

Trenton Mercer Airport Sponsor Title VI Plan

1. Title VI Policy Statement¹

Mercer County, owner of Trenton Mercer Airport (known as "Mercer County") 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 Mercer County 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.

Mercer County 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. Mercer County Sponsor agrees, among other things, to understand the communities surrounding or in the flight path, as well as customers that use Mercer County. Anytime communities may be impacted by programs or activities Mercer County will take action to involve them and the general public in the decision-making process.

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

Nicole M. Sharpe, available at (609) 989-6737 and nsharpe@mercercounty.org, is responsible for overseeing Mercer County 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.



Melinda Montgomery

Signature
Melinda Montgomery
Airport Manager

October 7, 2024
Effective Date

October 7, 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

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

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

Staff Supporting Title VI Program	Airport Sponsor Program / Office
Eric Billowitz	Assistant Airport Manager
Melinda Montgomery	Airport Manager
	Legal and Finance Department

Mercer County has the following airport program sub-recipients:

Sub-Recipients

None

As of the date of this plan, **Trenton Mercer Airport** has the following pending applications for Federal financial assistance:

Federal Source	Grant Number	Amount
FAA AIP	Obstruction Removal (On Airport (Construction) PH 3	\$3,200,000
FAA ATP	BIL Terminal Project Application	\$44,444,444
FAA FCT	BIL ATC Project	\$5,555,556

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

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

3. Grant and Procurement Assurances

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

Mercer County 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. **Mercer County** 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

Number of subcontracts may vary each year, but all will be reviewed by the Title VI Coordinator and/or legal and finance departments for compliance language.

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 Mercer County is in compliance with nondiscrimination requirements of Title VI and reports to Mercer County 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 Mercer County's Title VI plan and disseminates information throughout staff and Mercer County'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 Mercer County Community Participation Plan (CPP).
- Maintains demographic data for members of appointed planning and advisory bodies for Mercer County. 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)

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

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

Mercer County will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan will be distributed within 30 days of FAA Approval

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

by posting on the airports website, QR codes posted within the airport property.

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
Flight Serv (including Aviation Charters)			1
Signature (includes ATP Flight School and Infinity Flight School)			1
Sky Lounge	1		
Avis	1		
Enterprise	1		
Frontier	1		
Above Drinking Fountain		1	
Near Concession Area		1	

Outreach to Affected Communities

The Communications Director 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 via gov delivery, in social media, general circulation newspapers, community newspapers, email broadcast, and Mercer County’s social media accounts. The Communications Director 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 Mercer County CPP. A copy of the CPP will be available at the Mercer County Clerks Office and on the airports website <https://www.mercercounty.org/departments/transportation-and-infrastructure/trenton-mercerc-airport>. A copy of each CPP report completed since the last Title VI Plan is attached to this Title VI Plan.

Mercer County will create a detailed CPP by **July 2024**. A copy of the plan will be available at <https://www.mercercounty.org/departments/transportation-and-infrastructure/trenton-mercerc-airport>

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

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.

the Communication Officer 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, Mercer County will be able to identify, understand, and engage with communities. In doing so, Mercer County needs to know about communities eligible to be served, actually or potentially affected, benefited or burdened by Mercer County’s airport program.

Affected Communities ⁴	Population
08534	12972
08560	3689
08618	35022
08628	8511
08638	22581
18977	4565

(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,” Mercer County is collecting information about affected and potentially affected low-income communities. According to the U.S. Census Report, such as *SI701: Poverty Status in the Past 12 Months*, the overall poverty level for the community surrounding the airport is approximately 10.4% on average. The poverty rate remains similar compared with the rest of the state of New Jersey. The poverty rates for the specific Affected Communities are as follows:

Affected Communities	Poverty Rate
08534	3.0%
08560	6.0%

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.

08618	25.4%
08628	6.1%
08638	21.1%
18977	.8%

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: 08534
Total Affected Community Population: 12,972

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	9715	74.9%
Black or African American	145	1.1%
American Indian or Alaska Native	64	.5%
Asian	2471	19%
Native Hawaiian or Other Pacific Islander	0	0%
Hispanic or Latino	418	3.2%
More than one	542	4.2%
Some other race alone	35	.3%

Affected Community: 08560
Total Affected Community Population: 3689

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	3196	86.6%
Black or African American	30	.8%
American Indian or Alaska Native	0	0%
Asian	240	6.5%
Native Hawaiian or Other Pacific Islander	0	0%
Hispanic or Latino	55	1.5%
More than one	194	5.3%
Some other race alone	29	.8%

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

Affected Community: 08618
Total Affected Community Population: 32,022

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	6708	20.9%
Black or African American	23864	74.5%
American Indian or Alaska Native	131	.4%
Asian	467	1.4%
Native Hawaiian or Other Pacific Islander	10	0%
Hispanic or Latino	3684	11.5%
More than one	2270	7.1%
Some other race alone	1572	4.9%

Affected Community: 08628
Total Affected Community Population: 8,511

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	6492	76.2%
Black or African American	889	11.4%
American Indian or Alaska Native	0	0%
Asian	566	6.6%
Native Hawaiian or Other Pacific Islander	0	0%
Hispanic or Latino	757	8.8%
More than one	447	5.2%
Some other race alone	117	1.3%

Affected Community: 08638
Total Affected Community Population: 22,581

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	9202	40.8%
Black or African American	9905	43.9%
American Indian or Alaska Native	98	.4%
Asian	261	1.2%
Native Hawaiian or Other Pacific Islander	0	0%
Hispanic or Latino	4283	19%
More than one	1261	5.6%
Some other race alone	1854	8.2%

Affected Community: 18977
Total Affected Community Population: 4,656

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	4075	87.5%
Black or African American	35	.8%
American Indian or Alaska Native	0	0%
Asian	205	4.4%
Native Hawaiian or Other Pacific Islander	0	0%
Hispanic or Latino	46	1%
More than one	250	5.4%
Some other race alone	0	0%

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that **Mercer County** 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 the US Census *American Community Survey*.

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

Languages Spoken by LEP Population that Meet the Safe Harbor Threshold	Number	Margin of Error
Spanish	3146	+/-1040

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.

Frequency of contact with LEP individuals at Mercer County 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)
Spanish				X
Hindi			X	
Haitian	X			

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

Additional Languages Spoken

None

This information is updated annually⁹ through checking the following resources:

Data Sources for Languages Spoken in Affected Community	Website link to Data Source
U.S. Census Bureau	https://data.census.gov/cedsci/table?q=B16001&tid=ACSDT1Y2019.B16001

Beneficiary Diversity.

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

Description of Beneficiary Demographic Information Collection Methods

- QR codes will be displayed throughout the airport property and on the airport’s website that will have voluntary demographic information request.
- Participants at small business workshops, pre-bid meetings, and other public meetings are asked to complete an anonymous survey that includes demographic information.

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.

Staff and Advisory Board Diversity.

Demographic information is collected from airport program employees only, because Mercer County does not have a planning or advisory board.

