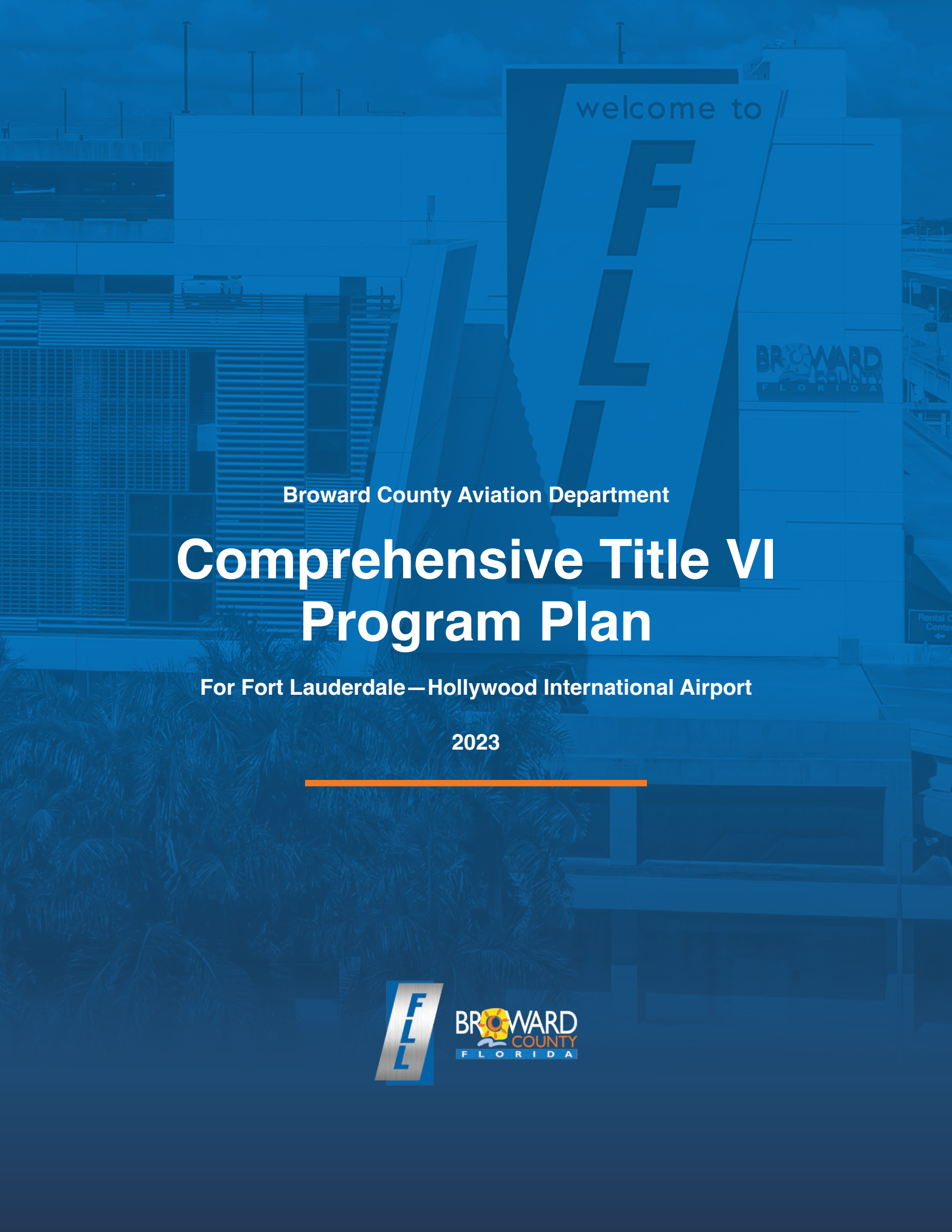


Broward County Aviation Department

Comprehensive Title VI Program Plan

For Fort Lauderdale—Hollywood International Airport

2023

Fort Lauderdale—Hollywood International Airport

Four-Factor Analysis

Table of Contents

1. Introduction 1-1
   - 1.1 Title VI of the Civil Rights Act of 1964 1-1
   - 1.2 Executive Order 13166 – Improving Access to Services for Persons with Limited English Proficiency 1-1
   - 1.3 US DOT – Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons 1-1
   - 1.4 Federal Aviation Administration Order 1400.11A – Nondiscrimination in Federally Assisted Programs at the Federal Aviation Administration 1-2
   - 1.5 Broward County Code – Chapter 16½: Human Rights 1-2
   - 1.6 Four-Factor Analysis 1-3
2. Factor One – Limited English Proficient Persons Served 2-1
   - 2.1 Passenger Segmentation 2-1
   - 2.2 Airport's Air Trade Area 2-2
   - 2.3 Demographic Profile of the Air Trade Area and The United States 2-4
3. Factor Two – Frequency of Contact 3-1
   - 3.1 Airport Market 3-1
   - 3.2 Airport Passenger Point of Origin 3-1
   - 3.3 Front-Line Employee Survey 3-5
   - 3.4 Automated Passport Control 3-9
4. Factor Three – Importance of Services Provided 4-1
5. Factor Four – Resources Available 5-1
6. Summary 6-1

List of Appendices

Appendix A Passenger Point of Origin CY 2019 and CY 2021 Determination Analysis

Appendix B Carriers with Less than 0.1 Percent Market Share

Appendix C Limited English Proficiency Languages within the Air Trade Area and the United States

Appendix D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Survey and Responses

List of Tables

Table 2-1 List of Air Carrier Market Share by Enplaned Passengers (2021) 2-2

Table 2-2 Fort Lauderdale–Hollywood International Airport's Air Trade Area Limited-English Populations 2-4

Table 2-3 United States of America Limited-English Populations 2-5

Table 3-1 Languages of Passenger Point of Origin 3-4

Table 3-2 Languages Used for the Fort Lauderdale–Hollywood International Airport Automated Passport Control Machines 3-10

Table 5-1 Fort Lauderdale–Hollywood International Airport Information Booth/Podium Locations 5-2

List of Exhibits

Exhibit 2-1 Air Trade Area (ATA) 2-3

Exhibit 3-1 Fort Lauderdale–Hollywood International Airport – Nonstop Domestic Markets (2021) 3-2

Exhibit 3-2 Fort Lauderdale–Hollywood International Airport – Nonstop International Markets (2021) 3-3

Exhibit 3-3 What Languages Do You Encounter Limited English Proficiency Persons Speaking? 3-6

Exhibit 3-4 How Frequently Do You Communicate with Limited English Proficient Persons Who Speak Spanish? 3-7

Exhibit 3-5 How Frequently Do You Communicate with Members of the Public Who Speak Haitian Creole? 3-7

Exhibit 3-6 How Frequently Do You Communicate with Members of the Public Who Speak French? 3-8

Exhibit 3-7 How Frequently Do You Communicate with Members of the Public Who Speak Portuguese? 3-8

Exhibit 3-8 How Do You Communicate with Limited English Proficiency Persons? 3-9

1. Introduction

This report presents the findings from the Four-Factor Analysis for Fort Lauderdale–Hollywood International Airport (FLL or the Airport). The Airport is operated and managed by the Broward County Aviation Department (BCAD) on behalf of the Broward County Board of County Commissioners (the Board), which comprises nine officials elected from each of the nine districts in Broward County.

The purpose of this Four-Factor Analysis is to support BCAD's decision-making process regarding the necessary steps it must take to ensure reasonable and meaningful access to the Airport's programs, activities, and services, regardless of a person's ability to speak and understand English. This analysis also provides a foundation for the Language Assistance Plan (LAP) programs and initiatives. These decisions, programs, and initiatives reflect the Civil Rights Act of 1964, Executive Order 13166, United States (US) Department of Transportation (DOT) Guidance, Federal Aviation Administration (FAA) Order 1400.11A, and Broward County Code, Chapter 16½, which require that no person shall be excluded from and denied benefits from any program or activity receiving federal funding assistance.

1.1 Title VI of the Civil Rights Act of 1964

Title VI of the Civil Rights Act of 1964, 42 US Code (USC) 2000d (Title VI), provides that no person shall "on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance." The requirement to provide meaningful access under Title VI includes all the programs and activities of all recipients receiving federal financial assistance.

1.2 Executive Order 13166 – Improving Access to Services for Persons with Limited English Proficiency

Executive Order 13166, *Improving Access to Services for Persons with Limited English Proficiency*, was implemented to "improve access to federally conducted and federally assisted programs and activities for persons who, as a result of national origin, are limited in their English proficiency."[1] Recipients of federal financial assistance must take accountable steps to assess how limited English proficiency (LEP) persons are served, as well as assess the measures that could be taken to increase meaningful access for LEP persons.

1.3 US DOT – Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons

US DOT G*uidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons*, provides direction for Sponsors on access for LEP

[1] Executive Order 13166, *Improving Access to Services for Persons with Limited English Proficiency*, August 11, 2000.

persons and is based on the prohibition against national origin discrimination in Title VI of the Civil Rights Act of 1964, as it affects limited English proficient persons.

1.4 Federal Aviation Administration Order 1400.11A – Nondiscrimination in Federally Assisted Programs at the Federal Aviation Administration

FAA Order 1400.11A, *Nondiscrimination in Federally Assisted Programs at the Federal Aviation Administration* (Order 1400.11A), affirms the following:

> [The] FAA is committed to compliance with all anti-discrimination laws, regulations and policies … [and that is] … the FAA's policy to actively ensure that recipients of federal financial assistance in FAA programs do not discriminate on the basis of race, color, national origin, sex, creed, age, or disability, and that all FAA recipients comply with Title VI and other nondiscrimination requirements as a condition of receiving federal financial assistance. This Order covers all recipients (and subrecipients) of federal financial assistance from the FAA. Major FAA recipients include airport sponsors receiving [Airport Improvement Program] grants, and research and educational institutions receiving FAA research grants.[2]

FAA Order 1400.11A prescribes the operating procedures and responsibilities related to the FAA implementing and enforcing the following in its federally assisted programs: Title VI of the Civil Rights Act of 1964, Public Law (PL) 88-352, as amended (codified at 42 USC § 2000e et seq.); the nondiscrimination provision (49 USC § 47123) in the Airport and Airway Improvement Act of 1982, as amended; and the Age Discrimination Act of 1975, PL 94-135 (codified at 42 USC § 6102). This Order also executes the FAA's responsibilities under US Department of Transportation (US DOT) Order 1000.12C, The U.S. Department of Transportation Title VI Program.

1.5 Broward County Code – Chapter 16½: Human Rights

Broward County further establishes its commitment to nondiscrimination through the Broward County, Florida, Code of Ordinances, Chapter 16½, "Human Rights," Articles I through IV. The general purposes of the Broward County Human Rights Act are the following:

1. To express support within Broward County for the policies embodied in Titles II, III, and VII of the Civil Rights Act of 1964, as amended; Title VIII of the Civil Rights Act of 1968, as amended; Section 504 of the Rehabilitation Act of 1973, as amended; the Civil Rights Act of 1991, as amended; the Age Discrimination and Employment Act of 1967, as amended; the Americans with Disabilities Act of 1990, as amended; and other federal and state anti-discrimination laws; and
2. To secure for all individuals within the county freedom from discrimination because of race, color, religion, sex, national origin, age, marital status, political affiliation, familial status, disability, sexual orientation, pregnancy,

[2] US Department of Transportation, Federal Aviation Administration, Order 1400.11A, *Nondiscrimination in Federally Assisted Programs at the Federal Aviation Administration*, August 27, 2013.

or gender identity or expression, in connection with employment, public accommodations, and real estate transactions, and thereby to promote the interests, rights, and privileges of individuals within the county.[3]

1.6 Four-Factor Analysis

This report assesses the four factors, as defined by the US DOT, that are to be considered when determining the extent of an airport sponsor's obligation to address the needs of LEP persons in providing meaningful access to the airport's programs, activities, services, and information:[4]

1. number or proportion of LEP persons eligible to be served or likely to be encountered by a program, activity, or service of the Airport
2. frequency with which LEP persons come into contact with the Airport's services
3. nature and importance of the Airport services to people's lives
4. resources available to the Airport and their costs

[3] Broward County, Florida, Code of Ordinances, Chapter 16½, "Human Rights," Articles I–IV.

[4] US Department of Transportation, DOT's LEP Guidance, https://www.transportation.gov/civil-rights/civil-rights-awareness-enforcement/dots-lep-guidance (accessed January 2023).

2. Factor One – Limited English Proficient Persons Served

The determination to provide language-assistance services includes an assessment of the number and proportion of LEP persons from a particular language group that are likely to encounter a program, activity, or service of the Airport. The greater the number or proportion of LEP persons served or encountered, the more likely services for those particular language groups are required.

2.1 Passenger Segmentation

FLL is a large-hub airport[5] that served approximately 28.1 million passengers in 2021 and ranked 15th among airports in the United States in terms of enplaned passengers.[6,7] The Airport's commercial traffic includes destinations in North America, Central America, South America, Europe, and the Caribbean.[8] In 2021, approximately 85 percent of the enplaned passengers were origin and destination (O&D) passengers and approximately 15 percent were connecting through the Airport.[9] Additional information on Airport passenger traffic can be found in Section 3.2.

As of December 2021, 14 US carriers and 8 international carriers provided scheduled service at FLL and the Airport served as a hub for Spirit Airlines (Spirit).[10] **Table 2-1** lists the air carriers and their respective market share, based on the number of 2021 enplaned passengers at the Airport. Spirit carried the most passengers at FLL, serving 32.9 percent of enplaned passengers in 2021.[11]

---

5 US Department of Transportation, Federal Aviation Administration, https://www.faa.gov/airports/planning_capacity/categories (accessed January 2023). A large-hub airport accommodates 1.0 percent or more of annual enplaned passengers in the United States.

6 Airports Council International, 2021 North American Traffic report, (accessed May 2023).

7 Due to the impacts of the COVID-19 pandemic on the aviation industry in 2020, a determination analysis was performed on passenger point of origin for calendar year (CY) 2019 and CY 2021 to determine which CY data should be used for the Four-Factor Analysis to accurately depict the typical passengers served and languages encountered at FLL. Through this determination analysis, CY 2021 data were found to represent and capture the same passenger point of origin languages that were found in CY 2019. Therefore, the most recent full CY for passenger data, CY 2021, was used. For consistency purposes, CY 2021 data were used as the base year for all determinations in this report. **Appendix A** contains the determination analysis.

8 Innovata, LLC, September 2022.

9 US Department of Transportation, Form T-100, September 2022; US Department of Transportation, DB1B Survey, September 2022; Sabre, September 2022; Ricondo & Associates, Inc., September 2022 (analysis).

10 Innovata, LLC, August 2022.

11 See **Appendix B** for information on the carriers with less than 0.1 percent market share.

Table 2-1 List of Air Carrier Market Share by Enplaned Passengers (2021)

AIR CARRIER	CARRIER TYPE	MARKET SHARE
Spirit Airlines	Domestic	32.94%
JetBlue Airways	Domestic	20.76%
Southwest Airlines	Domestic	13.52%
Delta Air Lines	Domestic	11.16%
American Airlines	Domestic	8.05%
United Airlines	Domestic	7.48%
Allegiant Air	Domestic	2.79%
Alaska Airlines	Domestic	0.84%
Air Canada	International	0.75%
Silver Airways	Domestic	0.65%
Copa Airlines	International	0.29%
Azul Brazilian Airlines	International	0.29%
Air Transat	International	0.15%
Avianca Airlines	International	0.09%
Sun Country Airlines	Domestic	0.07%
WestJet	International	0.07%
Avelo Airlines	Domestic	0.04%
Tropic Ocean Airways	Domestic	0.03%
Flair Airlines	International	0.02%
Caribbean Airlines	International	0.01%
Envoy Air	Domestic	0.00%
Republic Airways	Domestic	0.00%

NOTE:

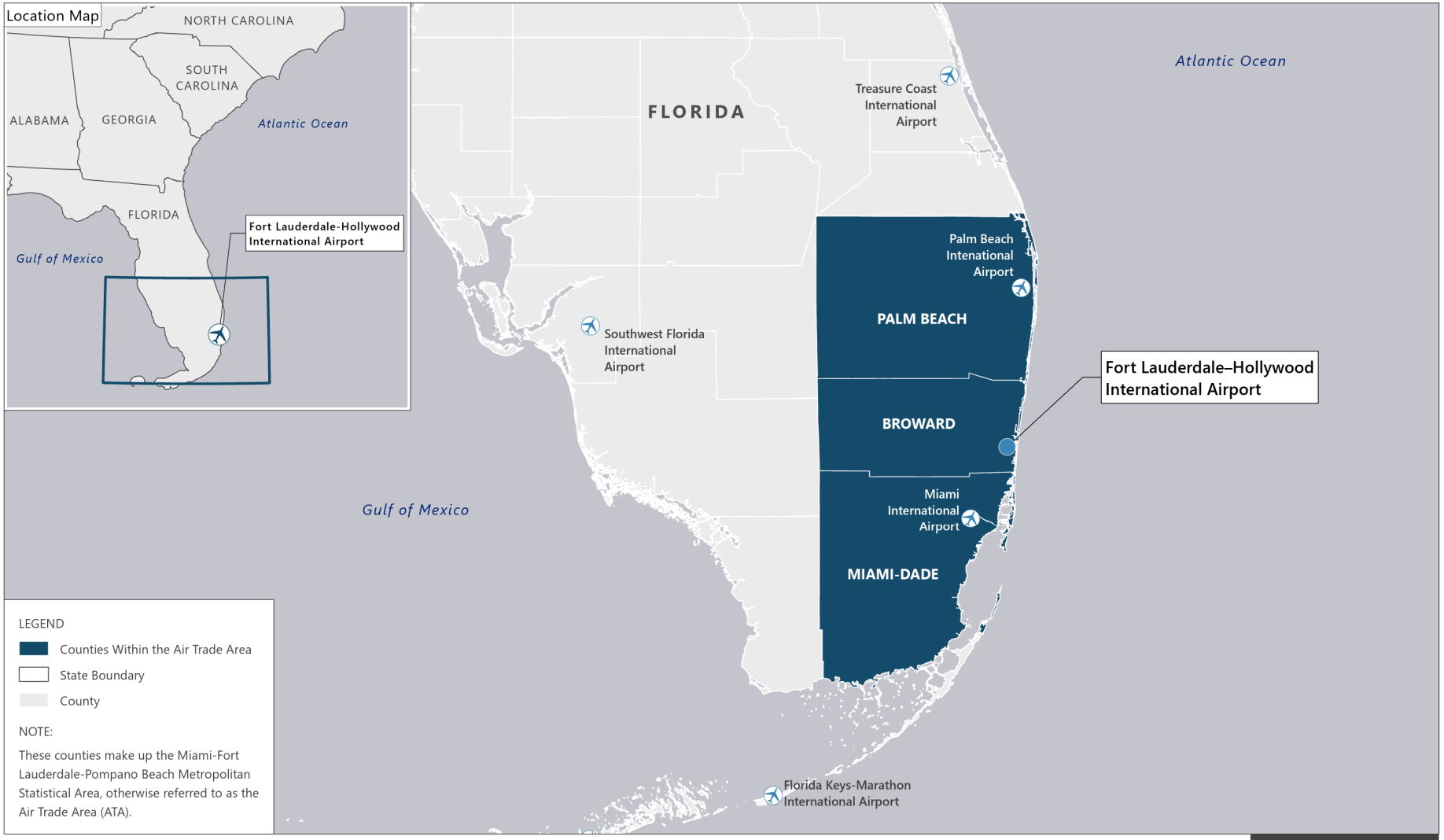
1 The Federal Aviation Administration recognizes Virgin America and Alaska Airlines as a single operator.

SOURCE: US Department of Transportation, Form T-100, September 2022 (dynamic table report).

2.2 Airport's Air Trade Area

The determination to provide language-assistance services also includes an assessment of the Airport's O&D and connecting traffic to establish the number and proportion of LEP persons from language groups that are served or encountered at the Airport. To determine the LEP languages for passengers traveling through the Airport, the Airport's Air Trade Area (ATA) language characteristics were used for O&D passengers, and the United States' language characteristics were used for domestic connecting traffic. As shown on **Exhibit 2-1**, the FLL ATA consists of Broward County, Miami-Dade County, and Palm Beach County; these counties comprise the Miami–Fort Lauderdale–Pompano Beach Metropolitan Statistical Area, otherwise referred to as the ATA.[12]

[12] Broward County, Florida, *Airport System Revenue Bonds, Series 2019A (AMT)*, November 1, 2019.



SOURCES: Esri, 2022 (counties); US Census Bureau, 2021 (states); Federal Aviation Administration - Aeronautical Information Services, 2020 (airports).

EXHIBIT 2-1

Fort Lauderdale–Hollywood International Airport Air Trade Area

NORTH 0 40 mi

P:\GIS\Projects\FLL\APRX\FLL_FourFactorAnalysis_20220915.aprx

2.3 Demographic Profile of the Air Trade Area and The United States

The US Census Bureau's American Community Survey data were used to identify the predominant languages spoken within the Airport's ATA and within the United States. The data indicate the Airport's ATA 2021 total population was 6,091,747,[13] in which 5,766,613 individuals were 5 years of age or older and 1,110,584 individuals in this group spoke English less than "very well."[14] The US Census Bureau designation of less than very well is used to identify LEP persons: "individuals who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English can be limited English proficient."[15] Of the LEP persons within the Airport's ATA, the languages spoken by 0.1 percent and above of the total population are Spanish, Haitian Creole, Portuguese, Russian, Chinese, French, and Vietnamese, and LEP persons speaking these languages comprise approximately 21.5 percent of the total ATA population, as presented in **Table 2-2**.[16] A complete table of the Airport's LEP populations and languages spoken is included in **Appendix C**.

Table 2-2 Fort Lauderdale–Hollywood International Airport's Air Trade Area Limited-English Populations

LANGUAGE	AIR TRADE AREA POPULATION	% OF TOTAL POPULATION
Speaks Spanish and speaks English less than "very well"	1,110,584	18.2%
Speaks Haitian Creole and speaks English less than "very well"	119,665	2.0%
Speaks Portuguese and speaks English less than "very well"	25,370	0.4%
Speaks Russian and speaks English less than "very well"	15,602	0.3%
Speaks Chinese and speaks English less than "very well"	15,373	0.3%
Speaks French and speaks English less than "very well"	11,764	0.2%
Speaks Vietnamese and speaks English less than "very well"	8,593	0.1%
Total LEP Population[1]	**1,306,951**	**21.5%**
Total Population	6,091,747	100.0%

NOTES:

LEP – Limited English Proficiency

1 See Appendix C for a complete list of LEP languages within the Air Trade Area.

SOURCES: Ricondo & Associates, Inc., September 2022; US Census Bureau, 2021 American Community Survey 1-Year Estimates, Table B01003, "Total Population," https://data.census.gov/cedsci/table?q=B01003%3A%20TOTAL%20POPULATION&g=0100000US_310XX00US33100&tid=ACSDT1Y2021.B01003 (accessed September 2022); US Census Bureau, 2021 American Community Survey 1-Year Estimates, Table B16001, "Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over," https://data.census.gov/table?q=B16001 (accessed September 2022).

13 US Census Bureau, 2021 American Community Survey 1-Year Estimates, Table B01003, "Total Population," https://data.census.gov/table?q=B16003 (accessed September 2022).

14 US Census Bureau, 2021 American Community Survey 1-Year Estimates, Table B16001, "Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over," https://data.census.gov/table?q=B16001 (accessed September 2022).

15 Federal Coordination and Compliance Section, *Commonly Asked Questions and Answers Regarding Limited English Proficient (LEP) Individuals*, https://www.lep.gov/sites/lep/files/media/document/2020-03/042511_QA_LEP_General_0.pdf (accessed September 2022).

16 US Census Bureau, https://www.census.gov/topics/population/language-use/about.html (accessed June 2020). This is inclusive of Chinese languages and dialects per the US Census Bureau.

The Airport serves passengers throughout the United States. The language characteristics of the United States were used to determine LEP languages for passengers traveling throughout the country with points of origin other than the ATA. As shown in **Table 2-3**, US Census Bureau data establish Spanish, Chinese, Vietnamese, Tagalog, Korean, Arabic, Russian, Haitian Creole, and Portuguese as the languages spoken by 0.1 percent and above of the LEP persons within the United States. [17,18] A complete list of the US LEP population and languages spoken is included in Appendix C.

Table 2-3 United States of America Limited-English Populations

LANGUAGE	UNITED STATES POPULATION	% OF TOTAL POPULATION
Speaks Spanish and speaks English less than "very well"	16,299,869	4.9%
Speaks Chinese and speaks English less than "very well"	1,765,741	0.5%
Speaks Vietnamese and speaks English less than "very well"	883,545	0.3%
Speaks Tagalog and speaks English less than "very well"	548,069	0.2%
Speaks Korean and speaks English less than "very well"	546,850	0.2%
Speaks Arabic and speaks English less than "very well"	460,290	0.1%
Speaks Russian and speaks English less than "very well"	426,731	0.1%
Speaks Haitian Creole and speaks English less than "very well"	344,514	0.1%
Speaks Portuguese and speaks English less than "very well"	342,205	0.1%
Total LEP Population[1]	**21,617,814**	**6.5%**
Total Population	331,893,745	100.0%

NOTES:

LEP – Limited English Proficiency

1 See Appendix C for a complete list of LEP languages within the United States.

SOURCES: Ricondo & Associates, Inc., September 2022; US Census Bureau, 2021 American Community Survey 1-Year Estimates, Table B01003, "Total Population," https://data.census.gov/table?q=B16003 (accessed September 2022); US Census Bureau, 2021 American Community Survey 1-Year Estimates, Table B16001, "Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over," https://data.census.gov/table?q=B16001 (accessed September 2022).

17 US Census Bureau, 2021 American Community Survey 1-Year Estimates, Table B16001, "Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over," https://data.census.gov/table?q=B16001 (accessed September 2022).

18 US Census Bureau, https://www.census.gov/topics/population/language-use/about.html (accessed June 2020). This is inclusive of Chinese languages and dialects per the US Census Bureau.

3. Factor Two – Frequency of Contact

The frequency with which LEP persons come into contact with the Airport's programs, activities, services, and information was analyzed through enplaned passenger data, Automated Passport Control (APC) machine data, and survey data from the *Communicating with Limited English Proficient (LEP) Individuals: Survey for Front-Line Employees at Fort Lauderdale–Hollywood International Airport* (Front-Line Employee Survey; conducted in October and November 2022).

3.1 Airport Market

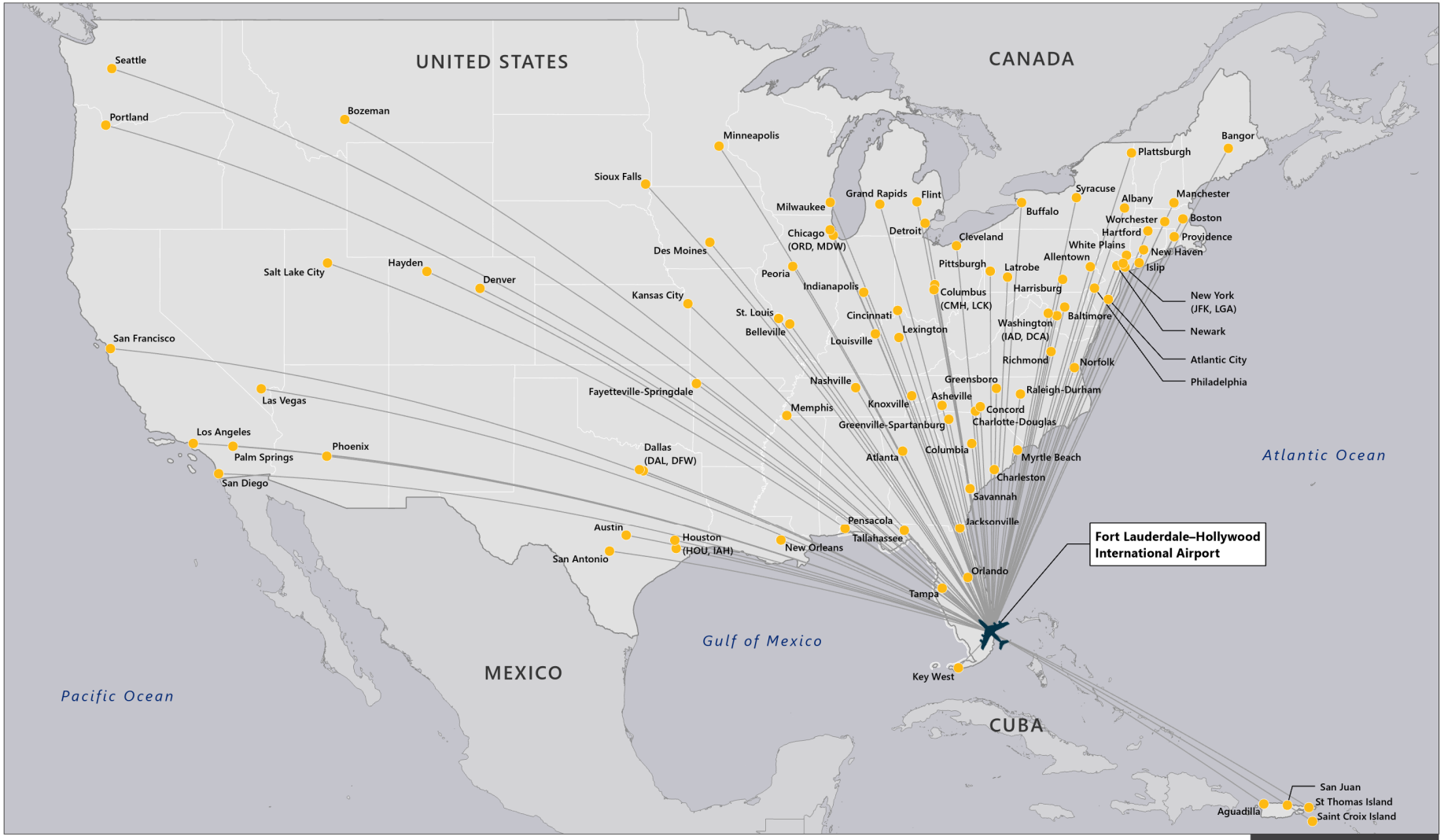
The Airport has extensive US service and serves as an international gateway due to its geographic location, economic base, and role as a hub for Spirit. As of December 2021, the Airport served 135 nonstop markets (cities): 91 domestic markets and 44 international markets.[19] **Exhibit 3-1** and **Exhibit 3-2** show the Airport's service markets for nonstop domestic markets and nonstop international markets, respectively.

3.2 Airport Passenger Point of Origin

When determining the frequency with which LEP persons could encounter the Airport's programs, activities, services, and information, the following factors are considered: the volume of passengers from destinations served and the predominant languages spoken at those destinations.

Table 3-1 lists the primary languages of passengers traveling through the Airport. Passengers' points of origin and the predominant language(s) of the country of origin, except for the United States and Canada, were used to estimate the passengers' language characteristics. For passengers who have a point of origin within the ATA, US Census data from the ATA were applied to those passengers. For passengers with a point of origin within the United States, but outside the ATA, US Census data for the United States as a whole were applied. For passengers with a point of origin in Canada and within the province of Quebec, French was the assumed predominant language. All other Canadian passengers were assumed to have English as their predominant language. To provide an estimated representation of the languages of passengers using the Airport, the methodology assumed the passenger languages reflect those of the country or area of origin.

[19] Innovata, LLC, September 2022.



SOURCES: Esri, 2021 (countries); US Census Bureau, 2021 (states); Ricondo & Associates, Inc., based on Diio Mi - Cirium Schedule Data, September 2022 (destination data); OpenFlights.org, September 2022 (routes and airports).

EXHIBIT 3-1

NORTH 0 500 mi

P:\GIS\Projects\FLL\APRX\FLL_FourFactorAnalysis_20220915.aprx

Fort Lauderdale–Hollywood International Airport
Nonstop Domestic Markets (2021)



SOURCES: Esri, 2021 (countries); US Census Bureau, 2021 (states); Ricondo & Associates, Inc., based on Diio Mi - Cirium Schedule Data, September 2022 (destination data); OpenFlights.org, September 2022 (routes and airports).

EXHIBIT 3-2

NORTH 0 1,000 mi

Fort Lauderdale–Hollywood International Airport
Nonstop International Markets — Includes Pre-clear Airports (2021)

P:\GIS\Projects\FLL\APRX\FLL_FourFactorAnalysis_20220915.aprx

Table 3-1 Languages of Passenger Point of Origin

LANGUAGE	ATA[1]	NON-ATA[2]	CANADIAN [3]	INTERNATIONAL[4]	TOTAL	PERCENT OF TOTAL PASSENGERS
Spanish	1,965,224	95,810	-	642,909	2,703,943	81.70%
Haitian Creole	211,752	2,025	-	32,245	246,022	7.43%
French	20,817	1,475	30,687	17,644	70,623	2.13%
Portuguese	44,893	2,011	-	8,058	54,962	1.66%
Other[5]	157,769	51,043	-	25,282	234,093	7.07%
Total[6]	2,400,456	152,363	30,687	726,137	3,309,643	100.00%

NOTES: ATA – Air Trade Area

1 Passenger totals are based on Ricondo & Associates, Inc.'s analysis of US Department of Transportation and Sabre data. The US Census Bureau's 2021 American Community Survey 1-year estimates (Table B16001) data for the ATA were applied to passengers who originate in the ATA.

2 The US Census Bureau's 2021 American Community Survey 1-year estimates (Table B16001) data for the United States were applied to passengers with a US point of origin outside the ATA.

3 French is assumed for Canadian passengers with a point of origin within the province of Quebec. English is assumed for Canadian passengers with a point of origin outside the province of Quebec.

4 International passengers originate from outside the United States and Canada. The official or predominant language for the country of the point of origin is assumed.

5 Other languages include 36 additional language groups represented in the US Census.

6 Totals may not add due to individual rounding.

SOURCES: US Census Bureau, 2021 American Community Survey 1-Year Estimates, Table B16001, "Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over," https://data.census.gov/table?q=B16001 (accessed September 2022); US Department of Transportation, DB1B Survey, September 2022; US Department of Transportation, Form T-100, September 2022; Sabre, September 2022; Ricondo & Associates, Inc., September 2022 (analysis).

A benchmarking analysis of the significance threshold for LEP languages for comparable public sector agencies in Broward County was performed to ensure the significance threshold established for BCAD was aligned with other county agencies. This analysis revealed the utilization of a threshold range from three identified languages to above 1.0 percent of LEP populations.[20,21,22,23] Therefore, to ensure reasonable and meaningful access to the Airport's

[20] Broward Sheriff's Office, *Limited Proficiency Plan*, https://www.sheriff.org/Administration/Documents/Benefits/Limited_English_Proficiency(LEP)_Plan.pdf (accessed November 2022). The Broward Sheriff's Office chose to identify languages representing greater than 0.5 percent of the LEP population.

[21] Broward Metropolitan Planning Organization, *Title VI Program & Limited English Proficiency Plan, December 1, 2020 – November 30, 2023*, https://www.browardmpo.org/images/20206022_Broward_MPO_Title_VI_Program_2020_Update_dates_included.pdf (accessed November 2022). The Broward Metropolitan Planning Organization chose to identify languages representing greater than 0.5 percent of the LEP population.

[22] Broward County Public Schools, District ELL Plan, https://www.browardschools.com/Page/34920#:~:text=The%20goal%20of%20the%20ESOL,receive%20comparable%20and%20comprehensible%20instruction (accessed November 2022). Broward County Public Schools chose to translate the Home Language Survey into Spanish, Haitian Creole, and Portuguese.

[23] Broward County, *Appendix B: Four-Factor Analysis for Limited English Proficiency Persons*, https://www.broward.org/Housing/Documents/Four%20Factor%20Analysis%20and%20LAP-ADA.pdf (accessed November 2022). The Department of Housing and Urban Development chose to identify significant languages as those representing greater than 1.0 percent of LEP households.

programs, activities, and services for LEP persons, BCAD determined that languages spoken above a 1.5 percent threshold for FLL's passengers will be considered significant languages which results in 4 significant LEP languages. The Airport's significant LEP languages, based on passenger point of origin, are Spanish, Haitian Creole, French, and Portuguese.

3.3 Front-Line Employee Survey

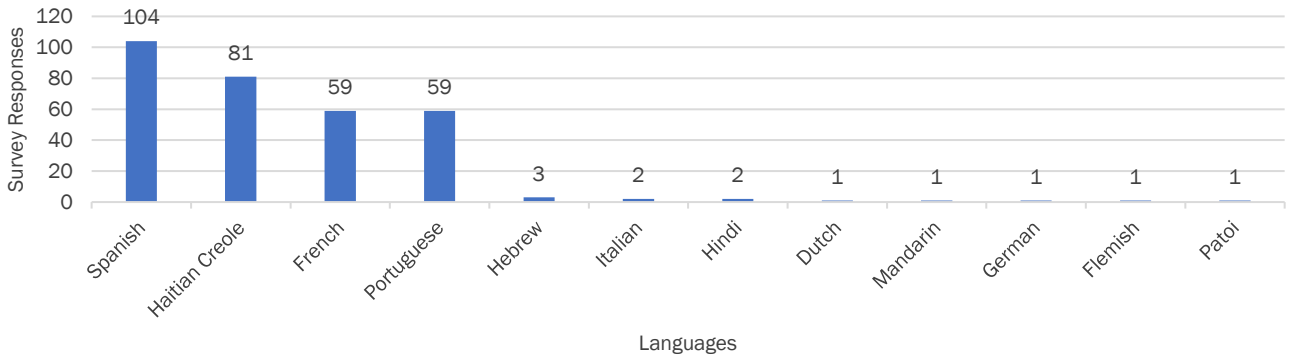
A survey of front-line employees representing the Airport's airlines, service providers, and concessionaries was conducted in October and November 2022.[24] The purpose of the survey was to obtain information on the frequency of contact with LEP persons, how LEP persons are assisted at FLL, and which languages front-line employees encounter. Overall, 117 surveys were completed by front-line employees who held a variety of positions[25] at the Airport. The job duties of all survey respondents include routine interaction with Airport passengers. The Front-Line Employee Survey and detailed survey responses are included in **Appendix D**.

As indicated by the survey results, the Airport's front-line employees have regular contact with LEP persons. English, Spanish, French, Haitian Creole, and Portuguese are the most commonly encountered languages for the Airport's front-line employees. According to the survey results, the language most frequently encountered was Spanish, with 88.9 percent (104 responses) of surveys reporting this language. Haitian Creole, French, and Portuguese, though less often, were also encountered by survey respondents at a rate of 69.2 percent (81 responses), 50.4 percent (59 responses), and 50.4 percent (59 responses), respectively. Other languages, including Hebrew, Italian, Hindi, Dutch, Mandarin, German, Flemish, and Patois, were reported as being encountered, but with less frequency, as depicted on **Exhibit 3-3**.

[24] Front-line employees from the following organizations completed surveys: BCAD, AMS South Florida, BCAD FLL Volunteer Ambassadors, Delaware North, Delta Air Lines, Fort Lauderdale Business and Currency Exchange, Fort Lauderdale Business and Currency Services LLC, HMSHost, Hudson Group, Keolis, Pacific Park Management, Paradies, Smarte Cart, SP Plus Parking, Spirit Airlines, Standard Parking, Sunshine, TSA, and United Airlines.

[25] Front-line employees holding the following positions completed surveys: Cleaning Crew, Customer Service Representative, Customer Service Manager, Dispatcher, Employee Lot Supervisor, Fixed Route Driver, General Manager, Guest Service Lead, HR Manager, Human Resources Business Partner, IT Manager, Lead Operations Manager, Lead Transportation Security Officer, Maintenance Manager, Management, Manager of Finance and Administration, Sales Consultant, Office Administrator, Office Manager, Operational Manager, Premium Services Representative, Red Coat, Retail Manager, Sales Associate, Self-Parking Manager, Server, Shift Manager, Station Manager, Ticket Auditor, Transportation Official, Transportation Security Officer, Valet Manager, Volunteer, Waitress, and Zone Manager

Exhibit 3-3 What Languages Do You Encounter Limited English Proficiency Persons Speaking?

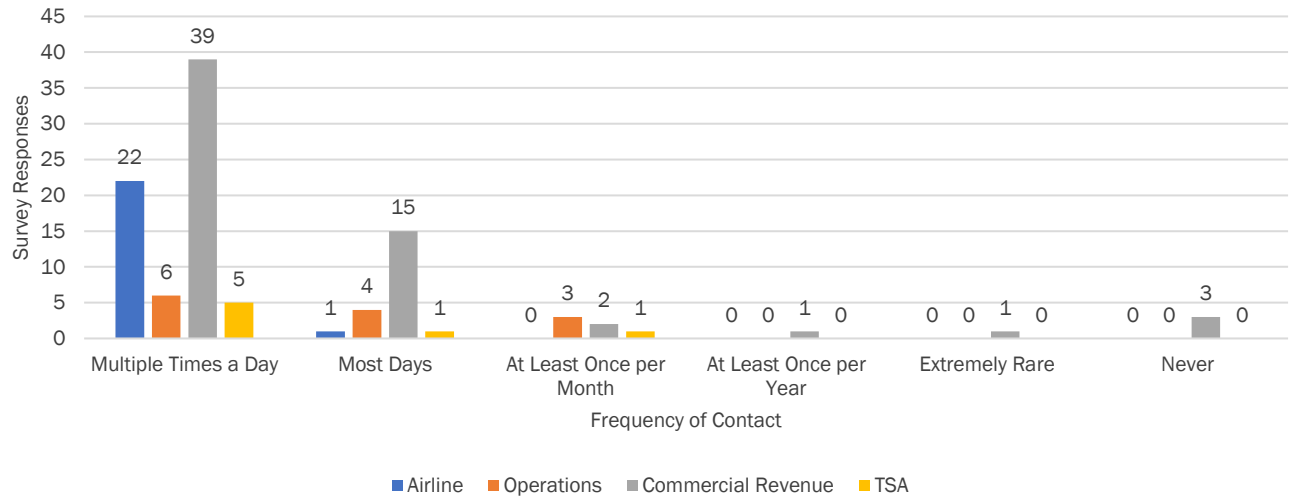


SOURCE: Broward County Aviation Department, Communicating with Limited English Proficient (LEP) Individuals: Survey for Front-Line Employees at Fort Lauderdale--Hollywood International Airport, November 2022.

Exhibits 3-4 through **3-7** depict the regularity with which survey respondents, by type of job duty (airline employees, operations, commercial revenue, and Transportation Security Administration [TSA]), encounter the most frequent LEP languages: Spanish, Haitian Creole, French, and Portuguese.

- Of the survey respondents, 61.5 percent (72 responses) reported assisting Spanish-speaking LEP persons "multiple times a day," 17.9 percent (21 responses) reported assisting Spanish-speaking LEP persons "most days," and 5.1 percent (6 responses) reported assisting Spanish-speaking LEP persons "at least once per month."
- Of the survey respondents, 28.2 percent (33 responses) reported assisting Haitian Creole–speaking LEP persons "multiple times a day," 22.2 percent (26 responses) reported assisting Haitian Creole–speaking LEP persons "most days," and 7.7 percent (9 responses) reported assisting Haitian Creole–speaking LEP persons "at least once per month."
- Of the survey respondents, 6.0 percent (7 responses) reported assisting French-speaking LEP persons "multiple times a day," 6.0 percent (7 responses) reported assisting French-speaking LEP persons "most days," and 9.4 percent (11 responses) reported assisting French-speaking LEP persons "at least once per month."
- Of the survey respondents, 6.8 percent (8 responses) reported assisting Portuguese-speaking LEP persons "multiple times a day," 6.0 percent (7 responses) reported assisting Portuguese-speaking LEP persons "most days," and 12.8 percent (15 responses) reported assisting Portuguese-speaking LEP persons "at least once per month."

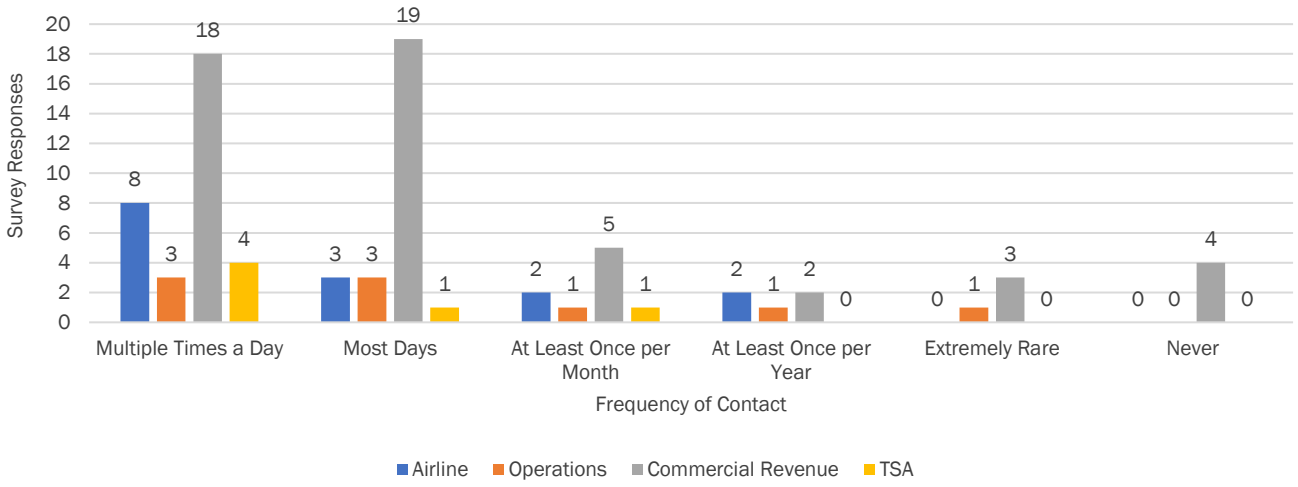
Exhibit 3-4 How Frequently Do You Communicate with Limited English Proficient Persons Who Speak Spanish?



NOTE: TSA – Transportation Security Administration

SOURCE: Broward County Aviation Department, Communicating with Limited English Proficient (LEP) Individuals: Survey for Front-Line Employees at Fort Lauderdale–-Hollywood International Airport, November 2022.

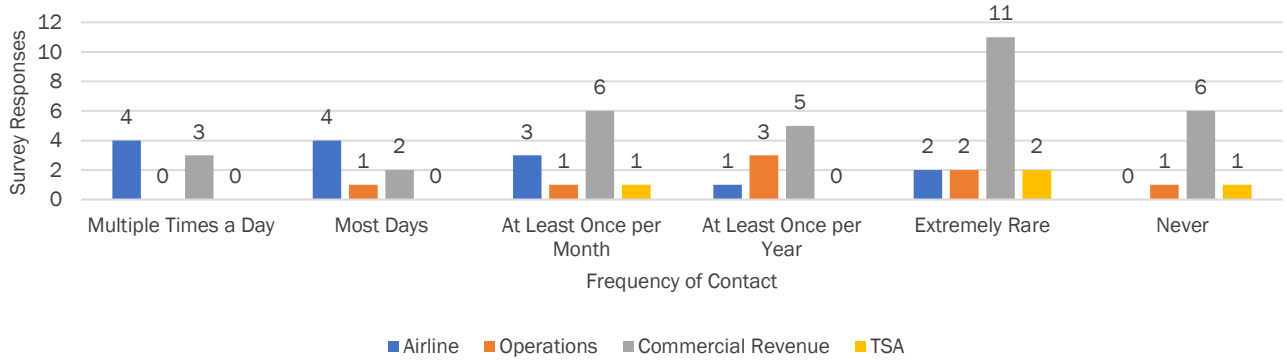
Exhibit 3-5 How Frequently Do You Communicate with Members of the Public Who Speak Haitian Creole?



NOTE: TSA – Transportation Security Administration

SOURCE: Broward County Aviation Department, Communicating with Limited English Proficient (LEP) Individuals: Survey for Front-Line Employees at Fort Lauderdale–-Hollywood International Airport, November 2022.

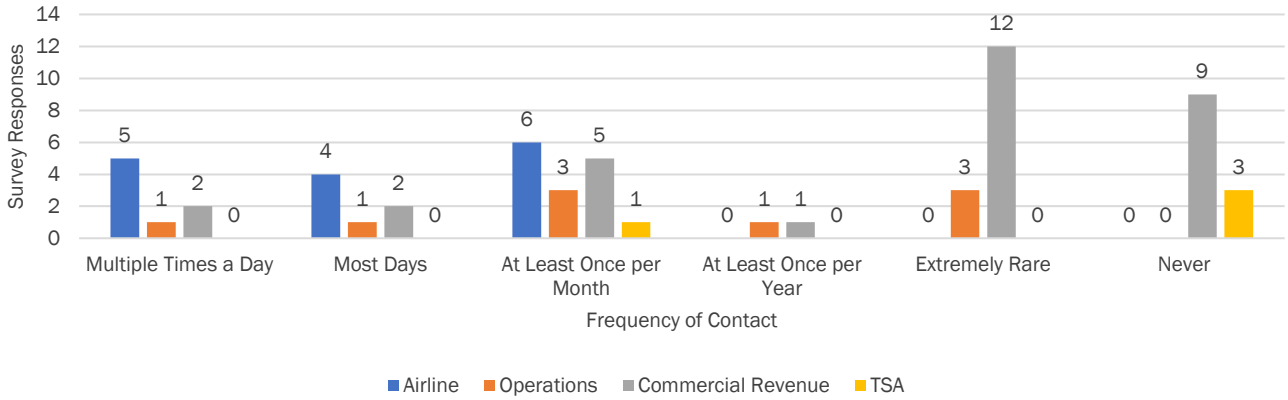
Exhibit 3-6 How Frequently Do You Communicate with Members of the Public Who Speak French?



NOTE: TSA – Transportation Security Administration

SOURCE: Broward County Aviation Department, Communicating with Limited English Proficient (LEP) Individuals: Survey for Front-Line Employees at Fort Lauderdale–-Hollywood International Airport, November 2022.

Exhibit 3-7 How Frequently Do You Communicate with Members of the Public Who Speak Portuguese?



NOTE: TSA – Transportation Security Administration

SOURCE: Broward County Aviation Department, Communicating with Limited English Proficient (LEP) Individuals: Survey for Front-Line Employees at Fort Lauderdale–-Hollywood International Airport, November 2022.

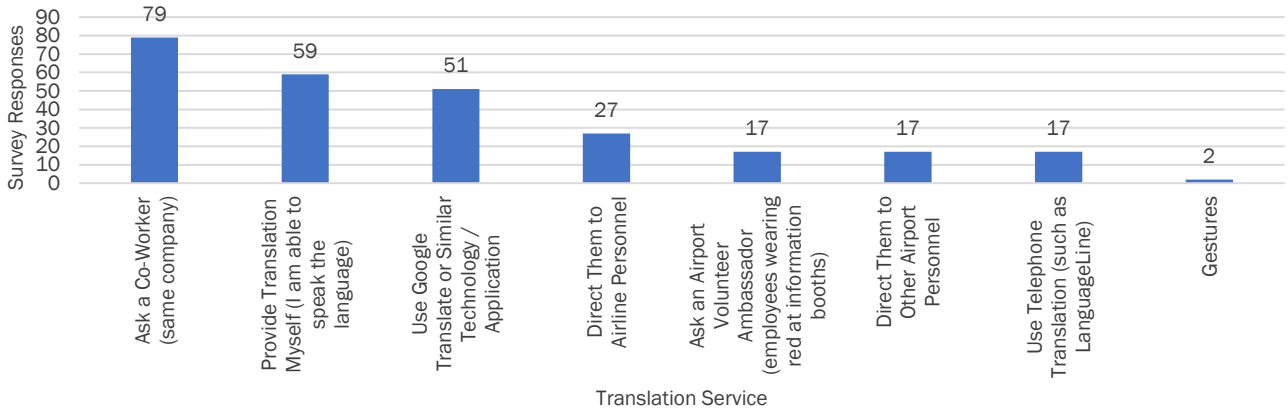
Among the front-line employees surveyed:

- 21 percent reported they have native/bilingual proficiency to translate Spanish.
- 14 percent reported they have a professional proficiency to translate Spanish.
- 10 percent reported they have basic conversational proficiency to translate Spanish.
- 6 percent reported they have a limited working proficiency to translate Spanish.

As shown on **Exhibit 3-8**, respondents reported using the following translation assistance methods:

- Ask a Co-Worker (same company): 29 percent (79 responses)
- Provide Translation Myself (I am able to speak the language): 22 percent (59 responses)
- Use Google Translate or Similar Technology / Application: 19 percent (51 responses)
- Direct Them to Airline Personnel: 10 percent (27 responses)
- Ask an Airport Volunteer Ambassador (employees wearing red at information booths): 6 percent (17 responses)
- Direct Them to Other Airport Personnel: 6 percent (17 responses)
- Use Telephone Translation (such as LanguageLine): 6 percent (17 responses)
- Gestures: 1 percent (2 responses)
- Other methods stated: "CBP Officer," "Other Passenger," "Notetaker," "Language Card," "Language Assistance Binder," and "TSA Language Binder."

Exhibit 3-8 How Do You Communicate with Limited English Proficiency Persons?



SOURCE: Broward County Aviation Department, Communicating with Limited English Proficient (LEP) Individuals: Survey for Front-Line Employees at Fort Lauderdale–Hollywood International Airport, November 2022.

3.4 Automated Passport Control

The Airport had 30 APC machines located in the US Customs and Border Protection (US CBP) facilities from January 2021 through July 2021[26]. These machines were used to start the international arrivals process with US CBP. Each arriving passenger used an APC machine prior to interacting with a CBP officer. **Table 3-2** shows the languages used for the FLL APC machines.

[26] The APC machines were decommissioned by US CBP and no longer in use after July 31, 2021.

Table 3-2 Languages Used for the Fort Lauderdale–Hollywood International Airport Automated Passport Control Machines

LANGUAGE USED	TOTAL NUMBER OF TRAVELERS	PERCENTAGE OF TOTAL NUMBER OF TRAVELERS
English	432,791	57.35%
Spanish	290,366	38.48%
Haitian Creole	11,863	1.57%
French	10,742	1.42%
Portuguese	7,713	1.02%
German	502	0.07%
Polish	132	0.02%
Korean	113	0.01%
Italian	92	0.01%
Dutch	91	0.01%
Simplified Chinese	44	0.01%
Swedish	40	0.01%
Czech	31	0.00%
Danish	30	0.00%
Greek	22	0.00%
Norwegian	20	0.00%
Japanese	16	0.00%
Chinese-Taiwan	12	0.00%
Slovak	9	0.00%
Icelandic	7	0.00%
Hungarian	6	0.00%
Latvian	4	0.00%
Lithuanian	3	0.00%
Slovenian	2	0.00%
Chinese–Hong Kong	2	0.00%

NOTE:

Data are from calendar year 2021.

SOURCE: Broward County Aviation Department, September 2022.

4. Factor Three – Importance of Services Provided

The mission of BCAD is to ensure FLL is South Florida's airport of choice, providing global connectivity at a low cost and an exceptional guest experience. Broward County has established core values for all its agencies, including the Airport: building collaboration, delivering customer-focused services, valuing differences and instilling trust.

FLL is a transportation resource for the almost 6.1 million ATA residents, LEP persons included,[27] and it serves a broad base of US and global traffic. BCAD is committed to ensuring meaningful access to the Airport's programs, activities, services, and information for LEP persons, such as safeguarding LEP passengers so they do not experience travel delays due to misinterpretation of wayfinding, ensuring they are able to fully interface with the variety of services and activities at FLL, and supporting the LEP persons living in the surrounding communities so they are able to understand and participate in FLL outreach provided to their communities. Providing meaningful access to the Airport's diverse populations is central to fulfilling the delivery of a focused "guest experience", along with the mission and core values.

[27] US Census Bureau, 2014-2018 American Community Survey 5-Year Estimates, Table B16001, "Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over," https://data.census.gov/table?q=B16001 (accessed June 2020).

5. Factor Four – Resources Available

This section describes the Airport's available resources for outreach to LEP persons.

BCAD operates and manages FLL on behalf of the Board, which consists of nine elected officials from each of the nine districts in Broward County. Financially, BCAD is a separate and self-sustaining enterprise fund of Broward County, and FLL is one of two airports managed by BCAD. The Airport's operating budget is developed in connection with Broward County's annual budget and is based on an analysis of the Airport's operational needs and strategic initiatives. The Chief Executive Officer / Director of Aviation presents the final budget to the Board for review at a public workshop, and its approval takes place when the Board approves the county budget for the next fiscal year. By law, the Airport cannot exceed the level of funding approved by Broward County.

In addition, the Airport's lease and use agreements with Signatory airlines specify a residual rate-making methodology for the calculation of airline rates and charges. Under this methodology, non-airline concession revenues, joint-use fees, Federal Inspection Services fees, per-use fees, non-signatory rental revenues, interest income, and other terminal operation revenues are offset against Airport operating expenses. The costs, by contract, must not exceed such revenues.

For this analysis, BCAD has carefully reconsidered the fiscal limitations placed upon it and has reassessed the costs associated with measures to address the needs of LEP persons. BCAD has concluded it is reasonable to deploy the following services to assist LEP persons at FLL:

- Provide universal signage symbols to identify directionality within the terminals to gates, ground transportation, restrooms, baggage claim, security, parking, public transportation, shelter areas for severe weather, and information desks, where language-assistance resources are available. In 2021, BCAD completed an extensive Wayfinding Master Plan (Plan) implementation that replaced/installed over 5,000 signs on the Airport campus. The Plan sets the guidelines for signage at the Airport, including the replacement of all interior and exterior signs, and it provides the standards for tenant improvement projects.
- Provide new employees with Title VI informational documents, with an explanation of the documents via email, as part of the new employee orientation packet. The BCAD Talent Development Coach also reviews the highlights of Title VI requirements during new employee orientation classroom sessions.
- Provide Title VI refresher training to existing employees as a component of required Broward County biannual training.
- Provide language translation services on the Airport website: https://www.broward.org/Airport/Pages/default.aspx. Broward County manages the FLL website and currently translates it into English, Spanish, French, Haitian Creole, and Portuguese.
- Provide on-demand translation services. BCAD uses on-demand translation services via a contract with a third-party company. The contracted company provides language-assistance resources via telephone or video chat from a mobile or web application. These resources are designed to assist in identifying the preferred language of the LEP person, as well as provide awareness that interpretation services are

available. The resources include the following phrase: "Point to your language. An interpreter will be called at no charge to you." The LEP person simply points to their preferred language.

- Provide American Sign Language interpreters through contracted agencies when requested by BCAD, such as during emergency situations.
- Provide Airport information booths located in the baggage claim area of Terminals 1, 2, and 3 and three supplemental podiums located in the Terminal 4 baggage claim area, in the Terminal 3 upper-level departures area, and in the rental car center lobby. **Table 5-1** summarizes the locations of the booths and podiums at FLL.

Table 5-1 Fort Lauderdale–Hollywood International Airport Information Booth/Podium Locations

RESOURCE	LOCATION
Booth	Terminal 1 Baggage Claim
Booth	Terminal 2 Baggage Claim
Booth	Terminal 3 Baggage Claim
Podium	Terminal 4 Baggage Claim
Podium	Terminal 3 Upper-Level Departures Area
Podium	Rental Car Center Lobby

NOTE:

Data are from calendar year 2022.

SOURCE: Broward County Aviation Department, September 2022.

- Provide customer service representatives or volunteers within the Airport terminals. Each information booth and podium is staffed with customer service representatives or volunteers who are trained to identify the language spoken and then employ translation services, if needed. In the event a language cannot be identified, the translators have access to iSpeak cards, iPads, and/or computers. Customer service representatives and volunteers are scheduled between 6:00 a.m. and 10:00 p.m., 7 days a week, depending on availability. Volunteers work 4-hour shifts and must commit to work 2 shifts a week. Customer service representatives primarily work in the US CBP international processing facility. If the Airport experiences "downtime" with no flights, then customer service representatives are assigned to work alongside volunteers in information booths and podiums or roam the terminals.
- BCAD also employs a diverse group of personnel that speak many different languages and are available, on a volunteer-basis, to assist during emergencies. The languages spoken by the BCAD guest experience team (customer service representatives and ambassadors) are the following: English, French, Haitian Creole, Portuguese, and Spanish. Additionally, the languages spoken by the staff of the larger FLL community are the following: Arabic, Danish, English, French, German, Haitian Creole, Hausa, Hindi, Norwegian, Portuguese, Russian, Shona, Spanish, Swahili, Swedish, Ukrainian, Yiddish, and Yoruba.
- On an as-needed basis, provide announcements over the public address system and at each gate/holdroom in a language other than English.

- The BCAD communication team ensures notices for public meetings reach all segments of the FLL community, as well as identifies the effective media platforms to share announcements and notices, such as social media (primarily Twitter and Facebook), general circulation newspapers, community newspapers, the BCAD website, and email broadcasts. Announcements are typically made in English, Spanish, and Haitian Creole. The BCAD communication team contacts leaders and representatives in FLL communities directly to confirm effective media platforms to reach all LEP communities and obtain important feedback on translated materials. The office maintains records of all such notices and the efforts made to reach each FLL community.
- Provide the translation of written documents upon request. While the Airport's LEP safe harbor threshold for the translation of written documents is Spanish, BCAD is committed to serving the written translation needs of all LEP persons upon request.[28]
- Task the Title VI Coordinator to monitor and evaluate the LAP.
- Make periodic reports, recommendations, and changes to the LAP, as needed.

These services strike a reasonable balance among the Airport's fiscal resources, the needs of the Airport's LEP populations, and the costs associated with each initiative.

[28] US Department of Transportation, *Federal Register*, https://www.federalregister.gov/d/05-23972/p-133 (accessed February 2022).

6. Summary

The LEP languages encountered at FLL were determined through a quantitative analysis of the passenger point of origin languages, which was enhanced with Front-Line Employee Survey results and APC machine translation data. Based on the data evaluated in this report, the Airport's LEP significant languages are Spanish, Haitian Creole, French, and Portuguese. However, there will often be circumstances where all four languages cannot be practically used. Therefore, in the most restrictive circumstances Spanish and Haitian Creole could be used, as these languages represent the most prevalent LEP languages when considering the point of origin data, survey data, and translation service data.

