



# Limited English Proficiency (LEP) Plan

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## Introduction

On August 11, 2000, President William J. Clinton signed Executive Order 13166: Improving Access to Service for Persons with Limited English Proficiency<sup>i</sup> to clarify Title VI of the Civil Rights Act of 1964. Its purpose was to ensure accessibility to programs and services to otherwise eligible persons who are not proficient in the English language.

This executive order stated that individuals who do not speak English well and who have a limited ability to read, write, speak, or understand English are entitled to language assistance under Title VI of the Civil Rights Act of 1964 with respect to a particular type of service, benefit, or encounter<sup>ii</sup>. These individuals are referred to as being limited in their ability to speak, read, write, or understand English, hence the designation, “LEP,” or Limited English Proficient. The Executive Order states that:

“Each federal agency shall prepare a plan to improve access to its federally conducted programs and activities by eligible LEP persons. Each plan shall be consistent with the standards set forth in the LEP Guidance, and shall include the steps the agency will take to ensure that eligible LEP persons can meaningfully access the agency’s programs and activities.”

Not only do all federal agencies have to develop LEP plans as a condition of receiving federal financial assistance, but recipients also must comply with Title VI and LEP guidelines of the federal agency from which funds are provided as well.

Federal financial assistance includes grants, training, use of equipment, donations of surplus property, and other assistance. Recipients of federal funds range from state and local agencies to nonprofits and organizations. Title VI covers a recipient’s entire program or activity. This means all parts of a recipient’s operations are covered, even if only one part of a recipient’s organization receives the federal assistance. Simply put, any organization that receives federal financial assistance is required to follow this Executive Order.

The Grand Valley Metropolitan Council (GVMC) receives funds from the U.S. Department of Transportation via the Federal Highway Administration.

The U.S. Department of Transportation published *Policy Guidance Concerning Recipients’ Responsibilities to Limited English Proficient Persons* in the December 14<sup>th</sup>, 2005, Federal Register.<sup>iii</sup>

The guidance implies that the GVMC is an organization that must follow this guidance:

This guidance applies to all DOT funding recipients, which include state departments of transportation; state motor vehicle administrations; airport operators; metropolitan planning organizations; and regional, state, and local transit operators, among many others. Coverage extends to a recipient’s entire program or activity, i.e., to all parts of a recipient’s operations. This is true even if only one part of the recipient receives the federal assistance. For example,

if the DOT provides assistance to a state department of transportation to rehabilitate a particular highway on the National Highway System, all of the operations of the entire state department of transportation—not just the particular highway program or project—are covered by the DOT guidance.

## **Elements of an Effective LEP Policy**

### **1. Identifying LEP persons who need language assistance.**

The GVMC Metropolitan Transportation Plan (MTP) and the Transportation Improvement Program (TIP) will provide the program and project-level basis for determining the need for public involvement and public engagement. As part of the MTP and TIP planning process, an Environmental Justice analysis for low-income and minority populations is conducted. In conjunction with this analysis, Limited English Proficiency populations and other cultural variables are expected to be considered, using the latest census and community demographics.

### **2. Identifying ways in which language assistance will be provided.**

GVMC will provide oral and written translation, written interpretation and translation, and sign language, if requested, or as a result of an LEP analysis on any given project or projected program requiring translation or interpretation. In addition, visualization techniques will be used to illustrate planning elements as feasible, as suggested in GVMC's Public Participation Plan. Lastly, GVMC's website includes an option to select your preferred language through Google.

### **3. Training staff and others.**

All GVMC staff will receive training on identifying LEP populations and providing LEP translation and interpretation as part of the Title VI training. GVMC is required to provide LEP services to comply with Title VI and Executive Order 12898 and will be reviewed by MDOT to ensure compliance.

### **4. Providing notice to LEP persons.**

After LEP populations have been identified, strategies will be developed to provide notice of a program, service, or activity, using appropriate media and brochures (in languages other than English). Community groups serving LEP populations will be contacted, as well as schools, church groups, chambers of commerce, and other relevant entities as part of the regular public outreach and participation process.

### **5. Utilizing the Four-Factor Analysis identified by the USDOT.**

These recommended plan elements have been incorporated into this plan. Please see page 5 for more information on the Four-Factor Analysis.