Description of Employee 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 Mercer County activity must have a discriminatory disparate impact on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age. This means that policies or procedures that have a disparate impact would require a well-documented substantial legitimate nondiscriminatory justification, summarized below. Impacts to protected communities must be avoided or minimized to the extent possible. No project with a discriminatory impact on protected communities will be undertaken.¹⁰

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

Existing Airport Facilities	Affected Community Impacted by Operation of the Facility
Obstruction Removal RW 6-24 Ph 2, RW 16-34	None
Construct Taxiway D to G connector	None

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
Obstruction Removal Phase 3	None
Construct ARFF Building	None
Terminal Project	None
ATC Project construction	None
Obstruction Removal off airport	None
Extend Taxiway B Ph 1 & 2	None

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

Electrical Vault Replacement	None
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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:

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

Justifications:

Facilities or Construction Projects	Justification
Not Applicable	

8. Limited English Proficiency (LEP)

Executive Order 13166

In creating a Language Assistance Plan, the **Mercer County** 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
Spanish

Mercer County also collects data for languages spoken by airport guests.¹¹ Data sources include:

Data Sources for Languages Spoken by Airport Guests	Website link to Data Source
Airport Employees	N/A
Airline-provided data	N/A
Survey Concessions	N/A
Google Translate	Google Translate
TSA survey	N/A

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.

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

Language
Hindi

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 Mercer County 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 Mercer County:

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
Mercer County multi-lingual staff pool	All above languages
Google translate	All above languages

- Information regarding translation services can be obtained at:

Location for Translation Assistance	Languages
Airport website translate view	Spanish
Volunteer multi-lingual staff pool	All above languages

Interpretation Services:

- The following vendors have been identified for interpretation services:

Interpretation Vendors	Languages
Volunteer multi-lingual staff pool	All above languages

- Information regarding interpretation services can be obtained at:

Location for Interpretation Assistance	Languages
Airport Language Assistance page	All above languages
Volunteer multi-lingual staff pool	All above languages

Description of Interpretation Assistance Processes

Mercer County maintains a list of multilingual employees, the languages they speak, and their associated office telephone numbers. The list indicates whether each employee is proficient to provide interpretation and/or translation services. The list is updated annually and provided to all airport employees. Generally, these employee volunteers are available to assist members of the public with verbal real-time interpretation, during normal business hours.

9. Transportation

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

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

We have coordinated with NJ Transit to encourage them to provide transit service access between Mercer County and these areas.

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

Minority and/or Disadvantaged Community Areas	Transit Service	Planned or Existing
NJ Transit	Fixed-route buses	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
All opportunities	Bidnet direct is sent to targeted demographic groups
	Vender portal on website for minority businesses
	Purchasing department sends notices via email to targeted groups

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 procurement.

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 Mercer County 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 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, Mercer County must notify FAA contacts of any new investigations prior to grant execution.

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

13. Title VI Complaints

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

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

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

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

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

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

Rights. Any person who believes that he or she has been subjected to discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age has the right to file a complaint with Mercer County. 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 Airport Manager.

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

Nicole Sharpe, Title VI Program Coordinator
County of Mercer
McDade Administrative Building 640
S. Broad St., 1st Floor
P.O. Box 8068
Trenton, New Jersey 08611
609-989-6737
Email: NSharpe@mercercounty.org

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 Mercer County 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 2 days.

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

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

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

- The complainant may appeal in writing to the Airport 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 Airport 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 Airport will identify and implement measures to reduce the chances of similar discrimination in the future.

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

For information on filing a complaint with DOT/FAA, please contact Nicole Sharpe.

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

Website, In-person, and Other Distribution Methods

1 Airport's Website www.flytrentonmercerc.com

2 QR Codes posted throughout the airport

14. Population / Language Data

Table: ACSST5Y2022.S1701

	ZCTA5 08534					
	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	12,972	±696	383	±195	3.0%	±1.5
AGE						
Under 18 years	3,493	±520	47	±45	1.3%	±1.3
Under 5 years	784	±196	24	±26	3.1%	±3.3
5 to 17 years	2,709	±505	23	±22	0.8%	±0.8
Related children of householder under 18 years	3,493	±520	47	±45	1.3%	±1.3
18 to 64 years	7,403	±476	260	±160	3.5%	±2.1
18 to 34 years	1,505	±293	44	±40	2.9%	±2.7
35 to 64 years	5,898	±404	216	±155	3.7%	±2.6
60 years and over	3,120	±414	197	±170	6.3%	±5.0
65 years and over	2,076	±260	76	±55	3.7%	±2.6
SEX						
Male	6,255	±422	125	±77	2.0%	±1.2
Female	6,717	±461	258	±169	3.8%	±2.5
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	9,715	±678	288	±175	3.0%	±1.8
Black or African American alone	145	±104	23	±28	15.9%	±20.9
American Indian and Alaska Native alone	64	±106	1	±6	1.6%	±15.0
Asian alone	2,471	±536	71	±66	2.9%	±2.8
Native Hawaiian and Other Pacific Islander alone	0	±21	0	±21	-	**
Some other race alone	35	±69	0	±21	0.0%	±57.3
Two or more races	542	±219	0	±21	0.0%	±7.5
Hispanic or Latino origin (of any race)	418	±190	1	±6	0.2%	±1.3
White alone, not Hispanic or Latino	9,557	±664	288	±175	3.0%	±1.8
EDUCATIONAL ATTAINMENT						
Population 25 years and over	8,709	±471	331	±179	3.8%	±2.0
Less than high school graduate	238	±142	20	±28	8.4%	±13.5
High school graduate (includes equivalency)	861	±194	66	±54	7.7%	±5.9
Some college, associate's degree	1,235	±336	42	±36	3.4%	±3.0

Table: ACSST5Y2022.S1701

	ZCTA5 08534					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Bachelor's degree or higher	6,375	±439	203	±161	3.2%	±2.4
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	6,350	±415	53	±44	0.8%	±0.7
Employed	6,187	±405	37	±39	0.6%	±0.6
Male	3,307	±307	21	±22	0.6%	±0.7
Female	2,880	±310	16	±20	0.6%	±0.7
Unemployed	163	±104	16	±13	9.8%	±9.4
Male	110	±84	5	±4	4.5%	±6.4
Female	53	±41	11	±12	20.8%	±25.4
WORK EXPERIENCE						
Population 16 years and over	9,952	±521	344	±181	3.5%	±1.8
Worked full-time, year-round in the past 12 months	4,898	±408	11	±15	0.2%	±0.3
Worked part-time or part-year in the past 12 months	1,846	±318	64	±66	3.5%	±3.5
Did not work	3,208	±441	269	±171	8.4%	±5.0
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	135	±81	(X)	(X)	(X)	(X)
125 percent of poverty level	424	±214	(X)	(X)	(X)	(X)
150 percent of poverty level	499	±239	(X)	(X)	(X)	(X)
185 percent of poverty level	1,117	±615	(X)	(X)	(X)	(X)
200 percent of poverty level	1,178	±635	(X)	(X)	(X)	(X)
300 percent of poverty level	1,838	±706	(X)	(X)	(X)	(X)
400 percent of poverty level	2,661	±770	(X)	(X)	(X)	(X)
500 percent of poverty level	3,495	±751	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Male	521	±158	80	±52	15.4%	±9.4
Female	1,161	±303	210	±166	18.1%	±12.6
15 years	0	±21	0	±21	-	**
16 to 17 years	0	±21	0	±21	-	**
18 to 24 years	5	±8	5	±8	100.0%	±100.0
25 to 34 years	188	±86	39	±41	20.7%	±22.6
35 to 44 years	352	±279	4	±7	1.1%	±2.2
45 to 54 years	104	±78	43	±42	41.3%	±35.4
55 to 64 years	338	±181	123	±149	36.4%	±29.0

