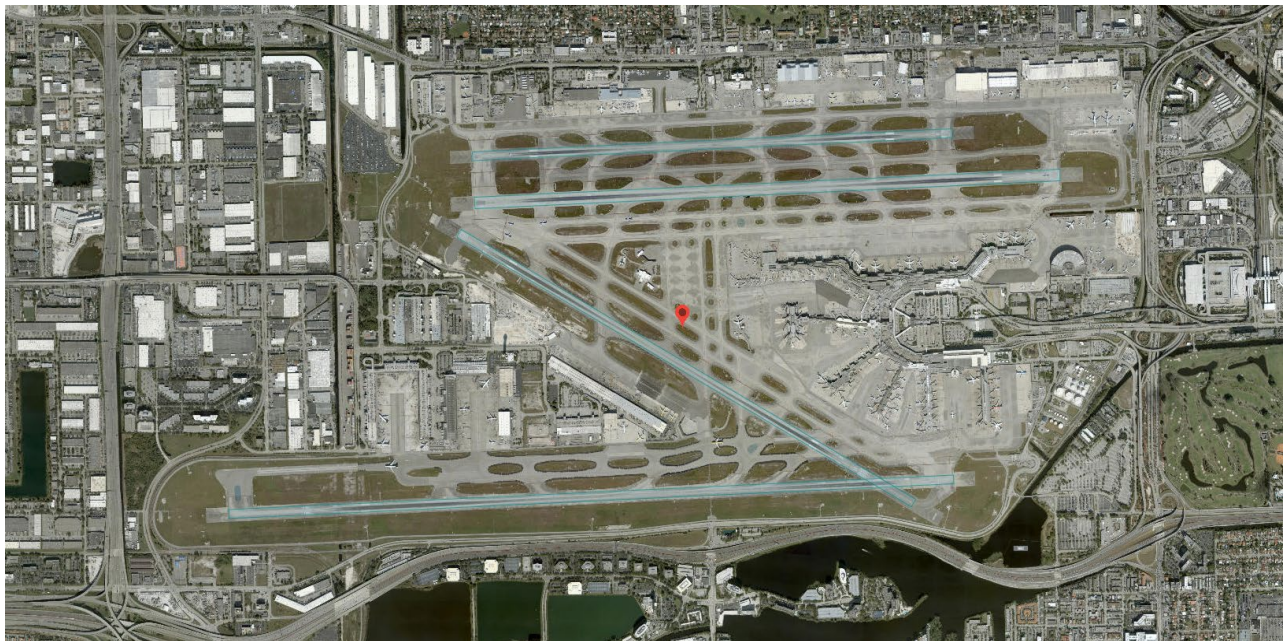




**Miami-Dade Aviation Department
Title VI Plan
Miami International Airport**



Revised:
April 2024

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1. Title VI Policy Statement¹

The **Miami-Dade Aviation Department (MDAD or the Department)** is responsible for managing the operations of **Miami International Airport (MIA)** and assures that no person shall on the grounds of race, color, national origin (including Limited English Proficiency (LEP)), sex (including sexual orientation and gender identity), creed, or age, as provided by Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987 (PL 100.259), Section 520 of the Airport and Airway Improvement Act of 1982, and related authorities (hereafter, “Title VI and related requirements”), be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity that receives U.S. Department of Transportation (DOT) funding. Title VI also prohibits retaliation for asserting or otherwise participating in claims of discrimination.

MDAD further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs are federally funded or not, including any programs of our sub-recipients. The Airport Sponsor agrees, among other things, to understand the communities surrounding or in the flight path, as well as customers that use the airport. Anytime communities may be impacted by programs or activities the Department will take action to involve them and the general public in the decision-making process.

MDAD requires nondiscrimination assurances, as prescribed by FAA, from each tenant, contractor, and concessionaire providing an activity, service, or facility at the airport. Assurances must be included in any related lease, contract, or franchise agreement between **MDAD** and each tenant, contractor, and concessionaire, as well as in any similar agreements with their own sub-tenants and sub-contractors.

Frances Gonzalez, Chief, Title VI Regulatory Compliance, available at **(305) 876-7948** and **frgonzalez@flymia.com**, is responsible for overseeing the Airport Sponsor’s compliance with Title VI and the point of contact for all airport Title VI matters and related responsibilities, including those required by 49 CFR Part 21.


Ralph Cutié
Director and Chief Executive Officer
Miami-Dade Aviation Department

5/13/24
Effective Date
5/13/27
3-Year Expiration Date

¹ This policy statement will be translated into languages other than English, upon request and based on patron and local language demographics.



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2. Administration

The **Department’s Aviation Director** will review and adopt this Title VI Plan for **MIA**. This plan will be updated no less than once every three (3) years. The plan will not be re-adopted following minor changes, such as updating the Airport Director or Coordinator’s name. Significant revisions to our policies or federal guidelines may warrant re-adoption by the **Department’s Aviation Director** and resubmittal to FAA.

In addition to the Coordinator and the Department’s leadership, the following liaisons also assist with our Title VI program requirements:

Title VI Program Liaisons	Airport Division
<i>Andre Ragin</i>	<i>Small Business Strategic Advisor</i>
<i>Sylvia Novela</i>	<i>Division Director, Procurement and Materials Management</i>
<i>Michele Raymond</i>	<i>Division Director, Real Estate</i>
<i>Sarah Abate</i>	<i>Division Director, Concessions</i>
<i>Rupen Philloura</i>	<i>Division, Director, Terminal Operations</i>
<i>Alicia Riesgo</i>	<i>Division Director, Customer Initiatives</i>
<i>Barbara Carlo</i>	<i>Division Director, Landside Operations</i>
<i>Jose Ramos</i>	<i>Division Director, Planning and Land Use</i>
<i>Ana Finol</i>	<i>Assistant Director, Facilities Development</i>
<i>Emir Pineda</i>	<i>Division Director, Marketing</i>
<i>Norman Hegedus</i>	<i>Chief, Noise Abatement and GAAs</i>
<i>Cristina Armand</i>	<i>Social Media Manager</i>
<i>Greg Chin</i>	<i>Division Director, Communications</i>
<i>Maria Perez</i>	<i>Chief, Telecommunications</i>
<i>Richard Garcia</i>	<i>Chief, Aviation Signage Design</i>
<i>Richard Etienne</i>	<i>Manager, Creative Services Unit</i>

MDAD has the following airport program sub-recipients:

Sub-Recipients

<i>None</i>

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As of the date of this plan, **MDAD** has the following pending applications for Federal financial assistance:

Federal Source	Grant Number	Amount
<i>Bipartisan Infrastructure Law</i>	<i>Pending</i>	\$11,925,473
<i>Airport Improvement Program</i>	<i>Pending</i>	\$5,794,165
<i>Airport Improvement Program</i>	<i>Pending</i>	\$22,820,728

Source: Aviation Planning, Land Use Compatibility, and Grants Administration Division

Updated information for pending and awarded grant applications will be available from **the Department’s Aviation Planning, Land Use Compatibility, and Grants Administration Division**. The Department will also seek to post grant awards in the airport’s website, www.miami-airport.com.

3. Grant and Procurement Assurances

49 CFR § 21.7 (a)(1); 49 CFR Part 21 Appendix C (b)

MDAD will complete standard grant assurances for Title VI and related requirements, in the form prescribed by FAA. See https://www.faa.gov/airports/aip/grant_assurances/#current-assurances.

Clauses/Covenants:

- a. All contracts, leases, deeds, licenses, permits, and other similar instruments, must contain the contractual requirements and clauses, in the form prescribed by FAA, see https://www.faa.gov/airports/aip/procurement/federal_contract_provisions/. Mandatory clauses the Department will include in all pertinent documents are as follows:
- b. The Department requires Civil Rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other agreements. Accordingly, the Procurement and Materials Management Division, which processes all solicitations, contracts, and agreements, ensures the proper language and applicable requirements are incorporated as standard provisions.

Description of Oversight Methods for Subcontracts

Contractor template agreements will contain clauses requiring incorporation of the nondiscrimination provisions in each subcontract agreement. In the event the contractor does not comply with the established requirements, sanctions for noncompliance will also be outlined and may include:

- *withholding of payments to the contractor until the contractor complies*
- *cancellation, termination, or suspension of the contract*
- *or any other measure as deemed appropriate by the Department*

Annually, the Title VI Coordinator will also be responsible for auditing subcontractor agreements on a sample basis to assure requisite clauses are in place.

4. Title VI Coordinator Responsibilities

The Title VI Coordinator is responsible for ensuring that they and other staff supporting the Title VI plan are trained in Title VI requirements. Essential training topics include:

- Basic Title VI requirements
- Airport language assistance resources and practices
- Collecting and assessing demographic data
- Investigating and reporting Title VI complaints and other required FAA notifications

Among other responsibilities, the Title VI Coordinator:

- Proactively ensures that the Airport Sponsor is in compliance with nondiscrimination requirements of Title VI and reports to **MDAD** leadership on the status of Title VI compliances. Activities include audits, sight visits, training and outreach to affected community leaders.
- Responds promptly to requests by FAA for data and records and for the scheduling of compliance reviews and other FAA meetings to determine compliance with Title VI and related requirements.
- Receives Title VI discrimination complaints with related investigative documentation, and forwards them to the FAA, within 15 days of receipt, together with any actions taken to resolve the matter.
- Provides the FAA with updates regarding its response and status of early resolution efforts to complaints concerning Title VI and related requirements (49 CFR Part 21, Appendix C(b)(3)), including resolution efforts.
- Annually reviews the airport's Title VI plan and disseminates information to staff and the Airport Sponsor's leadership.
- Coordinates data collection to evaluate whether racial or ethnic groups are unequally benefited or impacted by airport programs. The data will be regularly assessed and readily available upon request (49 CFR § 21.9(b) & (c)). Data collection methods will include optional demographic questions in: airport customer satisfaction surveys, customer complaints, airport event sign-in sheets, and bids/proposals for airport contracts, permit applications, and other methods described in the airport Community Participation Plan (CPP).
- Coordinates data collection on who are our Limited English Proficiency patrons to assure airport news, programs and services continue to be accessible and available to all airport users.
- Maintains demographic data for members of appointed planning and advisory bodies for the airport. Identifies any disparities compared to the community. Provides information to the membership selecting official/committee, particularly when vacancies occur.

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- Maintains a copy of 49 CFR Part 21 for inspection by any person asking for it during normal working hours (49 CFR 21, Appendix C (b)(2)(i)).

The Title VI Coordinator has requested and received access to the Title VI portion of the FAA Civil Rights Connect System (<https://faa.civilrightsconnect.com/>).

5. Notice

49 CFR Part 21 Appendix C(b)(2)(ii)

MDAD will conspicuously display the FAA-provided Unlawful Discrimination Poster in all public areas on airport property, including those with pedestrian activity in both physical and digital format. The Title VI Coordinator ensures that these posters are visible, accessible,² and maintained. The current Unlawful Discrimination Poster for Miami International Airport and its General Aviation Airports is attached, see **Section 15**.

MDAD has also posted the above Title VI policy statement at its staff offices.

MDAD will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This distribution will be by posting the Plan on the Airport’s Civil Rights/Title VI tab (<https://www.miami-airport.com/customer-service.asp>) by June 30, 2023 and emailing our employees, contractors, concessionaires, lessees, and tenants to notify them of its online location.

Throughout the airport, posters displayed via digital monitors are on a 25 second rotating cycle. Posters in both physical and digital form are in the below following locations:

Terminal/FBO/Concessions/ Other Locations	Quantity in Pre-Security Area	Quantity in Post-Security Area	Additional Quantities
<i>Customer Service and Information Counters</i>	4		
<i>Digital Display Monitors – Baggage Claim*</i>	74		
<i>Digital Display Monitors – Ticket Counters*</i>	289		
<i>Digital Display Monitors – Gates*</i>		358	
<i>MDAD Office Elevators – Digital Display Monitors</i>	9		
<i>Digital Monitors in the Cargo Area & Other Outside Buildings</i>			49
<i>Miami International Airport Hotel Digital Monitors</i>	2		
<i>Rental Car Center Digital Display Monitors</i>			2

* Nondiscrimination poster will be displayed on select devices within the designated areas

For a detailed list of the specific location of each digital display monitor, refer to **Appendix I**.

² For more information about website accessibility, please visit ADA.gov.

Outreach to Affected Communities

The Communications Division ensures that notices for public meetings reach all segments of the impacted community. The Title VI Coordinator will identify the most effective media platforms to share announcements and notices. Announcements are made in social media, general circulation newspapers, community newspapers, and email broadcast. The Title VI Coordinator contacts leaders and representatives in Affected Communities directly to confirm our communication is effectively reaching our Affected Communities³ and to provide important feedback on translated materials. The Title VI Coordinator will maintain records of all such notices and the efforts made to reach each of the Affected Communities.

The Department will create a detailed CPP by June 30, 2023. A copy of the plan will be available at www.miami-airport.com/customer-service.asp.

To ensure that the community is appropriately informed and able to participate in public hearings, several Divisions within the Department collaborate to ensure public notices are translated into appropriate languages, including for any language spoken by a significant number or proportion of the Affected Community population that has limited English proficiency (LEP). Those Division or Units include Communications, Minority Affairs, Planning, and Social Media. Any relevant social media postings and notices will include directions for obtaining an interpreter, free of charge, for public hearings. 28 CFR § 42.405(d). See Limited English Proficiency (LEP) Section.

³ We will not subject any persons to discrimination based on race, color, national origin, age, sex, or creed. The term “protected communities” is used within this Title VI Plan to highlight the requirements of Title VI, 49 U.S.C. § 47123, the Age Discrimination Act of 1975, and in some instances, includes low-income populations under Executive Order 12898.

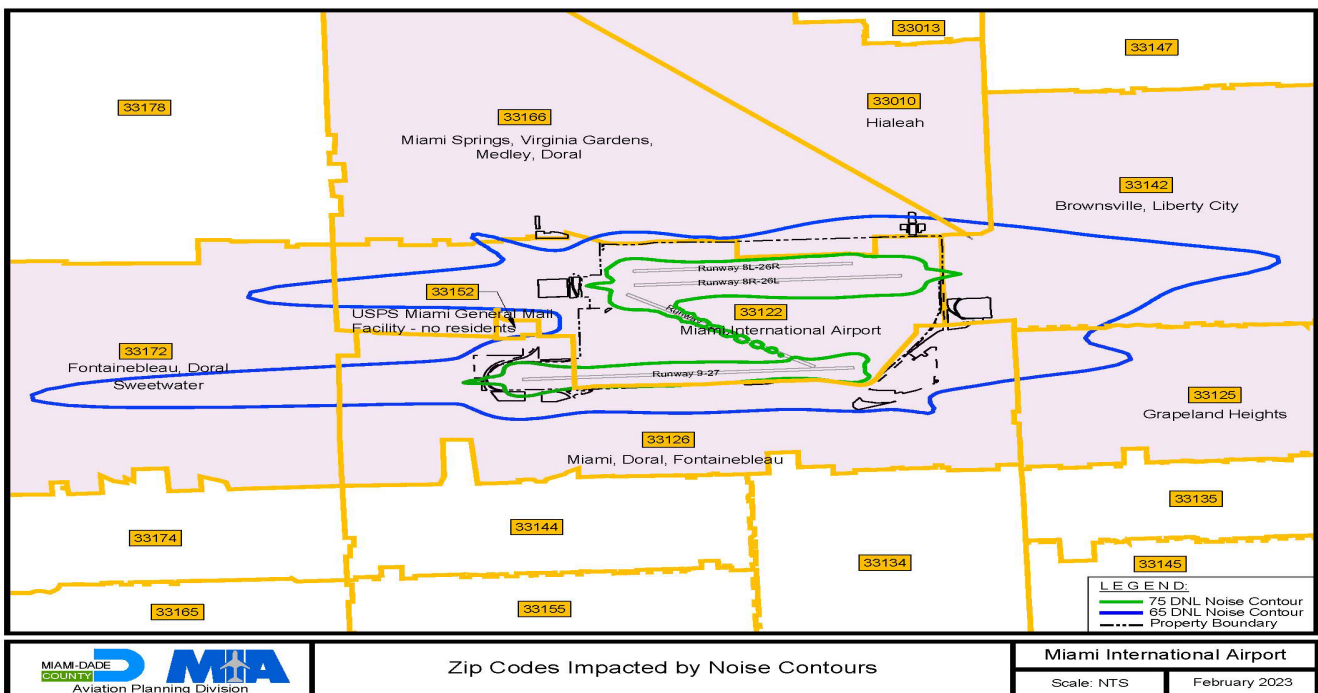
6. Community Statistics

Title VI regulations require Federal grant recipients to know their community demographics. See 49 CFR § 21.9(b). By knowing this information, **MDAD** will be able to identify, understand, and engage with both its surrounding communities as well as the communities it serves. Further, community demographics provides information on those residents actually or potentially affected, benefited, or burdened by the operation of Miami International Airport.

