



SAN ANTONIO AIRPORT SYSTEM

Title VI Plan

Revised December 20, 2023



City of San Antonio
San Antonio Airport System

Title VI Plan

Contents

1. Title VI Policy Statement	1
2. Administration	2
3. Grant and Procurement Assurances	3
4. Title VI Coordinator Responsibilities	3
5. Notice.....	5
6. Community Statistics.....	7
7. Potential or Known Community Impacts.....	15
8. Limited English Proficiency (LEP)	16
9. Transportation	19
10. Minority Businesses	20
11. Training	20
12. Compliance Reviews, Audits, Complaints, Lawsuits, and Other Investigations	21
13. Title VI Complaints	20
14. Population / Language Data.....	20
15. Completed Unlawful Discrimination Poster.....	51

San Antonio Airport Systems Title VI Plan


1. Title VI Policy Statement¹

The City of San Antonio Aviation Department also called San Antonio Airport Systems (hereinafter referred to SAAS) includes San Antonio International Airport (SAT) and Stinson Municipal Airport (SSF), 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.

SAAS 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. SAAS 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 SAAS will take action to involve them and the general public in the decision-making process.

SAAS 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 SAAS and each tenant, contractor, and concessionaire, as well as in any similar agreements with their own sub-tenants and sub-contractors.

Barbara Patton is available at 210-207-3592 and barbara.patton@sanantonio.gov, is responsible for overseeing the SAAS' 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.


for: **Jesus H. Saenz, Jr, IAP**
Director of Airports

9-29-23
Effective Date

9/29/2026
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..

2. Administration

The City of San Antonio has reviewed and adopted this Title VI Plan for SAAS. This plan will be updated no less than once every 3 years. The plan will not be re-adopted following minor changes, such as updating the Airport Director, or equivalent's or Title VI Coordinator's name. Significant revisions to our policies or federal guidelines may warrant re-adoption by The City of San Antonio and resubmittal to FAA.

In addition to the coordinator and SAAS' leadership, the following people also assist with our Title VI program requirements:

Staff Supporting Title VI Program	Airport Sponsor Program / Office
Brenda Rodriguez	Business Opportunity and Diversity Development
Joseph Gonzales	Business Opportunity and Diversity Development
Ryan Hall	Planning & Administration, Development Team
Maria Godina	Planning & Administration, Development Team
Shane Harbinson	Chief Development Officer
Steven Southers	Environmental Stewardship, Development Team
Joshua Heiss	Environmental Stewardship, Development Team
Breana Trevino	Environmental Stewardship, Development Team
Katinka Howell	Legal
David Perales	Customer Experience Team
Tonya Hope	Public Relations, Customer Experience Team
Erin Rodriguez	Public Relations, Customer Experience Team
Monica McKnight	Airport Integrated Control Center

SAAS has no airport program sub-recipients.

Sub-Recipients

None

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

Federal Source	Grant Number	Amount
FAA AIG	3-48-0192-115-2023	\$2,900,000

Updated information for pending and awarded grant applications will be available through the following methods:

Federal Source	Grant Award Information Available at:
FAA	https://aep.airports.faa.gov/Home.aspx
FAA	https://www.faa.gov/airports/aip/2023_aip_grants
FAA	https://www.grants.gov/web/grants/home.html
FAA	Texas Airport District Office

3. Grant and Procurement Assurances

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

SAAS 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/. Note that unlike many other clauses, Civil Rights clauses are required in all contracts. Note also special clauses that are required for certain types of contracts, such as land acquisition.
- b. The City of San Antonio’s Assistant City Attorney (Legal) and SAAS requires through flow-down requirements in each of its contracts, civil rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other sub-agreements. Template language for implementation in subcontracts and subleases is provided in every solicitation released by SAAS.

Legal drafts all agreements, contracts, covenants, deeds, leases, licenses, permits, and similar instruments (“Contracts”) to which the City of San Antonio is a party as owner, lessor, concessionaire, grantor, or licensing or permitting authority. SAAS’ Business Opportunity and Diversity Development (BODD) office, during its project initiation and sublease approval processes, reviews subcontracts and subleases to ensure the inclusion of appropriate Civil Rights clauses in sub agreements.

Description of Oversight Methods for Subcontracts

SAAS updates its template documents upon notification from the FAA that there have been changes to the assurances. Annually, the Title VI Coordinator will collaborate with the Legal, Procurement and BODD office to review subcontractor agreements on a sample basis to assure requisite clauses are in place.

4. Title VI Coordinator Responsibilities

The Coordinator is responsible for ensuring that they and other staff supporting the Title VI 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
- Reporting Title VI complaints and other required FAA notifications.

See Training Section for more information for expected training for all staff.

Among other responsibilities, the Coordinator:

- Proactively ensures that the SAAS is in compliance with nondiscrimination requirements of Title VI and reports to SAAS leadership on the status of Title VI compliances.
- 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 discrimination complaints covered by Title VI and related requirements, 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 throughout staff and the SAAS' 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, and other methods described in the airport Community Participation Plan (CPP).
- 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.
- 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)).

See Notice, Compliance reviews, Audits, Lawsuits, and Other Investigations, and Complaints Sections of this Plan.

The 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)

SAAS will conspicuously display the FAA-provided Unlawful Discrimination Poster in all public areas on airport property, including those with pedestrian activity. The Coordinator ensures that these posters are visible, accessible,² and maintained. The poster template is available at

https://www.faa.gov/about/office_org/headquarters_offices/acr/com_civ_support/non_disc_pr/ and a completed copy is attached. See Section 15 Appendix.

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

SAAS has distributed this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan was distributed by November 11, 2022 by email, tenant meetings, and in person meetings. This revised plan will be distributed by September 29, 2023.

Posters are displayed in each terminal and other areas on airport property, including the following public locations:

Terminal/FBO/Concessions/ Other Locations	Quantity in Pre-Security Area	Quantity in Post-Security Area	Additional Quantities
SAT Terminal A TSA Checkpoint		1	
SAT Terminal B TSA Checkpoint		1	
SAT Terminal A Entrances/Exits	6		
SAT Terminal B Entrances/Exits	6		
Shuttle Buses			9
Concessionaires	2	30	
CONRAC			11
Fixed Based Operators			5

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

Outreach to Affected Communities

SAAS Business Opportunity and Development Team will coordinate with SAAS Development Team and Customer Experience Team to ensure that notices for public meetings reach all segments of the impacted community. The Title VI coordinator will also coordinate with SAAS Development Team and Customer Experience Team to identify the effective media platforms to share announcement and notices. Announcements are made in social media, general circulation newspapers, community newspapers, email broadcast, FAA DBE Connect, FAA Civil Rights Connect, Airport Minority Advisory Council, (AMAC), and Airports Council International (ACI). SAAS Executive Team contacts leaders and representatives in Affected Communities directly to confirm effective media platforms to reach all Affected Communities³ and provide important feedback on translated materials. The office maintains records of all such notices and the efforts made to reach each of the Affected Communities.

SAAS will create a detailed CPP by December 20, 2023. A copy of the plan will be available at <https://flysanantonio.com/business/about-saas/title-vi>, when completed and accepted by FAA.

To ensure that the community is effectively informed of and able to participate in public hearings, Customer Experience Office includes public notices 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). Such social media postings and notices will include direction 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, the SAAS will be able to identify, understand, and engage with communities. In doing so, the SAAS needs to know about communities eligible to be served, actually or potentially affected, benefited or burdened by SAAS airport program.

Affected Communities⁴	Population
Hill Country Village City, Texas	942
Olmos Park, city, Texas	2,180
Shavano Park city, Texas	3,524
Castle Hills city, Texas	3,978
Terrell Hills city, Texas	5,045
Alamo Heights, city Texas	7,357
Hollywood Park city, Texas	9,130
San Antonio city, Texas	1,434,625

Source: 2020 Census data

(Hereafter, the above communities will be referred to collectively as “the Affected Communities”).

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,” SAAS is collecting information about affected and potentially affected low-income communities. According to *U.S. Census Report, S1701: Poverty Status in the Past 12 Months*, the overall poverty level for the Bexar County is approximately 19.7 %. The poverty rate remains similar compared with the rest of the State of Texas 14.2%. The poverty rates for the specific Affected Communities are as follows.

Affected Communities	Poverty Rate
Hill Country Village city, Texas	2.4%
Olmos Park city, Texas	5.6%
Shavano Park city, Texas	3.5%
Castle Hills city, Texas	7.7%
Terrell Hills city, Texas	8.1%
Alamo Heights city, Texas	3.9%
Hollywood Park city, Texas	1.6%
San Antonio city, Texas	17.0%

Source: 2020 Census data

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.

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.

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 follows⁶:

Affected Community: Hill Country Village
Total Affected Community Population: 942

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White alone	656	70%
Black or African American alone	134	14%
American Indian or Alaska Native alone	0	0%
Asian alone	16	2%
Native Hawaiian or Other Pacific Islander alone	0	0%
Some other race alone	6	1%
Two or more races	35	4%
Hispanic or Latino origin (of any race)	112	12%
White alone, not Hispanic or Latino	565	60%

Source: 2020 Census data

Affected Community: Olmos Park Village
Total Affected Community Population: 2,180

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White alone	2,225	102%
Black or African American alone	35	2%
American Indian or Alaska Native alone	0	0%
Asian alone	9	0%
Native Hawaiian or Other Pacific Islander alone	0	0%
Some other race alone	15	1%
Two or more races	148	7%
Hispanic or Latino origin (of any race)	423	19%
White alone, not Hispanic or Latino	1,944	89%

Source: 2020 Census data

⁶ Recommend using demographic groups from the U.S. Census.

