



Cape Cod Gateway Airport

Triennial Title VI Plan

FY 2025-2027

Cape Cod Gateway Airport Title VI Plan

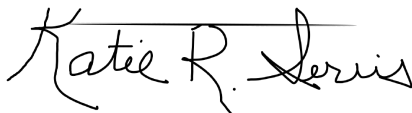
1. Title VI Policy Statement¹

Cape Cod Gateway 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.

Cape Cod Gateway 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 Cape Cod Gateway 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 Cape Cod Gateway Airport will take action to involve them and the general public in the decision-making process.

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

The Title VI Coordinator, Katie Servis, available at tel. (508) 775.2020 and by email: katie.servis@town.barnstable.ma.us, is responsible for overseeing the Cape Cod Gateway Airport'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

**Katie Servis,
Airport Manager**

11/01/2024

Effective Date

10/01/2027

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
3. Grant and Procurement Assurances

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

The Cape Cod Gateway 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. The Cape Cod Gateway Airport requires, Civil Rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other agreements. Civil Rights clauses are included in Bid documents and in all contracts for the airport: concessionaires, tenant leases, project contractors and consultants and their subs. The Airport reviews all contracts to ensure compliance with required clauses.

Description of Oversight Methods for Subcontracts

Contractors are required to provide the airport with copies of subcontracts related to the airport projects. Subcontracts are audited by the airport staff or its consultants to verify they include the correct 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 Cape Cod Gateway Airport is in compliance with nondiscrimination requirements of Title VI and reports to the Cape Cod Gateway Airport Commission 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 Cape Cod Gateway 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)

The Cape Cod Gateway 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.

The Cape Cod Gateway Airport has posted the above Title VI policy statement at its staff offices.

Cape Cod Gateway Airport *will distribute* this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan “*will be*” distributed by **November 30, 2024** by email and at the Cape Cod Gateway Airport Commission meetings.

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>Main Terminal</i>	<i>3</i>	<i>1</i>	
<i>Airport Management Office</i>			<i>1</i>

Outreach to Affected Communities

The Airport Manager’s office 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, town app and on Airport’s Website. The Airport Manager’s office contacts leaders and representatives in Affected Communities directly to confirm effective media platforms to reach all Affected Communities³ and provide important feedback on translated materials. The office maintains records of all such notices and the efforts made to reach each of the Affected Communities.

Detailed information on our public notice and outreach procedures is available in the Cape Cod Gateway Airport CPP. The Cape Cod Gateway Airport will create a detailed CPP by December 31, 2024. A copy of the plan will be available

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

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

at <https://flyhya.com/airport-info/dbe/>

To ensure that the community is effectively informed of and able to participate in public hearings, the 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.

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 Cape Cod Gateway Airport will be able to identify, understand, and engage with communities. In doing so, the Cape Cod Gateway Airport needs to know about communities eligible to be served, actually or potentially affected, benefited or burdened by Cape Cod Gateway Airport's airport program.

Affected Communities⁴	Population
<i>County of Barnstable</i>	229,604
<i>Town of Barnstable</i>	49,709
<i>Town of Yarmouth</i>	25,103

(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,” The Cape Cod Gateway Airport is collecting information about affected and potentially affected low-income communities. According to ***U.S. Census Report S1701: Poverty Status in the Past 12 Months***, the overall poverty level for the *County of Barnstable* is approximately 8.5%*. The poverty rate remains “low” compared with

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.

the rest of the country (U.S. Average 12.5%). The *County of Barnstable* includes all of the Cape; towns surrounding the airport and towns that may use the airport or be able to commute to the Airport for work. The *Town of Barnstable* surrounds most of the Airport and *Town of Yarmouth* borders to the east of the Airport. The poverty rates for the specific Affected Communities are as follows:

Affected Communities	Poverty Rate
<i>County of Barnstable</i>	8.5%*
<i>Town of Barnstable</i>	6.9%**
<i>Town of Yarmouth</i>	7.3%**

Source: * <https://data.census.gov/table/ACSSTIY2023.S1701?q=050XX00US25001>

** <https://www.census.gov/quickfacts/fact/table/westyarmouthcdpmassachusetts,barnstabletowncitymassachusetts/PST045223>

Racial and Ethnic Communities.

