

**CITY OF LARAMIE, WYOMING  
CITY COUNCIL: RESOLUTION 2026-26**

**A RESOLUTION ESTABLISHING A FEDERAL TRANSIT ADMINISTRATION TITLE VI PROGRAM**

**WHEREAS**, the Laramie City Council adopted a 10-Year Strategic Public Transportation Plan as Certified by the Laramie Planning Commission through Resolution 2026-13 on January 20, 2026; and

**WHEREAS**, the federal government requires a Federal Transit Administration Title VI Program before state/local agencies receive federal financial assistance; and

**WHEREAS**, this program is good for three years before being renewed or revised and adopted by the governing body of the City of Laramie, Wyoming.

**NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF LARAMIE, WYOMING:**

**Section 1.** That the foregoing recitals are incorporated in and made a part of this resolution by this reference.

**Section 2.** That Council approve the City of Laramie Federal Transit Administration Title VI Program as shown in Attachment A.

**Section 3.** That this resolution is effective upon passage and approval.

**PASSED, APPROVED, AND ADOPTED this 7<sup>th</sup> day of April 2026.**

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Sharon Cumbie, Mayor and President of the  
Laramie City Council

Attest:

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Nancy Bartholomew, CMC  
City Clerk

# *Attachment A*

***Federal Transit Administration  
Title VI Program***

**City of Laramie**

**April 7<sup>th</sup>, 2026**

(Plan expires 3 years from date approved by the board)



# Title VI Plan Table of Contents

The City of Laramie Title VI plan includes the following elements:

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**Section 1: Title VI Plan Approval**

Title VI Plan Adopted on: April 7th, 2026

Adopted by: Laramie City Council

Signature(s): \_\_\_\_\_

Attest: \_\_\_\_\_

## **Section 2: Title VI Policy Statement**

### **Policy Statement**

The City of Laramie, in planning to become a public transit provider, as a recipient of Federal Transit Administration (FTA) grant dollars either directly from FTA or through the Wyoming Department of Transportation (WYDOT), will comply with the Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d), the U.S. Department of Transportation implementing regulations, FTA Circular 4702.1B, and WYDOT Public Transportation requirements as specified in Master Grant Agreement, and State Management Plan. The City of Laramie operates its programs and services without regard to race, color, and national origin in accordance with Title VI of the Civil Rights Act.

## **Section 3: Title VI Notice to the Public**

### **Title VI Notice to the Public**

#### **Notifying the Public of Rights Under Title VI**

#### **City of Laramie**

- The City of Laramie operates its programs and services without regard to race, color, and national origin in accordance with Title VI of the Civil Rights Act. Any person who believes she or he has been aggrieved by any unlawful discriminatory practice under Title VI may file a complaint with the City of Laramie.
- For more information on the City of Laramie's civil rights program or Title VI obligations, the procedures for, or to file a complaint, please contact:

**Patricia Russell, Title VI Coordinator**

**307-721-5229**

Email: [prussell@cityoflaramie.org](mailto:prussell@cityoflaramie.org);

Or visit our administrative office at

**406 Ivinson Ave, Laramie, WY, 82073**

For more information, visit [cityoflaramie.org](http://cityoflaramie.org)

- For transportation-related Title VI matters, a complaint may also be filed directly with WYDOT's Office of Civil Rights to: Title VI Coordinator, 5300 Bishop Blvd., Cheyenne, WY 8200; via phone: 307-777-4457; or email: [DOT-civilrights@wyo.gov](mailto:DOT-civilrights@wyo.gov)

or to

- Federal Transit Administration, Office of Civil Rights, Director  
East Building, 5<sup>th</sup> Floor-TCR, 1200 New Jersey Ave., SE, Washington, DC, 20590.
  - If information is needed in another language, contact (888)808-9008 PIN(55489191).
  - Si se necesita información en otro idioma, comuníquese con (888)808-9008 PIN(55489191).

