

## Erie Regional Airport Authority Title VI Plan

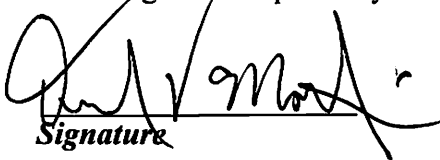
### 1. Title VI Policy Statement<sup>1</sup>

**Erie Regional Airport Authority (ERAA)** 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.

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

**ERAA** 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 **ERAA** and each tenant, contractor, and concessionaire, as well as in any similar agreements with their own sub-tenants and sub-contractors.

**Kimberlie Scharrer, Director of Administration**, available at (814) 833-4258 and kscharrer@erieairport.org, 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*

**Derek V. Martin**  
**Executive Director**

09/25/2024  
**Effective Date**

09/25/2027  
**3-Year Expiration Date**

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

## 2. Administration

The Erie Regional Airport Authority’s Board of Directors has reviewed and adopted this Title VI Plan for ERAA. 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’s or Coordinator’s name. Significant revisions to our policies or federal guidelines may warrant re-adoption by the Board of Directors 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:

<b>Staff Supporting Title VI Program</b>	<b>Airport Sponsor Program / Office</b>
<i>Director of Public Safety and Facilities</i>	<i>Public Safety Department</i>
<i>Public Affairs Coordinator</i>	<i>Administration Department</i>

ERAA has the following airport program sub-recipients:

<b>Sub-Recipients</b>
<i>None</i>

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

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

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

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

## 3. Grant and Procurement Assurances

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

ERAA 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](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/](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. ERAA requires Civil Rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other agreements.

#### **Description of Oversight Methods for Subcontracts**

*Subcontract template must be used in all subcontracts related to the airport program. Subcontracts are audited by the Finance Dept. to verify they include the template language, for not less than 10 percent of contractors each year.*

### **4. Title VI Coordinator Responsibilities**

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

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

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

Among other responsibilities, the Coordinator:

- Proactively ensures that the Airport Sponsor is in compliance with nondiscrimination requirements of Title VI and reports to ERAA leadership on the status of Title VI compliances.
- Responds promptly to requests by FAA for data and records and for the scheduling of compliance reviews and other FAA meetings to determine compliance with Title VI and related requirements.
- Receives discrimination complaints covered by Title VI and related requirements, and forwards them to the FAA, within 15 days of receipt, together with any actions taken to resolve the matter.
- Provides the FAA with updates regarding its response and status of early resolution efforts to complaints concerning Title VI and related requirements (49 CFR Part 21, Appendix C(b)(3)), including resolution efforts.
- Annually reviews the airport's Title VI plan and disseminates information throughout staff and the Airport Sponsor's leadership.
- Coordinates data collection to evaluate whether racial or ethnic groups are unequally benefited or impacted by airport programs. The data will be regularly assessed and readily available upon request (49 CFR § 21.9(b) & (c)). Data collection methods will



include optional demographic questions in: airport customer satisfaction surveys, customer complaints, airport event sign-in sheets, and bids/proposals for airport contracts, and other methods described in the airport Community Participation Plan (CPP).

- Maintains demographic data for members of appointed planning and advisory bodies for the airport. Identifies any disparities compared to the community. Provides information to the membership selecting official/committee, particularly when vacancies occur.
- Maintains a copy of 49 CFR Part 21 for inspection by any person asking for it during normal working hours (49 CFR 21, Appendix C (b)(2)(i)).

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

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

### **5. Notice**

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

ERAA 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,<sup>2</sup> and maintained. The poster template is available at [https://www.faa.gov/about/office\\_org/headquarters\\_offices/acr/com\\_civ\\_support/non\\_disc\\_pr/](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.

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

ERAA will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan will be distributed by October 1, 2024 by email.

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

<b>Terminal/FBO/Concessions/ Other Locations</b>	<b>Quantity in Pre-Security Area</b>	<b>Quantity in Post-Security Area</b>	<b>Additional Quantities</b>
<i>Terminal</i>	<i>1</i>	<i>1</i>	
<i>FBO (North Coast Air)</i>			<i>1</i>

<sup>2</sup> For more information about website accessibility, please visit ADA.gov.

<i>Erie Aviation</i>				<i>1</i>
<i>Fundamentals Flight School</i>				<i>1</i>

**Outreach to Affected Communities**

ERAA 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. ERAA Administration contacts leaders and representatives in Affected Communities directly to confirm effective media platforms to reach all Affected Communities<sup>3</sup> and provide important feedback on translated materials. The office maintains records of all such notices and the efforts made to reach each of the Affected Communities.

Detailed information on our public notice and outreach procedures is available in the ERAA CPP. A copy of the CPP is available at ERAA’s website: [www.erieairport.org](http://www.erieairport.org). A copy of each CPP report completed since the last Title VI Plan is available at ERAA’s website: [www.erieairport.org](http://www.erieairport.org).

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

**6. Community Statistics**

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

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<sup>3</sup> 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.

<b>Affected Communities<sup>4</sup></b>	<b>Population</b>
<i>Erie County Census Tract 103.04</i>	5,391
<i>Erie County Census Tract 104</i>	5,021
<i>Erie County Census Tract 105</i>	3,870
<i>Erie County Census Tract 124</i>	1,337

(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 Communities<sup>5</sup>.

