

**Title VI Plan
for
Ellison Onizuka Kona International Airport
at Keahole**

December 30, 2023

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**Hawaii Department of Transportation (HDOT)
Title VI Plan
for Ellison Onizuka Kona International Airport at Keahole (KOA)**


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 **(808) 831-7921** and **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

12/30/2023
Effective Date

12/30/2026
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 12/30/2023 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> | 2 | 0 | 0 |

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 12/30/2023. 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>Kailua-Kona</i> | 21,339 |

(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 **Hawaii County** is approximately **15. percent**. 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>Kailua-Kona</i> | <i>10.4%</i> |

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: *Kailua-Kona*
Total Affected Community Population: *21,449*

| Demographic Group within Affected Community | Number of People in Minority Group | Percent of Total Affected Community Population |
|--|---|---|
| <i>White</i> | <i>9,022</i> | <i>42.1%</i> |
| <i>Black or African American</i> | <i>278</i> | <i>0.1 %</i> |
| <i>American Indian or Alaska Native</i> | <i>10</i> | <i>0.0%</i> |
| <i>Asian</i> | <i>4,012</i> | <i>18.7%</i> |
| <i>Native Hawaiian or Other Pacific Islander</i> | <i>3,076</i> | <i>14.3%</i> |
| <i>Some other race</i> | <i>48</i> | <i>0.0%</i> |
| <i>More than one</i> | <i>3,239</i> | <i>15.1%</i> |
| <i>Hispanic or Latino</i> | <i>1,981</i> | <i>9.2%</i> |
| <i>White, not Hispanic or Latino</i> | <i>8,807</i> | <i>41.1%</i> |

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

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 (Hawaii County) | Number | Margin of Error |
|---|---------------|------------------------|
| <i>Hawaiian</i> | 9,428 | +/-1,234 |
| <i>Ilocano</i> | 8,213 | +/-1,961 |
| <i>Other English-based Creole languages (such as Hawaiian Pidgin)</i> | 7,255 | +/-1,179 |
| <i>Spanish</i> | 6,176 | +/-1,203 |
| <i>Japanese</i> | 4,061 | +/-805 |
| <i>Tagalog</i> | 2,745 | +/-832 |
| <i>Marshallese</i> | 1,884 | +/-998 |
| <i>Chinese*</i> | 1,790 | +/-763 |
| <i>Other Eastern Malayo-Polynesian languages</i> | 1,180 | +/-559 |

* 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 Hawaii 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>North Terminal</i> | <i>None</i> |
| <i>South Terminal</i> | <i>None</i> |
| <i>Commuter Terminal</i> | <i>None</i> |
| <i>Federal Inspection Services (FIS) Building</i> | <i>None</i> |
| <i>Runway 17-35</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>Runway 17-35 Rehabilitation</i> | <i>None</i> |
| <i>South Ramp Taxiway & Ramp Improvements</i> | <i>None</i> |
| <i>Apron Improvements</i> | <i>None</i> |
| <i>Restroom Improvements and New Covered Walkway</i> | <i>None</i> |
| <i>USDA Inspection Building</i> | <i>None</i> |
| <i>Terminal Improvements</i> | <i>None</i> |
| <i>Perimeter Fence Replacement</i> | <i>None</i> |
| <i>Federal Inspection Services (FIS) Building</i> | <i>None</i> |
| <i>Renovation of WWTP</i> | <i>None</i> |
| <i>UST Closure and Replacement</i> | <i>None</i> |
| <i>Fire Alarm System Upgrade</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>Hawaiian</i> |
| <i>Ilocano</i> |
| <i>Tagalog</i> |
| <i>Spanish</i> |
| <i>Japanese</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> | N/A |
| <i>Assumption from interactions with international passengers at Customs and Border Protection, TSA checkpoints, and VIP counters</i> | N/A |

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

| Language |
|-----------------|
| <i>Japanese</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. Adjustments to the text below are made for clarity and readers should refer back to the [HDOT Language Access Plan](#) for more details.

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 be obtained via on-demand over-the-phone interpretation service provided by vendor Language Link and in use in HDOT offices/branches/sections. Third, if that is not an option, an on-hand employee who is proficient in the language requested may interpret. Fourth, if an on-hand employee is not available, the Bilingual Employee Directory (Attachment B) should be consulted to obtain interpretation through an HDOT employee on the list. Employees will be trained for awareness that the use of the requester’s family or friends for interpreters is highly discouraged outside of emergency circumstances. Additionally, Sight Translations related to in-person interpretation (either via professional hire or emergency employee or family/friend service) are discouraged outside of providing explanation of simple terms for understanding.