In the following table, communities immediately surrounding **Miami International Airport** and also identified in the most recent Noise Contour map, see below, are listed with the current population. Hereafter, the communities listed below will be referred to collectively as “the Affected Communities.”

Affected Communities ⁴	Population
<i>Hialeah (zip code 33010)</i>	41,811
<i>Miami, Miami International Airport (zip code 33122)</i>	1,771
<i>Grapeland Heights (zip code 33125)</i>	52,852
<i>Miami, Doral, Fontainebleau (zip code 33126)</i>	47,963
<i>Brownsville, Liberty City, Allapattah (zip code 33142)</i>	57,129
<i>Miami Springs, Virginia Gardens, Medley, Doral (zip code 33166)</i>	23,925
<i>Fontainebleau, Doral, Sweetwater (zip code 33172)</i>	40,824

Source: U.S. Census Bureau



⁴ “Affected communities” means any readily identifiable group potentially impacted by an airport project or operation, such as the community immediately surrounding a project or a community in the flight path.

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We have identified the following facts about the Affected Communities:

Low Income Communities⁵

A low-income area is an identifiable group of persons living in geographic proximity, whose median household income is at or below the Department of Health and Human Services poverty guidelines. Pursuant to Executive Order 12898, “Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations,” According to **U.S. Census Report S1701, Poverty Status in the Past 12 Months**, the overall poverty level for **Miami-Dade County, Florida** is approximately **14.9%**. This poverty rate is slightly higher when compared to the state of Florida (**13.1%**).

The Department has made conscientious efforts to identify the median household income of all residential communities in geographic proximity to the airport to establish those whose median household income is below the Department of Health and Human Services poverty guidelines. The objective is to identify and minimize disproportionately high and adverse human health or environmental effects from airport operations on low-income and minority populations. Using prevalent data sources to conduct this economic analysis, the poverty rates for the specific Affected Communities are as follows:

Affected Communities	Poverty Rate
<i>Hialeah (zip code 33010)</i>	21%
<i>Miami, Miami International Airport (zip code 33122)</i>	3.2%
<i>Grapeland Heights (zip code 33125)</i>	26.3%
<i>Miami, Doral, Fontainebleau (Zip Code 33126)</i>	17.1%
<i>Brownsville, Liberty City, Allapattah (zip code 33142)</i>	30.4%
<i>Miami Springs, Virginia Gardens, Medley, Doral (zip code 33166)</i>	12.2%
<i>Fontainebleau, Doral, Sweetwater (zip code 33172)</i>	11.8%

Source: U.S. Census Table S1701, American Community Survey (ACS) 5-Year Estimate

As previously indicated, the U.S. Census Bureau Table S1701, Poverty Status in the Past 12 Months for 2021, identified a poverty level of 14.9% for Miami-Dade County, which encompasses all the Affected Communities listed. However, within the airport’s surrounding communities there are four (4) Affected Communities that exceed the poverty rate for this geographic region.

Racial and Ethnic Communities.

Demographic data for race, color, and national origin was evaluated to identify racial and ethnic communities and populations in each Affected Community. The demographic composition by race, color, or national origin for the specific Affected Communities are as follows and as

⁵ Low-income data must be collected to assist in our compliance with Environmental Justice requirements (not Title VI requirements). For example, this data will be utilized in our Community Participation Plan (CPP) to help ensure the meaningful involvement of low-income communities in airport programs and activities.



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obtained from the U.S. Census Table 1701, American Community Survey Poverty Status in the Past 12 Months:

Affected Community: Hialeah (33010)
Total Affected Community Population: 41,811

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	24,850	59.4%
<i>Black or African American</i>	1,102	2.6%
<i>American Indian or Alaska Native</i>	7	0%
<i>Asian</i>	143	0.3%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Some Other Race</i>	4,356	10.4%
<i>Two or More Races</i>	11,353	27.2%
<i>Hispanic or Latino (any race)</i>	39,876	95.4%
<i>White, not Hispanic or Latino</i>	1,206	2.9%

Affected Community: Miami, Miami International Airport (33122)
Total Affected Community Population: 1,771

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	1,233	69.6%
<i>Black or African American</i>	138	7.8%
<i>American Indian or Alaska Native</i>	0	0%
<i>Asian</i>	96	5.4%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Some Other Race</i>	54	3.0%
<i>Two or More Races</i>	250	14.1%
<i>Hispanic or Latino (any race)</i>	1,265	71.4%
<i>White, not Hispanic or Latino</i>	307	17.3%

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Affected Community: Grapeland Heights (33125)
Total Affected Community Population: 52,852

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	32,693	61.9%
<i>Black or African American</i>	2,252	4.3%
<i>American Indian or Alaska Native</i>	0	0%
<i>Asian</i>	246	0.5%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Some Other Race</i>	2,499	4.7%
<i>Two or More Races</i>	15,162	28.7%
<i>Hispanic or Latino (any race)</i>	49,532	93.7%
<i>White, not Hispanic or Latino</i>	1,837	3.5%

Affected Community: Miami, Doral, Fontainebleau (33126)
Total Affected Community Population: 47,963

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	33,582	70.0%
<i>Black or African American</i>	614	1.3%
<i>American Indian or Alaska Native</i>	34	0.1%
<i>Asian</i>	309	0.6%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Some Other Race</i>	1,677	3.5%
<i>Two or More Races</i>	11,747	24.5%
<i>Hispanic or Latino (any race)</i>	45,592	95.1%
<i>White, not Hispanic or Latino</i>	1,682	3.5%

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Affected Community: Brownsville, Liberty City (33142)
Total Affected Community Population: 57,129

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	22,298	39.0%
<i>Black or African American</i>	18,186	31.8%
<i>American Indian or Alaska Native</i>	75	0.1%
<i>Asian</i>	45	0.1%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Some Other Race</i>	5,394	9.4%
<i>Two or More Races</i>	11,131	19.5%
<i>Hispanic or Latino (any race)</i>	37,694	66.0%
<i>White, not Hispanic or Latino</i>	2,208	3.9%

Affected Community: Miami Springs, Virginia Gardens, Medley, Doral (33166)
Total Affected Community Population: 23,925

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	16,965	70.9%
<i>Black or African American</i>	281	1.2%
<i>American Indian or Alaska Native</i>	0	0%
<i>Asian</i>	223	0.9%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Some Other Race</i>	1,355	5.7%
<i>Two or More Races</i>	5,101	21.3%
<i>Hispanic or Latino (any race)</i>	19,551	81.7%
<i>White, not Hispanic or Latino</i>	3,937	16.5%

Affected Community: Fontainebleau, Doral, Sweetwater (33172)
Total Affected Community Population: 40,824

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	30,315	74.3%
<i>Black or African American</i>	725	1.8%
<i>American Indian or Alaska Native</i>	8	0%
<i>Asian</i>	1,035	2.5%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Some Other Race</i>	1,777	4.4%
<i>Two or More Races</i>	6,964	17.1%
<i>Hispanic or Latino (any race)</i>	37,305	91.4%
<i>White, not Hispanic or Latino</i>	1,905	4.7%

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that the Department communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages⁶ that are spoken in LEP households in the Affected Communities. The data source is **U.S. Census American Community Survey: Table B16001-Language Spoken at Home by Ability to Speak English for the Population of 5 Years and Over: “Speaks English Less Than Very Well”**.

The threshold we have used for identifying the languages with significant LEP populations is the DOT LEP Policy Guidance safe harbor threshold, which is 5% or 1,000, whichever is less.⁷ The safe harbor for our community is 1,000 as all populations exceed 20,000. Refer to **Section 14** of this document to find data for all languages in our community.

⁶ Recommend using language groups from the U.S. Census and using data for the “Speak English less than ‘very well’” category for each language over the threshold.

⁷ See the DOT LEP Policy Guidance at <https://www.federalregister.gov/d/05-23972/p-133>. The safe harbor provisions apply to the translation of written documents only; however, it provides a consistent starting point for identifying significant LEP populations.

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Languages Spoken by LEP Population that Meet the Safe Harbor Threshold by Zip Code*	Number	Margin of Error
<i>Spanish – 33010</i>	28,478	+/-1,196
<i>Spanish – 33125</i>	31,467	+/-1,748
<i>Spanish – 33126</i>	29,182	+/-1,326
<i>Spanish – 33142</i>	18,461	+/-1,176
<i>Spanish – 33166</i>	7,738	+/-640
<i>Spanish – 33172</i>	16,759	+/-1,099

* Within the Affected Communities, there was no other language that yielded significant populations

Frequency of contact with LEP individuals at the airport and airport-related activities (all languages):

Languages Spoken by LEP Persons	A few times a year (12 or less days a year)	Several times a month (13 to 51 days a year)	At least once a week (52 to 364 days a year)	Every day (365 days a year)
<i>Spanish</i>				X
<i>French</i>	X			
<i>Portuguese</i>	X			
<i>Arabic</i>	X			

Source: Language Line Usage for the year ended December 31, 2022 and January 2023.

The additional language predominantly spoken by LEP persons in the Affected Communities, but not meeting the Safe Harbor threshold is:

Additional Languages Spoken

Haitian Creole

Pursuant to legislative action presented by the **Miami-Dade County** Board of County Commissioners, who sought to meet the predominant language needs of its **Miami-Dade County** residents and constituents, all airport public announcements are spoken in English, Spanish, Haitian Creole and Portuguese. Note, Haitian Creole and Portuguese languages do not fall within the safe harbor thresholds for the airport’s Affected Communities.

This information is updated annually through checking the following resources:

Data Sources for Languages Spoken in Affected Community	Website link to Data Source
<i>U.S. Census Bureau</i>	https://data.census.gov/cedsci/table?q=B16001&tid=ACSDT1Y2019.B16001
<i>Language Line</i>	https://languageline.com

Beneficiary Diversity.

Demographic information is collected from airport customers, attendees at community meetings, and businesses seeking opportunities at the airport, through voluntary disclosures.

Description of Beneficiary Demographic Information Collection Methods

- *Miami-Dade County’s Office of Small Business Development, in conjunction with the Department’s Minority Affairs Division, promotes, certifies, and manages the federal programs for Disadvantaged Business Enterprises (DBEs) and Airport Concession Disadvantaged Business Enterprises (ACDBEs). Contracting opportunities mandate participation by certified disadvantaged firms which includes race and/or gender categories which is disclosed and monitored for compliance.*
- *Businesses contracting with Miami-Dade County are asked to disclose the breakdown of their corporate ownership and workforce to include race, national origin and gender (Miami-Dade County Single Execution Affidavit and Declaration Form).*
- *Voluntary disclosure of demographic data is sought from attendees on sign-in sheets at outreach events, community meetings, and other workshops.*
- *The Language Line system collects statistics of use by the airport. The information is collected to determine new trends.*
- *Ad-hoc surveys of airport users are conducted to collect information regarding the airport experience on a diverse range of topics. These surveys include a voluntary request for demographic information.*

Staff Diversity.

Demographic information is collected from airport employees through voluntary disclosures.

Description of Employee Demographic Information Collection Methods

- *New employees are asked to submit voluntary confidential demographic information at time of hiring. Employees can update their demographic information at any time they feel an update is needed via Miami-Dade County’s employee information system.*
- *Demographic information is used to develop ethnic and gender balanced interview panels to maximize employment opportunities for all applicants.*
- *Training or workshop opportunities will request voluntary demographic data from participants that can be used to determine those groups seeking access to available services and facilitate the access.*

7. Potential or Known Community Impacts

Projects or services receiving federal financial assistance have the potential to touch so many aspects of American life. Thus, in general, no **MDAD** activity must have a discriminatory disparate impact based on race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age. This means that policies or procedures that have a disparate impact would require a well-documented substantial legitimate nondiscriminatory justification, as summarized below. Impacts to protected communities must be avoided or minimized to the extent possible. No project with a discriminatory impact on protected communities will be undertaken.⁸

The following airport facilities are already in use or under construction and expected to be in use within the next 3 years:

Existing Airport Facilities	Affected Community Impacted by Operation of the Facility
<i>Terminal Building (Building 3000)</i>	<i>None</i>
<i>NW 20th Street/ Terminal Area (Buildings 3030, 3033, 3037, 3038, 3040, 3047, 3050, 3074, 3091, 3094, 3095, 3150, 3151, 3152, 3153)</i>	<i>None</i>
<i>North Side (Buildings 805, 807, 812, 815, 817, 820, 831, 836, 840, 841, 844, 845, 846, 850, 855, 856, 857, 861, 862, 863, 871, 874, 875, 890, 891, 896, 909, 916, 919)</i>	<i>None</i>
<i>Westside Cargo Area (Buildings 700, 701, 702, 703, 703A, 704, 706, 707, 708, 709, 710, 711, 712, 714, 716, 719, 754)</i>	<i>None</i>
<i>Runway 9 - 27</i>	<i>None</i>
<i>Runway 12 - 30</i>	<i>None</i>
<i>Runway 8L – 26R</i>	<i>None</i>
<i>Runway 8R – 26L</i>	<i>None</i>

⁸ In order to carry out an alternative with a discriminatory impact, the airport sponsor must demonstrate that there was a substantial legitimate justification for the decision. The sponsor must also show that alternatives with less discriminatory impacts were meaningfully considered and rejected for legitimate reasons.

Miami-Dade Aviation Department
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The following airport facility projects (including all alternatives) are in construction or expected to be in construction within the next 3 years:

Airport Facility Construction Projects	Affected Community Impacted by Construction of the Facility
<i>Existing Facility - Terminal Building - North Terminal, Central Terminal, and South Terminal Refurbishment</i>	<i>None</i>
<i>MIA Employee Parking Garage (Park 6)</i>	<i>None</i>

We have analyzed the above existing facilities and facility construction projects for disparate impacts on the basis of race, color, or national origin (including LEP) in Affected Communities. The following have disparate impacts: None.

The Department anticipates construction of the Vertically Integrated Cargo Community to begin within the next three years with an estimated completion date of 2027. However, the project has not sufficiently progressed to anticipate potential environmental and community impacts which would be identified through the National Environmental Policies Act (NEPA) process or other environmental impact analyses.

In 2019, **MIA’s** new Capital Improvement Program (CIP) to modernize and expand existing facilities was approved by the Board of County Commissioners. This \$5 billion CIP will take place over the next five to 15 years to meet future growth of passenger and cargo traffic at **MIA**. A complete list of the CIP project schedule is attached as **Appendix II**.

8. Limited English Proficiency (LEP)
 Executive Order 13166

In creating a Language Assistance Plan, **MDAD** will consider the volume, proportion, or frequency of contact with LEP persons in determining the appropriate language assistance to provide.

