



**RACE EQUITY ADVISORY COMMITTEE
REGULAR MEETING
THURSDAY, JANUARY 5, 2023
6:00 PM
COUNCIL CONFERENCE ROOM
280 MADISON AVENUE NORTH
+ ZOOM WEBINAR**

**THE RACE EQUITY ADVISORY COMMITTEE WILL HOLD THIS MEETING
IN PERSON AND USING A VIRTUAL, ZOOM WEBINAR PLATFORM**

**MEMBERS OF THE PUBLIC WILL BE ABLE TO ATTEND AT
CITY HALL OR CALL IN TO THE ZOOM WEBINAR**

PLEASE CLICK THE LINK BELOW TO JOIN THE WEBINAR:

<https://bainbridgewa.zoom.us/j/97751595218>

Telephone: 1-253-215-8782

Webinar ID: 977 5159 5218

AGENDA

6:00 CALL TO ORDER

Roll Call/Accept or Modify December 1, 2022 Minutes/Accept or Modify January 5, 2023 Agenda/Conflict of Interest Disclosure/Code of Conduct/Suquamish Ancestral Lands Acknowledgment

6:05 PUBLIC COMMENT

6:10 REAC COMMITTEE MEMBERSHIP UPDATE

6:15 RACE EQUITY POLICY ADOPTION WORK PLAN & BUDGET

6:25 POLICE-COURT FACILITY "Call for Artists"

6:30 REAC 2023 WORK PLAN

6:35 EVENTS

6:45 SHAREPOINT ORGANIZATION

6:55 SUBCOMMITTEE PROGRESS

- A. Climate Action
- B. Events and Outreach/Engagement
- C. Finance
- D. Law & Policy
- E. Strategic Plan

7:15 CITY COUNCIL MEETING REPORT

7:20 REAC ITEMS

7:25 GOOD OF THE ORDER

7:30 ADJOURNMENT

RACE EQUITY ADVISORY COMMITTEE
DECEMBER 1, 2022
MINUTES

ROLL CALL

Present

REAC members: Peggi Erickson, Jing Fong, Frank Jacobson, Savanna Rovelstad, Clarissa San Diego, Eric Stahl

Liaison: Brenda Fantroy-Johnson

Excused

REAC members: Renni Bispham, Olivia Hall

Liaison: Clarence Moriwaki

MOTIONS

MOTION: I move to approve the November 3, 2022 minutes.

Jing/Frank: The motion was approved unanimously 4-0.

MOTION: I move to approve the November 17, 2022 minutes.

Jing/Frank: The motion was approved unanimously 4-0.

MOTION: I move to approve the December 1, 2022 agenda.

Clarissa/Peggi: The motion was approved unanimously 6-0.

PUBLIC COMMENT

Cindy Anderson: At the last study session, the city manager talked about increasing communication between the public and the city council. I encourage us to document what public comments are made during REAC meetings. This encourages the public to make public comments with your committee.

MINUTES

Affordable Housing Website (Holly Brewer)

Holly Brewer introduced her website PlanFrogRock.com which focuses on affordable housing—who needs it, what it is, and what it looks like. She would like it to be a community resource and open forum for this important topic. After the holiday, there will be more content.

Winslow Sub-Area Plan

Ellen informed REAC that the project team had a kick-off planning meeting. Olivia and Renni will represent REAC as points of contact. Law & Policy will offer support where needed.

COBI Race Equity Officer

Law & Policy and Renni made notes and comments on the race equity officer job draft. The subcommittee also examined other cities' race equity officer responsibilities and job postings.

Discussion included suggestions that the post could be shortened (too many details make it vague) to cast the widest possible net for candidates, to include language from the REAC ordinance about fighting systemic or institutionalized racism, and that this position not only requires technical skills but also people skills and lived/community experience.

The GARE discussion group has lots of viewers and would be a good place to post this position.

Police-Court Facility Naming Process

Ellen sent a draft for an overall city naming policy. It is not in conflict with the police-court facility naming process. Both of these naming processes are moving forward at the beginning of 2023. When the police-court naming process draft is final from the Law and Policy Committee, she'd like full REAC to review it and make a formal recommendation to the city council and staff for their review and consideration.

Police-Court Facility Call for Artists

REAC provided comments on Ellen's draft Call for Artists and timeline. The next step will be to discuss the Call and how responses will be reviewed, including criteria. Clarissa suggested that the project team be open to augmented reality exhibits (BIMA currently has one!) that can accommodate multiple artists within the same space.

BI Reads for Justice

BI Reads for Justice held its first activity "Why Talk About Race on Bainbridge Island" on Nov. 9 at Eagle Harbor Books. Over 100 people came, one of the largest crowds ever in the bookstore! The discussion, hosted by Brandi Bispham and Chasity Malatesta, featured five islanders with a wide range of experiences related to race. The next activity, "Let's Practice Talking About Race," features the Living Room Conversation model. It will take place on Dec. 5th at the library. Registration is required.

MLK Day and Black History Month Events

MLK Day: REAC is a partner with community groups that will host a full weekend of MLK Day activities, including a *soirée* (Friday), a social justice mixer (Saturday), and a march (Sunday). Black History Month: REAC and BI Reads for Justice will host a screening and discussion of the documentary *Beyond Black and White* (feat. Seattle's Roosevelt High School) Students are encouraged to attend. Date and location TBD but will be sometime Feb. 10-12.

