

Pullman Moscow Regional Airport Title VI Plan

1. Title VI Policy Statement¹

Pullman Moscow Regional Airport 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.

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

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

Cherri Gentry available at (509) 338-3223 and cherri.gentry@pullman-wa.gov is responsible for overseeing the Airport Sponsor's compliance with Title VI and the point of contact for all airport Title VI matters and related responsibilities, including those required by 49 CFR Part 21.


Signature
Alex Aegerter
Acting Airport Director

June 30, 2024
Effective Date

June 30, 2027
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 Airport Commission reviewed and adopted this Title VI Plan for Pullman Moscow Regional Airport. This plan will be updated no less than once every 3 years. The plan will not be re-adopted following minor changes, such as updating the Airport Director’s or Coordinator’s name. Significant revisions to our policies or federal guidelines may warrant re-adoption by the airport commission and resubmittal to FAA.

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

Staff Supporting Title VI Program	Airport Sponsor Program / Office
Anthony Bean	Airport Director

Pullman Moscow Regional Airport has the following airport program sub-recipients:

Sub-Recipients
None

As of the date of this plan, Pullman Moscow Regional Airport has the following pending applications for Federal financial assistance:

Federal Source	Grant Number	Amount
FAA AIP	69	\$6,365,000
FAA AIP	68	\$1,000,000
FAA AIP	67	\$1,045,206
FAA AIP	66	\$11,800,000
FAA AIP	65	\$1,045,754
FAA AIP	62	\$7,000,000
FAA AIP	61	\$10,000,000
FAA AIP	60	\$12,500,000
FAA AIP/CARES	59	\$10,500,000

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

Federal Source	Grant Number	Amount
N/A	N/A	N/A

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

Federal Source	Grant Award Information Available at:
FAA AIP	https://www.faa.gov/airports/aip/

3. Grant and Procurement Assurances

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

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

Clauses/Covenants

- a. All contracts, leases, deeds, licenses, permits, and other similar instruments, must contain the contractual requirements and clauses, in the form prescribed by FAA. See https://www.faa.gov/airports/aip/procurement/federal_contract_provisions/. Note that unlike many other clauses, Civil Rights clauses are required in all contracts. Note also special clauses that are required for certain types of contracts, such as land acquisition.
- b. Pullman Moscow Regional Airport requires, Civil Rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other agreements.

Description of Oversight Methods for Subcontracts

Subcontract template must be used in all subcontracts related to the airport program. Subcontracts are audited by the Airport and the Airport's current Architecture and Engineering Consultant firm to verify they include the template language, for not less than 10 percent of contractors each year.

4. Title VI Coordinator Responsibilities

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

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

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

Among other responsibilities, the Coordinator:

- Proactively ensures that the Airport Sponsor is in compliance with nondiscrimination requirements of Title VI and reports to Pullman Moscow Regional Airport leadership on the status of Title VI compliances.
- Responds promptly to requests by FAA for data and records and for the scheduling of compliance reviews and other FAA meetings to determine compliance with Title VI and related requirements.
- Receives discrimination complaints covered by Title VI and related requirements, and

forwards them to the FAA, within 15 days of receipt, together with any actions taken to resolve the matter.

- Provides the FAA with updates regarding its response and status of early resolution efforts to complaints concerning Title VI and related requirements (49 CFR Part 21, Appendix C(b)(3)), including resolution efforts.
- Annually reviews the airport's Title VI plan and disseminates information throughout staff and the Airport Sponsor's leadership.
- Coordinates data collection to evaluate whether racial or ethnic groups are unequally benefited or impacted by airport programs. The data will be regularly assessed and readily available upon request (49 CFR § 21.9(b) & (c)). Data collection methods will include optional demographic questions in: airport customer satisfaction surveys, customer complaints, airport event sign-in sheets, and bids/proposals for airport contracts, and other methods described in the airport Community Participation Plan (CPP).
- Maintains demographic data for members of appointed planning and advisory bodies for the airport. Identifies any disparities compared to the community. Provides information to the membership selecting official/committee, particularly when vacancies occur.
- Maintains a copy of 49 CFR Part 21 for inspection by any person asking for it during normal working hours (49 CFR 21, Appendix C (b)(2)(i)).

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

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

5. Notice

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

Pullman Moscow Regional Airport will conspicuously display the FAA-provided Unlawful Discrimination Poster in all public areas on airport property, including those with pedestrian activity. The Coordinator ensures that these posters are visible, accessible,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. See Section 15 Appendix.

Pullman Moscow Regional Airport has posted the above Title VI policy statement at its staff offices.

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

Pullman Moscow Regional Airport will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan will be distributed by June 30, 2024 by staff email, tenant meetings, and tenant/shareholder mass email.

