

OFFICIAL MINUTES OF THE OXFORD MAYOR AND COUNCIL MEETING SPECIAL CALLED MEETING WEDNESDAY, DECEMBER 20, 2021 – 6:15 PM VIA TELECONFERENCE

ELECTED OFFICIALS PRESENT:

David Eady – Mayor
George Holt – Councilmember
Lynn Bohanan – Councilmember
Avis Williams – Councilmember
Laura McCanless – Councilmember
James Windham – Councilmember

ELECTED OFFICIALS ABSENT:

Jeff Wearing – Councilmember

APPOINTED/STAFF PRESENT:

Bill Andrew – City Manager Marcia Brooks – City Clerk/Treasurer

OTHERS PRESENT: Art Vinson, Robert Jordan

1. The meeting was called to order by the Hon. David Eady, Mayor.

- 2. A motion was made by George Holt to accept the Agenda for the Special Called Meeting of December 20, 2021. Laura McCanless seconded the motion. The motion was approved unanimously (5/0). (Attachment A)
- 3. Community Development Block Grant (CDBG) Language Access Plan Resolution (Attachment B)

As a special condition of the stipulations of the CDBG that Oxford recently received from the Georgia Department of Community Affairs (DCA), the Mayor and Council must adopt a Language Access Plan to address the communication needs of Limited English Proficient (LEP) residents impacted by the project. Staff recommends approval of the LEP resolution.

George Holt noted that the address for the City of Oxford is incorrect on page 6. Bill Andrew advised he would correct this error before the resolution is signed.

Mr. Holt also asked for verification that the grant comes from the U.S. Department of Housing and Urban Development (HUD) and is passed to the City of Oxford by DCA. He noted that the City Manager is the LEP Coordinator. He also observed that it appears that Oxford has such a small number of LEP residents that the City will not be required to translate all documents or undertake a lot of other effort to comply with this requirement.

Mayor Eady agreed with Mr. Holt's observations. Mayor Eady observed that Appendix A in the document which provided data concerning LEP residents for Oxford was very blurry. He downloaded the data from the American Community Services Data site. This information was provided during the meeting. The main point for Oxford is that if a resident who is impacted by the project cannot read the

Documents due to limited English proficiency, the City is required to provide reasonable accommodations in the form of an interpreter to ensure the information is understood.

Art Vinson asked if funds from the grant would be used to comply with this requirement. Marcia Brooks stated that there are some funds set aside for administrative purposes. Mr. Vinson asked if the City knows the estimated cost of compliance. Bill Andrew advised there should be no cost unless a request is made by a resident needing a reasonable accommodation.

Mayor Eady emphasized that the margin of error for some of the estimates in the population data is almost as large as the estimates themselves. Also, the data is based on a population estimate for 2019, not an actual census count.

<u>Laura McCanless made a motion to approve the Language Access Plan</u> resolution for the CDBG. George Holt seconded the motion. The motion was approved unanimously (5/0).

Mr. Andrew advised Mayor Eady that the resolution is due to DCA on the following day.

4. Adjourn

Jim Windham made a motion to adjourn at 6:28 p.m. George Holt seconded the motion. The motion was approved unanimously (5/0).

Respectfully Submitted,

Marcia Brales

Marcia Brooks

City Clerk/Treasurer

OXFORD MAYOR AND COUNCIL SPECIAL CALLED VOTING MEETING MONDAY, DECEMBER 20, 2021 – 6:15 P.M. VIA TELECONFERENCE A G E N D A

- 1. Call to Order, Mayor David S. Eady
- 2. <u>Motion to accept the Agenda for the December 20, 2021 Mayor and Council Special Called Meeting.</u>
- 3. *Community Development Block Grant (CDBG) Language Access Plan Resolution

 The Language Access Plan is attached and is part of the requirements to accept the federal funds for the improvement of water lines at Oxford Road, Keel Street, West Keel Street, Beakhead Court, Cat Paw's Court, and Perry Circle.
- 4. Adjourn

*Attachments

LANGUAGE ACCESS PLAN

City of Oxford

Adopted January 2022

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Grantee: City of Oxford

Grant Numbers: 21p-x-107-2-6227 **Project Area**: West Oxford Water Project

Preparer: Stuart Swinea, 706-369-5650, sswinea@negrc.org

Section 1: Introduction

Federal guidance mandates that the City of Oxford, a sub-recipient of federal funds awarded by Georgia Department of Community Affairs (DCA), is obligated to reduce language barriers that could preclude Meaningful Access by Limited English Proficient (LEP) persons of the City of Oxford programs that are funded with such federal financial assistance. The City of Oxford has prepared this Language Access Plan ("LAP" or "Plan"), which defines the actions to be taken to ensure Meaningful Access of the City of Oxford's services, programs, and activities on the part of LEP persons. The City of Oxford adopted the plan which includes a Four-Factor Analysis, considering (a) the number or proportion of LEP persons eligible to be served or likely to be encountered within the City of Oxford or by federally-funded programs in the area; (b) the frequency with which LEP persons come into contact with the City of Oxford's programs; (c) the nature and importance of the programs, activities, or services to people's lives; and (d) resources available to execute the programs and the costs of providing the LEP services.

