

2020 Annual Title VI Nondiscrimination Report

City of Bremerton

1. Report any changes in the organizational structure since the last reporting period. Example: New Title VI Coordinator, new planning or public works directors, etc. Report should identify the changes in the racial/gender composition of those persons involved in the transportation decision making, including planning and advisory staff.

This information relates to the demographics of all transportation related leadership and staff during 2020:

2020 New Hires			
Current Job Class Title	Race	Sex	Transportation Decision Maker
CIVIL ENGINEER II	W	M	YES
CIVIL ENGINEER III	W	M	YES
ENG PROJECT MGT-CAPITAL	W	M	YES
ENGINEERING TECH III	W	M	YES
2020 Separations			
Current Job Class Title	Race	Sex	Transportation Decision Maker
CIVIL ENGINEER III	W	M	YES
ENGINEERING TECHNICIAN IV	W	F	YES

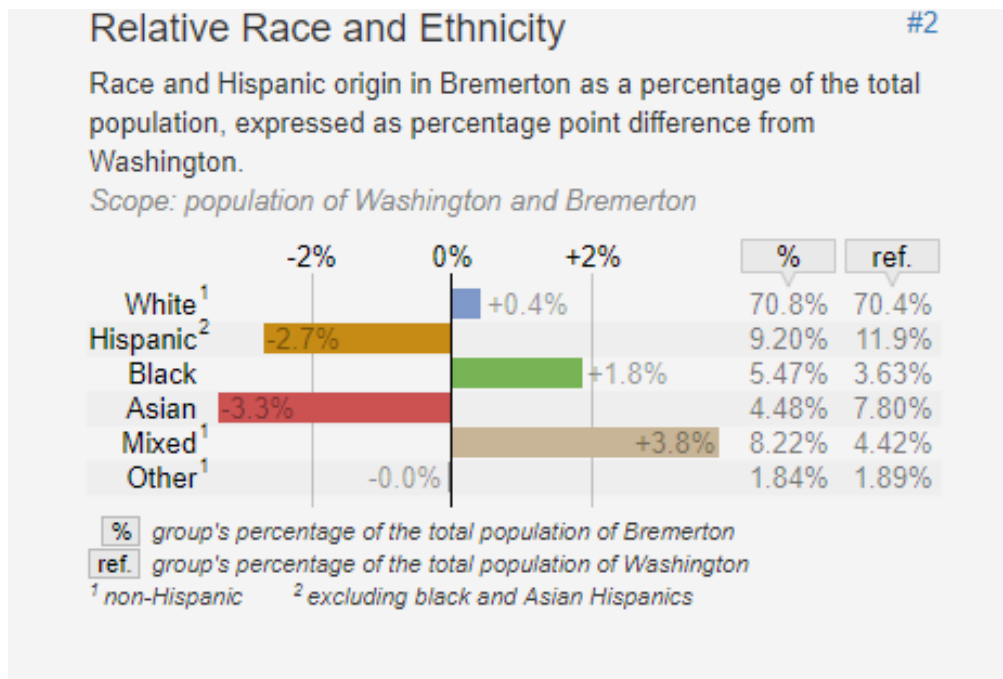
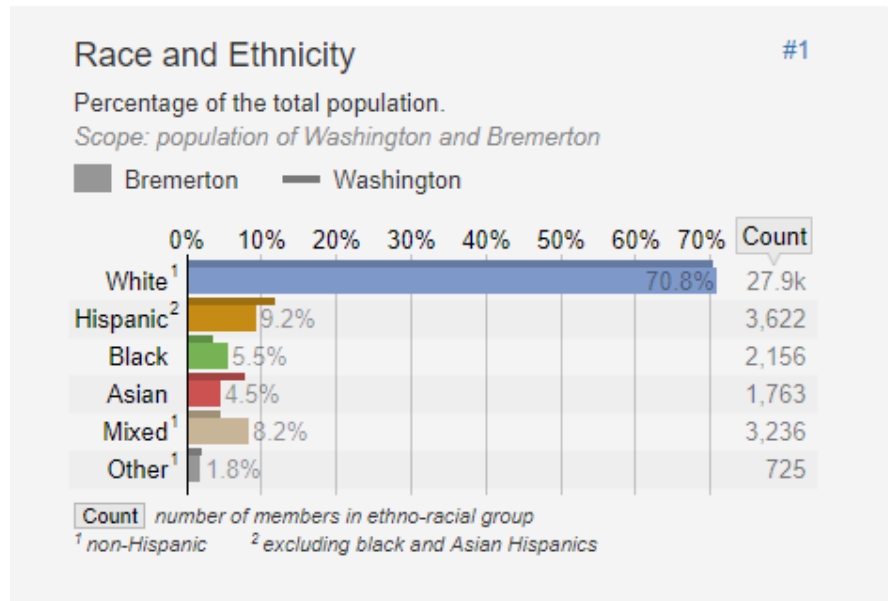
In March 2020, the City of Bremerton’s Workforce Diversity and Inclusion Policy was created. As a result of this policy, the following items have been implemented during 2020: (not all inclusive)