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

Terminal/FBO/Concessions/ Other Locations	Quantity in Pre-Security Area	Quantity in Post-Security Area	Additional Quantities
Terminal	1	1	
Restaurant Concessionaire	1		
Inner State Aviation, FBO			1

Outreach to Affected Communities

The Title VI coordinator ensures that notices for public meetings reach all segments of the impacted community. The Title VI coordinator will identify the effective media platforms to share announcement and notices. Announcements are made in social media, general circulation newspapers, community newspapers and email broadcast. The Title VI coordinator or assignee contacts leaders and representatives in Affected Communities directly to confirm effective media platforms to reach all Affected Communities³ and provide important feedback on translated materials. The office maintains records of all such notices and the efforts made to reach each of the Affected Communities.

Detailed information on our public notice and outreach procedures is available in the Pullman Moscow Regional Airport CPP. A copy of the CPP is available the Airport Administration Office, 3625 NE Airport Drive, Building 230 Pullman, WA. A copy of each CPP report completed since the last Title VI Plan is available at the Airport Administration Office.

Pullman Moscow Regional Airport will create a detailed CPP by July 30, 2024. A copy of the plan will be available at www.flypuw.com.

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

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 VI, 49 U.S.C. § 47123, the Age Discrimination Act of 1975, and in some instances, includes low-income populations under Executive Order 12898.

6. Community Statistics

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

Affected Communities – City of Pullman⁴	Population
<i>Raeney</i>	618
<i>Railroad</i>	944
<i>Ritchie St.</i>	848
<i>Schweitzer</i>	1,184
<i>Stadium</i>	2,527
<i>Surrounding Areas N/E/S</i>	760
<i>University</i>	3,787
<i>WSA-Apartments</i>	1,029
<i>WSA-Soccer</i>	1,991
<i>WSU-Housing</i>	1,658
<i>WSU-Research</i>	2,133
<i>WSU-Village</i>	1,671

Affected Communities – City of Moscow⁵	Population
<i>Eggan Center</i>	1,151
<i>Fraternity</i>	907
<i>Gritman Medical</i>	685
<i>Library</i>	1,367
<i>Railroad</i>	756
<i>University</i>	3,179

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

We have identified the following facts about the Affected Communities:

⁴ “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 “Affected communities” means any readily identifiable group potentially impacted by an airport project or operation, such as the community immediately surrounding a project or a community in the flight path.

Low Income Communities⁶.

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,” Pullman-Moscow Regional Airport is collecting information about affected and potentially affected low-income communities. According to a U.S. Census Report, *[S1701: Poverty Status in the Past 12 Months]*, the overall poverty level for the city of Pullman is 32.4% and the city of Moscow is 19.5%. The poverty rate remains high compared with the rest of the state of Washington which is at 10.0%. A large reason why the poverty rate is so high in both cities is because they both have universities in them. Pullman has Washington State University and Moscow has the University of Idaho. The poverty rates for the specific Affected Communities are as follows:

Affected Communities – City of Pullman	Poverty Rate
<i>Raeney</i>	78%
<i>Railroad</i>	89%
<i>Ritchie St.</i>	54%
<i>Schweitzer</i>	54%
<i>Stadium</i>	92%
<i>Surrounding Areas N/E/S</i>	87%
<i>University</i>	78%
<i>WSA-Apartments</i>	80%
<i>WSA-Soccer</i>	89%
<i>WSU-Research</i>	83%
<i>WSU-Village</i>	87%

Affected Communities – City of Moscow⁷	Population
<i>Eggan Center</i>	50%
<i>Fraternity</i>	67%
<i>Gritman Medical</i>	57%
<i>Library</i>	56%
<i>Railroad</i>	76%
<i>University</i>	82%

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

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.

⁷ “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.

race, color, or national origin for the specific Affected Communities are as follows:

Affected Community (Pullman): Raeney
Total Affected Community Population: 618

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	978	59%
<i>Black or African American</i>	50	3%
<i>American Indian or Alaska Native</i>	0	0%
<i>Asian</i>	497	30%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Hispanic or Latino</i>	83	5%
<i>More than one</i>	500	5%
<i>No response / would not say</i>	500	5%

Affected Community (Pullman): Railroad
Total Affected Community Population: 944

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	1514	71%
<i>Black or African American</i>	43	2%
<i>American Indian or Alaska Native</i>	0	0%
<i>Asian</i>	256	12%
<i>Native Hawaiian or Other Pacific Islander</i>	21	1%
<i>Hispanic or Latino</i>	192	9%
<i>More than one</i>	107	5%
<i>White</i>	1514	71%
<i>Black or African American</i>	43	2%

Affected Community (Pullman): Ritchie
Total Affected Community Population: 848

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	1514	71%
<i>Black or African American</i>	43	2%
<i>American Indian or Alaska Native</i>	0	0%
<i>Asian</i>	256	12%
<i>Native Hawaiian or Other Pacific Islander</i>	21	1%
<i>Hispanic or Latino</i>	192	9%
<i>More than one</i>	107	5%
<i>White</i>	1514	71%
<i>Black or African American</i>	43	2%

Affected Community (Pullman): Schweitzer
Total Affected Community Population: 1,184

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	1006	85%
<i>Black or African American</i>	0	0%
<i>American Indian or Alaska Native</i>	0	0%
<i>Asian</i>	0	0%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Hispanic or Latino</i>	76	10%
<i>More than one</i>	38	5%
<i>White</i>	1006	85%