Section 2: Policy

It is the policy of the City of Oxford to comply with all federal statutes and regulations in the administration of federally-funded programs. Pursuant to the requirements of Title VI, sub-recipients of federal funds received through an administration grant/award made by DCA are required to make reasonable efforts to provide timely, meaningful access for LEP persons to programs and activities. In order to do so, the City of Oxford will comply with the assessment which determines the need for language assistance within its service area. This is accomplished by conducting the Four-Factor Analysis. After completion of the Four-Factor Analysis, the City of Oxford is be aware of all spoken languages in its service area and can then determine how to provide needed language assistance. Based upon the findings of the Four-Factor Analysis, and when deemed necessary, the City of Oxford will prepare an LAP addressing its plan for ensuring Meaningful Access to programs and activities for LEP persons. The City of Oxford, along with any other sub-recipients, retain flexibility in determining how to appropriately address the needs of the LEP population(s) they serve. The City of Oxford will take timely and reasonable steps to provide LEP persons with meaningful access to programs and activities conducted therein. An individual's inability to speak, read, write or understand English should not prevent them from accessing federally- funded programs and services by the City of Oxford. DCA encourages each sub-recipient to review and update its LEP Four-Factor Analysis and LAP at least every five years. The City of Oxford administrators will receive training from DCA on procedures to implement and continuously monitor and evaluate the implementation of LAPs in the State of Georgia. The City of Oxford is also required to select an individual responsible for LEP compliance, train staff involved in programs and activities on LEP requirements, keep records of assistance provided and actions taken, and update the Four-Factor Analysis and LAP, as needed.

Section 3: Purpose and Plan Overview

The purpose of this Plan is to analyze the location and needs of any LEP individuals in the City of Oxford's service area, through the Four-Factor Analysis of Census data. The Plan establishes guidelines in accordance with Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, 65 Fed. Reg. 50,121 (Aug. 16, 2000). The Plan will also describe how the City of Oxford will promote Meaningful Access and provide substantially equal and meaningfully effective access to the City of Oxford's programs and services for LEP individuals, as well as eliminate or reduce LEP as a barrier to receipt of services offered. Under this plan, the City of Oxford will provide two primary types of language access services; oral and written. Both oral language access services and written language access services will meet the standards for Meaningful Access as described in this Plan, including interpretation and translation services being conducted by a demonstrably qualified bilingual staff member communicating directly in an LEP person's language or a qualified contractor providing interpretation or translation services. The City of Oxford will continually monitor the effectiveness of its Plan in eliminating barriers to Meaningful Access for LEP individuals, as well as regularly report compliance to DCA, as outlined below. The City of Oxford will engage in outreach efforts to ensure that LEP persons are aware of the language access services available to them.

Section 4: Definitions

Beneficiary: The ultimate consumer of federally-funded programs who receives benefits from a federally-funded recipient.

Bilingual: Fluent in two languages and is able to conduct the business of the workplace in either of those languages. This is to be distinguished from proficiency in more than one language. Interpretation and translation require the interpreter or translator to be fluently bilingual and also require additional specific skills for interpretation and translation.

Customer: Any individual or organization communicating with a DCA program. Direct "In-Language"

Communication: Monolingual communication in a language other than English between a multilingual staff and an LEP person (e.g., Korean to Korean).

Effective Communication: Communication sufficient to provide an LEP individual with substantially equivalent levels of service access received by non-LEP individuals. Staff must take reasonable steps to ensure communication with an LEP individual is as effective as communication with non-LEP individuals when providing similar programs and services.

External Stakeholder: A person who is not a sub-recipient employee and who has contact with, or is seeking information or services from, sub-recipient programs or activities. External stakeholders include, but are not limited to, members of the general public, renters, homeowners, and small business owners.

Federal Financial Assistance: Grants, loans, and advances of federal funds; the grant or donation of federal property and interests in property, or any other assistance as specified in 24 CFR Part I § 1.2(e).

Four-Factor Analysis: The analysis that recipients of federal funding are required to use to determine what language assistance measures are sufficient to assist LEP persons in the different programs and activities in

which the recipient engages, as described in "Final Guidance to Federal Financial Assistant Recipients regarding Title VI Prohibition against National Origin Discrimination, affecting Limited English Proficient Persons" published in the Federal Register (January 22, 2007). The four factors include:

- 1.) The number or proportion of LEP persons eligible to be served or likely to be encountered in the service population ("served or encountered" includes those persons who would be served or encountered by the recipient if the persons received adequate education and outreach and the recipient provided sufficient language services);
- 2.) The frequency with which LEP persons come into contact with the program;
- 3.) The nature and importance of the program, activity, or service provided by the program; and
- 4.) The resources available to execute the program and costs of providing the LEP services.