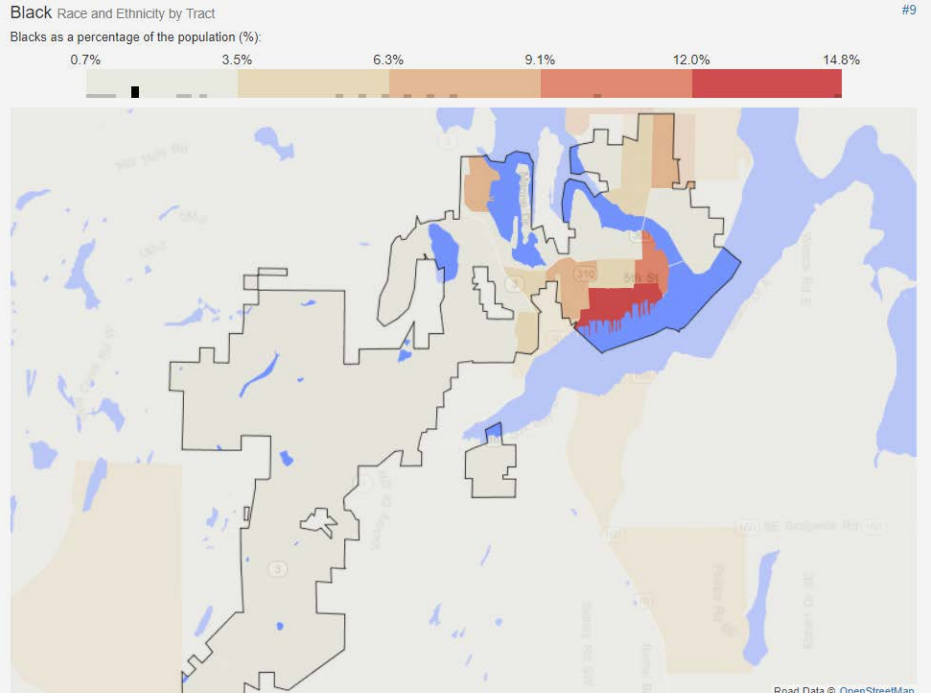
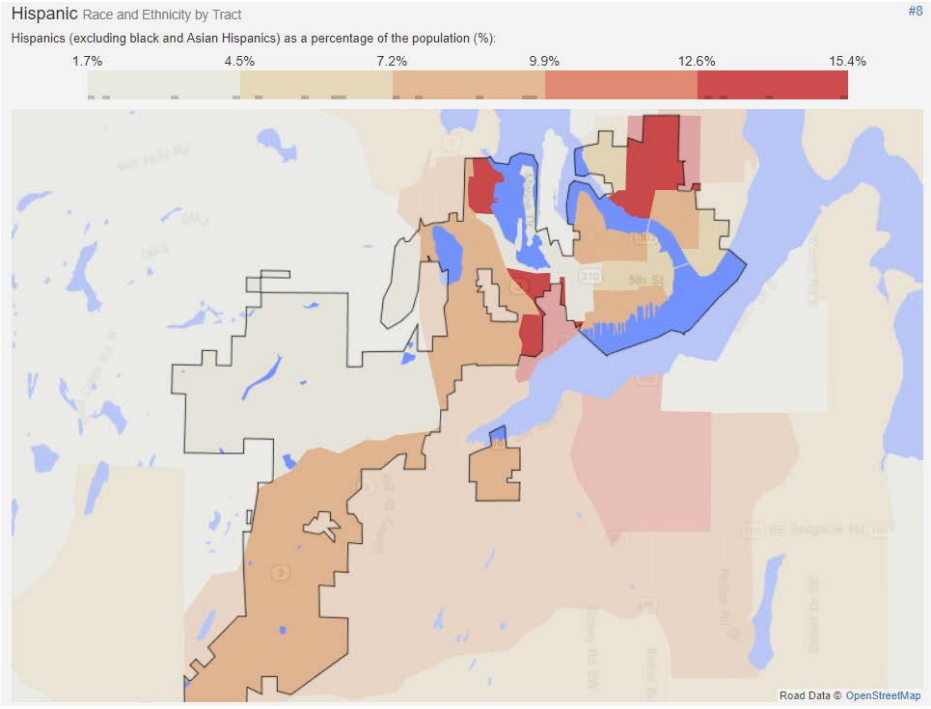
- All contract and bid documents now contain statements of the City’s commitment to equal opportunity in employment and/or contracting.
- Workforce Diversity and Inclusion training assigned to all staff; Acknowledging and Managing Implicit Bias assigned to all staff and is included in new hire orientation.
- City Employment Applications have redacted name, address, and other possible identifying information prior to review to discourage bias in the hiring process.
- Opportunities for employment are also advertised on Diversity Job Board (www.diversityjobboard.com).