Table: ACSST5Y2022.S1701

	ZCTA5 08534					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
65 to 74 years	214	±83	17	±25	7.9%	±11.0
75 years and over	481	±127	59	±48	12.3%	±9.2
Mean income deficit for unrelated individuals (dollars)	5,891	±2,025	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	707	±301	0	±21	0.0%	±5.8
Worked less than full-time, year-round in the past 12 months	144	±83	43	±47	29.9%	±27.8
Did not work	831	±216	247	±168	29.7%	±15.7
Population in housing units for whom poverty status is determined	12,881	±696	363	±197	2.8%	±1.5

Table: ACSST5Y2022.S1701

	ZCTA5 08560					
	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	3,689	±608	222	±208	6.0%	±5.4
AGE						
Under 18 years	587	±222	88	±107	15.0%	±16.3
Under 5 years	119	±100	0	±14	0.0%	±29.2
5 to 17 years	468	±193	88	±107	18.8%	±20.0
Related children of householder under 18 years	559	±222	60	±96	10.7%	±15.5
18 to 64 years	2,143	±426	116	±110	5.4%	±5.1
18 to 34 years	561	±236	0	±14	0.0%	±7.3
35 to 64 years	1,582	±286	116	±110	7.3%	±6.6
60 years and over	1,253	±380	43	±41	3.4%	±3.2
65 years and over	959	±337	18	±28	1.9%	±2.9
SEX						
Male	1,776	±341	72	±95	4.1%	±5.3
Female	1,913	±426	150	±126	7.8%	±6.3
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	3,196	±562	181	±162	5.7%	±4.9
Black or African American alone	30	±33	0	±14	0.0%	±61.9
American Indian and Alaska Native alone	0	±14	0	±14	-	**
Asian alone	240	±177	29	±45	12.1%	±19.7
Native Hawaiian and Other Pacific Islander alone	0	±14	0	±14	-	**
Some other race alone	29	±47	12	±19	41.4%	±8.6
Two or more races	194	±144	0	±14	0.0%	±19.5
Hispanic or Latino origin (of any race)	55	±54	12	±19	21.8%	±22.9
White alone, not Hispanic or Latino	3,176	±563	181	±162	5.7%	±5.0
EDUCATIONAL ATTAINMENT						
Population 25 years and over	2,671	±439	134	±111	5.0%	±4.1
Less than high school graduate	114	±70	18	±30	15.8%	±29.8
High school graduate (includes equivalency)	806	±316	43	±41	5.3%	±5.6
Some college, associate's degree	447	±165	0	±14	0.0%	±9.1

Table: ACSST5Y2022.S1701

	ZCTA5 08560					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Bachelor's degree or higher	1,304	±280	73	±99	5.6%	±7.4
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	1,901	±421	86	±103	4.5%	±5.4
Employed	1,779	±355	57	±65	3.2%	±3.7
Male	921	±208	13	±23	1.4%	±2.5
Female	858	±222	44	±55	5.1%	±6.2
Unemployed	122	±110	29	±45	23.8%	±39.7
Male	105	±109	29	±45	27.6%	±47.2
Female	17	±23	0	±14	0.0%	±82.3
WORK EXPERIENCE						
Population 16 years and over	3,200	±534	162	±128	5.1%	±3.9
Worked full-time, year-round in the past 12 months	900	±211	0	±14	0.0%	±4.6
Worked part-time or part-year in the past 12 months	1,119	±306	69	±68	6.2%	±6.4
Did not work	1,181	±353	93	±75	7.9%	±6.1
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	186	±201	(X)	(X)	(X)	(X)
125 percent of poverty level	239	±219	(X)	(X)	(X)	(X)
150 percent of poverty level	239	±219	(X)	(X)	(X)	(X)
185 percent of poverty level	441	±324	(X)	(X)	(X)	(X)
200 percent of poverty level	462	±325	(X)	(X)	(X)	(X)
300 percent of poverty level	681	±356	(X)	(X)	(X)	(X)
400 percent of poverty level	984	±400	(X)	(X)	(X)	(X)
500 percent of poverty level	1,303	±430	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Male	617	±343	76	±76	12.3%	±10.8
Female	198	±106	0	±14	0.0%	±19.2
15 years	419	±292	76	±76	18.1%	±19.5
16 to 17 years	0	±14	0	±14	-	**
18 to 24 years	28	±45	28	±45	100.0%	±64.1
25 to 34 years	0	±14	0	±14	-	**
35 to 44 years	0	±14	0	±14	-	**
45 to 54 years	53	±46	18	±30	34.0%	±44.7
55 to 64 years	130	±131	12	±19	9.2%	±8.6

Table: ACSST5Y2022.S1701

	ZCTA5 08560					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
65 to 74 years	147	±90	0	±14	0.0%	±24.7
75 years and over	259	±260	18	±28	6.9%	±14.7
Mean income deficit for unrelated individuals (dollars)	11,580	±1,940	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	144	±89	0	±14	0.0%	±25.1
Worked less than full-time, year-round in the past 12 months	97	±65	12	±19	12.4%	±20.1
Did not work	376	±289	64	±61	17.0%	±19.1
Population in housing units for whom poverty status is determined	3,689	±608	222	±208	6.0%	±5.4

Table: ACSST5Y2022.S1701

	ZCTA5 08608					
	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	782	±345	228	±154	29.2%	±18.4
AGE						
Under 18 years	164	±189	0	±14	0.0%	±22.6
Under 5 years	82	±124	0	±14	0.0%	±37.4
5 to 17 years	82	±80	0	±14	0.0%	±37.4
Related children of householder under 18 years	164	±189	0	±14	0.0%	±22.6
18 to 64 years	502	±230	174	±139	34.7%	±21.3
18 to 34 years	230	±174	37	±60	16.1%	±22.1
35 to 64 years	272	±171	137	±126	50.4%	±29.5
60 years and over	116	±101	54	±46	46.6%	±36.1
65 years and over	116	±101	54	±46	46.6%	±36.1
SEX						
Male	338	±185	144	±136	42.6%	±26.4
Female	444	±248	84	±64	18.9%	±18.1
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	53	±62	0	±14	0.0%	±46.6
Black or African American alone	517	±319	199	±151	38.5%	±29.3
American Indian and Alaska Native alone	30	±44	0	±14	0.0%	±61.9
Asian alone	0	±14	0	±14	-	**
Native Hawaiian and Other Pacific Islander alone	0	±14	0	±14	-	**
Some other race alone	92	±130	0	±14	0.0%	±35.0
Two or more races	90	±78	29	±42	32.2%	±40.4
Hispanic or Latino origin (of any race)	173	±142	1	±3	0.6%	±1.6
White alone, not Hispanic or Latino	4	±11	0	±14	0.0%	±100.0
EDUCATIONAL ATTAINMENT						
Population 25 years and over	618	±240	228	±154	36.9%	±18.5
Less than high school graduate	116	±94	39	±42	33.6%	±38.0
High school graduate (includes equivalency)	132	±120	91	±117	68.9%	±39.7
Some college, associate's degree	235	±153	44	±51	18.7%	±22.3