The **City of Laramie** Notice to the Public is posted in the following locations:

1. All transportation hubs or stops
2. On the city website: [Cityoflaramie.org](http://Cityoflaramie.org)
3. In all transportation vehicles

## Sample Title VI Notice to the Public in Spanish

### Notificación al Público de Derechos Bajo el Título VI

- El **City of Laramie** opera sus programas y servicios sin distinción de raza, color y origen nacional, según el Título VI de la Ley de Derechos Civiles. Cualquier persona que cree o que ha sido perjudicada por una práctica discriminatoria ilegal bajo el Título VI puede presentar una queja con el **City of Laramie**.
- Para obtener más información sobre el programa de derechos civiles o los obligaciones Título VI de **City of Laramie**, o para obtener más información sobre los procedimientos para, o a presentar una queja, se pone en contacto con:

**Patricia Russell, Coordinador del Título VI**  
**307-721-5229**

Correo electrónico: [prussell@cityoflaramie.org](mailto:prussell@cityoflaramie.org);

O visite a nuestra oficina administrativa en:

**406 Ivinson Ave, Laramie, WY, 82073**

Para más información, visite a: [cityoflaramie.org](http://cityoflaramie.org)

- Para asuntos del Título VI relacionados con el transporte, también se puede presentar una queja directamente ante la Oficina de Derechos Civiles de WYDOT a: Coordinador del Título VI, 5300 Bishop Blvd., Cheyenne, WY 8200; vía telefónica: 307-777-4457; o correo electrónico: [DOT-civilrights@wyo.gov](mailto:DOT-civilrights@wyo.gov)

o, a:

- Administración Federal de Tránsito (FTA), Oficina de Derechos Civiles, Director East Building, 5<sup>th</sup> Floor-TCR, 1200 New Jersey Ave., SE Washington, DC, 20590.
- Si se necesita información en otro idioma, comuníquese con (888)808-9008 PIN(55489191).

## **Section 4: Title VI Complaint Procedure**

Any individual, group of individuals or entity that believes they have been discriminated against on the basis of race, color, or national origin by the City of Laramie may file a Title VI complaint by completing and submitting the agency's Title VI Complaint Form.

If the complainant is unable to reduce the complaint to writing, please contact the Title VI Coordinator using the information below, and a staff member will help dictate the complaint or provide other necessary assistance.

Any individual having filed a complaint or participated in the investigation of a complaint shall not be subjected to any form of intimidation or retaliation. Individuals who have cause to think that they have been subjected to intimidation or retaliation can file a complaint of retaliation following the same procedure for filing a discrimination complaint.

A complaint must be filed with the City of Laramie no later than 180 days after the following:

1. The date of the alleged act of discrimination; or
2. The date when the person(s) became aware of the alleged discrimination; or
3. Where there has been a continuing course of conduct, the date on which that conduct was discontinued of the latest instance of the conduct.

Once the complaint is received, the City of Laramie will review it to determine if our office has jurisdiction. A copy of each Title VI complaint received will be forwarded to the agency's Title VI Coordinator. The complainant will receive an acknowledgement letter informing her/him whether the complaint will be investigated by our office.

The City of Laramie has 45 days to investigate the complaint. If more information is needed to resolve the case, the City of Laramie may contact the complainant requesting further information. The complainant has **30** business days from the date of the letter to send requested information to the investigator assigned to the case. If the investigator is not contacted by the complainant or does not receive the additional information within **30** business days, the City of Laramie can administratively close the case.

After the investigator reviews the complaint, the agency will issue one of two (2) letters to the complainant: a closure letter or a letter of finding (LOF).

- ✓ A closure letter summarizes the allegations and states that there was not a Title VI violation and that the case will be closed.
- ✓ A letter of finding (LOF) summarizes the allegations and the interviews regarding the alleged incident, and explains whether any disciplinary action, additional training of the staff member, or other action will occur.

If the complainant wishes to appeal the decision it must direct the appeal back to the agency. The complainant has 30 days after receipt of the closure letter or the letter of finding to do so. The appeal will be investigated and decided by a separate party than the Title VI Coordinator (or other official who issued the initial decision).The appeal process information will be included in the letter.

