



Title VI Program Plan

Burlington – Graham Metropolitan Planning Organization

Amended May 31, 2019

Date of Adoption: August 20, 2019

Burlington – Graham MPO

234 E. Summit Avenue

PO Box 1358

Burlington, NC 27216

336-513-5418

Table of Contents

| | |
|--|----|
| TITLE VI POLICY STATEMENT AND NOTICE OF NONDISCRIMINATION | 4 |
| STANDARD USDOT TITLE VI ASSURANCES | 5 |
| ORGANIZATION & STAFFING | 5 |
| Title VI Coordinator..... | 5 |
| ENVIRONMENTAL JUSTICE (EJ) | 6 |
| DATA COLLECTION/ANALYSIS/REPORTING | 7 |
| Population Locations..... | 7 |
| LIMITED ENGLISH PROFICIENCY (LEP) | 7 |
| Four Factor Analysis..... | 8 |
| LANGUAGE ASSISTANCE PLAN | 10 |
| Language Assistance Measures | 10 |
| Specific Measures by Language Group – Spanish..... | 10 |
| Written Translation and Oral Interpretation | 10 |
| Staff Support for Language Assistance | 11 |
| Project-Specific LEP Outreach..... | 11 |
| Monitoring and Updating the Language Assistance Plan | 11 |
| DISSEMINATION OF TITLE VI INFORMATION | 11 |
| External Discrimination Complaint Procedures | 12 |
| FILING OF COMPLAINTS | 12 |
| Complaint Processing..... | 13 |
| Complaint Log | 13 |
| REVIEW OF ORGANIZATIONAL DIRECTIVES | 14 |
| TITLE VI TRAINING | 14 |
| COMPLIANCE AND ENFORCEMENT PROCEDURES | 14 |
| APPENDIX A | 16 |
| Title VI / Nondiscrimination Assurances..... | 16 |
| APPENDIX B | 20 |
| TAC and TCC Members and Responsibilities | 20 |
| APPENDIX C | 22 |

| | |
|---|-----------|
| BGMPO Organizational Chart | 22 |
| APPENDIX D | 23 |
| BGMPO Demographic Tables..... | 23 |
| Race and Ethnicity..... | 23 |
| APPENDIX E | 26 |
| APPENDIX F | 27 |
| Investigation Guidance, Discrimination Complaint Form and Log | 27 |
| Sample Investigative Report Template..... | 27 |
| DISCRIMINATION COMPLAINT FORM..... | 28 |
| APPENDIX G | 31 |
| Compliance Review Checklist for FHWA Subrecipients..... | 31 |
| APPENDIX H | 32 |
| Title VI Resolution | 32 |

List of Figures

| | |
|---|----|
| Figure 1 - Demographic Maps (EJ) | 26 |
| Figure 2 - Discrimination Complaint Form..... | 28 |
| Figure 3 - Discrimination Complaint Log..... | 30 |
| Figure 4 - Compliance Review Checklist | 31 |

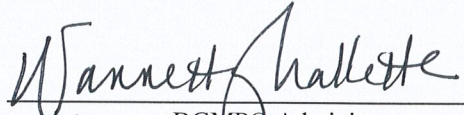
TITLE VI POLICY STATEMENT AND NOTICE OF NONDISCRIMINATION

It is the policy of the Burlington–Graham MPO (BGMPO), as a federal-aid recipient, to ensure that no person shall, on the ground of **race, color, national origin, Limited English Proficiency, sex, age, or disability, (and low-income, where applicable)**, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any of our programs and activities, as provided by Title VI of the Civil Rights Act of 1964, Executive Orders 12898 and 13166, the Civil Rights Restoration Act of 1987, and other pertinent nondiscrimination authorities.

If you feel you have been subjected to discrimination, you may file a complaint. Allegations of discrimination should be promptly reported to our Title VI Coordinator.

Wannetta Mallette
PO Box 1358
234 E. Summit Avenue
Burlington NC, 27216
336-513-5418
wmallette@burlingtonnc.gov

This policy is an expression of our commitment to nondiscrimination and support of the Title VI Program.



BGMPO Administrator
August 22, 2019

Date

Implementation (Dissemination)

- This Policy Statement contains contact information for the Title Coordinator, and it will also serve as our notice to public.
- This statement will be signed by the Transportation Advisory Board Chair of the BGMPO, and re-signed whenever a new person assumes that position.
- The signed statement will be posted on office bulletin boards, near the receptionist's desk, in meeting rooms, and disseminated within brochures and other written materials.
- The statement will be incorporated into Title VI training and acknowledgement activities.
- The statement will be posted or disseminated in languages other than English, when appropriate.
- Low-income will be applicable to our programs, policies and activities under Environmental Justice when determining if there will be disproportionately high and adverse effects.

STANDARD USDOT TITLE VI ASSURANCES

Please refer to Appendix A of this Plan for a copy of our completed, signed USDOT Title VI Assurances.

ORGANIZATION & STAFFING

A Metropolitan Planning Organization (MPO) is the policy board of an organization created and designated to carry out the metropolitan transportation planning process. MPOs are required to represent localities in all urbanized areas (UZAs) with populations over 50,000, as determined by the U.S. Census. MPOs are designated by agreement between the governor and local governments that together represent at least 75 percent of the affected population (including the largest incorporated city, based on population) or in accordance with procedures established by applicable state or local law. When submitting a transportation improvement program to the state for inclusion in the statewide program, MPOs self-certify that they have met all federal requirements.

The Burlington-Graham area was designated an “Urbanized Area” by the U.S. Bureau of Census in 1974. As a result of this designation, the Burlington-Alamance area formed the Burlington Graham Metropolitan Planning Organization (BGMPO) in 1975. With this new designation came the responsibility of adhering to federal continuing planning requirements. Furthermore, a revised Memorandum of Understanding (MOU) was executed between the Cities of Burlington, Graham, and Mebane; the Towns of Elon, Gibsonville, Whitsett, Green Level and Haw River, the Village of Alamance; Guilford County, Orange County and Alamance County; and the North Carolina Department of Transportation (NCDOT) in 2012. The memorandum delineated responsibilities in maintaining and continuing planning process and established a Technical Coordinating Committee (TCC) with the responsibility for general review, guidance, and coordination of the continuing planning process. A Transportation Advisory Committee (TAC), comprised of representatives of the elected policy boards in the urban area, was also established to assure coordination between the elected officials, policy boards and the transportation planning process. The BGMPO TAC has 14 members, and meets the third Tuesday, bi-monthly. The BGMPO TCC has 24 members and meets the third Tuesday, monthly. Please refer to **Appendix B** for lists of current TAC and TCC members with race, gender, and affiliation included.

Title VI Coordinator

Key responsibilities of the Coordinator include:

- Maintaining knowledge of Title VI and related requirements.
- Attending civil rights training when offered by NCDOT, FHWA or other federal agencies.
- Administering the Title VI Nondiscrimination Program and coordinating implementation of this Plan.
- Making sure internal staff and officials are familiar and complying with their Title VI obligations.
- Disseminating Title VI information internally and to the public, including in languages other than English.
- Presenting Title VI-related information to decision-making bodies for input and approval.
- Ensuring Title VI-related posters are prominently and publicly displayed.
- Developing a process to collect data related to race, national origin, sex, age, and disability to ensure minority, low-income, and other underserved groups are included and not discriminated against.
- Ensuring that non-elected boards and committees reflect the service area and minorities are represented.
- Promptly processing (receiving, logging, investigating and/or forwarding) discrimination complaints.
- Providing information to NCDOT and cooperating during compliance reviews and investigations.
- Promptly resolving deficiencies to ensure compliance with Title VI nondiscrimination requirements.

If the MPO Administrator or Title VI Coordinator changes, the Title VI Policy Statement and USDOT Title VI Assurances, will immediately be updated, and an updated policy statement (and nondiscrimination agreement, if standalone) will be signed by the new MPO Administrator.

Staffing

We currently employ a staff of three, which consists of the following job categories:

- MPO Administrator/Transportation Planner
- Administrative Assistant
- Director of Transportation

An organizational chart showing the Title VI Coordinator's place within the organization is located in **Appendix C**.

ENVIRONMENTAL JUSTICE (EJ)

In 1994, President William Jefferson Clinton issued Executive Order (EO) 12898, Federal Actions to Address Environmental Justice (EJ) in Minority Populations and Low-Income Populations. To comply with the EO, federal agencies developed EJ guidelines for their funding recipients, including Federal Highway Administration (FHWA) Order 6640.23A. Accordingly, the BGMPO will make achieving EJ part of its mission by identifying and addressing, as appropriate, disproportionately high and adverse human health and environmental effects of its programs, policies, and activities on minority populations and low-income populations.

EJ is the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income, with respect to the development, implementation and enforcement of environmental laws, regulations and policies. The three fundamental EJ principles that guide USDOT (affiliated) actions are:

- To avoid, minimize, or mitigate disproportionately high and adverse human health and environmental effects, including interrelated social and economic effects, on minority and low-income populations.
- To ensure the full and fair participation by all potentially affected communities in the transportation decision-making process.
- To prevent the denial of, reduction in, or significant delay in the receipt of benefits by minority and low-income populations.

To achieve EJ, our programs will be administered so as to identify and avoid disproportionately high and adverse effects on minority populations and low-income populations by:

- (1) Identifying and evaluating environmental, public health, and interrelated social and economic effects of our programs, policies and activities;
- (2) Proposing measures to avoid, minimize and/or mitigate disproportionately high and adverse environmental and public health effects, and interrelated social and economic effects, and providing offsetting benefits and opportunities to enhance communities, neighborhoods, and individuals affected by our programs, policies and activities, where permitted by law;
- (3) Considering alternatives to proposed programs, policies, and activities, where such alternatives would result in avoiding and/or minimizing disproportionately high and adverse human health or environmental impacts to minority and/or low-income populations; and
- (4) Eliciting public involvement opportunities and considering the results thereof, including soliciting input from affected minority and low-income populations in considering alternatives.
- (5) Adding an EJ section to plans and studies, such as Long Range Plans, Public Involvement Plans, and Corridor Studies.

EJ analyses will be conducted to determine if our programs, policies, or activities will result in disproportionately high and adverse human health and environmental effects on minority populations and low-income populations. EJ applies to our policies, such as where public meetings will be held, and our projects,

such as when we plan to construct or expand a facility. Thus, we will look at various alternatives and seek input from potentially affected communities before making a final decision. Demographic data will be collected to document public involvement in the decision-making process. EJ analyses will remain on file indefinitely, and copies will be provided to NCDOT, upon request, during compliance reviews or complaint investigations. (See **Appendix D** – Tables for Race/Ethnicity and Poverty)

DATA COLLECTION/ANALYSIS/REPORTING

Data collection, analysis and reporting are key elements of a successful Title VI enforcement strategy. To ensure that Title VI reporting requirements are met, Burlington – Graham MPO will collect and maintain data on potential and actual beneficiaries of our programs and services. This section contains relevant population data for our overall service area. The data provides context for the Title VI Nondiscrimination Program and will be used to ensure nondiscrimination in public outreach and delivery of our programs. Please refer to **Appendix - D** for demographic tables on Race & Ethnicity, Age & Sex, Disability, Poverty, and Household Income.

Population Locations

Recipients of FHWA funds are required to identify the characteristics and locations of populations they serve, particularly by race/ethnicity, poverty and limited English proficiency. We will document this narratively or through maps that overlay boundaries and demographic features on specific communities, and provide this information to NCDOT, upon request. (See **Appendix E** – Demographic Maps)

LIMITED ENGLISH PROFICIENCY (LEP)

Limited English Proficient (LEP) persons are individuals for whom English is not their primary language and who have a limited ability to read, write, speak, or understand English. These individuals reported to the U.S. Census Bureau that they speak English less than very well. The intent of this Limited English Proficiency (LEP) Plan is to ensure that residents in the BGMPO study area that do not speak or read English proficiently have access to the planning process and information published by the BGMPO. The BGMPO shall provide multilingual publications and comments and/or interpretation at meetings or events to the degree that funding permits based on current laws and regulations.

The purpose of the Plan is to identify the responsibilities of the BGMPO in fulfilling the needs of persons with Limited English Proficiency (LEP) pursuant to Title VI of the Civil Rights Act of 1964 and the Executive Order 13166. The Civil Rights Act states that “no person shall be subjected to discrimination on the basis of race, color, or national origin under any program or activity that receives federal financial assistance. Different treatment based on a person’s inability to speak, write, or understand English may be a type of national origin discrimination.

The Burlington Graham MPO has identified reasonable steps to provide language assistance for LEP persons seeking access to MPO programs. A Limited English Proficient person is one who does not speak English as their primary language and who has a limited ability to read, speak write, or understand English. The LEP identifies procedures for a person to gain access and information to BGMPO information if they English is not their primary language. Four factors were evaluated for development of this plan.

1. The number or proportion of LEP persons eligible in the BGMPO area to be served or likely to use a MPO program, activity, or service;
2. The frequency that LEP individuals come in contact with an MPO program;

3. The type and importance of the program, activity or service provided by the BGMPO to the LEP population; and
4. The resources available to the BGMPO and overall cost to provide LEP assistance.

To comply with USDOT’s LEP Policy Guidance and Executive Order 13166, this section of our Title VI Plan outlines the steps BGMPO will take to ensure meaningful access by LEP persons to all benefits, services and information provided under our programs and activities. A four factor analysis was conducted to determine the LEP language groups present in our planning area and the specific language services that are needed.

Four Factor Analysis

This Four Factor Analysis is an individualized assessment that balances the following four factors:

- (1) The number or proportion of LEP persons eligible to be served or likely to be encountered by a program, activity, or service of the recipient or grantee;
- (2) The frequency with which LEP individuals come in contact with the program;
- (3) The nature and importance of the program, activity, or service provided by the recipient to people’s lives; and
- (4) The resources available to the recipient and costs.

Factor #1: *The number or proportion of LEP persons eligible to be served or likely to be encountered by the program, activity, or service of the recipient.*

In an effort to determine the profile of LEP persons, the BGMPO reviews census data to measure the number of individuals within the study area that may be impacted by the transportation planning process and/or beneficiaries of programs, activities, or services. Table 1, Language Spoken at Home by Ability to Speak English for the Population 5 years and over derived from the US Census Bureau, 2011 – 2015 American Community Survey 5-year Estimates. Table 1 display the primary language spoken and number of individuals that are LEP. For our planning purposes, every language group that has at least 5% or 1,000 people who speak English less than very well, when the margin of error (MOE) and/or the top three non-English languages. As indicated, Spanish speakers comprise the largest concentration of LEP individuals in the BGMPO’s study area, approximately of the total 10.06% MPO population. The second most common language group of the area’s LEP populations is Chinese, approximately 0.4%, followed by German representing 0.2% of the MPO population.

Table 1 - BGMPO LEP Census Data

| LANGUAGE SPOKEN AT HOME | Estimate | Margin of Error | Percent of Population |
|---|---------------|-----------------|-----------------------|
| Total (population 5 years and over): | 146029 | +/- 50 | 100% |
| Speak only English | 127874 | +/- 753 | 87.57% |
| Spanish or Spanish Creole: | 14694 | +/- 551 | 10.06% |
| Speak English "very well" | 7725 | +/- 636 | 5.29% |
| Speak English less than "very well" | 6966 | +/- 573 | 4.77% |
| Chinese: | 563 | +/- 398 | 0.39% |
| Speak English "very well" | 282 | +/- 199 | 0.19% |
| Speak English less than "very well" | 281 | +/- 217 | 0.19% |
| German | 344 | +/- 126 | 0.24% |
| Speak English "very well" | 261 | +/- 118 | 0.18% |
| Speak English less than "very well" | 83 | +/- 53 | 0.06% |

Factor #2: *The frequency with which LEP individuals come in contact with the program.*

The BGMPO routinely assesses the frequency at which staff has or may possibly have contact with LEP persons. This includes documenting phone calls, public meetings attendees, office visits, etc. requests for Spanish, Chinese, German or any other language interpreters or translated publications. To date, no requests have been made.

