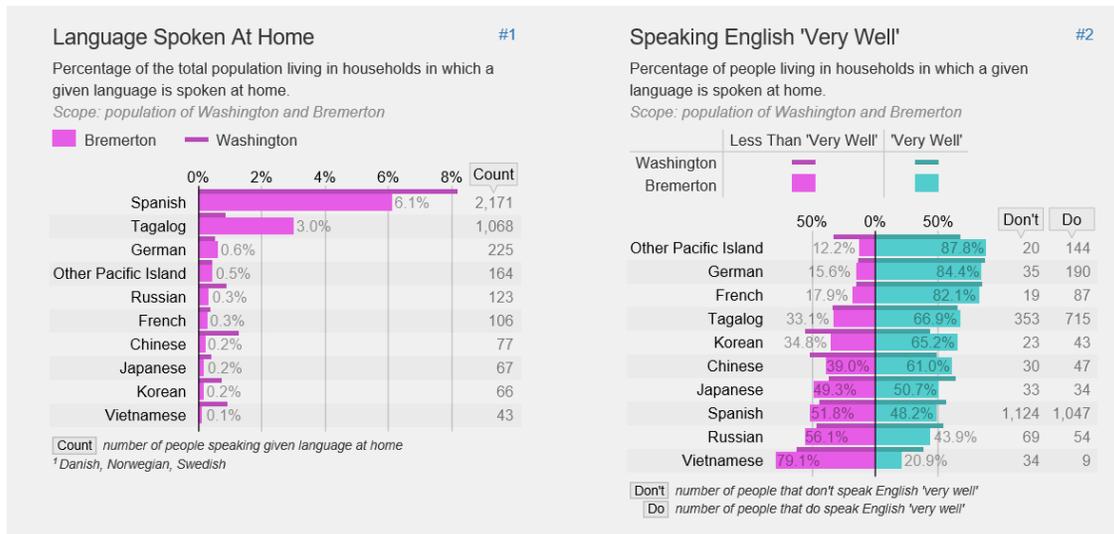


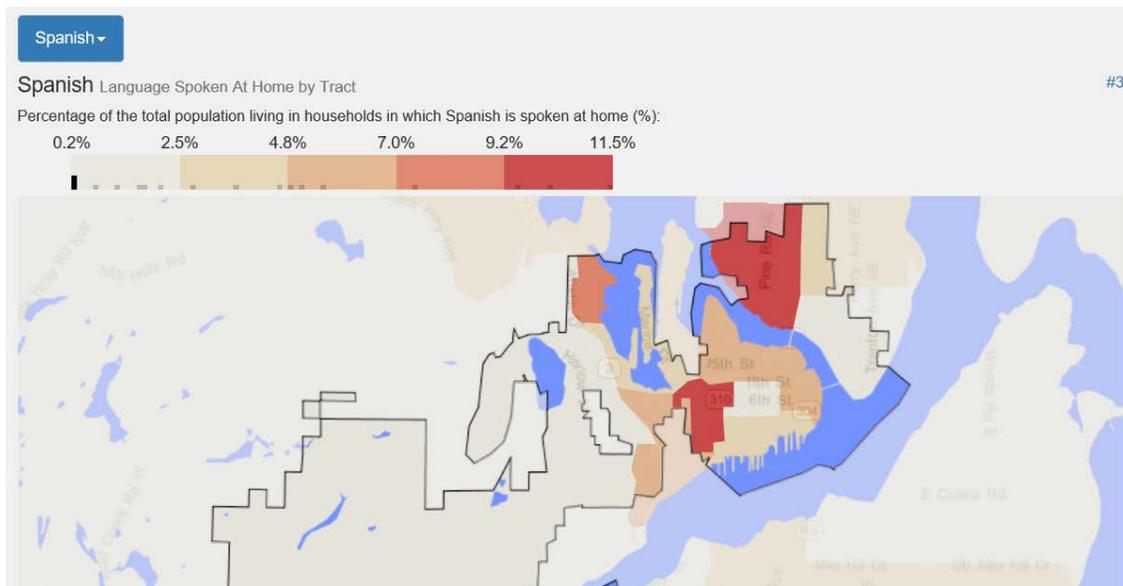
2019 Title VI Non-discrimination Work Plan

In evaluating demographic information included in our 2018 Annual Report, it was identified that the City has a Spanish speaking population in excess of 5% of the total population, and approximately half of that population speaks little to no English; see below:

Languages in Bremerton, Washington (City)



This non-English speaking population is concentrated in the locations as follows:



Historically, the City has indicated in its advertisements that it will accommodate special needs, including special language services when requested. In 2018, the City identified Spanish interpreters within Public Works who are available when requested, and additionally the City contracted with Language Line Solutions for language interpretation services. The City additionally improved outreach to the Spanish Speaking community for all of its transportation projects located in the target areas above where the Spanish Speaking population exceeds 10% by printing all written communications with property owners in both Spanish and English. This effort will continue in 2019.