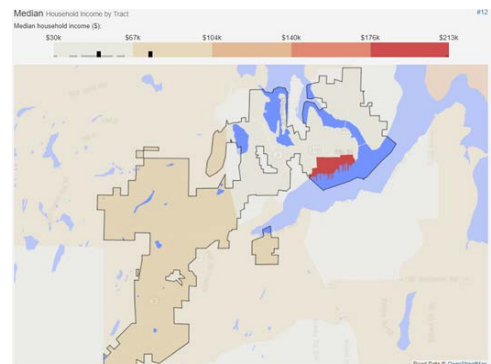
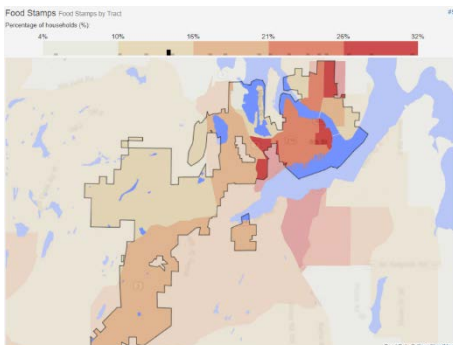


## 2021 Title VI Work Plan

In evaluating demographic information included in our 2020 Annual Report, it was estimated, with the help of data provided from the Bremerton School District, that the City has a Non-English spoken at home population in excess of 11% of the total population.

| <b>2020/2021 Bremerton School District</b> |                      |                |
|--|----------------------|----------------|
| <b>Language Spoken at Home</b>             | <b># of Students</b> | <b>%</b>       |
| English                                    | 3961                 | 88.47%         |
| Chinese Languages                          | 6                    | 0.13%          |
| German                                     | 1                    | 0.02%          |
| Japanese                                   | 4                    | 0.09%          |
| <b>Spanish</b>                             | <b>294</b>           | <b>6.57%</b>   |
| Kanjobal                                   | 4                    | 0.09%          |
| Korean                                     | 2                    | 0.04%          |
| Vietnamese                                 | 9                    | 0.20%          |
| Punjabi                                    | 3                    | 0.07%          |
| Chamorro                                   | 2                    | 0.04%          |
| <b>Mam</b>                                 | <b>132</b>           | <b>2.95%</b>   |
| Other                                      | 2                    | 0.04%          |
| Chuukese                                   | 8                    | 0.18%          |
| Philippine Languages                       | 1                    | 0.02%          |
| Tagalog                                    | 38                   | 0.85%          |
| Samoan                                     | 3                    | 0.07%          |
| Creole                                     | 1                    | 0.02%          |
| Kurdish                                    | 6                    | 0.13%          |
| <b>STUDENTS TOTAL</b>                      | <b>4477</b>          | <b>100.00%</b> |

Additionally, 2010 Census data relative to household income and those receiving food stamp assistance indicates economic hardships affect many in the City of Bremerton:



The City plans to continue implementation and improvements related to Workforce Diversity and Inclusion; from our hiring processes thru to education of existing staff.

The City's Race Equity and Advisory Committee, formed mid 2020, will continue to meet monthly in 2021. The committee priorities include adopting a Vision & Purpose statement; setting goals and/or determining which issues, policies, and procedures to review; establishing timelines for identified goals; hosting community events and outreach; and making recommendations to City Council.

In 2021 the City will continue work in establishing a Complete Streets Advisory Committee, whereby the members will use equity in decision making for project prioritization. Complete streets are intended to benefit users equitably, particularly vulnerable users and underinvested and underserved communities. Transportation projects will provide safe, convenient, reliable, accessible, and timely transportation choices regardless of race, ethnicity, religion, income, gender identity, immigration status, age, ability, languages spoken, or level of access to a personal vehicle.

The Covid-19 Pandemic forced meetings to be held virtually in the evenings for much of 2020; this looks to continue for 2021, while also making available other participation opportunities to those not able to attend the live events. The City ensures in all announcements to our residents the ability to accommodate special needs, including language services. The City has identified staff who are fluent in Spanish and are available when requested; the City continues to contract with Language Line Solutions for on demand language interpretation services

The City will continue to find ways, in 2021, to ensure outreach and encourage engagement to all our resident populations. In addition, after evaluating the 2020 Census data against the language demographics identified in the Bremerton School District data, we will move forward with additional translations on vital documents, as required, if Mam is confirmed to be spoken by over 1,000 city residents.