## **Methodology for Assessing Needs and Reasonable Steps for an Effective LEP Policy**

The DOT guidance outlines four factors recipients should apply to the various kinds of contacts they have with the public to assess language needs and decide what reasonable steps they should take to ensure meaningful access for LEP persons:

1. The number or proportion of LEP persons eligible to be served or likely to be encountered by a program, activity, or service of the recipient or grantee.
2. The frequency with which LEP individuals come in contact with the program.
3. The nature and importance of the program, activity, or service provided by the recipient to the LEP Community.
4. The resources available to GVMC and overall cost.

The greater the number or proportion of eligible LEP persons, the greater the frequency with which they have contact with a program, activity, or service; and the greater the importance of that program, activity, or service, the more likely enhanced language services will be needed. The intent of DOT's guidance is to suggest a balance that ensures meaningful access by LEP persons to critical services while not imposing undue burdens on small organizations and local governments.

Smaller recipients with more limited budgets are typically not expected to provide the same level of language service as larger recipients with larger budgets.

The DOT guidance is modeled after the Department of Justice's guidance and requires recipients and sub-recipients to take steps to ensure meaningful access to their programs and activities to LEP persons. More information for recipients and sub-recipients can be found at [www.lep.gov](http://www.lep.gov).

## **The Four-Factor Analysis**

This plan uses the recommended four-factor analysis of an individualized assessment considering the four factors outlined above. Each of the following factors is examined to determine the level and extent of language assistance measures required to sufficiently ensure meaningful access to the GVMC services and activities that may affect an individual's quality of life. Recommendations are then based on the results of the analysis.

### **Factor 1: The Proportion, Numbers and Distribution of LEP Persons**

The Census Bureau has a range for four classifications of how well people speak English. The classifications are: "very well," "well," "not well," and "not at all." For our planning purposes, we are considering people that speak English less than "very well" as Limited English Proficient persons.

As seen in Table #1 on page 6, the 2019 census data for GVMC shows that 70,549 (11.5%) of our total Kent County population speaks a language other than English; of those individuals, 29,605 (4.8%) have identified themselves as speaking English less than "very well." Of these individuals,

- 18,749 (3.1%) speak Spanish
- 9,981 (1.6%) speak Asian and Pacific Islander languages
- 3,316 (0.5%) speak other Indo-European languages
- 2,660 (0.4%) speak other languages

As for GVMC's portion of Ottawa County, which includes Allendale, Georgetown, Jamestown, and Tallmadge Townships as well as the City of Hudsonville, 3,326 individuals speak a language other than

English. Of this population, 811 speak English less than very well. The following numbers and percentages provide language data on these individuals:

- 475 (1%) speak Spanish
- 222 (<1%) speak Asian and Pacific Islander languages
- 89 (<1%) speak other Indo-European languages
- 25 (<1%) speak other languages

In total, 73,875 individuals speak a language other than English in our MPO area, and of this population, 30,416 speak English less than “very well.” Of this group:

- 19,224 (3%) speak Spanish
- 5,102 (1%) speak Asian and Pacific Islander languages
- 3,405 (<1%) speak other Indo-European languages
- 2,685 (<1%) speak other languages

Additional data about the LEP population in Kent and Ottawa County can be found in Appendix B.

**TABLE #1 – GVMC Area LEP Population**

<b>LANGUAGE SPOKEN AT HOME</b>	<b>Estimate</b>	<b>Percent</b>		<b>Estimate</b>	<b>Percent</b>	<b>Total Estimate</b>	<b>Total Percent</b>
<b>Kent County</b>			<b>Ottawa County (GVMC Portion)</b>				
<b>Population 5 years and over</b>	613,763			94,047		<b>707,810</b>	
<b>English only</b>	543,214	88.5%		90,721	96%	<b>633,935</b>	<b>90%</b>
<b>Language other than English</b>	70,549	11.5%		3,326	4%	<b>73,875</b>	<b>10%</b>
<i>Speak English less than "very well"</i>	29,605	4.8%		811	1%	<b>30,416</b>	<b>4%</b>
<b>Spanish</b>	43,182	7.0%		1,836	2%	<b>45,018</b>	<b>6%</b>

<i>Speak English less than "very well"</i>	18,749	3.1%		475	1%	<b>19,224</b>	<b>3%</b>
<b>Other Indo-European languages</b>	12,160	2.0%		761	1%	<b>12,921</b>	<b>2%</b>
<i>Speak English less than "very well"</i>	3,316	0.5%		89	<1%	<b>3,405</b>	<b>&lt;1%</b>
<b>Asian and Pacific Islander languages</b>	9,981	1.6%		632	1%	<b>10,613</b>	<b>1%</b>
<i>Speak English less than "very well"</i>	4,880	0.8%		222	<1%	<b>5,102</b>	<b>1%</b>
<b>Other languages</b>	5,226	0.9%		97	<1%	<b>5,323</b>	<b>1%</b>
<i>Speak English less than "very well"</i>	2,660	0.4%		25	<1%	<b>2,685</b>	<b>&lt;1%</b>