Affected Community (Pullman): Stadium
Total Affected Community Population: 2,527

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	978	59%
<i>Black or African American</i>	50	3%
<i>American Indian or Alaska Native</i>	0	0%
<i>Asian</i>	497	30%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Hispanic or Latino</i>	83	5%
<i>More than one</i>	500	5%
<i>No response / would not say</i>	500	5%

Affected Community (Pullman): Surrounding Area N/E/S
Total Affected Community Population: 760

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	978	59%
<i>Black or African American</i>	50	3%
<i>American Indian or Alaska Native</i>	0	0%
<i>Asian</i>	497	30%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Hispanic or Latino</i>	83	5%
<i>More than one</i>	500	5%
<i>No response / would not say</i>	500	5%

Affected Community (Pullman): University
Total Affected Community Population: 3,787

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	2424	64%
<i>Black or African American</i>	114	3%
<i>American Indian or Alaska Native</i>	0	0%
<i>Asian</i>	530	14%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Hispanic or Latino</i>	454	12%
<i>More than one</i>	265	7%
<i>White</i>	2424	64%
<i>Black or African American</i>	114	3%

Affected Community (Pullman): WSU-Apartments
Total Affected Community Population: 1,029

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	1136	68%
<i>Black or African American</i>	267	16%
<i>American Indian or Alaska Native</i>	0	0%
<i>Asian</i>	67	4%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Hispanic or Latino</i>	17	1%
<i>More than one</i>	184	11%
<i>White</i>	1136	68%
<i>Black or African American</i>	267	16%

Affected Community (Pullman): WSU-Soccer
Total Affected Community Population: 1,991

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	1493	70%
<i>Black or African American</i>	149	7%
<i>American Indian or Alaska Native</i>	21	1%
<i>Asian</i>	107	5%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Hispanic or Latino</i>	192	9%
<i>More than one</i>	128	6%
<i>White</i>	1493	70%
<i>Black or African American</i>	149	7%

Affected Community (Pullman): WSU-Housing
Total Affected Community Population: 1,658

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	1244	75%
<i>Black or African American</i>	0	0%
<i>American Indian or Alaska Native</i>	0	0%
<i>Asian</i>	249	15%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Hispanic or Latino</i>	116	7%
<i>More than one</i>	50	3%
<i>White</i>	1244	75%
<i>Black or African American</i>	0	0%

Affected Community (Pullman): WSU-Research
Total Affected Community Population: 2,133

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	1344	63%
<i>Black or African American</i>	85	4%
<i>American Indian or Alaska Native</i>	0	0%
<i>Asian</i>	299	14%
<i>Native Hawaiian or Other Pacific Islander</i>	0	
<i>Hispanic or Latino</i>	235	11%
<i>More than one</i>	128	6%
<i>White</i>	1344	63%
<i>Black or African American</i>	85	4%

Affected Community (Pullman): WSU-Village
Total Affected Community Population: 1,671

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	618	37%
<i>Black or African American</i>	50	3%
<i>American Indian or Alaska Native</i>	0	0%
<i>Asian</i>	802	48%
<i>Native Hawaiian or Other Pacific Islander</i>	17	1%
<i>Hispanic or Latino</i>	134	8%
<i>More than one</i>	50	3%
<i>White</i>	618	37%
<i>Black or African American</i>	50	3%

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that Pullman Moscow Regional Airport communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages⁸ that are spoken in LEP households in the Affected Communities. The data source is U.S. Census.

The threshold we have used for identifying the languages with significant LEP populations is the DOT LEP Policy Guidance safe harbor threshold, which is 5% or 1,000, whichever is less.⁹ The safe harbor for our community is 1000. Please refer to the end of this document to find data for all languages in our community.

Languages Spoken by LEP Population that Meet the Safe Harbor Threshold	Number	Margin of Error
Chinese	979	+/-270

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)
Chinese			X	

Additional languages spoken by significant numbers of LEP persons in the Affected Communities, local schools, emergency service providers, and others, include:

Additional Languages Spoken

None

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.

This information is updated annually¹⁰ 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/table/ACS5Y2015.B16001?q=B16001%20Pullman,%20WA https://data.census.gov/table/ACS1Y2022.B16001?q=B16001%20Moscow,%20ID&g=010XX00US

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 comment cards are made available to airport guests for customer satisfaction with airport concessions, restroom cleanliness, food offerings, and other elements and services. The survey includes a voluntary request for demographic information.

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 provide their address on their application.
- All board members provide voluntary demographic information at the time of appointment and are appointed by the City of Pullman, WA and Moscow, ID.

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.

