

Melbourne Orlando International Airport Title VI Plan

1. Title VI Policy Statement¹

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

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

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

Summer Wyllie-Vitt, available at (321) 723-6227 x163 and swyllie-vitt@mlbair.com, is responsible for overseeing the Airport Sponsor’s compliance with Title VI and the point of contact for all airport Title VI matters and related responsibilities, including those required by 49 CFR Part 21.



Signature

**Clifford Graham,
Acting Executive Director**

March 28, 2024
Effective Date

March 27, 2027
3-Year Expiration Date

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

2. Administration

Melbourne Airport Authority has reviewed and adopted this Title VI Plan for the Melbourne Orlando International Airport. This plan will be updated no less than once every 3 years. The plan will not be re-adopted following minor changes, such as updating the Executive Director or Coordinator’s name. Significant revisions to our policies or federal guidelines may warrant re-adoption by Melbourne Airport Authority, and resubmittal to FAA.

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

Staff Supporting Title VI Program	Airport Sponsor Program / Office
<i>David Perley</i>	<i>Director; Capital Projects</i>
<i>Antoinette Broomfield</i>	<i>Human Resource Administrator; Finance & Administration</i>

Melbourne Orlando International Airport has no airport program sub-recipients

As of the date of this plan, Melbourne Orlando International Airport has the following pending applications for Federal financial assistance:

Federal Source	Grant Number	Amount
<i>FAA BIL AIG Funds for In Line Baggage System Construction</i>	<i>TBD on Issuance</i>	<i>\$3,000,000</i>

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

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

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

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

3. Grant and Procurement Assurances

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

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

Clauses/Covenants

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

Description of Oversight Methods for Subcontracts

Oversight for subcontract template is directed in accordance with FAA provisions and must be used in all subcontracts related to the airport program. Subcontracts are under oversight of the Director of Capital Projects and Procurement Manager, to verify they include the template language, for not less than 10 percent of contractors each year.

4. Title VI Coordinator Responsibilities

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

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

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

Among other responsibilities, the Coordinator:

- Proactively ensures that the **Melbourne Orlando International Airport** is in compliance with nondiscrimination requirements of Title VI and reports to **Melbourne Orlando International Airport** leadership on the status of Title VI compliances.
- Responds promptly to requests by FAA for data and records and for the scheduling of compliance reviews and other FAA meetings to determine compliance with Title VI and related requirements.
- Receives discrimination complaints covered by Title VI and related requirements, and forwards them to the FAA, within 15 days of receipt, together with any actions taken to resolve the matter.
- Provides the FAA with updates regarding its response and status of early resolution efforts to complaints concerning Title VI and related requirements (49 CFR Part 21, Appendix C(b)(3)), including resolution efforts.
- Annually reviews the airport's Title VI plan and disseminates information throughout staff and the **Melbourne Orlando International Airport**'s leadership.
- Coordinates data collection to evaluate whether racial or ethnic groups are unequally benefited or impacted by airport programs. The data will be regularly assessed and readily available upon request (49 CFR § 21.9(b) & (c)). Data collection methods will include optional demographic questions in: airport customer satisfaction surveys, customer complaints, airport event sign-in sheets, and bids/proposals for airport contracts, and other methods described in the airport Community Participation Plan (CPP).
- Maintains demographic data for members of appointed planning and advisory bodies for the airport. Identifies any disparities compared to the community. Provides information to the membership selecting official/committee, particularly when vacancies occur.
- Maintains a copy of 49 CFR Part 21 for inspection by any person asking for it during normal working hours (49 CFR 21, Appendix C (b)(2)(i)).

See Notice, Compliance reviews, Audits, Lawsuits, and Other Investigations, and Complaints Sections of this Plan. The Coordinator has requested and received access to the Title VI portion of the FAA Civil Rights Connect System (<https://faa.civilrightsconnect.com/>).

5. Notice

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

Melbourne Orlando International Airport will conspicuously display the FAA-provided Unlawful Discrimination Poster in all public areas on airport property, including those with pedestrian activity. The Coordinator ensures that these posters are visible, accessible,² and maintained. The poster template is available at https://www.faa.gov/about/office_org/headquarters_offices/acr/com_civ_support/non_disc_pr/ and a completed copy is attached. See Section 15 Appendix.

Melbourne Orlando International Airport has posted the above Title VI policy statement at its staff offices.

Melbourne Orlando International Airport will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan **will be** distributed by **April 30, 2024** by email, meeting hard copy distribution as appropriate, and availability via website postings.

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

Terminal/FBO/Concessions/ Other Locations	Quantity in Pre-Security Area	Quantity in Post-Security Area	Additional Quantities
<i>Terminal: Welcome Center</i>	<i>1</i>		
<i>Terminal: Rental Car Area</i>	<i>1</i>		
<i>Terminal: Kiosk/Ticket Counters</i>	<i>1</i>		
<i>Terminal: TSA Security Checkpoint</i>	<i>1</i>		
<i>Terminal: Expansion Atrium</i>		<i>1</i>	
<i>Terminal: Gate Area</i>		<i>1</i>	
<i>Administration Office Area</i>			<i>1</i>

Outreach to Affected Communities

Melbourne Orlando International Airport ensures that notices for public meetings reach all segments of the impacted community. The Title VI coordinator will identify the effective media platforms to share announcement and notices. Announcements are made in social media, general circulation newspapers, community newspapers, email broadcast, and other methods as applicable. **Melbourne Orlando International Airport** contacts leaders and representatives in Affected Communities directly to confirm effective media platforms to reach all Affected

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

Communities³ and provide important feedback on translated materials. The office maintains records of all such notices and the efforts made to reach each of the Affected Communities.