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

Affected Community: Barnstable County, Massachusetts Total Affected Community Population: 231,735

Demographic Group within Affected Community	Percentage of Total Population of People in Minority Group	Number of People in Minority Group
Total population	100.00%	231,735
Hispanic or Latino (of any race)	3.80%	8,601
White	86.80%	201,146
Black or African American	2.40%	5,562
American Indian and Alaska Native	1.00%	2,317
Aztec	N	N
Blackfeet Tribe of the Blackfeet Indian Reservation of Montana	N	N
Maya	N	N
Native Village of Barrow Inupiat Traditional Gov't	N	N

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

Navajo Nation	N	N
Nome Eskimo Community	N	N
Other American Indian and Alaska Native	N	N
Asian	1.70%	3,939
Asian Indian	0.00%	0
Chinese	0.60%	1,390
Filipino	0.30%	695
Japanese	0.00%	0
Korean	0.10%	232
Native Hawaiian	0.00%	0
Some Other Race	1.00%	2,317
Two or More Races	7.10%	16,453

Source:

U.S. Census Bureau, U.S. Department of Commerce. "Comparative Demographic Estimates." American Community Survey, ACS 1-Year Estimates Comparison Profiles, Table CP05, 2023. <https://data.census.gov/table/ACSCPIY2023.CP05?q=demongrapghics&t=Race and Ethnicity&q=050XX00US 2024.,25001,25001>. Accessed on August 6. Accessed on October 23, 2024.

Affected Community: Town of Barnstable, Massachusetts
Total Affected Community Population: 49,709

Demographic Group within Affected Community	Percentage of Total Population of People in Minority Group	Number of People in Minority Group
Total population	100.00%	49,709
Hispanic or Latino (of any race)	6.90%	3,430
White	77.60%	38,574
Black or African American	6.30%	3,132
American Indian and Alaska Native	0.20%	99
Aztec	N	N
Blackfeet Tribe of the Blackfeet Indian Reservation of Montana	N	N
Maya	N	N
Native Village of Barrow Inupiat Traditional Gov't	N	N

Navajo Nation	N	N
Nome Eskimo Community	N	N
Other American Indian and Alaska Native	N	N
Asian	0.90%	447
Asian Indian	N	N
Chinese	N	N
Filipino	N	N
Japanese	N	N
Korean	N	N
Native Hawaiian	0.00%	0
Some Other Race	N	N
Two or More Races	7.40%	3,678

Source:

<https://www.census.gov/quickfacts/fact/table/yarmouthtownbarnstablecountymassachusetts,barnstabletowncitymassachusetts/POP815222>

Affected Community: Town of Yarmouth, Massachusetts

Total Affected Community Population: 25,103

Demographic Group within Affected Community	Percentage of Total Population of People in Minority Group	Number of People in Minority Group
Total population	100.00%	25,103
Hispanic or Latino (of any race)	2.90%	728
White	83.10%	20,861
Black or African American	5.20%	1,305
American Indian and Alaska Native	0.10%	25
Aztec	N	N
Blackfeet Tribe of the Blackfeet Indian Reservation of Montana	N	N
Maya	N	N
Native Village of Barrow Inupiat Traditional Gov't	N	N
Navajo Nation	N	N

Nome Eskimo Community	N	N
Other American Indian and Alaska Native	N	N
Asian	2.80%	703
Asian Indian	N	N
Chinese	N	N
Filipino	N	N
Japanese	N	N
Korean	N	N
Native Hawaiian	0.00%	0
Some Other Race	N	N
Two or More Races	5.80%	1,456

Source:

<https://www.census.gov/quickfacts/fact/table/yarmouthtownbarnstablecountymassachusetts,barnstabletowncitymassachusetts/POP815222>

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that Cape Cod Gateway 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: U.S. Census Bureau. [B16001: LANGUAGE SPOKEN AT HOME BY ... - Census Bureau Table](#). (note most recent data for our area is 2015)

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 There are no LEP populations that are 5% or higher in the County of Barnstable, the Town of Barnstable or the Town of Yarmouth based on the data from the U.S. Census. Please refer to the end of this document to find data for all languages in our community.

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

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

Languages Spoken by LEP Population that Meet the Safe Harbor Threshold	Number	Margin of Error
<i>None</i>		

Source: 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, [https://data.census.gov/table/ACSDT5Y2015.B16001?q=b16001&q=040XX00US25,25\\$0500000,25\\$0600000_060XX00US2500103690](https://data.census.gov/table/ACSDT5Y2015.B16001?q=b16001&q=040XX00US25,25$0500000,25$0600000_060XX00US2500103690). Accessed on October 22, 2024.
[https://data.census.gov/table/ACSDT5Y2015.B16001?q=b16001&q=040XX00US25,25\\$0500000,25\\$0600000_060XX00US2500103690](https://data.census.gov/table/ACSDT5Y2015.B16001?q=b16001&q=040XX00US25,25$0500000,25$0600000_060XX00US2500103690)

Frequency of contact with LEP individuals at the airport and airport-related activities (all languages): To date the airport has not encountered any request or need for foreign 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)

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

Additional Languages Spoken

<i>NONE</i>

This information is updated annually⁹ through checking the following resources:

Data Sources for Languages Spoken in Affected Community	Website link to Data Source
<i>U.S. Census Bureau</i>	https://data.census.gov/table/ACSDT5Y2015.B16001?q=b16001&q=040XX00US25,25\$0500000,25\$0600000_060XX00US2500103690

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.

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Beneficiary Diversity.

