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**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 April 20 and May 4, 2023 Minutes/Accept or Modify June 1, 2023 Agenda/  
Conflict of Interest Disclosure/Code of Conduct/Suquamish Ancestral Lands Acknowledgment

**6:05 PUBLIC COMMENT**

**6:10 EQUITY INCLUSION OFFICER UPDATE**

**6:15 CITY COUNCIL-REAC TRAINING UPDATE**

**6:20 POLICE-COURT FACILITY UPDATE**

**6:25 VACANT REAC POSITIONS**

**6:30 WINSLOW SUBAREA PLAN UPDATE**

**6:35 UPDATE ON OTHER CITY PROJECTS**

- Compost Procurement
- City Zero Emission Hand Tools
- Safe Place Program

**6:45 JUNETEENTH CELEBRATION**

**6:55 SUBCOMMITTEE PROGRESS**

- A. Outreach/Engagement
- B. Finance
- C. GARE/Training
- D. Law & Policy
- E. Strategic Plan

**7:05 CITY COUNCIL MEETING REPORT**

**7:15 REAC ITEMS**

- Summer Meeting Schedule

**7:25 GOOD OF THE ORDER**

**7:30 ADJOURNMENT**



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<sup>w</sup>səq<sup>w</sup>əb

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<sup>w</sup>abš “People of Clear Salt Water” (Suquamish People). Expert fisherman, canoe builders and basket weavers, the suq<sup>w</sup>abš live in harmony with the lands and waterways along Washington’s Central Salish Sea as they have for thousands of years. Here, the suq<sup>w</sup>abš live and protect the land and waters of their ancestors for future generations as promised by the Point Elliot Treaty of 1855.



# SUQUAMISH TRIBE



**RACE EQUITY ADVISORY COMMITTEE  
MEETING MINUTES  
APRIL 20, 2023**

**CALL TO ORDER**

Present: REAC members Renni Bispham, Olivia Hall, Savanna Rovelstad, Eric Stahl  
Liaison: Brenda Fantroy-Johnson  
Excused: Jing Fong, Lynn Beck, Peggi Erickson, Clarence Moriwaki (Liaison)  
Staff: Deputy City Manager Ellen Schroer

**AGENDA/MINUTES**

March 2, 2023 Minutes approved. No amendments to the agenda. No conflict of interest disclosures were submitted.

**PUBLIC COMMENT**

Bainbridge High School Student Sia Obo discussed the BHS Global Health Club and invited the community to a Universal Health Care event, a fashion show to assist a university hospital in Rwanda. The event is on May 13 at the Lynnwood Theatre.

**BAINBRIDGE ISLAND READS FOR JUSTICE REPORT**

Janna Cawrse Esarey and Laura Van Dyke presented a wrap-up report of the first BI Reads for Justice community read, of the book *Stamped*. This was a grassroots effort, with community input and helpful leadership from City Manager King and Mayor Fantroy-Johnson and significant input from REAC. The community held six events attended by about 300 people over six months, with significant participation from the library, Eagle Harbor Books, and the senior center. The City presented certificates of appreciation to Jana and Laura.

**EQUITY INCLUSION OFFICER UPDATE**

Ellen Schroer reported over 100 applications had been received by the application deadline. Interviews to take place in early to mid-May, of between 6 and 23 candidates. Jing and Olivia have expressed interest in participating. Renni is working on proposed interview questions – REAC members should review/funnel questions to him.

**POLICE-COURT FACILITY UPDATE**

Both the art selection and naming processes are ongoing, with recommendations expected to City Council in late May or early June. The ad hoc naming committee has received 60 suggestions, with more expected at upcoming public meetings. It likely will recommend 3 to 5 options to the City Council for a final decision.

**VACANT REAC POSITIONS**

We have two current vacancies, plus Peggi's departure in May. Eric and Lynn's terms also expire at the end of June. Vacancies/applications have been posted as part of the City's recruitment for all advisory committees.

Renni discussed refining the selection process, including identifying expectations for successful candidates, an assessment rubric, and a standard list of questions to match our expectations.

**WINSLOW SUBAREA PLAN UPDATE**

Olivia reported on the City Council's decision to not include a REAC member on the Winslow Subarea Plan Steering Committee as previously suggested. The Winslow Subarea Plan Steering Committee is being combined into a broader steering committee considering the comprehensive plan as a whole, which will not have members from REAC or the Climate Change Advisory Committee.

Several City Council members nevertheless expressed that they want meaningful community input and equity components to the Comprehensive Plan/Winslow Subarea Plan.

