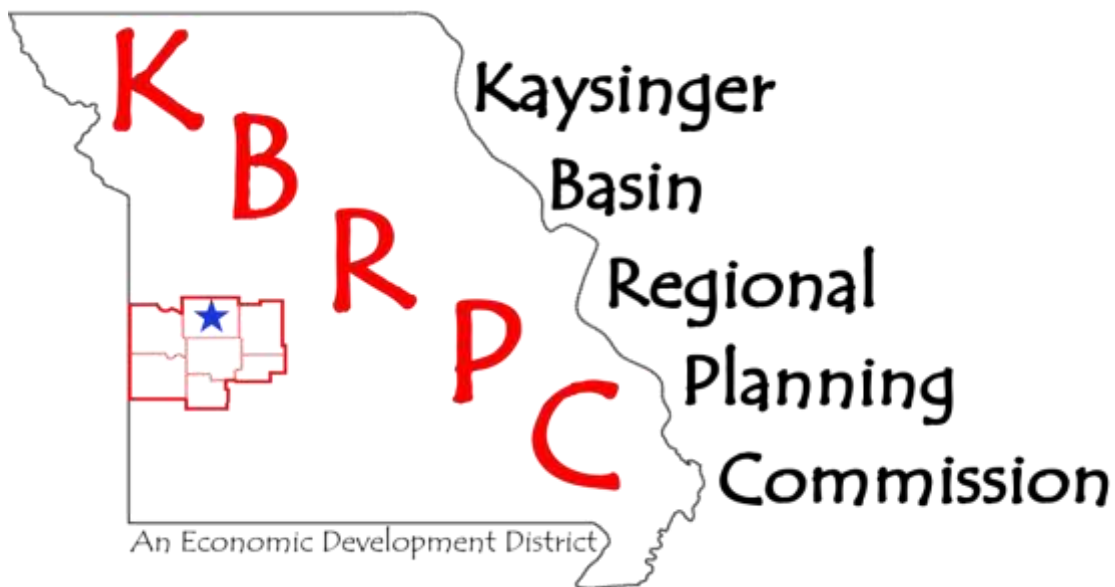


Limited English Proficiency Plan

Kaysinger Basin Regional Planning Commission
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I. INTRODUCTION

This *Limited English Proficiency Plan* has been prepared to address the Kaysinger Basin Regional Planning Commission's responsibilities as a recipient of federal financial assistance as they relate to the needs of individuals with limited English language skills. The plan has been prepared in accordance with Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d, et seq, and its implementing regulations, which state that no person shall be subjected to discrimination on the basis of race, color or national origin.

Executive Order 13166, titled *Improving Access to Services for Persons with Limited English Proficiency*, indicates that differing treatment based upon a person's inability to speak, read, write or understand English is a type of national origin discrimination. It directs each agency to publish guidance for its respective recipients clarifying their obligation to ensure that such discrimination does not take place. This order applies to all state and local agencies which receive federal funds, including Kaysinger Basin Regional Planning Commission.

• Plan Summary

Kaysinger Basin Regional Planning Commission has developed this *Limited English Proficiency Plan* to help identify reasonable steps for providing language assistance to persons with limited English proficiency [LEP] who wish to access services provided. As defined Executive Order 13166, 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.

In order to prepare this plan, Kaysinger Basin Regional Planning Commission used the four-factor LEP analysis which considers the following factors:

1. The number or proportion of LEP persons in the service area who may be served by Kaysinger Basin Regional Planning Commission.
2. The frequency with which LEP persons come in contact with Kaysinger Basin Regional Planning Commission's services.
3. The nature and importance of services provided by Kaysinger Basin Regional Planning Commission to the LEP population.
4. The interpretation services available to Kaysinger Basin Regional Planning Commission and overall cost to provide LEP assistance. A summary of the results of the four-factor analysis is in the following section.