Standard translations for requested documents are desired in the event of multiple requests for translation of a given HDOT document.

Additionally, as a part of personnel policy, "[t]o the extent that the State requires additional personnel to provide language services based on the determination set forth in this section, the State shall hire qualified personnel who are bilingual to fill existing, budgeted vacant public contact positions." See below for a more detailed outline of the process of providing interpretation services.

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, Kosraen, 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 (See Attachment B for the HDOT Bilingual Staff Directory). 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 provided here is not an exhaustive list and subject to change given personnel shifts.

Telephone Interpreter Service

HDOT has contracted with vendor Language Link to provide on-demand over-the-phone and, as necessary, video-remote interpreting services. A copy of the procedures for use of this service is attached with the Language Access Plan. The following lists additional language interpretation and/or translation providers. List below is not exhaustive. No warranties of provider competency outside of contracted vendor Language Link.

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 Hawaii County Mass Transit Agency 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>Kailua-Kona</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.*
-

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 |

data.census.gov | Measuring America's People, Places, and Economy

| 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: ACSST1Y2022.S1701

| | Hawaii 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 | 203,876 | ±407 | 30,833 | ±5,354 | 15.1% | ±2.6 |
| AGE | | | | | | |
| Under 18 years | 42,602 | ±399 | 8,222 | ±3,198 | 19.3% | ±7.5 |
| Under 5 years | 10,735 | ±139 | 1,797 | ±1,040 | 16.7% | ±9.7 |
| 5 to 17 years | 31,867 | ±426 | 6,425 | ±2,740 | 20.2% | ±8.6 |
| Related children of householder under | 42,602 | ±399 | 8,222 | ±3,198 | 19.3% | ±7.5 |
| 18 to 64 years | 113,756 | ±387 | 16,884 | ±2,784 | 14.8% | ±2.4 |
| 18 to 34 years | 35,550 | ±923 | 6,207 | ±1,319 | 17.5% | ±3.6 |
| 35 to 64 years | 78,206 | ±962 | 10,677 | ±2,071 | 13.7% | ±2.7 |
| 60 years and over | 62,456 | ±1,873 | 8,308 | ±1,564 | 13.3% | ±2.4 |
| 65 years and over | 47,518 | ±402 | 5,727 | ±1,185 | 12.1% | ±2.5 |
| SEX | | | | | | |
| Male | 101,302 | ±1,448 | 14,505 | ±3,030 | 14.3% | ±2.9 |
| Female | 102,574 | ±1,514 | 16,328 | ±3,371 | 15.9% | ±3.3 |
| RACE AND HISPANIC OR LATINO ORIGIN | | | | | | |
| White alone | 61,693 | ±1,422 | 7,675 | ±1,705 | 12.4% | ±2.7 |
| Black or African American alone | N | N | N | N | N | N |
| American Indian and Alaska Native alone | N | N | N | N | N | N |
| Asian alone | 35,840 | ±3,890 | 2,434 | ±800 | 6.8% | ±2.1 |
| Native Hawaiian and Other Pacific Islander | 26,243 | ±3,140 | 6,153 | ±1,980 | 23.4% | ±7.3 |
| Some other race alone | N | N | N | N | N | N |
| Two or more races | 72,618 | ±5,069 | 13,750 | ±3,842 | 18.9% | ±5.3 |
| Hispanic or Latino origin (of any race) | 28,379 | ±222 | 7,280 | ±2,992 | 25.7% | ±10.5 |
| White alone, not Hispanic or Latino | 59,927 | ±1,081 | 7,416 | ±1,688 | 12.4% | ±2.8 |
| EDUCATIONAL | | | | | | |
| Population 25 years | 148,409 | ±842 | 20,549 | ±2,761 | 13.8% | ±1.9 |
| Less than high school graduate | 10,915 | ±2,293 | 2,661 | ±1,106 | 24.4% | ±8.7 |
| High school graduate (includes | 42,638 | ±3,999 | 9,193 | ±1,748 | 21.6% | ±4.0 |
| Some college, associate's degree | 47,099 | ±4,256 | 5,909 | ±1,140 | 12.5% | ±2.5 |
| Bachelor's degree or | 47,757 | ±3,863 | 2,786 | ±870 | 5.8% | ±1.8 |
| EMPLOYMENT STATUS | | | | | | |
| Civilian labor force 16 years and over | 92,397 | ±3,856 | 5,650 | ±1,479 | 6.1% | ±1.6 |
| Employed | 88,970 | ±3,967 | 5,145 | ±1,453 | 5.8% | ±1.6 |
| Male | 45,568 | ±2,475 | 2,348 | ±800 | 5.2% | ±1.8 |
| Female | 43,402 | ±2,472 | 2,797 | ±1,096 | 6.4% | ±2.5 |
| Unemployed | 3,427 | ±899 | 505 | ±323 | 14.7% | ±8.4 |
| Male | 1,765 | ±668 | 239 | ±193 | 13.5% | ±9.7 |
| Female | 1,662 | ±730 | 266 | ±230 | 16.0% | ±13.1 |
| WORK EXPERIENCE | | | | | | |
| Population 16 years | 166,031 | ±613 | 23,127 | ±3,095 | 13.9% | ±1.9 |
| Worked full-time, year-round in the | 62,583 | ±4,675 | 1,420 | ±657 | 2.3% | ±1.1 |