*(See Appendix A for the specific LEP populations of GVMC member communities within Ottawa County.)*

**Factor 2: Frequency of Contact with LEP Individuals**

GVMC has conducted an informal survey of our employees regarding whether they have had encounters with LEP individuals in the performance of their job functions and found that no LEP individuals have attended a public meeting within the last five years. Our office is accessible to the public and therefore accessible to LEP individuals. Additionally, GVMC Board, Technical Committee, and Policy Committee meetings are held monthly or bimonthly, and because all these meetings include an opportunity for public comment, LEP individuals could potentially attend these meetings. Given the large concentration of LEP individuals as displayed in Table #1 (above), the probability of our employees encountering an LEP individual is high.

**Factor 3: The Nature and Importance of the Program, Activity, or Service to LEP**

As the regional MPO, GVMC must make sure that all segments of the population, including LEP persons, have been involved or have had the opportunity to be involved with the transportation planning process. The impact of proposed transportation investments on underserved and under-represented population groups is part of the evaluation process.

GVMC develops three main documents: the Metropolitan Transportation Plan (MTP), Transportation Improvement Program (TIP) and Unified Planning Work Program (UPWP), and as needed, other studies. The MTP provides direction for transportation investments out to 20 years in the future. The TIP is a program or schedule of short-range transportation improvements and activities intended to be implemented through a combination of state, federal, and local funding. The UPWP outlines tasks to be performed in the upcoming year. LEP persons, low-income, minority populations, the elderly, and the disabled must be considered in these processes. The denial of programs, services, and/or services provided by GVMC to an LEP individual could have a significant detrimental effect. Due to the high concentration of LEP language groups in our area, we will ensure accessibility to all our programs, services, and activities.

#### **Factor 4: The Resources Available to the GVMC and Overall Cost**

U.S. Department of Transportation Policy Guidance Concerning Recipients' Responsibilities to Limited English Proficient (LEP) Persons published in the Federal Register: December 14, 2005 (Volume 70, Number 239) states:

*“A recipient’s level of resources and the costs imposed may have an impact on the nature of the steps it should take in providing meaningful access for LEP persons. Smaller recipients with more limited budgets are not expected to provide the same level of language services as larger recipients with larger budgets. In addition, ‘reasonable steps’ may cease to be reasonable where the costs imposed substantially exceed the benefits. Recipients should carefully explore the most cost-effective means of delivering competent and accurate language services before limiting services due to resource concerns.”*

Based on this guidance, we have reviewed our resources and deemed that, given the high concentration of LEP individuals in our area, we will translate our vital documents upon request. Although there will not be a fixed amount allocated from our yearly budget for the translation of documents, the cost associated with the necessary translation of each document to comply with LEP requirements will be derived entirely from existing GVMC planning funds and allocated on an as-needed basis.

#### **Safe Harbor Stipulation**

Federal law provides a “Safe Harbor” stipulation so that recipients can ensure with greater certainty that they comply with their obligation to provide written translations in languages other than English. A “Safe Harbor” means that if a recipient provides written translation in certain circumstances, such action will be considered strong evidence of compliance with the recipient’s written-translation obligations under Title VI.

The failure to provide written translations under the circumstances does not mean there is non-compliance, but rather provides a guide for recipients that would like greater certainty of compliance than can be given by a fact-intensive, four-factor analysis. For example, even if a Safe Harbor is not used, if written translation of a certain document(s) would be so burdensome as to defeat the legitimate objectives of its program, it is not necessary. Other ways of providing meaningful access, such as effective oral interpretation of certain vital documents, might be acceptable under such circumstances.



Strong evidence of compliance with the recipient’s written translation obligations under “Safe Harbor” includes providing written translations of vital documents for each eligible LEP language group that constitutes 5% or 1,000, whichever is less, of the population of persons eligible to be served or likely to be affected or encountered. Translation of other documents, if needed, can be provided orally.

This “Safe Harbor” provision applies to the translation of written documents only. It does not affect the requirement to provide meaningful access to LEP individuals through competent oral interpreters where oral language services are needed and are reasonable.

