



OFFICE OF WATER RESOURCES

LANGUAGE ACCESS PLAN (LAP) FOR LIMITED ENGLISH PROFICIENCY (LEP) PERSONS

I. Purpose:

In compliance with Executive Order 13166, the Alabama Department of Economic and Community Affairs (ADECA) has developed the following Language Access Plan (LAP) for Limited English Proficiency (LEP) persons.

II. History:

Title VI of the Civil Rights Act of 1964 is the federal law which protects individuals from discrimination on the basis of their race, color, or national origin in programs that receive federal financial assistance. In certain situations, failure to ensure persons who have limited English proficiency can effectively participate in, or benefit from, federally assisted programs may violate Title VI's prohibition against national origin discrimination.

Persons who, as a result of their national origin, do not speak English as their primary language and who have limited ability to speak, read, write, or understand English may be entitled to language assistance under Title VI to receive a particular service, benefit, or encounter.

III. State of Alabama's Four-Factor Analysis:

The following four-factor analysis will serve as the guide for determining which language assistance measures ADECA will undertake to guarantee access by LEP persons to the ADECA Office of Water Resources (OWR) and ADECA's other federal grant programs that are funded by the United States Department of Homeland Security (DHS).

A. Number or proportion of LEP persons served or encountered in the eligible service population (served or encountered includes those persons who would be served by the recipient if the person received education and outreach and the recipient provided sufficient language services).

For determining the LEP population, ADECA utilized the 2022 American Community Survey 5-year estimates at Table S1601 (as some counties did not have estimates in the 2022 American Community Survey 1-year estimates), at the website [https://data.census.gov/table/ACSST5Y2022.S1601?t=Language%20Spoken%20at%20Home&g=040XX00US01\\$0500000&moe=falseBest](https://data.census.gov/table/ACSST5Y2022.S1601?t=Language%20Spoken%20at%20Home&g=040XX00US01$0500000&moe=falseBest). Also, data are available per the 2020 US Census at the website <https://www.census.gov/library/visualizations/interactive/people-that-speak-english-less-than-very-well.html> (this was used for information published on April 8, 2020 for the State of Alabama and by County).

Based on that data, the State of Alabama meets the 1,000 LEP persons threshold for Spanish speaking LEP persons, other Indo-European language speaking LEP persons, and Asian and Pacific Island language speaking LEP persons (see table below); however, as the latter two are comprised of several hundred related languages and dialects, it does not appear any one of these would meet the threshold. Additionally, ADECA has identified twenty-one counties with LEP populations exceeding the 1,000-person threshold, and these are Baldwin, Blount, Calhoun, Chilton, Coffee, Cullman, DeKalb, Elmore, Etowah, Franklin, Jefferson, Lauderdale, Lee, Limestone, Madison, Marshall, Mobile, Montgomery, Morgan, Shelby, and Tuscaloosa Counties.

(NOTE: For the previous ADECA LAP done per the 2010 US Census, ADECA utilized the US Census Special Tabulation 194 and Table 2, Summary Social, Economic, and Housing Characteristics at the website <https://www.census.gov/data/tables/2000/dec/stp-194.html>).

B. The frequency with which the LEP persons come into contact with the program.

ADECA OWR is the grantee of flood mapping, community assistance, and flood insurance federal assistance grants from Federal Emergency Management Agency. ADECA OWR provides these products and services to Alabama's counties and communities but does not provide direct assistance to individuals. As a result, LEP persons only rarely come into contact with ADECA OWR. However, ADECA OWR's floodplain mapping program does allow for individuals to participate in the process by submitting public comments and/or attending an open house.

C. The nature and importance of the program, activity, or service provided by the program.

Because all ADECA OWR funds are utilized to provide flood mapping and flood insurance community assistance products and services to Alabama counties and communities, ADECA does not provide direct assistance to individuals. As a result, LEP persons only rarely come into contact with ADECA OWR. Such individuals would generally include persons with property located in or near a regulatory floodplain under FEMA regulations and could be from any income level. This interaction could occur at an open house held jointly by ADECA OWR and the local county or community. Therefore, citizen

participation could be directed at ADECA OWR. In planning these open houses in the jurisdictions noted in paragraph 1 above, ADECA OWR will work with the local governments to provide any additional accommodations that may be needed. These local governments will also be required to have LAP accommodations and can assist ADECA OWR as necessary.

D. The resources available and costs to the recipient.

Currently, the LAP measures are reasonable given the resources available to ADECA. All costs associated with developing this LAP are borne by ADECA OWR.