Affected Community: Shavano Park
Total Affected Community Population: 3,524

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White alone	2,640	75%
Black or African American alone	85	2%
American Indian or Alaska Native alone	5	0%
Asian Alone	204	6%
Native Hawaiian or Other Pacific Islander alone	0	0%
Some other race alone	0	0%
Two or more races	562	16%
Hispanic or Latino origin (of any race)	989	28%
White alone, not Hispanic or Latino	2,203	63%

Source: 2020 Census data

Affected Community: Castle Hills Country Village
Total Affected Community Population: 942

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White alone	2861	304%
Black or African American	30	3%
American Indian or Alaska Native	0	0%
Asian Alone	161	17%
Native Hawaiian or Other Pacific Islander	0	0%
Some other race alone	83	9%
Two or more races	835	89%
Hispanic or Latino origin (of any race)	1904	202%
White alone, not Hispanic or Latino	1821	193%

Affected Community: Terrell Hills Country Village
Total Affected Community Population: 5,045

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White alone	4,224	84%
Black or African American	12	0%
American Indian or Alaska Native	12	0%
Asian Alone	221	4%
Native Hawaiian or Other Pacific Islander	0	0%
Some other race alone	290	6%
Two or more races	243	5%
Hispanic or Latino origin (of any race)	1292	26%
White alone, not Hispanic or Latino	3,465	69%

Source: 2020 Census data

Affected Community: Alamo Heights
Total Affected Community Population: 7,357

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White alone	6,139	83%
Black or African American	54	1%
American Indian or Alaska Native	49	1%
Asian Alone	81	1%
Native Hawaiian or Other Pacific Islander	0	0%
Some other race alone	25	0%
Two or more races	948	13%
Hispanic or Latino origin (of any race)	1,775	24%
White alone, not Hispanic or Latino	5,146	70%

Source: 2020 Census data

Affected Community: Hollywood Park
Total Affected Community Population: 9,130

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White alone	2,874	31%
Black or African American	0	0%
American Indian or Alaska Native	0	0%
Asian Alone	28	0%
Native Hawaiian or Other Pacific Islander	0	0%
Some other race alone	36	0%
Two or more races	192	2%
Hispanic or Latino origin (of any race)	362	4%
White alone, not Hispanic or Latino	2,658	29%

Source: 2020 Census data

Affected Community: San Antonio
Total Affected Community Population: 1,434,625

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White alone	549,611	38%
Black or African American	88,191	6%
American Indian or Alaska Native	17,637	1%
Asian Alone	40,821	3%
Native Hawaiian or Other Pacific Islander	N	N
Some other race alone	178,968	12%
Two or more races	553,771	39%
Hispanic or Latino origin (of any race)	955,731	67%
White alone, not Hispanic or Latino	313,031	22%

Source: 2020 Census data

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that SAAS communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages⁷ that are spoken in LEP households in the Affected Communities. The data source is American Community Survey.

⁷ 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.

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.⁸ The safe harbor for our community is 1,000. Please refer to the end of this document to find data for all languages in our community.

Languages Spoken by LEP Population that Meet the Safe Harbor Threshold	Number	Margin of Error
Spanish	637,528	+/-17,061
French (incl. Cajun)	3,452	+/-1,538
Portuguese	2,172	+/-1,332
German	4,189	+/-1,384
Russian	3,063	+/-1,547
Gujarati	1,896	+/-1,278
Hindi	1,658	+/-912
Other Indo-European Languages	9,752	+/-4,493
Tamil	2,440	+/-1,413
Chinese (incl. Mandarin, Cantonese)	6,386	+/-2,263
Japanese	1,041	+/-598
Korean	3,202	+/-1,959
Vietnamese	6,639	+/-2,132
Other languages of Asia	1,016	+/-977
Tagalog (incl. Filipino)	10,151	+/-2,446
Ilocano, Samoan, Hawaiian, or other Austronesian languages	1,672	+/-881
Arabic	9,978	+/-5,210
Swahili or other languages of Central, Eastern, and Southern Africa	1,209	+/-1,033
Other and unspecified languages	1,139	+/-826

Source: 2020 Census data

⁸ 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.

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)
Spanish				X
French (incl. Cajun)	X			
Portuguese	X			
German	X			
Russian	X			
Gujarati	X			
Hindi	X			
Other Indo-European Languages	X			
Tamil	X			
Chinese (incl Mandarin, Cantonese)	X			
Japanese	X			
Korean	X			
Vietnamese	X			
Other languages of Asia	X			
Tagalog (incl. Filipino)	X			
Ilocano, Samoan, Hawaiian, or other Austronesian languages	X			
Arabic	X			
Swahili or other languages of Central, Eastern, and Southern Africa	X			
Other and unspecified languages	X			

Source: 2020 Census data

[If available and distinct from the LEP data above: Additional languages spoken by significant numbers of LEP persons in the Affected Communities, local schools, emergency service providers, and others, include:

Additional Languages Spoken

None

This information is updated annually⁹ through checking the following resources:

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

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

- SAAS Customer Experience Division conducts quarterly surveys of airport guests for customer satisfaction with airport concessions, restroom cleanliness, food offerings, and other elements and services. The survey includes demographic information.
- Businesses that submit bids are asked to complete an anonymous survey that includes demographic information, submitted through a DBE Form 5 Bidders Collection Form.

Staff and Advisory Board Diversity.

Demographic information is collected from airport program employees and members of planning and advisory boards, through voluntary disclosures.

Description of Employee and Advisory Board Demographic Information Collection Methods

- Employees are asked to submit voluntary confidential demographic information at time of hiring. Job applicants are asked to submit the same information when submitting their job application through the job application website.
- Annually this information is request of the Airport Advisory Commission.

⁹ Data should be kept up-to-date, but this plan does not need to be updated for incremental data changes during the Plan’s 3-year period.

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 SAAS activity must have a discriminatory disparate impact on the basis of 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, 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.¹⁰

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
Airfield Pavement Maintenance Management Plan	None
West Apron Taxiway Reconstruction	None
Terminal A Gate Expansion	None
Airfield Package 7 Reconstruction Taxiway R	None
Emergency Response Road Reconstruction	None
Taxiway H Reconstruction	None
Airport Lighting Control and Monitoring	None
Reconstruct & Decouple Rwy 13R/31L	None
Reconstruct Taxiway N North of Taxiway D	None
Reconstruct & Decouple Runway 13R/31L	None
Environmental	
Rwy 4/22 Centerline Lighting Circuit Replacement	None

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
Ground Load Facility	None
Terminal Development Plan - Environmental	None
Program Management/Construction Management	None
Executive Program Manager	None
Master Architect	None

We have analyzed the above existing facilities and facility construction projects for disparate

¹⁰ 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.

impacts on the basis of race, color, or national origin (including LEP) in Affected Communities.

There are no disparate impacts:

Facilities or Construction Projects with Disparate Impacts	Affected Community Impacted	Impact Can Be Eliminated?
None		

Facilities or Construction Projects	Justification
None	None

8. Limited English Proficiency (LEP)
Executive Order 13166

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

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

Language
Spanish
French (incl. Cajun)
Portuguese
German
Russian
Gujarati
Hindi
Other Indo-European Languages
Tamil
Chinese (incl. Mandarin, Cantonese)
Japanese
Korean
Vietnamese
Other languages of Asia
Tagalog (incl. Filipino)
Ilocano, Samoan, Hawaiian, or other Austronesian languages
Arabic
Swahili or other languages of Central, Eastern, and Southern Africa
Other and unspecified languages

SAAS also collects data for languages spoken by airport guests.¹¹ Data sources include:

Data Sources for Languages Spoken by Airport Guests	Website link to Data Source
Assistance requests to airport information desks	N/A
Quarterly Survey Collection	
Assumption from flight origin / destination	N/A
Contact with Airport Ambassadors/Volunteers	N/A

Based on the above data, no additional languages have been identified as likely to be spoken by LEP airport guests:

Language
None

The Title VI Coordinator, SAAS Development Team, Customer Experience Team, and/or their designees, will 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 the SAAS of the 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:

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
VOIANCE over the Phone Interpreting	Languages to include Laotian, Mandarin, Nepali, Polish, Portuguese, Russian, Somali, Spanish, Swahili, Thai, Vietnamese, Yoruba

- Information regarding translation services can be obtained by: Contacting the San Antonio International Airport Ambassadors located pre-security area, contacting

¹¹ 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.

