
THE RACE EQUITY ADVISORY COMMITTEE WILL HOLD THIS MEETING
USING A VIRTUAL, ZOOM WEBINAR, PER GOVERNOR INSLEE'S
"STAY HOME, STAY HEALTHY" ORDERS

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TELEPHONE: 1- 253-215-8782

WEBINAR ID: 824 0861 4589

AGENDA

- 6:00 CALL TO ORDER/ROLL CALL
Roll Call/Accept or Modify April 7, 2022 Meeting Minutes/Accept or Modify April 28, 2022 Agenda/
Conflict of Interest Disclosure/Code of Conduct/Suquamish Ancestral Lands Acknowledgment
- 6:05 PUBLIC COMMENT
- 6:10 REAC ITEMS
- Local and Kitsap County Juneteenth commemorations (Peggi, Sue, Savanna)
 - Status of candidate interviews (Savanna, liaisons)
 - Status of recommendation on race equity plan to city council (liaisons)
 - Farmer's Market (Peggi, Savanna, Sue)
- 6:20 CITY COUNCIL MEETING REPORT
- 6:25 GOOD OF THE ORDER
- 6:30 JOINT MEETING WITH BREMERTON REAC
- 7:30 ADJOURNMENT

Scope of Work

1. Develop a series of events through the end of the year designed to promote awareness and raise the community's level of engagement around race and to encourage a dialogue between Bainbridge Islanders and its elected officials on this topic.
2. Advisory Committee will invite the Government Alliance on Race and Equity (GARE) and the People's Institute Northwest to first come and meet with the task force and then we will have a study session discussion.
3. Advisory Committee to provide a series of recommendations to City Council on ways in which the City can help the community become a more inclusive and responsive community when it comes to addressing racial inequities.

REGULAR RACE EQUITY ADVISORY COMMITTEE MEETING
APRIL 7, 2022

MEETING MINUTES

CALL TO ORDER/ROLL CALL

Chair Savanna Rovelstad called the meeting to order at 6:00 p.m.

Present: REAC members Deanna Martinez, Eric Stahl, Jing Fong, Peggi Erickson, Renni Bispham, Savanna Rovelstad, Sue Wilmot. Liaison Clarence Moriwaki.

Excused: Brenda Fantroy-Johnson

MEETING MINUTES/MEETING AGENDA

MOTION I move to approve the meeting minutes from March 17, 2022 as written.

Deanna: The motion carried unanimously. 7-0.

Proposed amendments/additions to the agenda:

Duties and expectations of liaison (Savanna Rovelstad)

Speaker fee for Dr. Gilda (Peggi Erickson)

MOTION I move to approve the meeting agenda as amended

Peggi/Renni: The motion carried unanimously. 7-0.

No conflict of interest was submitted.

Savanna Rovelstad read the duties and expectations of the council member liaison from the COBI Governance Manual (p. 45 "D").

PUBLIC COMMENT. Cindy Anderson thanked REAC for working so hard.

PRESENTATION by Chief Joe Clark

Chief Clark reviewed the monthly report (activities, metrics, community outreach) that is sent to the city manager.

*One officer left to become a firefighter, leaving BIPD with four vacancies.

*Annual state-mandated training (firearms, crisis intervention, "less lethal" tactics, field sobriety, breath testing, supervisor development)

*Sending two staff to a conference on co-responder models to address mental health calls and other staff to training on engagement and resiliency tactics, particularly with domestic violence and sexual assault survivors.

*Metrics:

-Calls for service up slightly by about 250 calls.

-About even for criminal and traffic infractions (traffic violations without a license or suspended license, result of traffic stops), number of arrests, number of arrests for juveniles, crimes against persons (assaults, sexual offenses, robberies).

traffic collisions.

-Increase in crimes against property (mail, cars) and vandalism and malicious mischief incidents.

-Number of incidents related to the total calls for service. Less than one 10th of 1% of all calls that we responded to last year used force.