Demographic information is from businesses seeking opportunities at the airport, through voluntary disclosures.

Description of Beneficiary Demographic Information Collection Methods

- *Businesses that submit bids or offers are asked to complete an anonymous survey that includes demographic information, submitted through a data collection website.*

Staff and Advisory Board Diversity.

Demographic information is collected from airport program employees through voluntary disclosures. Information is not collected from Commission members.

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.*

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 Cape Cod Gateway 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:

¹⁰ In order to carry out an alternative with a discriminatory impact, the Cape Cod Gateway Airport 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.

Existing Airport Facilities	Affected Community Impacted by Operation of the Facility
<i>Main Terminal</i>	<i>None</i>
<i>Runway 6-24</i>	<i>None</i>
<i>Runway 15-33</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:

Airport Facility Construction Projects	Affected Community Impacted by Construction of the Facility
<i>Upgrade Tower HVAC Systems</i>	<i>None</i>
<i>Design and Construct Hardstands for Terminal Apron</i>	<i>None</i>
<i>Terminal Building HVAC Replacement</i>	<i>None</i>

We have analyzed the above existing facilities and facility construction projects for disparate impacts on the basis of race, color, or national origin (including LEP) in Affected Communities. The following have disparate impacts: None projects are within existing buildings or in areas that are secure near terminal on the airside.

Facilities or Construction Projects with Disparate Impacts	Affected Community Impacted	Impact Can Be Eliminated?
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Justifications: Not Applicable, projects will not affect community.

8. Limited English Proficiency (LEP)

Executive Order 13166

In creating a Language Assistance Plan, the Cape Cod Gateway 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>None</i>

Cape Cod Gateway Airport will also collect 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>Airport language line usage data</i>	<i>www.language.com</i>
<i>Assistance requests to airport information desks</i>	N/A

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

Language
<i>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 Cape Cod Gateway 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:

Translation Services:

- All written notices contain a statement in the identified languages, when appropriate, of how to receive translated written materials.

Translation Vendors	Languages
<i>None</i>	

Location for Translation Assistance	Languages
<i>NA</i>	

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.

Interpretation Services:

- The following vendors have been identified for interpretation services

Interpretation Vendors	Languages
<i>Language Line, Inc.</i>	<i>All languages</i>

- Information regarding interpretation services can be obtained at: the airport Manager's office, Airport staff will have "I speak" cards and information on how to connect to Language Line if a translation service should be required.

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Location for Interpretation Assistance	Languages
<i>Airport Manager's Office</i>	<i>All languages via Language Lline</i>

Description of Interpretation Assistance Processes

- *The airport contracts with Language Line, Inc. to provide on-demand telephone interpretation services to airport guests. When a request for an interpreter is received, the following process is used: Airport staff will use "I-Speak" cards to identify the language spoken by the airport guest. Staff contacts Language Line, Inc. and "parks" the request in the queue for the appropriate language. Language Line, Inc. operators will coordinate and connect the requesting party to an interpreter for the duration of the call. The completed call is then logged in the Language Line Service binder. This log is kept for one year.*

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.

Cape Cod Regional Transit Authority (CCRTA) operates a bus transit system of fixed and flexible routes, seasonal rail service to Boston, and a paratransit service in the Cape Cod region of Massachusetts. The "Villager" Line stops at the Airport and runs year-round. There are a total of 7 year round routes providing transportation throughout the Cape. The CCRTA operates the **Hyannis Transportation**

Center (HTC) that is the transportation hub for the Cape and from which the “Villager” line among others departs from. Other forms of transportation also connect through the HTC allowing citizens to travel easily to the airport from the surrounding Cape towns.

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
Barnstable County	Fixed-route buses	Existing
Barnstable 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:

Airport Business Opportunity	Minority Business Outreach Methods
<i>Car Rentals</i>	<i>Bids required to include airport concession disadvantaged business (ACDBE) components.</i>
<i>Parking Lot Operations Contract</i>	<i>Bids required to include airport concession disadvantaged business (ACDBE) components. The airport also uses the MA UCP to disseminate opportunities at the airport to the ACDBE and DBE communities.</i>
<i>Concessionaires</i>	<i>Bids required to include airport concession disadvantaged business (ACDBE) components. The airport also uses the MA UCP to disseminate opportunities at the airport to the ACDBE and DBE communities.</i>
<i>Land Leases</i>	<i>Listed on the town and airport websites.</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 Town of Barnstable Procurement Department.

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 as needed.

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, the Cape Cod Gateway 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

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 Cape Cod Gateway Airport 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 Cape Cod Gateway Airport itself, or its employees, contractors, or tenants. Includes noncompliance with related administrative requirements under civil rights laws.

violations administrative requirements under Title VI or related laws.

2. Not only be for employment matters¹⁴
3. Allege misconduct by the Cape Cod Gateway Airport, including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by the Cape Cod Gateway Airport including airport employees, contractors, concessionaires, lessees, or tenants.