Fluent: The ability to express oneself easily and articulately in conversations and public speaking.

Interpretation: The act of listening to a communication in one language (source language) and orally converting it to another language (target language) while retaining the same meaning.

Language Access Plan (LAP): A written implementation plan that addresses identified needs of the LEP persons served.

Language Assistance Services: Oral and written language services needed to help LEP individuals communicate effectively with staff, and oral and written language services that provide LEP individuals with Meaningful Access to, and an equal opportunity to participate fully in, the services, activities, or other programs administered by DCA.

Limited English Proficient (LEP) Individuals: Individuals who do not speak English as their primary language and who have a limited ability to read, write, speak, or understand English because of their national origin. For purposes of Title VI and the LEP Guidance, persons may be entitled to language assistance with respect to a particular service, benefit, or encounter. (HUD LEP Guidance). LEP individuals may be competent in English for certain types of communication (e.g., speaking or understanding), but still demonstrate LEP for other purposes (e.g., reading or writing).

Meaningful Access: Accurate, timely, and effective participation in, or benefit from, federally-funded programs that is meaningfully equivalent to that of non-LEP individuals, at no cost to the LEP individual.

Multilingual staff or employee: A staff person or employee who has demonstrated fluency in English and reading, writing, speaking, or understanding at least one other language as authorized by his or her Division.

Primary Language: The language in which an individual most effectively communicates.

Proficient: The ability of a person to speak, read, write, and understand a language. An individual who is proficient in a language may, for example, be able to greet an LEP individual in his or her language or facilitate access to translation services, but not conduct Agency business in that language.

Qualified Translator or Interpreter: An in-house or contracted translator or interpreter who has demonstrated his or her competence to interpret or translate.

Recipient: Qualified applicants in compliance with 24 CFR §1.2(f) who are awarded federal, financial assistance. According to 24 CFR §1.2(f) Recipient is defined as "any State, political subdivision of any State, or instrumentality of any State or political subdivision, any public or private agency, institution,

organization, or other entity, or any individual, in any State, to whom Federal financial assistance is extended, directly or through another recipient, for any program or activity, or who otherwise participates in carrying out such program or activity (such as a redeveloper in the Urban Renewal Program), including any successor, assign, or transferee thereof, but such term does not include any ultimate beneficiary under any such program or activity."

Sight Translation: Oral rendering of written text into spoken language by an interpreter without change in meaning based on a visual review of the original text or document.

Sub-recipient: Any public or private agency, institution, organization, or other entity to whom federal financial assistance is extended, through DCA for any program or activity, or who otherwise participates in carrying out such program or activity, but such term does not include any Beneficiary under any such program.

Translation: The replacement of written text from one language (source language) into an equivalent written text in another language (target language).

Vital Document: Any document that is critical for ensuring Meaningful Access to the recipients' major activities and programs by beneficiaries generally and LEP persons specifically. Whether or not a document (or the information it solicits) is "vital" may depend upon the importance of the program, information, encounter, or service involved, and any consequences the LEP person might face if the information in question is not provided accurately or in a timely manner. For instance, applications for auxiliary activities, such as certain recreational programs in public housing, would not generally be considered a vital document, whereas applications for housing would be considered vital. However, if the major purpose for funding the recipient were its recreational program, documents related to those programs would be considered vital. Where appropriate, recipients are encouraged to create a plan for consistently determining, over time and across its various activities, what documents are "vital" to the Meaningful Access of the LEP populations they serve.

Section 5: Four-Factor Analysis

Factor 1: Number or Proportion of LEP Persons Served or Encountered in Eligible Service Population

To determine the proportion of LEP persons served or encountered in any service area in the City of Oxford, demographic data was used in an analysis of Factor 1.

The City of Oxford reviewed LEP data to identify if the city exceeded 5 percent of the area population or 1,000 individuals within a geographic area (City of Oxford). The City of Oxford has a population of 2,308 people. It was determined that City of Oxford does not reach the aforementioned thresholds as 2.6 percent of the population "speaks English less than 'very well'" according to the Census Bureau's American Community Survey (ACS) 5-year file (2015–2019) – Table "B16001: Language Spoken at Home by Ability to Speak English for the Population 5 Years and Older." In raw numbers, this is not above the threshold of 1,000 individuals with 57 non-English-speaking individuals speaking English "less than 'very well'". (Copies of these reports may be found in Appendix A)

Utilizing the DCA mapping tool it was determined that the City of Oxford does not fall within areas which have LEP persons within the set thresholds. Neither the City of Oxford jurisdiction nor the CDBG project area cross the 5% or 1,000 individual thresholds.

The City of Oxford will update this information using ACS data and the DCA mapping tool every five years in accordance with the overall update of its LAP policy.