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 Pullman Moscow Regional Airport activity must have a discriminatory disparate impact on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age. This means that policies or procedures that have a disparate impact would require a well-documented substantial legitimate nondiscriminatory justification, summarized below. Impacts to protected communities must be avoided or minimized to the extent possible. No project with a discriminatory impact on protected communities will be undertaken.¹¹

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
Current Airline Terminal	None
Old Terminal	None
Maintenance SRE/ARFF	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
SRE Facility	None
Apron Pavement Rehab	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. The following have disparate impacts:

Facilities or Construction Projects with Disparate Impacts	Affected Community Impacted	Impact Can Be Eliminated?
None	None	None

Justifications:

Facilities or Construction Projects	Justification
None	None

¹¹ In order to carry out an alternative with a discriminatory impact, the airport sponsor must demonstrate that there was a substantial legitimate justification for the decision. The sponsor must also show that alternatives with less discriminatory impacts were meaningfully considered and rejected for legitimate reasons.

8. Limited English Proficiency (LEP)

Executive Order 13166

In creating a Language Assistance Plan, the Pullman Moscow Regional Airport 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:

Language
None

Pullman Moscow Regional Airport also collects data for languages spoken by airport guests.¹² Data sources include:

Data Sources for Languages Spoken by Airport Guests	Website link to Data Source
N/A	N/A

Based on the above data, the following additional languages have been identified as likely to be spoken by LEP airport guests:

Language
None

The Title VI Coordinator will also actively engage with community educators, community groups, places of work, business groups, social groups, and the like to confirm that translation and interpretation services are accurate and effective. Additionally, the Title VI Coordinator will inform leadership and staff of the Pullman Moscow Regional Airport 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:

¹² 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.

Translation Vendors	Languages
Google Translate App	All languages

- Information regarding translation services can be obtained at:

Location for Translation Assistance	Languages
Airport Administration Office	All languages

Interpretation Services:

- The following vendors have been identified for interpretation services:

Interpretation Vendors	Languages
Google Translate App	All above languages
Current Airline Employee	Spanish

- Information regarding interpretation services can be obtained at:

Location for Interpretation Assistance	Languages
Airport Administration Office	All languages
Airline Gate	Spanish

Description of Interpretation Assistance Processes

- *Airport Administration Office maintains a list of multilingual employees, the languages they speak, and their associated office telephone numbers. The list indicates whether each employee is proficient to provide interpretation and/or translation services. The list is updated annually in the employee directory. Generally, these employees are available to assist members of the public with verbal real-time interpretation, during normal business hours.*

9. Transportation

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

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

All Affected Communities are serviced by existing bus routes. We will coordinate with local transit authority to encourage them to keep expanding transit service access between the airport and these areas. Primarily, their Affected Communities are associated with the University. The bus routes run extensively through all areas of the city and the University. Effective May 22,

2024, Pullman Transit began offering a special Airport Route between the airport and the city of Pullman. Customers are able to access the route directly or transfer from any bus route within the city to the Airport Route.

The Transit also has service for customers who are 65 and older or those who are unable to ride a regular Pullman Transit Fixed route bus because of their disability. Dial-A-Ride provides door-to-door service, rides to the transit station or other bus stops that will take them 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.

Pullman Area

Minority and/or Disadvantaged Community Areas	Transit Service	Planned or Existing
<i>Raeney</i>	Fixed-route buses/transfer	Existing
<i>Railroad</i>	Fixed-route buses/transfer	Existing
<i>Ritchie St.</i>	Fixed-route buses	Existing
<i>Schweitzer</i>	Fixed-route buses	Existing
<i>Stadium</i>	Fixed-route buses / transfer	Existing
<i>Surrounding Areas N/E/S</i>	Limited Routes-low population	
<i>University</i>	Fixed-route buses / transfer	Existing
<i>WSA-Apartments</i>	Fixed-route buses / transfer	Existing
<i>WSA-Soccer</i>	Fixed-route buses / transfer	Existing
<i>WSU-Housing</i>	Fixed-route buses / transfer	Existing
<i>WSU-Research</i>	Fixed-route buses	Existing
<i>WSU-Village</i>	Fixed-route buses	Existing

Currently, the city of Moscow does not offers free public transportation around the city but does not offer public transportation to the airport. The city is located 20 minutes away from the airport. There is a local taxi serve that can be used.

Moscow Area

Minority and/or Disadvantaged Community Areas	Transit Service	Planned or Existing
<i>Eggan Center</i>		TBD
<i>Fraternity</i>		TBD
<i>Gritman Medical</i>		TBD
<i>Library</i>		TBD
<i>Railroad</i>		TBD
<i>University</i>		TBD

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

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

Airport Business Opportunity	Minority Business Outreach Methods
Food, Beverage, Gift Concessionaire	Advertised through local newspaper, Seattle newspaper, posted on airport website, posted on AAAE website and sent to local chamber of commerce.

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 Pullman Moscow Regional Airport Administration Office.

11. Training

New employee orientation incorporates Title VI training. Topics include:

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

Refresher information will be provided annually.

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

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

- Compliance reviews or audits concerning civil rights requirements¹³
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements¹⁴

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

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

13. Title VI Complaints

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

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

1. Allege discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age or violations administrative requirements under Title VI or related laws.
2. Not only be for employment matters¹⁵
3. Allege misconduct by the Pullman Moscow Regional Airport including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by the Pullman Moscow Regional Airport including airport employees, contractors, concessionaires, lessees, or tenants.