Written Title VI Complaints, or any questions regarding Title VI protections, should be forwarded to:

**Patricia Russell, Title VI Coordinator**  
**307-721-5229**

Email: [prussell@cityoflaramie.org](mailto:prussell@cityoflaramie.org);

Or visit our administrative office at

**406 Ivinson Ave, Laramie, WY, 82070**

For more information, visit [cityoflaramie.org](http://cityoflaramie.org).

A person may also file a complaint directly with WYDOT's Office of Civil Rights at: Title VI Coordinator, 5300 Bishop Blvd., Cheyenne, WY 8200; via phone: 307-777-4457; or email: [DOT-civilrights@wyo.gov](mailto:DOT-civilrights@wyo.gov)

Or

Federal Transit Administration, Office of Civil Rights, Director  
East Building, 5<sup>th</sup> Floor-TCR, 1200 New Jersey Ave., SE Washington, DC, 20590.

If information is needed in another language, please contact (888)808-9008  
PIN(55489191).

*Si necesita información en otro idioma, por favor llame*  
(888)808-9008 - PIN(55489191).

**Section 5: Title VI Complaint Form**

**City of Laramie  
Title VI Complaint Form**

<b>Section I:</b>				
Name:				
Address:				
Telephone (Home):			Telephone (Work):	
E-Mail Address:				
Accessible Format Requirements?	<b>Large Print</b>		<b>Audio Tape</b>	
	<b>TDD</b>		<b>Other</b>	
<b>Section II:</b>				
Are you filing this complaint on your own behalf?			Yes*	No
*If you answered "yes" to this question, go to Section III.				
If not, please supply the name and relationship of the person for whom you are complaining:				
Please explain why you have filed for a third party:				
Please confirm that you have obtained the permission of the aggrieved party if you are filing on behalf of a third party.			Yes	No

**Section III:**

**I believe the discrimination I experienced was based on (check all that apply):**

**Title VI:**  Race     Color     National Origin

**Other (specify):** \_\_\_\_\_

Date of Alleged Discrimination (Month, Day, Year): \_\_\_\_\_

Explain as clearly as possible what happened and why you believe you were discriminated against. Describe all persons who were involved. Include the name and contact information of the person(s) who discriminated against you (if known) as well as names and contact information of any witnesses. If more space is needed, please use the back of this form.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Section IV**

Have you previously filed a Civil Rights related complaint with this agency?

Yes

No

**Section V**

Have you filed this complaint with any other Federal, State, or local agency, or with any Federal or State court?

Yes                       No

If yes, check all that apply:

Federal Agency: \_\_\_\_\_

Federal Court \_\_\_\_\_

State Court \_\_\_\_\_

State Agency \_\_\_\_\_

Local Agency \_\_\_\_\_

If marked Yes in Section V, please provide information about a contact person at the agency/court where the complaint was filed.
<b>Name:</b>
<b>Title:</b>
<b>Agency:</b>
<b>Address:</b>
<b>Telephone:</b>
<b>Section VI</b>
Name of agency complaint is against:
Contact person:
Title:
Telephone number:

**You may attach any written materials or other information that you think is relevant to your complaint.**

**Signature and date required below**

\_\_\_\_\_  
**Signature**

\_\_\_\_\_  
**Date**

**Please submit this form in person at the address below, or mail this form to:**

**City of Laramie Human Resources  
Patricia Russell (Title VI Coordinator)  
406 Iverson Ave.  
Laramie, WY 82073  
307-721-5229  
prussell@cityoflaramie.org**

**Section 6: List of Title VI Investigations, Complaints and Lawsuits**

The **City of Laramie** maintains a list or log of all Title VI investigations, complaints and lawsuits, pertaining to its transit-related activities.

**Check One:**

- There have been no investigations, complaint and/or lawsuits filed against us since the last plan submission.
- There have been investigations, complaints and/or lawsuits filed against us. *See list below. Attach additional information as needed.*

	<b>Date</b> (Month, Day, Year)	<b>Summary</b> (include basis of complaint: race, color, or national origin)	<b>Status</b>	<b>Action(s) Taken</b>
<b>Investigations</b>				
1.				
2.				
<b>Lawsuits</b>				
1.				
2.				
<b>Complaints</b>				
1.				
2.				

