

**Title VI Plan
for
Kahului Airport**

September 30, 2023

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**Hawaii Department of Transportation (HDOT)
Title VI Plan
for Kahului Airport (OGG)**


1. Title VI Policy Statement¹

HDOT 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.

HDOT 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. **HDOT** 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 **HDOT** will take action to involve them and the general public in the decision-making process.

HDOT requires nondiscrimination assurances, as prescribed by 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 **HDOT** and each tenant, contractor, and concessionaire, as well as in any similar agreements with their own sub-tenants and sub-contractors.

Randall Landry, Title VI Coordinator, available at telephone (808) 831-7921 and email randall.t.landry@hawaii.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.



EDWIN H. SNIFFEN
Director of Transportation

9/30/2023

Effective Date

9/30/2026

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

HDOT has reviewed and adopted this Title VI Plan. 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 Director of Transportation’s or Coordinator’s name. Significant revisions to our policies or federal guidelines may warrant re-adoption by **HDOT** 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
<i>Property & Business Development Staff</i>	<i>Airports Staff Services Office</i>
<i>Engineers and Planners</i>	<i>Airports Engineering Branch</i>
<i>Visitor Information Program Staff</i>	<i>Airports Visitor Information Program</i>
<i>Information Specialists</i>	<i>Administration, Office of Public Affairs</i>

HDOT has the following airport program sub-recipients:

Sub-Recipients
<i>None</i>

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

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

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

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

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

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

3. Grant and Procurement Assurances

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

HDOT 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. HDOT 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

- *General Civil Rights Provisions and Title VI Assurances (based on the 1/20/2023 FAA Guidance for Contract Provisions) are included in the construction specifications for federally funded projects. These provisions require contractors and subcontractors to comply with Civil Rights and Title VI requirements.*
- *Subcontracts are audited by the HDOT Airports Engineering Branch, HDOT Airports Staff Services Office Property & Business Development Staff, and/or HDOT Office of Civil Rights to verify they include the Civil Rights clauses, 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 **HDOT** 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 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)

HDOT 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.

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

HDOT will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan will be distributed by 9/30/2023 by email and at tenants meeting.

Posters are displayed in each 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
<i>Terminal 1</i>	<i>5</i>	<i>1</i>	<i>0</i>

Outreach to Affected Communities

HDOT Office of Civil Rights 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. **HDOT Office of Civil Rights** 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.

HDOT will create a detailed CPP by 9/30/2023. A copy of the plan will be available at <https://hidot.hawaii.gov/administration/ocr/title-vi-program/>.

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

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.

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

6. Community Statistics

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

Affected Communities ⁴	Population
<i>Kahului (including Puunene)</i>	28,163
<i>Paia (Data including Makawao)</i>	20,917

(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 Communities⁵

A low-income area is an identifiable group of people 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,” **HDOT** is collecting information about affected and potentially affected low-income communities. According to the **U.S. Census Bureau, American Community Survey, [S1701: Poverty Status in the Past 12 Months](#)**, the overall poverty level for **Maui County** is approximately **12.1%**. The poverty rate remains similar compared with the rest of the **State of Hawaii**. The poverty rates for the specific Affected Communities are as follows:

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 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.

Affected Communities	Poverty Rate
<i>Kahului</i>	8.4%
<i>Puunene</i>	-
<i>Paia (Data including Makawao)</i>	11.4%

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 follows⁶:

Affected Community: Kahului (Including Puunene)

Total Affected Community Population: 28,163

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	2,746	9.8%
<i>Black or African American</i>	271	0.1 %
<i>American Indian or Alaska Native</i>	30	0.0%
<i>Asian</i>	15,254	54.6%
<i>Native Hawaiian or Other Pacific Islander</i>	3,299	11.8%
<i>Some other race</i>	14	0.0%
<i>More than one</i>	3,992	14.3%
<i>Hispanic or Latino</i>	2,567	9.2%
<i>White, not Hispanic or Latino</i>	2,511	9.0%

⁶ Recommend using demographic groups from the U.S. Census. Data cited here comes from Table B03002.

Affected Community: Paia (Data including Makawao)
Total Affected Community Population: 20,917

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	7,687	37.0%
<i>Black or African American</i>	66	0.0%
<i>American Indian or Alaska Native</i>	108	0.1%
<i>Asian</i>	4,753	22.9%
<i>Native Hawaiian or Other Pacific Islander</i>	2,000	9.6%
<i>Some other race</i>	327	1.6%
<i>More than one</i>	3,809	18.3%
<i>Hispanic or Latino</i>	2,469	11.9%
<i>White, not Hispanic or Latino</i>	7,228	34.8%

Limited English Proficiency (LEP)

The goal of all language access planning and implementation is to ensure that **HDOT** communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next tables list non-English languages⁷ that are spoken in LEP households in the Affected Communities. The data source is the **U.S. Census Bureau, American Community Survey, [Table B16001: Language Spoken at Home by Ability to Speak English](#)** and **Department of Business, Economic Development & Tourism (DBEDT) calculation using Public Use Microdata Sample from U.S. Census Bureau 2021 5-year American Community Survey.**

The threshold we have used for identifying the languages with significant LEP populations is the DOT LEP Policy Guidance safe harbor threshold, which is 5% or 1,000, whichever is less.⁸ The safe harbor for our community is **1,000**. Please refer to the end of this document to find data for all languages in our community.

⁷ 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.

⁸ 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.

Languages Spoken by LEP Population that Meet the Safe Harbor Threshold (State of Hawaii)	Number	Margin of Error
<i>Ilocano, Samoan, Hawaiian, or other Austronesian languages</i>	54,675	+/-2,773
<i>Tagalog (incl. Filipino)</i>	27,785	+/-1,629
<i>Chinese (incl. Mandarin, Cantonese)</i>	19,467	+/-1,531
<i>Japanese</i>	16,873	+/-1,248
<i>Korean</i>	11,017	+/-1,054
<i>Spanish</i>	6,896	+/-921
<i>Vietnamese</i>	6,893	+/-1,084
<i>Thai, Lao or other Tai-Kadai languages</i>	2,526	+/-539

Data source: U.S. Census Bureau, American Community Survey, [Table B16001: Language Spoken at Home by Ability to Speak English](#)

Languages Spoken by LEP Population that Meet the Safe Harbor Threshold (Maui and Kauai Counties)	Number	Margin of Error
<i>Ilocano</i>	8,322	+/-1,273
<i>Tagalog</i>	5,012	+/-926
<i>Spanish</i>	1,734	+/-574
<i>Japanese</i>	1,311	+/-420
<i>Chinese*</i>	566	+/-276

* Chinese include Mandarin, Cantonese, and other Chinese languages

Data source: DBEDT calculation using Public Use Microdata Sample from U.S. Census Bureau 2021 5-year American Community Survey (Amalgamated from Maui County and Kauai County data)

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

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)
<i>Ilocano</i>	X			
<i>Tagalog</i>	X			
<i>Chinese</i>	X			
<i>Japanese</i>	X			
<i>Korean</i>	X			
<i>Vietnamese</i>	X			
<i>Chuukese</i>	X			
<i>Spanish</i>	X			
<i>Samoan</i>	X			
<i>Other Eastern Malayo-Polynesian languages</i>	X			
<i>Marshallese</i>	X			
<i>Cebuano and other Philippine languages</i>	X			
<i>Hawaiian</i>	X			
<i>Thai</i>	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

<i>None</i>

This information is updated annually⁹ through checking the following resources:

Data Sources for Languages Spoken in Affected Community	Website link to Data Source
<i>U.S. Census Bureau</i>	https://data.census.gov/cedsci/table?q=B16001&tid=ACSDT1Y2019.B16001
<i>State of Hawaii Office of Language Access</i>	https://dbedt.hawaii.gov/economic/language-use-dashboard/

⁹ 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.