In the Community Statistics section, we identified the following languages spoken by LEP persons in Affected Communities:

Language
<i>Spanish</i>
<i>Haitian Creole</i>

MDAD also collects data for languages spoken by airport guests.⁹ Data sources include:

Data Sources for Languages Spoken by Airport Guests	Website link to Data Source
<i>Airport language line usage data</i>	<i>www.languageline.com</i>
<i>Airline-provided data</i>	<i>N/A</i>
<i>Assumption from flight origin / destination</i>	<i>N/A</i>
<i>Assistance requests at airport information desks</i>	<i>N/A</i>

Based on the above data, in 2022, the following additional languages have been identified as likely to be spoken by LEP airport guests:

Language
<i>French</i>
<i>Portuguese</i>
<i>Arabic</i>

The Title VI Coordinator will also actively engage with community educators, community groups, places of work, business groups, social groups, and the like to confirm that translation and interpretation services are accurate and effective. Additionally, the Title VI Coordinator will inform leadership and staff of **MDAD**'s responsibility to provide language access. We have made the following plans to provide translation services free of charge to ensure that individuals with LEP have access to the benefits of the airport:

⁹ We aim to provide appropriate language assistance services to every LEP person encountered. This includes instances when LEP statistical data for a particular language was not available beforehand, or the safe harbor threshold for written translation was not met.

Miami-Dade Aviation Department
Title VI Plan – Miami International Airport

Translation Services:

- All written notices contain a statement in the identified languages, when appropriate, of how to receive translated written materials.
- The following vendors have been identified for written translations:

Translation Vendors	Languages
<i>Interpreters Unlimited, LLC</i>	<i>All languages</i>
<i>Trusted Translations, Inc.</i>	<i>All languages</i>
<i>All World Language Consultants, Inc.</i>	<i>All languages</i>
<i>Volance Language Services LLC</i>	<i>All languages</i>
<i>Geneva Worldwide Inc.</i>	<i>All languages</i>
<i>Karasch Enterprises Inc.</i>	<i>All languages</i>
<i>Miami-Dade County Communications Department</i>	<i>Spanish, Haitian Creole</i>

- Information regarding translation services can be obtained at:

Location for Translation Assistance	Languages
<i>Customer Service and Information Counter – Terminal E</i>	<i>All languages</i>
<i>Airport website translate view</i>	<i>All languages</i>
<i>Terminal Operations Staff (Pre and Post Security)</i>	<i>Spanish, Haitian Creole, Portuguese, Italian, Russian, Slovak, Polish, Czech</i>
<i>Protocol Division Staff (Pre-Security)</i>	<i>Spanish, French, Haitian Creole, Italian, German, Arabic, Portuguese</i>

Interpretation Services:

- The following vendors have been identified for interpretation services:

Interpretation Vendors	Languages
<i>Language Line, Inc.</i>	<i>Over 240 languages</i>
<i>Interpreters Unlimited, LLC</i>	<i>All languages</i>
<i>All World Language Consultants, Inc.</i>	<i>All languages</i>
<i>Volance Language Services, LLC</i>	<i>All languages</i>
<i>Geneva Worldwide Inc.</i>	<i>All languages</i>
<i>Karasch Enterprises Inc.</i>	<i>All languages</i>
<i>Miami-Dade County Communications Department</i>	<i>Spanish, Haitian Creole</i>

- Information regarding interpretation services can be obtained at: the main Airport Customer Service and Information Counters located pre-security at Terminal E. The

Miami-Dade Aviation Department
Title VI Plan – Miami International Airport

Airport’s webpage www.miami-airport.com also provides information regarding translation services and its content is translatable into 105 languages to facilitate comprehension by LEP individuals seeking information.

Location for Interpretation Assistance	Languages
<i>Airport Customer Service and Information Counter – Terminal E</i>	<i>Over 240 languages using Language Line, Inc. and assistance is also offered by multilingual staff members</i>

Description of Interpretation Assistance Processes

- *The Department’s Terminal Operations Division oversees the Customer Service and Information Counters located pre-security in Terminal E, H, and J. These employees are customarily multi-lingual to meet guest language needs.*
- *The airport contracts with the Language Line, Inc. to provide on-demand telephone interpretation services to airport guests. Access is obtained at the Customer Service and Information Counter where Terminal Operations Staff would assist guests with accessing the service.*
- *Terminal Operations and Protocol Division employees who are proficient in multiple languages have been identified for language assistance for both translation and interpretation services, as needed. These employees are available to assist members of the flying public with verbal real-time interpretation, during normal business hours. Multi-lingual staff names and contact numbers are listed and provided to staff at customer service points as well as the Director’s office.*
- *Signage throughout the airport is presented in both English and Spanish and also include universal symbols for ease of interpretation.*
- *Miami International Airport has an Ambassador Program where members of the community volunteer to work at the airport providing passenger assistance or to disseminate recent airport events. These volunteers are badged with the languages they speak to assist those LEP airport users and are trained to be familiar with the Title VI requirements and can direct aggrieved airport guests to the necessary signs for further information.*
- *The Department’s Communications Division disseminates airport announcements and events to print, digital and social media. Most information is translated to Spanish, the predominant language spoken, for posting to both local and international media. Additionally, by Miami-Dade County ordinance, the airport is required to post airport information to local community periodicals annually. These community periodicals have been identified to target the Spanish and Haitian communities, and the information is translated to those specific languages.*

9. Transportation

49 Part CFR 21 Appendix C (a)(1)(ix)

In the Community Statistics section of this plan, we identified Affected Communities and provided demographic and related data for the community populations. The minority and disadvantaged community areas located within the Affected Communities are identified below. Other minority and disadvantaged community areas that are near the airport but not within Affected Communities are also identified below.

Public transportation serving **MIA** is connected through the Miami Intermodal Center located east of the Airport and linked to the Terminal Building via the automated **MIA** Mover train. Local Metrobus and Metrorail service is provided by the **Miami-Dade County** Department of Transportation and Public Works (DTPW), while the City of Miami Trolley provides free access to communities within the City of Miami limits. Public transportation information is provided to community members and travelers on our website www.miami-airport.com/public-transportation.asp.

DTPW provides seven (7) Metrobus routes with direct service to **MIA** (excludes express routes with no service in the surrounding areas), connecting bus service is available for those areas not serviced directly. The Orange Line Metrorail service, an elevated rapid system of trains, provides access to the Metrorail system and its 23 stations along a 25-mile service track. The following chart identifies existing transit services connecting the airport employment centers with the identified minority and disadvantaged community areas.

Minority and/or Disadvantaged Community Areas	Transit Service	Planned or Existing
<i>Grapeland Heights, Miami, Doral, Fontainebleau, Sweetwater (Zip Codes 33125, 33126, 33172)</i>	<i>Bus Route 7/7A</i>	<i>Existing</i>
<i>Grapeland Heights, Miami Springs, Virginia Gardens, Medley, Doral, Hialeah (Zip Codes 33125, 33166, 33010)</i>	<i>Bus Route 37</i>	<i>Existing</i>
<i>Miami, Doral, Fontainebleau, Hialeah (Zip Codes 33126, 33010)</i>	<i>Bus Route 42</i>	<i>Existing</i>
<i>Miami, Doral, Fontainebleau (Zip Code 33126)</i>	<i>Bus Route 57 (weekday service only)</i>	
<i>Brownsville, Liberty City (Zip Code 33142)</i>	<i>Bus Route J</i>	<i>Existing</i>
<i>Miami, Fontainebleau, Doral, Sweetwater (Zip Codes 33126, 33172)</i>	<i>Bus Route 238 (weekday service only)</i>	<i>Existing</i>
<i>Brownsville, Liberty City (Zip Code</i>	<i>Bus Route 297 (weekday service</i>	<i>Existing</i>

Miami-Dade Aviation Department
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33142)	only)	
<i>Brownsville, Liberty City (Zip Code 33142)</i>	<i>Metrorail – Orange Line</i>	<i>Existing</i>
<i>Miami, Doral, Fontainebleu (Zip Code 33126)</i>	<i>City of Miami Trolley (no Sunday service)</i>	<i>Existing</i>

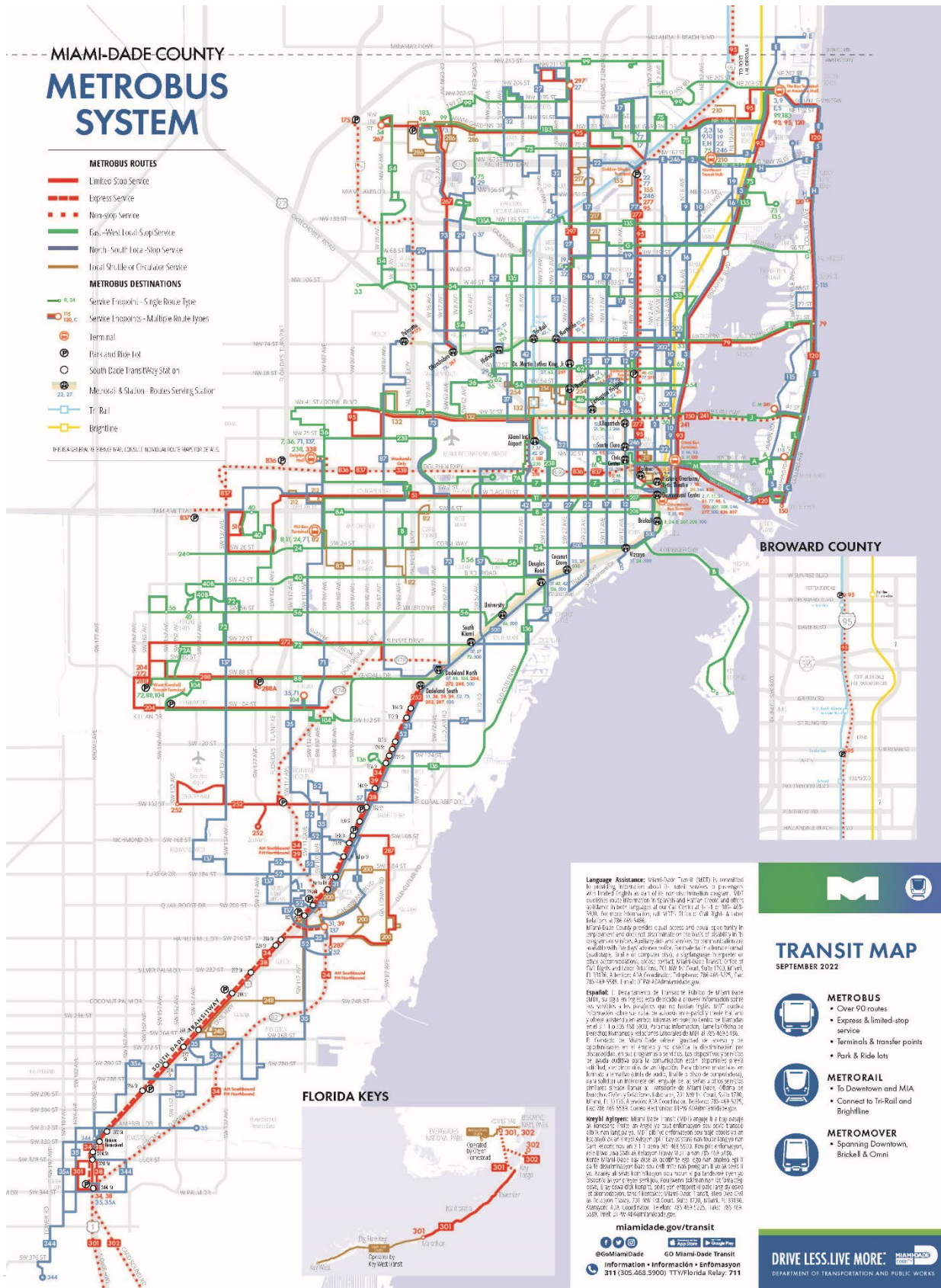
Additional transportation services provided at the Miami Intermodal Center include commuter train service, Tri-Rail, linking Miami-Dade, Broward and Palm Beach Counties as well as Amtrak passenger rail service.

Maps depicting service routes provided by Metrobus, Metrorail, and the City of Miami Trolley system are displayed on the following pages.

Miami-Dade Aviation Department Title VI Plan – Miami International Airport

MIAMI-DADE COUNTY METROBUS SYSTEM

- METROBUS ROUTES**
- Limited Stop Service
 - - - Express Service
 - Non-stop Service
 - - - East-West Local Stop Service
 - North-South Local Stop Service
 - - - Local Shuttle or Circulator Service
- METROBUS DESTINATIONS**
- Service Trips only - Single Route Type
 - Service Trips only - Multiple Route Types
 - Terminal
 - Park and Ride Lot
 - South Dade TransitWay Station
 - Metrolink Station - Routes Serving Seaside
 - Tri-Rail
 - Brightline



Language Assistance: Miami-Dade Transit (MTD) is committed to providing information about its transit services in Spanish, Haitian Creole, and other languages. For more information, visit www.miamidade.gov/transit. For more information, visit www.miamidade.gov/transit.

Español: El Departamento de Transporte Público de Miami-Dade (MTD) se compromete a proporcionar información sobre sus servicios de transporte en español, haitiano y otros idiomas. Para obtener más información, visite www.miamidade.gov/transit.

Keyhole App: Miami-Dade Transit (MTD) offers a free mobile app that provides real-time information about bus arrivals and departures. Download the app from the App Store or Google Play.

miamidade.gov/transit

@GoMiamiDade GO Miami-Dade Transit
 Information • Información • Infomasyon
 311 (305.463.3000) TTY: Florida Relay 711



TRANSIT MAP SEPTEMBER 2022

- METROBUS**
 - Cover 90 routes
 - Express & limited-stop service
 - Terminals & transfer points
 - Park & Ride lots
- METRO RAIL**
 - To Downtown and MIA
 - Connect to Tri-Rail and Brightline
- METROMOVER**
 - Spanning Downtown, Brickell & Omni

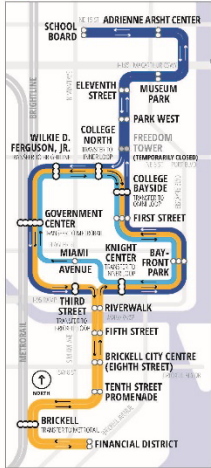
DRIVE LESS. LIVE MORE.