## **Section 7: Public Participation Plan**

### ***City of Laramie's Public Involvement Philosophy***

The City of Laramie welcomes and values public involvement. WYDOT and its recipients believe that well-designed, proactive public involvement improves its planning and policy efforts and ultimately leads to better decisions, better projects, and maximized, long-term public benefits. Creating long-term, sustainable systems requires our agency to embrace outside skills and knowledge, including input from the public. Advantages of enhanced public involvement include:

- Increased public collaboration. Citizen collaboration on projects benefits our agency's processes and outcomes, promoting public participation and respectful, productive dialogue.
- Decisions that better reflect diverse interests. Consulting with all identifiable interests helps the City of Laramie better understand and reflect the full range of community values and livability standards.
- Efficient transportation decision implementation. Early public involvement fosters better decision making and reduces costly project plan revisions and change orders.
- Enhanced agency credibility. Increased public involvement results in more meaningful and better interactions between Department personnel and customers. This interaction aids everyone. The agency better understands public concerns, and customers gain an appreciation of the agency and its responsibilities.
- The City of Laramie proactively involves the public in addressing transportation issues. The agency communicates its mission and goals to the widest audience possible and considers feedback received from transportation stakeholders and the public.

The City of Laramie embraces several specific goals:

- Provide for open and continuous communication to incorporate public input into decision-making and inform the public of planning, program functions, project activities, designs, and construction.
- Implement a public involvement strategy to identify and use agency resources to inform the public of our activities and receive public input. The strategy will establish levels (based on the nature and complexity of the activity) for communicating with transportation stakeholders and the public.
- Consult with local governments in identifying transportation needs, coordinating projects, and selecting viable solutions.
- Respond quickly and transparently to concerns expressed about agency activities and educate the public about transportation programs and issues.
- Review and update the public involvement strategy and process as needed, continuously evaluate public outreach activity effectiveness, and use the results to improve the program.
- Ensure minorities and low-income populations have opportunities to participate in the public involvement process.
- Foster internal communication and training to promote public involvement process understanding and implementation.

## **Strategies and Desired Outcomes**

To promote inclusive public participation, the City of Laramie will employ the following strategies, as appropriate:

- ✓ Provide for early, frequent and continuous engagement by the public
- ✓ Select accessible and varied meeting locations and times
- ✓ Employ different meeting sizes and formats
- ✓ Use social media in addition to other resources as a way to gain public involvement
- ✓ Use radio, television or newspaper ads on stations and in publications that serve LEP populations. Outreach to LEP populations may also include audio programming available on podcasts.
- ✓ Expand traditional outreach methods by visiting ethnic stores/markets and restaurants, community centers, libraries, faith-based institutions, local festivals, etc.

In addition to these general strategies, the City of Laramie has also employed these specific strategies or activities:

- Providing citizen surveys in paper and digital formats when needed, with the digital versions being translated in Spanish and English.
- Coordinate public outreach efforts with other public transportation providers, namely the University of Wyoming.
- Coordinate with the Albany County Transportation Authority on public transportation efforts.
- In 2026, adopted a 10-Year Public Transportation Plan.

## Public Outreach Activities

Specific Public Participation activities are listed in the table below:

<b>Event Date</b>	<b>City of Laramie Staffer(s) or Department</b>	<b>Activity</b>	<b>Communication Method</b> (Public notice, posters, social media)	<b>Notes</b>
12/21/2023-2/15/2024	CMO	Budget Survey	Social Media, News articles, Radio ads/interviews, partner organizations	
Ongoing - Results reported quarterly	CMO	Community Survey	Social Media, News articles, Radio ads/interviews, partner organizations	
5/31/2024-6/21/2024	CMO	Downtown Parking Survey	Social Media, News articles, Radio ads/interviews, partner organizations	
3/18/2025 - 1/20/2026	CMO	Study for a 10-Yr Public Transportation Plan	Social Media, News article, and other public outreach as listed in the public participation plan: <a href="#">Laramie, WY: Public Transportation Study</a>	

## **Section 8: Four Factor Analysis and LEP Data**

### **What does it mean to be Limited English Proficient (LEP)?**

LEP individuals do not speak English as their primary language and therefore have a limited ability to read, write, speak, or understand English. Many LEP persons are in the process of learning English and may read, write, speak, and/or understand some English, but not proficiently. LEP status may be context-specific – an individual may have sufficient English language skills to communicate basic information (name, address etc.) but may not have sufficient skills to communicate detailed information in English.

