

Culture and Belonging Initiatives

Initiative in 2019

Dr. Bryant Marks Sr. was hired to conduct mandatory all employee training on acknowledging and managing implicit bias.

Initiatives in 2020

In 2020, a workforce diversity plan was completed to evaluate and modernize the City's workforce practices. This included analyzing recruitment processes, hiring and management of personnel and ensuring policies are updated to reflect our community. The City's Equal Opportunity program and Americans with Disabilities Act (ADA) statement were also updated.

The city began using Language Line throughout the City, which provides on-demand language interpretation. This service is available at all front counters and to employees in the field.

An Equal Employment Opportunity (EEO) Program Committee was established to assist the EEO Offices with EEO policy compliance and complaint resolution. This is made up of employees from each department in the city.

The city also began using NEOGOV, an online training system designed for governmental agencies. This system includes training on workforce diversity and inclusion, Equal Employment Opportunity laws, unconscious bias, discrimination, harassment and gender identity, among other topics. In November 2020, all employees were assigned the training series "Issues in Diversity," which included the following:

- Be Attentive
- Embrace Tough Conversations
- Exercise Compassion
- Expand Horizons
- Share Responsibility
- Speak with Care
- Welcome New Perspectives

Initiatives in 2021

The city began developing a recruitment strategy to expand and diversify the hiring pool and will continue to incorporate best practices for workforce diversity. 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. This best practice is used to help prevent unconscious bias when reviewing and rating applications. We also expanded our recruitment distribution list to include community leaders and several diversified groups.

The city began using Language Line to translate City webpages into Mam and Spanish.

All employees were assigned the following mandatory trainings:

- EEO Laws: An Introduction
- Age Discrimination in Employment Act
- Equal Pay Act of 1963
- Genetic Information Act
- Pregnancy Discrimination Act
- Title I of the ADA
- Title VII of the Civil Rights Act

[Please click here to view the City of Bremerton Diversity, Equity, and Inclusion Timeline \(PDF\).](#)