Appendix A Passenger Point of Origin CY 2019 and CY 2021 Determination Analysis

Appendix A Passenger Point of Origin CY 2019 and CY 2021 Determination Analysis

COUNTRY	2019 EST. PAX	2021 EST. PAX	CHANGE IN PAX	2019 SHARE	2021 SHARE	CHANGE IN SHARE
TOTAL	18,016,198	13,632,284	-4,383,909	100.00%	100.00%	
United States	16,127,982	12,730,449	-3,397,533	89.52%	93.38%	3.87%
Canada	368,488	65,414	-303,074	2.05%	0.48%	-1.57%
Colombia	196,891	213,343	16,451	1.09%	1.56%	0.47%
Jamaica	150,684	70,810	-79,874	0.84%	0.52%	-0.32%
Bahamas	140,937	45,327	-95,610	0.78%	0.33%	-0.45%
Costa Rica	113,036	51,905	-61,131	0.63%	0.38%	-0.25%
Ecuador	109,491	84,930	-24,561	0.61%	0.62%	0.02%
Mexico	80,299	32,565	-47,734	0.45%	0.24%	-0.21%
Dominican Republic	74,881	100,604	25,723	0.42%	0.74%	0.32%
Cuba	63,575	1,975	-61,600	0.35%	0.01%	-0.34%
Brazil	46,280	7,986	-38,294	0.26%	0.06%	-0.20%
United Kingdom	40,952	818	-40,134	0.23%	0.01%	-0.22%
Honduras	39,255	41,443	2,188	0.22%	0.30%	0.09%
Aruba	35,654	11,226	-24,428	0.20%	0.08%	-0.12%
Peru	35,195	40,056	4,862	0.20%	0.29%	0.10%
Haiti	33,953	34,272	318	0.19%	0.25%	0.06%
France	30,659	438	-30,221	0.17%	0.00%	-0.17%
Panama	27,664	10,267	-17,397	0.15%	0.08%	-0.08%
Cayman Islands	26,055	217	-25,839	0.14%	0.00%	-0.14%
Turks and Caicos Islands	21,413	6,541	-14,872	0.12%	0.05%	-0.07%
Guatemala	21,012	33,528	12,516	0.12%	0.25%	0.13%
Norway	20,840	61	-20,779	0.12%	0.00%	-0.12%
Trinidad and Tobago	20,379	553	-19,826	0.11%	0.00%	-0.11%
Sint Maarten	19,324	7,244	-12,080	0.11%	0.05%	-0.05%
Sweden	18,084	115	-17,969	0.10%	0.00%	-0.10%
Nicaragua	17,902	27	-17,876	0.10%	0.00%	-0.10%
Barbados	14,226	97	-14,130	0.08%	0.00%	-0.08%
Denmark	13,688	83	-13,605	0.08%	0.00%	-0.08%
El Salvador	12,087	21,493	9,406	0.07%	0.16%	0.09%
Belize	11,923	83	-11,840	0.07%	0.00%	-0.07%
Spain	11,490	188	-11,302	0.06%	0.00%	-0.06%
Germany	6,047	957	-5,091	0.03%	0.01%	-0.03%
India	5,770	318	-5,452	0.03%	0.00%	-0.03%
Martinique	4,911	1	-4,909	0.03%	0.00%	-0.03%
Netherlands	4,675	711	-3,964	0.03%	0.01%	-0.02%
Guadeloupe	4,427	8	-4,420	0.02%	0.00%	-0.02%
Australia	3,707	55	-3,652	0.02%	0.00%	-0.02%
China	3,613	0	-3,613	0.02%	0.00%	-0.02%
Chile	3,336	5,705	2,370	0.02%	0.04%	0.02%
United Arab Emirates	3,206	87	-3,120	0.02%	0.00%	-0.02%
South Africa	3,037	227	-2,810	0.02%	0.00%	-0.02%
Japan	2,875	232	-2,643	0.02%	0.00%	-0.01%
Israel	2,464	1,202	-1,262	0.01%	0.01%	0.00%
Ireland	1,911	393	-1,518	0.01%	0.00%	-0.01%
Argentina	1,592	4,040	2,448	0.01%	0.03%	0.02%

Appendix A Passenger Point of Origin CY 2019 and CY 2021 Determination Analysis

COUNTRY	2019 EST. PAX	2021 EST. PAX	CHANGE IN PAX	2019 SHARE	2021 SHARE	CHANGE IN SHARE
Switzerland	1,223	145	-1,078	0.01%	0.00%	-0.01%
Italy	1,088	591	-497	0.01%	0.00%	0.00%
Belgium	1,024	262	-762	0.01%	0.00%	0.00%
Finland	957	28	-929	0.01%	0.00%	-0.01%
British Virgin Islands	917	402	-515	0.01%	0.00%	0.00%
Hong Kong (SAR)	876	10	-866	0.00%	0.00%	0.00%
South Korea	827	189	-637	0.00%	0.00%	0.00%
Pakistan	705	9	-696	0.00%	0.00%	0.00%
Bolivia	671	200	-471	0.00%	0.00%	0.00%
New Zealand	617	4	-613	0.00%	0.00%	0.00%
Philippines	516	30	-486	0.00%	0.00%	0.00%
Saudi Arabia	467	24	-443	0.00%	0.00%	0.00%
Thailand	442	32	-410	0.00%	0.00%	0.00%
Saint Lucia	438	88	-350	0.00%	0.00%	0.00%
Guyana	412	43	-369	0.00%	0.00%	0.00%
Taiwan	388	12	-376	0.00%	0.00%	0.00%
Dominica	354	145	-210	0.00%	0.00%	0.00%
Bangladesh	346	21	-324	0.00%	0.00%	0.00%
Austria	344	75	-268	0.00%	0.00%	0.00%
Vietnam	339	2	-337	0.00%	0.00%	0.00%
Bermuda	330	251	-79	0.00%	0.00%	0.00%
Singapore	316	26	-290	0.00%	0.00%	0.00%
Portugal	301	71	-230	0.00%	0.00%	0.00%
Poland	287	32	-254	0.00%	0.00%	0.00%
Paraguay	282	582	300	0.00%	0.00%	0.00%
Kuwait	277	6	-270	0.00%	0.00%	0.00%
Egypt	263	58	-204	0.00%	0.00%	0.00%
Malaysia	261	0	-261	0.00%	0.00%	0.00%
Hungary	243	44	-199	0.00%	0.00%	0.00%
Saint Vincent and Grenadines	230	0	-230	0.00%	0.00%	0.00%
Russian Federation	224	43	-181	0.00%	0.00%	0.00%
Nigeria	221	72	-149	0.00%	0.00%	0.00%
Grenada and South Grenadines	205	52	-154	0.00%	0.00%	0.00%
Antigua and Barbuda	199	78	-121	0.00%	0.00%	0.00%
Suriname	190	0	-190	0.00%	0.00%	0.00%
Latvia	189	4	-186	0.00%	0.00%	0.00%
Czech Republic	163	40	-123	0.00%	0.00%	0.00%
Iceland	155	9	-146	0.00%	0.00%	0.00%
Saint Kitts and Nevis	149	8	-141	0.00%	0.00%	0.00%
Croatia	142	40	-102	0.00%	0.00%	0.00%
Ukraine	124	15	-109	0.00%	0.00%	0.00%
Estonia	121	14	-106	0.00%	0.00%	0.00%
Venezuela	118	4	-115	0.00%	0.00%	0.00%
Uganda	117	0	-117	0.00%	0.00%	0.00%
Bahrain	115	16	-99	0.00%	0.00%	0.00%
Serbia	115	33	-82	0.00%	0.00%	0.00%

Appendix A Passenger Point of Origin CY 2019 and CY 2021 Determination Analysis

COUNTRY	2019 EST. PAX	2021 EST. PAX	CHANGE IN PAX	2019 SHARE	2021 SHARE	CHANGE IN SHARE
Curacao	113	61	-52	0.00%	0.00%	0.00%
Greece	113	31	-82	0.00%	0.00%	0.00%
Indonesia	109	2	-106	0.00%	0.00%	0.00%
Zimbabwe	108	10	-98	0.00%	0.00%	0.00%
Romania	98	35	-63	0.00%	0.00%	0.00%
Afghanistan	93	0	-93	0.00%	0.00%	0.00%
Kenya	89	13	-76	0.00%	0.00%	0.00%
Nepal	84	1	-83	0.00%	0.00%	0.00%
Morocco	84	34	-50	0.00%	0.00%	0.00%
Ethiopia	82	4	-78	0.00%	0.00%	0.00%
Jordan	80	23	-57	0.00%	0.00%	0.00%
Tanzania	76	10	-66	0.00%	0.00%	0.00%
Iraq	59	6	-53	0.00%	0.00%	0.00%
Ghana	52	14	-38	0.00%	0.00%	0.00%
Sri Lanka	47	3	-44	0.00%	0.00%	0.00%
Uruguay	46	55	8	0.00%	0.00%	0.00%
Mauritius	45	0	-45	0.00%	0.00%	0.00%
Qatar	44	6	-38	0.00%	0.00%	0.00%
Lebanon	40	10	-30	0.00%	0.00%	0.00%
Mongolia	36	0	-36	0.00%	0.00%	0.00%
Luxembourg	33	9	-25	0.00%	0.00%	0.00%
Bulgaria	33	0	-33	0.00%	0.00%	0.00%
Djibouti	31	0	-31	0.00%	0.00%	0.00%
Turkiye	29	4	-24	0.00%	0.00%	0.00%
Zambia	24	8	-17	0.00%	0.00%	0.00%
Oman	24	2	-22	0.00%	0.00%	0.00%
Mozambique	23	0	-23	0.00%	0.00%	0.00%
Kazakhstan	21	1	-19	0.00%	0.00%	0.00%
Botswana	19	0	-19	0.00%	0.00%	0.00%
Iran	19	10	-9	0.00%	0.00%	0.00%
Angola	17	0	-17	0.00%	0.00%	0.00%
Senegal	17	30	13	0.00%	0.00%	0.00%
Democratic Republic of the Congo	14	3	-11	0.00%	0.00%	0.00%
Somalia	14	2	-12	0.00%	0.00%	0.00%
Cyprus	13	2	-11	0.00%	0.00%	0.00%
Namibia	12	3	-9	0.00%	0.00%	0.00%
Georgia	12	0	-12	0.00%	0.00%	0.00%
French Guiana	11	0	-11	0.00%	0.00%	0.00%
Anguilla	11	0	-11	0.00%	0.00%	0.00%
Liberia	10	4	-6	0.00%	0.00%	0.00%
Fiji	10	0	-10	0.00%	0.00%	0.00%
Brunei Darussalam	9	0	-9	0.00%	0.00%	0.00%
French Polynesia	8	13	5	0.00%	0.00%	0.00%
Laos	8	0	-8	0.00%	0.00%	0.00%
Kyrgyzstan	7	0	-7	0.00%	0.00%	0.00%
Tunisia	7	0	-7	0.00%	0.00%	0.00%

Appendix A Passenger Point of Origin CY 2019 and CY 2021 Determination Analysis

COUNTRY	2019 EST. PAX	2021 EST. PAX	CHANGE IN PAX	2019 SHARE	2021 SHARE	CHANGE IN SHARE
Lithuania	6	0	-6	0.00%	0.00%	0.00%
Gambia	6	0	-6	0.00%	0.00%	0.00%
Macedonia	6	0	-5	0.00%	0.00%	0.00%
Cambodia	6	10	4	0.00%	0.00%	0.00%
Rwanda	5	4	-2	0.00%	0.00%	0.00%
Belarus	5	0	-5	0.00%	0.00%	0.00%
Albania	5	5	0	0.00%	0.00%	0.00%
Slovakia	5	0	-5	0.00%	0.00%	0.00%
Slovenia	4	2	-2	0.00%	0.00%	0.00%
Papua New Guinea	4	0	-4	0.00%	0.00%	0.00%
Burundi	4	0	-4	0.00%	0.00%	0.00%
Malta	4	9	5	0.00%	0.00%	0.00%
Bosnia and Herzegovina	4	0	-4	0.00%	0.00%	0.00%
Cameroon	4	0	-4	0.00%	0.00%	0.00%
Bonaire, Saint Eustatius & Saba	4	0	-4	0.00%	0.00%	0.00%
Gabon	3	0	-3	0.00%	0.00%	0.00%
Algeria	3	0	-3	0.00%	0.00%	0.00%
Ivory Coast (Cote d'Ivoire)	3	0	-3	0.00%	0.00%	0.00%
New Caledonia	3	0	-3	0.00%	0.00%	0.00%
Azerbaijan	3	2	-1	0.00%	0.00%	0.00%
Saint Barthelemy	2	0	-2	0.00%	0.00%	0.00%
Reunion	2	0	-2	0.00%	0.00%	0.00%
Sierra Leone	2	0	-2	0.00%	0.00%	0.00%
Moldova	2	3	2	0.00%	0.00%	0.00%
Madagascar	2	0	-2	0.00%	0.00%	0.00%
Burkina Faso	2	3	1	0.00%	0.00%	0.00%
Malawi	2	0	-2	0.00%	0.00%	0.00%
Equatorial Guinea	2	0	-2	0.00%	0.00%	0.00%
Maldives	2	0	-2	0.00%	0.00%	0.00%
Sudan	2	1	0	0.00%	0.00%	0.00%
Myanmar	1	0	-1	0.00%	0.00%	0.00%
Central African Republic	1	10	9	0.00%	0.00%	0.00%
Armenia	0	16	16	0.00%	0.00%	0.00%
Togo	0	4	4	0.00%	0.00%	0.00%
Benin	0	2	2	0.00%	0.00%	0.00%
Mali	0	1	1	0.00%	0.00%	0.00%

SOURCES: US Department of Transportation, Form T-100, September 2022; US Department of Transportation, DB1B Survey, September 2022; Sabre, September 2022; Ricondo & Associates, Inc., September 2022 (analysis).

Appendix A Passenger Point of Origin CY 2019 and CY 2021 Determination Analysis

UNITED STATES - DETAILED BREAKDOWN	2019 EST. PAX	2021 EST. PAX	2019 SHARE	2021 SHARE
United States	16,127,982	12,730,449	100.00%	100.00%
United States - FLL Origin	8,460,460	6,562,988	52.46%	51.55%
United States - Puerto Rico Origin	264,579	190,867	1.64%	1.50%
United States - Other Origin	7,402,942	5,976,594	45.90%	46.95%

Appendix A Passenger Point of Origin CY 2019 and CY 2021 Determination Analysis

CANADA - DETAILED BREAKDOWN	2019 EST. PAX	2021 EST. PAX	2019 SHARE	2021 SHARE
Canada	368,488	65,414	100.00%	100.00%
Canada - Quebec Origin	139,456	30,687	37.85%	46.91%
Canada - Rest of Canada Origin	229,032	34,727	62.15%	53.09%

Appendix B Carriers with Less than 0.1 Percent Market Share

APPENDIX B Market Share Scheduled Passenger Flights from FLL

ORIGIN CODE	AIRLINE NAME	ONBOARDS	PERCENTAGE	INTL/DOMESTIC
FLL	Spirit Airlines	4,490,853	32.94%	Domestic
FLL	JetBlue Airways	2,829,747	20.76%	Domestic
FLL	Southwest Airlines	1,843,135	13.52%	Domestic
FLL	Delta Air Lines	1,521,794	11.16%	Domestic
FLL	American Airlines	1,096,761	8.05%	Domestic
FLL	United Airlines	1,019,239	7.48%	Domestic
FLL	Allegiant Air	379,709	2.79%	Domestic
FLL	Alaska Airlines	114,171	0.84%	Domestic
FLL	Air Canada	102,381	0.75%	International
FLL	Silver Airways	88,611	0.65%	Domestic
FLL	Copa Airlines	39,711	0.29%	International
FLL	Azul Brazilian Airlines	39,489	0.29%	International
FLL	Air Transat	20,488	0.15%	International
FLL	**Avianca Airlines**	**12,813**	**0.09%**	**International**
FLL	**Sun Country**	**10,149**	**0.07%**	**Domestic**
FLL	**WestJet**	**9,772**	**0.07%**	**International**
FLL	**Avelo Airlines**	**5,381**	**0.04%**	**Domestic**
FLL	**Tropic Ocean Airways**	**3,998**	**0.03%**	**Domestic**
FLL	**Flair Airlines**	**2,484**	**0.02%**	**International**
FLL	**Caribbean Airlines**	**1,398**	**0.01%**	**International**
FLL	**Envoy Air**	**143**	**0.00%**	**Domestic**
FLL	**Republic Airways**	**57**	**0.00%**	**Domestic**
	TOTAL	13,632,284		

SOURCES: U.S. DOT T100 Dynamic Table Report for Sched. Passenger flights from FLL for travel for year ending December 2021

T100 international data is only available through February 2022.

Appendix C Limited English Proficiency Languages within the Air Trade Area and the United States

Appendix C Limited English Proficiency Languages within the Air Trade Area

GEOGRAPHIC AREA NAME	FLL AIR TRADE AREA POPULATION	PERCENT OF TOTAL POPULATION
Estimate Total Spanish Speak English less than very well	**1,110,584**	**18.23%**
Estimate Total Haitian Speak English less than very well	**119,665**	**1.96%**
Estimate Total Portuguese Speak English less than very well	**25,370**	**0.42%**
Estimate Total Russian Speak English less than very well	**15,602**	**0.26%**
Estimate Total Chinese (incl. Mandarin, Cantonese) Speak English less than very well	**15,373**	**0.25%**
Estimate Total French (incl. Cajun) Speak English less than very well	**11,764**	**0.19%**
Estimate Total Vietnamese Speak English less than very well	**8,593**	**0.14%**
Estimate Total Other and unspecified languages Speak English less than very well	5,595	0.09%
Estimate Total Arabic Speak English less than very well	5,306	0.09%
Estimate Total Italian Speak English less than very well	4,919	0.08%
Estimate Total Tagalog (incl. Filipino) Speak English less than very well	3,838	0.06%
Estimate Total Bengali Speak English less than very well	3,459	0.06%
Estimate Total Hebrew Speak English less than very well	2,659	0.04%
Estimate Total Other Indo-European languages Speak English less than very well	2,245	0.04%
Estimate Total Polish Speak English less than very well	2,013	0.03%
Estimate Total Other languages of Asia Speak English less than very well	1,859	0.03%
Estimate Total Ukrainian or other Slavic languages Speak English less than very well	1,707	0.03%
Estimate Total German Speak English less than very well	1,447	0.02%
Estimate Total Hindi Speak English less than very well	1,316	0.02%
Estimate Total Thai, Lao, or other Tai-Kadai languages Speak English less than very well	1,256	0.02%
Estimate Total Serbo-Croatian Speak English less than very well	1,229	0.02%
Estimate Total Urdu Speak English less than very well	1,184	0.02%
Estimate Total Persian (incl. Farsi, Dari) Speak English less than very well	1,016	0.02%
Estimate Total Malayalam, Kannada, or other Dravidian languages Speak English less than very well	967	0.02%
Estimate Total Gujarati Speak English less than very well	952	0.02%
Estimate Total Korean Speak English less than very well	867	0.01%
Estimate Total Japanese Speak English less than very well	836	0.01%
Estimate Total Greek Speak English less than very well	718	0.01%
Estimate Total Yoruba, Twi, Igbo, or other languages of Western Africa Speak English less than very well	673	0.01%
Estimate Total Nepali, Marathi, or other Indic languages Speak English less than very well	665	0.01%
Estimate Total Yiddish, Pennsylvania Dutch or other West Germanic languages Speak English less than very well	616	0.01%
Estimate Total Ilocano, Samoan, Hawaiian, or other Austronesian languages Speak English less than very well	577	0.01%
Estimate Total Tamil Speak English less than very well	445	0.01%
Estimate Total Telugu Speak English less than very well	361	0.01%
Estimate Total Swahili or other languages of Central, Eastern, and Southern Africa Speak English less than very well	331	0.01%
Estimate Total Amharic, Somali, or other Afro-Asiatic languages Speak English less than very well	257	0.00%
Estimate Total Khmer Speak English less than very well	159	0.00%
Estimate Total Armenian Speak English less than very well	65	0.00%
Estimate Total Other Native languages of North America Speak English less than very well	53	0.00%
Estimate Total Hmong Speak English less than very well	-	0.00%
Estimate Total Navajo Speak English less than very well	-	0.00%
Estimate Total Punjabi Speak English less than very well	-	0.00%

NOTES: LEP - Limited English Proficiency

SOURCES: Ricondo & Associates, Inc., September 2022; US Census Bureau, 2021 American Community Survey 1-Year Estimates, (Tables B01003 and B16001), accessed September 2022.

Appendix C Limited English Proficiency Languages within the Air Trade Area and United States

GEOGRAPHIC AREA NAME	UNITED STATES	PERCENT OF TOTAL POPULATION
Estimate Total Spanish Speak English less than very well	**16,299,869**	**4.91%**
Estimate Total Chinese (incl. Mandarin, Cantonese) Speak English less than very well	**1,765,741**	**0.53%**
Estimate Total Vietnamese Speak English less than very well	**883,545**	**0.27%**
Estimate Total Tagalog (incl. Filipino) Speak English less than very well	**548,069**	**0.17%**
Estimate Total Korean Speak English less than very well	**546,850**	**0.16%**
Estimate Total Arabic Speak English less than very well	**460,290**	**0.14%**
Estimate Total Russian Speak English less than very well	**426,731**	**0.13%**
Estimate Total Haitian Speak English less than very well	**344,514**	**0.10%**
Estimate Total Portuguese Speak English less than very well	**342,205**	**0.10%**
Estimate Total French (incl. Cajun) Speak English less than very well	250,925	0.08%
Estimate Total Other languages of Asia Speak English less than very well	231,129	0.07%
Estimate Total Amharic, Somali, or other Afro-Asiatic languages Speak English less than very well	224,366	0.07%
Estimate Total Polish Speak English less than very well	196,864	0.06%
Estimate Total Yiddish, Pennsylvania Dutch or other West Germanic languages Speak English less than very well	193,759	0.06%
Estimate Total Other Indo-European languages Speak English less than very well	190,701	0.06%
Estimate Total Japanese Speak English less than very well	188,841	0.06%
Estimate Total Ilocano, Samoan, Hawaiian, or other Austronesian languages Speak English less than very well	177,412	0.05%
Estimate Total Persian (incl. Farsi, Dari) Speak English less than very well	173,092	0.05%
Estimate Total Bengali Speak English less than very well	168,634	0.05%
Estimate Total Hindi Speak English less than very well	153,087	0.05%
Estimate Total Nepali, Marathi, or other Indic languages Speak English less than very well	150,727	0.05%
Estimate Total Thai, Lao, or other Tai-Kadai languages Speak English less than very well	147,569	0.04%
Estimate Total Ukrainian or other Slavic languages Speak English less than very well	142,780	0.04%
Estimate Total Gujarati Speak English less than very well	141,033	0.04%
Estimate Total Urdu Speak English less than very well	134,813	0.04%
Estimate Total Yoruba, Twi, Igbo, or other languages of Western Africa Speak English less than very well	130,248	0.04%
Estimate Total Punjabi Speak English less than very well	129,651	0.04%
Estimate Total Italian Speak English less than very well	128,505	0.04%
Estimate Total German Speak English less than very well	127,917	0.04%
Estimate Total Khmer Speak English less than very well	104,799	0.03%
Estimate Total Armenian Speak English less than very well	97,038	0.03%
Estimate Total Other and unspecified languages Speak English less than very well	95,502	0.03%
Estimate Total Swahili or other languages of Central, Eastern, and Southern Africa Speak English less than very well	92,773	0.03%
Estimate Total Hmong Speak English less than very well	92,621	0.03%
Estimate Total Serbo-Croatian Speak English less than very well	89,295	0.03%
Estimate Total Telugu Speak English less than very well	85,312	0.03%
Estimate Total Malayalam, Kannada, or other Dravidian languages Speak English less than very well	64,470	0.02%
Estimate Total Greek Speak English less than very well	57,398	0.02%
Estimate Total Tamil Speak English less than very well	48,204	0.01%
Estimate Total Navajo Speak English less than very well	42,529	0.01%
Estimate Total Hebrew Speak English less than very well	29,518	0.01%
Estimate Total Other Native languages of North America Speak English less than very well	21,941	0.01%

NOTES: LEP - Limited English Proficiency

SOURCES: Ricondo & Associates, Inc., September 2022; US Census Bureau, 2021 American Community Survey 1-Year Estimates, (Tables B01003 and B16001), accessed September 2022.

Appendix D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Survey and Responses

Communicating with Limited English Proficient (LEP) Individuals

Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport

You have been identified as an individual who has direct contact with the public, and your answers to the following questions will help the Broward County Aviation Department (BCAD) provide written and oral translations for individuals considered limited English proficient (LEP) at Fort Lauderdale-Hollywood International Airport. The information you provide is valuable and is appreciated.

1. What company do you work for? _____

2. What is your job title and function? _____

3. Do you speak any language other than English? If so, please "X" the appropriate language proficiency box(es).

Language	Basic Conversational Proficiency	Limited Working Proficiency	Professional Proficiency	Native/ Bilingual Proficiency
French				
Haitian Creole				
Portuguese				
Spanish				
Other: _____				
Other: _____				
Other: _____				
Other: _____				

4. How frequently do you communicate with members of the public who do not speak English well or at all? Please "X" the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below:
   (a) For languages you can identify, please enter them in the "Other" rows.
   (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.

Language	Multiple Times a Day	Most Days	At Least Once Per Month	At Least Once Per Year	Extremely Rarely	Never
French						
Haitian Creole						
Portuguese						
Spanish						
Other: _____						
Other: _____						
Other: _____						
Other: _____						
Other: _____						
Unidentified Languages *						

**Unidentified languages refer to any languages which you cannot name.*

This survey is available in English. - Esta encuesta está disponible en Español. - Sondaj sa a disponib an Kreyòl.

Communicating with Limited English Proficient (LEP) Individuals

Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport

5. How do you communicate when you come into contact with members of the public who do not speak English well or at all? Please "X" all that apply.

Assistance Utilized	"X" if utilized
Provide Translation Myself (I am able to speak the language)	
Ask a Co-Worker (same company)	
Ask an Airport Volunteer Ambassador (employees wearing red at information booths)	
Direct them to Airline Personnel	
Direct them to Other Airport Personnel	
Use Google Translate or Similar Technology / Application	
Use Telephone Translation (such as Language Line)	
Other: _____	
Other: _____	

6. Can you recommend ways in which BCAD could improve your ability to communicate with members of the public who do not speak English well or at all?

_____

_____

_____

7. What resources for interpretation are you aware of? Please "X" the appropriate boxes if you are aware of that interpretation resource.

Resources	"X" if aware
Google Translate or Similar Technology / Application	
Contract Interpreters (Telephone or Written Services)	
Website Translation	
Other: _____	
Other: _____	

8. If you have any additional comments or suggestions to improve awareness of resources, please enter them below.

_____

_____

_____

If you prefer to take this survey virtually, it is available via this QR Code:

This survey is available in English. - Esta encuesta está disponible en Español. - Sondaj sa a disponib an Kreyòl.

Comunicación con personas con conocimientos limitados de inglés (LEP)

Encuesta para los empleados de primera línea del Aeropuerto Internacional de Fort Lauderdale-Hollywood

Usted ha sido identificado como un individuo que tiene contacto directo con el público, y sus respuestas a las siguientes preguntas ayudarán al Departamento de Aviación del Condado de Broward (BCAD) a proporcionar traducciones escritas y orales para personas consideradas con dominio limitado del inglés (LEP) en el Aeropuerto Internacional de Fort Lauderdale-Hollywood. La información que proporcione es valiosa y se agradece.

1. ¿Para qué empresa trabaja? _____

2. ¿Cuál es su cargo y función? _____

3. ¿Habla otro idioma que no sea el inglés? En caso afirmativo, marque con una "X" la(s) casilla(s) correspondiente(s) a su dominio del idioma que corresponda.

Idioma	Dominio de Conversación básico	Capacidad de trabajo limitada	Competencia profesional	Dominio Nativa/ Bilingüe
Francés				
Creole Haitiano				
Portugués				
Español				
Otros: _____				
Otros: _____				
Otros: _____				
Otros: _____				

4. Con qué frecuencia se comunica con miembros del público que no hablan bien el inglés o no lo hablan en absoluto? Por favor, marque con una "X" las casillas correspondientes de la siguiente tabla y responda individualmente para cada idioma. Si ha entrado en contacto con personas que hablan lenguas distintas de las que se indican a continuación:
   (a) En el caso de los idiomas que pueda identificar, introdúzcalos en las filas "Otros".
   (b) Para las lenguas que no pueda identificar, marque su respuesta para todas ellas combinadas en la fila "Lenguas no identificadas".

Idioma	Múltiple veces al dia	La mayoría de los días	Al menos una vez por mes	Al menos una vez por año	Extremada mente raro	Nunca
Francés						
Creole Haitiano						
Portugués						
Español						
Otros: _____						
Otros: _____						
Otros: _____						
Otros: _____						
Otros: _____						
Idiomas no identificadas*						

**Las lenguas no identificadas se refieren a cualquier lengua que no pueda nombrar.*

Comunicación con personas con conocimientos limitados de inglés (LEP)

Encuesta para los empleados de primera línea del Aeropuerto Internacional de Fort Lauderdale-Hollywood

5. ¿Cómo se comunica cuando entra en contacto con miembros del público que no hablan Inglés muy bien o no lo hablan en absoluto? Por favor, marque con una "X" todo lo que corresponda.

Asistencia utilizada	X" si se utiliza
Proporciono la traducción yo mismo (puedo hablar el idioma)	
Preguntar a un compañero de trabajo (de la misma empresa)	
Preguntar a un embajador voluntario del aeropuerto (empleados que llevan el color rojo en los puestos de información).	
Los dirige al personal de la aerolínea	
Los dirige a otro personal del aeropuerto	
Utiliza Google Translate o una technología/aplicación similar	
Utiliza la traducción telefónica (como la línea de idiomas)	
Otros: _____	
Otros: _____	

6. ¿Puede recomendar formas en las que el BCAD podría mejorar su capacidad de comunicación con miembros del público que no hablan bien el inglés o no lo hablan en absoluto?

_____

_____

_____

7. ¿Qué recursos de interpretación conoce? Por favor marque con una "X" las casillas correspondientes si conoce ese recurso de interpretación.

Recursos	X" si lo conoce
Google Translate o technología/aplicación similar	
Intérpretes contratados (servicios telefónicos o escritos)	
Traducción en la web	
Otros: _____	
Otros: _____	

8. Si tiene algún comentario o sugerencia adicional para mejorar el conocimiento de los recursos, introdúzcalo a continuación.

_____

_____

_____

Si prefiere realizar esta encuesta virtualmente, está disponible a través de este código QR:

This survey is available in English. - Esta encuesta está disponible en Español. - Sondaj sa a disponib an Kreyòl.

Kominikasyon ak Moun ki gen Konpetans Limite nan Anglè (Limited English Proficiency, LEP)

Sondaj pou Anplwaye ki an Kontak Dirèk avèk Kliyantèl la nan Ayewopò Entènasyonal Fort Lauderdale-Hollywood la

Nou idantifye ou kòm yon moun ki gen kontak dirèk ak piblik la, e repons ou bay kesyon sa yo pral ede Depatman Avyasyon Konte Broward la (Broward County Aviation Department, BCAD) ofri tradiksyon ekri ak pale pou moun yo konsidere kòmkwa yo gen konpetans limite nan anglè (limited English proficient, LEP) nan Ayewopò Entènasyonal Fort Lauderdale-Hollywood la. Enfòmasyon w ap bay yo enpòtan e nou apresye yo.

1. Nan ki konpayi w ap travay? _____

2. Kisa tit djòb ou a ye e kisa ou fè ladan? _____

3. Èske ou pale lòt lang apa anglè? Si se sa, mete "X" nan espas apwopriye a(yo) pou konpetans nan lang.

Lang	Konpetans pou Konvèsasyon Debaz	Konpetans Pwofesyonèl Limite	Konpetans Pwofesyonèl	Konpetans Natif-Natal/ Bileng
Fransè				
Kreyòl Ayisyen				
Pòtigè				
Panyòl				
Lòt: _____				
Lòt: _____				
Lòt: _____				
Lòt: _____				

4. Chak konbyen tan ou kominike ak manm piblik la ki pa pale anglè byen oswa ki pa pale li ditou? Tanpri mete "X" nan espas ki apwopriye yo nan tablo ki pi ba a epi reponn pou chak lang endividyèlman. Si ou vin an kontak avèk moun ki pale lang ki pa sa ki nan lis ki pi ba a:
   (a) Pou lang ou ka idantifye yo, tanpri mete yo nan ranje "Lòt" yo.
   (b) Pou lang ou pa ka idantifye yo, tanpri make repons ou pou yo tout konbine nan ranje "Lang ki Pa Idantifye" a.

Kreyòl Ayisyen						
Panyòl						
Lòt: _____						
Lòt: _____						
Lang ki Pa Idantifye *						

**Lang ki pa idantifye yo se nenpòt lang ou pa konn non yo.*

5. Kijan ou kominike lè ou vin an kontak avèk manm piblik la ki pa pale anglè byen oswa ki pa pale li ditou? Tanpri mete "X" pou tout jan ou kominike yo.

Èd ou Itilize	Mete "X" si ou sèvi avè l
Mwen tradui poukont mwen (mwen konn pale lang nan)	
Mwen mande yon kòlèg (nan menm konpayi an)	
Mwen mande yon Anbasadè Benevòl Ayewopò a (anplwaye ki abiye an wouj nan estann enfòmasyon yo)	
Mwen voye yo al pale ak pèsonèl liy ayeryèn nan	
Mwen voye yo al pale ak lòt manm pèsonèl ayewopò a	
Mwen sèvi ak Google Translate oswa lòt teknoloji / aplikasyon menm jan an	
Mwen sèvi ak tradiksyon pa telefòn (tankou Language Line)	
Lòt: _____	
Lòt: _____	

6. Èske ou ka rekòmande fason BCAD ta ka amelyore kapasite ou pou w kominike ak manm piblik la ki pa pale anglè byen oswa ki pa pale li ditou?

_____

_____

_____

7. Ki resous entèpretasyon ou konnen? Tanpri mete "X" nan espas apwopriye yo si ou konn resous entèpretasyon sa a.

Resous	"X" si ou konnen li
Google Translate oswa lòt teknoloji / aplikasyon menm jan an	
Entèprèt sou kontra (sèvis pa telefòn oswa pa ekri)	
Tradiksyon sit entènèt	
Lòt: _____	
Lòt: _____	

8. Si ou gen lòt kòmantè oswa sijesyon pou mete plis moun okouran resous yo, tanpri ekri yo pi ba a.

_____

_____

_____

Si ou pito reponn sondaj sa a vityèlman, li disponib pase pa kòd QR sa yo:

This survey is available in English. - Esta encuesta está disponible en Español. - Sondaj sa a disponib an Kreyòl.

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	Do you speak any other language other than English? If so, please "check" the appropriate language box(es).							
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	French - Basic Conversational Proficiency	French - Limited Working Proficiency	French - Professional Proficiency	French - Native/ Bilingual Proficiency	Haitian Creole - Basic Conversational Proficiency	Haitian Creole - Limited Working Proficiency	Haitian Creole - Professional Proficiency	Haitian Creole - Native/ Bilingual Proficiency
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Intern-administrative support, front desk								
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service								
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	CSR								
English		10/12/2022	10/12/2022	Airline	United Airlines	CSR								
English		10/12/2022	10/12/2022	Airline	United Airlines	CSR								
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport Manager - Guest Experiences								
English		10/12/2022	10/12/2022	Airline	United Airlines	Lead CSR								
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport ambassador: I volunteer and am located at the information booths								
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service								
English		10/12/2022	10/12/2022	Operations	BCAD volunteer service program	Airport ambassador, assisting customers with navigating in and outside the terminals.								
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service								
English		10/12/2022	10/12/2022	Airline	United Airlines	Premium Services Rep								
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport Ambassador								
English		10/13/2022	10/13/2022	Operations	Broward County Aviation Department	Customer service								
English		10/13/2022	10/13/2022	Operations	Broward County Aviation Department	Airport Ambassador								
English		10/13/2022	10/13/2022	Commercial Revenue	DNC	Bartender								
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Supervisor								

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	Do you speak any other language other than English? If so, please "check" the appropriate language box(es).							
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	French - Basic Conversational Proficiency	French - Limited Working Proficiency	French - Professional Proficiency	French - Native/ Bilingual Proficiency	Haitian Creole - Basic Conversational Proficiency	Haitian Creole - Limited Working Proficiency	Haitian Creole - Professional Proficiency	Haitian Creole - Native/ Bilingual Proficiency
English		10/13/2022	10/13/2022	Commercial Revenue	DNC	Cashier								
English		10/13/2022	10/13/2022	Airline	United Airlines	CSA								
English		10/13/2022	10/13/2022	Commercial Revenue	HMShost	HRBP								
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Cashier								
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Bartender								
English		10/13/2022	10/13/2022	Airline	Delta Airlines	Station Manager								
English		10/13/2022	10/14/2022	Operations	Broward County Aviation Department	Airport Ambassador/AD								
English		10/14/2022	10/14/2022	Commercial Revenue	Sunshine	Cleaning					Haitian Creole - Basic Conversational Proficiency			
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Manager								
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Supervisor Training Guest Services		French - Limited Working Proficiency						
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Supervisor Guest Services								
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Guest Service Lead, I assist the leadership team with the everyday Operations along with providing great guest satisfaction and customer service								
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Shift Manager								
English		10/14/2022	10/14/2022	Airline	United Airlines	Lead customer service representative								
English		10/15/2022	10/15/2022	Airline	United Airlines	Customer service								

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	Do you speak any other language other than English? If so, please "check" the appropriate language box(es).							
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	French - Basic Conversational Proficiency	French - Limited Working Proficiency	French - Professional Proficiency	French - Native/ Bilingual Proficiency	Haitian Creole - Basic Conversational Proficiency	Haitian Creole - Limited Working Proficiency	Haitian Creole - Professional Proficiency	Haitian Creole - Native/ Bilingual Proficiency
English		10/18/2022	10/18/2022	Commercial Revenue	Sunshine	Supervisor	French - Basic Conversational Proficiency				Haitian Creole - Basic Conversational Proficiency			
English		10/18/2022	10/18/2022	Airline	Spirit Airlines	Supervisor								
English		10/18/2022	10/18/2022	Operations	Broward County Aviation Department	Customer service								
English		10/18/2022	10/18/2022	Airline	Spirit Airlines	Supervisor Guest Services								
English		10/20/2022	10/20/2022	Commercial Revenue	Smartecarte	Supervisor								
English		10/20/2022	10/20/2022	Operations	FLL Ambassadogs	Volunteer								
English		10/20/2022	10/20/2022	Airline	United Airlines	Customer service								
English		10/20/2022	10/20/2022	Airline	United Airlines	Assistant GM	French - Basic Conversational Proficiency							
English		10/21/2022	10/21/2022	Operations	BCAD volunteer service program	AmbassaDog								
English		10/23/2022	10/23/2022	Airline	Spirit Airlines	Supervisor								
English		11/5/2022	11/5/2022	Commercial Revenue	SP PLUS PARKING	ASSISTANT GENERAL MANAGER								
English		11/7/2022	11/7/2022	Airline	Delta Airlines	Station Manager								
English		11/7/2022	11/7/2022	Commercial Revenue	AMS - Hudson Group	Office Administrator/ Supervisor								
English		11/7/2022	11/7/2022	Commercial Revenue	AMS - Hudson Group	General Manager								
English		11/7/2022	11/7/2022	Commercial Revenue	Hudson News	Operational Manager								
English		11/8/2022	11/8/2022	Commercial Revenue	FORT LAUDERDALE BUSINESS AND CURRENCY EXCHANGE	Manager								

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	Do you speak any other language other than English? If so, please "check" the appropriate language box(es).							
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	French - Basic Conversational Proficiency	French - Limited Working Proficiency	French - Professional Proficiency	French - Native/ Bilingual Proficiency	Haitian Creole - Basic Conversational Proficiency	Haitian Creole - Limited Working Proficiency	Haitian Creole - Professional Proficiency	Haitian Creole - Native/ Bilingual Proficiency
English		11/8/2022	11/8/2022	Commercial Revenue	Fort Lauderdale Business and Currency Services, LLC.	Manager/Sales consultant								
English		11/7/2022	11/8/2022	Commercial Revenue	Hudson Group	Retail Manager								
English		11/8/2022	11/8/2022	Commercial Revenue	AMS South Florida	Operations Manager								
English		11/8/2022	11/8/2022	Commercial Revenue	Paradies	HR Manager		French - Limited Working Proficiency				Haitian Creole - Limited Working Proficiency		
English		11/8/2022	11/8/2022	Commercial Revenue	AMS - Hudson Group	Operations Manager								
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	AGM								
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Assistant Restaurant Manager								
English		11/18/2022	11/18/2022	Commercial Revenue	DNC	Server						Haitian Creole - Limited Working Proficiency		
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Server								
English		11/18/2022	11/18/2022	Commercial Revenue	DNC	Supervisor								
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Waitress								
English		11/18/2022	11/18/2022	Commercial Revenue	Pacific Park Management	Operations Manager								
English		11/18/2022	11/18/2022	Commercial Revenue	Pacific Park Management	Management								
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Bartender								
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Employee Lot Clerk								
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Ticket Auditor								

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	Do you speak any other language other than English? If so, please "check" the appropriate language box(es).							
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	French - Basic Conversational Proficiency	French - Limited Working Proficiency	French - Professional Proficiency	French - Native/ Bilingual Proficiency	Haitian Creole - Basic Conversational Proficiency	Haitian Creole - Limited Working Proficiency	Haitian Creole - Professional Proficiency	Haitian Creole - Native/ Bilingual Proficiency
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Cashier								
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	IT Manager								
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Bartender								
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Valet Manager					Haitian Creole - Basic Conversational Proficiency			
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Zone Manager								
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Sales Associate	French - Basic Conversational Proficiency						Haitian Creole - Professional Proficiency	
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Sales Associate								
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Self Parking Manager								
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Sales Associate								
English		11/18/2022	11/18/2022	Commercial Revenue	Standard Parking	Manager on Duty								
English		11/19/2022	11/19/2022	Commercial Revenue	SP PLUS PARKING	Lead Operations Manager								
English		11/19/2022	11/19/2022	Airline	Delta Airlines	Red Coat				French - Native/ Bilingual Proficiency			Haitian Creole - Professional Proficiency	
English		11/21/2022	11/21/2022	Commercial Revenue	SP PLUS PARKING	Employee Lot Supervisor								
English		11/21/2022	11/21/2022	Commercial Revenue	SP PLUS PARKING	Office Manager								
English				Commercial Revenue	Smartecarte	Associate								
English				Commercial Revenue	Smartecarte	Cart Associate								

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	Do you speak any other language other than English? If so, please "check" the appropriate language box(es).							
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	French - Basic Conversational Proficiency	French - Limited Working Proficiency	French - Professional Proficiency	French - Native/ Bilingual Proficiency	Haitian Creole - Basic Conversational Proficiency	Haitian Creole - Limited Working Proficiency	Haitian Creole - Professional Proficiency	Haitian Creole - Native/ Bilingual Proficiency
English				Commercial Revenue	Smartecarte	Customer Service								
English				Commercial Revenue	Keolis	Maintenance Manager								
English				Commercial Revenue	Keolis	Manager of Finance and Administration								
English				Commercial Revenue	Keolis	Dispatcher					Haitian Creole - Basic Conversational Proficiency			
English				Commercial Revenue	Keolis	Fixed Route Driver								
English				Commercial Revenue	Keolis	Customer Service								
English				Commercial Revenue	Keolis	Customer Service Manager								
English				TSA	TSA	Transportation Security Officer								
English				TSA	TSA	Transportation Security Officer								
English				TSA	TSA	Transportation Security Officer								
English				Commercial Revenue	Paradies	Sales								
English				Commercial Revenue	Paradies	Sales								Haitian Creole - Native/Bilingual Proficiency
English				Commercial Revenue	Paradies	Sales				French - Native/ Bilingual Proficiency				Haitian Creole - Native/Bilingual Proficiency
English				Commercial Revenue	Paradies	Zone Manager								
English				Commercial Revenue	Paradies	Sales								
English				Commercial Revenue	Paradies	Zone Manager/ HR Assistant								
Spanish		10/13/2022	10/13/2022	Commercial Revenue	Smartecarte	Employee								
Spanish		10/13/2022	10/13/2022	Commercial Revenue	Smartecarte	Associate								
Spanish				Commercial Revenue	Smartecarte	car collector								
Spanish				Commercial Revenue	Smartecarte	Employee								

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	Do you speak any other language other than English? If so, please "check" the appropriate language box(es).							
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	French - Basic Conversational Proficiency	French - Limited Working Proficiency	French - Professional Proficiency	French - Native/ Bilingual Proficiency	Haitian Creole - Basic Conversational Proficiency	Haitian Creole - Limited Working Proficiency	Haitian Creole - Professional Proficiency	Haitian Creole - Native/ Bilingual Proficiency
Spanish				Commercial Revenue	Smartecarte	Cart Associate			French - Professional Proficiency					
Spanish				Commercial Revenue	Keolis	IT Manager								
Spanish				Commercial Revenue	Keolis	Bus Operator								
Spanish				Commercial Revenue	Keolis	Customer Service								
Spanish				TSA	TSA	Transportation Officer								
Spanish				TSA	TSA	Supervisor								
Spanish				TSA	TSA	Transportation Security Officer								
Spanish				TSA	TSA	Transportation Official								
Haitian Creole		11/10/2022	11/10/2022	Operations	Broward County Aviation Department	Customer Service Representative. Assisting the passengers in the FIS and in the terminal.				French - Native/ Bilingual Proficiency				Haitian Creole - Native/ Bilingual Proficiency
Haitian Creole				Commercial Revenue	Smartecarte	Cart Associate				French - Native/ Bilingual Proficiency				Haitian Creole - Native/ Bilingual Proficiency
Haitian Creole				Commercial Revenue	Smartecarte	Cart Associate								
Haitian Creole				Commercial Revenue	Keolis	Customer Service	French - Basic Conversational Proficiency				Haitian Creole - Basic Conversational Proficiency			
Haitian Creole				Commercial Revenue	Keolis	Bus driver	French - Basic Conversational Proficiency			French - Native/ Bilingual Proficiency	Haitian Creole - Basic Conversational Proficiency			Haitian Creole - Native/ Bilingual Proficiency
Haitian Creole				Commercial Revenue	Keolis	Customer Service								Haitian Creole - Native/Bilingual Proficiency
Haitian Creole				TSA	TSA	Transportation Security Officer								Haitian Creole - Native/Bilingual Proficiency
Haitian Creole				TSA	TSA	Transportation Security Officer							Haitian Creole - Professional Proficiency	
Haitian Creole				TSA	TSA	Lead Transportation Security Officer								Haitian Creole - Native/Bilingual Proficiency

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	Do you speak any other language other than English? If so, please "check" the appropriate language box(es).									
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Portuguese - Basic Conversational Proficiency	Portuguese - Limited Working Proficiency	Portuguese - Professional Proficiency	Portuguese - Native/ Bilingual Proficiency	Spanish - Basic Conversational Proficiency	Spanish - Limited Working Proficiency	Spanish - Professional Proficiency	Spanish - Native/ Bilingual Proficiency	Other - Basic Conversational Proficiency	Other - Limited Working Proficiency
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Intern-administrative support, front desk					Spanish - Basic Conversational Proficiency					
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service										
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	CSR										
English		10/12/2022	10/12/2022	Airline	United Airlines	CSR								Spanish - Native/Bilingual Proficiency		
English		10/12/2022	10/12/2022	Airline	United Airlines	CSR										
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport Manager - Guest Experiences										
English		10/12/2022	10/12/2022	Airline	United Airlines	Lead CSR								Spanish - Native/Bilingual Proficiency		
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport ambassador: I volunteer and am located at the information booths								Spanish - Native/Bilingual Proficiency		
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service							Spanish - Professional Proficiency			
English		10/12/2022	10/12/2022	Operations	BCAD volunteer service program	Airport ambassador, assisting customers with navigating in and outside the terminals.										
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service										
English		10/12/2022	10/12/2022	Airline	United Airlines	Premium Services Rep										
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport Ambassador										
English		10/13/2022	10/13/2022	Operations	Broward County Aviation Department	Customer service								Spanish - Native/Bilingual Proficiency		
English		10/13/2022	10/13/2022	Operations	Broward County Aviation Department	Airport Ambassador										
English		10/13/2022	10/13/2022	Commercial Revenue	DNC	Bartender								Spanish - Native/Bilingual Proficiency		
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Supervisor										

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	Do you speak any other language other than English? If so, please "check" the appropriate language box(es).									
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Portuguese - Basic Conversational Proficiency	Portuguese - Limited Working Proficiency	Portuguese - Professional Proficiency	Portuguese - Native/ Bilingual Proficiency	Spanish - Basic Conversational Proficiency	Spanish - Limited Working Proficiency	Spanish - Professional Proficiency	Spanish - Native/ Bilingual Proficiency	Other - Basic Conversational Proficiency	Other - Limited Working Proficiency
English		10/13/2022	10/13/2022	Commercial Revenue	DNC	Cashier										
English		10/13/2022	10/13/2022	Airline	United Airlines	CSA					Spanish - Basic Conversational Proficiency					
English		10/13/2022	10/13/2022	Commercial Revenue	HMShost	HRBP								Spanish - Native/Bilingual Proficiency		
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Cashier								Spanish - Native/Bilingual Proficiency		
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Bartender						Spanish - Limited Working Proficiency				
English		10/13/2022	10/13/2022	Airline	Delta Airlines	Station Manager										
English		10/13/2022	10/14/2022	Operations	Broward County Aviation Department	Airport Ambassador/AD							Spanish - Professional Proficiency			
English		10/14/2022	10/14/2022	Commercial Revenue	Sunshine	Cleaning					Spanish - Basic Conversational Proficiency					
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Manager										
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Supervisor Training Guest Services						Spanish - Limited Working Proficiency				
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Supervisor Guest Services										
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Guest Service Lead, I assist the leadership team with the everyday Operations along with providing great guest satisfaction and customer service										
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Shift Manager	Portuguese - Basic Conversational Proficiency						Spanish - Professional Proficiency			
English		10/14/2022	10/14/2022	Airline	United Airlines	Lead customer service representative				Portuguese - Native/ Bilingual Proficiency			Spanish - Professional Proficiency			
English		10/15/2022	10/15/2022	Airline	United Airlines	Customer service	Portuguese - Basic Conversational Proficiency							Spanish - Native/Bilingual Proficiency		

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	Do you speak any other language other than English? If so, please "check" the appropriate language box(es).									
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Portuguese - Basic Conversational Proficiency	Portuguese - Limited Working Proficiency	Portuguese - Professional Proficiency	Portuguese - Native/ Bilingual Proficiency	Spanish - Basic Conversational Proficiency	Spanish - Limited Working Proficiency	Spanish - Professional Proficiency	Spanish - Native/ Bilingual Proficiency	Other - Basic Conversational Proficiency	Other - Limited Working Proficiency
English		10/18/2022	10/18/2022	Commercial Revenue	Sunshine	Supervisor	Portuguese - Basic Conversational Proficiency				Spanish - Basic Conversational Proficiency					
English		10/18/2022	10/18/2022	Airline	Spirit Airlines	Supervisor										
English		10/18/2022	10/18/2022	Operations	Broward County Aviation Department	Customer service				Portuguese - Native/ Bilingual Proficiency			Spanish - Professional Proficiency			
English		10/18/2022	10/18/2022	Airline	Spirit Airlines	Supervisor Guest Services								Spanish - Native/Bilingual Proficiency		
English		10/20/2022	10/20/2022	Commercial Revenue	Smartecarte	Supervisor							Spanish - Professional Proficiency			
English		10/20/2022	10/20/2022	Operations	FLL Ambassadogs	Volunteer										
English		10/20/2022	10/20/2022	Airline	United Airlines	Customer service								Spanish - Native/Bilingual Proficiency		
English		10/20/2022	10/20/2022	Airline	United Airlines	Assistant GM								Spanish - Native/Bilingual Proficiency		
English		10/21/2022	10/21/2022	Operations	BCAD volunteer service program	AmbassaDog							Spanish - Professional Proficiency		Italian - Basic Conversational Proficiency	
English		10/23/2022	10/23/2022	Airline	Spirit Airlines	Supervisor							Spanish - Professional Proficiency			
English		11/5/2022	11/5/2022	Commercial Revenue	SP PLUS PARKING	ASSISTANT GENERAL MANAGER										
English		11/7/2022	11/7/2022	Airline	Delta Airlines	Station Manager										
English		11/7/2022	11/7/2022	Commercial Revenue	AMS - Hudson Group	Office Administrator/ Supervisor								Spanish - Native/Bilingual Proficiency		
English		11/7/2022	11/7/2022	Commercial Revenue	AMS - Hudson Group	General Manager			Portuguese - Professional Proficiency			Spanish - Limited Working Proficiency				
English		11/7/2022	11/7/2022	Commercial Revenue	Hudson News	Operational Manager						Spanish - Limited Working Proficiency				
English		11/8/2022	11/8/2022	Commercial Revenue	FORT LAUDERDALE BUSINESS AND CURRENCY EXCHANGE	Manager										

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	Do you speak any other language other than English? If so, please "check" the appropriate language box(es).									
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Portuguese - Basic Conversational Proficiency	Portuguese - Limited Working Proficiency	Portuguese - Professional Proficiency	Portuguese - Native/ Bilingual Proficiency	Spanish - Basic Conversational Proficiency	Spanish - Limited Working Proficiency	Spanish - Professional Proficiency	Spanish - Native/ Bilingual Proficiency	Other - Basic Conversational Proficiency	Other - Limited Working Proficiency
English		11/8/2022	11/8/2022	Commercial Revenue	Fort Lauderdale Business and Currency Services, LLC.	Manager/Sales consultant				Portuguese - Native/ Bilingual Proficiency						
English		11/7/2022	11/8/2022	Commercial Revenue	Hudson Group	Retail Manager								Spanish - Native/Bilingual Proficiency		
English		11/8/2022	11/8/2022	Commercial Revenue	AMS South Florida	Operations Manager								Spanish - Native/Bilingual Proficiency		
English		11/8/2022	11/8/2022	Commercial Revenue	Paradies	HR Manager							Spanish - Professional Proficiency			
English		11/8/2022	11/8/2022	Commercial Revenue	AMS - Hudson Group	Operations Manager										
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	AGM								Spanish - Native/Bilingual Proficiency		
English		11/18/2022	11/18/2022	Commercial Revenue	DNC	Server						Spanish - Limited Working Proficiency				
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Server										
English		11/18/2022	11/18/2022	Commercial Revenue	DNC	Supervisor										
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Waitress							Spanish - Professional Proficiency			
English		11/18/2022	11/18/2022	Commercial Revenue	Pacific Park Management	Operations Manager							Spanish - Professional Proficiency			
English		11/18/2022	11/18/2022	Commercial Revenue	Pacific Park Management	Management		Portuguese - Limited Working Proficiency						Spanish - Native/Bilingual Proficiency		
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Bartender										
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Employee Lot Clerk										
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Ticket Auditor										

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	Do you speak any other language other than English? If so, please "check" the appropriate language box(es).									
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Portuguese - Basic Conversational Proficiency	Portuguese - Limited Working Proficiency	Portuguese - Professional Proficiency	Portuguese - Native/ Bilingual Proficiency	Spanish - Basic Conversational Proficiency	Spanish - Limited Working Proficiency	Spanish - Professional Proficiency	Spanish - Native/ Bilingual Proficiency	Other - Basic Conversational Proficiency	Other - Limited Working Proficiency
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Cashier						Spanish - Limited Working Proficiency				
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	IT Manager								Spanish - Native/Bilingual Proficiency		
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Bartender					Spanish - Basic Conversational Proficiency					
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Valet Manager										
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Zone Manager										
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Sales Associate										
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Self Parking Manager										
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Sales Associate								Spanish - Native/Bilingual Proficiency		
English		11/18/2022	11/18/2022	Commercial Revenue	Standard Parking	Manager on Duty							Spanish - Professional Proficiency			
English		11/19/2022	11/19/2022	Commercial Revenue	SP PLUS PARKING	Lead Operations Manager										
English		11/19/2022	11/19/2022	Airline	Delta Airlines	Red Coat							Spanish - Professional Proficiency			
English		11/21/2022	11/21/2022	Commercial Revenue	SP PLUS PARKING	Employee Lot Supervisor										
English		11/21/2022	11/21/2022	Commercial Revenue	SP PLUS PARKING	Office Manager										
English				Commercial Revenue	Smartecarte	Associate					Spanish - Basic Conversational Proficiency					
English				Commercial Revenue	Smartecarte	Cart Associate							Spanish - Professional Proficiency			

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	Do you speak any other language other than English? If so, please "check" the appropriate language box(es).									
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Portuguese - Basic Conversational Proficiency	Portuguese - Limited Working Proficiency	Portuguese - Professional Proficiency	Portuguese - Native/ Bilingual Proficiency	Spanish - Basic Conversational Proficiency	Spanish - Limited Working Proficiency	Spanish - Professional Proficiency	Spanish - Native/ Bilingual Proficiency	Other - Basic Conversational Proficiency	Other - Limited Working Proficiency
English				Commercial Revenue	Smartecarte	Customer Service								Spanish - Native/Bilingual Proficiency		
English				Commercial Revenue	Keolis	Maintenance Manager										
English				Commercial Revenue	Keolis	Manager of Finance and Administration										
English				Commercial Revenue	Keolis	Dispatcher										
English				Commercial Revenue	Keolis	Fixed Route Driver										
English				Commercial Revenue	Keolis	Customer Service										
English				Commercial Revenue	Keolis	Customer Service Manager										
English				TSA	TSA	Transportation Security Officer										
English				TSA	TSA	Transportation Security Officer										
English				TSA	TSA	Transportation Security Officer										
English				Commercial Revenue	Paradies	Sales	Portuguese - Basic Conversational Proficiency				Spanish - Basic Conversational Proficiency					
English				Commercial Revenue	Paradies	Sales										
English				Commercial Revenue	Paradies	Sales								Spanish - Native/Bilingual Proficiency		
English				Commercial Revenue	Paradies	Zone Manager										
English				Commercial Revenue	Paradies	Sales										
English				Commercial Revenue	Paradies	Zone Manager/ HR Assistant										
Spanish		10/13/2022	10/13/2022	Commercial Revenue	Smartecarte	Employee										
Spanish		10/13/2022	10/13/2022	Commercial Revenue	Smartecarte	Associate										
Spanish				Commercial Revenue	Smartecarte	car collector					Spanish - Basic Conversational Proficiency					
Spanish				Commercial Revenue	Smartecarte	Employee					Spanish - Basic Conversational Proficiency					

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	Do you speak any other language other than English? If so, please "check" the appropriate language box(es).									
What language are you most comfortable taking this survey in?	**Collector ID**	**Start Date**	**End Date**	**Company Category**	**Open-Ended Response**	**Open-Ended Reponse 2**	**Portuguese - Basic Conversational Proficiency**	**Portuguese - Limited Working Proficiency**	**Portuguese - Professional Proficiency**	**Portuguese - Native/ Bilingual Proficiency**	**Spanish - Basic Conversational Proficiency**	**Spanish - Limited Working Proficiency**	**Spanish - Professional Proficiency**	**Spanish - Native/ Bilingual Proficiency**	**Other - Basic Conversational Proficiency**	**Other - Limited Working Proficiency**
Spanish				Commercial Revenue	Smartecarte	Cart Associate							Spanish - Professional Proficiency			
Spanish				Commercial Revenue	Keolis	IT Manager								Spanish - Native/Bilingual Proficiency		
Spanish				Commercial Revenue	Keolis	Bus Operator								Spanish - Native/Bilingual Proficiency		
Spanish				Commercial Revenue	Keolis	Customer Service								Spanish - Native/Bilingual Proficiency		
Spanish				TSA	TSA	Transportation Officer					Spanish - Basic Conversational Proficiency					
Spanish				TSA	TSA	Supervisor							Spanish - Professional Proficiency			
Spanish				TSA	TSA	Transportation Security Officer								Spanish - Native/Bilingual Proficiency		
Spanish				TSA	TSA	Transportation Official					Spanish - Basic Conversational Proficiency					
Haitian Creole		11/10/2022	11/10/2022	Operations	Broward County Aviation Department	Customer Service Representative. Assisting the passengers in the FIS and in the terminal.						Spanish - Limited Working Proficiency				
Haitian Creole				Commercial Revenue	Smartecarte	Cart Associate										
Haitian Creole				Commercial Revenue	Smartecarte	Cart Associate										
Haitian Creole				Commercial Revenue	Keolis	Customer Service					Spanish - Basic Conversational Proficiency					
Haitian Creole				Commercial Revenue	Keolis	Bus driver										
Haitian Creole				Commercial Revenue	Keolis	Customer Service										
Haitian Creole				TSA	TSA	Transportation Security Officer										
Haitian Creole				TSA	TSA	Transportation Security Officer										
Haitian Creole				TSA	TSA	Lead Transportation Security Officer										

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	Do you speak any other language other than English? If so, please "check" the appropriate language box(es).			How frequently do you communicate with members of the public who do not speak English well or at all? Please identify the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below: (a) For languages you can identify, please enter them in the "Other" box. (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.					
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Other - Professional Proficiency	Other - Native/ Bilingual Proficiency	Other	French - Multiple Times a Day	French - Most Days	French - At Least Once Per Month	French - At Least Once Per Year	French - Extremely Rarely	French - Never
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Intern-administrative support, front desk							French - At Least Once Per Year		
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service							French - At Least Once Per Year		
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	CSR									
English		10/12/2022	10/12/2022	Airline	United Airlines	CSR									
English		10/12/2022	10/12/2022	Airline	United Airlines	CSR									
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport Manager - Guest Experiences							French - At Least Once Per Year		
English		10/12/2022	10/12/2022	Airline	United Airlines	Lead CSR									
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport ambassador: I volunteer and am located at the information booths								French - Extremely rarely	
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service									
English		10/12/2022	10/12/2022	Operations	BCAD volunteer service program	Airport ambassador, assisting customers with navigating in and outside the terminals.									French - Never
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service						French - At Least Once Per Month			
English		10/12/2022	10/12/2022	Airline	United Airlines	Premium Services Rep						French - At Least Once Per Month			
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport Ambassador									
English		10/13/2022	10/13/2022	Operations	Broward County Aviation Department	Customer service									
English		10/13/2022	10/13/2022	Operations	Broward County Aviation Department	Airport Ambassador							French - At Least Once Per Year		
English		10/13/2022	10/13/2022	Commercial Revenue	DNC	Bartender									
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Supervisor									French - Never