Factor #3: *The nature and importance of the program, activity, or service provided by the recipient to people's lives.*

The impact of proposed transportation investments on underserved and underrepresented populations groups may be evident in use of federal funds in three (3) major areas for the BGMPO:

- The annual Unified Planning Work Program (UPWP)
- The five-year Transportation Improvement Program (TIP)
- The Metropolitan Transportation Plan (MTP)

Public involvement is a priority consideration in BGMPO, studies and programs. The impacts of transportation improvements resulting from these planning activities have an impact on all residents. Understanding and continued involvement are encouraged throughout the transportation planning process. The BGMPO is concerned with input from all stakeholders, and every effort is taken to make the planning process inclusive as possible as prescribed in the BGMPO Public Involvement Plan (PIP).

As a result of the long range transportation planning process, selected projects receive approval for federal funding and progress towards project planning and construction under the responsibility of local jurisdictions or state transportation agencies. These state and local organizations have their own policies to ensure LEP individuals can participate in the process. The BGMPO will investigate the translation of documents, meeting agendas and possible website conversion applications to better serve the Hispanic/Latino populations. There may also be community service/social programs and agencies that can be included in the MPO public participation process. BGMPO staff will seek these partnering organizations to provide BGMPO materials. The BGMPO will provide alternative language (Spanish, most likely) to share with LEP individuals and/or local community service organization involved with Hispanics community.

Factor #4: *The resources available to the recipient and costs.*

The BGMPO receives federal and local funding on an annual basis. The BGMPO has one staff member to administer all BGMPO programs. Any expenses for an interpreter, document conversion and/or staff training would be a new expense for the BGMPO. It is feasible that the BGMPO could partner with Community Based Organizations (CBOs) for some services since they may not be needed on a daily basis. The BGMPO will be prepared to contact appropriate agencies/people in the case of a LEP request or need. The city of Burlington has a listing of employees approved as Spanish interpreters that can be used by the BGMPO as appropriate. These staffers are available to assist with document translation and may also be available for in-person meetings or conversations in the MPO office.

LANGUAGE ASSISTANCE PLAN

As a result of the above four factor analysis, a Language Assistance Plan (Plan) was not required. However, reasonable attempts will be made to accommodate any persons encountered who require written translation or oral interpretation services in accordance with the BGMPO Public Participation Plan.

Language Assistance Measures

The following general language assistance measures are reasonable and achievable for our organization at this time:

- Translating public notices posted in the local paper and at stations, stops, and in vehicles into **any languages that meet the safe harbor threshold in Factor 1**.
- Vital documents—such as brochures with service times and routes—are translated into Spanish, Chinese and German across the entire service area, and available in our facilities, doctor’s offices and shopping centers.
- Making a concerted effort to inform LEP persons of available language assistance via staff, broadcast media, relationship-building with organizations, and our website.
- Posting vital bulletin board information and disseminating community surveys in various languages.
- Providing translation and interpretive services when appropriate (upon request or predetermined) at meetings.
- Determining how best to take public involvement to LEP groups directly, including through small group meetings.
- Language line translation services at our call center.
- Where possible, utilizing or hiring staff who speak a language other than English and can provide competent language assistance.
 - Note: We will not ask community-based organizations (CBO) to provide, or serve as, interpreters at our meetings. Relying upon CBOs in that capacity could raise ethical concerns. If a CBO decides (on its own) to translate any materials for its constituents, or bring interpreters it trusts to our meetings, we will not object. That is their right.
- Using language identification flashcards to determine appropriate services.
- Establishing a process to obtain feedback on our language assistance measures.

Specific Measures by Language Group – Spanish

Written Translation and Oral Interpretation

Vital documents will be translated for each eligible LEP language group in our service area that constitutes 5% or 1,000, whichever is less, of the population of persons eligible to be served or likely to be encountered. Translated materials will be placed online and in appropriate public (or private) places accessible to LEP persons. The safe harbor provisions apply to the translation of written documents only, and do not affect the requirement to provide meaningful access to LEP individuals through competent oral interpreters where oral language services are needed and are reasonable. When appropriate, translation of any document will be communicated orally in the appropriate language.

In the event that the 5% trigger is reached for a LEP language group that is fewer than 50 persons, written notice will be provided in the primary language of that group of the right to receive competent oral interpretation of vital written materials, free of cost. The most effective method of notice, which could be an ad in the local newspaper or other publication, a radio commercial, or door hangers, will be determined in consideration of the circumstances on the ground and in coordination with LEP community contacts.

Staff Support for Language Assistance

- Our staff (including receptionists) will be provided a list of referral resources that can assist LEP persons with written translation and oral interpretation, including the Title VI Coordinator and consultants contracted to provide LEP services. This list will be updated as needed to remain current
- All main offices will have available language assistance flashcards and materials translated into the languages that meet the safe harbor threshold. When encountering an LEP person, staff should present the individual with an iSpeak flashcard and let them choose the language. Do not assume their preferred language. Assistance may be sought from bilingual staff fluent in the identified language before contacting a referral resource. Document the encounter and report it to the Title VI Coordinator.

Training: All employees will be instructed on our procedures for providing timely and reasonable assistance to LEP persons. New employee orientation will also explain these procedures to new hires. Staff routinely encountering LEP persons by telephone or in person will receive annual refresher training. All other employees will be reminded of LEP through annual Title VI program acknowledgements and basic Title VI trainings.

Project-Specific LEP Outreach

A project-specific four factor analysis will be conducted for any project or outreach event limited to a specific geographical area (i.e., the project study area or outreach area, respectively). Language assistance will be provided in accordance with the measures already outlined, including translating written materials for each LEP language group that is 5% or 1,000, whichever is less, of the project or outreach area population.

Monitoring and Updating the Language Assistance Plan

Monitoring of daily interactions with LEP persons will be continuous, thus language assistance techniques may be refined at any time. This Plan will be periodically reviewed—at least annually—to determine if our assistance measures and staff training are working. Resource availability and feedback from agency staff and the general public will be factors in the evaluation and any proposed updates. Among other practices, this process will include working with LEP community contacts to determine if our employees are responding appropriately to requests made with limited English or in languages other than English, and observing how agency staff responds to requests. To the best of our ability, we will attempt to never eliminate a successful existing LEP service. Significant LEP program revisions will be approved or adopted by our board or designated official and dated accordingly. LEP data and procedures will be reviewed and updated at least once every three years.

DISSEMINATION OF TITLE VI INFORMATION

In accordance with 23 CFR 200.9(b)(12) and 49 CFR 21.9(d), BGMPO will utilize community outreach and public education to disseminate Title VI information to our employees, contractors, sub-recipients and the general public. Reasonable steps will be taken to make the public aware of their rights and our obligations under Title VI through, including, but not limited to:

- Visibly posting our Title VI Policy Statement in public areas at our facilities, on our website, at our meetings, and prominently in any documents and reports we distribute;
- Placing notices in newspapers and publications with a large circulation among minority groups in the general vicinity of projects and activities. Ads in newspapers and other publications shall include the following:

“Burlington – Graham Metropolitan Planning Organization operates without regard to **race, color, national origin, limited English proficiency, sex, age or disability**. For more information on our Title VI program, or how to file a discrimination complaint, please contact 336-513-5418, wmallette@burlingtonnc.gov.”

- Translating information into languages other than English that meet the LEP safe harbor threshold;
- Incorporating Title VI language into our contracts and agreements (See Appendix C for Title VI Contract Language); and
- Ensuring any contractors and sub-recipients we have also disseminate Title VI information.

Please refer to our Public Involvement Plan (PIP) for additional outreach methods we employ to comply Title VI. Our PIP can be found here: www.bgmipo.com.

External Discrimination Complaint Procedures

These discrimination complaint procedures outline the process used by the Burlington–Graham MPO (BGMPO) to process complaints of alleged discrimination filed under Title VI of the Civil Rights Act of 1964 and related nondiscrimination laws that are applicable to BGMPO programs, services, and activities. Complaints will be investigated by the appropriate authority. Upon completion of an investigation, the complainant will be informed of all avenues of appeal. Every effort will be made to obtain early resolution of complaints at the lowest level possible by informal means.

FILING OF COMPLAINTS

1. **Applicability** – These procedures apply to the beneficiaries of our programs, activities, and services, such as the members of the public and any consultants/contractors we hire.
2. **Eligibility** – Any person or class of persons who believes that he/she has been subjected to discrimination or retaliation prohibited by any of the Civil Rights authorities based upon race, color, national origin, sex, age, or disability, may file a written complaint. The law prohibits intimidation or retaliation of any sort. The complaint may be filed by the affected individual or a representative, and must be in writing.
3. **Time Limits and Filing Options** – A complaint must be filed no later than 180 calendar days after the following:
 - The date of the alleged act of discrimination; or
 - The date when the person(s) became aware of the alleged discrimination; or
 - Where there has been a continuing course of conduct, the date on which that conduct was discontinued or the latest instance of the conduct.

Complaints may be submitted to the following entities:

- **Burlington – Graham MPO**, MPO Administrator, PO Box 1358, 234 E. Summit Avenue, Burlington, NC 27216; 336-513-5418
 - **North Carolina Department of Transportation**, Office of Civil Rights, External Civil Rights Section, 1511 Mail Service Center, Raleigh, NC 27699-1511; 919-508-1830 or toll free 800-522-0453
 - **Federal Highway Administration**, North Carolina Division Office, 310 New Bern Avenue, Suite 410, Raleigh, NC 27601, 919-747-7010
 - **US Department of Transportation**, Departmental Office of Civil Rights, External Civil Rights Programs Division, 1200 New Jersey Avenue, SE, Washington, DC 20590; 202-366-4070
 - **US Department of Justice**, Special Litigation Section, Civil Rights Division, 950 Pennsylvania Avenue, NW, Washington, DC 20530, 202-514-6255 or toll free 877-218-5228
4. **Format for Complaints** – Complaints shall be in **writing** and **signed** by the complainant(s) or a representative and include the complainant’s name, address, and telephone number. Complaints received by fax or e-mail will be acknowledged and processed. Allegations received by telephone or in person will

be reduced to writing, may be recorded and will be provided to the complainant for confirmation or revision before processing. Complaints will be accepted in other languages, including Braille.

- 5. Complaint Basis** – Allegations must be based on issues involving race, color, national origin, sex, age, or disability. The term “basis” refers to the complainant’s membership in a protected group category.

Table 2 - Protected Group Categories

| Protected Categories | Definition | Examples | Applicable Statutes and Regulations |
|-----------------------|--|--|---|
| Race | An individual belonging to one of the accepted racial groups; or the perception, based usually on physical characteristics that a person is a member of a racial group | Black/African American, Hispanic/Latino, Asian, American Indian/Alaska Native, Native Hawaiian/Pacific Islander, White | Title VI of the Civil Rights Act of 1964; 49 CFR Part 21; 23 CFR 200. <i>(Executive Order 13166)</i> |
| Color | Color of skin, including shade of skin within a racial group | Black, White, brown, yellow, etc. | |
| National Origin (LEP) | Place of birth. Citizenship is not a factor. Discrimination based on language or a person's accent is also covered. | Mexican, Cuban, Japanese, Vietnamese, Chinese | |
| Sex | Gender | Women and Men | 1973 Federal-Aid Highway Act; Title IX of the Education Amendments of 1972. |
| Age | Persons of any age | 21 year old person | Age Discrimination Act of 1975 |
| Disability | Physical or mental impairment, permanent or temporary, or perceived. | Blind, alcoholic, para-amputee, epileptic, diabetic, arthritic | Section 504 of the Rehabilitation Act of 1973; Americans with Disabilities Act of 1990 |

Complaint Processing

- When a complaint is received, an Acknowledgment Letter and a Complainant Consent/Release Form will be mailed to the complainant within ten (10) business days by registered mail.
- We will consult with the NCDOT Title VI Program to determine the acceptability and jurisdiction of all complaints received. (Note: If NCDOT will investigate, the Title VI Program will be responsible for the remainder of this process. We will record the transfer of responsibility in our complaints log).
- Additional information will be requested if the complaint is incomplete. The complainant will be provided 15 business days to submit any requested information and the signed Consent Release form. Failure to do so may be considered good cause for a determination of no investigative merit.
- Upon receipt of the requested information and determination of jurisdiction, we will notify the complainant and respondent of whether the complaint has sufficient merit to warrant investigation.
- If the complaint is investigated, the notification shall state the grounds of our jurisdiction, while informing the parties that their full cooperation will be required in gathering additional information and assisting the investigator.
- If the complaint does not warrant investigation, the notification to the complainant shall specifically state the reason for the decision.

Complaint Log

- When a complaint is received, the complaint will be entered into the Discrimination Complaints Log with other pertinent information, and assigned a **Case Number**. (Note: All complaints must be logged).
- The complaints log will be submitted to the NCDOT’s Civil Rights office during Title VI compliance reviews. (Note: NCDOT may also request the complaints log during pre-grant approval processes).

3. When reporting **no complaints**, check the **No Complaints or Lawsuits** box and sign the log.

Please refer to **Appendix F** for a copy of our Discrimination Complaint Form, Complaints Log, and Sample Investigation Template.

REVIEW OF ORGANIZATIONAL DIRECTIVES

It is the responsibility of every official who develops policies, procedures, manuals, guidelines, and other directives to ensure they have been reviewed for Title VI compliance. All staff members will assist in carrying out this requirement by making sure drafts of these documents are submitted to the Title VI Coordinator to ensure Title VI requirements are included.

TITLE VI TRAINING

All BGMPO employees will receive basic Title VI training at least once every three years. New hires will receive this training within 90 days of their start date. Basic training will cover all sections of this Plan and our overall Title VI obligations. Staff may receive specialized training on how Title VI applies to their specific work areas. Those who routinely encounter the public, such as office personnel, call center staff, and vehicle drivers, will receive annual refresher training. Trainings will be provided or organized by the Title VI Coordinator and will often coincide with updates to our nondiscrimination policies and procedures. Records of staff trainings, such as agendas, sign-in sheets, copies of calendars, and certificates, will remain on file for at least three years (and in personnel files).

COMPLIANCE AND ENFORCEMENT PROCEDURES

FHWA recipients must have mechanisms in place to enforce compliance with Title VI. BGMPO utilizes internal training, meetings, monitoring contractors, technical assistance, and findings from periodic NCDOT reviews to identify deficiencies and potential discrimination. If NCDOT identifies deficiencies, BGMPO will correct all deficiencies within 90 days based on a Corrective Action Plan (CAP). If attempts by NCDOT to resolve a compliance issue are unsuccessful, NCDOT may take any or all of the following steps with FHWA's concurrence:

- a. Canceling, terminating, or suspending the contract or agreement in whole or in part;
- b. Refraining from extending any further assistance to the recipient under the program with respect to which the failure or refusal occurred until satisfactory assurance of future compliance has been received from the recipient.
- c. Taking such other action that may be deemed appropriate under the circumstances, until compliance or remedial action has been accomplished by the recipient.
- d. Referring the case to the FHWA for appropriate administrative or legal proceedings.
- e. Other means authorized by law.

To ensure compliance with Title VI, BGMPO will take proactive steps to prevent discrimination in our programs and activities, including the following:

- | | |
|---|---|
| <input type="checkbox"/> Conduct periodic Title VI training; | <input type="checkbox"/> Inform and monitor any consultants/contractors regarding their Title VI obligations, including review of contracts for nondiscrimination language; |
| <input type="checkbox"/> Address Title VI issues at staff meetings; | |
| <input type="checkbox"/> Participate or cooperate during compliance reviews conducted by NCDOT; | |

- Customize public outreach according to the situation or community at hand;
- Build a system of mutual trust and two-way communication with the public;
- Maintain pertinent demographic data (statistical);
- Ensure policies and procedures support and comply with Title VI;
- Document processes & activities related Title VI.

If BGMPO identifies compliance issues with our consultants/contractors, we will also take corrective action. If attempts at corrective action are unsuccessful, any or all of the following steps may be taken with NCDOT's concurrence:

- a. Canceling, terminating, or suspending the contract or agreement with the consultant/contractor in whole or in part.
- b. Taking such other action that may be deemed appropriate under the circumstances.
- c. Referring the case to the NCDOT for appropriate administrative or legal proceedings.