¹³ Includes any Title VI, ADA, Sec. 504, Title VII/EEO, or other civil rights program compliance review or audit to be performed on the airport sponsor or any of its sub-recipients by any State, local or Federal agency.

¹⁴ Includes allegations of discrimination based on race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age, whether because of actions of the airport sponsor itself, or its employees, contractors, or tenants. Includes noncompliance with related administrative requirements under civil rights laws.

¹⁵ Complaints of employment discrimination must be addressed as required by EEOC and other applicable authorities with jurisdiction over employment matters. If an Airport sponsor employment activity is supported by FAA-provided financial assistance or it is alleged that the employment discrimination affects the broader airport program, complaints about that activity must also be reported to FAA.

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

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

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

Cherri Gentry
Pullman Moscow Regional Airport
3625 NE Airport Rd.
Pullman, WA, 99163
509 338 3223
cherri.gentry@pullman-wa.gov

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

Initial Procedure. The Coordinator may meet with the complainant to clarify the issues, obtain additional information, and determine if informal resolution might be possible in lieu of an investigation. If successfully resolved, the Coordinator will issue a closure letter to the complainant, record the disposition in the complaints log, and report the resolution to FAA.

Discrimination Complaint Referral Procedure

Internal Complaint Referral. All Title VI complaints must be promptly forwarded to the Coordinator within 5 days.

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

Investigation Procedure

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

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

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

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

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

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

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

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

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

- The complainant may appeal in writing to the Airport Director.
- The written appeal must be received within 30 business days after receipt of the written decision.
- The written appeal must contain all arguments, evidence, and documents supporting the basis for the appeal.
- The Airport Director will issue a final written decision in response to the appeal.

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

Intimidation and Retaliation Prohibited. Pullman Moscow Regional Airport 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 Cherri Gentry.

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

Website, In-person, and Other Distribution Methods

1 Airport website: www.flypuw.com

2 Airport Administration Office

B16001	Pullman, Washington		B16001	Moscow, Idaho	
Label	Estimate	Margin of Error	Label	Estimate	Margin of Error
Total:	30,396	±112	Total:	23,341	±169
Speak only English	25,144	±456	Speak only English	21,350	±341
Spanish or Spanish Creole:	1,100	±202	Spanish or Spanish Creole:	650	±183
Speak English "very well"	945	±183	Speak English "very well"	545	±180
Speak English less than "very well"	155	±78	Speak English less than "very well"	105	±69
French (incl. Patois, Cajun):	98	±65	French (incl. Patois, Cajun):	87	±68
Speak English "very well"	98	±65	Speak English "very well"	81	±67
Speak English less than "very well"	0	±25	Speak English less than "very well"	6	±12
French Creole:	0	±25	French Creole:	22	±29
Speak English "very well"	0	±25	Speak English "very well"	22	±29
Speak English less than "very well"	0	±25	Speak English less than "very well"	0	±21
Italian:	27	±41	Italian:	0	±21
Speak English "very well"	27	±41	Speak English "very well"	0	±21
Speak English less than "very well"	0	±25	Speak English less than "very well"	0	±21
Portuguese or Portuguese Creole:	81	±86	Portuguese or Portuguese Creole:	57	±46
Speak English "very well"	72	±86	Speak English "very well"	35	±31
Speak English less than "very well"	9	±16	Speak English less than "very well"	22	±23
German:	119	±74	German:	217	±175
Speak English "very well"	94	±51	Speak English "very well"	217	±175
Speak English less than "very well"	25	±40	Speak English less than "very well"	0	±21
Yiddish:	0	±25	Yiddish:	0	±21
Speak English "very well"	0	±25	Speak English "very well"	0	±21
Speak English less than "very well"	0	±25	Speak English less than "very well"	0	±21

Other West Germanic languages:	13	±21	Other West Germanic languages:	57	±57
Speak English "very well"	13	±21	Speak English "very well"	57	±57
Speak English less than "very well"	0	±25	Speak English less than "very well"	0	±21
Scandinavian languages:	18	±28	Scandinavian languages:	0	±21
Speak English "very well"	18	±28	Speak English "very well"	0	±21
Speak English less than "very well"	0	±25	Speak English less than "very well"	0	±21
Greek:	0	±25	Greek:	2	±6
Speak English "very well"	0	±25	Speak English "very well"	2	±6
Speak English less than "very well"	0	±25	Speak English less than "very well"	0	±21
Russian:	341	±228	Russian:	0	±21
Speak English "very well"	329	±228	Speak English "very well"	0	±21
Speak English less than "very well"	12	±19	Speak English less than "very well"	0	±21
Polish:	71	±64	Polish:	0	±21
Speak English "very well"	71	±64	Speak English "very well"	0	±21
Speak English less than "very well"	0	±25	Speak English less than "very well"	0	±21
Serbo-Croatian:	51	±40	Serbo-Croatian:	5	±9
Speak English "very well"	51	±40	Speak English "very well"	5	±9
Speak English less than "very well"	0	±25	Speak English less than "very well"	0	±21
Other Slavic languages:	0	±25	Other Slavic languages:	6	±12
Speak English "very well"	0	±25	Speak English "very well"	6	±12
Speak English less than "very well"	0	±25	Speak English less than "very well"	0	±21
Armenian:	0	±25	Armenian:	0	±21
Speak English "very well"	0	±25	Speak English "very well"	0	±21
Speak English less than "very well"	0	±25	Speak English less than "very well"	0	±21
Persian:	82	±73	Persian:	0	±21