II. MEANINGFUL ACCESS: FOUR-FACTOR ANALYSIS

1. **The number or proportion of LEP persons in the service area who may be served or are likely to require Kaysinger Basin Regional Planning Commission services.**

Kaysinger Basin Regional Planning Commission's staff reviewed the 2000 U.S. Census Report and determined that 378 persons in Bates County [2.4% of the population] speak a language other than English. Of those 378 persons 130 [0.8%] have limited English proficiency; that is, they speak English "not well" or "not at all", this is only a 0.8% of the overall population in Bates County. In Bates County, of those persons with limited English proficiency, 167 speak Spanish, 172 speak Indo-European, and 36 speak Asian and Pacific Island languages.

Kaysinger Basin Regional Planning Commission's staff reviewed the 2000 U.S. Census Report and determined that 437 persons in Benton County [2.7% of the population] speak a language other than English. Of those 437 persons 105 [0.6%] have limited English proficiency; that is, they speak English "not well" or "not at all", this is only a 0.6% of the overall population in Benton County. In Benton County, of those persons with limited English proficiency, 207 speak Spanish, 179 speak Indo-European, and 31 speak Asian and Pacific Island languages.

Kaysinger Basin Regional Planning Commission's staff reviewed the 2000 U.S. Census Report and determined that 385 persons in Cedar County [3.0% of the population] speak a language other than English. Of those 385 persons 158 [1.2%] have limited English proficiency; that is, they speak English "not well" or "not at all", this is only a 1.2% of the overall population in Cedar County. In Cedar County, of those persons with limited English proficiency, 137 speak Spanish, 144 speak Indo-European, and 78 speak Asian and Pacific Island languages.

Kaysinger Basin Regional Planning Commission's staff reviewed the 2000 U.S. Census Report and determined that 514 persons in Henry County [2.5% of the population] speak a language other than English. Of those 514 persons 174 [0.8%] have limited English proficiency; that is, they speak English "not well" or "not at all", this is only a 0.8% of the overall population in Henry County. In Henry County, of those persons with limited English proficiency, 177 speak Spanish, 290 speak Indo-European, and 39 speak Asian and Pacific Island languages.

Kaysinger Basin Regional Planning Commission's staff reviewed the 2000 U.S. Census Report and determined that 184 persons in Hickory County [2.2% of the population] speak a language other than English. Of those 184 persons 76 [0.9%] have limited English proficiency; that is, they speak English "not well" or "not at all", this is only a 0.9% of the overall population in Hickory County. In Hickory County, of those persons with limited English proficiency, 85 speak Spanish, 72 speak Indo-European, and 7 speak Asian and Pacific Island languages.

Kaysinger Basin Regional Planning Commission's staff reviewed the 2000 U.S. Census Report and determined that 190 persons in St. Clair County [2.1% of the population] speak a language other than English. Of those 190 persons 26 [0.3%] have limited English proficiency; that is, they speak English "not well" or "not at all", this is only a 0.3% of the overall population in St. Clair County. In St. Clair County, of those persons with limited English proficiency, 122 speak Spanish, 56 speak Indo-

European, and 9 speak Asian and Pacific Island languages.

Kaysinger Basin Regional Planning Commission's staff reviewed the 2000 U.S. Census Report and determined that 587 persons in Vernon County [3.1% of the population] speak a language other than English. Of those 587 persons 174 [0.9%] have limited English proficiency; that is, they speak English "not well" or "not at all", this is only a 0.9% of the overall population in Vernon County. In Vernon County, of those persons with limited English proficiency, 229 speak Spanish, 248 speak Indo-European, and 106 speak Asian and Pacific Island languages.

2. The frequency with which LEP persons come in contact with Kaysinger Basin Regional Planning Commission services.

Kaysinger Basin Regional Planning Commission's staff reviewed the frequency with which office staff have, or could have, contact with LEP persons. This includes documenting phone inquiries or office visits. To date, Kaysinger Basin Regional Planning Commission has had no requests for interpreters and no requests for translated program documents. The office staff have had very little contact with LEP persons.

3. The nature and importance of services provided by Kaysinger Basin Regional Planning Commission to the LEP population.

There is not a large geographic concentration of any type of LEP individuals in the service area for Kaysinger Basin Regional Planning Commission. The overwhelming majority of the population, 97.4%, speak only English. As a result, there are few social, service, professional and leadership organizations within Kaysinger Basin Regional Planning Commission's service area that focus on outreach to LEP individuals. Kaysinger Basin Regional Planning Commission's staff are most likely to encounter LEP individuals through office visits, phone conversations, notifications from staff and attendance at meetings.