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

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

6. Community Statistics

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

Affected Communities ⁴	Population
Melbourne CCD (includes outside of City limits)	<i>133,055 CCD / 86,841 City</i>
Palm Bay CCD (includes outside of City limits)	<i>120,248 CCD / 129,234 City</i>
Brevard County	<i>621,629</i>

(Hereafter, the above communities will be referred to collectively as “the Affected Communities”). We have identified the following facts about the Affected Communities:

Low Income Communities⁵

A low-income area is an identifiable group of persons living in geographic proximity, whose median household income is at or below the Department of Health and Human Services poverty guidelines. Pursuant to Executive Order 12898, “Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations,” **Melbourne Orlando International Airport** is collecting information about affected and potentially affected low-income communities. According to the *U.S. Census Report S1701: Poverty Status in the Past 12 Months*, the overall poverty level for the **Brevard County and immediate City Areas** is approximately **9.7%**. The poverty rate remains similar compared with the rest of the **State of Florida at a 12.7% rate overall**. The poverty rates for the specific Affected Communities are as follows:

Affected Communities	Poverty Rate
Melbourne CCD (includes outside of City limits)	<i>11.1%</i>
Palm Bay CCD (includes outside of City limits)	<i>12.6%</i>
Brevard County	<i>9.7%</i>

Source: *U.S. Census Report S1701: Poverty Status in the Past 12 Months; U.S. Census Report Annual Estimates of the Resident Population for Counties in Florida: April 1, 2020 to July 1, 2023 (CO-EST2023-POP-12)*

Racial and Ethnic Communities.

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

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

Demographic data for race, color, and national origin was evaluated to identify racial and ethnic communities and populations in each Affected Community. The demographic composition by race, color, or national origin for the specific Affected Communities are as follows⁶:

Affected Community: Melbourne CCD (includes outside of City limits)

Total Affected Community Population: 133,055

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White alone	103,861	78%
Black or African American alone	9,792	7%
American Indian and Alaska Native alone	580	~ 0%
Asian alone	4,899	4%
Native Hawaiian and Other Pacific Islander alone	172	~ 0%
Some other race alone	3,495	3%
Two or more races	10,256	8%
Hispanic or Latino origin (of any race)	15,549	12%
White alone, not Hispanic or Latino	95,749	72%

Source: *U.S. Census Report S1701: Poverty Status in the Past 12 Months; U.S. Census Report Annual Estimates of the Resident Population for Counties in Florida: April 1, 2020 to July 1, 2023 (CO-EST2023-POP-12)*

Affected Community: Palm Bay CCD (includes outside of City limits)

Total Affected Community Population: 120,248

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White alone	75,318	63%
Black or African American alone	22,338	19%
American Indian and Alaska Native alone	286	~ 0%
Asian alone	2,507	2%
Native Hawaiian and Other Pacific Islander alone	10	~ 0%
Some other race alone	4,397	4%
Two or more races	15,392	13%
Hispanic or Latino origin (of any race)	22,324	19%
White alone, not Hispanic or Latino	66,486	55%

Source: *U.S. Census Report S1701: Poverty Status in the Past 12 Months; U.S. Census Report Annual Estimates of the Resident Population for Counties in Florida: April 1, 2020 to July 1, 2023 (CO-EST2023-POP-12)*

⁶ Recommend using demographic groups from the U.S. Census.

Affected Community: Brevard County
Total Affected Community Population: 621,629

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White alone	458,924	74%
Black or African American alone	59,337	10%
American Indian and Alaska Native alone	N*	N*
Asian alone	15,253	2%
Native Hawaiian and Other Pacific Islander alone	N*	N*
Some other race alone	20,982	3%
Two or more races	64,013	10%
Hispanic or Latino origin (of any race)	75,306	12%
White alone, not Hispanic or Latino	438,110	70%

Source: U.S. Census Report S1701: Poverty Status in the Past 12 Months; U.S. Census Report Annual Estimates of the Resident Population for Counties in Florida: April 1, 2020 to July 1, 2023 (CO-EST2023-POP-12)

**Note: “N” entry in Brevard County results was defined by the U.S. Census as follows: 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. (Relative to the total population)*

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that **Melbourne Orlando International Airport** communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages⁷ that are spoken in LEP households in the Affected Communities. The data source is from the **U.S. Census Report, B16001: American Community Survey**.

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

⁷ Recommend using language groups from the U.S. Census, and using data for the “Speak English less than ‘very well’” category for each language over the threshold.

⁸ See the DOT LEP Policy Guidance at <https://www.federalregister.gov/d/05-23972/p-133>. The safe harbor provisions apply to the translation of written documents only; however, it provides a consistent starting point for identifying significant LEP populations.