### **Background**

Federal law prohibits discrimination based on national origin. National origin discrimination includes discrimination based on a person's inability to speak, read, write or understand English. Recipients of Federal funds must provide meaningful access to LEP individuals.

On August 11, 2000, Executive Order 13166, titled, "Improving Access to Services by Persons with Limited English Proficiency," was issued. Executive Order 13166 requires Federal agencies to assess and address the needs of otherwise eligible persons seeking access to federally conducted programs and activities who, due to LEP cannot fully and equally participate in or benefit from those programs and activities. Section 2 of the Executive Order 13166 directs each Federal department or agency "to prepare a plan to improve access to...Federally conducted programs and activities by eligible LEP persons...."

### **Framework for Deciding when Language Services are Needed**

The City of Laramie will take the following steps to ensure meaningful access to its programs, services, and activities for LEP individuals in a manner that balances the following four factors.

## FOUR-FACTOR ANALYSIS

The Four Factor Analysis is a local assessment that considers:

1. The number or proportion of LEP persons eligible to be served or likely to be encountered by the agency;
2. The frequency with which LEP persons come into contact with the agency's services and programs;
3. The nature and importance of the agency's services and programs in people's lives; and
4. The resources available to the agency for LEP outreach, as well as the costs associated with that outreach.

### **Factor One: The number or proportion of LEP persons eligible to be serviced or likely to be encountered by the City of Laramie**

The first step in determining the appropriate components of a Language Assistance Plan is understanding the proportion of LEP persons who may encounter our agency's services, their literacy skills in English and their native language, the location of their communities and neighborhoods and, more importantly, if any are underserved as a result of a language barrier.

To do this, the agency evaluated the level of English proficiency and to what degree people in its service area speak a language other than English and what those languages are. Data for this review is derived from the United States Census and the American Community Survey. The most recent data available for the state were the ACS 2020-2024 five-year estimates.

### *Service Area Overview*

The City of Laramie serves the Laramie city limits for its primary service area, and within Albany County as a secondary service area. Laramie is home to 31,083 people spread over 18.36 square miles. Laramie's population speaks 13 different language groups. However, the overall numbers of residents who speak English 'less than very well' are overall very low. Of the total primary service area (Laramie) population of 31,083, 826 residents (2.66% of the population), report speaking English less than very well. Albany County, Laramie's secondary service area, houses 36,801 people over 4,274.33 square miles. The Albany County population speaks 13 different language groups, but the overall number of residents who speak English "less than very well" is low. Of the total secondary service area (Albany County) population of 36,801 residents, 874 residents (2.37% of the population) report speaking English "less than very well". A breakdown of the language groups, and those speaking English less than very well, is shown below for both service areas.

U.S. Census Bureau. (n.d.). Language Spoken at Home for the Population 5 Years and Over. *American Community Survey, ACS 5-Year Estimates Detailed Tables, Table C16001*. Retrieved March 5, 2026, from [https://data.census.gov/table/ACSDT5Y2024.C16001?q=c16001&g=050XX00US56001\\_160XX00US5645050](https://data.census.gov/table/ACSDT5Y2024.C16001?q=c16001&g=050XX00US56001_160XX00US5645050).