IV. Types of language assistance to be provided by the State:

As stated previously, some citizen participation matters are directed to the State; therefore, the ADECA website is available for translation into Spanish on the ADECA homepage and at <https://adeca-alabama-gov.translate.goog/? x tr sl=en& x tr tl=es& x tr hl=en& x tr pto=wapp>, and OWR's Division page translated is available at <https://adeca-alabama-gov.translate.goog/floods/am-i-in-a-floodplain/? x tr sl=en& x tr tl=es& x tr hl=en& x tr pto=wapp>.

Furthermore, the Google Translate website at <https://translate.google.com/> is available to provide translation services so that all ADECA OWR information can be easily translated into the foreign languages available on that website. If other populations of LEP Alabamians are identified after the 2020 U.S. Census, ADECA will consider additional measures to serve the language access needs of those LEP persons.

For any for public meetings held in the counties listed in paragraph 1 above, ADECA OWR will work with the local governments to provide additional language accommodation needs that may be anticipated. These local governments will also be required to have LAP accommodations and can assist ADECA OWR with any that may be necessary.

Area Name	Total	Do Not Speak English Very Well	Do Not Speak English as % of Total	Speak Spanish	Speak Spanish as % of Total	Speak Other Indo European	Speak Other Indo European as % of Total	Speak Asian or Pacific Islander	Speak Asian or Pacific Islander as % of Total	Speak Other	Speak Other as % of Total
Autauga	55391	607	1.10%	156	0.28%	106	0.19%	191	0.34%	154	0.28%
Baldwin	221316	4220	1.91%	2760	1.25%	857	0.39%	596	0.27%	7	0.00%
Barbour	23578	725	3.07%	550	2.33%	30	0.13%	50	0.21%	95	0.40%
Bibb	21094	160	0.76%	136	0.64%	0	0.00%	24	0.11%	0	0.00%
Blount	55667	2070	3.72%	2044	3.67%	9	0.02%	0	0.00%	17	0.03%
Bullock	9766	208	2.13%	200	2.05%	0	0.00%	0	0.00%	8	0.08%
Butler	17927	89	0.50%	56	0.31%	24	0.13%	9	0.05%	0	0.00%
Calhoun	109659	1661	1.51%	1345	1.23%	122	0.11%	194	0.18%	0	0.00%
Chambers	32526	216	0.66%	188	0.58%	16	0.05%	2	0.01%	10	0.03%
Cherokee	23918	326	1.36%	294	1.23%	9	0.04%	23	0.10%	0	0.00%
Chilton	42431	1597	3.76%	1489	3.51%	0	0.00%	108	0.25%	0	0.00%
Choctaw	11983	91	0.76%	42	0.35%	40	0.33%	0	0.00%	9	0.08%
Clarke	21637	58	0.27%	19	0.09%	0	0.00%	39	0.18%	0	0.00%
Clay	13464	34	0.25%	34	0.25%	0	0.00%	0	0.00%	0	0.00%
Cleburne	14243	127	0.89%	111	0.78%	16	0.11%	0	0.00%	0	0.00%
Coffee	50391	1643	3.26%	1294	2.57%	81	0.16%	255	0.51%	13	0.03%
Colbert	54112	562	1.04%	491	0.91%	30	0.06%	41	0.08%	0	0.00%
Conecuh	11111	34	0.31%	34	0.31%	0	0.00%	0	0.00%	0	0.00%
Coosa	9865	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Covington	35395	127	0.36%	108	0.31%	6	0.02%	13	0.04%	0	0.00%
Crenshaw	12497	245	1.96%	153	1.22%	5	0.04%	87	0.70%	0	0.00%
Cullman	83111	1190	1.43%	1052	1.27%	7	0.01%	131	0.16%	0	0.00%
Dale	46212	1111	2.40%	794	1.72%	110	0.24%	207	0.45%	0	0.00%
Dallas	36042	187	0.52%	87	0.24%	24	0.07%	62	0.17%	14	0.04%
DeKalb	67570	4167	6.17%	4090	6.05%	31	0.05%	5	0.01%	41	0.06%
Elmore	82909	1167	1.41%	1009	1.22%	122	0.15%	22	0.03%	14	0.02%
Escambia	34636	224	0.65%	167	0.48%	12	0.03%	26	0.08%	19	0.05%
Etowah	97405	1703	1.75%	1297	1.33%	240	0.25%	130	0.13%	36	0.04%