Languages Spoken by LEP Population that Meet the Safe Harbor Threshold (Highlighted)	Number	Margin of Error
Spanish; Speaking English less than “very well”	10,452	±1,145
<i>French; Speaking English less than “very well”</i>	652	±233
<i>Italian; Speaking English less than “very well”</i>	277	±116
<i>Portuguese; Speaking English less than “very well”</i>	159	±93
<i>German; Speaking English less than “very well”</i>	358	±189
<i>Yiddish; Speaking English less than “very well”</i>	0	±31
<i>Other West Germanic Languages; Speaking English less than “very well”</i>	59	±83
<i>Scandinavian Languages; Speaking English less than “very well”</i>	26	±29
<i>Greek; Speaking English less than “very well”</i>	66	±52
<i>Russian; Speaking English less than “very well”</i>	85	±67
<i>Polish; Speaking English less than “very well”</i>	214	±155
<i>Serbo-Croatian; Speaking English less than “very well”</i>	0	±31
<i>Other Slavic Languages; Speaking English less than “very well”</i>	60	±62
<i>Armenian; Speaking English less than “very well”</i>	0	±31
<i>Persian; Speaking English less than “very well”</i>	50	±59
<i>Gujarati; Speaking English less than “very well”</i>	551	±379
<i>Hindi; Speaking English less than “very well”</i>	82	±71
<i>Urdu; Speaking English less than “very well”</i>	112	±138
<i>Other Indic Languages; Speaking English less than “very well”</i>	206	±226
<i>Other Indo-European Languages; Speaking English less than “very well”</i>	75	±79
Chinese; Speaking English less than “very well”	1,282	±410
<i>Japanese; Speaking English less than “very well”</i>	116	±62
<i>Korean; Speaking English less than “very well”</i>	268	±122
<i>Mon-Khmer, Cambodian; Speaking English less than “very well”</i>	21	±35
<i>Hmong; Speaking English less than “very well”</i>	0	±31
<i>Thai; Speaking English less than “very well”</i>	345	±128
<i>Laotian; Speaking English less than “very well”</i>	0	±31
<i>Vietnamese; Speaking English less than “very well”</i>	734	±312
<i>Other Asian languages; Speaking English less than “very well”</i>	121	±81
<i>Tagalog; Speaking English less than “very well”</i>	441	±200
<i>Other Pacific Island languages; Speaking English less than “very well”</i>	61	±76

<i>Navajo; Speaking English less than “very well”</i>	0	±31
<i>Other Native North American languages; Speaking English less than “very well”</i>	16	±17
<i>Hungarian; Speaking English less than “very well”</i>	30	±34
<i>Arabic; Speaking English less than “very well”</i>	463	±224
<i>Hebrew; Speaking English less than “very well”</i>	15	±22
<i>African languages; Speaking English less than “very well”</i>	37	±48
<i>Other and unspecified languages; Speaking English less than “very well”</i>	7	±11

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

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

Languages Spoken by LEP Persons	A few times a year (12 or less days a year)	Several times a month (13 to 51 days a year)	At least once a week (52 to 364 days a year)	Every day (365 days a year)
<i>Spanish</i>		X		
<i>Chinese</i>	X			

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

Additional Languages Spoken

None

This information is updated annually⁹ through checking the following resources:

Data Sources for Languages Spoken in Affected Community	Website link to Data Source
<i>U.S. Census Bureau</i>	https://data.census.gov/table?q=B16001

⁹ Data should be kept up-to-date, but this plan does not need to be updated for incremental data changes during the Plan’s 3-year period.

Beneficiary Diversity.

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

Description of Beneficiary Demographic Information Collection Methods

- *The Airport compiles DBE goals every three years, and reports annually on activity in ACDBE, DBE reports to the FAA.*
- *Businesses that submit bids or offers are asked to provide business owner demographic information if they are a certified DBE firm.*
- *Subcontractors of awarded bidders are also required to provide certified DBE information and statistics to the Airport.*

Staff and Advisory Board Diversity.

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

Description of Employee and Advisory Board Demographic Information Collection Methods

- *Employees are asked to submit voluntary confidential demographic information at time of hiring. Job applicants are asked to submit the same information when submitting their job application through the job application website.*
- *The Airport does not have any advisory bodies; the MAA is the governing body of Melbourne Orlando International Airport.*

7. Potential or Known Community Impacts

Projects or services receiving federal financial assistance have the potential to touch so many aspects of American life. Thus, in general, no **Melbourne Orlando International Airport** activity must have a discriminatory disparate impact on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age. This means that policies or procedures that have a disparate impact would require a well-documented substantial legitimate nondiscriminatory justification, summarized below. Impacts to protected communities must be avoided or minimized to the extent possible. No project with a discriminatory impact on protected communities will be undertaken.¹⁰

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

Existing Airport Facilities	Affected Community Impacted by Operation of the Facility
Terminal Restroom Remodel (In Progress)	<i>All (Improvement of Accessibility of Facility)</i>
Security Checkpoint Roll-Up Gate (In Progress)	<i>None</i>
Domestic Baggage Belt Rehabilitation (In Progress)	<i>All (Improvement of Operational Efficiency of Facility)</i>
Terminal Reroofing – Phase 1 (Planned)	<i>None</i>
FIS Escalator (In Progress)	<i>All (Improvement of Functionality)</i>
Taxiway A Rehabilitation (In Design)	<i>All (Improved Services for Residents)</i>
Elevator Upgrades (3) (Planned)	<i>All (Improvement of Accessibility of Facility)</i>
Commercial Roof Replacement (Planned)	<i>None</i>
Airport Fire Station Overhead Door (Planned)	<i>None</i>

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

Airport Facility Construction Projects	Affected Community Impacted by Construction of the Facility
<i>Existing Construction Outlined Via Above Table</i>	

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

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

Justifications: None

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

8. Limited English Proficiency (LEP)

Executive Order 13166

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

In Community Statistics section, we identified the following languages spoken by LEP persons in Affected Communities:

Language
<i>Spanish</i>
<i>Chinese (incl. Mandarin, Cantonese)</i>

Melbourne Orlando International Airport also collects data for languages spoken by airport guests.¹¹ Data sources include:

Data Sources for Languages Spoken by Airport Guests	Website link to Data Source
<i>U.S. Census Bureau</i>	<i>www.census.gov</i>

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

Language
<i>None</i>

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

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

Translation Services:

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

Translation Vendors	Languages
<i>None; however Airport staff and vendors often have Spanish fluent employees available for translations.</i>	<i>Spanish</i>

- Information regarding translation services can be obtained at:

Location for Translation Assistance	Languages
<i>Airport Ticketing Area and Information; Staff Requests</i>	<i>All above languages</i>

Interpretation Services:

- The following vendors have been identified for interpretation services:

Interpretation Vendors	Languages
<i>None; however Airport staff and vendors often have Spanish fluent employees available for translations.</i>	<i>Spanish</i>

- Information regarding interpretation services can be obtained at:

Location for Interpretation Assistance	Languages
<i>Airport Ticketing Area and Information; Staff Requests</i>	<i>All above language; Spanish interpreters as available</i>

Description of Interpretation Assistance Processes

- *Airport Staff and Vendors maintains knowledge of multilingual employees (majority of which are Spanish speaking), the languages they speak, and their associated office telephone numbers. Generally, these employee volunteers are available to assist members of the public with verbal real-time interpretation, during normal business hours.*

9. Transportation

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

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

We have coordinated with **Space Coast Area Transit** to encourage them to provide transit service access between the airport and these areas.

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

Minority and/or Disadvantaged Community Areas	Transit Service	Planned or Existing
Melbourne CCD (includes outside of City limits)	Fixed-Route Buses; Space Coast Area Transit	Existing
Palm Bay CCD (includes outside of City limits)	Fixed-Route Buses; Space Coast Area Transit	Existing
Brevard County	Fixed-Route Buses; Space Coast Area Transit	Existing

10. Minority Businesses

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

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

Airport Business Opportunity	Minority Business Outreach Methods
<i>Airport Services, Supplies and Construction/Project Opportunities</i>	<i>Competitive solicitations for Airport business are conducted in accordance with Florida Statute, funding regulations (as applicable – FAA, FDOT etc.); and the Purchasing Manual of MLB Airport. Competitive solicitations of specific size and thresholds are regularly advertised in a newspaper of general circulation; advertised on third party bid hosting sites such as VendorLink.com and DemandStar.com; and published on the MLBAir.com website for general review and consideration. Concessionaire opportunities are managed through the organizing contractual agency of Metz at this time,</i>

Selections are in compliance with Title VI, Part 21, and related requirements. Information on the award process and documentation for specific bid decisions is kept with the Procurement Manager.

11. Training

New employee orientation incorporates Title VI training. Topics include:

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

Refresher information is provided at identified intervals.

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

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

- Compliance reviews or audits concerning civil rights requirements¹²
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements¹³

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

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

13. Title VI Complaints

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

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

1. Allege discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age or violations administrative requirements under Title VI or related laws.
2. Not only be for employment matters¹⁴
3. Allege misconduct by the **Melbourne Orlando International Airport**, including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by the **Melbourne Orlando International Airport** including airport employees, contractors, concessionaires, lessees, or tenants.

¹² Includes any Title VI, ADA, Sec. 504, Title VII/EEO, or other civil rights program compliance review or audit to be performed on the airport sponsor or any of its sub-recipients by any State, local or Federal agency.

¹³ Includes allegations of discrimination based on race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age, whether because of actions of the airport sponsor itself, or its employees, contractors, or tenants. Includes noncompliance with related administrative requirements under civil rights laws.

¹⁴ Complaints of employment discrimination must be addressed as required by EEOC and other applicable authorities with jurisdiction over employment matters. If an Airport sponsor employment activity is supported by FAA-provided financial assistance or it is alleged that the employment discrimination affects the broader airport program, complaints about that activity must also be reported to FAA.

Rights. Any person who believes that he or she has been subjected to discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age has the right to file a complaint with the **Melbourne Orlando International Airport**.¹⁵ Alternatively, they can file a formal complaint with an outside agency, such as the U.S. Departments of Justice or Transportation, or the Federal Aviation Administration (FAA), or seek other legal remedies.

Receipt of Complaint. The Coordinator will log in the complaint and promptly send copies of the complaint to **Airport Office named in complaint, and the Airport Executive Director.**

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

Summer Wyllie-Vitt, Procurement Manager
One Air Terminal Parkway, Suite 220
Melbourne, FL 32901
Swyllie-vitt@mlbair.com

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

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

Discrimination Complaint Referral Procedure

Internal Complaint Referral. All Title VI complaints must be promptly forwarded to the Coordinator within **3 business days / 72 hours.**

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

Investigation Procedure

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

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

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

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

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

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

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

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

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

- The complainant may appeal in writing to the **Airport's Executive Director**.
- The written appeal must be received **within 60 calendar days** after receipt of the written decision.
- The written appeal must contain all arguments, evidence, and documents supporting the basis for the appeal.

- The **Executive Director** will issue a final written decision in response to the appeal.

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

Intimidation and Retaliation Prohibited. **Melbourne Orlando International Airport** employees, contractors, and tenants will not intimidate or retaliate against a person who has filed a complaint alleging discrimination.