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

- *All passengers arriving in Hawaii are required to complete the [State of Hawaii Department of Agriculture Plants and Animals Declaration Form](#). The form also includes a voluntary request for demographic information.*
- *Participants at public participation meetings are asked to complete a Hawaii Department of Transportation Voluntary Title VI Public Involvement Data Card (via in-person paper form or online survey remotely). The anonymous survey includes 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 are asked to submit voluntary confidential demographic information at time of hiring using the State of Hawaii Department of Human Resources Development Application Data Survey.

7. Potential or Known Community Impacts

Projects or services receiving federal financial assistance have the potential to touch so many aspects of American life. Thus, in general, no **HDOT** 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.¹⁰

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
<i>Terminal 1</i>	<i>None</i>
<i>Consolidated Car Rental Facility</i>	<i>None</i>
<i>Runway 2-20</i>	<i>None</i>
<i>Runway 5-23</i>	<i>None</i>

¹⁰ In order to carry out an alternative with a discriminatory impact, the airport sponsor must demonstrate that there was a substantial legitimate justification for the decision. The sponsor must also show that alternatives with less discriminatory impacts were meaningfully considered and rejected for legitimate reasons.

The following 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
<i>New Pass & ID Office and Conference Room</i>	<i>None</i>
<i>Replace NASKA Pump Station</i>	<i>None</i>
<i>Holdroom and Gate Improvements</i>	<i>None</i>
<i>South TSA Checkpoint</i>	<i>None</i>
<i>Perimeter Fence Replacement</i>	<i>None</i>
<i>Ticket Lobby Improvements</i>	<i>None</i>
<i>Resurface Runway 2-20</i>	<i>None</i>
<i>Commuter Terminal Apron</i>	<i>None</i>
<i>Apron Light Replacement</i>	<i>None</i>
<i>Fire Alarm System Upgrade</i>	<i>None</i>
<i>Emergency Generator Modifications</i>	<i>None</i>

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

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

Justifications:

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

8. Limited English Proficiency (LEP)

Executive Order 13166

In creating a Language Assistance Plan, the **HDOT** 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
<i>Ilocano</i>
<i>Tagalog</i>
<i>Spanish</i>
<i>Japanese</i>
<i>Chinese</i>

HDOT 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
<i>Assistance requests to Airports Visitor Information Program (VIP)</i>	<i>N/A</i>
<i>Assumption from interactions with international passengers at Customs and Border Protection, TSA checkpoints, and VIP counters</i>	<i>N/A</i>

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

Language
<i>Japanese, Korean</i>

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 **HDOT** 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:

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.

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
<i>NASPO ValuePoint On-Demand Remote Interpreting (OPI and VRI) and Document Translation</i>	<i>All above languages except Hawaiian</i>
<i>Pacific Gateway Center Hawaii Language Bank</i>	<i>All above languages except Hawaiian</i>
<i>Hawaii Interpreters and Translators Association</i>	<i>All above languages except Ilocano, Tagalog, Vietnamese, Chuukese, Spanish, Samoan, Other Eastern Malayo-Polynesian languages, Marshallese, Hawaiian, and Cebuano</i>
<i>Languages Services Hawaii</i>	<i>All above languages</i>
<i>Helping Hands Hawaii Bilingual Access Line</i>	<i>All above languages except Hawaiian</i>

- Information regarding translation services can be obtained at:

Location for Translation Assistance	Languages
<i>Airport Visitor Information Program (VIP) counters</i>	<i>All above languages except Hawaiian and Cebuano</i>
<i>Volunteer HDOT Bilingual Staff Directory</i>	<i>All above languages except Chuukese, Marshallese, Hawaiian, and Thai</i>
<i>State of Hawaii Office of Language Access</i>	<i>All above languages with exceptions</i>

Interpretation Services:

- The following vendors have been identified for interpretation services:

Interpretation Vendors	Languages
<i>NASPO Valuepoint On-Demand Remote Interpreting (OPI and VRI) and Document Translation</i>	<i>All above languages except Hawaiian</i>
<i>Pacific Gateway Center Hawaii Language Bank</i>	<i>All above languages except Hawaiian</i>
<i>Hawaii Interpreters and Translators Association</i>	<i>All above languages except Ilocano, Tagalog, Vietnamese, Chuukese, Spanish, Samoan, Other Eastern Malayo-Polynesian languages, Marshallese, Hawaiian, and Cebuano</i>
<i>Languages Services Hawaii</i>	<i>All above languages</i>
<i>Helping Hands Hawaii Bilingual Access Line</i>	<i>All above languages except Hawaiian</i>
<i>State of Hawaii Judiciary Court Interpreter Registry</i>	<i>All above languages</i>

- Information regarding interpretation services can be obtained at:

Location for Interpretation Assistance	Languages
<i>Airport Visitor Information Program (VIP) counters</i>	<i>All above languages except Hawaiian and Cebuano</i>
<i>Volunteer HDOT Bilingual Staff Directory</i>	<i>All above languages except Chuukese, Marshallese, Hawaiian, and Thai</i>
<i>State of Hawaii Office of Language Access</i>	<i>All above languages with exceptions</i>
<i>State of Hawaii Judiciary Court Interpreter Registry</i>	<i>All above languages</i>

Description of Interpretation Assistance Processes

The following is based on interpretation assistance processes described in the [HDOT Language Access Plan](#).

Oral Interpretation Services

Providing LEP persons with oral language assistance at public service counters, when there is telephone contact or at public meetings is necessary. First, one determines the language in which the interpretive service is needed. Second, interpretation service may take the form of enlisting the help of a bilingual staff member. Third, if that is not an option, the Bilingual Employee Directory should be consulted to obtain interpretation through an HDOT employee in the directory. Fourth, the HDOT branch involved should contact the contracted telephone interpreter service for assistance with the client.

Multilingual Assistance

LEP persons have the right to free language assistance in their spoken language. The Hawaii Office of Language Access (OLA) developed a "If You Need an Interpreter..." poster listing twenty-two (22) languages that are likely to be the primary languages spoken by LEP persons in Hawaii. The intent of the poster is for an LEP person to point to the poster indicating the

language they understand. The languages included on the poster are: Burmese, Cambodian, Chamorro, Chuukese, Hawaiian, Ilocano, Japanese, Korean, Kosraean, Lao, Mandarin or Cantonese, Marshallese, Pohnpeian, Russian, Samoan, Spanish, Tagalog, Thai, Tongan, Vietnamese, Visayan (Cebuano), and Yapese.

HDOT offices that have contact with the public shall have the OLA's multilingual signage posters prominently placed where LEP persons may indicate which language they understand.

Volunteer HDOT Bilingual Staff

HDOT has created a Departmental directory of volunteer bilingual staff in the event language assistance is needed in person at the office location of the volunteer bilingual staff. HDOT strives to survey employees semi-annually for volunteers to ensure as complete a list for all branches and locations will be available but conducts surveys for volunteers at a minimum biannually upon renewal of the language access plan. HDOT will also conduct a voluntary survey at the onset of an individual employee's employment to determine whether a given bilingual employee would be interested in being added to the bilingual staff directory. The HDOT Bilingual Staff Directory is not an exhaustive list and subject to change given personnel shifts.

Telephone Interpreter Service

If there is no bilingual employee available (either on premises or via bilingual employee list), HDOT branches may hire an outside interpreter to provide meaningful language access.

9. Transportation

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

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

We have coordinated with the Maui Department of Transportation to encourage them to provide transit service access between the airport and these areas.