Table: ACSST5Y2022.S1701

	ZCTA5 08608					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Bachelor's degree or higher	135	±111	54	±65	40.0%	±26.0
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	375	±207	108	±130	28.8%	±26.4
Employed	304	±177	37	±60	12.2%	±16.9
Male	191	±120	37	±60	19.4%	±26.7
Female	113	±78	0	±14	0.0%	±30.4
Unemployed	71	±113	71	±113	100.0%	±40.2
Male	71	±113	71	±113	100.0%	±40.2
Female	0	±14	0	±14	-	**
WORK EXPERIENCE						
Population 16 years and over	618	±240	228	±154	36.9%	±18.5
Worked full-time, year-round in the past 12 months	233	±163	37	±60	15.9%	±21.2
Worked part-time or part-year in the past 12 months	98	±105	21	±33	21.4%	±41.8
Did not work	287	±165	170	±131	59.2%	±27.2
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	89	±117	(X)	(X)	(X)	(X)
125 percent of poverty level	274	±171	(X)	(X)	(X)	(X)
150 percent of poverty level	274	±171	(X)	(X)	(X)	(X)
185 percent of poverty level	350	±197	(X)	(X)	(X)	(X)
200 percent of poverty level	370	±200	(X)	(X)	(X)	(X)
300 percent of poverty level	487	±232	(X)	(X)	(X)	(X)
400 percent of poverty level	709	±346	(X)	(X)	(X)	(X)
500 percent of poverty level	739	±357	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Male	455	±224	188	±143	41.3%	±22.7
Female	248	±172	125	±133	50.4%	±34.8
15 years	207	±117	63	±58	30.4%	±25.2
16 to 17 years	0	±14	0	±14	-	**
18 to 24 years	0	±14	0	±14	-	**
25 to 34 years	0	±14	0	±14	-	**
25 to 34 years	132	±143	37	±60	28.0%	±31.2
35 to 44 years	130	±127	87	±116	66.9%	±44.7
45 to 54 years	66	±71	29	±42	43.9%	±56.1
55 to 64 years	30	±48	0	±14	0.0%	±61.9

Table: ACSST5Y2022.S1701

	ZCTA5 08608					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
65 to 74 years	34	±37	18	±28	52.9%	±52.9
75 years and over	63	±90	17	±27	27.0%	±40.0
Mean income deficit for unrelated individuals (dollars)	7,734	±4,218	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	208	±160	37	±60	17.8%	±23.3
Worked less than full-time, year-round in the past 12 months	4	±11	0	±14	0.0%	±100.0
Did not work	243	±160	151	±129	62.1%	±31.1
Population in housing units for whom poverty status is determined	773	±345	227	±154	29.4%	±18.8

Table: ACSST5Y2022.S1701

	ZCTA5 08618					
	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	35,022	±1,887	8,895	±1,339	25.4%	±3.4
AGE						
Under 18 years	9,109	±994	2,864	±775	31.4%	±7.6
Under 5 years	2,783	±566	827	±343	29.7%	±11.5
5 to 17 years	6,326	±754	2,037	±632	32.2%	±8.5
Related children of householder under 18 years	9,080	±992	2,835	±768	31.2%	±7.6
18 to 64 years	20,753	±1,285	5,026	±847	24.2%	±3.7
18 to 34 years	7,859	±805	2,250	±538	28.6%	±5.9
35 to 64 years	12,894	±954	2,776	±506	21.5%	±3.5
60 years and over	7,332	±665	1,564	±327	21.3%	±3.8
65 years and over	5,160	±534	1,005	±234	19.5%	±3.9
SEX						
Male	15,601	±1,136	3,593	±746	23.0%	±4.0
Female	19,421	±1,193	5,302	±814	27.3%	±3.9
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	6,708	±892	1,000	±328	14.9%	±4.9
Black or African American alone	23,864	±1,716	6,587	±1,180	27.6%	±4.5
American Indian and Alaska Native alone	131	±135	0	±29	0.0%	±27.1
Asian alone	467	±232	74	±78	15.8%	±15.9
Native Hawaiian and Other Pacific Islander alone	10	±16	0	±29	0.0%	±100.0
Some other race alone	1,572	±537	448	±360	28.5%	±17.7
Two or more races	2,270	±782	786	±415	34.6%	±13.6
Hispanic or Latino origin (of any race)	3,684	±919	1,064	±573	28.9%	±11.9
White alone, not Hispanic or Latino	5,917	±805	894	±290	15.1%	±5.1
EDUCATIONAL ATTAINMENT						
Population 25 years and over	22,541	±1,281	5,021	±695	22.3%	±2.8
Less than high school graduate	3,387	±563	1,309	±374	38.6%	±8.2
High school graduate (includes equivalency)	8,669	±902	2,187	±502	25.2%	±5.0
Some college, associate's degree	5,619	±491	986	±288	17.5%	±5.0

Table: ACSST5Y2022.S1701

	ZCTA5 08618					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Bachelor's degree or higher	4,866	±684	539	±240	11.1%	±4.7
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	16,716	±1,188	2,445	±587	14.6%	±3.5
Employed	14,682	±1,161	1,390	±442	9.5%	±3.0
Male	6,763	±772	466	±222	6.9%	±3.2
Female	7,919	±686	924	±342	11.7%	±4.1
Unemployed	2,034	±375	1,055	±330	51.9%	±10.6
Male	882	±257	336	±162	38.1%	±12.4
Female	1,152	±261	719	±263	62.4%	±14.0
WORK EXPERIENCE						
Population 16 years and over	27,004	±1,441	6,308	±929	23.4%	±3.1
Worked full-time, year-round in the past 12 months	9,779	±938	393	±177	4.0%	±1.8
Worked part-time or part-year in the past 12 months	6,568	±869	1,659	±503	25.3%	±6.3
Did not work	10,657	±866	4,256	±645	39.9%	±5.0
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	4,419	±1,038	(X)	(X)	(X)	(X)
125 percent of poverty level	10,697	±1,585	(X)	(X)	(X)	(X)
150 percent of poverty level	12,006	±1,610	(X)	(X)	(X)	(X)
185 percent of poverty level	14,642	±1,653	(X)	(X)	(X)	(X)
200 percent of poverty level	15,912	±1,710	(X)	(X)	(X)	(X)
300 percent of poverty level	21,680	±1,762	(X)	(X)	(X)	(X)
400 percent of poverty level	25,063	±1,812	(X)	(X)	(X)	(X)
500 percent of poverty level	28,506	±1,808	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
	8,317	±929	3,402	±587	40.9%	±4.8
Male	3,919	±712	1,661	±493	42.4%	±8.0
Female	4,398	±510	1,741	±325	39.6%	±5.6
15 years	10	±21	10	±21	100.0%	±100.0
16 to 17 years	19	±42	19	±42	100.0%	±77.8
18 to 24 years	752	±422	553	±311	73.5%	±11.6
25 to 34 years	1,014	±318	361	±196	35.6%	±16.8
35 to 44 years	693	±284	134	±119	19.3%	±14.6
45 to 54 years	1,622	±411	573	±236	35.3%	±10.8
55 to 64 years	1,741	±349	910	±241	52.3%	±10.4

Table: ACSST5Y2022.S1701

	ZCTA5 08618					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
65 to 74 years	1,213	±236	513	±178	42.3%	±10.7
75 years and over	1,253	±336	329	±131	26.3%	±11.0
Mean income deficit for unrelated individuals (dollars)	7,391	±741	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	2,474	±591	39	±42	1.6%	±1.7
Worked less than full-time, year-round in the past 12 months	1,681	±490	795	±346	47.3%	±11.6
Did not work	4,162	±514	2,568	±492	61.7%	±8.8
Population in housing units for whom poverty status is determined	34,775	±1,852	8,703	±1,277	25.0%	±3.4

