

Limited English Proficiency (LEP) Language Access Plan (LAP)

July 27, 2023





Today, we'll discuss:

- Acronyms
- Overview of Title VI, 42 U.S.C. § 2000d, of the 1964 Civil Rights Act
- Executive Order 13166
- Reasons to Update the Current LEP Implementation Plan
- Updated Language Access Plan
 - Four-Factor Analysis
 - Procedures
- Public Comment Period



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Acronyms



LEP = Limited English Proficiency

LAP = Language Access Plan

CDBG = Community Development Block Grant



An Overview of Title VI

Title VI, 42 U.S.C. § 2000d, of the 1964 Civil Rights Act

“No person in the United States shall, on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.”

<https://www.justice.gov/crt/fcs/TitleVI-Overview>



Executive Order 13166

- Purpose

- Enforces Title VI, 42 U.S.C. § 2000d, of the 1964 Civil Rights Act
- Clarifies existing Title VI responsibilities for entities that receive federal funds
- Requires agencies to review their services and develop a plan (LAP) so LEP persons have meaningful access to their programs and activities
 - Compliance standards and guidance by the Department of Justice
 - Plan not meant to overburden agencies
 - Plan required to be reviewed by stakeholders



Why update the LEP Implementation Plan now?



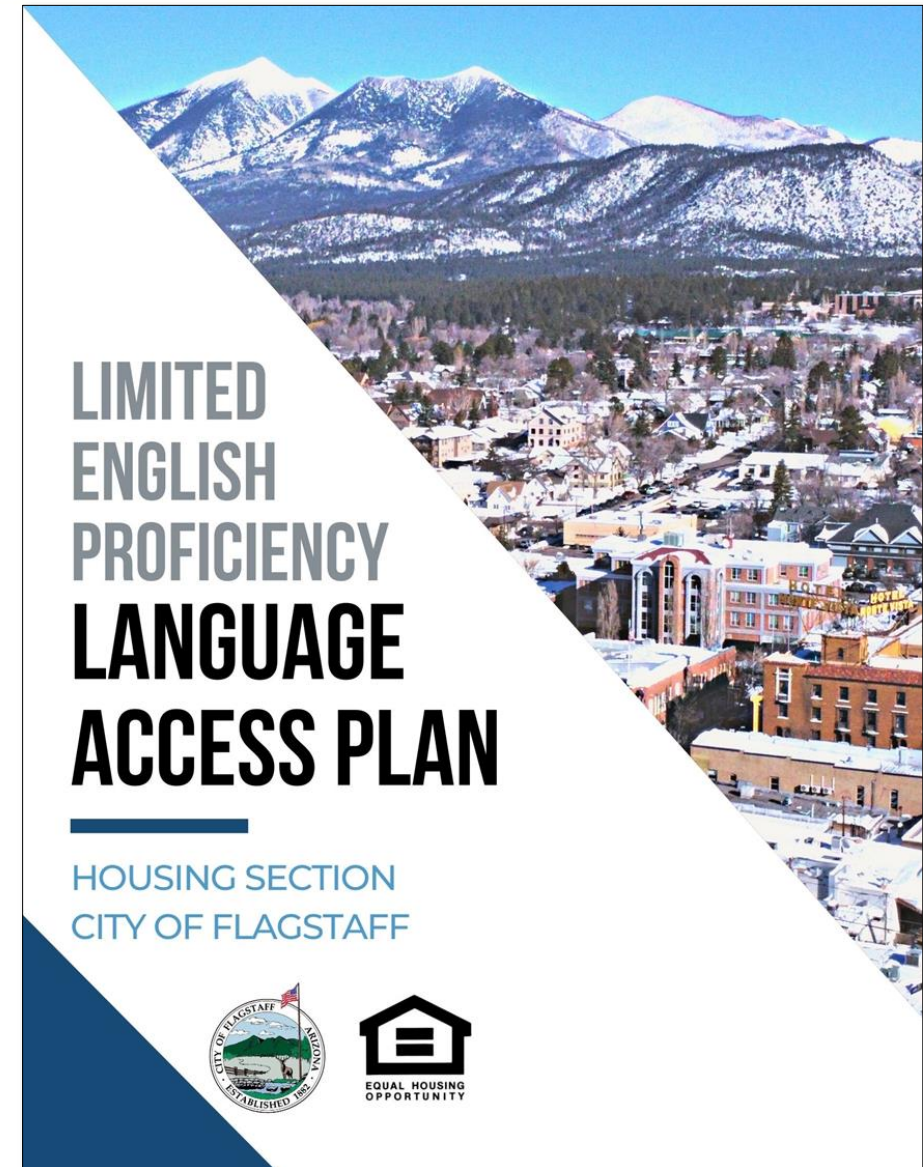
- Current LEP Implementation Plan - 2010
- 10-Year Housing Plan
 - **Protect 3.2**: Examine and update, if needed, the City of Flagstaff's Housing Limited English Proficiency (LEP) Plan.
- Growing & more diverse community
- Equity & Inclusion



The Updated Language Access Plan (LAP)



- Name changed from “LEP Implementation Plan”
- Will go into effect in September
- Created based on the Department of Justice’s guidance document – referenced in EO 13166





LAP Four-Factor Analysis



- **Factor 1:** Number of LEP persons likely to be served by the program
 - 4% Flagstaff residents speak English less than “very well”
 - 2.2% of these residents speak Spanish
- **Factor 2:** Frequency of contact with the program
 - CDBG and other programs to be fully equitable
- **Factor 3:** Importance of the program
 - Housing Emergency!
- **Factor 4:** Resources and Cost
 - Various resources available at a minimal cost



LAP Procedures



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Contents:

- Identifying LEP persons
- Language Access Measures
- Staff Training
- Providing Notice to LEP Persons
- Monitoring and updating the LEP policy
- Complaint procedure



Public Comment Period

Stakeholders will be able to provide input on the new LEP LAP from **August 1st through **August 30th**.**

All public comments may be submitted to:

Adriana Fisher, Language Access Plan Coordinator

By Email: AFisher@FlagstaffAZ.gov

By Mail: City of Flagstaff Housing Section
Attn: Adriana Fisher
211 W Aspen Ave
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Questions?

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