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	Do you speak any other language other than English? If so, please "check" the appropriate language box(es).			How frequently do you communicate with members of the public who do not speak English well or at all? Please identify the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below: (a) For languages you can identify, please enter them in the "Other" box. (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.					
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Other - Professional Proficiency	Other - Native/ Bilingual Proficiency	Other	French - Multiple Times a Day	French - Most Days	French - At Least Once Per Month	French - At Least Once Per Year	French - Extremely Rarely	French - Never
English		10/13/2022	10/13/2022	Commercial Revenue	DNC	Cashier									
English		10/13/2022	10/13/2022	Airline	United Airlines	CSA									
English		10/13/2022	10/13/2022	Commercial Revenue	HMShost	HRBP									French - Never
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Cashier							French - At Least Once Per Year		
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Bartender								French - Extremely rarely	
English		10/13/2022	10/13/2022	Airline	Delta Airlines	Station Manager					French - Most Days				
English		10/13/2022	10/14/2022	Operations	Broward County Aviation Department	Airport Ambassador/AD									
English		10/14/2022	10/14/2022	Commercial Revenue	Sunshine	Cleaning									
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Manager					French - Most Days				
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Supervisor Training Guest Services				French - Multiple Times a Day					
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Supervisor Guest Services				French - Multiple Times a Day					
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Guest Service Lead, I assist the leadership team with the everyday Operations along with providing great guest satisfaction and customer service								French - Extremely rarely	
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Shift Manager									
English		10/14/2022	10/14/2022	Airline	United Airlines	Lead customer service representative									
English		10/15/2022	10/15/2022	Airline	United Airlines	Customer service									

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	Do you speak any other language other than English? If so, please "check" the appropriate language box(es).			How frequently do you communicate with members of the public who do not speak English well or at all? Please identify the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below: (a) For languages you can identify, please enter them in the "Other" box. (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.					
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Other - Professional Proficiency	Other - Native/ Bilingual Proficiency	Other	French - Multiple Times a Day	French - Most Days	French - At Least Once Per Month	French - At Least Once Per Year	French - Extremely Rarely	French - Never
English		10/18/2022	10/18/2022	Commercial Revenue	Sunshine	Supervisor									French - Never
English		10/18/2022	10/18/2022	Airline	Spirit Airlines	Supervisor					French - Most Days				
English		10/18/2022	10/18/2022	Operations	Broward County Aviation Department	Customer service						French - At Least Once Per Month			
English		10/18/2022	10/18/2022	Airline	Spirit Airlines	Supervisor Guest Services				French - Multiple Times a Day					
English		10/20/2022	10/20/2022	Commercial Revenue	Smartecarte	Supervisor								French - Extremely rarely	
English		10/20/2022	10/20/2022	Operations	FLL Ambassadogs	Volunteer								French - Extremely rarely	
English		10/20/2022	10/20/2022	Airline	United Airlines	Customer service						French - At Least Once Per Month			
English		10/20/2022	10/20/2022	Airline	United Airlines	Assistant GM								French - Extremely rarely	
English		10/21/2022	10/21/2022	Operations	BCAD volunteer service program	AmbassaDog									
English		10/23/2022	10/23/2022	Airline	Spirit Airlines	Supervisor									
English		11/5/2022	11/5/2022	Commercial Revenue	SP PLUS PARKING	ASSISTANT GENERAL MANAGER									
English		11/7/2022	11/7/2022	Airline	Delta Airlines	Station Manager			Hindi		French - Most Days				
English		11/7/2022	11/7/2022	Commercial Revenue	AMS - Hudson Group	Office Administrator/ Supervisor									
English		11/7/2022	11/7/2022	Commercial Revenue	AMS - Hudson Group	General Manager									
English		11/7/2022	11/7/2022	Commercial Revenue	Hudson News	Operational Manager								French - Extremely rarely	
English		11/8/2022	11/8/2022	Commercial Revenue	FORT LAUDERDALE BUSINESS AND CURRENCY EXCHANGE	Manager							French - At Least Once Per Year		

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	Do you speak any other language other than English? If so, please "check" the appropriate language box(es).			How frequently do you communicate with members of the public who do not speak English well or at all? Please identify the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below: (a) For languages you can identify, please enter them in the "Other" box. (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.					
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Other - Professional Proficiency	Other - Native/ Bilingual Proficiency	Other	French - Multiple Times a Day	French - Most Days	French - At Least Once Per Month	French - At Least Once Per Year	French - Extremely Rarely	French - Never
English		11/8/2022	11/8/2022	Commercial Revenue	Fort Lauderdale Business and Currency Services, LLC.	Manager/Sales consultant						French - At Least Once Per Month			
English		11/7/2022	11/8/2022	Commercial Revenue	Hudson Group	Retail Manager									
English		11/8/2022	11/8/2022	Commercial Revenue	AMS South Florida	Operations Manager									
English		11/8/2022	11/8/2022	Commercial Revenue	Paradies	HR Manager								French - Extremely rarely	
English		11/8/2022	11/8/2022	Commercial Revenue	AMS - Hudson Group	Operations Manager			Urdu, Punjabi, Hindi					French - Extremely rarely	
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	AGM								French - Extremely rarely	
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Assistant Restaurant Manager									
English		11/18/2022	11/18/2022	Commercial Revenue	DNC	Server						French - At Least Once Per Month			
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Server						French - At Least Once Per Month			
English		11/18/2022	11/18/2022	Commercial Revenue	DNC	Supervisor									
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Waitress									
English		11/18/2022	11/18/2022	Commercial Revenue	Pacific Park Management	Operations Manager									
English		11/18/2022	11/18/2022	Commercial Revenue	Pacific Park Management	Management					French - Most Days				
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Bartender									
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Employee Lot Clerk								French - Extremely rarely	
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Ticket Auditor									French - Never

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	Do you speak any other language other than English? If so, please "check" the appropriate language box(es).			How frequently do you communicate with members of the public who do not speak English well or at all? Please identify the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below: (a) For languages you can identify, please enter them in the "Other" box. (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.					
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Other - Professional Proficiency	Other - Native/ Bilingual Proficiency	Other	French - Multiple Times a Day	French - Most Days	French - At Least Once Per Month	French - At Least Once Per Year	French - Extremely Rarely	French - Never
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Cashier									
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	IT Manager									
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Bartender								French - Extremely rarely	
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Valet Manager								French - Extremely rarely	
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Zone Manager									
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Sales Associate						French - At Least Once Per Month			
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Self Parking Manager								French - Extremely rarely	
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Sales Associate							French - At Least Once Per Year		
English		11/18/2022	11/18/2022	Commercial Revenue	Standard Parking	Manager on Duty									
English		11/19/2022	11/19/2022	Commercial Revenue	SP PLUS PARKING	Lead Operations Manager									
English		11/19/2022	11/19/2022	Airline	Delta Airlines	Red Coat				French - Multiple Times a Day					
English		11/21/2022	11/21/2022	Commercial Revenue	SP PLUS PARKING	Employee Lot Supervisor									French - Never
English		11/21/2022	11/21/2022	Commercial Revenue	SP PLUS PARKING	Office Manager						French - At Least Once Per Month			
English				Commercial Revenue	Smartecarte	Associate							French - At Least Once Per Year		
English				Commercial Revenue	Smartecarte	Cart Associate									

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	Do you speak any other language other than English? If so, please "check" the appropriate language box(es).			How frequently do you communicate with members of the public who do not speak English well or at all? Please identify the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below: (a) For languages you can identify, please enter them in the "Other" box. (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.					
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Other - Professional Proficiency	Other - Native/ Bilingual Proficiency	Other	French - Multiple Times a Day	French - Most Days	French - At Least Once Per Month	French - At Least Once Per Year	French - Extremely Rarely	French - Never
English				Commercial Revenue	Smartecarte	Customer Service									
English				Commercial Revenue	Keolis	Maintenance Manager									
English				Commercial Revenue	Keolis	Manager of Finance and Administration							French - At Least Once Per Year		
English				Commercial Revenue	Keolis	Dispatcher									
English				Commercial Revenue	Keolis	Fixed Route Driver									
English				Commercial Revenue	Keolis	Customer Service						French - At Least Once Per Month			
English				Commercial Revenue	Keolis	Customer Service Manager									
English				TSA	TSA	Transportation Security Officer								French - Extremely Rarely	
English				TSA	TSA	Transportation Security Officer									
English				TSA	TSA	Transportation Security Officer									
English				Commercial Revenue	Paradies	Sales									
English				Commercial Revenue	Paradies	Sales									
English				Commercial Revenue	Paradies	Sales				French - Multiple Times a Day					
English				Commercial Revenue	Paradies	Zone Manager									French - Never
English				Commercial Revenue	Paradies	Sales									
English				Commercial Revenue	Paradies	Zone Manager/ HR Assistant									
Spanish		10/13/2022	10/13/2022	Commercial Revenue	Smartecarte	Employee									
Spanish		10/13/2022	10/13/2022	Commercial Revenue	Smartecarte	Associate									
Spanish				Commercial Revenue	Smartecarte	car collector									
Spanish				Commercial Revenue	Smartecarte	Employee									

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	Do you speak any other language other than English? If so, please "check" the appropriate language box(es).			How frequently do you communicate with members of the public who do not speak English well or at all? Please identify the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below: (a) For languages you can identify, please enter them in the "Other" box. (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.					
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Other - Professional Proficiency	Other - Native/ Bilingual Proficiency	Other	French - Multiple Times a Day	French - Most Days	French - At Least Once Per Month	French - At Least Once Per Year	French - Extremely Rarely	French - Never
Spanish				Commercial Revenue	Smartecarte	Cart Associate									
Spanish				Commercial Revenue	Keolis	IT Manager									
Spanish				Commercial Revenue	Keolis	Bus Operator									
Spanish				Commercial Revenue	Keolis	Customer Service									
Spanish				TSA	TSA	Transportation Officer									
Spanish				TSA	TSA	Supervisor									
Spanish				TSA	TSA	Transportation Security Officer						French - At Least Once Per Month			
Spanish				TSA	TSA	Transportation Official									
Haitian Creole		11/10/2022	11/10/2022	Operations	Broward County Aviation Department	Customer Service Representative. Assisting the passengers in the FIS and in the terminal.					French - Most Days				
Haitian Creole				Commercial Revenue	Smartecarte	Cart Associate								French - Extremely Rarely	
Haitian Creole				Commercial Revenue	Smartecarte	Cart Associate				French - Multiple Times a Day					
Haitian Creole				Commercial Revenue	Keolis	Customer Service				French - Multiple Times a Day					
Haitian Creole				Commercial Revenue	Keolis	Bus driver					French - Most Days				
Haitian Creole				Commercial Revenue	Keolis	Customer Service									
Haitian Creole				TSA	TSA	Transportation Security Officer									French - Never
Haitian Creole				TSA	TSA	Transportation Security Officer								French - Extremely Rarely	
Haitian Creole				TSA	TSA	Lead Transportation Security Officer									
										7	7	11	9	17	8

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How frequently do you communicate with members of the public who do not speak English well or at all? Please identify the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below: (a) For languages you can identify, please enter them in the "Other" box. (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.										
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Haitian Creole - Multiple Times a Day	Haitian Creole - Most Days	Haitian Creole - At Least Once Per Month	Haitian Creole - At Least Once Per Year	Haitian Creole - Extremely Rarely	Haitian Creole - Never	Portuguese - Multiple Times a Day	Portuguese - Most Days	Portuguese - At Least Once Per Month	Portuguese - At Least Once Per Year	Portuguese - Extremely Rarely	Portuguese - Never
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Intern-administrative support, front desk			Haitian Creole - At Least Once Per Month							Portuguese - At Least Once Per Year		
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service				Haitian Creole - At Least Once Per Year					Portuguese - At Least Once Per Month			
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	CSR												
English		10/12/2022	10/12/2022	Airline	United Airlines	CSR												
English		10/12/2022	10/12/2022	Airline	United Airlines	CSR												
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport Manager - Guest Experiences		Haitian Creole - Most Days							Portuguese - At Least Once Per Month			
English		10/12/2022	10/12/2022	Airline	United Airlines	Lead CSR												
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport ambassador: I volunteer and am located at the information booths		Haitian Creole - Most Days							Portuguese - At Least Once Per Month			
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service												
English		10/12/2022	10/12/2022	Operations	BCAD volunteer service program	Airport ambassador, assisting customers with navigating in and outside the terminals.		Haitian Creole - Most Days						Portuguese - Most Days				
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service			Haitian Creole - At Least Once Per Month						Portuguese - At Least Once Per Month			
English		10/12/2022	10/12/2022	Airline	United Airlines	Premium Services Rep			Haitian Creole - At Least Once Per Month						Portuguese - At Least Once Per Month			
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport Ambassador												
English		10/13/2022	10/13/2022	Operations	Broward County Aviation Department	Customer service	Haitian Creole - Multiple Times a Day								Portuguese - At Least Once Per Month			
English		10/13/2022	10/13/2022	Operations	Broward County Aviation Department	Airport Ambassador					Haitian Creole - Extremely Rarely						Portuguese - Extremely Rarely	
English		10/13/2022	10/13/2022	Commercial Revenue	DNC	Bartender						Haitian Creole - Never						
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Supervisor						Haitian Creole - Never						Portuguese - Never

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How frequently do you communicate with members of the public who do not speak English well or at all? Please identify the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below: (a) For languages you can identify, please enter them in the "Other" box. (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.										
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Haitian Creole - Multiple Times a Day	Haitian Creole - Most Days	Haitian Creole - At Least Once Per Month	Haitian Creole - At Least Once Per Year	Haitian Creole - Extremely Rarely	Haitian Creole - Never	Portuguese - Multiple Times a Day	Portuguese - Most Days	Portuguese - At Least Once Per Month	Portuguese - At Least Once Per Year	Portuguese - Extremely Rarely	Portuguese - Never
English		10/13/2022	10/13/2022	Commercial Revenue	DNC	Cashier	Haitian Creole - Multiple Times a Day											
English		10/13/2022	10/13/2022	Airline	United Airlines	CSA												
English		10/13/2022	10/13/2022	Commercial Revenue	HMShost	HRBP	Haitian Creole - Multiple Times a Day								Portuguese - At Least Once Per Month			
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Cashier	Haitian Creole - Multiple Times a Day							Portuguese - Most Days				
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Bartender		Haitian Creole - Most Days										Portuguese - Never
English		10/13/2022	10/13/2022	Airline	Delta Airlines	Station Manager	Haitian Creole - Multiple Times a Day							Portuguese - Most Days				
English		10/13/2022	10/14/2022	Operations	Broward County Aviation Department	Airport Ambassador/AD												
English		10/14/2022	10/14/2022	Commercial Revenue	Sunshine	Cleaning	Haitian Creole - Multiple Times a Day											
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Manager		Haitian Creole - Most Days						Portuguese - Most Days				
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Supervisor Training Guest Services	Haitian Creole - Multiple Times a Day						Portuguese - Multiple Times a Day					
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Supervisor Guest Services	Haitian Creole - Multiple Times a Day								Portuguese - At Least Once Per Month			
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Guest Service Lead, I assist the leadership team with the everyday Operations along with providing great guest satisfaction and customer service	Haitian Creole - Multiple Times a Day								Portuguese - At Least Once Per Month			
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Shift Manager	Haitian Creole - Multiple Times a Day								Portuguese - At Least Once Per Month			
English		10/14/2022	10/14/2022	Airline	United Airlines	Lead customer service representative							Portuguese - Multiple Times a Day					
English		10/15/2022	10/15/2022	Airline	United Airlines	Customer service												

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How frequently do you communicate with members of the public who do not speak English well or at all? Please identify the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below: (a) For languages you can identify, please enter them in the "Other" box. (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.										
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Haitian Creole - Multiple Times a Day	Haitian Creole - Most Days	Haitian Creole - At Least Once Per Month	Haitian Creole - At Least Once Per Year	Haitian Creole - Extremely Rarely	Haitian Creole - Never	Portuguese - Multiple Times a Day	Portuguese - Most Days	Portuguese - At Least Once Per Month	Portuguese - At Least Once Per Year	Portuguese - Extremely Rarely	Portuguese - Never
English		10/18/2022	10/18/2022	Commercial Revenue	Sunshine	Supervisor						Haitian Creole - Never						Portuguese - Never
English		10/18/2022	10/18/2022	Airline	Spirit Airlines	Supervisor	Haitian Creole - Multiple Times a Day							Portuguese - Most Days				
English		10/18/2022	10/18/2022	Operations	Broward County Aviation Department	Customer service	Haitian Creole - Multiple Times a Day						Portuguese - Multiple Times a Day					
English		10/18/2022	10/18/2022	Airline	Spirit Airlines	Supervisor Guest Services	Haitian Creole - Multiple Times a Day						Portuguese - Multiple Times a Day					
English		10/20/2022	10/20/2022	Commercial Revenue	Smartecarte	Supervisor					Haitian Creole - Extremely Rarely							Portuguese - Never
English		10/20/2022	10/20/2022	Operations	FLL Ambassadogs	Volunteer				Haitian Creole - At Least Once Per Year							Portuguese - Extremely Rarely	
English		10/20/2022	10/20/2022	Airline	United Airlines	Customer service		Haitian Creole - Most Days					Portuguese - Multiple Times a Day					
English		10/20/2022	10/20/2022	Airline	United Airlines	Assistant GM												
English		10/21/2022	10/21/2022	Operations	BCAD volunteer service program	AmbassaDog												
English		10/23/2022	10/23/2022	Airline	Spirit Airlines	Supervisor				Haitian Creole - At Least Once Per Year								
English		11/5/2022	11/5/2022	Commercial Revenue	SP PLUS PARKING	ASSISTANT GENERAL MANAGER		Haitian Creole - Most Days										
English		11/7/2022	11/7/2022	Airline	Delta Airlines	Station Manager		Haitian Creole - Most Days						Portuguese - Most Days				
English		11/7/2022	11/7/2022	Commercial Revenue	AMS - Hudson Group	Office Administrator/ Supervisor		Haitian Creole - Most Days										
English		11/7/2022	11/7/2022	Commercial Revenue	AMS - Hudson Group	General Manager												
English		11/7/2022	11/7/2022	Commercial Revenue	Hudson News	Operational Manager					Haitian Creole - Extremely Rarely						Portuguese - Extremely Rarely	
English		11/8/2022	11/8/2022	Commercial Revenue	FORT LAUDERDALE BUSINESS AND CURRENCY EXCHANGE	Manager			Haitian Creole - At Least Once Per Month							Portuguese - At Least Once Per Year		

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How frequently do you communicate with members of the public who do not speak English well or at all? Please identify the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below: (a) For languages you can identify, please enter them in the "Other" box. (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.										
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Haitian Creole - Multiple Times a Day	Haitian Creole - Most Days	Haitian Creole - At Least Once Per Month	Haitian Creole - At Least Once Per Year	Haitian Creole - Extremely Rarely	Haitian Creole - Never	Portuguese - Multiple Times a Day	Portuguese - Most Days	Portuguese - At Least Once Per Month	Portuguese - At Least Once Per Year	Portuguese - Extremely Rarely	Portuguese - Never
English		11/8/2022	11/8/2022	Commercial Revenue	Fort Lauderdale Business and Currency Services, LLC.	Manager/Sales consultant		Haitian Creole - Most Days							Portuguese - At Least Once Per Month			
English		11/7/2022	11/8/2022	Commercial Revenue	Hudson Group	Retail Manager			Haitian Creole - At Least Once Per Month								Portuguese - Extremely Rarely	
English		11/8/2022	11/8/2022	Commercial Revenue	AMS South Florida	Operations Manager												
English		11/8/2022	11/8/2022	Commercial Revenue	Paradies	HR Manager		Haitian Creole - Most Days						Portuguese - Most Days				
English		11/8/2022	11/8/2022	Commercial Revenue	AMS - Hudson Group	Operations Manager	Haitian Creole - Multiple Times a Day										Portuguese - Extremely Rarely	
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	AGM	Haitian Creole - Multiple Times a Day										Portuguese - Extremely Rarely	
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Assistant Restaurant Manager	Haitian Creole - Multiple Times a Day											
English		11/18/2022	11/18/2022	Commercial Revenue	DNC	Server		Haitian Creole - Most Days							Portuguese - At Least Once Per Month			
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Server		Haitian Creole - Most Days										Portuguese - Never
English		11/18/2022	11/18/2022	Commercial Revenue	DNC	Supervisor			Haitian Creole - At Least Once Per Month									
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Waitress												
English		11/18/2022	11/18/2022	Commercial Revenue	Pacific Park Management	Operations Manager		Haitian Creole - Most Days										
English		11/18/2022	11/18/2022	Commercial Revenue	Pacific Park Management	Management	Haitian Creole - Multiple Times a Day						Portuguese - Multiple Times a Day					
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Bartender	Haitian Creole - Multiple Times a Day											
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Employee Lot Clerk		Haitian Creole - Most Days									Portuguese - Extremely Rarely	
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Ticket Auditor						Haitian Creole - Never						Portuguese - Never

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How frequently do you communicate with members of the public who do not speak English well or at all? Please identify the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below: (a) For languages you can identify, please enter them in the "Other" box. (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.											
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Haitian Creole - Multiple Times a Day	Haitian Creole - Most Days	Haitian Creole - At Least Once Per Month	Haitian Creole - At Least Once Per Year	Haitian Creole - Extremely Rarely	Haitian Creole - Never	Portuguese - Multiple Times a Day	Portuguese - Most Days	Portuguese - At Least Once Per Month	Portuguese - At Least Once Per Year	Portuguese - Extremely Rarely	Portuguese - Never
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Cashier												
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	IT Manager												
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Bartender	Haitian Creole - Multiple Times a Day										Portuguese - Extremely Rarely	
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Valet Manager		Haitian Creole - Most Days									Portuguese - Extremely Rarely	
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Zone Manager	Haitian Creole - Multiple Times a Day											
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Sales Associate		Haitian Creole - Most Days									Portuguese - Extremely Rarely	
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Self Parking Manager					Haitian Creole - Extremely Rarely						Portuguese - Extremely Rarely	
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Sales Associate		Haitian Creole - Most Days							Portuguese - At Least Once Per Month			
English		11/18/2022	11/18/2022	Commercial Revenue	Standard Parking	Manager on Duty												
English		11/19/2022	11/19/2022	Commercial Revenue	SP PLUS PARKING	Lead Operations Manager												
English		11/19/2022	11/19/2022	Airline	Delta Airlines	Red Coat	Haitian Creole - Multiple Times a Day						Portuguese - Multiple Times a Day					
English		11/21/2022	11/21/2022	Commercial Revenue	SP PLUS PARKING	Employee Lot Supervisor				Haitian Creole - At Least Once Per Year								Portuguese - Never
English		11/21/2022	11/21/2022	Commercial Revenue	SP PLUS PARKING	Office Manager		Haitian Creole - Most Days							Portuguese - At Least Once Per Month			
English				Commercial Revenue	Smartecarte	Associate		Haitian Creole - Most Days									Portuguese - Extremely Rarely	
English				Commercial Revenue	Smartecarte	Cart Associate			Haitian Creole - At Least Once Per Month									

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How frequently do you communicate with members of the public who do not speak English well or at all? Please identify the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below: (a) For languages you can identify, please enter them in the "Other" box. (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.											
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Haitian Creole - Multiple Times a Day	Haitian Creole - Most Days	Haitian Creole - At Least Once Per Month	Haitian Creole - At Least Once Per Year	Haitian Creole - Extremely Rarely	Haitian Creole - Never	Portuguese - Multiple Times a Day	Portuguese - Most Days	Portuguese - At Least Once Per Month	Portuguese - At Least Once Per Year	Portuguese - Extremely Rarely	Portuguese - Never
English				Commercial Revenue	Smartecarte	Customer Service												
English				Commercial Revenue	Keolis	Maintenance Manager		Haitian Creole - Most Days										
English				Commercial Revenue	Keolis	Manager of Finance and Administration				Haitian Creole - At Least Once Per Year							Portuguese - Extremely Rarely	
English				Commercial Revenue	Keolis	Dispatcher		Haitian Creole - Most Days										
English				Commercial Revenue	Keolis	Fixed Route Driver												
English				Commercial Revenue	Keolis	Customer Service			Haitian Creole - At Least Once Per Month									Portuguese - Never
English				Commercial Revenue	Keolis	Customer Service Manager		Haitian Creole - Most Days										
English				TSA	TSA	Transportation Security Officer			Haitian Creole - At Least Once Per Month									Portuguese - Never
English				TSA	TSA	Transportation Security Officer	Haitian Creole - Multiple Times a Day											
English				TSA	TSA	Transportation Security Officer												
English				Commercial Revenue	Paradies	Sales							Portuguese - Multiple Times a Day					
English				Commercial Revenue	Paradies	Sales		Haitian Creole - Most Days										
English				Commercial Revenue	Paradies	Sales	Haitian Creole - Multiple Times a Day											
English				Commercial Revenue	Paradies	Zone Manager	Haitian Creole - Multiple Times a Day										Portuguese - Extremely Rarely	
English				Commercial Revenue	Paradies	Sales												
English				Commercial Revenue	Paradies	Zone Manager/ HR Assistant												
Spanish		10/13/2022	10/13/2022	Commercial Revenue	Smartecarte	Employee												
Spanish		10/13/2022	10/13/2022	Commercial Revenue	Smartecarte	Associate												
Spanish				Commercial Revenue	Smartecarte	car collector												
Spanish				Commercial Revenue	Smartecarte	Employee												

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How frequently do you communicate with members of the public who do not speak English well or at all? Please identify the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below: (a) For languages you can identify, please enter them in the "Other" box. (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.											
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Haitian Creole - Multiple Times a Day	Haitian Creole - Most Days	Haitian Creole - At Least Once Per Month	Haitian Creole - At Least Once Per Year	Haitian Creole - Extremely Rarely	Haitian Creole - Never	Portuguese - Multiple Times a Day	Portuguese - Most Days	Portuguese - At Least Once Per Month	Portuguese - At Least Once Per Year	Portuguese - Extremely Rarely	Portuguese - Never
Spanish				Commercial Revenue	Smartecarte	Cart Associate												
Spanish				Commercial Revenue	Keolis	IT Manager												
Spanish				Commercial Revenue	Keolis	Bus Operator												
Spanish				Commercial Revenue	Keolis	Customer Service												
Spanish				TSA	TSA	Transportation Officer												
Spanish				TSA	TSA	Supervisor												
Spanish				TSA	TSA	Transportation Security Officer	Haitian Creole - Multiple Times a Day								Portuguese - At Least Once Per Month			
Spanish				TSA	TSA	Transportation Official												
Haitian Creole		11/10/2022	11/10/2022	Operations	Broward County Aviation Department	Customer Service Representative. Assisting the passengers in the FIS and in the terminal.	Haitian Creole - Multiple Times a Day										Portuguese - Extremely Rarely	
Haitian Creole				Commercial Revenue	Smartecarte	Cart Associate		Haitian Creole - Most Days										Portuguese - Never
Haitian Creole				Commercial Revenue	Smartecarte	Cart Associate	Haitian Creole - Multiple Times a Day											
Haitian Creole				Commercial Revenue	Keolis	Customer Service	Haitian Creole - Multiple Times a Day											
Haitian Creole				Commercial Revenue	Keolis	Bus driver	Haitian Creole - Multiple Times a Day											
Haitian Creole				Commercial Revenue	Keolis	Customer Service	Haitian Creole - Multiple Times a Day											
Haitian Creole				TSA	TSA	Transportation Security Officer		Haitian Creole - Most Days										Portuguese - Never
Haitian Creole				TSA	TSA	Transportation Security Officer	Haitian Creole - Multiple Times a Day											Portuguese - Never
Haitian Creole				TSA	TSA	Lead Transportation Security Officer	Haitian Creole - Multiple Times a Day											
							33	26	9	5	4	4	8	7	15	2	15	12

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How frequently do you communicate with members of the public who do not speak English well or at all? Please identify the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below: (a) For languages you can identify, please enter them in the "Other" box. (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.											
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Spanish - Multiple Times a Day	Spanish - Most Days	Spanish - At Least Once Per Month	Spanish - At Least Once Per Year	Spanish - Extremely Rarely	Spanish - Never	Unidentified Languages* - Multiple Times a Day	Unidentified Languages* - Most Days	Unidentified Languages* - At Least Once Per Month	Unidentified Languages* - At Least Once Per Year	Unidentified Languages* - Extremely Rarely	Unidentified Languages* - Never	Other languages
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Intern-administrative support, front desk			Spanish - At Least Once Per Month							Unidentified Language - At Least Once Per Year			
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service	Spanish - Multiple Times a Day												
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	CSR		Spanish - Most Days											
English		10/12/2022	10/12/2022	Airline	United Airlines	CSR	Spanish - Multiple Times a Day												
English		10/12/2022	10/12/2022	Airline	United Airlines	CSR	Spanish - Multiple Times a Day												
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport Manager - Guest Experiences		Spanish - Most Days									Unidentified Language - Extremely Rarely		
English		10/12/2022	10/12/2022	Airline	United Airlines	Lead CSR	Spanish - Multiple Times a Day												
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport ambassador: I volunteer and am located at the information booths	Spanish - Multiple Times a Day										Unidentified Language - Extremely Rarely		
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service	Spanish - Multiple Times a Day												
English		10/12/2022	10/12/2022	Operations	BCAD volunteer service program	Airport ambassador, assisting customers with navigating in and outside the terminals.	Spanish - Multiple Times a Day											Unidentified Language - Never	
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service	Spanish - Multiple Times a Day											Unidentified Language - Never	
English		10/12/2022	10/12/2022	Airline	United Airlines	Premium Services Rep	Spanish - Multiple Times a Day												Hebrew
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport Ambassador			Spanish - At Least Once Per Month										
English		10/13/2022	10/13/2022	Operations	Broward County Aviation Department	Customer service	Spanish - Multiple Times a Day												
English		10/13/2022	10/13/2022	Operations	Broward County Aviation Department	Airport Ambassador		Spanish - Most Days											
English		10/13/2022	10/13/2022	Commercial Revenue	DNC	Bartender													
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Supervisor						Spanish - Never						Unidentified Language - Never	

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How frequently do you communicate with members of the public who do not speak English well or at all? Please identify the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below: (a) For languages you can identify, please enter them in the "Other" box. (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.												
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Spanish - Multiple Times a Day	Spanish - Most Days	Spanish - At Least Once Per Month	Spanish - At Least Once Per Year	Spanish - Extremely Rarely	Spanish - Never	Unidentified Languages* - Multiple Times a Day	Unidentified Languages* - Most Days	Unidentified Languages* - At Least Once Per Month	Unidentified Languages* - At Least Once Per Year	Unidentified Languages* - Extremely Rarely	Unidentified Languages* - Never	Other languages
English		10/13/2022	10/13/2022	Commercial Revenue	DNC	Cashier	Spanish - Multiple Times a Day												Patoi
English		10/13/2022	10/13/2022	Airline	United Airlines	CSA	Spanish - Multiple Times a Day												
English		10/13/2022	10/13/2022	Commercial Revenue	HMShost	HRBP	Spanish - Multiple Times a Day										Unidentified Language - Extremely Rarely		
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Cashier	Spanish - Multiple Times a Day								Unidentified Language - At Least Once Per Month				
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Bartender	Spanish - Multiple Times a Day										Unidentified Language - Extremely Rarely		
English		10/13/2022	10/13/2022	Airline	Delta Airlines	Station Manager	Spanish - Multiple Times a Day								Unidentified Language - At Least Once Per Month				Hindi - At Least Once Per Month
English		10/13/2022	10/14/2022	Operations	Broward County Aviation Department	Airport Ambassador/AD	Spanish - Multiple Times a Day												
English		10/14/2022	10/14/2022	Commercial Revenue	Sunshine	Cleaning	Spanish - Multiple Times a Day												
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Manager	Spanish - Multiple Times a Day												
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Supervisor Training Guest Services	Spanish - Multiple Times a Day							Unidentified Language - Most days					
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Supervisor Guest Services	Spanish - Multiple Times a Day											Unidentified Language - Never	
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Guest Service Lead, I assist the leadership team with the everyday Operations along with providing great guest satisfaction and customer service	Spanish - Multiple Times a Day											Unidentified Language - Never	
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Shift Manager	Spanish - Multiple Times a Day								Unidentified Language - At Least Once Per Month				
English		10/14/2022	10/14/2022	Airline	United Airlines	Lead customer service representative	Spanish - Multiple Times a Day												
English		10/15/2022	10/15/2022	Airline	United Airlines	Customer service	Spanish - Multiple Times a Day												

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How frequently do you communicate with members of the public who do not speak English well or at all? Please identify the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below: (a) For languages you can identify, please enter them in the "Other" box. (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.											
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Spanish - Multiple Times a Day	Spanish - Most Days	Spanish - At Least Once Per Month	Spanish - At Least Once Per Year	Spanish - Extremely Rarely	Spanish - Never	Unidentified Languages* - Multiple Times a Day	Unidentified Languages* - Most Days	Unidentified Languages* - At Least Once Per Month	Unidentified Languages* - At Least Once Per Year	Unidentified Languages* - Extremely Rarely	Unidentified Languages* - Never	Other languages
English		10/18/2022	10/18/2022	Commercial Revenue	Sunshine	Supervisor						Spanish - Never						Unidentified Language - Never	
English		10/18/2022	10/18/2022	Airline	Spirit Airlines	Supervisor	Spanish - Multiple Times a Day												
English		10/18/2022	10/18/2022	Operations	Broward County Aviation Department	Customer service	Spanish - Multiple Times a Day								Unidentified Language - At Least Once Per Month				Italian, Hebrew, Dutch
English		10/18/2022	10/18/2022	Airline	Spirit Airlines	Supervisor Guest Services	Spanish - Multiple Times a Day											Unidentified Language - Never	
English		10/20/2022	10/20/2022	Commercial Revenue	Smartecarte	Supervisor	Spanish - Multiple Times a Day												Hebrew - At Least Once a Year
English		10/20/2022	10/20/2022	Operations	FLL Ambassadogs	Volunteer			Spanish - At Least Once Per Month									Unidentified Language - Never	
English		10/20/2022	10/20/2022	Airline	United Airlines	Customer service	Spanish - Multiple Times a Day								Unidentified Language - At Least Once Per Month				
English		10/20/2022	10/20/2022	Airline	United Airlines	Assistant GM		Spanish - Most Days											
English		10/21/2022	10/21/2022	Operations	BCAD volunteer service program	AmbassaDog		Spanish - Most Days											
English		10/23/2022	10/23/2022	Airline	Spirit Airlines	Supervisor	Spanish - Multiple Times a Day												
English		11/5/2022	11/5/2022	Commercial Revenue	SP PLUS PARKING	ASSISTANT GENERAL MANAGER		Spanish - Most Days											
English		11/7/2022	11/7/2022	Airline	Delta Airlines	Station Manager	Spanish - Multiple Times a Day												Hindi
English		11/7/2022	11/7/2022	Commercial Revenue	AMS - Hudson Group	Office Administrator/ Supervisor	Spanish - Multiple Times a Day												
English		11/7/2022	11/7/2022	Commercial Revenue	AMS - Hudson Group	General Manager	Spanish - Multiple Times a Day												
English		11/7/2022	11/7/2022	Commercial Revenue	Hudson News	Operational Manager		Spanish - Most Days									Unidentified Language - Extremely Rarely		
English		11/8/2022	11/8/2022	Commercial Revenue	FORT LAUDERDALE BUSINESS AND CURRENCY EXCHANGE	Manager	Spanish - Multiple Times a Day												

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How frequently do you communicate with members of the public who do not speak English well or at all? Please identify the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below: (a) For languages you can identify, please enter them in the "Other" box. (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.												
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Spanish - Multiple Times a Day	Spanish - Most Days	Spanish - At Least Once Per Month	Spanish - At Least Once Per Year	Spanish - Extremely Rarely	Spanish - Never	Unidentified Languages* - Multiple Times a Day	Unidentified Languages* - Most Days	Unidentified Languages* - At Least Once Per Month	Unidentified Languages* - At Least Once Per Year	Unidentified Languages* - Extremely Rarely	Unidentified Languages* - Never	Other languages
English		11/8/2022	11/8/2022	Commercial Revenue	Fort Lauderdale Business and Currency Services, LLC.	Manager/Sales consultant	Spanish - Multiple Times a Day										Unidentified Language - Extremely Rarely		
English		11/7/2022	11/8/2022	Commercial Revenue	Hudson Group	Retail Manager	Spanish - Multiple Times a Day												
English		11/8/2022	11/8/2022	Commercial Revenue	AMS South Florida	Operations Manager	Spanish - Multiple Times a Day												
English		11/8/2022	11/8/2022	Commercial Revenue	Paradies	HR Manager	Spanish - Multiple Times a Day											Unidentified Language - Never	
English		11/8/2022	11/8/2022	Commercial Revenue	AMS - Hudson Group	Operations Manager	Spanish - Multiple Times a Day											Unidentified Language - Never	
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	AGM		Spanish - Most Days										Unidentified Language - Never	
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Assistant Restaurant Manager		Spanish - Most Days									Unidentified Language - Extremely Rarely		Mandarin
English		11/18/2022	11/18/2022	Commercial Revenue	DNC	Server	Spanish - Multiple Times a Day								Unidentified Language - At Least Once Per Month				
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Server		Spanish - Most Days							Unidentified Language - At Least Once Per Month				
English		11/18/2022	11/18/2022	Commercial Revenue	DNC	Supervisor	Spanish - Multiple Times a Day												
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Waitress	Spanish - Multiple Times a Day												
English		11/18/2022	11/18/2022	Commercial Revenue	Pacific Park Management	Operations Manager		Spanish - Most Days											
English		11/18/2022	11/18/2022	Commercial Revenue	Pacific Park Management	Management	Spanish - Multiple Times a Day							Unidentified Language - Most Days					
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Bartender	Spanish - Multiple Times a Day												
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Employee Lot Clerk	Spanish - Multiple Times a Day										Unidentified Language - Extremely Rarely		
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Ticket Auditor						Spanish - Never						Unidentified Language - Never	

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How frequently do you communicate with members of the public who do not speak English well or at all? Please identify the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below: (a) For languages you can identify, please enter them in the "Other" box. (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.												
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Spanish - Multiple Times a Day	Spanish - Most Days	Spanish - At Least Once Per Month	Spanish - At Least Once Per Year	Spanish - Extremely Rarely	Spanish - Never	Unidentified Languages* - Multiple Times a Day	Unidentified Languages* - Most Days	Unidentified Languages* - At Least Once Per Month	Unidentified Languages* - At Least Once Per Year	Unidentified Languages* - Extremely Rarely	Unidentified Languages* - Never	Other languages
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Cashier												Unidentified Language - Never	
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	IT Manager	Spanish - Multiple Times a Day												
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Bartender	Spanish - Multiple Times a Day											Unidentified Language - Never	
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Valet Manager		Spanish - Most Days										Unidentified Language - Never	
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Zone Manager	Spanish - Multiple Times a Day												
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Sales Associate		Spanish - Most Days											
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Sales Associate	Spanish - Multiple Times a Day												
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Self Parking Manager	Spanish - Multiple Times a Day											Unidentified Language - Extremely Rarely	
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Sales Associate	Spanish - Multiple Times a Day											Unidentified Language - Extremely Rarely	
English		11/18/2022	11/18/2022	Commercial Revenue	Standard Parking	Manager on Duty		Spanish - Most Days											
English		11/19/2022	11/19/2022	Commercial Revenue	SP PLUS PARKING	Lead Operations Manager			Spanish - At Least Once Per Month										
English		11/19/2022	11/19/2022	Airline	Delta Airlines	Red Coat	Spanish - Multiple Times a Day						Unidentified Language - Multiple Times a Day						German, Italian, Flemish
English		11/21/2022	11/21/2022	Commercial Revenue	SP PLUS PARKING	Employee Lot Supervisor					Spanish - Extremely Rarely							Unidentified Language - Never	
English		11/21/2022	11/21/2022	Commercial Revenue	SP PLUS PARKING	Office Manager		Spanish - Most Days							Unidentified Language - At Least Once Per Month				
English				Commercial Revenue	Smartecarte	Associate	Spanish - Multiple Times a Day												
English				Commercial Revenue	Smartecarte	Cart Associate	Spanish - Multiple Times a Day												

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How frequently do you communicate with members of the public who do not speak English well or at all? Please identify the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below: (a) For languages you can identify, please enter them in the "Other" box. (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.											
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Spanish - Multiple Times a Day	Spanish - Most Days	Spanish - At Least Once Per Month	Spanish - At Least Once Per Year	Spanish - Extremely Rarely	Spanish - Never	Unidentified Languages* - Multiple Times a Day	Unidentified Languages* - Most Days	Unidentified Languages* - At Least Once Per Month	Unidentified Languages* - At Least Once Per Year	Unidentified Languages* - Extremely Rarely	Unidentified Languages* - Never	Other languages
English				Commercial Revenue	Smartecarte	Customer Service	Spanish - Multiple Times a Day												
English				Commercial Revenue	Keolis	Maintenance Manager		Spanish - Most Days											
English				Commercial Revenue	Keolis	Manager of Finance and Administration				Spanish - At Least Once Per Year									
English				Commercial Revenue	Keolis	Dispatcher													
English				Commercial Revenue	Keolis	Fixed Route Driver													
English				Commercial Revenue	Keolis	Customer Service		Spanish - Most Days											
English				Commercial Revenue	Keolis	Customer Service Manager		Spanish - Most Days											
English				TSA	TSA	Transportation Security Officer			Spanish - At Least Once Per Month										
English				TSA	TSA	Transportation Security Officer	Spanish - Multiple Times a Day												
English				TSA	TSA	Transportation Security Officer													
English				Commercial Revenue	Paradies	Sales	Spanish - Multiple Times a Day												
English				Commercial Revenue	Paradies	Sales													
English				Commercial Revenue	Paradies	Sales	Spanish - Multiple Times a Day												
English				Commercial Revenue	Paradies	Zone Manager	Spanish - Multiple Times a Day												
English				Commercial Revenue	Paradies	Sales													
English				Commercial Revenue	Paradies	Zone Manager/ HR Assistant													
Spanish		10/13/2022	10/13/2022	Commercial Revenue	Smartecarte	Employee		Spanish - Most Days											
Spanish		10/13/2022	10/13/2022	Commercial Revenue	Smartecarte	Associate	Spanish - Multiple Times a Day												
Spanish				Commercial Revenue	Smartecarte	car collector	Spanish - Multiple Times a Day												
Spanish				Commercial Revenue	Smartecarte	Employee	Spanish - Multiple Times a Day												

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How frequently do you communicate with members of the public who do not speak English well or at all? Please identify the appropriate boxes in the table below and answer individually for each language. If you have come into contact with individuals who speak languages other than those listed below: (a) For languages you can identify, please enter them in the "Other" box. (b) For languages you cannot identify, please mark your answer for all of them combined in the "Unidentified Languages" row.												
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Spanish - Multiple Times a Day	Spanish - Most Days	Spanish - At Least Once Per Month	Spanish - At Least Once Per Year	Spanish - Extremely Rarely	Spanish - Never	Unidentified Languages* - Multiple Times a Day	Unidentified Languages* - Most Days	Unidentified Languages* - At Least Once Per Month	Unidentified Languages* - At Least Once Per Year	Unidentified Languages* - Extremely Rarely	Unidentified Languages* - Never	Other languages
Spanish				Commercial Revenue	Smartecarte	Cart Associate	Spanish - Multiple Times a Day												
Spanish				Commercial Revenue	Keolis	IT Manager			Spanish - At Least Once Per Month										
Spanish				Commercial Revenue	Keolis	Bus Operator	Spanish - Multiple Times a Day												
Spanish				Commercial Revenue	Keolis	Customer Service	Spanish - Multiple Times a Day												
Spanish				TSA	TSA	Transportation Officer	Spanish - Multiple Times a Day												
Spanish				TSA	TSA	Supervisor	Spanish - Multiple Times a Day												
Spanish				TSA	TSA	Transportation Security Officer	Spanish - Multiple Times a Day												
Spanish				TSA	TSA	Transportation Official	Spanish - Multiple Times a Day												
Haitian Creole		11/10/2022	11/10/2022	Operations	Broward County Aviation Department	Customer Service Representative. Assisting the passengers in the FIS and in the terminal.	Spanish - Multiple Times a Day												
Haitian Creole				Commercial Revenue	Smartecarte	Cart Associate		Spanish - Most Days											
Haitian Creole				Commercial Revenue	Smartecarte	Cart Associate													
Haitian Creole				Commercial Revenue	Keolis	Customer Service	Spanish - Multiple Times a Day												
Haitian Creole				Commercial Revenue	Keolis	Bus driver													
Haitian Creole				Commercial Revenue	Keolis	Customer Service													
Haitian Creole				TSA	TSA	Transportation Security Officer													
Haitian Creole				TSA	TSA	Transportation Security Officer		Spanish - Most Days											
Haitian Creole				TSA	TSA	Lead Transportation Security Officer													
							72	21	6	1	1	3	1	2	8	1	10	16	8

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How do you communicate when you come into contact with members of the public who do not speak English well or at all? Please select all that apply.				
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)	Direct them to Airline Personnel	Direct them to Other Airport Personnel
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Intern-administrative support, front desk		Ask a Co-Worker (same company)			
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service		Ask a Co-Worker (same company)			
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	CSR				Direct them to Airline Personnel	
English		10/12/2022	10/12/2022	Airline	United Airlines	CSR	Provide Translation Myself (I am able to speak the language)				
English		10/12/2022	10/12/2022	Airline	United Airlines	CSR		Ask a Co-Worker (same company)			
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport Manager - Guest Experiences		Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)	Direct them to Airline Personnel	Direct them to Other Airport Personnel
English		10/12/2022	10/12/2022	Airline	United Airlines	Lead CSR	Provide Translation Myself (I am able to speak the language)				
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport ambassador: I volunteer and am located at the information booths	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			Direct them to Other Airport Personnel
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service	Provide Translation Myself (I am able to speak the language)				
English		10/12/2022	10/12/2022	Operations	BCAD volunteer service program	Airport ambassador, assisting customers with navigating in and outside the terminals.		Ask a Co-Worker (same company)			Direct them to Other Airport Personnel
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service		Ask a Co-Worker (same company)			
English		10/12/2022	10/12/2022	Airline	United Airlines	Premium Services Rep		Ask a Co-Worker (same company)		Direct them to Airline Personnel	
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport Ambassador		Ask a Co-Worker (same company)			
English		10/13/2022	10/13/2022	Operations	Broward County Aviation Department	Customer service	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			
English		10/13/2022	10/13/2022	Operations	Broward County Aviation Department	Airport Ambassador	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)		Direct them to Airline Personnel	Direct them to Other Airport Personnel
English		10/13/2022	10/13/2022	Commercial Revenue	DNC	Bartender	Provide Translation Myself (I am able to speak the language)			Direct them to Airline Personnel	
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Supervisor		Ask a Co-Worker (same company)			

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How do you communicate when you come into contact with members of the public who do not speak English well or at all? Please select all that apply.				
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)	Direct them to Airline Personnel	Direct them to Other Airport Personnel
English		10/13/2022	10/13/2022	Commercial Revenue	DNC	Cashier					
English		10/13/2022	10/13/2022	Airline	United Airlines	CSA	Provide Translation Myself (I am able to speak the language)				
English		10/13/2022	10/13/2022	Commercial Revenue	HMShost	HRBP					
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Cashier	Provide Translation Myself (I am able to speak the language)				
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Bartender		Ask a Co-Worker (same company)			
English		10/13/2022	10/13/2022	Airline	Delta Airlines	Station Manager	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)		Direct them to Airline Personnel	
English		10/13/2022	10/14/2022	Operations	Broward County Aviation Department	Airport Ambassador/AD	Provide Translation Myself (I am able to speak the language)			Direct them to Airline Personnel	
English		10/14/2022	10/14/2022	Commercial Revenue	Sunshine	Cleaning		Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)	Direct them to Airline Personnel	
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Manager		Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)	Direct them to Airline Personnel	
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Supervisor Training Guest Services		Ask a Co-Worker (same company)			
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Supervisor Guest Services					
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Guest Service Lead, I assist the leadership team with the everyday Operations along with providing great guest satisfaction and customer service		Ask a Co-Worker (same company)			
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Shift Manager	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			
English		10/14/2022	10/14/2022	Airline	United Airlines	Lead customer service representative	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			
English		10/15/2022	10/15/2022	Airline	United Airlines	Customer service	Provide Translation Myself (I am able to speak the language)				

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How do you communicate when you come into contact with members of the public who do not speak English well or at all? Please select all that apply.				
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)	Direct them to Airline Personnel	Direct them to Other Airport Personnel
English		10/18/2022	10/18/2022	Commercial Revenue	Sunshine	Supervisor		Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)	Direct them to Airline Personnel	Direct them to Other Airport Personnel
English		10/18/2022	10/18/2022	Airline	Spirit Airlines	Supervisor		Ask a Co-Worker (same company)			
English		10/18/2022	10/18/2022	Operations	Broward County Aviation Department	Customer service	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)		Direct them to Airline Personnel	
English		10/18/2022	10/18/2022	Airline	Spirit Airlines	Supervisor Guest Services	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			
English		10/20/2022	10/20/2022	Commercial Revenue	Smartecarte	Supervisor	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)		Direct them to Airline Personnel	
English		10/20/2022	10/20/2022	Operations	FLL Ambassadogs	Volunteer	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)		
English		10/20/2022	10/20/2022	Airline	United Airlines	Customer service	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			
English		10/20/2022	10/20/2022	Airline	United Airlines	Assistant GM	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			
English		10/21/2022	10/21/2022	Operations	BCAD volunteer service program	AmbassaDog	Provide Translation Myself (I am able to speak the language)		Ask an Airport Volunteer Ambassador (employees wearing red at information booths)		Direct them to Other Airport Personnel
English		10/23/2022	10/23/2022	Airline	Spirit Airlines	Supervisor	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)		
English		11/5/2022	11/5/2022	Commercial Revenue	SP PLUS PARKING	ASSISTANT GENERAL MANAGER		Ask a Co-Worker (same company)			
English		11/7/2022	11/7/2022	Airline	Delta Airlines	Station Manager		Ask a Co-Worker (same company)			
English		11/7/2022	11/7/2022	Commercial Revenue	AMS - Hudson Group	Office Administrator/ Supervisor	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			
English		11/7/2022	11/7/2022	Commercial Revenue	AMS - Hudson Group	General Manager					Direct them to Other Airport Personnel
English		11/7/2022	11/7/2022	Commercial Revenue	Hudson News	Operational Manager	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			
English		11/8/2022	11/8/2022	Commercial Revenue	FORT LAUDERDALE BUSINESS AND CURRENCY EXCHANGE	Manager					

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How do you communicate when you come into contact with members of the public who do not speak English well or at all? Please select all that apply.				
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)	Direct them to Airline Personnel	Direct them to Other Airport Personnel
English		11/8/2022	11/8/2022	Commercial Revenue	Fort Lauderdale Business and Currency Services, LLC.	Manager/Sales consultant					
English		11/7/2022	11/8/2022	Commercial Revenue	Hudson Group	Retail Manager		Ask a Co-Worker (same company)			
English		11/8/2022	11/8/2022	Commercial Revenue	AMS South Florida	Operations Manager	Provide Translation Myself (I am able to speak the language)				
English		11/8/2022	11/8/2022	Commercial Revenue	Paradies	HR Manager	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)	Direct them to Airline Personnel	
English		11/8/2022	11/8/2022	Commercial Revenue	AMS - Hudson Group	Operations Manager		Ask a Co-Worker (same company)			
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	AGM		Ask a Co-Worker (same company)		Direct them to Airline Personnel	
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Assistant Restaurant Manager			Ask an Airport Volunteer Ambassador (employees wearing red at information booths)		
English		11/18/2022	11/18/2022	Commercial Revenue	DNC	Server	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Server		Ask a Co-Worker (same company)			
English		11/18/2022	11/18/2022	Commercial Revenue	DNC	Supervisor		Ask a Co-Worker (same company)			
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Waitress	Provide Translation Myself (I am able to speak the language)				
English		11/18/2022	11/18/2022	Commercial Revenue	Pacific Park Management	Operations Manager					
English		11/18/2022	11/18/2022	Commercial Revenue	Pacific Park Management	Management	Provide Translation Myself (I am able to speak the language)			Direct them to Airline Personnel	
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Bartender		Ask a Co-Worker (same company)			
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Employee Lot Clerk		Ask a Co-Worker (same company)			
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Ticket Auditor		Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)		

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How do you communicate when you come into contact with members of the public who do not speak English well or at all? Please select all that apply.				
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)	Direct them to Airline Personnel	Direct them to Other Airport Personnel
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Cashier	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	IT Manager	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			Direct them to Other Airport Personnel
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Bartender	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			Direct them to Other Airport Personnel
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Valet Manager	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Zone Manager					
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Sales Associate	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Sales Associate		Ask a Co-Worker (same company)			
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Self Parking Manager		Ask a Co-Worker (same company)			
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Sales Associate	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			Direct them to Other Airport Personnel
English		11/18/2022	11/18/2022	Commercial Revenue	Standard Parking	Manager on Duty	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			
English		11/19/2022	11/19/2022	Commercial Revenue	SP PLUS PARKING	Lead Operations Manager		Ask a Co-Worker (same company)			
English		11/19/2022	11/19/2022	Airline	Delta Airlines	Red Coat	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			
English		11/21/2022	11/21/2022	Commercial Revenue	SP PLUS PARKING	Employee Lot Supervisor		Ask a Co-Worker (same company)			
English		11/21/2022	11/21/2022	Commercial Revenue	SP PLUS PARKING	Office Manager		Ask a Co-Worker (same company)			
English				Commercial Revenue	Smartecarte	Associate	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)		
English				Commercial Revenue	Smartecarte	Cart Associate	Provide Translation Myself (I am able to speak the language)			Direct them to Airline Personnel	

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How do you communicate when you come into contact with members of the public who do not speak English well or at all? Please select all that apply.				
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)	Direct them to Airline Personnel	Direct them to Other Airport Personnel
English				Commercial Revenue	Smartecarte	Customer Service					
English				Commercial Revenue	Keolis	Maintenance Manager					
English				Commercial Revenue	Keolis	Manager of Finance and Administration		Ask a Co-Worker (same company)			
English				Commercial Revenue	Keolis	Dispatcher	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			
English				Commercial Revenue	Keolis	Fixed Route Driver					
English				Commercial Revenue	Keolis	Customer Service		Ask a Co-Worker (same company)			
English				Commercial Revenue	Keolis	Customer Service Manager		Ask a Co-Worker (same company)			Direct them to Other Airport Personnel
English				TSA	TSA	Transportation Security Officer					
English				TSA	TSA	Transportation Security Officer		Ask a Co-Worker (same company)			
English				TSA	TSA	Transportation Security Officer	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)	Direct them to Airline Personnel	Direct them to Other Airport Personnel
English				Commercial Revenue	Paradies	Sales	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)	Direct them to Airline Personnel	
English				Commercial Revenue	Paradies	Sales		Ask a Co-Worker (same company)			
English				Commercial Revenue	Paradies	Sales		Ask a Co-Worker (same company)			
English				Commercial Revenue	Paradies	Zone Manager		Ask a Co-Worker (same company)		Direct them to Airline Personnel	Direct them to Other Airport Personnel
English				Commercial Revenue	Paradies	Sales				Direct them to Airline Personnel	
English				Commercial Revenue	Paradies	Zone Manager/ HR Assistant		Ask a Co-Worker (same company)			Direct them to Other Airport Personnel
Spanish		10/13/2022	10/13/2022	Commercial Revenue	Smartecarte	Employee	Provide Translation Myself (I am able to speak the language)				
Spanish		10/13/2022	10/13/2022	Commercial Revenue	Smartecarte	Associate	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)		
Spanish				Commercial Revenue	Smartecarte	car collector	Provide Translation Myself (I am able to speak the language)			Direct them to Airline Personnel	
Spanish				Commercial Revenue	Smartecarte	Employee	Provide Translation Myself (I am able to speak the language)				

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How do you communicate when you come into contact with members of the public who do not speak English well or at all? Please select all that apply.				
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)	Direct them to Airline Personnel	Direct them to Other Airport Personnel
Spanish				Commercial Revenue	Smartecarte	Cart Associate	Provide Translation Myself (I am able to speak the language)			Direct them to Airline Personnel	
Spanish				Commercial Revenue	Keolis	IT Manager	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			
Spanish				Commercial Revenue	Keolis	Bus Operator	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)	Direct them to Airline Personnel	Direct them to Other Airport Personnel
Spanish				Commercial Revenue	Keolis	Customer Service	Provide Translation Myself (I am able to speak the language)				
Spanish				TSA	TSA	Transportation Officer	Provide Translation Myself (I am able to speak the language)				
Spanish				TSA	TSA	Supervisor	Provide Translation Myself (I am able to speak the language)			Direct them to Airline Personnel	
Spanish				TSA	TSA	Transportation Security Officer	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			
Spanish				TSA	TSA	Transportation Official	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			
Haitian Creole		11/10/2022	11/10/2022	Operations	Broward County Aviation Department	Customer Service Representative. Assisting the passengers in the FIS and in the terminal.	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)	Direct them to Airline Personnel	Direct them to Other Airport Personnel
Haitian Creole				Commercial Revenue	Smartecarte	Cart Associate				Direct them to Airline Personnel	
Haitian Creole				Commercial Revenue	Smartecarte	Cart Associate		Ask a Co-Worker (same company)			
Haitian Creole				Commercial Revenue	Keolis	Customer Service		Ask a Co-Worker (same company)			
Haitian Creole				Commercial Revenue	Keolis	Bus driver	Provide Translation Myself (I am able to speak the language)				
Haitian Creole				Commercial Revenue	Keolis	Customer Service	Provide Translation Myself (I am able to speak the language)				
Haitian Creole				TSA	TSA	Transportation Security Officer	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)			
Haitian Creole				TSA	TSA	Transportation Security Officer		Ask a Co-Worker (same company)			
Haitian Creole				TSA	TSA	Lead Transportation Security Officer	Provide Translation Myself (I am able to speak the language)	Ask a Co-Worker (same company)	Ask an Airport Volunteer Ambassador (employees wearing red at information booths)	Direct them to Airline Personnel	Direct them to Other Airport Personnel

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How do you communicate when you come into contact with members of the public who do not speak English well or at all? Please select all that apply.			Can you recommend ways in which BCAD could improve your ability to communicate with members of the public who do not speak English well or at all?
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Use Google Translate or Similar Technology / Application	Use Telephone Translation (such as Language Line)	Other (please specify)	Open-Ended Response3
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Intern-administrative support, front desk	Use Google Translate or Similar Technology / Application			Ensure all employees have access to language interpretation services such as a language line, designated translators, designated app etc. Every airport employee should have access to the same services.
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service				N/A
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	CSR				Give basic classes
English		10/12/2022	10/12/2022	Airline	United Airlines	CSR				N/A
English		10/12/2022	10/12/2022	Airline	United Airlines	CSR	Use Google Translate or Similar Technology / Application			Make it mandatory for the very basics. This is America and everybody should be able to speak very basic English but this is not the case and it is getting worst. The elderly I can give a pass to but not the teenagers and adults. Very sad state we are in
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport Manager - Guest Experiences	Use Google Translate or Similar Technology / Application			N/A
English		10/12/2022	10/12/2022	Airline	United Airlines	Lead CSR				Have a translator service available on your BCAD phone contact.
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport ambassador: I volunteer and am located at the information booths	Use Google Translate or Similar Technology / Application	Use Telephone Translation (such as Language Line)	Hand Signals	N/A
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service				ABLE TO ASSIST
English		10/12/2022	10/12/2022	Operations	BCAD volunteer service program	Airport ambassador, assisting customers with navigating in and outside the terminals.	Use Google Translate or Similar Technology / Application			Provide access to simple phrases in languages most common to the airport
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service	Use Google Translate or Similar Technology / Application			Signs in English Spanish Creole
English		10/12/2022	10/12/2022	Airline	United Airlines	Premium Services Rep	Use Google Translate or Similar Technology / Application			No
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport Ambassador				No
English		10/13/2022	10/13/2022	Operations	Broward County Aviation Department	Customer service				Provide classes (Spanish, Creole) in which employees in positions where most days translation is need, learn basic words needed to communicate in customers native language.
English		10/13/2022	10/13/2022	Operations	Broward County Aviation Department	Airport Ambassador	Use Google Translate or Similar Technology / Application			Encourage recruitment of Ambassadors who are fluent in other languages
English		10/13/2022	10/13/2022	Commercial Revenue	DNC	Bartender		Use Telephone Translation (such as Language Line)		Be more careful when taking care
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Supervisor	Use Google Translate or Similar Technology / Application			Put booths where people don't speak English have them help them

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How do you communicate when you come into contact with members of the public who do not speak English well or at all? Please select all that apply.			Can you recommend ways in which BCAD could improve your ability to communicate with members of the public who do not speak English well or at all?
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Use Google Translate or Similar Technology / Application	Use Telephone Translation (such as Language Line)	Other (please specify)	Open-Ended Response3
English		10/13/2022	10/13/2022	Commercial Revenue	DNC	Cashier	Use Google Translate or Similar Technology / Application			N/A
English		10/13/2022	10/13/2022	Airline	United Airlines	CSA				Unless the airlines pay a stipend like they use too to speak another language , you will have to add info people at terminals that speak other languages
English		10/13/2022	10/13/2022	Commercial Revenue	HMShost	HRBP	Use Google Translate or Similar Technology / Application	Use Telephone Translation (such as Language Line)		N/A
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Cashier				Translator Desk
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Bartender	Use Google Translate or Similar Technology / Application		I know names for food and drinks. I almost always manage to feed them	No
English		10/13/2022	10/13/2022	Airline	Delta Airlines	Station Manager		Use Telephone Translation (such as Language Line)		Have a translator available
English		10/13/2022	10/14/2022	Operations	Broward County Aviation Department	Airport Ambassador/AD	Use Google Translate or Similar Technology / Application			Creating a telephone line connected to a language help desk.
English		10/14/2022	10/14/2022	Commercial Revenue	Sunshine	Cleaning		Use Telephone Translation (such as Language Line)		My suggestion to have some One who can speak many languages in baggage claim
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Manager	Use Google Translate or Similar Technology / Application	Use Telephone Translation (such as Language Line)		
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Supervisor Training Guest Services	Use Google Translate or Similar Technology / Application	Use Telephone Translation (such as Language Line)		Provide translation line to contact
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Supervisor Guest Services	Use Google Translate or Similar Technology / Application	Use Telephone Translation (such as Language Line)		have someone in customer service desk
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Guest Service Lead, I assist the leadership team with the everyday Operations along with providing great guest satisfaction and customer service	Use Google Translate or Similar Technology / Application			I have seen in other airports, signage has multiple languages on them. English is the biggest lettering in the signs but underneath, have for example, Spanish and creole underneath
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Shift Manager	Use Google Translate or Similar Technology / Application			Have a language line we can call or have phones around the airport that connect to am operator
English		10/14/2022	10/14/2022	Airline	United Airlines	Lead customer service representative	Use Google Translate or Similar Technology / Application	Use Telephone Translation (such as Language Line)		No
English		10/15/2022	10/15/2022	Airline	United Airlines	Customer service				Have a information booth where they can call and speak to someone in their native language