- We look at demographics for traffic infractions and criminal traffic.

-Arrests. We compare Bainbridge Island demographics to the County.

We send stats on:

- Complaints against personnel
- Community concerns brought to us through calls or email (not 911).
- Complaints about abandoned vehicles and speeding are becoming more common
- Use of force incidents
- Concealed pistol licenses
- Fingerprint cards (jobs, school volunteers)

Each month we send out customer surveys, randomly selected from people who call the front office. We get a fair response rate about 38%.

We do an annual analysis of use of force and bias. Last year, we had a total of eight use of force incidents. We look at the basis for the use of force and what was the level of force. Was it consistent with the offense and with the resistance offered because we want to use the minimal amount of force.

Jing Fong: You participated in the Bremerton Race Equity Summit panel with other police chiefs. Do you have committees, boards, or other efforts to connect with BIPOC folks on the island?

Chief Clark: The idea is how do we interact with our communities. Are we recognizing that everyone is an individual, and you have to behave accordingly? We recognized that everybody has some bias and needs to recognize and understand that bias so that you're not acting on that when we're performing our duties.

Jing: Historically, there has been a rather bumpy road with BIPOC youth and their relationship with the police department. Would you be open to speaking with REAC about efforts to better connect with BIPOC youth and folks on the island?

Chief Clark: Yeah, absolutely. One of the first things I did when I got here two years ago was connect with James Friday, who was at that time, the chair. Events haven't really been a thing during my time here because of COVID but now we're starting to see that open up. Bremerton has had two events but having something more specific to Bainbridge would, I think, be more productive.

Peggi Erickson: Could you plan to have a Zoom or in-person event for the community to meet you?

Joe Clark: Yeah, absolutely. Next month, we're reopening our community police academy so that we can start that conversation.

Peggi: Could you say a little bit more about the bias training that your police are going to be going through?

Chief Clark: The Criminal Justice Training Center webpage has more specifics. I have not yet attended "Structural Inequalities in the Criminal Justice System." I anticipate that it talks about systemic racism, and how that history impacts decisions today.

Deanna Martinez: How do you decide race when you're pulling the data together?

Chief Clark: Anytime anyone is booked that's a question that's asked of the person. They identify what they are. It is difficult for us in traffic stops. Some time ago, Department of licensing took that information off of the driver's license. Observation can be a guess, or we have to ask.

The issue with asking is if it's the last thing that I asked you before I give you a traffic ticket. that's problematic for relations with the police department. If I was in charge, I would put that information back on the license even if it's not printed on the face of the license. It's still in the computer system where we can access it and it allows the individual to identify themselves rather than trying to collect that information through different means.

Deanna: I asked just because I was surprised to see my own father's death certificate recently. It said white and if you saw my father, you'd know he wasn't white but it's something that happens a lot within the Latino community.

Also, it definitely feels like the police department is showing up at events like KidiMu, Moonlight Market, and with the dog just simply to be a presence. I'm curious what is the intention? Are you're trying to let down your hair and have a good time, but you also have five police officers standing in an area. I'm curious what that's about.

Chief Clark: If you've seen five police officer standing in one place on this island that would be far more than we have on any shift. Moonlight Market has a beer garden. It's a requirement that we be present. In terms of the other events, police officers are part of this community, whether they live here or whether they just work here. They are here 12 hours a day, so they're spending as much time on the island as someone who commutes to Seattle. My folks are spending just as much time on the island as about anybody else, so they are part of the Community.

We want people to get to know us. We want them to know their personalities. It takes away that mystery and that fear. If you know me you're not gonna be afraid of me when you see me in a uniform.

If the only time you see me is when something bad is happening, then you're going to associate me in that uniform with just bad stuff. We want people to be comfortable to come talk to us. That's the only way we can serve the community. We can't do it if we hide until something bad happens.

Renni Bispham: Is it the arresting officer or the officer who uses the force that decides if force is used? Can somebody else say that force was used? Who decides that?