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,” ERAA is collecting information about affected and potentially affected low-income communities. According to U.S. Census Bureau, 2022 American Community Survey 5-Year Estimate, S1701: Poverty Status in the Past 12 Months, the overall poverty level for Erie County is approximately 15.4%. The poverty rate remains high compared with the rest of the state. The poverty rates for the specific Affected Communities are as follows.

<b>Affected Communities</b>	<b>Poverty Rate</b>
<i>Erie County Census Tract 103.04</i>	3%
<i>Erie County Census Tract 104</i>	10.4%
<i>Erie County Census Tract 105</i>	10.8%
<i>Erie County Census Tract 124</i>	10.6%

Racial and Ethnic Communities.

Demographic data for race, color, and national origin was evaluated to identify racial and ethnic communities and populations in each Affected Community. The demographic composition by race, color, or national origin for the specific Affected Communities are as follows<sup>6</sup>:

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<sup>4</sup> “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.

<sup>5</sup> 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.

<sup>6</sup> Recommend using demographic groups from the U.S. Census.

**Affected Community:** Erie County Census Tract 103.04

**Total Affected Community Population:** 5,391

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
<i>White</i>	4937	92%
<i>Black or African American</i>	13	0%
<i>American Indian or Alaska Native</i>	16	0%
<i>Asian</i>	7	0%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Hispanic or Latino</i>	149	3%
<i>More than one</i>	229	4%
<i>No response / would not say</i>	40	1%

**Affected Community:** Erie County Census Tract 104

**Total Affected Community Population:** 5,021

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
<i>White</i>	4763	95%
<i>Black or African American</i>	10	0%
<i>American Indian or Alaska Native</i>	6	0%
<i>Asian</i>	36	1%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Hispanic or Latino</i>	169	3%
<i>More than one</i>	37	1%
<i>No response / would not say</i>	0	0%

**Affected Community:** Erie County Census Tract 105

**Total Affected Community Population:** 3,870

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
<i>White</i>	3713	96%
<i>Black or African American</i>	49	1%
<i>American Indian or Alaska Native</i>	0	0%
<i>Asian</i>	59	2%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Hispanic or Latino</i>	17	0%
<i>More than one</i>	32	1%
<i>No response / would not say</i>	0	0%



**Affected Community:** Erie County Census Tract 124

**Total Affected Community Population:** 1,337

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
<i>White</i>	<i>1132</i>	<i>85%</i>
<i>Black or African American</i>	<i>19</i>	<i>1%</i>
<i>American Indian or Alaska Native</i>	<i>1</i>	<i>0%</i>
<i>Asian</i>	<i>15</i>	<i>1%</i>
<i>Native Hawaiian or Other Pacific Islander</i>	<i>0</i>	<i>0%</i>
<i>Hispanic or Latino</i>	<i>20</i>	<i>1%</i>
<i>More than one</i>	<i>150</i>	<i>11%</i>
<i>No response / would not say</i>	<i>0</i>	<i>0%</i>

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that ERAA communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages<sup>7</sup> that are spoken in LEP households in the Affected Communities. The data source is 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.<sup>8</sup> The safe harbor for our community is 780 (5% of 15,619) Please refer to the end of this document to find data for all languages in our community.

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<sup>7</sup> 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.

<sup>8</sup> 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	Number	Margin of Error
<i>All Non-English Languages are below the threshold</i>		

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			

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

#### Additional Languages Spoken

<i>None</i>
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This information is updated annually<sup>9</sup> through checking the following resources:

Data Sources for Languages Spoken in Affected Community	Website link to Data Source
<i>U.S. Census Bureau</i>	<a href="https://data.census.gov/cedsci/table?q=B16001&amp;tid=ACSDT1Y2019.B16001">https://data.census.gov/cedsci/table?q=B16001&amp;tid=ACSDT1Y2019.B16001</a>
<i>ERI Staff (for LEP assistance frequency)</i>	
<i>Millcreek Township LEP Plan</i>	<a href="https://www.millcreektownship.com/DocumentCenter/View/2915/Millcreek-Language-Access-Plan-">https://www.millcreektownship.com/DocumentCenter/View/2915/Millcreek-Language-Access-Plan-</a>

#### 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

- *Participants at small business workshops, pre-bid meetings, and other public meetings are asked to complete an anonymous survey that includes demographic information.*

<sup>9</sup> 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.

- *Businesses that submit bids or offers are asked to complete an anonymous survey that includes demographic information.*

Staff and Advisory Board Diversity.

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

**Description of Employee and Advisory Board Demographic Information Collection Methods**

- *Employees are asked to submit voluntary confidential demographic information at time of hiring.*
- *Starting November 1, 2024, voluntary confidential demographic information will be collected via air-vote.com.*

**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 ERAA 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.<sup>10</sup>

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

<b>Existing Airport Facilities</b>	<b>Affected Community Impacted by Operation of the Facility</b>
<i>Runway 6/24 (Adjacent Properties)</i>	<i>None</i>
<i>Runway 6/24 (Flight Path)</i>	<i>None</i>
<i>Main Terminal Building (existing)</i>	<i>None</i>
<i>FBO</i>	<i>None</i>
<i>Fundamentals Flight School</i>	<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:

<sup>10</sup> 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.