MIAMI-DADE COUNTY
DEPARTMENT OF TRANSPORTATION AND PUBLIC WORKS



Miami-Dade Aviation Department Title VI Plan – Miami International Airport

METROMOVER



- METROMOVER**
- Outer Loop
 - Inner Loop
 - Brickell Loop
 - Station Serving Single Loop
 - Station Serving Multiple Loops
 - Recommended Transfer Station
 - Direction of Travel
 - MetroRail & MetroBus

DOWNTOWN MIAMI



- METROBUS ROUTES**
- Limited Stop Service
 - Express Service
 - Local - With Local Stop Service
 - Local - South Local-Stop Service
 - Local Shuttle/Bus Stop Service
- METROBUS DESTINATIONS**
- Service Endpoints - Single Route Type
 - Service Endpoints - Multiple Route Types
 - Terminal
 - Vehicle Station
 - Vehicle Stop
 - Big Sign

METROBUS ROUTES

① Downtown Miami ② Express/Local ③ Airport ④ West Kendall ⑤ Downtown Miami ⑥ Downtown North ⑦ Downtown South

- ① Perline H Quad Road DASH 117 Ave
- ② 163 St Ma, 164 St to Downtown Miami
- ③ Aventura Mall to Downtown Miami
- ④ Dolphin Mall, Miami Int'l Airport to Downtown Miami
- ⑤ FIU Marquette Campus to Brickell MetroRail
- ⑥ Aventura Mall, 163 St. Mall to Downtown Miami
- ⑦ Skyline Mall to Omni Metrorail Terminal to Downtown Miami
- ⑧ FIU Marquette Campus, Wall of the Americas to Downtown Miami
- ⑨ Northside Metrorail to Wesley Hospital
- ⑩ 163 St. Mall, Omni Metrorail Terminal
- ⑪ Northside to Wynona Metrorail
- ⑫ WESCOATS ONLY MDC North Campus to 163 St. Mall
- ⑬ Northside Metrorail to Downtown Miami
- ⑭ 163 St. Mall to Central Grove Metrorail
- ⑮ CORAL WAY LIMITED - West Dade to Brickell Metrorail
- ⑯ Miami Gardens to Central Grove Metrorail
- ⑰ WESCOATS ONLY Miami - Jakes Education Center to 164 St
- ⑱ BIRWAY LOCAL - South Dade Government Center to Dadeland South Metrorail
- ⑲ Coral City to Omni Metrorail Terminal
- ⑳ Hialeah to NE 75 St/Biscayne Blvd
- ㉑ EXPRESS WESCOATS RUSH-HOUR ONLY Florida City to Dadeland South Metrorail
- ㉒ MDC Central Campus to Florida City
- ㉓ Dolphin Mall, Coral Way Springs to Midtown Miami
- ㉔ Hialeah to South Miami Metrorail
- ㉕ BIRWAY MAX Dadeland South Metrorail to Florida City
- ㉖ EXPRESS WESCOATS RUSH-HOUR ONLY Dade Gov. Ctr. to Dadeland South Metrorail*
- ㉗ Lakes of the Window, Lanham - 156th St to Ave to Douglas Road Metrorail
- ㉘ Opa-Lesta Tri-Rail to Douglas Road Metrorail
- ㉙ LIBERTY CONNECTION WESCOATS RUSH-HOUR ONLY Brandywine Mall to Silver Creek Farms Village
- ㉚ RUCKERMAN WESCOATS ONLY West Dade to Downtown Miami
- ㉛ Dadeland South Metrorail to South Dade Health Center
- ㉜ Miami Gardens 24th Ave, Hialeah Gardens to Steeles Blvd/E St
- ㉝ WESCOATS ONLY West Dade to Miami Children's Hospital
- ㉞ WESCOATS ONLY Miami - Airport to Jackson South Hospital
- ㉟ Hialeah to Biscayne Blvd/Air St
- ㊱ Dolphin Mall to VDC Kenda Campus
- ㊲ West Kendall Terminal, Miller Square to South Miami Metrorail
- ㊳ Miami Gardens Dr & NW 73 Ave Park & Ride to Dadeland South Metrorail
- ㊴ Miami - Jakes Education Center to Hialeah Metrorail
- ㊵ Homewood to Downtown Miami
- ㊶ 79 STREET MAX WEE-COAY RUSH-HOUR ONLY Westside Metrorail to 72 St / Miami Beach
- ㊷ WINTERHURST CIRCULATOR (WESCOATS) FIU Marquette Campus to Fagnini
- ㊸ Palmetto Metrorail, Coral to Dadeland North Metrorail
- ㊹ Dadeland North Metrorail to West Kendall Terminal
- ㊺ BISCONE HALL WESCOATS ONLY Downtown Miami to Aventura Mall
- ㊻ EXPRESS GOLDEN GLADES WESCOATS RUSH-HOUR ONLY Coral City, Aventura Mall, Golden Glades to Downtown Miami Civic Center
- ㊼ EXPRESS GOLDEN GLADES WESCOATS RUSH-HOUR ONLY ROUTE 1193 Steward Blvd to Downtown Miami*
- ㊽ ROUTE 1193 Steward Blvd to Downtown Miami*
- ㊾ ROUTE 226 Steward Blvd to Civic Center*
- ㊿ Miami Gardens Dr & NW 73 Ave Park & Ride to Aventura Mall
- 1 ROUTE 101 - Omni - 20th Street & West Avenue / Miami Beach
- 2 ROUTE 102 - 3rd - 8th - Metrorail to Floyds Bayway
- 3 ROUTE 103 - South Beach - 11th - Small Medical Center*
- 4 Aventura Mall Terminal to Dadeland South Metrorail
- 5 ROUTE 105 - Golden Glades - to Hialeah/State Beach
- 6 ROUTE 107 - 24 St - Miami Beach - to MDC North Campus
- 7 ROUTE 108 - 163 Street - Mall - to Jackson Park
- 8 W-111 Miami Int'l Airport to 43 St / Miami Beach
- 9 ROUTE 112 - "Loop" - 54 St - Hialeah Metrorail
- 10 ROUTE 113 - Civic Center - to MDC Small Hospital
- 11 HIGH-NORTH BEACH CONNECTION - (E) 1st Ave - 48 St - to Lincoln Rd
- 12 ROUTE 116 - Downtown Miami - to Aventura Mall
- 13 ROUTE 120 - Beachline - Downtown Miami to Lakeside Park / Aventura Mall
- 14 120 - T-ROLL SHUTTLE WEE-COAY RUSH-HOUR ONLY Doris - Hialeah Health Tri-Rail
- 15 Hialeah Metrorail, Miami Lakes to Hialeah/Joy Campus
- 16 EXPRESS WESCOATS RUSH-HOUR ONLY 156 St - FIU to Douglas Road Metrorail
- 17 WEST DADE CONNECTION Dolphin Mall to South Dade Gov Center
- 18 MIAMI BEACH AIRPORT EXPRESS - Miami Int'l Airport to South Beach
- 19 BISCONE GARDENS CIRCULATOR (WEE-COAY ONLY)
- 20 NW MIAMI DADE EXPRESS - Miami Gardens Dr & Turner Ave Park & Ride to Palmetto Metrorail*
- 21 Miami Gardens Dr & NW 73 Ave Park & Ride to Aventura Mall
- 22 OUTLER BAY LOCAL
- 23 LITTLE HAVEN CONNECTION - Biscayne Shopping Plaza, NW 5 Ave / 85 St to Miami Design District
- 24 KILLIAN WAY WESCOATS RUSH-HOUR ONLY West Kendall Terminal to Dade and North Metrorail
- 25 LITTLE HAVEN CONNECTION (LOCALS ONLY) Downtown Miami - Brickell to SW 25 Ave to SW 1 St & SW 7 St
- 26 BISCONE CIRCULATOR (LOCALS ONLY) Downtown Miami - Brickell to SW 27 Ave to W Flagler St & SW 8 St
- 27 DOWNTOWN CIRCULATOR WESCOATS ONLY
- 28 DOWNTOWN CIRCULATOR WESCOATS ONLY
- 29 BIRWAY PARK CIRCULATOR (WESCOATS ONLY) NW 127 St / 22 Ave to Dade Health Center
- 30 WEST DASH CONNECTION WESCOATS ONLY to Dolphin Mall / Miami Int'l Airport
- 31 TITTLE LIMITED NE 36 St / Biscayne Blvd to Mt Sinai Medical Center
- 32 NIGHT ONE Downtown Miami to 163 St. Mall
- 33 PRINCESTON CIRCULATOR WESCOATS ONLY Southland Mall to SW 26th St, Nurture
- 34 CORAL REEF MAN - County Walk, Zoo Miami (Weekends Only) to Dade and South Metrorail
- 35 BROMWELL CIRCULATOR (WESCOATS ONLY) Gales Center to Jefferson Rogers Park - 4th St (Thursday only)
- 36 LUKIAN LIMITEO WESCOATS RUSH-HOUR ONLY 30 NW 166 St/37 Ave to Oxbow Bay Metrorail
- 37 SURGEY ART WESCOATS RUSH-HOUR ONLY Westside - Terminal to Dadeland North Metrorail
- 38 79 AVENUE MAX WEE-COAY RUSH-HOUR ONLY Downtown Miami to Golden Glades Park & Ride
- 39 NORTH POINT CIRCULATOR (LOCALS ONLY) Miami Gardens Dr & NW 73 Ave Park & Ride to NW 57 Ave/W 17 St
- 40 SAGA BAY WEE-COAY RUSH-HOUR ONLY Dade Health Center to Dadeland South Metrorail
- 41 KENDALL CLUB WEE-COAY RUSH-HOUR ONLY West Kendall Terminal - SW 121 Ave Park & Ride to Dadeland North Metrorail
- 42 79A AVE EXPRESS WEE-COAY RUSH-HOUR ONLY Miami Int'l Airport - Hialeah Gardens
- 43 BARK WOODS EXPRESS (Hialeah) to Vakarath's Key
- 44 CARD SOUND EXPRESS - Florida City to Ocean Reef Club
- 45 WINTER EXPRESS WEE-COAY ONLY - Miami Int'l Airport to Dolphin Mall
- 46 WESCOATS ONLY Florida City to MDC Homestead Campus
- 47 HIGHLAND ONE Dadeland South Metrorail to Downtown Miami
- 48 EXPRESS Dolphin - State Park & Ride to Downtown Miami
- 49 EXPRESS Tamiami - State Park & Ride to Downtown Miami*

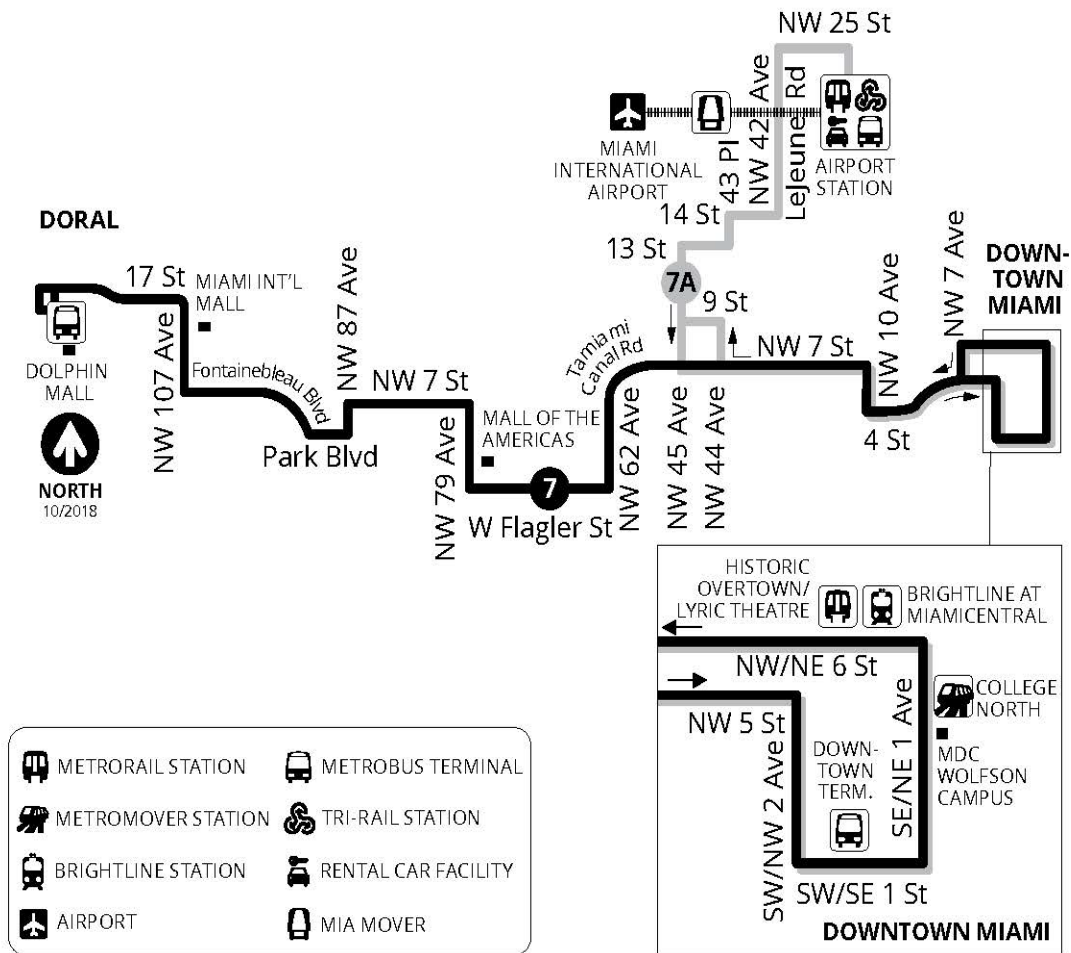


METRO RAIL



- METRO RAIL**
- Orange Line / Station
 - Green Line / Station
 - Blue Line / Station
 - Red Line / Station
 - Orange Line / Station
 - Green Line / Station
 - Blue Line / Station
 - Red Line / Station
- CONNECTING SERVICES**
- Metromover
 - T-Roll (troll.com)
 - T-Link (tlinkonline.com)
 - VIA Mover (miamimover.com)
 - South Dade Trolley

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METRORAIL STATION	METROBUS TERMINAL
METROMOVER STATION	TRI-RAIL STATION
BRIGHTLINE STATION	RENTAL CAR FACILITY
AIRPORT	MIA MOVER