Airport Emergency Number posted everywhere,

Location for Translation Assistance	Languages
Airport Ambassadors help desk	Access to VOIANCE
Airport website translate view	Spanish – Google translate
Airport Ambassadors Volunteers	Spanish

Interpretation Services:

- The following vendors have been identified for interpretation services:

Interpretation Vendors	Languages
VOIANCE over the phone Interpreting	All languages

- Information regarding interpretation services can be obtained at:

Location for Interpretation Assistance	Languages
Airport Personnel to include TSA	Spanish
Airport Ambassador Information Desk	Spanish and ability to use VOIANCE

Description of Interpretation Assistance Processes

- Signage throughout SAT Terminals A & B as well as CONRAC utilize Universal symbols to direct passengers to areas such as terminal gates, baggage claim, restrooms.
- Bilingual and International Signs are utilized in the US Customs and Border Protection Federal Inspection Stations are in Spanish and English as we have flights originating from Mexico.
- Over the Phone Interpreting and Video Remote Interpreting is provided by contractor VOIANCE.
- Primary language assistance focus at SAAS is directed at Spanish-speaking. The majority of SAAS staff’s interactions with LEP persons is conducted in person and involves individuals who speak Spanish. A large number of Aviation employees speak Spanish and a list of employees who are certified for their language skills is maintained by City of San Antonio Human Resources

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.

We have coordinated with VIA Metropolitan Transit Authority to encourage them to provide transit service access between the airport and these areas.

The following chart identifies existing and planned 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
Brooks Transit Center (South San Antonio) serves as a hub for residents of South San Antonio for VIA	Fixed-route buses	Existing
South Corridor	Fixed-route buses	Existing
West San Antonio	Fixed-route buses	Existing
East San Antonio	Fixed-route buses	Existing
North San Antonio	Fixed-route buses	Existing

Source: VIA Metropolitan Transit

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:

Airport Business Opportunity	Minority Business Outreach Methods
Concessions contract for Terminal A and B	City of San Antonio Purchasing Website, Airport Minority Advisory Council (AMAC), Airports Council International (ACI), FAA DBE Connect, City of San Antonio Central Vendor Registry, South Central Texas Regional Certification Agency (SCTRCA)
Terminal A Ground Load Facility	https://www.civcastusa.com ; BuildingConnected https://app.buildingconnected.com ; Airport Minority Advisory Council (AMAC), Airports Council International (ACI), FAA DBE Connect, City of San Antonio Central Vendor Registry, South Central Texas Regional Certification Agency (SCTRCA)
Common Use	City of San Antonio Purchasing Website
Bag Tag Printers	City of San Antonio Purchasing Website
Visitor Gate Passes	City of San Antonio Purchasing Website
Supplemental Shuttle	City of San Antonio Purchasing Website
On-call Plumbing	City of San Antonio Purchasing Website
On-call Electrical	City of San Antonio Purchasing Website
Airstairs for ARFF	City of San Antonio Purchasing Website
Message boards for Parking	City of San Antonio Purchasing Website
General Engineering Consultants	City of San Antonio Purchasing Website, Airport Minority Advisory Council (AMAC), Airports Council International (ACI), FAA DBE Connect, City of San Antonio Central Vendor Registry, South Central Texas Regional Certification Agency (SCTRCA)
Terminal Development Plan – Environmental	City of San Antonio Purchasing Website, Airport Minority Advisory Council (AMAC), Airports Council International (ACI), FAA DBE Connect, City of San Antonio Central Vendor Registry, South Central Texas Regional Certification Agency (SCTRCA)

11. Training

New employee orientation incorporates Title VI training. 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 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

Refresher information will be provided annually.

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

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

- Compliance reviews or audits concerning civil rights requirements¹²
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements¹³

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, SAAS must notify FAA contacts of any new investigations prior to grant execution.

At regular intervals, the 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 Coordinator will also provide a statement about the outcome, unless previously provided.

¹² 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.

¹³ 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 matters¹⁴
3. Allege misconduct by the SAAS, including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by the SAAS 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 the SAAS.¹⁵ 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 Coordinator will log in the complaint and will promptly determine jurisdiction to determine if the complaint meets basic criteria. If a determination is made in which the program or activity that the alleged discrimination occurred is not related to a SAT program or activity, every attempt will be made to establish the correct agency. Whenever possible and assuming consent was granted on the Consent/Release form, the complaint will be forwarded to the appropriate agency. The coordinator will send copies of the complaint to the SAAS’s Deputy Director and Director of Airports. Within 10 working days of the receipt of the complaint, SAAS will send notice to the complainant confirming receipt of the complaint; if needed the notice will request additional information, notify complainant that the activity is not related to a SAT program or activity, or does not meet deadline requirements. Conclusions made in determining jurisdiction will determine the appropriate response to the complaint. If any additional information is needed from the complainant, it will be communicated at this point in the process.

¹⁴ 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.

¹⁵

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

Title VI Coordinator, Barbara Patton
San Antonio International Airport
Terminal A Mezzanine Level
9800 Airport Blvd
San Antonio, TX 78216
Barbara.Patton@sanantonio.gov

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.

Initial Procedure. The 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 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 promptly forwarded to the coordinator within 48 hours.

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 Coordinator was notified). The 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 Coordinator will within 15 days of receipt, forward to the Federal Aviation Administration the complaint. Coordinator will upload the complaint into the FAA Civil Rights Connect System. The Coordinator will also seek technical assistance from FAA, as needed, throughout complaint intake, investigation and resolution process.

Investigation Procedure

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

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

Prompt Investigation. The Coordinator will make every effort to complete discrimination complaint investigations within 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 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 Coordinator will prepare a written report.

Consultation with Legal Counsel. In each case, the 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.

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 information obtained through the investigation. The Title VI Coordinator, Department Deputy Director and/or designee will render a recommendation for action, including formal and/or informal resolution strategies in a report of findings to the SAT/SSF Director.

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 SAAS'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's Executive Director.
- The written appeal must be received within 5 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 Executive 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, SAAS will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. SAAS 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 SAAS Title VI Coordinator.

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

Website, In-person, and Other Distribution Methods

1 Airport website, Title VI page at [www.https://flysanantonio.com/business/about-saas/title-vi/](https://flysanantonio.com/business/about-saas/title-vi/)

14. Population / Language Data

S1701 For Alamo Heights

Table: ACSST5Y2021.S1701

Alamo Heights city, Texas						
	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	7,296	±72	281	±173	3.9%	±2.4
AGE						
Under 18 years	1,768	±344	38	±59	2.1%	±3.3
Under 5 years	311	±133	0	±20	0.0%	±14.1
5 to 17 years	1,457	±351	38	±59	2.6%	±4.1
Related children of householder under 18 years	1,768	±344	38	±59	2.1%	±3.3
18 to 64 years	4,521	±357	214	±142	4.7%	±3.1
18 to 34 years	1,456	±428	88	±85	6.0%	±6.0
35 to 64 years	3,065	±343	126	±106	4.1%	±3.5
60 years and over	1,417	±344	44	±41	3.1%	±3.0
65 years and over	1,007	±259	29	±33	2.9%	±3.3
SEX						
Male	3,746	±287	162	±117	4.3%	±3.0
Female	3,550	±283	119	±90	3.4%	±2.5
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	6,139	±537	209	±137	3.4%	±2.2
Black or African American alone	54	±68	0	±20	0.0%	±48.8
American Indian and Alaska Native alone	49	±55	0	±20	0.0%	±51.2
Asian alone	81	±113	0	±20	0.0%	±39.8
Native Hawaiian and Other Pacific Islander alone	0	±20	0	±20	-	**
Some other race alone	25	±28	0	±20	0.0%	±71.7
Two or more races	948	±524	72	±113	7.6%	±12.4
Hispanic or Latino origin (of any race)	1,775	±505	41	±62	2.3%	±3.6
White alone, not Hispanic or Latino	5,146	±529	168	±118	3.3%	±2.2
EDUCATIONAL ATTAINMENT						
Population 25 years and over	4,949	±341	224	±137	4.5%	±2.7
Less than high school graduate	32	±49	0	±20	0.0%	±63.4
High school graduate (includes equivalency)	395	±224	14	±33	3.5%	±8.7
Some college, associate's degree	875	±222	109	±97	12.5%	±11.0
Bachelor's degree or higher	3,647	±377	101	±90	2.8%	±2.5
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	4,048	±339	120	±104	3.0%	±2.5
Employed	3,981	±342	82	±79	2.1%	±2.0
Male	2,143	±286	48	±60	2.2%	±2.7
Female	1,838	±227	34	±54	1.8%	±3.0
Unemployed	67	±66	38	±61	56.7%	±56.0
Male	19	±22	0	±20	0.0%	±82.3
Female	48	±61	38	±61	79.2%	±52.4
WORK EXPERIENCE						
Population 16 years and over	5,663	±297	243	±145	4.3%	±2.5
Worked full-time, year-round in the past 12 months	3,083	±357	48	±60	1.6%	±1.9
Worked part-time or part-year in the past 12 months	1,191	±289	34	±54	2.9%	±4.6
Did not work	1,389	±312	161	±118	11.6%	±7.7
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	191	±148	(X)	(X)	(X)	(X)
125 percent of poverty level	313	±176	(X)	(X)	(X)	(X)
150 percent of poverty level	362	±193	(X)	(X)	(X)	(X)