4. The resources available to Kaysinger Basin Regional Planning Commission, and overall costs to provide LEP assistance.

Kaysinger Basin Regional Planning Commission reviewed its available resources that could be used for providing LEP assistance, which of its documents would be most valuable to be translated if the need should arise, and contacted local citizens that would be willing to provide voluntary Spanish translation if needed within a reasonable time period. Other language translation if needed would be provided through a telephone interpreter line for which Kaysinger Basin Regional Planning Commission would pay a fee.

III. LANGUAGE ASSISTANCE

A person who does not speak English as their primary language and who has a limited ability to read, write, speak or understand English may be a Limited English Proficient person and may be entitled to language assistance with respect to Kaysinger Basin Regional Planning Commission's services. 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.

How Kaysinger Basin Regional Planning Commission's staff may identify an LEP person who needs language assistance:

- Post notice of LEP Plan and the availability of interpretation or translation services free of charge in languages LEP persons would understand.
- Kaysinger Basin Regional Planning Commission staff will be provided with "I Speak" cards to assist in identifying the language interpretation needed if the occasion arises.
- All Kaysinger Basin Regional Planning Commission staff will be informally surveyed periodically on their experience concerning any contacts with LEP persons during the previous year.
- When Kaysinger Basin Regional Planning Commission sponsors an informational meeting or event, a staff person may greet participants as they arrive. 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.

A. Language Assistance Measures-Although there is a very low percentage in Kaysinger Basin Regional Planning Commission's region of LEP individuals, that is, persons who speak English "not well" or "not at all", it will strive to offer the following measures:

1. Kaysinger Basin Regional Planning Commission's staff will take reasonable steps to provide the opportunity for meaningful access to LEP clients who have difficulty communicating English.
2. The following resources will be available to accommodate LEP persons:
 - i. Volunteer interpreters for the Spanish language are available and will be provided within a reasonable time period.
 - ii. Language interpretation will be accessed for all other languages through a telephone interpretation service.

IV. STAFF TRAINING

The following training will be provided to all staff:

- Information on the Title VI Policy and LEP responsibilities.
- Description of language assistance services offered to the public.
- Use of the “I Speak” cards.
- Documentation of language assistance requests.
- How to handle a potential Title VI/LEP complaint.

V. TRANSLATION OF DOCUMENTS

Kaysinger Basin Regional Planning Commission weighed the cost and benefits of translating documents for potential LEP groups. Considering the expense of translating the documents, the likelihood of frequent changes in documents and other relevant factors, at this time it is an unnecessary burden to have any documents translated.

Due to the very small local LEP population, Kaysinger Basin Regional Planning Commission does not have a formal outreach procedure in place, as of 2016. Translation resources have been identified and are limited in this region. However, when and if the need arises for LEP outreach, Kaysinger Basin Regional Planning Commission will consider the following options:

- When staff prepares a document, or schedules a meeting, for which the target audience is expected to include LEP individuals, then documents, meeting notices, flyers, and agendas will be printed in an alternative language based on the known LEP population.

VI. MONITORING

Monitoring and Updating the LEP Plan- Kaysinger Basin Regional Planning Commission will update the LEP Plan as required. At a minimum, the plan will be reviewed and updated when data from the 2010 U.S. Census is available, or when it is clear that higher concentrations of LEP individuals are present in Kaysinger Basin Regional Planning Commission’s service area. Updates 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 as to whether the need for translation services has changed.
- Determine whether local language assistance programs have been effective and sufficient to meet the need.
- Determine whether Kaysinger Basin Regional Planning Commission's financial resources are sufficient to fund language assistance resources needed.
- Determine whether Kaysinger Basin Regional Planning Commission 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.

VII. DISSEMINATION OF KAYSINGER BASIN REGIONAL PLANNING COMMISSION'S LEP PLAN

- Post signs at Kaysinger Basin Regional Planning Commission's office notifying LEP persons of the LEP Plan and how to access language services.