

Title VI Non-Discrimination Plan and Language Access Plan 2025 Update

Duluth-Superior



Metropolitan Interstate Council

Adopted by the MIC Policy Board
August 20, 2025

Title VI Non-Discrimination Plan and Language Access Plan

August 20, 2025

Prepared by

Duluth-Superior Metropolitan Interstate Council

A division of the Arrowhead Regional Development Commission

221 West First Street, Duluth MN 55802 www.dsmic.org/titlevi



*Duluth-Superior area communities cooperating in
planning and development through a joint venture of the
Arrowhead Regional Development Commission and the
Northwest Regional Planning Commission*



All questions, comments, or requests for documents and services, or to request this document in an alternate format or in another language, may be directed via phone, e-mail, or in person to Ron Chicka, MIC Director, 221 West First Street, Duluth, MN 55802 / [rchicka @ardc.org](mailto:rchicka@ardc.org) / (218) 529-7506.

This plan and other MIC plans and studies, meeting minutes and agendas, and other information about our work may also be obtained on our website at www.dsmic.org.

The preparation of this plan has been financed in part through grants from the Federal Highway Administration and Federal Transit Administration, U.S. Department of Transportation, under the Metropolitan Planning Program, Section 104(f) of Title 23, U.S. Code, the Minnesota and Wisconsin Departments of Transportation, the Arrowhead Regional Development Commission and the Northwest Regional Planning Commission. The contents of this document reflect the views of the authors who are responsible for the facts or accuracy of the data presented herein. The contents do not necessarily reflect the official views or policies of the funding agencies, and do not constitute a standard, specification, or regulation.

Title VI Notice

The Duluth-Superior Metropolitan Interstate Council (MIC) 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 they have been aggrieved by any unlawful discriminatory practice under Title VI has a right to file a formal complaint with MIC, ARDC, MnDOT or US DOT. Complainants are encouraged to submit complaints directly to MnDOT via its online complaint form available at <http://www.dot.state.mn.us/civilrights/nondiscrimination-complaint-form.html>. Complaint instructions and forms can also be found in the MIC's Title VI Non-Discrimination Plan and Language Access Plan online at dsmic.org/titlevi-policy. If you would like a printed copy of the complaint instructions and forms mailed or emailed to you, or if you need this information to be provided in another language or format, please contact the MIC's Title VI Coordinator, Ron Chicka, MIC Director, 221 West First Street, Duluth, MN 55802 / [rchicka @ardc.org](mailto:rchicka@ardc.org) / (218) 529-7506. A printed copy of the complaint form is also available at the MIC office.

Duluth-Superior Metropolitan Interstate Council

August 2025

| MIC Policy Board | Transportation Advisory Committee |
|--|---|
| Broc Allen – Douglas Co. Suburban Townships | Chris Belden – Duluth Transit Authority (<i>Vice Chair</i>) |
| Nick Baker – Douglas County Board (WI Co-chair) | David Bolf – City of Hermantown |
| Wayne Boucher – City of Hermantown (MN Co-Chair) | Chris Carlson – City of Superior |
| Tylor Elm – Superior City Council | Kate Ferguson – Duluth Seaway Port Authority |
| Annie Harala – St. Louis County Board | Jim Foldesi – St. Louis County |
| Mark Johnson – Superior City Council | Derek Fredrickson – MnDOT District 1 |
| Yauhen Karatai – City of Duluth Citizen Representative | James Gittemeier – City of Duluth Planning |
| Janet Kennedy – Duluth City Council | Jason Jackman – Douglas County Engineering |
| Rosemary Lear – Douglas County Board | Todd Janigo – City of Superior |
| Nick Ledin – Superior City Council | Chris Lee – City of Duluth |
| Adam McGill – Duluth Transit Authority Board | Cari Pedersen – City of Duluth |
| Bob Quade – Rice Lake City Council | Jess Rich – City of Proctor |
| Randy Skowlund – Douglas County Board | Mae Sommerfeld – WisDOT NW Region |
| Tara Swenson – Duluth City Council | Cindy Voigt – City of Duluth |
| Jenny Van Sickle – Superior Citizen Representative | Maren Webb – MnDOT District 1 Planning |
| Chad Ward – City of Proctor Mayor | Tom Werner – Duluth Airport Authority |
| Scott Welsh – St. Louis County Suburban Townships | Skip Williams – Bike/Pedestrian Representative |
| | Vacant – Economic Development |
| | Vacant – Mobility Challenged Representative |
| MIC Staff | |
| Ron Chicka – Director | Ricky Sarran - GIS Specialist |
| Sheldon Johnson – Deputy Director | Rondi Watson – Communications Specialist |
| Tari Aanonsen - Administrative/Finance Assistant | Mike Wenholz – Principal Planner |
| Eli Norlander – Transportation Planner | |

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1. Introduction

Purpose

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in any program or activity receiving federal financial assistance.

The Duluth-Superior Metropolitan Interstate Council (MIC), the designated Metropolitan Planning Organization (MPO) for the Duluth, MN-Superior, WI Planning Area and a recipient of federal financial assistance, is committed to ensuring compliance with Title VI of the Civil Rights Act of 1964; 49 C.F.R. Part 21 (Department of Transportation Regulations for the Implementation of Title VI of the Civil Rights Act of 1964); 49 CFR Part 21; and related statutes and regulations. The MIC acknowledges it is subject to and will comply with Federal Highway Administration Title VI Assurances.

This plan outlines the MPO's policies and procedures for implementing Title VI requirements and providing meaningful access to persons with limited English proficiency (LEP). The plan will be updated every three years to reflect changes in Title VI compliance operations.

Statutory Authorities

Section 601 of Title VI of the Civil Rights Act of 1964 states the following:

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.

Subsequently, the Civil Rights Restoration Act of 1987 clarified the broad, institution-wide application of Title VI. Title VI covers all of the operations of covered entities without regard to whether specific portions of the covered program or activity are Federally funded. The term "program or activity" means all of the operations of a department, agency, special purpose district, or government; or the entity of such State or local government that distributes such assistance and each such department or agency to which the assistance is extended, in the case of assistance to a State or local government.

Regulations governing the MIC's obligations for Title VI include those from the U.S. Department of Transportation (DOT) (49 CFR part 21) as well as FTA Circular 4702.1B, *Title VI Requirements and Guidelines for Federal Transit Administrative Recipients*.

Title VI Plan Objectives

Accordingly, the objectives of the MIC's Title VI program are to:

- Ensure that the MIC's planning activities are provided and conducted in a nondiscriminatory manner;
- Ensure that the MIC's public engagement opportunities promote full and fair participation in transportation decision-making without regard to race, color, or national origin;
- Ensure meaningful access to transportation planning-related programs and activities by person with limited English proficiency.

Title VI Program Requirements

The general requirements for a Title VI program as outlined in FTA Circular 4702.1B include:

- Title VI Assurances (signed)
- Title VI Notice to the Public

1. Introduction

- Procedures and forms for filing a discrimination complaint;
- Report of any Title VI complaints, investigations, or lawsuits filed against the MIC;
- Contact information/program administration;
- A Language Access Plan to provide meaningful access to Limited-English Proficient (LEP) persons.

Additionally, as the designated Metropolitan Planning Organization (MPO) for the Duluth-Superior Metropolitan Planning Area, the MIC is required to include:

- **Public Participation:** Documentation of the MIC's public involvement process and efforts to provide inclusive public participation;
- **Planning and Advisory Bodies:** Demographic composition table showing racial breakdown of committee membership, and a description of efforts made to encourage the participation of minorities on policy and advisory committees.
- **Demographic and Community Impact Analysis:** Demographic profile of the MIC Planning Area, identification of minority populations and their geographic distribution, and analysis of the distribution of benefits and burdens of transportation investments in the aggregate.
- **Monitoring and Reporting:** The Title VI program must be approved by the MPO Policy Board and submitted to the Minnesota Department of Transportation (MnDOT) and the Wisconsin Department of Transportation (WisDOT) every three years.

These elements ensure that the MIC complies with both the letter and spirit of Title VI by actively working to prevent discrimination and ensure meaningful access to transportation planning processes for all populations, including minority and LEP communities.

2. Title VI Non-Discrimination Program

Duluth-Superior Metropolitan Interstate Council Title VI Nondiscrimination Policy Statement

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, and national origin. Specifically, 42 USC 2000d states that *“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.”*

In addition to Title VI, there are other federal nondiscrimination statutes that apply to our programs and activities, including:

- Section 162(a) of the Federal-Aid Highway Act of 1973 (23 USC 324) (sex);
- Age Discrimination Act of 1975 (age);
- Section 504 of the Rehabilitation Act of 1973/ADA of 1990 (disability);
- Limited English Proficiency requirements under Title VI

These requirements collectively form our comprehensive nondiscrimination program. The Duluth-Superior Metropolitan Interstate Council (MIC) is firmly committed to ensuring that no person or group of persons shall, on the grounds of race, color, national origin, sex, age, disability, limited English proficiency, or income status, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any programs, services, or activities administered by the MIC, its recipients, sub-recipients, and contractors.

The MIC will maintain procedures for filing discrimination complaints and will conduct periodic reviews of our programs to ensure compliance with all applicable nondiscrimination requirements. We will provide reasonable accommodations and language assistance services as required by law.

The MIC recognizes that federal guidance and Executive Orders may evolve, and we remain committed to complying with all applicable federal civil rights laws and regulations as they are currently in effect.

The MIC Director is the appointed Title VI Coordinator and ADA Coordinator and is granted the authority to develop, administer, and monitor the Title VI Nondiscrimination and ADA Program as adopted. Anyone who believes that they have been discriminated against should contact the Title VI Coordinator and ADA Coordinator via mail, phone, or email at: Ron Chicka, Duluth-Superior Metropolitan Interstate Council, 221 West First Street, Duluth, MN 55802 /rchicka@ardc.org / (218) 529-7506. Individuals who are deaf, deafblind, hard of hearing, or speech disabled can contact us via Minnesota Relay by dialing 711.

Signed:



Wayne Boucher, Policy Board Co-Chair (MN)



Nick Baker, Policy Board Co-Chair (WI)



Ron Chicka, MIC Director

August 20, 2025

Date

2. Title VI Non-Discrimination Program

The MIC is committed to preventing discrimination and to fostering a just and equitable society and recognizes the key role that transportation facilities and services provide to the community. The MIC assures that no person shall on the grounds of race, color, or national origin, as provided by Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987 (P.L. 100-259), be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity. The MIC further assures that every effort will be made to ensure nondiscrimination in all of its federally funded program activities.

Title VI Non-Discrimination Assurances

The U.S. DOT requires that federal financial assistance be provided on the condition that the recipient provides an assurance that its programs and activities will be conducted in compliance with Title VI of the Civil Rights Act of 1964. The requirement is located at 49 CFR 21.7(a). To support the implementation of this requirement, the U.S. DOT provided an assurances agreement in U.S. DOT Order 1050.2A that federal fund recipients and subrecipients must sign as a condition of receiving federal financial assistance.

The Assurances agreement provides specific non-discrimination language the MIC is required to include in bid solicitations or requests for proposal, contracts, and real estate agreements. The MIC is committed to ensuring the required language is used as prescribed in the Assurances agreement, as described under 'Subrecipient Oversight' on page 4 of this document.

In accordance with this requirement, the signed U.S. DOT Standard Title VI/Non-Discrimination Assurances is attached as Appendix II.

Title VI Notice to the Public

Information must be provided to the public regarding the recipient's obligations under U.S. DOT Title VI regulations and members of the public must be apprised of the protections against discrimination afforded to them by Title VI.

The MIC's Title VI notice to the public (*Figure 1*) is included on the title page of all significant publications by the MIC, such as the Metropolitan Transportation Plan and the Transportation Improvement Programs for the Duluth and Superior Areas. It is also posted on the MIC's website at www.dsmic.org/titlevi-policy/ and is physically posted in the MIC office on the 2nd floor of the ARDC building (skywalk level) at 221 West First Street in Duluth, Minnesota.

Abbreviated Title VI Notice to the Public

A shortened version of the Notice may be used in publications where space or cost is an issue:

The MIC fully complies with the Title VI of the Civil Rights Act of 1964 and related statutes and regulations prohibiting discrimination on the basis of race, color and national origin in all programs and activities. For more information about the MIC's Title VI program or to file a complaint, please see www.dsmic.org/titlevi-policy/, call (218) 529-7506, email rchicka@ardc.org or visit our office at 221 West First Street, Duluth, MN, 55802.

2. Title VI Non-Discrimination Program

Figure 1. Duluth-Superior Metropolitan Interstate Council's Title VI Notice to the Public



**Duluth-Superior
Metropolitan Interstate Council**
Guiding the Future of Transportation for the Twin Ports Area

221 West First Street
Duluth, MN 55802
(218) 529-7541
www.dsmic.org

Duluth-Superior urban area communities cooperating in planning and development through a joint venture of the Arrowhead Regional Development Commission and the Northwest Regional Planning Commission

ARDC is an equal opportunity employer

Title VI Notice to the Public

The Duluth-Superior Metropolitan Interstate Council (MIC) 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 they have been aggrieved by any unlawful discriminatory practice under Title VI has a right to file a formal complaint with MIC, ARDC, MnDOT or US DOT. Complainants are encouraged to submit complaints directly to MnDOT via its online complaint form available at:

<http://www.dot.state.mn.us/civilrights/nondiscrimination-complaint-form.html>.

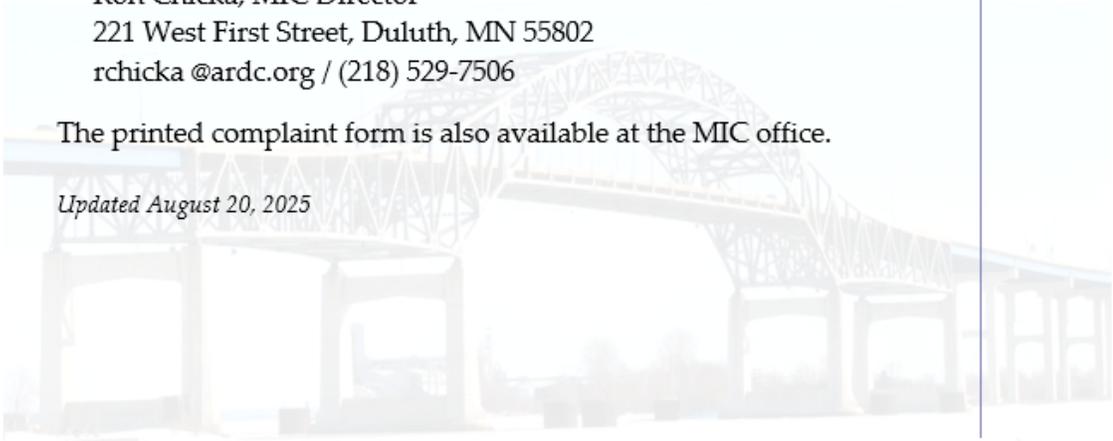
Complaint instructions and forms can also be found in the MIC's Title VI Non-Discrimination Plan and Language Access Plan online at dsmic.org/titlevi-policy.

If you would like a printed copy of the complaint instructions and forms mailed or emailed to you, or if you need this information to be provided in another language or format, please contact the MIC's Title VI Coordinator:

Ron Chicka, MIC Director
221 West First Street, Duluth, MN 55802
rchicka@ardc.org / (218) 529-7506

The printed complaint form is also available at the MIC office.

Updated August 20, 2025



2. Title VI Non-Discrimination Program

Title VI Coordinator/Program Administration

The Title VI Coordinator is responsible for overseeing compliance with applicable nondiscrimination authorities in each transportation planning and programming area at the MIC. The Title VI Coordinator ensures compliance with provisions of the law, including the requirements of 23 part 200 and 49 CFR Part 21, administering civil rights complaint procedures, and ensuring civil rights compliance by recipients, sub-grantees, contractors, and subcontractors.