Table: ACSST5Y2022.S1701

	ZCTA5 08628					
	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	8,511	±772	523	±292	6.1%	±3.4
AGE						
Under 18 years	1,347	±292	82	±114	6.1%	±7.8
Under 5 years	417	±205	64	±111	15.3%	±22.4
5 to 17 years	930	±198	18	±24	1.9%	±2.7
Related children of householder under 18 years	1,344	±290	79	±114	5.9%	±7.8
18 to 64 years	5,232	±541	403	±253	7.7%	±4.7
18 to 34 years	1,657	±311	131	±96	7.9%	±5.4
35 to 64 years	3,575	±451	272	±192	7.6%	±5.3
60 years and over	2,486	±521	96	±83	3.9%	±3.3
65 years and over	1,932	±470	38	±45	2.0%	±2.4
SEX						
Male	4,054	±478	292	±214	7.2%	±5.1
Female	4,457	±489	231	±118	5.2%	±2.7
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	6,492	±736	262	±157	4.0%	±2.4
Black or African American alone	889	±344	245	±206	27.6%	±19.7
American Indian and Alaska Native alone	0	±19	0	±19	-	**
Asian alone	566	±248	13	±20	2.3%	±3.8
Native Hawaiian and Other Pacific Islander alone	0	±19	0	±19	-	**
Some other race alone	117	±90	3	±7	2.6%	±6.6
Two or more races	447	±211	0	±19	0.0%	±9.1
Hispanic or Latino origin (of any race)	757	±369	88	±97	11.6%	±13.5
White alone, not Hispanic or Latino	6,031	±760	177	±95	2.9%	±1.6
EDUCATIONAL ATTAINMENT						
Population 25 years and over	6,728	±721	435	±249	6.5%	±3.6
Less than high school graduate	141	±93	47	±63	33.3%	±37.4
High school graduate (includes equivalency)	1,197	±307	210	±155	17.5%	±11.8
Some college, associate's degree	1,103	±275	59	±43	5.3%	±3.8

Table: ACSST5Y2022.S1701

	ZCTA5 08628					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Bachelor's degree or higher	4,287	±580	119	±102	2.8%	±2.4
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	4,828	±517	115	±94	2.4%	±2.0
Employed	4,581	±527	58	±59	1.3%	±1.3
Male	2,177	±289	45	±55	2.1%	±2.6
Female	2,404	±382	13	±20	0.5%	±0.8
Unemployed	247	±118	57	±72	23.1%	±22.6
Male	137	±69	0	±19	0.0%	±26.2
Female	110	±79	57	±72	51.8%	±41.0
WORK EXPERIENCE						
Population 16 years and over	7,348	±704	444	±249	6.0%	±3.4
Worked full-time, year-round in the past 12 months	3,468	±407	13	±20	0.4%	±0.6
Worked part-time or part-year in the past 12 months	1,381	±308	91	±83	6.6%	±6.0
Did not work	2,499	±505	340	±222	13.6%	±8.1
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	242	±184	(X)	(X)	(X)	(X)
125 percent of poverty level	583	±297	(X)	(X)	(X)	(X)
150 percent of poverty level	710	±323	(X)	(X)	(X)	(X)
185 percent of poverty level	1,005	±375	(X)	(X)	(X)	(X)
200 percent of poverty level	1,065	±400	(X)	(X)	(X)	(X)
300 percent of poverty level	1,725	±557	(X)	(X)	(X)	(X)
400 percent of poverty level	2,641	±612	(X)	(X)	(X)	(X)
500 percent of poverty level	3,592	±683	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
	2,739	±494	381	±240	13.9%	±8.3
Male	1,246	±275	211	±182	16.9%	±14.2
Female	1,493	±389	170	±100	11.4%	±6.8
15 years	0	±19	0	±19	-	**
16 to 17 years	3	±7	3	±7	100.0%	±100.0
18 to 24 years	156	±168	6	±4	3.8%	±7.4
25 to 34 years	585	±196	125	±97	21.4%	±14.2
35 to 44 years	340	±150	76	±88	22.4%	±24.4
45 to 54 years	351	±162	55	±62	15.7%	±17.3
55 to 64 years	636	±300	92	±93	14.5%	±14.1

Table: ACSST5Y2022.S1701

	ZCTA5 08628					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
65 to 74 years	386	±141	24	±37	6.2%	±9.3
75 years and over	282	±174	0	±19	0.0%	±14.0
Mean income deficit for unrelated individuals (dollars)	8,887	±2,261	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	1,312	±275	0	±19	0.0%	±3.2
Worked less than full-time, year-round in the past 12 months	336	±207	69	±72	20.5%	±21.2
Did not work	1,091	±418	312	±220	28.6%	±16.9
Population in housing units for whom poverty status is determined	8,325	±765	375	±221	4.5%	±2.6

Table: ACSST5Y2022.S1701

	ZCTA5 08638					
	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	22,581	±1,412	4,764	±979	21.1%	±4.1
AGE						
Under 18 years	4,519	±689	983	±421	21.8%	±7.9
Under 5 years	982	±267	229	±151	23.3%	±13.7
5 to 17 years	3,537	±600	754	±339	21.3%	±8.7
Related children of householder under 18 years	4,511	±688	975	±422	21.6%	±8.0
18 to 64 years	14,697	±1,019	3,051	±722	20.8%	±4.5
18 to 34 years	6,085	±940	1,880	±675	30.9%	±9.0
35 to 64 years	8,612	±700	1,171	±324	13.6%	±3.5
60 years and over	4,725	±445	982	±358	20.8%	±7.1
65 years and over	3,365	±339	730	±356	21.7%	±9.6
SEX						
Male	10,532	±931	2,011	±694	19.1%	±6.0
Female	12,049	±1,079	2,753	±609	22.8%	±4.3
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	9,202	±1,003	1,924	±613	20.9%	±5.9
Black or African American alone	9,905	±1,287	1,839	±592	18.6%	±6.0
American Indian and Alaska Native alone	98	±125	83	±122	84.7%	±36.2
Asian alone	261	±160	91	±119	34.9%	±31.5
Native Hawaiian and Other Pacific Islander alone	0	±25	0	±25	-	**
Some other race alone	1,854	±518	478	±280	25.8%	±14.2
Two or more races	1,261	±501	349	±220	27.7%	±14.6
Hispanic or Latino origin (of any race)	4,283	±777	933	±316	21.8%	±7.6
White alone, not Hispanic or Latino	7,675	±912	1,744	±604	22.7%	±6.8
EDUCATIONAL ATTAINMENT						
Population 25 years and over	15,098	±1,031	2,488	±560	16.5%	±3.6
Less than high school graduate	1,738	±421	641	±293	36.9%	±12.5
High school graduate (includes equivalency)	5,294	±637	1,164	±396	22.0%	±6.8
Some college, associate's degree	3,659	±520	464	±177	12.7%	±4.8