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
<i>Kahului (including Puunene)</i>	<i>Fixed-route buses and Paratransit Vans</i>	<i>Existing</i>
<i>Upcountry (service from Makawao and Pukalani, includes stop at airport)</i>	<i>Fixed-route buses and Paratransit Vans</i>	<i>Existing</i>
<i>Haiku (service includes stop at airport)</i>	<i>Fixed-route buses and Paratransit Vans</i>	<i>Existing</i>

10. Minority Businesses

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

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

Airport Business Opportunity	Minority Business Outreach Methods
<i>Rental Car Subcontracts</i>	<i>Participated in the Airport Rental Car Supplier Diversity Outreach Day</i>
<i>DBE and Other Applicable Small Businesses</i>	<i>Participation in Primetime Networking Event for DBEs and Small Businesses</i>

Selections are in compliance with Title VI, Part 21, and related requirements. Information on the award process and documentation for specific bid decisions is kept with **Airports Staff Services Office Property & Business Development Staff**.

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 promoted on a bi-annual basis.

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 requirements¹²
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements¹³

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, HDOT 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.

¹² 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.

¹³ 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.

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 matters¹⁴.
3. Allege misconduct by the **HDOT**, including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by **HDOT** including airport employees, contractors, concessionaires, lessees, or tenants.

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

Receipt of Complaint. The Coordinator will log in the complaint and promptly send copies of the complaint to the **office named in the complaint, Airport District Manager, HDOT Deputy Director of Administration, and HDOT Director.**

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

Randall Landry, Title VI Coordinator
200 Rodgers Boulevard
Honolulu, Hawaii 96819
Phone Number: (808) 831-7921
Email: randall.t.landry@hawaii.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.

¹⁴ 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.

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 **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 FAA.) To transmit complaint information to the FAA, the Coordinator will **upload the complaint 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 **HDOT**, 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. 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 **appropriate means for resolving issues, which may include 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 **HDOT'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 **HDOT Director.**
- The written appeal must be received **within 14 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 **HDOT 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, **HDOT** will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. **HDOT** 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 **Randall Landry, Title VI Coordinator.**

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

Website, In-person, and Other Distribution Methods

1. *HDOT Office of Civil Rights website, Title VI page at <https://hidot.hawaii.gov/administration/ocr/title-vi-program/>*
 2. *Upon request to OCR via email, phone, or other available method, a physical copy of the appropriate complaint procedures and form will be provided.*
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14. Population / Language Data

Table: ACSST5Y2021.S1701	Hawaii					
	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	1,414,718	±785	133,740	±4,359	9.5%	±0.3
AGE						
Under 18 years	303,887	±804	36,482	±2,435	12.0%	±0.8
Under 5 years	84,970	±520	11,147	±1,231	13.1%	±1.4
5 to 17 years	218,917	±589	25,335	±1,604	11.6%	±0.7
Related children of householder under 18 years	302,032	±913	34,767	±2,465	11.5%	±0.8
18 to 64 years	845,992	±332	75,275	±2,631	8.9%	±0.3
18 to 34 years	301,219	±468	31,340	±1,802	10.4%	±0.6
35 to 64 years	544,773	±491	43,935	±1,835	8.1%	±0.3
60 years and over	357,547	±1,637	30,564	±1,554	8.5%	±0.4
65 years and over	264,839	±228	21,983	±1,202	8.3%	±0.5
SEX						
Male	706,449	±942	62,143	±2,512	8.8%	±0.4
Female	708,269	±960	71,597	±2,498	10.1%	±0.4
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	329,608	±2,246	32,950	±1,765	10.0%	±0.5
Black or African American alone	25,496	±1,091	2,376	±534	9.3%	±2.2
American Indian and Alaska Native alone	4,012	±694	825	±283	20.6%	±6.4
Asian alone	536,577	±4,382	33,001	±2,107	6.2%	±0.4
Native Hawaiian and Other Pacific Islander alone	148,964	±2,228	27,821	±2,653	18.7%	±1.7
Some other race alone	21,770	±1,902	1,572	±393	7.2%	±1.8
Two or more races	348,291	±5,309	35,195	±2,474	10.1%	±0.7
Hispanic or Latino origin (of any race)	152,937	±613	18,730	±1,777	12.2%	±1.2
White alone, not Hispanic or Latino	297,146	±1,059	28,552	±1,667	9.6%	±0.6
EDUCATIONAL ATTAINMENT						
Population 25 years and over	1,006,323	±604	83,587	±2,672	8.3%	±0.3
Less than high school graduate	72,214	±2,410	12,613	±899	17.5%	±1.2
High school graduate (includes equivalency)	267,496	±3,865	31,010	±1,609	11.6%	±0.5
Some college, associate's degree	317,919	±4,166	24,691	±1,385	7.8%	±0.4
Bachelor's degree or higher	348,694	±4,495	15,273	±1,050	4.4%	±0.3
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	711,966	±3,855	36,240	±1,689	5.1%	±0.2
Employed	675,464	±3,983	28,035	±1,571	4.2%	±0.2
Male	345,692	±2,656	12,497	±960	3.6%	±0.3
Female	329,772	±2,928	15,538	±1,053	4.7%	±0.3

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Table: ACSST5Y2021.S1701						
Hawaii						
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Unemployed	36,502	±1,352	8,205	±832	22.5%	±2.1
Male	19,212	±1,250	4,425	±637	23.0%	±3.0
Female	17,290	±1,142	3,780	±574	21.9%	±3.0
WORK EXPERIENCE						
Population 16 years and over	1,142,435	±709	101,607	±3,095	8.9%	±0.3
Worked full-time, year-round in the past 12 months	515,837	±4,269	7,910	±660	1.5%	±0.1
Worked part-time or part-year in the past 12 months	253,972	±4,111	29,660	±1,672	11.7%	±0.6
Did not work	372,626	±3,732	64,037	±2,065	17.2%	±0.5
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	66,490	±3,218	(X)	(X)	(X)	(X)
125 percent of poverty level	171,220	±5,041	(X)	(X)	(X)	(X)
150 percent of poverty level	211,161	±5,628	(X)	(X)	(X)	(X)
185 percent of poverty level	277,637	±6,060	(X)	(X)	(X)	(X)
200 percent of poverty level	304,961	±6,669	(X)	(X)	(X)	(X)
300 percent of poverty level	507,446	±8,778	(X)	(X)	(X)	(X)
400 percent of poverty level	716,165	±9,321	(X)	(X)	(X)	(X)
500 percent of poverty level	897,737	±8,754	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Population	253,202	±4,115	58,332	±2,036	23.0%	±0.7
Male	128,439	±2,511	27,189	±1,220	21.2%	±0.8
Female	124,763	±2,399	31,143	±1,339	25.0%	±0.9
15 years	638	±201	622	±201	97.5%	±3.5
16 to 17 years	1,132	±286	1,067	±290	94.3%	±4.4
18 to 24 years	18,977	±1,214	8,511	±905	44.8%	±3.5
25 to 34 years	51,548	±2,193	9,841	±970	19.1%	±1.6
35 to 44 years	36,583	±1,693	7,286	±746	19.9%	±1.6
45 to 54 years	33,288	±1,297	6,456	±523	19.4%	±1.6
55 to 64 years	39,459	±1,373	10,367	±888	26.3%	±1.9
65 to 74 years	40,414	±1,479	7,744	±588	19.2%	±1.2
75 years and over	31,163	±1,152	6,438	±577	20.7%	±1.6
Mean income deficit for unrelated individuals (dollars)	8,014	±155	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	110,878	±2,672	3,184	±455	2.9%	±0.4
Worked less than full-time, year-round in the past 12 months	57,368	±2,003	17,820	±1,183	31.1%	±1.6
Did not work	84,956	±2,117	37,328	±1,453	43.9%	±1.2
Population in housing units for whom poverty status is determined	1,405,156	±732	127,621	±4,369	9.1%	±0.3