**Airport Facility Construction Projects**

**Affected Community Impacted by Construction of the Facility**

<i>Taxiway A Rehabilitation</i>	<i>None</i>
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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:

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

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

**8. Limited English Proficiency (LEP)**

Executive Order 13166

In creating a Language Assistance Plan, the ERAA 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:

<b>Language</b>
<i>All Non-English Languages are below the threshold</i>

ERAA also collects data for languages spoken by airport guests.<sup>11</sup> Data sources include:

<b>Data Sources for Languages Spoken by Airport Guests</b>	<b>Website link to Data Source</b>
<i>Airline-provided data</i>	<i>N/A</i>
<i>Assistance requests to airport administration</i>	<i>N/A</i>

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

<sup>11</sup> 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.

## Language

*None*

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

### **Translation Services:**

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

Translation Vendors	Languages
<i>None</i>	

- Information regarding translation services can be obtained at:

Location for Translation Assistance	Languages
<i>Security desk</i>	<i>All languages</i>

### **Interpretation Services:**

- The following vendors have been identified for interpretation services:

Interpretation Vendors	Languages
<i>Bilingual Staff Members</i>	<i>Spanish</i>
<i>Google translate</i>	<i>All languages</i>

- Information regarding interpretation services can be obtained at:

Location for Interpretation Assistance	Languages
<i>Security desk</i>	<i>All languages</i>

### **Description of Interpretation Assistance Processes**

- *ERAA staff, equipped with an electronic device can use Google Translate for LEP person that are encountered within the service area. <https://translate.google.com/>*



## **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 Erie Metropolitan Transit Authority 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.

<b>Minority and/or Disadvantaged Community Areas</b>	<b>Transit Service</b>	<b>Planned or Existing</b>
Erie County	Fixed-route buses	Existing
Erie County	Paratransit vans	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:

<b>Airport Business Opportunity</b>	<b>Minority Business Outreach Methods</b>
<i>Concession</i>	<i>ACDBE Outreach, Airport Industry Trade Websites (AAAE, ACINA)</i>
<i>Construction Projects</i>	<i>Airport Website, pre-bid meeting, Airport Industry Trade Websites (AAAE, ACINA)</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 Administration Office.

## **11. Training**

New employee orientation incorporates Title VI training. Topics include:

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

Refresher information will be provided annually.

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

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

- Compliance reviews or audits concerning civil rights requirements<sup>12</sup>
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements<sup>13</sup>

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, ERAA 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 matters<sup>14</sup>
3. Allege misconduct by the ERAA, including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by the ERAA including airport employees,

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<sup>12</sup> 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.

<sup>13</sup> 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.

<sup>14</sup> 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.

contractors, concessionaires, lessees, or tenants.

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

Receipt of Complaint. The Coordinator will log in the complaint and promptly send copies of the complaint to the Human Resources Office and the Executive Director.

Complaints must be filed within 30 days of the discriminatory event, must be in writing, and must be delivered to:

Kimberlie Scharrer, Director of Administration  
Erie Regional Airport Authority  
4411 West 12<sup>th</sup> Street  
Erie, PA 16505  
(814) 833-4258  
kscharrer@erieairport.org

If a complaint is initially made by phone, it must be supplemented with a written complaint before 30 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 7 days.

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

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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 ERAA, 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 ERAA'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 ERAA's Executive Director.
- The written appeal must be received **within 10** business days after receipt of the written

decision.

- The written appeal must contain all arguments, evidence, and documents supporting the basis for the appeal.
- The 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 ERAA will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. ERAA 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 the Title VI Coordinator.

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

**Website, In-person, and Other Distribution Methods**

**1** *Airport website. Title VI page at [www.erieairport.org/civilrights](http://www.erieairport.org/civilrights)*

## 14. Population / Language Data

Poverty Status in the Past 12 Months	
<b>Note: The table shown may have been modified by user selections. Some information may be missing.</b>	
<b>DATA NOTES</b>	
TABLE ID:	S1701
SURVEY/PROGRAM:	American Community Survey
VINTAGE:	2022
DATASET:	ACSST5Y2022
PRODUCT:	ACS 5-Year Estimates Subject Tables
UNIVERSE:	None
MLA:	U.S. Census Bureau. "Poverty Status in the Past 12 Months." American Community Survey, ACS 5-Year Estimates Subject Tables, Table S1701, 2022, . Accessed on April 9, 2024.
FTP URL:	None
API URL:	<a href="https://api.census.gov/data/2022/acs/acs5/subject">https://api.census.gov/data/2022/acs/acs5/subject</a>
<b>USER SELECTIONS</b>	
TABLES	S1701
GEOS	Census Tract 105; Erie County; Pennsylvania; Census Tract 104; Erie County; Pennsylvania; Census Tract 124; Erie County; Pennsylvania; Census Tract 103.04; Erie County; Pennsylvania
<b>EXCLUDED COLUMNS</b>	None
<b>APPLIED FILTERS</b>	None