Table: ACSST1Y2022.S1701

| Hawaii County, Hawaii | | | | | | |
|---|----------|-----------------|---------------------|-----------------|-----------------------------|-----------------|
| | Total | | Below poverty level | | Percent below poverty level | |
| Label | Estimate | Margin of Error | Estimate | Margin of Error | Estimate | Margin of Error |
| Worked part-time or part-year in the past | 35,139 | ±3,095 | 5,244 | ±1,575 | 14.9% | ±4.2 |
| Did not work | 68,309 | ±3,842 | 16,463 | ±2,339 | 24.1% | ±3.2 |
| ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY | | | | | | |
| 50 percent of poverty | 14,581 | ±3,516 | (X) | (X) | (X) | (X) |
| 125 percent of poverty | 36,278 | ±5,481 | (X) | (X) | (X) | (X) |
| 150 percent of poverty | 44,120 | ±5,807 | (X) | (X) | (X) | (X) |
| 185 percent of poverty | 57,152 | ±6,737 | (X) | (X) | (X) | (X) |
| 200 percent of poverty | 63,302 | ±7,571 | (X) | (X) | (X) | (X) |
| 300 percent of poverty | 93,262 | ±6,763 | (X) | (X) | (X) | (X) |
| 400 percent of poverty | 122,513 | ±7,948 | (X) | (X) | (X) | (X) |
| 500 percent of poverty | 146,201 | ±7,534 | (X) | (X) | (X) | (X) |
| UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED | 45,282 | ±4,648 | 13,230 | ±2,071 | 29.2% | ±3.6 |
| Male | 24,071 | ±2,916 | 6,604 | ±1,531 | 27.4% | ±5.5 |
| Female | 21,211 | ±2,435 | 6,626 | ±1,289 | 31.2% | ±4.9 |
| 15 years | 0 | ±187 | 0 | ±187 | - | ** |
| 16 to 17 years | 0 | ±187 | 0 | ±187 | - | ** |
| 18 to 24 years | 3,206 | ±1,336 | 1,364 | ±631 | 42.5% | ±14.8 |
| 25 to 34 years | 8,650 | ±1,549 | 2,587 | ±910 | 29.9% | ±9.6 |
| 35 to 44 years | 6,079 | ±1,107 | 1,261 | ±565 | 20.7% | ±9.0 |
| 45 to 54 years | 4,598 | ±1,266 | 1,558 | ±803 | 33.9% | ±14.8 |
| 55 to 64 years | 8,562 | ±1,764 | 3,508 | ±1,164 | 41.0% | ±9.8 |
| 65 to 74 years | 8,939 | ±1,596 | 2,341 | ±820 | 26.2% | ±8.2 |
| 75 years and over | 5,248 | ±1,021 | 611 | ±319 | 11.6% | ±6.0 |
| Mean income deficit for unrelated individuals | 10,057 | ±923 | (X) | (X) | (X) | (X) |
| Worked full-time, year-round in the past 12 | 17,750 | ±3,176 | 793 | ±500 | 4.5% | ±2.6 |
| Worked less than full-time, year-round in the past 12 months | 8,177 | ±1,802 | 2,841 | ±1,127 | 34.7% | ±9.0 |
| Did not work | 19,355 | ±2,527 | 9,596 | ±1,606 | 49.6% | ±5.7 |
| Population in housing units for whom poverty status is determined | 202,993 | ±441 | 30,493 | ±5,332 | 15.0% | ±2.6 |