Given the high concentration of LEP language group members (see Appendix B), it is deemed that written translations of vital documents should be translated upon request. GVMC will translate all vital documents, which will include, but not be limited to: the complaint form, complaint procedures, public meeting notices, and our planning documents listed below, upon request.

- (1) The Transportation Improvement Program (TIP) ([www.gvmc.org/tip](http://www.gvmc.org/tip))
- (2) The Metropolitan Transportation Plan (MTP) ([www.gvmc.org/mtp](http://www.gvmc.org/mtp))
- (3) The Unified Planning Work Program (UPWP) ([www.gvmc.org/unified-planning-work-program](http://www.gvmc.org/unified-planning-work-program))
- (4) The Public Participation Plan (PPP) ([www.gvmc.org/public-involvement](http://www.gvmc.org/public-involvement))

## **Providing Notice to LEP Persons**

USDOT LEP guidance says:

Once an agency has decided, based on the four factors, that it will provide language service, it is important that the recipient notify LEP persons of services available free of charge. Recipients should provide this notice in languages LEP persons would understand.

The guidance provides several examples of notification including:

1. Signage in languages that an LEP individual would understand when free language assistance is available with advance notice.
2. Stating in outreach documents that free language services are available from the agency.
3. Working with community-based organizations and other stakeholders to inform LEP individuals of the recipient’s services, including the availability of language assistance services.

Statements in languages that an LEP individual would understand will be placed in public information and public notices informing LEP individuals that those requiring language assistance and/or special accommodations will be provided the requested service free of charge with reasonable advance notice to GVMC. GVMC will utilize a variety of local translator resources/companies (see Appendix C) as necessary.

## Options and Proposed Actions

### Options:

Federal fund recipients have two (2) main ways to provide language services: oral interpretation either in person or via telephone interpretation service and written translation. The correct mix should be based on what is both necessary and reasonable considering the four-factor analysis.

The GVMC is defining an interpreter as a person who translates spoken language orally, as opposed to a translator, who translates written language by transferring the meaning of written text from one language to another. The person who translates orally is not a translator, but an interpreter.

Considering the high concentration of LEP individuals in the service area and GVMC's financial resources, it is necessary to limit language aid to the most basic and cost-effective services. Other than the previously mentioned vital documents, if there are any additional language assistance measures required for any LEP individuals, GVMC shall proceed with oral interpretation options to meet all requests for those language groups to ensure equal access while also complying with LEP regulations.

### What GVMC will do

#### What actions will GVMC take?

- GVMC will notify the public that interpreter services are available upon request, with seven days advanced notice.
- With advance notice of four working days, GVMC will provide interpreter services at public meetings, including language translation and signage for the hearing impaired.
- GVMC will utilize the *Translators Resource List* (see *Appendix C*) for translation services and verbal interpretation.
- GVMC will ensure placement of statements in notices and publications in languages other than English that interpreter services are available for public meetings.
- The Census Bureau "I-speak" Language Identification Card will be distributed to all employees that may potentially encounter LEP individuals.
- Once the LEP individual's language has been identified, an agency from the *Translators Resource List* will be contacted to provide interpretation services.
- Publications of the GVMC complaint form will be made available at public meetings.
- In the event that a GVMC employee encounters a LEP individual, they will follow the procedure listed below:

## OFFICE ENCOUNTER

1. Provide an I-speak language identification card to determine the language spoken of the LEP individual.
2. Once the foreign language is determined, provide information to the Title VI Coordinator, who will contact an interpreter from the *Translators Resource List*.
3. If the need is for a document to be translated, the Title VI Coordinator will have the document translated and provided to the requestor as soon as possible.

## IN WRITING

1. Once a letter has been received, it will be immediately forwarded to the Title VI Coordinator.
2. The Title VI Coordinator will contact a translator from the *Translators Resource List* to determine the specifics of the letter request information.
3. The Title VI Coordinator will work with the selected agency to provide the requested service to the individual in a timely manner.

## OVER THE PHONE

1. If someone calls into our office speaking another language, every attempt will be made to keep that individual on the line until an interpreter can be conferenced into the line and, if possible, determine the language the caller is speaking.
2. Once the language spoken by the caller has been identified, we will proceed with providing the requested assistance to the LEP individual.

## **LEP Complaint Procedures**

Complaints of discrimination involving LEP, Title VI, and related statutes will be investigated using the Title VI complaint procedures and form described in the Title VI Plan.