For information on filing a complaint with DOT/FAA, please contact:

Summer Wyllie-Vitt, Procurement Manager
One Air Terminal Parkway, Suite 220
Melbourne, FL 32901
Swyllie-vitt@mlbair.com

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

Website, In-person, and Other Distribution Methods

1 Airport website, www.mlbair.com

2 Title VI Postings throughout the Airport facilities

14. Population / Language Data

S1600 Data: US Census (2015 Most Recent Available)

Source: U.S. Census Report, B16001: American Community Survey. Table B16001: Language Spoken at Home by Ability to Speak English]	Brevard County, Florida	
Label	Estimate	Margin of Error
Total:	527,527	±142
Speak only English	472,256	±2,144
Spanish or Spanish Creole:	32,258	±1,570
Speak English "very well"	21,806	±1,319
Speak English less than "very well"	10,452	±1,145
French (incl. Patois, Cajun):	2,757	±513
Speak English "very well"	2,105	±402
Speak English less than "very well"	652	±233
French Creole:	1,336	±513
Speak English "very well"	1,051	±471
Speak English less than "very well"	285	±140
Italian:	1,274	±244
Speak English "very well"	997	±218
Speak English less than "very well"	277	±116
Portuguese or Portuguese Creole:	700	±261
Speak English "very well"	541	±248
Speak English less than "very well"	159	±93
German:	2,402	±418
Speak English "very well"	2,044	±362
Speak English less than "very well"	358	±189
Yiddish:	23	±38

Speak English "very well"	23	±38
Speak English less than "very well"	0	±31
Other West Germanic languages:	656	±252
Speak English "very well"	597	±245
Speak English less than "very well"	59	±83
Scandinavian languages:	176	±122
Speak English "very well"	150	±116
Speak English less than "very well"	26	±29

Greek:	419	±169
Speak English "very well"	353	±163
Speak English less than "very well"	66	±52
Russian:	414	±187
Speak English "very well"	329	±168
Speak English less than "very well"	85	±67
Polish:	691	±308
Speak English "very well"	477	±221
Speak English less than "very well"	214	±155
Serbo-Croatian:	47	±41
Speak English "very well"	47	±41
Speak English less than "very well"	0	±31
Other Slavic languages:	217	±132
Speak English "very well"	157	±99
Speak English less than "very well"	60	±62
Armenian:	36	±41
Speak English "very well"	36	±41
Speak English less than "very well"	0	±31
Persian:	129	±125

Speak English "very well"	79	±114
Speak English less than "very well"	50	±59
Gujarati:	1,142	±402
Speak English "very well"	591	±313
Speak English less than "very well"	551	±379
Hindi:	421	±176
Speak English "very well"	339	±155
Speak English less than "very well"	82	±71
Urdu:	333	±264
Speak English "very well"	221	±155
Speak English less than "very well"	112	±138

Other Indic languages:	341	±255
Speak English "very well"	135	±95
Speak English less than "very well"	206	±226
Other Indo-European languages:	232	±159
Speak English "very well"	157	±110
Speak English less than "very well"	75	±79
Chinese:	2,108	±575
Speak English "very well"	826	±285
Speak English less than "very well"	1,282	±410
Japanese:	413	±144
Speak English "very well"	297	±120
Speak English less than "very well"	116	±62
Korean:	435	±138
Speak English "very well"	167	±101
Speak English less than "very well"	268	±122
Mon-Khmer, Cambodian:	38	±64

Speak English "very well"	17	±29
Speak English less than "very well"	21	±35
Hmong:	0	±31
Speak English "very well"	0	±31
Speak English less than "very well"	0	±31
Thai:	499	±167
Speak English "very well"	154	±78
Speak English less than "very well"	345	±128
Laotian:	0	±31
Speak English "very well"	0	±31
Speak English less than "very well"	0	±31
Vietnamese:	1,068	±407
Speak English "very well"	334	±161

Speak English less than "very well"	734	±312
Other Asian languages:	488	±292
Speak English "very well"	367	±269
Speak English less than "very well"	121	±81
Tagalog:	1,656	±426
Speak English "very well"	1,215	±364
Speak English less than "very well"	441	±200
Other Pacific Island languages:	172	±122
Speak English "very well"	111	±66
Speak English less than "very well"	61	±76
Navajo:	9	±18
Speak English "very well"	9	±18
Speak English less than "very well"	0	±31
Other Native North American languages:	30	±22

Speak English "very well"	14	±16
Speak English less than "very well"	16	±17
Hungarian:	134	±90
Speak English "very well"	104	±83
Speak English less than "very well"	30	±34
Arabic:	1,640	±557
Speak English "very well"	1,177	±517
Speak English less than "very well"	463	±224
Hebrew:	217	±189
Speak English "very well"	202	±188
Speak English less than "very well"	15	±22
African languages:	287	±220
Speak English "very well"	250	±180
Speak English less than "very well"	37	±48

Other and unspecified languages:	73	±65
Speak English "very well"	66	±64
Speak English less than "very well"	7	±11

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

S1701 Data: US Census (2020 Most Recent Available) Melbourne CCD, Brevard County, FL

Table: ACSST5Y2022.S1701

		Melbourne CCD, Brevard County, Florida					
U.S. Census Report S1701: Poverty Status in the Past 12 Months; U.S. Census Report Annual Estimates of the Resident Population for Counties in Florida: April 1, 2020 to July 1, 2023 (CO- EST2023-POP-12)	Total	Below poverty level		Percent below poverty level			
	Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
	Population for whom poverty status is determined	133,055	±2,292	14,815	±1,710	11.1%	±1.3
	AGE						
	Under 18 years	24,088	±1,228	3,677	±969	15.3%	±3.9
Under 5 years	5,793	±632	1,023	±327	17.7%	±5.4	
5 to 17 years	18,295	±1,068	2,654	±752	14.5%	±3.9	
Related children of householder under 18 years	23,951	±1,244	3,540	±976	14.8%	±3.9	
18 to 64 years	78,912	±1,798	8,756	±1,004	11.1%	±1.3	
18 to 34 years	27,896	±1,402	4,357	±639	15.6%	±2.2	

