



City of **Montgomery**
CAPITAL OF DREAMS.

**LANGUAGE ACCESS PLAN
FOR LIMITED ENGLISH PROFICIENCY
PERSONS**

**COMMUNITY DEVELOPMENT
BLOCK GRANT PROGRAM
(INCLUDING HOME and ESG PROGRAMS)**

THE CITY OF MONTGOMERY, ALABAMA

Effective: September 1, 2009

**The City of Montgomery, Alabama
Department of Community Development
Community Development Division
101 South Perry Street
Montgomery, Alabama 36104**

Purpose: In compliance with Executive Order 13166, The City of Montgomery, Alabama has developed the following Language Access Plan (LAP) for Limited English Proficiency (LEP) persons.

History: Title VI of the Civil Rights Act of 1964 is the federal law which protects individuals from discrimination on the basis of their race, color, or national origin in programs that receive federal financial assistance. In certain situations, failure to ensure that persons who have limited English proficiency can effectively participate in, or benefit from, federally assisted programs may violate Title VI's prohibition against national origin discrimination.

Persons who, as a result of national origin, do not speak English as their primary language and who have limited ability to speak, read, write, or understand English may be entitled to language assistance under Title VI in order to receive a particular service, benefit, or encounter.

The City of Montgomery, Alabama Four-Factor Analysis: The following Four-Factor Analysis will serve as the guide for determining which language assistance measures the City of Montgomery, Alabama will undertake to guarantee access to the City of Montgomery, Alabama's Community Development Block Grant (CDBG) programs by LEP persons.

1. Number or proportion of LEP persons served or encountered in the eligible service population (served or encountered includes those persons who would be served by the recipient if the person received education and outreach and the recipient provided sufficient language services).

For determining the LEP population, the City of Montgomery, Alabama, through its Community Development Division, utilized the U.S. Census Bureau 2005- 2007 American Community Survey 3-Year Estimates for "Selected Social Characteristics" data sets. Based on this data, the City of Montgomery of Montgomery, Alabama meets the 1,000 LEP persons thresholds for Spanish speaking and Asian & Pacific Islanders LEP persons. It should be noted that the Asian and Pacific Islanders LEP persons consists of numerous language and dialects and therefore fall below the threshold (See Table 1 on page xx).

2. The frequency with which the LEP persons come into contact with he program.

Majority of the assistance that the City of Montgomery provides through the Community Development Division is to for and nonprofit organizations. The Community Development Division primarily operates two programs that involve direct assistance to individuals- Homebuyer Downpayment Assistance and Homeowner Rehabilitation. The proposed project does include acquisition and housing rehabilitation, therefore, residents are likely to have some direct contact

with the program and its staff. Based on over 300 records from the City of Montgomery, Alabama's Downpayment Assistance Program and the City of Montgomery, Alabama Housing Rehabilitation Program, there has been no contact with LEP persons. However, all citizen participation activities are open to the general public.

3. The nature and importance of the program, activity, or service provided by the program.

The proposed project does provide direct assistance to project area beneficiaries related to acquisition and rehabilitations therefore, the nature of the activity or service is of significant importance to the proposed project area(s) residents. Majority of the assistance that the City of Montgomery provides through the Community Development Division is to for and nonprofit organizations. The Community Development Division primarily operates two programs that involve direct assistance to individuals- Homebuyer Downpayment Assistance and Homeowner Rehabilitation.

4. The resources available and costs to the recipient.

The City of Montgomery, Alabama will utilize software on its website whereby some written materials can be translated into Spanish and other applicable languages. Additionally, the City of Montgomery will seek to contract with local individuals (such as local universities, colleges, churches, etc.) fluent in Spanish and other relevant foreign languages to provide oral translation services at public meetings and during conversations with LEP residents during the implementation of the proposed project. Translation activities are an eligible CDBG administrative expense. Therefore, limited LAP measures are reasonable given the resources available to the City of Montgomery, Alabama.

Types of language assistance to be provided by the City of Montgomery, Alabama

As stated previously, some citizens participation matters are directed to the City of Montgomery, Alabama; therefore the City of Montgomery has determined that plans and information relevant to this project and other conducted by the Planning and Development Department-Community Development Division will be publish in Spanish on the City's website. Additionally, all published citizen participation advertisements will include a statement in Spanish indicating materials are available in Spanish upon request. Furthermore, Spanish German, Japanese, and Korean translation icons are provided on the City of Montgomery's website so that all Community Development programmatic activities can be easily translated into those languages. If other populations of LEP residents in the City of Montgomery are identified after the 2010 Census, the City of Montgomery, Alabama will consider additional measures to serve the language access needs of those persons. Additionally, all subgrantees (if

applicable) must follow the same LEP outline and procedures as set forth in this document.

Certification: Based on the above Four-Factor Analysis, the City of Montgomery, Alabama is required to develop a LAP. However, the City of Montgomery, Alabama will make all reasonable attempts to accommodate language access needs of residents requesting oral translation during citizen participation activities.

Chief Elected Official

Date



THE CITY OF MONTGOMERY, ALABAMA LANGUAGE ACCESS PLAN

As a result of the preceding Four-Factor Analysis, The City of Montgomery, Alabama has identified the following types of language assistance to be provided on an as needed basis by the City of Montgomery, Alabama throughout the implementation of the CDBG program:

- All CDBG citizen participation documents, project-related resolutions, public notices, and amendments will be published in LEP language identified on bulletin boards at the City Hall/County Courthouse and in public places throughout the proposed project area(s) and/or the community.
- Additionally, all published citizen participation advertisements will include a statement in LEP language identified indicating other program materials are available in LEP language identified upon request.
- All citizen participation notices will include a statement that translators will be available at public meetings upon prior request.
- If needed, a translator may be retained to provide oral translation in the field during the implementation of the project activities (generally for housing rehabilitation, hookups, acquisition, and relocation projects only).
- If other populations of LEP persons are identified in the future, Community Name will consider additional measures to serve the language access needs of those persons.

Adopted: September 1, 2009

Date Adopted

Attest

Chief Elected Official

CITY OF MONTGOMERY

LANGUAGE SPOKEN AT HOME

English only	177,556	+/-1,552	95.7%	+/-0.6
Language other than English	7,940	+/-1,117	4.3%	+/-0.6
Speak English less than "very well"	3,765	+/-774	2.0%	+/-0.4
Spanish	3,146	+/-529	1.7%	+/-0.3
Speak English less than "very well"	1,663	+/-384	0.9%	+/-0.2
Other Inda-European languages	1,590	+/-416	0.9%	+/-0.2
Speak English less than "very well"	414	+/-302	0.2%	+/-0.2
Asian and Pacific Islander languages	2,342	+/-334	1.3%	+/-0.2
Speak English less than "very well"	1,351	+/-352	0.7%	+/-0.2
Other languages	862	+/-639	0.5%	+/-0.3
Speak English less than "very well"	337	+/-388	0.2%	+/-0.2

SOURCE: the U.S. Census Bureau 2005-2007 American Community Survey 3-Year Estimates for "Selected Social Characteristics" data sets.