APPENDIX A

Title VI / Nondiscrimination Assurances

UNITED STATES DEPARTMENT OF TRANSPORTATION STANDARD TITLE VI / NONDISCRIMINATION ASSURANCES

DOT ORDER NO. 1050.2A

THE *BURLINGTON-GRAHAM MPO (BGMP)* (HEREIN REFERRED TO AS THE "RECIPIENT"), **HEREBY AGREES THAT**, AS A CONDITION TO RECEIVING ANY FEDERAL FINANCIAL ASSISTANCE FROM THE U.S. DEPARTMENT OF TRANSPORTATION (DOT), THROUGH **FEDERAL HIGHWAY ADMINISTRATION (FHWA)**, IS SUBJECT TO AND WILL COMPLY WITH THE FOLLOWING:

STATUTORY/REGULATORY AUTHORITIES

- TITLE VI OF THE CIVIL RIGHTS ACT OF 1964 (42 U.S.C. § 2000D ET SEQ., 78 STAT. 252), (PROHIBITS DISCRIMINATION ON THE BASIS OF RACE, COLOR, NATIONAL ORIGIN);
- 49 C.F.R. PART 21 (ENTITLED NONDISCRIMINATION IN FEDERALLY-ASSISTED PROGRAMS OF THE DEPARTMENT OF TRANSPORTATION-EFFECTUATION OF TITLE VI OF THE CIVIL RIGHTS ACT OF 1964);
- 28 C.F.R. SECTION 50.3 (U.S. DEPARTMENT OF JUSTICE GUIDELINES FOR ENFORCEMENT OF TITLE VI OF THE CIVIL RIGHTS ACT OF 1964).

THE PRECEDING STATUTORY AND REGULATORY CITES HEREINAFTER ARE REFERRED TO AS THE "ACTS" AND "REGULATIONS," RESPECTIVELY.

GENERAL ASSURANCES

IN ACCORDANCE WITH THE ACTS, THE REGULATIONS, AND OTHER PERTINENT DIRECTIVES, CIRCULARS, POLICY, MEMORANDA, AND/OR GUIDANCE, THE RECIPIENT HEREBY GIVES ASSURANCE THAT IT WILL PROMPTLY TAKE ANY MEASURES NECESSARY TO ENSURE THAT:

"NO PERSON IN THE UNITED STATES SHALL, ON THE GROUNDS OF RACE, COLOR, OR NATIONAL ORIGIN, BE EXCLUDED FROM PARTICIPATION IN, BE DENIED THE BENEFITS OF, OR BE OTHERWISE SUBJECTED TO DISCRIMINATION UNDER ANY PROGRAM OR ACTIVITY, FOR WHICH THE RECIPIENT RECEIVES FEDERAL FINANCIAL ASSISTANCE FROM DOT, INCLUDING THE FEDERAL HIGHWAY ADMINISTRATION."

THE CIVIL RIGHTS RESTORATION ACT OF 1987 CLARIFIED THE ORIGINAL INTENT OF CONGRESS, WITH RESPECT TO TITLE VI AND OTHER NONDISCRIMINATION REQUIREMENTS (THE AGE DISCRIMINATION ACT OF 1975, AND SECTION 504 OF THE REHABILITATION ACT OF 1973), BY RESTORING THE BROAD, INSTITUTIONAL-WIDE SCOPE AND COVERAGE OF THESE NONDISCRIMINATION STATUTES AND REQUIREMENTS TO INCLUDE ALL PROGRAMS AND ACTIVITIES OF THE RECIPIENT, SO LONG AS ANY PORTION OF THE PROGRAM IS FEDERALLY ASSISTED.

SPECIFIC ASSURANCES

MORE SPECIFICALLY, AND WITHOUT LIMITING THE ABOVE GENERAL ASSURANCE, THE RECIPIENT AGREES WITH AND GIVES THE FOLLOWING ASSURANCES WITH RESPECT TO ITS FEDERALLY ASSISTED **FEDERAL-AID HIGHWAY PROGRAM**:

1. THE RECIPIENT AGREES THAT EACH "ACTIVITY," "FACILITY," OR "PROGRAM," AS DEFINED IN §§ 21.23(B) AND 21.23(E) OF 49 C.F.R. § 21 WILL BE (WITH REGARD TO AN

"ACTIVITY") FACILITATED, OR WILL BE (WITH REGARD TO A "FACILITY") OPERATED, OR WILL BE (WITH REGARD TO A "PROGRAM") CONDUCTED IN COMPLIANCE WITH ALL REQUIREMENTS IMPOSED BY, OR PURSUANT TO THE ACTS AND THE REGULATIONS.

2. THE RECIPIENT WILL INSERT THE FOLLOWING NOTIFICATION IN ALL SOLICITATIONS FOR BIDS, REQUESTS FOR PROPOSALS FOR WORK, OR MATERIAL SUBJECT TO THE ACTS AND THE REGULATIONS MADE IN CONNECTION WITH ALL FEDERAL-AID HIGHWAY PROGRAM AND, IN ADAPTED FORM, IN ALL PROPOSALS FOR NEGOTIATED AGREEMENTS REGARDLESS OF FUNDING SOURCE:
3. THE RECIPIENT WILL INSERT THE CLAUSES OF APPENDIX A AND E OF THIS ASSURANCE IN EVERY CONTRACT OR AGREEMENT SUBJECT TO THE ACTS AND THE REGULATIONS.

"THE *BURLINGTON-GRAHAM MPO*, IN ACCORDANCE WITH THE PROVISIONS OF TITLE VI OF THE CIVIL RIGHTS ACT OF 1964 (78 STAT. 252, 42 U.S.C. §§ 2000D TO 2000D-4) AND THE REGULATIONS, HEREBY NOTIFIES ALL BIDDERS THAT IT WILL AFFIRMATIVELY ENSURE THAT ANY CONTRACT ENTERED INTO PURSUANT TO THIS ADVERTISEMENT, DISADVANTAGED BUSINESS ENTERPRISES WILL BE AFFORDED FULL AND FAIR OPPORTUNITY TO SUBMIT BIDS IN RESPONSE TO THIS INVITATION AND WILL NOT BE DISCRIMINATED AGAINST ON THE GROUNDS OF RACE, COLOR, OR NATIONAL ORIGIN IN CONSIDERATION FOR AN AWARD."

BY SIGNING THIS ASSURANCE, THE *BURLINGTON-GRAHAM MPO* ALSO AGREES TO COMPLY (AND REQUIRE ANY SUB-RECIPIENTS, SUB-GRANTEES, CONTRACTORS, SUCCESSORS, TRANSFEREES, AND/OR ASSIGNEES TO COMPLY) WITH ALL APPLICABLE PROVISIONS GOVERNING THE **FHWA AND NCDOT** ACCESS TO RECORDS, ACCOUNTS, DOCUMENTS, INFORMATION, FACILITIES, AND STAFF AND ALSO COMPLY WITH ANY PROGRAM OR COMPLIANCE REVIEWS, AND/OR COMPLAINT INVESTIGATIONS CONDUCTED BY THE **FHWA AND NCDOT**. THE *BURLINGTON-GRAHAM MPO* WILL KEEP RECORDS, REPORTS, AND SUBMIT THE MATERIAL FOR REVIEW UPON REQUEST TO **FHWA AND NCDOT**, OR ITS DESIGNEE IN A TIMELY, COMPLETE, AND ACCURATE WAY. ADDITIONALLY, AND COMPLY WITH ALL OTHER REPORTING, DATA COLLECTION, AND EVALUATION REQUIREMENTS, AS PRESCRIBED BY LAW OR DETAILED IN PROGRAM GUIDANCE.

THE *BURLINGTON-GRAHAM MPO* GIVES THIS ASSURANCE IN CONSIDERATION OF AND FOR OBTAINING ANY FEDERAL GRANTS, LOANS, CONTRACTS, AGREEMENTS, PROPERTY, AND/OR DISCOUNTS, OR OTHER FEDERAL-AID AND FEDERAL FINANCIAL ASSISTANCE EXTENDED AFTER THE DATE HEREOF TO THE RECIPIENTS BY THE U.S. DEPARTMENT OF TRANSPORTATION UNDER THE **FEDERAL-AID HIGHWAY PROGRAM**. THIS ASSURANCE IS BINDING ON THE *BURLINGTON-GRAHAM MPO*, OTHER RECIPIENTS, SUB-RECIPIENTS, SUB-GRANTEES, CONTRACTORS, SUBCONTRACTORS AND THEIR SUBCONTRACTORS', TRANSFEREES, SUCCESSORS IN INTEREST, AND ANY OTHER PARTICIPANTS IN THE **FEDERAL-AID HIGHWAY PROGRAM**. THE PERSON(S) SIGNING BELOW IS AUTHORIZED TO SIGN THIS ASSURANCE ON BEHALF OF THE RECIPIENT.

BURLINGTON-GRAHAM MPO (BGMPO)

BY _____
BGMPO TAC CHAIR

DATED _____

BGMPO ADMINISTRATOR

DURING THE PERFORMANCE OF THIS CONTRACT, THE CONTRACTOR, FOR ITSELF, ITS ASSIGNEES AND SUCCESSORS IN INTEREST (HEREINAFTER REFERRED TO AS THE "CONTRACTOR") AGREES AS FOLLOWS:

(1) **COMPLIANCE WITH REGULATIONS:** THE CONTRACTOR SHALL COMPLY WITH THE REGULATIONS RELATIVE TO NONDISCRIMINATION IN FEDERALLY-ASSISTED PROGRAMS OF THE BURLINGTON GRAHAM MPO AND/OR THE DEPARTMENT OF TRANSPORTATION (HEREINAFTER, "DOT") TITLE 49, CODE OF FEDERAL REGULATIONS, PART 21, AS THEY MAY BE AMENDED FROM TIME TO TIME, (HEREINAFTER REFERRED TO AS THE REGULATIONS), WHICH ARE HEREIN INCORPORATED BY REFERENCE AND MADE A PART OF THIS CONTRACT.

(2) **NONDISCRIMINATION:** THE CONTRACTOR, WITH REGARD TO THE WORK PERFORMED BY IT DURING THE CONTRACT, SHALL NOT DISCRIMINATE ON THE GROUNDS OF RACE, AGE, SEX, COLOR, DISABILITY, OR NATIONAL ORIGIN IN THE SELECTION AND RETENTION OF SUBCONTRACTORS, INCLUDING PROCUREMENTS OF MATERIALS AND LEASES OF EQUIPMENT. THE CONTRACTOR SHALL NOT PARTICIPATE EITHER DIRECTLY OR INDIRECTLY IN THE DISCRIMINATION PROHIBITED BY SECTION 21.5 OF THE REGULATIONS, INCLUDING EMPLOYMENT PRACTICES WHEN THE CONTRACT COVERS A PROGRAM SET FORTH IN APPENDIX B OF THE REGULATIONS.

(3) **SOLICITATIONS FOR SUBCONTRACTORS, INCLUDING PROCUREMENTS OF MATERIALS AND EQUIPMENT:** IN ALL SOLICITATIONS EITHER BY COMPETITIVE BIDDING OR NEGOTIATION MADE BY THE CONTRACTOR FOR WORK TO BE PERFORMED UNDER A SUBCONTRACT, INCLUDING PROCUREMENTS OF MATERIALS OR LEASES OF EQUIPMENT, EACH POTENTIAL SUBCONTRACTOR OR SUPPLIER SHALL BE NOTIFIED BY THE CONTRACTOR OF THE CONTRACTOR'S OBLIGATIONS UNDER THIS CONTRACT AND THE REGULATIONS RELATIVE NONDISCRIMINATION ON GROUNDS OF RACE, COLOR, OR NATIONAL ORIGIN.

(4) **INFORMATION AND REPORTS:** THE CONTRACTOR SHALL PROVIDE ALL INFORMATION AND REPORTS REQUIRED BY THE REGULATIONS OR DIRECTIVES ISSUED PURSUANT THERETO, AND SHALL PERMIT ACCESS TO ITS BOOKS, RECORDS, ACCOUNTS, OTHER SOURCES OF INFORMATION, AND ITS FACILITIES AS MAY BE DETERMINED BY BURLINGTON GRAHAM MPO, THE NORTH CAROLINA DEPARTMENT OF TRANSPORTATION OR THE FEDERAL HIGHWAY ADMINISTRATION TO BE PERTINENT TO ASCERTAIN COMPLIANCE WITH SUCH REGULATIONS, ORDERS AND INSTRUCTIONS. WHERE ANY INFORMATION REQUIRED OF A CONTRACTOR IS IN THE EXCLUSIVE POSSESSION OF ANOTHER WHO FAILS OR REFUSES TO FURNISH THIS INFORMATION THE CONTRACTOR SHALL SO CERTIFY TO BURLINGTON GRAHAM MPO, THE NORTH CAROLINA DEPARTMENT OF TRANSPORTATION, OR THE FEDERAL HIGHWAY ADMINISTRATION AS APPROPRIATE, AND SHALL SET FORTH WHAT EFFORTS IT HAS MADE TO OBTAIN THE INFORMATION.

(5) **SANCTIONS FOR NONCOMPLIANCE:** IN THE EVENT OF THE CONTRACTOR'S NONCOMPLIANCE WITH THE NONDISCRIMINATION PROVISIONS OF THIS CONTRACT, THE BURLINGTON GRAHAM MPO AND/OR THE NORTH CAROLINA DEPARTMENT OF TRANSPORTATION SHALL IMPOSE SUCH CONTRACT SANCTIONS AS IT OR THE FEDERAL HIGHWAY ADMINISTRATION MAY DETERMINE TO BE APPROPRIATE, INCLUDING, BUT NOT LIMITED TO:

- (A) WITHHOLDING OF PAYMENTS TO THE CONTRACTOR UNDER THE CONTRACT UNTIL THE CONTRACTOR COMPLIES, AND/OR
- (B) CANCELLATION, TERMINATION OR SUSPENSION OF THE CONTRACT, IN WHOLE OR IN PART.

(6) INCORPORATION OF PROVISIONS: THE CONTRACTOR SHALL INCLUDE THE PROVISIONS OF PARAGRAPH (1) THROUGH (6) IN EVERY SUBCONTRACT, INCLUDING PROCUREMENTS OF MATERIALS AND LEASES OF EQUIPMENT, UNLESS EXEMPT BY THE REGULATIONS, OR DIRECTIVES ISSUED PURSUANT THERETO.

THE CONTRACTOR SHALL TAKE SUCH ACTION WITH RESPECT TO ANY SUBCONTRACT OR PROCUREMENT AS THE BURLINGTON GRAHAM MPO, NORTH CAROLINA DEPARTMENT OF TRANSPORTATION OR THE FEDERAL HIGHWAY ADMINISTRATION MAY DIRECT AS A MEANS OF ENFORCING SUCH PROVISIONS INCLUDING SANCTIONS FOR NON-COMPLIANCE: PROVIDED, HOWEVER, THAT, IN THE EVENT A CONTRACTOR BECOMES INVOLVED IN, OR IS THREATENED WITH, LITIGATION WITH A SUBCONTRACTOR OR SUPPLIER AS A RESULT OF SUCH DIRECTION, THE CONTRACTOR MAY REQUEST THE BURLINGTON GRAHAM MPO TO ENTER INTO SUCH LITIGATION TO PROTECT THE INTERESTS OF THE BURLINGTON GRAHAM MPO, AND, IN ADDITION, THE CONTRACTOR MAY REQUEST THE UNITED STATES TO ENTER INTO SUCH LITIGATION TO PROTECT THE INTERESTS OF THE UNITED STATES.