Table: ACSST5Y2021.S1701

Alamo Heights city, Texas						
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
185 percent of poverty level	386	±201	(X)	(X)	(X)	(X)
200 percent of poverty level	390	±203	(X)	(X)	(X)	(X)
300 percent of poverty level	775	±273	(X)	(X)	(X)	(X)
400 percent of poverty level	1,217	±369	(X)	(X)	(X)	(X)
500 percent of poverty level	1,531	±408	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	1,451	±396	209	±137	14.4%	±8.5
Male	767	±253	124	±98	16.2%	±10.6
Female	684	±228	85	±79	12.4%	±11.1
15 years	0	±20	0	±20	-	**
16 to 17 years	0	±20	0	±20	-	**
18 to 24 years	19	±28	19	±28	100.0%	±82.2
25 to 34 years	336	±187	35	±56	10.4%	±14.0
35 to 44 years	281	±179	14	±33	5.0%	±11.3
45 to 54 years	201	±151	47	±60	23.4%	±28.4
55 to 64 years	233	±147	65	±71	27.9%	±25.7
65 to 74 years	156	±105	0	±20	0.0%	±25.8
75 years and over	225	±111	29	±33	12.9%	±14.9
Mean income deficit for unrelated individuals (dollars)	7,289	±2,196	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	846	±287	48	±60	5.7%	±6.7
Worked less than full-time, year-round in the past 12 months	137	±120	0	±20	0.0%	±28.6
Did not work	468	±198	161	±118	34.4%	±18.9
Population in housing units for whom poverty status is determined	7,278	±71	273	±168	3.8%	±2.3

S1701 For Bexar County

Table: ACSST1Y2022.S1701

Label	Bexar County, Texas					
	Total		Below poverty level		Percent below poverty level	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	2,019,161	±3,138	317,085	±23,401	15.7%	±1.2
AGE						
Under 18 years	497,909	±2,700	111,160	±13,515	22.3%	±2.7
Under 5 years	128,935	±1,282	27,738	±5,163	21.5%	±4.0
5 to 17 years	368,974	±2,195	83,422	±10,422	22.6%	±2.8
Related children of householder under 18 years	497,687	±2,730	110,966	±13,479	22.3%	±2.7
18 to 64 years	1,264,416	±1,557	172,674	±12,257	13.7%	±1.0
18 to 34 years	512,512	±1,663	84,290	±7,379	16.4%	±1.4
35 to 64 years	751,904	±1,285	88,384	±8,320	11.8%	±1.1
60 years and over	368,476	±4,759	46,298	±4,434	12.6%	±1.2
65 years and over	256,836	±680	33,251	±3,545	12.9%	±1.4
SEX						
Male	1,000,958	±3,132	139,548	±12,852	13.9%	±1.3
Female	1,018,203	±3,402	177,537	±13,203	17.4%	±1.3
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	839,333	±22,148	107,703	±13,191	12.8%	±1.4
Black or African American alone	152,925	±5,479	29,064	±6,868	19.0%	±4.4
American Indian and Alaska Native alone	27,528	±6,207	3,887	±2,454	14.1%	±8.2
Asian alone	64,399	±2,935	7,826	±3,170	12.2%	±4.8
Native Hawaiian and Other Pacific Islander alone	N	N	N	N	N	N
Some other race alone	228,001	±16,666	38,026	±7,016	16.7%	±3.0
Two or more races	703,900	±24,037	130,364	±15,920	18.5%	±2.2
Hispanic or Latino origin (of any race)	1,245,363	±2,701	235,733	±19,763	18.9%	±1.6
White alone, not Hispanic or Latino	504,071	±6,631	41,994	±7,549	8.3%	±1.5
EDUCATIONAL ATTAINMENT						
Population 25 years and over	1,325,279	±1,519	165,308	±10,589	12.5%	±0.8
Less than high school graduate	160,424	±9,197	41,999	±5,363	26.2%	±3.0
High school graduate (includes equivalency)	324,726	±12,584	52,235	±5,754	16.1%	±1.7
Some college, associate's degree	413,380	±11,900	50,815	±6,051	12.3%	±1.4
Bachelor's degree or higher	426,749	±13,168	20,259	±2,942	4.7%	±0.7
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	1,036,791	±11,810	96,526	±8,478	9.3%	±0.8
Employed	988,357	±12,052	81,792	±7,621	8.3%	±0.8
Male	531,176	±7,680	36,538	±5,426	6.9%	±1.0
Female	457,181	±8,882	45,254	±5,337	9.9%	±1.1
Unemployed	48,434	±4,796	14,734	±3,109	30.4%	±5.1

Table: ACSST1Y2022.S1701

Bexar County, Texas						
Label	Total		Below poverty level		Percent below poverty level	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Male	26,140	±3,114	7,315	±1,740	28.0%	±5.9
Female	22,294	±3,446	7,419	±2,242	33.3%	±7.6
WORK EXPERIENCE						
Population 16 years and over	1,578,106	±3,340	218,218	±13,577	13.8%	±0.9
Worked full-time, year-round in the past 12 months	750,122	±12,660	31,552	±4,596	4.2%	±0.6
Worked part-time or part-year in the past 12 months	328,796	±11,549	68,394	±6,707	20.8%	±2.0
Did not work	499,188	±12,260	118,272	±9,699	23.7%	±1.7
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	133,925	±12,874	(X)	(X)	(X)	(X)
125 percent of poverty level	407,658	±23,861	(X)	(X)	(X)	(X)
150 percent of poverty level	517,431	±22,981	(X)	(X)	(X)	(X)
185 percent of poverty level	645,595	±27,202	(X)	(X)	(X)	(X)
200 percent of poverty level	698,420	±26,784	(X)	(X)	(X)	(X)
300 percent of poverty level	1,052,783	±28,554	(X)	(X)	(X)	(X)
400 percent of poverty level	1,322,936	±27,050	(X)	(X)	(X)	(X)
500 percent of poverty level	1,542,163	±20,291	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Male	379,959	±14,560	87,251	±7,008	23.0%	±1.6
Female	196,060	±8,757	39,509	±4,308	20.2%	±2.0
15 years	183,899	±9,904	47,742	±5,007	26.0%	±2.1
16 to 17 years	56	±94	56	±94	100.0%	±100.0
18 to 24 years	166	±206	138	±191	83.1%	±32.6
25 to 34 years	48,095	±4,935	19,399	±2,793	40.3%	±5.3
35 to 44 years	97,832	±9,016	16,957	±3,181	17.3%	±2.8
45 to 54 years	61,337	±5,628	10,369	±2,242	16.9%	±3.5
55 to 64 years	46,171	±4,900	11,069	±2,256	24.0%	±4.5
65 to 74 years	50,176	±4,413	13,138	±2,207	26.2%	±4.0
75 years and over	46,292	±4,112	10,235	±1,467	22.1%	±3.3
Mean income deficit for unrelated individuals (dollars)	29,834	±2,627	5,890	±1,407	19.7%	±4.1
Worked full-time, year-round in the past 12 months	8,343	±396	(X)	(X)	(X)	(X)
Worked less than full-time, year-round in the past 12 months	200,485	±10,735	10,690	±2,465	5.3%	±1.2
Did not work	79,067	±6,964	31,286	±4,628	39.6%	±4.4
Population in housing units for whom poverty status is determined	100,407	±7,069	45,275	±4,582	45.1%	±3.3
Population in housing units for whom poverty status is determined	2,013,456	±3,079	313,237	±23,415	15.6%	±1.2

S1701 For Castle Hills

Table: ACSST5Y2021.S1701

Label	Castle Hills city, Texas					
	Total		Below poverty level		Percent below poverty level	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	3,970	±35	306	±177	7.7%	±4.5
AGE						
Under 18 years	910	±208	55	±45	6.0%	±5.3
Under 5 years	230	±132	0	±14	0.0%	±18.5
5 to 17 years	680	±134	55	±45	8.1%	±6.9
Related children of householder under 18 years	910	±208	55	±45	6.0%	±5.3
18 to 64 years	2,285	±137	188	±152	8.2%	±6.4
18 to 34 years	492	±142	17	±22	3.5%	±4.3
35 to 64 years	1,793	±143	171	±149	9.5%	±7.9
60 years and over	1,035	±215	98	±46	9.5%	±4.2
65 years and over	775	±155	63	±35	8.1%	±4.2
SEX						
Male	2,079	±131	192	±154	9.2%	±7.2
Female	1,891	±136	114	±59	6.0%	±3.1
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	2,861	±462	219	±110	7.7%	±3.8
Black or African American alone	30	±33	2	±5	6.7%	±20.2
American Indian and Alaska Native alone	0	±14	0	±14	-	**
Asian alone	161	±108	0	±14	0.0%	±25.1
Native Hawaiian and Other Pacific Islander alone	0	±14	0	±14	-	**
Some other race alone	83	±102	0	±14	0.0%	±39.4
Two or more races	835	±494	85	±136	10.2%	±18.0
Hispanic or Latino origin (of any race)	1,904	±381	156	±147	8.2%	±8.1
White alone, not Hispanic or Latino	1,821	±370	148	±78	8.1%	±4.4
EDUCATIONAL ATTAINMENT						
Population 25 years and over	2,864	±195	236	±154	8.2%	±5.2
Less than high school graduate	216	±150	97	±136	44.9%	±41.5
High school graduate (includes equivalency)	422	±201	31	±25	7.3%	±5.9
Some college, associate's degree	722	±168	36	±35	5.0%	±4.8
Bachelor's degree or higher	1,504	±170	72	±46	4.8%	±3.0
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	1,888	±318	52	±34	2.8%	±1.8
Employed	1,856	±315	52	±34	2.8%	±1.8
Male	1,007	±203	40	±32	4.0%	±3.1
Female	849	±147	12	±16	1.4%	±1.9
Unemployed	32	±26	0	±14	0.0%	±63.4