Rights. Any person who believes that he or she has been subjected to discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age has the right to file a complaint with the Cape Cod Gateway Airport. 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 Town of Barnstable legal counsel and if regarding a business on the airport, then their senior management will also receive a copy of the complaint. The Coordinator for Cape Cod Gateway Airport is the Airport Manager and the most senior management person.

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

Katie Servis
Airport Manager
The Cape Cod Gateway Airport
480 Barnstable Road, 2nd Floor, Hyannis, MA 02601
Tel.: 508.775.2020
Email: kservis@flyhya.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

¹⁴ Complaints of employment discrimination must be addressed as required by EEOC and other applicable authorities with jurisdiction over employment matters. If a Cape Cod Gateway Airport 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.

report the resolution to FAA.

Discrimination Complaint Referral Procedure

Internal Complaint Referral. All Title VI complaints must be promptly forwarded to the Coordinator within 1 business day.

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 documents (original complaint and the Airport's statement describing actions taken by the airport) 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 Cape Cod Gateway 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 various methods such as alternate dispute resolution, negotiation, and/or mediation based on the complaint and legal counsel.

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 Cape Cod Gateway 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 Cape Cod Gateway Airport Commission Chairperson.
- The written appeal must be received **within 7** 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 Commission Chairperson 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 Cape Cod Gateway Airport will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. The Cape Cod Gateway Airport employees, contractors, and tenants will not intimidate or retaliate against a person who has filed a complaint alleging discrimination.

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 <https://flyhya.com/#>

2 In -person in the Airport Managers Office

14. Population / Language Data

See Attachment 1 for:

U.S. Census S1701 Barnstable County

U.S. Census Quick Facts Town of Barnstable and Town of Yarmouth

U.S. Census B16001 County of Barnstable Town of Barnstable, Town of Yarmouth

15. Completed Unlawful Discrimination Poster

Unlawful Discrimination

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

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

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

Coordinator: Katie Servis, Airport Manager
Phone: 508.775.2020
Address: The Cape Cod Gateway Airport
480 Barnstable Road, 2nd Floor, Hyannis, MA 02601

Discriminacion Illegal

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.

Coordinator: Katie Servis, Airport Manager
Phone: 508.775.2020
Address: The Cape Cod Gateway Airport
480 Barnstable Road, 2nd Floor, Hyannis, MA 02601



U.S. Department of Transportation
Federal Aviation Administration

FIG-10/1088

LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER		United States [®] Census Bureau
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, https://data.census.gov/table/ACSDT5Y2015.B16001?q=b16001&g=040XX00US25,25\$0500000,25\$0600000_060XX00US2500103690 . Accessed on October 22, 2024.	
FTP URL:	https://www2.census.gov/programs-surveys/acs/summary_file/2015/data/	
API URL:	https://api.census.gov/data/2015/acs/acs5	
USER SELECTIONS		
TABLES	B16001	
GEOS	All County Subdivisions within Massachusetts; Massachusetts; All Counties within Massachusetts; Barnstable Town city, Barnstable County, Massachusetts	
EXCLUDED COLUMNS	None	
APPLIED FILTERS	None	
APPLIED SORTS	None	
PIVOT & GROUPING		

Table: ACSDT5Y2015.B16001

PIVOT COLUMNS	None
PIVOT MODE	Off
ROW GROUPS	None
VALUE COLUMNS	None
WEB ADDRESS	https://data.census.gov/table/ACSDT5Y2015.B16001?q=b16001&g=040XX00US25,25\$0500000,25\$0600000_060XX00US2500103690
TABLE NOTES	<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>

Table: ACSDT5Y2015.B16001

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

Table: ACSDT5Y2015.B16001

	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.
	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.
	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
COLUMN NOTES	None