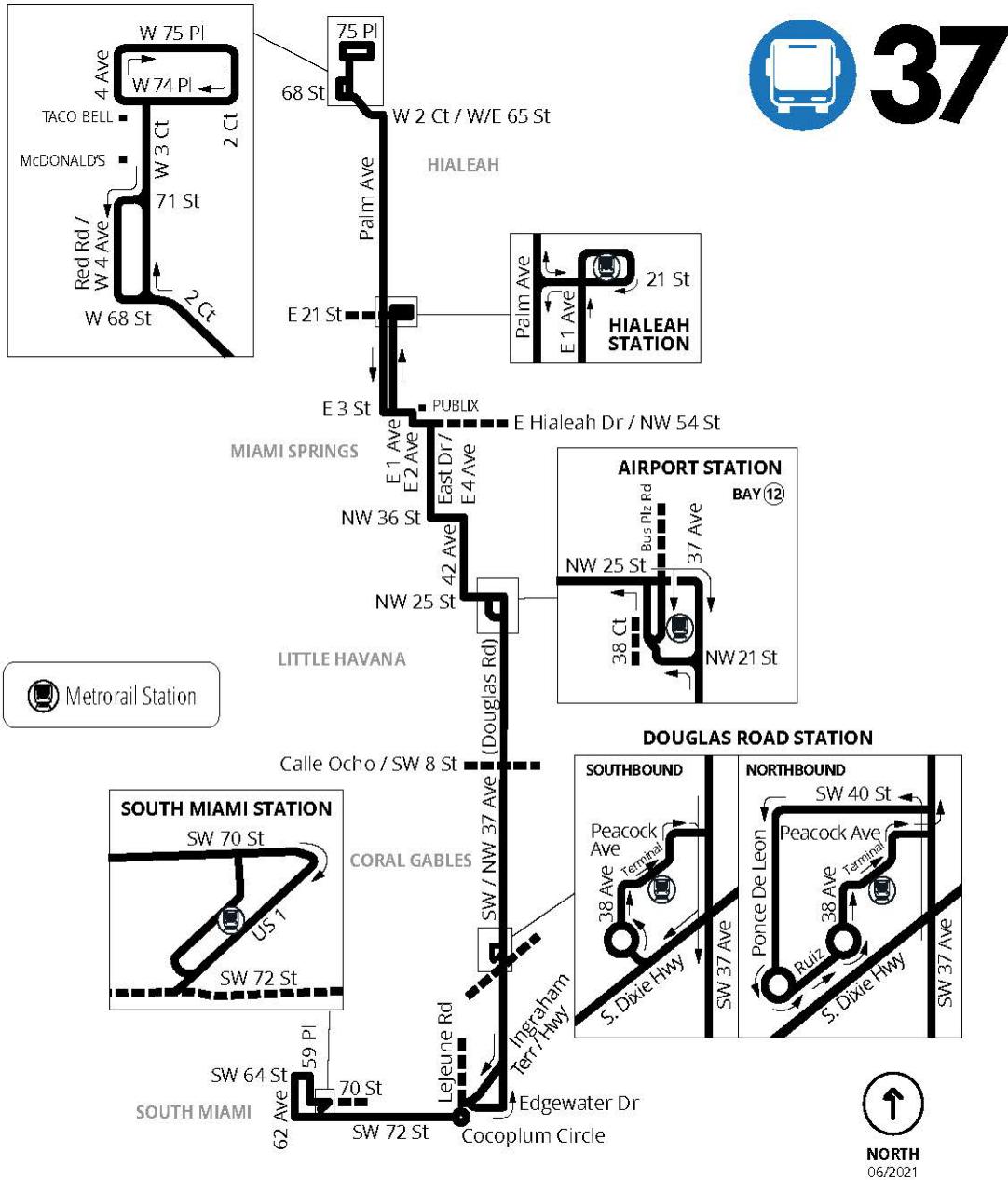
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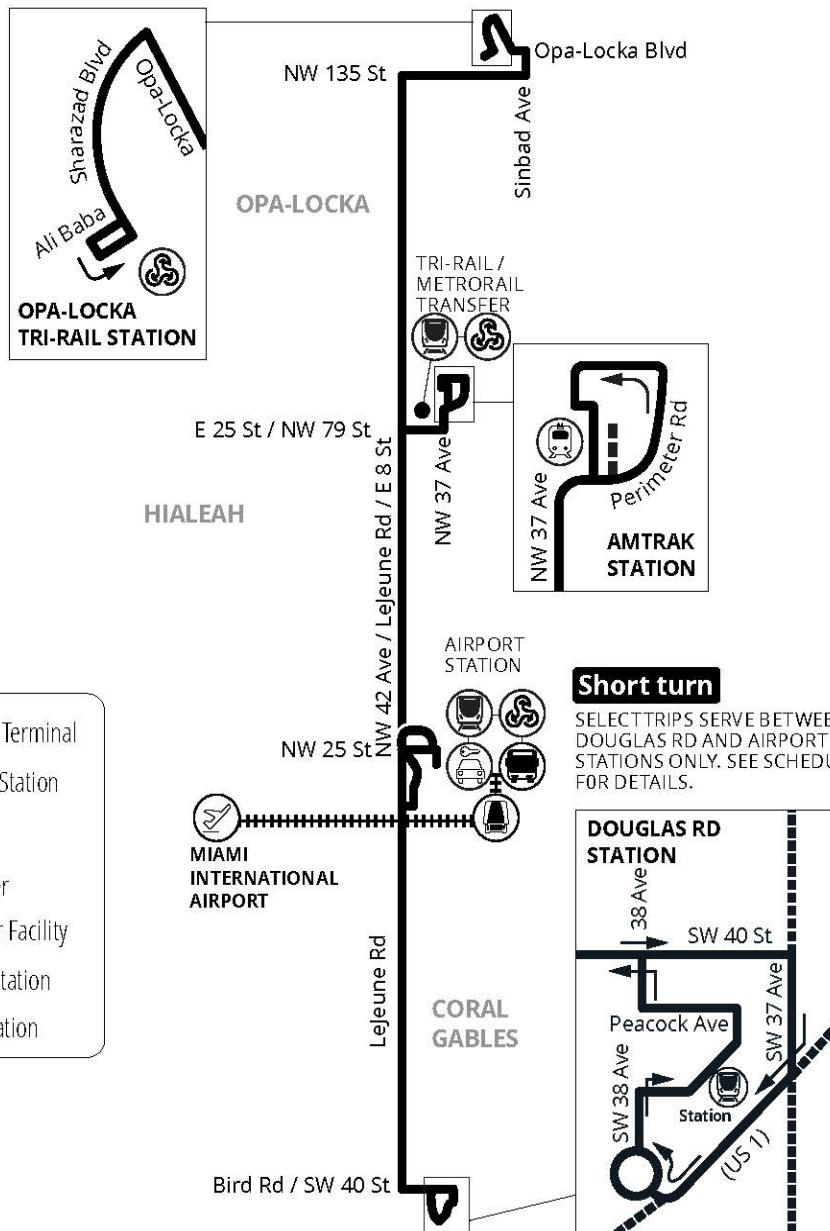
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- Metrobus Terminal
- Metrorail Station
- Airport
- MIA Mover
- Rental Car Facility
- AMTRAK Station
- Tri-Rail Station

Short turn
SELECT TRIPS SERVE BETWEEN DOUGLAS RD AND AIRPORT STATIONS ONLY. SEE SCHEDULE FOR DETAILS.



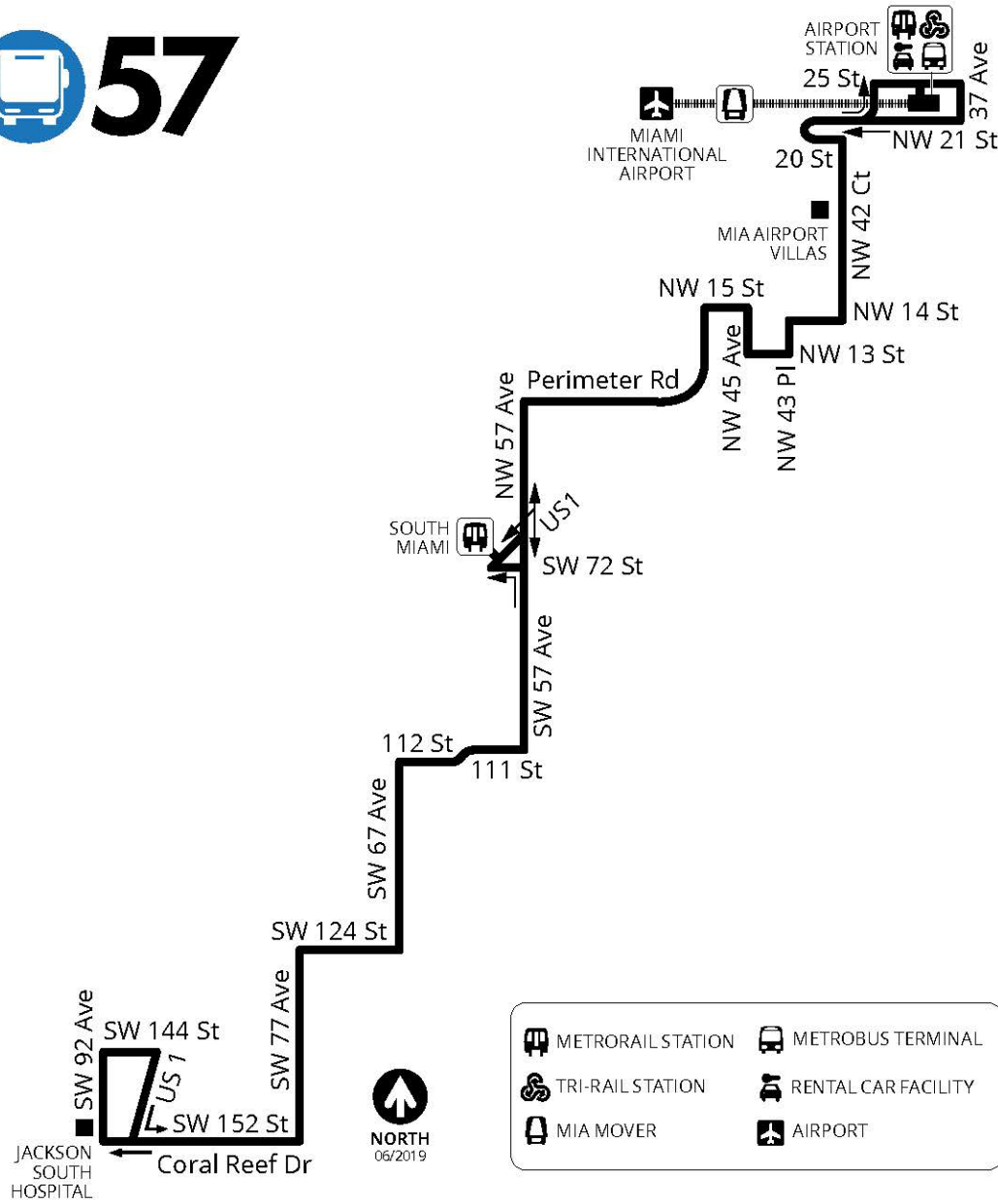
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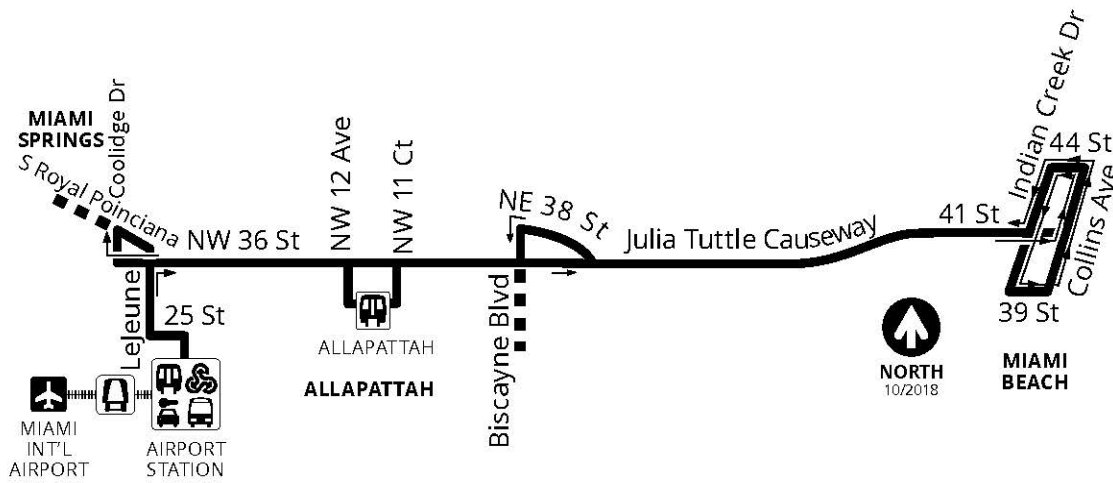


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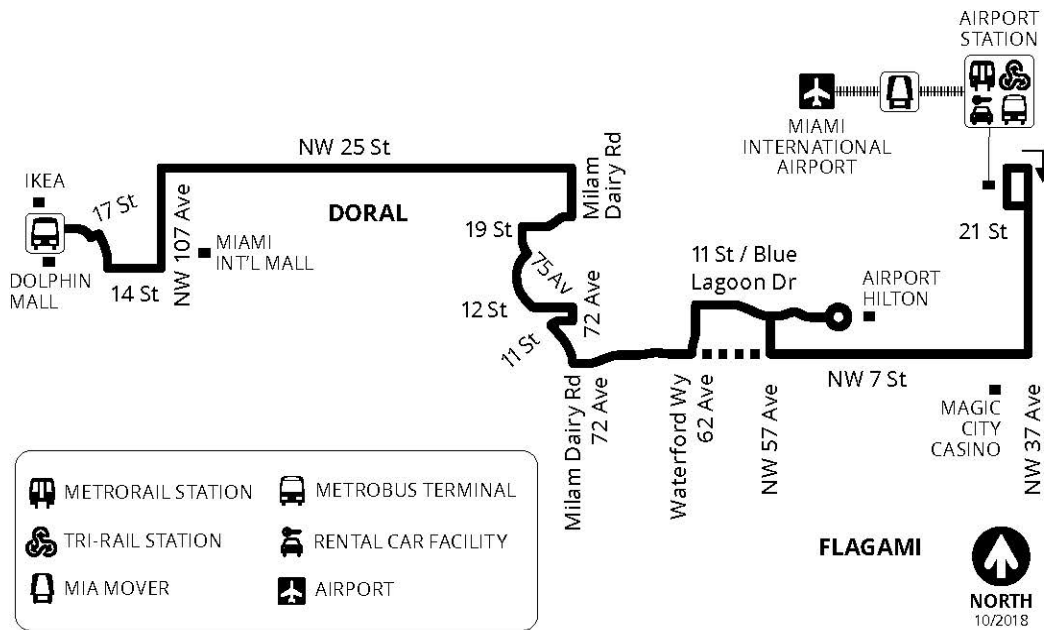
	METRORAIL STATION		METROBUS TERMINAL
	TRI-RAIL STATION		RENTAL CAR FACILITY
	MIA MOVER		AIRPORT

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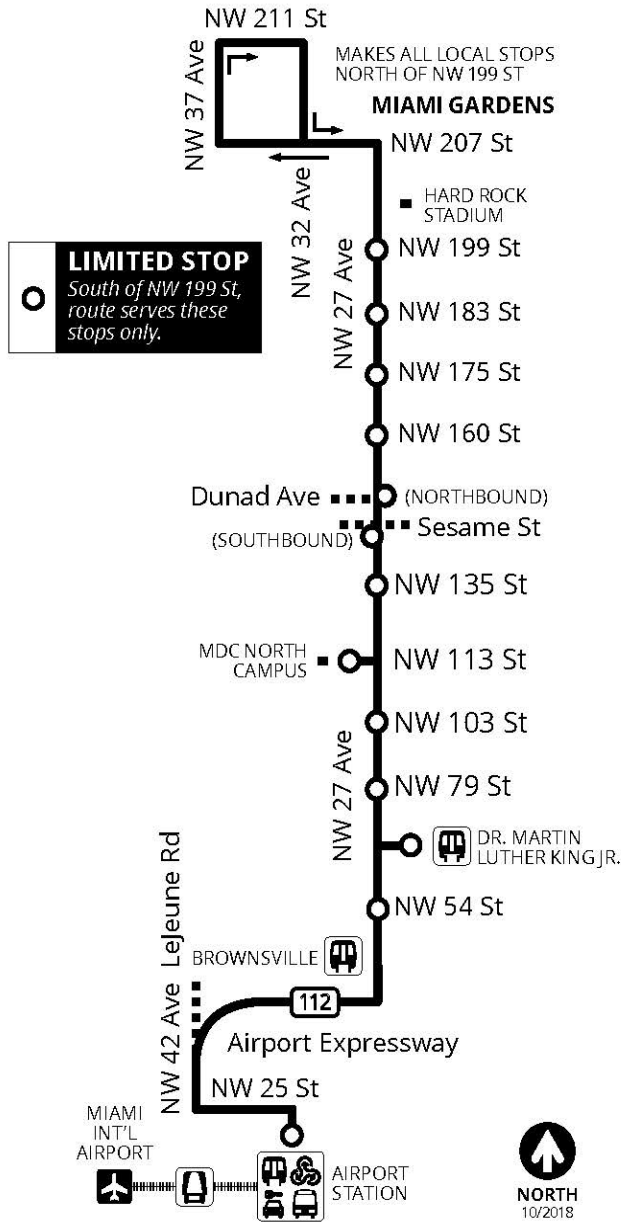
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 **238**
EAST WEST CONNECTION



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- METRORAIL STATION
- TRI-RAIL STATION
- MIA MOVER
- METROBUS TERMINAL
- RENTAL CAR FACILITY
- AIRPORT