35 to 64 years	51,016	±1,693	4,399	±708	8.6%	±1.4
60 years and over	39,198	±1,702	3,079	±440	7.9%	±1.1
65 years and over	30,055	±1,322	2,382	±334	7.9%	±1.1
SEX						
Male	65,308	±1,470	7,001	±942	10.7%	±1.4
Female	67,747	±1,865	7,814	±992	11.5%	±1.4
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	103,861	±2,981	10,241	±1,419	9.9%	±1.4
Black or African American alone	9,792	±1,137	1,763	±527	18.0%	±5.2
American Indian and Alaska Native alone	580	±370	15	±25	2.6%	±4.7
Asian alone	4,899	±844	515	±302	10.5%	±6.0
Native Hawaiian and Other Pacific Islander alone	172	±139	0	±35	0.0%	±24.8
Some other race alone	3,495	±868	581	±419	16.6%	±11.4
Two or more races	10,256	±1,242	1,700	±547	16.6%	±4.6
Hispanic or Latino origin (of any race)	15,549	±1,537	2,899	±912	18.6%	±5.5
White alone, not Hispanic or Latino	95,749	±3,002	8,887	±1,205	9.3%	±1.3
EDUCATIONAL ATTAINMENT						
Population 25 years and over	98,042	±1,840	9,322	±1,060	9.5%	±1.1
Less than high school graduate	6,639	±754	1,746	±416	26.3%	±5.9
High school graduate	23,464	±1,494	3,304	±635	14.1%	±2.3

(includes equivalency)						
Some college, associate's degree	32,325	±1,603	2,278	±358	7.0%	±1.1
Bachelor's degree or higher	35,614	±1,443	1,994	±529	5.6%	±1.4
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	66,579	±1,829	4,490	±637	6.7%	±1.0
Employed	63,674	±1,811	3,940	±607	6.2%	±1.0
Male	34,055	±1,392	2,051	±496	6.0%	±1.4
Female	29,619	±1,311	1,889	±354	6.4%	±1.2
Unemployed	2,905	±524	550	±201	18.9%	±6.3
Male	1,781	±407	183	±105	10.3%	±5.6
Female	1,124	±255	367	±144	32.7%	±11.0
WORK EXPERIENCE						
Population 16 years and over	112,147	±1,943	11,666	±1,153	10.4%	±1.0
Worked full-time, year-round in the past 12 months	46,674	±1,825	940	±297	2.0%	±0.6
Worked part-time or part-year in the past 12 months	22,831	±1,189	3,994	±718	17.5%	±2.9
Did not work	42,642	±1,974	6,732	±762	15.8%	±1.7
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	8,531	±1,451	(X)	(X)	(X)	(X)
125 percent of poverty level	19,795	±1,844	(X)	(X)	(X)	(X)

150 percent of poverty level	25,049	±1,907	(X)	(X)	(X)	(X)
185 percent of poverty level	32,380	±2,119	(X)	(X)	(X)	(X)
200 percent of poverty level	35,179	±2,168	(X)	(X)	(X)	(X)
300 percent of poverty level	56,382	±2,481	(X)	(X)	(X)	(X)
400 percent of poverty level	78,018	±3,082	(X)	(X)	(X)	(X)
500 percent of poverty level	93,255	±2,808	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	31,237	±1,873	6,467	±709	20.7%	±2.0
Male	15,234	±1,142	3,024	±478	19.9%	±2.9
Female	16,003	±1,303	3,443	±524	21.5%	±2.7
15 years	12	±22	12	±22	100.0%	±100.0
16 to 17 years	125	±120	125	±120	100.0%	±31.7
18 to 24 years	3,188	±747	1,370	±465	43.0%	±11.6
25 to 34 years	5,805	±853	1,021	±319	17.6%	±4.8
35 to 44 years	2,459	±486	435	±190	17.7%	±7.8
45 to 54 years	3,233	±509	851	±266	26.3%	±6.2
55 to 64 years	5,595	±698	1,057	±304	18.9%	±4.8
65 to 74 years	4,996	±523	736	±183	14.7%	±3.4
75 years and over	5,824	±612	860	±172	14.8%	±2.9
Mean income deficit for unrelated individuals (dollars)	7,977	±617	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	13,276	±1,360	433	±208	3.3%	±1.5
Worked less than full-time, year	5,735	±683	2,176	±436	37.9%	±5.2

round in the past 12 months						
Did not work	12,226	±1,031	3,858	±516	31.6%	±3.3
Population in housing units for whom poverty status is determined	132,690	±2,292	14,531	±1,706	11.0%	±1.3

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

2

S1701 Data: US Census (2020 Most Recent Available) Palm Bay CCD, Brevard County, FL

Table: ACSST5Y2022.S1701

Palm Bay CCD, Brevard County, Florida						
<p>Source: U.S. Census Report S1701: Poverty Status in the Past 12 Months; U.S. Census Report Annual Estimates of the Resident Population for Counties in Florida: April 1, 2020 to July 1, 2023 (CO-EST2023-POP-12)</p>	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	120,248	±693	15,196	±2,030	12.6%	±1.7
AGE						
Under 18 years	26,147	±1,063	5,052	±1,288	19.3%	±4.8
Under 5 years	6,934	±693	1,368	±551	19.7%	±7.5
5 to 17 years	19,213	±1,121	3,684	±935	19.2%	±4.8
Related children of householder under 18 years	25,874	±1,073	4,833	±1,302	18.7%	±4.9
18 to 64 years	71,145	±1,370	7,797	±1,015	11.0%	±1.4
18 to 34 years	24,058	±1,235	3,165	±686	13.2%	±2.8
35 to 64 years	47,087	±1,463	4,632	±662	9.8%	±1.4