Table: ACSSTSY2021.S1701

Castle Hills city, Texas						
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Male	16	±18	0	±14	0.0%	±89.6
Female	16	±20	0	±14	0.0%	±89.6
WORK EXPERIENCE						
Population 16 years and over	3,264	±235	276	±165	8.5%	±4.9
Worked full-time, year-round in the past 12 months	1,261	±250	12	±16	1.0%	±1.3
Worked part-time or part-year in the past 12 months	764	±166	40	±32	5.2%	±4.2
Did not work	1,239	±213	224	±155	18.1%	±11.4
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	225	±162	(X)	(X)	(X)	(X)
125 percent of poverty level	326	±177	(X)	(X)	(X)	(X)
150 percent of poverty level	450	±237	(X)	(X)	(X)	(X)
185 percent of poverty level	541	±249	(X)	(X)	(X)	(X)
200 percent of poverty level	559	±250	(X)	(X)	(X)	(X)
300 percent of poverty level	1,355	±512	(X)	(X)	(X)	(X)
400 percent of poverty level	1,536	±494	(X)	(X)	(X)	(X)
500 percent of poverty level	2,176	±433	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Male	664	±227	158	±145	23.8%	±16.7
Female	312	±171	116	±141	37.2%	±29.8
15 years	352	±116	42	±32	11.9%	±8.0
16 to 17 years	0	±14	0	±14	-	**
18 to 24 years	0	±14	0	±14	-	**
25 to 34 years	15	±21	15	±21	100.0%	±92.6
35 to 44 years	30	±34	2	±5	6.7%	±21.4
45 to 54 years	136	±140	83	±136	61.0%	±53.7
55 to 64 years	152	±73	0	±14	0.0%	±26.3
65 to 74 years	81	±67	14	±19	17.3%	±24.2
75 years and over	84	±59	19	±20	22.6%	±22.8
Mean income deficit for unrelated individuals (dollars)	166	±81	25	±24	15.1%	±13.4
Worked full-time, year-round in the past 12 months	11,384	±2,527	(X)	(X)	(X)	(X)
Worked less than full-time, year-round in the past 12 months	286	±102	0	±14	0.0%	±15.3
Did not work	82	±60	29	±28	35.4%	±31.8
Population in housing units for whom poverty status is determined	296	±167	129	±140	43.6%	±30.1
Population in housing units for whom poverty status is determined	3,962	±36	300	±176	7.6%	±4.4

S1701 For Hill County

Table: ACSST5Y2021.S1701

Hill Country Village city, Texas						
	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	847	±202	20	±16	2.4%	±1.9
AGE						
Under 18 years	140	±57	2	±4	1.4%	±2.8
Under 5 years	65	±45	0	±14	0.0%	±44.5
5 to 17 years	75	±30	2	±4	2.7%	±5.2
Related children of householder under 18 years	140	±57	2	±4	1.4%	±2.8
18 to 64 years	464	±127	12	±11	2.6%	±2.4
18 to 34 years	173	±107	0	±14	0.0%	±23.7
35 to 64 years	291	±60	12	±11	4.1%	±3.8
60 years and over	337	±64	6	±8	1.8%	±2.3
65 years and over	243	±57	6	±8	2.5%	±3.2
SEX						
Male	449	±125	10	±10	2.2%	±2.3
Female	398	±89	10	±10	2.5%	±2.4
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	656	±109	16	±14	2.4%	±2.1
Black or African American alone	134	±177	4	±7	3.0%	±7.5
American Indian and Alaska Native alone	0	±14	0	±14	-	**
Asian alone	16	±11	0	±14	0.0%	±89.6
Native Hawaiian and Other Pacific Islander alone	0	±14	0	±14	-	**
Some other race alone	6	±6	0	±14	0.0%	±100.0
Two or more races	35	±23	0	±14	0.0%	±60.6
Hispanic or Latino origin (of any race)	112	±49	3	±4	2.7%	±3.6
White alone, not Hispanic or Latino	565	±93	13	±12	2.3%	±2.2
EDUCATIONAL ATTAINMENT						
Population 25 years and over	663	±159	18	±15	2.7%	±2.3
Less than high school graduate	11	±10	10	±10	90.9%	±31.6
High school graduate (includes equivalency)	53	±28	0	±14	0.0%	±49.2
Some college, associate's degree	106	±36	3	±4	2.8%	±3.9
Bachelor's degree or higher	493	±155	5	±6	1.0%	±1.2
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	456	±150	3	±4	0.7%	±0.9
Employed	444	±151	3	±4	0.7%	±1.0
Male	282	±86	3	±4	1.1%	±1.5

Table: ACSST5Y2021.S1701

Hill Country Village city, Texas						
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Female	162	±74	0	±14	0.0%	±25.0
Unemployed	12	±12	0	±14	0.0%	±100.0
Male	1	±2	0	±14	0.0%	±100.0
Female	11	±11	0	±14	0.0%	±100.0
WORK EXPERIENCE						
Population 16 years and over	725	±160	18	±15	2.5%	±2.1
Worked full-time, year-round in the past 12 months	334	±148	0	±14	0.0%	±13.2
Worked part-time or part-year in the past 12 months	169	±39	3	±4	1.8%	±2.5
Did not work	222	±45	15	±13	6.8%	±5.4
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	20	±16	(X)	(X)	(X)	(X)
125 percent of poverty level	30	±20	(X)	(X)	(X)	(X)
150 percent of poverty level	44	±28	(X)	(X)	(X)	(X)
185 percent of poverty level	57	±31	(X)	(X)	(X)	(X)
200 percent of poverty level	57	±31	(X)	(X)	(X)	(X)
300 percent of poverty level	101	±39	(X)	(X)	(X)	(X)
400 percent of poverty level	143	±46	(X)	(X)	(X)	(X)
500 percent of poverty level	161	±46	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Male	33	±17	7	±8	21.2%	±23.1
Female	26	±12	3	±4	11.5%	±16.2
15 years	0	±14	0	±14	-	**
16 to 17 years	0	±14	0	±14	-	**
18 to 24 years	0	±14	0	±14	-	**
25 to 34 years	3	±5	0	±14	0.0%	±100.0
35 to 44 years	4	±5	3	±4	75.0%	±74.5
45 to 54 years	13	±11	7	±8	53.8%	±45.1
55 to 64 years	8	±7	0	±14	0.0%	±100.0
65 to 74 years	18	±12	0	±14	0.0%	±84.5
75 years and over	13	±10	0	±14	0.0%	±99.4
Mean income deficit for unrelated individuals (dollars)	N	N	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	21	±12	0	±14	0.0%	±78.2
Worked less than full-time, year-round in the past 12 months	10	±13	0	±14	0.0%	±100.0
Did not work	28	±17	10	±10	35.7%	±25.8
Population in housing units for whom poverty status is determined	847	±202	20	±16	2.4%	±1.9

S1701 For Hollywood Park

Table: ACSST5Y2021.S1701

Label	Hollywood Park town, Texas					
	Total		Below poverty level		Percent below poverty level	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	3,130	±17	49	±48	1.6%	±1.5
AGE						
Under 18 years	805	±175	24	±31	3.0%	±3.8
Under 5 years	338	±209	0	±14	0.0%	±13.1
5 to 17 years	467	±143	24	±31	5.1%	±7.0
Related children of householder under 18 years	805	±175	24	±31	3.0%	±3.8
18 to 64 years	1,664	±169	21	±22	1.3%	±1.3
18 to 34 years	448	±173	0	±14	0.0%	±10.1
35 to 64 years	1,216	±196	21	±22	1.7%	±1.8
60 years and over	868	±195	4	±5	0.5%	±0.6
65 years and over	661	±162	4	±5	0.6%	±0.8
SEX						
Male	1,567	±167	11	±14	0.7%	±0.9
Female	1,563	±168	38	±35	2.4%	±2.1
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	2,874	±127	7	±11	0.2%	±0.4
Black or African American alone	0	±14	0	±14	-	**
American Indian and Alaska Native alone	0	±14	0	±14	-	**
Asian alone	28	±28	0	±14	0.0%	±67.8
Native Hawaiian and Other Pacific Islander alone	0	±14	0	±14	-	**
Some other race alone	36	±30	4	±5	11.1%	±17.8
Two or more races	192	±117	38	±50	19.8%	±24.5
Hispanic or Latino origin (of any race)	362	±141	42	±47	11.6%	±13.3
White alone, not Hispanic or Latino	2,658	±168	7	±11	0.3%	±0.4
EDUCATIONAL ATTAINMENT						
Population 25 years and over	2,139	±146	25	±20	1.2%	±0.9
Less than high school graduate	45	±44	0	±14	0.0%	±53.4
High school graduate (includes equivalency)	165	±85	0	±14	0.0%	±24.6
Some college, associate's degree	489	±134	18	±17	3.7%	±3.6
Bachelor's degree or higher	1,440	±131	7	±11	0.5%	±0.7
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	1,404	±192	14	±19	1.0%	±1.4
Employed	1,387	±190	14	±19	1.0%	±1.4
Male	859	±116	0	±14	0.0%	±5.4
Female	528	±135	14	±19	2.7%	±3.9
Unemployed	17	±29	0	±14	0.0%	±87.0