Speak English "very well"	45	±48	Speak English "very well"	0	±21
Speak English less than "very well"	37	±32	Speak English less than "very well"	0	±21
Gujarati:	0	±25	Gujarati:	0	±21
Speak English "very well"	0	±25	Speak English "very well"	0	±21
Speak English less than "very well"	0	±25	Speak English less than "very well"	0	±21
Hindi:	91	±90	Hindi:	0	±21
Speak English "very well"	55	±43	Speak English "very well"	0	±21
Speak English less than "very well"	36	±60	Speak English less than "very well"	0	±21
Urdu:	31	±42	Urdu:	0	±21
Speak English "very well"	0	±25	Speak English "very well"	0	±21
Speak English less than "very well"	31	±42	Speak English less than "very well"	0	±21
Other Indic languages:	276	±165	Other Indic languages:	16	±18
Speak English "very well"	203	±130	Speak English "very well"	12	±14
Speak English less than "very well"	73	±67	Speak English less than "very well"	4	±10
Other Indo-European languages:	16	±22	Other Indo-European languages:	3	±6
Speak English "very well"	16	±22	Speak English "very well"	3	±6
Speak English less than "very well"	0	±25	Speak English less than "very well"	0	±21
Chinese:	1,568	±297	Chinese:	480	±177
Speak English "very well"	589	±182	Speak English "very well"	142	±84
Speak English less than "very well"	979	±270	Speak English less than "very well"	338	±155
Japanese:	90	±71	Japanese:	66	±43
Speak English "very well"	83	±70	Speak English "very well"	57	±43
Speak English less than "very well"	7	±11	Speak English less than "very well"	9	±12
Korean:	273	±136	Korean:	75	±57
Speak English "very well"	208	±109	Speak English "very well"	64	±57

Speak English less than "very well"	65	±44	Speak English less than "very well"	11	±15
Mon-Khmer, Cambodian:	4	±8	Mon-Khmer, Cambodian:	0	±21
Speak English "very well"	4	±8	Speak English "very well"	0	±21
Speak English less than "very well"	0	±25	Speak English less than "very well"	0	±21
Hmong:	23	±29	Hmong:	0	±21
Speak English "very well"	23	±29	Speak English "very well"	0	±21
Speak English less than "very well"	0	±25	Speak English less than "very well"	0	±21
Thai:	8	±17	Thai:	0	±21
Speak English "very well"	8	±17	Speak English "very well"	0	±21
Speak English less than "very well"	0	±25	Speak English less than "very well"	0	±21
Laotian:	0	±25	Laotian:	0	±21
Speak English "very well"	0	±25	Speak English "very well"	0	±21
Speak English less than "very well"	0	±25	Speak English less than "very well"	0	±21
Vietnamese:	164	±106	Vietnamese:	2	±5
Speak English "very well"	110	±89	Speak English "very well"	2	±5
Speak English less than "very well"	54	±48	Speak English less than "very well"	0	±21
Other Asian languages:	101	±74	Other Asian languages:	13	±22
Speak English "very well"	88	±63	Speak English "very well"	13	±22
Speak English less than "very well"	13	±21	Speak English less than "very well"	0	±21
Tagalog:	19	±22	Tagalog:	15	±23
Speak English "very well"	14	±21	Speak English "very well"	15	±23
Speak English less than "very well"	5	±9	Speak English less than "very well"	0	±21
Other Pacific Island languages:	60	±61	Other Pacific Island languages:	0	±21
Speak English "very well"	10	±14	Speak English "very well"	0	±21

Speak English less than "very well"	50	±59	Speak English less than "very well"	0	±21
Navajo:	0	±25	Navajo:	0	±21
Speak English "very well"	0	±25	Speak English "very well"	0	±21
Speak English less than "very well"	0	±25	Speak English less than "very well"	0	±21
Other Native North American languages:	0	±25	Other Native North American languages:	0	±21
Speak English "very well"	0	±25	Speak English "very well"	0	±21
Speak English less than "very well"	0	±25	Speak English less than "very well"	0	±21
Hungarian:	0	±25	Hungarian:	0	±21
Speak English "very well"	0	±25	Speak English "very well"	0	±21
Speak English less than "very well"	0	±25	Speak English less than "very well"	0	±21
Arabic:	394	±179	Arabic:	105	±106
Speak English "very well"	143	±99	Speak English "very well"	83	±102
Speak English less than "very well"	251	±142	Speak English less than "very well"	22	±23
Hebrew:	0	±25	Hebrew:	0	±21
Speak English "very well"	0	±25	Speak English "very well"	0	±21
Speak English less than "very well"	0	±25	Speak English less than "very well"	0	±21
African languages:	133	±69	African languages:	109	±81
Speak English "very well"	112	±58	Speak English "very well"	100	±78
Speak English less than "very well"	21	±27	Speak English less than "very well"	9	±16
Other and unspecified languages:	0	±25	Other and unspecified languages:	4	±8
Speak English "very well"	0	±25	Speak English "very well"	4	±8
Speak English less than "very well"	0	±25	Speak English less than "very well"	0	±21