Chief Clark: Officers are required to report. Every report is reviewed by a supervisor. A supervisor has a discussion with that officer and they'll understand the circumstances, plus we have body cameras. If I'm a patrol officer, I would rather report it than have somebody find out later that I used force and I didn't report it because you're probably get terminated.

The deputy chief reviews every use of force in the body-worn cameras and then I review all of that, as well.

Chief Clark: Only in certain circumstances can a police officer turn off their camera. If you're in someone's home and they request privacy (ask that you turn it off), we honor that. If it's an adversarial situation, we're not going to honor that request because you know that's something that we need to capture.

Renni: In a former life, I read hundreds of police reports. I'm wondering if you might briefly describe what the process is for a complaint.

Chief Clark: That depends on the nature of the complaint, but generally it follows the same path as a use of force investigation. A supervisor is assigned to investigate and includes interviewing the complainant, the officer, and any involved witnesses. They write up a report that goes to the deputy chief for review and then to me. If it's a more serious complaint or appears there could be a conflict of interest, we hire outside investigators. This year, all three of my sergeants are attending training on investigating internal complaints.

Renni: What are the possible findings at the end of an investigation? Sustained, not sustained? How available is any of that information to the public?

Chief Clark: It falls on the public records act and my understanding is it's fairly open in Washington.

Eric Stahl: This committee had recommended to the city council that it conduct a community needs assessment of the policing needs of the island ahead of approving the new facility. Council elected not to do that, but did ask this committee to make equity-based

recommendations in connection with the design of the building, whether that's design or proposing spaces, or outside elements or operational elements. We've been discussing it with the city manager and I wanted to ask you whether you've been part of that conversation either with the manager or anyone else? Is this something you're open to, and if you have any ideas about what an equity lens on the new building means?

Chief Clark: I'm open to input from the community. I work for the community and I can't do my job if I'm not listening and paying attention to what the community needs and is asking for. I have been involved in the conversations around the building.

I think it's important to hear the concerns of the Community. I've heard some concerns about the court and the police station being in the same building. That's a fair discussion. What kind of separations can be in place?

Sue Wilmot: I had one follow up about how race was reported and that determination made.

Chief Clark: We use an automated statewide system (controlled by the state) for issuing tickets. It's not very flexible. If I were to make a recommendation I would have Department of Licensing capture that information and then it would automatically populate for us.

Deanna Martinez: What if there's a bodycam situation where the cam should stay on and the body cam goes off. Is there some course of action after that?

Chief Clark: Yes. If that happens that would be a policy violation that we would look into and could result in action being taken. Sometimes the cameras come loose and fall to the ground and so you get some really great pictures of the ground. But if someone were to intentionally turn it off, that would not be permitted. Our officers have to build that muscle memory to push that button when they go on a call and get out of the car.

in my old agency, when the dispatchers announced a call the last thing they said in their script was to remember their body camera. That's something that we can move forward with.

Deanna Martinez: There's an awful lot of sexual assault in the police logs and those are just reported ones.

Chief Clark: That falls in the category of crimes against persons.

Deanna Martinez: Why doesn't it have its own category?

Chief Clark: It does. The daily reports break it out in categories but not in the monthly report.

SUBCOMMITTEE PROGRESS REPORTS

A. Law and Policy

Renni Bispham: Last night we met with the city manager Blair about providing input on the police building. Three architects would be consulted on what could be done to make the police/court facility a more equitable, inclusive space.

Jing I just wanted to add that Blair will reach out to these three architects to see if they would be willing to have a conversation with REAC to better understand their approaches. It's not a call to have them spend time and sketch out specific plans.

Renni: We also said that we would like input on how we might make the space flexible, given that it's not clear what policing itself is going to look like over the next several years. It'd be nice if there could be some way to have some flexibility built in, so that we don't have to a new building that doesn't match what we're doing in the future,

Hopefully we'll get some good input and have an impact on what the building—the configuration on the inside and outside spaces.