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Fayette	15,451	9	0.06%	9	0.06%	0	0.00%	0	0.00%	0	0.00%
Franklin	29,693	2469	8.32%	2459	8.28%	6	0.02%	4	0.01%	0	0.00%
Geneva	25,215	249	0.99%	159	0.63%	0	0.00%	77	0.31%	13	0.05%
Greene	7,162	18	0.25%	18	0.25%	0	0.00%	0	0.00%	0	0.00%
Hale	13,774	41	0.30%	38	0.28%	0	0.00%	3	0.02%	0	0.00%
Henry	16,453	152	0.92%	122	0.74%	21	0.13%	9	0.05%	0	0.00%
Houston	100,460	1155	1.15%	678	0.67%	165	0.16%	280	0.28%	32	0.03%
Jackson	50,005	535	1.07%	417	0.83%	20	0.04%	98	0.20%	0	0.00%
Jefferson	630,801	14896	2.36%	10724	1.70%	1670	0.26%	2080	0.33%	422	0.07%
Lamar	12,939	9	0.07%	7	0.05%	0	0.00%	2	0.02%	0	0.00%
Lauderdale	89,652	1772	1.98%	1255	1.40%	105	0.12%	380	0.42%	32	0.04%
Lawrence	31,368	465	1.48%	411	1.31%	0	0.00%	46	0.15%	8	0.03%
Lee	165,508	5154	3.11%	1567	0.95%	625	0.38%	2844	1.72%	118	0.07%
Limestone	98,505	2212	2.25%	1505	1.53%	417	0.42%	289	0.29%	1	0.00%
Lowndes	9,565	9	0.09%	3	0.03%	0	0.00%	6	0.06%	0	0.00%
Macon	18,303	132	0.72%	130	0.71%	2	0.01%	0	0.00%	0	0.00%
Madison	367,692	9250	2.52%	5400	1.47%	963	0.26%	2649	0.72%	238	0.06%
Marengo	17,943	157	0.87%	105	0.59%	44	0.25%	0	0.00%	8	0.04%
Marion	27,768	269	0.97%	212	0.76%	2	0.01%	55	0.20%	0	0.00%
Marshall	91,027	6239	6.85%	5548	6.09%	503	0.55%	175	0.19%	13	0.01%
Mobile	387,410	6671	1.72%	2705	0.70%	399	0.10%	2945	0.76%	622	0.16%
Monroe	19,198	19	0.10%	10	0.05%	8	0.04%	1	0.01%	0	0.00%
Montgomery	212,847	5893	2.77%	2404	1.13%	531	0.25%	2558	1.20%	400	0.19%
Morgan	115,736	4207	3.63%	3340	2.89%	43	0.04%	78	0.07%	746	0.64%
Perry	7,962	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Pickens	17,981	517	2.88%	485	2.70%	9	0.05%	10	0.06%	13	0.07%
Pike	31,323	665	2.12%	96	0.31%	172	0.55%	397	1.27%	0	0.00%

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Randolph	20947	174	0.83%	134	0.64%	23	0.11%	17	0.08%	0	0.00%
Russell	54878	676	1.23%	468	0.85%	27	0.05%	181	0.33%	0	0.00%
St. Clair	86738	719	0.83%	617	0.71%	0	0.00%	22	0.03%	80	0.09%
Shelby	211970	5524	2.61%	3581	1.69%	384	0.18%	1091	0.51%	468	0.22%
Sumter	11541	109	0.94%	50	0.43%	16	0.14%	43	0.37%	0	0.00%
Talladega	76782	1054	1.37%	684	0.89%	162	0.21%	196	0.26%	12	0.02%
Tallapoosa	39023	525	1.35%	467	1.20%	0	0.00%	58	0.15%	0	0.00%
Tuscaloosa	218684	3890	1.78%	2247	1.03%	687	0.31%	853	0.39%	103	0.05%
Walker	61287	561	0.92%	534	0.87%	0	0.00%	27	0.04%	0	0.00%
Washington	14591	16	0.11%	15	0.10%	0	0.00%	1	0.01%	0	0.00%
Wilcox	9783	53	0.54%	11	0.11%	0	0.00%	0	0.00%	42	0.43%
Winston	22415	305	1.36%	257	1.15%	2	0.01%	46	0.21%	0	0.00%
Total	4,736,236	101,319	2.14%	68,872	1.45%	8,903	0.19%	19,736	0.42%	3,808	0.08%