	S1701 Moscow, Idaho					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	19,859	±161	3,867	±559	19.5%	±2.8
AGE						
Under 18 years	3,789	±289	534	±250	14.1%	±6.5
Under 5 years	901	±186	107	±85	11.9%	±8.9
5 to 17 years	2,888	±257	427	±239	14.8%	±8.1
Related children of householder under 18 years	3,789	±289	534	±250	14.1%	±6.5
18 to 64 years	13,816	±317	3,166	±439	22.9%	±3.1
18 to 34 years	7,754	±315	2,635	±393	34.0%	±4.7
35 to 64 years	6,062	±328	531	±211	8.8%	±3.4
60 years and over	2,912	±322	285	±135	9.8%	±4.4
65 years and over	2,254	±267	167	±94	7.4%	±4.0
SEX						
Male	10,365	±345	1,860	±347	17.9%	±3.2
Female	9,494	±333	2,007	±437	21.1%	±4.2
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	17,301	±454	3,097	±475	17.9%	±2.7
Black or African American alone	365	±95	61	±71	16.7%	±18.4
American Indian and Alaska Native alone	218	±109	35	±46	16.1%	±20.7
Asian alone	517	±167	89	±73	17.2%	±12.8
Native Hawaiian and Other Pacific Islander alone	79	±30	0	±24	0.0%	±35.6
Some other race alone	255	±124	101	±67	39.6%	±24.5
Two or more races	1,124	±374	484	±282	43.1%	±16.4
Hispanic or Latino origin (of any race)	1,014	±235	159	±74	15.7%	±6.7

White alone, not Hispanic or Latino	16,746	±493	3,055	±475	18.2%	±2.7
EDUCATIONAL ATTAINMENT						
Population 25 years and over	12,377	±340	1,325	±284	10.7%	±2.3
Less than high school graduate	249	±102	70	±55	28.1%	±17.7
High school graduate (includes equivalency)	1,876	±349	358	±153	19.1%	±7.6
Some college, associate's degree	3,590	±384	476	±175	13.3%	±4.6
Bachelor's degree or higher	6,662	±535	421	±186	6.3%	±2.8
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	11,553	±476	1,783	±359	15.4%	±3.0
Employed	11,027	±474	1,534	±338	13.9%	±3.0
Male	6,231	±406	648	±184	10.4%	±2.8
Female	4,796	±357	886	±300	18.5%	±5.8
Unemployed	526	±235	249	±160	47.3%	±19.1
Male	348	±167	165	±140	47.4%	±30.0
Female	178	±107	84	±85	47.2%	±31.2
WORK EXPERIENCE						
Population 16 years and over	16,486	±307	3,372	±457	20.5%	±2.7
Worked full-time, year-round in the past 12 months	6,960	±522	303	±146	4.4%	±2.0
Worked part-time or part-year in the past 12 months	6,050	±548	2,260	±416	37.4%	±5.4
Did not work	3,476	±415	809	±237	23.3%	±6.1
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	2,054	±409	(X)	(X)	(X)	(X)
125 percent of poverty level	5,103	±652	(X)	(X)	(X)	(X)

150 percent of poverty level	5,915	±680	(X)	(X)	(X)	(X)
185 percent of poverty level	7,466	±648	(X)	(X)	(X)	(X)
200 percent of poverty level	7,937	±647	(X)	(X)	(X)	(X)
300 percent of poverty level	11,915	±759	(X)	(X)	(X)	(X)
400 percent of poverty level	14,451	±823	(X)	(X)	(X)	(X)
500 percent of poverty level	15,835	±738	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	7,365	±581	2,670	±438	36.3%	±4.8
Male	4,090	±398	1,246	±315	30.5%	±6.6
Female	3,275	±398	1,424	±354	43.5%	±8.0
15 years	0	±24	0	±24	-	**
16 to 17 years	0	±24	0	±24	-	**
18 to 24 years	2,817	±350	1,838	±338	65.2%	±7.3
25 to 34 years	1,877	±301	345	±142	18.4%	±6.9
35 to 44 years	625	±188	99	±71	15.8%	±10.0
45 to 54 years	505	±203	45	±48	8.9%	±9.1
55 to 64 years	575	±172	176	±115	30.6%	±17.7
65 to 74 years	457	±131	38	±34	8.3%	±7.2
75 years and over	509	±154	129	±85	25.3%	±14.9
Mean income deficit for unrelated individuals (dollars)	8,404	±640	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	2,544	±397	170	±91	6.7%	±3.3
Worked less than full-time, year-round in the past 12 months	3,471	±494	1,912	±392	55.1%	±7.0
Did not work	1,350	±308	588	±202	43.6%	±11.3
Population in housing units for whom poverty	19,731	±162	3,831	±561	19.4%	±2.8