Table: ACSST5Y2021.S1701

	Maui County, Hawaii					
	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	162,577	±601	15,423	±1,410	9.5%	±0.9
AGE						
Under 18 years	35,053	±236	3,803	±600	10.8%	±1.7
Under 5 years	9,181	±146	1,032	±298	11.2%	±3.3
5 to 17 years	25,872	±184	2,771	±475	10.7%	±1.8
Related children of householder under 18 years	34,725	±291	3,507	±621	10.1%	±1.8
18 to 64 years	97,315	±553	9,191	±954	9.4%	±1.0
18 to 34 years	30,241	±429	3,413	±533	11.3%	±1.8
35 to 64 years	67,074	±288	5,778	±667	8.6%	±1.0
60 years and over	41,992	±631	3,716	±413	8.8%	±1.0
65 years and over	30,209	±149	2,429	±318	8.0%	±1.1
SEX						
Male	81,083	±364	7,757	±793	9.6%	±1.0
Female	81,494	±353	7,666	±814	9.4%	±1.0
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	53,433	±1,012	5,899	±727	11.0%	±1.3
Black or African American alone	1,044	±187	161	±71	15.4%	±6.8
American Indian and Alaska Native alone	563	±208	145	±105	25.8%	±17.0
Asian alone	47,915	±1,455	2,842	±633	5.9%	±1.3
Native Hawaiian and Other Pacific Islander alone	18,057	±694	2,576	±550	14.3%	±3.2
Some other race alone	3,346	±869	253	±188	7.6%	±5.9
Two or more races	38,219	±1,627	3,547	±816	9.3%	±2.1
Hispanic or Latino origin (of any race)	19,063	±199	2,027	±534	10.6%	±2.8
White alone, not Hispanic or Latino	48,203	±458	5,297	±737	11.0%	±1.5
EDUCATIONAL ATTAINMENT						
Population 25 years and over	116,693	±501	10,327	±959	8.8%	±0.8
Less than high school graduate	8,454	±870	1,150	±273	13.6%	±3.1
High school graduate (includes equivalency)	35,011	±1,247	3,802	±535	10.9%	±1.5
Some college, associate's degree	37,945	±1,567	3,422	±563	9.0%	±1.4
Bachelor's degree or higher	35,283	±1,344	1,953	±361	5.5%	±1.0
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	86,414	±1,241	4,500	±662	5.2%	±0.8
Employed	81,469	±1,322	3,429	±542	4.2%	±0.7
Male	41,276	±896	1,818	±357	4.4%	±0.9
Female	40,193	±953	1,611	±336	4.0%	±0.9
Unemployed	4,945	±602	1,071	±299	21.7%	±5.0
Male	2,333	±386	431	±159	18.5%	±6.1
Female	2,612	±496	640	±257	24.5%	±7.8
WORK EXPERIENCE						
Population 16 years and over	130,985	±601	11,936	±1,117	9.1%	±0.9
Worked full-time, year-round in the past 12 months	57,994	±1,483	719	±199	1.2%	±0.3
Worked part-time or part-year in the past 12 months	32,049	±1,295	4,047	±644	12.6%	±1.9
Did not work	40,942	±1,155	7,170	±733	17.5%	±1.6
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	7,483	±949	(X)	(X)	(X)	(X)
125 percent of poverty level	19,306	±1,439	(X)	(X)	(X)	(X)
150 percent of poverty level	23,653	±1,705	(X)	(X)	(X)	(X)
185 percent of poverty level	31,431	±2,020	(X)	(X)	(X)	(X)
200 percent of poverty level	34,350	±2,001	(X)	(X)	(X)	(X)
300 percent of poverty level	59,389	±2,797	(X)	(X)	(X)	(X)
400 percent of poverty level	86,444	±3,274	(X)	(X)	(X)	(X)

Table: ACSST5Y2021.S1701

	Maui County, Hawaii					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
500 percent of poverty level	108,125	±2,816	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	31,240	±1,507	7,238	±676	23.2%	±1.8
Male	15,736	±857	3,701	±390	23.5%	±2.1
Female	15,504	±910	3,537	±477	22.8%	±2.6
15 years	222	±140	222	±140	100.0%	±13.6
16 to 17 years	74	±45	74	±45	100.0%	±33.8
18 to 24 years	1,586	±314	845	±266	53.3%	±11.5
25 to 34 years	6,002	±608	1,080	±243	18.0%	±3.9
35 to 44 years	5,206	±614	1,094	±266	21.0%	±4.4
45 to 54 years	4,477	±517	1,100	±251	24.6%	±4.8
55 to 64 years	5,933	±531	1,419	±241	23.9%	±3.8
65 to 74 years	4,584	±459	876	±162	19.1%	±2.9
75 years and over	3,156	±338	528	±147	16.7%	±4.8
Mean income deficit for unrelated individuals (dollars)	7,742	±424	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	13,175	±970	394	±146	3.0%	±1.1
Worked less than full-time, year-round in the past 12 months	8,811	±839	2,606	±471	29.6%	±4.2
Did not work	9,254	±774	4,238	±483	45.8%	±3.5
Population in housing units for whom poverty status is determined	161,073	±844	14,428	±1,330	9.0%	±0.8

Table: ACSST5Y2021.S1701

	ZCTA5 96732					
	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	25,924	±1,886	1,688	±443	6.5%	±1.7
AGE						
Under 18 years	5,412	±782	367	±199	6.8%	±3.5
Under 5 years	991	±348	49	±62	4.9%	±6.0
5 to 17 years	4,421	±619	318	±185	7.2%	±4.0
Related children of householder under 18 years	5,366	±778	321	±195	6.0%	±3.5
18 to 64 years	15,718	±1,277	979	±283	6.2%	±1.7
18 to 34 years	5,139	±596	480	±193	9.3%	±3.6
35 to 64 years	10,579	±1,001	499	±198	4.7%	±1.8
60 years and over	6,556	±701	415	±150	6.3%	±2.3
65 years and over	4,794	±598	342	±117	7.1%	±2.5
SEX						
Male	12,684	±1,034	812	±282	6.4%	±2.2
Female	13,240	±1,100	876	±256	6.6%	±2.0
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	2,316	±508	252	±118	10.9%	±5.2
Black or African American alone	186	±146	21	±32	11.3%	±19.9
American Indian and Alaska Native alone	23	±24	5	±11	21.7%	±44.3
Asian alone	15,469	±1,710	562	±240	3.6%	±1.6
Native Hawaiian and Other Pacific Islander alone	2,570	±597	634	±298	24.7%	±9.3
Some other race alone	617	±612	17	±30	2.8%	±6.3
Two or more races	4,743	±845	197	±147	4.2%	±3.2
Hispanic or Latino origin (of any race)	2,401	±734	86	±72	3.6%	±3.3
White alone, not Hispanic or Latino	2,153	±509	191	±99	8.9%	±4.5
EDUCATIONAL ATTAINMENT						
Population 25 years and over	18,331	±1,328	1,133	±281	6.2%	±1.5
Less than high school graduate	2,175	±365	247	±125	11.4%	±6.2
High school graduate (includes equivalency)	5,440	±740	334	±147	6.1%	±2.7
Some college, associate's degree	5,910	±631	365	±159	6.2%	±2.7
Bachelor's degree or higher	4,806	±814	187	±115	3.9%	±2.4
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	14,592	±1,191	475	±169	3.3%	±1.2
Employed	13,901	±1,146	321	±151	2.3%	±1.1
Male	7,126	±607	163	±115	2.3%	±1.6
Female	6,775	±693	158	±100	2.3%	±1.5
Unemployed	691	±209	154	±96	22.3%	±14.1
Male	233	±129	30	±36	12.9%	±15.7
Female	458	±209	124	±85	27.1%	±20.7
WORK EXPERIENCE						
Population 16 years and over	21,131	±1,481	1,337	±335	6.3%	±1.6
Worked full-time, year-round in the past 12 months	10,585	±905	25	±25	0.2%	±0.2
Worked part-time or part-year in the past 12 months	4,409	±720	423	±190	9.6%	±4.0
Did not work	6,137	±640	889	±280	14.5%	±4.3
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	828	±341	(X)	(X)	(X)	(X)
125 percent of poverty level	2,455	±523	(X)	(X)	(X)	(X)
150 percent of poverty level	2,849	±619	(X)	(X)	(X)	(X)
185 percent of poverty level	4,020	±878	(X)	(X)	(X)	(X)
200 percent of poverty level	4,254	±897	(X)	(X)	(X)	(X)