Table: ACSST5Y2022.S1701

	ZCTA5 08638					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Bachelor's degree or higher	4,407	±639	219	±172	5.0%	±3.8
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	11,713	±872	979	±292	8.4%	±2.5
Employed	10,940	±888	753	±274	6.9%	±2.5
Male	5,019	±599	128	±83	2.6%	±1.6
Female	5,921	±608	625	±262	10.6%	±4.1
Unemployed	773	±211	226	±112	29.2%	±14.3
Male	589	±226	187	±109	31.7%	±18.2
Female	184	±95	39	±45	21.2%	±22.8
WORK EXPERIENCE						
Population 16 years and over	18,725	±1,156	3,822	±858	20.4%	±4.3
Worked full-time, year-round in the past 12 months	8,033	±796	89	±45	1.1%	±0.6
Worked part-time or part-year in the past 12 months	3,796	±542	1,108	±365	29.2%	±7.6
Did not work	6,896	±790	2,625	±709	38.1%	±8.4
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	2,564	±775	(X)	(X)	(X)	(X)
125 percent of poverty level	5,345	±1,019	(X)	(X)	(X)	(X)
150 percent of poverty level	6,422	±1,089	(X)	(X)	(X)	(X)
185 percent of poverty level	7,682	±1,257	(X)	(X)	(X)	(X)
200 percent of poverty level	8,115	±1,295	(X)	(X)	(X)	(X)
300 percent of poverty level	10,993	±1,264	(X)	(X)	(X)	(X)
400 percent of poverty level	13,706	±1,420	(X)	(X)	(X)	(X)
500 percent of poverty level	17,011	±1,591	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Male	3,006	±677	1,384	±614	46.0%	±13.7
Female	3,489	±688	1,634	±552	46.8%	±10.0
15 years	4	±9	4	±9	100.0%	±100.0
16 to 17 years	4	±7	4	±7	100.0%	±100.0
18 to 24 years	1,414	±663	1,227	±602	86.8%	±9.8
25 to 34 years	1,225	±473	450	±288	36.7%	±16.3
35 to 44 years	582	±195	137	±94	23.5%	±13.9
45 to 54 years	918	±272	296	±150	32.2%	±13.9
55 to 64 years	904	±281	244	±133	27.0%	±11.9

Table: ACSST5Y2022.S1701

	ZCTA5 08638					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
65 to 74 years	998	±315	490	±325	49.1%	±21.8
75 years and over	446	±162	166	±128	37.2%	±21.1
Mean income deficit for unrelated individuals (dollars)	9,145	±1,016	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	1,888	±421	0	±25	0.0%	±2.2
Worked less than full-time, year-round in the past 12 months	1,647	±426	957	±346	58.1%	±11.3
Did not work	2,960	±682	2,061	±678	69.6%	±9.8
Population in housing units for whom poverty status is determined	22,450	±1,413	4,647	±973	20.7%	±4.1

Table: ACSST5Y2022.S1701

	ZCTA5 08648					
	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	29,170	±330	1,343	±393	4.6%	±1.4
AGE						
Under 18 years	5,735	±500	142	±106	2.5%	±1.9
Under 5 years	1,344	±251	66	±69	4.9%	±5.2
5 to 17 years	4,391	±570	76	±72	1.7%	±1.7
Related children of householder under 18 years	5,734	±500	141	±106	2.5%	±1.9
18 to 64 years	18,966	±582	923	±336	4.9%	±1.8
18 to 34 years	6,463	±621	542	±258	8.4%	±4.0
35 to 64 years	12,503	±528	381	±151	3.0%	±1.2
60 years and over	6,781	±630	439	±144	6.5%	±2.1
65 years and over	4,469	±497	278	±124	6.2%	±2.8
SEX						
Male	14,349	±680	587	±236	4.1%	±1.7
Female	14,821	±678	756	±232	5.1%	±1.6
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	18,150	±1,229	699	±246	3.9%	±1.4
Black or African American alone	4,021	±758	248	±172	6.2%	±4.5
American Indian and Alaska Native alone	31	±55	0	±29	0.0%	±60.9
Asian alone	4,169	±619	148	±100	3.6%	±2.4
Native Hawaiian and Other Pacific Islander alone	16	±26	0	±29	0.0%	±84.8
Some other race alone	360	±212	168	±158	46.7%	±26.6
Two or more races	2,423	±1,106	80	±81	3.3%	±3.5
Hispanic or Latino origin (of any race)	3,902	±1,156	211	±171	5.4%	±4.6
White alone, not Hispanic or Latino	16,984	±1,155	698	±246	4.1%	±1.5
EDUCATIONAL ATTAINMENT						
Population 25 years and over	20,617	±614	958	±289	4.6%	±1.4
Less than high school graduate	1,305	±420	231	±127	17.7%	±8.3
High school graduate (includes equivalency)	3,520	±640	288	±150	8.2%	±4.2
Some college, associate's degree	3,389	±502	212	±116	6.3%	±3.3

Table: ACSST5Y2022.S1701

	ZCTA5 08648					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Bachelor's degree or higher	12,403	±861	227	±108	1.8%	±0.9
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	16,810	±817	382	±176	2.3%	±1.1
Employed	15,901	±824	294	±130	1.8%	±0.8
Male	8,348	±618	104	±72	1.2%	±0.9
Female	7,553	±613	190	±107	2.5%	±1.4
Unemployed	909	±375	88	±99	9.7%	±11.6
Male	391	±178	52	±66	13.3%	±15.9
Female	518	±339	36	±40	6.9%	±9.6
WORK EXPERIENCE						
Population 16 years and over	24,311	±586	1,232	±349	5.1%	±1.5
Worked full-time, year-round in the past 12 months	11,850	±769	89	±65	0.8%	±0.6
Worked part-time or part-year in the past 12 months	5,311	±652	267	±135	5.0%	±2.5
Did not work	7,150	±695	876	±287	12.3%	±3.9
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	752	±313	(X)	(X)	(X)	(X)
125 percent of poverty level	1,883	±529	(X)	(X)	(X)	(X)
150 percent of poverty level	2,157	±538	(X)	(X)	(X)	(X)
185 percent of poverty level	3,659	±819	(X)	(X)	(X)	(X)
200 percent of poverty level	3,948	±850	(X)	(X)	(X)	(X)
300 percent of poverty level	5,778	±1,047	(X)	(X)	(X)	(X)
400 percent of poverty level	9,270	±1,260	(X)	(X)	(X)	(X)
500 percent of poverty level	13,238	±1,237	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Male	5,174	±698	729	±198	14.1%	±3.8
Female	2,265	±427	259	±135	11.4%	±5.9
15 years	2,909	±483	470	±167	16.2%	±5.5
16 to 17 years	0	±29	0	±29	-	**
18 to 24 years	1	±4	1	±4	100.0%	±100.0
25 to 34 years	317	±214	97	±109	30.6%	±26.4
35 to 44 years	1,262	±351	162	±119	12.8%	±8.2
45 to 54 years	683	±219	32	±35	4.7%	±5.4
55 to 64 years	514	±212	53	±67	10.3%	±12.4
55 to 64 years	852	±280	117	±61	13.7%	±7.3

Table: ACSST5Y2022.S1701

	ZCTA5 08648					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
65 to 74 years	761	±292	91	±61	12.0%	±7.7
75 years and over	784	±218	176	±101	22.4%	±10.5
Mean income deficit for unrelated individuals (dollars)	7,473	±1,249	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	2,623	±498	46	±46	1.8%	±1.8
Worked less than full-time, year-round in the past 12 months	845	±245	193	±131	22.8%	±13.1
Did not work	1,706	±395	490	±170	28.7%	±8.5
Population in housing units for whom poverty status is determined	29,073	±330	1,259	±389	4.3%	±1.4