Table: ACSST5Y2022.S1701

| | ZCTA5 96740 | | | | | |
|--|-------------|-----------------|---------------------|-----------------|-----------------------------|-----------------|
| | 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 | 40,593 | ±2,506 | 4,342 | ±944 | 10.7% | ±2.2 |
| AGE | | | | | | |
| Under 18 years | 8,084 | ±1,126 | 1,149 | ±420 | 14.2% | ±4.7 |
| Under 5 years | 2,557 | ±566 | 505 | ±231 | 19.7% | ±8.4 |
| 5 to 17 years | 5,527 | ±859 | 644 | ±259 | 11.7% | ±4.2 |
| Related children of householder under 18 | 7,926 | ±1,120 | 991 | ±395 | 12.5% | ±4.5 |
| 18 to 64 years | 23,982 | ±1,680 | 2,405 | ±579 | 10.0% | ±2.3 |
| 18 to 34 years | 8,457 | ±996 | 975 | ±357 | 11.5% | ±3.7 |
| 35 to 64 years | 15,525 | ±1,122 | 1,430 | ±365 | 9.2% | ±2.3 |
| 60 years and over | 12,102 | ±915 | 1,117 | ±329 | 9.2% | ±2.7 |
| 65 years and over | 8,527 | ±732 | 788 | ±239 | 9.2% | ±2.8 |
| SEX | | | | | | |
| Male | 20,109 | ±1,487 | 1,743 | ±456 | 8.7% | ±2.3 |
| Female | 20,484 | ±1,329 | 2,599 | ±677 | 12.7% | ±3.0 |
| RACE AND HISPANIC OR LATINO ORIGIN | | | | | | |
| White alone | 17,739 | ±1,409 | 1,597 | ±451 | 9.0% | ±2.5 |
| Black or African American alone | 404 | ±306 | 29 | ±41 | 7.2% | ±13.8 |
| American Indian and Alaska Native alone | 10 | ±16 | 10 | ±16 | 100.0% | ±93.8 |
| Asian alone | 7,654 | ±1,664 | 489 | ±223 | 6.4% | ±3.3 |
| Native Hawaiian and Other Pacific Islander | 5,356 | ±1,047 | 926 | ±507 | 17.3% | ±9.0 |
| Some other race alone | 1,318 | ±733 | 141 | ±188 | 10.7% | ±15.0 |
| Two or more races | 8,112 | ±1,228 | 1,150 | ±396 | 14.2% | ±4.6 |
| Hispanic or Latino origin (of any race) | 3,360 | ±1,037 | 498 | ±400 | 14.8% | ±10.9 |
| White alone, not Hispanic or Latino | 17,089 | ±1,332 | 1,435 | ±405 | 8.4% | ±2.3 |
| EDUCATIONAL | | | | | | |
| Population 25 years and over | 29,771 | ±1,743 | 2,981 | ±661 | 10.0% | ±2.1 |
| Less than high school graduate | 1,946 | ±563 | 422 | ±258 | 21.7% | ±12.4 |
| High school graduate (includes equivalency) | 7,414 | ±812 | 703 | ±362 | 9.5% | ±4.6 |
| Some college, associate's degree | 10,533 | ±902 | 1,255 | ±321 | 11.9% | ±2.9 |
| Bachelor's degree or | 9,878 | ±989 | 601 | ±206 | 6.1% | ±2.1 |
| EMPLOYMENT STATUS | | | | | | |
| Civilian labor force 16 years and over | 21,068 | ±1,502 | 1,396 | ±471 | 6.6% | ±2.1 |
| Employed | 20,301 | ±1,516 | 1,132 | ±446 | 5.6% | ±2.1 |
| Male | 10,839 | ±1,025 | 501 | ±276 | 4.6% | ±2.5 |
| Female | 9,462 | ±739 | 631 | ±266 | 6.7% | ±2.8 |
| Unemployed | 767 | ±191 | 264 | ±139 | 34.4% | ±15.2 |
| Male | 411 | ±143 | 138 | ±101 | 33.6% | ±20.8 |
| Female | 356 | ±128 | 126 | ±66 | 35.4% | ±16.2 |
| WORK EXPERIENCE | | | | | | |
| Population 16 years and over | 33,289 | ±1,918 | 3,366 | ±719 | 10.1% | ±2.1 |
| Worked full-time, year-round in the past 12 | 14,507 | ±1,372 | 414 | ±191 | 2.9% | ±1.3 |