<b>APPLIED SORTS</b>	None
<b>PIVOT &amp; GROUPING</b>	
PIVOT COLUMNS	None
PIVOT MODE	Off
ROW GROUPS	None
VALUE COLUMNS	None
<b>WEB ADDRESS</b>	<a href="https://data.census.gov/table/ACSST5Y2022.S1701?q=s1701&amp;g=1400000US42049010304,42049010400,42049010500,42049012400">https://data.census.gov/table/ACSST5Y2022.S1701?q=s1701&amp;g=1400000US42049010304,42049010400,42049010500,42049012400</a>
<b>TABLE NOTES</b>	
	Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, the decennial census is the official source of population totals for April 1st of each decennial year. In between censuses, the Census Bureau's Population Estimates Program 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.
	Information about the American Community Survey (ACS) can be found on the ACS website. Supporting documentation including code lists, subject definitions, data accuracy, and statistical testing, and a full list of ACS tables and table shells (without estimates) can be found on the Technical Documentation section of the ACS website.  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.
	Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates
	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 ACS Technical Documentation). The effect of nonsampling error is not represented in these tables.
	Dollar amounts are adjusted to respective calendar years. For more information, see: Change to Income Deficit.
	The 2018-2022 American Community Survey (ACS) data generally reflect the March 2020 Office of Management and Budget (OMB) delineations 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 delineation lists due to differences in the effective dates of the geographic entities.
	Estimates of urban and rural populations, housing units, and characteristics reflect boundaries of urban areas defined based on 2020 Census data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.
	Explanation of Symbols:- The estimate could not be computed because there were an insufficient number of sample observations. For a ratio of medians estimate, one or both of the median estimates falls in the lowest interval or highest interval of an open-ended distribution. For a 5-year median estimate, the margin of error associated with a median was larger than the median itself.N The estimate or margin of error cannot be displayed because there were an insufficient number of sample cases in the selected geographic area. (X) The estimate or margin of error is not applicable or not available.median- The median falls in the lowest interval of an open-ended distribution (for example "2,500-")median+ The median falls in the highest interval of an open-ended distribution (for example "250,000+").** The margin of error could not be computed because there were an insufficient number of sample observations.*** The margin of error could not be computed because the median falls in the lowest interval or highest interval of an open-ended distribution.***** A margin of error is not appropriate because the corresponding estimate is controlled to an independent population or housing estimate. Effectively, the corresponding estimate has no sampling error and the margin of error may be treated as zero.
<b>COLUMN NOTES</b>	None

Census Tract 103.04; Erie County; Pennsylvania	Total		Below poverty level		Percent below poverty level	
	Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate
Population for whom poverty status is determined	5,242	±484	156	±103	3.0%	±2.0
AGE						
Under 18 years	1,416	±251	0	±16	0.0%	±2.1
Under 5 years	492	±222	0	±16	0.0%	±5.9
5 to 17 years	924	±203	0	±16	0.0%	±3.2
Related children of householder under 18 years	1,416	±251	0	±16	0.0%	±2.1
18 to 64 years	2,764	±359	98	±93	3.5%	±3.3
18 to 34 years	770	±262	0	±16	0.0%	±3.8
35 to 64 years	1,994	±192	98	±93	4.9%	±4.6
60 years and over	1,297	±193	90	±55	6.9%	±4.2
65 years and over	1,062	±164	58	±35	5.5%	±3.4
SEX						
Male	2,533	±329	73	±79	2.9%	±3.1
Female	2,709	±336	83	±50	3.1%	±1.8
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	4,937	±506	156	±103	3.2%	±2.1
Black or African American alone	13	±16	0	±16	0.0%	±79.0

American Indian and Alaska Native alone	16	±22	0	±16	0.0%	±71.2
Asian alone	7	±13	0	±16	0.0%	±100.0
Native Hawaiian and Other Pacific Islander alone	0	±16	0	±16	-	**
Some other race alone	40	±63	0	±16	0.0%	±45.1
Two or more races	229	±132	0	±16	0.0%	±12.3
Hispanic or Latino origin (of any race)	149	±139	0	±16	0.0%	±18.1
White alone, not Hispanic or Latino	4,916	±507	156	±103	3.2%	±2.1
<b>EDUCATIONAL ATTAINMENT</b>						
Population 25 years and over	3,509	±255	156	±103	4.4%	±2.9
Less than high school graduate	152	±111	21	±50	13.8%	±29.7
High school graduate (includes equivalency)	964	±276	66	±55	6.8%	±5.7
Some college, associate's degree	470	±116	0	±16	0.0%	±6.2
Bachelor's degree or higher	1,923	±230	69	±59	3.6%	±3.0
<b>EMPLOYMENT STATUS</b>						
Civilian labor force 16 years and over	2,570	±247	78	±68	3.0%	±2.6
Employed	2,431	±256	25	±39	1.0%	±1.6
Male	1,206	±173	0	±16	0.0%	±2.5
Female	1,225	±244	25	±39	2.0%	±3.1

Unemployed	139	±89	53	±59	38.1%	±31.2
Male	101	±73	53	±59	52.5%	±36.1
Female	38	±39	0	±16	0.0%	±46.2
WORK EXPERIENCE						
Population 16 years and over	3,931	±336	156	±103	4.0%	±2.6
Worked full-time, year-round in the past 12 months	1,699	±224	0	±16	0.0%	±1.7
Worked part-time or part-year in the past 12 months	1,050	±253	34	±42	3.2%	±3.7
Did not work	1,182	±191	122	±92	10.3%	±7.3
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	92	±75	(X)	(X)	(X)	(X)
125 percent of poverty level	251	±124	(X)	(X)	(X)	(X)
150 percent of poverty level	332	±128	(X)	(X)	(X)	(X)
185 percent of poverty level	766	±438	(X)	(X)	(X)	(X)
200 percent of poverty level	1,133	±645	(X)	(X)	(X)	(X)
300 percent of poverty level	1,602	±627	(X)	(X)	(X)	(X)
400 percent of poverty level	2,132	±622	(X)	(X)	(X)	(X)



