajos recursos o reducida destreza en el idioma ingles; sea negada participar, servicios de programas, ayudas o beneficios por ningún programa o actividad financiados por el gobierno federal.

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

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Travis Ashbaugh, Title VI/ADA Program Coordinator  
480-474-9300 | [tashbaugh@cagaz.org](mailto:tashbaugh@cagaz.org)

1075 South Idaho Road, Suite #300  
Apache Junction, AZ 85119  
[www.cagaz.org](http://www.cagaz.org)





## CENTRAL ARIZONA GOVERNMENTS

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

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

**Title VI authorities:**

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

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

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

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

### Self-Identification Survey

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

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

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



**TITLE VI COMPLAINT FORM**

**SECTION I:**

Name:

Address:

Home Phone #:

Work Phone #:

Electronic Mail Address:

Accessible Format  
Requirements

Large Print

TDD

Audio Tape

Other

**SECTION II:**

Are you filing this complaint on your own behalf?

Yes\*

No

\*If "Yes", see Section III.

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

Please explain why you have filed for a third party:

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

Yes

No

**SECTION III:**

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

Race  Color  National Origin  Age  Sex  Disability  Income Status  Limited English Proficiency

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

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

EXHIBIT D

**SECTION IV:**

Have you previously filed a Title VI complaint with this agency?	Yes	No
--	-----	----

**SECTION V:**

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

( ) Federal Agency: \_\_\_\_\_ ( ) Federal Court: \_\_\_\_\_

( ) State Agency: \_\_\_\_\_ ( ) State Court: \_\_\_\_\_

( ) Local Agency: \_\_\_\_\_

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

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Agency: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone #: \_\_\_\_\_

**SECTION VI:**

Name of agency complaint is against: \_\_\_\_\_

Contact person: \_\_\_\_\_

Title: \_\_\_\_\_

Telephone #: \_\_\_\_\_

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

Signature and date required below:

---

**Signature** **Date**

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

Title VI/ADA Non-Discrimination Program Coordinator  
 Travis Ashbaugh  
 Central Arizona Governments  
 1075 South Idaho Road, Suite 300  
 Apache Junction, Arizona 85119

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

Title VI Non-Discrimination Program Coordinator  
 Lucy Schrader  
 ADOT Civil Rights Office  
 206 South 17<sup>th</sup> Avenue, MD 155A  
 Phoenix, Arizona 85007

Telephone: (602) 712-8946  
 Fax: (602) 239-6257  
 Email: [lschrader@azdot.gov](mailto:lschrader@azdot.gov)





## TÍTULO VI FORMULARIO DE RECLAMACIÓN

**SECCIÓN I:**

Nombre:

Dirección:

Número de teléfono de casa:

Número de teléfono de trabajo:

E-mail:

Requisitos de Formato  
Accesible

Letra de gran tamaño

TDD

Cinta de audio

Otros

**SECCIÓN II:**

¿Está presentando esta denuncia en su nombre?

Sí\*

No

\*Si "Sí", véase la Sección III.

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

Por favor explique por qué han presentado por un tercero:

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

Sí

No

**SECCIÓN III:**

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

 Raza  Color  Origen Nacional  Edad  Sexo  Discapacidad  Estado de ingresos  Dominio Limitado del Inglés

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

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

EXPOSICIÓN D

**SECCIÓN IV:**

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

**SECCIÓN V:**

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

- ( ) Agencia Federal: \_\_\_\_\_ ( ) Tribunal Federal: \_\_\_\_\_  
 ( ) Agencia Estatal: \_\_\_\_\_ ( ) Tribunal del Estatal: \_\_\_\_\_  
 ( ) Agencia Local: \_\_\_\_\_

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

Nombre: \_\_\_\_\_

Título: \_\_\_\_\_

Agencia: \_\_\_\_\_

Dirección: \_\_\_\_\_

Numero de teléfono: \_\_\_\_\_

**SECCIÓN VI:**

Nombre de denuncia de la agencia está en contra de: \_\_\_\_\_

Persona de contacto: \_\_\_\_\_

Título: \_\_\_\_\_

Numero de teléfono: \_\_\_\_\_

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

Firma y fecha especificadas a continuación:

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

Coordinador del programa Título VI/ADA  
 Travis Ashbaugh  
 Central Arizona Governments  
 1075 South Idaho Road, Suite 300  
 Apache Junction, Arizona 85119

Número de teléfono: (480) 474-9300  
 Fax: (480) 474-9306  
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