60 years and over	32,777	±1,557	3,262	±545	10.0%	±1.7
65 years and over	22,956	±1,119	2,347	±454	10.2%	±2.0
SEX						
Male	59,404	±1,265	6,947	±1,094	11.7%	±1.8
Female	60,844	±1,211	8,249	±1,285	13.6%	±2.1
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	75,318	±2,673	8,249	±1,425	11.0%	±1.8
Black or African American alone	22,338	±2,016	3,624	±1,152	16.2%	±5.0
American Indian and Alaska Native alone	286	±229	134	±217	46.9%	±48.6
Asian alone	2,507	±709	258	±207	10.3%	±7.0
Native Hawaiian and Other Pacific Islander alone	10	±28	0	±35	0.0%	±100.0
Some other race alone	4,397	±957	648	±310	14.7%	±6.5
Two or more races	15,392	±2,172	2,283	±717	14.8%	±4.2
Hispanic or Latino origin (of any race)	22,324	±1,868	3,502	±891	15.7%	±3.7
White alone, not Hispanic or Latino	66,486	±2,985	6,600	±1,161	9.9%	±1.6
EDUCATIONAL ATTAINMENT						
Population 25 years and over	84,927	±1,366	8,777	±986	10.3%	±1.2
Less than high school graduate	8,506	±940	1,422	±420	16.7%	±4.6
High school graduate (includes equivalency)	26,591	±1,769	3,290	±606	12.4%	±2.3

Some college, associate's degree	31,248	±1,485	2,797	±476	9.0%	±1.5
Bachelor's degree or higher	18,582	±1,309	1,268	±303	6.8%	±1.6
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	57,506	±1,600	3,554	±609	6.2%	±1.1
Employed	54,261	±1,564	3,037	±553	5.6%	±1.0
Male	28,127	±1,461	1,187	±365	4.2%	±1.3
Female	26,134	±1,239	1,850	±420	7.1%	±1.6
Unemployed	3,245	±577	517	±272	15.9%	±7.7
Male	1,699	±371	282	±169	16.6%	±9.3
Female	1,546	±430	235	±190	15.2%	±11.4
WORK EXPERIENCE						
Population 16 years and over	97,587	±1,260	10,780	±1,216	11.0%	±1.2
Worked full-time, year-round in the past 12 months	40,864	±1,628	1,141	±321	2.8%	±0.8
Worked part-time or part-year in the past 12 months	18,647	±1,084	2,635	±529	14.1%	±2.7
Did not work	38,076	±1,747	7,004	±939	18.4%	±2.2
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	5,617	±1,450	(X)	(X)	(X)	(X)
125 percent of poverty level	18,950	±2,172	(X)	(X)	(X)	(X)
150 percent of poverty level	25,339	±2,437	(X)	(X)	(X)	(X)

185 percent of poverty level	37,047	±2,910	(X)	(X)	(X)	(X)
200 percent of poverty level	40,262	±2,809	(X)	(X)	(X)	(X)
300 percent of poverty level	66,126	±3,209	(X)	(X)	(X)	(X)
400 percent of poverty level	88,753	±2,905	(X)	(X)	(X)	(X)
500 percent of poverty level	99,103	±2,863	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	21,221	±1,594	4,571	±661	21.5%	±2.7
Male	11,647	±1,112	2,233	±487	19.2%	±3.9
Female	9,574	±918	2,338	±418	24.4%	±3.7
15 years	56	±76	56	±76	100.0%	±49.2
16 to 17 years	200	±167	146	±144	73.0%	±39.1
18 to 24 years	1,173	±398	240	±178	20.5%	±13.7
25 to 34 years	3,835	±662	695	±249	18.1%	±6.3
35 to 44 years	2,869	±686	664	±273	23.1%	±8.7
45 to 54 years	2,399	±460	569	±233	23.7%	±8.7
55 to 64 years	3,782	±667	982	±254	26.0%	±5.8
65 to 74 years	3,766	±546	802	±219	21.3%	±5.5
75 years and over	3,141	±498	417	±160	13.3%	±5.0
Mean income deficit for unrelated individuals (dollars)	7,860	±750	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	9,323	±1,131	320	±164	3.4%	±1.8
Worked less than full-time, year round in the past 12 months	3,237	±548	1,008	±322	31.1%	±8.6
Did not work	8,661	±911	3,243	±564	37.4%	±4.9

Population in housing units for whom poverty status is determined	120,071	±697	15,077	±2,028	12.6%	±1.7
---	---------	------	--------	--------	-------	------

2

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

S1701 Data: US Census (2020 Most Recent Available) Brevard County, FL

Table: ACSST1Y2022.S1701

Source: U.S. Census Report S1701:	Brevard County, Florida					
Poverty Status in the Past 12 Months; U.S. Census Report Annual	Total		Below poverty level		Percent below poverty level	
U.S. Census Report Annual	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Estimates of the Resident Population for Counties in Florida:						
April 1, 2020 to July 1, 2023 (CO-EST2023-POP-12)	621,629	±1,632	60,456	±6,799	9.7%	±1.1
5 to 17 years	110,098	±1,786	12,780	±3,579	11.6%	±3.3
Related children of householder under 18 years	26,683	±514	2,955	±1,242	11.1%	±4.7
18 to 64 years	83,415	±1,627	9,825	±2,989	11.8%	±3.7
18 to 34 years	109,115	±2,366	11,949	±3,408	11.0%	±3.2
35 to 64 years	358,172	±513	33,202	±4,173	9.3%	±1.2
60 years and over	112,539	±982	13,016	±2,722	11.6%	±2.4
65 years and over	245,633	±949	20,186	±3,059	8.2%	±1.2
SEX	205,990	±2,577	19,615	±2,580	9.5%	±1.3
Male	153,359	±384	14,474	±2,054	9.4%	±1.3
Female	306,461	±1,166	27,885	±3,896	9.1%	±1.3
RACE AND HISPANIC OR LATINO ORIGIN	315,168	±1,259	32,571	±4,440	10.3%	±1.4
White alone	458,924	±4,680	40,773	±5,350	8.9%	±1.2