500 percent of poverty level	2,555	±607	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	529	±136	134	±97	25.3%	±15.0
Male	222	±83	65	±78	29.3%	±30.9
Female	307	±101	69	±46	22.5%	±13.0
15 years	0	±16	0	±16	-	**
16 to 17 years	0	±16	0	±16	-	**
18 to 24 years	0	±16	0	±16	-	**
25 to 34 years	10	±16	0	±16	0.0%	±90.1
35 to 44 years	19	±51	5	±48	26.3%	±73.7
45 to 54 years	93	±66	53	±59	57.0%	±35.6
55 to 64 years	116	±62	32	±46	27.6%	±36.7
65 to 74 years	151	±68	25	±25	16.6%	±15.5
75 years and over	140	±92	19	±22	13.6%	±17.0
Mean income deficit for unrelated individuals (dollars)	8,295	±4,817	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	103	±47	0	±16	0.0%	±24.9
Worked less than full-time, year-round in the past 12 months	74	±72	34	±42	45.9%	±39.6
Did not work	352	±107	100	±84	28.4%	±20.5
Population in housing units for whom poverty	5,173	±481	151	±84	2.9%	±1.6

status is determined						
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Census Tract 104; Erie County; Pennsylvania	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	4,852	±555	507	±280	10.4%	±5.3
AGE						
Under 18 years	807	±111	109	±101	13.5%	±12.0
Under 5 years	222	±128	0	±11	0.0%	±12.6
5 to 17 years	585	±126	109	±101	18.6%	±15.9
Related children of householder under 18 years	807	±111	109	±101	13.5%	±12.0
18 to 64 years	2,836	±394	228	±117	8.0%	±4.0
18 to 34 years	813	±202	61	±62	7.5%	±7.3
35 to 64 years	2,023	±326	167	±103	8.3%	±4.7
60 years and over	1,676	±389	194	±186	11.6%	±9.9
65 years and over	1,209	±337	170	±181	14.1%	±12.6
SEX						
Male	2,347	±347	116	±93	4.9%	±3.9
Female	2,505	±307	391	±248	15.6%	±9.0
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	4,763	±573	507	±280	10.6%	±5.4

Black or African American alone	10	±17	0	±11	0.0%	±90.1
American Indian and Alaska Native alone	6	±11	0	±11	0.0%	±100.0
Asian alone	36	±40	0	±11	0.0%	±47.5
Native Hawaiian and Other Pacific Islander alone	0	±11	0	±11	-	**
Some other race alone	0	±11	0	±11	-	**
Two or more races	37	±45	0	±11	0.0%	±46.8
Hispanic or Latino origin (of any race)	169	±194	0	±11	0.0%	±16.2
White alone, not Hispanic or Latino	4,617	±580	507	±280	11.0%	±5.6
<b>EDUCATIONAL ATTAINMENT</b>						
Population 25 years and over	3,749	±515	398	±222	10.6%	±5.4
Less than high school graduate	145	±77	54	±45	37.2%	±30.1
High school graduate (includes equivalency)	1,027	±269	89	±85	8.7%	±8.0
Some college, associate's degree	855	±238	49	±48	5.7%	±6.0
Bachelor's degree or higher	1,722	±401	206	±191	12.0%	±10.8
<b>EMPLOYMENT STATUS</b>						
Civilian labor force 16 years and over	2,515	±380	87	±73	3.5%	±3.0
Employed	2,412	±362	87	±73	3.6%	±3.1

Male	1,304	±244	25	±37	1.9%	±2.9
Female	1,108	±205	62	±65	5.6%	±5.9
Unemployed	103	±70	0	±11	0.0%	±24.9
Male	40	±45	0	±11	0.0%	±45.1
Female	63	±69	0	±11	0.0%	±35.6
<b>WORK EXPERIENCE</b>						
Population 16 years and over	4,151	±518	421	±232	10.1%	±5.1
Worked full-time, year-round in the past 12 months	1,645	±341	0	±11	0.0%	±1.8
Worked part-time or part-year in the past 12 months	1,061	±259	123	±97	11.6%	±8.4
Did not work	1,445	±389	298	±208	20.6%	±11.3
<b>ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS</b>						
50 percent of poverty level	112	±109	(X)	(X)	(X)	(X)
125 percent of poverty level	639	±401	(X)	(X)	(X)	(X)
150 percent of poverty level	696	±406	(X)	(X)	(X)	(X)
185 percent of poverty level	812	±418	(X)	(X)	(X)	(X)
200 percent of poverty level	845	±420	(X)	(X)	(X)	(X)
300 percent of poverty level	1,849	±556	(X)	(X)	(X)	(X)