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How do you communicate when you come into contact with members of the public who do not speak English well or at all? Please select all that apply.			Can you recommend ways in which BCAD could improve your ability to communicate with members of the public who do not speak English well or at all?
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Use Google Translate or Similar Technology / Application	Use Telephone Translation (such as Language Line)	Other (please specify)	Open-Ended Response3
English		10/18/2022	10/18/2022	Commercial Revenue	Sunshine	Supervisor	Use Google Translate or Similar Technology / Application	Use Telephone Translation (such as Language Line)		Use accessible resources
English		10/18/2022	10/18/2022	Airline	Spirit Airlines	Supervisor	Use Google Translate or Similar Technology / Application	Use Telephone Translation (such as Language Line)		Have a translator to work for the county. And if possible, someone who also speaks sign language.
English		10/18/2022	10/18/2022	Operations	Broward County Aviation Department	Customer service	Use Google Translate or Similar Technology / Application			Offer classes for basic communication in language such as Creole and Spanish.
English		10/18/2022	10/18/2022	Airline	Spirit Airlines	Supervisor Guest Services	Use Google Translate or Similar Technology / Application			More signage in Spanish, Haitian Creole, French, and Portuguese
English		10/20/2022	10/20/2022	Commercial Revenue	Smartecarte	Supervisor				Better signage ex to transportation and the rental car center- more attentiveness at the information booths
English		10/20/2022	10/20/2022	Operations	FLL Ambassadogs	Volunteer	Use Google Translate or Similar Technology / Application			No
English		10/20/2022	10/20/2022	Airline	United Airlines	Customer service	Use Google Translate or Similar Technology / Application			Provide language ambassadors at the ticket counter lobby with vests that say " May I help you?" in the three most utilized languages in south Florida Spanish, Portuguese and Creole.
English		10/20/2022	10/20/2022	Airline	United Airlines	Assistant GM	Use Google Translate or Similar Technology / Application		Hand signals, pointing, written information	Maybe a laminated card with key phrases that our agent can point to?
English		10/21/2022	10/21/2022	Operations	BCAD volunteer service program	AmbassaDog				Small cards we can carry with basic terms in the most common languages, written in both languages as well as phonetically.
English		10/23/2022	10/23/2022	Airline	Spirit Airlines	Supervisor	Use Google Translate or Similar Technology / Application			Recruit more bilingual personnel
English		11/5/2022	11/5/2022	Commercial Revenue	SP PLUS PARKING	ASSISTANT GENERAL MANAGER	Use Google Translate or Similar Technology / Application			N/A
English		11/7/2022	11/7/2022	Airline	Delta Airlines	Station Manager		Use Telephone Translation (such as Language Line)		Airport Translators
English		11/7/2022	11/7/2022	Commercial Revenue	AMS - Hudson Group	Office Administrator/ Supervisor				Add signs and banners in more than 1 languaje
English		11/7/2022	11/7/2022	Commercial Revenue	AMS - Hudson Group	General Manager				Have more Spanish and French siganage and announcements. Hire more BCAD employees that are bilingual.
English		11/7/2022	11/7/2022	Commercial Revenue	Hudson News	Operational Manager	Use Google Translate or Similar Technology / Application			Provide additional accessibility to BCAD employees or others that I can direct passengers to that speak multiple languages
English		11/8/2022	11/8/2022	Commercial Revenue	FORT LAUDERDALE BUSINESS AND CURRENCY EXCHANGE	Manager	Use Google Translate or Similar Technology / Application			Maybe signage in 2-3 most common languages

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How do you communicate when you come into contact with members of the public who do not speak English well or at all? Please select all that apply.			Can you recommend ways in which BCAD could improve your ability to communicate with members of the public who do not speak English well or at all?
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Use Google Translate or Similar Technology / Application	Use Telephone Translation (such as Language Line)	Other (please specify)	Open-Ended Response3
English		11/8/2022	11/8/2022	Commercial Revenue	Fort Lauderdale Business and Currency Services, LLC.	Manager/Sales consultant	Use Google Translate or Similar Technology / Application			No
English		11/7/2022	11/8/2022	Commercial Revenue	Hudson Group	Retail Manager				To have on site translator from multiples languages that we can call if we need a translation.
English		11/8/2022	11/8/2022	Commercial Revenue	AMS South Florida	Operations Manager				Provide all employees with a basic understanding in Spanish, a pocket English - Spanish Dictionary could also be effective
English		11/8/2022	11/8/2022	Commercial Revenue	Paradies	HR Manager				Have ambassadors in the terminals that speak 3 or more languages
English		11/8/2022	11/8/2022	Commercial Revenue	AMS - Hudson Group	Operations Manager	Use Google Translate or Similar Technology / Application			Have airport information booth attendant who are bilingual
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	AGM				MORE MONITORS OR DIRECTIONAL SIGNAGE
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Assistant Restaurant Manager				Translation both
English		11/18/2022	11/18/2022	Commercial Revenue	DNC	Server	Use Google Translate or Similar Technology / Application			Google translate
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Server				Provide pictures
English		11/18/2022	11/18/2022	Commercial Revenue	DNC	Supervisor				Provide translation kiosk throughout the airport
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Waitress				N/A
English		11/18/2022	11/18/2022	Commercial Revenue	Pacific Park Management	Operations Manager	Use Google Translate or Similar Technology / Application			N/A
English		11/18/2022	11/18/2022	Commercial Revenue	Pacific Park Management	Management	Use Google Translate or Similar Technology / Application			Employees can use Google translate
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Bartender	Use Google Translate or Similar Technology / Application			Signs posted in multiple languages, as would be befitting of an "international" airport
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Employee Lot Clerk				Having a translator on site.
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Ticket Auditor	Use Google Translate or Similar Technology / Application	Use Telephone Translation (such as Language Line)		N/A

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How do you communicate when you come into contact with members of the public who do not speak English well or at all? Please select all that apply.			Can you recommend ways in which BCAD could improve your ability to communicate with members of the public who do not speak English well or at all?
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Use Google Translate or Similar Technology / Application	Use Telephone Translation (such as Language Line)	Other (please specify)	Open-Ended Response3
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Cashier				By being more explanatory
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	IT Manager				No
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Bartender	Use Google Translate or Similar Technology / Application			More personnel that speak the language
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Valet Manager	Use Google Translate or Similar Technology / Application			N/A
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Zone Manager	Use Google Translate or Similar Technology / Application			Translate
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Sales Associate				Provide more bilingual airport staff
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Sales Associate				Have a booth they can go to with speak to someone. That can help them.
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Self Parking Manager	Use Google Translate or Similar Technology / Application			Provide a translating device so that the interact can be effective almost immediately
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Sales Associate				No
English		11/18/2022	11/18/2022	Commercial Revenue	Standard Parking	Manager on Duty				By probably having a way that a customer could identify an employee who speak another language such as name tag indicating from which country is that employee
English		11/19/2022	11/19/2022	Commercial Revenue	SP PLUS PARKING	Lead Operations Manager				Provide airport translators
English		11/19/2022	11/19/2022	Airline	Delta Airlines	Red Coat	Use Google Translate or Similar Technology / Application	Use Telephone Translation (such as Language Line)		Hiring more ambassador at different terminal who is fluent in other languages than Spanish
English		11/21/2022	11/21/2022	Commercial Revenue	SP PLUS PARKING	Employee Lot Supervisor				Maybe provide a station where they can log in and request their issue on the computer. And have someone who can assist them better
English		11/21/2022	11/21/2022	Commercial Revenue	SP PLUS PARKING	Office Manager				PROVIDE SOME TYPE OF PHONES OR PHONE NUMBER FOR THESE SPECIFIC CASES.
English				Commercial Revenue	Smartecarte	Associate				When taking the test, have it be able to switch languages such as, creole spanish and french
English				Commercial Revenue	Smartecarte	Cart Associate				Have a diverse working enviroment so there are people who will be able to communicate with guests

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	How do you communicate when you come into contact with members of the public who do not speak English well or at all? Please select all that apply.			Can you recommend ways in which BCAD could improve your ability to communicate with members of the public who do not speak English well or at all?
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Use Google Translate or Similar Technology / Application	Use Telephone Translation (such as Language Line)	Other (please specify)	Open-Ended Response3
English				Commercial Revenue	Smartecarte	Customer Service				Signs that passangers can see in multiple languages
English				Commercial Revenue	Keolis	Maintenance Manager	Use Google Translate or Similar Technology / Application			
English				Commercial Revenue	Keolis	Manager of Finance and Administration				
English				Commercial Revenue	Keolis	Dispatcher				
English				Commercial Revenue	Keolis	Fixed Route Driver				
English				Commercial Revenue	Keolis	Customer Service				
English				Commercial Revenue	Keolis	Customer Service Manager				Have language translation services avaiable outside for those accessing shuttle service to RCC or terminal either via phone or roaming personnel
English				TSA	TSA	Transportation Security Officer	Use Google Translate or Similar Technology / Application			More Signs in the airport in different languages
English				TSA	TSA	Transportation Security Officer	Use Google Translate or Similar Technology / Application			Have Translators available
English				TSA	TSA	Transportation Security Officer	Use Google Translate or Similar Technology / Application			Provide signage in different languages around the airport. Have employees that speak different languages stationed at specific check points.
English				Commercial Revenue	Paradies	Sales				More signs indicating exits, bathroom, ect
English				Commercial Revenue	Paradies	Sales				More signs in different languages
English				Commercial Revenue	Paradies	Sales				Better Signs
English				Commercial Revenue	Paradies	Zone Manager				Better signs in multiple langauges. customer service booth with ambassadors with signage for help
English				Commercial Revenue	Paradies	Sales				More signs in different languages
English				Commercial Revenue	Paradies	Zone Manager/ HR Assistant				Have signs in for directions in multiple languages to help people out when lost
Spanish		10/13/2022	10/13/2022	Commercial Revenue	Smartecarte	Employee				Speaking other languages
Spanish		10/13/2022	10/13/2022	Commercial Revenue	Smartecarte	Associate				More signs
Spanish				Commercial Revenue	Smartecarte	car collector				Uber Signs
Spanish				Commercial Revenue	Smartecarte	Employee				

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

						What company do you work for?	What is your job title and function?	How do you communicate when you come into contact with members of the public who do not speak English well or at all? Please select all that apply.			Can you recommend ways in which BCAD could improve your ability to communicate with members of the public who do not speak English well or at all?
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Use Google Translate or Similar Technology / Application	Use Telephone Translation (such as Language Line)	Other (please specify)	Open-Ended Response3	
Spanish				Commercial Revenue	Smartecarte	Cart Associate				Put the signs in english and spanish	
Spanish				Commercial Revenue	Keolis	IT Manager	Use Google Translate or Similar Technology / Application				
Spanish				Commercial Revenue	Keolis	Bus Operator	Use Google Translate or Similar Technology / Application	Use Telephone Translation (such as Language Line)			
Spanish				Commercial Revenue	Keolis	Customer Service					
Spanish				TSA	TSA	Transportation Officer				Have some employees that only help the people who don't speak the language	
Spanish				TSA	TSA	Supervisor				Having an interpreter who speaks different languages and more signs in different languages	
Spanish				TSA	TSA	Transportation Security Officer				Having more personnel around the airline counters that serves only as translators	
Spanish				TSA	TSA	Transportation Official				Have a translator for different lamguages and have signs in different languages	
Haitian Creole		11/10/2022	11/10/2022	Operations	Broward County Aviation Department	Customer Service Representative. Assisting the passengers in the FIS and in the terminal.	Use Google Translate or Similar Technology / Application	Use Telephone Translation (such as Language Line)		BCAD can increase the number of translators. Each terminal should have an office to provide assistance for those who do not speak English	
Haitian Creole				Commercial Revenue	Smartecarte	Cart Associate	Use Google Translate or Similar Technology / Application			Yes	
Haitian Creole				Commercial Revenue	Smartecarte	Cart Associate				Put more information	
Haitian Creole				Commercial Revenue	Keolis	Customer Service				Yes, I'm looking for someone who talks my language with him	
Haitian Creole				Commercial Revenue	Keolis	Bus driver				No recommendations	
Haitian Creole				Commercial Revenue	Keolis	Customer Service					
Haitian Creole				TSA	TSA	Transportation Security Officer				No, the resources listed above are the primary and effective ways to communicate to the public	
Haitian Creole				TSA	TSA	Transportation Security Officer				Put signs in airport and provide a help desk personnel who speaks multiple languages	
Haitian Creole				TSA	TSA	Lead Transportation Security Officer	Use Google Translate or Similar Technology / Application	Use Telephone Translation (such as Language Line)		Have translators stationed for Haiti flights providing instructions and directions for Haiti flights provide hatian specific announcements	

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	What resources for interpretation are you aware of? Please select the appropriate boxes if you are aware of that interpretation resource.				If you have any additional comments or suggestions to improve awareness of resources, please enter them below.
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)	Website Translation	Other (please specify)4	Open-Ended Response5
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Intern-administrative support, front desk	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)			I would like to see FLL become a leader for other airports to follow in regard to equal access to airport services by taking innovative measures for language interpretation for all passengers and visitors
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service	Google Translate or Similar Technology / Application				N/A
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	CSR	Google Translate or Similar Technology / Application				N/A
English		10/12/2022	10/12/2022	Airline	United Airlines	CSR	Google Translate or Similar Technology / Application				N/A
English		10/12/2022	10/12/2022	Airline	United Airlines	CSR	Google Translate or Similar Technology / Application				It is out of control and there is nothing one can do to stop it. We are a decade too late
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport Manager - Guest Experiences	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)	Website Translation		
English		10/12/2022	10/12/2022	Airline	United Airlines	Lead CSR	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)	Website Translation		Our airline provides customer with the best customer service, their for we have a translator available on the phone that we can contact 24/7
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport ambassador: I volunteer and am located at the information booths	Google Translate or Similar Technology / Application		Website Translation		N/A
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service				MY SELF	MAKE SIGNS IN DIFFERENT LANGUAGES SINCE FLORIDA IS A MULTI CULTURAL STATE
English		10/12/2022	10/12/2022	Operations	BCAD volunteer service program	Airport ambassador, assisting customers with navigating in and outside the terminals.	Google Translate or Similar Technology / Application		Website Translation		
English		10/12/2022	10/12/2022	Airline	United Airlines	Customer service	Google Translate or Similar Technology / Application				N/A
English		10/12/2022	10/12/2022	Airline	United Airlines	Premium Services Rep	Google Translate or Similar Technology / Application				
English		10/12/2022	10/12/2022	Operations	Broward County Aviation Department	Airport Ambassador	Google Translate or Similar Technology / Application				
English		10/13/2022	10/13/2022	Operations	Broward County Aviation Department	Customer service	Google Translate or Similar Technology / Application		Website Translation		
English		10/13/2022	10/13/2022	Operations	Broward County Aviation Department	Airport Ambassador	Google Translate or Similar Technology / Application				
English		10/13/2022	10/13/2022	Commercial Revenue	DNC	Bartender	Google Translate or Similar Technology / Application				
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Supervisor	Google Translate or Similar Technology / Application				

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	What resources for interpretation are you aware of? Please select the appropriate boxes if you are aware of that interpretation resource.				If you have any additional comments or suggestions to improve awareness of resources, please enter them below.
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)	Website Translation	Other (please specify)4	Open-Ended Response5
English		10/13/2022	10/13/2022	Commercial Revenue	DNC	Cashier	Google Translate or Similar Technology / Application		Website Translation		
English		10/13/2022	10/13/2022	Airline	United Airlines	CSA	Google Translate or Similar Technology / Application				
English		10/13/2022	10/13/2022	Commercial Revenue	HMShost	HRBP	Google Translate or Similar Technology / Application				N/A
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Cashier	Google Translate or Similar Technology / Application				
English		10/13/2022	10/13/2022	Commercial Revenue	Delaware North	Bartender	Google Translate or Similar Technology / Application				No
English		10/13/2022	10/13/2022	Airline	Delta Airlines	Station Manager	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)			
English		10/13/2022	10/14/2022	Operations	Broward County Aviation Department	Airport Ambassador/AD	Google Translate or Similar Technology / Application				
English		10/14/2022	10/14/2022	Commercial Revenue	Sunshine	Cleaning	Google Translate or Similar Technology / Application		Website Translation		N/A
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Manager	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)	Website Translation		
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Supervisor Training Guest Services	Google Translate or Similar Technology / Application		Website Translation		
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Supervisor Guest Services	Google Translate or Similar Technology / Application				N/A
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Guest Service Lead, I assist the leadership team with the everyday Operations along with providing great guest satisfaction and customer service	Google Translate or Similar Technology / Application		Website Translation		I would suggest adding other languages to the signage around the airport so the guests of other languages can easily understand the signage
English		10/14/2022	10/14/2022	Airline	Spirit Airlines	Shift Manager	Google Translate or Similar Technology / Application		Website Translation		
English		10/14/2022	10/14/2022	Airline	United Airlines	Lead customer service representative	Google Translate or Similar Technology / Application				
English		10/15/2022	10/15/2022	Airline	United Airlines	Customer service	Google Translate or Similar Technology / Application				

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	What resources for interpretation are you aware of? Please select the appropriate boxes if you are aware of that interpretation resource.				If you have any additional comments or suggestions to improve awareness of resources, please enter them below.
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)	Website Translation	Other (please specify)4	Open-Ended Response5
English		10/18/2022	10/18/2022	Commercial Revenue	Sunshine	Supervisor	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)	Website Translation		
English		10/18/2022	10/18/2022	Airline	Spirit Airlines	Supervisor	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)	Website Translation		
English		10/18/2022	10/18/2022	Operations	Broward County Aviation Department	Customer service	Google Translate or Similar Technology / Application				
English		10/18/2022	10/18/2022	Airline	Spirit Airlines	Supervisor Guest Services	Google Translate or Similar Technology / Application		Website Translation	calling a relative that can translate	FLL has grown, and we need to adapt to the growth and update the airport signage in different languages that our guests speak in their native countries to better assist our guests.
English		10/20/2022	10/20/2022	Commercial Revenue	Smartecarte	Supervisor	Google Translate or Similar Technology / Application				why isn't testing here available like that - helpful signage to available in many languages maybe have passengers scan the code like on this survey that opens up a map, have announcements made in different languages
English		10/20/2022	10/20/2022	Operations	FLL Ambassadogs	Volunteer	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)			
English		10/20/2022	10/20/2022	Airline	United Airlines	Customer service	Google Translate or Similar Technology / Application				
English		10/20/2022	10/20/2022	Airline	United Airlines	Assistant GM	Google Translate or Similar Technology / Application				
English		10/21/2022	10/21/2022	Operations	BCAD volunteer service program	AmbassaDog	Google Translate or Similar Technology / Application		Website Translation		
English		10/23/2022	10/23/2022	Airline	Spirit Airlines	Supervisor	Google Translate or Similar Technology / Application		Website Translation		No
English		11/5/2022	11/5/2022	Commercial Revenue	SP PLUS PARKING	ASSISTANT GENERAL MANAGER	Google Translate or Similar Technology / Application		Website Translation		
English		11/7/2022	11/7/2022	Airline	Delta Airlines	Station Manager	Google Translate or Similar Technology / Application				
English		11/7/2022	11/7/2022	Commercial Revenue	AMS - Hudson Group	Office Administrator/ Supervisor	Google Translate or Similar Technology / Application		Website Translation		
English		11/7/2022	11/7/2022	Commercial Revenue	AMS - Hudson Group	General Manager	Google Translate or Similar Technology / Application				
English		11/7/2022	11/7/2022	Commercial Revenue	Hudson News	Operational Manager	Google Translate or Similar Technology / Application				I am unaware of contract interpreters or other options to assist passengers
English		11/8/2022	11/8/2022	Commercial Revenue	FORT LAUDERDALE BUSINESS AND CURRENCY EXCHANGE	Manager			Website Translation		

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	What resources for interpretation are you aware of? Please select the appropriate boxes if you are aware of that interpretation resource.				If you have any additional comments or suggestions to improve awareness of resources, please enter them below.
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)	Website Translation	Other (please specify)4	Open-Ended Response5
English		11/8/2022	11/8/2022	Commercial Revenue	Fort Lauderdale Business and Currency Services, LLC.	Manager/Sales consultant	Google Translate or Similar Technology / Application				
English		11/7/2022	11/8/2022	Commercial Revenue	Hudson Group	Retail Manager	Google Translate or Similar Technology / Application		Website Translation		
English		11/8/2022	11/8/2022	Commercial Revenue	AMS South Florida	Operations Manager	Google Translate or Similar Technology / Application		Website Translation		
English		11/8/2022	11/8/2022	Commercial Revenue	Paradies	HR Manager	Google Translate or Similar Technology / Application		Website Translation		
English		11/8/2022	11/8/2022	Commercial Revenue	AMS - Hudson Group	Operations Manager	Google Translate or Similar Technology / Application		Website Translation		No
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	AGM	Google Translate or Similar Technology / Application				
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Assistant Restaurant Manager	Google Translate or Similar Technology / Application				No
English		11/18/2022	11/18/2022	Commercial Revenue	DNC	Server	Google Translate or Similar Technology / Application		Website Translation		
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Server	Google Translate or Similar Technology / Application				
English		11/18/2022	11/18/2022	Commercial Revenue	DNC	Supervisor	Google Translate or Similar Technology / Application				
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Waitress	Google Translate or Similar Technology / Application				N/A
English		11/18/2022	11/18/2022	Commercial Revenue	Pacific Park Management	Operations Manager	Google Translate or Similar Technology / Application				N/A
English		11/18/2022	11/18/2022	Commercial Revenue	Pacific Park Management	Management	Google Translate or Similar Technology / Application				
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Bartender	Google Translate or Similar Technology / Application				
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Employee Lot Clerk	Google Translate or Similar Technology / Application				
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Ticket Auditor	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)	Website Translation		N/A

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	What resources for interpretation are you aware of? Please select the appropriate boxes if you are aware of that interpretation resource.				If you have any additional comments or suggestions to improve awareness of resources, please enter them below.
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)	Website Translation	Other (please specify)4	Open-Ended Response5
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Cashier	Google Translate or Similar Technology / Application				There should be more resources
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	IT Manager	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)	Website Translation		More customer service
English		11/18/2022	11/18/2022	Commercial Revenue	Delaware North	Bartender	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)	Website Translation		
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Valet Manager	Google Translate or Similar Technology / Application		Website Translation		N/A
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Zone Manager			Website Translation		No
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Sales Associate	Google Translate or Similar Technology / Application				upgrade the internet's service in the terminal 4 so you can use your phone to Google the internet is horrible
English		11/18/2022	11/18/2022	Commercial Revenue	SP PLUS PARKING	Self Parking Manager				I read of a device that allows the person to speak into it and it immediately translates	I will see if I can locate the name of the translating device
English		11/18/2022	11/18/2022	Commercial Revenue	Paradies	Sales Associate	Google Translate or Similar Technology / Application				
English		11/18/2022	11/18/2022	Commercial Revenue	Standard Parking	Manager on Duty	Google Translate or Similar Technology / Application				N/A
English		11/19/2022	11/19/2022	Commercial Revenue	SP PLUS PARKING	Lead Operations Manager	Google Translate or Similar Technology / Application				
English		11/19/2022	11/19/2022	Airline	Delta Airlines	Red Coat	Google Translate or Similar Technology / Application		Website Translation		
English		11/21/2022	11/21/2022	Commercial Revenue	SP PLUS PARKING	Employee Lot Supervisor	Google Translate or Similar Technology / Application				
English		11/21/2022	11/21/2022	Commercial Revenue	SP PLUS PARKING	Office Manager	Google Translate or Similar Technology / Application				
English				Commercial Revenue	Smartecarte	Associate	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)	Website Translation		N/A
English				Commercial Revenue	Smartecarte	Cart Associate	Google Translate or Similar Technology / Application				N/A

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	What resources for interpretation are you aware of? Please select the appropriate boxes if you are aware of that interpretation resource.				If you have any additional comments or suggestions to improve awareness of resources, please enter them below.
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)	Website Translation	Other (please specify)4	Open-Ended Response5
English				Commercial Revenue	Smartecarte	Customer Service	Google Translate or Similar Technology / Application				
English				Commercial Revenue	Keolis	Maintenance Manager	Google Translate or Similar Technology / Application				
English				Commercial Revenue	Keolis	Manager of Finance and Administration	Google Translate or Similar Technology / Application		Website Translation		
English				Commercial Revenue	Keolis	Dispatcher	Google Translate or Similar Technology / Application				
English				Commercial Revenue	Keolis	Fixed Route Driver					
English				Commercial Revenue	Keolis	Customer Service	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)			N/A
English				Commercial Revenue	Keolis	Customer Service Manager	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)	Website Translation		
English				TSA	TSA	Transportation Security Officer	Google Translate or Similar Technology / Application				
English				TSA	TSA	Transportation Security Officer	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)			
English				TSA	TSA	Transportation Security Officer					As a TSO on the checkpoints we can not always take our phones out to use google translate. Having line personnel available to communicate with passengers would be best. Also based on the type of flight, that should help to select personnel that's needed.
English				Commercial Revenue	Paradies	Sales					
English				Commercial Revenue	Paradies	Sales	Google Translate or Similar Technology / Application				
English				Commercial Revenue	Paradies	Sales	Google Translate or Similar Technology / Application				
English				Commercial Revenue	Paradies	Zone Manager	Google Translate or Similar Technology / Application				
English				Commercial Revenue	Paradies	Sales	Google Translate or Similar Technology / Application				
English				Commercial Revenue	Paradies	Zone Manager/ HR Assistant					
Spanish		10/13/2022	10/13/2022	Commercial Revenue	Smartecarte	Employee	Google Translate or Similar Technology / Application				Speak more languages
Spanish		10/13/2022	10/13/2022	Commercial Revenue	Smartecarte	Associate	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)			
Spanish				Commercial Revenue	Smartecarte	car collector	Google Translate or Similar Technology / Application		Website Translation		
Spanish				Commercial Revenue	Smartecarte	Employee	Google Translate or Similar Technology / Application				

APPENDIX D Communicating with Limited English Proficient (LEP) Individuals Survey for Front-Line Employees at Fort Lauderdale-Hollywood International Airport – Responses

					What company do you work for?	What is your job title and function?	What resources for interpretation are you aware of? Please select the appropriate boxes if you are aware of that interpretation resource.				If you have any additional comments or suggestions to improve awareness of resources, please enter them below.
What language are you most comfortable taking this survey in?	Collector ID	Start Date	End Date	Company Category	Open-Ended Response	Open-Ended Reponse 2	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)	Website Translation	Other (please specify)4	Open-Ended Response5
Spanish				Commercial Revenue	Smartecarte	Cart Associate	Google Translate or Similar Technology / Application		Website Translation		
Spanish				Commercial Revenue	Keolis	IT Manager	Google Translate or Similar Technology / Application		Website Translation		
Spanish				Commercial Revenue	Keolis	Bus Operator	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)	Website Translation		
Spanish				Commercial Revenue	Keolis	Customer Service	Google Translate or Similar Technology / Application		Website Translation		
Spanish				TSA	TSA	Transportation Officer	Google Translate or Similar Technology / Application		Website Translation		
Spanish				TSA	TSA	Supervisor	Google Translate or Similar Technology / Application				
Spanish				TSA	TSA	Transportation Security Officer	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)	Website Translation		
Spanish				TSA	TSA	Transportation Official	Google Translate or Similar Technology / Application		Website Translation		
Haitian Creole		11/10/2022	11/10/2022	Operations	Broward County Aviation Department	Customer Service Representative. Assisting the passengers in the FIS and in the terminal.	Google Translate or Similar Technology / Application		Website Translation		
Haitian Creole				Commercial Revenue	Smartecarte	Cart Associate	Google Translate or Similar Technology / Application				I'd like to know more information or how this can help me fulfill my job to show to my supervisor and company increased performance.
Haitian Creole				Commercial Revenue	Smartecarte	Cart Associate	Google Translate or Similar Technology / Application				so we should put more Spanish signatures
Haitian Creole				Commercial Revenue	Keolis	Customer Service		Contract Interpreters (Telephone or Written Services)			
Haitian Creole				Commercial Revenue	Keolis	Bus driver	Google Translate or Similar Technology / Application				No, there is no suggestion
Haitian Creole				Commercial Revenue	Keolis	Customer Service					
Haitian Creole				TSA	TSA	Transportation Security Officer	Google Translate or Similar Technology / Application		Website Translation		No i dont have any other resources
Haitian Creole				TSA	TSA	Transportation Security Officer	Google Translate or Similar Technology / Application				BCAD needs an interpreter
Haitian Creole				TSA	TSA	Lead Transportation Security Officer	Google Translate or Similar Technology / Application	Contract Interpreters (Telephone or Written Services)	Website Translation		

Broward County Aviation Department

Language Assistance Plan (LAP)

Table of Contents

1. Introduction 1
1.1 About Fort Lauderdale–Hollywood International Airport 1
1.2 Contact Information 1
2. Purpose and Authority 2
3. Key Definitions 2
4. Operational Guidelines for Providing Language Assistance Services 4
4.1 Identification of Limited English Proficiency Persons 4
4.2 Language Assistance Services 5
4.2.1 INTERPRETATION SERVICES 5
4.2.2 TRANSLATION OF ESSENTIAL PUBLIC INFORMATION 7
4.3 Training Staff on Language Assistance Plan 7
4.4 Providing Notice of Assistance Offered to Limited English Proficiency Persons 8
4.5 Monitoring, Reporting, and Updating the Language Assistance Plan 8
4.5.1 REPORTING 9
4.5.2 COMPLAINTS 9

1. Introduction

This report presents the Broward County Aviation Department's (BCAD) Language Assistance Plan (LAP) for Fort Lauderdale–Hollywood International Airport (FLL or the Airport). The LAP establishes a set of protocols to provide meaningful access to the Airport's services for limited English proficiency (LEP) persons.

1.1 About Fort Lauderdale–Hollywood International Airport

FLL is a large-hub airport[1] that served approximately 28.1 million passengers in 2021, and it was ranked 15th among airports in the United States in terms of enplaned passengers.[2,3] The Airport's commercial traffic includes destinations in North America, Central America, South America, Europe, and the Caribbean.[4]

1.2 Contact Information

A. Celina Saucedo
Chief Administrative Officer
(Language Assistance Coordinator)
Broward County Aviation Department
Fort Lauderdale–Hollywood International Airport
320 Terminal Drive, Suite 200
Fort Lauderdale, FL 33315
954-359-1329; asaucedo@broward.org

---

1 US Department of Transportation, Federal Aviation Administration, https://www.faa.gov/airports/planning_capacity/passenger_allcargo_stats/categories/ (accessed January 2023). A large-hub airport accommodates 1.0 percent or more of annual enplaned passengers in the United States.

2 Airports Council International, 2021 North American Traffic report, (accessed May 2023).

3 Due to the impacts of the COVID-19 pandemic on the aviation industry in 2020, a determination analysis was performed on passenger point of origin for calendar year (CY) 2019 and CY 2021 to determine which CY data should be used for the Four-Factor Analysis to accurately depict the typical passengers served and languages encountered at FLL. Through this determination analysis, CY 2021 data were found to represent and capture the same passenger point of origin languages that were found in CY 2019. Therefore, the most recent full CY of passenger data, CY 2021, was used. For consistency purposes, CY 2021 was used as the base year for all determinations in this report. **Appendix A** contains the determination analysis.

4 Innovata, September 2022.

2. Purpose and Authority

The purpose of this LAP is to document the reasonable efforts to eliminate or reduce barriers to services, programs, and activities at FLL for people who have a limited ability to speak, write, and/or understand the English language. Both federal and local regulations require the provision of language assistance services.

Additionally, federal precedents exist for the provision of language assistance services, which are relevant to BCAD. The four main federal legal bases for language assistance are the following: Title VI of the Civil Rights Act of 1964, which prohibits discrimination based on national origin; Executive Order 13166, *Improving Access to Services for Persons with Limited English Proficiency*, which affirms the Title VI language assistance requirement and establishes the requirement to assess measures that could increase meaningful access for LEP persons; Federal Aviation Administration (FAA) Order 1400.11A, *Nondiscrimination in Federally Assisted Programs at the Federal Aviation Administration*, which prescribes the FAA operating procedures and responsibilities for implementing and enforcing Title VI of the Civil Rights Act of 1964; and Broward County Code of Ordinances, Chapter 16½, "Human Rights Act," which "secures, for all individuals within the county, freedom from discrimination because of race, color, religion, sex, national origin, age, marital status, political affiliation, familial status, disability, sexual orientation, pregnancy, or gender identity or expression, in connection with employment, public accommodations, and real estate transactions, and thereby to promote the interests, rights, and privileges of individuals within the county."[5]

Any entity receiving federal support, even indirectly, is required to provide language assistance. Moreover, Title VI applies to a recipient's entire program or activity. This means all parts of a recipient's operations are covered, regardless of whether the recipient is only partially funded through federal funds. Therefore, language assistance requirements are relevant to all BCAD programs, services, and activities.[6]

3. Key Definitions

Essential Public Information: Essential public information is any information developed or used by BCAD and deemed vital for purposes of public safety, public health, and public welfare.

Interpretation and Translation: Per the US Department of Homeland Security (DHS) 2012 LAP,[7]

> Interpretation involves oral communication. Translation involves written communication. Interpretation involves the immediate communication of meaning from one language into another. An interpreter

[5] Broward County, Florida, Code of Ordinances, Chapter 16½, "Human Rights," Articles I—IV.

[6] Executive Order 13166 and related guidance on implementation of the Executive Order can be found at the following website: https://www.justice.gov/crt/executive-order-13166.

[7] US Department of Homeland Security, *Language Access Plan*, https://www.lep.gov/sites/lep/files/resources/040312_crcl-dhs-language-access-plan.pdf (accessed February 2022).

> conveys meaning orally, as a result, interpretation requires skills different from those needed for translation. Interpreting is a complex task that combines several abilities beyond language competence in order to enable delivery of an effective professional interpretation in a given setting. From the standpoint of the user, a successful interpretation is one that faithfully and accurately conveys the meaning of the source language orally, reflecting the style, register, and cultural context of the source message, without omissions, additions, or embellishments on the part of the interpreter. Professional interpreters are subject to specific codes of conduct and should be trained in interpretive skills, ethics, and subject-matter language. DHS Components utilizing the services of interpreters should request information about certification, assessments taken, qualifications, experience, and training. Interpreters may be physically present, or, in appropriate circumstances, may appear via videoconferencing or telephonically. When videoconferencing or telephonic interpretation are used, options include connecting directly to a specific professional interpreter with known qualifications or using a company that provides telephonic interpretation services and has in place quality control and privacy safeguards. If bilingual staff is asked to interpret or translate, staff should be qualified to do so. Assessment of ability, training on interpreter ethics and standards, and clear policies … that delineate appropriate use of bilingual staff, or contract interpreters and translators, will help ensure quality and effective use of resources.[8]

Language Access Coordinator: The Language Access Coordinator is responsible for ensuring BCAD staff are adhering to the language assistance policy directives, plan, and procedures to provide meaningful access to LEP persons.

LEP Person: This refers to a person/individual who does not speak English as their primary language and who has a limited ability to read, speak, write, or understand English.

Telephone Interpreting: This is a service provided by a third-party that connects human interpreters via telephone to individuals who wish to speak to each other but do not share a common language. The telephone interpreter converts the spoken language to a different language, enabling listeners and speakers to understand each other. Interpretation over the telephone most often takes place in consecutive mode, which means the interpreter waits until the speaker finishes an utterance before interpreting it into the other language. Telephone interpreting is one modality or delivery mechanism for providing interpreting services. Other forms of delivering interpreting services include in-person interpreting and video interpreting for deaf and hard-of-hearing people. For BCAD, the service can be accessed through a third-party provider helpline at no cost to constituents. BCAD is assessed a fee for using this third-party service.

[8] For the purposes of this LAP, the term "DHS Components" in the definition can be substituted for "Agencies."

4. Operational Guidelines for Providing Language Assistance Services

4.1 Identification of Limited English Proficiency Persons

A benchmarking analysis was performed on the significance threshold for LEP languages for comparable public sector agencies in Broward County to ensure the significance threshold established for BCAD was aligned with other county agencies. This analysis revealed the utilization of a threshold range from three identified languages to above 1.0 percent of LEP populations.[9,10,11,12,13] Therefore, to ensure reasonable and meaningful access to the Airport's programs, activities, and services for LEP persons, BCAD determined that languages spoken above a 1.5 percent threshold for FLL's passengers will be considered significant languages.

The benchmarking study concluded Broward County agencies provide essential public information in a *minimum* of the top-four languages spoken by LEP persons. A Four-Factor Analysis for FLL was completed using passenger point of origin language data, US Census Bureau data, front-line employee survey results, website translation data, and Airport resource data from calendar year 2021.[14] The analysis determined the following languages should be offered for translation and interpretation services at FLL:

1. Spanish
2. Haitian Creole
3. French
4. Portuguese

The BCAD remains committed to ensuring meaningful access to the Airport's programs, activities, services, and information for all LEP persons. Providing access to the Airport's diverse populations is central to the mission of BCAD.

---

9 Broward Sheriff's Office, *Limited Proficiency Plan*, https://www.sheriff.org/Administration/Documents/Benefits/Limited_English_Proficiency(LEP)_Plan.pdf (accessed November 2022).

10 Broward Metropolitan Planning Organization, *Title VI Program & Limited English Proficiency Plan, December 1, 2020 – November 30, 2023*, https://www.browardmpo.org/images/20206022_Broward_MPO_Title_VI_Program_2020_Update_dates_included.pdf (accessed November 2022).

11 Broward County Public Schools, District ELL Plan, https://www.browardschools.com/Page/34920#:~:text=The%20goal%20of%20the%20ESOL,receive%20comparable%20and%20comprehensible%20instruction (accessed November 2022).

12 Broward County, *Appendix B: Four-Factor Analysis for Limited English Proficiency Persons*, https://www.broward.org/Housing/Documents/Four%20Factor%20Analysis%20and%20LAP-ADA.pdf (accessed November 2022).

13 Broward County, *Appendix B: Four-Factor Analysis for Limited English Proficiency Persons*, https://www.broward.org/Housing/Documents/Four%20Factor%20Analysis%20and%20LAP-ADA.pdf (accessed November 2022).

14 CY 2021 data were used due to the limited availability of 2022 passenger traffic data and corresponding census data at the time of plan development.

4.2 Language Assistance Services

FLL regularly serves LEP persons in a variety of situations—from LEP persons experiencing delays, using wayfinding, and interfacing with the many services and activities at the Airport to LEP persons living in the surrounding community and participating in BCAD community outreach.

The following subsections describe the resources available to assist LEP persons. Due to federal monitoring and reporting requirements, the utilization of the interpretation and translation resources must be documented and provided to the BCAD Language Access Coordinator; the requirements for documentation vary and are specified within each subsection.

4.2.1 INTERPRETATION SERVICES

4.2.1.1 Telephone Interpreting

BCAD uses on-demand telephone interpretation services and language assistance resources via a contract with a third-party service provider. The current third-party service provider offers on-demand interpretation services via telephone or video chat from a mobile or web application.

BCAD provides free telephone interpretation services that connect human interpreters to individuals who wish to speak to each other but do not share a common language. The interpreter converts the spoken language to a different language, enabling listeners and speakers to exchange information, both verbally and in written form.

The third-party interpretation service provides materials to assist non–English speaking persons with identifying their spoken or preferred language. The materials include the following phrase: “Point to your language. An interpreter will be called at no charge to you.” The LEP person simply points to their preferred language and is made aware that interpretation services are available to assist them.

BCAD also provides American Sign Language interpreters through the Airport's third-party service provider, such as for a public meeting, conferences, and press conferences during emergency situations announcements.

BCAD staff located within the US Customs and Border Protection (US CBP) facility and volunteers located at Airport information booths/podiums, as well as staff and volunteers who roam throughout the Airport terminals, are able to assist LEP persons with the telephone interpretation services and language assistance resources.

On an annual basis, to ensure federal record-keeping and reporting compliance, the Language Access Coordinator will request on-demand translation data from the Airport’s third-party service provider.

4.2.1.2 Airport Information Booths/Podiums

The Airport provides three information booths located in the baggage claim area of Terminals 1, 2, and 3, and three supplemental podiums are located pre-security, in the Terminal 4 baggage claim area, in the Terminal 3 upper-level departures area, and in the rental car center. Each Information booth and podium is staffed with customer service representatives or volunteers who are trained to identify the language spoken and then employ interpretation

services, if needed. In the event a language cannot be identified, the interpreters have access to iSpeak cards, iPads, and/or computers.

Customer service representatives and volunteers are scheduled between 6:00 a.m. and 10:00 p.m., 7 days a week, depending on availability. Volunteers work 4-hour shifts and must commit to work 2 shifts a week. Customer service representatives primarily work in the US Customs and Border Protection facility. If the Airport experiences "downtime" with no flights, then customer service representatives are assigned to work alongside volunteers in information booths and podiums or roam the terminals.

On an annual basis, to ensure federal record-keeping and reporting compliance, the Language Assistance Coordinator will request on-demand translation data from the contracted third-party provider if translation services were used at the information booths/podiums.

4.2.1.3 Signage

BCAD provides universal signage and symbols in addition to written English text to identify directionality within the terminals to the gates, ground transportation, restrooms, baggage claim, security, parking, public transportation, shelter areas for severe weather, and information booths/podiums, where language assistance resources are available. BCAD reviews its signage program to ensure the guidelines for signage at the Airport, including all interior and exterior signs and the standards for tenant improvement projects, adequately accommodate LEP persons.

4.2.1.4 Google Translate

To ensure employees have a means to interpret a language other than English, BCAD provides iPads and/or computers for customer service representatives to use Google Translate. The iPads and/or computers are located at the customer service booths in the baggage claim area of Terminals 1, 2, and 3, as well as three supplemental podiums located pre-security, in baggage claim, in the Terminal 3 upper-level departures area, and in the rental car center.[15] Customer service representatives and volunteers do not keep records of their Google Translate interpretations; therefore, historical interpretation data will not be available for federal record-keeping and reporting compliance.

4.2.1.5 Utilization of Bilingual Staff

BCAD employs a diverse group of personnel, including Airport service representatives, security officers, and volunteers, that speak many different languages and are available to assist LEP persons during emergency and non-emergency situations. BCAD maintains and will continue to maintain a list of bilingual/multilingual staff that interact with LEP persons.

BCAD encourages its airlines partners to utilize their bilingual staff to assist LEP person a well as to publicize BCAD's available LEP resources via announcements through personnel who speak a language other than English.

---

[15] Broward County Aviation Department, *Communicating with Limited English Proficient (LEP) Individuals: Survey for Front-Line Employees at Fort Lauderdale–Hollywood International Airport*, November 2022. Among the survey respondents, 19 percent of the respondents reported using Goggle Translate (or a similar technology) to provide translation services.

4.2.2 TRANSLATION OF ESSENTIAL PUBLIC INFORMATION

4.2.2.1 Translation of Vital Documents

Documents will be translated using a BCAD-approved vendor for professional translation/interpretation services, or a staff member who is a qualified interpreter, in accordance with BCAD procedures. Translated documents will be made available to the public in portable document format (PDF) on the department's webpage and/or available in a print format posted in public areas when appropriate, feasible, and required.

To ensure quality assurance and compliance with federal monitoring and reporting requirements, requests for document translation will be made to the Language Access Coordinator. The Language Access Coordinator will maintain a language translation log, which will record each instance of document translation provided, the language needed, and the resource utilized. On a monthly basis, the Language Access Coordinator will be provided document translation data from the third-party service provider to ensure federal record-keeping and reporting compliance.

4.2.2.2 Website Translation

BCAD maintains a website that provides essential information for passengers using the Airport, such as information on parking, flight arrivals and departures, security checkpoints, shopping, and dining. BCAD is committed to ensuring its website (https://www.broward.org/Airport/Pages/default.aspx) is accessible to LEP persons, as well as to people with disabilities, learning difficulties, and visual impairments. Broward County manages the FLL website and currently translates it from English to Spanish, French, Haitian Creole, and Portuguese.

4.2.2.3 General Announcements

BCAD provides general announcements and airline announcements, if needed, over a public address system. The general announcements are played on a loop in English throughout the Airport and in the case of an emergency, BCAD is able to turn off the pre-recorded announcements and provide live announcements in the Airport's four significant languages. The airlines and BCAD are also able to provide announcements at each gate and holdroom.

4.3 Training Staff on Language Assistance Plan

BCAD employees who routinely have direct interaction with the public shall be trained on the following:

- language assistance policies and procedures that shall include protocols for assisting LEP populations
- efficient communication techniques, effective use of an interpreter, and how to properly interact with LEP persons

BCAD provides annual training to all BCAD employees who have direct, substantive interaction with the public (front-line employees) on language assistance policies and procedures, including protocols for assisting LEP persons.

4.4 Providing Notice of Assistance Offered to Limited English Proficiency Persons

BCAD provides notice, in languages other than English, informing LEP persons of the availability of language assistance services. BCAD posts signage about the availably of free interpretation services. Unlawful Discrimination Posters with the Title VI complaint number, as required by the FAA, are posted throughout the Airport in English, Spanish, and French.

To inform LEP persons of the availability of language assistance services, BCAD performs the following tasks related to its public awareness strategies:

- Posts statements on the Airport website indicating the availability of language assistance and translation services.
- Provides notice that free language assistance is available with advance notice for public meetings in which public comment is solicited.
- Works with organizations with ties to LEP populations to inform LEP persons of the language assistance programs and services, including the availability of language assistance via the Broward County Board of County Commissioners (the Board) office.
- Includes the availability of services rendered in multiple languages in all outreach campaigns and advertising efforts.
- Strives to have meeting notices, fliers, advertisements, and/or agendas printed in the appropriate languages when presentations are made or planned by BCAD staff in a geographic location with a known concentration of LEP persons.
- Provides legal notices and announcements of official public comment periods on major plans in local multilingual newspapers and magazines.
- Distributes notices of available language assistance for upcoming BCAD-sponsored public workshops, conferences, or other public events to partner organizations located in or known to serve the major language groups.
- Works with airlines that can communicate the BCAD language assistance services to passengers while they are in the Airport, as well as provide terminal paging service in languages other than English through the overhead paging system.

4.5 Monitoring, Reporting, and Updating the Language Assistance Plan

BCAD is dedicated to ensuring high-quality language services are offered at FLL to communicate effectively with LEP persons. The Language Access Coordinator will maintain records of all interpretation/translation services provided.

These data will be reported to the Board's Designee on an annual basis and will be referenced when updating BCAD's LAP, Title VI Template, and Community Participation Plan.

Every three years, concurrent with the FAA Title VI plan template review and update, BCAD will conduct an evaluation of the LAP to assess its effectiveness in meeting the needs of LEP customers and confirm its continued compliance with the governing regulations. The evaluation will consider what is working well and what adjustments could be made to improve services, while BCAD tracks the many interactions with LEP persons and groups and gains experience in providing language assistance services. BCAD intends for the LAP to evolve as technology improves. Additionally, BCAD retains the authority to make revisions and/or updates to the LAP, on an as-needed basis, to better serve the LEP community.

To the extent the tracked data indicate a change in LEP populations, BCAD will monitor emerging LEP passengers. A change could be due to shifts in local LEP populations and users of the Airport and/or from shifts in passengers from non-English-speaking destinations.

4.5.1 REPORTING

The responsibilities for reporting and implementing the BCAD LAP shall be carried out consistent with federal regulations. These responsibilities can be completed through the use of BCAD resources, including staff and/or budget.

- All coordinators shall report plan progress, assessments, and recommendations periodically to their department heads and the Board's Designee.
- The Board's Designee will work with the coordinators to develop protocols to measure the progress of the departments, as well as obtain feedback from the public constituencies regarding LEP persons served by Broward County departments.

BCAD will prepare and submit to the Board's office a periodic compliance report that provides an update on LAP progress, assessments, and recommendations.

4.5.2 COMPLAINTS

In furtherance of its commitment to providing effective language assistance and ensuring Title VI compliance, BCAD maintains a Title VI website for all inquiries or complaints, per the following guide:

https://www.broward.org/Airport/passengers/Services/Documents/TitleVInondiscriminationpolicyandcomplaintprocedurerev9.2.pdf

Complaints and inquiries will be answered with reasonable promptness. If a Title VI violation is found to exist, then remedial and reasonable steps will be taken immediately. BCAD will forward all Title VI complaints, as well as the corresponding actions, to the FAA within 15 days. This policy will be communicated to all Airport employees, airlines, concessionaires, tenants, etc.

Fort Lauderdale—Hollywood International Airport

Environmental Justice Demographic Profiles

Table of Contents

1. Purpose 1

2. Key Definitions 3

3. Identification of Environmental Justice Affected Communities and Communities of Concern 4

3.1 Low-Income Populations 4

3.2 Minority Populations 7

3.3 Linguistically Isolated Populations 10

3.4 Hispanic and Latino Populations 12

3.5 Aggregated Environmental Justice Affected Communities 14

3.6 Consolidated Environmental Justice Affected Communities 16

4. Summary 18

5. Contact Information 18

List of Tables

Table 1 Low-Income Population Data by Census Tract 5

Table 2 Minority Population Demographics 7

Table 3 Minority Population Data by Census Tract 8

Table 4 Linguistically Isolated Population Demographics 10

Table 5 Hispanic and Latino Population Demographics 12

Table 6 Hispanic and Latino Population Data by Census Tract 12

Table 7 Aggregated Environmental Justice Affected Communities 14

Table 8 Consolidated Environmental Justice Affected Communities 16

List of Exhibits

Exhibit 1 Fort Lauderdale–Hollywood International Airport Environmental Justice Demographic Profile Affected Communities 2

Exhibit 2 Fort Lauderdale–Hollywood International Airport Low-Income Population Demographics 6

Exhibit 3 Fort Lauderdale–Hollywood International Airport Minority Population Demographics 9

Exhibit 4 Fort Lauderdale–Hollywood International Airport Linguistically Isolated Population Demographics 11

Exhibit 5 Fort Lauderdale–Hollywood International Airport Hispanic and Latino Population Demographics 13

Exhibit 6 Fort Lauderdale–Hollywood International Airport Aggregated Environmental Justice Affected Communities 15

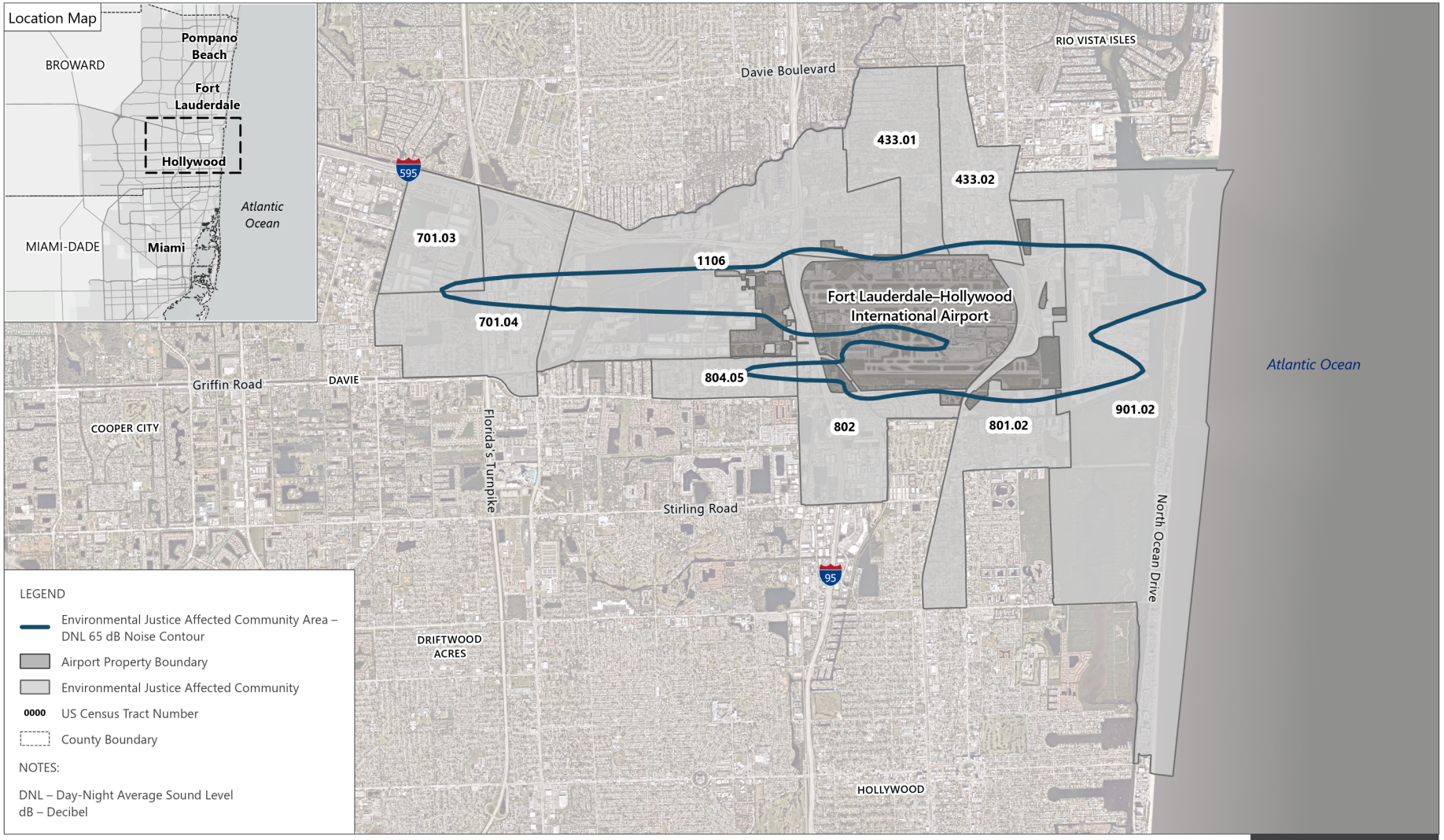
Exhibit 7 Fort Lauderdale–Hollywood International Airport Consolidated Environmental Justice Affected Communities 17

1. Purpose

Title VI regulations require federal grant recipients to identify their community demographics (Title 49 Code of Federal Regulation § 21.9[b]). This report presents the financial, racial, and ethnic demographic profiles of the communities surrounding Fort Lauderdale–Hollywood International Airport (FLL or the Airport). By understanding the Airport's community demographic information, Broward County Aviation Department (BCAD) can identify, understand, and appropriately engage with the communities that are eligible to be served, actually or potentially affected, and/or benefited or burdened by the Airport's activities, programs, and services. The profiles contained herein can be used to assess whether identified low-income, minority, limited English proficiency (LEP), or ethnically diverse populations could potentially bear disproportionately high and adverse impacts from a future proposed Airport project(s) (Environmental Justice [EJ] "Communities of Concern").

The US census tracts that intersect with the 2020 FLL 65 day-night average sound level (DNL) noise contour are used to determine the communities that experience potential direct effects (areas that would be physically disturbed) and indirect effects (areas that could experience air quality, noise, traffic, or visual effects) of an existing or proposed Airport project. These communities are referred to collectively as "Affected Communities." **Exhibit 1** shows the Affected Communities, made up of nine eligible census tracks within Broward County that are impacted by the 2020 65 DNL noise contours.

This EJ demographic profile of the overall Affected Communities and Communities of Concern will assist BCAD with continued compliance with Title VI of the Civil Rights Act of 1964; Executive Order 12898, *Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations*; US Department of Transportation (US DOT) Order 5610.2(b), *DOT Actions to Address Environmental Justice in Minority Populations and Low-Income Populations*; and Federal Aviation Administration (FAA) Order 1050.1F, *Environmental Impacts: Policies and Procedures*.



SOURCES: Nearmap, October 2022 (aerial photography – for visual reference only, may not be to scale); US Census Bureau, 2020 (counties, census tracts, demographic data); Ricondo & Associates, Inc., 2018 (noise contour, Airport property boundary).

EXHIBIT 1

NORTH 0 1 mi

P:\GIS\Projects\TitleVI\BCAD\EJScreen_20230105\APRX\BCAD_FLL_TitleVI_EJProfile_20230712.aprx

Fort Lauderdale–Hollywood International Airport
Environmental Justice Demographic Profile Affected Communities

2. Key Definitions

DNL: DNL is a noise metric used to reflect a person's cumulative exposure to sound over a 24-hour period, expressed as the noise level for the average day of the year on the basis of annual aircraft operations. The DNL noise metric provides a mechanism to describe the effects of environmental noise in a simple and uniform way. DNL is the standard noise metric used for all FAA studies of aviation noise exposure in airport communities.

Environmental Justice: Executive Order 12898 defines EJ as "identifying and addressing, as appropriate, disproportionately high and adverse human health or environmental effects of programs, policies, and activities on minority populations and low-income populations."

Affected Communities: The Affected Communities comprise nine eligible census tracks within Broward County that are impacted by the 2020 65 DNL noise contours. Affected Communities are typically defined based on the potential direct effects (areas that would be physically disturbed) and indirect effects (areas that could experience air quality, noise, traffic, or visual effects) of a proposed project.

FLL Surrounding Community: The FLL Surrounding Community is a reference community used for comparison with the Affected Communities, comprising selected US census tracts within Broward County that either intersect or are in close proximity to the 2020 65 DNL noise contours. This reference area includes 30 tracts (US Census Tracts 422, 426.01, 427, 430.01, 431, 433.01, 433.02, 610.01, 611, 701.03, 701.04, 702.04, 706.01, 706.02, 801.02, 801.03, 801.04, 801.05, 802, 804.02, 804.03, 804.05, 804.06, 805, 901.02, 902, 903.03, 904.03, 905.02, 1106) surrounding the Airport.

Linguistically Isolated Populations: This includes individuals 5 years and older whose primary language is other than English or who speak English less than "very well."

Low-Income Populations: This represents families and people whose income in the past 12 months is below the federal poverty level. In 2020, in the lower 48 contiguous states and Washington, DC, the poverty level was $12,760 for one person and an additional $4,480 for each additional family member.

Minority Populations: A minority population includes persons who are American Indian or Alaskan Native, Asian American, Native Hawaiian or Other Pacific Islander, or African American (not of Hispanic origin); persons who have identified themselves as being either "some other race" or "two or more races"; and persons who identify as Hispanic or Latino.

Noise Contours: Noise contours refer to noise metric results, such as DNL, drawn on maps as lines connecting points of the same A-weighted decibel (dB). Similar to topographical maps showing the elevation of terrain in an area, these noise contours are useful for comparing aircraft noise exposure throughout an airport community. The shape of noise contours depends on many factors, but the shape is influenced by factors like whether more arriving or departing aircraft are flying over an area.

3. Identification of Environmental Justice Affected Communities and Communities of Concern

EJ reviews consider whether minority and low-income populations are present within a project's EJ Affected Communities. As defined in US DOT Order 5610.2B, and in FAA Order 1050.1F, *Environmental Impacts: Policies and Procedures*, minority populations are any readily identifiable group or groups of minority persons who live in geographic proximity and, if circumstances warrant, geographically dispersed or transient persons, such as migrant workers or Native Americans, who would be similarly affected by a Proposed Action.

Within the Airport's Affected Communities, EJ Communities of Concern are found to exist if:

- the minority population exceeds 50 percent, or
- the minority population percentage is meaningfully greater (at least 10 percentage points greater) than adjacent geographical units (the Airport's Surrounding Community), or
- there is more than one minority group present and the minority percentage, as calculated by aggregating all minority persons, meets one of the above-stated thresholds.

3.1 Low-Income Populations

As defined in US DOT Order 5610.2B and in FAA Order 1050.1F, *Environmental Impacts: Policies and Procedures*, a low-income person is one whose median household income is at or below the US Department of Health and Human Services' poverty guidelines. In 2020, in the lower 48 contiguous states and Washington, DC, the poverty level was $12,760 for one person and an additional $4,480 for each additional family member. A low-income population is any readily identifiable group or groups of low-income persons who live in geographic proximity and, if circumstances warrant, geographically dispersed or transient persons who will be similarly affected by a proposed US DOT program, policy, or activity.

US Census Bureau American Community Survey data were used to identify census tracts within the EJ Affected Communities where there are residents meeting the US Department of Health and Human Services' poverty guidelines. Communities with a low-income population greater than 50 percent or where the low-income population percentage is meaningfully greater than adjacent geographical units (at least 10 percentage points greater than the Airport's Surrounding Community) were considered. If present, they were identified as low-income Communities of Concern.

As presented in **Table 1**, the poverty levels within the Affected Communities vary, but the poverty levels within the Affected Communities are not meaningfully greater than the Airport's Surrounding Community. No low-income Communities of Concern were found; therefore, if an Airport project would potentially affect residents, it would not impact a low-income EJ population. **Exhibit 2** shows the low-income communities, based on the federal poverty level and broken down by individual census tracts comprising the Affected Communities.

