



City of Bremerton

Reference Guide: Fast FAQs on DEI

QUESTIONS	ANSWERS		
What is diversity?	Diversity is about our unique difference		
What are some examples of diversity?	<table border="0"> <tr> <td> Visible diversity <ul style="list-style-type: none"> • Accent • Grooming • Visible disability • Body language • Skin tone • Style </td> <td> Invisible diversity <ul style="list-style-type: none"> • Family status • Military service • Social status • Talents • Intelligence </td> </tr> </table>	Visible diversity <ul style="list-style-type: none"> • Accent • Grooming • Visible disability • Body language • Skin tone • Style 	Invisible diversity <ul style="list-style-type: none"> • Family status • Military service • Social status • Talents • Intelligence
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What is inclusion?	Inclusion is not just a feeling, nor a static state. It is continuously created and reinforced – or undermined – through everyday conversations, leadership behaviors, meetings, organizational policies or managerial practices.		
What are some examples of DEI?	<ul style="list-style-type: none"> • Belt extenders on planes • Work accommodations for a variety of disabilities • Size inclusive chairs and beds in medical facilities • Ramps and sidewalk curb cuts • Subtitles and Captions (TV &Phone) • Family restrooms 		
What DEI is not?	<ul style="list-style-type: none"> • Hiring an under qualified person for a job just because they're a person of color • Hiring based on race just to meet diversity goals (this is illegal) 		
How does the city recruit potential employees	The city adopted a blind hiring process in 2021. As part of this process, the city began redacting employee names, addresses, and names of the colleges they attended from applications prior to sending to subject matter experts for review and rating.		
What is community engagement?	The process that involves working with a community to address issues and make decisions.		
How will this new role help the city?	The Diversity and Community Engagement Manager will lead a robust and inclusive community engagement plan to engage all voices, cultivating trust, creatively problem-solve to ensure opportunities are accessible for all		

Please visit the [city's website](#) to learn more about the City's approach to diversity and community engagement or to download [Bremerton's DEI Diversity Timeline](#).

What to do if you experience discrimination related to DEI at work:

<https://www.eeoc.gov/what-do-if-you-experience-discrimination-related-dei-work>

What you should know about DEI-related discrimination at work:

<https://www.eeoc.gov/wysk/what-you-should-know-about-dei-related-discrimination-work>