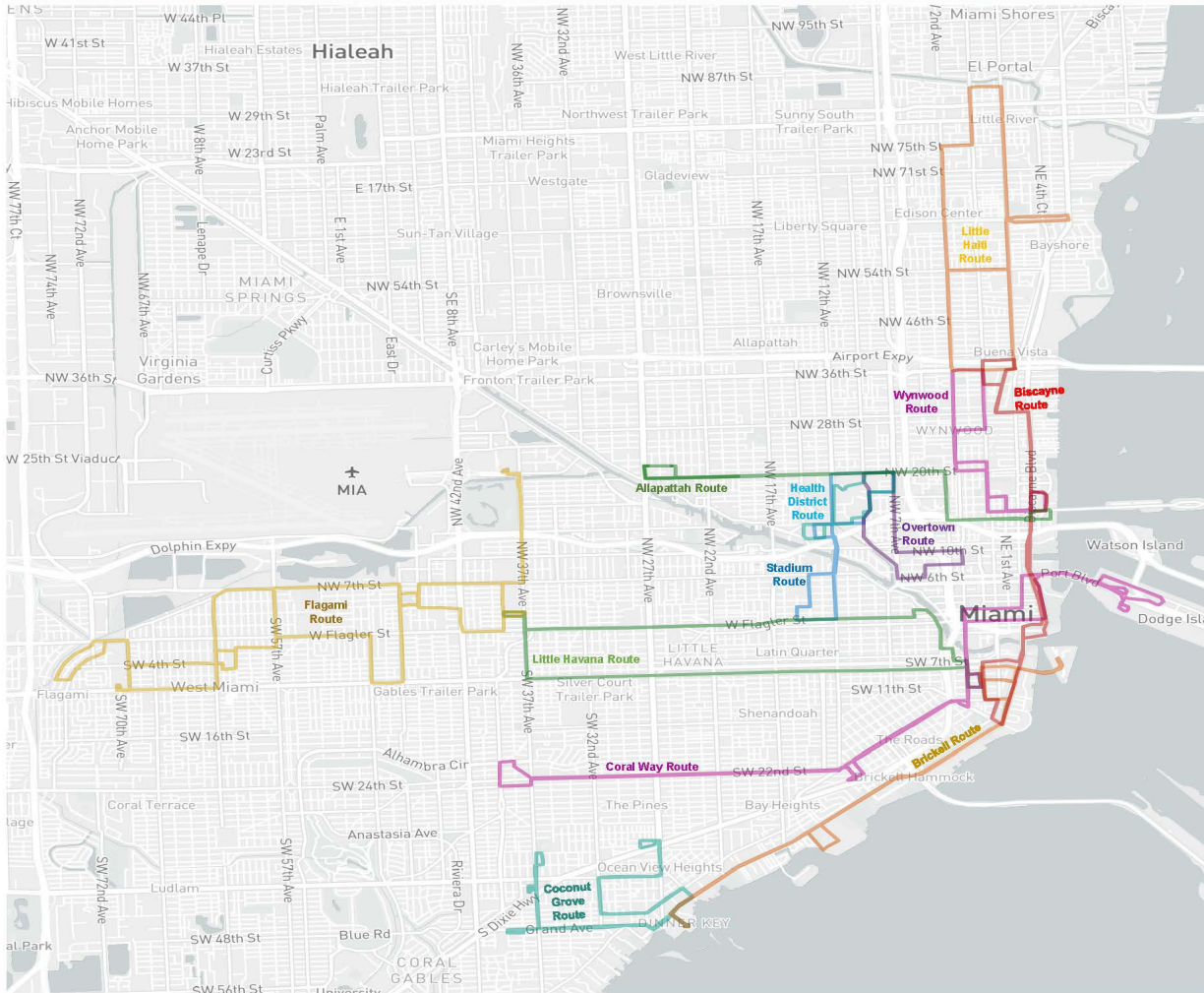
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**Miami-Dade Aviation Department
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Route	Weekdays	Saturday	Sunday
Allapattah	6:30 AM to 7:00 PM	6:30 AM to 7:00 PM	No Service
Biscayne	6:30 AM to 11:00 PM	6:30 AM to 11:00 PM	8:00 AM to 8:00 PM
Brickell	6:30 AM to 11:00 PM	6:30 AM to 11:00 PM	8:00 AM to 8:00 PM
Coconut Grove	6:30 AM to 11:00 PM	6:30 AM to 11:00 PM	8:00 AM to 8:00 PM
Coral Way	6:30 AM to 11:00 PM	6:30 AM to 11:00 PM	8:00 AM to 8:00 PM
Flagami	6:30 AM to 11:00 PM	6:30 AM to 11:00 PM	No Service
Health District	6:30 AM to 11:00 PM	6:30 AM to 11:00 PM	No Service
Little Haiti	6:30 AM to 8:00 PM	6:30 AM to 8:00 PM	6:30 AM to 8:00 PM
Little Havana	6:30 AM to 11:00 PM	6:30 AM to 11:00 PM	8:00 AM to 8:00 PM
Overtown	6:30 AM to 7:00 PM	No Service	No Service
Stadium	6:30 AM to 11:00 PM	6:30 AM to 11:00 PM	No Service
Wynwood	6:30 AM to 11:00 PM	6:30 AM to 11:00 PM	No Service

www.MiamiTROLLEY.com

10. Minority Businesses
49 CFR 21 Appendix C (a)(1)(x)

Bids for airport concessions and other business opportunities are solicited from area minority and woman-owned businesses through the following methods:

The Department has established an Airport Concession Disadvantaged Business Enterprise (ACDBE) program and a program for Disadvantaged Business Enterprises (DBE) in accordance with 49 CFR Part 23 and 26, respectively. The Department’s Minority Affairs Division in conjunction with Miami-Dade County’s Internal Services Department Small Business Development Division coordinate and provide assistance in promoting local small, disadvantaged and minority business participation in all County contracting opportunities including airport projects. All concession and contracting opportunities at the airport are communicated via outreach meetings, small business workshops, and other events for minority and small business communities. Business opportunities are also posted on the Department’s website at https://www.miami-airport.com/business_advertisements.asp and presented in publications targeting minority populations.

Selections are in compliance with Title VI, Part 21, and related requirements. Information on the award process and documentation for specific bid decisions is kept with the Procurement and Materials Management Division as well as the Minority Affairs Division.

11. Training

All new employees at Miami International Airport will receive Title VI training covering the **Department's** responsibilities as part of the airport badging process. Topics include:

- Title VI and related laws prohibit discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age
- Title VI complaints must be forwarded to the Title VI Coordinator
- Protections against retaliation for filing civil rights complaints or related actions
- Title VI notices must be displayed throughout the airport public facilities
- All contracts must include Title VI clauses
- Language interpretation and translation services
- Cultural and community relations sensitivity training
- Anti-harassment training

To ensure employees remain aware of Title VI responsibilities, refresher training will be provided on a bi-annual basis to **MDAD** employees by the Human Resources Division. The training materials will also be provided on the **Department's** website for contractors, concessionaires, tenants, and other business partners to access in order to provide similar refresher training to its employees as stipulated in contract/agreement provisions. The Title VI Coordinator will be responsible for auditing our business partners to ensure training is being provided to their employees.

12. Compliance Reviews, Audits, Complaints, Lawsuits, and Other Investigations

FAA Notification. The Title VI Coordinator will notify FAA of any pending investigations and reviews, including:

- Compliance reviews or audits concerning civil rights requirements¹⁰
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements¹¹

As discussed in the Title VI Complaints Section, Title VI complaints must be forwarded to FAA contacts within 15 days of receipt. For all other civil rights investigations, **MDAD** must notify FAA contacts of any new investigations prior to grant execution.

At regular intervals, the Title VI Coordinator will provide FAA contacts with status updates for the investigations and reviews, until completed. For each existing investigation or review completed within 5 years of this plan, the Title VI Coordinator will also provide a statement about the outcome, unless previously provided.

¹⁰ Includes any Title VI, ADA, Sec. 504, Title VII/EEO, or other civil rights program compliance review or audit to be performed on the airport sponsor or any of its sub-recipients by any State, local or Federal agency.

¹¹ Includes allegations of discrimination based on race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age, whether because of actions of the airport sponsor itself, or its employees, contractors, or tenants. Includes noncompliance with related administrative requirements under civil rights laws.

13. Title VI Complaints

49 CFR 21.11; 49 CFR 21 Appendix C (b)(3); 28 CFR 42.406(d)

Scope. These procedures are for complaints of discrimination under Title VI and related laws (hereafter “Title VI Complaints.”) In order to be a Title VI Complaint, the complaint must:

1. Allege discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age or violations administrative requirements under Title VI or related laws.
2. Not only be for employment matters¹²
3. Allege misconduct by the **MDAD**, including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by **MDAD** including airport employees, contractors, concessionaires, lessees, or tenants.

Rights. Any person who believes that he or she has been subjected to discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age has the right to file a complaint with **MDAD**. Alternatively, they can file a formal complaint with an outside agency, such as the U.S. Departments of Justice or Transportation, or the Federal Aviation Administration (FAA), or seek other legal remedies.

Receipt of Complaint. The Title VI Coordinator will log in the complaint and promptly send copies of the complaint to the corresponding Title VI Liaison and the Airport Director.

Complaints must be filed within 180 days of the discriminatory event, must be in writing, and must be delivered to:

Frances Gonzalez, Chief, Title VI Regulatory Compliance
P.O. Box 025504
Miami, FL 33102-5504
(305) 876-7948
frgonzalez@flymia.com

If a complaint is initially made by phone, it must be supplemented with a written complaint before **180 days** after the discriminatory event has passed. If a verbal complaint is received, the complainant should be given a copy of the Airport Discrimination Complaint Procedures and instructed to submit a written complaint. Accommodation will be provided upon request to individuals unable to file a written complaint due to a disability.

¹² Complaints of employment discrimination must be addressed as required by EEOC and other applicable authorities with jurisdiction over employment matters. If an Airport sponsor employment activity is supported by FAA-provided financial assistance or it is alleged that the employment discrimination affects the broader airport program, complaints about that activity must also be reported to FAA.

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Initial Procedure. The Title VI Coordinator may meet with the complainant to clarify the issues, obtain additional information, and determine if informal resolution might be possible in lieu of an investigation. If successfully resolved, the Title VI Coordinator will issue a closure letter to the complainant, record the disposition in the complaints log, and report the resolution to FAA.

Discrimination Complaint Referral Procedure

Internal Complaint Referral. All Title VI complaints must be forwarded to the Title VI Coordinator within 24 hours of receipt.

Initial FAA Notification. A copy of each Title VI complaint will be forwarded to the FAA within 15 days of initial receipt (not the date that the Title VI Coordinator was notified). The Title VI Coordinator will forward a copy of the complaint and a statement describing all actions taken to resolve the matter, and the results thereof to the FAA Civil Rights staff. (Note: complaints based on disability do not have to be forwarded to FAA.) To transmit complaint information to the FAA, the Title VI Coordinator will use the FAA Civil Rights Connect System. The Title VI Coordinator will also seek technical assistance from FAA, as needed, throughout complaint intake, investigation and resolution process.

Investigation Procedure

Assignment of Investigator. The Title VI Coordinator will immediately begin the investigation or designate an investigator.

Cooperation with FAA. The Title VI Coordinator will promptly investigate all Title VI complaints, including those referred by the FAA for investigation. If the FAA is investigating a complaint against the MDAD, the Title VI Coordinator will avoid interfering with the FAA investigation, cooperate with the FAA when needed, and share factual information with the FAA.

Prompt Investigation. The Title VI Coordinator will make every effort to complete discrimination complaint investigations within sixty (60) calendar days after the complaint is received. Some investigations may take longer with a justification for the delay and assurance that the investigation is being completed as quickly as possible.

Contact with Complainant. The Title VI Coordinator will meet with the complainant to clarify the issues and obtain additional information, and also speak with community members and potential witnesses, as appropriate.

Investigation Report. After completing the investigation, the Title VI Coordinator will prepare a written report.

Consultation with Legal Counsel. In each case, the Title VI Coordinator will consult with Legal Counsel regarding the investigation and the report. Airport Legal Counsel will ensure that the report is consistent with the DOT and FAA Title VI nondiscrimination requirements.

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Prompt Resolution of Disputes. The Coordinator will emphasize voluntary compliance and quickly and fairly resolve disputes with complainants, or with contractors, tenants, or other persons, through negotiation, mediation or other alternate dispute resolutions.

Forwarding Report and Response to Complainant. At the completion of the investigation, the complainant and respondent will receive a letter of findings and determination of the investigation and any applicable resolution. The letter transmitting the findings and any applicable resolution will state MDAD’s conclusion regarding whether unlawful discrimination occurred and will describe the complainant’s appeal rights. A summary of the investigation report, any appeal, or follow-up actions will be sent to the FAA via the FAA Civil Rights Connect System.

Appeal Rights. The complainant must be notified of their right to appeal the findings or determinations, and of the procedures and requirements for an appeal:

- The complainant may appeal in writing to the Airport Director.
- The written appeal must be received **within 10 business days** after receipt of the written decision.
- The written appeal must contain all arguments, evidence, and documents supporting the basis for the appeal.
- The Airport Director will issue a final written decision in response to the appeal.

Avoiding Future Discrimination. In addition to taking action with respect to any specific instances of discrimination, the Department will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. MDAD employees, contractors, and tenants will not intimidate or retaliate against a person who has filed a complaint alleging discrimination.

For information on filing a complaint with DOT/FAA, please contact Frances Gonzalez, Chief, Title VI Regulatory Compliance.

This complaint procedure is shared with the public through the following methods:

Website, In-person, and Other Distribution Methods

Airport website, Civil Rights/Title VI page at www.miami-airport.com/customer-service.asp

14. Population / Language Data

**American Community Survey
Table B16001 Language Spoken at Home by Ability to Speak English
For the Population 5 Years and Over**

	Miami-Dade County, Florida	
Label	Estimate	Margin of Error
Total:	2,517,017	±220
Speak only English	636,673	±17,470
Spanish:	1,657,215	±10,245
Speak English "very well"	873,794	±17,123
Speak English less than "very well"	783,421	±14,680
French (incl. Cajun):	18,775	±4,135
Speak English "very well"	16,058	±3,682
Speak English less than "very well"	2,717	±1,098
Haitian:	106,527	±12,279
Speak English "very well"	69,776	±10,165
Speak English less than "very well"	36,751	±5,847
Italian:	8,774	±2,362
Speak English "very well"	6,643	±2,368
Speak English less than "very well"	2,131	±866
Portuguese:	17,353	±3,204
Speak English "very well"	13,016	±2,406
Speak English less than "very well"	4,337	±1,357
German:	3,952	±1,355
Speak English "very well"	3,640	±1,359
Speak English less than "very well"	312	±247
Yiddish, Pennsylvania Dutch or other West Germanic languages:	1,049	±777
Speak English "very well"	807	±536

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Label	Estimate	Margin of Error
Speak English less than "very well"	242	±282
Greek:	1,917	±1,181
Speak English "very well"	1,917	±1,181
Speak English less than "very well"	0	±242
Russian:	13,081	±3,459
Speak English "very well"	7,606	±2,464
Speak English less than "very well"	5,475	±1,859
Polish:	993	±715
Speak English "very well"	869	±682
Speak English less than "very well"	124	±153
Serbo-Croatian:	389	±290
Speak English "very well"	374	±286
Speak English less than "very well"	15	±25
Ukrainian or other Slavic languages:	2,142	±1,342
Speak English "very well"	1,335	±1,074
Speak English less than "very well"	807	±737
Armenian:	171	±141
Speak English "very well"	171	±141
Speak English less than "very well"	0	±242
Persian (incl. Farsi, Dari):	1,198	±680
Speak English "very well"	970	±581
Speak English less than "very well"	228	±198
Gujarati:	736	±543
Speak English "very well"	736	±543
Speak English less than "very well"	0	±242
Hindi:	2,664	±1,546
Speak English "very well"	1,722	±1,222
Speak English less than "very well"	942	±879
Urdu:	2,033	±1,152