Label	Albany County, Wyoming	Laramie city, Wyoming
	Estimate	Estimate
▼ Total:	36,801	31,083
Speak only English	32,534	27,090
▼ Spanish:	1,623	1,534
Speak English "very well"	1,262	1,180
Speak English less than "very well"	361	354
▼ French, Haitian, or Cajun:	118	105
Speak English "very well"	118	105
Speak English less than "very well"	0	0
▼ German or other West Germanic languages:	211	165
Speak English "very well"	211	165
Speak English less than "very well"	0	0
▼ Russian, Polish, or other Slavic languages:	417	411
Speak English "very well"	354	348
Speak English less than "very well"	63	63
▼ Other Indo-European languages:	625	616
Speak English "very well"	532	523
Speak English less than "very well"	93	93
▼ Korean:	127	127
Speak English "very well"	106	106
Speak English less than "very well"	21	21
▼ Chinese (incl. Mandarin, Cantonese):	325	310
Speak English "very well"	80	80
Speak English less than "very well"	245	230
▼ Vietnamese:	16	16
Speak English "very well"	16	16
Speak English less than "very well"	0	0
▼ Tagalog (incl. Filipino):	19	19
Speak English "very well"	10	10
Speak English less than "very well"	9	9
▼ Other Asian and Pacific Island languages:	599	503
Speak English "very well"	533	463
Speak English less than "very well"	66	40
▼ Arabic:	66	66
Speak English "very well"	61	61
Speak English less than "very well"	5	5
▼ Other and unspecified languages:	121	121
Speak English "very well"	110	110
Speak English less than "very well"	11	11

### *The Safe Harbor Provision*

The U.S. Department of Transportation (U.S. DOT) has adopted the U.S. Department of Justice's Safe Harbor Provision. This provision outlines circumstances that can provide a "safe harbor" for U.S. DOT recipients (and sub-recipients) regarding translation of vital documents. Specifically, if a recipient provides written translation of vital documents for each LEP group that constitutes the lesser of 1,000 persons or five percent (5%) of the total population eligible to be served or likely to be affected or encountered, such action is considered strong evidence of compliance with the recipient's written translation obligations.

The Safe Harbor Provision only applies to the translation of written documents. It does not affect the agency's requirement to provide meaningful access to LEP individuals through oral language services.

A vital document is any document that is critical for ensuring meaningful access to the recipients' major activities and programs by beneficiaries generally and LEP persons specifically. Whether or not a document (or the information it solicits) is "vital" may depend upon the importance of the program, information, encounter, or service involved, and the consequence to the LEP person if the information in question is not provided accurately or in a timely manner.

There are no languages spoken with English that are not being spoken well at rates of 1,000 people or 5% of the population within Laramie's service area.

Chinese (including Mandarin and Cantonese) is the only group that consists of over 1% of the primary service area population that speak English "less than very well". In the secondary service area, no language group makes up over 1% of the population.

### *Designation of Vital Documents*

Based on the limited population of residents who speak English less than very well, no languages meet the Safe Harbor Threshold in our service area. The agency is therefore not designating any vital documents at this time. However, any unmet language needs will still be met as described in the Language Access Plan, below.

#### **Factor Two: The frequency with which LEP persons come into contact with Agency services and programs.**

The City of Laramie recognizes the importance of taking measures to gauge LEP needs, but in the spirit of transparency, admits it has done less than planned in the past few years to fortify the Title VI Program. In this situation, our agency is doing all it can to move forward in a positive direction. This includes a plan to collect data on the frequency in which LEP persons come into contact with the agency's various departments and programs. The Title VI Coordinator will create an annual survey to be sent to each department. ("Departments" includes drivers, dispatch, central office, ....and list any other departments or portions of your agency that may has contact with the public). Departments will collect data on their contacts with people who need language assistance, and the Title VI Coordinator will review and analyze this data each year. Departments will also be asked to log their use of any type of Language Line or any other translation or interpretation services. Thus, by the time this Program is due for an update, the City of Laramie will have concrete data on language access needs to help direct future efforts and planning.

#### **Factor Three: The Importance of the Agency's Service to People's Lives**

The City of Laramie's services likely affect every community member in some way. The City of Laramie's planning process relies on input from the public. The agency's services are therefore important to LEP person's lives, and must be accessible to everyone, regardless of ability to speak English.