APPENDIX B

TAC and TCC Members and Responsibilities

Table 3 - BGMPO 2019 TAC Membership

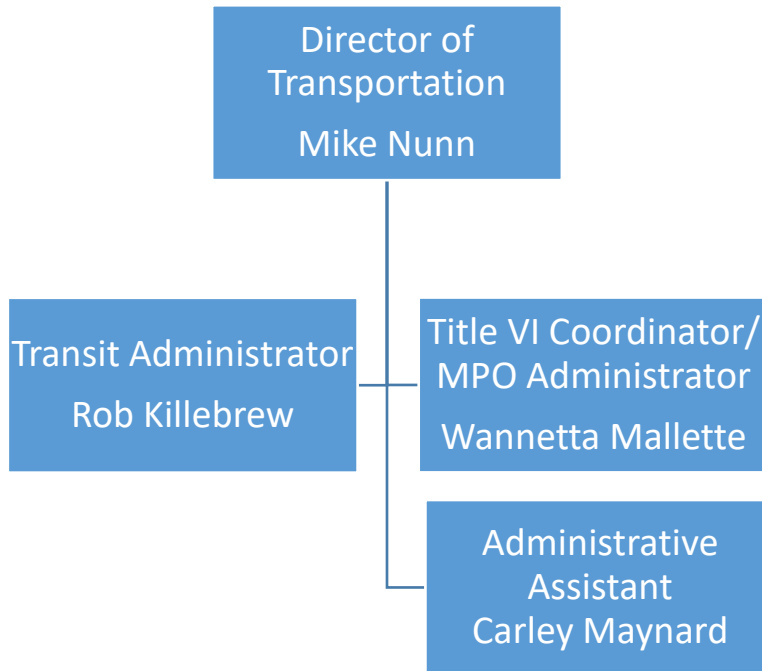
| | | |
|---|--|---|
| Mr. Lee Lovette - WM Haw River P. O. Box 582 Haw River, NC 27258 | Mr. Donald Tichy - WM Village of Alamance P. O. Box 220 Alamance, NC 27201 | Mr. Leonard Williams, Chairman – BM Town of Gibsonville 507 Cook Rd. Elon, NC 27244 |
| Mr. Earl McKee - WM Orange County Commissioner 5200 Kiger Road, Rougemont, NC 27572 | Ms. Carissa Graves - BF Town of Green Level 1262 Deer Run Trail Burlington, NC 27217 | Mr. Jim Butler - WM City of Burlington 520 Meadowood Drive Burlington, NC 27215 |
| Mr. Ed Hooks - WM City of Mebane 211 Cypress Pointe Mebane, NC 27302 | Ron Klepcyk - WM Town of Elon 1308 Princeton Drive Elon, NC 27244 | Michael S. Fox - WM 100 N. Greene Street Suite 600 Greensboro, NC 27401 |
| Mr. Eddie Boswell - WM Alamance Co. Commissioner 2412 Elon Ossipee Rd. Elon 27244 | Mr. Bob Ward - WM City of Burlington 2205 Woodridge Court Burlington, NC 27215 | Mr. Ken Jacobs – WM Town of Whitsett 558 NC Hwy 100 Whitsett NC 27377 |
| Mayor Jerry Peterman - WM City of Graham PO Drawer 357 Graham, NC 27253 | Mr. Alan Branson - WM Guilford County Commissioner 3731 Old Julian Road Julian, NC 27283 | Lee Kimrey – WM City of Graham 104 W Elm Street Graham, NC 27253 |
| Jamezetta Bedford - WF Orange County Commissioner 401 Knob St Chapel Hill, NC 27517 | John A. (Andy) Bailey - WM NCDOT Transportation Planning Division 1554 Mail Service Center Raleigh, NC 27699-1554 | Mr. Mike Mills, PE - WM NCDOT PO Box 14996 Greensboro, NC 27415 |
| Mr. Joseph Geigle, PE - WM FHWA 310 New Bern Avenue, Suite 410 Raleigh, NC 27601 | | |

Table 4 - 2019 BGMPO TCC Membership

| | | |
|---|---|---|
| <p>Nathan Page, Chair - WM City of Graham P. O. Drawer 357 Graham, NC 27253-0357</p> | <p>Frankie Maness - WM City of Graham P. O. Drawer 357 Graham, NC 27253</p> | <p>Mike Nunn –WM City of Burlington PO Box 1358 Burlington, NC 27215</p> |
| <p>Ben Baxley - WM Town of Gibsonville 129 W. Main St. Gibsonville, NC 27249</p> | <p>Ralph Gilliam - WM ACTA Representative 1946 C Martin St. Burlington, NC 27217</p> | <p>Chris Rollins - WM City of Mebane 106 E. Washington Mebane, NC 27302</p> |
| <p>Steven Robinson - WM NCDOT Division 7 PO Box 14996 Greensboro, NC 27415</p> | <p>Wannetta Mallette - BF BGMPO Administrator/ Title VI Coordinator PO Box 1358 Burlington, NC 27215</p> | <p>Daryl Vreeland – WM Burlington-Graham MPO Coordinator NCDOT TPD 1554 Mail Service Center Raleigh, NC 27699-1554</p> |
| <p>Guilford Co. Planning Dept. P. O. Box 3427 Greensboro, NC 27402</p> | <p>Mr. Mike Mills - WM NCDOT-Division of Highways P. O. Box 14996 Greensboro, NC 27415-4996</p> | <p>Scott Rhine - WM Piedmont Authority for Regional Transportation 107 Arrow Road Greensboro, NC 27409</p> |
| <p>Dan Daniele - WM Burlington-Alamance Regional Airport Authority 3441 N. Aviation Dr. Burlington, NC 27215</p> | <p>Ben York – WM Village of Alamance Town Hall PO BOX 96 Alamance, NC 27201</p> | <p>John A. (Andy) Bailey - WM Western Piedmont Planning Group Supervisor NCDOT Transportation Planning Division 1554 Mail Service Center Raleigh, NC 27699-1554</p> |
| <p>Joe Geigle - WM Federal Highway Administration 310 New Bern Ave., Suite 410 Raleigh, NC 27601</p> | <p>Montrena W. Hadley - BF City of Mebane 102 S. Fifth Street Mebane, NC 27302</p> | <p>Tonya Caddle. - WF Alamance Co Planning Dept. 124 W. Elm St. Graham, NC 27253</p> |
| <p>Sean Tencer - WM Town of Haw River 403 E Main St Haw River, NC 27258</p> | <p>Rob Killebrew – WM Link Transit 234 E. Summit Avenue Burlington, NC 27215</p> | <p>Brandon Parker - BM Town of Gibsonville 129 W. Main St. Gibsonville, NC 27249</p> |

APPENDIX C

BGMPO Organizational Chart



APPENDIX D

BGMPO Demographic Tables

Race and Ethnicity

The following table was completed using data from Census Table QT-P3, Race and Hispanic or Latino Origin: 2010:

Table 5 - Race and Ethnicity for BGMPO Metro Area

| Race and Ethnicity | Number | Percent |
|--|--------|---------|
| Total Population | 151131 | 100 |
| White | 107420 | 71.1 |
| Black or African American | 28369 | 18.8 |
| American Indian or Alaska Native | 1020 | 0.7 |
| Asian | 1837 | 1.2 |
| Native Hawaiian and Other Pacific Islander | 58 | 0.0 |
| Some other Race | 9291 | 6.1 |
| Two or More Races | 3136 | 2.1 |
| | | |
| HISPANIC OR LATINO (of any race) | 16639 | 11.0 |
| Mexican | 11664 | 7.7 |
| Puerto Rican | 861 | 0.6 |
| Cuban | 186 | 0.1 |
| Other Hispanic or Latino | 3928 | 2.6 |

Age and Sex

The following table was completed using data from Census Table QT-P1, Age Groups and Sex: 2010:

Table 6 - Age and Sex for BGMPO Metro Area

| Age | Number | | | Percent | | |
|-------------------|------------|--------|--------|------------|------|--------|
| | Both sexes | Male | Female | Both sexes | Male | Female |
| Total Population | 151,131 | 71,890 | 79,241 | 100% | 100% | 100% |
| Under 5 years | 9,524 | 4,846 | 4,678 | 6.3 | 6.7 | 5.9 |
| Under 18 years | 35,443 | 18,109 | 17,334 | 23.5 | 25.2 | 21.9 |
| 18 to 64 years | 93,607 | 44,687 | 48,920 | 61.9 | 62.2 | 61.7 |
| 65 years and over | 22,081 | 9,094 | 12,987 | 14.6 | 12.6 | 16.4 |
| Median Age | | | | | | |

Disability

The following table was completed using data from Census Table S1810, Disability Characteristics:

Table 7 - Disability Characteristics for BGMPPO Metro Area

| Subject | Total | | With a Disability | | Percent with a Disability | |
|--|---------------|---------------------|-------------------|---------------------|---------------------------|---------------------|
| | Estimate | Margin of Error +/- | Estimate | Margin of Error +/- | Estimate | Margin of Error +/- |
| Total civilian noninstitutionalized population | 153232 | +/-459 | 22520 | +/-1874 | 14.7% | +/-1.2 |
| Population under 5 years | 9020 | +/-236 | 297 | +/-296 | 3.3 | +/-3.3 |
| Population 5 to 17 years | 26157 | +/-329 | 1640 | +693 | 6.3% | +/-2.6 |
| Population 18 to 64 years | 94381 | +/-712 | 10838 | +/-1382 | 11.55 | +/-1.5 |
| Population 65 years and over | 23674 | +/-755 | 9745 | +/-1074 | 41.2% | +/-4.6 |
| SEX | | | | | | |
| Male | 73021 | +/-675 | 10167 | +/-1313 | 13.9% | +/-1.8 |
| Female | 80211 | +/-691 | 12353 | +/-1205 | 15.4% | +/-1.5 |
| RACE AND HISPANIC OR LATINO ORIGIN | | | | | | |
| White | 105641 | +/-2465 | 16579 | +/-1699 | 15.7% | +/-1.6 |
| Black or African American | 28842 | +/-1009 | 4963 | +/-874 | 12.2% | +/-3.1 |
| American Indian and Alaska Native | N | N | N | N | N | N |
| Asian | N | N | N | N | N | N |
| Native American and Other Pacific Islander | N | N | N | N | N | N |
| Some other Race | N | N | N | N | N | N |
| Two or more races | N | N | N | N | N | N |
| Hispanic or Latino (of any race) | 18275 | +/-7 | 770 | +/-516 | 4.2% | +/-2.8 |

Poverty

The following table was completed using data from Census Table S1701, Poverty Status in the Past 12 Months:

Table 8 - Poverty Status for BGMPPO Metro Area

| Subject | Total | | Below poverty level | | Percent below poverty level | |
|--|----------|---------------------|---------------------|---------------------|-----------------------------|---------------------|
| | Estimate | Margin of Error +/- | Estimate | Margin of Error +/- | Estimate | Margin of Error +/- |
| Population for whom poverty status is determined | 150206 | +/-777 | 31103 | +/-4266 | 20.7% | +/-2.8 |
| AGE | | | | | | |
| Under 18 | 34799 | +/-496 | 10333 | +/-2034 | 29.7% | +/-5.7 |
| 18 to 64 | 91733 | +/-802 | 17899 | +/-2584 | 19.5% | +/-5.7 |
| 65 years and over | 23674 | +/-755 | 2871 | +/-942 | 12.1% | +/-2.8 |
| SEX | | | | | | +/-3.8 |
| Male | 71713 | +/-765 | 14519 | +/-2663 | 20.2% | +/-3.7 |
| Female | 78493 | +/-778 | 16584 | +/-2473 | 21.1% | +/-3.1 |
| RACE AND HISPANIC OR LATINO ORIGIN | | | | | | |

| | | | | | | |
|--|--------|---------|-------|---------|-------|---------|
| White | 103225 | +/-2494 | 15097 | +/-3571 | 14.6% | +/-3.3 |
| Black or African American | 28730 | +/-1033 | 7790 | +/-1741 | 27.1% | +/-6.1 |
| American Indian and Alaska Native | N | N | N | N | N | N |
| Asian | N | N | N | N | N | N |
| Native American and Other Pacific Islander | N | N | N | N | N | N |
| Some other Race | 11656 | +/-2635 | 5836 | +/-2671 | 50.1% | +/-18.7 |
| Two or more races | 3083 | +/-1282 | 1472 | +/-983 | 47.7% | +/-22.8 |
| Hispanic or Latino | 17869 | +/-366 | 8403 | +/-2740 | 47.0% | +/-14.9 |
| RACE AND HISPANIC OR LATINO ORIGIN | | | | | | |
| All individuals below: | | | | | | |
| 50 percent of poverty level | 10517 | +/-3257 | (X) | (X) | (X) | (X) |
| 125 percent of poverty level | 36793 | +/-4373 | (X) | (X) | (X) | (X) |
| 150 percent of poverty level | 45594 | +/-4511 | (X) | (X) | (X) | (X) |
| 185 percent of poverty level | 55782 | +/-4511 | (X) | (X) | (X) | (X) |
| 200 percent of poverty level | 61257 | +/-4518 | (X) | (X) | (X) | (X) |

Household Income

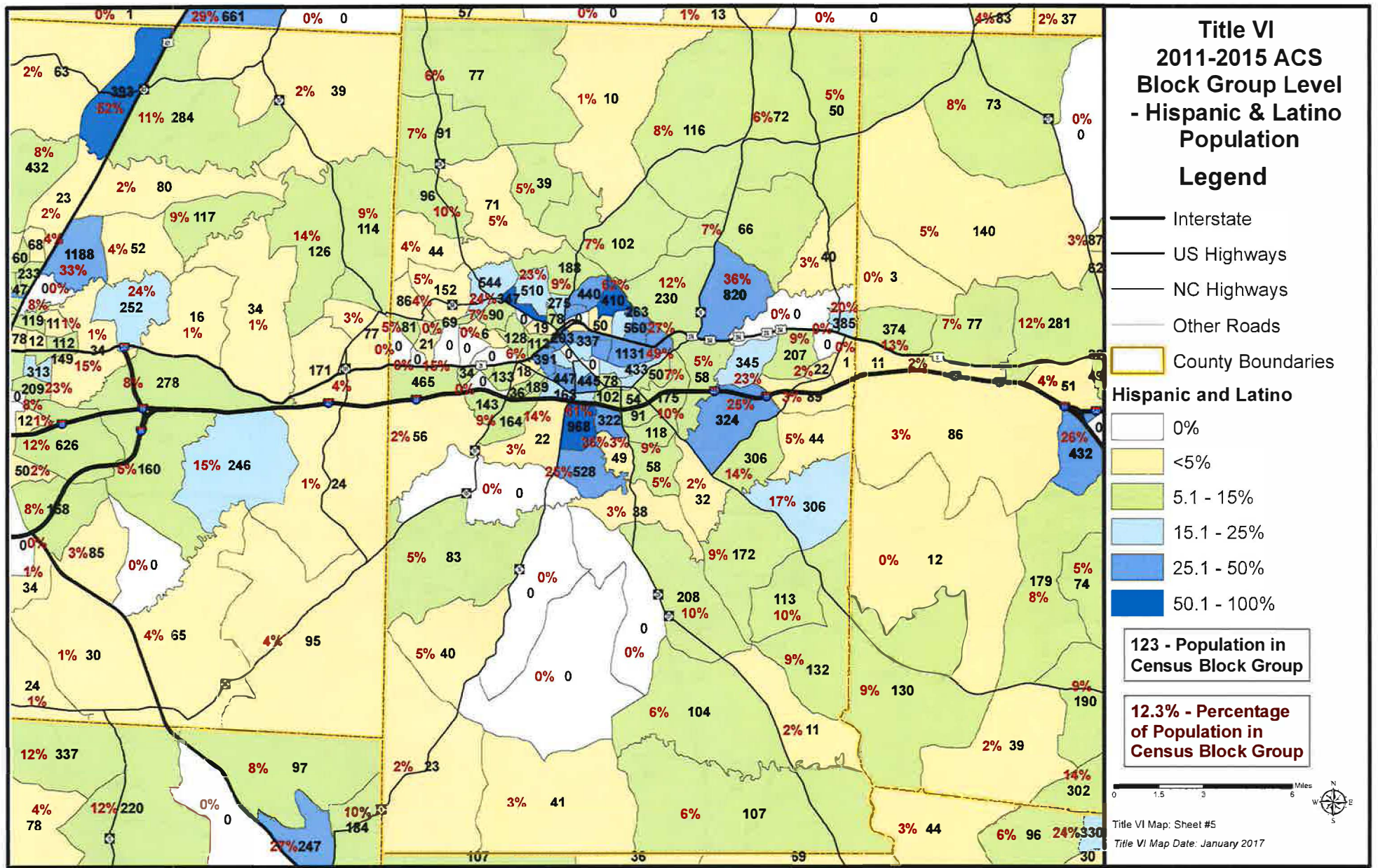
The following table was completed using data from Census Table S1901, Income in the Past 12 Months (In 2013 Inflation-Adjusted Dollars):