400 percent of poverty level	2,380	±565	(X)	(X)	(X)	(X)
500 percent of poverty level	3,064	±572	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	893	±387	189	±168	21.2%	±12.6
Male	389	±220	35	±41	9.0%	±11.2
Female	504	±223	154	±164	30.6%	±24.6
15 years	0	±11	0	±11	-	**
16 to 17 years	0	±11	0	±11	-	**
18 to 24 years	27	±44	0	±11	0.0%	±54.8
25 to 34 years	62	±71	25	±37	40.3%	±58.7
35 to 44 years	8	±32	0	±11	0.0%	±100.0
45 to 54 years	124	±98	30	±34	24.2%	±31.7
55 to 64 years	169	±92	27	±25	16.0%	±15.3
65 to 74 years	435	±345	107	±163	24.6%	±23.5
75 years and over	68	±47	0	±11	0.0%	±33.9
Mean income deficit for unrelated individuals (dollars)	N	N	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	218	±118	0	±11	0.0%	±12.8
Worked less than full-time, year-round in the past 12 months	174	±140	38	±42	21.8%	±25.8
Did not work	501	±346	151	±162	30.1%	±16.7

Population in housing units for whom poverty status is determined	4,833	±555	488	±280	10.1%	±5.4
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Census Tract 105; Erie County; Pennsylvania	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	3,853	±476	416	±208	10.8%	±5.4
AGE						
Under 18 years	599	±201	0	±11	0.0%	±4.9
Under 5 years	154	±118	0	±11	0.0%	±17.6
5 to 17 years	445	±240	0	±11	0.0%	±6.5
Related children of householder under 18 years	585	±184	0	±11	0.0%	±5.0
18 to 64 years	2,202	±305	355	±203	16.1%	±8.4
18 to 34 years	552	±185	162	±144	29.3%	±23.0
35 to 64 years	1,650	±289	193	±163	11.7%	±9.1
60 years and over	1,387	±322	187	±175	13.5%	±11.7
65 years and over	1,052	±253	61	±44	5.8%	±4.5
SEX						



Male	1,812	±288	91	±66	5.0%	±3.7
Female	2,041	±420	325	±210	15.9%	±9.4
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	3,713	±482	400	±210	10.8%	±5.6
Black or African American alone	49	±49	0	±11	0.0%	±40.7
American Indian and Alaska Native alone	0	±11	0	±11	-	**
Asian alone	59	±56	16	±28	27.1%	±34.1
Native Hawaiian and Other Pacific Islander alone	0	±11	0	±11	-	**
Some other race alone	0	±11	0	±11	-	**
Two or more races	32	±38	0	±11	0.0%	±50.4
Hispanic or Latino origin (of any race)	17	±29	0	±11	0.0%	±69.1
White alone, not Hispanic or Latino	3,713	±482	400	±210	10.8%	±5.6
EDUCATIONAL ATTAINMENT						
Population 25 years and over	3,124	±389	362	±197	11.6%	±6.0
Less than high school graduate	67	±54	19	±27	28.4%	±35.1
High school graduate (includes equivalency)	1,311	±336	257	±212	19.6%	±13.6
Some college, associate's degree	484	±138	30	±38	6.2%	±7.5

Bachelor's degree or higher	1,262	±314	56	±57	4.4%	±4.8
<b>EMPLOYMENT STATUS</b>						
Civilian labor force 16 years and over	1,991	±350	285	±218	14.3%	±9.7
Employed	1,830	±289	156	±150	8.5%	±7.9
Male	1,034	±231	40	±45	3.9%	±4.4
Female	796	±207	116	±133	14.6%	±15.0
Unemployed	161	±175	129	±168	80.1%	±33.0
Male	43	±43	11	±20	25.6%	±43.6
Female	118	±166	118	±166	100.0%	±22.2
<b>WORK EXPERIENCE</b>						
Population 16 years and over	3,384	±404	416	±208	12.3%	±6.0
Worked full-time, year-round in the past 12 months	1,313	±242	54	±78	4.1%	±5.8
Worked part-time or part-year in the past 12 months	742	±262	221	±209	29.8%	±21.4
Did not work	1,329	±297	141	±76	10.6%	±5.9
<b>ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS</b>						
50 percent of poverty level	104	±59	(X)	(X)	(X)	(X)
125 percent of poverty level	503	±236	(X)	(X)	(X)	(X)
150 percent of poverty level	700	±260	(X)	(X)	(X)	(X)

185 percent of poverty level	936	±377	(X)	(X)	(X)	(X)
200 percent of poverty level	995	±384	(X)	(X)	(X)	(X)
300 percent of poverty level	1,636	±435	(X)	(X)	(X)	(X)
400 percent of poverty level	2,626	±443	(X)	(X)	(X)	(X)
500 percent of poverty level	2,793	±447	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	1,514	±362	317	±184	20.9%	±10.9
Male	690	±191	90	±65	13.0%	±9.1
Female	824	±304	227	±179	27.5%	±18.2
15 years	0	±11	0	±11	-	**
16 to 17 years	0	±11	0	±11	-	**
18 to 24 years	88	±99	54	±78	61.4%	±53.7
25 to 34 years	145	±111	18	±29	12.4%	±21.5
35 to 44 years	134	±87	28	±43	20.9%	±33.0
45 to 54 years	217	±133	11	±17	5.1%	±8.4
55 to 64 years	393	±208	154	±176	39.2%	±30.3
65 to 74 years	463	±255	14	±20	3.0%	±4.7
75 years and over	74	±55	38	±39	51.4%	±38.3
Mean income deficit for unrelated individuals (dollars)	5,303	±2,540	(X)	(X)	(X)	(X)