Factor 2: Frequency with which LEP Individuals Come into Contact with the Program(s)

The City of Oxford determined LEP persons will predominantly come into contact with DCA programs on an annual basis. The Community HOME Investment Program Grant annual competition and its set asides are the primary programs through which contact will occur. Engagement with the public may occur at the below listed steps:

- a. When notifying the public about a grant award application and its proposed activities
- b. When notifying the public about the grant award and its funded activities
- c. When seeking applicants to participate in the program (e.g., when seeking homebuyers about new housing opportunities)
- d. When seeking qualified contractors
- e. When working with homeowners selected for assistance
- f. When seeking bids from builders to construct homes
- g. When notifying the public about a grant award closeout and its accomplishments

Additional contact may occur between residences and the City of Oxford regarding other programs receiving HUD funding. Those residents provided housing through the FVHA would have a higher frequency of contact that may occur on a daily or weekly basis.

LEP individuals will receive direct language assistance commensurate with the frequency with which these individuals interact with the programs.

Factor 3: Nature and Importance of the Program, Activity, or Service Provided by Program(s)

While the City of Oxford will provide outreach regarding services available to LEP individuals across all program(s), the city will prioritize vital document translation and subsequent LEP outreach based on the importance of the activity, information, service, or program or possible consequences of a lack of service to the LEP persons.

LEP outreach will focus on the programs that provide critical services to program recipients, including but not limited to: homeowners, landlords, renters, and small business owners. Those programs that provide a means of helping individuals obtain or rehabilitate housing or supporting businesses are critically important to LEP individuals.

The City of Oxford will be replacing and upgrading water lines in the western portion of the City. The purpose of replacing and upgrading water lines in this area is provide much needed improvements in water infrastructure. This is a predominantly low-to-moderate income area and will be served by improved water service by the City.

Factor 4: Resources Available and Costs of Providing LEP Services

The City of Oxford takes all reasonable steps to ensure Meaningful Access for LEP persons to city programs and activities. The availability of resources, however, may limit the provision of language services in some instances. "Reasonable steps" may cease to be reasonable when the costs imposed substantially exceed the benefits. The City of Oxford's LAP balances the needs of the LEP community with the funding resources available.

The City of Oxford has determined that due to its limited resources and small number of LEP individuals within the city the translation of all vital documents is not cost effective. The city, however, does recognize the importance of providing Meaningful Access for LEP persons. City of Oxford has determined that public notices, fliers, and any applications for assistance should have notifications of available translation services. In an effort to further provide services to LEP persons, City of Oxford will make LEP individuals aware of the forms that are available in multiple languages on the HUD website. City of Oxford may also, when appropriate, utilize free websites to translate written materials. The costliest option for providing LEP services would be to contract with outside persons that are proficient in interpretation of spoken word and in translation of documents. City of Oxford will do this when necessary. It is expected that the cost of obtaining such services will vary depending upon the nature of the services requested, and the service provider selected.

The City of Oxford has identified those vital documents for each federally-funded program it operates that directly affects LEP individuals and for which a delay in service provision might significantly, negatively impact the wellness of any individual that program serves. The City of Oxford has determined that, when appropriate, public notices, fliers, and any applications for assistance are considered vital. In addition to any vital documents, the City of Oxford will also disseminate federally-provided fair housing documents and brochures to clients, whenever applicable.

Section 6: Staff as Resources

City of Oxford has undertaken or will undertake the following tasks to ensure that LEP individuals have Meaningful Access to federally-funded services, programs, and activities. These tasks are predominantly focused on addressing the needs of LEP individuals accessing sub-recipient-administered housing assistance and other programs.

The City of Oxford names the City Manager as its LAP Coordinator.

Broadly speaking, the LAP Coordinator will coordinate compliance with DCA's and City of Oxford's respective LAPs. The LAP Coordinator is expected to:

- Communicate City of Oxford staff's responsibility to provide language access services to the local LEP population, including the dissemination of DCA's and the City of Oxford 's LAP to staff;
- Train staff involved in programs and activities on LEP requirements;
- Keep records of assistance provided and actions taken; and
- Update the Four-Factor Analysis and LAP, as needed.

Section 7: Language Assistance Measures
Provision of Language Access Services to LEP Individuals

All of the City of Oxford programs with direct contact with the public are responsible for providing written or oral language services. "I Speak" cards are used by all staff who may have direct interaction with LEP individuals to identify language needs and begin the provision of access services. The "I Speak" card used by DCA is included within this document.

Plan for Providing Language Access Services to Meeting Participants and Attendees

The City of Oxford will leverage translation services and bilingual staff to provide interpretation services as needed for all meetings related to program eligibility determinations. The City of Oxford is committed to providing interpreters for large, medium, small, and one-on-one meetings with any LEP individuals or organizational representatives as needed and as appropriate.