Peggi Erickson: I would encourage all of us to do what I did. Go down and take a look at the current one, because you do learn a lot about police processes. It can inform the direction we're going.

Some things are legitimately needed. They don't have a place to put people that they arrest. There's no bathroom for them to use that's secure so they have to use public bathrooms. There's not a really good way to separate victims from the accused/perpetrator.

B. Events and Outreach

Farmer's Market

Ellen Schroer: The city has a table every week. It'll be a shared resource for REAC and other committees. We'll work out a shared arrangement if there's overlap on a particular weekend. It would be great if you wanted to indicate your interest.

Deanna Martinez: At the Farmer's Market, some of us can be harmed because there are people who think we're there to educate them. We can educate to a certain extent but in my experience it felt like there wasn't a lot of control. What's expected of REAC members when they are there?

There's a toll to this work, and when somebody innocently asks a broad-based race question that's impossible to answer at a Farmers Market in a few minutes, it's really a bigger discussion.

Sue Wilmot: We get lots of questions, but the best ones are when folks feel very welcome to come up to us and share their experience. It's kinda like being in the checkout stand. You get whatever comes up to you.

My suggestion is that when we have another event that month we only do Farmer's Market once. For others, we do it twice.

Ellen: Booth availability is still pretty good. Maybe start once a month. If you want to add another weekend, we can talk. I can speak with Savanna and Peggi to pick the same weekend a month for ease. We can report back at the next meeting and expand if that sounds good.

Savanna Rovelstad: What does everybody think about the second weekend of the month?

Deanna Martinez: Would it be revolving or all of us?

Peggi Erickson: I think three is good. A few people signed up for our email list and we have to be more responsible to gather that information. It's not just showing up it's also following up.

Deanna Martinez: I have boundaries. I want to be able to say that someone's question is inappropriate. You should really look into that or here's a great book. We're talking about race equity on Bainbridge Island. Are we allowing broader questions? We need more guidance for the public on what we're there for, what we can answer.

Sue Wilmot: We have had handouts for folks at the Farmers Market about our work plan, our scope of work. Maybe we can add what we've accomplished. Maybe some new flyers for the market this year .

Savanna Rovelstad: I think we need to do a rotation. It shouldn't be the same folks all the time. I am actually going to try and be at every single one

Jing Fong: Question for Ellen: What is the arrangement with the city with regards to setting up a booth or a table?

Ellen Schroer): My understanding is that each person would set up the table themselves. We would have to figure out how the committee member would get the table. I think I'll be able to get a regular spot at the farmers market. We can have another conversation about this at our next meeting, May 5.

If you are hoping to be there the second Saturday of the month, that would be the 14th of May, and so that timing might work okay.

Peggi Erickson: So to follow up, I'm going to email you a sign-up sheet for May, June and July We'd like to get three people minimal at each event. Hours are 9 a.m. to 1 p.m.

Ellen Schroer: I can get updated materials printed if you send them to me. I think, in the past, REAC has designed their own flyers. We are underrepresented in communications, right now because Kristen has just left the city. We're working hard to locate additional communication staff so you if know anybody, please send them our way.

Juneteenth event

Savanna Rovelstad: REAC wants to host a Juneteenth event 12 to 2 p.m., Sunday, June 19 on the island. We are looking for confirmation to do it at Winslow Green and to have local community speakers and a band. Folks bring their own picnic and sit and enjoy the music.

Ellen Schroer: Just know that it's Father's Day on the 19th.

Peggi Erickson: Bring your dad!

Savanna Rovelstad: We are hoping that everybody feels it's possible to do this smaller scale as we still plan to collaborate with the Kitsap County Juneteenth celebration. I'm hoping that everybody feels like this is something that we can do, and not stretch ourselves super thin.

Deanna Martinez: is there any portion of budget that is used for this Juneteenth event in Bremerton?