Table: ACSST5Y2021.S1701

	ZCTA5 96732					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
300 percent of poverty level	8,411	±1,144	(X)	(X)	(X)	(X)
400 percent of poverty level	14,823	±1,916	(X)	(X)	(X)	(X)
500 percent of poverty level	18,554	±1,678	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	3,769	±556	918	±264	24.4%	±6.0
Male	1,865	±384	413	±177	22.1%	±8.1
Female	1,904	±378	505	±184	26.5%	±8.0
15 years	30	±47	30	±47	100.0%	±54.1
16 to 17 years	16	±35	16	±35	100.0%	±74.1
18 to 24 years	238	±143	133	±120	55.9%	±32.9
25 to 34 years	760	±256	93	±68	12.2%	±8.3
35 to 44 years	412	±209	80	±63	19.4%	±14.0
45 to 54 years	408	±167	109	±91	26.7%	±17.5
55 to 64 years	622	±295	189	±158	30.4%	±18.3
65 to 74 years	682	±187	167	±67	24.5%	±10.8
75 years and over	601	±139	101	±69	16.8%	±11.6
Mean income deficit for unrelated individuals (dollars)	6,341	±1,383	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	1,523	±333	12	±22	0.8%	±1.5
Worked less than full-time, year-round in the past 12 months	871	±285	320	±169	36.7%	±17.2
Did not work	1,375	±291	586	±199	42.6%	±12.0
Population in housing units for whom poverty status is determined	25,730	±1,850	1,543	±433	6.0%	±1.7

Table: ACSST5Y2021.S1701

	ZCTA5 96779					
	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	2,579	±468	250	±128	9.7%	±4.7
AGE						
Under 18 years	458	±139	34	±39	7.4%	±8.6
Under 5 years	89	±51	0	±12	0.0%	±29.7
5 to 17 years	369	±114	34	±39	9.2%	±10.6
Related children of householder under 18 years	451	±138	27	±38	6.0%	±8.6
18 to 64 years	1,743	±371	196	±102	11.2%	±5.4
18 to 34 years	554	±187	92	±80	16.6%	±11.7
35 to 64 years	1,189	±281	104	±55	8.7%	±4.5
60 years and over	587	±150	42	±32	7.2%	±5.2
65 years and over	378	±119	20	±23	5.3%	±6.2
SEX						
Male	1,327	±254	129	±69	9.7%	±4.7
Female	1,252	±263	121	±72	9.7%	±5.8
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	1,311	±310	140	±84	10.7%	±5.6
Black or African American alone	0	±12	0	±12	-	**
American Indian and Alaska Native alone	14	±24	0	±12	0.0%	±79.3
Asian alone	361	±139	83	±101	23.0%	±22.6
Native Hawaiian and Other Pacific Islander alone	453	±326	11	±14	2.4%	±3.2
Some other race alone	25	±25	0	±12	0.0%	±59.3
Two or more races	415	±152	16	±23	3.9%	±5.6
Hispanic or Latino origin (of any race)	256	±93	0	±12	0.0%	±11.9
White alone, not Hispanic or Latino	1,247	±311	140	±84	11.2%	±5.9
EDUCATIONAL ATTAINMENT						
Population 25 years and over	1,861	±330	132	±63	7.1%	±3.2
Less than high school graduate	190	±99	34	±33	17.9%	±17.6
High school graduate (includes equivalency)	379	±104	7	±14	1.8%	±3.7
Some college, associate's degree	628	±157	30	±25	4.8%	±4.1
Bachelor's degree or higher	664	±175	61	±42	9.2%	±6.0
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	1,597	±340	128	±84	8.0%	±4.9
Employed	1,435	±319	107	±82	7.5%	±5.4
Male	746	±168	46	±42	6.2%	±5.2
Female	689	±187	61	±46	8.9%	±6.9
Unemployed	162	±96	21	±25	13.0%	±16.4
Male	108	±56	18	±24	16.7%	±22.3
Female	54	±47	3	±7	5.6%	±15.5
WORK EXPERIENCE						
Population 16 years and over	2,166	±384	223	±116	10.3%	±5.0
Worked full-time, year-round in the past 12 months	1,040	±249	44	±43	4.2%	±4.0
Worked part-time or part-year in the past 12 months	558	±160	69	±47	12.4%	±8.0
Did not work	568	±129	110	±58	19.4%	±9.1
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	149	±78	(X)	(X)	(X)	(X)
125 percent of poverty level	264	±128	(X)	(X)	(X)	(X)
150 percent of poverty level	377	±141	(X)	(X)	(X)	(X)

Table: ACSST5Y2021.S1701

ZCTA5 96779						
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
185 percent of poverty level	414	±145	(X)	(X)	(X)	(X)
200 percent of poverty level	686	±342	(X)	(X)	(X)	(X)
300 percent of poverty level	1,031	±373	(X)	(X)	(X)	(X)
400 percent of poverty level	1,490	±400	(X)	(X)	(X)	(X)
500 percent of poverty level	1,836	±432	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	609	±178	136	±62	22.3%	±6.5
Male	354	±113	83	±46	23.4%	±8.8
Female	255	±88	53	±33	20.8%	±11.4
15 years	0	±12	0	±12	-	**
16 to 17 years	7	±7	7	±7	100.0%	±100.0
18 to 24 years	68	±56	40	±42	58.8%	±39.8
25 to 34 years	158	±86	8	±10	5.1%	±6.4
35 to 44 years	101	±49	5	±7	5.0%	±7.7
45 to 54 years	102	±78	34	±34	33.3%	±19.9
55 to 64 years	88	±52	34	±30	38.6%	±20.7
65 to 74 years	65	±40	8	±13	12.3%	±20.2
75 years and over	20	±24	0	±12	0.0%	±66.3
Mean income deficit for unrelated individuals (dollars)	10,172	±1,532	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	310	±120	20	±21	6.5%	±5.9
Worked less than full-time, year-round in the past 12 months	162	±65	49	±32	30.2%	±15.6
Did not work	137	±65	67	±44	48.9%	±19.2
Population in housing units for whom poverty status is determined	2,562	±468	243	±127	9.5%	±4.7