The City of Oxford will include a statement in its meeting notices indicating that 1) the City of Oxford is prepared to provide appropriate language services for LEP individuals and 2) requesting that the respondent identify any language services needed within a specified period of time, including which language(s) such services are required.

The City of Oxford's ability to provide an in-person interpreter upon request is limited by available resources and the scheduling availability of the translation service(s).

Plan for Translating Informational Materials Detailing Provided Services and Activities

The City of Oxford will ensure that all important documents—whether "vital" or relating to public engagement — are translated into the relevant language upon request.

Those programs identified in the Four-Factor Analysis (in which LEP individuals may directly interact with the City of Oxford programs or staff) are prioritized in the translation of vital documents, identified in step four. Classification of a document as "vital" depends upon the importance of the program, information, encounter, or service involved, and the consequence to the LEP person if the information in question is not provided accurately or in a timely manner.

City of Oxford will assess the considerations in this Plan, including the Four-Factor Analysis, and make decisions within agency discretion, and consistent with component language access plans as to how to provide Meaningful Access to written texts.

Translation of Notices, Public Hearings, and Citizen Participation Periods

Any printed materials disseminated by City of Oxford intended for public outreach will include a "language disclaimer" at the bottom of the document, stating that further information is available and that an interpretation of materials is available upon request for those who plan to attend associated public hearings.

Complaints and Appeals

Any person who believes they have been denied the benefits of this LAP or that DCA has not complied with Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000(d) and Executive Order 13166 regulations may file a complaint with City of Oxford LAP Coordinator. The department or program POC may be the first point of contact for any complaints or appeals, but City of Oxford LAP Coordinator must be informed of all complaints and appeals. The LAP Coordinator will provide oversight of the complaint/appeal resolution process. To file a complaint, submit the written complaint to:

City of Oxford 23 N. Main Street Watkinsville, GA 30677

Section 8: Monitoring, Evaluating and Updating LAP

City of Oxford will monitor and maintain Language Access Plan year-round. The LAP will be updated every five years to reassess the number of LEP individuals in the city and the effectiveness of the services provided. City of Oxford will review American Community Survey data as it is updated to determine the size of LEP populations and the languages of LEP populations within City of Oxford, review additional guidance provided by HUD, and update the Language Access Plan accordingly.

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Appendix A: ACS Data Reports

Census Bureau's American Community Survey (ACS) 5-year file (2012–2016) – Table "S1601: Language Spoken at Home"

	Outsird city, Georgia											
	Total Percent			Percent of specified language speakers								
					Speak English only or speak English "very well		Percent speak English only or speak Eng	glish "very well"	Speak English less than 'very well'	Percen	speak E Percent of specified larg	uage speakers
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Erro
➤ Population Syears and over	2,201	±981	00	90	2544	6277	97.4%	±2.4	57	±55	2.8%	42.4
Speak only English	1,977	±366	99.9%	64.6	00	(0)	00	00	00	(00)	(30)	00
Speak a language other than English	224	±105	10.2%	#4.6	167	179	74.6%	±18.2	57	±55	25.4%	±182
▼ SPEAK A LANGUAGE OTHER THAN ENGLISH												
✓ Spanish	99	£70	4.5%	49.2	54	+29	54.5%	429.1	45	649	45.5%	e28.1
Sto 17 years old	15	427	0.7%	±1.2	10	419	66.7%	±16.6	5	el el	20.2%	±16.6
18 to 64 years old	94	±56	3,9%	42.6	ш	429	52.4%	e21.9	40	±45	47.8%	621.6
65 years old and over		¥13	0.0%	41.9	0	413		**	0	413		
✔ Other Indo-European languages	29	426	1.2%	41.1	24	e25	85.7%	421.9	4	e5	142%	421.9
Sto 17 years old	0	613	0.0%	41.6	0	413			0	±13		
16 to 64 years old	21	124	1.0%	45.5	21	124	100.0%	671.8	0	±13	0.0%	471.8
65 years old and over	7	4	03%	+0.3	3	e6	42.9%	±57.1	4	e6	57.1%	e57.1
✓ Asian and Pacific Island languages	92	e64	4.2%	428	94	±55	91.2%	±16.0	9	a17	475	1960
Sto 17 years old	0	en3	0.0%	±1.8	0	a13			0	±13		
16 to 64 years old	92	e64	42%	428	84	±55	91.2%	±16.0	9	±17	17%	g160
65 years old and over	0	e13	0.0%	£1.8	0	±13		**	0	±13		
✓ Other languages	5	±10	0.2%	±0.4	5	±10	100,0%	±100.0		±12	0.0%	£100.0
Sto 17 years old	0	±13	0.0%	±1.8	0	±13			0	±13		
18 to 64 years old	5	±10	0.2%	£0.4	5	410	100.0%	±100.0	0	±13	0.0%	±100.0
65 years old and over		±13	0.0%	£1.9		±13		**	0	±13		
✔ CITIZENS 18 YEARS AND OVER												
✔ All citizens 18 years old and over	1,708	£334	(20)	90	1,686	±334	927%	±1.2	22	±20	1.3%	#12
Speak only English	1,585	£327	92.9%	42.3	00	.00	00	(0)	(0)	(0)	(X)	90
✓ Speak a language other than English	129	457	7.2%	42.3	101	±55	821%	±168	22	±20	17.9%	±163
Spanish	57	#34	23%	42.0	39	±29	69.4%	429.9	19	±19	31.6%	1283
Other languages	66	544	29%	±2.6	62	544	93.9%	19.9	4	a6	6.1%	493