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Label	Estimate	Margin of Error
Speak English "very well"	1,133	±864
Speak English less than "very well"	900	±547
Punjabi:	277	±296
Speak English "very well"	277	±296
Speak English less than "very well"	0	±242
Bengali:	46	±90
Speak English "very well"	46	±90
Speak English less than "very well"	0	±242
Nepali, Marathi, or other Indic languages:	607	±456
Speak English "very well"	540	±442
Speak English less than "very well"	67	±83
Other Indo-European languages:	2,832	±1,344
Speak English "very well"	2,510	±1,212
Speak English less than "very well"	322	±385
Telugu:	736	±549
Speak English "very well"	689	±510
Speak English less than "very well"	47	±81
Tamil:	1,060	±897
Speak English "very well"	872	±687
Speak English less than "very well"	188	±255
Malayalam, Kannada, or other Dravidian languages:	40	±80
Speak English "very well"	40	±80
Speak English less than "very well"	0	±242
Chinese (incl. Mandarin, Cantonese):	9,047	±2,058
Speak English "very well"	3,768	±1,158
Speak English less than "very well"	5,279	±1,453
Japanese:	816	±607
Speak English "very well"	557	±497

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Label	Estimate	Margin of Error
Speak English less than "very well"	259	±281
Korean:	520	±330
Speak English "very well"	437	±294
Speak English less than "very well"	83	±147
Hmong:	0	±242
Speak English "very well"	0	±242
Speak English less than "very well"	0	±242
Vietnamese:	1,621	±1,042
Speak English "very well"	457	±376
Speak English less than "very well"	1,164	±766
Khmer:	0	±242
Speak English "very well"	0	±242
Speak English less than "very well"	0	±242
Thai, Lao, or other Tai-Kadai languages:	548	±360
Speak English "very well"	502	±324
Speak English less than "very well"	46	±85
Other languages of Asia:	2,052	±1,101
Speak English "very well"	1,518	±909
Speak English less than "very well"	534	±637
Tagalog (incl. Filipino):	5,095	±1,864
Speak English "very well"	3,786	±1,669
Speak English less than "very well"	1,309	±696
Ilocano, Samoan, Hawaiian, or other Austronesian languages:	342	±262
Speak English "very well"	303	±240
Speak English less than "very well"	39	±63
Arabic:	6,376	±3,006
Speak English "very well"	4,702	±2,227
Speak English less than "very well"	1,674	±915

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Label	Estimate	Margin of Error
Hebrew:	4,963	±2,496
Speak English "very well"	4,375	±2,434
Speak English less than "very well"	588	±391
Amharic, Somali, or other Afro-Asiatic languages:	40	±87
Speak English "very well"	40	±87
Speak English less than "very well"	0	±242
Yoruba, Twi, Igbo, or other languages of Western Africa:	771	±632
Speak English "very well"	715	±562
Speak English less than "very well"	56	±97
Swahili or other languages of Central, Eastern, and Southern Africa:	421	±472
Speak English "very well"	406	±470
Speak English less than "very well"	15	±32
Navajo:	0	±242
Speak English "very well"	0	±242
Speak English less than "very well"	0	±242
Other Native languages of North America:	50	±85
Speak English "very well"	50	±85
Speak English less than "very well"	0	±242
Other and unspecified languages:	3,115	±1,464
Speak English "very well"	2,215	±980
Speak English less than "very well"	900	±1,135

**American Community Survey
Table S1701 Poverty Status in the Past 12 Months**

	Miami-Dade County, Florida					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	2,631,143	±3,600	393,101	±19,587	14.9%	±0.7
AGE						
Under 18 years	532,404	±1,988	91,616	±8,916	17.2%	±1.7
Under 5 years	143,450	±1,754	30,383	±4,537	21.2%	±3.1
5 to 17 years	388,954	±889	61,233	±6,694	15.7%	±1.7
Related children of householder under 18 years	531,183	±2,196	90,448	±8,928	17.0%	±1.7
18 to 64 years	1,654,600	±3,125	206,948	±11,826	12.5%	±0.7
18 to 34 years	560,476	±2,432	77,010	±6,711	13.7%	±1.2
35 to 64 years	1,094,124	±1,578	129,938	±7,958	11.9%	±0.7
60 years and over	606,074	±5,142	117,530	±6,520	19.4%	±1.1
65 years and over	444,139	±900	94,537	±5,655	21.3%	±1.3
SEX						
Male	1,285,410	±3,012	175,760	±10,575	13.7%	±0.8
Female	1,345,733	±2,408	217,341	±11,752	16.2%	±0.9
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	644,552	±17,454	71,787	±7,663	11.1%	±1.2
Black or African American alone	390,117	±8,484	74,372	±8,676	19.1%	±2.3
American Indian and Alaska Native alone	N	N	N	N	N	N
Asian alone	40,459	±1,729	4,481	±1,939	11.1%	±4.7
Native Hawaiian and Other Pacific Islander alone	N	N	N	N	N	N
Some other race alone	227,162	±15,596	34,210	±6,067	15.1%	±2.5
Two or more races	1,321,095	±20,380	206,754	±14,542	15.7%	±1.0
Hispanic or Latino origin (of any race)	1,825,430	±1,886	274,219	±16,178	15.0%	±0.9
White alone, not Hispanic or Latino	325,935	±5,278	34,828	±5,779	10.7%	±1.8

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Label	Total		Below Poverty Level		Percent Below Poverty Level	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
EDUCATIONAL ATTAINMENT						
Population 25 years and over	1,893,964	±2,552	270,866	±12,376	14.3%	±0.7
Less than high school graduate	311,824	±10,282	77,021	±6,358	24.7%	±1.9
High school graduate (includes equivalency)	512,852	±14,522	93,040	±5,799	18.1%	±1.1
Some college, Associate's degree	452,388	±13,809	49,580	±4,531	11.0%	±1.0
Bachelor's degree or higher	616,900	±14,729	51,225	±5,538	8.3%	±0.9
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	1,377,334	±14,493	102,699	±7,949	7.5%	±0.6
Employed	1,294,583	±15,045	78,751	±6,413	6.1%	±0.5
Male	694,124	±9,220	36,933	±3,757	5.3%	±0.5
Female	600,459	±10,023	41,818	±4,116	7.0%	±0.7
Unemployed	82,751	±6,401	23,948	±3,852	28.9%	±3.8
Male	41,438	±4,592	12,118	±2,709	29.2%	±4.8
Female	41,313	±3,444	11,830	±2,062	28.6%	±4.8
WORK EXPERIENCE						
Population 16 years and over	2,164,044	±4,354	311,471	±14,707	14.4%	±0.7
Worked full-time, year-round in the past 12 months	966,237	±14,180	29,905	±3,755	3.1%	±0.4
Worked part-time or part-year in the past 12 months	423,135	±13,699	66,123	±5,679	15.6%	±1.3
Did not work	774,672	±13,992	215,443	±10,329	27.8%	±1.2
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	158,601	±12,876	(X)	(X)	(X)	(X)
125 percent of poverty level	542,449	±22,090	(X)	(X)	(X)	(X)
150 percent of poverty level	687,227	±23,693	(X)	(X)	(X)	(X)
185 percent of poverty level	885,549	±25,373	(X)	(X)	(X)	(X)
200 percent of poverty level	964,639	±24,855	(X)	(X)	(X)	(X)
300 percent of poverty level	1,450,473	±26,086	(X)	(X)	(X)	(X)
400 percent of poverty level	1,802,032	±24,229	(X)	(X)	(X)	(X)
500 percent of poverty level	2,036,636	±21,975	(X)	(X)	(X)	(X)

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	Total		Below Poverty Level		Percent Below Poverty Level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	477,655	±13,793	143,142	±8,160	30.0%	±1.5
Male	244,259	±10,041	59,862	±5,487	24.5%	±1.9
Female	233,396	±8,190	83,280	±5,242	35.7%	±2.1
15 years	527	±520	527	±520	100.0%	±34.9
16 to 17 years	694	±475	641	±466	92.4%	±13.9
18 to 24 years	26,789	±3,715	9,983	±3,100	37.3%	±8.9
25 to 34 years	95,372	±6,093	20,070	±2,909	21.0%	±2.8
35 to 44 years	75,509	±4,933	13,953	±2,209	18.5%	±2.9
45 to 54 years	69,547	±5,339	15,845	±2,942	22.8%	±3.7
55 to 64 years	79,604	±5,017	24,863	±2,973	31.2%	±3.5
65 to 74 years	64,828	±4,155	27,016	±2,849	41.7%	±3.6
75 years and over	64,785	±4,026	30,244	±2,797	46.7%	±3.4
Mean income deficit for unrelated individuals (dollars)	7,683	±286	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	224,633	±10,440	9,404	±2,051	4.2%	±0.9
Worked less than full-time, year-round in the past 12 months	89,314	±6,195	30,822	±3,674	34.5%	±3.3
Did not work	163,708	±8,109	102,916	±6,376	62.9%	±2.2
Population in housing units for whom poverty status is determined	2,621,426	±4,378	385,476	±19,615	14.7%	±0.7

15. Completed Unlawful Discrimination Poster

Unlawful Discrimination

It is unlawful for airport operators and their lessees, tenants, concessionaires and contractors to discriminate against any person because of race, color, national origin, sex, creed, or disability in public services and employment opportunities. Allegations of discrimination should be promptly reported to the Airport Manager or:

Federal Aviation Administration
Office of Civil Rights, ACR -1
800 Independence Avenue, S.W.
Washington, D.C. 20591

Federal regulations on unlawful discrimination are available for review in the Airport Manager's Office.

Title VI Coordinator:
Frances Gonzalez
Tel: 305.876.7948
frgonzalez@flyMIA.com

ADA Coordinator:
Natalie Pavlik
Tel: 305.876.7793
npavlik@flyMIA.com

Discriminacion Ilegal

Se prohíbe a los operadores de aeropuertos y a sus arrendatarios, inquilinos, concesionarios y contratistas discriminar contra cualquier persona por motivo de raza, color, nacionalidad de origen, sexo, creencias religiosas, impedimento físico o discapacidad en lo que respecta a servicios públicos y oportunidades de empleo. Las alegaciones de discriminación deberán ser dirigidas inmediatamente al Administrador del Aeropuerto o a:

Federal Aviation Administration
Office of Civil Rights, ACR -1
800 Independence Avenue, S.W.
Washington, D.C. 20591

Los reglamentos sobre discriminación ilegal están a la disposición de los interesados para su examen en la oficina del Administrador del Aeropuerto.

Title VI Coordinador:
Frances Gonzalez
Tel: 305.876.7948
frgonzalez@flyMIA.com

ADA Coordinador:
Natalie Pavlik
Tel: 305.876.7793
npavlik@flyMIA.com

Federal Regulations available for review at:
Building 5A
4200 NW 36th Street
Miami, FL 33166

Regulaciones Federales disponibles para revisión en:
Building 5A
4200 NW 36th Street
Miami, FL 33166



U.S. Department of Transportation
Federal Aviation Administration

Scan QR Code for webpage & language translation options.

Escanee el código QR para ver la página web y las opciones de traducción de idiomas.




**Appendix I – Location of Digital Monitors Displaying the Title VI Unlawful
Discrimination Poster**

Building	Location	Number of Displays
Terminal D	Non-Denominational Chapel – 1 st Floor	1
Terminal D	MDAD Information Systems Division – 3 rd Floor	1
Terminal E	MDAD Offices Elevator Bank – 1 st – 6 th Floors	6
Terminal J	MDAD Fine Arts & Business Development Offices – 4 th Floor	<u>1</u>
	Total Displays in MDAD Offices – Terminal – Pre-Security	9
Terminal E	MIA Hotel Elevator Lobby – 1 st and 2 nd Floor	2
100	Elevator Lobby	3
5A	Lobby Area – 1 st Floor	1
5A	Administrative Services – 1 st Floor	1
5A	Elevator Lobby – 1 st – 4 th Floors	4
3030	Lobby for A and B Wings – 1 st Floor	1
3030	Lobby for C and D Wings – 1 st Floor	<u>1</u>
	Total Displays in MDAD Offices – Outside Buildings	11
700	1 st Floor – 101, 102, 103	3
700	3 rd Floor – 301, 302, 303	3
701	1 st Floor – 104, 105, 106	3
701	3 rd Floor – 304, 305, 306	3
702	1 st Floor – 107, 108, 109	3
702	3 rd Floor – 307, 308, 309	3
706	1 st Floor – 110, 111, 112, 113	4
706	3 rd Floor – 310, 311, 312, 313	4
707	1 st Floor – 114, 115	2
707	3 rd Floor – 314, 315	2
708	1 st Floor – 116, 117, 118, 119	4
708	3 rd Floor – 316, 317, 318, 319	<u>4</u>
	Total Displays in Cargo Area Buildings	38

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Appendix II – CIP Schedule

		MDAD FACILITIES DEVELOPMENT DIVISION CIP SCHEDULE As of December 31, 2022			Data Date: 31-Dec-22												
#	Activity ID	Activity Name	Start	Finish	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
					Q	Q	Q	Q	Q	Q	Q	Q	Q	Q	Q	Q	Q
1		CENTRAL BASE APRON & UTILITIES PROGRAM	01-Dec-15 A	17-Jan-24													
2	W37A	MIA Central Base Apron and Utilities Modifications and Expansion Phase 1	01-Dec-15 A	17-Jan-24													
3		CONCOURSE E PROGRAM	22-Apr-16 A	26-Jan-29													
4	U010C	MIA Satellite E Ramp Level Demolition and Additional Work	26-Jan-18 A	24-Apr-23													
5	U010F-7	MIA New E-Satellite Elevator	27-Nov-19 A	18-Jun-23													
6	U010F-7	MIA Satellite E Elevator Refurbishment	30-Nov-16 A	03-Nov-23													
7	AA046A	MIA Lower Cc E and Satellite E Third Floor APM Platform Annunciation System	02-Dec-19 A	07-Aug-23													
8	T072E-1	MIA CBP Offices at Concourse E - Third Level	27-Nov-19 A	03-Jan-24													
9	T072B-3	Lower Concourse E 400 Hz Generator Room Upgrade	22-Apr-16 A	23-Jul-24													
10	AA005A	MIA Lower Cc E, E Sat and DE Connector Stucco, Ext Painting, Lightning Prot. & VDGS	27-Nov-18 A	01-Sep-25													
11	U010F-5	MIA Satellite E Mech and Electrical Equip Replacement - Group No. 01 (AHU#5, 6)	25-Oct-19 A	23-Jun-23													
12	U010F-5	MIA Satellite E Mech and Electrical Equip Replacement - Group No. 02 (Rooftop & APM Area)	31-May-22 A	20-Jul-26													
13	U010A-1	Satellite E Structural Repairs - Phase II	13-Mar-20 A	24-Oct-25													
14	U010F-5	MIA Satellite E Mech and Electrical Equip Replacement - Group No. 03 (Ramp and 2nd Floor)	23-Mar-23	26-Jan-29													
15	T072F-4	Lower Concourse E Electrical Equipment Replacement	11-Jun-20 A	01-Jan-26													
16	U010D-1	MIA Satellite E New Chiller Plant	11-Mar-19 A	16-Jan-26													
17	T072F-2	Lower Concourse E Glazing	31-Jul-20 A	20-Jan-28													
18	U010F-2	MIA Satellite E Glazing	31-Jul-20 A	09-Mar-28													
19		SOUTH TERMINAL PROGRAM	15-May-17 A	02-Jan-25													
20	T042A	MIA South and Central Terminal BHS Improvements	15-May-17 A	28-Feb-23													
21	T042A-3	MIA Cc H Gates & Internationalization - Cc H Star Demolition	27-Nov-19 A	27-Aug-24													
22	T042A-1&2	MIA Cc H Gates & Internationalization - Cc H VGDS & Security System Upgrade	31-May-19 A	02-Jan-25													
23		MISCELLANEOUS PROJECTS	04-Jan-16 A	28-May-27													
24	P256B	MIA Partial Demo of Building 704, FPL Vault Relocation & Wash Rack Relocation	05-Jul-17 A	31-Jan-23													
25	P256E	MIA West Cargo Fuel Tender Facility Relocation	01-Nov-17 A	04-Apr-23													
26	P256A	MIA Rehabilitation of Taxiways R, S, T, Extend Taxiway R, Reconfigure Connector Taxiway M5	28-May-16 A	30-Apr-23													
27	W006A	MIA Taxi and Transportation Network Company (TNC) Parking Lot and Facilities (Demo Bldg 3039)	04-Jan-21 A	24-Jul-23													
28	W043A-4	Area A TC 12-17 & Area A K1 Doors	30-Sep-19 A	09-Jan-25													
29	W042A	MIA Employee Parking Garage (Park 6 Garage)	30-Nov-16 A	11-Jan-26													
30	D105C-1A	MIA Flamingo & Dolphin Garages Repairs and Upgrades - Phase 1 - 40 Years Re-certification	10-Oct-16 A	26-Jan-25													
31	D105C-1B	MIA Flamingo & Dolphin Garages Repairs and Upgrades - Phase 2	14-Feb-22 A	22-Jun-26													
32	P250A	MIA Airport Operations Center (AOC)	04-Jan-16 A	25-Feb-26													
33	P250A-1	MIA Cc D 3rd Floor Demolition	06-Jan-20 A	20-Nov-23													
34	W043A-6	Area B TC 11 Conveyor-Dog House - ON HOLD	31-Jan-20 A	07-Jun-25													
35	W043A-5	Area B Soffit Above Checkpoint H - ON HOLD	20-Dec-19 A	28-May-27													
36		PASSENGER BOARDING BRIDGES PROGRAM	03-Oct-16 A	12-Feb-25													
37	W099A	MIA North & Central Terminal Passenger Boarding Bridges - Phase 1	03-Oct-16 A	12-Feb-25													
38		TERMINAL WIDE ROOF	04-Dec-19 A	15-Jan-30													
39	AA078A	MIA Terminal Wide Re-roofing and Lightning Systems Upgrades	04-Dec-19 A	15-Jan-30													