The MIC's Director is its Title VI Coordinator:

Ron Chicka

Phone: (218) 529-7506

Email: rchicka@ardc.org

The Title VI Coordinator is responsible for initiating, monitoring, and ensuring compliance with the MIC's nondiscrimination requirements, including the following activities:

- Overseeing Title VI Compliance and Reporting
 - Conduct annual review of Title VI compliance
 - Prepare and submit Title VI/Nondiscrimination reports per state and federal regulations
 - Notify the public of the MIC's Nondiscrimination requirements via MIC's public area, on its website, etc.
 - Update and maintain Title VI/Nondiscrimination and LEP program policies and data collection and reporting procedures as guidance evolves
- Subrecipient Oversight
 - Ensure contractors and subcontractors are aware of and adhere to Title VI Nondiscrimination requirements
 - Ensure Appendix A and E of the Title VI/Non-Discrimination Assurances are inserted into all contracts with subrecipients, using the following language:
"Contractor agrees to comply with all applicable US DOT Standard Title VI/Non-Discrimination Assurances contained in DOT Order No. 1050.2A, and in particular Appendices A and E, which can be found at edocs-public.dot.state.mn.us/edocs_public/DMResultSet/download?docid=11149035"
- Employee Training
 - MIC staff members will complete one hour of training on Title VI/Nondiscrimination and LEP requirements and procedures every calendar year. Each employee's annual Title VI Training and Certificate of Completion will be administratively added to Appendix V, the Title VI Training Log for Employees.
 - Note, the MIC's Public Involvement Plan (PIP) is being updated in CY 2025-26, and MIC staff will be engaged in Title VI training as part of that process. Title VI Training Logs and Certificates of Completion will be updated upon approval of the PIP Update.
- Policy Board and Advisory Committee Oversight
 - The MIC, as a federal funding recipient with transportation-related, non-elected planning boards, will collect demographic data collection to provide breakdowns of committee membership in accordance with FTA Title VI Circular 4702.1B.

2. Title VI Non-Discrimination Program

Title VI Complaint Procedures

The scope of Title VI covers all internal and external activities of the MIC. The following types of actions are prohibited under Title VI protections (See [49 C.F.R. 21.5](#)):

- Excluding individuals or groups from participation in programs or activities
- Denying program services or benefits to individuals or groups
- Providing a different service or benefit or providing them in a manner different from what is provided to others
- Denying an opportunity to participate as a member of a planning, advisory or similar body that is an integral part of the program

How to File a Formal Title VI Complaint

Any person who believes they have been discriminated against on the basis of race, color, or national origin by the MIC or its contractors may file a Title VI complaint. Discrimination complaints must be received no more than 180 days after the alleged incident unless the time for filing is extended by the processing agency.

Complaints should be in writing and signed and may be filed by mail, fax, in person, or e-mail. A complaint should contain the following information:

- A written explanation of the alleged discriminatory actions;
- The complainant's contact information, including, if available: full name, postal address, phone number, and email address;
- The basis of the complaint (e.g., race, color, national origin, etc.);
- The names of specific persons and respondents (e.g., agencies/organizations) alleged to have been discriminated against;
- Sufficient information to understand the facts that led the complainant to believe that discrimination occurred in a program or activity that receives Federal financial assistance;
- The date(s) of the alleged discriminatory act(s) and whether the alleged discrimination is ongoing.

Complainants are encouraged to submit complaints directly to MnDOT via its online complaint form available here: <http://www.dot.state.mn.us/civilrights/nondiscrimination-complaint-form.html>.

Complaints can also be filed by completing and submitting the MIC's Title VI Complaint Form (*Appendix III*) or by sending an email or letter with the necessary information to MIC at:

- Duluth-Superior Metropolitan Interstate Council, Attn: Ron Chicka, 221 W. First St, Duluth, MN 55802. Email: rchicka@ardc.org

The complaint form is also available in hard copy at the MIC office on the 2nd floor of the ARDC building at 221 West First Street in Duluth, Minnesota. Language assistance is available for limited English proficient individuals. MnDOT has hard copy complaint forms available in Spanish, Somali, and Hmong.

If necessary, the complainant may call MnDOT at the phone number above and provide the allegations by telephone. MnDOT will transcribe the allegations of the complaint as provided over the telephone and send a written complaint to the complainant for correction and signature.

2. Title VI Non-Discrimination Program

Complaints can also be filed directly with the following agencies:

Federal Highway Administration

U.S. Department of Transportation Office of Civil Rights 1200 New Jersey Avenue, SE
8th Floor E81-105 Washington, DC 20590

Online: <https://highways.dot.gov/civil-rights/title-vi-complaint>

Email: fhwa.titlevi@dot.gov

Fax: 202-366-1599 / Phone: 202-366-0693

Minnesota Department of Transportation Office of Civil Rights

385 John Ireland Boulevard, Mail Stop 170 St. Paul, MN 55105

Online: <http://www.dot.state.mn.us/civilrights/nondiscrimination-complaint-form.html>

Fax: 651-366-3129 / Phone: 651-366-3073

After submitting a complaint, the complainant will receive a correspondence informing them of the status of the complaint within ten (10) business days of the MIC or other agency receiving the complaint.

Complaints received by the MIC's Title VI Coordinator are forwarded to the MnDOT Office of Civil Rights (OCR). MnDOT OCR will forward the complaint to the FHWA Minnesota Division Office, along with a preliminary processing recommendation. The FHWA Minnesota Division Office will forward the complaint to FHWA Headquarters Office of Civil Rights (HCR).

FHWA HCR is responsible for all determinations regarding whether to accept, dismiss, or transfer Title VI complaints. There are four potential outcomes for processing complaints:

- *Accept*: If a complaint is timely filed, contains sufficient information to support a claim under Title VI, and concerns matters under the FHWA's jurisdiction, then HCR will send to the complainant, the respondent agency, and the FHWA Minnesota Division Office a written notice that it has accepted the complaint for investigation.
- *Preliminary Review*: If it is unclear whether the complaint allegations are sufficient to support a claim under Title VI, then HCR may (1) dismiss it or (2) engage in a preliminary review to acquire additional information from the complainant and/or respondent before deciding whether to accept, dismiss, or refer the complaint.
- *Procedural Dismissal*: If a complaint is not timely filed, is not in writing and signed, or features other procedural/practical defects, then HCR will send the complainant, respondent, and FHWA Minnesota Division Office a written notice that it is dismissing the complaint.
- *Referral\Dismissal*: If the complaint is procedurally sufficient but FHWA (1) lacks jurisdiction over the subject matter or (2) lacks jurisdiction over the respondent entity, then HCR will either dismiss the complaint or refer it to another agency that does have jurisdiction. If HCR dismisses the complaint, it will send the complainant, respondent, and FHWA Division Office a copy of the written dismissal notice. For referrals, FHWA will send a written referral notice with a copy of the complaint to the proper Federal agency and a copy to the USDOT Departmental Office of Civil Rights.

2. Title VI Non-Discrimination Program

Complaints are not investigated by the MIC. FHWA HCR is responsible for investigating all complaints. FHWA HCR may also delegate the investigation to MnDOT OCR, who would then conduct all data requests, interviews, and analysis and create a Report of Investigation (ROI). MnDOT OCR will have sixty (60) business days from the date the investigation is delegated to prepare the ROI and send it to HCR. HCR will review the ROI and compose a Letter of Finding based on the ROI.

For further information about the FHWA investigation process and potential complaint outcomes, please visit the web page [Questions and Answers for Complaints Alleging Violations of Title VI of the Civil Rights Act of 1964](#).

Title VI Complaint Report

All recipients of federal financial assistance are required to maintain a list of any complaints, investigations, or lawsuits filed against the MIC alleging discrimination on the basis of race, color, or national origin. In order to comply with federal requirements, the MIC maintains a Complaint Log in case a complaint arises. To view a copy of the MIC 's Complaint Log, see Appendix IV.

As of August 2025, there have been no Title VI investigations, complaints, or lawsuits filed with or about the MIC.

Inclusive Public Participation

In compliance with regulations governing Metropolitan Planning Organizations, 23 CFR 450.316, the MIC conducts a planning process that creates opportunities for public involvement, participation, and consultation. The MIC has developed a comprehensive [Public Involvement Plan](#), for use in developing and amending its Long Range Metropolitan Transportation Plan and Transportation Improvement Programs and in conducting general transportation plans and studies (e.g., corridor plans; transit studies, bicycle/pedestrian studies)

The MIC's Public Involvement Plan is integrated into the Title VI Plan by reference and includes:

- Early and continuous public involvement procedures
- Adequate public notice of public participation activities
- Use of visualization techniques to describe plans
- Explicit consideration and response to public input
- Multiple, accessible participation formats, including electronic and in-person
- Periodic review of the effectiveness of public participation procedures

The MIC's Public Involvement Plan will be updated in 2025 in collaboration with MIC area jurisdictions, state and federal agencies, the public and stakeholders with the explicit goal of actively involving a diverse and representative populations throughout the MIC area.

3. MIC Board, Committee and Staff Composition

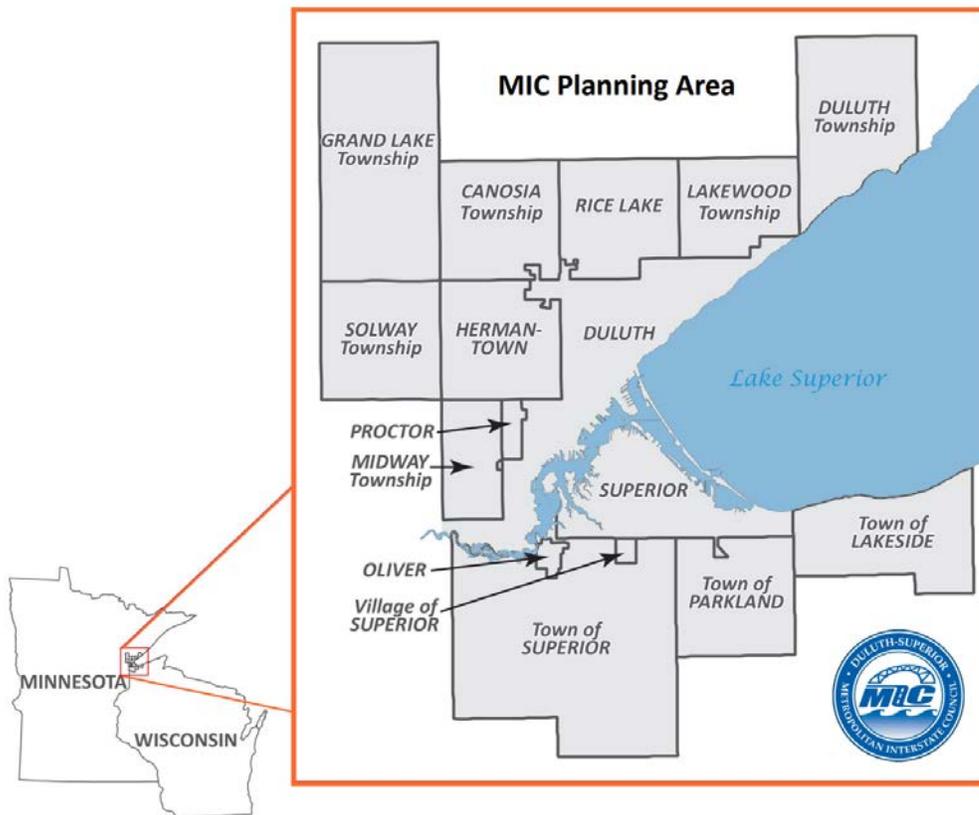
Duluth-Superior Metropolitan Planning Organization

The Duluth-Superior Metropolitan Interstate Council, commonly referred to as the MIC, is the designated Metropolitan Planning Organization (MPO) for the Duluth, MN-Superior, WI Planning Area.

The MIC’s jurisdiction—the Duluth-Superior Metropolitan Planning Area—encompasses 641 square miles within St. Louis and Douglas counties in Minnesota and Wisconsin, respectively. It extends from the Duluth-Superior Urbanized Area out to the first ring of non-urbanized townships.

In Minnesota this includes the cities of Duluth, Hermantown, Proctor and Rice Lake, and the townships of Canosia, Duluth, Grand Lake, Lakewood, Midway and Solway. In Wisconsin this includes the city of Superior, the towns of Lakeside, Parkland and Superior, and the villages of Oliver and Superior (*Figure 2*).

Figure 2. MIC Metropolitan Planning Area



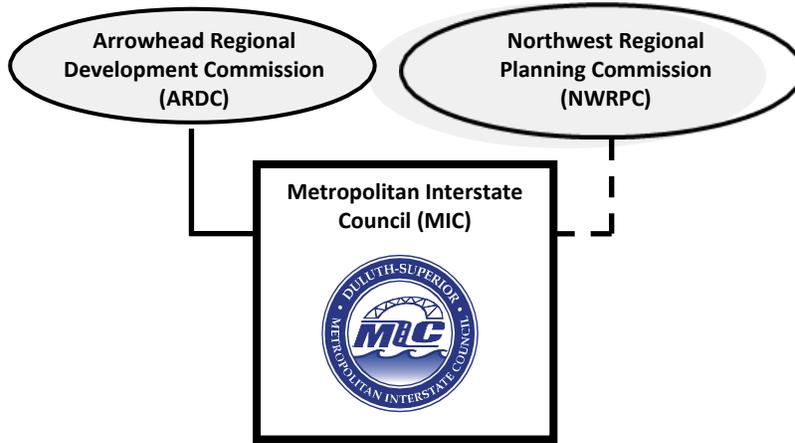
Governance and Organizational Structure

ARDC, NWRPC and the MIC

The MIC was formed in 1975 under a joint agreement between the Arrowhead Regional Development Commission (ARDC) in Duluth, Minnesota and the Northwest Regional Planning Commission (NWRPC) in Spooner, Wisconsin and is housed as a division of ARDC (*Figure 3*).

3. MIC Board, Committee and Staff Composition

Figure 3. Organizational Structure of ARDC, NWRPC and the MIC



MIC Policy Board

The MIC Policy Board is comprised of 18 elected officials and appointed citizen representatives (nine from Minnesota and nine from Wisconsin) who represent all local units of government within the planning area (Figure 4). The Policy Board is responsible for approving projects for inclusion in the four-year Transportation Improvement Programs of federally funded projects in Duluth and Superior.

Figure 4. MIC Policy Board Representation

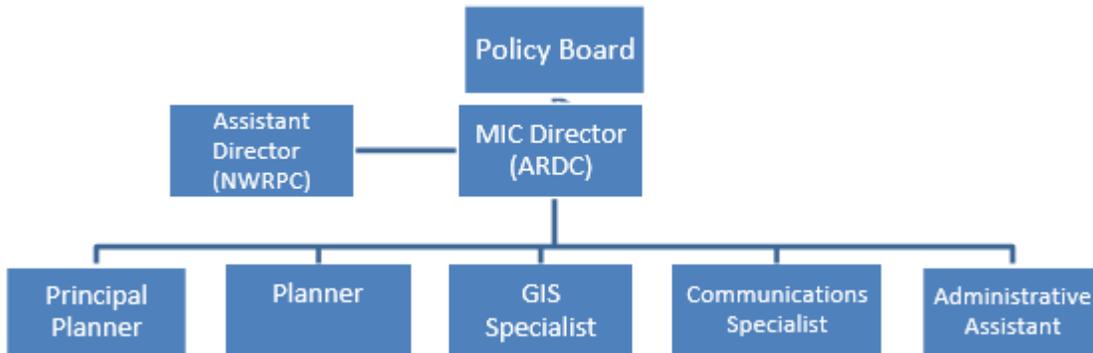
| Minnesota (9 representatives) | Wisconsin (9 representatives) |
|--|--|
| 4 City of Duluth (2 city councilors, 1 Duluth Transit Authority Board member, 1 citizen) | 4 City of Superior (3 city councilors, 1 citizen) |
| 1 City of Hermantown (elected official) | 5 Douglas County (4 county board supervisors, 1 suburban township elected official or citizen) |
| 1 City of Rice Lake (elected official) | |
| 1 City of Proctor (elected official) | |
| 2 St. Louis County (1 county board member, 1 suburban township elected official) | |

3. MIC Board, Committee and Staff Composition

MIC Staff

The MIC’s staff is comprised of seven professionals, all of whom contribute to the success of its planning initiatives. The MIC Director is based in ARDC in Duluth, MN, and the Deputy Director is based in NWRPC in Spooner, WI. Additional staff members, also based in ARDC, include a Principal Planner, Senior Planner/Communications Specialist, Planner, GIS Specialist and Administrative Assistant. MIC staff reports to the MPO Policy Board (Figure 5).

Figure 5. MIC Board and Staff Organization Chart



Advisory Committees

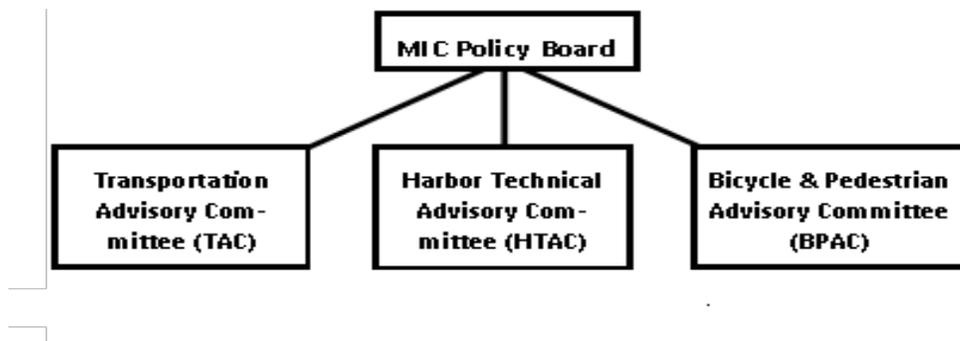
Three committees — the Transportation Advisory Committee (TAC), the Harbor Technical Advisory Committee (HTAC), and the Bike-Pedestrian Advisory Committee (BPAC) — serve in an advisory capacity to the Policy Board (Figure 6).