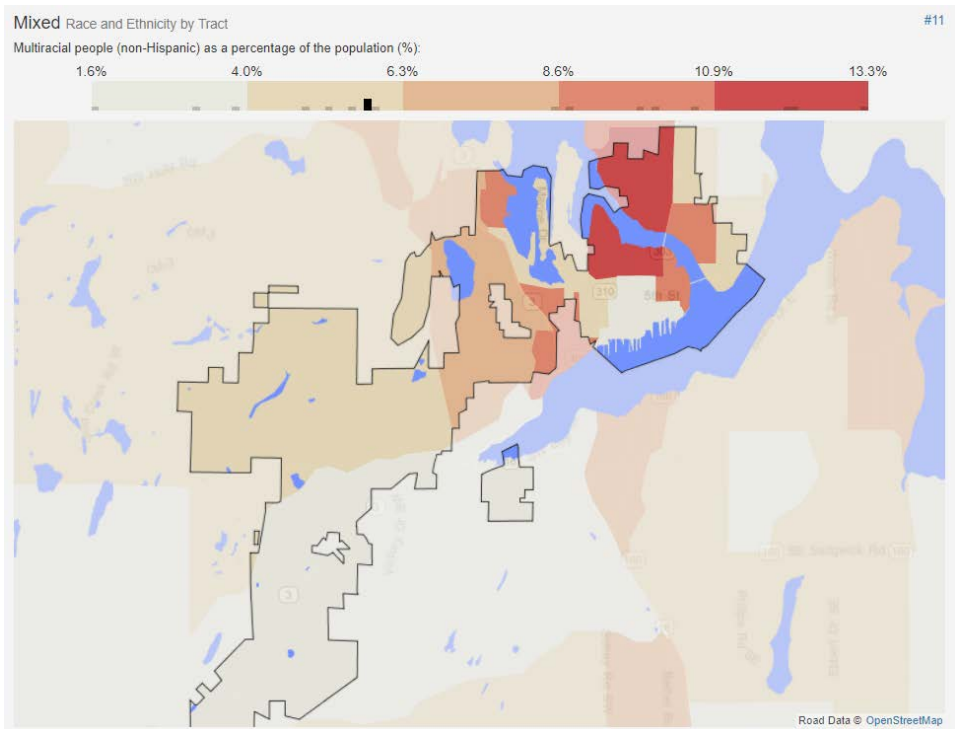
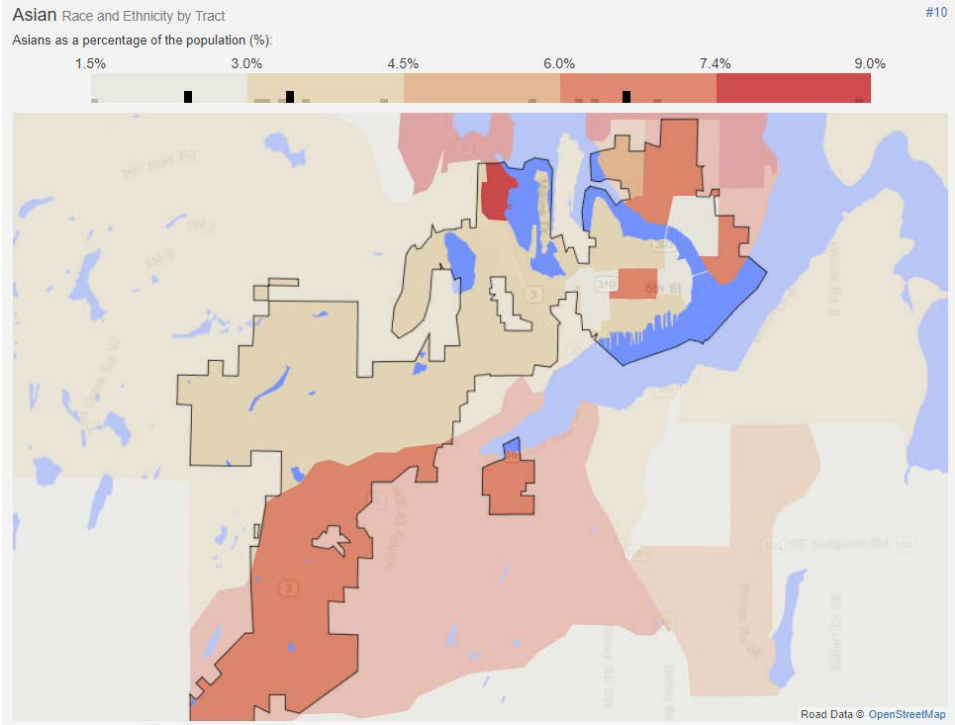
Additionally, effective July 2020, the Bremerton City Council formed the Race Equity Advisory Committee. It is comprised of three City Councilmembers and seven City Residents, with a purpose to provide advice and counsel to the City Council on matters identifying programmatic, community, and legislative options, and to seek suggestions on how to ensure that the City of Bremerton is an open and welcoming community for all.