Table 1 Low-Income Population Data by Census Tract

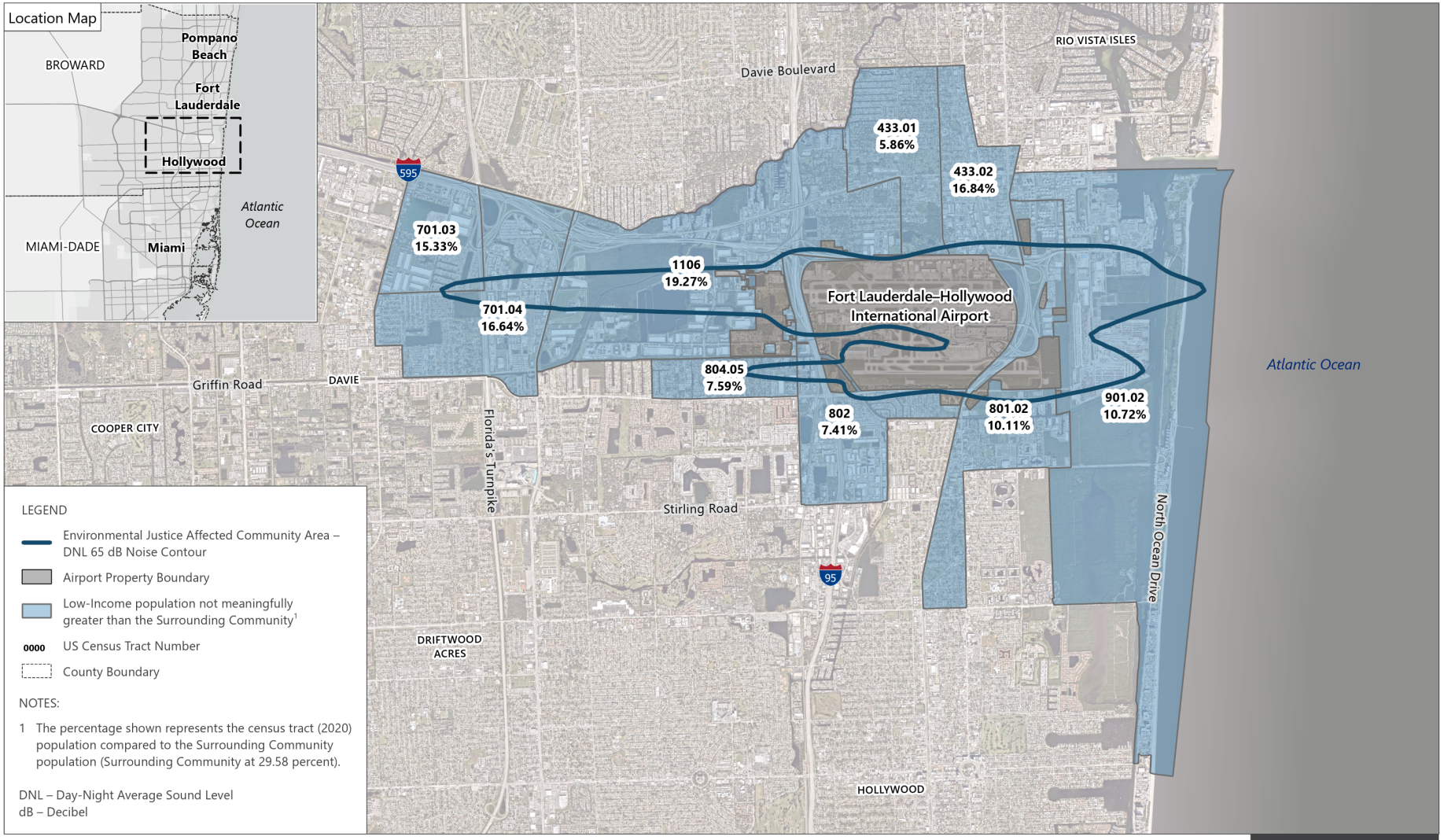
REFERENCE COMMUNITY	PERCENT BELOW THE POVERTY LEVEL
Airport's Surrounding Community	**14.79%**
Broward County	12.71%
Affected Communities (Census Tracts)	
433.01	5.86%
433.02	16.84%
701.03	15.33%
701.04	16.64%
801.02	10.11%
802	7.41%
804.05	7.59%
901.02	10.72%
1106	19.27%

NOTES:

In 2020, in the lower 48 contiguous states and Washington, DC, the poverty-level threshold was $12,760 for one person and an additional $4,480 for each additional family member.

The poverty levels for the Affected Communities are not meaningfully greater than Fort Lauderdale–Hollywood International Airport's Surrounding Community.

SOURCES: US Census Bureau, Data Table S1701, "Poverty Status in the last 12 Months"," https://data.census.gov/table?q=povertytable (accessed July 12, 2023); US Department of Health and Human Services, "Prior HHS Poverty Guidelines and Federal Register References" https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines/prior-hhs-poverty-guidelines-federal-register-references (accessed July 12, 2023).



SOURCES: Nearmap, October 2022 (aerial photography – for visual reference only, may not be to scale); US Census Bureau, 2020 (counties, census tracts, demographic data); Ricondo & Associates, Inc., 2018 (noise contour, Airport property boundary).

EXHIBIT 2

NORTH 0 1 mi

P:\GIS\Projects\TitleVI\BCAD\EJScreen_20230105\APRX\BCAD_FLL_TitleVI_EJProfile_20230712.aprx

Fort Lauderdale–Hollywood International Airport
Low-Income Population Demographics

3.2 Minority Populations

Table 2 presents the ethnicity group composition of the residential population within the Affected Communities in comparison to that of the Airport's Surrounding Community. **Table 3** presents Broward County's and the Airport Surrounding Community percentage of minorities compared to that of the census tracts within the Affected Communities. Two census tracts (701.03 and 701.04) within the Affected Communities have a minority population that exceeds 50 percent of the total population; therefore, they are found to be EJ Communities of Concern. **Exhibit 3** presents the minority populations broken down by the individual census tracts representing the Affected Communities.

Table 2 Minority Population Demographics

DEMOGRAPHIC	BROWARD COUNTY		AIRPORT'S SURROUNDING COMMUNITY		AFFECTED COMMUNITIES	
Total Residents (number)	**1,944,375**		**132,835**		**33,753**	
Composition by Ethnicity Group	**Number**	**Percent**	**Number**	**Percent**	**Number**	**Percent**
White	776,174	39.92%	69,781	53.42%	17,986	53.29%
Black or African American	531,910	27.36%	19,824	15.30%	3,943	11.68%
American Indian and Alaskan Native	7,442	0.38%	649	0.49%	188	0.56%
Asian	75,922	3.90%	4,447	2.42%	1,048	3.10%
Pacific Islander / Native Hawaiian	901	0.05%	121	0.08%	47	0.14%
Some Other Race	167,236	8.60%	12,533	9.40%	3,667	10.86%
Reporting Two or More Races	384,790	19.79%	25,480	18.89%	6,874	20.37%
Total Minority Population	**1,168,201**	**60.08%**	**63,054**	**47.47%**	**15,767**	**46.71%**

NOTE:

1 The following Broward County 2020 census tracts comprise the Affected Communities: 433.01, 433.02, 701.03, 701.04, 801.02, 802, 804.05, 901.02, and 1106.

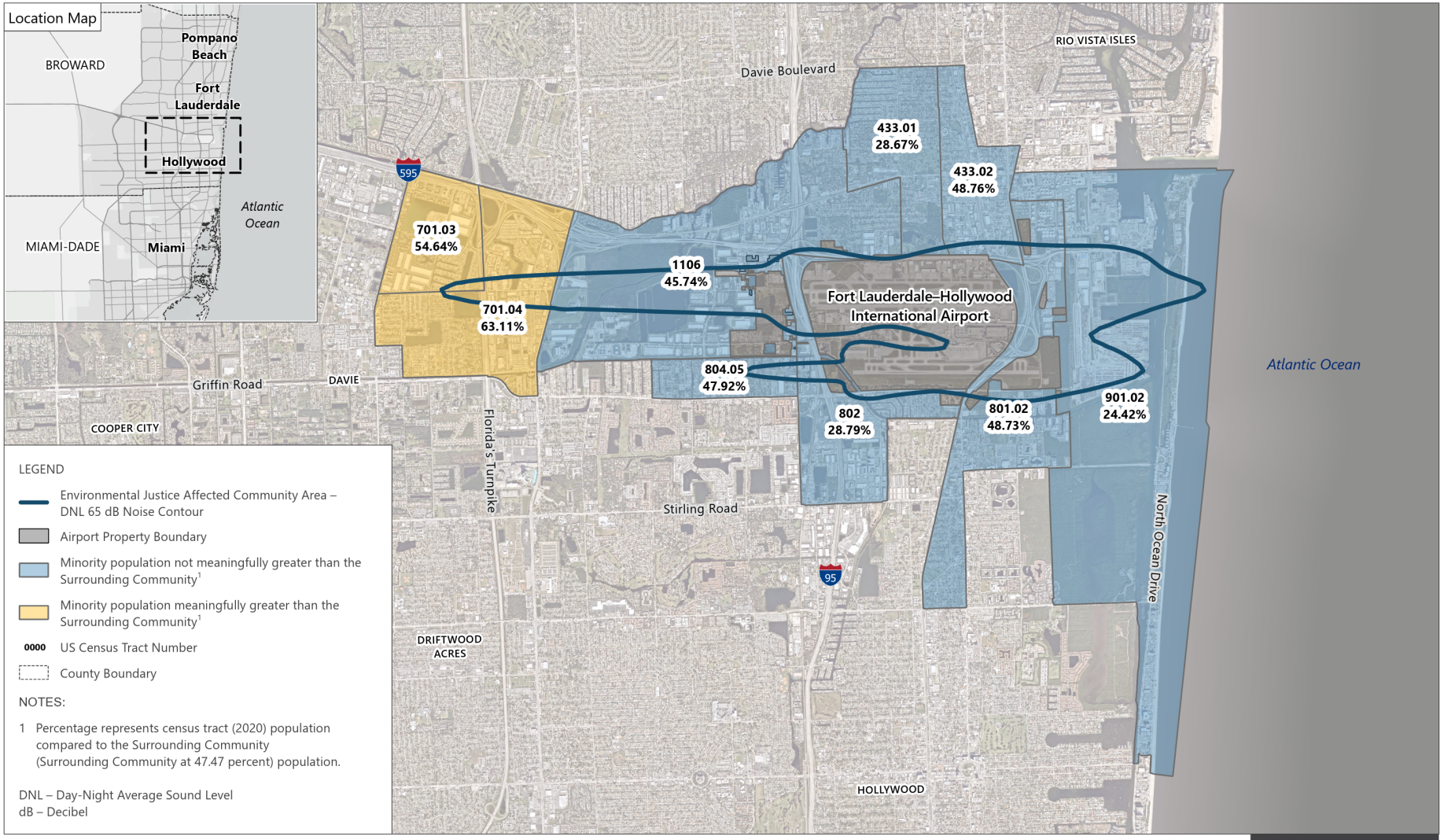
SOURCE: US Census Bureau, 2020 Decennial Census of Population and Housing, Data Table P1, "Race," https://data.census.gov/cedsci/table (accessed July 12, 2023).

Table 3 Minority Population Data by Census Tract

REFERENCE COMMUNITY	PERCENT MINORITY POPULATIONS
Airport's Surrounding Community	47.47%
Broward County	60.08%
Affected Communities (Census Tracts)	
433.01	28.67%
433.02	48.76%
701.03	**54.64%**
701.04	**63.11%**
801.02	48.73%
802	28.79%
804.05	47.92%
901.02	24.42%
1106	45.74%

NOTE: In two census tracts of the Affected Communities (Census Tracts 701.03 and 701.04), the minority population exceeds 50 percent of the total population; therefore, these tracts represent Environmental Justice Communities of Concern.

SOURCE: US Census Bureau, 2020 Decennial Census of Population and Housing, Data Table P1, "Race," https://data.census.gov/cedsci/table (accessed July 12, 2023).



SOURCES: Nearmap, October 2022 (aerial photography – for visual reference only, may not be to scale); US Census Bureau, 2020 (counties, census tracts, demographic data); Ricondo & Associates, Inc., 2018 (noise contour, Airport property boundary).

EXHIBIT 3

NORTH 0 1 mi

Fort Lauderdale–Hollywood International Airport
Minority Population Demographics

Project: P:\GIS\Projects\TitleVI\BCAD\EJScreen_20230105\APRX\BCAD_FLL_TitleVI_EJProfile_20230712.aprx Layout:BCAD_FLL_Exhibit3_EnvironmentalJusticeAffectedCommunities_RacialAndEthnicPopulationDemographics_20230804

3.3 Linguistically Isolated Populations

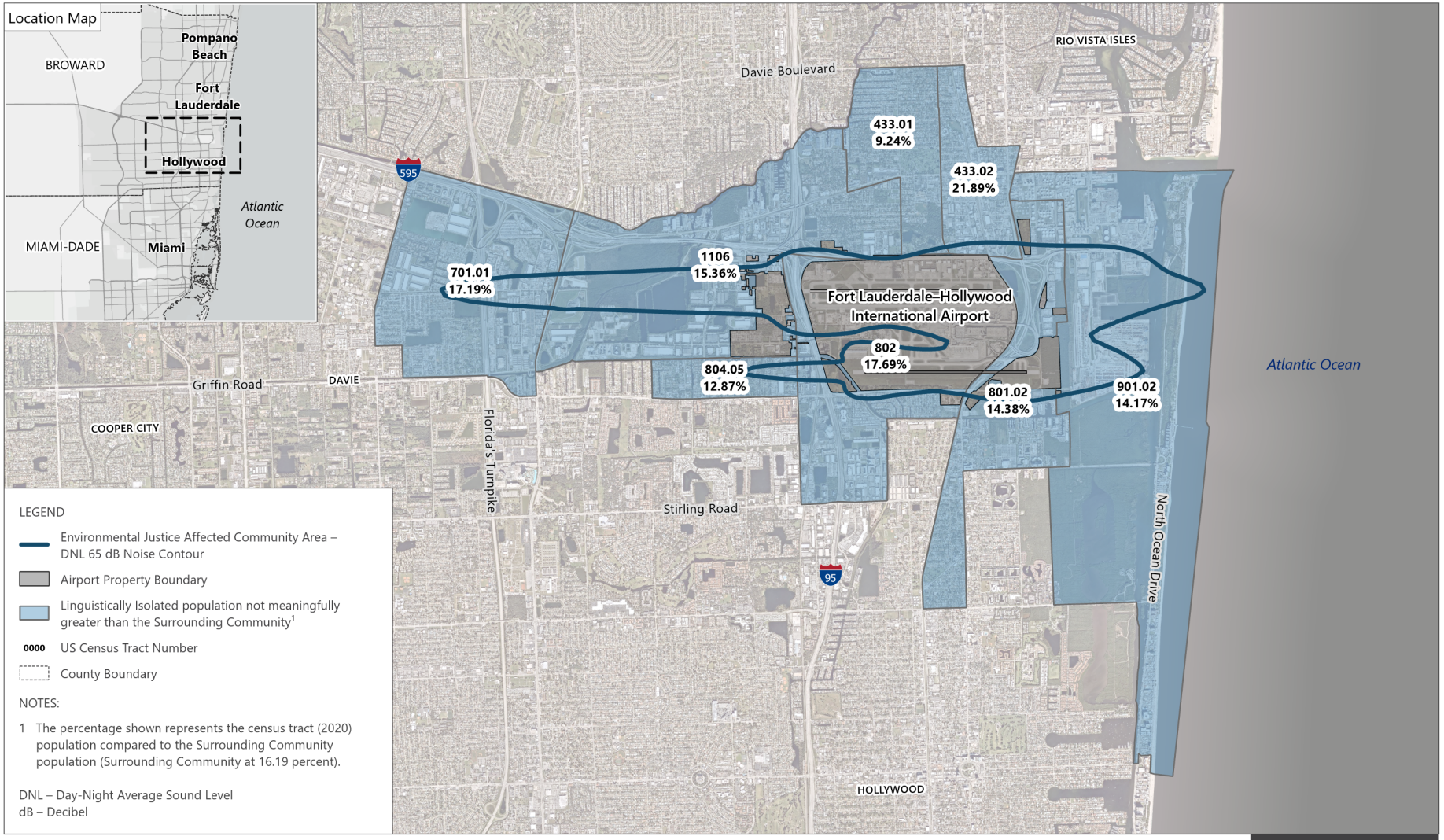
Linguistically isolated populations comprise individuals 5 years and older whose primary language is other than English or who speak English less than "very well." **Table 4** presents the linguistically isolated population demographics within the Affected Communities in comparison to that of the Airport's Surrounding Community. None of the census tracts within the Affected Communities include meaningfully greater populations of linguistically isolated populations. **Exhibit 4** presents the LEP population demographics.

Table 4 Linguistically Isolated Population Demographics

REFERENCE COMMUNITY	POPULATION	LANGUAGE OTHER THAN ENGLISH		SPEAKS ENGLISH LESS THAN "VERY WELL"	
Reference Community	**Total**	**Estimate**	**Percent**	**Estimate**	**Percent**
Airport's Surrounding Community	93,190	78,099	83.81%	15,091	16.19%
Broward County	1,735,287	1,469,961	84.71%	265,326	15.29%
Affected Communities (Census Tracts)					
433.01	4,727	4,290	90.76%	437	9.24%
433.02	1,713	1,338	78.11%	375	21.89%
701.01	8,204	6,794	82.81%	1,410	17.19%
801.02	4,492	3,846	85.62%	646	14.38%
802	978	805	82.31%	173	17.69%
804.05	2,540	2,213	87.13%	327	12.87%
901.02	1,461	1,254	85.83%	207	14.17%
1106	5,397	4,568	84.64%	829	15.36%

NOTE: None of the census tracts in the Affected Communities has a limited English proficiency (LEP) level that is meaningfully greater (more than 10 percentage points greater) than Fort Lauderdale–Hollywood International Airport's Surrounding Community. As such, no linguistically isolated Environmental Justice Communities of Concern are found.

SOURCES: US Census Bureau, Data Table B16001, "Language Spoken at Home by Ability to Speak English for the Population 5 Year and Over," https://data.census.gov/cedsci/table (accessed July 12, 2023).



SOURCES: Nearmap, October 2022 (aerial photography – for visual reference only, may not be to scale); US Census Bureau, 2020 (counties, census tracts, demographic data); Ricondo & Associates, Inc., 2018 (noise contour, Airport property boundary).

EXHIBIT 4

NORTH 0 1 mi

P:\GIS\Projects\TitleVI\BCAD\EJScreen_20230105\APRX\BCAD_FLL_TitleVI_EJProfile_20230712.aprx

Fort Lauderdale–Hollywood International Airport
Linguistically Isolated Population Demographics

3.4 Hispanic and Latino Populations

Table 5 presents the Hispanic and Latino population demographics in the Affected Communities compared to that of Broward County and the Airport's Surrounding Community. **Table 6** presents the Hispanic and Latino populations by census tract within the Affected Communities. **Exhibit 5** presents the Hispanic and Latino population demographics. One census tract (701.04) within the Affected Communities has a Hispanic and Latino population that exceeds 50 percent of the total population; therefore, it is found to be an EJ Community of Concern. If an Airport project would potentially affect residents within this tract, then it may impact a Hispanic and Latino EJ population.

Table 5 Hispanic and Latino Population Demographics

DEMOGRAPHIC	BROWARD COUNTY		AIRPORT'S SURROUNDING COMMUNITY		AFFECTED COMMUNITY	
Total Residents (number)	**1,944,375**		**127,841**		**89,017**	
Composition by Ethnicity Group	**Number**	**Percent**	**Number**	**Percent**	**Number**	**Percent**
Hispanic or Latino	608,703	31.31%	44,298	33.35%	19,560	21.97%

NOTE: The following Broward County 2020 census tracts comprise the Affected Communities: 433.01, 433.02, 701.03, 701.04, 801.02, 802, 804.05, 901.02, and 1106.

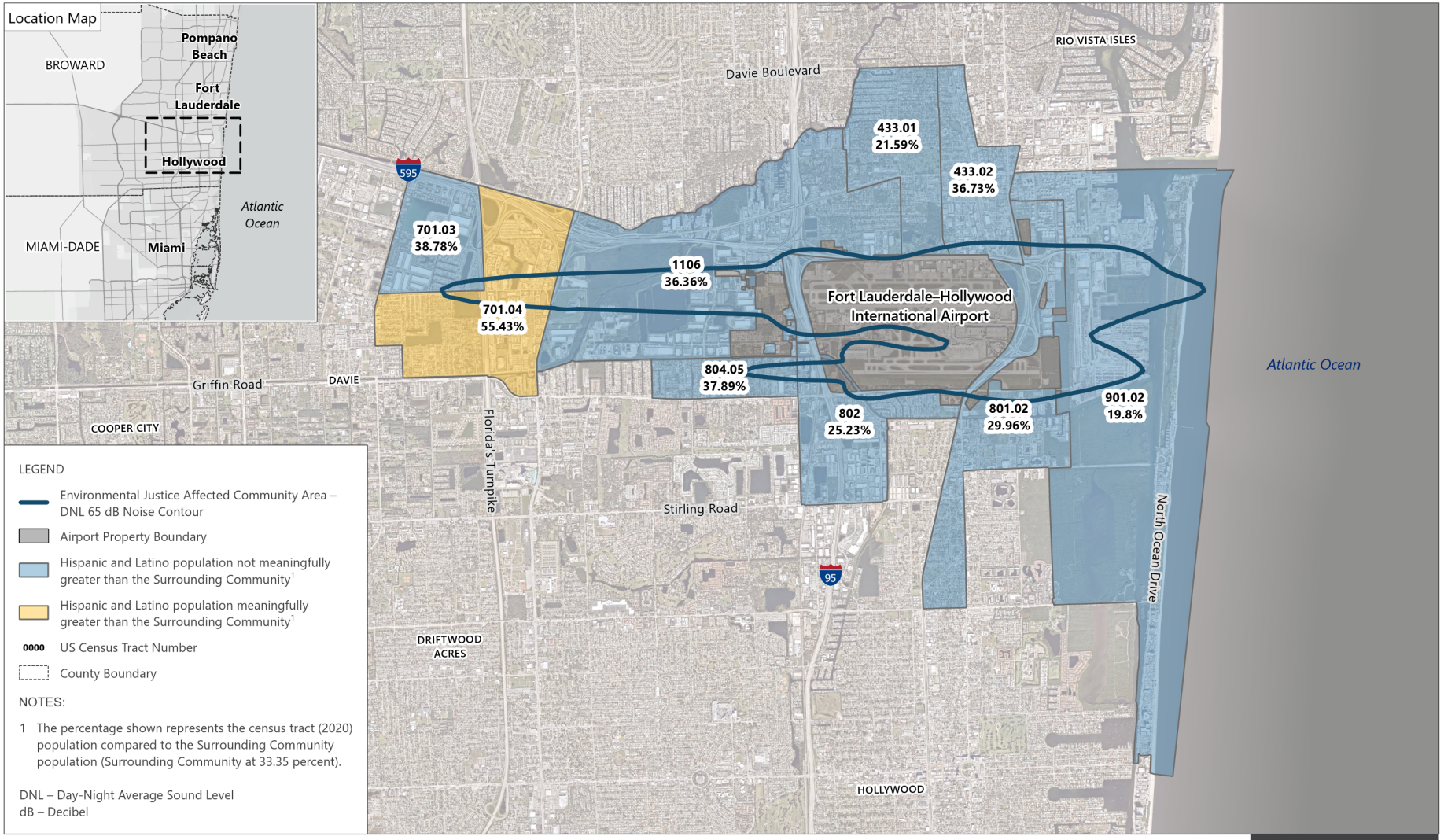
SOURCE: US Census Bureau, 2020 Decennial Census of Population and Housing, Data Table P2, "Hispanic or Latino, and Not Hispanic or Latino by Race," https://data.census.gov/cedsci/table (accessed July 12, 2023).

Table 6 Hispanic and Latino Population Data by Census Tract

REFERENCE COMMUNITY	HISPANIC AND LATINO	
Affected Communities (Census Tracts)	**Total**	**Percent**
433.01	1,088	21.59%
433.02	724	36.73%
701.03	2,163	38.78%
701.04	**3,131**	**55.43%**
801.02	1,288	29.96%
802	248	25.23%
804.05	1,167	37.89%
901.02	351	19.80%
1106	1,956	36.36%

NOTE: The Hispanic and Latino population in one census tract of the Affected Communities (Census Tract 701.04) exceeds 50 percent of the total population; therefore, it is found to be an Environmental Justice Community of Concern.

SOURCE: US Census Bureau, 2020 Decennial Census of Population and Housing, Data Table P2, "Hispanic or Latino, and Not Hispanic or Latino by Race," https://data.census.gov/cedsci/table (accessed July 12, 2023).



SOURCES: Nearmap, October 2022 (aerial photography – for visual reference only, may not be to scale); US Census Bureau, 2020 (counties, census tracts, demographic data); Ricondo & Associates, Inc., 2018 (noise contour, Airport property boundary).

EXHIBIT 5

NORTH 0 1 mi

Fort Lauderdale–Hollywood International Airport
Hispanic and Latino Population Demographics

Project: P:\GIS\Projects\TitleVI\BCAD\EJScreen_20230105\APRX\BCAD_FLL_TitleVI_EJProfile_20230712.aprx Layout:BCAD_FLL_Exhibit5_EnvironmentalJusticeAffectedCommunities_HispanicandLatinoPopulationDemographics_20230804

3.5 Aggregated Environmental Justice Affected Communities

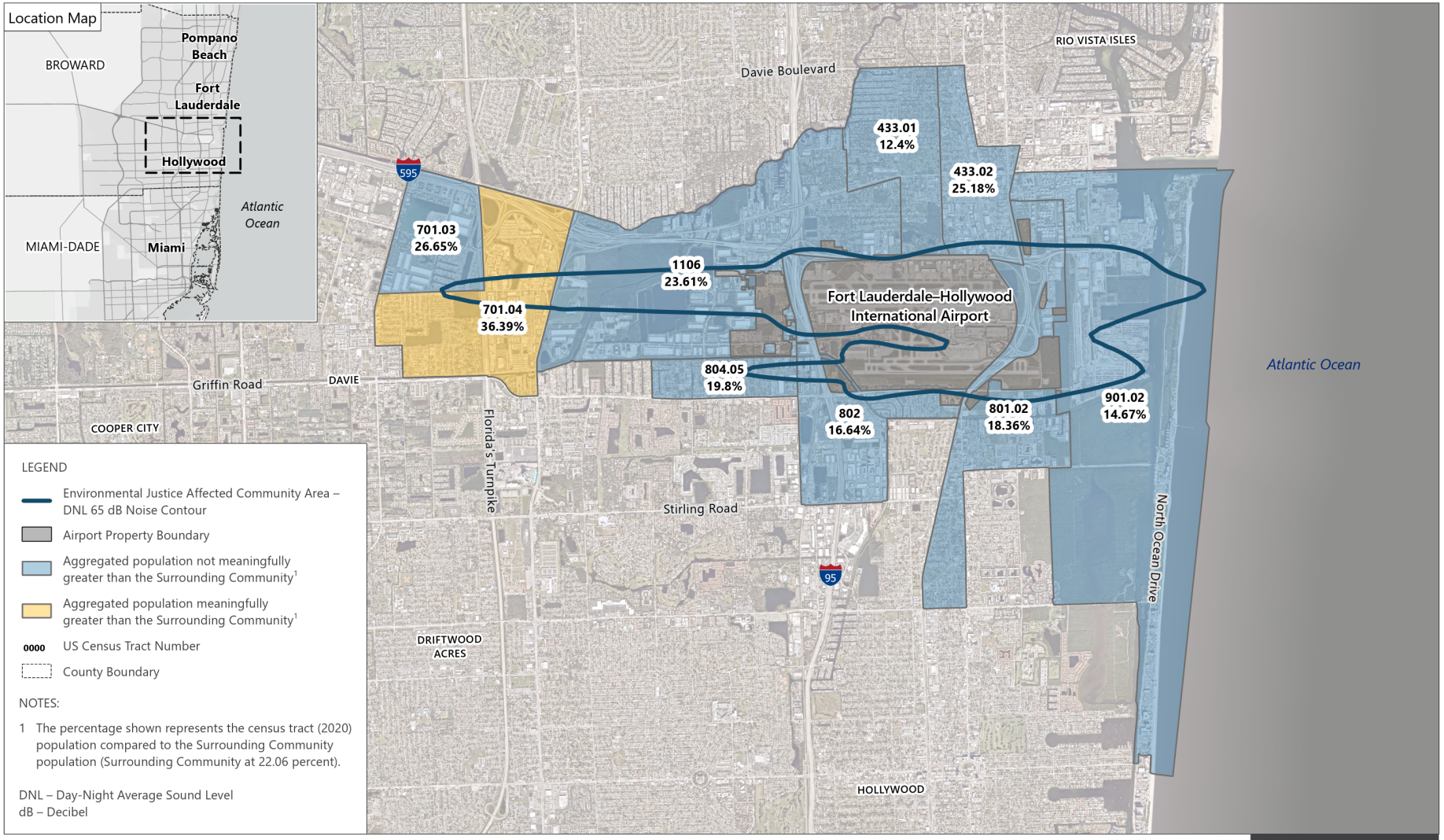
Table 7 presents the aggregated EJ Affected Communities data, which were compiled to determine whether there is more than one minority group present, as well as whether the total minority populations of these Affected Communities either exceed 50 percent of the total population or are meaningfully greater (at least 10 percentage points greater) than the Airport's Surrounding Community. As shown in Table 7 and on **Exhibit 6**, one census tract (701.04) within the Affected Communities contains an aggregated minority populations that is meaningfully greater than the Airport's Surrounding Community.

Table 7 Aggregated Environmental Justice Affected Communities

REFERENCE COMMUNITY	PERCENT MINORITY POPULATIONS
Airport's Surrounding Community	22.06%
Broward County	19.96%
Affected Communities (Census Tracts)	
433.01	12.40%
433.02	25.18%
701.03	26.65%
701.04	**36.39%**
801.02	18.36%
802	16.64%
804.05	19.80%
901.02	14.67%
1106	23.61%

NOTE: The aggregated minority population in one census tract of the Affected Communities (Census Tract 701.04) has a meaningfully greater minority populations than the Airport's Surrounding Communities; therefore, it is found to be an Environmental Justice Community of Concern.

SOURCES: US Census Bureau, Data Table S1701, "Poverty Status in the Last 12 Months." https://data.census.gov/cedsci/table (accessed July 12, 2023); US Census Bureau, 2020 Decennial Census of Population and Housing, Data Table P1, "Race," https://data.census.gov/cedsci/table (accessed July 12, 2023); US Census Bureau, Data Table S1701, "Language Spoken at Home by Ability to Speak English for the Population 5 Year and Over." https://data.census.gov/cedsci/table (accessed July 12, 2023); US Census Bureau, 2020 Decennial Census of Population and Housing, Data Table P2, "Hispanic or Latino, and Not Hispanic or Latino by Race," https://data.census.gov/cedsci/table (accessed July 12, 2023); Ricondo & Associates, Inc., July 2023 (aggregate calculations). Consolidated Environmental Justice Affected Communities



SOURCES: Nearmap, October 2022 (aerial photography – for visual reference only, may not be to scale); US Census Bureau, 2020 (counties, census tracts, demographic data); Ricondo & Associates, Inc., 2018 (noise contour, Airport property boundary).

EXHIBIT 6

NORTH 0 1 mi

P:\GIS\Projects\TitleVI\BCAD\EJScreen_20230105\APRX\BCAD_FLL_TitleVI_EJProfile_20230712.aprx

Fort Lauderdale–Hollywood International Airport
Aggregated Environmental Justice Affected Communities

3.6 Consolidated Environmental Justice Affected Communities

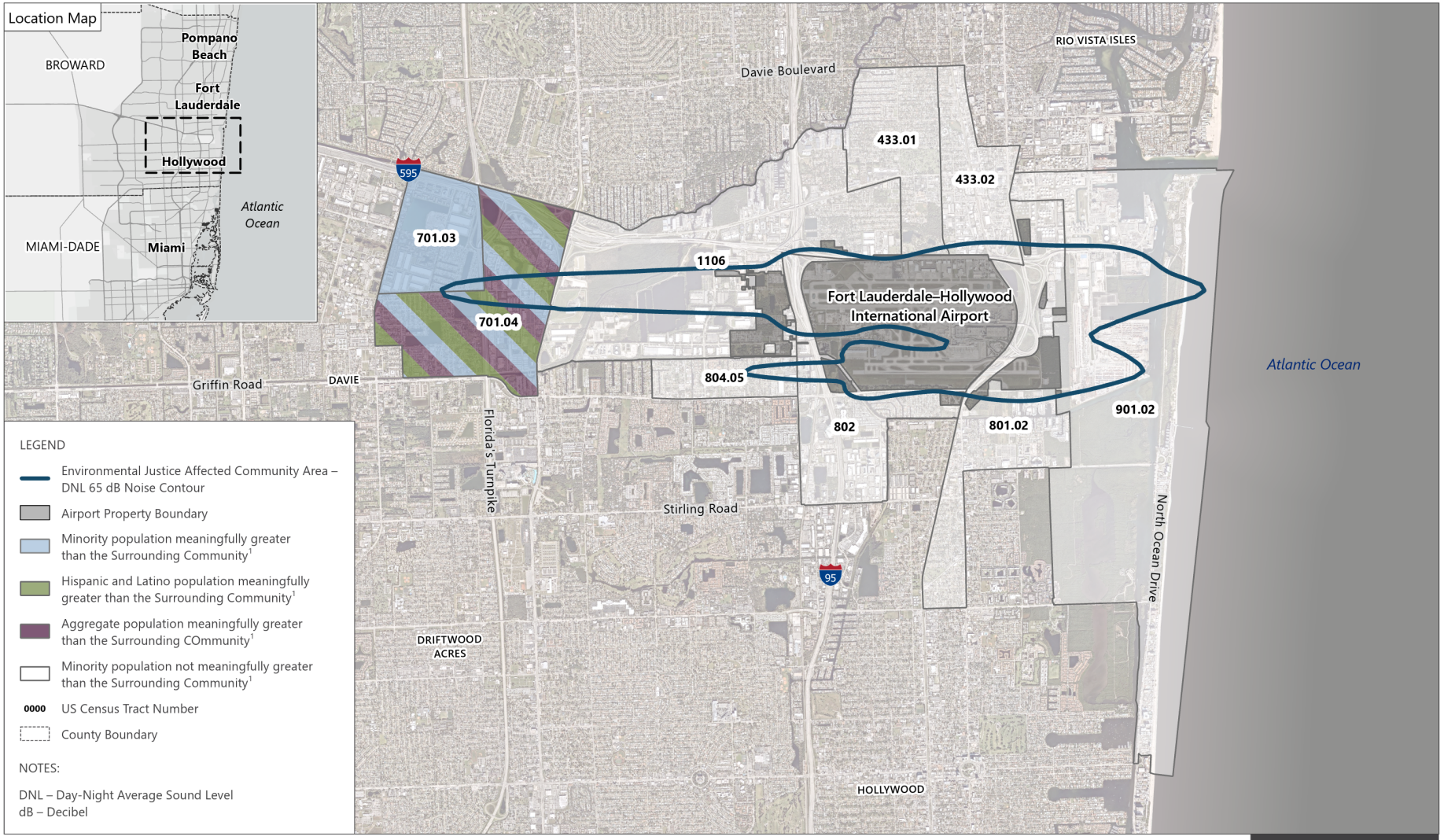
Table 8 presents the consolidated EJ Affected Communities data, which were compiled to determine when there is more than one EJ eligibility factor. Tracts within the Affected Communities were deemed eligible if the minority population exceeds 50 percent of the total population, or the minority population percentage is meaningfully greater (at least 10 percentage points greater) than adjacent geographical units (the Airport's Surrounding Community), or if there is more than one group present and the minority percentage, as calculated by aggregating all minority persons, meets one of the above-stated thresholds. **Exhibit 7** graphically presents these data. As shown in Table 8 and on Exhibit 7, two out of the nine census tracts (701.03 and 701.04) within the Affected Communities are deemed eligible as an EJ Affected Community.

Table 8 Consolidated Environmental Justice Affected Communities

AFFECTED COMMUNITIES (CENSUS TRACTS)	LOW-INCOME POPULATION COMMUNITY OF CONCERN	MINORITY POPULATION COMMUNITY OF CONCERN	LINGUISTICALLY ISOLATED POPULATION COMMUNITY OF CONCERN	HISPANIC AND LATINO POPULATION COMMUNITY OF CONCERN	AGGREGATED EJ POPULATION COMMUNITY OF CONCERN
433.01	-	-	-	-	-
433.02	-	-	-	-	-
701.03	-	**YES**	-	-	-
701.04	**-**	**YES**	-	**YES**	**YES**
801.02	-	-	-	-	-
802	-	-	-	-	-
804.05	-	-	-	-	-
901.02	-	-	-	-	-
1106	-	-	-	-	-

NOTE: In two census tracts in the Affected Communities (Census Tracts 701.03 and 701.04), the minority population exceeds one or more thresholds; therefore, these tracts are found to be Environmental Justice Communities of Concern.

SOURCE: Ricondo & Associates, Inc., July 2023 (consolidation).



SOURCES: Nearmap, October 2022 (aerial photography – for visual reference only, may not be to scale); US Census Bureau, 2020 (counties, census tracts, demographic data); Ricondo & Associates, Inc., 2018 (noise contour, Airport property boundary).

EXHIBIT 7

NORTH 0 1 mi

P:\GIS\Projects\TitleVI\BCAD\EJScreen_20230105\APRX\BCAD_FLL_TitleVI_EJProfile_20230712.aprx

Fort Lauderdale–Hollywood International Airport
Consolidated Environmental Justice Affected Communities

4. Summary

This report contains information for BCAD to understand the financial, racial, and ethnic composition of the communities surrounding FLL in order to identify whether future Airport projects have the potential to affect any of the Airport's EJ populations. Any future Airport project would need to be evaluated regarding compliance with the National Environmental Policy Act (NEPA); FAA Order 1050.1F, *Environmental Impacts: Policies and Procedures*; FAA Order 5050.4B, *National Environmental Policy Act (NEPA) Implementing Instructions for Airport Actions*; and other relevant guidance on EJ. The BCAD practice and policy is to maintain records and collect data necessary to identify potential EJ impacts, and BCAD will adhere to its commitment to communicate with low-income and minority populations regarding upcoming projects and their potential effects.

5. Contact Information

A. Celina Saucedo
Chief Administrative Officer
Broward County Aviation Department
Fort Lauderdale–Hollywood International Airport
320 Terminal Drive, Suite 200, Fort Lauderdale, FL 33315
954-359-1329; asaucedo@broward.org

Fort Lauderdale—Hollywood International Airport

Title VI Plan - FAA Template 2023

Broward County Aviation Department's Fort Lauderdale–Hollywood International Airport Title VI Plan

1. Title VI Policy Statement[1]

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

BCAD further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs are federally funded or not. BCAD agrees, among other things, to understand the communities surrounding or in the flight path of, as well as customers that use, Fort Lauderdale–Hollywood International Airport (FLL or the Airport). Anytime communities may be impacted by programs or activities, BCAD will take action to involve them and the general public in the decision-making process.

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

A.Celina Saucedo, Chief Administrative Officer, available at 954-359-1329 and asaucedo@broward.org, is responsible for overseeing BCAD's compliance with Title VI and serving as the point of contact for all Airport Title VI matters and related responsibilities, including those required by Title 49 Code of Federal Regulations (CFR) Part 21.

Signature
Mark Gale
Chief Executive Officer / Director of Aviation

July 21, 2023
Effective Date

[Effective Date plus 3 years]
3-Year Expiration Date

[1] This policy statement will be translated into languages other than English, upon request and based on patron and local language demographics.

2. Administration

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

In addition to the Coordinator and BCAD's leadership, the following people also assist with our Title VI Plan requirements: none

BCAD has the following Airport program sub-recipients: none

As of the date of this plan, BCAD has the following pending applications for federal financial assistance:

Federal Source	Grant Number	Amount
Bipartisan Infrastructure Law (BIL) Airport Terminal Program (ATP) – Automated People Mover (APM)	Grant number is not assigned until awarded	$52,000,000
BIL ATP – Generator Replacement	Grant number is not assigned until awarded	$6,000,000
BIL ATP – Intermodal Center	Grant number is not assigned until awarded	$10,000,000
BIL ATP – Terminal 1 Chiller Plant and Terminal 3 Air Handler Upgrades	Grant number is not assigned until awarded	$12,000,000
BIL ATP – Terminal 4 Pre-Security	Grant number is not assigned until awarded	$11,640,000
BIL ATP –Terminal 5	Grant number is not assigned until awarded	$194,313,000
BIL FAA Contract Tower (FCT) Grant Program – Air Traffic Control Tower Replacement	Grant number is not assigned until awarded	$5,939,000
Airport Improvement Program (AIP) – North Perry Airport (HWO) Phase II Runway 10R-28L Pavement Rehabilitation (Design)	Grant number is not assigned until awarded	$328,500

Updated information for pending and awarded grant applications will be available through the websites below:

Federal Source	Grant Award Information Available at:
FAA AIP	https://www.faa.gov/airports/aip/
BIL ATP	https://www.faa.gov/newsroom/bipartisan-infrastructure-law-airport-terminal-program-grants-file

3. Grant and Procurement Assurances

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

BCAD will complete standard grant assurances for Title VI and related requirements, in the form prescribed by the FAA. See https://www.faa.gov/airports/aip/grant_assurances/#current-assurances.

Clauses/Covenants

a. The Broward County Attorney's Office reviews all BCAD agreements to ensure compliance with Federal laws, grant obligations and the inclusion of all required provisions. On a routine basis, the Broward County Attorney's Office reviews and makes changes to the agreements templates to reflect Federal law updates.

b. BCAD requires civil rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other agreements. The following clause is included in all BCAD County Business Enterprise (CBE) contractual agreements:

> *If awarded the contract, Vendor agrees to and shall comply with all applicable requirements of the Business Opportunity Act and the [County Business Enterprise] CBE Program in the award and administration of the contract. No party to this contract may discriminate on the basis of race, color, sex, religions, national origin, disability, age, marital status, political affiliation, sexual orientation, pregnancy, or gender identity and expression in the performance of the contract.*

All non-CBE contractual agreements have the following clause included:

> *Equal Employment Opportunity: Contractor shall not discriminate against any employee or applicant for employment based on race, religion, age, color, sex, gender, national origin, sexual orientation (including as provided in Broward County Code, Chapter 16 ½), marital status, political affiliation, disability, or physical or mental disability. Contractor shall also take affirmative action to ensure that employees are treated during their employment, without regard to their race, religion, age, color, sex, gender, national origin, sexual orientation, marital status, political affiliation, disability, or physical or mental disability. Such actions shall include, but not be limited to the following: employment, promotion, demotion, transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, as well as selection of training, including apprenticeship. Contractor agrees to post notices setting forth the provisions of this nondiscrimination clause in conspicuous places available to employees and applicants of employment. Contractor must include the foregoing or similar language in its contracts with subcontractors or subconsultants that may perform work required by this solicitation, except that any project assisted by U.S. Department of Transportation funds comply with the nondiscrimination requirements in 49 CFR Parts 23 and 26, as applicable. Contractor must ensure subcontractors and subconsultants, if any, are aware and comply with the requirements of this*

nondiscrimination clause. Failure to comply with above requirements is a material breach of the contract, and may result in contract termination or such other remedy as the County deems appropriate, all of such remedies being cumulative. Airport, including construction, consultant, and all other types of agreements and solicitations contain the appropriate nondiscrimination clause or direct reference to the clause through the Broward County Administrative Code.

4. Title VI Coordinator Responsibilities

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

- basic Title VI requirements
- Airport language assistance resources and practices
- collecting and assessing demographic data
- reporting Title VI Complaints and other required FAA notifications

See **Section 11** for more information on expected training for all staff.

Among other responsibilities, the Coordinator:

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

to the membership-selecting official/committee, particularly when vacancies occur.

- Maintains a copy of 49 CFR Part 21 for inspection by any person asking for it during normal working hours (49 CFR 21, Appendix C [b][2][i]).

See **Section 12** regarding compliance reviews, audits, complaints, lawsuits, and other investigations.

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

5. Notice

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

BCAD will conspicuously display the FAA-provided Unlawful Discrimination Poster in all public areas on Airport property, including those with pedestrian activity. The Coordinator ensures these posters are visible, accessible,[2] and maintained. The poster template is available at https://www.faa.gov/about/office_org/headquarters_offices/acr/com_civ_support/non_disc_pr/ and a completed copy is attached.

BCAD has posted the above Title VI policy statement at its staff offices. See Appendix B for the completed Unlawful Discrimination Poster. The Unlawful Discrimination Posters are conspicuously displayed in multiple locations at FLL: in terminal vestibules (adjacent to crosswalks); within the connector bridges to Terminal 1 from the Rental Car Center and Hibiscus Garage; and on flight information display screens (both pre- and post-security).

These posters are provided in English, Spanish, and French; language selection was based on international flight service areas at that time of posting. These signs will be updated with new languages upon completion of the Four-Factor Analysis (and subsequent updates) and new contact information, as necessary.

Terminal / Fixed Base Operator / Concessions / Other Locations	Quantity in Pre-Security Area	Quantity in Post-Security Area
Terminal vestibules (adjacent to crosswalks)	68	n/a
Within the connector bridges to Terminal 1 from the Rental Car Center	1	n/a
Within the connector bridges to Terminal 1 from the Hibiscus Garage	1	n/a
Flight information display screens	60	23

BCAD will distribute this Title VI Plan among its employees and Airport contractors, concessionaires, lessees, and tenants upon approval by the FAA by email communication and via

[2] For more information about website accessibility, please visit ADA.gov.

BCAD's Title VI website:
https://www.broward.org/Airport/passengers/Services/Pages/Assistance.aspx

Outreach to Affected Communities

The BCAD communications team ensures notices for public meetings reach all segments of the impacted community. The BCAD communication team will identify the effective media platforms to share announcements and notices, such as social media (primarily Twitter and Facebook), general circulation newspapers, community newspapers, BCAD's website, and email broadcasts. Announcements are typically made in English and Spanish. The BCAD communications team contacts leaders and representatives in Affected Communities directly to confirm effective media platforms to reach all Affected Communities[3] and provide important feedback on translated materials. The office maintains records of all such notices and the efforts made to reach each Affected Community.

Detailed information on our public notice and outreach procedures will be available in the BCAD CPP upon approval by the FAA. At that time, a copy of the CPP will be available via the BCAD Chief Administrative Officer or Title VI Coordinator, and a copy of the CPP will be attached to this Title VI Plan.

To ensure the community is effectively informed of and able to participate in public hearings, the BCAD Chief Administrative Officer includes public notices translated into appropriate languages, including any language spoken by a significant number or proportion of the Affected Community population that has LEP. Such social media postings and notices will include directions for obtaining an interpreter, free of charge, for public hearings, per 28 CFR § 42.405(d). See **Section 8**.

6. Community Statistics

Title VI regulations require federal grant recipients to identify their community demographics (49 CFR § 21.9[b]). BCAD seeks to understand communities that are eligible to be served, actually or potentially affected, and/or benefited or burdened by the Airport's activities, programs, and services. By understanding community demographic information, BCAD is able to identify, understand, and appropriately engage with the communities surrounding FLL. The profiles contained herein can be used to evaluate and assess whether identified low-income, minority, LEP, or ethnically diverse populations could potentially bear disproportionately high and adverse impacts from a future proposed Airport project(s).

The U.S. Census Tracts that intersect with the Airport's 65 day-night average sound level (DNL) noise contour are determined to experience potential direct effects (areas that would be physically disturbed) and indirect effects (areas that could experience air quality, noise, traffic, or visual effects) of a proposed Airport project. As such, these communities will be referred to collectively as "the Affected Communities."

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

Affected Communities[4]	Population
Census Tract 433.01	5,040
Census Tract 433.02	1,971
Census Tract 701.03	5,578
Census Tract 701.04	5,649
Census Tract 801.02	4,299
Census Tract 802	983
Census Tract 804.05	3,080
Census Tract 901.02	1,773
Census Tract 1106	5,380

Within FLL's Affected Communities, Environmental Justice Communities of Concern are found to exist if:

1. the minority population exceeds 50 percent, or
2. the minority population percentage is meaningfully greater (at least 10 percentage points greater) than adjacent geographical units (FLL's Surrounding Community[4]), or
3. there is more than one minority group present and the minority percentage, as calculated by aggregating all minority persons, meets one of the above-stated thresholds.

Through these metrics, FLL has been found to have two Environmental Justice Communities of Concern located at Census Tract 701.03 and 701.04.

The following details have been identified about the Airport's Affected Communities.

Low-Income Communities.[5]

A low-income area is an identifiable group of persons living in geographic proximity, whose median household income is at or below the U.S. Department of Health and Human Services' poverty guidelines. Pursuant to Executive Order 12898, "Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations," BCAD is collecting information about affected and potentially affected low-income communities. According to *U.S. Census Report*, *S1701: Poverty Status in the Past 12 Months*, the overall poverty level for Broward County is approximately 12.7 percent. The poverty rate remains similar compared with the rest of the Airport's Surrounding Community (14.8 percent). The poverty rates for the specific Affected Communities are as follows:

[4] The FLL Surrounding Community is a reference community used for comparison with the Affected Communities, comprising selected US census tracts within Broward County that either intersect or are in close proximity to the 2020 65 DNL noise contours. This reference area includes 30 tracts (US Census Tracts 422, 426.01, 427, 430.01, 431, 433.01, 433.02, 610.01, 611, 701.03, 701.04, 702.04, 706.01, 706.02, 801.02, 801.03, 801.04, 801.05, 802, 804.02, 804.03, 804.05, 804.06, 805, 901.02, 902, 903.03, 904.03, 905.02, 1106) surrounding the Airport.

[5] Low-income data must be collected to assist in our compliance with Environmental Justice requirements (not Title VI requirements). For example, these data will be utilized in our CPP to help ensure the meaningful involvement of low-income communities in Airport programs and activities.

Affected Communities	Poverty Rate
Census Tract 433.01	6%
Census Tract 433.02	17%
Census Tract 701.03	15%
Census Tract 701.04	17%
Census Tract 801.02	10%
Census Tract 802	7%
Census Tract 804.05	8%
Census Tract 901.02	11%
Census Tract 1106	19%

Racial and Ethnic Communities.

U.S. Census Bureau demographic data were evaluated to identify racial and ethnic communities and populations in each Affected Community. The demographic composition by race and ethnicity for the Airport's Affected Communities is as follows:[6]

Affected Community: Census Tract 433.01

Total Affected Community Population: 5,040

Demographic Group Within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	3,595	71%
Black or African American	248	5%
American Indian or Alaska Native	7	0%
Asian	146	3%
Native Hawaiian or Other Pacific Islander	7	0%
More Than One	723	14%
Some Other Race Alone	314	6%
No Response / Would Not Say	0	0%

Demographic Group Within Affected Community	Number of Hispanic or Latino and Non-Hispanic or Latino Population	Percent of Total Affected Community Population
Hispanic or Latino	1,088	22%
Not Hispanic or Latino	3,952	78%

[6] It is recommended that demographic groups from the U.S. Census are used.

Affected Community: __Census Tract 433.02_____
Total Affected Community Population: ___1,971_____

Demographic Group Within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	1,010	51%
Black or African American	293	15%
American Indian or Alaska Native	23	1%
Asian	40	2%
Native Hawaiian or Other Pacific Islander	1	0%
More Than One	325	16%
Some Other Race Alone	279	14%
No Response / Would Not Say	0	0%

Demographic Group Within Affected Community	Number of Hispanic or Latino and Non-Hispanic or Latino Population	Percent of Total Affected Community Population
Hispanic or Latino	724	37%
Not Hispanic or Latino	1,247	63%

Affected Community: __Census Tract 701.03
Total Affected Community Population: ___5,578_____

Demographic Group Within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	2,530	45%
Black or African American	867	16%
American Indian or Alaska Native	20	0%
Asian	262	5%
Native Hawaiian or Other Pacific Islander	11	0%
More Than One	1,333	24%
Some Other Race Alone	555	10%
No Response / Would Not Say	0	0%

Demographic Group Within Affected Community	Number of Hispanic or Latino and Non-Hispanic or Latino Population	Percent of Total Affected Community Population
Hispanic or Latino	2,163	39%
Not Hispanic or Latino	3,415	61%

Affected Community: __Census Tract 701.04
Total Affected Community Population: ___5,649_____

Demographic Group Within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	2,084	37%
Black or African American	716	13%
American Indian or Alaska Native	59	1%
Asian	215	4%
Native Hawaiian or Other Pacific Islander	6	0%
More Than One	1,630	29%
Some Other Race Alone	939	17%
No Response / Would Not Say	0	0%

Demographic Group Within Affected Community	Number of Hispanic or Latino and Non-Hispanic or Latino Population	Percent of Total Affected Community Population
Hispanic or Latino	3,131	55%
Not Hispanic or Latino	2,518	45%

Affected Community: __Census Tract 801.02
Total Affected Community Population: ___4,299_____

Demographic Group Within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	2,204	51%
Black or African American	825	19%
American Indian or Alaska Native	23	1%
Asian	75	2%
Native Hawaiian or Other Pacific Islander	12	0%
More Than One	747	17%
Some Other Race Alone	413	10%
No Response / Would Not Say	0	0%

Demographic Group Within Affected Community	Number of Hispanic or Latino and Non-Hispanic or Latino Population	Percent of Total Affected Community Population
Hispanic or Latino	1,288	30%
Not Hispanic or Latino	3,011	70%

Affected Community: __Census Tract 802

Total Affected Community Population: 983

Demographic Group Within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	700	71%
Black or African American	44	4%
American Indian or Alaska Native	4	0%
Asian	27	3%
Native Hawaiian or Other Pacific Islander	0	0%
More Than One	147	15%
Some Other Race Alone	61	6%
No Response / Would Not Say	0	0%

Demographic Group Within Affected Community	Number of Hispanic or Latino and Non-Hispanic or Latino Population	Percent of Total Affected Community Population
Hispanic or Latino	248	25%
Not Hispanic or Latino	735	75%

Affected Community: Census Tract 804.05
Total Affected Community Population: 3,080

Demographic Group Within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	1,604	52%
Black or African American	368	12%
American Indian or Alaska Native	14	0%
Asian	90	3%
Native Hawaiian or Other Pacific Islander	4	0%
More Than One	625	20%
Some Other Race Alone	375	12%
No Response / Would Not Say	0	0%

Demographic Group Within Affected Community	Number of Hispanic or Latino and Non-Hispanic or Latino Population	Percent of Total Affected Community Population
Hispanic or Latino	1,167	38%
Not Hispanic or Latino	1,913	62%

Affected Community: __Census Tract 901.02
Total Affected Community Population: ___1,773_____

Demographic Group Within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	1,340	76%
Black or African American	49	3%
American Indian or Alaska Native	5	0%
Asian	35	2%
Native Hawaiian or Other Pacific Islander	0	0%
More Than One	256	14%
Some Other Race Alone	88	5%
No Response / Would Not Say	0	0%

Demographic Group Within Affected Community	Number of Hispanic or Latino and Non-Hispanic or Latino Population	Percent of Total Affected Community Population
Hispanic or Latino	351	20%
Not Hispanic or Latino	1,422	80%

Affected Community: __Census Tract 1106
Total Affected Community Population: ___5,380_____

Demographic Group Within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	2,919	54%
Black or African American	533	10%
American Indian or Alaska Native	33	1%
Asian	158	3%
Native Hawaiian or Other Pacific Islander	6	0%
More Than One	1,088	20%
Some Other Race Alone	643	12%
No Response / Would Not Say	0	0%

Demographic Group Within Affected Community	Number of Hispanic or Latino and Non-Hispanic or Latino Population	Percent of Total Affected Community Population
Hispanic or Latino	1,956	36%
Not Hispanic or Latino	3,424	64%

Limited English Proficiency.

The goal of all language access planning and implementation is to ensure BCAD communicates effectively with LEP individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages[7] that are spoken in LEP households in the Affected Communities that meet the safe harbor threshold. The data source is American Community Survey, Table B16001, "Language Spoken at Home by Ability to Speak English."[8]

The threshold we have used for identifying the languages with significant LEP populations is the safe harbor threshold in the DOT *"Policy Guidance Concerning Recipients' Responsibilities to Limited English Proficient (LEP) Persons"*, which is 5 percent or 1,000, whichever is less.[9] The safe harbor for the Airport's community is 1,000. Please refer to **Appendix A** for data on all languages in our community.

Languages Spoken by LEP Population that Meet the Safe Harbor Threshold	Number	Margin of Error[10]
Spanish	4,008	+/-495

Frequency of contact with LEP individuals at the Airport and in Airport-related activities (all languages): *[Use an "X" to indicate the frequency for each language encountered.]*

Languages Spoken by LEP Persons	A few times a year (12 or less days a year)	Several times a month (13 to 51 days a year)	At least once a week (52 to 364 days a year)	Every day (365 days a year)
Spanish				X
Haitian Creole				X
French		X		
Portuguese		X		
Hebrew	X			
Italian	X			
Hindi	X			
Dutch	X			
Mandarin	X			
German	X			
Flemish	X			
Patois	X			

Source: Broward County Aviation Department, Front-Line Employee Survey, November 2022.

[7] It is recommend that language groups from the U.S. Census are used, and data are used for the "Speak English less than 'very well'" category for each language over the threshold.

[8] US Census Bureau, 2015 American Community Survey 1-Year Estimates, Table B16001, "Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over," https://data.census.gov/table?q=B16001 (accessed September 2022).; 2015 census data are the most current U.S. Census Bureau data for the Affected Communities. There is limited availability for Community Survey data for the years 2016 through 2020.

[9] See the DOT "Policy Guidance Concerning Recipients' Responsibilities to Limited English Proficient (LEP) Persons" at https://www.transportation.gov/civil-rights/civil-rights-library/policy-guidance-concerning-recipients-responsibilities-limited and https://www.federalregister.gov/d/05-23972/p-133. The safe harbor provisions apply to the translation of written documents only; however, they provide a consistent starting point for identifying significant LEP populations.

[10] Ricondo & Associates, Inc., February 2023. The margin of error was estimated for the Affected Communities using the U.S. Census Bureau's 2020 American Community Survey Variance Replicate Estimate tables.

Additional languages spoken by LEP persons within the Broward Metropolitan Planning Organization's and Broward County Housing and Urban Development's Language Access Plans include the U.S. Census Bureau language categories of "Other Indo-European Languages" and "Asian and Pacific Island Languages." The languages within these two categories are listed below.

Other Indo-European Languages
French (incl. Cajun)
Haitian
Italian
Portuguese
German
Yiddish, Pennsylvania Dutch, or other West Germanic languages
Greek
Russian
Polish
Serbo-Croatian
Ukrainian or other Slavic languages
Armenian
Persian (incl. Farsi, Dari)
Gujarati
Hindi
Urdu
Punjabi
Bengali
Nepali, Marathi, or other Indic languages
Albanian, Lithuanian, Pashto (Pushto), Romanian, Swedish
Telugu
Tamil
Malayalam, Kannada, or other Dravidian languages

Asian and Pacific Island Languages
Chinese (incl. Mandarin, Cantonese)
Japanese
Korean
Hmong
Vietnamese
Khmer
Thai, Lao, or other Tai-Kadai languages
Burmese, Karen, Turkish, Uzbek
Tagalog (incl. Filipino)
Ilocano, Samoan, Hawaiian, or other Austronesian languages

This demographic information is updated annually[11] through checking the following resources:

Data Sources for Languages Spoken in Affected Communities	Website Link to Data Source
U.S. Census Bureau	https://www.census.gov/topics/population/language-use/about.html
Broward County Public Schools	https://www.browardschools.com/cms/lib/FL01803656/Centricity/Domain/14477/FACE%20Parents%20Guide%202022-23%20FINAL.pdf
Broward Metropolitan Planning Organization	https://www.broward.org/BCT/Documents/TitleVIProgramUpdate2020-2023.pdf
Broward County Housing and Urban Development	https://www.broward.org/Housing/Documents/Four%20Factor%20Analysis%20and%20LAP-ADA.pdf
Broward County Sheriff's Office	https://www.sheriff.org/Administration/Documents/Benefits/Limited_English_Proficiency(LEP)_Plan.pdf

Beneficiary Diversity.

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

Description of Beneficiary Demographic Information Collection Methods

- A survey of front-line employees representing the Airport's airlines, service providers, and concessionaries was conducted in October and November 2022. The purpose of the survey was to obtain information on the frequency of contact with LEP persons, how LEP persons are assisted at FLL, and which languages front-line employees encounter.
- Under 49 CFR Parts 23 and 26, the Broward County Office of Economic and Small Business Development (OESBD) both certifies Disadvantaged Business Enterprises (DBEs) and Airport Concessions Disadvantaged Business Enterprises (ACDBEs) and monitors their participation and payment on Broward County projects with DBE and ACDBE goals. Since these federal programs are race and gender conscious and were created to level the playing field for socially and economically disadvantaged groups that have historically been excluded from participating in federal procurement, when these firms are certified, their race and gender and company information (along with other demographic information) is uploaded to the Florida Unified Certification Program (UCP) DBE Directory.
- On an annual basis, OESBD reports required demographic information related to the participation and payments/gross receipts of DBEs and ACDBEs (as applicable) to the FAA.
- Broward County, through its OESBD, also collects demographic information, on a voluntary basis, for all vendors doing business with Broward County, including BCAD.

[11] Data should be kept up-to-date, but this plan does not need to be updated for incremental data changes during its 3-year period.

- BCAD conducted a passenger intercept survey with travelers who were either departing from or on layover at FLL between February 20, 2019, and March 2, 2019; 1,246 passengers were surveyed, and demographic data represented one of the components collected.
- Broward County recently hired its first Diversity, Equity, and Inclusion (DEI) Officer to further focus on the county's DEI initiatives.
- Broward County staffing demographics are representative of the Broward County community.

Staff and Advisory Board Diversity.

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

Demographic information of employees and advisory board members is collected in three different points of the recruitment/hiring process:

1. Job applicants are asked to submit voluntary confidential demographic information when submitting their job application through the job application website.
2. Employees, including Broward County elected commissioners and their staff, are asked to submit voluntary confidential demographic information at time of hiring.
3. Background-check release forms include questions about date of birth, race, and gender.

7. Potential or Known Community Impacts

Projects or services receiving federal financial assistance have the potential to touch so many aspects of American life. Thus, in general, no BCAD activity can have a discriminatory, disparate impact on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age. This means that policies or procedures that have a disparate impact would require a well-documented, substantial, and legitimate nondiscriminatory justification, as summarized below. Impacts to protected communities must be avoided or minimized to the extent possible. No project with a discriminatory impact on protected communities will be undertaken.[12]

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

Existing Airport Facilities	Affected Community Impacted by Operation of the Facility
South Runway	None
North Runway	None
Terminals 1-4	None
Rental Car Center/Cypress Garage	None
Palm Garage	None
Hibiscus Garage	None

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

Airport Facility Construction Projects	Affected Community Impacted by Construction of the Facility
Terminal 5	None, please see U. S. Department of Transportation Federal Aviation Administration, *Written Re-Evaluation of the 2008 Final Environmental Impact Statement for Proposed Terminal 5 Development Fort Lauderdale-Hollywood International Airport (FLL) Fort Lauderdale, Florida*, January 10, 2023
Terminal Connectors	None
Airport Access Roadways	None

We have analyzed the above existing facilities and facility construction projects for disparate impacts on the basis of race, color, or national origin (including LEP) in Affected Communities.

[12] In order to carry out an alternative with a discriminatory impact, the BCAD must demonstrate there was a substantial legitimate justification for the decision. The sponsor must also show that alternatives with less discriminatory impacts were meaningfully considered and rejected for legitimate reasons.