Table: ACSST5Y2022.S1701

	ZCTA5 18977					
	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	4,565	±619	37	±46	0.8%	±1.0
AGE						
Under 18 years	779	±210	0	±11	0.0%	±3.8
Under 5 years	186	±88	0	±11	0.0%	±14.9
5 to 17 years	593	±213	0	±11	0.0%	±4.9
Related children of householder under 18 years	779	±210	0	±11	0.0%	±3.8
18 to 64 years	2,515	±477	0	±11	0.0%	±1.2
18 to 34 years	586	±192	0	±11	0.0%	±5.0
35 to 64 years	1,929	±399	0	±11	0.0%	±1.5
60 years and over	1,688	±275	37	±46	2.2%	±2.8
65 years and over	1,271	±242	37	±46	2.9%	±3.7
SEX						
Male	2,323	±423	0	±11	0.0%	±1.3
Female	2,242	±311	37	±46	1.7%	±2.1
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	4,075	±609	37	±46	0.9%	±1.2
Black or African American alone	35	±35	0	±11	0.0%	±48.2
American Indian and Alaska Native alone	0	±11	0	±11	-	**
Asian alone	205	±139	0	±11	0.0%	±13.6
Native Hawaiian and Other Pacific Islander alone	0	±11	0	±11	-	**
Some other race alone	0	±11	0	±11	-	**
Two or more races	250	±128	0	±11	0.0%	±11.3
Hispanic or Latino origin (of any race)	46	±52	0	±11	0.0%	±42.0
White alone, not Hispanic or Latino	4,053	±608	37	±46	0.9%	±1.2
EDUCATIONAL ATTAINMENT						
Population 25 years and over	3,422	±420	37	±46	1.1%	±1.4
Less than high school graduate	41	±45	0	±11	0.0%	±44.5
High school graduate (includes equivalency)	315	±143	27	±44	8.6%	±14.7
Some college, associate's degree	641	±187	10	±16	1.6%	±2.6

Table: ACSST5Y2022.S1701

	ZCTA5 18977					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Bachelor's degree or higher	2,425	±438	0	±11	0.0%	±1.2
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	2,489	±455	0	±11	0.0%	±1.2
Employed	2,394	±456	0	±11	0.0%	±1.2
Male	1,336	±296	0	±11	0.0%	±2.2
Female	1,058	±215	0	±11	0.0%	±2.8
Unemployed	95	±68	0	±11	0.0%	±26.5
Male	41	±45	0	±11	0.0%	±44.5
Female	54	±52	0	±11	0.0%	±38.8
WORK EXPERIENCE						
Population 16 years and over	3,931	±542	37	±46	0.9%	±1.2
Worked full-time, year-round in the past 12 months	1,944	±410	0	±11	0.0%	±1.5
Worked part-time or part-year in the past 12 months	672	±190	0	±11	0.0%	±4.4
Did not work	1,315	±344	37	±46	2.8%	±3.6
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	10	±16	(X)	(X)	(X)	(X)
125 percent of poverty level	60	±61	(X)	(X)	(X)	(X)
150 percent of poverty level	154	±130	(X)	(X)	(X)	(X)
185 percent of poverty level	179	±135	(X)	(X)	(X)	(X)
200 percent of poverty level	179	±135	(X)	(X)	(X)	(X)
300 percent of poverty level	437	±236	(X)	(X)	(X)	(X)
400 percent of poverty level	553	±259	(X)	(X)	(X)	(X)
500 percent of poverty level	833	±343	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
	356	±127	37	±46	10.4%	±11.9
Male	154	±105	0	±11	0.0%	±17.6
Female	202	±89	37	±46	18.3%	±19.8
15 years	0	±11	0	±11	-	**
16 to 17 years	0	±11	0	±11	-	**
18 to 24 years	0	±11	0	±11	-	**
25 to 34 years	0	±11	0	±11	-	**
35 to 44 years	56	±79	0	±11	0.0%	±38.1
45 to 54 years	20	±28	0	±11	0.0%	±63.7
55 to 64 years	117	±71	0	±11	0.0%	±22.4

Table: ACSST5Y2022.S1701

	ZCTA5 18977					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
65 to 74 years	128	±66	37	±46	28.9%	±28.7
75 years and over	35	±36	0	±11	0.0%	±48.2
Mean income deficit for unrelated individuals (dollars)	N	N	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	166	±103	0	±11	0.0%	±16.5
Worked less than full-time, year-round in the past 12 months	51	±44	0	±11	0.0%	±39.9
Did not work	139	±69	37	±46	26.6%	±26.8
Population in housing units for whom poverty status is determined	4,565	±619	37	±46	0.8%	±1.0

Label	ZCTA5 08534		ZCTA5 08560		ZCTA5 08618		ZCTA5 08628		ZCTA5 08638		ZCTA5 18977		Total	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Total:	12,762	±541	3,496	±491	37,588	±1,293	8,949	±493	21,847	±912	3,697	±491	88,339	±4,221
Speak only English	10,739	±570	3,365	±494	31,831	±1,080	8,011	±564	15,791	±1,015	3,342	±461		
Spanish or Spanish Creole:	671	±315	57	±91	3,023	±602	291	±172	3,599	±705	18	±30		
Speak English "very well"	573	±289	57	±91	1,961	±429	231	±160	1,673	±368	18	±30		
Speak English less than "very well"	98	±94	0	±12	1,062	±352	60	±68	1,926	±504	0	±10	3146	±1040
French (incl. Patois, Cajun):	77	±79	0	±12	278	±242	39	±63	37	±43	45	±54		
Speak English "very well"	66	±75	0	±12	267	±242	39	±63	37	±43	45	±54		
Speak English less than "very well"	11	±12	0	±12	11	±14	0	±17	0	±22	0	±10	22	±87
French Creole:	0	±19	0	±12	631	±352	72	±82	385	±260	25	±40		
Speak English "very well"	0	±19	0	±12	421	±323	72	±82	198	±153	25	±40		
Speak English less than "very well"	0	±19	0	±12	210	±151	0	±17	187	±128	0	±10	397	±357
Italian:	64	±59	11	±18	59	±31	124	±102	170	±91	30	±33		
Speak English "very well"	64	±59	11	±18	52	±30	92	±73	136	±81	30	±33		
Speak English less than "very well"	0	±19	0	±12	7	±12	32	±36	34	±35	0	±10	73	±124
Portuguese or Portuguese Creole:	4	±6	0	±12	19	±23	0	±17	17	±26	0	±10		
Speak English "very well"	4	±6	0	±12	19	±23	0	±17	17	±26	0	±10		
Speak English less than "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10	0	±105
German:	33	±31	18	±30	36	±30	20	±32	39	±47	15	±25		
Speak English "very well"	29	±30	18	±30	26	±25	20	±32	39	±47	15	±25		
Speak English less than "very well"	4	±7	0	±12	10	±15	0	±17	0	±22	0	±10	14	±83
Yiddish:	0	±19	0	±12	9	±14	0	±17	0	±22	0	±10		
Speak English "very well"	0	±19	0	±12	9	±14	0	±17	0	±22	0	±10		
Speak English less than "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10	0	±105
Other West Germanic:	34	±38	0	±12	6	±13	0	±17	0	±22	0	±10		
Speak English "very well"	34	±38	0	±12	6	±13	0	±17	0	±22	0	±10		
Speak English less than "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10	0	±105
Scandinavian languages:	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10		
Speak English "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10		
Speak English less than "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10	0	±105
Greek:	32	±36	0	±12	24	±23	0	±17	68	±100	0	±10		
Speak English "very well"	20	±28	0	±12	24	±23	0	±17	68	±100	0	±10		
Speak English less than "very well"	12	±22	0	±12	0	±25	0	±17	0	±22	0	±10	12	±108
Russian:	48	±71	0	±12	8	±12	0	±17	13	±19	0	±10		
Speak English "very well"	48	±71	0	±12	8	±12	0	±17	13	±19	0	±10		
Speak English less than "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10	0	±105
Polish:	50	±57	0	±12	275	±128	14	±21	685	±269	0	±10		
Speak English "very well"	40	±55	0	±12	187	±94	14	±21	167	±85	0	±10		
Speak English less than "very well"	10	±15	0	±12	88	±57	0	±17	518	±230	0	±10	616	±341
Serbo-Croatian:	7	±13	0	±12	10	±17	0	±17	0	±22	0	±10		
Speak English "very well"	7	±13	0	±12	10	±17	0	±17	0	±22	0	±10		
Speak English less than "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10	0	±105
Other Slavic languages:	5	±7	0	±12	60	±42	0	±17	348	±313	0	±10		
Speak English "very well"	5	±7	0	±12	49	±38	0	±17	161	±155	0	±10		
Speak English less than "very well"	0	±19	0	±12	11	±17	0	±17	187	±163	0	±10	198	±238
Armenian:	0	±19	0	±12	12	±15	0	±17	0	±22	0	±10		
Speak English "very well"	0	±19	0	±12	12	±15	0	±17	0	±22	0	±10		
Speak English less than "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10	0	±105
Persian:	18	±30	0	±12	0	±25	0	±17	22	±44	0	±10		
Speak English "very well"	18	±30	0	±12	0	±25	0	±17	22	±44	0	±10		
Speak English less than "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10	0	±105
Gujarati:	51	±63	0	±12	43	±30	18	±24	239	±326	12	±24		
Speak English "very well"	51	±63	0	±12	43	±30	18	±24	171	±238	12	±24		
Speak English less than "very well"	0	±19	0	±12	0	±25	0	±17	68	±88	0	±10	68	±171
Hindi:	105	±120	0	±12	0	±25	95	±57	4	±7	39	±52		
Speak English "very well"	85	±93	0	±12	0	±25	68	±53	4	±7	39	±52		
Speak English less than "very well"	20	±29	0	±12	0	±25	27	±38	0	±22	0	±10	47	±136
Urdu:	9	±15	0	±12	41	±29	36	±36	61	±77	0	±10		
Speak English "very well"	0	±19	0	±12	29	±22	27	±32	52	±63	0	±10		
Speak English less than "very well"	9	±15	0	±12	12	±19	9	±16	9	±16	0	±10	39	±88
Other Indic languages:	160	±96	0	±12	111	±158	2	±6	0	±22	23	±36		
Speak English "very well"	148	±86	0	±12	82	±113	0	±17	0	±22	23	±36		
Speak English less than "very well"	12	±19	0	±12	29	±46	2	±6	0	±22	0	±10	43	±115
Other Indo-European languages:	0	±19	0	±12	45	±54	0	±17	19	±20	0	±10		
Speak English "very well"	0	±19	0	±12	45	±54	0	±17	19	±20	0	±10		
Speak English less than "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10	0	±105
Chinese:	372	±170	37	±50	201	±98	30	±50	30	±36	10	±16		
Speak English "very well"	167	±108	37	±50	163	±96	30	±50	0	±22	10	±16		
Speak English less than "very well"	205	±127	0	±12	38	±35	0	±17	30	±36	0	±10	273	±237
Japanese:	0	±19	0	±12	9	±16	0	±17	0	±22	0	±10		
Speak English "very well"	0	±19	0	±12	9	±16	0	±17	0	±22	0	±10		
Speak English less than "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10	0	±105
Korean:	74	±70	0	±12	155	±83	6	±10	11	±17	0	±10		