Table: ACSDT5Y2021.B16001		Hawaii
Label	Estimate	Margin of Error
Total:	1,365,731	±94
Speak only English	1,012,068	±6,528
Spanish:	31,421	±1,930
Speak English "very well"	24,525	±1,650
Speak English less than "very well"	6,896	±921
French (incl. Cajun):	3,944	±623
Speak English "very well"	3,389	±600
Speak English less than "very well"	555	±184
Haitian:	276	±160
Speak English "very well"	268	±161
Speak English less than "very well"	8	±19
Italian:	902	±235
Speak English "very well"	815	±224
Speak English less than "very well"	87	±57
Portuguese:	1,609	±360
Speak English "very well"	1,159	±263
Speak English less than "very well"	450	±183
German:	3,357	±468
Speak English "very well"	2,724	±449
Speak English less than "very well"	633	±188
Yiddish, Pennsylvania Dutch or other West Germanic languages:	370	±135
Speak English "very well"	326	±132
Speak English less than "very well"	44	±35
Greek:	391	±289
Speak English "very well"	349	±275
Speak English less than "very well"	42	±51

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Table: ACSDT5Y2021.B16001	Hawaii	
Label	Estimate	Margin of Error
Russian:	1,517	±447
Speak English "very well"	1,050	±334
Speak English less than "very well"	467	±225
Polish:	503	±219
Speak English "very well"	437	±205
Speak English less than "very well"	66	±48
Serbo-Croatian:	430	±155
Speak English "very well"	376	±137
Speak English less than "very well"	54	±39
Ukrainian or other Slavic languages:	542	±287
Speak English "very well"	461	±240
Speak English less than "very well"	81	±72
Armenian:	57	±52
Speak English "very well"	42	±45
Speak English less than "very well"	15	±24
Persian (incl. Farsi, Dari):	456	±157
Speak English "very well"	385	±142
Speak English less than "very well"	71	±60
Gujarati:	17	±22
Speak English "very well"	12	±19
Speak English less than "very well"	5	±11
Hindi:	612	±281
Speak English "very well"	530	±242
Speak English less than "very well"	82	±67
Urdu:	50	±48
Speak English "very well"	37	±36

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Table: ACSDT5Y2021.B16001		Hawaii
Label	Estimate	Margin of Error
Speak English less than "very well"	13	±23
Punjabi:	68	±64
Speak English "very well"	27	±28
Speak English less than "very well"	41	±56
Bengali:	51	±44
Speak English "very well"	31	±36
Speak English less than "very well"	20	±25
Nepali, Marathi, or other Indic languages:	344	±185
Speak English "very well"	149	±87
Speak English less than "very well"	195	±134
Other Indo-European languages:	998	±280
Speak English "very well"	835	±244
Speak English less than "very well"	163	±120
Telugu:	90	±108
Speak English "very well"	16	±18
Speak English less than "very well"	74	±104
Tamil:	296	±202
Speak English "very well"	209	±129
Speak English less than "very well"	87	±97
Malayalam, Kannada, or other Dravidian languages:	130	±109
Speak English "very well"	89	±81
Speak English less than "very well"	41	±68
Chinese (incl. Mandarin, Cantonese):	32,984	±2,139
Speak English "very well"	13,517	±980

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Table: ACSDT5Y2021.B16001		Hawaii
Label	Estimate	Margin of Error
Speak English less than "very well"	19,467	±1,531
Japanese:	38,466	±1,801
Speak English "very well"	21,593	±1,172
Speak English less than "very well"	16,873	±1,248
Korean:	18,710	±1,707
Speak English "very well"	7,693	±1,053
Speak English less than "very well"	11,017	±1,054
Hmong:	51	±58
Speak English "very well"	32	±40
Speak English less than "very well"	19	±26
Vietnamese:	10,121	±1,316
Speak English "very well"	3,228	±507
Speak English less than "very well"	6,893	±1,084
Khmer:	227	±115
Speak English "very well"	53	±38
Speak English less than "very well"	174	±104
Thai, Lao, or other Tai-Kadai languages:	4,393	±788
Speak English "very well"	1,867	±466
Speak English less than "very well"	2,526	±539
Other languages of Asia:	523	±190
Speak English "very well"	322	±140
Speak English less than "very well"	201	±105
Tagalog (incl. Filipino):	60,019	±2,931
Speak English "very well"	32,234	±2,073
Speak English less than "very well"	27,785	±1,629

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Table: ACSDT5Y2021.B16001		Hawaii
Label	Estimate	Margin of Error
Ilocano, Samoan, Hawaiian, or other Austronesian languages:	125,233	±4,836
Speak English "very well"	70,558	±3,550
Speak English less than "very well"	54,675	±2,773
Arabic:	563	±221
Speak English "very well"	375	±160
Speak English less than "very well"	188	±99
Hebrew:	448	±217
Speak English "very well"	410	±212
Speak English less than "very well"	38	±35
Amharic, Somali, or other Afro-Asiatic languages:	112	±74
Speak English "very well"	84	±79
Speak English less than "very well"	28	±32
Yoruba, Twi, Igbo, or other languages of Western Africa:	194	±156
Speak English "very well"	186	±155
Speak English less than "very well"	8	±13
Swahili or other languages of Central, Eastern, and Southern Africa:	456	±315
Speak English "very well"	346	±279
Speak English less than "very well"	110	±77
Navajo:	19	±24
Speak English "very well"	15	±22
Speak English less than "very well"	4	±10
Other Native languages of North America:	200	±108
Speak English "very well"	160	±95

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Table: ACSDT5Y2021.B16001	Hawaii	
Label	Estimate	Margin of Error
Speak English less than "very well"	40	±40
Other and unspecified languages:	12,513	±1,326
Speak English "very well"	9,820	±1,121
Speak English less than "very well"	2,693	±619