	Massachusetts		Barnstable County, Massachusetts		Barnstable Town city, Barnstable County, Massachusetts		Yarmouth town, Barnstable County, Massachusetts		county Barnstable	town of b	town yarm
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error			
Total:	6,339,745	±266	206,315	±74	42,776	±315	22,490	±262			
Speak only English	4,912,310	±8,994	190,847	±969	38,016	±720	20,367	±548		88.87%	0.24%
Spanish or Spanish Creole:	534,262	±3,670	3,145	±407	1,165	±341	191	±118		2.72%	
Speak English "very well"	311,919	±3,857	2,294	±340	713	±220	137	±115		1.67%	
Speak English less than "very well"	222,343	±3,678	851	±238	452	±197	54	±36	3.51%	1.06%	0.24%
French (incl. Patois, Cajun):	59,590	±2,195	1,604	±380	306	±136	157	±118		0.72%	
Speak English "very well"	48,623	±1,897	1,506	±371	300	±135	121	±108		0.70%	
Speak English less than "very well"	10,967	±1,058	98	±42	6	±9	36	±36	0.17%	0.01%	0.16%
French Creole:	71,301	±3,432	366	±175	25	±30	33	±51		0.06%	
Speak English "very well"	39,560	±2,276	290	±159	18	±32	1	±2		0.04%	
Speak English less than "very well"	31,741	±1,952	76	±65	7	±11	32	±51	0.50%	0.02%	0.14%
Italian:	36,387	±1,683	459	±123	107	±64	48	±39		0.25%	
Speak English "very well"	26,595	±1,230	364	±104	99	±62	21	±25		0.23%	
Speak English less than "very well"	9,792	±828	95	±52	8	±12	27	±30	0.50%	0.02%	0.12%
Portuguese or Portuguese Creole:	179,245	±4,772	3,817	±661	1,804	±486	616	±280		4.22%	
Speak English "very well"	101,178	±3,039	2,160	±474	947	±334	376	±185		2.21%	
Speak English less than "very well"	78,067	±2,728	1,657	±438	857	±336	240	±141	1.23%	2.00%	1.07%
German:	17,773	±774	587	±147	129	±67	48	±40		0.30%	
Speak English "very well"	16,147	±738	533	±144	120	±62	48	±40		0.28%	
Speak English less than "very well"	1,626	±271	54	±34	9	±13	0	±22	1.23%	0.02%	
Other West Germanic languages:	3,193	±481	242	±130	54	±54	0	±22		0.13%	
Speak English "very well"	2,896	±401	198	±110	39	±37	0	±22		0.09%	
Speak English less than "very well"	297	±138	44	±40	15	±24	0	±22	0.00%	0.04%	
Greek:	23,689	±1,594	533	±148	136	±86	68	±51		0.32%	
Speak English "very well"	17,094	±1,223	311	±87	59	±40	68	±51		0.14%	
Speak English less than "very well"	6,595	±671	222	±114	77	±67	0	±22	0.10%	0.18%	
Russian:	38,496	±2,168	534	±222	127	±101	62	±47		0.30%	
Speak English "very well"	22,510	±1,610	348	±149	85	±80	62	±47		0.20%	
Speak English less than "very well"	15,986	±1,113	186	±111	42	±53	0	±22	0.25%	0.10%	
Polish:	17,220	±1,240	253	±109	33	±36	0	±22		0.08%	
Speak English "very well"	11,466	±877	234	±111	19	±29	0	±22		0.04%	
Speak English less than "very well"	5,754	±570	19	±22	14	±22	0	±22	0.09%	0.03%	
Serbo-Croatian:	4,287	±733	252	±237	252	±237	0	±22		0.59%	
Speak English "very well"	3,125	±506	207	±214	207	±214	0	±22		0.48%	
Speak English less than "very well"	1,162	±369	45	±51	45	±51	0	±22	0.02%	0.11%	
Persian:	6,268	±980	33	±36	18	±30	0	±22		0.04%	
Speak English "very well"	4,239	±729	3	±6	0	±25	0	±22		0.00%	
Speak English less than "very well"	2,029	±388	30	±36	18	±30	0	±22	0.03%	0.04%	
Urdu:	5,963	±838	107	±86	13	±29	23	±37		0.03%	
Speak English "very well"	4,810	±758	72	±73	10	±23	23	±37		0.02%	
Speak English less than "very well"	1,153	±282	35	±39	3	±6	0	±22	0.02%	0.01%	
Other Indo-European languages:	21,995	±1,867	374	±143	98	±105	21	±20		0.23%	
Speak English "very well"	13,937	±1,200	307	±122	81	±78	6	±10		0.19%	
Speak English less than "very well"	8,058	±1,000	67	±46	17	±29	15	±17	0.13%	0.04%	0.07%
Chinese:	121,445	±3,128	628	±241	71	±73	160	±162		0.17%	
Speak English "very well"	58,819	±2,221	299	±117	45	±40	75	±68		0.11%	
Speak English less than "very well"	62,626	±1,815	329	±169	26	±47	85	±110	0.99%	0.06%	0.38%
Mon-Khmer, Cambodian:	24,047	±1,639	144	±145	72	±112	0	±22		0.17%	
Speak English "very well"	11,824	±1,219	11	±18	0	±25	0	±22		0.00%	
Speak English less than "very well"	12,223	±1,137	133	±144	72	±112	0	±22	0.19%	0.17%	
Vietnamese:	41,140	±2,250	169	±158	18	±21	82	±120		0.04%	
Speak English "very well"	15,971	±1,414	79	±97	10	±18	0	±22		0.02%	
Speak English less than "very well"	25,169	±1,408	90	±122	8	±12	82	±120	0.40%	0.02%	0.36%
Arabic:	33,345	±1,911	200	±128	51	±62	88	±84		0.12%	
Speak English "very well"	19,690	±1,553	135	±102	19	±29	64	±70		0.04%	
Speak English less than "very well"	13,655	±960	65	±50	32	±36	24	±28	0.22%	0.07%	0.11%
African languages:	36,053	±2,166	155	±131	42	±41	0	±22		0.10%	
Speak English "very well"	24,970	±1,671	17	±22	3	±6	0	±22		0.01%	