Label	ZCTA5 08534		ZCTA5 08560		ZCTA5 08618		ZCTA5 08628		ZCTA5 08638		ZCTA5 18977		Total	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Speak English "very well"	30	±47	0	±12	131	±76	0	±17	0	±22	0	±10		
Speak English less than "very well"	44	±49	0	±12	24	±37	6	±10	11	±17	0	±10	85	±135
Mon-Khmer, Cambodian:	0	±19	0	±12	0	±25	1	±22	0	±22	0	±10		
Speak English "very well"	0	±19	0	±12	0	±25	1	±22	0	±22	0	±10		
Speak English less than "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10	0	±105
Hmong:	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10		
Speak English "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10		
Speak English less than "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10	0	±105
Thai:	26	±46	0	±12	0	±25	0	±17	0	±22	0	±10		
Speak English "very well"	13	±23	0	±12	0	±25	0	±17	0	±22	0	±10		
Speak English less than "very well"	13	±23	0	±12	0	±25	0	±17	0	±22	0	±10	13	±109
Laotian:	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10		
Speak English "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10		
Speak English less than "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10	0	±105
Vietnamese:	0	±19	0	±12	20	±23	0	±17	0	±22	0	±10		
Speak English "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10		
Speak English less than "very well"	0	±19	0	±12	20	±23	0	±17	0	±22	0	±10	20	±103
Other Asian languages:	115	±108	0	±12	167	±168	27	±31	4	±7	0	±10		
Speak English "very well"	115	±108	0	±12	167	±168	19	±28	4	±7	0	±10		
Speak English less than "very well"	0	±19	0	±12	0	±25	8	±16	0	±22	0	±10	8	±104
Tagalog:	0	±19	0	±12	30	±25	39	±54	55	±66	13	±20		
Speak English "very well"	0	±19	0	±12	24	±21	22	±37	33	±39	13	±20		
Speak English less than "very well"	0	±19	0	±12	6	±13	17	±42	22	±30	0	±10	45	±126
Other Pacific Island languages:	0	±19	0	±12	0	±25	0	±17	20	±29	0	±10		
Speak English "very well"	0	±19	0	±12	0	±25	0	±17	11	±16	0	±10		
Speak English less than "very well"	0	±19	0	±12	0	±25	0	±17	9	±14	0	±10	9	±97
Navajo:	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10		
Speak English "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10		
Speak English less than "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10	0	±105
Other Native North American languages:	0	±19	0	±12	44	±63	0	±17	0	±22	0	±10		
Speak English "very well"	0	±19	0	±12	44	±63	0	±17	0	±22	0	±10		
Speak English less than "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10	0	±105
Hungarian:	5	±7	0	±12	0	±25	0	±17	14	±23	0	±10		
Speak English "very well"	0	±19	0	±12	0	±25	0	±17	7	±11	0	±10	12	±82
Speak English less than "very well"	5	±7	0	±12	0	±25	0	±17	7	±11	0	±10	12	±82
Arabic:	0	±19	8	±13	125	±100	39	±62	79	±56	44	±64		
Speak English "very well"	0	±19	8	±13	57	±46	11	±20	55	±56	44	±64		
Speak English less than "very well"	0	±19	0	±12	68	±70	28	±41	24	±35	0	±10	120	±187
Hebrew:	0	±19	0	±12	0	±25	0	±17	0	±22	81	±124		
Speak English "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	81	±124		
Speak English less than "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10	0	±105
African languages:	63	±86	0	±12	316	±140	85	±94	137	±155	0	±10		
Speak English "very well"	30	±34	0	±12	187	±97	53	±62	102	±115	0	±10		
Speak English less than "very well"	33	±54	0	±12	129	±86	32	±33	35	±47	0	±10	229	±242
Other and unspecified languages:	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10		
Speak English "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10		
Speak English less than "very well"	0	±19	0	±12	0	±25	0	±17	0	±22	0	±10	0	±105

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: NICOLE SHARPE
Phone: (609) 989-6737
Address: 640 SOUTH BROAD STREET, 1ST Floor
TRENTON, NJ 08611

Discriminacion Ilegal

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

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

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

Coordinador: NICOLE SHARPE
Teléfono: (609) 989-6737
Dirección: 640 SOUTH BROAD STREET, 1ST Floor
TRENTON, NJ 08611



U.S. Department of Transportation
Federal Aviation Administration