	A	B	C	D	E	F	G	H	I	J
1	Datasource	Period	Area	English_proficiency	rank	Language	population	MOE_pop	share	MOE_share
2	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels		All	356,079	+/- 7,055	100.0%	+/- 0.0%
3	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	1	Ilocano	61,324	+/- 4,477	17.2%	+/- 1.2%
4	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	2	Tagalog	58,223	+/- 3,291	16.4%	+/- 0.9%
5	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	3	Japanese	38,665	+/- 2,304	10.9%	+/- 0.6%
6	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	4	Chinese*	34,146	+/- 2,529	9.6%	+/- 0.7%
7	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	5	Spanish	31,116	+/- 2,434	8.7%	+/- 0.7%
8	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	6	Hawaiian	25,800	+/- 2,144	7.2%	+/- 0.6%
9	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	7	Korean	17,936	+/- 2,101	5.0%	+/- 0.6%
10	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	8	Other English-based Creole languages**	11,727	+/- 1,492	3.3%	+/- 0.4%
11	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	9	Vietnamese	11,222	+/- 1,927	3.2%	+/- 0.5%
12	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	10	Samoa	9,769	+/- 1,385	2.7%	+/- 0.4%
13	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	11	Chukese	7,844	+/- 2,004	2.2%	+/- 0.6%
14	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	12	Marshallese	7,233	+/- 1,813	2.0%	+/- 0.5%
15	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	13	Other Eastern Malayo-Polynesian languages	5,642	+/- 1,197	1.6%	+/- 0.3%
16	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	14	Cebuano and other Philippine languages	4,816	+/- 860	1.4%	+/- 0.2%
17	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	15	Tongan	4,743	+/- 1,242	1.3%	+/- 0.3%
18	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	16	French	4,084	+/- 744	1.1%	+/- 0.2%
19	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	17	German	3,451	+/- 589	1.0%	+/- 0.2%
20	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	18	Thai	2,783	+/- 843	0.8%	+/- 0.2%
21	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	19	Portuguese	1,759	+/- 472	0.5%	+/- 0.1%
22	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	20	Russian	1,357	+/- 363	0.4%	+/- 0.1%
23	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	21	Lao	1,309	+/- 644	0.4%	+/- 0.2%
24	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	22	Italian	879	+/- 363	0.2%	+/- 0.1%
25	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	23	Chamorro	608	+/- 271	0.2%	+/- 0.1%
26	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	24	Polish	554	+/- 325	0.2%	+/- 0.1%
27	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	25	Hindi	523	+/- 225	0.1%	+/- 0.1%
28	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	All proficiency levels	26	Hebrew	507	+/- 392	0.1%	+/- 0.1%
29	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	Less than Very Well		All	154,715	+/- 4,840	100.0%	+/- 0.0%
30	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	Less than Very Well	1	Ilocano	34,757	+/- 2,636	22.5%	+/- 1.5%
31	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	Less than Very Well	2	Tagalog	26,146	+/- 1,934	16.9%	+/- 1.2%
32	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	Less than Very Well	3	Chinese*	21,129	+/- 1,963	13.7%	+/- 1.3%
33	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	Less than Very Well	4	Japanese	17,474	+/- 1,447	11.3%	+/- 0.9%
34	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	Less than Very Well	5	Korean	10,938	+/- 1,499	7.1%	+/- 1.0%
35	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	Less than Very Well	6	Vietnamese	7,646	+/- 1,593	4.9%	+/- 1.0%
36	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	Less than Very Well	7	Spanish	6,987	+/- 1,139	4.5%	+/- 0.8%
37	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	Less than Very Well	8	Chukese	4,805	+/- 1,302	3.1%	+/- 0.8%
38	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	Less than Very Well	9	Marshallese	3,306	+/- 895	2.1%	+/- 0.6%
39	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	Less than Very Well	10	Other Eastern Malayo-Polynesian languages	2,928	+/- 854	1.9%	+/- 0.5%
40	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	Less than Very Well	11	Samoa	2,642	+/- 688	1.7%	+/- 0.4%
41	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	Less than Very Well	12	Hawaiian	2,563	+/- 601	1.7%	+/- 0.4%
42	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	Less than Very Well	13	Other English-based Creole languages**	2,528	+/- 781	1.6%	+/- 0.5%
43	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	Less than Very Well	14	Cebuano and other Philippine languages	2,295	+/- 626	1.5%	+/- 0.4%
44	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	Less than Very Well	15	Thai	1,517	+/- 456	1.0%	+/- 0.3%
45	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	Less than Very Well	16	Tongan	1,311	+/- 489	0.8%	+/- 0.3%
46	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	Less than Very Well	17	German	767	+/- 295	0.5%	+/- 0.2%
47	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	Less than Very Well	18	Lao	702	+/- 375	0.5%	+/- 0.2%
48	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	Less than Very Well	19	French	549	+/- 207	0.4%	+/- 0.1%
49	2021 5year ACS PUMS	2017 - 2021	State of Hawaii	Less than Very Well	20	Portuguese	530	+/- 294	0.3%	+/- 0.2%
50	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels		All	259,543	+/- 5,736	100.0%	+/- 0.0%
51	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	1	Tagalog	44,825	+/- 2,804	17.3%	+/- 1.0%
52	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	2	Ilocano	38,999	+/- 3,376	15.0%	+/- 1.2%
53	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	3	Japanese	32,070	+/- 2,117	12.4%	+/- 0.8%
54	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	4	Chinese*	31,448	+/- 2,395	12.1%	+/- 0.9%
55	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	5	Spanish	19,807	+/- 1,921	7.6%	+/- 0.7%
56	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	6	Korean	16,588	+/- 2,014	6.4%	+/- 0.8%
57	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	7	Hawaiian	11,730	+/- 1,390	4.5%	+/- 0.5%
58	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	8	Vietnamese	10,309	+/- 1,865	4.0%	+/- 0.7%
59	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	9	Samoa	9,298	+/- 1,396	3.6%	+/- 0.5%
60	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	10	Chukese	6,945	+/- 1,855	2.7%	+/- 0.7%
61	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	11	Marshallese	4,467	+/- 1,230	1.7%	+/- 0.5%
62	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	12	Cebuano and other Philippine languages	4,016	+/- 847	1.5%	+/- 0.3%
63	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	13	Tongan	3,810	+/- 1,260	1.5%	+/- 0.5%
64	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	14	Other Eastern Malayo-Polynesian languages	3,809	+/- 1,103	1.5%	+/- 0.4%
65	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	15	Other English-based Creole languages**	3,730	+/- 926	1.4%	+/- 0.4%
66	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	16	French	2,674	+/- 582	1.0%	+/- 0.2%
67	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	17	German	2,085	+/- 486	0.8%	+/- 0.2%
68	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	18	Thai	2,021	+/- 753	0.8%	+/- 0.3%
69	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	19	Portuguese	896	+/- 319	0.3%	+/- 0.1%
70	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	20	Lao	854	+/- 327	0.3%	+/- 0.1%
71	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	21	Russian	723	+/- 258	0.3%	+/- 0.1%
72	2021 5year ACS PUMS	2017 - 2021	Honolulu County	All proficiency levels	22	Italian	721	+/- 316	0.3%	+/- 0.1%
73	2021 5year ACS PUMS	2017 - 2021	Honolulu County	Less than Very Well		All	119,211	+/- 4,596	100.0%	+/- 0.0%
74	2021 5year ACS PUMS	2017 - 2021	Honolulu County	Less than Very Well	1	Ilocano	22,652	+/- 2,177	19.0%	+/- 1.6%
75	2021 5year ACS PUMS	2017 - 2021	Honolulu County	Less than Very Well	2	Tagalog	20,221	+/- 1,712	17.0%	+/- 1.3%
76	2021 5year ACS PUMS	2017 - 2021	Honolulu County	Less than Very Well	3	Chinese*	19,454	+/- 1,890	16.3%	+/- 1.5%
77	2021 5year ACS PUMS	2017 - 2021	Honolulu County	Less than Very Well	4	Japanese	14,372	+/- 1,338	12.1%	+/- 1.0%
78	2021 5year ACS PUMS	2017 - 2021	Honolulu County	Less than Very Well	5	Korean	10,177	+/- 1,468	8.5%	+/- 1.2%
79	2021 5year ACS PUMS	2017 - 2021	Honolulu County	Less than Very Well	6	Vietnamese	7,258	+/- 1,572	6.1%	+/- 1.3%
80	2021 5year ACS PUMS	2017 - 2021	Honolulu County	Less than Very Well	7	Chukese	4,415	+/- 1,272	3.7%	+/- 1.0%
81	2021 5year ACS PUMS	2017 - 2021	Honolulu County	Less than Very Well	8	Spanish	3,568	+/- 731	3.0%	+/- 0.6%
82	2021 5year ACS PUMS	2017 - 2021	Honolulu County	Less than Very Well	9	Samoa	2,550	+/- 679	2.1%	+/- 0.6%
83	2021 5year ACS PUMS	2017 - 2021	Honolulu County	Less than Very Well	10	Other Eastern Malayo-Polynesian languages	2,148	+/- 829	1.8%	+/- 0.7%
84	2021 5year ACS PUMS	2017 - 2021	Honolulu County	Less than Very Well	11	Marshallese	1,967	+/- 579	1.7%	+/- 0.5%
85	2021 5year ACS PUMS	2017 - 2021	Honolulu County	Less than Very Well	12	Cebuano and other Philippine languages	1,967	+/- 598	1.7%	+/- 0.5%
86	2021 5year ACS PUMS	2017 - 2021	Honolulu County	Less than Very Well	13	Hawaiian	1,694	+/- 556	1.4%	+/- 0.5%
87	2021 5year ACS PUMS	2017 - 2021	Honolulu County	Less than Very Well	14	Thai	1,196	+/- 419	1.0%	+/- 0.4%