Worked full-time, year-round in the past 12 months	511	±192	54	±78	10.6%	±13.8
Worked less than full-time, year-round in the past 12 months	437	±226	131	±169	30.0%	±30.1
Did not work	566	±251	132	±76	23.3%	±14.1
Population in housing units for whom poverty status is determined	3,848	±476	412	±207	10.7%	±5.4

Census Tract 124; Erie County; Pennsylvania						
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	1,317	±215	139	±72	10.6%	±6.0
AGE						
Under 18 years	131	±45	19	±28	14.5%	±19.6
Under 5 years	91	±62	17	±26	18.7%	±28.0
5 to 17 years	40	±29	2	±7	5.0%	±18.3
Related children of householder under 18 years	131	±45	19	±28	14.5%	±19.6
18 to 64 years	834	±202	61	±38	7.3%	±5.1

18 to 34 years	157	±52	22	±27	14.0%	±15.6
35 to 64 years	677	±195	39	±27	5.8%	±4.6
60 years and over	514	±75	71	±41	13.8%	±7.8
65 years and over	352	±57	59	±39	16.8%	±10.0
SEX						
Male	725	±167	52	±43	7.2%	±6.9
Female	592	±85	87	±51	14.7%	±8.1
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	1,132	±148	108	±64	9.5%	±5.6
Black or African American alone	19	±20	5	±8	26.3%	±40.2
American Indian and Alaska Native alone	1	±3	1	±3	100.0%	±100.0
Asian alone	15	±16	0	±11	0.0%	±73.6
Native Hawaiian and Other Pacific Islander alone	0	±11	0	±11	-	**
Some other race alone	0	±11	0	±11	-	**
Two or more races	150	±133	25	±30	16.7%	±29.8
Hispanic or Latino origin (of any race)	20	±28	20	±28	100.0%	±63.7
White alone, not Hispanic or Latino	1,132	±148	108	±64	9.5%	±5.6
EDUCATIONAL ATTAINMENT						
Population 25 years and over	1,131	±196	109	±53	9.6%	±5.3

Less than high school graduate	87	±47	39	±36	44.8%	±29.2
High school graduate (includes equivalency)	209	±80	8	±12	3.8%	±5.8
Some college, associate's degree	356	±153	7	±10	2.0%	±3.1
Bachelor's degree or higher	479	±89	55	±40	11.5%	±8.0
<b>EMPLOYMENT STATUS</b>						
Civilian labor force 16 years and over	666	±205	7	±10	1.1%	±1.6
Employed	638	±205	7	±10	1.1%	±1.7
Male	403	±166	0	±11	0.0%	±7.2
Female	235	±63	7	±10	3.0%	±4.3
Unemployed	28	±30	0	±11	0.0%	±53.8
Male	7	±10	0	±11	0.0%	±100.0
Female	21	±29	0	±11	0.0%	±62.2
<b>WORK EXPERIENCE</b>						
Population 16 years and over	1,197	±208	120	±55	10.0%	±5.3
Worked full-time, year-round in the past 12 months	485	±197	0	±11	0.0%	±6.0
Worked part-time or part-year in the past 12 months	214	±70	16	±16	7.5%	±7.7
Did not work	498	±73	104	±54	20.9%	±10.2
<b>ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS</b>						



50 percent of poverty level	41	±45	(X)	(X)	(X)	(X)
125 percent of poverty level	181	±96	(X)	(X)	(X)	(X)
150 percent of poverty level	209	±94	(X)	(X)	(X)	(X)
185 percent of poverty level	340	±111	(X)	(X)	(X)	(X)
200 percent of poverty level	372	±114	(X)	(X)	(X)	(X)
300 percent of poverty level	532	±114	(X)	(X)	(X)	(X)
400 percent of poverty level	788	±196	(X)	(X)	(X)	(X)
500 percent of poverty level	988	±213	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	495	±100	104	±48	21.0%	±9.4
Male	224	±59	38	±36	17.0%	±16.4
Female	271	±76	66	±35	24.4%	±11.8
15 years	0	±11	0	±11	-	**
16 to 17 years	0	±11	0	±11	-	**
18 to 24 years	7	±10	6	±8	85.7%	±63.9
25 to 34 years	47	±33	2	±9	4.3%	±21.4
35 to 44 years	34	±23	5	±8	14.7%	±26.3
45 to 54 years	142	±72	22	±29	15.5%	±21.5
55 to 64 years	85	±47	12	±12	14.1%	±15.5
65 to 74 years	108	±42	48	±36	44.4%	±26.4
75 years and over	72	±30	9	±14	12.5%	±18.5

Mean income deficit for unrelated individuals (dollars)	5,193	±2,259	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	121	±66	0	±11	0.0%	±21.7
Worked less than full-time, year-round in the past 12 months	132	±68	8	±11	6.1%	±8.2
Did not work	242	±58	96	±50	39.7%	±18.5
Population in housing units for whom poverty status is determined	1,312	±215	135	±72	10.3%	±6.0