Facilities or Construction Projects with Disparate Impacts	Affected Community Impacted	Impact Can Be Eliminated?
South Runway	None	N/A
North Runway	None	N/A
Terminals 1-4	None	N/A
Rental Car Center/Cypress Garage	None	N/A
Palm Garage	None	N/A
Hibiscus Garage	None	N/A
Terminal 5	None	N/A
Terminal Connectors	None	N/A
Airport Access Roadways	None	N/A

Justifications:
No facilities or construction projects have disparate impacts to the Airport's Affected Community.

8. Limited English Proficiency
Executive Order 13166

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

According to **Section 6**, which presents community statistics, Spanish has been identified as the main language spoken by LEP persons in Affected Communities, which meets the safe harbor threshold for written translation.

BCAD also collects data on languages spoken by Airport guests.[13] Data sources include the following:

Data Sources for Languages Spoken by Airport Guests	Website Link to Data Source
Sabre Market Data – assumption from flight origin/destination	https://prod.marketintelligence.sabre.com/mi/MarketIntelligence.html#OD
U.S. DOT, DB1B Survey Market Data – assumption from flight origin/destination	https://mi.diio.net/mi/oandd/dynamic
U.S. DOT, Form T-100 – assumption from flight origin/destination	https://mi.diio.net/mi/t100/dynamic
The World Factbook Field Listing – Languages – assumption from flight origin/destination	https://www.cia.gov/the-world-factbook/field/languages/
Four and Forty-Two Group Classifications of Languages Spoken at Home with Examples – assumption from flight origin/destination	https://www.census.gov/topics/population/language-use/about.html
Communicating with LEP Individuals Survey – for front-line employees at FLL	Survey results are provided the Airport's Four-Factor Analysis and can be requested via the Title VI Coordinator.

Based on the above data, the following additional languages have been identified as likely to be spoken by LEP Airport guests: French, Haitian Creole, and Portuguese.

Through the Airport's Four-Factor Analysis, Spanish, Haitian Creole, French and Portuguese have been determined to be the significant languages spoken by the Airport's LEP persons.

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

[13] We aim to provide appropriate language assistance services to every LEP person encountered. This includes instances when LEP statistical data for a particular language were not available beforehand, or the safe harbor threshold for written translation was not met.

Translation Services:

- All written notices contain a statement in the identified languages, when appropriate, of how to receive translated written materials.
- The following vendors have been identified for written translations:

Translation Vendors	Languages
BCAD uses a third-party translation contractor to provide written translations upon request. https://www.codalinkinc.com/ 954-423-6893 Executivedirector.codalinkinc@gmail.com	All above languages

- Information regarding translation services can be obtained at the following locations:

Location for Translation Assistance	Languages
Airport Website Translate View	English, Spanish, French, Haitian Creole, and Portuguese
Volunteers / Customer Service Representatives / Multilingual Staff Pool	English, Spanish, French, Haitian Creole, and Portuguese
Terminal 1 Baggage Claim Booth	All above languages
Terminal 2 Baggage Claim Booth	All above languages
Terminal 3 Baggage Claim Booth	All above languages
Pre-Security Podium	All above languages
Baggage Claim Podium	All above languages
Terminal 3 Upper-Level Departure Area Podium	All above languages
Rental Car Center Podium	All above languages

Interpretation Services:

- The following vendors have been identified for interpretation services:

Interpretation Vendors	Languages
BCAD uses a third-party translation contractor to provide written translations upon request. https://www.codalinkinc.com/ 954-423-6893 Executivedirector.codalinkinc@gmail.com	English, Spanish, French, Haitian Creole, and Portuguese

- Information regarding interpretation services can be obtained at the following locations:

Location for Interpretation Assistance	Languages
Airport Website Translate View	English, Spanish, French, Haitian Creole, and Portuguese
Volunteers / Customer Service Representatives / Multilingual Staff Pool	English, Spanish, French, Haitian Creole, and Portuguese
Terminal 1 Baggage Claim Booth	All above languages
Terminal 2 Baggage Claim Booth	All above languages
Terminal 3 Baggage Claim Booth	All above languages
Pre-Security Podium	All above languages
Baggage Claim Podium	All above languages
Terminal 3 Upper-Level Departure Area Podium	All above languages
Rental Car Center Podium	All above languages

Description of Interpretation Assistance Processes:

- The Airport provides three information booths located in the baggage claim area of Terminals 1, 2, and 3 and three supplemental podiums located pre-security, in baggage claim, in the Terminal 3 upper-level departures area, and in the Rental Car Center. Each information booth and podium is staffed with customer service representatives or volunteers who are trained to identify the language spoken and then employ translation services if needed. In the event a language cannot be identified, the translators have access to iSpeak cards, iPads, and/or computers.
- Customer service representatives or volunteers are located within the Airport's terminals. Each information booth and podium is staffed with customer service representatives or volunteers who are trained to identify the language spoken and then employ translation services if needed. In the event a language cannot be identified, the translators have access to iSpeak cards, iPads, and/or computers. Customer service representative and volunteers are scheduled between 6:00 a.m. and 10:00 p.m., 7 days a week, depending on availability. Volunteers work 4-hour shifts and must commit to working 2 shifts a week. Customer service representatives primarily work in the customs facility. If the Airport experiences "downtime" with no flights, then customer service representatives are assigned to work alongside volunteers in information booths, podiums, or roaming terminals.
- BCAD also employs a diverse group of personnel that speak many different languages and are available, on a volunteer basis, to assist during emergencies. The languages spoken by the BCAD guest experience team (customer service representatives and ambassadors) are the following: English, French, Haitian Creole, Portuguese, and Spanish. Additionally, the languages spoken by the staff of the larger FLL community are the following: Arabic, Danish, English, French, German, Haitian Creole, Hausa, Hindi, Norwegian, Portuguese, Russian, Shona, Spanish, Swahili, Swedish, Ukrainian, Yiddish, and Yoruba.
- BCAD works with a third-party contractor to provide on-demand telephone or video-chat interpretation services from a mobile or web application to Airport guests. The materials

are designed by a contracted company to assist in identifying the preferred language of the LEP person, as well as to provide awareness that interpretation services are available. The materials include the following phrase: “Point to your language. An interpreter will be called at no charge to you.” The LEP person simply points to their preferred language.

- On an as-needed basis, BCAD provides announcements over the public address system and at each gate/holdroom in a language other than English.
- The BCAD communications team ensures notices for public meetings reach all segments of the FLL community and will identify the effective media platforms to share announcements and notices, such as social media (primarily Twitter and Facebook), general circulation newspapers, community newspapers, BCAD website, and email broadcasts. Announcements are typically made in English, Spanish, and Haitian Creole. The BCAD communication team contacts leaders and representatives in FLL Affected Communities directly to confirm effective media platforms to reach all LEP communities and provide important feedback on translated materials. The office maintains records of all such notices and the efforts made to reach each FLL Affected Community.
- Translation of written documents is available upon request. (While the Airport’s LEP safe harbor threshold, for translation of written documents is Spanish, BCAD is committed to serving the written translation needs of all LEP persons upon request.)
- Detailed information is available in the Four-Factor Analysis and/or the Language Assistance Plan.

9. Transportation

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

As noted in **Section 6** of this plan, we identified Affected Communities and provided demographic and related data for the community populations. The minority and disadvantaged community areas located within the Affected Communities are identified below. Other minority and disadvantaged community areas that are near the Airport but not within the Affected Communities are also identified below.

Broward County Transit (BCT) provides transit service to FLL (the airport employment center) through its Bus Route 1, which runs from Aventura Mall to Broward Central Terminal via Federal Highway / U.S. 1.[14] The BCT has identified that **the populations along Route 1 are not Environmental Justice Affected Communities**.[15]

BCAD partners with BCT and encourages the agency to provide expanded transit service access to the Airport.

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

Minority and/or Disadvantaged Community Areas	Transit Service	Planned or Existing
None	Fixed-route BCT bus route 1	Existing

Source: Broward County Transit, Federal Transit Administration Title VI Program Update December 2020-2023, Broward County, Florida "Title VI Minority Routes Table"; https://www.broward.org/BCT/Documents/DraftTitleVIProgramUpdate_2020%E2%80%932023.pdf

10. Minority Businesses

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

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

- The Broward County Business Opportunity Act of 2012 (the Act)[16] was created to ensure small Broward County–based businesses are provided sufficient opportunities to meaningfully participate in the award of Broward County–funded contracts and ensure small businesses have a fair opportunity to participate in Broward County contracts, preserve free competitive enterprise, and maintain and strengthen the overall economy of Broward County.
- Through the Act, all Broward County Small Business Development Programs must meet

[14] Broward County, Broward County Transit: Route 1 All Week Schedule, https://www.broward.org/BCT/Schedules/Documents/rt1web.pdf (accessed February 2023).

[15] Broward County Transit, Federal Transit Administration: Title VI Program Update, https://www.broward.org/BCT/Documents/DraftTitleVIProgramUpdate_2020%E2%80%932023.pdf (accessed February 2023).

[16] Broward County, https://library.municode.com/fl/broward_county/ordinances/code_of_ordinances?nodeId=890745 (accessed February 2023).

the requirements within the Act, as well as any administrative policies or procedures adopted pursuant to this Act with Broward County's initiatives, through the Broward County OESBD, and its procurement process, to aid and assist the interests of small businesses in Broward County.

- The Broward County OESBD is the county department that serves all agencies or departments of Broward County.
- BCAD has two dedicated OESBD employees who are embedded at BCAD and provide support and assistance to BCAD in soliciting bids for Airport concessions and other business opportunities from area minority and women-owned businesses.
- OESBD reviews the desired services that will be offered under new concessions, prior to their solicitation, to identify opportunities for DBEs and ACDBEs in the form of DBE and ACDBE participation goals.
- OESBD then conducts outreach efforts and sends email notifications to the certified firms in the Florida UCP DBE Directory to alert them to the upcoming opportunities.
- OESBD participates in Broward County's procurement process and informs potential respondents about the DBE and ACDBE program requirements in the solicitation.
- Additionally, OESBD periodically conducts targeted outreach efforts to assist concessionaires with identifying small businesses that provide specific goods or services that they need.
- BCAD and OESBD participate in annual Business Opportunity Workshops.
- OESBD meets with vendors in Broward County monthly.

As of July 2023, the following business opportunities are advertised:

- Airport Exit Roadways Project
- Terminal Connectors Project

For a real-time, comprehensive list of open procurements, please visit:
https://www.broward.org/Purchasing/Pages/Registration.aspx

Selections are in compliance with Title VI, Part 21, and related requirements. Information on the award process and documentation for specific bid decisions is kept with the Broward County Purchasing Division, OESBD, and BCAD.

11. Training

New employee orientation for BCAD incorporates Title VI training. Topics include:

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

Refresher information will be provided to existing employees as a component of required Broward County biannual training.

New employees receive Title VI informational documents, via email, as part of the new employee orientation packet. An explanation of the documents is included in the document transmission email. The BCAD Talent Development Coach also reviews the key aspects of the Title VI requirements during new employee orientation classroom sessions.

Methods to disseminate information to non-BCAD front-line employees include the following:

Title VI informational documents will be provided via the existing distribution email lists to airport station managers, general managers, and supervisory-level positions for further dissemination to their front-line employees.

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

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

- compliance reviews or audits concerning civil rights requirements[17]
- complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements[18]

As discussed in **Section 13**, Title VI Complaints must be forwarded to FAA contacts within 15 days of receipt. For all other civil rights investigations, BCAD must notify FAA contacts of any new investigations prior to grant execution.

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

[17] Includes any Title VI, ADA, Sec. 504, Title VII/EEO, or other civil rights program compliance review or audit to be performed on the BCAD or any of its sub-recipients by any state, local, or federal agency.

[18] Includes allegations of discrimination based on race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age, because of actions of the BCAD itself, or its employees, contractors, or tenants. Includes noncompliance with related administrative requirements under civil rights laws.

13. Title VI Complaints

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

Scope. These procedures are for complaints of discrimination under Title VI and related laws (hereafter "Title VI Complaints"). In order to be a Title VI Complaint, the complaint must:

1. Allege discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age, or violate administrative requirements under Title VI or related laws.
2. Not only be for employment matters.[19]
3. Allege misconduct by BCAD, including Airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an Airport facility or actions by BCAD, including Airport employees, contractors, concessionaires, lessees, or tenants.

Rights. Any person who believes that they have been subjected to discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age has the right to file a complaint with BCAD. Alternatively, they can file a formal complaint with an outside agency, such as the U.S. Department of Justice or DOT, or the FAA, or seek other legal remedies.

Receipt of Complaint. The Coordinator will log the complaint and promptly send copies of the complaint to Broward County Attorneys, the office named in the complaint, the BCAD Administration Division, and the Airport CEO/Director of Aviation.

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

A. Celina Saucedo
Chief Administrative Officer
Broward County Aviation Department
Fort Lauderdale–Hollywood International Airport
320 Terminal Drive, Suite 200, Fort Lauderdale, FL 33315
954-359-1329; asaucedo@broward.org

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

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

[19] Complaints of employment discrimination must be addressed, as required by EEOC and other applicable authorities with jurisdiction over employment matters. If a BCAD employment activity is supported by FAA-provided financial assistance or it is alleged that the employment discrimination affects the broader Airport program, then complaints about that activity must also be reported to the FAA.

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

Discrimination Complaint Referral Procedure

Internal Complaint Referral. All Title VI Complaints must be promptly forwarded to the Coordinator *within 2 days.*

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

Investigation Procedure

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

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

Prompt Investigation. The Coordinator will make every effort to complete discrimination complaint investigations within 30 business days after the complaint is received. Some investigations may take longer with a justification for the delay and assurance that the investigation is being completed as quickly as possible.

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

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

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

Prompt Resolution of Disputes. Prompt Resolution of Disputes. The Coordinator will emphasize voluntary compliance and quickly and fairly resolve disputes with complainants, or with contractors, tenants, or other persons, through negotiations or other dispute resolution methods,

as determined appropriate by BCAD.

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

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

- The complainant may appeal in writing to the CEO/Director of Aviation.
- The written appeal must be received within 10 business days after receipt of the written decision.
- The written appeal must contain all arguments, evidence, and documents supporting the basis for the appeal.
- The CEO/Director of Aviation will issue a final written decision in response to the appeal.

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

Intimidation and Retaliation Prohibited. The Airport's employees, contractors, and tenants will not intimidate or retaliate against a person who has filed a complaint alleging discrimination.

For information on filing a complaint with DOT/FAA, please contact Andrea Celina Saucedo, Chief Administrative Officer, available at 954-359-1329 and asaucedo@broward.org.

This complaint procedure is shared with the public through the FLL Title VI Nondiscrimination Policy and Complaint Procedure located online at: https://www.broward.org/Airport/passengers/Services/Documents/TitleVInondiscriminationpolicyandcomplaintprocedurerev9.2.pdf

Appendix A – Population / Language Data

APPENDIX A – POPULATION / LANGUAGE DATA
2020 US Census Bureau, Table S1701, "Poverty Status in the Past 12 Months"

Label (Grouping)	Census Tract 433.02, Broward County, Florida Total Estimate	Census Tract 433.02, Broward County, Florida Total Margin of Error	Census Tract 433.02, Broward County, Florida Below poverty level Estimate	Census Tract 433.02, Broward County, Florida Below poverty level Margin of Error	Census Tract 433.02, Broward County, Florida Percent below poverty level Estimate	Census Tract 433.02, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 611, Broward County, Florida Total Estimate	Census Tract 611, Broward County, Florida Total Margin of Error	Census Tract 611, Broward County, Florida Below poverty level Estimate	Census Tract 611, Broward County, Florida Below poverty level Margin of Error	Census Tract 611, Broward County, Florida Percent below poverty level Estimate	Census Tract 611, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 701.02, Broward County, Florida Total Estimate	Census Tract 701.02, Broward County, Florida Total Margin of Error	Census Tract 701.02, Broward County, Florida Below poverty level Estimate	Census Tract 701.02, Broward County, Florida Below poverty level Margin of Error	Census Tract 701.02, Broward County, Florida Percent below poverty level Estimate	Census Tract 701.02, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 701.03, Broward County, Florida Total Estimate	Census Tract 701.03, Broward County, Florida Total Margin of Error	Census Tract 701.03, Broward County, Florida Below poverty level Estimate
Population for whom poverty status is determined	2,055	±522	346	±165	16.80%	±7.4	8,278	±1,201	2,318	±1,089	28.00%	±11.6	1,437	±213	91	±53	6.30%	±4.0	5,970	±1,751	915
AGE																					
Under 18 years	349	±159	123	±96	35.20%	±20.0	1,777	±646	915	±695	51.50%	±24.4	311	±91	0	±14	0.00%	±14.1	518	±228	74
Under 5 years	115	±112	0	±14	0.00%	±32.5	550	±262	285	±211	51.80%	±27.2	118	±43	0	±14	0.00%	±31.9	111	±91	0
5 to 17 years	234	±112	123	±96	52.60%	±28.5	1,227	±503	630	±510	51.30%	±27.8	193	±87	0	±14	0.00%	±21.6	407	±212	74
Related children of householder under 18 years	349	±159	123	±96	35.20%	±20.0	1,777	±646	915	±695	51.50%	±24.4	311	±91	0	±14	0.00%	±14.1	518	±228	74
18 to 64 years	1,466	±396	218	±103	14.90%	±7.2	5,349	±1,010	1,307	±604	24.40%	±10.2	870	±145	89	±52	10.20%	±6.2	5,218	±1,774	799
18 to 34 years	555	±239	22	±36	4.00%	±6.8	1,943	±649	521	±275	26.80%	±11.2	269	±66	13	±19	4.80%	±6.4	3,096	±1,249	774
35 to 64 years	911	±258	196	±99	21.50%	±9.5	3,406	±638	786	±432	23.10%	±12.5	601	±136	76	±58	12.60%	±9.5	2,122	±717	25
60 years and over	327	±138	12	±12	3.70%	±3.9	1,515	±520	96	±91	6.30%	±6.5	411	±88	60	±55	14.60%	±12.5	337	±154	58
65 years and over	240	±86	5	±8	2.10%	±3.5	1,152	±398	96	±91	8.30%	±8.7	256	±67	2	±8	0.80%	±3.4	234	±128	42
SEX																					
Male	1,216	±316	171	±95	14.10%	±7.3	4,654	±786	1,193	±543	25.60%	±11.0	834	±124	75	±53	9.00%	±6.4	3,004	±910	356
Female	839	±262	175	±99	20.90%	±10.7	3,624	±782	1,125	±604	31.00%	±13.9	603	±132	16	±14	2.70%	±2.4	2,966	±1,081	559
RACE AND HISPANIC OR LATINO ORIGIN																					
White alone	1,109	±266	259	±163	23.40%	±11.7	5,856	±1,085	1,206	±854	20.60%	±13.4	1,064	±129	76	±56	7.10%	±5.3	2,757	±1,040	676
Black or African American alone	271	±169	33	±43	12.20%	±15.9	724	±496	256	±307	35.40%	±35.5	6	±11	0	±14	0.00%	±100.0	1,100	±508	177
American Indian and Alaska Native alone	51	±69	0	±14	0.00%	±50.2	34	±54	0	±20	0.00%	±61.5	19	±37	0	±14	0.00%	±82.3	0	±20	0
Asian alone	293	±414	0	±14	0.00%	±14.9	110	±100	0	±20	0.00%	±33.5	83	±58	3	±12	3.60%	±15.2	132	±107	44
Native Hawaiian and Other Pacific Islander alone	0	±14	0	±14	-	**	0	±20	0	±20	-	**	0	±14	0	±14	-	**	0	±20	0
Some other race alone	181	±208	44	±59	24.30%	±12.7	752	±714	645	±713	85.80%	±22.7	114	±88	12	±18	10.50%	±16.0	757	±879	18
Two or more races	150	±135	10	±11	6.70%	±13.6	802	±878	211	±329	26.30%	±23.8	151	±118	0	±14	0.00%	±26.5	1,224	±1,545	0
Hispanic or Latino origin (of any race)	799	±331	148	±131	18.50%	±13.2	5,616	±1,316	1,776	±1,081	31.60%	±15.6	692	±199	54	±41	7.80%	±6.5	3,348	±1,906	213
White alone, not Hispanic or Latino	652	±173	151	±114	23.20%	±13.4	1,811	±725	269	±235	14.90%	±12.1	583	±128	34	±27	5.80%	±4.6	1,457	±393	634
EDUCATIONAL ATTAINMENT																					
Population 25 years and over	1,485	±297	223	±105	15.00%	±6.4	5,722	±947	1,178	±486	20.60%	±8.5	1,020	±138	79	±59	7.70%	±6.0	4,601	±1,734	306
Less than high school graduate	382	±187	89	±74	23.30%	±17.5	1,556	±534	536	±419	34.40%	±21.8	159	±63	23	±29	14.50%	±16.3	576	±522	23
High school graduate (includes equivalency)	473	±167	56	±48	11.80%	±10.6	2,342	±701	551	±303	23.50%	±10.6	365	±142	26	±32	7.10%	±8.2	1,386	±975	32
Some college, associate's degree	417	±117	55	±47	13.20%	±10.2	1,169	±457	91	±91	7.80%	±8.2	262	±79	16	±23	6.10%	±8.3	870	±342	59
Bachelor's degree or higher	213	±96	23	±18	10.80%	±8.3	655	±322	0	±20	0.00%	±7.0	234	±78	14	±15	6.00%	±6.6	1,769	±831	192
EMPLOYMENT STATUS																					
Civilian labor force 16 years and over	1,343	±375	167	±97	12.40%	±6.9	4,435	±881	668	±392	15.10%	±8.2	630	±100	38	±25	6.00%	±4.2	4,000	±1,223	226
Employed	1,282	±326	158	±96	12.30%	±6.9	4,101	±810	641	±390	15.60%	±8.4	594	±106	34	±27	5.70%	±4.8	3,953	±1,225	219
Male	895	±284	81	±49	9.10%	±5.6	2,514	±538	352	±259	14.00%	±10.0	422	±85	34	±27	8.10%	±6.4	2,337	±973	97
Female	387	±141	77	±74	19.90%	±16.7	1,587	±512	289	±212	18.20%	±10.3	172	±60	0	±14	0.00%	±23.8	1,616	±539	122
Unemployed	61	±73	9	±13	14.80%	±30.4	334	±300	27	±37	8.10%	±15.3	36	±32	4	±7	11.10%	±23.3	47	±47	7
Male	0	±14	0	±14	-	**	130	±154	27	±37	20.80%	±42.5	25	±30	1	±4	4.00%	±21.1	35	±44	7
Female	61	±73	9	±13	14.80%	±30.4	204	±216	0	±20	0.00%	±20.6	11	±13	3	±6	27.30%	±39.9	12	±19	0
WORK EXPERIENCE																					
Population 16 years and over	1,725	±416	223	±105	12.90%	±6.1	6,626	±1,092	1,403	±610	21.20%	±8.6	1,159	±174	91	±53	7.90%	±4.9	5,620	±1,700	841
Worked full-time, year-round in the past 12 months	1,018	±313	64	±44	6.30%	±4.6	2,470	±589	206	±199	8.30%	±7.3	460	±119	0	±14	0.00%	±9.8	2,559	±707	40
Worked part-time or part-year in the past 12 months	358	±133	94	±83	26.30%	±18.9	1,967	±523	584	±366	29.70%	±14.5	222	±72	54	±39	24.30%	±15.7	1,592	±763	296
Did not work	349	±88	65	±35	18.60%	±9.5	2,189	±552	613	±283	28.00%	±13.2	477	±112	37	±32	7.80%	±6.6	1,469	±683	505
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS																					
50 percent of poverty level	243	±147	(X)	(X)	(X)	(X)	820	±799	(X)	(X)	(X)	(X)	29	±25	(X)	(X)	(X)	(X)	625	±283	(X)
125 percent of poverty level	565	±207	(X)	(X)	(X)	(X)	2,954	±1,135	(X)	(X)	(X)	(X)	214	±112	(X)	(X)	(X)	(X)	946	±335	(X)
150 percent of poverty level	667	±235	(X)	(X)	(X)	(X)	3,148	±1,126	(X)	(X)	(X)	(X)	349	±146	(X)	(X)	(X)	(X)	1,047	±366	(X)
185 percent of poverty level	869	±247	(X)	(X)	(X)	(X)	4,061	±1,085	(X)	(X)	(X)	(X)	465	±137	(X)	(X)	(X)	(X)	1,206	±380	(X)
200 percent of poverty level	930	±252	(X)	(X)	(X)	(X)	4,342	±1,087	(X)	(X)	(X)	(X)	487	±135	(X)	(X)	(X)	(X)	1,278	±383	(X)
300 percent of poverty level	1,283	±318	(X)	(X)	(X)	(X)	5,821	±1,222	(X)	(X)	(X)	(X)	697	±202	(X)	(X)	(X)	(X)	2,118	±739	(X)
400 percent of poverty level	1,654	±500	(X)	(X)	(X)	(X)	6,863	±1,285	(X)	(X)	(X)	(X)	842	±207	(X)	(X)	(X)	(X)	4,297	±1,826	(X)
500 percent of poverty level	1,791	±517	(X)	(X)	(X)	(X)	7,630	±1,191	(X)	(X)	(X)	(X)	1,035	±208	(X)	(X)	(X)	(X)	4,477	±1,819	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	713	±224	138	±96	19.40%	±12.1	1,222	±476	486	±351	39.80%	±19.7	249	±74	83	±51	33.30%	±16.2	1,990	±404	762
Male	466	±186	72	±49	15.50%	±10.0	873	±339	297	±233	34.00%	±20.0	165	±79	70	±52	42.40%	±23.6	1,013	±337	322
Female	247	±115	66	±72	26.70%	±23.1	349	±213	189	±164	54.20%	±28.8	84	±42	13	±13	15.50%	±16.6	977	±277	440
15 years	0	±14	0	±14	-	**	0	±20	0	±20	-	**	0	±14	0	±14	-	**	0	±20	0
16 to 17 years	0	±14	0	±14	-	**	0	±20	0	±20	-	**	0	±14	0	±14	-	**	0	±20	0
18 to 24 years	31	±39	0	±14	0.00%	±64.4	98	±152	98	±152	100.00%	±36.0	24	±33	12	±18	50.00%	±22.5	598	±292	501
25 to 34 years	156	±97	22	±36	14.10%	±20.7	244	±191	88	±88	36.10%	±28.2	16	±17	1	±4	6.30%	±28.3	853	±350	194
35 to 44 years	139	±66	72	±51	51.80%	±28.4	435	±290	120	±179	27.60%	±33.1	23	±29	0	±14	0.00%	±74.8	145	±111	0
45 to 54 years	148	±154	12	±12	8.10%	±16.1	234	±185	143	±174	61.10%	±43.2	29	±29	10	±11	34.50%	±55.0	177	±125	0
55 to 64 years	132	±88	32	±58	24.20%	±38.1	45	±51	13	±31	28.90%	±64.6	86	±63	58	±54	67.40%	±27.4	89	±47	25
65 to 74 years	81	±59	0	±14	0.00%	±39.8	56	±57	0	±20	0.00%	±47.9	58	±34	2	±8	3.40%	±14.8	96	±58	42
75 years and over	26	±30	0	±14	0.00%	±70.3	110	±79	24	±40	21.80%	±32.4	13	±12	0	±14	0.00%	±99.4	32	±38	0
Mean income deficit for unrelated individuals (dollars)	7,186	±2,558	(X)	(X)	(X)	(X)	6,191	±2,947	(X)	(X)	(X)	(X)	6,598	±2,194	(X)	(X)	(X)	(X)	10,704	±1,307	(X)
Worked full-time, year-round in the past 12 months	500	±202	45	±42	9.00%	±8.9	561	±319	98	±152	17.50%	±23.9	72	±45	0	±14	0.00%	±42.3	809	±286	11
Worked less than full-time, year-round in the past 12 months	115	±83	61	±72	53.00%	±38.2	431	±254	276	±202	64.00%	±26.6	91	±62	54	±39	59.30%	±31.6	589	±285	280
Did not work	98	±44	32	±23	32.70%	±21.5	230	±126	112	±99	48.70%	±29.4	86	±47	29	±30	33.70%	±27.6	592	±245	471

APPENDIX A – POPULATION / LANGUAGE DATA
2020 US Census Bureau, Table S1701, "Poverty Status in the Past 12 Months"

Label (Grouping)	Census Tract 701.03, Broward County, Florida Below poverty level Margin of Error	Census Tract 701.03, Broward County, Florida Percent below poverty level Estimate	Census Tract 701.03, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 701.04, Broward County, Florida Total Estimate	Census Tract 701.04, Broward County, Florida Total Margin of Error	Census Tract 701.04, Broward County, Florida Below poverty level Estimate	Census Tract 701.04, Broward County, Florida Below poverty level Margin of Error	Census Tract 701.04, Broward County, Florida Percent below poverty level Estimate	Census Tract 701.04, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 801.02, Broward County, Florida Total Estimate	Census Tract 801.02, Broward County, Florida Total Margin of Error	Census Tract 801.02, Broward County, Florida Below poverty level Estimate	Census Tract 801.02, Broward County, Florida Below poverty level Margin of Error	Census Tract 801.02, Broward County, Florida Percent below poverty level Estimate	Census Tract 801.02, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 801.03, Broward County, Florida Total Estimate	Census Tract 801.03, Broward County, Florida Total Margin of Error	Census Tract 801.03, Broward County, Florida Below poverty level Estimate	Census Tract 801.03, Broward County, Florida Below poverty level Margin of Error	Census Tract 801.03, Broward County, Florida Percent below poverty level Estimate	Census Tract 801.03, Broward County, Florida Percent below poverty level Margin of Error
Population for whom poverty status is determined	±334	15.30%	±7.2	5,444	±862	906	±466	16.60%	±9.3	3,879	±523	392	±160	10.10%	±4.2	1,365	±241	120	±105	8.80%	±7.2
AGE																					
Under 18 years	±118	14.30%	±21.1	1,669	±424	440	±263	26.40%	±17.3	447	±187	55	±79	12.30%	±17.8	192	±77	34	±39	17.70%	±18.1
Under 5 years	±20	0.00%	±33.3	533	±206	226	±143	42.40%	±29.8	111	±78	0	±14	0.00%	±33.3	110	±64	27	±34	24.50%	±28.0
5 to 17 years	±118	18.20%	±26.1	1,136	±381	214	±131	18.80%	±13.6	336	±136	55	±79	16.40%	±22.2	82	±50	7	±11	8.50%	±12.6
Related children of householder under 18 years	±118	14.30%	±21.1	1,669	±424	440	±263	26.40%	±17.3	447	±187	55	±79	12.30%	±17.8	192	±77	34	±39	17.70%	±18.1
18 to 64 years	±310	15.30%	±7.8	3,187	±586	386	±219	12.10%	±7.5	2,807	±459	288	±137	10.30%	±4.6	996	±201	77	±69	7.70%	±6.6
18 to 34 years	±310	25.00%	±13.5	1,546	±575	323	±194	20.90%	±15.5	1,032	±352	128	±107	12.40%	±9.6	402	±147	26	±27	6.50%	±6.3
35 to 64 years	±19	1.20%	±1.0	1,641	±282	63	±60	3.80%	±3.7	1,775	±276	160	±75	9.00%	±3.9	594	±136	51	±66	8.60%	±10.0
60 years and over	±37	17.20%	±11.2	809	±240	94	±62	11.60%	±8.0	880	±223	61	±38	6.90%	±4.8	227	±76	9	±13	4.00%	±5.6
65 years and over	±33	17.90%	±14.0	588	±241	80	±56	13.60%	±9.5	625	±193	49	±31	7.80%	±5.7	177	±50	9	±13	5.10%	±7.1
SEX																					
Male	±191	11.90%	±6.5	2,891	±537	388	±239	13.40%	±9.0	2,073	±293	164	±82	7.90%	±3.8	624	±133	38	±37	6.10%	±5.8
Female	±270	18.80%	±11.6	2,553	±490	518	±237	20.30%	±9.9	1,806	±331	228	±121	12.60%	±7.2	741	±139	82	±74	11.10%	±9.1
RACE AND HISPANIC OR LATINO ORIGIN																					
White alone	±289	24.50%	±12.8	2,981	±781	561	±316	18.80%	±10.9	2,456	±485	276	±124	11.20%	±4.6	1,124	±244	91	±97	8.10%	±8.1
Black or African American alone	±187	16.10%	±16.0	883	±564	100	±99	11.30%	±15.2	704	±304	30	±39	4.30%	±5.3	67	±51	20	±31	29.90%	±35.8
American Indian and Alaska Native alone	±20	-	**	0	±20	0	±20	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**
Asian alone	±63	33.30%	±38.5	100	±108	0	±20	0.00%	±35.6	92	±95	28	±47	30.40%	±48.5	22	±18	0	±14	0.00%	±76.4
Native Hawaiian and Other Pacific Islander alone	±20	-	**	0	±20	0	±20	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**
Some other race alone	±29	2.40%	±8.3	1,225	±737	226	±216	18.40%	±19.8	182	±182	49	±77	26.90%	±21.4	118	±138	0	±14	0.00%	±31.9
Two or more races	±20	0.00%	±3.8	255	±196	19	±31	7.50%	±14.0	445	±266	9	±14	2.00%	±3.5	34	±26	9	±15	26.50%	±35.6
Hispanic or Latino origin (of any race)	±191	6.40%	±7.0	3,161	±762	725	±409	22.90%	±14.9	1,194	±452	74	±79	6.20%	±6.4	537	±187	85	±102	15.80%	±17.8
White alone, not Hispanic or Latino	±279	43.50%	±12.5	1,201	±361	81	±93	6.70%	±7.8	1,699	±323	260	±121	15.30%	±6.3	670	±167	26	±25	3.90%	±3.6
EDUCATIONAL ATTAINMENT																					
Population 25 years and over	±152	6.70%	±4.2	3,361	±560	429	±213	12.80%	±6.6	3,289	±471	325	±132	9.90%	±3.8	1,159	±211	86	±70	7.40%	±5.8
Less than high school graduate	±27	4.00%	±7.3	1,041	±558	128	±90	12.30%	±8.5	146	±88	18	±20	12.30%	±15.1	17	±23	0	±14	0.00%	±87.0
High school graduate (includes equivalency)	±30	2.30%	±3.0	1,146	±272	132	±117	11.50%	±10.5	933	±262	96	±50	10.30%	±5.3	222	±110	6	±11	2.70%	±4.8
Some college, associate's degree	±55	6.80%	±7.1	794	±217	138	±111	17.40%	±12.6	1,372	±338	116	±93	8.50%	±6.6	384	±161	13	±16	3.40%	±4.9
Bachelor's degree or higher	±151	10.90%	±9.2	380	±177	31	±37	8.20%	±10.3	838	±244	95	±71	11.30%	±8.4	536	±139	67	±66	12.50%	±11.0
EMPLOYMENT STATUS																					
Civilian labor force 16 years and over	±138	5.70%	±3.7	2,750	±543	169	±128	6.10%	±5.1	2,657	±479	200	±102	7.50%	±3.8	946	±192	24	±24	2.50%	±2.4
Employed	±137	5.50%	±3.7	2,527	±462	163	±123	6.50%	±5.1	2,435	±447	114	±64	4.70%	±2.7	934	±190	18	±21	1.90%	±2.3
Male	±91	4.20%	±4.3	1,546	±351	96	±103	6.20%	±6.7	1,347	±221	46	±40	3.40%	±2.9	431	±95	18	±21	4.20%	±4.9
Female	±96	7.50%	±6.1	981	±257	67	±54	6.80%	±5.7	1,088	±303	68	±49	6.30%	±5.0	503	±110	0	±14	0.00%	±9.0
Unemployed	±11	14.90%	±33.6	223	±283	6	±16	2.70%	±9.9	222	±150	86	±94	38.70%	±34.6	12	±10	6	±11	50.00%	±50.0
Male	±11	20.00%	±49.4	223	±283	6	±16	2.70%	±9.9	106	±93	29	±35	27.40%	±42.3	6	±9	0	±14	0.00%	±100.0
Female	±20	0.00%	±100.0	0	±20	0	±20	-	**	116	±106	57	±80	49.10%	±49.9	6	±11	6	±11	100.00%	±100.0
WORK EXPERIENCE																					
Population 16 years and over	±315	15.00%	±7.1	3,842	±666	466	±228	12.10%	±6.5	3,479	±475	337	±139	9.70%	±3.8	1,186	±207	93	±73	7.80%	±5.9
Worked full-time, year-round in the past 12 months	±49	1.60%	±2.0	1,993	±341	138	±114	6.90%	±5.8	1,633	±384	21	±32	1.30%	±1.9	684	±133	13	±19	1.90%	±2.6
Worked part-time or part-year in the past 12 months	±179	18.60%	±11.7	849	±480	44	±44	5.20%	±6.3	958	±332	98	±51	10.20%	±5.6	260	±97	5	±8	1.90%	±3.2
Did not work	±253	34.40%	±22.0	1,000	±304	284	±125	28.40%	±13.0	888	±231	218	±137	24.50%	±13.5	242	±111	75	±71	31.00%	±25.0
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS																					
50 percent of poverty level	(X)	(X)	(X)	350	±292	(X)	(X)	(X)	(X)	206	±116	(X)	(X)	(X)	(X)	107	±105	(X)	(X)	(X)	(X)
125 percent of poverty level	(X)	(X)	(X)	1,663	±507	(X)	(X)	(X)	(X)	554	±194	(X)	(X)	(X)	(X)	177	±124	(X)	(X)	(X)	(X)
150 percent of poverty level	(X)	(X)	(X)	1,954	±605	(X)	(X)	(X)	(X)	724	±232	(X)	(X)	(X)	(X)	177	±124	(X)	(X)	(X)	(X)
185 percent of poverty level	(X)	(X)	(X)	3,155	±805	(X)	(X)	(X)	(X)	1,013	±339	(X)	(X)	(X)	(X)	279	±160	(X)	(X)	(X)	(X)
200 percent of poverty level	(X)	(X)	(X)	3,426	±817	(X)	(X)	(X)	(X)	1,069	±341	(X)	(X)	(X)	(X)	301	±164	(X)	(X)	(X)	(X)
300 percent of poverty level	(X)	(X)	(X)	3,929	±810	(X)	(X)	(X)	(X)	2,020	±483	(X)	(X)	(X)	(X)	471	±179	(X)	(X)	(X)	(X)
400 percent of poverty level	(X)	(X)	(X)	4,832	±899	(X)	(X)	(X)	(X)	2,971	±559	(X)	(X)	(X)	(X)	724	±198	(X)	(X)	(X)	(X)
500 percent of poverty level	(X)	(X)	(X)	5,103	±929	(X)	(X)	(X)	(X)	3,078	±560	(X)	(X)	(X)	(X)	813	±196	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	±307	38.30%	±11.8	1,052	±266	161	±81	15.30%	±8.6	1,373	±389	302	±145	22.00%	±9.7	341	±98	32	±27	9.40%	±7.1
Male	±178	31.80%	±13.4	607	±209	38	±39	6.30%	±6.2	691	±183	133	±76	19.20%	±9.9	102	±44	13	±19	12.70%	±17.6
Female	±249	45.00%	±17.8	445	±195	123	±68	27.60%	±17.7	682	±266	169	±116	24.80%	±17.4	239	±70	19	±18	7.90%	±7.0
15 years	±20	-	**	0	±20	0	±20	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**
16 to 17 years	±20	-	**	0	±20	0	±20	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**
18 to 24 years	±272	83.80%	±13.0	41	±51	20	±33	48.80%	±51.2	60	±57	12	±21	20.00%	±24.9	7	±12	0	±14	0.00%	±100.0
25 to 34 years	±148	22.70%	±13.9	249	±158	24	±40	9.60%	±19.1	504	±327	116	±98	23.00%	±18.9	121	±64	17	±20	14.00%	±13.6
35 to 44 years	±20	0.00%	±27.3	110	±136	0	±20	0.00%	±33.5	217	±145	21	±32	9.70%	±14.8	81	±50	6	±11	7.40%	±14.4
45 to 54 years	±20	0.00%	±23.2	169	±97	23	±28	13.60%	±16.5	225	±94	75	±56	33.30%	±20.1	59	±38	0	±14	0.00%	±46.7
55 to 64 years	±19	28.10%	±22.0	245	±126	14	±24	5.70%	±10.5	156	±69	39	±31	25.00%	±16.5	10	±11	0	±14	0.00%	±100.0
65 to 74 years	±33	43.80%	±24.0	190	±163	32	±27	16.80%	±23.9	153	±75	31	±26	20.30%	±18.3	53	±31	9	±13	17.00%	±21.5
75 years and over	±20	0.00%	±63.4	48	±61	48	±61	100.00%	±51.7	58	±46	8	±13	13.80%	±24.7	10	±15	0	±14	0.00%	±100.0
Mean income deficit for unrelated individuals (dollars)	(X)	(X)	(X)	5,570	±2,740	(X)	(X)	(X)	(X)	8,509	±1,737	(X)	(X)	(X)	(X)	N	N	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	±17	1.40%	±2.3	695	±227	34	±29	4.90%	±4.4	557	±224	21	±32	3.80%	±5.7	261	±88	13	±19	5.00%	±6.6
Worked less than full-time, year-round in the past 12 months	±175	47.50%	±12.0	100	±79	23	±28	23.00%	±28.8	492	±287	73	±41	14.80%	±11.2	45	±32	0	±14	0.00%	±53.4
Did not work	±249	79.60%	±15.2	257	±171	104	±67	40.50%	±33.2	324	±151	208	±138	64.20%	±19.3	35	±25	19	±18	54.30%	±37.1

APPENDIX A – POPULATION / LANGUAGE DATA
2020 US Census Bureau, Table S1701, "Poverty Status in the Past 12 Months"

Label (Grouping)	Census Tract 801.04, Broward County, Florida Total Estimate	Census Tract 801.04, Broward County, Florida Total Margin of Error	Census Tract 801.04, Broward County, Florida Below poverty level Estimate	Census Tract 801.04, Broward County, Florida Below poverty level Margin of Error	Census Tract 801.04, Broward County, Florida Percent below poverty level Estimate	Census Tract 801.04, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 801.05, Broward County, Florida Total Estimate	Census Tract 801.05, Broward County, Florida Total Margin of Error	Census Tract 801.05, Broward County, Florida Below poverty level Estimate	Census Tract 801.05, Broward County, Florida Below poverty level Margin of Error	Census Tract 801.05, Broward County, Florida Percent below poverty level Estimate	Census Tract 801.05, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 802, Broward County, Florida Total Estimate	Census Tract 802, Broward County, Florida Total Margin of Error	Census Tract 802, Broward County, Florida Below poverty level Estimate	Census Tract 802, Broward County, Florida Below poverty level Margin of Error	Census Tract 802, Broward County, Florida Percent below poverty level Estimate	Census Tract 802, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 804.02, Broward County, Florida Total Estimate	Census Tract 804.02, Broward County, Florida Total Margin of Error	Census Tract 804.02, Broward County, Florida Below poverty level Estimate
Population for whom poverty status is determined	2,400	±436	240	±149	10.00%	±6.3	3,537	±1,088	577	±562	16.30%	±13.8	1,025	±303	76	±55	7.40%	±5.3	3,454	±1,030	344
AGE																					
Under 18 years	365	±217	51	±53	14.00%	±18.0	671	±322	135	±211	20.10%	±27.0	158	±68	0	±14	0.00%	±25.5	774	±371	49
Under 5 years	153	±172	0	±14	0.00%	±26.2	360	±266	135	±211	37.50%	±42.9	91	±73	0	±14	0.00%	±37.6	189	±81	27
5 to 17 years	212	±113	51	±53	24.10%	±28.3	311	±181	0	±14	0.00%	±14.1	67	±32	0	±14	0.00%	±43.8	585	±334	22
Related children of householder under 18 years	365	±217	51	±53	14.00%	±18.0	671	±322	135	±211	20.10%	±27.0	158	±68	0	±14	0.00%	±25.5	774	±371	49
18 to 64 years	1,427	±238	162	±109	11.40%	±7.4	2,030	±669	223	±233	11.00%	±10.6	545	±255	10	±12	1.80%	±2.5	1,736	±684	180
18 to 34 years	439	±189	31	±45	7.10%	±9.4	538	±256	106	±122	19.70%	±19.4	181	±127	0	±14	0.00%	±22.8	460	±294	87
35 to 64 years	988	±225	131	±94	13.30%	±9.2	1,492	±611	117	±124	7.80%	±8.4	364	±147	10	±12	2.70%	±3.5	1,276	±425	93
60 years and over	942	±319	66	±70	7.00%	±7.5	1,092	±363	219	±231	20.10%	±18.6	343	±90	66	±56	19.20%	±13.8	1,176	±459	134
65 years and over	608	±255	27	±33	4.40%	±6.0	836	±317	219	±231	26.20%	±22.9	322	±85	66	±56	20.50%	±14.6	944	±465	115
SEX																					
Male	1,115	±285	63	±54	5.70%	±4.9	1,879	±549	218	±238	11.60%	±11.6	437	±145	31	±27	7.10%	±6.1	1,535	±540	156
Female	1,285	±278	177	±114	13.80%	±8.8	1,658	±636	359	±414	21.70%	±21.9	588	±176	45	±32	7.70%	±5.4	1,919	±557	188
RACE AND HISPANIC OR LATINO ORIGIN																					
White alone	2,145	±423	240	±149	11.20%	±7.1	2,159	±590	406	±374	18.80%	±14.5	1,006	±304	75	±54	7.50%	±5.4	2,602	±577	273
Black or African American alone	87	±99	0	±14	0.00%	±38.4	307	±197	0	±14	0.00%	±14.3	0	±14	0	±14	-	**	742	±926	19
American Indian and Alaska Native alone	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**	21	±30	0
Asian alone	0	±14	0	±14	-	**	114	±179	0	±14	0.00%	±32.7	4	±5	0	±14	0.00%	±100.0	0	±14	0
Native Hawaiian and Other Pacific Islander alone	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±14	0
Some other race alone	15	±23	0	±14	0.00%	±92.6	87	±106	0	±14	0.00%	±38.4	1	±3	1	±3	100.00%	±100.0	31	±36	21
Two or more races	153	±124	0	±14	0.00%	±26.2	870	±878	171	±217	19.70%	±33.4	14	±21	0	±14	0.00%	±95.8	58	±64	31
Hispanic or Latino origin (of any race)	836	±360	140	±113	16.70%	±14.1	1,281	±895	36	±58	2.80%	±5.1	92	±64	1	±3	1.10%	±2.9	911	±435	76
White alone, not Hispanic or Latino	1,456	±350	100	±68	6.90%	±5.1	1,729	±583	406	±374	23.50%	±16.9	929	±315	75	±54	8.10%	±5.9	1,780	±525	249
EDUCATIONAL ATTAINMENT																					
Population 25 years and over	1,912	±370	175	±104	9.20%	±5.5	2,766	±822	406	±374	14.70%	±12.2	767	±149	76	±55	9.90%	±6.6	2,379	±578	260
Less than high school graduate	131	±69	0	±14	0.00%	±29.5	303	±159	70	±110	23.10%	±28.4	58	±50	1	±3	1.70%	±4.9	230	±116	83
High school graduate (includes equivalency)	458	±179	54	±66	11.80%	±13.6	703	±296	229	±247	32.60%	±27.5	269	±117	55	±55	20.40%	±18.5	962	±360	84
Some college, associate's degree	597	±224	70	±68	11.70%	±11.9	760	±282	41	±55	5.40%	±7.1	279	±75	20	±22	7.20%	±7.8	548	±260	42
Bachelor's degree or higher	726	±229	51	±52	7.00%	±6.9	1,000	±470	66	±82	6.60%	±7.4	161	±65	0	±14	0.00%	±25.1	639	±188	51
EMPLOYMENT STATUS																					
Civilian labor force 16 years and over	1,254	±198	109	±93	8.70%	±7.4	1,803	±680	187	±228	10.40%	±11.8	512	±168	2	±3	0.40%	±0.7	1,338	±644	79
Employed	1,199	±195	83	±76	6.90%	±6.4	1,718	±669	187	±228	10.90%	±12.3	499	±168	2	±3	0.40%	±0.7	1,195	±469	59
Male	591	±170	31	±31	5.20%	±5.7	846	±408	0	±14	0.00%	±5.5	244	±85	2	±3	0.80%	±1.4	690	±317	43
Female	608	±201	52	±64	8.60%	±10.3	872	±318	187	±228	21.40%	±23.6	255	±93	0	±14	0.00%	±16.9	505	±199	16
Unemployed	55	±55	26	±42	47.30%	±52.7	85	±95	0	±14	0.00%	±38.9	13	±13	0	±14	0.00%	±99.4	143	±188	20
Male	0	±14	0	±14	-	**	85	±95	0	±14	0.00%	±38.9	7	±12	0	±14	0.00%	±100.0	143	±188	20
Female	55	±55	26	±42	47.30%	±52.7	0	±14	0	±14	-	**	6	±8	0	±14	0.00%	±100.0	0	±14	0
WORK EXPERIENCE																					
Population 16 years and over	2,058	±362	203	±119	9.90%	±5.8	2,898	±829	442	±377	15.30%	±11.6	872	±261	76	±55	8.70%	±6.1	2,741	±758	295
Worked full-time, year-round in the past 12 months	840	±172	0	±14	0.00%	±5.5	1,138	±585	0	±14	0.00%	±4.1	293	±75	0	±14	0.00%	±14.9	705	±213	0
Worked part-time or part-year in the past 12 months	378	±135	83	±76	22.00%	±20.0	777	±280	223	±233	28.70%	±23.2	230	±166	2	±3	0.90%	±1.8	663	±467	79
Did not work	840	±320	120	±87	14.30%	±10.4	983	±323	219	±231	22.30%	±20.2	349	±123	74	±55	21.20%	±13.9	1,373	±509	216
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS																					
50 percent of poverty level	119	±97	(X)	(X)	(X)	(X)	383	±519	(X)	(X)	(X)	(X)	44	±55	(X)	(X)	(X)	(X)	190	±130	(X)
125 percent of poverty level	269	±164	(X)	(X)	(X)	(X)	609	±559	(X)	(X)	(X)	(X)	150	±91	(X)	(X)	(X)	(X)	539	±253	(X)
150 percent of poverty level	348	±191	(X)	(X)	(X)	(X)	922	±676	(X)	(X)	(X)	(X)	426	±302	(X)	(X)	(X)	(X)	1,032	±502	(X)
185 percent of poverty level	688	±360	(X)	(X)	(X)	(X)	1,259	±655	(X)	(X)	(X)	(X)	435	±302	(X)	(X)	(X)	(X)	1,345	±615	(X)
200 percent of poverty level	886	±426	(X)	(X)	(X)	(X)	1,276	±657	(X)	(X)	(X)	(X)	463	±303	(X)	(X)	(X)	(X)	1,412	±610	(X)
300 percent of poverty level	1,150	±420	(X)	(X)	(X)	(X)	1,759	±694	(X)	(X)	(X)	(X)	536	±308	(X)	(X)	(X)	(X)	1,647	±615	(X)
400 percent of poverty level	1,302	±425	(X)	(X)	(X)	(X)	1,974	±685	(X)	(X)	(X)	(X)	718	±312	(X)	(X)	(X)	(X)	2,393	±1,061	(X)
500 percent of poverty level	1,532	±405	(X)	(X)	(X)	(X)	2,267	±682	(X)	(X)	(X)	(X)	876	±303	(X)	(X)	(X)	(X)	2,577	±1,060	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	532	±165	143	±94	26.90%	±15.4	876	±332	245	±223	28.00%	±20.9	160	±53	41	±23	25.60%	±13.0	589	±171	113
Male	212	±110	15	±24	7.10%	±11.7	468	±289	151	±212	32.30%	±36.6	72	±32	12	±12	16.70%	±16.1	276	±105	51
Female	320	±133	128	±92	40.00%	±22.2	408	±170	94	±86	23.00%	±20.2	88	±37	29	±21	33.00%	±19.1	313	±128	62
15 years	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±14	0
16 to 17 years	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±14	0
18 to 24 years	0	±14	0	±14	-	**	36	±58	36	±58	100.00%	±59.8	0	±14	0	±14	-	**	33	±40	19
25 to 34 years	84	±83	0	±14	0.00%	±39.1	67	±109	0	±14	0.00%	±43.8	18	±24	0	±14	0.00%	±84.5	39	±43	0
35 to 44 years	36	±55	0	±14	0.00%	±59.8	144	±144	0	±14	0.00%	±27.5	2	±3	2	±3	100.00%	±100.0	39	±40	0
45 to 54 years	0	±14	0	±14	-	**	62	±66	41	±55	66.10%	±54.1	25	±19	8	±12	32.00%	±42.0	63	±61	20
55 to 64 years	155	±93	116	±89	74.80%	±26.5	126	±85	0	±14	0.00%	±30.4	23	±21	0	±14	0.00%	±74.8	133	±76	21
65 to 74 years	175	±94	0	±14	0.00%	±23.5	339	±264	151	±212	44.50%	±44.2	60	±33	20	±24	33.30%	±30.5	100	±75	23
75 years and over	82	±54	27	±33	32.90%	±34.6	102	±64	17	±26	16.70%	±25.4	32	±20	11	±11	34.40%	±31.4	182	±105	30
Mean income deficit for unrelated individuals (dollars)	N	N	(X)	(X)	(X)	(X)	N	N	(X)	(X)	(X)	(X)	3,551	±4,107	(X)	(X)	(X)	(X)	9,147	±3,047	(X)
Worked full-time, year-round in the past 12 months	216	±128	0	±14	0.00%	±19.6	336	±246	0	±14	0.00%	±13.2	53	±34	0	±14	0.00%	±49.2	196	±92	0
Worked less than full-time, year-round in the past 12 months	63	±75	38	±60	60.30%	±48.3	144	±95	77	±81	53.50%	±35.3	12	±10	2	±3	16.70%	±29.2	66	±53	19
Did not work	253	±115	105	±82	41.50%	±21.8	396	±248	168	±214	42.40%	±37.0	95	±39	39	±25	41.10%	±18.8	327	±153	94

APPENDIX A – POPULATION / LANGUAGE DATA
2020 US Census Bureau, Table S1701, "Poverty Status in the Past 12 Months"

Label (Grouping)	Census Tract 804.02, Broward County, Florida Below poverty level Margin of Error	Census Tract 804.02, Broward County, Florida Percent below poverty level Estimate	Census Tract 804.02, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 804.05, Broward County, Florida Total Estimate	Census Tract 804.05, Broward County, Florida Total Margin of Error	Census Tract 804.05, Broward County, Florida Below poverty level Estimate	Census Tract 804.05, Broward County, Florida Below poverty level Margin of Error	Census Tract 804.05, Broward County, Florida Percent below poverty level Estimate	Census Tract 804.05, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 804.06, Broward County, Florida Total Estimate	Census Tract 804.06, Broward County, Florida Total Margin of Error	Census Tract 804.06, Broward County, Florida Below poverty level Estimate	Census Tract 804.06, Broward County, Florida Below poverty level Margin of Error	Census Tract 804.06, Broward County, Florida Percent below poverty level Estimate	Census Tract 804.06, Broward County, Florida Percent below poverty level Margin of Error
Population for whom poverty status is determined	±178	10.00%	±5.9	3,124	±540	237	±127	7.60%	±4.1	6,152	±985	699	±418	11.40%	±7.0
AGE															
Under 18 years	±77	6.30%	±9.9	653	±176	21	±37	3.20%	±5.6	1,515	±409	252	±268	16.60%	±18.3
Under 5 years	±43	14.30%	±20.0	68	±67	1	±2	1.50%	±3.7	654	±334	172	±183	26.30%	±28.8
5 to 17 years	±34	3.80%	±6.3	585	±153	20	±37	3.40%	±6.3	861	±254	80	±85	9.30%	±11.0
Related children of householder under 18 years	±77	6.30%	±9.9	653	±176	21	±37	3.20%	±5.6	1,515	±409	252	±268	16.60%	±18.3
18 to 64 years	±120	10.40%	±7.7	2,070	±432	203	±115	9.80%	±5.6	3,916	±700	360	±173	9.20%	±4.4
18 to 34 years	±79	18.90%	±19.1	701	±266	54	±57	7.70%	±7.8	1,432	±719	171	±147	11.90%	±10.3
35 to 64 years	±64	7.30%	±5.5	1,369	±296	149	±90	10.90%	±6.8	2,484	±392	189	±102	7.60%	±4.1
60 years and over	±84	11.40%	±7.4	605	±216	40	±35	6.60%	±6.3	1,291	±430	165	±127	12.80%	±9.3
65 years and over	±79	12.20%	±9.1	401	±205	13	±19	3.20%	±4.6	721	±283	87	±72	12.10%	±10.1
SEX															
Male	±86	10.20%	±6.4	1,507	±299	120	±84	8.00%	±5.5	3,006	±475	408	±261	13.60%	±8.4
Female	±119	9.80%	±6.7	1,617	±337	117	±71	7.20%	±4.2	3,146	±658	291	±175	9.20%	±6.1
RACE AND HISPANIC OR LATINO ORIGIN															
White alone	±167	10.50%	±6.5	2,202	±408	206	±118	9.40%	±5.6	4,759	±1,201	382	±168	8.00%	±3.6
Black or African American alone	±34	2.60%	±7.4	521	±348	30	±48	5.80%	±9.6	391	±307	65	±70	16.60%	±20.9
American Indian and Alaska Native alone	±14	0.00%	±78.2	0	±14	0	±14	-	**	0	±20	0	±20	-	**
Asian alone	±14	-	**	184	±144	0	±14	0.00%	±22.5	300	±193	0	±20	0.00%	±14.6
Native Hawaiian and Other Pacific Islander alone	±14	-	**	0	±14	0	±14	-	**	0	±20	0	±20	-	**
Some other race alone	±29	67.70%	±51.1	1	±2	1	±2	100.00%	±100.0	242	±255	0	±20	0.00%	±17.7
Two or more races	±50	53.40%	±53.4	216	±194	0	±14	0.00%	±19.6	460	±313	252	±268	54.80%	±35.5
Hispanic or Latino origin (of any race)	±68	8.30%	±9.0	1,131	±429	51	±63	4.50%	±6.0	2,291	±839	113	±98	4.90%	±4.3
White alone, not Hispanic or Latino	±164	14.00%	±9.1	1,239	±260	156	±102	12.60%	±8.2	2,921	±735	269	±128	9.20%	±4.6
EDUCATIONAL ATTAINMENT															
Population 25 years and over	±126	10.90%	±5.7	2,201	±434	168	±92	7.60%	±4.4	4,300	±703	447	±201	10.40%	±4.5
Less than high school graduate	±66	36.10%	±24.4	154	±98	15	±18	9.70%	±13.7	266	±149	49	±55	18.40%	±20.6
High school graduate (includes equivalency)	±62	8.70%	±7.6	594	±199	78	±70	13.10%	±12.4	833	±368	53	±58	6.40%	±6.7
Some college, associate's degree	±47	7.70%	±9.4	808	±218	41	±33	5.10%	±4.3	1,410	±404	185	±124	13.10%	±8.6
Bachelor's degree or higher	±60	8.00%	±9.1	645	±233	34	±43	5.30%	±6.7	1,791	±431	160	±119	8.90%	±6.4
EMPLOYMENT STATUS															
Civilian labor force 16 years and over	±80	5.90%	±6.4	1,676	±305	118	±91	7.00%	±5.3	3,032	±675	93	±67	3.10%	±2.3
Employed	±61	4.90%	±5.2	1,524	±258	118	±91	7.70%	±5.8	2,954	±678	93	±67	3.10%	±2.4
Male	±55	6.20%	±8.2	820	±197	77	±73	9.40%	±8.5	1,473	±427	41	±49	2.80%	±3.5
Female	±27	3.20%	±5.3	704	±161	41	±51	5.80%	±7.0	1,481	±357	52	±47	3.50%	±3.1
Unemployed	±32	14.00%	±36.1	152	±134	0	±14	0.00%	±26.3	78	±91	0	±20	0.00%	±40.6
Male	±32	14.00%	±36.1	72	±73	0	±14	0.00%	±42.3	78	±91	0	±20	0.00%	±40.6
Female	±14	-	**	80	±108	0	±14	0.00%	±40.1	0	±20	0	±20	-	**
WORK EXPERIENCE															
Population 16 years and over	±145	10.80%	±6.0	2,547	±476	216	±116	8.50%	±4.5	4,771	±736	447	±201	9.40%	±4.1
Worked full-time, year-round in the past 12 months	±14	0.00%	±6.5	993	±236	24	±40	2.40%	±4.1	2,002	±421	24	±38	1.20%	±1.9
Worked part-time or part-year in the past 12 months	±80	11.90%	±14.6	799	±250	94	±82	11.80%	±9.1	1,172	±434	123	±78	10.50%	±7.5
Did not work	±106	15.70%	±9.2	755	±290	98	±70	13.00%	±9.7	1,597	±537	300	±175	18.80%	±9.8
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS															
50 percent of poverty level	(X)	(X)	(X)	143	±108	(X)	(X)	(X)	(X)	539	±407	(X)	(X)	(X)	(X)
125 percent of poverty level	(X)	(X)	(X)	695	±349	(X)	(X)	(X)	(X)	1,403	±1,059	(X)	(X)	(X)	(X)
150 percent of poverty level	(X)	(X)	(X)	1,241	±450	(X)	(X)	(X)	(X)	1,543	±1,104	(X)	(X)	(X)	(X)
185 percent of poverty level	(X)	(X)	(X)	1,393	±438	(X)	(X)	(X)	(X)	1,743	±1,120	(X)	(X)	(X)	(X)
200 percent of poverty level	(X)	(X)	(X)	1,405	±438	(X)	(X)	(X)	(X)	2,274	±1,104	(X)	(X)	(X)	(X)
300 percent of poverty level	(X)	(X)	(X)	1,662	±470	(X)	(X)	(X)	(X)	2,924	±1,005	(X)	(X)	(X)	(X)
400 percent of poverty level	(X)	(X)	(X)	2,064	±499	(X)	(X)	(X)	(X)	4,185	±972	(X)	(X)	(X)	(X)
500 percent of poverty level	(X)	(X)	(X)	2,366	±540	(X)	(X)	(X)	(X)	4,912	±931	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	±72	19.20%	±9.5	435	±167	146	±98	33.60%	±17.2	753	±252	230	±125	30.50%	±13.0
Male	±47	18.50%	±14.2	242	±133	71	±72	29.30%	±25.8	463	±211	140	±107	30.20%	±17.0
Female	±56	19.80%	±15.9	193	±107	75	±58	38.90%	±24.7	290	±123	90	±67	31.00%	±22.7
15 years	±14	-	**	0	±14	0	±14	-	**	0	±20	0	±20	-	**
16 to 17 years	±14	-	**	0	±14	0	±14	-	**	0	±20	0	±20	-	**
18 to 24 years	±34	57.60%	±56.7	30	±48	30	±48	100.00%	±65.5	29	±47	0	±20	0.00%	±66.6
25 to 34 years	±14	0.00%	±57.4	60	±65	0	±14	0.00%	±46.3	124	±97	52	±85	41.90%	±50.6
35 to 44 years	±14	0.00%	±57.4	126	±78	75	±73	59.50%	±37.8	198	±81	42	±50	21.20%	±23.4
45 to 54 years	±28	31.70%	±27.5	70	±51	11	±17	15.70%	±25.6	88	±65	51	±47	58.00%	±34.7
55 to 64 years	±29	15.80%	±20.0	107	±98	17	±19	15.90%	±20.1	232	±146	47	±74	20.30%	±28.9
65 to 74 years	±22	23.00%	±21.7	33	±27	4	±8	12.10%	±25.5	19	±30	19	±30	100.00%	±82.2
75 years and over	±47	16.50%	±22.3	9	±16	9	±16	100.00%	±100.0	63	±74	19	±30	30.20%	±52.0
Mean income deficit for unrelated individuals (dollars)	(X)	(X)	(X)	6,495	±3,120	(X)	(X)	(X)	(X)	4,899	±3,312	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	±14	0.00%	±21.3	168	±92	24	±40	14.30%	±22.4	308	±153	24	±38	7.80%	±11.4
Worked less than full-time, year-round in the past 12 months	±34	28.80%	±39.1	132	±106	88	±81	66.70%	±35.2	168	±118	69	±62	41.10%	±29.5
Did not work	±67	28.70%	±18.0	135	±95	34	±25	25.20%	±25.8	277	±189	137	±118	49.50%	±26.9