Ellen Schroer: If you're asking me if that is part of the REAC budget, that isn't something. If you're asking if in general for the city, there are instances where the city provides support to or participates in funding joint events or activities. A typical way to do it would be for the event organizers to ask the city councils of the various organizations for funding support.

Jing Fong: For the local event, are there any local organizations we're going to be partner with?

Savanna Rovelstad: That would require a lot more time and investment in it, if somebody is willing to.

Jing Fong: I'm just curious since it's a national holiday. There may be efforts already underway with folks like BIMA and Arts and Humanities we could coordinate with and support.

Peggi Erickson: I can check with Ken at the museum and with MAC. Maybe Chaz and Akuye Karen Vargas could say a few words. We don't want to hire an outside speaker and make this a big deal. We just want to bring in local people and the local band to do a small event because the day before is a huge event down in Bremerton at Evergreen Park.

Deanna Martinez: It felt very clear when Akuye Vargas spoke to us that they wanted us to focus on that county community event.

Peggi Erickson: I've gotten the feeling from various people that we should do something on Bainbridge since this is a national holiday. Scale it down, make it simple. It would be nice if we had a local acknowledgement.

Jing Fong: Unity was the word that I kept hearing over and over and that it would be important for all cities in Kitsap County to show up at the at the park that day. Bainbridge could have a local event that Akuyea would support, but it wouldn't take away from everyone coming together on June 18.

Fee for Dr. Gilda Sheppard

Peggi: We discussed paying a speaker fee of \$400 to Dr. Gilda Sheppard for an event we had for Black History Month.

MOTION: I'd like to make a motion that we agree to pay Dr. Gilda Sheppard for her contribution to our last event \$400 out of our REAC budget.

Peggi/Deanna: The motion carried unanimously 7-0.

C. GARE and Training

Recommendation on race equity trainers for city council

Peggi Erickson: Sue and I are working on training recommendations for the city.

We had originally been asked to do a recommendation within 60 days for recommendations on training for the council. We're asking to submit them in early May so we can get more information at the GARE conference, consolidate resources, and send it to the Council for one of their meetings in May. We will bring it to this group in early May and then pass it on to the Council. Clarence, if you would let them know, thank you.

If you have recommendations for trainings, please email them to me. We want to make a good report for the city council of different companies or organizations that offer training—description of the training, estimate cost, and client list—so that they can make a good decision.

We've got people going to the GARE conference. If you're not physically going, I encourage you, to sign up for the remote, so that you can catch as much as you can of the conference. You can review recordings in your own time.

Jing Fong: Question for Ellen: Are there any restrictions or framework in terms of budget or locale that Sue and Peggi would need to know when they make recommendations to city council?

Ellen Schroer: I think this item was first discussed in January of last year and then again later in the fall and again earlier than this year, and so my understanding of the request is that Council is asking for a recommendation for training that can be undertaken by the Council and by REAC. They didn't put any kind of framework around cost or location.

It will be a public meeting because all of the Council would be there at the same time, so just keep that in mind.

Peggi Erickson: That poses an issue for training companies because they don't want everybody in the world to see their training without paying for it. There are alternatives to having a public meeting. People could train in smaller bunches. Probably the way it would go is that it would be a public meeting. We would be there; the Council would be there and then the public could also join and hear what the training is as well.

Ellen Schroer: I think it is possible to have a distinction between the public participating and the public listening, just like this meeting, where certain folks are panelists and other people are attendees. You can manage the number of people who are actually speaking.

Jing Fong: I understand open government limitations. As someone who has attended race equity trainings they can be and often are very personal events. They can be life-transforming. There's a lot of self-awareness, reflection, many things you can't even anticipate as a human being. To have that open to the public feels daunting and vulnerable to me. I wish there was a way for us to have that kind of gathering in a more private setting. I understand the need for transparency and yet these are very personal moments.

D. Strategic Planning

Jing Fong: Thank you to everyone who submitted their work plans and budget requests. I understand that on April 22 the city council's going on a retreat. We don't have another REAC meeting until the end of the month.