	A	B	C	D	E	F	G	H	I	J
88	2021 5year ACS PUMS	2017 - 2021	Honolulu County	Less than Very Well	15	Tongan	846	+/- 379	0.7%	+/- 0.3%
89	2021 5year ACS PUMS	2017 - 2021	Honolulu County	Less than Very Well	16	Lao	524	+/- 300	0.4%	+/- 0.3%
90	2021 5year ACS PUMS	2017 - 2021	Honolulu County	Less than Very Well	17	Other English-based Creole languages**	521	+/- 305	0.4%	+/- 0.3%
91	2021 5year ACS PUMS	2017 - 2021	Honolulu County	Less than Very Well	18	French	512	+/- 208	0.4%	+/- 0.2%
92	2021 5year ACS PUMS	2017 - 2021	Honolulu County	Less than Very Well	19	German	503	+/- 225	0.4%	+/- 0.2%
93	2021 5year ACS PUMS	2017 - 2021	Hawaii County	All proficiency levels		All	48,942	+/- 3,134	100.0%	+/- 0.0%
94	2021 5year ACS PUMS	2017 - 2021	Hawaii County	All proficiency levels	1	Hawaiian	9,428	+/- 1,234	19.3%	+/- 2.5%
95	2021 5year ACS PUMS	2017 - 2021	Hawaii County	All proficiency levels	2	Ilocano	8,213	+/- 1,961	16.8%	+/- 3.6%
96	2021 5year ACS PUMS	2017 - 2021	Hawaii County	All proficiency levels	3	Other English-based Creole languages**	7,255	+/- 1,179	14.8%	+/- 2.5%
97	2021 5year ACS PUMS	2017 - 2021	Hawaii County	All proficiency levels	4	Spanish	6,176	+/- 1,203	12.6%	+/- 2.3%
98	2021 5year ACS PUMS	2017 - 2021	Hawaii County	All proficiency levels	5	Japanese	4,061	+/- 805	8.3%	+/- 1.7%
99	2021 5year ACS PUMS	2017 - 2021	Hawaii County	All proficiency levels	6	Tagalog	2,745	+/- 832	5.6%	+/- 1.7%
100	2021 5year ACS PUMS	2017 - 2021	Hawaii County	All proficiency levels	7	Marshallese	1,884	+/- 998	3.8%	+/- 2.0%
101	2021 5year ACS PUMS	2017 - 2021	Hawaii County	All proficiency levels	8	Chinese*	1,790	+/- 763	3.7%	+/- 1.5%
102	2021 5year ACS PUMS	2017 - 2021	Hawaii County	All proficiency levels	9	Other Eastern Malayo-Polynesian languages	1,180	+/- 559	2.4%	+/- 1.1%
103	2021 5year ACS PUMS	2017 - 2021	Hawaii County	All proficiency levels	10	French	740	+/- 343	1.5%	+/- 0.7%
104	2021 5year ACS PUMS	2017 - 2021	Hawaii County	All proficiency levels	11	German	680	+/- 268	1.4%	+/- 0.5%
105	2021 5year ACS PUMS	2017 - 2021	Hawaii County	All proficiency levels	12	Chukese	524	+/- 475	1.1%	+/- 1.0%
106	2021 5year ACS PUMS	2017 - 2021	Hawaii County	All proficiency levels	13	Korean	515	+/- 252	1.1%	+/- 0.5%
107	2021 5year ACS PUMS	2017 - 2021	Hawaii County	Less than Very Well		All	14,842	+/- 1,871	100.0%	+/- 0.0%
108	2021 5year ACS PUMS	2017 - 2021	Hawaii County	Less than Very Well	1	Ilocano	3,783	+/- 999	25.5%	+/- 5.7%
109	2021 5year ACS PUMS	2017 - 2021	Hawaii County	Less than Very Well	2	Other English-based Creole languages**	1,860	+/- 688	12.5%	+/- 4.6%
110	2021 5year ACS PUMS	2017 - 2021	Hawaii County	Less than Very Well	3	Japanese	1,791	+/- 528	12.1%	+/- 3.4%
111	2021 5year ACS PUMS	2017 - 2021	Hawaii County	Less than Very Well	4	Spanish	1,685	+/- 653	11.4%	+/- 4.1%
112	2021 5year ACS PUMS	2017 - 2021	Hawaii County	Less than Very Well	5	Chinese*	1,109	+/- 556	7.5%	+/- 3.6%
113	2021 5year ACS PUMS	2017 - 2021	Hawaii County	Less than Very Well	6	Marshallese	943	+/- 622	6.4%	+/- 4.0%
114	2021 5year ACS PUMS	2017 - 2021	Hawaii County	Less than Very Well	7	Tagalog	913	+/- 350	6.2%	+/- 2.3%
115	2021 5year ACS PUMS	2017 - 2021	Hawaii County	Less than Very Well	8	Hawaiian	609	+/- 214	4.1%	+/- 1.4%
116	2021 5year ACS PUMS	2017 - 2021	Hawaii County	Less than Very Well	9	Other Eastern Malayo-Polynesian languages	509	+/- 311	3.4%	+/- 2.1%
117	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	All proficiency levels		All	47,594	+/- 2,483	100.0%	+/- 0.0%
118	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	All proficiency levels	1	Ilocano	14,112	+/- 1,871	29.7%	+/- 3.5%
119	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	All proficiency levels	2	Tagalog	10,653	+/- 1,681	22.4%	+/- 3.1%
120	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	All proficiency levels	3	Spanish	5,133	+/- 845	10.8%	+/- 1.8%
121	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	All proficiency levels	4	Hawaiian	4,642	+/- 806	9.8%	+/- 1.7%
122	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	All proficiency levels	5	Japanese	2,534	+/- 624	5.3%	+/- 1.3%
123	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	All proficiency levels	6	Chinese*	908	+/- 368	1.9%	+/- 0.8%
124	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	All proficiency levels	7	Marshallese	882	+/- 606	1.9%	+/- 1.3%
125	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	All proficiency levels	8	Tongan	839	+/- 458	1.8%	+/- 1.0%
126	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	All proficiency levels	9	Korean	833	+/- 369	1.8%	+/- 0.8%
127	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	All proficiency levels	10	Other English-based Creole languages**	742	+/- 301	1.6%	+/- 0.6%
128	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	All proficiency levels	11	German	686	+/- 333	1.4%	+/- 0.7%
129	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	All proficiency levels	12	French	670	+/- 311	1.4%	+/- 0.7%
130	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	All proficiency levels	13	Other Eastern Malayo-Polynesian languages	653	+/- 275	1.4%	+/- 0.6%
131	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	All proficiency levels	14	Portuguese	581	+/- 334	1.2%	+/- 0.7%
132	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	All proficiency levels	15	Cebuano and other Philippine languages	503	+/- 235	1.1%	+/- 0.5%
133	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	Less than Very Well		All	20,662	+/- 1,683	100.0%	+/- 0.0%
134	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	Less than Very Well	1	Ilocano	8,322	+/- 1,273	40.3%	+/- 4.7%
135	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	Less than Very Well	2	Tagalog	5,012	+/- 926	24.3%	+/- 3.9%
136	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	Less than Very Well	3	Spanish	1,734	+/- 574	8.4%	+/- 2.8%
137	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	Less than Very Well	4	Japanese	1,311	+/- 420	6.3%	+/- 2.1%
138	2021 5year ACS PUMS	2017 - 2021	Maui & Kauai County	Less than Very Well	5	Chinese*	566	+/- 276	2.7%	+/- 1.3%

15. 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: Curtis Motoyama
Phone: (808) 831-7912
Address: 200 Rodgers Boulevard, Honolulu, Hawaii 96819
Email: HDOT-TITLEVI@hawaii.gov

Discriminacion Ilegal

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

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

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

Coordinador: Curtis Motoyama
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U.S. Department of Transportation
Federal Aviation Administration

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