Members of the TAC represent all jurisdictions in the MIC area, at the city, county or state level, and are primarily engineers, planners, or administrators for their respective jurisdictions. Members of the HTAC represent a broad range of port and harbor stakeholders, and BPAC members represent individuals and organizations seeking to improve the transportation network for bicycling and walking as a mode of transportation.

All members have an equal vote in each committee. Committee chairs and vice-chairs are elected to two-year terms by the members. Appointments to the advisory committees are made administratively by the jurisdictions, agencies or organizations they represent, with the intent that they represent a broad range of technical knowledge and experience .

The MIC encourages participation of all citizens in the regional transportation planning and programming process. All Policy Board, TAC, and subcommittee meetings are public meetings.

Figure 6. MIC Policy Board & Advisory Committees



3. MIC Board, Committee and Staff Composition

Demographic Representation on Policy Board and Advisory Committees

FTA Title VI Circular 4702.1B requires that recipients with transportation-related, non-elected planning boards provide breakdowns of committee membership. The MIC will continue to comply with all applicable federal requirements and will update data collection and reporting procedures as federal guidance evolves.

The MIC continues to make efforts to encourage broad participation and representation on its committees. The MIC reaches out to community organizations to connect with all populations and ensure inclusive participation in the transportation planning process.

Additionally, the MIC strives to find ways to make participating on its committees convenient. This includes scheduling meetings in locations with good transit service and in or near neighborhoods with a high concentration of minority and low-income populations.

The MIC collects demographic information on committee composition as required for federal compliance and transportation planning purposes. This data helps ensure broad community representation in transportation decision-making and supports the MIC's commitment to inclusive public participation.

The MIC understands that diverse representation on the Policy Board and its committees helps ensure sound policy reflective of the needs of the entire population. However, the MIC has little control over the racial and ethnic composition of the Policy Board or the TAC.

As noted above, the Policy Board is comprised of elected officials from the communities within the Metropolitan Planning Area and these officials are chosen by the corresponding jurisdiction. Similar to the Policy Board, advisory committee members are appointed by each participating jurisdiction.

Appointments to the MIC 's Policy Board are made as follows:

- Cities of Duluth and Superior: Appointments made by City Council chair
- Cities of Hermantown, Rice Lake and Proctor: Appointments made by Mayor or City Council
- St. Louis and Douglas County: Appointments made by County Board chair
- Duluth and Superior Citizen Reps: Appointments made by Mayor
- Duluth Transit Authority: Appointment made by Board chair

Figures 7-12 display the composition of the MIC 's Board, committee, and staff members by race and sex, within the context of the population of the MIC Planning Area:

3. MIC Board, Committee and Staff Composition

Figure 7: Demographic Composition of MIC Policy Board, Committees and Staff

| Committee (Number of Members) | Race | | | | | | | Gender | | | | No Response to Survey |
|--|----------------------------------|------------------------|--------------------------|--------------------|---------------------------------|---|-----------|-----------|-----------|------------|-------------------------|-----------------------|
| | American Indian or Alaska Native | Asian / Asian American | Black / African American | Hispanic or Latino | Middle Eastern or North African | Native Hawaiian or Other Pacific Islander | White | Female | Male | Non-binary | Prefer to self-describe | |
| Metropolitan Statistical Area (MSA) [291,638] | 7,266 | 2,395 | 5,218 | 5,096 | 0 | 88 | 256,720 | 143,311 | 145,936 | 0 | 0 | 2,391 |
| Policy Board [18] | 1 | | 1 | | | | 12 | 3 | 11 | | | 4 |
| Technical Advisory Committee [18] | | | | | | | 11 | 5 | 6 | | | 7 |
| Harbor Technical Advisory Committee [31] | | 1 | | | | | 9 | 3 | 7 | | | 21 |
| Bike-Ped Advisory Committee [13] | | | | | | | 8 | 3 | 4 | 1 | | 5 |
| MPO Staff [6] | | | | | | | 7 | 2 | 5 | | | 0 |
| Total | 1 | 1 | 1 | 0 | 0 | 0 | 47 | 16 | 33 | 1 | 0 | 37 |

Notes:

- Committee members are surveyed annually. These tables are updated as committee member turnover occurs.
- Staff member information is updated as staff turnover occurs. Staff demographics are collected upon employment.
- Demographic information on the MIC Planning Area taken from the United States Census Bureau's 2020 DEC Redistricting Data (PL 94-171).
- National Data for the following new categories is not available at the time of this publication: Middle Eastern or North African, Non-binary or Prefer to Self-Describe. It is anticipated that they will be included in the 2030 US Census.

3. MIC Board, Committee and Staff Composition

Figure 8. Demographic Composition of MIC Members

| Jurisdiction Representation (Member #) | Race | | | | | | | | | Gender | | | | No Response to Survey |
|--|-----------------------|---------------------------|----------------------------------|------------------------|--------------------------|--------------------|---------------------------------|---|-----------|----------|-----------|------------|-------------------------|-----------------------|
| | Voting Representative | Non-Voting Representative | American Indian or Alaska Native | Asian / Asian American | Black / African American | Hispanic or Latino | Middle Eastern or North African | Native Hawaiian or Other Pacific Islander | White | Female | Male | Non-binary | Prefer to self-describe | |
| Policy Board (18) | 18 | 0 | 1 | | 1 | | | | 12 | 3 | 11 | | | 4 |
| Member #1 | | | | | | | | | | | | | | X |
| Member #2 | | | | | | | | | | | | | | X |
| Member #3 | | | | | | | | | | | | | | X |
| Member #4 | | | | | | | | | X | | X | | | |
| Member #5 | | | | | | | | | X | X | | | | |
| Member #6 | | | | | | | | | X | | X | | | |
| Member #7 | | | | | | | | | X | | X | | | |
| Member #8 | | | | | X | | | | | X | | | | |
| Member #9 | | | | | | | | | X | | X | | | |
| Member #10 | | | | | | | | | X | | X | | | |
| Member #11 | | | | | | | | | X | | X | | | |
| Member #12 | | | | | | | | | X | | X | | | |
| Member #13 | | | | | | | | | X | | X | | | |
| Member #14 | | | | | | | | | | | | | | X |
| Member #15 | | | | | | | | | X | | X | | | |
| Member #16 | | | X | | | | | | | X | | | | |
| Member #17 | | | | | | | | | X | | X | | | |
| Member #18 | | | | | | | | | X | | X | | | |

3. MIC Board, Committee and Staff Composition

Figure 9. Demographic Composition of TAC Members

| Jurisdiction Representation (Member#) | Race | | | | | | | | Gender | | | | No Response to Survey |
|---------------------------------------|-----------------------|---------------------------|----------------------------------|------------------------|--------------------------|--------------------|---------------------------------|---|----------|----------|------|------------|-----------------------|
| | Voting Representative | Non-Voting Representative | American Indian or Alaska Native | Asian / Asian American | Black / African American | Hispanic or Latino | Middle Eastern or North African | Native Hawaiian or Other Pacific Islander | White | Female | Male | Non-binary | |
| TAC (18) | 18 | 0 | | | | | | 11 | 5 | 6 | | | 7 |
| Member #1 | X | | | | | | | X | | X | | | |
| Member #2 | X | | | | | | | X | | X | | | |
| Member #3 | X | | | | | | | | | | | | X |
| Member #4 | X | | | | | | | X | X | | | | |
| Member #5 | X | | | | | | | X | | X | | | |
| Member #6 | X | | | | | | | X | | X | | | |
| Member #7 | X | | | | | | | | | | | | X |
| Member #8 | X | | | | | | | | | | | | X |
| Member #9 | X | | | | | | | | | | | | X |
| Member #10 | X | | | | | | | | | | | | X |
| Member #11 | X | | | | | | | X | X | | | | |
| Member #12 | X | | | | | | | | | | | | X |
| Member #13 | X | | | | | | | X | | X | | | |
| Member #14 | X | | | | | | | X | X | | | | |
| Member #15 | X | | | | | | | X | X | | | | |
| Member #16 | X | | | | | | | X | X | | | | |
| Member #17 | X | | | | | | | | | | | | X |
| Member #18 | X | | | | | | | X | | X | | | |

3. MIC Board, Committee and Staff Composition

Figure 10. Demographic Composition of HTAC Members

| Representation (Member#) | Representation | | Race | | | | | | | Gender | | | | No Response to Survey |
|-----------------------------|-----------------------|---------------------------|----------------------------------|------------------------|--------------------------|--------------------|---------------------------------|---|----------|----------|----------|------------|-------------------------|-----------------------|
| | Voting Representative | Non-Voting Representative | American Indian or Alaska Native | Asian / Asian American | Black / African American | Hispanic or Latino | Middle Eastern or North African | Native Hawaiian or Other Pacific Islander | White | Female | Male | Non-binary | Prefer to self-describe | |
| HTAC (31) | 31 | 0 | | 1 | | | | | 9 | 3 | 7 | | | 21 |
| Member #1 | | | | | | | | | X | | X | | | |
| Member #2 | | | | | | | | | X | | X | | | |
| Member #3 | | | | | | | | | X | | X | | | |
| Member #4 | | | | | | | | | X | | X | | | |
| Member #5 | | | | | | | | | | | | | | X |
| Member #6 | | | | X | | | | | | X | | | | |
| Member #7 | | | | | | | | | | | | | | X |
| Member #8 | | | | | | | | | | | | | | X |
| Member #9 | | | | | | | | | | | | | | X |
| Member #10 | | | | | | | | | | | | | | X |
| Member #11 | | | | | | | | | | | | | | X |
| Member #12 | | | | | | | | | | | | | | X |
| Member #13 | | | | | | | | | | | | | | X |
| Member #14 | | | | | | | | | | | | | | X |
| Member #15 | | | | | | | | | | | | | | X |
| Member #16 | | | | | | | | | X | X | | | | |
| Member #17 | | | | | | | | | X | | X | | | |
| Member #18 | | | | | | | | | | | | | | X |
| Member #19 | | | | | | | | | | | | | | X |
| Member #20 | | | | | | | | | | | | | | X |
| Member #21 | | | | | | | | | | | | | | X |
| Member #22 | | | | | | | | | | | | | | X |
| Member #23 | | | | | | | | | | | | | | X |
| Member #24 | | | | | | | | | | | | | | X |
| Member #25 | | | | | | | | | | | | | | X |
| Member #26 | | | | | | | | | | | | | | X |
| Member #27 | | | | | | | | | | | | | | X |
| Member #28 | | | | | | | | | X | X | | | | |
| Member #29 | | | | | | | | | | | | | | X |
| Member #30 | | | | | | | | | X | | X | | | |
| Member #31 | | | | | | | | | X | | X | | | |

3. MIC Board, Committee and Staff Composition

Figure 11. Demographic Composition of BPAC Members

| Representation (Member#) | Voting Representative | Non-Voting Representative | Race | | | | | | | Gender | | | | |
|-----------------------------|-----------------------|---------------------------|----------------------------------|------------------------|--------------------------|--------------------|---------------------------------|---|----------|----------|----------|------------|-------------------------|-----------------------|
| | | | American Indian or Alaska Native | Asian / Asian American | Black / African American | Hispanic or Latino | Middle Eastern or North African | Native Hawaiian or Other Pacific Islander | White | Female | Male | Non-binary | Prefer to self-describe | No Response to Survey |
| BPAC (13) | 13 | | | | | | | | 8 | 3 | 4 | 1 | | 5 |
| Member #1 | | | | | | | | | X | X | | | | |
| Member #2 | | | | | | | | | | | | | | X |
| Member #3 | | | | | | | | | | | | | | X |
| Member #4 | | | | | | | | | X | | | X | | |
| Member #5 | | | | | | | | | X | | X | | | |
| Member #6 | | | | | | | | | | | | | | X |
| Member #7 | | | | | | | | | X | X | | | | |
| Member #8 | | | | | | | | | | | | | | X |
| Member #9 | | | | | | | | | X | | X | | | |
| Member #10 | | | | | | | | | | | | | | X |
| Member #11 | | | | | | | | | X | | X | | | |
| Member #12 | | | | | | | | | X | X | | | | |
| Member #13 | | | | | | | | | X | | X | | | |

3. MIC Board, Committee and Staff Composition

Figure 12. Demographic Composition of MIC Staff by Position

| Position (7) | Race | | | | | | | Gender | | | | |
|------------------------------|----------------------------------|------------------------|--------------------------|--------------------|---------------------------------|---|-------|--------|------|------------|-------------------------|-----------------------|
| | American Indian or Alaska Native | Asian / Asian American | Black / African American | Hispanic or Latino | Middle Eastern or North African | Native Hawaiian or Other Pacific Islander | White | Female | Male | Non-binary | Prefer to self-describe | No Response to Survey |
| All Staff Members (7) | | | | | | | 7 | 2 | 5 | | | |
| Administrative Assistant | | | | | | | X | X | | | | |
| Communications Specialist | | | | | | | X | X | | | | |
| Deputy Director | | | | | | | X | | X | | | |
| Director | | | | | | | X | | X | | | |
| GIS Specialist | | | | | | | X | | X | | | |
| Planner | | | | | | | X | | X | | | |
| Principal Planner | | | | | | | X | | X | | | |

3. MIC Board, Committee and Staff Composition

MIC Committee and Staff Demographic Summary

Board and Advisory Committees: Demographic data surveys were sent by email to all committee members, with the assurance that individual responses would be confidential. Committee member response rate was 54%:

14 responses from the 18 members of the Policy Board

11 responses from the 18 members of the TAC

10 responses from the 31 members of the HTAC

8 responses from the 13 members of the BPAC

43 responses from the 80 members of the MIC Board and committees

MIC Staff: 7 responses were received from the 7 staff members: Staff response rate was 100%.

Based on the responses received:

- MIC staff, Board and committee members are overwhelmingly white, with only 3 of the 87 respondents indicating they were a race other than white (97% white/3% other than white).
- MIC staff and Board members are predominantly male, with 16 of the 22 respondents indicating they were male (73% male/27% female)
- The MIC's advisory committees are more gender-diverse than are the MIC staff and Board, with 11 respondents of the 29 TAC, HTAC and BPAC respondents indicating they were female and 1 indicating they were non-binary (59% male/38% female/3% non-binary).

Note, these numbers represent the committees as of August 2025 and will fluctuate annually based upon rotation of appointees from individual jurisdictions and other factors.

4. MIC Area Demographic Profile

Data Analysis and Demographic Profile of the MIC Planning Area

As part of the development of the MIC 2050 long range transportation plan a thorough review of demographic trends and regional travel patterns was completed to understand the existing conditions and current transportation needs in the MIC. The results of the demographic trends and regional travel patterns influence the long-range transportation plan through identifying stakeholders, identifying transportation project opportunities, transportation project development,

The Duluth-Superior metropolitan area is not racially diverse compared to many other metro areas nationwide. As shown in Figure 13, the MIC area's 2020 population is predominately White (90.8%), which is significantly higher than the 61.6% shown for the United States as a whole, and also higher than in the states in which the MIC is located, Minnesota (77.5%), and Wisconsin (80.4%).

Black or African American (1.9%) and American Indian & Alaska Native (1.6%) comprise the main minority populations in this area almost equally (with 2,794 and 2,325 individuals, respectively).

The Black or African American population of 1.9%, however, is significantly lower compared to the United States (12.4%), Minnesota (7%) and Wisconsin (6.4%).

It is notable that the American Indian & Alaska Native population in this area, at 1.6%, is low relative to the overall population, but is higher as a percent of population than in the US (1.1%), Minnesota (1.2%) and Wisconsin (1.0%).

In addition, although noted as an ethnicity rather than a race by the Census, those identified as being of Hispanic or Latino Origin comprise 2.1% of the population in this area, a slight increase over the 1% reported for 2015 in the MIC's previous Plan and also comparable to the number for African American and American Indian populations in this area. This number is, however, much lower than the US population of 18.7% and 6.1% and 7.6% for Minnesota and Wisconsin, respectively. (*See Figure 22 in the Language Access Plan section for more details*).

While gradual, the Duluth-Superior MIC area is trending more racially and ethnically diverse, In 2015 individuals identifying as 'white alone' made up 92% of the MIC's population and in 2020 this population is down to 90.8%, with two or more races making up 4% of the total population.