"I Speak" Card

Ľ	urope		Pacific Islands	A sound to the		
70	Albanian Shqip Sal Tregoni me gisht gjuhën që flani. Do të gjejmë një përkthyes për ju.	133 Icelandic Íslenska 🖘 Bentu á þiti tungumál. Það verður hringt í túlk.	turo mo ro atong hambae. Magtawag kami et mag-interprete.	Language		
72	Armenian Brig umito ո՞ր միկ լեզուն կը խոսիը՝ որպեսզի թարգմանիչ մի կանչել տանը.	9 Italian Italiano	127 Fijian Kaiviti 121 Dusia na nomu vosa. Ena qai kacivi edua mi vakavaka dewa.	Identification		
150	Basque Euzkera Euzkera Zeure izkuntza atzamarragaz erakutzi. Fuzkeratzail bateri detsuko deutsagu.	75 Lithuanian Lietuvių Kalba T Parodyk tavo kalbamą kalbą. Vertėjas bus pakviestas.	tis Hocano Hokano 😭 Itudom iti saom. Umayah kam iti interprete.	Card		
69	Bulgarian. Български език 😭 Посочете Вания език. Ние ще извикаме преводач за Вас.	68 Macedonian Makedonski M	50 Indonesian Bahasa Indonesia Tunjukkan bahasamu. Jurabahasa akan disediakan.	As a Language Line Services customer you have access to over-the-phone interpretation 24		
132	Catalan Català C	54 Norwegian Norsk 📆 Pek på ditt språk. En tolk vil bli tilkalt.	5: Malay Bahasa Malaysia 🖘 Tunjukkan yang mana bahasa anda. Seorang jurubahasa akan diberitahu.	hours a day, 7 days a week. Use this Language Identification Card in a face-to-face situation, determine which language a person speaks. 3 Language ID Card lists the languages most frequently encountered in North America, grouped by the geographical region where the arc commonly spoken. • To use the Language ID Card efficiently, locate the geographical region where you		
67	Croatian Hrvatski 📆 Molim Vas, pokažite nam Vaš jezik. Zvat čemo tumača za Vas.	@ Polish Polski Pols	126 Samoan Gagana Samoa 😭 Tusi lou 'a'ao i lau gagana. O le a vala'auina se tasi e fa'amatala 'upu mo 'oe.			
63.	Czech Ukažte, který je víš jazyk. Zavoláme tlumočníka.	61 Portuguese Aponte seu idioma. Providenciaremos um intérprete.	Tagalog Pakituro mo nga ang iyong wika. Magpapatawag ako ng interprete.			
55	Danish Dansk 📆 Peg på dit sprog. En tolk vil blive tilkaldt.	66 Romanian Românește 😭 Indicați limba pe care o vorbiți. Veți fi pus în legătură cu un interpret.	128 Tongan Tuhu kihe lea 'oku ke lea 'aki. E fetu'ntaki kihe fakatonulea.	believe the non-English speaker may be fr (Pacific Islands, Europe, etc.) Show the person the languages listed for		
56	Dutch Wijs uw taal aan. Wij zullen u een tolk geven.	78 Russian Русский Язык 😭 Укажите, на каком языке Вы говорите. Сейчас Вам вызовут переводчика.	North America, South America,	region. 'The message underneath each language says; 'Point to your language. An Interpreter will be called.'		
77	Estonian Näidake oma emakeelele. Me muretseme teile tõlgi.	148 Serbian Српски СП Молим Вас, покажите нам Ваш језик. Зваћемо тумача за Вас.	and Caribbean	Sample: O English English ©		
52	Finnish Suomi 🔞 Osoittakaa teidän kielenne. Tulkki kutsuttaan auttamaan teitä.	64 Slovak Slovensky 📆 Ukážte na vašu roč. Zavoláme tlmočníka.	58 French Français Administrative Montrez-nous quelle langue vous parlez. Nous vous fournirons un/e interprête.	Point to your language. An Interpreter will be called.		
58	French Français ©1 Montrez-nous quelle langue vous parlez. Nous vous foarmirons un/e interprête.	60 Spanish Español 🚱 Señale su idioma. Se llamará a un intérprete.	129 Haitian Creole Kreyòl Ayisyen Montre lang ou-a. Yap voye chèche yon entèprêt.	 Refer to your Quick Reference Guide (QRG) to access an interpreter through Language Line Services. In most cases, an interpreter i 		
57	German Deutsch © Deutsch © Deutsch Wir rufen einen Dolmetscher an.	55 Swedish Svenska 😭 Peka ut Ert språk. En tolk kommer att tillkallas.	14 Navajo Saad béé honsinigii nila' bec bik'idiilniih. Ata' halneé h' nábich'j hodoonih.	 available within seconds. If you are unable to identify the language, our epresentative will help you. 		
71	Greek Δείξτε ποιά γλώσσα μιλάτε και θα κληθεί ένας διεφιηνέας.	76 Ukrainian Українська Мова 📆 Покажіть, якою мовою ви говорите. Зараз викличуть вам перекладанча.	61 Portuguese Portugues Aponte seu idioma. Providenciaremos um intérprete.	Please note: Listing of languages within this card does not guarantee availability of interpreters in the languages. Language Line Services interprets from		
65	Hungarian Magyar All Válassza ki az ön által beszélt nyelvet. Kapcsoljuk a tolmácsot.	135 Yiddish ויידיש אייער שפראר. ווייזט אן אויף אייער שפראר. מע וועט אַנקלינגען אן איבערועצער.	60 Spanish Español I Schale su idioma. Se llamară a un intérprete.	English into more than 140 languages, only the most requested languages are listed bere. This list is subject to change based upon demand.		
Т			· ·	CHIS 7001 • For more information place our sortex, from North America cell, 1 800 752-60% spitch I. Language Line Senton, One Linear Royalde Daire, Normeny, CJ 925-93.		