#### **Factor Four: Resources and Costs for LEP Outreach**

Given that the City of Laramie has a very limited number of LEP citizens, we can meet the needs of its LEP population through relatively simple means. First, City of Laramie staff members who speak Spanish or any other foreign languages can be consulted or utilized for translation or interpretation in informal or emergency situations. In the event assistance in a rare language is needed, the City of Laramie can reach out to the local university to find staff who are proficient and may be willing to assist. Other free resources include the use of Google Translate or other technology-based translation services. Our agency can utilize Google Translate to interpret simple comments or messages left on our social media or in real time if necessary to communicate without advance warning.

The City of Laramie recognizes there will be times when professional interpretation or translation services are needed. In those cases where a citizen needs to communicate with us in another language, our agency employees have access to a telephonic interpretation service called Language Line. This is a pay-as-needed service under which the agency is billed per minute for service. This makes the service affordable.

These resources give our agency the ability to perform outreach with the LEP population at a reasonable cost.

## **Section 9: Language Assistance Plan**

As a recipient of federal US DOT funding, the City of Laramie is required to take reasonable steps to ensure meaningful access to our programs and activities by limited-English proficient (LEP) persons.

Limited English Proficient (LEP) refers to persons for whom English is not their primary language and who have a limited ability to read, write, speak, or understand English. This includes those who have reported to the U.S. Census that they speak English less than very well, not well, or not at all.

The **City of Laramie's** Language Assistance Plan includes the following elements:

1. The results of the *Four Factor Analysis*, including a description of the LEP population(s), served.
2. A description of how language assistance services are provided by language
3. A description of how LEP persons are informed of the availability of language assistance service
4. A description of how the language assistance plan is monitored and updated
5. A description of how employees are trained to provide language assistance to LEP persons

### ***Four Factor Analysis Results: LEP Populations Served***

Item #1 – Four Factor Analysis Results: LEP Populations Served
--

There are no languages spoken with English that are not being spoken well at rates of 1,000 people or 5% of the population within Laramie's service area.

Chinese (including Mandarin and Cantonese) is the only group that consists of over 1% of the primary service area population that speak English "less than very well". In the secondary service area, no language group makes up over 1% of the population.

Item # 2 – Description of how Language Assistance Services are Provided, by Language

The City of Laramie has identified, developed, and uses the following:

- a) Provided translated versions of citizen surveys in English and Spanish.
- b) A Google Translate widget on our website.
- c) Any other need for translated documents or interpretation services will be provided on an as-needed basis. That is, anyone requesting specific information in a non-English language will be provided it upon request. The agency will use its internal resources to meet this need, when available. Otherwise, the agency will reach out to the network of resources it has developed, or hire a translator or interpreter as needed.

Item #3 – Description of how LEP Persons are Informed of the Availability of Language Assistance Service

In order to ensure that LEP individuals are aware of the City of Laramie’s language assistance measures, the City of Laramie provides the following:

- Title VI Program including the Language Assistance Plan is made available on website, if applicable, and hard copy in central office.
- The City of Laramie website includes language stating, “If you need assistance or information in another language, please contact (888)808-9008 PIN(55489191).” This message is provided in every language identified as meeting the safe harbor threshold, as well as all languages identified as representing at least 1% of the service area.

Item #4 – Description of how the Language Assistance Plan is Monitored and Updated

The City of Laramie will continue to update the LEP plan as required by U.S. DOT. At a minimum, the Title VI Plan will continue to be reviewed and updated every three (3) years in conjunction with the Title VI submission and use data from the U.S. Decennial Census or the American Community Survey as available, or when it is clear that the concentrations of LEP individuals are present in the City of Laramie service area.

Updates will continue to include the following:

- The number of documented LEP person contacts encountered annually.
- How the needs of LEP persons have been addressed.
- Determination of the current LEP population in the service area.
- Determination as to whether the need for translation services has changed.
- Determine whether local language assistance programs have been effective and sufficient to meet the need.
- Determine whether the City of Laramie's financial resources are sufficient to fund language assistance resources needed.
- Determine whether the City of Laramie has fully complied with the goals of this LEP Plan.
- Determine whether complaints have been received concerning the City of Laramie's failure to meet the needs of LEP individuals

Item #5 – Description of how Employees are Trained to Provide Language Assistance to LEP Persons
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The following training will be provided to City of Laramie staff:

- Information on the City of Laramie Title VI Procedures and LEP responsibilities.
- Description of language assistance services offered to the public.
- Documentation of language assistance requests.
- Use of web-based interpreter services (over the phone interpretation provider).
- How to handle a potential Title VI / LEP complaint.