4. MIC Area Demographic Profile

Figure 13. MIC Area Population by Race (2020)

| Geography | Total: | White | Black or African American | American Indian & Alaska Native | Asian | Native Hawaiian & Pacific Islander | Some other race | Two or more races: |
|----------------------|----------------|----------------|---------------------------|---------------------------------|--------------|------------------------------------|-----------------|--------------------|
| United States | 333,287,562 | 202,889,017 | 40,603,656 | 3,205,331 | 19,696,980 | 665,807 | 24,444,482 | 41,782,289 |
| Minnesota | 5,717,184 | 4,415,751 | 398,326 | 54,420 | 295,892 | 2,821 | 167,186 | 382,788 |
| Wisconsin | 5,892,539 | 4,737,427 | 352,022 | 44,394 | 173,310 | 2,732 | 115,296 | 467,358 |
| St. Louis County, MN | 199,532 | 179,813 | 3,431 | 3,604 | 1,578 | 0 | 956 | 10,150 |
| Douglas County, WI | 43,497 | 40,071 | 546 | 798 | 543 | 0 | 239 | 1,300 |
| MIC (MN) | 115,316 | 104,366 | 2,344 | 1,758 | 1,384 | 39 | 540 | 4,885 |
| Duluth city | 85,852 | 76,475 | 2,057 | 1,462 | 1,193 | 30 | 488 | 4,147 |
| Hermantown city | 9,577 | 8,786 | 233 | 92 | 60 | 9 | 30 | 367 |
| Proctor city | 3,039 | 2,849 | 2 | 59 | 93 | 0 | 0 | 36 |
| Rice Lake township | 4,136 | 3,999 | 0 | 22 | 6 | 0 | 22 | 87 |
| Grand Lake township | 2,793 | 2,616 | 40 | 24 | 16 | 0 | 0 | 97 |
| Lakewood township | 2,177 | 2,105 | 1 | 20 | 10 | 0 | 0 | 41 |
| Canosia township | 2,328 | 2,328 | 0 | 0 | 0 | 0 | 0 | 0 |
| Solway township | 1,995 | 1,924 | 0 | 56 | 0 | 0 | 0 | 15 |
| Duluth township | 2,061 | 1,979 | 11 | 0 | 6 | 0 | 0 | 65 |
| Midway township | 1,358 | 1,305 | 0 | 23 | 0 | 0 | 0 | 30 |
| MIC (WI) | 31,455 | 28,840 | 450 | 567 | 519 | 0 | 55 | 1,024 |
| Superior city | 26,260 | 23,775 | 447 | 519 | 507 | 0 | 50 | 962 |
| Superior town | 2,103 | 2,076 | 0 | 7 | 5 | 0 | 0 | 15 |
| Parkland town | 1,553 | 1,493 | 0 | 35 | 3 | 0 | 0 | 22 |
| Lakeside town | 552 | 549 | 0 | 0 | 0 | 0 | 2 | 1 |
| Superior village | 709 | 678 | 3 | 4 | 0 | 0 | 3 | 21 |
| Oliver village | 278 | 269 | 0 | 2 | 4 | 0 | 0 | 3 |
| Total MIC | 146,771 | 133,206 | 2,794 | 2,325 | 1,903 | 39 | 595 | 5,909 |

Source: American Community Survey 2021

4. MIC Area Demographic Profile

Populations of Special Transportation Concern

Some populations in the MIC exhibit particular needs in terms of the region's transportation system. These include persons with disabilities, low-income persons, children, people with ambulatory difficulties and those who are racially and ethnically diverse, have unique transportation needs and preferences that must be understood when planning for transportation projects.

Transportation Barriers

Special transportation concerns include no access to a vehicle and dependence on public transit, walking, or biking to destinations that can limit access to economic opportunities. There is a significant population without access to a vehicle within the Duluth-Superior MIC area. People with limited proficiency in English may have difficulties attaining drivers' licenses or navigating transit systems. Finally, all persons with ambulatory difficulties face additional transportation barriers.

These populations in the Duluth-Superior MIC were identified using the 2020 Census and American Community Survey (2021) for population race, ethnic origin, poverty, income, ambulatory difficulties, persons speaking English less than 'very well', and vehicle access.

Poverty and Low Income

The Duluth-Superior MIC has seen little change in poverty for the last several decades. The proportion of families living in poverty is less than the national average. However, any family living in poverty faces additional challenges including those related to transportation. For this reason the MIC defines families living with income less than 200% of the poverty level as 'low income'. Low-income populations, as defined, make up nearly 20% of the population in the Duluth-Superior MIC area.

Figures 14 and 15 show household income and families in poverty within the MIC by municipality in comparison to the United States and Minnesota and Wisconsin. Despite the MIC having fewer families living below the poverty level, the median household income for low-income households is less, on average, than the United States and Minnesota and Wisconsin.

Figures 14 - 19 describe the presence, magnitude, and geographic locations of these populations in the MIC area.

4. MIC Area Demographic Profile

Figure 14. Household Income in the MIC Area

| Geography | Total households: | Less than \$10,000 | \$10,000 to \$14,999 | \$15,000 to \$24,999 | \$25,000 to \$34,999 | \$35,000 to \$49,999 | \$50,000 to \$74,999 | \$75,000 to \$99,999 | \$100,000 to \$149,999 | Median income (dollars) |
|----------------------|-------------------|--------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|------------------------|-------------------------|
| United States | 122,354,219 | 5.8% | 4.1% | 8.5% | 8.6% | 12.0% | 17.2% | 12.8% | 15.6% | 64,994.00 |
| Minnesota | 2,207,988 | 4.1% | 3.4% | 7.0% | 7.5% | 11.5% | 17.4% | 14.1% | 18.3% | 73,382.00 |
| Wisconsin | 2,377,935 | 4.6% | 4.1% | 8.6% | 9.0% | 13.0% | 18.9% | 14.1% | 16.3% | 63,293.00 |
| St. Louis County, MN | 86,229 | 6.8% | 4.5% | 9.9% | 9.8% | 13.3% | 18.5% | 12.5% | 15.9% | 57,480.00 |
| Douglas County, WI | 18,994 | 5.2% | 5.5% | 9.9% | 10.8% | 13.2% | 18.1% | 14.3% | 15.9% | 56,855.00 |
| MIC (MN) | 48,035 | 6.4% | 4.2% | 9.6% | 9.7% | 12.5% | 18.3% | 12.5% | 16.0% | |
| Duluth city | 36,526 | 7.5% | 4.8% | 10.8% | 10.1% | 13.5% | 19.0% | 11.3% | 13.7% | 54,084.00 |
| Hermantown city | 3,546 | 3.0% | 0.8% | 8.4% | 13.3% | 9.8% | 13.7% | 12.5% | 17.9% | 80,500.00 |
| Proctor city | 1,222 | 2.5% | 5.2% | 8.1% | 12.0% | 10.4% | 16.6% | 12.4% | 25.4% | 61,176.00 |
| Rice Lake township | 1,814 | 5.8% | 2.4% | 4.5% | 5.7% | 10.0% | 16.9% | 17.2% | 25.9% | 78,795.00 |
| Grand Lake township | 1,026 | 3.1% | 4.0% | 3.6% | 4.1% | 5.8% | 11.2% | 19.8% | 27.3% | 98,583.00 |
| Lakewood township | 832 | 1.6% | 2.6% | 4.1% | 3.1% | 9.5% | 15.7% | 23.8% | 24.0% | 90,692.00 |
| Canosia township | 866 | 0.0% | 1.5% | 2.9% | 6.7% | 5.9% | 27.1% | 18.8% | 28.9% | 81,806.00 |
| Solway township | 804 | 2.6% | 1.0% | 4.4% | 7.1% | 15.2% | 13.1% | 19.8% | 28.4% | 85,625.00 |
| Duluth township | 812 | 0.2% | 2.3% | 4.4% | 7.0% | 7.6% | 17.1% | 14.4% | 21.3% | 91,875.00 |
| Midway township | 587 | 1.2% | 0.7% | 4.4% | 5.5% | 9.5% | 24.5% | 20.4% | 22.1% | 78,083.00 |
| MIC (WI) | 13,904 | 5.3% | 6.2% | 10.8% | 11.7% | 13.1% | 17.7% | 13.3% | 14.9% | |
| Superior city | 11,726 | 5.4% | 7.0% | 12.0% | 12.7% | 13.8% | 16.7% | 13.0% | 13.8% | 48,830.00 |
| Superior town | 907 | 4.0% | 1.7% | 5.1% | 6.4% | 6.6% | 18.2% | 16.8% | 21.3% | 88,309.00 |
| Parkland town | 587 | 4.6% | 1.2% | 1.0% | 6.5% | 11.1% | 27.1% | 11.1% | 28.1% | 73,988.00 |
| Lakeside town | 252 | 11.5% | 0.0% | 8.3% | 1.6% | 9.5% | 27.0% | 18.7% | 15.9% | 67,500.00 |
| Superior village | 293 | 3.4% | 5.1% | 3.4% | 7.2% | 12.6% | 26.3% | 16.7% | 15.7% | 68,162.00 |
| Oliver village | 139 | 3.6% | 1.4% | 3.6% | 16.5% | 15.8% | 28.8% | 12.2% | 11.5% | 54,464.00 |
| Total MIC | 61,939 | 6.1% | 4.6% | 9.9% | 10.2% | 12.7% | 18.2% | 12.7% | 15.8% | |

Source: American Community Survey 2021

4. MIC Area Demographic Profile

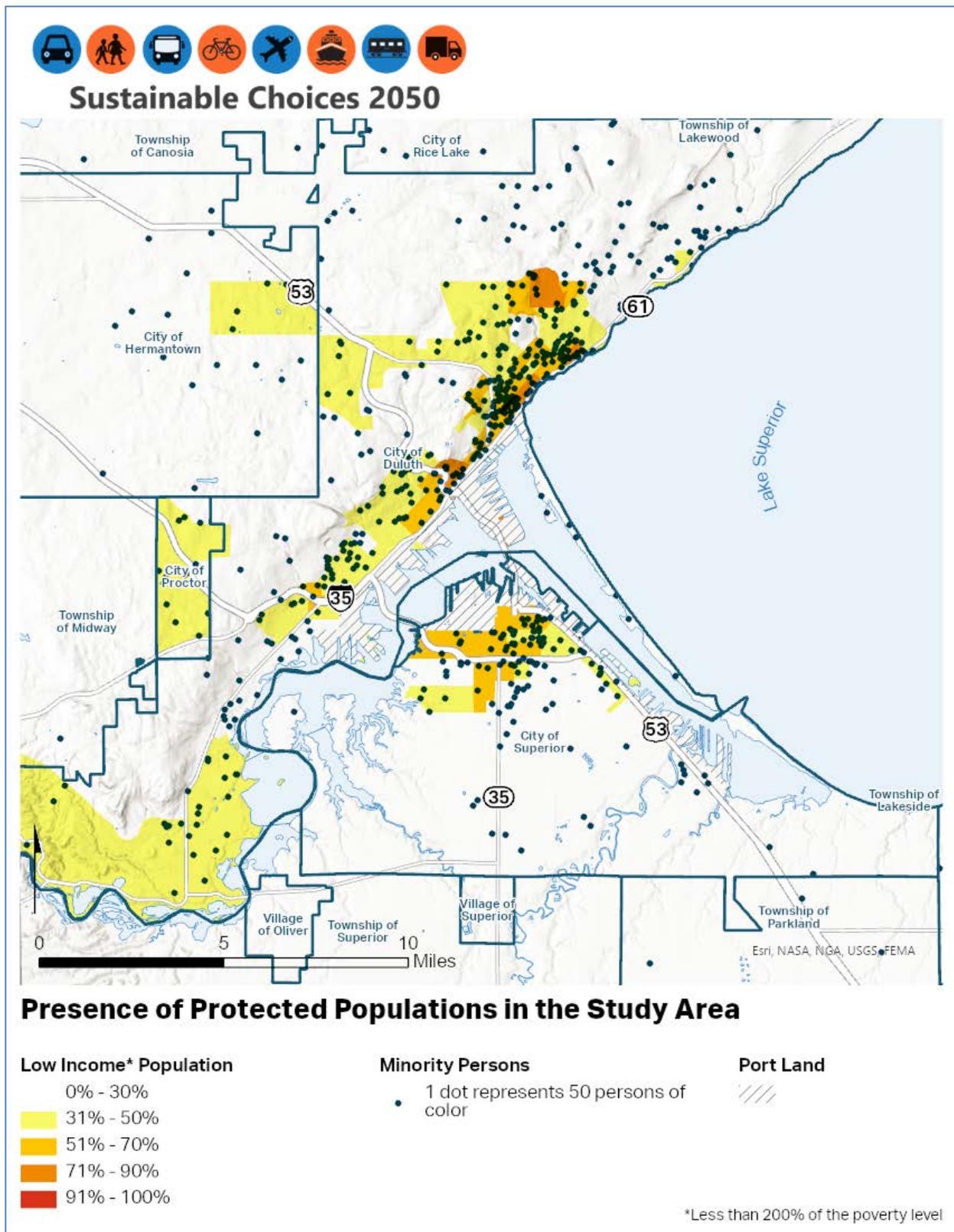
Figure 15. Poverty by Families in the MIC Area

| Geography | All Families | Percent Below Poverty Level: | Families of 3 or 4 People | Percent Below Poverty Level: | All Families with Income Below 200% of the Poverty Level | Percent Below 200% of the Poverty Level |
|----------------------------|---------------|------------------------------|---------------------------|------------------------------|--|---|
| United States | 79,849,830 | 9.1% | 32,207,636 | 9.5% | 18,793,647 | 23.5% |
| Minnesota | 1,404,798 | 5.6% | 536,202 | 5.5% | 230,260 | 16.4% |
| Wisconsin | 1,479,364 | 6.8% | 541,985 | 7.5% | 287,447 | 19.4% |
| St. Louis County, MN | 48,309 | 6.9% | 16,350 | 7.5% | 9,254 | 19.2% |
| Douglas County, WI | 11,423 | 7.8% | 739 | 12.6% | 2,380 | 20.8% |
| MIC (MN) | 25,951 | 5.7% | 9,506 | 4.9% | 4,488 | 17.3% |
| <i>Duluth city</i> | 17,944 | 7.2% | 6,465 | 6.1% | 3,566 | 19.9% |
| <i>Hermantown city</i> | 2,414 | 3.4% | 1,088 | 5.6% | 256 | 10.6% |
| <i>Proctor city</i> | 756 | 0.9% | 300 | 0.0% | 126 | 16.7% |
| <i>Rice Lake township</i> | 1,199 | 2.3% | 377 | 0.0% | 197 | 16.4% |
| <i>Grand Lake township</i> | 752 | 3.9% | 318 | 2.5% | 51 | 6.8% |
| <i>Lakewood township</i> | 677 | 1.5% | 186 | 2.7% | 70 | 10.3% |
| <i>Canosia township</i> | 605 | 0.7% | 250 | 0.0% | 95 | 15.7% |
| <i>Solway township</i> | 618 | 0.5% | 216 | 0.0% | 66 | 10.7% |
| <i>Duluth township</i> | 615 | 1.1% | 188 | 0.0% | 47 | 7.6% |
| <i>Midway township</i> | 371 | 1.6% | 118 | 0.0% | 14 | 3.8% |
| MIC (WI) | 7,905 | 8.8% | 2,895 | 7.0% | 1,814 | 22.9% |
| <i>Superior city</i> | 6,315 | 10.4% | 2,306 | 8.7% | 1,625 | 25.7% |
| <i>Superior town</i> | 697 | 1.9% | 271 | 0.0% | 90 | 12.9% |
| <i>Parkland town</i> | 442 | 1.4% | 155 | 1.9% | 52 | 11.8% |
| <i>Lakeside town</i> | 169 | 5.3% | 44 | 0.0% | 13 | 7.7% |
| <i>Superior village</i> | 190 | 2.6% | 89 | 0.0% | 19 | 10.0% |
| <i>Oliver village</i> | 92 | 5.4% | 30 | 0.0% | 15 | 16.3% |
| Total MIC | 33,856 | 6.4% | 12,401 | 5.4% | 6,302 | 18.6% |