2. Using the most current data available (through Census or Washington State Office of Financial Management), describe the demographics within your jurisdiction.

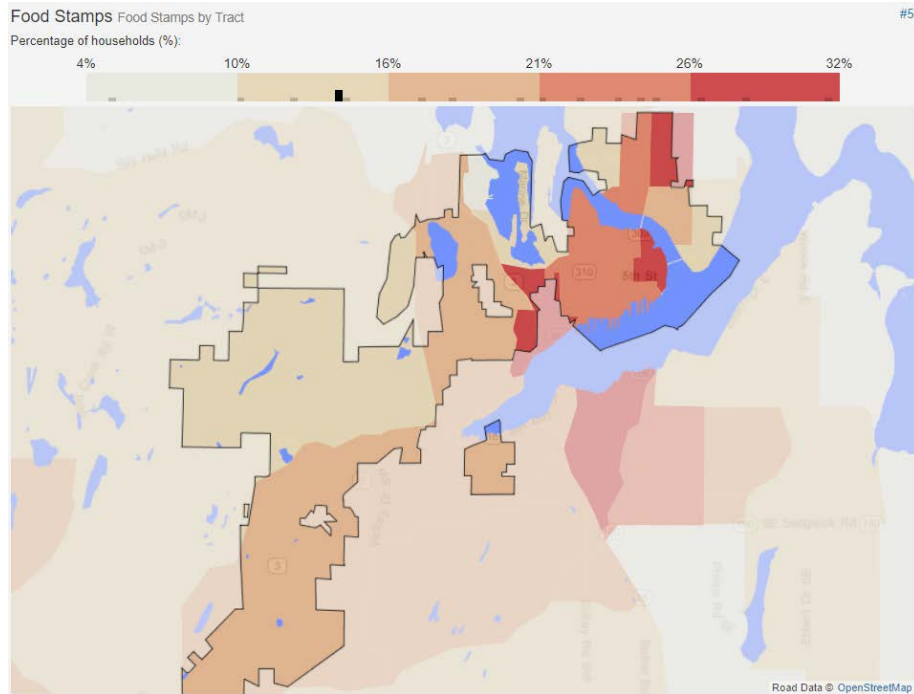
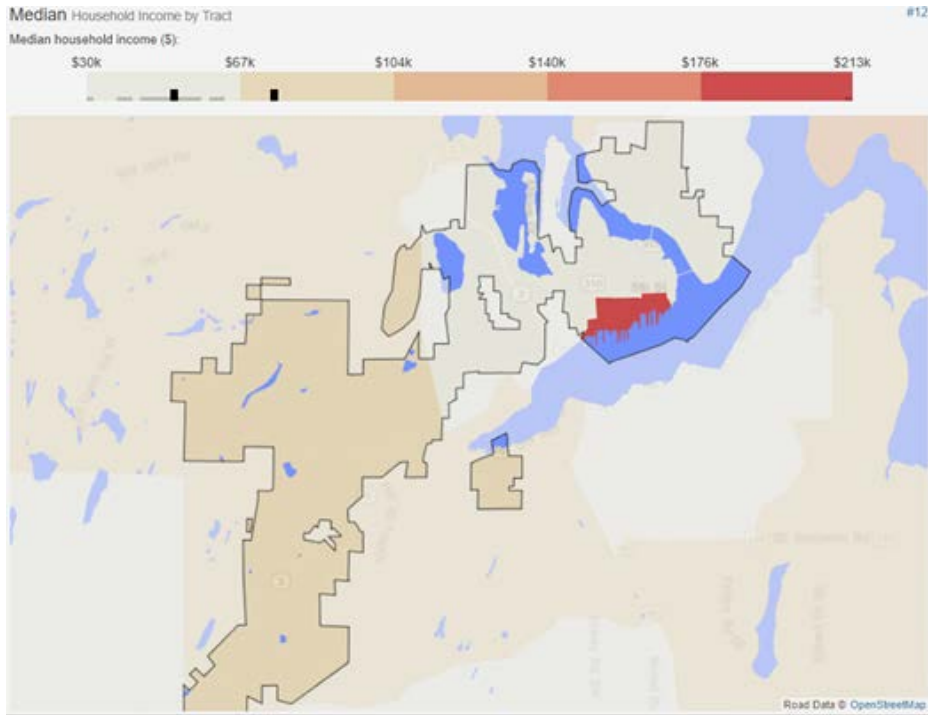
The data illustrated in the charts and maps below are related to the 2010 US Census Data:
<https://statisticalatlas.com/place/Washington/Bremerton/Race-and-Ethnicity>







