

Great Falls Development Alliance (GFDA)  
Great Falls Development Authority, Inc.  
High Plains Financial, Inc. (HPF)  
**Language Assistance Plan**  
**August 6, 2024**

GFDA/HPF's service area includes the state of Montana with an emphasis on thirteen counties surround Great Falls. With regard to assisting program participants who may have limited English proficiency, GFDA/HPF has completed a Limited English Proficiency (LEP) assessment utilizing American Community Survey data to identify LEP populations. LEP populations include:

- .91% of the state's population age five and older speak English "less than very well", representing 8,575 persons (LEP.gov, US Department of Justice Civil Rights Division 2015 Language Map). Of those:
  - 3,125 speak Spanish;
  - 1,265 speak German;
  - 617 speak Chinese
  - 413 speak other Native American languages,
  - 360 speak Japanese
- In our 13-county region of North Central Montana we have 1,490 residents that speak English "less than very well"
  - 532 speak German
  - 413 speak Spanish
  - 82 speak Other Native Languages
  - 67 speak Chinese
  - 59 speak Tagalog
- The percent of residents that speak "less than very well" in each of our 13-counties we serve
  - .279 Blaine County
  - .65 Cascade County
  - .256 Choteau County
  - .944 Fergus County
  - .62 Glacier County
  - 1.012 Hill County
  - .503 Judith Basin County
  - .637 Lewis and Clark County
  - .454 Meagher County
  - 1.775 Pondera County
  - .874 Teton County
  - .601 Toole County
  - 6.377 Liberty County

GFDA/HPF takes the following proactive measures to ensure meaningful access for LEP persons:

1. Staff have the USDA “I Speak” card with which to identify the primary language of the LEP person.
2. GFDA/HPF posts required notice(s) describing the Federal laws prohibiting job discrimination based on race, color, sex (including pregnancy and related conditions, sexual orientation, or gender identity), national origin, religion, age (40 and older), equal pay, disability or genetic information (including family medical history or genetic tests or services), and retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding.
3. For all LEP populations identified above has Equal Opportunity brochures and non-discrimination posters available in the applicable languages

Available at <https://www.eeoc.gov/poster>

GFDA/HPF has contacted an ‘at will’ translator who is available on demand to translate documents or provide translator services during meetings LanguageLine.com. Through this partnership GFDA/HPF can provide translated vital documents should the need arise.