Source: American Community Survey 2021

4. MIC Area Demographic Profile

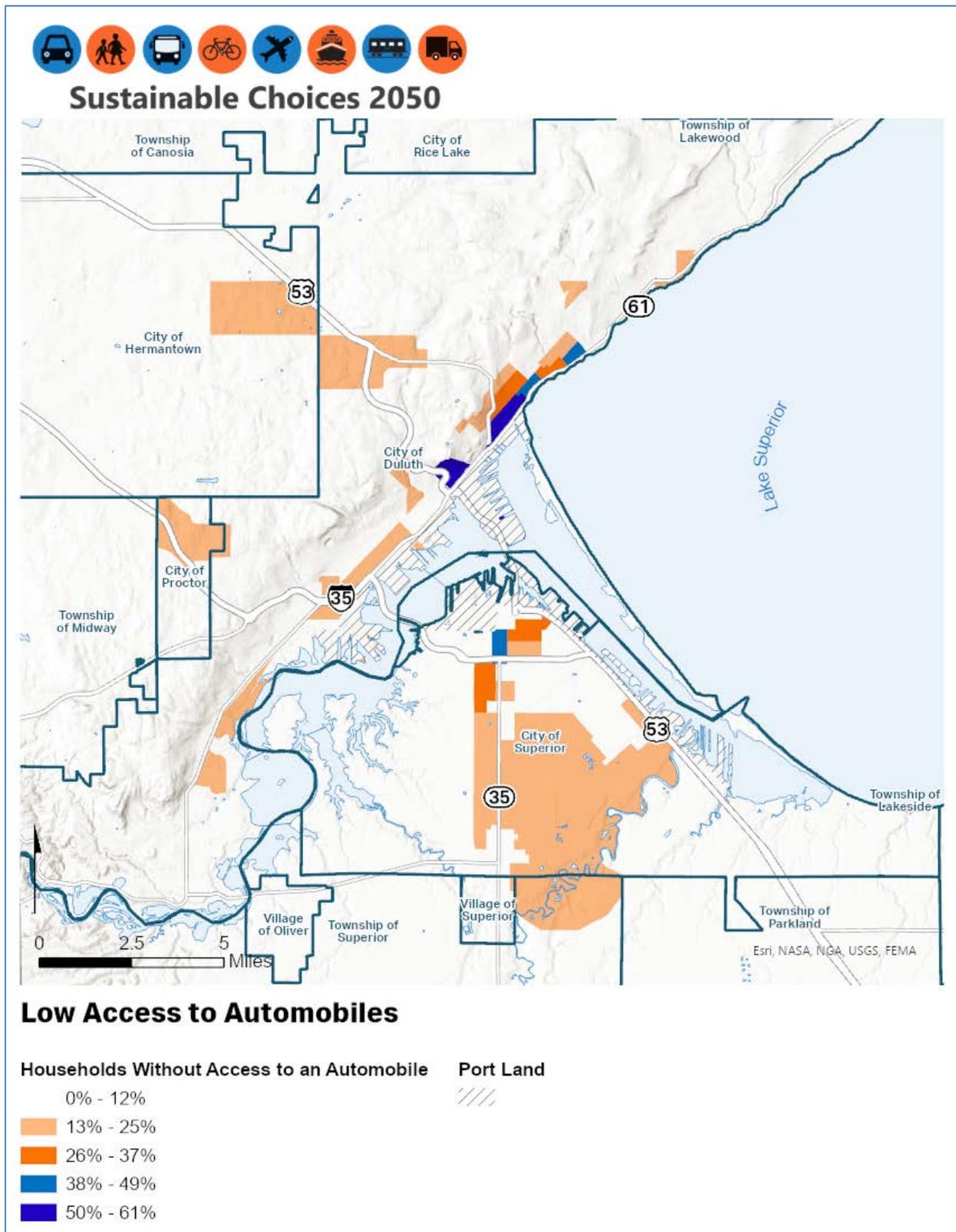
Figure 16. Minority and Low-Income Populations in the MIC Area



Source: American Community Survey 2021

4. MIC Area Demographic Profile

Figure 17. Automobile Access in the MIC Area



Source: American Community Survey 2021

4. MIC Area Demographic Profile

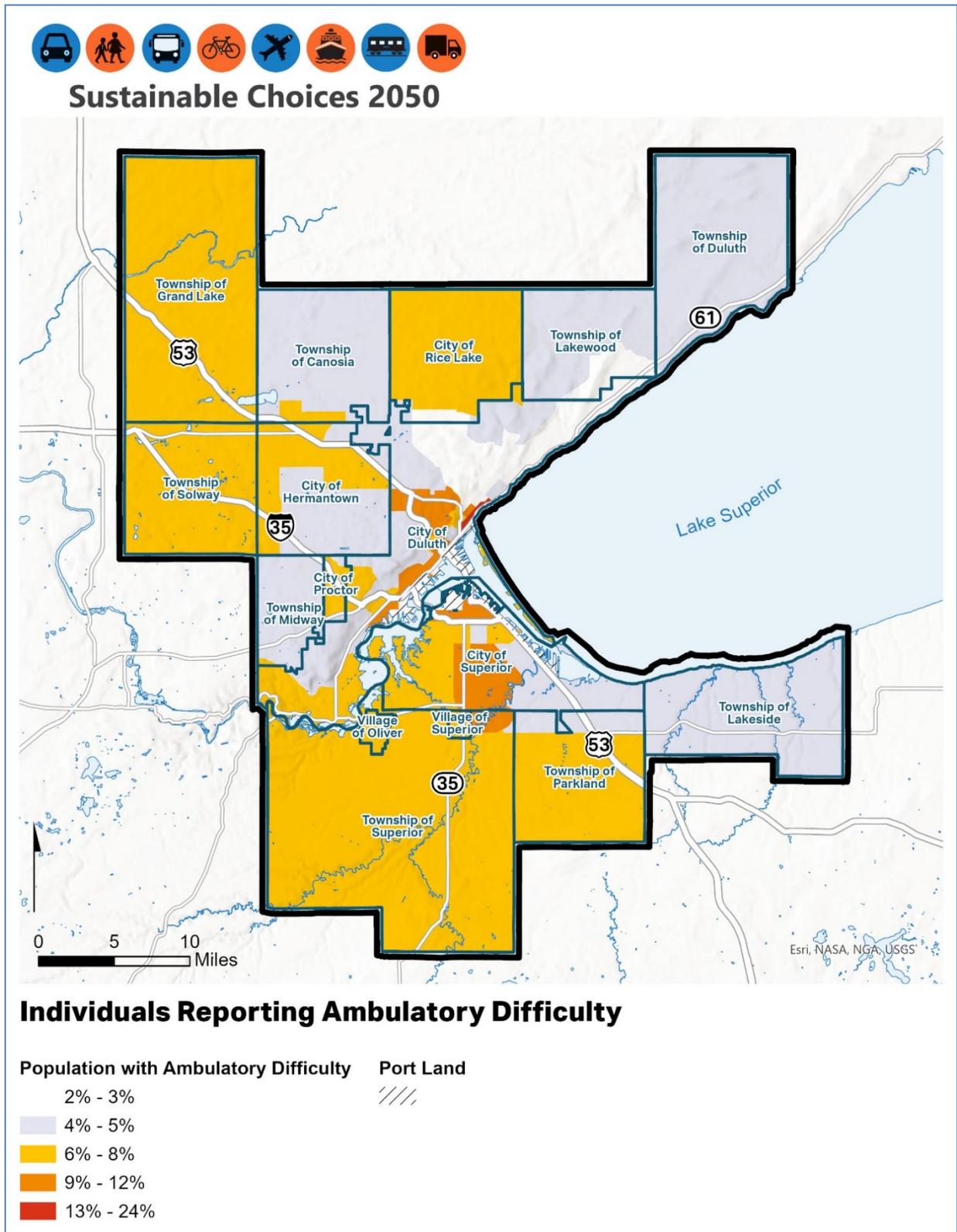
Figure 18. Population with Ambulatory Difficulty in the MIC Area

| | Total civilian noninstitutionalized population | With an ambulatory difficulty: | Population under 18 years | Population 18 to 34 years | Population 35 to 64 years | Population 65 to 74 years | Population 75 years and over |
|-------------------------|--|--------------------------------------|------------------------------|------------------------------|------------------------------|---------------------------------|---------------------------------|
| United States | 321,525,041 | 20,630,366 | 318,839 | 947,468 | 8,369,443 | 4,453,604 | 6,541,012 |
| Minnesota | 5,541,421 | 260,240 | 4,608 | 12,175 | 98,594 | 53,588 | 91,275 |
| Wisconsin | 5,735,703 | 319,970 | 4,673 | 14,877 | 127,307 | 68,291 | 104,822 |
| St. Louis County, MN | 196,204 | 11,879 | 165 | 652 | 5,114 | 1,999 | 3,949 |
| Douglas County, WI | 42,921 | 2,571 | 5 | 115 | 1,166 | 644 | 641 |
| MIC (MN) | 112,785 | 6,113 | 87 | 478 | 2,572 | 917 | 2,059 |
| Duluth city | 84,257 | 4,382 | 41 | 227 | 2,008 | 679 | 1,427 |
| Hermantown city | 8,931 | 564 | - | 200 | 117 | 48 | 199 |
| Proctor city | 2,907 | 252 | 35 | 11 | 99 | 37 | 70 |
| Rice Lake township | 4,124 | 283 | - | - | 85 | 29 | 169 |
| Grand Lake township | 2,665 | 83 | - | 10 | 45 | 4 | 24 |
| Lakewood township | 2,177 | 133 | - | 5 | 36 | 51 | 41 |
| Canosia township | 2,325 | 133 | 4 | - | 95 | 8 | 26 |
| Solway township | 1,984 | 146 | 7 | 16 | 34 | 37 | 52 |
| Duluth township | 2,057 | 64 | - | 4 | 28 | 14 | 18 |
| Midway township | 1,358 | 73 | - | 5 | 25 | 10 | 33 |
| MIC (WI) | 30,993 | 1,925 | 4 | 89 | 871 | 508 | 453 |
| Superior city | 25,821 | 1,662 | 4 | 89 | 759 | 432 | 378 |
| Superior town | 2,103 | 72 | - | - | 18 | 37 | 17 |
| Parkland town | 1,550 | 83 | - | - | 37 | 18 | 28 |
| Lakeside town | 552 | 44 | - | - | 26 | 5 | 13 |
| Superior village | 689 | 49 | - | - | 28 | 13 | 8 |
| Oliver village | 278 | 15 | - | - | 3 | 3 | 9 |
| Total MIC | 143,778 | 8,038 | 91 | 567 | 3,443 | 1,425 | 2,512 |

Source: American Community Survey 2021

4. MIC Area Demographic Profile

Figure 19. Population with Ambulatory Difficulty in the MIC Area



Source: American Community Survey 2021

4. MIC Area Demographic Profile

Analysis of Federal Funding Distribution on Populations of Special Transportation Concern

The MIC is committed to continuing efforts to enhance the analytical capability for assessing impact distributions of transportation programs, policies, and projects in its transportation plans and the Transportation Improvement Programs (TIPs). The U.S. Department of Transportation identifies three fundamental principles which need to be addressed in planning and programming transportation projects:

- To avoid, minimize, or mitigate disproportionately high and adverse human health and environmental effects, including social and economic effects, on minority and low-income populations;
- To ensure the full and fair participation by all potentially affected communities in the transportation decision-making process; and
- To prevent denial of, reduction in, or significant delay in the receipt of benefits by minority and low-income populations.

Figure 20 maps the high-concentration areas of minority and low-income populations in the Duluth area and shows their location relative to the projects that are listed in the 2025-2028 Transportation Improvement Program (TIP) for the Duluth area.

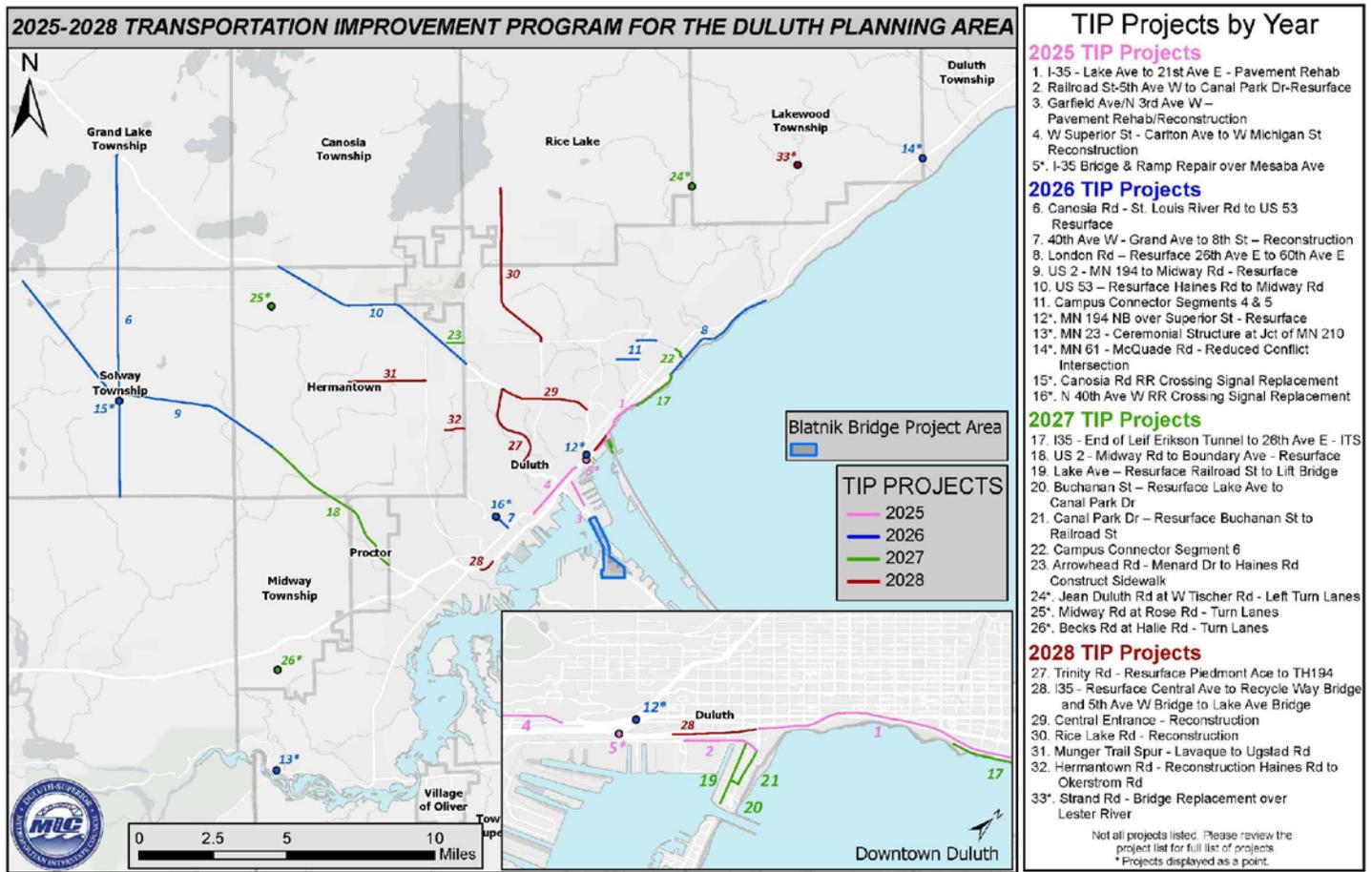
The MIC's analysis shows that no projects will have a disproportionately negative impact on Environmental Justice populations. Most of the projects that are partially located in these areas are resurfacing, infrastructure rehabilitation projects, safety, or ITS projects that will have no negative impacts and are expected to benefit those areas.

The analyses conducted for the 2050 LRTP and annual TIPs have concluded that the planned and programmed projects do not impose disproportionately high and adverse impacts on minority or low-income communities.

Additionally, the analyses identified the benefits of the recommended and programmed transportation projects and services are reasonably distributed to meet the needs of all populations in the metropolitan planning area.

4. MIC Area Demographic Profile

Figure 20. 2025-2028 TIP Project Locations



The impacts of federally-funded transportation investments in the Duluth-Superior area are monitored and assessed annually in its Transportation Improvement Programs. The current four-year program of projects will have no significant or disproportionate negative impacts and are expected, instead, to provide positive transportation improvements for community members in proximity to those projects.

5. Language Access Plan

As a recipient of federal financial assistance, the Duluth-Superior Metropolitan Interstate Council (MIC) is committed to ensuring meaningful access to its programs and services for individuals with limited English proficiency (LEP). This commitment stems from the requirements of Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq., and its implementing regulations, which prohibit discrimination on the basis of race, color, or national origin in federally funded programs and activities.

The U.S. Department of Transportation has clarified that recipients of federal transit funds must take reasonable steps to ensure that LEP persons have meaningful access to the programs and services they provide. This Language Access Plan establishes the MIC's framework for identifying LEP populations within the Duluth-Superior metropolitan area and implementing appropriate measures to provide language assistance services when needed.

LEP persons are those who do not speak English as their primary language and have limited ability to read, speak, write or understand English. This plan outlines how to identify a person who may need language assistance, the ways in which assistance may be provided, staff training that may be required, and how to notify LEP persons that assistance is available.

Meaningful Access: Four Factor Analysis

To prepare this plan, the MIC used the four-factor LEP analysis which considers the following factors:

Factor 1: The number or proportion of LEP persons in the service area who may be served or are likely to require MIC services.