84	Bengali আগনি কোন ভাষায় কথা বলেন - স্থানান । আগনাত্র স্বেবার স্থানা একজন অনুবাদক আগবেন ।	বাংলা স্থ
85	Bhojpuri केंद्रको मातृपाया का बा ? केंद्रकोत एके दुर्धानका बेलादेस जाईव !	भोजपुरी 🍝
83	Gujarati વમારી ભાષા ઈશારાથી ખતાવા. વમારા માટે ભાષાંતર કરતાર ભોલાવી અપાશે.	Jevadi F
82	Hindi अपनी पाया इशारे से दिखाइदे । आपके तिए दुमारिया दुसाया जाऐना ।	हिन्दी 📆
98	Malayalam G നിന്നവ നടനാടത്തില്ലെ തർക്ക് വഴോഗതെവിളിക്കന്താര	erando &
81	Nepali जापनो मारा किनाउनु बोदा । लापांकी भाषा कोले व्यक्तिकारण छ ।	नेपाली "ह्य
80	Punjabi ਅਪਣੀ ਬੋਲੀ ਇਸਪੈ ਨਾਲ ਦਸੋ । ਤੁਹਾਡੇ ਵਲਤੇ ਪੰਜਾਬੀ ਬੋਲਣ ਵਾਲਾ ਮੁਲਾਇਆ ਜਾਅੇਗਾ	ধৌগা পূর্ব ।
89	Sinhalese සමේ නාකාව වෙරින් යෙන්වන්න, සිංහල සභා සටන සෙනෙන් නොයනවා	සිංහල 🥳
137	Tamil ota Garghia gaderalan dame@@gar youg alya ra ar addigacya. gaseg gaderalangu ar Bhron, abagada Generala	ங்கிலம் 🥳 **
79	Urdu آپ کون سی زبان میں بات کرتا بسند کرینگی: آپ کی مدد کیتے ابھی کی ترصان کر ہلایہ جانے گا۔	۳ أردر

Α	frica	
27.	Amharic ቀጽቋናልዎያምልክቱ ከከተረጓሚሲመጠነው	ስºግረና 😥
00	Arabic أثر الى لغتك رستنادي الفرجر حالاً.	اللغة العربية العربية
19	Bambara I bolo da i fakan kan. An benna kuma yelemaba	Bamanankan 📆
38	French Montrez-nous quelle langu Nous vous fournirons un/	
22	Hausa Nūna yārenkā/yārenki. A ā kirā tafintā.	Hausa 📆
59	Italian Faccia vedere qual è la su Un interprete sarà chiama	
61	Portuguese Aponte seu idioma. Providenciaremos um inté	Português 🔀 iprete.
141	Portuguese Creole Ponta pa bu lingua. Un intrepeto ta ser chuma	Cabo Verdiano 📆
42	Somali Tilmaan afka aad ku hada Tarjumaan ayaa la wacaya	
26	Swahili Onyesha lugha yako Tutamwita mtu atakayeku	Kiswahili 🚱
28	Tigrinya ናብቴየድገስማልከተ ተረጓሚኪማጽስስዩ	† 7 25 %
30	Wolof Wan nu sa lakk. Negal dinanu la wutal ab	Wolof E l
ij	Yoruba Tôka sĩ ẻdê rẹ. Ả ô pe ôgbifô wã.	Yorùbá 📆