Table 9 - Household Income for BGMPO Metro Area

| Subject | Households | |
|-------------------------|------------|---------------------|
| | Estimate | Margin of Error +/- |
| Total | 59,200 | +/-1,593 |
| Less than \$10,000 | 7.3% | +/-1.8 |
| \$10,000 to \$14,999 | 6.7% | +/-1.6 |
| \$15,000 to \$24,999 | 18.1% | +/-2.5 |
| \$25,000 to \$34,999 | 11.3% | +/-2.2 |
| \$35,000 to \$49,999 | 14.4% | +/-2.3 |
| \$50,000 to \$74,999 | 18.0% | +/-2.4 |
| \$75,000 to \$99,999 | 11.8% | +/-2.1 |
| \$100,000 to \$149,999 | 8.7% | +/-1.7 |
| \$150,000 to \$199,999 | 2.3% | +/-0.8 |
| \$200,000 or more | 1.4% | +/-0.5 |
| Median income (dollars) | 42,512 | +/-2,279 |
| Mean income (dollars) | 55,539 | +/-2,982 |

APPENDIX E

Figure 1 - Demographic Maps (EJ)



**Title VI
2011-2015 ACS
Block Group Level
- Hispanic & Latino
Population
Legend**

- Interstate
- US Highways
- NC Highways
- Other Roads
- County Boundaries

Hispanic and Latino


- 0%
- <5%
- 5.1 - 15%
- 15.1 - 25%
- 25.1 - 50%
- 50.1 - 100%

**123 - Population in
Census Block Group**






**12.3% - Percentage
of Population in
Census Block Group**



Title VI 2011-2015 ACS Block Group Level - Limited English Proficiency: Spanish Legend

-  Interstate
-  US Highways
-  NC Highways
-  Other Roads
-  County Boundaries

LEP Spanish

-  0%
-  <5%
-  5.1 - 15%
-  15.1 - 25%
-  >25.1%

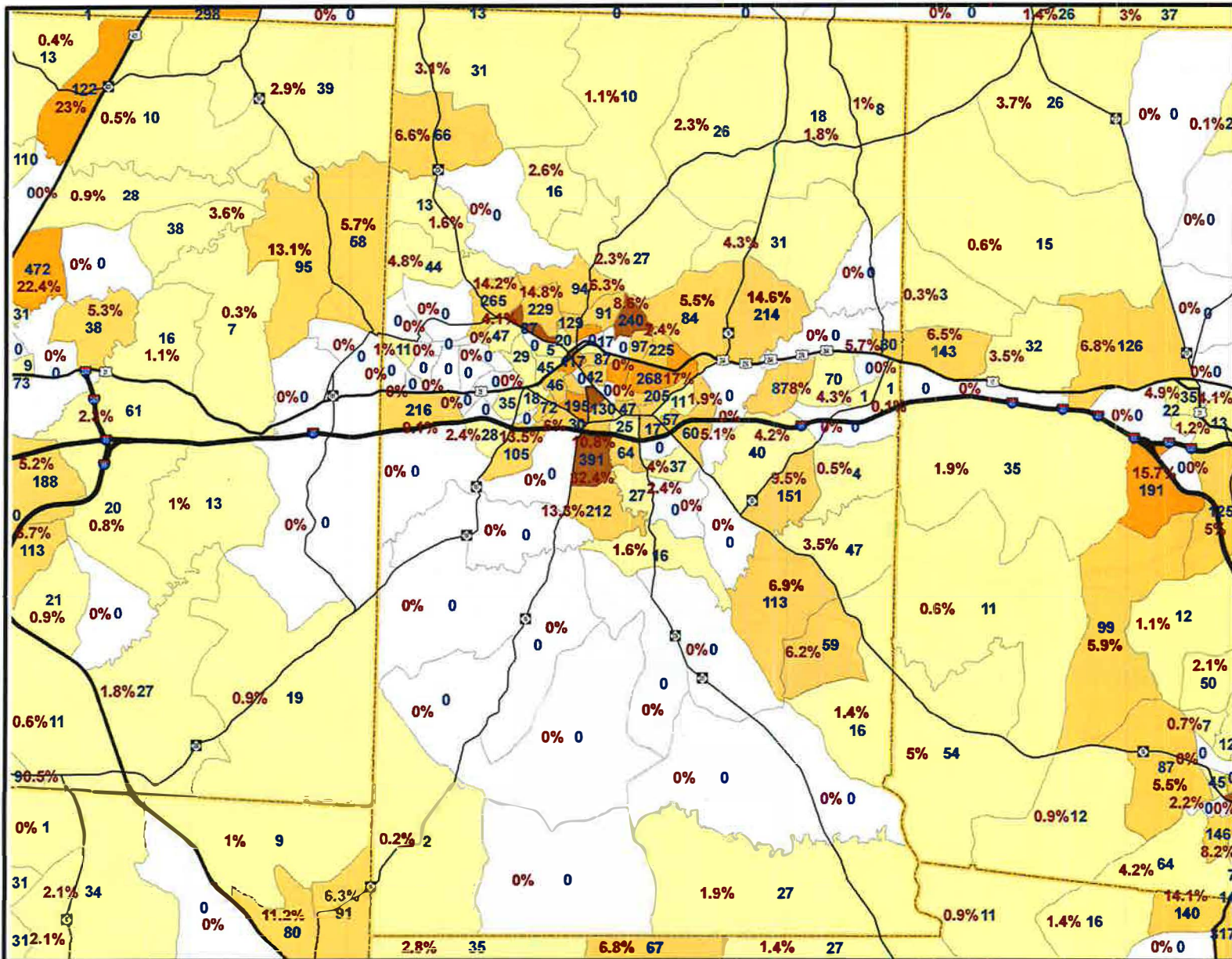
**123 - Population in
Census Block Group**

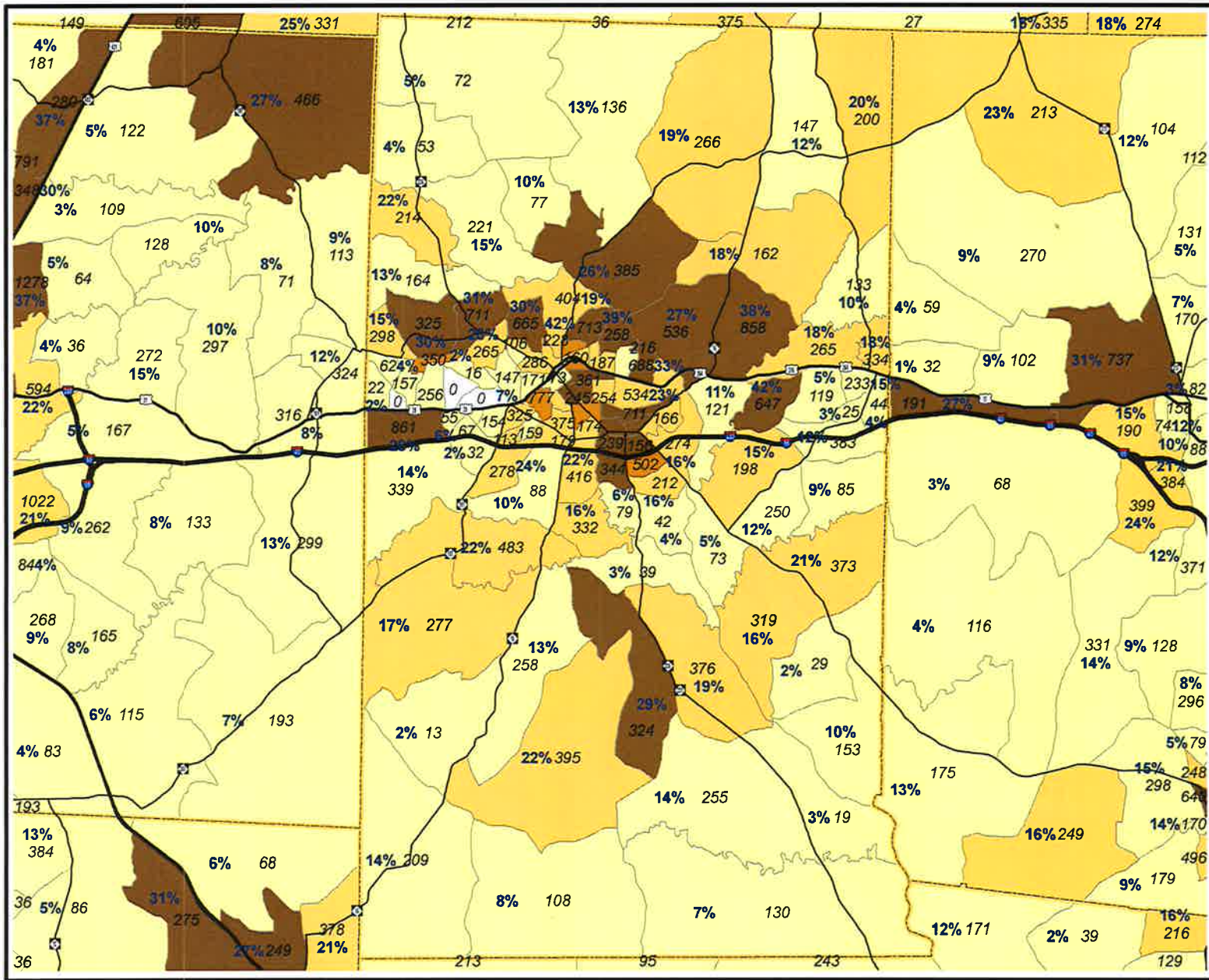
**12.3% - Percentage
of Population in
Census Block Group**



Title VI Map: Sheet #6

Title VI Map Date: January 2017





Title VI 2011-2015 ACS Block Group Level - Poverty Legend

- College and University
- Schools
- Hospitals
- Churches & Cemetery
- ★ Airports
- Interstate
- US Highways
- NC Highways
- Other Roads
- County Boundaries

- Poverty**
- 0%
 - <15%
 - 15.1 - 25%
 - 25.1 - 50%
 - 50.1 - 75%
 - >75.1%

**123 - Population in
Census Block Group**

**12.3% - Percentage
of Population in
Census Block Group**



Title VI Map: Sheet #2
Title VI Map Date: January 2017



S1701

POVERTY STATUS IN THE PAST 12 MONTHS

2013 American Community Survey 1-Year Estimates

Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Data and Documentation section.

Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.

Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population for the nation, states, counties, cities and towns and estimates of housing units for states and counties.

| Subject | Burlington, NC Metro Area | | | | |
|--|---------------------------|-----------------|---------------------|-----------------|-----------------------------|
| | Total | | Below poverty level | | Percent below poverty level |
| | Estimate | Margin of Error | Estimate | Margin of Error | Estimate |
| Population for whom poverty status is determined | 150,206 | +/-777 | 31,103 | +/-4,266 | 20.7% |
| AGE | | | | | |
| Under 18 years | 34,799 | +/-496 | 10,333 | +/-2,034 | 29.7% |
| Related children under 18 years | 34,685 | +/-558 | 10,219 | +/-2,038 | 29.5% |
| 18 to 64 years | 91,733 | +/-802 | 17,899 | +/-2,584 | 19.5% |
| 65 years and over | 23,674 | +/-755 | 2,871 | +/-942 | 12.1% |
| SEX | | | | | |
| Male | 71,713 | +/-765 | 14,519 | +/-2,663 | 20.2% |
| Female | 78,493 | +/-778 | 16,584 | +/-2,473 | 21.1% |
| RACE AND HISPANIC OR LATINO ORIGIN | | | | | |
| One race | N | N | N | N | N |
| White | 103,225 | +/-2,494 | 15,097 | +/-3,571 | 14.6% |
| Black or African American | 28,730 | +/-1,033 | 7,790 | +/-1,741 | 27.1% |
| American Indian and Alaska Native | N | N | N | N | N |
| Asian | N | N | N | N | N |
| Native Hawaiian and Other Pacific Islander | N | N | N | N | N |
| Some other race | 11,656 | +/-2,635 | 5,836 | +/-2,671 | 50.1% |
| Two or more races | 3,083 | +/-1,282 | 1,472 | +/-983 | 47.7% |
| Hispanic or Latino origin (of any race) | 17,869 | +/-366 | 8,403 | +/-2,740 | 47.0% |
| White alone, not Hispanic or Latino | 98,949 | +/-641 | 13,370 | +/-2,541 | 13.5% |
| EDUCATIONAL ATTAINMENT | | | | | |
| Population 25 years and over | 102,382 | +/-809 | 16,008 | +/-2,190 | 15.6% |
| Less than high school graduate | 14,895 | +/-1,904 | 5,178 | +/-1,323 | 34.8% |
| High school graduate (includes equivalency) | 31,930 | +/-2,571 | 5,575 | +/-1,247 | 17.5% |
| Some college, associate's degree | 32,902 | +/-2,341 | 4,185 | +/-1,147 | 12.7% |
| Bachelor's degree or higher | 22,655 | +/-2,157 | 1,070 | +/-461 | 4.7% |
| EMPLOYMENT STATUS | | | | | |
| Civilian labor force 16 years and over | 73,992 | +/-2,660 | 9,778 | +/-1,803 | 13.2% |

| Subject | Burlington, NC Metro Area | | | | |
|--|---------------------------|-----------------|---------------------|-----------------|-----------------------------|
| | Total | | Below poverty level | | Percent below poverty level |
| | Estimate | Margin of Error | Estimate | Margin of Error | Estimate |
| Employed | 68,855 | +/-2,581 | 7,883 | +/-1,679 | 11.4% |
| Male | 34,079 | +/-1,646 | 3,833 | +/-1,024 | 11.2% |
| Female | 34,776 | +/-1,945 | 4,050 | +/-1,071 | 11.6% |
| Unemployed | 5,137 | +/-992 | 1,895 | +/-688 | 36.9% |
| Male | 2,981 | +/-890 | 1,055 | +/-508 | 35.4% |
| Female | 2,156 | +/-627 | 840 | +/-436 | 39.0% |
| WORK EXPERIENCE | | | | | |
| Population 16 years and over | 119,845 | +/-901 | 21,634 | +/-2,933 | 18.1% |
| Worked full-time, year-round in the past 12 months | 48,327 | +/-2,958 | 2,606 | +/-922 | 5.4% |
| Worked part-time or part-year in the past 12 months | 27,093 | +/-2,436 | 7,178 | +/-1,824 | 26.5% |
| Did not work | 44,425 | +/-2,626 | 11,850 | +/-2,034 | 26.7% |
| All individuals below: | | | | | |
| 50 percent of poverty level | 10,517 | +/-3,257 | (X) | (X) | (X) |
| 125 percent of poverty level | 36,793 | +/-4,373 | (X) | (X) | (X) |
| 150 percent of poverty level | 45,594 | +/-4,511 | (X) | (X) | (X) |
| 185 percent of poverty level | 55,782 | +/-4,563 | (X) | (X) | (X) |
| 200 percent of poverty level | 61,257 | +/-4,518 | (X) | (X) | (X) |
| Unrelated individuals for whom poverty status is determined | 25,577 | +/-2,427 | 7,875 | +/-1,801 | 30.8% |
| Male | 11,798 | +/-1,803 | 4,491 | +/-1,515 | 38.1% |
| Female | 13,779 | +/-1,530 | 3,384 | +/-1,004 | 24.6% |
| Mean income deficit for unrelated individuals (dollars) | 6,342 | +/-983 | (X) | (X) | (X) |
| Worked full-time, year-round in the past 12 months | 9,863 | +/-1,777 | 824 | +/-572 | 8.4% |
| Worked less than full-time, year-round in the past 12 months | 4,598 | +/-1,307 | 2,310 | +/-958 | 50.2% |
| Did not work | 11,116 | +/-1,466 | 4,741 | +/-1,303 | 42.7% |
| PERCENT IMPUTED | | | | | |
| Poverty status for individuals | 31.2% | (X) | (X) | (X) | (X) |