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#	Activity ID	Activity Name	Start	Finish	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
40	SUPPORT PROJECTS		20-May-15 A	27-Apr-26													
41	Y03A	MIA Airport Surface Management System (SMS)	01-Sep-18 A	31-Mar-23													
42	X149A	MIA Cc G Preconditioned Air Equipment	10-Sep-18 A	31-May-23													
43	U040A	MIA Parking Access & Revenue Control System Replacement	09-Oct-15 A	23-May-23													
44	V064A	MIA Cc E thru F Life Safety Upgrades	02-Mar-21 A	14-Sep-23													
45	V144A	MIA Credentialing and Identity Management System (COTS)	28-Feb-17 A	10-Jul-23													
46	AA142A	MIA Perimeter Protection	15-Jan-20 A	14-May-24													
47	AA044A	MIA Checkpoint Queue Wait Time Analyzer (Operation/Maintenance - 5 Years)	23-Jun-17 A	31-Mar-25													
48	AA094A	Biometric Enabled Common Use Passenger Processing System	11-May-20 A	23-Sep-25													
49	AA136A	MDAD Security Cameras Project	30-Nov-20 A	08-Dec-24													
50	V102A	OPF Customs Building Expansion-Remodeling	20-May-15 A	24-Sep-24													
51	V058A	EFSS IVP 14 (Near Gate D16)	01-Jun-20 A	03-Nov-24													
52	U128A	MIA Central Terminal CCTV and Access Control	18-Oct-21 A	08-Apr-25													
53	V100A	MIA Cc J Gates Advanced Visual Docking Guidance System (VD GS)	29-Aug-16 A	27-Apr-26													
54	U023A	MIA South Terminal Smoke Evacuation Modifications	28-Mar-22 A	22-Dec-24													
55	AIRFIELD / AIRSIDE		25-Mar-21 A	30-May-28													
56	AA054A	MIA Runway 9-27 Rehabilitation - ON HOLD	25-Mar-21 A	12-May-28													
57	Y118A	MIA RIM Hot Spot 4 (Corral Area)	21-Oct-22 A	30-May-28													
58	NORTH TERMINAL PROGRAM		30-Nov-19 A	03-May-32													
59	BA017A	MIA North Terminal Additional Skytrain Vehicles	14-Feb-22 A	28-Mar-26													
60	AA126A	MIA North Terminal Ramp Level Restrooms Upgrade	30-Nov-19 A	28-Dec-24													
61	AC001A	Central Base AO A Construction Gate	28-Feb-22 A	25-Jun-26													
62	AA048A	MIA North Terminal Gate Optimization Phase 1 & 2	02-Feb-22 A	23-Aug-29													
63	AA048B	MIA North Terminal Gate Infrastructure Upgrades	08-Jul-22 A	24-Aug-28													
64	AB040A	MIA NTD Baggage Handling System Modifications to the Inline CBIS	18-Sep-20 A	04-Jun-30													
65	T180B	MIA Concourse D West Extension - D60 Building Expansion	01-Jun-22 A	03-May-32													
66	T180D	MIA Concourse D West Extension - D60 Apron and Utilities	01-Jun-22 A	03-May-32													
67	CENTRAL TERMINAL		28-Nov-18 A	07-Sep-42													
68	Y129A	MIA Low E Train Station Emergency Doors	28-Nov-18 A	25-Dec-26													
69	V008F	MIA Cc F Refurbishment Phase 2	28-Jun-21 A	16-Oct-25													
70	V008F	MIA Cc F Refurbishment Phase 2 - Milwork	30-Jun-21 A	17-Nov-22 A													
71	V008F	MIA Cc F Refurbishment Phase 2 - Elevators	08-Sep-21 A	24-Jun-24													
72	V008F	MIA Cc F Refurbishment Phase 2 - Access Control & Camera Upgrades	30-Nov-21 A	16-Oct-25													
73	V008	MIA Cc F Refurbishment Phase 2 - PC Air & 400 Hz	28-Jun-21 A	30-Jun-24													
74	V008	MIA Cc F Refurbishment Phase 2 - F4 Holdroom Structural Repairs	20-Dec-21 A	02-Sep-25													
75	V008F	MIA Cc F Refurbishment Phase 2 - 3rd Floor Restrooms	21-Jul-22 A	03-Aug-25													
76	CA004A	MIA Cc F to H Interconnector	01-May-23	19-Mar-28													
77	BA061A	MIA Central Terminal Redevelopment - Phase 1 (E-F Connector & Cc F Infill)	04-Aug-22 A	07-Jan-32													
78	V008C	MIA Central Terminal Redevelopment-Phase 2 (Facade, Checkpoint, V.C., E-F TC, Roof Bump)	04-Aug-22 A	17-Mar-33													


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79	T072L	MIA Lower Cc E FIS Renovations - Phase 2	21-Jun-23	16-Apr-32													
80	W008B	MIA New Concourse F	13-Nov-24	10-Sep-36													
81	W013A	MIA Concourse F New Apron Phase 1	19-Aug-29	12-Sep-36													
82	W013A	MIA Concourse F New Apron Phase 2	08-Sep-31	12-Mar-37													
83	W013B	MIA Cc F Demo Phase 1 - Headhouse Demo & New Hardstand Area	12-May-32	08-Sep-39													
84	W013C	MIA Cc F Demo Phase 2 - Cc F Pier Demo & New Cc F Apron Phase 3	06-Nov-34	06-Mar-42													
85	P259A	MIA Concourse "E" and "F" Taxiway and Apron Rehabilitation	21-Aug-38	07-Sep-42													
86	W008E	MIA Cc F Enabling Gates Striping	27-Dec-26	18-Apr-31													
87	X079A	MIA Concourse G Demolition	19-Apr-26	15-Aug-33													
88	SOUTH TERMINAL EXPANSION		29-Nov-19 A	16-Dec-29													
89	T042B	BHS Cross Over Central to South Terminal	11-Oct-21 A	29-Sep-24													
90	T042C	MIA Central and South Terminal Bag Claim Optimization Phase 1 (CD#14&15)	13-Jul-21 A	24-Feb-25													
91	BA059A	MIA Central and South Terminal Bag Claim Optimization Phase 2 (CD#11,12 &13 & 3(CD#9 &10)	01-Jun-23	18-Nov-27													
92	AA018B	MIA Concourse H Glazing, Curtain Wall Assessment and Corrective Action	29-Nov-19 A	05-Jan-26													
93	AB050A	MIA Building 3050 Demolition - South Terminal Enabling	03-Jun-22 A	28-Jul-24													
94	AB049A	Temporary South Terminal GSE Facility & 20th Street Modifications AOA - Pending Mill	08-Aug-22 A	22-Sep-26													
95	W005A	MIA South Terminal Apron and Utilities Modification - Pending Mill	22-Feb-22 A	17-Feb-29													
96	X078A	MIA South Terminal Expansion East (New Gates) Phase 1 - Pending Mill	22-Feb-22 A	17-Feb-29													
97	W019B	MIA Fueling Maintenance and Administration Consolidation Building - To be Cancelled	24-Nov-23	08-Feb-29													
98	X071A	MIA Vehicle Fueling and Car Wash Facility - South Terminal Enabling	04-Dec-25	20-Jan-29													
99	AB048B	MIA Demolition Building 3051 (Gas Station) and 3045 (Car Wash) - South Terminal Enabling	13-Jan-27	16-Dec-29													
100	CARGO AND NON-TERMINAL BUILDINGS		01-Dec-20 A	01-Sep-32													
101	X035C	MIA Buildings 703 and 703A Demolition and Environmental Assessment and Remediation - ON HOLD	30-Sep-21 A	29-Oct-24													
102	X035A	MIA Building 702 Apron & Airside Improvements - ON HOLD	31-Dec-22	02-Nov-28													
103	AA058A	MIA Consolidated Office Complex (Finishes Cc D Landside)	01-Dec-20 A	26-Nov-24													
104	MIA Building 5A Tenants Relocation Projects:		04-Nov-21 A	28-Nov-26													
105	AA058C	Finance and Administration Division Offices Relocation	28-Jan-22 A	03-Dec-25													
106	AA059D	Contract Administration Offices Relocation	04-Nov-21 A	08-Feb-25													
107	TBD	MIA Building 5A Tenants Relocation Projects	31-Dec-22	28-Nov-26													
108	AB041A	MIA Building 3052 Replacement	03-Mar-22 A	11-Jan-27													
109	AA058B	MIA Demolition Building 5A	13-Mar-23	05-Apr-28													
110	W030A	MIA GSE Facility for North Terminal	13-Nov-23	11-Jun-30													
111	X035E	MIA Demolition Building 704	20-Sep-27	05-Jul-31													
112	AA059A	MIA West Cargo Truck Parking	05-Oct-26	01-Sep-32													
113	LANDSIDE / ROADWAYS		18-Jul-22 A	11-Jan-34													
114	AC053A	MIA Dolphin Flamingo and New Employee Parking Garage 6 Exterior Cladding	27-Jul-22 A	26-Sep-27													
115	AB016A	MIA AOA Perimeter Security Hardening Project - Phase 01	18-Jul-22 A	18-Jan-28													
116	AB016B-F	MIA AOA Perimeter Security Hardening Project - Phase 02.06	08-Sep-23	03-Sep-30													
117	X061A	MIA Perimeter Road Bridge Replacement	04-Sep-24	11-Jan-34													


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118	FUEL FACILITIES		27-Oct-21 A	31-Mar-33													
119	W019A	MIA Fuel Storage Facility Expansion Phase 1	27-Oct-21 A	26-Jul-29													
120	W019C	MIA Fuel Storage Facility Expansion Phase 2	09-Apr-27	31-Mar-33													
121	GENERAL AVIATION AIRPORTS		31-Aug-18 A	18-Apr-33													
122	BA001A	TMB New AGS III Taxiway and Access Road	16-Jan-23	04-Mar-26													
123	W009A	TMB RIM HS1 With Taxiway H West Extension to Threshold	24-Oct-18 A	19-Mar-24													
124	X010A	OPF Engine Run Up Pad	15-Aug-19 A	13-Aug-25													
125	Y145A	Homestead General Aviation (351A) Security Project Phase 2 - Lightning, Cameras, Access Control	31-Aug-18 A	19-Oct-24													
126	W009A	OPF Runway 9 27 Rehabilitation	17-Aug-20 A	13-Mar-26													
127	W125A/B	TMB South Apron Expansion / New Taxiway	30-Jun-22 A	08-Aug-28													
128	AA022A	TMB New ATCT	31-Aug-21 A	18-Apr-33													
129	TERMINAL WIDE		27-Jan-21 A	23-Jun-28													
130	AC040A	MIA Terminal Wide Compliant Two-Way Emergency Radio Communications System	27-Jan-21 A	26-Nov-24													
131	BA027A	MIA Police / Fire Microwave Relocation	16-Jan-23	07-Sep-24													
132	W099B	MIA North and Central Terminal Passenger Loading Bridges Phase 2	07-Apr-23	23-Jun-28													
133	AC045A	MIA PASI Hardware System Upgrade (Terminal & Concourses)	15-Oct-21 A	08-Jul-24													
134	MIA Tenant Relocation Projects:		05-Apr-21 A	14-Apr-27													
135	AC007A	MIA Bldg. 3030 1st Floor D-Wing Tenant Relocation	05-Apr-21 A	29-Feb-24													
136	AC007B	SITA Demolition & Renovation	01-Sep-21 A	28-Jul-24													
137	BA040A	MIA Building 3025 Demolition Trailer City	08-Aug-22 A	03-Feb-24													
138	TBD	Trailer City for Building 3050 Offices Replacement	31-Dec-22	16-Feb-26													
139	TBD	CTR PHASE 1 Tenant Relocation Project	01-Jun-23	14-Apr-27													
140	MIA Checkpoint Upgrades Projects:		01-Oct-21 A	19-Mar-28													
141	W006F	MIA Cc F Refurbishment - Checkpoint Relocation Improvement Works	01-Oct-21 A	23-May-25													
142	AC088A	MIA North Terminal D2 Checkpoint Upgrades	01-Aug-22 A	29-Nov-24													
143	BA057A	MIA South Terminal Concourse J FIS Checkpoint Upgrade/Refurbishment	01-Aug-22 A	30-Mar-25													
144	AC086A	MIA South Terminal Cc J South Checkpoint Upgrades	12-Jun-23	11-Oct-25													
145	BA054A	MIA South Terminal Cc J Central Checkpoint Upgrades	01-Feb-24	20-May-26													
146	AC087A	MIA South Terminal Cc H Checkpoint Modifications	07-Sep-24	01-Mar-27													
147	BA055A	MIA Central Terminal Cc G Checkpoint Upgrades	25-Jul-25	19-Mar-28													
148	BA013A	MIA Security Checkpoint Equipment Replacement	03-Jan-23	06-Oct-27													
149	TERMINAL WIDE PUBLIC RESTROOMS		04-Sep-19 A	25-Aug-30													
150	AA017C-2	MIA South Terminal Public Restrooms Modernization Phase C2, 6 RR	18-Dec-19 A	13-May-23													
151	AA017C-1	MIA South Terminal Public Restrooms Modernization Phase C1, 10 RR	24-Oct-19 A	23-Nov-23													
152	AA017B-1	MIA Central Terminal Public Restrooms Modernization Phase B1, 6 RR	10-Sep-19 A	28-Nov-23													
153	AA017A-2	MIA North Terminal Public Restrooms Modernization Phase A2, 12 RR	13-Dec-19 A	26-Jan-24													
154	AA017B-2	MIA Central Terminal Public Restrooms Modernization Phase B2, 9 RR	04-Sep-19 A	08-Sep-24													
155	AA017A-1	MIA North Terminal Public Restrooms Modernization Phase A1, 10 RR	16-Dec-19 A	17-Oct-24													
156	AA017D	MIA Terminal Public Restroom Modernization - Phase 1,2,5	21-May-21 A	25-Aug-30													

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