Figure 21 shows that in 2020, 1.03% of the MIC population spoke English less than 'very well.' This is a slight increase of the proportion of the population who report low proficiency with English, up from 0.9% in 2015. While these numbers aren't as high as other metropolitan areas in the nation, they make up a growing population in the region with unique transportation needs.

Factor 2: The frequency with which LEP persons come in contact with MIC services or programs.

We reviewed how often its staff, Policy Board, and contractors have, or could have, contact with LEP persons in the conduct of MIC-sponsored activities. LEP individuals are most likely to encounter the MIC through public meetings and other general public involvement opportunities, as well as phone inquiries or office visits.

Since its inception, MIC staff, Policy Board, and contractors have had no requests for interpreters and no requests for translated program documents in any setting.

Factor 3: The nature and importance of services and programs provided by MIC to the LEP population.

Involvement in the MIC's planning activities by citizens is voluntary and not considered a vital, immediate, or emergency direct service. The MIC is responsible for metropolitan multimodal transportation planning and programming in the region. We use a continuous, cooperative and comprehensive planning process that identifies the region's needs and sets priorities for the future, and has a commitment to ensuring that all members of the public, including LEP individuals, have opportunities to become involved. The techniques and processes the MIC uses to ensure broad public participation are detailed in the MIC's Public Involvement Plan.

5. Language Access Plan

Figure 21. Population speaking English less than 'very well'

| Geography | Total: | Speak English less than "very well": | Speak Spanish: | Speak other Indo-European languages: | Speak Asian and Pacific Island Languages: | Speak other languages: |
|----------------------------|---------------------|--------------------------------------|-----------------|--------------------------------------|---|------------------------|
| United States | 306,919,116 | 66,093,076 | 40,537,337 | 11,270,634 | 10,800,470 | 3,484,635 |
| Minnesota | 5,249,062 | 622,132 | 203,634 | 104,185 | 179,091 | 135,222 |
| Wisconsin | 5,475,909 | 475,226 | 254,258 | 102,875 | 94,786 | 23,307 |
| St. Louis County, MN | 189,486 | 6,586 | 2,070 | 1,863 | 1,014 | 1,639 |
| Douglas County, WI | 41,410 | 1,143 | 304 | 318 | 398 | 123 |
| MIC (MN) | 108,972 | 976 | 1,619 | 1,453 | 632 | 809 |
| <i>Duluth city</i> | <i>81,122</i> | <i>870</i> | <i>1,368</i> | <i>1,219</i> | <i>608</i> | <i>685</i> |
| <i>Hermantown city</i> | <i>8,952</i> | <i>18</i> | <i>110</i> | <i>94</i> | <i>-</i> | <i>24</i> |
| <i>Proctor city</i> | <i>2,901</i> | <i>45</i> | <i>7</i> | <i>61</i> | <i>13</i> | <i>12</i> |
| <i>Rice Lake township</i> | <i>3,971</i> | <i>-</i> | <i>49</i> | <i>15</i> | <i>2</i> | <i>49</i> |
| <i>Grand Lake township</i> | <i>2,614</i> | <i>12</i> | <i>30</i> | <i>15</i> | <i>-</i> | <i>6</i> |
| <i>Lakewood township</i> | <i>2,027</i> | <i>9</i> | <i>20</i> | <i>10</i> | <i>4</i> | <i>4</i> |
| <i>Canosia township</i> | <i>2,204</i> | <i>11</i> | <i>11</i> | <i>14</i> | <i>-</i> | <i>-</i> |
| <i>Solway township</i> | <i>1,915</i> | <i>3</i> | <i>10</i> | <i>3</i> | <i>-</i> | <i>2</i> |
| <i>Duluth township</i> | <i>1,961</i> | <i>4</i> | <i>5</i> | <i>17</i> | <i>5</i> | <i>14</i> |
| <i>Midway township</i> | <i>1,305</i> | <i>4</i> | <i>9</i> | <i>5</i> | <i>-</i> | <i>13</i> |
| MIC (WI) | 29,928 | 457 | 230 | 258 | 386 | 96 |
| <i>Superior city</i> | <i>24,938</i> | <i>434</i> | <i>217</i> | <i>225</i> | <i>376</i> | <i>78</i> |
| <i>Superior town</i> | <i>2,043</i> | <i>11</i> | <i>7</i> | <i>10</i> | <i>5</i> | <i>-</i> |
| <i>Parkland town</i> | <i>1,489</i> | <i>5</i> | <i>4</i> | <i>16</i> | <i>3</i> | <i>18</i> |
| <i>Lakeside town</i> | <i>521</i> | <i>-</i> | <i>2</i> | <i>2</i> | <i>-</i> | <i>-</i> |
| <i>Superior village</i> | <i>680</i> | <i>3</i> | <i>-</i> | <i>3</i> | <i>-</i> | <i>-</i> |
| <i>Oliver village</i> | <i>257</i> | <i>4</i> | <i>-</i> | <i>2</i> | <i>2</i> | <i>-</i> |
| Total MIC | 138,900 | 1,433 | 1,849 | 1,711 | 1,018 | 905 |

Source: American Community Survey 2021

Factor 4: The resources available to MIC and overall cost to provide LEP assistance.

As noted in #1, above, there is no large geographic concentration of any LEP individuals in the MIC planning area. The overwhelming majority of the population, 99%, is proficient in English. As a result, there are few social, service, or other organizations within the area that focus on outreach to LEP individuals.

Given the small size of the LEP population and our financial constraints, full multi-language translations of our planning and meeting documents are not warranted at this time, but could be made available on a case-by-case basis upon request.

We can work with the Area Agency on Aging division of ARDC, which has contracted with [Language Line Solutions](#) to provide translation or interpretation services.

5. Language Access Plan

Language Assistance

To provide needed language assistance, it is necessary for the MIC to be able to identify LEP persons and to provide reasonable measures to assist those individuals with their language assistance needs. Language assistance can include interpretation, which means oral or spoken transfer of a message from one language into another language, and/or translation, which means the written transfer of a message from one language into another language.

Measures the MIC may use to notify and identify LEP persons include:

- On public meeting notices include “Language interpretation or translation services are available with five days’ advance notice.”
- Greet participants as they arrive at MIC-sponsored informational meetings or events. By informally engaging participants in conversation, it is possible to gauge each attendee’s ability to speak and understand English. Although translation may not be able to be provided at the event it will help identify the need for future events.
- Make ISPEAK language identification flashcards (see Appendix VI) available at public meetings and other community input events.
- Use the Voice Translation feature of the Google Translate app.
- Survey MIC staff periodically on their experience concerning any contacts with LEP persons during the previous year.

Language Assistance Measures

Although there is a low percentage of LEP individuals in the MIC area, the MIC will take reasonable steps to provide the opportunity for meaningful access to LEP clients who have difficulty communicating in English. The following resources will be available to accommodate LEP persons:

- Interpretive services, within reason, will be provided for public meetings if 5 days’ advance notice is provided to MIC, using [Language Line Solutions](#) with which ARDC has contracted services.
- MIC will make translated versions (or provide for the interpretation of relevant sections) of all documents/publications available upon request, within a reasonable time frame if resources permit.

Staff Training

MIC will take steps to ensure staff has appropriate training and resources available to assist LEP individuals. These steps include:

- Provide staff with information on the Title VI Policy and LEP responsibilities
- Provide staff with information on the use of ISPEAK language identification cards
- Train staff on how to document language assistance requests
- Train staff on how to handle potential Title VI/LEP complaints

Contractors/Consultants

All contractors or subcontractors performing work for MIC will be required to follow Title VI/LEP guidelines. Such assurance will be included in the terms of the contract, and monitoring will be conducted during regularly scheduled management meetings throughout the duration of the project.

5. Language Access Plan

Translation of Documents

Given the expense of translating documents, the likelihood of frequent changes and other relevant factors, MIC policy is to consider the translation of documents (or portions thereof) on a case-by-case basis, as requested.

The MIC can utilize Google's Translate program, located at <http://translate.google.com>, to provide users with HTML content in other languages. This resource is an imperfect system, but has the potential to provide enough information for an LEP individual or group to gain an initial understanding of MIC documents in response to an initial contact. Outside of those services, because MIC staff is small and does not possess in-house translation capabilities or expertise, MIC staff will make every effort to LEP persons, but cannot assess or guarantee the accuracy of translation services provided by others.

Monitoring

The MIC will update the LEP Plan annually with its self-certification procedure per 23 CFR 450.334. An annual review and update will 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 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 MIC's financial resources are sufficient to fund language assistance resources needed
- Determine whether The MIC fully complies with the goals of this LEP Plan
- Determine whether complaints have been received concerning the agency's failure to meet the needs
 - of LEP individuals
 - Maintain a Title VI complaint log, including LEP to determine issues and basis of complaints

Dissemination of the MIC's LEP Plan

The MIC will make good faith efforts to notify the public that a LEP Plan and language assistance is available through the following means:

- Post a notice in a conspicuous and accessible place in the MIC office of the LEP Plan and of the availability of interpretation or translation services
- Post the LEP on the MIC website
- Include as part of public notices and related materials that LEP person needing interpretative service need to contact the MIC:

The MIC will make a good faith effort to accommodate requests for translation services. Please contact the MIC's Administrative Assistant at (218) 529-7514 at least three days in advance if special accommodations are required for any member of the public to be able to participate in this meeting.

6. Appendices

Appendix I

RESOLUTION #25-11

DULUTH-SUPERIOR METROPOLITAN INTERSTATE COUNCIL

Adopting the 2025 Update of the Title VI Non-Discrimination Plan and Language Access Plan

WHEREAS, Title VI of the Civil Rights Act of 1964 and U.S. Department of Transportation (USDOT) regulations to implement the law (49 CFR, Part 21) require all recipients and sub-recipients of Federal transportation funds such as the Duluth-Superior Metropolitan Interstate Council (MIC) to establish and maintain a Title VI Program; and

WHEREAS, the Federal Transit Administration (FTA) issued Circular FTA 4702.1B, Title VI Requirements and Guidelines for FTA Recipients, on October 12, providing further guidance and instructions necessary to carry out the USDOT Title VI regulations, and policy guidance related to developing and implementing a Language Access Plan for persons with limited English proficiency; and

WHEREAS, in accordance with these requirements, an update of the MIC's 2021 Title VI Non-Discrimination Plan has been developed and presented to the Policy Board for review and approval; and;

WHEREAS, the MIC's Language Access Plan has been updated and is included as Chapter 5 of the Title VI Plan; and

WHEREAS, the MIC intends that any agencies or firms with whom the MPO contracts will comply with its Title VI and Language Access Plans, and will take appropriate steps to ensure such compliance; and

WHEREAS, the MIC intends that no person shall, on the grounds of race, color, and/or national origin be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any MIC program or activity, regardless of funding source;

NOW, THEREFORE, BE IT RESOLVED that the Duluth-Superior Metropolitan Interstate Council, as the designated Metropolitan Planning Organization (MPO) for the Duluth, Minnesota-Superior, Wisconsin Metropolitan Planning Area, approves and adopts the Title VI Non-Discrimination Plan dated August 20, 2025; and

BE IT FURTHER RESOLVED that the Duluth-Superior Metropolitan Interstate Council, as the designated Metropolitan Planning Organization (MPO) for the Duluth, Minnesota-Superior, Wisconsin Metropolitan Planning Area, approves and adopts the Language Access Plan, included in the Title VI Non-Discrimination Plan dated August 20, 2025.

ATTEST:



Wayne Boucher, MIC Policy Board Chair (MN)



Nick Baker, MIC Policy Board Chair (WI)



Ron Chicka, MIC Director

August 20, 2025

Date

Appendix II — Title VI Assurances

The United States Department of Transportation (USDOT) Standard Title VI/Non-Discrimination Assurances DOT Order No. 1050.2A

The Duluth-Superior Metropolitan Interstate Council (herein referred to as the "Recipient"), **HEREBY AGREES THAT**, as a condition to receiving any Federal financial assistance from the U.S. Department of Transportation (DOT), through the Federal Highway Administration (FHWA), is subject to and will comply with the following:

Statutory/Regulatory Authorities

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d *et seq.*, 78 stat. 252) – prohibits discrimination on the basis of race, color, national origin);
- Federal-Aid Highway Act of 1973 (23 U.S.C. § 324 *et seq.*) – prohibits discrimination on the basis of sex.
- Title IX of the Education Amendments of 1972, as amended (20 U.S.C. § 1681 *et seq.*) – prohibits discrimination on the basis of sex in education programs or activities.
- Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. § 794 *et seq.*) – prohibits discrimination on the basis of disability.
- The Age Discrimination Act of 1975, as amended (42 U.S.C. § 6101 *et seq.*) – prohibits discrimination on the basis of age.
- Americans with Disabilities Act of 1990, as amended (42 U.S.C. § 12101 *et seq.*) – prohibits discrimination on the basis of disability.
- 49 CFR Part 21 (titled Non-discrimination in Federally-Assisted Programs of the Department of Transportation – Effectuation of Title VI of the Civil Rights Act of 1964).
- 49 CFR Part 27 (titled Non-discrimination on the Basis of Disability in Programs or Activities Receiving Federal Financial Assistance).
- 49 CFR Part 28 (titled Enforcement of Non-Discrimination on the Basis of Handicap in Programs or Activities Conducted by the Department of Transportation).
- 49 CFR Part 37 (titled Transportation Services for Individuals with Disabilities (ADA)).
- 28 CFR Part 35 (titled Discrimination on the Basis of Disability in State and Local Government Services).
- 28 CFR section 50.3 – U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964.

The preceding statutory and regulatory cited hereinafter are referred to as the "Acts" and "Regulations," respectively.

General Assurances

In accordance with the Acts, the Regulations, and other pertinent directives, circulars, policy, memoranda, and/or guidance, the Recipient hereby gives assurance that it will promptly take any measures necessary to ensure that:

"No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity, for which the Recipient receives Federal financial assistance from DOT, including the Federal Highway Administration (FHWA).

Appendix II — Title VI Assurances

The Civil Rights Restoration Act of 1987 clarified the original intent of Congress, with respect to Title VI and other Non-discrimination requirements (The Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973), by restoring the broad, institutional-wide scope and coverage of these non-discrimination statutes and requirements to include all programs and activities of the Recipient, so long as any portion of the program is Federally assisted.

Specific Assurances

More specifically, and without limiting the above general Assurance, the Recipient agrees with and gives the following Assurances with respect to its Federally assisted FHWA Program:

1. The Recipient agrees that each "activity," "facility," or "program," as defined in §§ 21.23 (b) and 21.23 (e) of 49 C.F.R. § 21 will be (with regard to an "activity") facilitated, or will be (with regard to a "facility") operated, or will be (with regard to a "program") conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.
2. The Recipient will insert the following notification in all solicitations for bids, Requests For Proposals for work, or material subject to the Acts and the Regulations made in connection with all FHWA Programs and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

*“The **Duluth-Superior Metropolitan Interstate Council**, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award.”*
3. The Recipient will insert the clauses of Appendices A and E of this Assurance in every contract or agreement subject to the Acts and the Regulations.
4. The Recipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a Recipient.
5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the Assurance will extend to the entire facility and facilities operated in connection therewith.
6. That where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the Assurance will extend to rights to space on, over, or under such property.
7. That the Recipient will include the clauses set forth in Appendices C and D of this Assurance, as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by the Recipient with other parties:
 - a. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
 - b. for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.

Appendix II — Title VI Assurances

8. That this Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interest therein, or structures or improvements thereon, in which case the Assurance obligates the Recipient, or any transferee for the longer of the following periods:
 - a. the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or
 - b. the period during which the Recipient retains ownership or possession of the property.
9. The Recipient will provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he/she delegates specific authority to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Acts, the Regulations, and this Assurance.
10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Acts, the Regulations, and this Assurance.

By signing this ASSURANCE, the **Duluth-Superior Metropolitan Interstate Council** also agrees to comply (and require any sub-recipients, sub-grantees, contractors, successors, transferees, and/or assignees to comply) with all applicable provisions governing FHWA access to records, accounts, documents, information, facilities, and staff. It is also recognized that the MIC must comply with any program or compliance reviews, and/or complaint investigations conducted by the FHWA. Records and reports must be kept, and the material submitted for review upon request to FHWA, or its designee in a timely, complete, and accurate way. Additionally, the MIC must comply with all other reporting, data collection, and evaluation requirements, as prescribed by law or detailed in program guidance.

The **Duluth-Superior Metropolitan Interstate Council** gives this ASSURANCE in consideration of and for obtaining any Federal grants, loans, contracts, agreements, property, and/or discounts, or other Federal-aid and Federal financial assistance extended after the date hereof to the recipients by the U.S. Department of Transportation under the FHWA. This ASSURANCE is binding on the **Duluth-Superior Metropolitan Interstate Council**, other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors¹, transferees, successors in interest, and any other participants in its programs. The person(s) signing below is authorized to sign this ASSURANCE on behalf of the Recipient.