	Massachusetts		Barnstable County, Massachusetts		Barnstable Town city, Barnstable County, Massachusetts		Yarmouth town, Barnstable County, Massachusetts			county Barnstable		town of b		town yarm
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error						
Speak English less than "very well"	11,083	±986	138	±131	39	±41	0	±22		0.17%		0.09%		


Poverty Status in the Past 12 Months		
Note: The table shown may have been modified by user selections. Some information may be missing.		
DATA NOTES		
TABLE ID:	S1701	
SURVEY/PROGRAM:	American Community Survey	
VINTAGE:	2023	
DATASET:	ACSST1Y2023	
PRODUCT:	ACS 1-Year Estimates Subject Tables	
UNIVERSE:	None	
MLA:	U.S. Census Bureau, U.S. Department of Commerce. "Poverty Status in the Past 12 Months." American Community Survey, ACS 1-Year Estimates Subject Tables, Table S1701, 2023, . Accessed on October 30, 2024.	
FTP URL:	None	
API URL:	https://api.census.gov/data/2023/acs/acs1/subject	
USER SELECTIONS		
GEOS	Barnstable County, Massachusetts	
EXCLUDED COLUMNS	None	
APPLIED FILTERS	None	
APPLIED SORTS	None	
PIVOT & GROUPING		
PIVOT COLUMNS	None	
PIVOT MODE	Off	
ROW GROUPS	None	
VALUE COLUMNS	None	

Table: ACSST1Y2023.S1701

WEB ADDRESS	https://data.census.gov/table/ACSST1Y2023.S1701?g=050XX00US25001
TABLE NOTES	
	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 and the group quarters population 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, 2023 American Community Survey 1-Year Estimates
	ACS data generally reflect the geographic boundaries of legal and statistical areas as of January 1 of the estimate year. For more information, see Geography Boundaries by Year .
	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.

Table: ACSST1Y2023.S1701

	Users must consider potential differences in geographic boundaries, questionnaire content or coding, or other methodological issues when comparing ACS data from different years. Statistically significant differences shown in ACS Comparison Profiles, or in data users' own analysis, may be the result of these differences and thus might not necessarily reflect changes to the social, economic, housing, or demographic characteristics being compared. For more information, see Comparing ACS Data.
	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.
COLUMN NOTES	None

Table: ACSST1Y2023.S1701

	Barnstable County, Massachusetts					
	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	229,604	±95	19,463	±4,312	8.5%	±1.9
AGE						
Under 18 years	31,514	±217	3,311	±1,740	10.5%	±5.5
Under 5 years	6,614	±410	524	±414	7.9%	±6.2
5 to 17 years	24,900	±476	2,787	±1,634	11.2%	±6.5
Related children of householder under 18 years	31,514	±217	3,311	±1,740	10.5%	±5.5
18 to 64 years	120,165	±678	10,065	±2,972	8.4%	±2.5
18 to 34 years	36,559	±1,282	2,836	±1,361	7.8%	±3.8
35 to 64 years	83,606	±1,314	7,229	±2,225	8.6%	±2.7
60 years and over	101,613	±2,103	8,481	±1,562	8.3%	±1.5
65 years and over	77,925	±600	6,087	±1,284	7.8%	±1.6
SEX						
Male	111,133	±753	9,568	±2,723	8.6%	±2.4
Female	118,471	±784	9,895	±2,198	8.4%	±1.8
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	199,126	±2,442	15,294	±3,989	7.7%	±2.0
Black or African American alone	N	N	N	N	N	N
American Indian and Alaska Native alone	N	N	N	N	N	N
Asian alone	N	N	N	N	N	N
Native Hawaiian and Other Pacific Islander alone	N	N	N	N	N	N
Some other race alone	N	N	N	N	N	N
Two or more races	16,449	±3,107	2,892	±1,372	17.6%	±8.2
Hispanic or Latino origin (of any race)	8,713	±2	633	±592	7.3%	±6.8
White alone, not Hispanic or Latino	196,947	±2,166	15,197	±3,982	7.7%	±2.0
EDUCATIONAL ATTAINMENT						
Population 25 years and over	183,658	±926	14,796	±2,713	8.1%	±1.5
Less than high school graduate	7,060	±2,088	1,263	±514	17.9%	±9.0
High school graduate (includes equivalency)	40,870	±3,953	5,647	±1,998	13.8%	±4.7
Some college, associate's degree	43,948	±2,846	4,439	±1,305	10.1%	±2.8
Bachelor's degree or higher	91,780	±4,823	3,447	±965	3.8%	±1.0
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	117,415	±3,392	5,100	±2,748	4.3%	±2.3