Black or African American alone	59,337	±4,266	5,691	±2,097	9.6%	±3.5
American Indian and Alaska Native alone	N	N	N	N	N	N
Asian alone	15,253	±1,628	1,252	±765	8.2%	±5.3
Native Hawaiian and Other Pacific Islander alone	N	N	N	N	N	N
Some other race alone	20,982	±4,337	3,524	±1,679	16.8%	±8.2
Two or more races	64,013	±5,785	7,950	±2,980	12.4%	±4.4
Hispanic or Latino origin (of any race)	75,306	±391	9,999	±3,218	13.3%	±4.3
White alone, not Hispanic or Latino	438,110	±3,545	38,410	±5,438	8.8%	±1.2
EDUCATIONAL ATTAINMENT						
Population 25 years and over	468,265	±889	41,990	±4,282	9.0%	±0.9
Less than high school graduate	30,071	±3,017	6,714	±1,991	22.3%	±6.2
High school graduate (includes equivalency)	114,793	±6,733	13,199	±2,164	11.5%	±1.8
Some college, associate's degree	153,530	±6,431	12,622	±1,938	8.2%	±1.2
Bachelor's degree or higher	169,871	±7,476	9,455	±2,144	5.6%	±1.3
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	301,132	±5,544	14,844	±2,568	4.9%	±0.8
Employed	288,807	±5,902	13,163	±2,517	4.6%	±0.9
Male	153,821	±4,777	6,148	±1,958	4.0%	±1.3

Female	134,986	±4,250	7,015	±1,314	5.2%	±1.0
Unemployed	12,325	±2,145	1,681	±643	13.6%	±4.9
Male	6,308	±1,702	839	±455	13.3%	±7.3
Female	6,017	±1,302	842	±493	14.0%	±7.7
WORK EXPERIENCE						
Population 16 years and over	524,987	±1,401	49,007	±4,944	9.3%	±0.9
Worked full-time, year-round in the past 12 months	222,486	±6,308	4,347	±1,722	2.0%	±0.8
Worked part-time or part-year in the past 12 months	94,902	±5,312	13,174	±2,897	13.9%	±2.9
Did not work	207,599	±5,465	31,486	±3,476	15.2%	±1.6
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	26,399	±4,370	(X)	(X)	(X)	(X)
125 percent of poverty level	82,739	±8,228	(X)	(X)	(X)	(X)
150 percent of poverty level	110,469	±9,997	(X)	(X)	(X)	(X)
185 percent of poverty level	140,024	±10,637	(X)	(X)	(X)	(X)
200 percent of poverty level	155,555	±11,500	(X)	(X)	(X)	(X)
300 percent of poverty level	249,384	±12,621	(X)	(X)	(X)	(X)
400 percent of poverty level	343,715	±13,638	(X)	(X)	(X)	(X)
500 percent of poverty level	426,331	±13,869	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS	134,247	±7,267	26,869	±3,676	20.0%	±2.4

DETERMINED						
Male	65,336	±4,223	11,350	±2,612	17.4%	±3.8
Female	68,911	±4,429	15,519	±2,599	22.5%	±3.3
15 years	494	±669	494	±669	100.0%	±35.8
16 to 17 years	418	±326	266	±238	63.6%	±45.0
18 to 24 years	8,586	±1,945	2,586	±982	30.1%	±10.8
25 to 34 years	24,615	±2,772	4,197	±1,392	17.1%	±5.4
35 to 44 years	13,532	±2,673	2,476	±965	18.3%	±6.2
45 to 54 years	16,732	±2,651	3,513	±1,508	21.0%	±8.1
55 to 64 years	22,463	±2,719	4,966	±1,154	22.1%	±4.8
65 to 74 years	22,522	±2,263	4,213	±1,093	18.7%	±4.6
75 years and over	24,885	±2,314	4,158	±1,007	16.7%	±3.7
Mean income deficit for unrelated individuals (dollars)	8,902	±684	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	60,480	±5,455	1,477	±898	2.4%	±1.5
Worked less than full-time, year round in the past 12 months	21,275	±2,839	7,572	±2,069	35.6%	±7.0
Did not work	52,492	±3,585	17,820	±2,587	33.9%	±4.0
Population in housing units for whom poverty status is determined	619,991	±1,631	59,281	±6,795	9.6%	±1.1

15. Completed Unlawful Discrimination Poster

Unlawful Discrimination

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

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

Federal regulations on unlawful discrimination are available for review in the Airport Administration Office.

Coordinator: Summer Wyllie-Vitt, Procurement Manager
Phone: (321) 723- 6227 x163
Address: Suite 220 (2nd Floor)
One Air Terminal Parkway
Melbourne, FL 32901

Discriminación Ilegal

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

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

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

Coordinador: Summer Wyllie-Vitt, Gerente de Adquisiciones
Teléfono: (321) 723- 6227 x163
Dirección: Suite 220 (Segundo Piso)
One Air Terminal Parkway
Melbourne, FL 32901



U.S. Department of Transportation
Federal Aviation Administration

HO-10168