Wayne Boucher, MIC Policy Board Chair (MN)



Nick Baker, MIC Policy Board Chair (WI)



Ron Chicka, MIC Director

August 20, 2025

Date

Appendix II — Title VI Assurances

Assurance Appendix A

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the 'contractor') agrees as follows:

1. Compliance with Regulations: The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, Federal Highway Administration (FHWA), as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.

2. Nondiscrimination: The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, national origin, sex, age, disability, income-level, or LEP in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations as set forth in Appendix E, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR Part 21.

3. Solicitations for Subcontracts, Including Procurements of Materials and Equipment: In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor's obligations under this contract and the Acts and the Regulations relative to non-discrimination on the grounds of race, color, national origin, sex, age, disability, income-level, or Limited English Proficiency.

4. Information and Reports: The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient or the FHWA to be pertinent to ascertain compliance with such Act, Regulations, and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the contractor will so certify to the Recipient or the FHWA, as appropriate, and will set forth what efforts it has made to obtain the information.

5. Sanctions for Non-Compliance: In the event of a contractor's non-compliance with the non-discrimination provisions of this contract, the Recipient will impose such contract sanctions as it or the FHWA may determine to be appropriate, including, but not limited to:

- a. Withholding payments to the contractor under the contract until the contractor complies; and/or
- b. Cancelling, terminating, or suspending a contract, in whole or in part.

6. Incorporation of Provisions: The contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The contractor will take action with respect to any subcontract or procurement as the Recipient or the FHWA may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the contractor may request the Recipient to enter into any litigation to protect the interests of the Recipient. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

Appendix II — Title VI Assurances

Assurance Appendix B CLAUSES FOR DEEDS TRANSFERRING UNITED STATES PROPERTY

The following clauses will be included in deeds effecting or recording the transfer of real property, structures, or improvements thereon, or granting interest therein from the United States pursuant to the provisions of Appendix D:

NOW, THEREFORE, the Duluth-Superior Metropolitan Interstate Council as authorized by law and upon the condition that the Duluth-Superior Metropolitan Interstate Council will accept title to the lands and maintain the project constructed thereon in accordance with Title 23, United States Code, the Regulations for the Administration of Federal-Aid for Highways and the policies and procedures and procedures prescribed by Federal Highway Administration of the U.S. Department of Transportation and, also in accordance with and in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation (herein referred to as the Regulations) pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 stat. 252; 42 U.S.C. 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the Duluth-Superior Metropolitan Interstate Council all the right, title, and interest of the U.S. Department of Transportation in and to said lands described in Exhibit "A" attached hereto and made a part hereof.

(HABENDUM CLAUSE)

TO HAVE AND TO HOLD said lands and interests therein unto the Duluth-Superior Metropolitan Interstate Council and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits and will be binding on the Duluth-Superior Metropolitan Interstate Council, its successors and assigns.

The Duluth-Superior Metropolitan Interstate Council, in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person will on the grounds of race, color, national origin, sex, age, disability, income-level, or limited English proficiency be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed [,] [and]* (2) that the Duluth-Superior Metropolitan Interstate Council will use the lands and interests in lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Subtitle A, Office of the Secretary, Part 21, non- discrimination in Federally-assisted programs of the U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations and Acts may be amended, and (3) that in the event of breach of any of the above-mentioned non- discrimination conditions, the U.S. Department of Transportation will have a right to enter or re-enter said lands and facilities on said land, and that above described land and facilities will thereon revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this instruction.*

(*Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purpose of Title VI.)

Appendix II — Title VI Assurances

Assurance Appendix C

CLAUSES FOR TRANSFER OF REAL PROPERTY ACQUIRED OR IMPROVED UNDER THE ACTIVITY, FACILITY, OR PROGRAM

The following clauses will be included in deeds, licenses, leases, permits, or similar instruments entered into by the Duluth-Superior Metropolitan Interstate Council pursuant to the provisions of Assurance 7(a):

A. The (grantee, lessee, permittee, etc. as appropriate) for himself/herself, his/her/ heirs, personal representatives, successors in interest, and assigns, as part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases add “as a covenant running with the land”] that:

1. In the event facilities constructed, maintained, or otherwise operated on the property described in this (deed, license, lease, permit, etc.) for a purpose for which a U.S. Department of Transportation activity, facility, or program is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) will maintain and operate such facilities and services in compliance with all requirements imposed by the Acts and Regulations (as may be amended) such that no person on the grounds of race, color, national origin, sex, age, disability, income-level, or limited English proficiency will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities.

B. With respect to licenses, leases, permits, etc., in the event of breach of any of the above non-discrimination covenants, the Duluth-Superior Metropolitan Interstate Council will have the right to terminate the (lease, license, permit, etc.) and to enter, re-enter, and repossess said lands and facilities thereon, and hold the same as if the (lease, license, permit, etc.) had never been made or issued.*

C. With respect to a deed, in the event of breach of any of the above non-discrimination covenants, the Duluth-Superior Metropolitan Interstate Council will have the right to enter or re-enter the lands and facilities thereon, and be the above described lands and facilities will there upon revert to and vest in and become the absolute property of the Duluth-Superior Metropolitan Interstate Council and its assigns.*

(*Reverter clause and related language to be used only when it is determined that such a clause is necessary to effectuate the purpose of Title VI.)

Appendix II — Title VI Assurances

Assurance Appendix D

CLAUSES FOR CONSTRUCTION/USE/ACCESS TO REAL PROPERTY ACQUIRED OR IMPROVED UNDER THE ACTIVITY, FACILITY, OR PROGRAM

The following clauses will be included in deeds, licenses, permits, or similar instruments/agreements entered into by the Duluth-Superior Metropolitan Interstate Council pursuant to the provisions of Assurance 7(b):

A. The (grantee, licensee, permittee, etc., as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree (in the case of deeds and leases add, “as a covenant running with the land”) that (1) no person on the grounds of race, color, national origin, sex, age, disability, income-level, or limited English proficiency will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over, or under such land, and the furnishing of services thereon, no person on the ground of race, color, national origin, sex, age, disability, income-level, or limited English proficiency will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) will use the premises in compliance with all other requirements imposed by or pursuant to the Acts and Regulations, as amended, set forth in this Assurance.

B. With respect to (licenses, leases, permits, etc.), in the event of breach of any of the above non-discrimination covenants, the Duluth-Superior Metropolitan Interstate Council will have the right to terminate the (license, permit, etc., as appropriate) and to enter or re-enter and repossess said land and the facilities thereon, and hold the same as if said (license, permit, etc., as appropriate) had never been made or issued.*

C. With respect to deeds, in the event of breach of any of the above non-discrimination covenants, the Duluth-Superior Metropolitan Interstate Council will there upon revert to and vest in and become the absolute property of the Duluth-Superior Metropolitan Interstate Council and its assigns.*

(*Reverter clause and related language to be used only when it is determined that such as clause is necessary to effectuate the purpose of Title VI.)

Appendix II — Title VI Assurances

Assurance Appendix E

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the “contractor”) agrees to comply with the following non-discrimination statutes and authorizes; including but not limited to:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252) – prohibits discrimination on the basis of race, color, national origin – as implemented by 49 C.F.R. § 21.1 et seq. and 49 C.F.R. § 303.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (42 U.S.C. § 4601) – prohibits unfair treatment of person displaced or whose property has been acquired because of Federal or Federal-aid programs and projects.
- Federal-Aid Highway Act of 1973 (23 U.S.C. § 324 et seq.) – prohibits discrimination on the basis of sex.
- Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 794 et seq.), as amended– prohibits the discrimination on the basis of disability; and 49 CFR Part 27.
- The Age Discrimination Act of 1975, (42 U.S.C. § 6101 et seq.), as amended – prohibits the discrimination on the basis of age.
- Airport and Airway Improvement Act of 1982 (49 U.S.C. § 471, Section 47123), as amended – prohibits discrimination based on race, creed, color, national origin, or sex.
- The Civil Rights Restoration Act of 1987, (102 Stat. 28.), (“...which restore[d] the broad scope of coverage and to clarify the application of title IX of the Education Amendments of 1972, section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and title VI of the Civil Rights Act of 1964.”).
- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. § § 12131 – 12189) as implemented by Department of Justice regulations at 28 C.F.R. parts 35 and 36, and Department of Transportation regulations at 49 C.F.R. parts 37 and 38.
- The Federal Aviation Administration’s non-discrimination statute (49 U.S.C. § 47123) – prohibits discrimination on the basis of race, color, national origin, and sex.
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq.) as implemented by 49 C.F.R. § 25.1 et seq.

Appendix III — Title VI Complaint Form

The Duluth-Superior Metropolitan Interstate Council, a division of the Arrowhead Regional Development Commission, assures that no person shall, on the grounds of race, color, or national origin as provided by Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987 (PL 100.259) be excluded from participation in, be denied the benefits of, or otherwise subjected to discrimination under any agency- sponsored program or activity.

An individual, or his or her representative, who believes that he or she has been subject to discrimination prohibited by Title VI and other nondiscrimination provisions, has a right to file a complaint. Complaints need to be filed within 180 calendar days of the alleged occurrence.

| | | | | |
|---|-------------|--|-------------------|----|
| Section I: | | | | |
| Name: | | | | |
| Address: | | | | |
| Telephone (Home): | | | Telephone (Work): | |
| Electronic Mail (email) Address: | | | | |
| Accessible Format Requirements? | Large Print | | Audio Tape | |
| | TDD | | Other | |
| Section II: | | | | |
| 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): | | | | |
| [] Race [] Color [] National Origin | | | | |
| Date of Alleged Discrimination (Month, Day, Year): _____ | | | | |

Appendix III — Title VI Complaint Form

Section III, continued

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 Title VI complaint with this agency? | Yes | No |
|--|-----|----|

Appendix III — Title VI Complaint Form

| Section V |
|--|
| <p>Have you filed this complaint with any other Federal, State, or local agency, or with any Federal or State court? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If yes, check all that apply:</p> <p><input type="checkbox"/> Federal Agency: _____ <input type="checkbox"/> Federal Court: _____</p> <p><input type="checkbox"/> State Agency: _____ <input type="checkbox"/> State Court: _____</p> <p><input type="checkbox"/> Local Agency: _____</p> |
| <p>Please provide information about a contact person at the agency/court where the complaint was filed.</p> <p>Name: _____ Title: _____</p> <p>Agency: _____</p> <p>Address: _____</p> <p>Telephone: _____</p> |
| Section VI |
| <p>Name of agency complaint is against: <u>Duluth-Superior Metropolitan Interstate Council (MIC)</u></p> <p>Contact person: <u>Ron Chicka</u> Title: <u>MIC Director, Title VI Coordinator</u></p> <p>Telephone number: <u>(218) 529-7506</u></p> |

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:

Duluth-Superior Metropolitan Interstate Council
Ron Chicka, Title VI Coordinator
221 W. 1st Street
Duluth, MN 55802

Appendix IV — Title VI Complaint Log



Duluth-Superior Metropolitan Interstate Council Title VI Complaint Log

As of August 2025, no discrimination complaints have been received.

| Name of Complainant First Name, Last Name Address Phone Email | Date Received | | Basis of Complaint (race, sex, color, age, national origin, disability, limited English proficiency, income status, other) | Additional Information regarding complaint | MPO Response | | |
|---|---------------|-----------|---|--|--------------|--|-----------------------|
| | Year | Month/Day | | | Action | Status (Active, pending comment, closed) | Date Complaint Closed |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |

Appendix V — Employee Training Log and Self-Certification Forms



Title VI Non-Discrimination Plan and Language Access Plan Employee Training Log and Self-Certification

As a sub-recipient of MnDOT’s federal funds, the Duluth-Superior Metropolitan Interstate Council (MIC) is required to comply with nondiscrimination laws and regulations. MIC employees are required to complete a minimum of one hour of training about the MIC’s Title VI Plans and Language Access Plan each year.

Name: _____ **Job Title:** _____

| CY | Date | Training Description | # Hours |
|------|------|-----------------------------|-----------|
| 2025 | | | |
| | | | |
| 2026 | | | |
| | | | |
| 2027 | | | |
| | | | |
| | | TOTAL Training Hours | ## |

Declaration of Employee

_____ I certify that I completed the above training session(s) to fulfill MnDOT’s 1 hour annual Title VI and Language Access Plan training requirement for CY _____.

Employee Signature

United States®
Census
2020

Language Identification Card

I work for the U.S. Census Bureau. Is someone here now who speaks English and can help us?
If not, someone may contact you who speaks _____.

Español (Spanish 02)

Trabajo para la Oficina del Censo de los EE. UU. ¿Se encuentra alguien que hable inglés y pueda ayudarnos? Si no, alguien que habla español podría comunicarse con usted.

普通话、广东话 (Chinese simplified)

我是美国人口普查局的工作人员。请问您这里有没有会说英语的人可以帮助我们？

(Mandarin 03): 如果没有，可能会有会讲普通话的人与您联系。

(Cantonese 04): 如果没有，可能会有会讲广东话的人与您联系。

如果您閱讀繁體中文，請參閱第2頁（普通話或廣東話） (Chinese traditional on pg 2)

Tiếng Việt (Vietnamese 05)

Tôi làm việc cho Cục Thống Kê Dân Số Hoa Kỳ. Hiện có ai ở đây biết nói tiếng Anh và có thể giúp quý vị và tôi không? Nếu không, một nhân viên nói tiếng Việt có thể sẽ liên lạc với quý vị.

한국어 (Korean 06)

저는 미국 인구조사국에서 일하고 있습니다. 여기 계신 분 중에서, 영어를 하실 수 있어서 저희를 도와주실 수 있는 분이 혹시 계신지요? 없으시면, 한국어를 하시는 분이 연락을 드릴 수도 있습니다.

Русский (Russian 07)

Я представляю Бюро переписи населения США. Присутствует здесь кто-нибудь, кто говорит по-английски и мог бы помочь нам? Если нет, то тогда возможно, с Вами свяжется наш сотрудник, говорящий по-русски.

العربية (Arabic 08)

أنا أعمل لمكتب الإحصاء الأمريكي. هل يوجد شخص هنا يتكلم الإنجليزية و يمكنه ان يساعدنا الآن؟ إذا لا، فقد يتصل بكم شخص يتكلم اللغة العربية.

Tagalog (Tagalog 09)

Nagtatrabaho ako para sa Kawanihan ng Senso ng U.S. Mayroon ba rito ngayong nagsasalita ng Ingles at maaaring tumulong sa amin? Kung wala, maaaring may kumontak sa inyo na nagsasalita ng Tagalog.

Polski (Polish 10)

Jestem pracownikiem Urzędu Spisu Ludności USA. Czy w tej chwili jest tu ktoś, kto mówi po angielsku i może nam pomóc? Jeżeli nie, może skontaktować się z Państwem ktoś, kto mówi po polsku.

Français (French 11)

Je travaille pour le Bureau de recensement des États-Unis. Y a-t-il quelqu'un ici qui parle anglais et qui pourrait nous aider? Sinon, quelqu'un qui parle français pourrait vous contacter.

Kreyòl Ayisyen (Haitian Creole 12)

Mwen travay pou Biwo Resansman Etazini. Èske gen yon moun la ki pale anglè ki ka ede nou? Si pa genyen, yon moun isit la ki pale kreyòl ka rele ou.

Português (Portuguese 13)

Trabalho para a Agência do Censo dos EUA. Há alguém aqui, agora, que fale inglês e que possa nos ajudar? Caso não haja, uma pessoa que fala português poderá entrar em contato com você.

日本語 (Japanese 14)

私はアメリカ合衆国国勢調査局の係員です。こちらには英語を理解できこの調査にご協力いただける方がいらっしゃいますか？もしない場合は、日本語を話す係員があなたに連絡をすることがあります。

Shqip (Albanian 15)

Unë punoj për Byronë Amerikane të Censurit. A ka njeri këtu tani që flet anglisht dhe mund të na ndihmojë? Nëse jo, dikush që flet shqip mund t'ju kontaktojë.