Table: ACSST5Y2021.S1701

Hollywood Park town, Texas						
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Male	0	±14	0	±14	-	**
Female	17	±29	0	±14	0.0%	±87.0
WORK EXPERIENCE						
Population 16 years and over	2,371	±178	25	±20	1.1%	±0.8
Worked full-time, year-round in the past 12 months	994	±145	14	±19	1.4%	±2.0
Worked part-time or part-year in the past 12 months	519	±169	7	±11	1.3%	±2.1
Did not work	858	±160	4	±5	0.5%	±0.6
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	11	±12	(X)	(X)	(X)	(X)
125 percent of poverty level	59	±50	(X)	(X)	(X)	(X)
150 percent of poverty level	82	±56	(X)	(X)	(X)	(X)
185 percent of poverty level	193	±134	(X)	(X)	(X)	(X)
200 percent of poverty level	193	±134	(X)	(X)	(X)	(X)
300 percent of poverty level	259	±142	(X)	(X)	(X)	(X)
400 percent of poverty level	850	±434	(X)	(X)	(X)	(X)
500 percent of poverty level	1,052	±417	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Male	164	±63	11	±12	6.7%	±7.2
Female	100	±54	11	±12	11.0%	±12.4
15 years	0	±14	0	±14	-	**
16 to 17 years	0	±14	0	±14	-	**
18 to 24 years	0	±14	0	±14	-	**
25 to 34 years	9	±13	0	±14	0.0%	±100.0
35 to 44 years	0	±14	0	±14	-	**
45 to 54 years	50	±32	7	±11	14.0%	±22.9
55 to 64 years	26	±31	0	±14	0.0%	±70.3
65 to 74 years	0	±14	0	±14	-	**
75 years and over	79	±44	4	±5	5.1%	±6.5
Mean income deficit for unrelated individuals (dollars)	N	N	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	48	±29	0	±14	0.0%	±51.7
Worked less than full-time, year-round in the past 12 months	37	±33	7	±11	18.9%	±31.6
Did not work	79	±44	4	±5	5.1%	±6.5
Population in housing units for whom poverty status is determined	3,130	±17	49	±48	1.6%	±1.5

S1701 For Olmos Park

Table: ACSST5Y2021.S1701

Olmos Park city, Texas						
	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	2,432	±385	137	±94	5.6%	±3.8
AGE						
Under 18 years	462	±83	0	±14	0.0%	±9.8
Under 5 years	69	±46	0	±14	0.0%	±43.2
5 to 17 years	393	±89	0	±14	0.0%	±11.4
Related children of householder under 18 years	462	±83	0	±14	0.0%	±9.8
18 to 64 years	1,537	±346	81	±78	5.3%	±4.9
18 to 34 years	615	±293	81	±78	13.2%	±12.5
35 to 64 years	922	±154	0	±14	0.0%	±5.0
60 years and over	595	±80	56	±54	9.4%	±9.0
65 years and over	433	±66	56	±54	12.9%	±12.7
SEX						
Male	1,050	±186	28	±29	2.7%	±2.8
Female	1,382	±285	109	±83	7.9%	±5.9
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	2,225	±401	120	±91	5.4%	±4.0
Black or African American alone	35	±48	0	±14	0.0%	±60.6
American Indian and Alaska Native alone	0	±14	0	±14	-	**
Asian alone	9	±12	0	±14	0.0%	±100.0
Native Hawaiian and Other Pacific Islander alone	0	±14	0	±14	-	**
Some other race alone	15	±14	0	±14	0.0%	±92.6
Two or more races	148	±75	17	±25	11.5%	±16.4
Hispanic or Latino origin (of any race)	423	±120	33	±34	7.8%	±7.7
White alone, not Hispanic or Latino	1,944	±415	104	±87	5.3%	±4.4
EDUCATIONAL ATTAINMENT						
Population 25 years and over	1,708	±276	61	±55	3.6%	±3.3
Less than high school graduate	57	±56	0	±14	0.0%	±47.5
High school graduate (includes equivalency)	154	±120	50	±53	32.5%	±36.3
Some college, associate's degree	247	±100	6	±8	2.4%	±3.5
Bachelor's degree or higher	1,250	±178	5	±7	0.4%	±0.6
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	1,232	±305	33	±31	2.7%	±2.6
Employed	1,107	±242	28	±28	2.5%	±2.5
Male	560	±112	6	±9	1.1%	±1.6
Female	547	±180	22	±26	4.0%	±5.0
Unemployed	125	±106	5	±7	4.0%	±7.2
Male	41	±32	5	±7	12.2%	±20.7
Female	84	±104	0	±14	0.0%	±39.1

Table: ACSST5Y2021.S1701

Olmos Park city, Texas						
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
WORK EXPERIENCE						
Population 16 years and over	2,047	±355	137	±94	6.7%	±4.5
Worked full-time, year-round in the past 12 months	806	±182	0	±14	0.0%	±5.7
Worked part-time or part-year in the past 12 months	534	±168	53	±45	9.9%	±8.4
Did not work	707	±137	84	±66	11.9%	±9.3
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	96	±68	(X)	(X)	(X)	(X)
125 percent of poverty level	159	±97	(X)	(X)	(X)	(X)
150 percent of poverty level	167	±98	(X)	(X)	(X)	(X)
185 percent of poverty level	187	±100	(X)	(X)	(X)	(X)
200 percent of poverty level	187	±100	(X)	(X)	(X)	(X)
300 percent of poverty level	370	±153	(X)	(X)	(X)	(X)
400 percent of poverty level	582	±193	(X)	(X)	(X)	(X)
500 percent of poverty level	764	±266	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Male	103	±49	11	±16	10.7%	±13.7
Female	459	±234	92	±80	20.0%	±18.6
15 years	0	±14	0	±14	-	**
16 to 17 years	0	±14	0	±14	-	**
18 to 24 years	88	±80	76	±77	86.4%	±18.8
25 to 34 years	203	±216	5	±7	2.5%	±6.4
35 to 44 years	64	±35	0	±14	0.0%	±44.8
45 to 54 years	55	±35	0	±14	0.0%	±48.3
55 to 64 years	26	±16	0	±14	0.0%	±70.3
65 to 74 years	60	±26	16	±23	26.7%	±32.8
75 years and over	66	±33	6	±8	9.1%	±13.8
Mean income deficit for unrelated individuals (dollars)	N	N	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	223	±128	0	±14	0.0%	±19.1
Worked less than full-time, year-round in the past 12 months	187	±116	53	±45	28.3%	±26.7
Did not work	152	±51	50	±47	32.9%	±25.2
Population in housing units for whom poverty status is determined	2,432	±385	137	±94	5.6%	±3.8

S1701 For San Antonio

Table: ACSST1Y2022.S1701

San Antonio city, Texas						
	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	1,442,553	±2,813	269,701	±21,393	18.7%	±1.5
AGE						
Under 18 years	345,379	±8,211	95,777	±11,719	27.7%	±3.4
Under 5 years	91,483	±3,985	24,931	±4,620	27.3%	±4.9
5 to 17 years	253,896	±7,405	70,846	±8,851	27.9%	±3.5
Related children of householder under 18 years	345,157	±8,209	95,583	±11,682	27.7%	±3.4
18 to 64 years	909,213	±7,123	147,515	±11,516	16.2%	±1.3
18 to 34 years	387,262	±8,317	74,834	±7,072	19.3%	±1.9
35 to 64 years	521,951	±5,867	72,681	±7,498	13.9%	±1.4
60 years and over	267,490	±8,157	37,591	±3,684	14.1%	±1.3
65 years and over	187,961	±5,883	26,409	±2,827	14.1%	±1.5
SEX						
Male	720,338	±7,471	120,266	±11,708	16.7%	±1.6
Female	722,215	±7,657	149,435	±12,069	20.7%	±1.7
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	571,439	±20,537	87,036	±11,867	15.2%	±1.8
Black or African American alone	93,889	±8,363	23,556	±6,150	25.1%	±6.0
American Indian and Alaska Native alone	17,446	±3,886	3,796	±2,457	21.8%	±12.6
Asian alone	43,653	±4,139	6,187	±2,947	14.2%	±6.7
Native Hawaiian and Other Pacific Islander alone	N	N	N	N	N	N
Some other race alone	179,860	±14,062	34,924	±6,606	19.4%	±3.6
Two or more races	534,477	±18,097	114,167	±15,583	21.4%	±2.8
Hispanic or Latino origin (of any race)	956,257	±14,737	207,865	±19,134	21.7%	±2.0
White alone, not Hispanic or Latino	312,068	±12,805	30,437	±5,981	9.8%	±1.8
EDUCATIONAL ATTAINMENT						
Population 25 years and over	948,201	±7,214	137,346	±10,607	14.5%	±1.1
Less than high school graduate	132,333	±8,528	36,526	±4,894	27.6%	±3.3
High school graduate (includes equivalency)	242,477	±11,430	44,215	±5,410	18.2%	±2.0
Some college, associate's degree	296,757	±9,887	40,832	±5,301	13.8%	±1.7
Bachelor's degree or higher	276,634	±11,511	15,773	±2,568	5.7%	±0.9
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	750,008	±12,118	82,981	±7,580	11.1%	±1.0
Employed	712,292	±12,214	70,071	±6,630	9.8%	±0.9
Male	384,404	±8,490	31,225	±4,781	8.1%	±1.2
Female	327,888	±8,752	38,846	±4,660	11.8%	±1.4