Table: ACSST1Y2023.S1701





































	Barnstable County, Massachusetts					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Employed	113,610	±3,642	4,173	±2,620	3.7%	±2.3
Male	57,631	±2,393	2,678	±1,966	4.6%	±3.4
Female	55,979	±2,663	1,495	±807	2.7%	±1.5
Unemployed	3,805	±1,129	927	±638	24.4%	±14.5
Male	2,500	±940	608	±481	24.3%	±17.0
Female	1,305	±514	319	±325	24.4%	±22.5
WORK EXPERIENCE						
Population 16 years and over	202,755	±709	16,534	±3,556	8.2%	±1.8
Worked full-time, year-round in the past 12 months	75,527	±3,396	1,794	±1,981	2.4%	±2.6
Worked part-time or part-year in the past 12 months	50,156	±3,607	3,687	±1,354	7.4%	±2.8
Did not work	77,072	±3,473	11,053	±1,860	14.3%	±2.2
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	9,095	±1,690	(X)	(X)	(X)	(X)
125 percent of poverty level	24,017	±4,786	(X)	(X)	(X)	(X)
150 percent of poverty level	28,825	±5,073	(X)	(X)	(X)	(X)
185 percent of poverty level	38,267	±5,461	(X)	(X)	(X)	(X)
200 percent of poverty level	42,173	±5,326	(X)	(X)	(X)	(X)
300 percent of poverty level	74,199	±6,718	(X)	(X)	(X)	(X)
400 percent of poverty level	104,507	±6,871	(X)	(X)	(X)	(X)
500 percent of poverty level	128,701	±7,136	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	49,320	±4,316	9,746	±1,988	19.8%	±3.7
Male	19,516	±2,590	3,881	±1,140	19.9%	±5.3
Female	29,804	±2,609	5,865	±1,410	19.7%	±4.8
15 years	0	±225	0	±225	-	**
16 to 17 years	0	±225	0	±225	-	**
18 to 24 years	1,854	±1,193	749	±701	40.4%	±35.9
25 to 34 years	5,866	±1,832	695	±506	11.8%	±9.5
35 to 44 years	3,851	±2,298	764	±567	19.8%	±13.2
45 to 54 years	4,951	±1,403	750	±525	15.1%	±10.1
55 to 64 years	9,928	±1,794	2,925	±1,101	29.5%	±9.1
65 to 74 years	10,202	±1,265	1,557	±538	15.3%	±5.0
75 years and over	12,668	±1,522	2,306	±785	18.2%	±6.0
Mean income deficit for unrelated individuals (dollars)	9,595	±972	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	17,500	±2,972	308	±311	1.8%	±1.8
Worked less than full-time, year-round in the past 12 months	9,795	±1,666	2,060	±963	21.0%	±9.4

	Barnstable County, Massachusetts					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Did not work	22,025	±2,386	7,378	±1,583	33.5%	±5.9
Population in housing units for whom poverty status is determined	228,820	±96	18,896	±4,309	8.3%	±1.9

QuickFacts


Yarmouth town, Barnstable County, Massachusetts; Barnstable Town city, Massachusetts


QuickFacts provides statistics for all states and counties. Also for cities and towns with a *population of 5,000 or more*.

All Topics 	Yarmouth town, Barnstable County, Massachusetts	Barnstable Town city, Massachusetts
Persons in poverty, percent	 7.3%	 6.9%
 PEOPLE		
Population		
Population estimates, July 1, 2023, (V2023)	 25,103	 49,709
Population estimates base, April 1, 2020, (V2023)	 25,015	 48,914
Population, percent change - April 1, 2020 (estimates base) to July 1, 2023, (V2023)	 0.4%	 1.6%
Population, Census, April 1, 2020	25,023	48,916
Population, Census, April 1, 2010	23,793	45,193
Age and Sex		
Persons under 5 years, percent	 4.0%	 4.3%
Persons under 18 years, percent	 14.3%	 17.2%
Persons 65 years and over, percent	 34.0%	 23.4%
Female persons, percent	 51.7%	 51.0%
Race and Hispanic Origin		
White alone, percent	 83.1%	 81.0%
Black or African American alone, percent (a)	 5.2%	 6.3%
American Indian and Alaska Native alone, percent (a)	 0.1%	 0.2%
Asian alone, percent (a)	 2.8%	 0.9%
Native Hawaiian and Other Pacific Islander alone, percent (a)	 0.0%	 0.0%
Two or More Races, percent	 5.8%	 7.4%
Hispanic or Latino, percent (b)	 2.9%	 6.9%
White alone, not Hispanic or Latino, percent	 82.6%	 77.6%
Population Characteristics		
Veterans, 2018-2022	1,866	3,036
Foreign born persons, percent, 2018-2022	13.9%	18.2%
Housing		
Housing Units, July 1, 2023, (V2023)	X	X
Owner-occupied housing unit rate, 2018-2022	81.2%	75.6%
Median value of owner-occupied housing units, 2018-2022	\$448,500	\$498,700
Median selected monthly owner costs -with a mortgage, 2018-2022	\$2,086	\$2,344
Median selected monthly owner costs -without a mortgage, 2018-2022	\$816	\$817
Median gross rent, 2018-2022	\$1,640	\$1,711
Building Permits, 2023	X	X
Families & Living Arrangements		
Households, 2018-2022	11,037	19,574
Persons per household, 2018-2022	2.24	2.47
Living in same house 1 year ago, percent of persons age 1 year+, 2018-2022	89.3%	91.6%
Language other than English spoken at home, percent of persons age 5 years+, 2018-2022	15.3%	21.0%
Computer and Internet Use		
Households with a computer, percent, 2018-2022	95.5%	96.4%
Households with a broadband Internet subscription, percent, 2018-2022	91.5%	94.3%
Education		
High school graduate or higher, percent of persons age 25 years+, 2018-2022	95.5%	92.8%
Bachelor's degree or higher, percent of persons age 25 years+, 2018-2022	39.5%	39.5%
Health		
With a disability, under age 65 years, percent, 2018-2022	10.4%	6.5%
Persons without health insurance, under age 65 years, percent	 5.4%	 6.3%