APPENDIX A – POPULATION / LANGUAGE DATA
2020 US Census Bureau, Table S1701, "Poverty Status in the Past 12 Months"

Label (Grouping)	Census Tract 805, Broward County, Florida Total Estimate	Census Tract 805, Broward County, Florida Total Margin of Error	Census Tract 805, Broward County, Florida Below poverty level Estimate	Census Tract 805, Broward County, Florida Below poverty level Margin of Error	Census Tract 805, Broward County, Florida Percent below poverty level Estimate	Census Tract 805, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 901.02, Broward County, Florida Total Estimate	Census Tract 901.02, Broward County, Florida Total Margin of Error	Census Tract 901.02, Broward County, Florida Below poverty level Estimate	Census Tract 901.02, Broward County, Florida Below poverty level Margin of Error	Census Tract 901.02, Broward County, Florida Percent below poverty level Estimate	Census Tract 901.02, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 902, Broward County, Florida Total Estimate	Census Tract 902, Broward County, Florida Total Margin of Error	Census Tract 902, Broward County, Florida Below poverty level Estimate	Census Tract 902, Broward County, Florida Below poverty level Margin of Error	Census Tract 902, Broward County, Florida Percent below poverty level Estimate	Census Tract 902, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 903.03, Broward County, Florida Total Estimate	Census Tract 903.03, Broward County, Florida Total Margin of Error	Census Tract 903.03, Broward County, Florida Below poverty level Estimate
Population for whom poverty status is determined	7,820	±1,236	1,831	±782	23.40%	±8.9	2,109	±890	226	±137	10.70%	±8.0	4,113	±718	478	±263	11.60%	±6.6	1,931	±339	347
AGE																					
Under 18 years	1,976	±539	877	±494	44.40%	±17.9	99	±58	46	±45	46.50%	±30.5	849	±305	78	±62	9.20%	±8.2	375	±174	86
Under 5 years	735	±321	429	±279	58.40%	±22.5	26	±31	0	±14	0.00%	±70.3	266	±91	51	±46	19.20%	±18.2	149	±91	0
5 to 17 years	1,241	±458	448	±341	36.10%	±20.9	73	±54	46	±45	63.00%	±34.5	583	±294	27	±26	4.60%	±5.1	226	±153	86
Related children of householder under 18 years	1,962	±544	863	±500	44.00%	±18.3	91	±56	38	±43	41.80%	±34.3	849	±305	78	±62	9.20%	±8.2	375	±174	86
18 to 64 years	5,154	±1,059	894	±494	17.30%	±8.5	1,550	±873	133	±111	8.60%	±9.0	2,300	±435	283	±185	12.30%	±7.7	1,334	±282	155
18 to 34 years	2,038	±714	289	±152	14.20%	±8.3	522	±533	30	±43	5.70%	±12.2	399	±119	69	±63	17.30%	±15.6	284	±171	0
35 to 64 years	3,116	±701	605	±448	19.40%	±12.4	1,028	±365	103	±77	10.00%	±8.2	1,901	±397	214	±137	11.30%	±6.9	1,050	±236	155
60 years and over	1,162	±328	151	±115	13.00%	±9.8	585	±160	70	±47	12.00%	±7.7	1,348	±287	150	±117	11.10%	±8.6	477	±176	106
65 years and over	690	±231	60	±57	8.70%	±9.2	460	±140	47	±44	10.20%	±9.0	964	±209	117	±91	12.10%	±9.5	222	±157	106
SEX																					
Male	3,225	±554	561	±259	17.40%	±8.0	1,100	±469	134	±108	12.20%	±10.4	2,108	±561	231	±135	11.00%	±7.1	915	±234	215
Female	4,595	±910	1,270	±665	27.60%	±12.1	1,009	±443	92	±56	9.10%	±7.3	2,005	±295	247	±151	12.30%	±7.2	1,016	±245	132
RACE AND HISPANIC OR LATINO ORIGIN																					
White alone	1,603	±828	323	±238	20.10%	±16.2	1,488	±281	196	±117	13.20%	±7.3	3,703	±713	410	±208	11.10%	±6.1	1,598	±282	296
Black or African American alone	5,512	±1,073	1,405	±721	25.50%	±10.6	60	±62	30	±47	50.00%	±50.0	194	±192	40	±61	20.60%	±32.2	138	±180	0
American Indian and Alaska Native alone	0	±20	0	±20	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±14	0
Asian alone	189	±179	0	±20	0.00%	±22.0	0	±14	0	±14	-	**	9	±13	0	±14	0.00%	±100.0	0	±14	0
Native Hawaiian and Other Pacific Islander alone	0	±20	0	±20	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±14	0
Some other race alone	119	±157	35	±62	29.40%	±59.8	17	±20	0	±14	0.00%	±87.0	67	±59	0	±14	0.00%	±43.8	59	±76	0
Two or more races	397	±285	68	±93	17.10%	±24.3	544	±832	0	±14	0.00%	±8.4	140	±80	28	±44	20.00%	±26.1	136	±105	51
Hispanic or Latino origin (of any race)	1,518	±723	202	±153	13.30%	±10.7	941	±845	83	±90	8.80%	±15.9	765	±207	52	±54	6.80%	±7.7	722	±230	51
White alone, not Hispanic or Latino	546	±300	170	±188	31.10%	±29.2	1,108	±225	113	±68	10.20%	±5.7	3,057	±629	358	±177	11.70%	±6.2	1,046	±243	296
EDUCATIONAL ATTAINMENT																					
Population 25 years and over	5,129	±820	900	±503	17.50%	±8.5	1,591	±404	150	±88	9.40%	±5.8	3,055	±453	331	±189	10.80%	±6.2	1,432	±242	261
Less than high school graduate	905	±401	263	±235	29.10%	±21.2	24	±28	0	±14	0.00%	±73.2	160	±140	40	±61	25.00%	±28.0	143	±104	25
High school graduate (includes equivalency)	1,452	±515	503	±398	34.60%	±20.5	160	±67	16	±18	10.00%	±11.0	410	±134	54	±49	13.20%	±12.3	489	±161	41
Some college, associate's degree	1,834	±590	52	±64	2.80%	±3.5	383	±150	40	±49	10.40%	±12.8	1,072	±385	108	±70	10.10%	±6.9	377	±143	76
Bachelor's degree or higher	938	±287	82	±125	8.70%	±12.6	1,024	±356	94	±67	9.20%	±7.1	1,413	±268	129	±106	9.10%	±7.1	423	±174	119
EMPLOYMENT STATUS																					
Civilian labor force 16 years and over	4,266	±857	668	±437	15.70%	±9.3	1,364	±859	88	±76	6.50%	±7.7	1,988	±375	177	±126	8.90%	±6.6	1,085	±285	83
Employed	3,627	±769	446	±399	12.30%	±10.0	1,186	±625	88	±76	7.40%	±8.0	1,774	±312	80	±66	4.50%	±3.8	1,068	±293	83
Male	1,661	±432	102	±104	6.10%	±6.2	777	±447	80	±73	10.30%	±11.5	998	±280	23	±36	2.30%	±3.6	438	±179	41
Female	1,966	±663	344	±372	17.50%	±16.3	409	±190	8	±12	2.00%	±3.2	776	±118	57	±53	7.30%	±7.0	630	±211	42
Unemployed	639	±349	222	±143	34.70%	±20.1	178	±246	0	±14	0.00%	±23.1	214	±114	97	±78	45.30%	±34.7	17	±30	0
Male	309	±274	54	±71	17.50%	±25.9	21	±21	0	±14	0.00%	±78.2	90	±71	69	±64	76.70%	±27.6	0	±14	0
Female	330	±164	168	±114	50.90%	±28.5	157	±244	0	±14	0.00%	±25.6	124	±110	28	±44	22.60%	±34.6	17	±30	0
WORK EXPERIENCE																					
Population 16 years and over	6,092	±1,076	1,106	±562	18.20%	±8.4	2,040	±891	197	±124	9.70%	±7.4	3,319	±498	400	±231	12.10%	±6.8	1,556	±267	261
Worked full-time, year-round in the past 12 months	2,253	±544	56	±67	2.50%	±3.0	1,003	±607	70	±73	7.00%	±8.7	1,365	±301	14	±22	1.00%	±1.6	685	±249	0
Worked part-time or part-year in the past 12 months	1,817	±612	449	±392	24.70%	±18.1	235	±84	18	±19	7.70%	±8.5	606	±178	103	±82	17.00%	±13.4	441	±221	83
Did not work	2,022	±560	601	±309	29.70%	±14.0	802	±319	109	±65	13.60%	±8.8	1,348	±326	283	±185	21.00%	±12.1	430	±198	178
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS																					
50 percent of poverty level	1,421	±741	(X)	(X)	(X)	(X)	76	±45	(X)	(X)	(X)	(X)	212	±158	(X)	(X)	(X)	(X)	219	±245	(X)
125 percent of poverty level	2,275	±838	(X)	(X)	(X)	(X)	259	±147	(X)	(X)	(X)	(X)	655	±383	(X)	(X)	(X)	(X)	900	±393	(X)
150 percent of poverty level	3,090	±890	(X)	(X)	(X)	(X)	283	±154	(X)	(X)	(X)	(X)	966	±566	(X)	(X)	(X)	(X)	997	±396	(X)
185 percent of poverty level	4,289	±1,069	(X)	(X)	(X)	(X)	286	±153	(X)	(X)	(X)	(X)	1,034	±564	(X)	(X)	(X)	(X)	1,124	±414	(X)
200 percent of poverty level	4,443	±1,088	(X)	(X)	(X)	(X)	302	±154	(X)	(X)	(X)	(X)	1,143	±569	(X)	(X)	(X)	(X)	1,153	±417	(X)
300 percent of poverty level	5,532	±1,191	(X)	(X)	(X)	(X)	584	±234	(X)	(X)	(X)	(X)	1,422	±569	(X)	(X)	(X)	(X)	1,361	±418	(X)
400 percent of poverty level	6,718	±1,286	(X)	(X)	(X)	(X)	771	±258	(X)	(X)	(X)	(X)	1,890	±717	(X)	(X)	(X)	(X)	1,454	±407	(X)
500 percent of poverty level	7,154	±1,256	(X)	(X)	(X)	(X)	1,474	±889	(X)	(X)	(X)	(X)	2,288	±766	(X)	(X)	(X)	(X)	1,747	±393	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	1,554	±613	422	±393	27.20%	±19.2	505	±144	108	±68	21.40%	±11.1	805	±230	134	±95	16.60%	±11.1	643	±217	128
Male	522	±194	143	±115	27.40%	±19.3	288	±110	54	±53	18.80%	±16.0	382	±183	76	±74	19.90%	±19.0	322	±191	107
Female	1,032	±569	279	±364	27.00%	±27.7	217	±80	54	±43	24.90%	±17.1	423	±124	58	±61	13.70%	±13.0	321	±164	21
15 years	14	±28	14	±28	100.00%	±95.8	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±14	0
16 to 17 years	0	±20	0	±20	-	**	8	±13	8	±13	100.00%	±100.0	0	±14	0	±14	-	**	0	±14	0
18 to 24 years	13	±24	13	±24	100.00%	±99.4	0	±14	0	±14	-	**	23	±36	23	±36	100.00%	±74.8	41	±69	0
25 to 34 years	367	±355	93	±94	25.30%	±31.6	44	±38	0	±14	0.00%	±54.0	30	±35	0	±14	0.00%	±65.5	60	±77	0
35 to 44 years	454	±399	246	±361	54.20%	±47.7	37	±30	0	±14	0.00%	±58.9	39	±32	0	±14	0.00%	±57.4	75	±91	51
45 to 54 years	290	±180	17	±28	5.90%	±11.1	132	±87	30	±47	22.70%	±31.4	265	±182	40	±61	15.10%	±22.4	80	±77	21
55 to 64 years	154	±103	0	±20	0.00%	±26.0	106	±63	23	±21	21.70%	±18.2	162	±88	13	±20	8.00%	±12.4	233	±131	0
65 to 74 years	130	±103	0	±20	0.00%	±29.7	121	±64	47	±44	38.80%	±25.8	172	±81	13	±21	7.60%	±11.5	75	±94	56
75 years and over	132	±108	39	±44	29.50%	±33.7	57	±32	0	±14	0.00%	±47.5	114	±72	45	±57	39.50%	±41.3	79	±79	0
Mean income deficit for unrelated individuals (dollars)	8,238	±1,845	(X)	(X)	(X)	(X)	6,382	±3,107	(X)	(X)	(X)	(X)	6,464	±2,198	(X)	(X)	(X)	(X)	N	N	(X)
Worked full-time, year-round in the past 12 months	847	±409	0	±20	0.00%	±5.5	210	±99	30	±47	14.30%	±20.7	434	±201	0	±14	0.00%	±10.4	144	±118	0
Worked less than full-time, year-round in the past 12 months	378	±373	266	±363	70.40%	±40.6	101	±57	8	±12	7.90%	±11.6	89	±53	36	±41	40.40%	±36.5	222	±133	0
Did not work	329	±171	156	±116	47.40%	±26.5	194	±80	70	±48	36.10%	±16.4	282	±97	98	±87	34.80%	±25.0	277	±178	128

APPENDIX A – POPULATION / LANGUAGE DATA
2020 US Census Bureau, Table S1701, "Poverty Status in the Past 12 Months"

Label (Grouping)	Census Tract 903.03, Broward County, Florida Below poverty level Margin of Error	Census Tract 903.03, Broward County, Florida Percent below poverty level Estimate	Census Tract 903.03, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 904.01, Broward County, Florida Total Estimate	Census Tract 904.01, Broward County, Florida Total Margin of Error	Census Tract 904.01, Broward County, Florida Below poverty level Estimate	Census Tract 904.01, Broward County, Florida Below poverty level Margin of Error	Census Tract 904.01, Broward County, Florida Percent below poverty level Estimate	Census Tract 904.01, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 904.04, Broward County, Florida Total Estimate	Census Tract 904.04, Broward County, Florida Total Margin of Error	Census Tract 904.04, Broward County, Florida Below poverty level Estimate	Census Tract 904.04, Broward County, Florida Below poverty level Margin of Error	Census Tract 904.04, Broward County, Florida Percent below poverty level Estimate	Census Tract 904.04, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 905.02, Broward County, Florida Total Estimate	Census Tract 905.02, Broward County, Florida Total Margin of Error	Census Tract 905.02, Broward County, Florida Below poverty level Estimate	Census Tract 905.02, Broward County, Florida Below poverty level Margin of Error	Census Tract 905.02, Broward County, Florida Percent below poverty level Estimate	Census Tract 905.02, Broward County, Florida Percent below poverty level Margin of Error
Population for whom poverty status is determined	±261	18.00%	±12.8	3,929	±567	405	±239	10.30%	±5.7	4,482	±606	545	±244	12.20%	±5.3	7,294	±1,371	557	±383	7.60%	±5.4
AGE																					
Under 18 years	±112	22.90%	±27.9	698	±222	105	±122	15.00%	±16.6	934	±233	200	±169	21.40%	±16.1	2,104	±748	287	±261	13.60%	±12.5
Under 5 years	±14	0.00%	±26.7	160	±97	13	±22	8.10%	±13.6	300	±141	53	±64	17.70%	±20.2	548	±317	221	±256	40.30%	±33.1
5 to 17 years	±112	38.10%	±38.9	538	±207	92	±115	17.10%	±21.6	634	±185	147	±118	23.20%	±16.9	1,556	±735	66	±105	4.20%	±6.9
Related children of householder under 18 years	±112	22.90%	±27.9	698	±222	105	±122	15.00%	±16.6	903	±229	169	±160	18.70%	±16.1	2,038	±741	221	±256	10.80%	±12.7
18 to 64 years	±121	11.60%	±9.0	2,663	±344	272	±182	10.20%	±6.2	3,101	±392	222	±98	7.20%	±3.4	3,982	±718	169	±135	4.20%	±3.5
18 to 34 years	±14	0.00%	±15.4	879	±194	60	±76	6.80%	±8.5	1,320	±224	72	±62	5.50%	±4.7	1,285	±379	126	±129	9.80%	±9.1
35 to 64 years	±121	14.80%	±11.3	1,784	±321	212	±150	11.90%	±7.4	1,781	±324	150	±89	8.40%	±5.3	2,697	±612	43	±47	1.60%	±1.8
60 years and over	±119	22.20%	±21.9	791	±157	54	±35	6.80%	±4.7	760	±335	187	±99	24.60%	±15.5	1,556	±266	119	±90	7.60%	±5.8
65 years and over	±119	47.70%	±38.1	568	±145	28	±27	4.90%	±5.0	447	±170	123	±79	27.50%	±19.7	1,208	±252	101	±88	8.40%	±7.5
SEX																					
Male	±161	23.50%	±15.9	1,937	±281	206	±155	10.60%	±7.3	2,070	±336	261	±134	12.60%	±6.3	2,993	±550	198	±153	6.60%	±5.0
Female	±131	13.00%	±12.5	1,992	±357	199	±134	10.00%	±6.6	2,412	±357	284	±148	11.80%	±6.1	4,301	±1,035	359	±249	8.30%	±6.2
RACE AND HISPANIC OR LATINO ORIGIN																					
White alone	±262	18.50%	±15.7	2,667	±375	257	±171	9.60%	±6.3	2,391	±391	320	±195	13.40%	±7.8	6,499	±1,376	540	±384	8.30%	±5.9
Black or African American alone	±14	0.00%	±28.4	835	±254	43	±62	5.10%	±7.7	1,360	±372	170	±165	12.50%	±11.6	502	±373	17	±27	3.40%	±7.7
American Indian and Alaska Native alone	±14	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±20	0	±20	-	**
Asian alone	±14	-	**	18	±29	0	±14	0.00%	±84.5	77	±78	0	±14	0.00%	±40.9	85	±71	0	±20	0.00%	±38.9
Native Hawaiian and Other Pacific Islander alone	±14	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±20	0	±20	-	**
Some other race alone	±14	0.00%	±46.7	2	±3	0	±14	0.00%	±100.0	81	±65	14	±16	17.30%	±25.1	0	±20	0	±20	-	**
Two or more races	±81	37.50%	±46.0	407	±250	105	±133	25.80%	±24.0	573	±391	41	±38	7.20%	±7.0	208	±160	0	±20	0.00%	±20.3
Hispanic or Latino origin (of any race)	±81	7.10%	±11.0	1,399	±375	305	±220	21.80%	±13.5	1,321	±403	73	±68	5.50%	±5.0	1,332	±579	217	±294	16.30%	±19.0
White alone, not Hispanic or Latino	±262	28.30%	±22.4	1,598	±341	57	±37	3.60%	±2.3	1,662	±398	270	±172	16.20%	±9.6	5,375	±1,265	323	±191	6.00%	±3.8
EDUCATIONAL ATTAINMENT																					
Population 25 years and over	±178	18.20%	±11.9	2,905	±390	289	±177	9.90%	±5.6	3,083	±467	339	±127	11.00%	±4.4	4,696	±660	270	±160	5.70%	±3.6
Less than high school graduate	±40	17.50%	±28.4	283	±117	34	±41	12.00%	±13.7	532	±268	148	±94	27.80%	±18.4	177	±154	0	±20	0.00%	±23.2
High school graduate (includes equivalency)	±54	8.40%	±10.9	663	±231	93	±128	14.00%	±17.0	1,068	±261	48	±49	4.50%	±4.7	667	±246	139	±123	20.80%	±14.8
Some college, associate's degree	±92	20.20%	±22.7	947	±272	89	±81	9.40%	±8.7	991	±264	87	±52	8.80%	±5.4	1,313	±302	70	±69	5.30%	±5.7
Bachelor's degree or higher	±109	28.10%	±23.3	1,012	±169	73	±52	7.20%	±4.9	492	±147	56	±42	11.40%	±8.5	2,539	±557	61	±64	2.40%	±2.6
EMPLOYMENT STATUS																					
Civilian labor force 16 years and over	±109	7.60%	±9.8	2,554	±397	192	±159	7.50%	±5.8	2,705	±393	138	±75	5.10%	±2.9	3,378	±553	64	±60	1.90%	±1.9
Employed	±109	7.80%	±10.0	2,317	±346	109	±133	4.70%	±5.3	2,458	±364	71	±50	2.90%	±2.0	3,338	±555	39	±55	1.20%	±1.7
Male	±54	9.40%	±12.1	1,235	±223	78	±126	6.30%	±9.7	1,353	±255	25	±24	1.80%	±1.8	1,673	±355	9	±15	0.50%	±0.9
Female	±55	6.70%	±8.9	1,082	±197	31	±36	2.90%	±3.3	1,105	±212	46	±44	4.20%	±3.9	1,665	±314	30	±52	1.80%	±3.2
Unemployed	±14	0.00%	±87.0	237	±161	83	±89	35.00%	±30.4	247	±117	67	±58	27.10%	±22.3	40	±49	25	±38	62.50%	±54.8
Male	±14	-	**	79	±67	37	±58	46.80%	±49.0	58	±52	44	±50	75.90%	±40.0	40	±49	25	±38	62.50%	±54.8
Female	±14	0.00%	±87.0	158	±133	46	±49	29.10%	±30.3	189	±104	23	±30	12.20%	±17.8	0	±20	0	±20	-	**
WORK EXPERIENCE																					
Population 16 years and over	±178	16.80%	±11.0	3,284	±414	326	±193	9.90%	±5.5	3,691	±482	376	±147	10.20%	±4.2	5,561	±904	270	±160	4.90%	±3.1
Worked full-time, year-round in the past 12 months	±14	0.00%	±6.7	1,527	±269	16	±24	1.00%	±1.5	1,805	±337	18	±23	1.00%	±1.3	2,760	±529	39	±55	1.40%	±2.1
Worked part-time or part-year in the past 12 months	±109	18.80%	±22.2	993	±247	173	±158	17.40%	±14.6	838	±193	95	±59	11.30%	±7.4	922	±343	0	±20	0.00%	±5.0
Did not work	±144	41.40%	±23.3	764	±127	137	±80	17.90%	±10.1	1,048	±237	263	±129	25.10%	±11.8	1,879	±432	231	±159	12.30%	±8.7
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS																					
50 percent of poverty level	(X)	(X)	(X)	104	±90	(X)	(X)	(X)	(X)	248	±157	(X)	(X)	(X)	(X)	176	±129	(X)	(X)	(X)	(X)
125 percent of poverty level	(X)	(X)	(X)	579	±256	(X)	(X)	(X)	(X)	735	±271	(X)	(X)	(X)	(X)	823	±391	(X)	(X)	(X)	(X)
150 percent of poverty level	(X)	(X)	(X)	824	±325	(X)	(X)	(X)	(X)	1,082	±340	(X)	(X)	(X)	(X)	1,167	±493	(X)	(X)	(X)	(X)
185 percent of poverty level	(X)	(X)	(X)	1,308	±361	(X)	(X)	(X)	(X)	1,708	±463	(X)	(X)	(X)	(X)	1,356	±535	(X)	(X)	(X)	(X)
200 percent of poverty level	(X)	(X)	(X)	1,367	±359	(X)	(X)	(X)	(X)	2,130	±539	(X)	(X)	(X)	(X)	1,582	±576	(X)	(X)	(X)	(X)
300 percent of poverty level	(X)	(X)	(X)	1,936	±366	(X)	(X)	(X)	(X)	2,978	±450	(X)	(X)	(X)	(X)	2,127	±686	(X)	(X)	(X)	(X)
400 percent of poverty level	(X)	(X)	(X)	2,628	±520	(X)	(X)	(X)	(X)	3,995	±628	(X)	(X)	(X)	(X)	3,826	±958	(X)	(X)	(X)	(X)
500 percent of poverty level	(X)	(X)	(X)	3,130	±519	(X)	(X)	(X)	(X)	4,201	±600	(X)	(X)	(X)	(X)	4,586	±922	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	±115	19.90%	±16.3	1,225	±251	226	±164	18.40%	±11.4	1,227	±244	279	±123	22.70%	±10.0	1,152	±358	202	±130	17.50%	±10.2
Male	±120	33.20%	±31.0	716	±203	142	±141	19.80%	±16.4	619	±168	141	±94	22.80%	±14.6	391	±181	52	±47	13.30%	±11.9
Female	±34	6.50%	±10.8	509	±124	84	±67	16.50%	±12.4	608	±182	138	±76	22.70%	±12.6	761	±278	150	±124	19.70%	±13.7
15 years	±14	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**	66	±105	66	±105	100.00%	±44.1
16 to 17 years	±14	-	**	0	±14	0	±14	-	**	31	±46	31	±46	100.00%	±64.4	0	±20	0	±20	-	**
18 to 24 years	±14	0.00%	±56.0	81	±89	0	±14	0.00%	±39.8	81	±59	6	±16	7.40%	±20.9	17	±28	0	±20	0.00%	±87.0
25 to 34 years	±14	0.00%	±46.3	209	±119	34	±59	16.30%	±24.2	375	±168	17	±26	4.50%	±6.8	340	±207	45	±58	13.20%	±16.3
35 to 44 years	±81	68.00%	±57.5	269	±155	119	±137	44.20%	±33.3	271	±121	8	±12	3.00%	±4.7	78	±67	25	±38	32.10%	±35.8
45 to 54 years	±34	26.30%	±44.3	213	±113	24	±38	11.30%	±16.2	145	±80	46	±44	31.70%	±28.7	172	±132	0	±20	0.00%	±23.8
55 to 64 years	±14	0.00%	±18.3	271	±138	21	±20	7.70%	±8.6	129	±78	64	±60	49.60%	±32.7	181	±96	18	±28	9.90%	±15.7
65 to 74 years	±87	74.70%	±44.8	92	±43	22	±22	23.90%	±21.5	174	±72	86	±73	49.40%	±28.9	224	±130	48	±48	21.40%	±22.2
75 years and over	±14	0.00%	±40.3	90	±48	6	±16	6.70%	±16.5	21	±34	21	±34	100.00%	±78.2	74	±58	0	±20	0.00%	±41.7
Mean income deficit for unrelated individuals (dollars)	(X)	(X)	(X)	6,233	±2,545	(X)	(X)	(X)	(X)	7,815	±1,712	(X)	(X)	(X)	(X)	11,316	±1,557	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	±14	0.00%	±27.5	565	±163	0	±14	0.00%	±8.1	688	±218	0	±14	0.00%	±6.7	619	±268	9	±15	1.50%	±2.7
Worked less than full-time, year-round in the past 12 months	±14	0.00%	±19.1	426	±193	136	±150	31.90%	±26.4	244	±104	57	±44	23.40%	±17.4	194	±149	0	±20	0.00%	±21.5
Did not work	±115	46.20%	±30.5	234	±96	90	±62	38.50%	±18.9	295	±106	222	±108	75.30%	±16.1	339	±146	193	±129	56.90%	±22.5

APPENDIX A – POPULATION / LANGUAGE DATA
2020 US Census Bureau, Table S1701, "Poverty Status in the Past 12 Months"

Label (Grouping)	Census Tract 422, Broward County, Florida Total Estimate	Census Tract 422, Broward County, Florida Total Margin of Error	Census Tract 422, Broward County, Florida Below poverty level Estimate	Census Tract 422, Broward County, Florida Below poverty level Margin of Error	Census Tract 422, Broward County, Florida Percent below poverty level Estimate	Census Tract 422, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 423.02, Broward County, Florida Total Estimate	Census Tract 423.02, Broward County, Florida Total Margin of Error	Census Tract 423.02, Broward County, Florida Below poverty level Estimate	Census Tract 423.02, Broward County, Florida Below poverty level Margin of Error	Census Tract 423.02, Broward County, Florida Percent below poverty level Estimate	Census Tract 423.02, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 426.01, Broward County, Florida Total Estimate	Census Tract 426.01, Broward County, Florida Total Margin of Error	Census Tract 426.01, Broward County, Florida Below poverty level Estimate	Census Tract 426.01, Broward County, Florida Below poverty level Margin of Error	Census Tract 426.01, Broward County, Florida Percent below poverty level Estimate	Census Tract 426.01, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 427, Broward County, Florida Total Estimate	Census Tract 427, Broward County, Florida Total Margin of Error	Census Tract 427, Broward County, Florida Below poverty level Estimate
Population for whom poverty status is determined	2,253	±363	56	±45	2.50%	±2.0	1,091	±307	172	±105	15.80%	±9.1	3,438	±633	518	±214	15.10%	±5.4	5,641	±1,104	1,716
AGE																					
Under 18 years	165	±177	0	±14	0.00%	±24.6	56	±68	39	±62	69.60%	±50.4	331	±214	47	±72	14.20%	±17.7	1,450	±497	572
Under 5 years	41	±61	0	±14	0.00%	±56.0	4	±9	0	±14	0.00%	±100.0	52	±63	0	±14	0.00%	±49.7	449	±231	228
5 to 17 years	124	±121	0	±14	0.00%	±30.8	52	±67	39	±62	75.00%	±47.6	279	±196	47	±72	16.80%	±21.2	1,001	±414	344
Related children of householder under 18 years	165	±177	0	±14	0.00%	±24.6	56	±68	39	±62	69.60%	±50.4	284	±175	0	±14	0.00%	±15.4	1,450	±497	572
18 to 64 years	1,023	±225	17	±28	1.70%	±2.7	883	±270	113	±62	12.80%	±7.6	2,390	±480	265	±153	11.10%	±5.6	3,617	±790	885
18 to 34 years	37	±32	0	±14	0.00%	±58.9	523	±264	17	±28	3.30%	±5.4	930	±294	116	±105	12.50%	±11.2	1,454	±409	426
35 to 64 years	986	±224	17	±28	1.70%	±2.8	360	±89	96	±57	26.70%	±15.3	1,460	±307	149	±131	10.20%	±8.7	2,163	±588	459
60 years and over	1,330	±219	39	±35	2.90%	±2.6	186	±73	35	±41	18.80%	±22.8	925	±223	249	±123	26.90%	±12.5	868	±161	371
65 years and over	1,065	±219	39	±35	3.70%	±3.2	152	±63	20	±35	13.20%	±25.3	717	±197	206	±117	28.70%	±15.0	574	±136	259
SEX																					
Male	1,245	±229	36	±34	2.90%	±2.7	708	±205	100	±76	14.10%	±9.4	2,011	±480	367	±197	18.20%	±7.5	3,373	±786	819
Female	1,008	±184	20	±22	2.00%	±2.1	383	±165	72	±53	18.80%	±14.3	1,427	±331	151	±100	10.60%	±6.8	2,268	±438	897
RACE AND HISPANIC OR LATINO ORIGIN																					
White alone	2,211	±363	56	±45	2.50%	±2.0	805	±299	115	±96	14.30%	±11.3	3,021	±582	360	±162	11.90%	±5.0	3,225	±1,027	264
Black or African American alone	33	±30	0	±14	0.00%	±62.4	150	±75	37	±38	24.70%	±22.8	198	±147	130	±112	65.70%	±36.0	1,422	±336	1,091
American Indian and Alaska Native alone	0	±14	0	±14	-	**	0	±14	0	±14	-	**	14	±22	0	±14	0.00%	±95.8	0	±20	0
Asian alone	0	±14	0	±14	-	**	21	±18	0	±14	0.00%	±78.2	0	±14	0	±14	-	**	166	±172	0
Native Hawaiian and Other Pacific Islander alone	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±20	0
Some other race alone	0	±14	0	±14	-	**	84	±124	20	±33	23.80%	±8.8	4	±7	0	±14	0.00%	±100.0	691	±547	361
Two or more races	9	±15	0	±14	0.00%	±100.0	31	±31	0	±14	0.00%	±64.4	201	±133	28	±46	13.90%	±23.1	137	±110	0
Hispanic or Latino origin (of any race)	85	±53	0	±14	0.00%	±38.9	279	±164	55	±58	19.70%	±13.2	684	±253	111	±107	16.20%	±14.5	1,640	±694	470
White alone, not Hispanic or Latino	2,135	±356	56	±45	2.60%	±2.1	624	±274	80	±70	12.80%	±12.2	2,560	±550	295	±155	11.50%	±5.7	2,219	±896	155
EDUCATIONAL ATTAINMENT																					
Population 25 years and over	2,077	±296	56	±45	2.70%	±2.1	987	±273	133	±65	13.50%	±7.3	2,845	±434	423	±171	14.90%	±5.7	3,857	±679	917
Less than high school graduate	0	±14	0	±14	-	**	83	±98	40	±46	48.20%	±27.1	70	±83	56	±74	80.00%	±36.0	406	±200	304
High school graduate (includes equivalency)	320	±155	18	±27	5.60%	±9.3	163	±57	30	±40	18.40%	±22.8	691	±240	134	±86	19.40%	±13.3	1,140	±621	413
Some college, associate's degree	493	±118	21	±23	4.30%	±4.4	363	±162	42	±41	11.60%	±12.3	686	±263	166	±142	24.20%	±15.0	998	±212	64
Bachelor's degree or higher	1,264	±267	17	±28	1.30%	±2.1	378	±158	21	±28	5.60%	±7.0	1,398	±277	67	±65	4.80%	±4.4	1,313	±304	136
EMPLOYMENT STATUS																					
Civilian labor force 16 years and over	1,140	±232	0	±14	0.00%	±4.1	744	±265	45	±41	6.00%	±5.7	2,310	±456	136	±120	5.90%	±4.9	2,816	±558	405
Employed	1,098	±226	0	±14	0.00%	±4.2	729	±265	36	±37	4.90%	±5.2	2,199	±452	85	±112	3.90%	±4.9	2,601	±489	285
Male	688	±174	0	±14	0.00%	±6.7	496	±170	26	±35	5.20%	±6.5	1,267	±351	85	±112	6.70%	±7.9	1,507	±302	124
Female	410	±115	0	±14	0.00%	±10.9	233	±132	10	±12	4.30%	±5.8	932	±237	0	±14	0.00%	±5.0	1,094	±371	161
Unemployed	42	±48	0	±14	0.00%	±55.3	15	±14	9	±10	60.00%	±49.6	111	±62	51	±47	45.90%	±45.4	215	±218	120
Male	35	±47	0	±14	0.00%	±60.6	11	±12	5	±8	45.50%	±54.5	90	±54	51	±47	56.70%	±56.4	199	±215	120
Female	7	±11	0	±14	0.00%	±100.0	4	±7	4	±7	100.00%	±100.0	21	±34	0	±14	0.00%	±78.2	16	±27	0
WORK EXPERIENCE																					
Population 16 years and over	2,111	±299	56	±45	2.70%	±2.1	1,035	±284	133	±65	12.90%	±6.7	3,204	±540	518	±214	16.20%	±5.8	4,308	±779	1,195
Worked full-time, year-round in the past 12 months	802	±216	0	±14	0.00%	±5.7	611	±260	26	±34	4.30%	±6.2	1,672	±395	85	±112	5.10%	±6.2	1,793	±319	111
Worked part-time or part-year in the past 12 months	422	±150	0	±14	0.00%	±10.6	170	±104	32	±33	18.80%	±19.6	738	±276	118	±99	16.00%	±10.3	1,000	±411	224
Did not work	887	±186	56	±45	6.30%	±4.6	254	±101	75	±40	29.50%	±19.0	794	±231	315	±150	39.70%	±15.6	1,515	±443	860
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS																					
50 percent of poverty level	56	±45	(X)	(X)	(X)	(X)	45	±45	(X)	(X)	(X)	(X)	266	±185	(X)	(X)	(X)	(X)	880	±522	(X)
125 percent of poverty level	87	±66	(X)	(X)	(X)	(X)	205	±106	(X)	(X)	(X)	(X)	707	±257	(X)	(X)	(X)	(X)	1,760	±630	(X)
150 percent of poverty level	145	±70	(X)	(X)	(X)	(X)	297	±148	(X)	(X)	(X)	(X)	758	±257	(X)	(X)	(X)	(X)	2,145	±684	(X)
185 percent of poverty level	235	±88	(X)	(X)	(X)	(X)	352	±186	(X)	(X)	(X)	(X)	904	±257	(X)	(X)	(X)	(X)	2,468	±745	(X)
200 percent of poverty level	259	±90	(X)	(X)	(X)	(X)	361	±186	(X)	(X)	(X)	(X)	1,011	±267	(X)	(X)	(X)	(X)	2,664	±734	(X)
300 percent of poverty level	373	±117	(X)	(X)	(X)	(X)	517	±222	(X)	(X)	(X)	(X)	1,372	±439	(X)	(X)	(X)	(X)	3,786	±1,091	(X)
400 percent of poverty level	500	±149	(X)	(X)	(X)	(X)	666	±229	(X)	(X)	(X)	(X)	1,779	±537	(X)	(X)	(X)	(X)	4,188	±1,064	(X)
500 percent of poverty level	647	±174	(X)	(X)	(X)	(X)	692	±228	(X)	(X)	(X)	(X)	2,206	±532	(X)	(X)	(X)	(X)	4,448	±1,053	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	804	±200	39	±35	4.90%	±4.6	620	±173	104	±56	16.80%	±7.9	1,701	±403	421	±204	24.80%	±8.6	1,655	±336	519
Male	443	±162	28	±31	6.30%	±7.6	425	±166	55	±45	12.90%	±8.6	1,047	±385	299	±186	28.60%	±10.7	1,043	±281	232
Female	361	±103	11	±17	3.00%	±4.7	195	±103	49	±45	25.10%	±20.9	654	±197	122	±100	18.70%	±14.1	612	±198	287
15 years	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±20	0
16 to 17 years	0	±14	0	±14	-	**	0	±14	0	±14	-	**	47	±72	47	±72	100.00%	±52.3	0	±20	0
18 to 24 years	0	±14	0	±14	-	**	39	±38	0	±14	0.00%	±57.4	147	±169	48	±74	32.70%	±56.4	100	±117	36
25 to 34 years	8	±12	0	±14	0.00%	±100.0	189	±117	0	±14	0.00%	±22.0	375	±184	47	±66	12.50%	±16.5	500	±261	60
35 to 44 years	27	±26	0	±14	0.00%	±69.0	37	±35	20	±30	54.10%	±48.7	298	±207	88	±117	29.50%	±26.9	167	±102	13
45 to 54 years	182	±128	0	±14	0.00%	±22.7	154	±76	33	±39	21.40%	±24.3	45	±42	0	±14	0.00%	±53.4	258	±127	58
55 to 64 years	127	±67	0	±14	0.00%	±30.2	63	±38	31	±32	49.20%	±29.6	373	±173	33	±47	8.80%	±13.1	297	±130	176
65 to 74 years	170	±86	10	±15	5.90%	±9.3	56	±43	5	±7	8.90%	±15.0	211	±132	86	±90	40.80%	±33.8	121	±87	47
75 years and over	290	±91	29	±32	10.00%	±10.6	82	±54	15	±35	18.30%	±45.8	205	±108	72	±71	35.10%	±28.9	212	±115	129
Mean income deficit for unrelated individuals (dollars)	N	N	(X)	(X)	(X)	(X)	6,974	±3,337	(X)	(X)	(X)	(X)	7,152	±2,717	(X)	(X)	(X)	(X)	7,477	±1,852	(X)
Worked full-time, year-round in the past 12 months	271	±144	0	±14	0.00%	±16.0	303	±111	26	±34	8.60%	±11.8	895	±354	85	±112	9.50%	±10.2	734	±221	0
Worked less than full-time, year-round in the past 12 months	198	±107	0	±14	0.00%	±21.1	107	±97	9	±15	8.40%	±16.5	383	±225	83	±91	21.70%	±16.3	348	±185	103
Did not work	335	±96	39	±35	11.60%	±10.2	210	±93	69	±39	32.90%	±23.1	423	±181	253	±145	59.80%	±23.2	573	±184	416

APPENDIX A – POPULATION / LANGUAGE DATA
2020 US Census Bureau, Table S1701, "Poverty Status in the Past 12 Months"

Label (Grouping)	Census Tract 905.03, Broward County, Florida Total Estimate	Census Tract 905.03, Broward County, Florida Total Margin of Error	Census Tract 905.03, Broward County, Florida Below poverty level Estimate	Census Tract 905.03, Broward County, Florida Below poverty level Margin of Error	Census Tract 905.03, Broward County, Florida Percent below poverty level Estimate	Census Tract 905.03, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 905.04, Broward County, Florida Total Estimate	Census Tract 905.04, Broward County, Florida Total Margin of Error	Census Tract 905.04, Broward County, Florida Below poverty level Estimate	Census Tract 905.04, Broward County, Florida Below poverty level Margin of Error	Census Tract 905.04, Broward County, Florida Percent below poverty level Estimate	Census Tract 905.04, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 1106, Broward County, Florida Total Estimate	Census Tract 1106, Broward County, Florida Total Margin of Error	Census Tract 1106, Broward County, Florida Below poverty level Estimate	Census Tract 1106, Broward County, Florida Below poverty level Margin of Error	Census Tract 1106, Broward County, Florida Percent below poverty level Estimate	Census Tract 1106, Broward County, Florida Percent below poverty level Margin of Error
Population for whom poverty status is determined	2,594	±374	119	±98	4.60%	±3.8	3,088	±497	338	±178	10.90%	±5.7	5,557	±966	1,071	±794	19.30%	±12.7
AGE																		
Under 18 years	634	±149	30	±45	4.70%	±7.2	615	±214	34	±51	5.50%	±8.6	1,027	±380	433	±321	42.20%	±23.8
Under 5 years	232	±160	0	±14	0.00%	±18.4	157	±112	0	±14	0.00%	±25.6	208	±185	144	±168	69.20%	±41.0
5 to 17 years	402	±128	30	±45	7.50%	±11.4	458	±174	34	±51	7.40%	±11.7	819	±307	289	±251	35.30%	±25.3
Related children of householder under 18 years	634	±149	30	±45	4.70%	±7.2	615	±214	34	±51	5.50%	±8.6	1,027	±380	433	±321	42.20%	±23.8
18 to 64 years	1,181	±191	65	±50	5.50%	±4.2	2,162	±356	243	±153	11.20%	±6.6	3,936	±801	638	±517	16.20%	±11.9
18 to 34 years	415	±144	51	±48	12.30%	±10.6	1,011	±240	105	±101	10.40%	±9.1	1,786	±557	255	±206	14.30%	±12.6
35 to 64 years	766	±127	14	±20	1.80%	±2.6	1,151	±204	138	±89	12.00%	±7.7	2,150	±605	383	±466	17.80%	±18.7
60 years and over	896	±235	38	±44	4.20%	±4.6	420	±133	64	±42	15.20%	±9.9	816	±355	28	±44	3.40%	±5.4
65 years and over	779	±223	24	±26	3.10%	±3.2	311	±108	61	±42	19.60%	±12.0	594	±328	0	±20	0.00%	±7.7
SEX																		
Male	1,249	±205	45	±49	3.60%	±3.9	1,538	±252	173	±126	11.20%	±7.9	3,172	±640	643	±524	20.30%	±14.8
Female	1,345	±253	74	±53	5.50%	±4.0	1,550	±370	165	±110	10.60%	±6.9	2,385	±530	428	±295	17.90%	±11.1
RACE AND HISPANIC OR LATINO ORIGIN																		
White alone	2,504	±350	119	±98	4.80%	±3.9	2,184	±568	229	±114	10.50%	±5.5	4,596	±924	1,063	±793	23.10%	±14.8
Black or African American alone	66	±104	0	±14	0.00%	±44.1	333	±227	9	±16	2.70%	±5.9	335	±262	5	±8	1.50%	±2.7
American Indian and Alaska Native alone	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±20	0	±20	-	**
Asian alone	0	±14	0	±14	-	**	65	±69	41	±66	63.10%	±55.5	85	±73	0	±20	0.00%	±38.9
Native Hawaiian and Other Pacific Islander alone	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±20	0	±20	-	**
Some other race alone	0	±14	0	±14	-	**	231	±236	0	±14	0.00%	±18.5	381	±268	3	±7	0.80%	±2.2
Two or more races	24	±29	0	±14	0.00%	±73.2	275	±210	59	±91	21.50%	±31.4	160	±160	0	±20	0.00%	±25.3
Hispanic or Latino origin (of any race)	174	±111	0	±14	0.00%	±23.6	1,468	±328	167	±146	11.40%	±9.2	2,588	±935	757	±760	29.30%	±23.1
White alone, not Hispanic or Latino	2,330	±397	119	±98	5.10%	±4.3	1,176	±432	127	±70	10.80%	±6.9	2,564	±565	309	±224	12.10%	±8.3
EDUCATIONAL ATTAINMENT																		
Population 25 years and over	1,802	±271	77	±63	4.30%	±3.4	2,077	±406	277	±144	13.30%	±6.6	4,169	±764	540	±499	13.00%	±11.0
Less than high school graduate	57	±40	14	±20	24.60%	±30.4	284	±145	62	±92	21.80%	±26.5	339	±203	81	±126	23.90%	±33.1
High school graduate (includes equivalency)	282	±104	24	±26	8.50%	±9.1	496	±185	45	±38	9.10%	±8.1	1,614	±692	379	±466	23.50%	±24.0
Some college, associate's degree	309	±112	30	±44	9.70%	±13.2	659	±255	54	±44	8.20%	±7.3	1,087	±305	77	±97	7.10%	±9.0
Bachelor's degree or higher	1,154	±246	9	±15	0.80%	±1.3	638	±233	116	±83	18.20%	±12.8	1,129	±288	3	±7	0.30%	±0.6
EMPLOYMENT STATUS																		
Civilian labor force 16 years and over	1,228	±192	35	±29	2.90%	±2.4	1,747	±345	203	±143	11.60%	±7.7	3,535	±678	448	±341	12.70%	±9.3
Employed	1,175	±180	21	±23	1.80%	±2.0	1,681	±315	191	±144	11.40%	±8.0	3,414	±680	430	±337	12.60%	±9.5
Male	601	±106	0	±14	0.00%	±7.6	887	±223	83	±100	9.40%	±11.1	2,121	±544	309	±299	14.60%	±13.2
Female	574	±114	21	±23	3.70%	±4.2	794	±286	108	±101	13.60%	±12.1	1,293	±374	121	±108	9.40%	±8.0
Unemployed	53	±42	14	±20	26.40%	±32.4	66	±68	12	±18	18.20%	±31.5	121	±85	18	±25	14.90%	±21.7
Male	7	±15	0	±14	0.00%	±100.0	42	±60	0	±14	0.00%	±55.3	78	±69	15	±24	19.20%	±33.6
Female	46	±37	14	±20	30.40%	±36.5	24	±26	12	±18	50.00%	±50.0	43	±50	3	±6	7.00%	±18.5
WORK EXPERIENCE																		
Population 16 years and over	2,000	±284	89	±63	4.50%	±3.1	2,517	±391	304	±161	12.10%	±6.0	4,676	±817	682	±543	14.60%	±10.7
Worked full-time, year-round in the past 12 months	738	±125	0	±14	0.00%	±6.2	1,001	±259	0	±14	0.00%	±4.6	2,863	±640	350	±333	12.20%	±11.0
Worked part-time or part-year in the past 12 months	532	±149	51	±48	9.60%	±8.5	884	±228	191	±144	21.60%	±13.9	720	±259	96	±79	13.30%	±10.9
Did not work	730	±246	38	±44	5.20%	±5.7	632	±172	113	±69	17.90%	±9.5	1,093	±313	236	±214	21.60%	±17.0
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS																		
50 percent of poverty level	78	±91	(X)	(X)	(X)	(X)	116	±85	(X)	(X)	(X)	(X)	98	±80	(X)	(X)	(X)	(X)
125 percent of poverty level	257	±234	(X)	(X)	(X)	(X)	704	±321	(X)	(X)	(X)	(X)	1,522	±828	(X)	(X)	(X)	(X)
150 percent of poverty level	323	±261	(X)	(X)	(X)	(X)	881	±336	(X)	(X)	(X)	(X)	1,746	±826	(X)	(X)	(X)	(X)
185 percent of poverty level	344	±262	(X)	(X)	(X)	(X)	1,032	±327	(X)	(X)	(X)	(X)	1,779	±828	(X)	(X)	(X)	(X)
200 percent of poverty level	344	±262	(X)	(X)	(X)	(X)	1,211	±333	(X)	(X)	(X)	(X)	2,010	±843	(X)	(X)	(X)	(X)
300 percent of poverty level	595	±298	(X)	(X)	(X)	(X)	1,853	±414	(X)	(X)	(X)	(X)	2,755	±977	(X)	(X)	(X)	(X)
400 percent of poverty level	836	±304	(X)	(X)	(X)	(X)	2,064	±398	(X)	(X)	(X)	(X)	4,137	±987	(X)	(X)	(X)	(X)
500 percent of poverty level	1,273	±367	(X)	(X)	(X)	(X)	2,409	±446	(X)	(X)	(X)	(X)	4,671	±904	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	596	±219	30	±27	5.00%	±4.8	597	±195	204	±146	34.20%	±18.5	1,827	±524	207	±137	11.30%	±7.9
Male	171	±72	0	±14	0.00%	±23.9	324	±146	97	±104	29.90%	±25.1	1,147	±473	77	±72	6.70%	±7.1
Female	425	±206	30	±27	7.10%	±7.2	273	±112	107	±101	39.20%	±28.3	680	±250	130	±109	19.10%	±12.9
15 years	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±20	0	±20	-	**
16 to 17 years	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±20	0	±20	-	**
18 to 24 years	12	±17	12	±17	100.00%	±100.0	47	±45	27	±34	57.40%	±39.0	173	±121	35	±41	20.20%	±26.2
25 to 34 years	62	±51	9	±15	14.50%	±27.1	155	±126	65	±92	41.90%	±43.9	931	±508	79	±97	8.50%	±11.7
35 to 44 years	26	±24	0	±14	0.00%	±70.3	123	±89	53	±67	43.10%	±40.3	166	±93	13	±17	7.80%	±10.4
45 to 54 years	9	±14	0	±14	0.00%	±100.0	110	±67	19	±32	17.30%	±28.0	198	±145	11	±19	5.60%	±12.0
55 to 64 years	92	±59	0	±14	0.00%	±37.3	60	±35	3	±6	5.00%	±9.9	202	±101	69	±77	34.20%	±29.7
65 to 74 years	113	±66	9	±15	8.00%	±13.2	61	±43	33	±35	54.10%	±34.8	100	±105	0	±20	0.00%	±35.6
75 years and over	282	±227	0	±14	0.00%	±15.5	41	±28	4	±6	9.80%	±14.6	57	±59	0	±20	0.00%	±47.5
Mean income deficit for unrelated individuals (dollars)	5,960	±4,074	(X)	(X)	(X)	(X)	6,451	±2,490	(X)	(X)	(X)	(X)	5,982	±2,604	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	184	±84	0	±14	0.00%	±22.5	251	±117	0	±14	0.00%	±17.2	1,448	±513	103	±115	7.10%	±8.3
Worked less than full-time, year-round in the past 12 months	133	±61	21	±23	15.80%	±15.1	228	±155	145	±136	63.60%	±27.8	228	±113	64	±66	28.10%	±26.4
Did not work	279	±229	9	±15	3.20%	±6.3	118	±61	59	±42	50.00%	±17.3	151	±82	40	±47	26.50%	±29.2

APPENDIX A – POPULATION / LANGUAGE DATA
2020 US Census Bureau, Table S1701, "Poverty Status in the Past 12 Months"

Label (Grouping)	Census Tract 427, Broward County, Florida Below poverty level Margin of Error	Census Tract 427, Broward County, Florida Percent below poverty level Estimate	Census Tract 427, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 430.01, Broward County, Florida Total Estimate	Census Tract 430.01, Broward County, Florida Total Margin of Error	Census Tract 430.01, Broward County, Florida Below poverty level Estimate	Census Tract 430.01, Broward County, Florida Below poverty level Margin of Error	Census Tract 430.01, Broward County, Florida Percent below poverty level Estimate	Census Tract 430.01, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 431, Broward County, Florida Total Estimate	Census Tract 431, Broward County, Florida Total Margin of Error	Census Tract 431, Broward County, Florida Below poverty level Estimate	Census Tract 431, Broward County, Florida Below poverty level Margin of Error	Census Tract 431, Broward County, Florida Percent below poverty level Estimate	Census Tract 431, Broward County, Florida Percent below poverty level Margin of Error	Census Tract 433.01, Broward County, Florida Total Estimate	Census Tract 433.01, Broward County, Florida Total Margin of Error	Census Tract 433.01, Broward County, Florida Below poverty level Estimate	Census Tract 433.01, Broward County, Florida Below poverty level Margin of Error	Census Tract 433.01, Broward County, Florida Percent below poverty level Estimate	Census Tract 433.01, Broward County, Florida Percent below poverty level Margin of Error
Population for whom poverty status is determined	±622	30.40%	±10.4	1,836	±475	119	±61	6.50%	±3.6	4,723	±567	172	±103	3.60%	±2.2	4,793	±637	281	±228	5.90%	±4.7
AGE																					
Under 18 years	±352	39.40%	±20.6	413	±241	15	±19	3.60%	±5.3	958	±218	0	±14	0.00%	±4.8	683	±183	93	±112	13.60%	±14.6
Under 5 years	±150	50.80%	±26.7	51	±35	0	±14	0.00%	±50.2	266	±168	0	±14	0.00%	±16.3	167	±119	0	±14	0.00%	±24.4
5 to 17 years	±210	34.40%	±20.9	362	±242	15	±19	4.10%	±6.5	692	±186	0	±14	0.00%	±6.6	516	±182	93	±112	18.00%	±19.5
Related children of householder under 18 years	±352	39.40%	±20.6	413	±241	15	±19	3.60%	±5.3	958	±218	0	±14	0.00%	±4.8	655	±169	65	±104	9.90%	±14.7
18 to 64 years	±544	24.50%	±13.0	1,073	±239	90	±48	8.40%	±4.5	2,834	±314	138	±79	4.90%	±2.9	3,472	±549	155	±132	4.50%	±3.9
18 to 34 years	±364	29.30%	±20.3	212	±66	23	±21	10.80%	±8.7	891	±209	20	±32	2.20%	±3.7	840	±258	53	±61	6.30%	±7.3
35 to 64 years	±228	21.20%	±10.8	861	±223	67	±48	7.80%	±5.7	1,943	±240	118	±71	6.10%	±3.7	2,632	±521	102	±75	3.90%	±3.0
60 years and over	±158	42.70%	±14.9	460	±147	43	±34	9.30%	±6.9	1,426	±388	100	±78	7.00%	±5.9	1,117	±182	44	±46	3.90%	±4.1
65 years and over	±152	45.10%	±19.6	350	±142	14	±16	4.00%	±4.5	931	±309	34	±38	3.70%	±4.4	638	±140	33	±39	5.20%	±6.1
SEX																					
Male	±456	24.30%	±12.1	971	±262	52	±31	5.40%	±3.5	2,247	±335	97	±70	4.30%	±3.3	2,285	±324	126	±118	5.50%	±5.2
Female	±311	39.60%	±12.3	865	±241	67	±37	7.70%	±4.4	2,476	±334	75	±61	3.00%	±2.5	2,508	±438	155	±123	6.20%	±4.8
RACE AND HISPANIC OR LATINO ORIGIN																					
White alone	±147	8.20%	±4.9	1,639	±442	105	±58	6.40%	±3.8	4,173	±545	147	±95	3.50%	±2.3	4,323	±551	274	±228	6.30%	±5.2
Black or African American alone	±363	76.70%	±16.5	0	±14	0	±14	-	**	390	±328	16	±26	4.10%	±7.9	61	±57	7	±7	11.50%	±17.1
American Indian and Alaska Native alone	±20	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**
Asian alone	±20	0.00%	±24.5	17	±21	14	±20	82.40%	±45.6	44	±41	0	±14	0.00%	±54.0	42	±49	0	±14	0.00%	±55.3
Native Hawaiian and Other Pacific Islander alone	±20	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**
Some other race alone	±479	52.20%	±42.8	20	±27	0	±14	0.00%	±80.2	37	±40	9	±15	24.30%	±43.3	48	±50	0	±14	0.00%	±51.7
Two or more races	±20	0.00%	±28.6	160	±149	0	±14	0.00%	±25.3	79	±71	0	±14	0.00%	±40.3	319	±352	0	±14	0.00%	±13.8
Hispanic or Latino origin (of any race)	±489	28.70%	±22.8	366	±163	0	±14	0.00%	±12.2	1,605	±325	58	±72	3.60%	±4.6	634	±394	0	±14	0.00%	±7.2
White alone, not Hispanic or Latino	±103	7.00%	±5.3	1,453	±447	105	±58	7.20%	±4.4	2,651	±545	89	±64	3.40%	±2.5	3,993	±523	274	±228	6.90%	±5.6
EDUCATIONAL ATTAINMENT																					
Population 25 years and over	±273	23.80%	±7.6	1,357	±247	92	±52	6.80%	±3.8	3,426	±470	152	±96	4.40%	±2.8	3,977	±567	167	±123	4.20%	±3.2
Less than high school graduate	±198	74.90%	±22.1	86	±50	40	±41	46.50%	±37.0	229	±117	29	±36	12.70%	±16.1	139	±101	3	±6	2.20%	±4.6
High school graduate (includes equivalency)	±221	36.20%	±22.9	195	±59	24	±17	12.30%	±8.5	979	±313	37	±39	3.80%	±4.0	1,157	±461	46	±44	4.00%	±4.1
Some college, associate's degree	±85	6.40%	±8.2	474	±173	15	±13	3.20%	±3.1	1,105	±340	42	±30	3.80%	±2.8	1,088	±286	65	±99	6.00%	±8.9
Bachelor's degree or higher	±89	10.40%	±6.4	602	±141	13	±14	2.20%	±2.4	1,113	±210	44	±51	4.00%	±4.5	1,593	±350	53	±48	3.30%	±3.0
EMPLOYMENT STATUS																					
Civilian labor force 16 years and over	±348	14.40%	±11.3	947	±243	11	±16	1.20%	±1.7	2,744	±340	48	±53	1.70%	±2.0	2,903	±439	95	±71	3.30%	±2.4
Employed	±173	11.00%	±6.4	932	±242	5	±8	0.50%	±0.8	2,626	±345	39	±43	1.50%	±1.7	2,870	±435	73	±63	2.50%	±2.2
Male	±129	8.20%	±8.2	445	±118	0	±14	0.00%	±10.1	1,394	±246	19	±31	1.40%	±2.3	1,570	±244	16	±24	1.00%	±1.6
Female	±94	14.70%	±9.1	487	±148	5	±8	1.00%	±1.6	1,232	±208	20	±27	1.60%	±2.3	1,300	±277	57	±50	4.40%	±3.9
Unemployed	±201	55.80%	±53.2	15	±14	6	±9	40.00%	±49.7	118	±69	9	±15	7.60%	±13.0	33	±35	22	±29	66.70%	±46.9
Male	±201	60.30%	±54.9	15	±14	6	±9	40.00%	±49.7	89	±58	0	±14	0.00%	±38.0	22	±29	22	±29	100.00%	±76.4
Female	±20	0.00%	±89.6	0	±14	0	±14	-	**	29	±31	9	±15	31.00%	±55.0	11	±17	0	±14	0.00%	±100.0
WORK EXPERIENCE																					
Population 16 years and over	±528	27.70%	±10.6	1,446	±269	104	±53	7.20%	±3.7	3,947	±488	172	±103	4.40%	±2.7	4,169	±596	216	±144	5.20%	±3.5
Worked full-time, year-round in the past 12 months	±64	6.20%	±3.7	750	±224	0	±14	0.00%	±6.1	1,870	±268	0	±14	0.00%	±2.5	2,299	±408	31	±48	1.30%	±2.1
Worked part-time or part-year in the past 12 months	±219	22.40%	±20.0	305	±82	17	±18	5.60%	±5.8	922	±237	40	±43	4.30%	±4.8	804	±254	60	±56	7.50%	±6.2
Did not work	±358	56.80%	±16.5	391	±151	87	±49	22.30%	±13.3	1,155	±329	132	±83	11.40%	±7.4	1,066	±376	125	±113	11.70%	±10.7
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS																					
50 percent of poverty level	(X)	(X)	(X)	87	±57	(X)	(X)	(X)	(X)	76	±62	(X)	(X)	(X)	(X)	197	±212	(X)	(X)	(X)	(X)
125 percent of poverty level	(X)	(X)	(X)	141	±62	(X)	(X)	(X)	(X)	336	±185	(X)	(X)	(X)	(X)	510	±381	(X)	(X)	(X)	(X)
150 percent of poverty level	(X)	(X)	(X)	150	±63	(X)	(X)	(X)	(X)	491	±195	(X)	(X)	(X)	(X)	528	±384	(X)	(X)	(X)	(X)
185 percent of poverty level	(X)	(X)	(X)	250	±143	(X)	(X)	(X)	(X)	697	±281	(X)	(X)	(X)	(X)	712	±389	(X)	(X)	(X)	(X)
200 percent of poverty level	(X)	(X)	(X)	276	±148	(X)	(X)	(X)	(X)	740	±286	(X)	(X)	(X)	(X)	776	±387	(X)	(X)	(X)	(X)
300 percent of poverty level	(X)	(X)	(X)	443	±168	(X)	(X)	(X)	(X)	1,453	±491	(X)	(X)	(X)	(X)	1,229	±424	(X)	(X)	(X)	(X)
400 percent of poverty level	(X)	(X)	(X)	579	±216	(X)	(X)	(X)	(X)	2,281	±626	(X)	(X)	(X)	(X)	1,901	±545	(X)	(X)	(X)	(X)
500 percent of poverty level	(X)	(X)	(X)	747	±224	(X)	(X)	(X)	(X)	2,836	±598	(X)	(X)	(X)	(X)	2,741	±585	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	±187	31.40%	±9.0	488	±163	41	±28	8.40%	±5.7	847	±292	112	±63	13.20%	±8.0	1,491	±305	101	±70	6.80%	±4.7
Male	±146	22.20%	±12.2	254	±135	9	±10	3.50%	±4.2	485	±166	78	±58	16.10%	±11.6	754	±200	26	±29	3.40%	±3.9
Female	±151	46.90%	±18.1	234	±59	32	±27	13.70%	±10.9	362	±166	34	±36	9.40%	±9.6	737	±210	75	±62	10.20%	±8.7
15 years	±20	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**
16 to 17 years	±20	-	**	0	±14	0	±14	-	**	0	±14	0	±14	-	**	28	±44	28	±44	100.00%	±67.8
18 to 24 years	±56	36.00%	±35.7	22	±33	12	±18	54.50%	±8.8	53	±59	20	±32	37.70%	±50.3	44	±74	0	±14	0.00%	±54.0
25 to 34 years	±97	12.00%	±18.5	43	±27	11	±12	25.60%	±24.5	54	±40	0	±14	0.00%	±48.8	254	±155	0	±14	0.00%	±17.0
35 to 44 years	±19	7.80%	±11.7	59	±39	0	±14	0.00%	±46.7	73	±45	22	±28	30.10%	±33.1	194	±156	23	±29	11.90%	±17.5
45 to 54 years	±64	22.50%	±21.0	101	±50	4	±7	4.00%	±7.1	26	±26	0	±14	0.00%	±70.3	363	±131	4	±7	1.10%	±2.0
55 to 64 years	±117	59.30%	±22.2	36	±26	0	±14	0.00%	±59.8	314	±102	68	±49	21.70%	±13.8	363	±132	13	±18	3.60%	±5.2
65 to 74 years	±65	38.80%	±39.9	220	±144	14	±16	6.40%	±7.4	215	±255	0	±14	0.00%	±19.7	143	±100	13	±24	9.10%	±15.9
75 years and over	±113	60.80%	±31.1	7	±11	0	±14	0.00%	±100.0	112	±79	2	±2	1.80%	±2.5	102	±77	20	±31	19.60%	±31.8
Mean income deficit for unrelated individuals (dollars)	(X)	(X)	(X)	N	N	(X)	(X)	(X)	(X)	6,563	±2,945	(X)	(X)	(X)	(X)	7,653	±2,675	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	±20	0.00%	±6.3	194	±61	0	±14	0.00%	±21.5	363	±119	0	±14	0.00%	±12.2	943	±268	0	±14	0.00%	±4.9
Worked less than full-time, year-round in the past 12 months	±83	29.60%	±19.7	122	±45	12	±18	9.80%	±13.7	141	±67	26	±33	18.40%	±20.9	265	±119	60	±56	22.60%	±20.0
Did not work	±170	72.60%	±14.4	172	±137	29	±21	16.90%	±17.2	343	±263	86	±50	25.10%	±22.9	283	±155	41	±39	14.50%	±15.3