90	Arabic نر الى لغتك سندي المترجم حالاً.	il o	للغة العربية	1 5
72		ր մեկ լեզուն կլ գմանիչ մը կա		19
139	Assyrian		2508	2 5
131	Dari ام زبان کپ میزنید ا مان میاید	عب بکد	رى	5 9
107	Farsi میکنید نشان دهید. بادریم.	بزیاتی که صحبت برای شما مترجم د	ارسی	4
106	Hebrew על חשפה שלך למתרגם מיד.	הצבע	ברית	ףע
190:	Kurdish	ی خزت دوسنیشان یک برمانینکت برا بانگ دو	ور دی زمان تاره	5 5
110	Pashto در سره غیری وگری.	خیله ژبه ربید ژربه ترجمان	شتو	, 1
1.12	Turkish Kendi anadili Size bir tercü	inizi gösterin. man çağırıyoru	Türkçi z.	. 4
A	sia			
	China	清指認思的語言 以便為包持翻譯	请将认您的语言 以使为您请整译	
- 31	Cantone	se 廣東語	广东话	8
31	1.00	11720000	广东话	-
_	Chaocho	医肚豚 w	U.S. Carlot	8
38	Chaoche	w 商州品 se 避建品	潮州话	8
38	Chaocho Fukienes Mandari	w 周州起 se 解建語 n 探語	搬用话 極建語	8 8
38	Chaoche Fukienes Mandari Shangha	w	搬用话 極建語 開語	8 8 8

42	Burmese ဒင်များဦတာ သာ ေကား ကို တော ကို ခ ကေး ပြန် နေ ပေးမယ်။	B\$womsu g
48	Cambodian សុមចន្ទិលភាសាអ្នក យើងនឹងហៅអ្នកចកខ្មែនកដូន	តាសាខ្មែរ 😤
46	Hmong Thoy taw tes rau koj yam lus Peb yuav hu ib tug neeg txha	
50	Indonesian Bah Tunjukkan bahasamu, Jurubahasa akan disediakan.	asa Indonesia 😪
40	Japanese あなたの話す意業を指さしてくた 通訳を呼びます。	日本語 電
41	Korean 당신이 쓰는 말을 저작하셔요. 물內관을 불러 꼬리셨어요.	한국말 જ
113	Laotian ຄົ້ນຄາມາຫາຄົ້ນຈຶ່ງເນົ້າໄດ້ ພວກເຮົາຈະເຕັດກັບກຸມພາໃຫ້	unahano 🔏
51	Malay Ba Tunjukkan yang mana bahasa Seorang jurubahasa akan dibe	hasa Malaysia 🔏 anda. ritahu.
45	Mien Nuqv meih nyei waac mbuox yie heuc faan waac mienh bu	Mienh 😭 yie liuz, n meih ne.
67	Thai บางที่ให้อาคุรต่อแบ่งการาวิทย์อการาจ และบางเขียดกลามให้ท่าน	merilina Ti hiranga
49	Vietnamese Chi rõ tiếng bạn nói. Sẽ có một thông dịch viên nói chi	Tiếng Việt 📆
	Language Line Services Document Translation For more information contac Phone: 1888-763-3364 - Far	t us:
	E-mail: translation@languageli Web: www.LanguageLine.com	

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF OXFORD ADOPTING A LANGUAGE ACCESS PLAN; TO AUTHORIZE THE MAYOR TO SIGN; TO AUTHORIZE THE CITY CLERK TO ATTEST THE RESOLUTION; AND FOR OTHER LEGAL AND LAWFUL PURPOSES.

WHEREAS, the City of Oxford aims to meet all requirements of Title VI of the Civil Rights Act of 1964, as it relates to addressing the needs of Limited English Proficient (LEP) persons within our community; and

WHEREAS, the City of Oxford has taken the time and exercised due diligence in the four –factor analysis to determine how to best provide needed language assistance to Limited English Proficient (LEP) persons within this community; and

WHEREAS, based on the data from the four-factor analysis; the City of Oxford has developed a Language Access Plan (LAP), now, therefore:

BE IT RESOLVED that, the City of Oxford will adopt and abide by all aspects of the requirements set forth in said Language Access Plan.

BE IT FURTHER RESOLVED that this Resolution shall be in full force and effect immediately upon its adoption by the City of Oxford City Council and that any and all resolutions or parts of resolutions in conflict with this Resolution shall be, and they, to the extent of such conflict, hereby repealed, and,

BE IT FINALLY RESOLVED that the City Council authorizes the Mayor to sign this Resolution on their behalf and authorizes the Clerk of the City of Oxford to attest all signatures and spread this resolution upon the minutes of the City Council.

2022

Adopted this Day of, 2022.	
	THE CITY OF OXFORD
	BY:
	David S. Eady, Mayor of Oxford
ATTEST	
Marcia Brooks, City Clerk	