| Subject | Burlington, NC |
|---|-----------------------------|
| | Metro Area |
| | Percent below poverty level |
| | Margin of Error |
| Population for whom poverty status is determined | +/-2.8 |
| AGE | |
| Under 18 years | +/-5.7 |
| Related children under 18 years | +/-5.7 |
| 18 to 64 years | +/-2.8 |
| 65 years and over | +/-3.8 |
| SEX | |
| Male | +/-3.7 |
| Female | +/-3.1 |
| RACE AND HISPANIC OR LATINO ORIGIN | |
| One race | N |
| White | +/-3.3 |
| Black or African American | +/-6.1 |
| American Indian and Alaska Native | N |
| Asian | N |
| Native Hawaiian and Other Pacific Islander | N |
| Some other race | +/-18.7 |
| Two or more races | +/-22.8 |
| Hispanic or Latino origin (of any race) | +/-14.9 |
| White alone, not Hispanic or Latino | +/-2.6 |
| EDUCATIONAL ATTAINMENT | |
| Population 25 years and over | +/-2.2 |
| Less than high school graduate | +/-7.9 |
| High school graduate (includes equivalency) | +/-3.8 |
| Some college, associate's degree | +/-3.5 |
| Bachelor's degree or higher | +/-2.0 |
| EMPLOYMENT STATUS | |
| Civilian labor force 16 years and over | +/-2.4 |
| Employed | +/-2.5 |
| Male | +/-3.0 |
| Female | +/-3.1 |
| Unemployed | +/-11.3 |
| Male | +/-14.5 |
| Female | +/-15.9 |
| WORK EXPERIENCE | |
| Population 16 years and over | +/-2.4 |
| Worked full-time, year-round in the past 12 months | +/-1.9 |
| Worked part-time or part-year in the past 12 months | +/-5.9 |
| Did not work | +/-3.8 |
| All Individuals below: | |
| 50 percent of poverty level | (X) |
| 125 percent of poverty level | (X) |
| 150 percent of poverty level | (X) |
| 185 percent of poverty level | (X) |
| 200 percent of poverty level | (X) |
| Unrelated individuals for whom poverty status is determined | +/-5.7 |
| Male | +/-9.5 |
| Female | +/-6.2 |

| Subject | Burlington, NC |
|--|--|
| | Metro Area |
| | Percent below poverty level Margin of Error |
| Mean income deficit for unrelated individuals (dollars) | (X) |
| Worked full-time, year-round in the past 12 months | +/-5.5 |
| Worked less than full-time, year-round in the past 12 months | +/-13.2 |
| Did not work | +/-8.4 |
| PERCENT IMPUTED | |
| Poverty status for individuals | (X) |

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see Accuracy of the Data). The effect of nonsampling error is not represented in these tables.

In data year 2013, there were a series of changes to data collection operations that could have affected some estimates. These changes include the addition of Internet as a mode of data collection, the end of the content portion of Failed Edit Follow-Up interviewing, and the loss of one monthly panel due to the Federal Government shut down in October 2013. For more information, see: User Notes

While the 2013 American Community Survey (ACS) data generally reflect the February 2013 Office of Management and Budget (OMB) definitions of metropolitan and micropolitan statistical areas; in certain instances the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB definitions due to differences in the effective dates of the geographic entities.

Estimates of urban and rural population, housing units, and characteristics reflect boundaries of urban areas defined based on Census 2010 data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.

Source: U.S. Census Bureau, 2013 American Community Survey

Explanation of Symbols:

1. An '***' entry in the margin of error column indicates that either no sample observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical test is not appropriate.
2. An '-' entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution.
3. An '-' following a median estimate means the median falls in the lowest interval of an open-ended distribution.
4. An '+' following a median estimate means the median falls in the upper interval of an open-ended distribution.
5. An '****' entry in the margin of error column indicates that the median falls in the lowest interval or upper interval of an open-ended distribution. A statistical test is not appropriate.
6. An '*****' entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.
7. An 'N' entry in the estimate and margin of error columns indicates that data for this geographic area cannot be displayed because the number of sample cases is too small.
8. An '(X)' means that the estimate is not applicable or not available.



S1810

DISABILITY CHARACTERISTICS

2013 American Community Survey 1-Year Estimates

Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Data and Documentation section.

Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.

Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population for the nation, states, counties, cities and towns and estimates of housing units for states and counties.

| Subject | Burlington, NC Metro Area | | | | |
|--|---------------------------|-----------------|-------------------|-----------------|---------------------------------------|
| | Total | | With a disability | | Percent with a disability Estimate |
| | Estimate | Margin of Error | Estimate | Margin of Error | |
| Total civilian noninstitutionalized population | 153,232 | +/-459 | 22,520 | +/-1,874 | 14.7% |
| Population under 5 years | 9,020 | +/-236 | 297 | +/-296 | 3.3% |
| With a hearing difficulty | (X) | (X) | 56 | +/-90 | 0.6% |
| With a vision difficulty | (X) | (X) | 241 | +/-290 | 2.7% |
| Population 5 to 17 years | 26,157 | +/-329 | 1,640 | +/-693 | 6.3% |
| With a hearing difficulty | (X) | (X) | 273 | +/-261 | 1.0% |
| With a vision difficulty | (X) | (X) | 265 | +/-186 | 1.0% |
| With a cognitive difficulty | (X) | (X) | 1,185 | +/-490 | 4.5% |
| With an ambulatory difficulty | (X) | (X) | 81 | +/-100 | 0.3% |
| With a self-care difficulty | (X) | (X) | 189 | +/-190 | 0.7% |
| Population 18 to 64 years | 94,381 | +/-712 | 10,838 | +/-1,382 | 11.5% |
| With a hearing difficulty | (X) | (X) | 2,803 | +/-862 | 3.0% |
| With a vision difficulty | (X) | (X) | 2,844 | +/-841 | 3.0% |
| With a cognitive difficulty | (X) | (X) | 4,673 | +/-1,022 | 5.0% |
| With an ambulatory difficulty | (X) | (X) | 5,967 | +/-1,270 | 6.3% |
| With a self-care difficulty | (X) | (X) | 1,209 | +/-384 | 1.3% |
| With an independent living difficulty | (X) | (X) | 3,002 | +/-829 | 3.2% |
| Population 65 years and over | 23,674 | +/-755 | 9,745 | +/-1,074 | 41.2% |
| With a hearing difficulty | (X) | (X) | 4,405 | +/-869 | 18.6% |
| With a vision difficulty | (X) | (X) | 2,203 | +/-642 | 9.3% |
| With a cognitive difficulty | (X) | (X) | 1,956 | +/-546 | 8.3% |
| With an ambulatory difficulty | (X) | (X) | 5,587 | +/-949 | 23.6% |
| With a self-care difficulty | (X) | (X) | 1,748 | +/-543 | 7.4% |
| With an independent living difficulty | (X) | (X) | 4,149 | +/-659 | 17.5% |
| SEX | | | | | |
| Male | 73,021 | +/-675 | 10,167 | +/-1,313 | 13.9% |
| Female | 80,211 | +/-691 | 12,353 | +/-1,205 | 15.4% |

| Subject | Burlington, NC Metro Area | | | | |
|--|---------------------------|-----------------|-------------------|-----------------|---------------------------|
| | Total | | With a disability | | Percent with a disability |
| | Estimate | Margin of Error | Estimate | Margin of Error | Estimate |
| RACE AND HISPANIC OR LATINO ORIGIN | | | | | |
| One Race | N | N | N | N | N |
| White alone | 105,641 | +/-2,465 | 16,579 | +/-1,699 | 15.7% |
| Black or African American alone | 28,842 | +/-1,009 | 4,963 | +/-874 | 17.2% |
| American Indian and Alaska Native alone | N | N | N | N | N |
| Asian alone | N | N | N | N | N |
| Native Hawaiian and Other Pacific Islander alone | N | N | N | N | N |
| Some other race alone | N | N | N | N | N |
| Two or more races | N | N | N | N | N |
| White alone, not Hispanic or Latino | 101,195 | +/-426 | 16,354 | +/-1,735 | 16.2% |
| Hispanic or Latino (of any race) | 18,275 | +/-7 | 770 | +/-516 | 4.2% |
| PERCENT IMPUTED | | | | | |
| Disability status | 12.3% | (X) | (X) | (X) | (X) |
| Hearing difficulty | 9.5% | (X) | (X) | (X) | (X) |
| Vision difficulty | 9.4% | (X) | (X) | (X) | (X) |
| Cognitive difficulty | 10.5% | (X) | (X) | (X) | (X) |
| Ambulatory difficulty | 10.7% | (X) | (X) | (X) | (X) |
| Self-care difficulty | 11.0% | (X) | (X) | (X) | (X) |
| Independent living difficulty | 10.8% | (X) | (X) | (X) | (X) |

| Subject | Burlington, NC |
|--|---------------------------|
| | Metro Area |
| | Percent with a disability |
| | Margin of Error |
| Total civilian noninstitutionalized population | +/-1.2 |
| Population under 5 years | +/-3.3 |
| With a hearing difficulty | +/-1.0 |
| With a vision difficulty | +/-3.2 |
| Population 5 to 17 years | +/-2.6 |
| With a hearing difficulty | +/-1.0 |
| With a vision difficulty | +/-0.7 |
| With a cognitive difficulty | +/-1.9 |
| With an ambulatory difficulty | +/-0.4 |
| With a self-care difficulty | +/-0.7 |
| Population 18 to 64 years | +/-1.5 |
| With a hearing difficulty | +/-0.9 |
| With a vision difficulty | +/-0.9 |
| With a cognitive difficulty | +/-1.1 |
| With an ambulatory difficulty | +/-1.3 |
| With a self-care difficulty | +/-0.4 |
| With an independent living difficulty | +/-0.9 |
| Population 65 years and over | +/-4.6 |
| With a hearing difficulty | +/-3.7 |
| With a vision difficulty | +/-2.7 |
| With a cognitive difficulty | +/-2.3 |
| With an ambulatory difficulty | +/-4.1 |
| With a self-care difficulty | +/-2.3 |
| With an independent living difficulty | +/-2.8 |
| SEX | |
| Male | +/-1.8 |
| Female | +/-1.5 |
| RACE AND HISPANIC OR LATINO ORIGIN | |
| One Race | N |
| White alone | +/-1.6 |
| Black or African American alone | +/-3.1 |
| American Indian and Alaska Native alone | N |
| Asian alone | N |
| Native Hawaiian and Other Pacific Islander alone | N |
| Some other race alone | N |
| Two or more races | N |
| White alone, not Hispanic or Latino | +/-1.7 |
| Hispanic or Latino (of any race) | +/-2.8 |
| PERCENT IMPUTED | |
| Disability status | (X) |
| Hearing difficulty | (X) |
| Vision difficulty | (X) |
| Cognitive difficulty | (X) |
| Ambulatory difficulty | (X) |
| Self-care difficulty | (X) |
| Independent living difficulty | (X) |

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see Accuracy of the Data). The effect of nonsampling error is not represented in these tables.

In data year 2013, there were a series of changes to data collection operations that could have affected some estimates. These changes include the addition of Internet as a mode of data collection, the end of the content portion of Failed Edit Follow-Up interviewing, and the loss of one monthly panel due to the Federal Government shut down in October 2013. For more information, see: User Notes

The Census Bureau introduced a new set of disability questions in the 2008 ACS questionnaire. Accordingly, comparisons of disability data from 2008 or later with data from prior years are not recommended. For more information on these questions and their evaluation in the 2006 ACS Content Test, see the Evaluation Report Covering Disability.

While the 2013 American Community Survey (ACS) data generally reflect the February 2013 Office of Management and Budget (OMB) definitions of metropolitan and micropolitan statistical areas; in certain instances the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB definitions due to differences in the effective dates of the geographic entities.

Estimates of urban and rural population, housing units, and characteristics reflect boundaries of urban areas defined based on Census 2010 data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.

Source: U.S. Census Bureau, 2013 American Community Survey

Explanation of Symbols:

1. An '***' entry in the margin of error column indicates that either no sample observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical test is not appropriate.
2. An '-' entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution.
3. An '-' following a median estimate means the median falls in the lowest interval of an open-ended distribution.
4. An '+' following a median estimate means the median falls in the upper interval of an open-ended distribution.
5. An '****' entry in the margin of error column indicates that the median falls in the lowest interval or upper interval of an open-ended distribution. A statistical test is not appropriate.
6. An '*****' entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.
7. An 'N' entry in the estimate and margin of error columns indicates that data for this geographic area cannot be displayed because the number of sample cases is too small.
8. An '(X)' means that the estimate is not applicable or not available.



S1901

INCOME IN THE PAST 12 MONTHS (IN 2013 INFLATION-ADJUSTED DOLLARS)

2013 American Community Survey 1-Year Estimates

Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Data and Documentation section.

Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.

Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population for the nation, states, counties, cities and towns and estimates of housing units for states and counties.

| Subject | Burlington, NC Metro Area | | | | |
|--|---------------------------|-----------------|----------|-----------------|-------------------------|
| | Households | | Families | | Married-couple families |
| | Estimate | Margin of Error | Estimate | Margin of Error | Estimate |
| Total | 59,200 | +/-1,593 | 40,452 | +/-1,850 | 28,198 |
| Less than \$10,000 | 7.3% | +/-1.8 | 4.5% | +/-1.5 | 0.9% |
| \$10,000 to \$14,999 | 6.7% | +/-1.6 | 4.5% | +/-1.6 | 2.9% |
| \$15,000 to \$24,999 | 18.1% | +/-2.5 | 14.2% | +/-3.1 | 10.2% |
| \$25,000 to \$34,999 | 11.3% | +/-2.2 | 10.3% | +/-2.7 | 8.6% |
| \$35,000 to \$49,999 | 14.4% | +/-2.3 | 14.2% | +/-2.9 | 14.2% |
| \$50,000 to \$74,999 | 18.0% | +/-2.4 | 21.7% | +/-3.1 | 23.5% |
| \$75,000 to \$99,999 | 11.8% | +/-2.1 | 14.7% | +/-2.6 | 18.1% |
| \$100,000 to \$149,999 | 8.7% | +/-1.7 | 11.2% | +/-2.3 | 15.5% |
| \$150,000 to \$199,999 | 2.3% | +/-0.8 | 2.9% | +/-0.9 | 3.9% |
| \$200,000 or more | 1.4% | +/-0.5 | 1.8% | +/-0.7 | 2.2% |
| Median income (dollars) | 42,512 | +/-2,279 | 51,779 | +/-3,804 | 64,558 |
| Mean income (dollars) | 55,539 | +/-2,982 | 63,837 | +/-3,107 | N |
| PERCENT IMPUTED | | | | | |
| Household income in the past 12 months | 31.0% | (X) | (X) | (X) | (X) |
| Family income in the past 12 months | (X) | (X) | 29.4% | (X) | (X) |
| Nonfamily income in the past 12 months | (X) | (X) | (X) | (X) | (X) |

| Subject | Burlington, NC Metro Area | | |
|--|---------------------------|----------------------|-----------------|
| | Married-couple families | Nonfamily households | |
| | Margin of Error | Estimate | Margin of Error |
| Total | +/-2,014 | 18,748 | +/-1,534 |
| Less than \$10,000 | +/-0.7 | 15.5% | +/-4.3 |
| \$10,000 to \$14,999 | +/-1.5 | 12.3% | +/-3.6 |
| \$15,000 to \$24,999 | +/-3.0 | 26.6% | +/-4.3 |
| \$25,000 to \$34,999 | +/-2.5 | 15.6% | +/-4.0 |
| \$35,000 to \$49,999 | +/-3.2 | 12.8% | +/-3.8 |
| \$50,000 to \$74,999 | +/-3.9 | 8.9% | +/-3.2 |
| \$75,000 to \$99,999 | +/-3.5 | 3.4% | +/-2.1 |
| \$100,000 to \$149,999 | +/-3.2 | 3.4% | +/-1.8 |
| \$150,000 to \$199,999 | +/-1.2 | 0.9% | +/-1.5 |
| \$200,000 or more | +/-1.0 | 0.5% | +/-0.5 |
| Median income (dollars) | +/-3,203 | 22,976 | +/-2,196 |
| Mean income (dollars) | N | 34,889 | +/-5,766 |
| PERCENT IMPUTED | | | |
| Household income in the past 12 months | (X) | (X) | (X) |
| Family income in the past 12 months | (X) | (X) | (X) |
| Nonfamily income in the past 12 months | (X) | 33.8% | (X) |

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see Accuracy of the Data). The effect of nonsampling error is not represented in these tables.