status is determined						
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S1701 Pullman, Washington						
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	26,047	±127	8,435	±642	32.4%	±2.4
AGE						
Under 18 years	3,803	±232	468	±191	12.3%	±5.1
Under 5 years	1,273	±125	182	±94	14.3%	±7.4
5 to 17 years	2,530	±219	286	±148	11.3%	±6.0
Related children of householder under 18 years	3,803	±232	468	±191	12.3%	±5.1
18 to 64 years	20,294	±286	7,733	±588	38.1%	±2.8
18 to 34 years	14,391	±425	7,073	±563	49.1%	±3.6
35 to 64 years	5,903	±425	660	±229	11.2%	±3.7
60 years and over	2,614	±276	292	±142	11.2%	±5.3
65 years and over	1,950	±249	234	±117	12.0%	±5.9
SEX						
Male	13,577	±382	4,274	±418	31.5%	±2.9
Female	12,470	±365	4,161	±509	33.4%	±3.8
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	19,118	±479	6,104	±554	31.9%	±2.9
Black or African American alone	705	±178	339	±177	48.1%	±22.1
American Indian and Alaska Native alone	164	±117	126	±111	76.8%	±21.6
Asian alone	3,045	±354	1,183	±343	38.9%	±10.3
Native Hawaiian and Other Pacific Islander alone	36	±62	36	±62	100.0%	±53.1
Some other race alone	642	±265	192	±119	29.9%	±16.6
Two or more races	2,337	±499	455	±196	19.5%	±8.2

Hispanic or Latino origin (of any race)	1,630	±251	397	±174	24.4%	±9.2
White alone, not Hispanic or Latino	18,551	±477	5,979	±540	32.2%	±2.9
EDUCATIONAL ATTAINMENT						
Population 25 years and over	13,107	±375	1,713	±358	13.1%	±2.6
Less than high school graduate	299	±129	68	±62	22.7%	±19.2
High school graduate (includes equivalency)	1,108	±284	201	±112	18.1%	±9.1
Some college, associate's degree	3,122	±462	589	±139	18.9%	±4.7
Bachelor's degree or higher	8,578	±611	855	±278	10.0%	±3.1
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	14,901	±629	3,771	±496	25.3%	±3.1
Employed	14,131	±619	3,218	±465	22.8%	±3.1
Male	7,632	±468	1,445	±292	18.9%	±3.5
Female	6,499	±436	1,773	±380	27.3%	±5.3
Unemployed	770	±279	553	±266	71.8%	±15.1
Male	407	±180	287	±122	70.5%	±14.8
Female	363	±185	266	±204	73.3%	±25.9
WORK EXPERIENCE						
Population 16 years and over	22,551	±277	7,990	±613	35.4%	±2.7
Worked full-time, year-round in the past 12 months	7,730	±555	200	±99	2.6%	±1.3
Worked part-time or part-year in the past 12 months	9,231	±577	4,896	±513	53.0%	±4.5
Did not work	5,590	±540	2,894	±451	51.8%	±5.2
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	5,705	±625	(X)	(X)	(X)	(X)
125 percent of poverty level	10,880	±767	(X)	(X)	(X)	(X)

150 percent of poverty level	12,061	±856	(X)	(X)	(X)	(X)
185 percent of poverty level	13,138	±864	(X)	(X)	(X)	(X)
200 percent of poverty level	13,382	±882	(X)	(X)	(X)	(X)
300 percent of poverty level	16,347	±816	(X)	(X)	(X)	(X)
400 percent of poverty level	18,725	±795	(X)	(X)	(X)	(X)
500 percent of poverty level	20,849	±591	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	12,607	±751	7,085	±591	56.2%	±3.7
Male	6,981	±492	3,737	±410	53.5%	±4.8
Female	5,626	±566	3,348	±479	59.5%	±5.4
15 years	0	±27	0	±27	-	**
16 to 17 years	0	±27	0	±27	-	**
18 to 24 years	7,651	±608	5,852	±558	76.5%	±4.1
25 to 34 years	2,436	±391	661	±178	27.1%	±5.9
35 to 44 years	703	±210	183	±106	26.0%	±13.9
45 to 54 years	682	±285	186	±139	27.3%	±14.0
55 to 64 years	309	±145	70	±59	22.7%	±13.5
65 to 74 years	393	±132	76	±78	19.3%	±19.0
75 years and over	433	±143	57	±52	13.2%	±11.1
Mean income deficit for unrelated individuals (dollars)	9,065	±463	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	2,846	±423	165	±91	5.8%	±3.3
Worked less than full-time, year-round in the past 12 months	6,728	±529	4,553	±505	67.7%	±5.1
Did not work	3,033	±433	2,367	±428	78.0%	±6.2
Population in housing units for whom poverty status is determined	25,974	±128	8,374	±640	32.2%	±2.4

15. Completed Unlawful Discrimination Poster