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

**Note: The table shown may have been modified by user selections. Some information may be missing.**

**DATA NOTES**

TABLE ID: B16001

SURVEY/PROGRAM: American Community Survey

VINTAGE:	2015
DATASET:	ACSDT5Y2015
PRODUCT:	ACS 5-Year Estimates Detailed Tables
UNIVERSE:	Population 5 years and over
MLA:	U.S. Census Bureau. "LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER." American Community Survey, ACS 5-Year Estimates Detailed Tables, Table B16001, 2015, . Accessed on April 9, 2024.
FTP URL:	<a href="https://www2.census.gov/programs-surveys/acs/summary_file/2015/data/">https://www2.census.gov/programs-surveys/acs/summary_file/2015/data/</a>
API URL:	<a href="https://api.census.gov/data/2015/acs/acs5">https://api.census.gov/data/2015/acs/acs5</a>
<b>USER SELECTIONS</b>	
TABLES	B16001
GEOS	Census Tract 105; Erie County; Pennsylvania; Census Tract 104; Erie County; Pennsylvania; Census Tract 124; Erie County; Pennsylvania; Census Tract 103.04; Erie County; Pennsylvania
<b>EXCLUDED COLUMNS</b>	
	None
<b>APPLIED FILTERS</b>	
	None
<b>APPLIED SORTS</b>	
	None
<b>PIVOT &amp; GROUPING</b>	
PIVOT COLUMNS	None
PIVOT MODE	Off
ROW GROUPS	None

<b>VALUE COLUMNS</b>	None
<b>WEB ADDRESS</b>	<a href="https://data.census.gov/table/ACSDT5Y2015.B16001?q=b16001&amp;g=1400000US42049010304,42049010400,42049010500,42049012400">https://data.census.gov/table/ACSDT5Y2015.B16001?q=b16001&amp;g=1400000US42049010304,42049010400,42049010500,42049012400</a>
<b>TABLE NOTES</b>	<p>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.</p> <p>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.</p> <p>Tell us what you think. Provide feedback to help make American Community Survey data more useful for you.</p> <p>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.</p>

	<p>Explanation of Symbols: * 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. * 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. * An "-" following a median estimate means the median falls in the lowest interval of an open-ended distribution. * An "+" following a median estimate means the median falls in the upper interval of an open-ended distribution. * 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. * An "*****" entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate. * 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. * An "(X)" means that the estimate is not applicable or not available.</p>
	<p>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.</p>
	<p>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.</p>
	<p>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.</p>

	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.
	Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates
<b>COLUMN NOTES</b>	None

Label	Census Tract 103.04, Erie County, Pennsylvania		Census Tract 104, Erie County, Pennsylvania		Census Tract 105, Erie County, Pennsylvania		Census Tract 124, Erie County, Pennsylvania	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Total:	4,413	±269	4,180	±206	4,050	±333	1,331	±135
Speak only English	4,233	±259	4,056	±205	3,833	±357	1,271	±134
Spanish or Spanish Creole:	58	±45	6	±8	117	±117	25	±22
Speak English "very well"	39	±31	5	±8	117	±117	25	±22
Speak English less than "very well"	19	±32	1	±2	0	±10	0	±10
German:	16	±20	24	±24	0	±10	0	±10
Speak English "very well"	16	±20	12	±14	0	±10	0	±10
Speak English less than "very well"	0	±10	12	±19	0	±10	0	±10
Polish:	43	±55	15	±23	0	±10	0	±10
Speak English "very well"	36	±55	8	±12	0	±10	0	±10
Speak English less than "very well"	7	±10	7	±11	0	±10	0	±10
Other Slavic languages:	41	±52	0	±10	0	±10	0	±10
Speak English "very well"	32	±50	0	±10	0	±10	0	±10
Speak English less than "very well"	9	±15	0	±10	0	±10	0	±10
Other Indo-European languages:	0	±10	0	±10	32	±52	0	±10
Speak English "very well"	0	±10	0	±10	21	±33	0	±10
Speak English less than "very well"	0	±10	0	±10	11	±18	0	±10
Chinese:	0	±10	18	±20	0	±10	15	±21
Speak English "very well"	0	±10	14	±15	0	±10	0	±10
Speak English less than "very well"	0	±10	4	±7	0	±10	15	±21
African languages:	0	±10	2	±3	0	±10	1	±2
Speak English "very well"	0	±10	2	±3	0	±10	0	±10
Speak English less than "very well"	0	±10	0	±10	0	±10	1	±2



## 15. Completed Unlawful Discrimination Poster

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### **Unlawful Discrimination**

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

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

Federal regulations on unlawful discrimination are available for review in the Airport Manager's Office.

Title VI/ADA Coordinator: Kimberlie Scharrer, Director of Administration  
Phone: (814) 833-4258

Address: Erie Regional Airport Authority  
4411 West 12th Street  
Erie, PA 16505

Email: [kscharrer@erieairport.org](mailto:kscharrer@erieairport.org)

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### **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.

Title VI/ADA Coordinador: Kimberlie Scharrer, Director of Administration  
Teléfono: (814) 833-4258

Dirección: Erie Regional Airport Authority  
4411 West 12th Street  
Erie, PA 16505

Email: [kscharrer@erieairport.org](mailto:kscharrer@erieairport.org)



U.S. Department of Transportation  
Federal Aviation Administration

DOT/08