## **Monitoring and Updating the LEP Plan**

This plan is subject to revision based on the changes in demographics as reported by the Census and any Environmental Justice (EJ) analysis done as part of the MTP or TIP. It is viewed as a work in progress and will be updated as needed, but at a minimum every four years prior to the development of the MTP. GVMC will also use self-reported information from public meeting sign-in sheets during LEP Plan updates. The LEP will be examined and updated based on the following:

- How the needs of LEP persons have been addressed
- Whether local language assistance programs have been effective and sufficient to meet the needs of LEP persons

- Whether GVMC’s financial resources are sufficient to fund language assistance resources
- Whether complaints have been received concerning the agency’s failure to meet the needs of LEP individuals

## **GVMC Staff Training**

GVMC staff will be trained on the requirements for providing meaningful access to services for LEP persons.

## **LEP Plan Access**

GVMC will post the LEP Plan in English on its website at [www.gvmc.org](http://www.gvmc.org) with a notification (in other languages) regarding the translation of this document upon request; so that any person, including but not limited to, social service and civic organizations, non-profits, law enforcement agencies, and other community partners with Internet access will be able to access the plan. For those without in-home Internet service, libraries may offer free Internet access and should be contacted to determine if this service is available. Alternatively, any person or agency may request a copy of the plan via telephone, fax, mail, email, or in person. A small copying fee may apply. A hardcopy of all of GVMC’s planning documents are available for review at the GVMC office during regular business hours. Any person or agency may also request a copy by contacting:

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# Appendix A – City of Hudsonville & Eastern Ottawa County Townships Language Data

(2019: ACS 5-year estimates)

## City of Hudsonville

LANGUAGE SPOKEN AT HOME	Estimate	Percent
Population 5 years and over	6,504	
English only	6,232	95.8%
Language other than English	272	4.2%
Speak English less than "very well"	51	1.3%
Spanish	172	2.6%
Speak English less than "very well"	51	1%
Other Indo-European languages	80	1.2%
Speak English less than "very well"	0	0.0%
Asian and Pacific Islander languages	20	0.3%
Speak English less than "very well"	0	0.0%
Other languages	0	0.0%
Speak English less than "very well"	0	0.0%

## Allendale Township:

LANGUAGE SPOKEN AT HOME	Estimate	Percent
Population 5 years and over	24,164	
English only	23,268	96.3%
Language other than English	896	3.7%
Speak English less than "very well"	318	1.3%
Spanish	545	2.3%
Speak English less than "very well"	263	1.1%
Other Indo-European languages	165	0.7%
Speak English less than "very well"	12	0.05%
Asian and Pacific Islander languages	169	0.7%
Speak English less than "very well"	43	0.1%
Other languages	17	0.1%
Speak English less than "very well"	0	0.0%

## Georgetown Township:

LANGUAGE SPOKEN AT HOME	Estimate	Percent
Population 5 years and over	48,024	
English only	46,361	96.5%
Language other than English	1,663	3.5%
Speak English less than "very well"	276	0.6%
Spanish	860	1.8%
Speak English less than "very well"	107	0.2%
Other Indo-European languages	407	0.8%
Speak English less than "very well"	64	0.1%
Asian and Pacific Islander languages	316	0.7%
Speak English less than "very well"	80	0.2%
Other languages	80	0.2%
Speak English less than "very well"	25	0.1%

## Jamestown Township:

LANGUAGE SPOKEN AT HOME	Estimate	Percent
Population 5 years and over	7,652	
English only	7,332	95.8%
Language other than English	320	4.2%
Speak English less than "very well"	66	0.9%
Spanish	202	2.6%
Speak English less than "very well"	43	0.6%
Other Indo-European languages	94	1.2%
Speak English less than "very well"	13	0.2%
Asian and Pacific Islander languages	24	0.3%
Speak English less than "very well"	10	0.1%
Other languages	0	0.0%
Speak English less than "very well"	0	0.0%

Tallmadge Township:

<b>LANGUAGE SPOKEN AT HOME</b>	<b>Estimate</b>	<b>Percent</b>
<b>Population 5 years and over</b>	<b>7,703</b>	
<b>English only</b>	<b>7,528</b>	<b>97.7%</b>
<b>Language other than English</b>	<b>175</b>	<b>2.3%</b>
<b>    Speak English less than "very well"</b>	<b>100</b>	<b>1.3%</b>
<b>    Spanish</b>	<b>57</b>	<b>0.7%</b>
<b>    Speak English less than "very well"</b>	<b>11</b>	<b>0.1%</b>
<b>Other Indo-European languages</b>	<b>15</b>	<b>0.2%</b>
<b>    Speak English less than "very well"</b>	<b>0</b>	<b>0.0%</b>
<b>Asian and Pacific Islander languages</b>	<b>103</b>	<b>1.3%</b>
<b>    Speak English less than "very well"</b>	<b>89</b>	<b>1.2%</b>
<b>Other languages</b>	<b>0</b>	<b>0.0%</b>
<b>    Speak English less than "very well"</b>	<b>0</b>	<b>0.0%</b>

## Appendix B – Kent and Ottawa County Language Data

Label	Kent County, Michigan		Ottawa County, Michigan	
	Estimate	Margin of Error	Estimate	Margin of Error
Total:	604,210	±5	268,695	*****
Speak only English	528,644	±2,392	243,102	±1,164
<b>Spanish:</b>	44,544	±1,606	17,342	±1,046
Speak English "very well"	25,408	±1,380	11,380	±1,006
Speak English less than "very well"	19,136	±1,129	5,962	±893
<b>French, Haitian, or Cajun:</b>	1,404	±353	264	±123
Speak English "very well"	1,138	±299	159	±84
Speak English less than "very well"	266	±137	105	±67
<b>German or other West</b>	1,913	±382	981	±223

<b>Germanic languages:</b>				
Speak English "very well"	1,703	±366	820	±209
Speak English less than "very well"	210	±80	161	±80
<b>Russian, Polish, or other Slavic languages:</b>	3,780	±797	839	±310
Speak English "very well"	2,604	±662	595	±237
Speak English less than "very well"	1,176	±298	244	±184
<b>Other Indo-European languages:</b>	5,837	±1,271	882	±277
Speak English "very well"	3,155	±635	726	±236
Speak English less than "very well"	2,682	±901	156	±94

	<b>Kent County, Michigan</b>		<b>Ottawa County, Michigan</b>	
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>Estimate</b>	<b>Margin of Error</b>
<b>Korean:</b>	778	±278	214	±102
Speak English "very well"	477	±197	159	±94
Speak English less than "very well"	301	±178	55	±43
<b>Chinese (incl. Mandarin, Cantonese):</b>	2,133	±573	739	±304
Speak English "very well"	1,044	±268	265	±112
Speak English less than "very well"	1,089	±428	474	±238
<b>Vietnamese:</b>	4,347	±619	1,037	±415
Speak English "very well"	1,523	±385	482	±213
Speak English less than "very well"	2,824	±447	555	±304
<b>Tagalog (incl. Filipino):</b>	828	±260	226	±147
Speak English "very well"	476	±178	165	±111
Speak English less than "very well"	352	±171	61	±63
<b>Other Asian and Pacific Island languages:</b>	3,709	±626	2,520	±494
Speak English "very well"	1,629	±360	1,416	±363
Speak English less than "very well"	2,080	±479	1,104	±294

<b>Arabic:</b>	1,499	±470	283	±190
Speak English "very well"	658	±231	242	±159
Speak English less than "very well"	841	±413	41	±45
<b>Other and unspecified languages:</b>	4,794	±905	266	±170
Speak English "very well"	2,552	±547	120	±90
Speak English less than "very well"	2,242	±659	146	±105

Source: U.S. Census Bureau, 2019 American Community Survey 5-Year Estimates



## Appendix C – GVMC Translators Resource List

Agency	Telephone	Languages
Associated Language Consultants	(616) 245-7327	Any language
Hispanic Center of Western Michigan	(616) 742-0200	Spanish
Languages International	(616) 285-0005	Any language
Liaison Linguistics	(616) 560-8492	Any language
RedLine Language Services LLC	(616) 855-4044	Arabic, Chinese, Dutch, Finnish, French, German, Italian, Polish, Portuguese, Spanish,
Sanchez Income Tax & Translation Services	(616) 248-3688	Spanish
Translations Unlimited	(616) 550-7057	Any language

<sup>1</sup> The executive order verbatim can be found online at <https://www.lep.gov/executive-order-13166>

<sup>ii</sup> Policy Guidance Concerning Recipients' Responsibilities to Limited English Proficient (LEP) Persons. Federal Register: December 14, 2005 (Volume 70, Number 239)

<sup>iii</sup> The DOT has posted this guidance on their website at <https://www.transportation.gov/civil-rights/civil-rights-library/policy-guidance-concerning-recipients-responsibilities-limited>