Table: ACSST5Y2022.S1701

| | ZCTA5 96740 | | | | | |
|---|-------------|-----------------|---------------------|-----------------|-----------------------------|-----------------|
| | Total | | Below poverty level | | Percent below poverty level | |
| Label | Estimate | Margin of Error | Estimate | Margin of Error | Estimate | Margin of Error |
| Worked part-time or part-year in the past 12 | 7,782 | ±754 | 979 | ±425 | 12.6% | ±5.0 |
| Did not work | 11,000 | ±848 | 1,973 | ±459 | 17.9% | ±4.0 |
| ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY | | | | | | |
| 50 percent of poverty | 2,004 | ±746 | (X) | (X) | (X) | (X) |
| 125 percent of poverty | 5,578 | ±1,116 | (X) | (X) | (X) | (X) |
| 150 percent of poverty | 7,559 | ±1,291 | (X) | (X) | (X) | (X) |
| 185 percent of poverty | 10,289 | ±1,528 | (X) | (X) | (X) | (X) |
| 200 percent of poverty | 11,208 | ±1,637 | (X) | (X) | (X) | (X) |
| 300 percent of poverty | 17,089 | ±1,989 | (X) | (X) | (X) | (X) |
| 400 percent of poverty | 22,891 | ±2,089 | (X) | (X) | (X) | (X) |
| 500 percent of poverty | 27,365 | ±2,136 | (X) | (X) | (X) | (X) |
| UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED | 9,245 | ±1,157 | 1,889 | ±398 | 20.4% | ±3.4 |
| Male | 4,573 | ±626 | 872 | ±224 | 19.1% | ±4.9 |
| Female | 4,672 | ±727 | 1,017 | ±323 | 21.8% | ±5.6 |
| 15 years | 0 | ±25 | 0 | ±25 | - | ** |
| 16 to 17 years | 158 | ±120 | 158 | ±120 | 100.0% | ±18.5 |
| 18 to 24 years | 871 | ±366 | 166 | ±100 | 19.1% | ±9.7 |
| 25 to 34 years | 1,964 | ±456 | 322 | ±173 | 16.4% | ±8.4 |
| 35 to 44 years | 1,345 | ±341 | 265 | ±155 | 19.7% | ±10.6 |
| 45 to 54 years | 1,057 | ±284 | 187 | ±166 | 17.7% | ±14.4 |
| 55 to 64 years | 1,292 | ±348 | 354 | ±143 | 27.4% | ±9.6 |
| 65 to 74 years | 1,743 | ±401 | 360 | ±171 | 20.7% | ±7.7 |
| 75 years and over | 815 | ±240 | 77 | ±67 | 9.4% | ±7.9 |
| Mean income deficit for unrelated individuals | 7,840 | ±1,033 | (X) | (X) | (X) | (X) |
| Worked full-time, year-round in the past 12 | 3,944 | ±770 | 185 | ±120 | 4.7% | ±2.9 |
| Worked less than full-time, year-round in the past 12 months | 2,315 | ±436 | 547 | ±176 | 23.6% | ±7.3 |
| Did not work | 2,986 | ±611 | 1,157 | ±339 | 38.7% | ±9.3 |
| Population in housing units for whom poverty status is determined | 40,326 | ±2,504 | 4,175 | ±931 | 10.4% | ±2.2 |

| 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 | +/- 4,536 | 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: [Randall Landry \(Title VI\) / Duane Buote \(ADA\)](#)
Phone: [\(808\) 831-7921 \(Title VI\) / \(808\) 831-7931 \(ADA\)](#)
Address: [200 Rodgers Blvd., Honolulu, HI 96819](#)
Email: Randall.T.Landry@hawaii.gov / HDOT-TITLEVI@hawaii.gov
Duane.E.Buote@hawaii.gov / HDOT-ADA@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: [Randall Landry \(Title VI\) / Duane Buote \(ADA\)](#)
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U.S. Department of Transportation
Federal Aviation Administration

HQ-10-908