In data year 2013, there were a series of changes to data collection operations that could have affected some estimates. These changes include the addition of Internet as a mode of data collection, the end of the content portion of Failed Edit Follow-Up interviewing, and the loss of one monthly panel due to the Federal Government shut down in October 2013. For more information, see: User Notes

While the 2013 American Community Survey (ACS) data generally reflect the February 2013 Office of Management and Budget (OMB) definitions of metropolitan and micropolitan statistical areas; in certain instances the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB definitions due to differences in the effective dates of the geographic entities.

Estimates of urban and rural population, housing units, and characteristics reflect boundaries of urban areas defined based on Census 2010 data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.

Source: U.S. Census Bureau, 2013 American Community Survey

Explanation of Symbols:

1. An '***' entry in the margin of error column indicates that either no sample observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical test is not appropriate.
2. An '-' entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution.
3. An '-' following a median estimate means the median falls in the lowest interval of an open-ended distribution.
4. An '+' following a median estimate means the median falls in the upper interval of an open-ended distribution.
5. An '****' entry in the margin of error column indicates that the median falls in the lowest interval or upper interval of an open-ended distribution. A statistical test is not appropriate.
6. An '*****' entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.
7. An 'N' entry in the estimate and margin of error columns indicates that data for this geographic area cannot be displayed because the number of sample cases is too small.
8. An '(X)' means that the estimate is not applicable or not available.



B16001

LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER

Universe: Population 5 years and over

2011-2015 American Community Survey 5-Year Estimates

Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Data and Documentation section.

Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.

Tell us what you think. Provide feedback to help make American Community Survey data more useful for you.

Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population for the nation, states, counties, cities and towns and estimates of housing units for states and counties.

| | Burlington, NC Metro Area; North Carolina | |
|-------------------------------------|---|-----------------|
| | Estimate | Margin of Error |
| Total: | 146,029 | +/-50 |
| Speak only English | 127,874 | +/-753 |
| Spanish or Spanish Creole: | 14,694 | +/-551 |
| Speak English "very well" | 7,728 | +/-636 |
| Speak English less than "very well" | 6,966 | +/-573 |
| French (incl. Patois, Cajun): | 339 | +/-166 |
| Speak English "very well" | 330 | +/-167 |
| Speak English less than "very well" | 9 | +/-15 |
| French Creole: | 19 | +/-27 |
| Speak English "very well" | 3 | +/-6 |
| Speak English less than "very well" | 16 | +/-26 |
| Italian: | 101 | +/-80 |
| Speak English "very well" | 64 | +/-52 |
| Speak English less than "very well" | 37 | +/-38 |
| Portuguese or Portuguese Creole: | 100 | +/-99 |
| Speak English "very well" | 94 | +/-95 |
| Speak English less than "very well" | 6 | +/-12 |
| German: | 344 | +/-126 |
| Speak English "very well" | 261 | +/-118 |
| Speak English less than "very well" | 83 | +/-53 |
| Yiddish: | 0 | +/-28 |
| Speak English "very well" | 0 | +/-28 |
| Speak English less than "very well" | 0 | +/-28 |
| Other West Germanic languages: | 75 | +/-57 |
| Speak English "very well" | 75 | +/-57 |
| Speak English less than "very well" | 0 | +/-28 |
| Scandinavian languages: | 67 | +/-64 |
| Speak English "very well" | 55 | +/-60 |
| Speak English less than "very well" | 12 | +/-15 |
| Greek: | 188 | +/-169 |
| Speak English "very well" | 168 | +/-169 |

| | Burlington, NC Metro Area; North Carolina | |
|-------------------------------------|---|-----------------|
| | Estimate | Margin of Error |
| Speak English less than "very well" | 20 | +/-31 |
| Russian: | 80 | +/-68 |
| Speak English "very well" | 37 | +/-33 |
| Speak English less than "very well" | 43 | +/-44 |
| Polish: | 12 | +/-22 |
| Speak English "very well" | 12 | +/-22 |
| Speak English less than "very well" | 0 | +/-28 |
| Serbo-Croatian: | 51 | +/-68 |
| Speak English "very well" | 51 | +/-68 |
| Speak English less than "very well" | 0 | +/-28 |
| Other Slavic languages: | 0 | +/-28 |
| Speak English "very well" | 0 | +/-28 |
| Speak English less than "very well" | 0 | +/-28 |
| Armenian: | 0 | +/-28 |
| Speak English "very well" | 0 | +/-28 |
| Speak English less than "very well" | 0 | +/-28 |
| Persian: | 83 | +/-111 |
| Speak English "very well" | 29 | +/-32 |
| Speak English less than "very well" | 54 | +/-84 |
| Gujarati: | 68 | +/-109 |
| Speak English "very well" | 28 | +/-46 |
| Speak English less than "very well" | 40 | +/-63 |
| Hindi: | 159 | +/-151 |
| Speak English "very well" | 129 | +/-141 |
| Speak English less than "very well" | 30 | +/-38 |
| Urdu: | 142 | +/-211 |
| Speak English "very well" | 142 | +/-211 |
| Speak English less than "very well" | 0 | +/-28 |
| Other Indic languages: | 29 | +/-44 |
| Speak English "very well" | 23 | +/-41 |
| Speak English less than "very well" | 6 | +/-13 |
| Other Indo-European languages: | 0 | +/-28 |
| Speak English "very well" | 0 | +/-28 |
| Speak English less than "very well" | 0 | +/-28 |
| Chinese: | 563 | +/-398 |
| Speak English "very well" | 282 | +/-199 |
| Speak English less than "very well" | 281 | +/-217 |
| Japanese: | 38 | +/-44 |
| Speak English "very well" | 18 | +/-24 |
| Speak English less than "very well" | 20 | +/-35 |
| Korean: | 130 | +/-131 |
| Speak English "very well" | 130 | +/-131 |
| Speak English less than "very well" | 0 | +/-28 |
| Mon-Khmer, Cambodian: | 18 | +/-31 |
| Speak English "very well" | 18 | +/-31 |
| Speak English less than "very well" | 0 | +/-28 |
| Hmong: | 174 | +/-230 |
| Speak English "very well" | 58 | +/-71 |
| Speak English less than "very well" | 116 | +/-171 |
| Thai: | 92 | +/-93 |
| Speak English "very well" | 42 | +/-51 |
| Speak English less than "very well" | 50 | +/-80 |
| Laotian: | 110 | +/-116 |
| Speak English "very well" | 39 | +/-49 |
| Speak English less than "very well" | 71 | +/-73 |
| Vietnamese: | 159 | +/-171 |
| Speak English "very well" | 75 | +/-90 |
| Speak English less than "very well" | 84 | +/-88 |
| Other Asian languages: | 42 | +/-68 |

| | Burlington, NC Metro Area; North Carolina | |
|--|---|-----------------|
| | Estimate | Margin of Error |
| Speak English "very well" | 0 | +/-28 |
| Speak English less than "very well" | 42 | +/-68 |
| Tagalog: | 47 | +/-53 |
| Speak English "very well" | 44 | +/-53 |
| Speak English less than "very well" | 3 | +/-6 |
| Other Pacific Island languages: | 27 | +/-35 |
| Speak English "very well" | 11 | +/-17 |
| Speak English less than "very well" | 16 | +/-30 |
| Navajo: | 0 | +/-28 |
| Speak English "very well" | 0 | +/-28 |
| Speak English less than "very well" | 0 | +/-28 |
| Other Native North American languages: | 42 | +/-46 |
| Speak English "very well" | 42 | +/-46 |
| Speak English less than "very well" | 0 | +/-28 |
| Hungarian: | 7 | +/-11 |
| Speak English "very well" | 7 | +/-11 |
| Speak English less than "very well" | 0 | +/-28 |
| Arabic: | 92 | +/-75 |
| Speak English "very well" | 52 | +/-42 |
| Speak English less than "very well" | 40 | +/-59 |
| Hebrew: | 0 | +/-28 |
| Speak English "very well" | 0 | +/-28 |
| Speak English less than "very well" | 0 | +/-28 |
| African languages: | 53 | +/-56 |
| Speak English "very well" | 40 | +/-38 |
| Speak English less than "very well" | 13 | +/-21 |
| Other and unspecified languages: | 10 | +/-18 |
| Speak English "very well" | 0 | +/-28 |
| Speak English less than "very well" | 10 | +/-18 |

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see Accuracy of the Data). The effect of nonsampling error is not represented in these tables.

Methodological changes to data collection in 2013 may have affected language data for 2013. Users should be aware of these changes when using multi-year data containing data from 2013. For more information, see: Language User Note.

While the 2011-2015 American Community Survey (ACS) data generally reflect the February 2013 Office of Management and Budget (OMB) definitions of metropolitan and micropolitan statistical areas; in certain instances the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB definitions due to differences in the effective dates of the geographic entities.

Estimates of urban and rural population, housing units, and characteristics reflect boundaries of urban areas defined based on Census 2010 data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.

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

Explanation of Symbols:

1. An '***' entry in the margin of error column indicates that either no sample observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical test is not appropriate.
2. An '-' entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution.
3. An '-' following a median estimate means the median falls in the lowest interval of an open-ended distribution.
4. An '+' following a median estimate means the median falls in the upper interval of an open-ended distribution.
5. An '****' entry in the margin of error column indicates that the median falls in the lowest interval or upper interval of an open-ended distribution. A statistical test is not appropriate.
6. An '*****' entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is

not appropriate.

7. An 'N' entry in the estimate and margin of error columns indicates that data for this geographic area cannot be displayed because the number of sample cases is too small.

8. An '(X)' means that the estimate is not applicable or not available.



QT-P1

Age Groups and Sex: 2010

2010 Census Summary File 1

NOTE: For information on confidentiality protection, nonsampling error, and definitions, see <http://www.census.gov/prod/cen2010/doc/sf1.pdf>.

Geography: Burlington, NC Metro Area

| Age | Number | | | Percent | |
|-------------------|------------|--------|--------|------------|-------|
| | Both sexes | Male | Female | Both sexes | Male |
| Total population | 151,131 | 71,890 | 79,241 | 100.0 | 100.0 |
| Under 5 years | 9,524 | 4,846 | 4,678 | 6.3 | 6.7 |
| 5 to 9 years | 9,889 | 5,126 | 4,763 | 6.5 | 7.1 |
| 10 to 14 years | 10,008 | 5,078 | 4,930 | 6.6 | 7.1 |
| 15 to 19 years | 11,100 | 5,412 | 5,688 | 7.3 | 7.5 |
| 20 to 24 years | 10,882 | 5,173 | 5,709 | 7.2 | 7.2 |
| 25 to 29 years | 8,450 | 4,006 | 4,444 | 5.6 | 5.6 |
| 30 to 34 years | 8,714 | 4,117 | 4,597 | 5.8 | 5.7 |
| 35 to 39 years | 9,965 | 4,771 | 5,194 | 6.6 | 6.6 |
| 40 to 44 years | 10,711 | 5,252 | 5,459 | 7.1 | 7.3 |
| 45 to 49 years | 11,190 | 5,465 | 5,725 | 7.4 | 7.6 |
| 50 to 54 years | 10,701 | 5,245 | 5,456 | 7.1 | 7.3 |
| 55 to 59 years | 9,378 | 4,376 | 5,002 | 6.2 | 6.1 |
| 60 to 64 years | 8,538 | 3,929 | 4,609 | 5.6 | 5.5 |
| 65 to 69 years | 6,567 | 3,031 | 3,536 | 4.3 | 4.2 |
| 70 to 74 years | 4,861 | 2,124 | 2,737 | 3.2 | 3.0 |
| 75 to 79 years | 4,145 | 1,730 | 2,415 | 2.7 | 2.4 |
| 80 to 84 years | 3,317 | 1,233 | 2,084 | 2.2 | 1.7 |
| 85 to 89 years | 2,096 | 682 | 1,414 | 1.4 | 0.9 |
| 90 years and over | 1,095 | 294 | 801 | 0.7 | 0.4 |
| Under 18 years | 35,443 | 18,109 | 17,334 | 23.5 | 25.2 |
| 18 to 64 years | 93,607 | 44,687 | 48,920 | 61.9 | 62.2 |
| 18 to 24 years | 15,960 | 7,526 | 8,434 | 10.6 | 10.5 |
| 25 to 44 years | 37,840 | 18,146 | 19,694 | 25.0 | 25.2 |
| 25 to 34 years | 17,164 | 8,123 | 9,041 | 11.4 | 11.3 |
| 35 to 44 years | 20,676 | 10,023 | 10,653 | 13.7 | 13.9 |
| 45 to 64 years | 39,807 | 19,015 | 20,792 | 26.3 | 26.5 |
| 45 to 54 years | 21,891 | 10,710 | 11,181 | 14.5 | 14.9 |
| 55 to 64 years | 17,916 | 8,305 | 9,611 | 11.9 | 11.6 |
| 65 years and over | 22,081 | 9,094 | 12,987 | 14.6 | 12.6 |
| 65 to 74 years | 11,428 | 5,155 | 6,273 | 7.6 | 7.2 |
| 75 to 84 years | 7,462 | 2,963 | 4,499 | 4.9 | 4.1 |
| 85 years and over | 3,191 | 976 | 2,215 | 2.1 | 1.4 |
| 16 years and over | 119,733 | 55,848 | 63,885 | 79.2 | 77.7 |
| 18 years and over | 115,688 | 53,781 | 61,907 | 76.5 | 74.8 |
| 21 years and over | 107,949 | 50,211 | 57,738 | 71.4 | 69.8 |
| 60 years and over | 30,619 | 13,023 | 17,596 | 20.3 | 18.1 |
| 62 years and over | 27,107 | 11,392 | 15,715 | 17.9 | 15.8 |
| 67 years and over | 19,308 | 7,801 | 11,507 | 12.8 | 10.9 |
| 75 years and over | 10,653 | 3,939 | 6,714 | 7.0 | 5.5 |

| Age | Number | | | Percent | |
|--------------------|------------|------|--------|------------|-------|
| | Both sexes | Male | Female | Both sexes | Male |
| Median age (years) | 38.7 | 37.5 | 39.7 | (X) | (X) |

| Age | Percent | Males per 100 females |
|--------------------|---------|-----------------------|
| | Female | |
| Total population | 100.0 | 90.7 |
| Under 5 years | 5.9 | 103.6 |
| 5 to 9 years | 6.0 | 107.6 |
| 10 to 14 years | 6.2 | 103.0 |
| 15 to 19 years | 7.2 | 95.1 |
| 20 to 24 years | 7.2 | 90.6 |
| 25 to 29 years | 5.6 | 90.1 |
| 30 to 34 years | 5.8 | 89.6 |
| 35 to 39 years | 6.6 | 91.9 |
| 40 to 44 years | 6.9 | 96.2 |
| 45 to 49 years | 7.2 | 95.5 |
| 50 to 54 years | 6.9 | 96.1 |
| 55 to 59 years | 6.3 | 87.5 |
| 60 to 64 years | 5.8 | 85.2 |
| 65 to 69 years | 4.5 | 85.7 |
| 70 to 74 years | 3.5 | 77.6 |
| 75 to 79 years | 3.0 | 71.6 |
| 80 to 84 years | 2.6 | 59.2 |
| 85 to 89 years | 1.8 | 48.2 |
| 90 years and over | 1.0 | 36.7 |
| Under 18 years | 21.9 | 104.5 |
| 18 to 64 years | 61.7 | 91.3 |
| 18 to 24 years | 10.6 | 89.2 |
| 25 to 44 years | 24.9 | 92.1 |
| 25 to 34 years | 11.4 | 89.8 |
| 35 to 44 years | 13.4 | 94.1 |
| 45 to 64 years | 26.2 | 91.5 |
| 45 to 54 years | 14.1 | 95.0 |
| 55 to 64 years | 12.1 | 86.4 |
| 65 years and over | 16.4 | 70.0 |
| 65 to 74 years | 7.9 | 82.2 |
| 75 to 84 years | 5.7 | 65.9 |
| 85 years and over | 2.8 | 44.1 |
| 16 years and over | 80.6 | 87.4 |
| 18 years and over | 78.1 | 86.9 |
| 21 years and over | 72.9 | 87.0 |
| 60 years and over | 22.2 | 74.0 |
| 62 years and over | 19.8 | 72.5 |
| 67 years and over | 14.5 | 67.8 |
| 75 years and over | 8.5 | 58.7 |
| Median age (years) | (X) | (X) |

X Not applicable.