Income demographics



From Bremerton School District, Languages spoken at home data:

2020/2021 Bremerton School District		
Language Spoken at Home	# of Students	%
English	3961	88.47%
Chinese Languages	6	0.13%
German	1	0.02%
Japanese	4	0.09%
Spanish	294	6.57%
Kanjobal	4	0.09%
Korean	2	0.04%
Vietnamese	9	0.20%
Punjabi	3	0.07%
Chamorro	2	0.04%
Mam	132	2.95%
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%
STUDENTS TOTAL	4477	100.00%

- a. *Describe any required Title VI activities and/or studies conducted that provided data relative to minority persons, neighborhoods, income levels, physical environment, and travel habits.*

Besides the annual report, in acquiring updated demographics information regarding languages spoken at home from the Bremerton School District, the City of Bremerton was a stakeholder in the ‘City of Bremerton & Kitsap County Affordable Housing Recommendations Report’, published March 2020:

<http://www.bremertonwa.gov/DocumentCenter/View/8501/Kitsap-Affordable-Housing-Recommendation---Full-Report-PDF?bidId=>

The report provides valuable demographic information related to resident’s education, employment (including wage growth and household incomes), household composition, diversity, daily commute habits, and age groups. While not geared toward transportation, it does provide additional valuable data to staff when planning and maintaining City transportation projects and services.

- b. *How was the information utilized or Title VI provisions and needs applied in each study or activity?*

The information gleaned from title VI data gathering activities is able to inform how best to communicate with our residents in all populations.

3. *List any Public outreach activities during the reporting period such as: Public announcements and/or communications for meetings, hearings, project notices, etc. Include the following:*

The City continues to contract with Language Line Translation Services, offering interpreting services 24 hours a day, 7 days a week from English to over 240 languages.

Project construction notices (also called door knockers), printed in both English and Spanish, were delivered directly to specific addresses to be affected by the work.

The City has a page for its Title VI Program: <http://www.bremertonwa.gov/1059/Title-VI-Program>

Transportation projects are discussed at a variety of public meetings, including Public Works Committee meetings, City Council study sessions, and City Council Meetings. Announcements for these meetings, as well as project specific meetings, are made via advertisements in the Kitsap Sun, notices on the City's website at www.ci.bremerton.wa.us, and notices sent directly to members of the public who have subscribed, wishing to be notified

- a. *How were special language needs assessed? List the special language needs assessments conducted.*

The City continues to contract with Language Line Translation Services as an on-call, as needed resource to provide interpreter services in over 240 different languages. This service offers a quick identification of the translation language required. Additionally, the City has bilingual staff available in other departments as a resource.

- b. *What outreach efforts did you utilize to ensure that minority, women, low-income, and LEP population groups were provided equal opportunity to participate in those outreach activities. (Examples: Provided materials in other languages, met with local social services agencies, advertised in minority publications.)*

Virtual (online) Project meetings were held in the evenings during 2020, meeting materials were posted on the City's website, and language services are made available; this information is included on all announcements.