Table: ACSST1Y2022.S1701

San Antonio city, Texas						
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Unemployed	37,716	±4,095	12,910	±2,793	34.2%	±5.6
Male	21,773	±2,901	7,160	±1,712	32.9%	±6.5
Female	15,943	±2,785	5,750	±1,778	36.1%	±8.5
WORK EXPERIENCE						
Population 16 years and over	1,138,402	±8,332	183,833	±13,074	16.1%	±1.2
Worked full-time, year-round in the past 12 months	529,291	±11,521	26,710	±3,733	5.0%	±0.7
Worked part-time or part-year in the past 12 months	248,084	±10,790	58,819	±6,539	23.7%	±2.5
Did not work	361,027	±12,105	98,304	±9,607	27.2%	±2.2
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	113,107	±12,053	(X)	(X)	(X)	(X)
125 percent of poverty level	346,911	±21,376	(X)	(X)	(X)	(X)
150 percent of poverty level	432,224	±21,156	(X)	(X)	(X)	(X)
185 percent of poverty level	533,138	±23,638	(X)	(X)	(X)	(X)
200 percent of poverty level	573,473	±22,457	(X)	(X)	(X)	(X)
300 percent of poverty level	828,404	±20,036	(X)	(X)	(X)	(X)
400 percent of poverty level	1,025,447	±17,584	(X)	(X)	(X)	(X)
500 percent of poverty level	1,171,346	±14,338	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Population	308,592	±13,074	77,124	±6,943	25.0%	±1.8
Male	159,926	±7,627	35,703	±4,052	22.3%	±2.3
Female	148,666	±8,857	41,421	±5,003	27.9%	±2.6
15 years	56	±94	56	±94	100.0%	±100.0
16 to 17 years	166	±206	138	±191	83.1%	±32.6
18 to 24 years	41,411	±4,381	17,932	±2,760	43.3%	±5.5
25 to 34 years	81,870	±8,207	15,501	±3,047	18.9%	±3.1
35 to 44 years	48,034	±4,701	9,002	±2,168	18.7%	±4.2
45 to 54 years	38,563	±4,863	10,195	±2,208	26.4%	±5.1
55 to 64 years	38,069	±3,740	10,442	±1,935	27.4%	±4.5
65 to 74 years	37,405	±3,452	8,568	±1,137	22.9%	±3.3
75 years and over	23,018	±2,122	5,290	±1,314	23.0%	±4.8
Mean income deficit for unrelated individuals (dollars)	8,294	±424	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	159,850	±9,197	9,710	±2,317	6.1%	±1.4
Worked less than full-time, year-round in the past 12 months	68,803	±6,506	27,885	±4,720	40.5%	±5.1
Did not work	79,939	±6,028	39,529	±4,147	49.4%	±3.6
Population in housing units for whom poverty status is determined	1,437,570	±2,727	266,252	±21,412	18.5%	±1.5

S1701 For Shavano Park

Table: ACSST5Y2021.S1701

	Shavano Park city, Texas					
	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	3,496	±22	123	±79	3.5%	±2.3
AGE						
Under 18 years	557	±119	0	±14	0.0%	±8.2
Under 5 years	121	±60	0	±14	0.0%	±31.3
5 to 17 years	436	±101	0	±14	0.0%	±10.3
Related children of householder under 18 years	557	±119	0	±14	0.0%	±8.2
18 to 64 years	2,031	±274	50	±40	2.5%	±2.1
18 to 34 years	658	±210	27	±31	4.1%	±5.3
35 to 64 years	1,373	±135	23	±23	1.7%	±1.7
60 years and over	1,374	±208	84	±67	6.1%	±4.9
65 years and over	908	±234	73	±64	8.0%	±6.8
SEX						
Male	1,779	±189	55	±50	3.1%	±2.9
Female	1,717	±186	68	±42	4.0%	±2.3
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	2,640	±428	85	±53	3.2%	±2.0
Black or African American alone	85	±72	0	±14	0.0%	±38.9
American Indian and Alaska Native alone	5	±9	0	±14	0.0%	±100.0
Asian alone	204	±110	8	±13	3.9%	±6.9
Native Hawaiian and Other Pacific Islander alone	0	±14	0	±14	-	**
Some other race alone	0	±14	0	±14	-	**
Two or more races	562	±444	30	±46	5.3%	±11.1
Hispanic or Latino origin (of any race)	989	±387	48	±61	4.9%	±6.7
White alone, not Hispanic or Latino	2,203	±356	75	±51	3.4%	±2.4
EDUCATIONAL ATTAINMENT						
Population 25 years and over	2,537	±132	117	±77	4.6%	±2.9
Less than high school graduate	10	±12	0	±14	0.0%	±100.0
High school graduate (includes equivalency)	335	±196	14	±16	4.2%	±5.7
Some college, associate's degree	470	±119	28	±31	6.0%	±6.4

Table: ACSST5Y2021.S1701

Shavano Park city, Texas						
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Bachelor's degree or higher	1,722	±172	75	±56	4.4%	±3.2
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	1,666	±159	13	±14	0.8%	±0.8
Employed	1,621	±159	13	±14	0.8%	±0.9
Male	1,041	±175	0	±14	0.0%	±4.5
Female	580	±138	13	±14	2.2%	±2.4
Unemployed	45	±27	0	±14	0.0%	±53.4
Male	22	±18	0	±14	0.0%	±76.4
Female	23	±21	0	±14	0.0%	±74.8
WORK EXPERIENCE						
Population 16 years and over	3,111	±113	123	±79	4.0%	±2.6
Worked full-time, year-round in the past 12 months	1,155	±191	0	±14	0.0%	±4.0
Worked part-time or part-year in the past 12 months	728	±160	18	±16	2.5%	±2.4
Did not work	1,228	±187	105	±72	8.6%	±5.6
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	57	±42	(X)	(X)	(X)	(X)
125 percent of poverty level	197	±107	(X)	(X)	(X)	(X)
150 percent of poverty level	200	±107	(X)	(X)	(X)	(X)
185 percent of poverty level	217	±111	(X)	(X)	(X)	(X)
200 percent of poverty level	230	±113	(X)	(X)	(X)	(X)
300 percent of poverty level	327	±143	(X)	(X)	(X)	(X)
400 percent of poverty level	389	±161	(X)	(X)	(X)	(X)
500 percent of poverty level	605	±213	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Male	118	±72	0	±14	0.0%	±31.9
Female	181	±89	29	±32	16.0%	±15.9
15 years	0	±14	0	±14	-	**
16 to 17 years	0	±14	0	±14	-	**
18 to 24 years	4	±6	0	±14	0.0%	±100.0
25 to 34 years	57	±54	21	±30	36.8%	±46.3
35 to 44 years	5	±8	0	±14	0.0%	±100.0
45 to 54 years	12	±18	0	±14	0.0%	±100.0
55 to 64 years	22	±20	5	±8	22.7%	±31.7

S1701 For Terrell Hills

Table: ACSST5Y2021.S1701

Label	Terrell Hills city, Texas					
	Total		Below poverty level		Percent below poverty level	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	5,002	±73	404	±430	8.1%	±8.6
AGE						
Under 18 years	1,531	±180	69	±99	4.5%	±6.6
Under 5 years	270	±154	0	±20	0.0%	±16.1
5 to 17 years	1,261	±200	69	±99	5.5%	±7.9
Related children of householder under 18 years	1,531	±180	69	±99	4.5%	±6.6
18 to 64 years	2,509	±243	320	±337	12.8%	±12.8
18 to 34 years	559	±271	174	±163	31.1%	±20.8
35 to 64 years	1,950	±197	146	±205	7.5%	±10.4
60 years and over	1,194	±249	15	±23	1.3%	±2.0
65 years and over	962	±234	15	±23	1.6%	±2.5
SEX						
Male	2,518	±198	267	±250	10.6%	±9.7
Female	2,484	±181	137	±194	5.5%	±7.9
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	4,224	±454	114	±122	2.7%	±2.9
Black or African American alone	12	±22	0	±20	0.0%	±100.0
American Indian and Alaska Native alone	12	±22	0	±20	0.0%	±100.0
Asian alone	221	±245	0	±20	0.0%	±19.2
Native Hawaiian and Other Pacific Islander alone	0	±20	0	±20	-	**
Some other race alone	290	±408	290	±408	100.0%	±15.1
Two or more races	243	±165	0	±20	0.0%	±17.7
Hispanic or Latino origin (of any race)	1,292	±518	315	±424	24.4%	±28.7
White alone, not Hispanic or Latino	3,465	±520	89	±118	2.6%	±3.4
EDUCATIONAL ATTAINMENT						
Population 25 years and over	3,219	±190	235	±227	7.3%	±7.1
Less than high school graduate	186	±223	161	±206	86.6%	±24.0
High school graduate (includes equivalency)	71	±68	0	±20	0.0%	±42.5
Some college, associate's degree	665	±217	74	±116	11.1%	±16.9
Bachelor's degree or higher	2,297	±283	0	±20	0.0%	±2.0
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	2,201	±275	227	±235	10.3%	±10.3
Employed	2,113	±238	153	±214	7.2%	±10.0
Male	1,247	±202	153	±214	12.3%	±16.4
Female	866	±182	0	±20	0.0%	±5.3
Unemployed	88	±117	74	±116	84.1%	±40.6