APPENDIX A – POPULATION / LANGUAGE DATA
2020 US Census Bureau, Table P1, "Race"

Label (Grouping)	Census Tract 422, Broward County, Florida	Census Tract 423.02, Broward County, Florida	Census Tract 426.01, Broward County, Florida	Census Tract 427, Broward County, Florida	Census Tract 430.01, Broward County, Florida	Census Tract 431, Broward County, Florida	Census Tract 433.01, Broward County, Florida	Census Tract 433.02, Broward County, Florida	Census Tract 611, Broward County, Florida	Census Tract 701.02, Broward County, Florida	Census Tract 701.03, Broward County, Florida	Census Tract 701.04, Broward County, Florida	Census Tract 801.02, Broward County, Florida	Census Tract 801.03, Broward County, Florida	Census Tract 801.04, Broward County, Florida	Census Tract 801.05, Broward County, Florida
Total:	3,240	1,972	3,505	5,497	1,433	4,975	5,040	1,971	7,931	1,631	5,578	5,649	4,299	1,537	2,313	2,651
Population of one race:	2,903	1,625	3,040	4,653	1,218	3,814	4,317	1,646	5,631	1,272	4,245	4,019	3,552	1,224	1,883	2,163
White alone	2,739	1,071	2,532	2,505	1,116	2,668	3,595	1,010	2,850	947	2,530	2,084	2,204	881	1,479	1,727
Black or African American alone	43	284	286	1,713	33	359	248	293	884	107	867	716	825	159	140	192
American Indian and Alaska Native alone	5	11	7	9	2	16	7	23	121	4	20	59	23	10	7	14
Asian alone	76	84	84	70	28	123	146	40	210	90	262	215	75	27	62	48
Native Hawaiian and Other Pacific Islander alone	0	2	6	2	0	4	7	1	3	0	11	6	12	2	0	2
Some Other Race alone	40	173	125	354	39	644	314	279	1,563	124	555	939	413	145	195	180
Population of two or more races:	337	347	465	844	215	1,161	723	325	2,300	359	1,333	1,630	747	313	430	488
Population of two races:	314	332	439	804	206	1,119	699	310	2,259	335	1,287	1,569	712	293	418	466
White; Black or African American	13	18	27	61	9	51	62	33	57	19	49	52	53	10	22	27
White; American Indian and Alaska Native	15	14	22	25	15	44	53	13	75	12	26	35	11	9	4	14
White; Asian	14	14	18	24	8	25	29	3	6	7	61	18	17	2	8	17
White; Native Hawaiian and Other Pacific Islander	0	2	0	1	0	0	5	1	0	1	0	0	0	0	2	0
White; Some Other Race	255	272	341	619	169	942	518	241	1,971	266	1,054	1,346	576	256	353	397
Black or African American; American Indian and Alaska Native	0	2	8	8	2	0	2	6	1	1	3	7	0	0	1	0
Black or African American; Asian	0	4	4	11	0	2	5	0	15	0	11	7	8	3	4	6
Black or African American; Native Hawaiian and Other Pacific Islander	0	0	3	0	0	4	1	0	3	1	10	4	4	0	2	1
Black or African American; Some Other Race	16	2	7	50	2	18	14	6	106	9	61	70	37	11	18	4
American Indian and Alaska Native; Asian	0	1	0	1	0	2	3	0	0	0	1	0	0	0	0	0
American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
American Indian and Alaska Native; Some Other Race	1	1	3	2	0	4	4	5	16	6	8	14	5	0	2	0
Asian; Native Hawaiian and Other Pacific Islander	0	1	4	2	0	21	0	0	0	0	0	1	1	1	0	0
Asian; Some Other Race	0	0	1	0	0	2	0	2	8	12	3	14	0	1	2	0
Native Hawaiian and Other Pacific Islander; Some Other Race	0	1	1	0	1	4	3	0	1	1	0	1	0	0	0	0
Population of three races:	22	14	24	34	8	33	18	9	38	21	44	56	35	17	10	21
White; Black or African American; American Indian and Alaska Native	0	0	1	7	0	6	7	1	3	1	13	4	9	4	1	4
White; Black or African American; Asian	4	1	5	7	1	2	3	0	1	3	1	0	5	0	0	0
White; Black or African American; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	2
White; Black or African American; Some Other Race	10	6	10	6	0	18	4	1	12	5	15	26	14	2	3	5
White; American Indian and Alaska Native; Asian	0	0	1	3	0	0	0	0	2	1	0	0	0	0	0	0
White; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; American Indian and Alaska Native; Some Other Race	8	5	3	6	2	2	1	3	12	7	5	5	6	4	3	3
White; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	1	0	3	0	0	0	0	4	0	1	1	1	0
White; Asian; Some Other Race	0	2	2	4	2	0	1	4	6	4	2	14	0	3	0	2
White; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Asian	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	6	0	0	0	5
Black or African American; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0
Black or African American; Asian; Some Other Race	0	0	2	0	2	1	0	0	0	0	3	0	0	2	1	0
Black or African American; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	1	0	1	0	1	0	0	0	0	1	0	0
American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
American Indian and Alaska Native; Asian; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Population of four races:	1	1	2	6	0	9	6	6	3	2	2	4	0	1	1	0
White; Black or African American; American Indian and Alaska Native; Asian	0	0	0	2	0	1	1	2	0	0	0	0	0	0	0	0
White; Black or African American; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; Black or African American; American Indian and Alaska Native; Some Other Race	1	1	1	4	0	4	5	4	2	0	0	4	0	0	1	0
White; Black or African American; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; Black or African American; Asian; Some Other Race	0	0	0	0	0	4	0	0	1	0	1	0	0	0	0	0
White; Black or African American; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
White; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; American Indian and Alaska Native; Asian; Some Other Race	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
White; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
Black or African American; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Asian; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Population of five races:	0	0	0	0	1	0	0	0	0	1	0	1	0	2	1	0
White; Black or African American; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; Black or African American; American Indian and Alaska Native; Asian; Some Other Race	0	0	0	0	0	0	0	0	0	1	0	0	0	2	1	0
White; Black or African American; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
White; Black or African American; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Population of six races:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
White; Black or African American; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1

APPENDIX A – POPULATION / LANGUAGE DATA
2020 US Census Bureau, Table P1, "Race"

Label (Grouping)	Census Tract 802, Broward County, Florida	Census Tract 804.02, Broward County, Florida	Census Tract 804.05, Broward County, Florida	Census Tract 804.06, Broward County, Florida	Census Tract 805, Broward County, Florida	Census Tract 901.02, Broward County, Florida	Census Tract 902, Broward County, Florida	Census Tract 903.03, Broward County, Florida	Census Tract 904.01, Broward County, Florida	Census Tract 904.04, Broward County, Florida	Census Tract 905.02, Broward County, Florida	Census Tract 905.03, Broward County, Florida	Census Tract 905.04, Broward County, Florida	Census Tract 1106, Broward County, Florida
Total:	983	2,538	3,080	5,716	7,415	1,773	3,921	3,062	5,049	5,224	7,056	2,794	3,324	5,380
Population of one race:	836	2,153	2,455	4,717	6,779	1,517	3,202	2,571	3,806	3,957	6,005	2,510	2,562	4,292
White alone	700	1,857	1,604	3,585	806	1,340	2,886	1,418	2,316	2,108	5,095	2,357	1,641	2,919
Black or African American alone	44	110	368	437	5,548	49	100	769	908	1,142	384	29	384	533
American Indian and Alaska Native alone	4	23	14	23	25	5	4	9	7	30	27	0	17	33
Asian alone	27	35	90	165	44	35	65	34	93	76	91	53	94	158
Native Hawaiian and Other Pacific Islander alone	0	0	4	6	11	0	0	3	4	5	3	0	0	6
Some Other Race alone	61	128	375	501	345	88	147	338	478	596	405	71	426	643
Population of two or more races:	147	385	625	999	636	256	719	491	1,243	1,267	1,051	284	762	1,088
Population of two races:	142	379	602	969	609	235	681	471	1,208	1,225	1,016	275	739	1,033
White; Black or African American	2	30	29	74	62	7	29	22	66	93	39	26	30	57
White; American Indian and Alaska Native	0	9	9	29	6	6	15	4	22	30	7	6	21	58
White; Asian	3	10	17	34	10	8	30	3	17	16	17	9	4	31
White; Native Hawaiian and Other Pacific Islander	0	0	3	1	0	2	0	0	2	1	0	0	0	1
White; Some Other Race	127	317	493	792	414	207	583	395	1,009	1,001	903	219	630	813
Black or African American; American Indian and Alaska Native	1	2	0	5	7	0	0	1	4	3	11	0	4	7
Black or African American; Asian	2	1	7	7	12	0	6	2	2	12	8	3	4	2
Black or African American; Native Hawaiian and Other Pacific Islander	0	0	0	0	3	2	0	4	0	2	0	1	1	0
Black or African American; Some Other Race	6	10	37	18	87	2	15	35	71	52	19	10	40	40
American Indian and Alaska Native; Asian	1	0	1	2	0	0	0	0	0	0	0	1	0	4
American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	1	0	0	0
American Indian and Alaska Native; Some Other Race	0	0	5	2	1	0	2	0	9	3	4	0	3	6
Asian; Native Hawaiian and Other Pacific Islander	0	0	1	1	0	0	0	1	0	1	2	0	0	1
Asian; Some Other Race	0	0	0	1	3	1	1	4	3	10	5	0	0	9
Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	3	4	0	0	0	3	1	0	0	2	4
Population of three races:	5	4	17	22	22	18	34	19	22	29	35	9	17	47
White; Black or African American; American Indian and Alaska Native	0	2	3	2	6	3	3	4	2	6	8	0	2	0
White; Black or African American; Asian	0	0	5	0	1	1	3	3	0	5	1	2	2	7
White; Black or African American; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	1	0
White; Black or African American; Some Other Race	5	0	6	4	13	2	9	8	11	9	14	2	4	25
White; American Indian and Alaska Native; Asian	0	0	0	0	0	0	0	0	2	3	1	0	0	1
White; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	1	0
White; American Indian and Alaska Native; Some Other Race	0	1	0	7	1	8	11	1	3	1	6	4	4	7
White; Asian; Native Hawaiian and Other Pacific Islander	0	0	1	0	0	0	0	0	0	0	0	0	0	0
White; Asian; Some Other Race	0	0	0	5	0	3	7	2	2	0	4	1	1	7
White; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Black or African American; American Indian and Alaska Native; Asian	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Some Other Race	0	0	0	2	1	0	1	1	0	5	0	0	1	0
Black or African American; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Black or African American; Asian; Some Other Race	0	1	1	2	0	0	0	0	2	0	0	0	0	0
Black or African American; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	1	0
American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0
American Indian and Alaska Native; Asian; Some Other Race	0	0	1	0	0	0	0	0	0	0	0	0	0	0
American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Population of four races:	0	2	6	8	5	3	4	0	12	13	0	0	5	8
White; Black or African American; American Indian and Alaska Native; Asian	0	1	1	0	0	0	0	0	0	2	0	0	0	0
White; Black or African American; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	1	0	0	0	0	0	0	0	0
White; Black or African American; American Indian and Alaska Native; Some Other Race	0	1	5	7	2	2	4	0	7	8	0	0	1	7
White; Black or African American; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	1
White; Black or African American; Asian; Some Other Race	0	0	0	0	0	0	0	0	1	3	0	0	3	0
White; Black or African American; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	4	0	0	0	0	0
White; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; American Indian and Alaska Native; Asian; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Asian; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	1	0
Black or African American; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	3	0	0	0	0	0	0	0	0	0
American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Population of five races:	0	0	0	0	0	0	0	1	0	0	0	0	1	0
White; Black or African American; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	1	0	0	0	0	1	0
White; Black or African American; American Indian and Alaska Native; Asian; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; Black or African American; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; Black or African American; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Population of six races:	0	0	0	0	0	0	0	0	1	0	0	0	0	0
White; Black or African American; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	1	0	0	0	0	0

APPENDIX A – POPULATION / LANGUAGE DATA

2015 US Census Bureau, Table B16001, "Language Spoken at Home by Ability to Speak English"

Label (Grouping)	Census Tract 422, Broward County, Florida Estimate	Census Tract 422, Broward County, Florida Margin of Error	Census Tract 423.02, Broward County, Florida Estimate	Census Tract 423.02, Broward County, Florida Margin of Error	Census Tract 427, Broward County, Florida Estimate	Census Tract 427, Broward County, Florida Margin of Error	Census Tract 430.01, Broward County, Florida Estimate	Census Tract 430.01, Broward County, Florida Margin of Error	Census Tract 431, Broward County, Florida Estimate	Census Tract 431, Broward County, Florida Margin of Error	Census Tract 433.01, Broward County, Florida Estimate	Census Tract 433.01, Broward County, Florida Margin of Error	Census Tract 433.02, Broward County, Florida Estimate	Census Tract 433.02, Broward County, Florida Margin of Error	Census Tract 611, Broward County, Florida Estimate	Census Tract 611, Broward County, Florida Margin of Error	Census Tract 701.02, Broward County, Florida Estimate	Census Tract 701.02, Broward County, Florida Margin of Error	Census Tract 801.02, Broward County, Florida Estimate	Census Tract 801.02, Broward County, Florida Margin of Error	Census Tract 801.03, Broward County, Florida Estimate	Census Tract 801.03, Broward County, Florida Margin of Error	Census Tract 802, Broward County, Florida Estimate	Census Tract 802, Broward County, Florida Margin of Error	Census Tract 804.02, Broward County, Florida Estimate	Census Tract 804.02, Broward County, Florida Margin of Error	Census Tract 804.05, Broward County, Florida Estimate	Census Tract 804.05, Broward County, Florida Margin of Error	Census Tract 804.06, Broward County, Florida Estimate	Census Tract 804.06, Broward County, Florida Margin of Error	Census Tract 805, Broward County, Florida Estimate	Census Tract 805, Broward County, Florida Margin of Error
Total:	2,975	±303	1,703	±380	5,519	±705	1,213	±115	4,991	±440	4,727	±538	1,713	±309	7,195	±650	1,180	±137	4,492	±427	1,384	±275	978	±170	2,396	±326	2,540	±282	6,028	±823	7,000	±735
Speak only English	2,523	±333	1,135	±352	3,790	±689	983	±125	3,309	±392	3,234	±402	980	±335	2,720	±457	917	±168	2,579	±532	660	±210	540	±135	1,416	±292	1,580	±292	2,907	±587	6,043	±741
Spanish or Spanish Creole:	126	±80	416	±219	1,319	±552	182	±69	1,313	±315	1,154	±599	556	±244	4,206	±675	228	±116	1,105	±407	604	±293	209	±84	466	±244	660	±202	1,651	±771	510	±228
Speak English "very well"	96	±69	204	±109	653	±328	97	±58	492	±223	747	±453	272	±156	1,486	±415	100	±59	766	±295	386	±165	165	±79	212	±112	447	±162	961	±428	167	±120
Speak English less than "very well"	30	±33	212	±130	666	±457	85	±56	821	±209	407	±263	284	±170	2,720	±780	128	±74	339	±165	218	±184	44	±29	254	±181	213	±119	690	±640	343	±207
French (incl. Patois, Cajun):	49	±34	40	±36	9	±16	18	±19	56	±50	90	±81	0	±13	0	±19	14	±16	106	±86	0	±13	152	±78	195	±114	109	±103	187	±165	69	±74
Speak English "very well"	40	±32	40	±36	9	±16	18	±19	35	±40	77	±88	0	±13	0	±19	7	±11	47	±48	0	±13	50	±36	63	±66	69	±75	165	±137	58	±72
Speak English less than "very well"	9	±13	0	±13	0	±19	0	±13	21	±32	13	±22	0	±13	0	±19	7	±11	59	±74	0	±13	102	±68	132	±72	40	±68	22	±40	11	±18
French Creole:	0	±13	41	±41	250	±177	0	±13	147	±228	0	±13	41	±57	140	±197	0	±13	502	±309	3	±5	0	±13	38	±39	133	±196	280	±225
Speak English "very well"	0	±13	13	±19	58	±91	0	±13	118	±185	0	±13	0	±13	22	±34	0	±13	316	±182	3	±5	0	±13	0	±13	38	±39	133	±196	98	±79
Speak English less than "very well"	0	±13	28	±41	192	±163	0	±13	29	±44	0	±13	41	±57	118	±164	0	±13	186	±146	0	±13	0	±13	0	±13	0	±13	0	±19	182	±210
Italian:	78	±94	3	±6	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	15	±17	0	±13	5	±8	0	±13	9	±15	0	±19	26	±41
Speak English "very well"	78	±94	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	10	±16	0	±13	5	±8	0	±13	9	±15	0	±19	26	±41
Speak English less than "very well"	0	±13	3	±6	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	5	±9	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Portuguese or Portuguese Creole:	16	±25	0	±13	0	±19	0	±13	0	±19	93	±156	0	±13	15	±25	4	±8	50	±56	80	±67	0	±13	0	±13	29	±43	0	±19	0	±19
Speak English "very well"	8	±12	0	±13	0	±19	0	±13	0	±19	93	±156	0	±13	0	±19	0	±13	37	±43	46	±35	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English less than "very well"	8	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	15	±25	4	±8	13	±23	34	±43	0	±13	0	±13	29	±43	0	±19	0	±19
German:	0	±13	0	±13	4	±8	93	±118	0	±13	64	±89	0	±19	17	±26	7	±12	0	±13	0	±13	0	±13	0	±13	0	±13	12	±19	0	±19
Speak English "very well"	0	±13	0	±13	4	±8	93	±118	0	±13	64	±89	0	±19	17	±26	7	±12	0	±13	0	±13	0	±13	0	±13	0	±13	12	±19	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Yiddish:	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Other West Germanic languages:	0	±13	7	±16	17	±28	0	±13	0	±19	55	±50	3	±5	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English "very well"	0	±13	7	±16	17	±28	0	±13	0	±19	55	±50	3	±5	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Scandinavian languages:	30	±35	0	±13	0	±19	7	±10	0	±19	9	±15	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	23	±39	0	±19
Speak English "very well"	30	±35	0	±13	0	±19	7	±10	0	±19	9	±15	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	23	±39	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Greek:	39	±49	0	±13	0	±19	14	±21	0	±19	0	±13	12	±18	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	9	±18	0	±19	0	±19
Speak English "very well"	19	±21	0	±13	0	±19	14	±21	0	±19	0	±13	12	±18	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	9	±18	0	±19	0	±19
Speak English less than "very well"	20	±31	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Russian:	9	±15	5	±8	0	±19	0	±13	18	±30	41	±67	7	±10	44	±53	0	±13	0	±13	10	±15	0	±13	0	±13	0	±13	197	±181	0	±19
Speak English "very well"	0	±13	5	±8	0	±19	0	±13	18	±30	24	±39	7	±10	44	±53	0	±13	0	±13	10	±15	0	±13	0	±13	0	±13	166	±144	0	±19
Speak English less than "very well"	9	±15	0	±13	0	±19	0	±13	0	±19	17	±28	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	31	±49	0	±19
Polish:	0	±13	18	±29	0	±19	0	±13	9	±15	0	±13	0	±13	0	±19	0	±13	32	±54	7	±10	6	±9	9	±15	0	±13	0	±19	0	±19
Speak English "very well"	0	±13	18	±29	0	±19	0	±13	9	±15	0	±13	0	±13	0	±19	0	±13	32	±54	0	±13	0	±13	9	±15	0	±13	0	±19	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	7	±10	6	±9	0	±13	0	±13	0	±19	0	±19
Serbo-Croatian:	30	±47	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	78	±119	0	±19
Speak English "very well"	30	±47	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	78	±119	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Other Slavic languages:	0	±13	0	±13	0	±19	0	±13	11	±16	0	±13	0	±13	0	±19	0	±13	17	±24	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English "very well"	0	±13	0	±13	0	±19	0	±13	11	±16	0	±13	0	±13	0	±19	0	±13	17	±24	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Armenian:	0	±13	0	±13	0	±19	5	±7	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English "very well"	0	±13	0	±13	0	±19	5	±7	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Persian:	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Gujarati:	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	88	±141	17	±28
Speak English "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	5	±8	0	±13	0	±13	60	±96	17	±28
Speak English less than "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	28	±46	0	±19
Hindi:	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Urdu:	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	8	±14	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	8	±14	0	±13	0	±13	0	±13	0	±19	0	±19
Other Indic languages:	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Other Indo-European languages:	0	±13	26	±40	0	±19	0	±13	19	±28	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	61	±76	0	±13	0	±13	125	±177	0	±19
Speak English "very well"	0	±13	26	±40	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	40	±49	0	±13	0	±13	0	±19	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±19	0	±13	19	±28	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	21	±27	0	±13	0	±13	125	±177	0	±19
Chinese:	9	±14	0	±13	22	±32	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	7	±10	0	±13	0	±13	26	±48	59	±87	0	±19
Speak English "very well"	9	±14	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	7	±10	0	±13	0	±13	11	±19	43	±63	0	±19
Speak English less than "very well"	0	±13	0	±13	22	±32	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	15	±29	16	±24	0	±19
Japanese:	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	8	±13	0	±19
Speak English "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	8	±13	0	±19
Korean:	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Mon-Khmer, Cambodian:	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Hmong:	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Thai:	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	125	±177	0	±19
Speak English "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	62	±87	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	63	±90	0	±19
Laotian:	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Vietnamese:	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	36	±47	0	±19
Speak English "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	21	±27	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	15	±20	0	±19
Other Asian languages:	0	±13	15	±22	0	±19	0	±13	0	±19	0	±13	50	±64	0	±19	0	±13	0	±13	0	±13	0	±13	9	±15	20	±33	0	±19	0	±19
Speak English "very well"	0	±13	9	±20	0	±19	0	±13	0	±19	0	±13	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	20	±33	0	±19	0	±19
Speak English less than "very well"	0	±13	6	±8	0	±19	0	±13	0	±19	0	±13	50	±64	0	±19	0	±13	0	±13	0	±13	0	±13	9	±15	0	±13	0	±19	0	±19
Tagalog:	54	±82	12	±18	0	±19	0	±13	16	±26	23	±38	0	±13	70	±67	0	±13	14	±26	0	±13	0	±13	0	±13	42	±74	84	±103	0	±19
Speak English "very well"	54	±82	0	±13	0	±19	0	±13	0	±19	23	±38	0	±13	26	±31	0	±13	0	±13	0	±13	0	±13	0	±13	39	±74	67	±81	0	±19
Speak English less than "very well"	0	±13	12	±18	0	±19	0	±13	16	±26	0	±13	0	±13	44	±49	0	±13	14	±26	0	±13	0	±13	0	±13	3	±6	17	±30	0	±19
Other Pacific Island languages:	0	±13	0	±13	0	±19	0	±13	0	±19	15	±21	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0	±13	0	±19	0	±19
Speak English "very well"	0	±13	0	±13	0	±19	0	±13	0	±19	15	±21	0	±13	0	±19	0	±13	0	±13	0	±13	0	±13	0	±13	0

APPENDIX A – POPULATION / LANGUAGE DATA

2015 US Census Bureau, Table B16001, "Language Spoken at Home by Ability to Speak English"

Label (Grouping)	Census Tract 901.02, Broward County, Florida Estimate	Census Tract 901.02, Broward County, Florida Margin of Error	Census Tract 902, Broward County, Florida Estimate	Census Tract 902, Broward County, Florida Margin of Error	Census Tract 904.01, Broward County, Florida Estimate	Census Tract 904.01, Broward County, Florida Margin of Error	Census Tract 904.04, Broward County, Florida Estimate	Census Tract 904.04, Broward County, Florida Margin of Error	Census Tract 905.02, Broward County, Florida Estimate	Census Tract 905.02, Broward County, Florida Margin of Error	Census Tract 905.03, Broward County, Florida Estimate	Census Tract 905.03, Broward County, Florida Margin of Error	Census Tract 905.04, Broward County, Florida Estimate	Census Tract 905.04, Broward County, Florida Margin of Error	Census Tract 1106, Broward County, Florida Estimate	Census Tract 1106, Broward County, Florida Margin of Error
Total:	1,461	±268	3,896	±264	3,764	±354	5,035	±441	6,531	±652	2,465	±248	2,684	±279	5,397	±563
Speak only English	979	±193	2,442	±352	2,017	±270	3,133	±434	3,978	±507	1,883	±276	1,539	±191	3,522	±490
Spanish or Spanish Creole:	295	±177	742	±280	1,323	±276	1,236	±334	1,458	±675	70	±57	947	±260	1,437	±360
Speak English "very well"	178	±106	536	±214	711	±209	628	±238	902	±410	56	±43	530	±179	710	±256
Speak English less than "very well"	117	±93	206	±100	612	±186	608	±175	556	±370	14	±20	417	±141	727	±286
French (incl. Patois, Cajun):	25	±29	72	±46	30	±36	74	±46	62	±59	40	±52	85	±40	83	±71
Speak English "very well"	17	±26	51	±38	6	±11	60	±41	48	±55	40	±52	34	±31	62	±61
Speak English less than "very well"	8	±12	21	±24	24	±35	14	±21	14	±21	0	±13	51	±23	21	±28
French Creole:	0	±13	0	±13	91	±85	93	±134	247	±292	0	±13	9	±10	38	±63
Speak English "very well"	0	±13	0	±13	91	±85	80	±111	229	±290	0	±13	7	±9	38	±63
Speak English less than "very well"	0	±13	0	±13	0	±13	13	±24	18	±29	0	±13	2	±3	0	±19
Italian:	37	±43	110	±100	49	±43	12	±19	35	±56	6	±9	22	±24	47	±53
Speak English "very well"	8	±13	110	±100	42	±35	12	±19	0	±19	6	±9	4	±5	47	±53
Speak English less than "very well"	29	±37	0	±13	7	±11	0	±19	35	±56	0	±13	18	±23	0	±19
Portuguese or Portuguese Creole:	82	±82	109	±121	27	±31	95	±95	50	±72	0	±13	0	±13	67	±74
Speak English "very well"	37	±40	109	±121	27	±31	95	±95	50	±72	0	±13	0	±13	38	±37
Speak English less than "very well"	45	±72	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	29	±45
German:	0	±13	27	±42	14	±22	0	±19	14	±24	9	±14	2	±5	13	±22
Speak English "very well"	0	±13	24	±35	0	±13	0	±19	14	±24	9	±14	2	±5	13	±22
Speak English less than "very well"	0	±13	3	±11	14	±22	0	±19	0	±19	0	±13	0	±13	0	±19
Yiddish:	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Other West Germanic languages:	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Scandinavian languages:	0	±13	6	±10	0	±13	0	±19	0	±19	0	±13	7	±11	0	±19
Speak English "very well"	0	±13	6	±10	0	±13	0	±19	0	±19	0	±13	7	±11	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Greek:	0	±13	15	±30	15	±22	0	±19	109	±100	21	±30	2	±3	4	±8
Speak English "very well"	0	±13	15	±30	0	±13	0	±19	95	±87	21	±30	2	±3	4	±8
Speak English less than "very well"	0	±13	0	±13	15	±22	0	±19	14	±21	0	±13	0	±13	0	±19
Russian:	8	±12	136	±158	112	±114	207	±254	33	±49	0	±13	0	±13	0	±19
Speak English "very well"	0	±13	89	±118	25	±35	0	±19	13	±26	0	±13	0	±13	0	±19
Speak English less than "very well"	8	±12	47	±52	87	±87	207	±254	20	±38	0	±13	0	±13	0	±19
Polish:	0	±13	0	±13	5	±8	41	±60	11	±18	0	±13	0	±13	0	±19
Speak English "very well"	0	±13	0	±13	5	±8	41	±60	11	±18	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Serbo-Croatian:	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Other Slavic languages:	7	±11	20	±31	60	±72	0	±19	0	±19	7	±11	2	±3	0	±19
Speak English "very well"	7	±11	0	±13	25	±37	0	±19	0	±19	7	±11	0	±13	0	±19
Speak English less than "very well"	0	±13	20	±31	35	±39	0	±19	0	±19	0	±13	2	±3	0	±19
Armenian:	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Persian:	0	±13	0	±13	0	±13	0	±19	15	±25	0	±13	0	±13	0	±19
Speak English "very well"	0	±13	0	±13	0	±13	0	±19	15	±25	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Gujarati:	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Hindi:	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Urdu:	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	46	±62	0	±19
Speak English "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	46	±62	0	±19
Other Indic languages:	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	7	±10	29	±47
Speak English "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	7	±10	29	±47
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Other Indo-European languages:	0	±13	37	±60	6	±11	0	±19	79	±92	0	±13	0	±13	22	±35
Speak English "very well"	0	±13	37	±60	6	±11	0	±19	44	±77	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	35	±55	0	±13	0	±13	22	±35
Chinese:	0	±13	8	±13	15	±24	0	±19	27	±46	0	±13	0	±13	0	±19
Speak English "very well"	0	±13	8	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	0	±13	15	±24	0	±19	27	±46	0	±13	0	±13	0	±19
Japanese:	0	±13	41	±65	0	±13	0	±19	0	±19	0	±13	0	±13	17	±24
Speak English "very well"	0	±13	28	±44	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	13	±21	0	±13	0	±19	0	±19	0	±13	0	±13	17	±24
Korean:	0	±13	11	±24	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	11	±24	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Mon-Khmer, Cambodian:	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Hmong:	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Thai:	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Laotian:	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Vietnamese:	3	±8	0	±13	122	±189	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English "very well"	0	±13	0	±13	0	±13	62	±96	0	±19	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	3	±8	0	±13	60	±94	0	±19	0	±13	0	±13	0	±19
Other Asian languages:	0	±13	38	±42	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English "very well"	0	±13	38	±42	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Tagalog:	0	±13	26	±43	0	±13	0	±19	0	±19	0	±13	0	±13	10	±16
Speak English "very well"	0	±13	20	±33	0	±13	0	±19	0	±19	0	±13	0	±13	10	±16
Speak English less than "very well"	0	±13	6	±10	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Other Pacific Island languages:	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Navaio:	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Other Native North American languages:	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Hungarian:	0	±13	0	±13	0	±13	22	±25	0	±19	9	±13	0	±13	0	±19
Speak English "very well"	0	±13	0	±13	0	±13	7	±10	0	±19	9	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±13	15	±23	0	±19	0	±13	0	±13	0	±19
Arabic:	0	±13	0	±13	0	±13	0	±19	0	±19	94	±73	0	±13	27	±44
Speak English "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	24	±30	0	±13	14	±23
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	70	±74	0	±13	13	±21
Hebrew:	28	±31	53	±58	0	±13	0	±19	413	±334	326	±143	0	±13	65	±59
Speak English "very well"	28	±31	46	±52	0	±13	0	±19	358	±295	300	±143	0	±13	65	±59
Speak English less than "very well"	0	±13	7	±11	0	±13	0	±19	55	±86	26	±27	0	±13	0	±19
African languages:	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	16	±31	16	±24
Speak English "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	16	±31	16	±24
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Other and unspecified languages:	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19
Speak English less than "very well"	0	±13	0	±13	0	±13	0	±19	0	±19	0	±13	0	±13	0	±19

APPENDIX A – POPULATION / LANGUAGE DATA

2020 US Census Bureau, Table P2, "Hispanic or Latino, and not Hispanic or Latino by Race"

Label (Grouping)	Census Tract 422, Broward County, Florida	Census Tract 423.02, Broward County, Florida	Census Tract 426.01, Broward County, Florida	Census Tract 427, Broward County, Florida	Census Tract 430.01, Broward County, Florida	Census Tract 431, Broward County, Florida	Census Tract 433.01, Broward County, Florida	Census Tract 433.02, Broward County, Florida	Census Tract 611, Broward County, Florida	Census Tract 701.02, Broward County, Florida	Census Tract 701.03, Broward County, Florida	Census Tract 701.04, Broward County, Florida	Census Tract 801.02, Broward County, Florida	Census Tract 801.03, Broward County, Florida	Census Tract 801.04, Broward County, Florida	Census Tract 801.05, Broward County, Florida	Census Tract 802, Broward County, Florida
Total:	3,240	1,972	3,505	5,497	1,433	4,975	5,040	1,971	7,931	1,631	5,578	5,649	4,299	1,537	2,313	2,651	983
Hispanic or Latino	363	566	569	1,222	273	2,069	1,088	724	5,406	557	2,163	3,131	1,288	523	634	753	248
Not Hispanic or Latino:	2,877	1,406	2,936	4,275	1,160	2,906	3,952	1,247	2,525	1,074	3,415	2,518	3,011	1,014	1,679	1,898	735
Population of one race:	2,780	1,329	2,784	4,064	1,106	2,713	3,722	1,173	2,374	1,006	3,185	2,342	2,856	968	1,599	1,796	713
White alone	2,644	948	2,396	2,263	1,040	2,243	3,306	825	1,258	799	2,058	1,447	1,937	768	1,371	1,541	636
Black or African American alone	43	268	274	1,666	28	330	241	283	833	103	796	647	805	151	132	180	44
American Indian and Alaska Native alone	3	10	7	4	1	6	5	5	8	1	15	10	10	5	0	8	2
Asian alone	76	82	79	70	26	115	143	37	210	89	254	206	72	27	61	45	27
Native Hawaiian and Other Pacific Islander alone	0	2	4	2	0	2	0	1	2	0	9	5	9	2	0	2	0
Some Other Race alone	14	19	24	59	11	17	27	22	63	14	53	27	23	15	35	20	4
Population of two or more races:	97	77	152	211	54	193	230	74	151	68	230	176	155	46	80	102	22
Population of two races:	91	76	138	189	51	178	213	68	139	61	213	160	134	41	76	99	21
White; Black or African American	10	14	26	54	9	45	57	26	37	19	41	43	51	7	22	18	2
White; American Indian and Alaska Native	15	14	21	25	13	37	43	13	19	12	20	32	11	4	4	11	0
White; Asian	14	13	17	24	8	19	28	0	6	7	54	14	16	2	5	16	0
White; Native Hawaiian and Other Pacific Islander	0	2	0	1	0	0	5	1	0	0	0	0	0	0	2	0	0
White; Some Other Race	49	28	51	44	17	38	66	21	32	6	73	30	37	21	26	43	15
Black or African American; American Indian and Alaska Native	0	0	8	8	2	0	2	6	1	0	3	6	0	0	0	0	0
Black or African American; Asian	0	0	4	11	0	2	5	0	15	0	5	7	8	3	4	6	2
Black or African American; Native Hawaiian and Other Pacific Islander	0	0	3	0	0	4	1	0	3	1	10	2	4	0	2	1	0
Black or African American; Some Other Race	3	2	3	19	2	7	3	1	19	5	6	14	6	4	9	4	2
American Indian and Alaska Native; Asian	0	1	0	1	0	2	3	0	0	0	0	0	0	0	0	0	0
American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
American Indian and Alaska Native; Some Other Race	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Asian; Native Hawaiian and Other Pacific Islander	0	1	4	2	0	21	0	0	0	0	0	1	1	0	0	0	0
Asian; Some Other Race	0	0	0	0	0	1	0	0	6	11	1	11	0	0	2	0	0
Native Hawaiian and Other Pacific Islander; Some Other Race	0	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
Population of three races:	6	1	14	22	3	13	15	4	11	4	17	15	21	5	3	3	1
White; Black or African American; American Indian and Alaska Native	0	0	0	7	0	1	5	1	1	1	8	2	9	1	0	3	0
White; Black or African American; Asian	4	1	5	7	0	2	3	0	1	3	1	0	5	0	0	0	0
White; Black or African American; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0
White; Black or African American; Some Other Race	2	0	5	2	0	6	4	0	5	0	0	3	6	2	0	0	1
White; American Indian and Alaska Native; Asian	0	0	0	3	0	0	0	0	2	0	0	0	0	0	0	0	0
White; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; American Indian and Alaska Native; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	1	0	3	0	0	0	0	4	0	1	1	1	0	0
White; Asian; Some Other Race	0	0	2	2	2	0	1	3	0	0	1	6	0	0	0	0	0
White; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Asian	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0
Black or African American; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Black or African American; Asian; Some Other Race	0	0	2	0	0	0	0	0	0	0	3	0	0	0	1	0	0
Black or African American; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	1	0	1	0	1	0	0	0	0	1	0	0	0
American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
American Indian and Alaska Native; Asian; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Population of four races:	0	0	0	0	0	2	2	2	1	2	0	0	0	0	1	0	0
White; Black or African American; American Indian and Alaska Native; Asian	0	0	0	0	0	0	1	2	0	0	0	0	0	0	0	0	0
White; Black or African American; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; Black or African American; American Indian and Alaska Native; Some Other Race	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0
White; Black or African American; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; Black or African American; Asian; Some Other Race	0	0	0	0	0	2	0	0	1	0	0	0	0	0	0	0	0
White; Black or African American; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; American Indian and Alaska Native; Asian; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Asian; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Population of five races:	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
White; Black or African American; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; Black or African American; American Indian and Alaska Native; Asian; Some Other Race	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
White; Black or African American; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; Black or African American; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Population of six races:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White; Black or African American; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

APPENDIX A – POPULATION / LANGUAGE DATA

2020 US Census Bureau, Table P2, "Hispanic or Latino, and not Hispanic or Latino by Race"

Label (Grouping)	Census Tract 804.02, Broward County, Florida	Census Tract 804.05, Broward County, Florida	Census Tract 804.06, Broward County, Florida	Census Tract 805, Broward County, Florida	Census Tract 901.02, Broward County, Florida	Census Tract 902, Broward County, Florida	Census Tract 903.03, Broward County, Florida	Census Tract 904.01, Broward County, Florida	Census Tract 904.04, Broward County, Florida	Census Tract 905.02, Broward County, Florida	Census Tract 905.03, Broward County, Florida	Census Tract 905.04, Broward County, Florida	Census Tract 1106, Broward County, Florida
Total:	2,538	3,080	5,716	7,415	1,773	3,921	3,062	5,049	5,224	7,056	2,794	3,324	5,380
Hispanic or Latino	590	1,167	1,732	1,196	351	932	1,071	2,042	2,315	1,682	432	1,526	1,956
Not Hispanic or Latino:	1,948	1,913	3,984	6,219	1,422	2,989	1,991	3,007	2,909	5,374	2,362	1,798	3,424
Population of one race:	1,858	1,817	3,768	6,094	1,377	2,813	1,924	2,858	2,717	5,182	2,284	1,725	3,204
White alone	1,693	1,358	3,078	544	1,273	2,636	1,116	1,868	1,503	4,671	2,182	1,241	2,473
Black or African American alone	110	335	422	5,430	46	94	747	851	1,083	363	26	346	510
American Indian and Alaska Native alone	7	3	13	15	5	3	1	4	5	2	0	8	3
Asian alone	32	82	160	43	35	62	29	89	71	86	53	90	154
Native Hawaiian and Other Pacific Islander alone	0	4	6	11	0	0	3	0	3	0	0	0	6
Some Other Race alone	16	35	89	51	18	18	28	46	52	60	23	40	58
Population of two or more races:	90	96	216	125	45	176	67	149	192	192	78	73	220
Population of two races:	88	91	210	118	41	168	62	142	178	182	75	67	204
White; Black or African American	30	23	68	54	7	28	19	47	80	27	26	16	53
White; American Indian and Alaska Native	7	9	25	3	6	12	4	18	18	6	5	13	49
White; Asian	10	14	31	1	8	28	3	15	11	13	9	3	31
White; Native Hawaiian and Other Pacific Islander	0	2	1	0	2	0	0	2	1	0	0	0	1
White; Some Other Race	36	32	64	17	15	88	14	40	30	109	27	24	52
Black or African American; American Indian and Alaska Native	2	0	3	7	0	0	0	4	3	11	0	1	4
Black or African American; Asian	1	4	7	10	0	6	2	2	12	8	3	2	2
Black or African American; Native Hawaiian and Other Pacific Islander	0	0	0	3	2	0	4	0	2	0	1	1	0
Black or African American; Some Other Race	2	5	9	21	0	6	14	11	14	5	4	5	5
American Indian and Alaska Native; Asian	0	1	0	0	0	0	0	0	0	0	0	0	4
American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	1	0	0	0
American Indian and Alaska Native; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian; Native Hawaiian and Other Pacific Islander	0	1	1	0	0	0	0	0	1	2	0	0	1
Asian; Some Other Race	0	0	1	0	1	0	2	0	5	0	0	0	2
Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	2	0	0	0	3	1	0	0	2	0
Population of three races:	1	4	6	7	3	8	4	0	13	10	3	3	15
White; Black or African American; American Indian and Alaska Native	0	2	0	6	1	2	0	0	5	0	0	0	0
White; Black or African American; Asian	0	2	0	0	1	3	3	0	5	1	2	1	6
White; Black or African American; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	1	0
White; Black or African American; Some Other Race	0	0	0	0	0	0	0	0	1	7	0	1	5
White; American Indian and Alaska Native; Asian	0	0	0	0	0	0	0	0	2	1	0	0	1
White; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0
White; American Indian and Alaska Native; Some Other Race	0	0	0	1	0	0	0	0	0	0	0	0	0
White; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0
White; Asian; Some Other Race	0	0	4	0	0	3	0	0	0	1	1	0	3
White; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Some Other Race	0	0	0	0	0	0	1	0	0	0	0	0	0
Black or African American; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	1	0	0	0	0	0	0	0	0
Black or African American; Asian; Some Other Race	1	0	2	0	0	0	0	0	0	0	0	0	0
Black or African American; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0
American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0
American Indian and Alaska Native; Asian; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0
American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0
Population of four races:	1	1	0	0	1	0	0	7	1	0	0	2	1
White; Black or African American; American Indian and Alaska Native; Asian	1	1	0	0	0	0	0	0	0	0	0	0	0
White; Black or African American; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander	0	0	0	0	1	0	0	0	0	0	0	0	0
White; Black or African American; American Indian and Alaska Native; Some Other Race	0	0	0	0	0	0	0	3	0	0	0	1	0
White; Black or African American; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	1
White; Black or African American; Asian; Some Other Race	0	0	0	0	0	0	0	0	1	0	0	0	0
White; Black or African American; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	4	0	0	0	0	0
White; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0
White; American Indian and Alaska Native; Asian; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0
White; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0
White; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Asian; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	1	0
Black or African American; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0
American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0
Population of five races:	0	0	0	0	0	0	1	0	0	0	0	1	0
White; Black or African American; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	1	0	0	0	0	1	0
White; Black or African American; American Indian and Alaska Native; Asian; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0
White; Black or African American; American Indian and Alaska Native; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0
White; Black or African American; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0
White; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0
Population of six races:	0	0	0	0	0	0	0	0	0	0	0	0	0
White; Black or African American; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander; Some Other Race	0	0	0	0	0	0	0	0	0	0	0	0	0

Appendix B – Completed Unlawful Discrimination Poster

Unlawful Discrimination

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

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

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

Coordinator: A. Celina Saucedo
Phone: 954-359-1329
Address: BCAD - Fort Lauderdale–Hollywood International Airport
320 Terminal Drive, Suite 200, Fort Lauderdale, FL 3331

Discriminacion Ilegal

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

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

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

Coordinador: A. Celina Saucedo
Teléfono: 954-359-1329
Dirección: BCAD - Fort Lauderdale–Hollywood International Airport
320 Terminal Drive, Suite 200, Fort Lauderdale, FL 3331

U.S. Department of Transportation
Federal Aviation Administration

HQ-101099

Appendix C – Community Participation Plan

The BCAD Community Participation Plan (CPP) will be attached as Appendix C upon Federal Aviation Administration (FAA) approval of the CPP.

Broward County Aviation Department

Community Participation Plan

Fort Lauderdale-Hollywood International Airport (FLL)
Community Participation Plan (CPP)
1. Administration

The purpose of this CPP is to ensure that stakeholders or communities affected[1] by Fort Lauderdale-Hollywood International Airport (FLL) projects or operations can be informed and participate and have their input thoughtfully considered in the key stages during airport planning efforts, regardless of their race, color, national origin, sex, sexual orientation, gender identity, creed, age, or disability (hereafter, the "protected bases"). This plan is provided in accordance with Title VI of the Civil Rights Act of 1964 (Title VI) and related authorities.[2] This plan and associated reports regarding our CPP efforts will be communicated to the public in formats accessible to persons with disabilities and to limited English proficient (LEP) individuals.

The individuals primarily responsible for implementing the FLL CPP are:

Responsible Official	Title, Office, and Responsibilities
1. A. Celina Saucedo	Chief Administrative Officer/Title VI Coord.
2. Marcela Denis-Perez	Guest Experience Manager/Title VI Coord.
3. Arlene Satchell	Public Information Officer

Responsible officials' contact information is shared with the public through the following methods:

Website, In-person, and Other Communication Methods
1. Website (www.FLL.net)
2. Title VI Poster Boards located in FLL vestibules and FIDS screens
3. Via email if contacted (ContactFLL@broward.org)
4. In-person

In addition, FLL will ensure that members of the public are advised of our nondiscrimination obligations. This includes how to file discrimination complaints with FLL and the FAA. We will also conspicuously display the FAA-provided Unlawful Discrimination Posters at airport facilities. See Notice section of FLL's Title VI Plan.

FLL also makes this CPP available through the following methods when engaging members of the public concerning planning efforts:

[1] Within this CPP, the term "affected" also means *served*, in addition to *positively or negatively impacted*.

[2] Related authorities include the Age Discrimination Act of 1975; Sec. 520 of the Airport and Airway Improvement Act of 1982; and the Civil Rights Restoration Act of 1987.

Website, In
1. Website (www.FLL.net)
2. In-person at the Main Office or at a Public Workshop
3. Via email if contacted (

2. Goals and Objectives

This CPP applies to all airport planning and decision-making directly supported by Federal assistance. This includes surveys, public meetings (e.g., airport commission meetings), and hearings, not only environmental impact statement

FLL's planning processes that lead to decisions for projects or operations or those of any sub-recipients are:

1. Early Programming/Design
2. NEPA review for Automated People Mover (APM) and Intermodal Center (IMC)
3. EA for Automated People Mover
4. EA process for Intermodal Center
5.
6.

FLL seeks public input for the above processes through the following methods:	Planning Process(es) that use each Method
A. Public meeting/workshop	# 1, 2, 3 and 4
B. Website for comments	# 1, 2, 3 and 4
C. Social media postings	# 1, 2, 3 and 4
D. Project Newsletter	# 1, 2, 3 and 4
E. Dedicated email address for public inquiries	# 1, 2, 3 and 4

3. Identification of and Focused Outreach to Affected Communities

Please review the Community Statistics section of FLL's Title VI Plan for detailed discussion of Affected Communities. The specific steps FLL will take to communicate with, inform, educate, consult or solicit input from, and expand opportunities for engagement with each Affected Community,[3] are provided below.

Affected Community	Key Community Reps. (CBOs, leaders, etc.)	Focused Outreach Steps
i. Spanish-speaking	Hispanic Unity/Non-profit organization	a. Advertise meetings/project information b. Send invitation to meetings c. Provide flyers/fact sheets with project information
ii. Spanish-speaking	enUSA/local publication	a. Advertise meetings/project information b. Send invitation to meetings c. Provide flyers/fact sheets with project information
iii. Haitian-Creole speaking	WSRF/ 1580 AM & 99.5 FM Radio Station	a. Advertise meetings/project information b. Send invitation to meetings c. Provide flyers/fact sheets with project information
iv. Haitian-Creole speaking	Caribbean Today/local publication	a. Advertise meetings/project information b. Send invitation to meetings c. Provide flyers/fact sheets with project information
v. Haitian-Creole speaking	Sant La Haitian/ Neighborhood Center	a. Advertise meetings/project information b. Send invitation to meetings c. Provide flyers/fact sheets with project information
vi. Portuguese-speaking	AcheiUSA/local newspaper, radio, TV and website	a. Advertise meetings/project information b. Send invitation to meetings c. Provide flyers/fact sheets with project information
vii. Portuguese-speaking	Gazeta News/website and podcast	a. Advertise meetings/project information b. Send invitation to meetings c. Provide flyers/fact sheets with project information
viii. French-speaking	Le Courrier Des Ameriques/website	a. Advertise meetings/project information b. Send invitation to meetings c. Provide flyers/fact sheets with project information

4. Effective Communication

FLL will ensure that public engagement is effective, meaningful, and free of linguistic, economic, historical, and cultural barriers to participation. Every effort will be taken to ensure clear, plain, and effective communication with Affected Communities, including materials in accessible formats for persons with disabilities and in languages other than English. Please review the Limited English Proficiency (LEP) section of FLL's Title VI Plan for additional information.

[3] "Affected communities" means any readily identifiable group potentially impacted by an airport project or operation, such as the community immediately surrounding a project or a community in the flight path.

5. Communication Platforms

Diverse communication platforms will be utilized to effectively reach the broadest audience. We will use the following platforms to communicate project details, our nondiscrimination obligations, and contact information for the public to share project or operational feedback with our office and the FAA:

Social Media, Monitors, and Other Communication Platforms
1. Website (www.FLL.net)
2. Social media (Twitter/Facebook/LinkedIn/Instagram)
3. Flyers/Newsletter for targeted audiences
4. Public Workshops
5. News Media Releases

6. Records

This section includes the procedures FLL will follow to document outreach efforts. Records for steps taken to provide outreach to Affected Communities will be maintained in the following locations:

Website, In-person, and Other Storage Methods
1. Website
2. In-person paper files

Records will be kept for community input. The records will document how FLL considered, weighed, and incorporated input received. The records will include justifications for any decisions contrary to community feedback. The records will be stored in the following locations:

Website, In-person, and Other Storage Methods
1. Website
2. In-person paper files
3. Sign-In sheets from public meetings

Records for demographics of participants will also be kept. Requested demographic information will include race, national origin, sexual orientation, gender identity, creed, age, disability, languages spoken, and community membership.[4] Demographic information will be requested by the following methods:

[4] This information is solicited to demonstrate compliance with Title VI and related requirements. See 49 CFR § 21.9(b); 49 U.S.C. § 47123; 28 CFR § 42.406; and FAA Order 1400.11.

Demographic Information Collection Methods
1. Sign-in sheets at Public Workshops

CPP records will be made available to the public using the same methods for other information outlined within this plan.

7. Reporting Outcomes

Within 30 days of the end of each fiscal year (FY), FLL will create a CPP Report for that current FY. The report will summarize efforts taken under this CPP in a narrative statement describing:

1. The specific steps taken to produce meaningful engagement with Affected Communities that FY,
2. The results of those efforts for that FY, and
3. How the Affected Communities' comments and views are or will be incorporated into the decision-making process.

The CPP Reports will be included with FLL's Title VI Plan. If no current Title VI Plan exists, the CPP Reports will be added to its Title VI Assessment for each grant.

Appendix 1

Complete only if required by Section 3

Title VI regulation require Federal grant recipients to know their community demographics. See 49 CFR § 21.9(b). By knowing this information, the **[Airport Sponsor]** will be able to identify, understand, and engage with communities. In doing so, the **[Airport Sponsor]** needs to know about communities eligible to be served, actually or potentially affected, benefited or burdened by **[Airport Sponsor's]** airport program. ***[List each affected community and its population size (if known) – "Affected communities" means any readily identifiable group potentially impacted by an airport project or operation, such as the community immediately surrounding a project or a community in the flight path.]. [See examples of table.]***

Affected Communities	Population
	3,000
Historic Heights	*1,000*
West Village	*10,000*
[…]	

[*Add or delete lines, as needed*

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

We have identified the following facts about the Affected Communities:

Low Income Communities[6].
A low-income area is an identifiable group of persons living in geographic proximity, whose median household income is at or below the Department of Health and Human Services poverty guidelines. Pursuant to Executive Order 12898, "Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations," **[Airport Sponsor]** is collecting information about affected and potentially affected low-income communities. According to **[*cite _____*]**, the overall poverty level for the **[*identify a reasonable scope, encompassing the entire area affected by and benefitting from the airport operations, e.g., metropolitan area, county,*** is approximately **[*identify*** **]** %. The poverty rate remains **[**"low," "similar compared with the rest of

[5] "Affected communities" means any readily identifiable group potentially impacted by an airport project or operation, such as the community immediately surrounding a project or a community in the flight path.

[6] Low-income data must be collected to assist in our compliance with Environmental Justice requirements (not Title VI requirements). For example, this data will be utilized in our Community Participation Plan (CPP) to help ensure the meaningful involvement of low income communities in airport programs and activities.

the **[*identify a reasonable larger area for useful comparison, e.g., region, state, country*]**. The poverty rates for the specific Affected Communities are as follows **[*list, if Census or local data is available*]**.

Affected Communities	Poverty Rate
	1.0%
Historic Heights	*5.0%*
West Village	*25.0%*
[…]	%

**[*Add or delete lines, as needed. Add poverty rate data, for example from the "Percent below Year*

See *S1701:*

]

Racial and Ethnic Communities.

Demographic data for race, color, and national origin was evaluated to identify racial and ethnic communities and populations in each Affected Community. The demographic composition by race, color, or national origin for the specific Affected Communities are as follows[7]: **[*add an additional table for each Affected Community*]**

Affected Community: *West Village*

Total Affected Community Population: *10,000*

Demographic Group within Affected Community	Number of People in Minority Group	
White	*2500*	*25%*
	1500	
American Indian or Alaska Native	*500*	*5%*
	1000	
Native Hawaiian or Other Pacific Islander	*500*	*5%*
	3000	
More than one	*500*	*5%*
	500	
[…]		%

column for Table S1701, ACS 5-Year Estimate to populate the data for Number of People in

See *S1701: Poverty Status in the*

[7] Recommend using demographic groups from the U.S. Census.

]

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that **[Airport Sponsor]** communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages[8] that are spoken in LEP households in the Affected Communities. The data source is **[Source *example American Community Survey*]**.

The threshold we have used for identifying the languages with significant LEP populations is the DOT safe harbor threshold, which is 5% or 1,000, whichever is less.[9] The safe harbor for our community is **[Calculate the safe harbor. If the total population in your area is 20,000 or greater, then the safe harbor is 1,000. If the total population in your area is less than 20,000, then the safe harbor will be 5% of the total population. For example, if your total population is 15,000, the safe harbor should be 750]**. Please refer to the end of this document to find data for all languages in our community.

Languages Spoken by LEP Population that Meet the Safe Harbor Threshold	Number	Margin of Error
Spanish	1200	+/-100
Chinese (incl. Mandarin, Cantonese)	1000	+/-50
Tagalog (incl. Filipino)	500	+/-30
Vietnamese	300	+/-20
Arabic	200	+/-20
	100	+/-20
French	100	+/-20
[…]		

[*Add or delete lines, as needed, for languages that meet the threshold. Add Census table to the end of the plan for reference.* Table B16001: Language Spoken at Home by Ability to Speak English]

[8] Recommend using language groups from the U.S. Census, and using data for the "Speak English less than 'very well'" category for each language over the threshold.

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

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

Languages Spoken by LEP Persons	A few times a year (12 or less days a year)	Several times a month (13 to 51 days a year)	At least once a week (52 to 364 days a year)	Every day (365 days a year)
Spanish				X
Chinese (incl. Mandarin, Cantonese)		X		
Arabic	X			
			X	
French	X			
[…]				

[*Add or delete lines, as needed*]

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

Additional Languages Spoken
Portuguese
[…]

needed]

This information is updated annually[10] through checking the following resources:

Data Sources for Languages Spoken in Affected Community	Website link to Data Source
U.S. Census Bureau	*https://data.census.gov/cedsci/table?q=B16001&tid=ACSDT1Y2019.B16001*
Local public school data	*www.example1.gov*
	www.example2.gov
Consultation with community centers	*www.example3.gov*
Consultation with Tribal Offices	*www.example4.gov*
Public health department	*www.example5.gov*
State demographics agency	*www.example6.gov*
[…]	

Beneficiary Diversity.

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

Description of Beneficiary Demographic Information Collection Methods
• *Airport Customer Service Office conducts biannua satisfaction with airport concessions, restroom cleanliness, food offerings, and other elements and services. The survey includes a voluntary request for demographic information.* • *Participants at small business workshops, pre-bid meetings, and other public meetings are asked to complete an anonymous survey that includes demographic information.* • *Businesses that submit bids or offers are asked to complete an anonymous survey that includes demographic information, submi*

Staff and Advisory Board Diversity.

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

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

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

Appendix 2

Complete only if required by Section 4

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

In Community Statistics section, we identified the following languages spoken by LEP persons in Affected Communities **[*copy and paste from Appendix 1; insert the languages that met the*]**:

Language
Spanish
Chinese (incl. Mandarin, Cantonese)
Tagalog (incl. Filipino)
Vietnamese
Korean
Hindi
[…]

[*Add or delete lines, as needed*]

[Airport Sponsor] also collects data for languages spoken by airport guests.[11] Data sources include:

Data Sources for Languages Spoken by Airport Guests	Website link to Data Source
data	*www.languageline.com*
Airline-provided data	*N/A*
Assistance requests to airport information desks	*N/A*
[…]	

Based on the above data, the following additional languages have been identified as likely to be

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

spoken by LEP airport guests: **[*list below or write "none"]***

Language
Bengali
[…]

[*Add or delete lines, as needed*]

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

Translation Services:

- All written notices contain a statement in the identified languages, when appropriate, of how to receive translated written materials.
- The following vendors have been identified for written translations: **[*list below or write "none"*]**

Translation Vendors	Languages
Universal Document Translator, Inc.	
[…]	

[Add or delete lines, as needed]

- Information regarding translation services can be obtained at: **[*identify online and in-person resources, including locations in pre- and post-security screening areas, or write "none."*]**

	Languages
Airport website translate view	*Spanish*
Volunteer multi-lingual staff pool	*Spanish, Portuguese*
[…]	

[*Add or delete lines, as needed*]

Interpretation Services:

- The following vendors have been identified for interpretation services: **[*list below or write "none"*]**

Interpretation Vendors	Languages
Inc.	
[…]	

[Add or delete lines, as needed]

- Information regarding interpretation services can be obtained at: **[*identify online and in-person resources, including locations in pre- and post-security screening areas, or write "none."*]**

Location for Interpretation Assistance	Languages
Language Assistance page	
Airport information desks	*All above languages, using Language Line, Inc.*
[…]	

[*Add or delete lines, as needed*]

Description of Interpretation Assistance Processes

- *Airport Customer Service Office maintains a list of multilingual employees, the languages they speak, and their associated office telephone numbers.*[12] *The list is updated annually in the Public Information Handbook and provided to all airport employees. Generally, these employee volunteers are available to assist members of the public with verbal real-time interpretation, during normal business hours.*
- *The airport contracts with the Language Line, Inc. to provide on-demand telephone interpretation services to airport guests. When a request for an interpreter is received, the following process is used: Airport information desk staff use I-Speak cards to identify the language spoken by the airport guest. Staff contacts Language Line, Inc. and "parks" the request in the queue for the appropriate language. Language Line, Inc. operators will coordinate connect the requesting party to an interpreter for the duration of the call. The completed call is then logged in the Language Line Service binder. This log is kept for one year.*

[If applicable: "*Detailed information is available in the Language Assistance plan.*"**]**

[12] The list will confirm whether each employee is proficient to provide interpretation and/or translation services.


FLL
BROWARD
COUNTY
FLORIDA