Renni and Savanna received an email from a teacher at Hyla's upper school. He is taking a group of students on a week-long civil rights trip to the South (Montgomery, Selma, Tuskegee, and Atlanta). A big part of the trip is to "bring it back home." We can put the students on a future agenda to share what they learned. This opened up discussion on the possibility of REAC accepting applications from students. If yes, what are measures to keep students safe?

Finance and GARE Training.

Ellen shared REAC's expenditures for 2022 to assist us in creating our 2023 work plan and budget request. Part of that budget is GARE training (registration, travel, food, accommodation). The location for 2023 training is TBD. Next step is for the finance committee to estimate (round figure) this annual training budget figure and account for additional items the committee requires. These would be incorporated into the 2023 Work Plan.

Brenda and Peggi attended the Race Forward conference in Phoenix. So many provocative questions: Are you sure you really want to heal? Who are you accountable to? Who are your people?

Listening Sessions.

We hope to finish listening sessions with BIPOC community leaders by the end of December. This is important to our collaborative relationships with community.

City Council Report

- BIJAC and others commented about preservation of the Suyematsu Farm. This issue should be on our radar.
- Deanna Martinez spoke up about the silence regarding the treatment of BIPOC women in government.
- Housing Action Plan analysis presented by Sophie Glass (Triangle Associates).
- Race equity officer (part of budget)
- Discussion initiated about the effectiveness and impact of citizen advisory committees.

REAC Vacancy

One person will be interviewed for the vacancy. Savanna and Renni requested a discussion regarding the interview process before interviews commence. Eventually, the process will need to be cleaned up.

Reflections on joint meeting with Bremerton REAC

We appreciate Darryl and Airen for their honesty. If we—Bremerton and Bainbridge— could combine our strengths, we'd be unstoppable! It is egregious that they had to file a public records request to get a description of the race equity officer position. It gutted us that Darryl feels like the city is not watering its REAC and leaving them to die. We are grateful for their commitment and their energy to end institutionalized racism and in awe of their allyship network. Bainbridge REAC is also grateful for our community partners and allies. Without them, we would not exist.

Good of the Order

BIJAC is hosting the first in-person Mochi Tsuki since the pandemic. It's on Jan. 7 at Woodward. Please consider volunteering!

Co-Chair

Date



CITY OF
BAINBRIDGE ISLAND

Race Equity Advisory Committee Code of Conduct

The Bainbridge Island Race Equity Advisory Committee encourages community attendance and participation. We are committed to providing a safe environment free from discrimination and harassment.

We ask all meeting participants to embrace our values of equity and inclusion and to conduct themselves in a manner consistent with these values. Please be prepared to participate in courageous conversation. Stay engaged. Agree to experience discomfort. Feel welcome to speak your truth. Expect and accept non-closure.

The Race Equity Advisory Committee has assigned two designees as the first point of contact for anyone who thinks that they have experienced discrimination, harassing or otherwise unacceptable behavior during this meeting. Please contact a designee if you have any concerns.

Today's designees the Chair and Vice Chair.



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PLACE OF THE CLEAR SALT WATER



LAND ACKNOWLEDGEMENT STATEMENT

“Every part of this soil is sacred in the estimation of my people. Every hillside, every valley, every plain and grove, has been hallowed by some sad or happy event in days long vanished.”

Chief Seattle 1854

We would like to begin by acknowledging that the land on which we gather is within the ancestral territory of the suq^wabš “People of Clear Salt Water” (Suquamish People). Expert fisherman, canoe builders and basket weavers, the suq^wabš live in harmony with the lands and waterways along Washington’s Central Salish Sea as they have for thousands of years. Here, the suq^wabš live and protect the land and waters of their ancestors for future generations as promised by the Point Elliot Treaty of 1855.



SUQUAMISH TRIBE



Phase 1 : Initial Community Engagement

This phase is meant to create a baseline understanding of community enthusiasm in regards to naming the PCF. Though not a formal request for actual names, some may come up in discussions and should be noted for reference.

Possible Stakeholders

1. Community Leaders/groups
2. The church next door
3. The senior living facility next door
4. Business association
5. Fire Dept
6. Police Department

Possible Questions

1. What is you/your groups level of interest in participating in the naming of the PCF?
2. What does a police court facility 'mean' for you or your group?
3. What do you wish it meant?
4. What are your ideas for names?

Mode: Direct outreach via email or conversation encouraging them to disseminate this request to their communities.

Desired Outcome: Holistic understanding of the community's investment and thoughts on naming the PCF.

Phase 2: Collection of suggested names

After responses are collected from community leaders REAC can come together to create a few options for the actual "ballot". Though there will be a write in option (possibly but maybe), we will work to accurately reflect the sentiments of our community groups to see if they have any ideas. All suggestions should be acknowledged and recorded by the city.

Mode: Running list online perhaps?

Desired Outcome: Initial list of all names suggested by community groups and or individuals.

Phase 3: Public Comment Period

Similar to the process the City of Tacoma adopts, REAC and City Council should have a public hearing as well as a 30-day comment period upon selection of selected names or name. This should be widely publicized.

Mode: Public Hearing during a planning commission or public works meeting.

Desired outcome: Clearer idea of which names are more favored by the community.

Phase 3: Final Voting or Selection Process

After comment period closes, a clear choice or choices should rise to the top and these choices should be made widely available to the public to decide or vote on the name of their choice.

Mode: Bainbridge Engage?

Desired outcome: A final decision of a name.

Phase 4: Acceptance by CC or Blair