- c. *List the special language services provided. Note the professional language service provided including the name of the service, date provided, number of persons served, and any other relevant information.*

Language Line Translation Services provided interpretive services for Citywide Activities in Spanish, Arabic, Chuukese, and Tagalog.

While Language Line is available to all City departments, there were none requested or required for transportation related activities in 2020.

- d. *List any costs incurred for translations and interpreters for each activity.*

In 2020, the City incurred \$1,330.43 in costs for Language Services used Citywide.

4. *List all the transportation related contracts (federal and others) that were executed during the reporting period. (Please include construction, consultant agreements for planning, design, engineering, environmental, research, maintenance, etc.) Include dollar value of each.*

- Kitsap Lake Elementary Safe Routes to Schools Project- Construction Contract \$2,284,284
- Kitsap Lake Elementary Safe Routes to Schools Project- Materials Testing Contract \$18,006
- CDBG 2020 Curb Ramps & Sidewalk Repairs- Construction Contract \$230,000
- 6th Street Preservation Phase I Project- Construction Contract \$846,810
- 6th Street Preservation Phase I Project- Materials Testing Contract \$4,463
- 2020 Pavement Markings- Construction Contract \$113,700.00
- 2019 Sidewalk Trip Hazard Elimination- Construction Contract \$156,338
- 2020-2021 Sidewalk Trip Hazard Elimination- Construction Contract \$172,492
- Sidewalk Gap Improvements- Construction Contract \$148,000
- 15th & Corbet Intersection Improvements- Design Contract \$8,300
- Naval Avenue Bicycle & Pedestrian Improvements- Design Contract \$614,400

a. *Other than advertising in your local legal publication, what outreach was made to the DMWBE firms that a contracting opportunity existed within your agency?*

The City advertises all of its transportation contracts over \$300,000 on the Kitsap Sun, the City's website, and the Washington State Office of Minority and Women's Business Enterprises (OMWBE). Our Small Works Contract (less than \$300k) rosters are managed by MRSC; all of their legal notices are also posted online with Washington State Office of Minority and Women's Business Enterprises.

b. *Identify the DMWBE contracts that were awarded and their dollar amount.*

In 2020, DBE Firms were subcontractors on the Kitsap Lake Elementary Safe Routes to Schools Project (DBE Value \$218,010) and the 6th Street Preservation Phase I Project (DBE Value \$100,000).

c. *Is there a Title VI Nondiscrimination statement included in all contracts and public notices?*

Yes.

d. *How did your organization ensure that minority, women, and disadvantaged firms were provided equal opportunity to participate in the contracting arena?*

The City does not discriminate based on gender or race.

5. *Summarize any transportation projects that identify potential impacts to minority and/or low-income Environmental Justice (EJ) populations, i.e., impacts such as displacements, increased noise, and bisecting neighborhoods. Note the following: How impacts were minimized/mitigated; also include a statement, if applicable, on projects that specifically benefit community cohesion such as: adding sidewalks and improving access to properties that improve access for EJ populations.*

- All projects in design or construction in 2020 included improvements to pedestrian mobility. No projects were designed or constructed that have a negative impact to any Bremerton citizens.
- The Kitsap Lake Elementary Project, constructed in 2020, benefits all community members by adding wide sidewalks, speed zone signage, crosswalk markings, rectangular rapid flashing beacons (RRFB), ADA compliant curb ramps, bike lanes, pedestrian lighting, and improved access to the Elementary School. The project is located in an area identified with a high minority (28%) and high non-English speaking (at home) population (15%).

6. *If ROW has been acquired for a transportation project, please describe: Identify the number of minority, low-income, elderly, and disabled persons affected; the efforts that were made to address Limited English Proficiency issues (including use and cost of translators and outreach efforts for each reported activity); and describe any concerns raised by minorities and women regarding appraisals, negotiations, relocation assistance and payments. What actions were taken to resolve those issues?*

The 6th Street Phase II Preservation Project acquired three Temporary Construction Easements in late 2020. Neither acquisition involved residential property, no language barriers were present, and no concerns affecting disparate populations.

7. *List and describe any Title VI related complaints, as a result of transportation activities and projects. Include: What was the allegation or concern, procedures used, action taken, and resolution.*

There were no Title VI complaints received by the City of Bremerton in 2020.