Table: ACSST5Y2021.S1701

Terrell Hills city, Texas						
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Male	74	±116	74	±116	100.0%	±41.7
Female	14	±22	0	±20	0.0%	±95.8
WORK EXPERIENCE						
Population 16 years and over	3,549	±171	335	±337	9.4%	±9.4
Worked full-time, year-round in the past 12 months	1,656	±253	78	±109	4.7%	±6.7
Worked part-time or part-year in the past 12 months	650	±199	149	±150	22.9%	±19.8
Did not work	1,243	±239	108	±117	8.7%	±9.4
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	99	±120	(X)	(X)	(X)	(X)
125 percent of poverty level	489	±437	(X)	(X)	(X)	(X)
150 percent of poverty level	622	±470	(X)	(X)	(X)	(X)
185 percent of poverty level	728	±484	(X)	(X)	(X)	(X)
200 percent of poverty level	798	±503	(X)	(X)	(X)	(X)
300 percent of poverty level	969	±523	(X)	(X)	(X)	(X)
400 percent of poverty level	1,199	±531	(X)	(X)	(X)	(X)
500 percent of poverty level	1,783	±520	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Male	645	±270	114	±122	17.7%	±14.1
Female	378	±244	114	±122	30.2%	±20.2
15 years	267	±117	0	±20	0.0%	±16.2
16 to 17 years	0	±20	0	±20	-	**
18 to 24 years	0	±20	0	±20	-	**
25 to 34 years	25	±38	25	±38	100.0%	±71.7
35 to 44 years	154	±221	74	±116	48.1%	±14.9
45 to 54 years	122	±101	0	±20	0.0%	±31.1
55 to 64 years	72	±56	0	±20	0.0%	±42.3
65 to 74 years	35	±33	0	±20	0.0%	±60.6
75 years and over	197	±127	15	±23	7.6%	±12.5
75 years and over	40	±38	0	±20	0.0%	±56.7
Mean income deficit for unrelated individuals (dollars)	8,688	±2,328	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	326	±167	0	±20	0.0%	±13.5
Worked less than full-time, year-round in the past 12 months	192	±153	74	±116	38.5%	±44.7
Did not work	127	±78	40	±44	31.5%	±23.9
Population in housing units for whom poverty status is determined	5,002	±73	404	±430	8.1%	±8.6

Table: ACSDT1Y2022.B16001

	Bexar County, Texas	
Label	Estimate	Margin of Error
Total:	1,928,349	±478
Speak only English	1,211,617	±17,307
Spanish:	637,528	±17,061
Speak English "very well"	444,758	±14,070
Speak English less than "very well"	192,770	±11,428
French (incl. Cajun):	3,452	±1,538
Speak English "very well"	2,158	±1,279
Speak English less than "very well"	1,294	±801
Haitian:	0	±237
Speak English "very well"	0	±237
Speak English less than "very well"	0	±237
Italian:	881	±1,070
Speak English "very well"	522	±619
Speak English less than "very well"	359	±492
Portuguese:	2,172	±1,332
Speak English "very well"	1,755	±1,056
Speak English less than "very well"	417	±374
German:	4,189	±1,384
Speak English "very well"	3,905	±1,371
Speak English less than "very well"	284	±194
Yiddish, Pennsylvania Dutch or other West Germanic languages:	49	±82
Speak English "very well"	49	±82
Speak English less than "very well"	0	±237
Greek:	50	±83
Speak English "very well"	50	±83
Speak English less than "very well"	0	±237
Russian:	3,063	±1,547
Speak English "very well"	2,657	±1,472
Speak English less than "very well"	406	±390

Table: ACSDT1Y2022.B16001

	Bexar County, Texas	
Label	Estimate	Margin of Error
Polish:	287	±283
Speak English "very well"	287	±283
Speak English less than "very well"	0	±237
Serbo-Croatian:	2	±2
Speak English "very well"	2	±2
Speak English less than "very well"	0	±237
Ukrainian or other Slavic languages:	422	±463
Speak English "very well"	253	±255
Speak English less than "very well"	169	±237
Armenian:	0	±237
Speak English "very well"	0	±237
Speak English less than "very well"	0	±237
Persian (incl. Farsi, Dari):	832	±732
Speak English "very well"	512	±514
Speak English less than "very well"	320	±408
Gujarati:	1,896	±1,278
Speak English "very well"	1,099	±728
Speak English less than "very well"	797	±687
Hindi:	1,658	±912
Speak English "very well"	1,230	±757
Speak English less than "very well"	428	±335
Urdu:	789	±786
Speak English "very well"	521	±451
Speak English less than "very well"	268	±441
Punjabi:	68	±117
Speak English "very well"	68	±117
Speak English less than "very well"	0	±237
Bengali:	287	±367
Speak English "very well"	287	±367
Speak English less than "very well"	0	±237

Table: ACSDT1Y2022.B16001

	Bexar County, Texas	
Label	Estimate	Margin of Error
Nepali, Marathi, or other Indic languages:	668	±572
Speak English "very well"	447	±379
Speak English less than "very well"	221	±277
Other Indo-European languages:	9,752	±4,493
Speak English "very well"	3,195	±1,754
Speak English less than "very well"	6,557	±4,054
Telugu:	953	±700
Speak English "very well"	953	±700
Speak English less than "very well"	0	±237
Tamil:	2,440	±1,413
Speak English "very well"	1,958	±1,214
Speak English less than "very well"	482	±484
Malayalam, Kannada, or other Dravidian languages:	392	±392
Speak English "very well"	354	±352
Speak English less than "very well"	38	±63
Chinese (incl. Mandarin, Cantonese):	6,386	±2,263
Speak English "very well"	2,407	±948
Speak English less than "very well"	3,979	±1,721
Japanese:	1,041	±598
Speak English "very well"	620	±466
Speak English less than "very well"	421	±297
Korean:	3,202	±1,959
Speak English "very well"	2,400	±1,694
Speak English less than "very well"	802	±563
Hmong:	0	±237
Speak English "very well"	0	±237
Speak English less than "very well"	0	±237
Vietnamese:	6,639	±2,132

Table: ACSDT1Y2022.B16001

	Bexar County, Texas	
Label	Estimate	Margin of Error
Speak English "very well"	3,179	±1,420
Speak English less than "very well"	3,460	±1,143
Khmer:	79	±140
Speak English "very well"	0	±237
Speak English less than "very well"	79	±140
Thai, Lao, or other Tai-Kadai languages:	510	±347
Speak English "very well"	113	±140
Speak English less than "very well"	397	±296
Other languages of Asia:	1,016	±977
Speak English "very well"	200	±267
Speak English less than "very well"	816	±770
Tagalog (incl. Filipino):	10,151	±2,446
Speak English "very well"	8,347	±2,255
Speak English less than "very well"	1,804	±790
Ilocano, Samoan, Hawaiian, or other Austronesian languages:	1,672	±881
Speak English "very well"	1,539	±775
Speak English less than "very well"	133	±232
Arabic:	9,978	±5,210
Speak English "very well"	5,148	±3,380
Speak English less than "very well"	4,830	±2,656
Hebrew:	195	±201
Speak English "very well"	170	±198
Speak English less than "very well"	25	±41
Amharic, Somali, or other Afro-Asiatic languages:	743	±1,006
Speak English "very well"	625	±991
Speak English less than "very well"	118	±191
Yoruba, Twi, Igbo, or other languages of Western Africa:	435	±349

Table: ACSDT1Y2022.B16001

	Bexar County, Texas	
Label	Estimate	Margin of Error
Speak English "very well"	397	±333
Speak English less than "very well"	38	±79
Swahili or other languages of Central, Eastern, and Southern Africa:	1,209	±1,033
Speak English "very well"	797	±762
Speak English less than "very well"	412	±528
Navajo:	138	±191
Speak English "very well"	138	±191
Speak English less than "very well"	0	±237
Other Native languages of North America:	369	±583
Speak English "very well"	369	±583
Speak English less than "very well"	0	±237
Other and unspecified languages:	1,139	±826
Speak English "very well"	897	±733
Speak English less than "very well"	242	±351

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.

Coordinator: Barbara Patton, Title VI Coordinator
Phone: 210-207-3592
Email: BODD@sanantonio.gov
Coordinator: Lenny Irwin, ADA Coordinator
Phone: 210-207-3511
Email: lenny.irwin@sanantonio.gov
Address: 9800 Airport Blvd., Mezzanine A, San Antonio, TX 78216

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.

Coordinador: Barbara Patton, Título VI Coordinador
Teléfono: 210-207-3592
Email: BODD@sanantonio.gov
Coordinador: Lenny Irwin, ADA Coordinador
Teléfono: 210-207-3511
Email: lenny.irwin@sanantonio.gov
Dirección: 9800 Airport Blvd., Mezzanine A, San Antonio, TX 78216



U.S. Department of Transportation
Federal Aviation Administration

HC-101098