## “I Speak” Language Identification Card

**Note:** For additional languages visit the US Census Bureau website

Mark this Box if you speak...	Language Identification Chart	Language
	Mark this box if you read or speak English	English
	Marque esta casilla si lee o habla español	Spanish
	Kos lub voj no yog koj paub twm thiab hais lus Hmoob	Hmong
	如果说中国在方框内打勾	Chinese
	Xin ñàunh daáu vaø oâ naøy neáu quyù vò bieát ñoïc vaø noui ñöôic Vieät Ngöô.	Vietnamese
	당신이 한국어 말할 경우 이 상자를 표시	Korean
	Markahan itong kuwadrado kung kayo ay marunong magbasa o magsalita ng Tagalog.	Tagalog
	Kreuzen Sie dieses Kästchen an, wenn Sie Deutsch lesen oder sprechen	German
	Отметить этот флажок, если вы говорите по-русски	Russian
	Означите ову кућицу ако говорите српски	Serbian
	आप हिंदी बोलते हैं तो इस बक्से को चिह्नित करें	Hindi
	پر نشان لگائیں تو اس باکس بولتے ہیں اگر آپ	Urdu

<http://www.lep.gov/ISpeakCards2004.pdf>

## Log of LEP Encounters

Date	Time	Language Spoken By Individual <i>(if available)</i>	Name and Phone Number of Individual <i>(if available)</i>	Service Requested	Follow Up Required	Staff Member Providing Assistance	Notes

## **Section 10: Minority Representation Information**

Recipients that have transit-related, non-elected planning boards, advisory councils or committees, or similar committees, *the membership of which is selected by the recipient*, must provide a table depicting the racial breakdown of the membership of those committees, and a description of efforts made to encourage the participation of minorities on such committees.

### **A. Minority Representation Table**

**Table Depicting Membership of Board, Committees, Councils, Broken Down by Race**

<b>Body</b>	<b>Caucasian</b>	<b>Hispanic</b>	<b>African American</b>	<b>Asian American</b>	<b>Native American</b>	<b>Two or More Races</b>
	0	0	0	0	0	0

### **B. Efforts to Encourage Minority Participation**

*To encourage participation on its boards, committees, and councils, the City of Laramie will make every effort to encourage minority participation on boards and commissions.*

## **Section 11: Providing Assistance to and Monitoring Subrecipients**

1. Does agency provide funding to subrecipients?

No, the agency does not have subrecipients.

Yes. If yes, list the subrecipient names: (list other agency names here)

## **Section 12: Title VI Equity Analysis for Facility Acquisition**

Title 49 CFR, Appendix C, Section (3)(iv) requires “the location of projects requiring land acquisition and the displacement of persons from their residences and business may not be determined on the basis of race, color, or national origin.” For purposes of this requirement, “facilities” does not include bus shelters, as they are considered transit amenities. It also does not include transit stations, power substations, or any other project evaluated by the National Environmental Policy Act (NEPA) process. Facilities included in the provision include, but are not limited to, storage facilities, maintenance facilities, operations centers, etc. Has the agency built a facility? (check a response below)

- No, the agency has not built a facility.
  
- Yes, the agency has built a facility and completed a Title VI equity analysis to compare the equity impacts of various siting alternatives, and the analysis must occur before the selection of the preferred site. (Include at the end of the Title VI plan a copy of the Title VI equity analysis.)

## **Section 13: Fixed Route Transit Providers Service Standards and Policies**

*FTA Circular 4702.1B, Chapter III, Paragraph 10: All fixed route transit providers shall set service standards and policies for each specific fixed route mode of service they provide.*

City of Laramie:

is a fixed route transit provider

is **not** a fixed route transit provider.