Source: U.S. Census Bureau, 2010 Census.
Summary File 1, Tables P12, P13, and PCT12.



QT-P3

Race and Hispanic or Latino Origin: 2010

2010 Census Summary File 1

NOTE: For information on confidentiality protection, nonsampling error, and definitions, see <http://www.census.gov/prod/cen2010/doc/sf1.pdf>.

Geography: Burlington, NC Metro Area

| Subject | Number | Percent |
|---|---------|---------|
| RACE | | |
| Total population | 151,131 | 100.0 |
| One race | 147,995 | 97.9 |
| White | 107,420 | 71.1 |
| Black or African American | 28,369 | 18.8 |
| American Indian and Alaska Native | 1,020 | 0.7 |
| American Indian, specified [1] | 542 | 0.4 |
| Alaska Native, specified [1] | 4 | 0.0 |
| Both American Indian and Alaska Native, specified | 0 | 0.0 |
| [1] American Indian or Alaska Native, not specified | 474 | 0.3 |
| Asian | 1,837 | 1.2 |
| Native Hawaiian and Other Pacific Islander | 58 | 0.0 |
| Some Other Race | 9,291 | 6.1 |
| Two or More Races | 3,136 | 2.1 |
| Two races with Some Other Race | 783 | 0.5 |
| Two races without Some Other Race | 2,125 | 1.4 |
| Three or more races with Some Other Race | 46 | 0.0 |
| Three or more races without Some Other Race | 182 | 0.1 |
| HISPANIC OR LATINO | | |
| Total population | 151,131 | 100.0 |
| Hispanic or Latino (of any race) | 16,639 | 11.0 |
| Mexican | 11,664 | 7.7 |
| Puerto Rican | 861 | 0.6 |
| Cuban | 186 | 0.1 |
| Other Hispanic or Latino [2] | 3,928 | 2.6 |
| Not Hispanic or Latino | 134,492 | 89.0 |
| RACE AND HISPANIC OR LATINO | | |
| Total population | 151,131 | 100.0 |
| One race | 147,995 | 97.9 |
| Hispanic or Latino | 15,678 | 10.4 |
| Not Hispanic or Latino | 132,317 | 87.6 |
| Two or More Races | 3,136 | 2.1 |
| Hispanic or Latino | 961 | 0.6 |
| Not Hispanic or Latino | 2,175 | 1.4 |

X Not applicable.

[1] "American Indian, specified" includes people who provided a specific American Indian tribe, such as Navajo or Blackfeet. "Alaska Native, specified" includes people who provided a specific Alaska Native group, such as Inupiat or Yup'ik.

[2] This category is comprised of people whose origins are from the Dominican Republic, Spain, and Spanish-speaking Central or South American countries. It also includes general origin responses such as "Latino" or "Hispanic."

Source: U.S. Census Bureau, 2010 Census.

APPENDIX F

Investigation Guidance, Discrimination Complaint Form and Log

INVESTIGATIVE GUIDANCE

- A. Scope of Investigation** – An investigation should be confined to the issues and facts relevant to the allegations in the complaint, unless evidence shows the need to extend the issues.
- B. Developing an Investigative Plan** – It is recommended that the investigator (i.e., Title VI Coordinator or other official trained to conduct Title VI investigations) prepares an Investigative Plan (IP) to define the issues and lay out the blueprint to complete the investigation. The IP should follow the outline below:
1. Complainant(s) Name and Address (Attorney name and address if applicable)
 2. Respondent(s) Name and Address (Attorney for the Respondent(s) name and address, if applicable)
 3. Applicable Law(s)
 4. Basis/(es)
 5. Allegation(s)/Issue(s)
 6. Background
 7. Name of Persons to be interviewed
 - a. Questions for the complainant(s)
 - b. Questions for the respondent(s)
 - c. Questions for witness(es)
 8. Evidence to be obtained during the investigation
 - a. Issue – e.g., Complainant alleges his predominantly African American community was excluded from a meeting concerning a future project which could affect the community.
 - i. Documents needed – e.g., mailing list which shows all physical addresses, P.O. Box numbers, property owner names, and dates when the meeting notification was mailed; other methods used to advertise the meeting.
- C. Request for Information** – The investigator should gather data and information pertinent to the issues raised in the complaint.
- D. Interviews** – Interviews should be conducted with the complainant, respondent, and appropriate witnesses during the investigative process. Interviews are conducted to gain a better understanding of the situation outlined in the complaint of discrimination. The main objective during the interview is to obtain information that will either support or refute the allegations.
- E. Preparing an Investigative Report** – The investigator should prepare an investigative report setting forth all relevant facts obtained during the investigation. The report should include a finding for each allegation. A sample outline for an investigative report is provided below.

Sample Investigative Report Template

- I. **COMPLAINANT(S) NAME** (or attorney for the complainant(s) – name and address if applicable)
- II. **RESPONDENT(S)** (or attorney for the respondent(s) – name and address if applicable)
- III. **APPLICABLE LAW/REGULATION**
- IV. **COMPLAINT BASIS/(ES)**
- V. **ALLEGATIONS**
- VI. **BACKGROUND**
- VII. **INVESTIGATIVE PROCEDURE**
- VIII. **FINDINGS OF FACT**
- IX. **CONCLUSION**
- X. **RECOMMENDED ACTIONS**

DISCRIMINATION COMPLAINT FORM

Figure 2 - Discrimination Complaint Form

| | | | |
|---|-----------------------|--|-----|
| Any person who believes that he/she has been subjected to discrimination based upon race, color, national origin, sex, age, or disability may file a written complaint with BGMPPO, within 180 days after the discrimination occurred. | | | |
| Last Name: | First Name: | <input type="checkbox"/> Male <input type="checkbox"/> Female | |
| Mailing Address: | City | State | Zip |
| Home Telephone: | Work Telephone: | E-mail Address | |
| Identify the Category of Discrimination: <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> AGE <input type="checkbox"/> SEX <input type="checkbox"/> DISABILITY <input type="checkbox"/> LIMITED ENGLISH PROFICIENCY | | | |
| Identify the Race of the Complainant <input type="checkbox"/> Black <input type="checkbox"/> White <input type="checkbox"/> Hispanic <input type="checkbox"/> Asian American <input type="checkbox"/> American Indian <input type="checkbox"/> Alaskan Native <input type="checkbox"/> Pacific Islander <input type="checkbox"/> Other _____ | | | |
| Date and place of alleged discriminatory action(s). Please include earliest date of discrimination and most recent date of discrimination. | | | |
| Names of individuals responsible for the discriminatory action(s): | | | |
| How were you discriminated against? Describe the nature of the action, decision, or conditions of the alleged discrimination. Explain as clearly as possible what happened and why you believe your protected status (basis) was a factor in the discrimination. Include how other persons were treated differently from you. (Attach additional page(s), if necessary). | | | |
| The law prohibits intimidation or retaliation against anyone because he/she has either taken action, or participated in action, to secure rights protected by these laws. If you feel that you have been retaliated against, separate from the discrimination alleged above, please explain the circumstances below. Explain what action you took which you believe was the cause for the alleged retaliation. | | | |
| Names of persons (witnesses, fellow employees, supervisors, or others) whom we may contact for additional information to support or clarify your complaint: (Attached additional page(s), if necessary). | | | |
| <u>Name</u> | <u>Address</u> | <u>Telephone</u> | |
| 1. _____ | | | |
| 2. _____ | | | |
| 3. _____ | | | |
| 4. _____ | | | |

DISCRIMINATION COMPLAINT FORM

Have you filed, or intend to file, a complaint regarding the matter raised with any of the following? If yes, please provide the filing dates. Check all that apply.

NC Department of Transportation _____

Federal Highway Administration _____

US Department of Transportation _____

Federal or State Court _____

Other _____

Have you discussed the complaint with any BGMPO representative? If yes, provide the name, position, and date of discussion.

Please provide any additional information that you believe would assist with an investigation.

Briefly explain what remedy, or action, are you seeking for the alleged discrimination.

****WE CANNOT ACCEPT AN UNSIGNED COMPLAINT. PLEASE SIGN AND DATE THE COMPLAINT FORM BELOW.**

| | |
|---|----------------------|
| _____ COMPLAINANT'S SIGNATURE | _____ DATE |
|---|----------------------|

MAIL COMPLAINT FORM TO:
 Burlington – Graham MPO
 PO Box 1358
 234 E. Summit Avenue
 Burlington, NC 27215
 336-513-5418

FOR OFFICE USE ONLY

Date Complaint Received: _____

Processed by: _____

Case #: _____

Referred to: NCDOT FHWA Date Referred: _____

Discrimination Complaint Log

Figure 3 - Discrimination Complaint Log

Log Year(s):

| CASE NO. | COMPLAINANT NAME | RACE/ GENDER | RESPONDENT NAME | BASIS | DATE FILED | DATE RECEIVED | ACTION TAKEN | DATE INVESTIG. COMPLETED | DISPOSITION |
|----------|------------------|--------------|-----------------|-------|------------|---------------|--------------|--------------------------|-------------|
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |

No Complaints or Lawsuits

I certify that to the best of my knowledge, the above described complaints or lawsuits alleging discrimination, or **no complaints or lawsuits** alleging discrimination, have been filed with or against **Burlington – Graham Metropolitan Planning Organization** since the previous Title VI Program submission to NCDOT.

Signature of Title VI Coordinator or Other Authorized Official

Date

Print Name and Title of Authorized Official

APPENDIX G

Compliance Review Checklist for FHWA Subrecipients

Figure 4 - Compliance Review Checklist

| General Requirements | Completed |
|---|--------------------------|
| 1. A copy of the recipient's signed USDOT Title VI Assurances | <input type="checkbox"/> |
| 2. Title VI Policy Statement (signed) | <input type="checkbox"/> |
| 3. Title VI Notice to Public, including a list of locations where the notice is posted | <input type="checkbox"/> |
| 4. Name and official title of Title VI Coordinator and a list of their Title VI duties | <input type="checkbox"/> |
| 5. Title VI Complaint Procedures (i.e., instructions to the public regarding how to file a Title VI discrimination complaint) | <input type="checkbox"/> |
| 6. Title VI Complaint Form | <input type="checkbox"/> |
| 7. List of Title VI complaints, investigations, or lawsuits (i.e., Title VI Complaint Log) | <input type="checkbox"/> |
| 8. Public Participation Plan, including information about outreach methods to engage traditionally underserved constituencies (e.g., minorities, low-income, disabled), as well as a summary of outreach efforts | <input type="checkbox"/> |
| 9. Language Assistance Plan for providing language assistance to persons with limited English proficiency (LEP), based on the DOT LEP Guidance, which requires conducting four-factor analyses | <input type="checkbox"/> |
| 10. A table depicting the membership of any non-elected committees and councils, broken down by race and gender, and a description of the process the MPO uses to encourage minorities and women to participate on such committees | <input type="checkbox"/> |
| 11. A copy of board meeting minutes, resolution, or other appropriate documentation showing the board of directors or appropriate governing entity or official(s) responsible for policy decisions reviewed and approved the Title VI Program | <input type="checkbox"/> |
| 12. Compliance and enforcement procedures to ensure nondiscriminatory administration of programs and services | <input type="checkbox"/> |
| 13. A demographic profile of your planning area that includes identification of the locations of minority, low-income, LEP, and/or other underserved populations | <input type="checkbox"/> |
| 14. Information regarding how consultants and/or subrecipients are monitored for compliance with Title VI | <input type="checkbox"/> |
| 15. Any environmental justice analysis conducted in the past three years and, if necessary, a description of the measures used to address any disproportionately high and adverse impacts to minority or low-income communities | <input type="checkbox"/> |
| 16. Documentation from any Title VI compliance reviews or investigations conducted by any agency other than NCDOT-OCR in the last three years. | <input type="checkbox"/> |

APPENDIX H

Title VI Resolution

Resolution

ADOPTING THE BURLINGTON GRAHAM URBAN AREA METROPOLITAN PLANNING ORGANIZATION TITLE VI PLAN

WHEREAS, the Burlington – Graham Metropolitan Planning Organization (BGMPO) has been designated by the Governor of the State of North Carolina as the Metropolitan Planning Organization (MPO) responsible, together with the State, for the comprehensive, continuing, and cooperative transportation planning process for the Burlington-Graham metropolitan planning area; and,

WHEREAS, the Transportation Advisory Committee has found that the BGMPO is conducting transportation planning in a continuous, cooperative, and comprehensive manner in accordance with 23 U.S.C. 134 and 49 U.S.C. 1607; and,

WHEREAS, the purpose of Title VI of the United States Civil Rights Act of 1964 and subsequent legislation, regulations, statutes and orders is to prohibit programs that receive Federal funds from discriminating against participants on the basis of race, color, national origin, disability, age, gender, or income status; and,

WHEREAS, the Transportation Advisory Committee has considered how the Transportation Planning Process will affect the involvement of Disadvantaged Business Enterprises in the FHWA and the FTA funded planning projects; and,

WHEREAS, the Transportation Advisory Committee has considered how the Transportation Planning Process will affect the elderly and the disabled per the provision of the Americans with Disabilities Act of 1990 as amended and the U.S.D.O.T. implementing regulations; and,

WHEREAS, the Title VI Plan includes the following documents: Title VI policy statement, Title VI notice to the public, Title VI complaint procedures and complaint forms, records of Title VI complaints and lawsuits, Limited English Proficiency Plan, and other reports, Environment Justice maps, and documents; and,

WHEREAS, the Transportation Advisory Committee has found the Transportation Planning Process to be in full compliance with Title VI of the Civil Rights Act of 1964 and the Title VI Assurance executed by each State under 23 U.S.C. 324 and 29 U.S.C. 794, (42 U.S.C. § 2000D ET SEQ., 78 STAT. 252), 49 C.F.R. PART 21 and 28 C.F.R. SECTION 50.3 and additional assurances as required;

NOW THEREFORE, BE IT RESOLVED that the Transportation Advisory Committee for the Burlington – Graham Metropolitan Planning Organization hereby certifies compliance with policies, procedures and plans with regard to Title VI of the Civil Rights Act of 1964 and hereby adopt the BGMPO's Title VI plan on this the 20th day of August, 2019.

CERTIFICATE: The undersigned certifies that the foregoing is a true and correct copy of a resolution adopted by the voting members of the TAC on August 20, 2019.

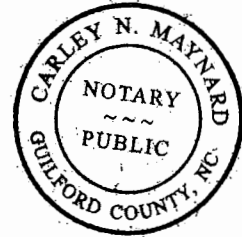
Date: 9-13-2019

By: [Signature]
TAC Chair

STATE of: North Carolina
COUNTY of Alamance

I, Carley N. Maynard, Notary Public of Guilford County, North Carolina do hereby certify that Leonard Williams, BGMPD TAC Chair, personally appeared before me on the 13th of September, 2019 to affix his signature to the foregoing document.

[Signature]
Notary Public



My Commission expires January 28, 2023