Ellen Schroer: The work plan can be submitted for review at any city council meeting through your liaisons.

Eric Stahl: Would it make sense for us ahead of the retreat to at least give the Council a rough number for budgeting purposes?

Ellen Schroer: I don't believe that they'll be making budget decisions at the council retreat. That would be a budget preparation item which would be done in the summer.

Sue Wilmot: Eric said that there was a budget of \$14,420 approved for us, but there was also \$43,000 approved on the 10th of December 2019 for GARE training.* I don't understand why the GARE training is coming out of our general budget and not out of the GARE training budget. We weren't able to do those courses that we had in our proposal (COVID). *It was \$43,000 for GARE training and \$4,300 for administration costs—a total of \$47,300.

Ellen Schroer: My recollection is that this was intended to be a more comprehensive training for staff, committee, and Council. We're still looking to adhere to the commitments for the Race

Equity Advisory Committee, city staff, and city council around this. I'll look back at the 2019 minutes and see what was decided and what's still possible.

Eric Stahl: At the last meeting someone asked for a breakdown of the expenses that we presented in my report. I'd like to get that ahead of our next full REAC meeting if that's possible.

COMMUNITY DEVELOPMENT DEPARTMENT DIRECTOR INTERVIEW PANEL

Ellen Schroer: Is there is a representative who would like to serve as one of the panel members for the interviews for the new Community Development Director position? Interviews will be held next Monday, April 11 from 8am to 3pm. in City Hall.

Deanna Martinez volunteered to be on the panel on behalf of REAC.

REAC ITEMS

Interview status for positions 3 and 4.

Ellen Schroer: On the 12th, the Council will discuss who will be on the selection panel. The Bainbridge Island Municipal Code sets this selection panel for all advisory committees, including REAC, to be two or three council members, including the liaisons, plus the committee lead. Council's going to have a discussion about who will be sitting on the selection panel. Once we know who the selection panel is, we'll schedule the interviews.

Renni Bispham: (shown on screen) Chapter 2.72.035 of the BI Municipal Code. There are two types of vacancies that occur on any advisory committee, where there are appointments: For vacancies when terms expire, there's a process that requires that there be co-chairs, chair or co-chair, two or three city council members, including liaisons. There's another type of vacancy that occurs when somebody steps down mid-term. In this provision, the mayor shall make an appointment to fill the unexpired course of the term, subject to confirmation of the city council,

I would advise the mayor to consult with REAC members and liaison to figure out who should be appointed. It's not a regular appointment. At this point, it wouldn't make a whole lot of sense to have two separate procedures where we do something different now and two months later, we do the whole thing again.

Peggi Erickson: Sue and Savanna's terms are expiring end of June.

Eric Stahl: Those two vacancies are also expiring in June. Correction: Kamara's expires June 2022. James' expires June 2023.

I think your point is the mayor could just make those appointments, but they would have to be confirmed through the usual process or some other process.

Peggi Erickson: If people's terms are expiring, then what's the process? Do they reapply if they want to continue? Does the application process open soon?

Ellen Schroer: The re-application process is open right now. We are working on reaching out to everyone whose terms are expiring to let them know there's an opportunity to reapply, in addition to community applying. We are launching our recruitment right now and are hoping that you will help us share with everybody this great opportunity to volunteer with the city.

The applications are due at the end of April. The selection and appointment process will happen in May and June.

Renni Bispham: Ellen, the next time there is a term expiration and we're going to post, I would love to get some input on what we actually post because when I went back and looked at what we actually posted, it was so bare bones. I didn't think it did a great job of telling people what they would be doing. Maybe we can juice it up a little to give people a good idea about what they should expect and what we're actually looking for.

Jing Fong: I didn't realize that this was going to be posted the end of April. This was something that law and policy wanted to work on. We've talked about having a better process and language to encourage people to be part of this effort.

Is there any possibility of that Ellen or is this a train that's going without us?