አማርኛ (Amharic 17)

እኔ የአሜሪካ ህዝብ ቆጠራ ቢሮ ሰራተኛ ነኝ። እንግሊዝኛ የሚናገርና ሊረዳን የሚችል ሰው አለ? ከሌለ አማርኛ የሚችል ሰው ሊያነጋግርዎ ይችላል።

Հայերեն (Armenian 18)

Ես աշխատում եմ ԱՄՆ Մարդահամարի բյուրոյի համար: Ներկա՞ է այստեղ այժմ որևէ մեկը, ով խոսում է անգլերեն և կարող է օգնել մեզ: Եթե ոչ, ապա հայերեն խոսող որևէ մեկը կարող է կապվել Ձեզ հետ:

বাংলা (Bengali 19)

আমি ইউ.এস. জনগণনা ব্যুরোতে কাজ করি। এখানে এখন কি এমন কেউ আছেন যিনি ইংরেজি বলতে পারেন এবং আমাদের সাহায্য করতে পারবেন? না থাকলে বাংলা বলতে পারেন এমন কেউ আপনার সাথে যোগাযোগ করতে পারেন।

Босански/ Bosanski (Bosnian 20)

Ja radim za Američki biro za popis stanovništva. Ima li ovdje nekoga ko govori engleski i može nam pomoći? Ako nema, s Vama bi mogao kontaktirati neko ko govori bosanski.

Ja radim za Američki biro za popis stanovništva. Ima li ovdje nekoga ko govori engleski i može nam pomoći? Ako nema, s Vama bi mogao kontaktirati neko ko govori bosanski.

Български (Bulgarian 21)

Служител съм на Бюрото за преброяване на населението на САЩ. Има ли тук някой, който говори английски и би могъл да ни помогне? Ако няма, с вас може да се свърже някой от нашите служители, който говори български.

မြန်မာဘာသာ (Burmese 22)

ကျွန်တော်/ကျွန်မက အမေရိကန်ပြည်ထောင်စု သန်းခေါင်စာရင်းဌာနအတွက် အလုပ်လုပ်ပါတယ်။ ဒီမှာ အင်္ဂလိပ်စကားပြောတတ်ပြီး ကျွန်တော်/ကျွန်မတို့ကို ကူညီနိုင်သူ ရှိပါသလား။ မရှိဘူးဆိုရင်တော့ မြန်မာစကားပြောတတ်သူတစ်ဦးက လူကြီးမင်းကို ဆက်သွယ်ပါလိမ့်မယ်။

普通话、廣東話 (Chinese traditional)

我是美國人口普查局的工作人員。請問您這裡有沒有會說英語的人可以幫助我們？

(Mandarin 03): 如果沒有，可能會有會講普通話的人聯絡您。

(Cantonese 04): 如果沒有，可能會有會講廣東話的人聯絡您。

Hrvatski (Croatian 23)

Ja radim za američki Ured za popis stanovništva. Ima li trenutno ovdje nekoga tko govori engleski i tko bi nam mogao pomoći? Ako nema, mogao bi Vas kontaktirati netko tko govori hrvatski.

Čeština (Czech 24)

Pracuji pro Americký úřad pro sčítání lidu. Je zde někdo, kdo hovoří anglicky a může nám pomoci? Pokud ne, je možné, že Vás bude kontaktovat někdo, kdo hovoří česky.

Nederlands (Dutch 25)

Ik werk voor het Censusbureau van de VS. Is er hier iemand die Engels spreekt en ons kan helpen? Zo niet, dan kan iemand contact met u opnemen die Nederlands spreekt.

فارسی (Farsi 26)

من برای اداره سرشماری ایالات متحده کار می‌کنم. آیا هم‌اکنون اینجا کسی هست که به زبان انگلیسی حرف بزند و بتواند به من و شما کمک کند؟ اگر نیست، در این صورت احتمال دارد یک نفر از اداره سرشماری که به زبان فارسی صحبت می‌کند با شما تماس بگیرد.

Deutsch (German 27)

Ich arbeite für die US-amerikanische Statistikbehörde. Kann ich mit jemandem sprechen, der Englisch spricht und der uns helfen kann? Wenn nicht, kann jemand, der Deutsch spricht, Kontakt mit Ihnen aufnehmen.

Ελληνικά (Greek 28)

Εργάζομαι στο Γραφείο Απογραφής Πληθυσμού των ΗΠΑ. Είναι κανείς εδώ αυτή τη στιγμή που μιλάει Αγγλικά να μας εξυπηρετήσει; Αν όχι, μπορεί κάποιος να επικοινωνήσει μαζί σας στα Ελληνικά.

ગુજરાતી (Gujarati 29)

હું યુ.એસ. જન ગણના બ્યુરો માટે કામ કરું છું. શું હાલમાં અહીં એવી કોઈ વ્યક્તિ છે જે અંગ્રેજી બોલી શકે અને અમને મદદ કરી શકે? જો કોઈ ના હોય તો, ગુજરાતી બોલતી કોઈપણ વ્યક્તિ તમારી સાથે સંપર્ક કરી શકે છે.

עברית (Hebrew 30)

אני עובד עבור לשכת מפקד האוכלוסין של ארה"ב. האם נמצא כאן עכשיו מישהו שמדבר אנגלית ויכול לעזור לנו? במידה ולא, ישנה אפשרות שייצור אתכם קשר מישהו שמדבר עברית.

हिंदी (Hindi 31)

मैं यू.एस. जनगणना ब्यूरो के लिए काम करता हूँ। क्या यहां अभी कोई ऐसा है जो अंग्रेज़ी बोलता हो और हमारी मदद कर सकता हो? अगर नहीं तो, कोई आपसे संपर्क करेगा जो हिंदी में बात करता हो।

Hmoob (Hmong 32)

Kuv ua hauj lwj rau Teb Chaws Asmeskas Koom Haum Suav Pej Xeem. Puas muaj leej twg tam sim no txawj hais lus Askiv thiab yuav pab tau peb? Yog tsis muaj, muaj neeg hais Lus Hmoob yuav hu rau koj.

Magyar (Hungarian 33)

Az Egyesült Államok Népszámlálási Hivatalánál dolgozom. Van a közelben valaki, aki beszél angolul, és segíteni tud most nekünk? Ha nincs, akkor lehet, hogy egy magyarul beszélő munkatársunk fel fogja venni Önnel a kapcsolatot.

Igbo (Igbo 34)

Ana m arurụ ndị Ngalaba Gọọmentị U.S. na-ahụ maka Ọnụọgụgụ ndị mmadụ oru. È nwèrè onye nọ ebe à ugbo, a bụ onye na-asụ Igbo nwere ike inyere anyị aka? Ọ bụrụ nà è nweghị, otù onye nà-asụ Igbo nwèrè ike ịkpọturụ gi.

Ilokano (Ilocano 35)

Agtrabtrabahoak para iti U.S. Census Bureau. Adda kadi ditoy ita iti siasinoman a makapagsao iti Ingles ken makatulog kadakami? No awan, adda maysa a mangkontak kadakayo a makapagsao iti Ilokano.

Bahasa Indonesia (Indonesian 36)

Saya bekerja untuk Biro Sensus A.S. Apakah di sini ada yang bisa berbahasa Inggris dan dapat membantu kami? Jika tidak, seseorang yang berbahasa Indonesia mungkin menghubungi Anda.

Italiano (Italian 37)

Lavoro per conto dell'Ufficio Censimento degli Stati Uniti. C'è qualcuno qui adesso che parli inglese e possa aiutarci? In caso contrario, qualcuno che parla italiano potrebbe contattarla.

ខ្មែរ (Khmer 38)

ខ្ញុំធ្វើការឱ្យការិយាល័យជំរឿនរបស់សហរដ្ឋអាមេរិក តើនៅទីនេះ មាននរណាម្នាក់ ចេះនិយាយភាសាអង់គ្លេស ហើយអាចជួយយើងខ្ញុំបានទេ? បើសិនជាគ្មានទេ នោះនឹងមានគេដែលចេះនិយាយភាសាខ្មែរទាក់ទងទៅលោកអ្នក។

ພາສາລາວ (Lao 39)

ຂ້າພະເຈົ້າເຮັດວຽກຢູ່ສຳນັກງານສຳຫຼວດພົນລະເມືອງແຫ່ງສະຫະລັດ. ຕອນນີ້ມີໃຜຢູ່ທີ່ນີ້ທີ່ສາມາດເວົ້າພາສາອັງກິດ ແລະ ຊ່ວຍເຫຼືອພວກເຮົາໄດ້ບໍ່? ຖ້າບໍ່ມີ, ຈະມີຄົນທີ່ເວົ້າພາສາລາວໄດ້ຕິດຕໍ່ຫາທ່ານ

Lietuvių (Lithuanian 40)

Aš esu iš JAV gyventojų surašymo biuro. Ar čia dabar yra kas nors, kas kalba angliškai ir galėtų man ir jums padėti? Jei ne, su jumis gali susisiekti lietuviškai kalbantis asmuo.

മലയാളം (Malayalam 41)

ഞാൻ യു.എസ്. സെൻസസ് ബ്യൂറോയിൽ ജോലി ചെയ്യുന്നു. ഇപ്പോൾ ഇംഗ്ലീഷ് ഭാഷ സംസാരിക്കുന്ന, ഞങ്ങളെ സഹായിക്കാൻ കഴിയുന്ന ഒരാൾ ഇവിടെ ഉണ്ടോ? ഇല്ലെങ്കിൽ, മലയാളം സംസാരിക്കുന്ന ആരെങ്കിലും നിങ്ങളെ ബന്ധപ്പെട്ടേക്കാം

मराठी (Marathi 42)

मी यू.एस. जनगणना कार्यालयासाठी काम करतो. इथे आता कुणी अशी व्यक्ती आहे का जी इंग्रजी बोलते व आमहाला मदत करू शकेल? नसेल तर, कुणी मराठी बोलणारी व्यक्ती आपल्याशी संपर्क करेल.

Diné (Navajo 43)

U.S. Wááshindoondi Diné Nídawólta' Bina'anishgi naashnish. Ła'kóóh hóló k'ad Bilagáana bizaad yee yáłti'ígíí dóó nihíká adoolwołígíí? Doodago éí ła' da shíí naanidínóotaal Dinék'ehjí yáłti'ígíí.

नेपाली (Nepali 44)

म अमेरिकी जनगणना ब्यूरोमा काम गर्छु । अहिले यहाँ अंग्रेजी बोलन जाने र हामीलाई मदत गर्नसक्ने कोही मान्छे हुनुहुन्छ? यदि कोही छैन भने, तपाईंसँग नेपाली भाषामा कुरा गर्ने कसैले सम्पर्क गर्न सक्दछ ।

ਪੰਜਾਬੀ (Punjabi 45)

ਮੈਂ ਯੂ.ਐਸ. ਜਨਗਣਨਾ ਬਿਊਰੋ ਲਈ ਕੰਮ ਕਰਦਾ ਹਾਂ। ਕੀ ਇਥੇ ਹੁਣ ਕੋਈ ਅੰਗਰੇਜ਼ੀ ਬੋਲਣ ਅਤੇ ਸਾਡੀ ਮਦਦ ਕਰਨ ਵਾਲਾ ਵਿਅਕਤੀ ਹੈ? ਜੇਕਰ ਨਹੀਂ, ਤਾਂ ਤੁਹਾਡੇ ਨਾਲ ਪੰਜਾਬੀ ਬੋਲਣ ਵਾਲਾ ਵਿਅਕਤੀ ਸੰਪਰਕ ਕਰੇਗਾ।

Română (Romanian 46)

Lucrez pentru Biroul pentru recensământ al SUA. Aveți pe cineva lângă dumneavoastră care vorbește limba engleză și ne poate ajuta? Dacă nu aveți pe nimeni, este posibil să fiți contactat(ă) de o altă persoană care vorbește limba română.

Српски / Srpski (Serbian 47)

Ja radim za Američki biro za popis stanovništva. Da li ovde ima nekoga ko govori engleski i može da nam pomogne? Ako nema, postoji mogućnost da sa Vama kontaktira osoba koja govori srpski jezik.

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සිංහල (Sinhala 48)

මම එක්සත් ජනපද සංගණන කාර්යාංශයේ සේවය කරමි. මෙහි සිටින ඉංග්‍රීසි බස කථා කරන කෙනෙක්ට අපට උදව් කළ හැකිද? එසේ නොමැති නම් සිංහල බස කථා කරන කෙනෙක් ඔබට සම්බන්ධ කරගනු ඇත.

Slovenčina (Slovak 49)

Pracujem pre Úrad pre sčítanie obyvateľstva USA. Je tu teraz niekto, kto hovorí po anglicky a môže nám pomôcť? Ak nie, možno Vás bude kontaktovať niekto, kto hovorí po slovensky.

Soomaali (Somali 50)

Waxaan u shaqeeyaa Xafiiska Tirakoobka Mareykanka. Hadda ma joogaa qof ku hadla af Ingiriis oo na caawin kara? Haddii uusan joogin, waxaa laga yaabaa inuu idin la soo xiriiro qof ku hadla af Soomaali.

Kiswahili (Swahili 51)

Ninafanya kazi na Shirika la Sensa ya Marekani. Je, kuna mtu hapa ambaye anazungumza Kiingereza na anaweza kutusaidia? Ikiwa hamna, mtu anaweza kuwasiliana nawe anayezungumza Kiswahili.

தமிழ் (Tamil 52)

நான் அமெரிக்க மக்கள்தொகைக் கணக்கெடுப்பு பணியகத்தில் வேலை செய்கிறேன். இங்கே இப்போது யாராவது ஆங்கிலம் பேசுபவர் இருக்கிறாரா மேலும் அவரால் நமக்கு உதவி செய்ய முடியுமா? இல்லையென்றால் யாராவது தமிழ் பேசும் ஒருவர் உங்களைத் தொடர்புகொள்ளலாம்.

తెలుగు (Telugu 53)

నేను యు.ఎస్. జనాభా గణన బ్యూరో కోసం పని చేస్తున్నాను. నాకు సహాయం చెయ్యడానికి ఆంగ్లంలో మాట్లాడేవారు ఎవరైనా ప్రస్తుతం ఇక్కడ ఉన్నారా? లేకపోతే, తెలుగు మాట్లాడే వారు మిమ్మల్ని సంప్రదించారు.

ไทย (Thai 54)

ฉันทำงานให้กับสำนักงานสำมะโนสหรัฐฯ ตอนนี้ที่นี้ไม่มีใครที่พูดภาษาอังกฤษได้และสามารถช่วยเราแปลได้หรือไม่ หากไม่มี อาจมีคนที่พูดภาษาไทยได้ติดต่อกับคุณในภายหลัง

ትግርኛ (Tigrinya 55)

የደቡብ ስቴትስ ቆይራ ህዝቢ ቢሮ እየ ዝሰርኡ። ኣብዚ ሕዚ ቋንቋ እንግሊዝ ዝፈልጥን ክነግዘና ዝኻእልን ሰብ ኣሎዶ? ተዘየለ ካሊእ ትግርኛ ዝፈልጥ ከዛርቡኩም ይኻእል እዩ።

Türkçe (Turkish 56)

A.B.D. Nüfus Sayım Bürosu'ndanım. Burada İngilizce konuşan ve bize yardımcı olabilecek birisi var mı? Yoksa, Türkçe konuşan biri sizinle irtibata geçebilir.

Twi (Twi 57)

Me ne U.S. Nnipakan Asoeɛ a wɔyɛ nnipakan ne nhwehwɛmu adwuma na ɛyɛ adwuma. Obi a zka Brɔfo kasa a zɔɛtumi aboa yɛn wɔ ha seesei anaa? Sɛ obiara nni ha saa a, yɛbɛma obi a zka Twi ne mo abekasa.

Українська (Ukrainian 58)

Я представляю Бюро перепису населення США. Поряд із Вами є будь-яка особа, що розмовляє англійською мовою та зможе нам допомогти? Якщо ні, можливо, до Вас звернеться наш представник, що розмовляє українською мовою.

اردو (Urdu 59)

میں امریکی مردم شماری بیورو کے لئے کام کرتا ہوں۔ کیا ابھی یہاں کوئی ایسا شخص ہے جو انگریزی بول سکتا ہو اور ہماری مدد کر سکتا ہو؟ اگر نہیں، تو کوئی شخص آپ سے رابطہ کرے گا جو اردو میں بات کرے گا۔

יידיש (Yiddish 60)

איך אַרבעט פֿאַר דעם צענזוס ביוראָ פֿון די פֿאַראַיניקטע שטאַטן. איז עמעצער איצט דאָ אין דער היים וואָס רעדט ענגליש און קען אונדז העלפֿן? אויב נישט, וועט עמעצער וואָס רעדט ייִדיש אייך אפֿשר קאָנטאַקטירן.

Yorùbá (Yoruba 61)

Mo nbá Ilé-ìṣẹ̀ Ìkàṣẹ̀ Ilẹ̀ Amẹ́ríkà ṣìṣẹ̀. Njẹ́ ẹ̀nikan wà níbí yíí nísìsìyí tí ó nsọ̀ Èdè Gẹ̀ẹ̀sì tí ó sì lè ràn wá lówó? Bí bẹ̀ẹ̀kọ́, ẹ̀nikan lè kàn sí ọ́ tí ó nsọ̀ èdè Yorùbá.

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