Economy		
In labor force, total, percent of population age 16 years+, 2018-2022	56.3%	67.5%
In civilian labor force, female, percent of population age 16 years+, 2018-2022	49.6%	63.8%
Total accommodation and food services sales, 2017 (\$1,000) (c)	142,528	238,059
Total health care and social assistance receipts/revenue, 2017 (\$1,000) (c)	94,001	1,109,763
Total transportation and warehousing receipts/revenue, 2017 (\$1,000) (c)	52,336	172,768
Total retail sales, 2017 (\$1,000) (c)	582,322	1,338,302
Total retail sales per capita, 2017 (c)	\$24,922	\$30,124
Transportation		
Mean travel time to work (minutes), workers age 16 years+, 2018-2022	21.2	24.1
Income & Poverty		
Median household income (in 2022 dollars), 2018-2022	\$77,943	\$94,387
Per capita income in past 12 months (in 2022 dollars), 2018-2022	\$49,680	\$51,061
Persons in poverty, percent	7.3%	6.9%
BUSINESSES		
Businesses		
Total employer establishments, 2022	X	X
Total employment, 2022	X	X
Total annual payroll, 2022 (\$1,000)	X	X
Total employment, percent change, 2021-2022	X	X
Total nonemployer establishments, 2021	X	X
All employer firms, Reference year 2017	685	1,816
Men-owned employer firms, Reference year 2017	S	1,016
Women-owned employer firms, Reference year 2017	88	357
Minority-owned employer firms, Reference year 2017	S	111
Nonminority-owned employer firms, Reference year 2017	S	1,409
Veteran-owned employer firms, Reference year 2017	S	S
Nonveteran-owned employer firms, Reference year 2017	S	1,356
GEOGRAPHY		
Geography		
Population per square mile, 2020	1,035.9	816.2
Population per square mile, 2010	985.3	755.7
Land area in square miles, 2020	24.16	59.93
Land area in square miles, 2010	24.15	59.80
FIPS Code	2500182525	2503690

Value Notes

 Methodology differences may exist between data sources, and so estimates from different sources are not comparable.

Some estimates presented here come from sample data, and thus have sampling errors that may render some apparent differences between geographies statistically indistinguishable. Click the Quick Info  icon to the right of the row in TABLE view to learn about sampling error.

The vintage year (e.g., V2023) refers to the final year of the series (2020 thru 2023). Different vintage years of estimates are not comparable.

Users should exercise caution when comparing 2018-2022 ACS 5-year estimates to other ACS estimates. For more information, please visit the [2022 5-year ACS Comparison Guidance](#) page.






Fact Notes

- (a) Includes persons reporting only one race
- (b) Hispanics may be of any race, so also are included in applicable race categories
- (c) Economic Census - Puerto Rico data are not comparable to U.S. Economic Census data

Value Flags

- D** Suppressed to avoid disclosure of confidential information
- F** Fewer than 25 firms
- FN** Footnote on this item in place of data
- NA** Not available
- S** Suppressed; does not meet publication standards
- X** Not applicable
- Z** Value greater than zero but less than half unit of measure shown
- Either no 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 or upper in open ended distribution.
- N** Data for this geographic area cannot be displayed because the number of sample cases is too small.

QuickFacts data are derived from: Population Estimates, American Community Survey, Census of Population and Housing, Current Population Survey, Small Area Health Insurance Estimates, Small Area Income and Poverty Estimates, State and County Housing Unit Estimates, County Business Patterns, Nonemployer Statistics, Economic Census, Survey of Business Owners, Building Permits.

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