Ellen Schroer: I'm certainly happy to have your input. The Race Equity Advisory Committee is advisory to the Council. I would need to take that to the Council to get their approval. The recruitment process is a dynamic process. We can certainly change the language that we're using and do additive things.

I'm really hoping that you will share the information about the recruitment. As soon as I have it I'll send it to you and hope that you can share. Like the rising tide lifts all boats, the city does its level best to reach out to folks, but we need all the help we can get.

Jing Fong: In our last meeting, we had talked about language that is more proactive, that encourages people. Like Deanna said, the green flag to just say hey, these are people that we especially want to see apply. Not only encourage but welcome. I don't know what your timeline is, Ellen, but I would really like REAC to be able to have some input on this.

Juneteenth

Savanna Rovelstad: The first meeting we attended was collaborative and it feels like it's going to be a really amazing event moving forward.

Deanna Martinez: We discussed the different ways we can support and participate beyond having a booth. It was a get-to-know first meeting.

Status of race equity plan for city council

Peggi Erickson: Clarence, is there any movement that you know of or do we need to get in touch with Brenda? I know that we sent it to you and Brenda.

Clarence Moriwaki: Ellen pointed out we're trying to have that as a whole city council. We already had a discussion and the public meeting. It's an effort to move forward on training.

Peggi: Did the race equity recommendation get discussed?

Clarence: I don't have an answer for you.

Jing Fong: It was a recommendation, not just for training, but for creating a toolkit and an effort to move this city forward to develop and adopting a race equity plan. It was given to our liaisons probably two meetings ago. We were just curious where that is.

Ellen Schroer: I can speak from the staff side. The staff has continued to work with Scott Winn. We're setting up more training for staff and setting up an internal staff team working on those items. Chris Wierzbicki will speak to REAC in May about the zero-emission hand tools and the climate officer Autumn Salamack, Chris, and I have talked about how we can do this pilot version of a race equity analysis based on the GARE toolkit. We're working on it. It's not yet a full-blown effort.

Peggi Erickson: I'll touch base with Brenda to see. We'd like to hear the voice of the city council saying yes. Please create these plans. Please do this work. Ellen, have you seen a copy of that recommendation that we worked on?

Ellen Schroer: I think it's working its way through the process.

Renni Bispham: Can we start a place where we keep track of the recommendations that we are sending over with a date when we sent it, what the ask is, and what we're expecting back? I'd be happy to throw a page on our One Note.

CITY COUNCIL REPORT

For our next meeting, Savanna and Peggi will report on April 12.

Peggi and Renni will report on April 26

Peggi will also report on the April 22 council retreat.

GOOD OF THE ORDER

*Sue Wilmot: I'm working with the state labor council on a race equity workshop for union members and others in Kitsap County and the Olympic Peninsula. You don't have to be a union member to join. It's called "Courageous Conversations on Race and the Labor movement." If anyone's interested, let me know, and I can send you a link to sign up. I believe it'll be on May 19. No firm date. It will be in-person and virtual.

Deanna Martinez: I'm interested.

*Jing Fong: A reminder that our usual third Thursday of the month REAC meeting is not taking place because we have the GARE conference. The Bremerton REAC requested a joint meeting on the fourth Thursday of this month. Could we take the first 30 minutes for REAC business and then have Bremerton folks join us from 6:30 to 7:30.

Ellen Schroer: Just to be tidy in the minutes, please make a motion to cancel your meeting on April 19 then that allows us to update the calendar now for people who are watching and to schedule a special meeting on the 28th. Roz has agreed to staff the meeting for me.

MOTION: I move that our meeting that is scheduled for April 21 be canceled and that in its place, we have a REAC meeting on April 28 from 6-7:30 p.m.

Jing/Peggi: The motion carried unanimously 7-0.

ADJOURNED at 8:02 p.m.

Savanna Rovelstad, Chair 4/28/22



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.



dx^wsəq^wəb

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