Olivia recommended that rather than fighting the decision to not include REAC on the steering committee, we should propose a solution that assures an equity lens is incorporated into the process. Something publicly available, requiring a tangible equitable lens at every step in the steering committee's work.

Olivia presented an equity lens toolkit, derived from GARE material, that requires steering committee members to answer specific questions on all committee decisions.

Committee discussion over the best process for getting this tool to be incorporated into the steering committee's scope of work.

**Motion:** Olivia moved that REAC empower Renni and Olivia to bring a comment to City Council urging them to incorporate a specific race equity toolkit into the steering committee's work.

After discussion, REAC voted on a modified motion from Renni to authorize Olivia and Renni to present to the City Council a recommendation to adopt the race equity lens that we have provided tonight, perhaps with adjustments, and to include a requirement that the tool kit assessment be applied to all decisions, recommendations and other actions taken by the Comprehensive Plan/Winslow Subarea Plan Steering Committee. **Motion passed 4-0.**

#### **CITY COUNCIL-REAC TRAINING UPDATE**

Renni reviewed each of the trainers REAC members have identified for recommendation to the City Council to facilitate the joint Council-REAC training. Our top choice is Caprice Hollins of Cultures Connecting, if they can come within the budget the City has authorized. If not, REAC's second choice is Scott Winn, who has provided training for the City previously, followed by Dustin Washington of Soul Focused Group. Recommendations will be forwarded to the City Manager to get this over the finish line.

Ellen asked about scheduling. We would likely need 3 separate sessions. The consensus is that two should be over a weekend, one on a weekday.

#### **SUBCOMMITTEE PROGRESS**

- A. Events and Outreach/Engagement: REAC/COBI has no plan for a Juneteenth celebration in 2023. REAC to discuss possible participation in Bremerton's event June 17.
- B. Training: GARE conference this year will be in the fall.

#### **REAC ITEMS**

Ellen reported that the City will have a table available at the Farmer's Market, once a month, for city committees to use. Dates will be open in May.

#### **GOOD OF THE ORDER**

Per Peggi, Bremerton has dissolved its REAC.

#### **ADJOURNMENT**

The meeting adjourned at 7:48 pm.

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Co-Chair

Date

**RACE EQUITY ADVISORY COMMITTEE  
MEETING MINUTES  
MAY 4, 2023**

**CALL TO ORDER**

REAC members present: Renni Bispham, Peggi Erickson, Jing Fong, Olivia Hall, Savanna Rovelstad, Eric Stahl.

Liaison: Brenda Fantroy-Johnson

Excused: Lynn Beck, Clarence Moriwaki

There were no modifications to the May 4, 2023 agenda.

Today is Peggi Erickson's last meeting as a REAC member. She was presented with a certificate of appreciation and commemorated for her service to her colleagues and community.

**PUBLIC COMMENT**

Cindy Anderson heard there was a grey/black altered version of the American flag on the back of a police car that has a controversial historical meaning. Cindy alerted Chief Clark about it.

**MOTIONS**

**Peggi:** I move that we authorize no more than what was spent in last year's Juneteenth events and authorize Olivia to contact planners for the Bainbridge Island and Kitsap Juneteenth events for their needs they'd like REAC to support.

**Motion withdrawn.**

**MINUTES**

Equity Inclusion Officer

Candidates for the equity inclusion officer will be interviewed by a panel, including REAC members Olivia Hall and Jing Fong on May 22.

Police-Court Facility

The City Council should be able to make a decision on the police-court name and the public art pieces for the facility sometime in June, either June 9 or 23.

Equity Training

REAC is waiting to hear from City Manager King on the status of the City Council-REAC race equity training recommendation.

Vacant REAC positions

Applications for vacant REAC positions close on May 17.

Comprehensive Plan Toolkit

- The first draft of the Comprehensive Plan worksheet and tool kit has been shared with city staff, steering committee, and council members for input.
- While REAC is disappointed that it was not included on the Steering Committee, it is proud of how we've come together, working with city staff and City Council members on this.

The City's Zero Emission Project is currently just a city pilot.

What does it mean when the City or REAC co-sponsors an event or provides funding?

- City Council approves funding of events. There are two sources for funding: Lodging Tax and Cultural Funding. Funding award cycle is every two years. Organizations can submit requests for up to \$5k. A task force reviews and forwards recommendations to City Council. City Council approves.
- REAC's refocused intention on events is to be less involved in planning and hands-on work and still be a partner and offer a platform for publicizing and endorsing the event.
- The City doesn't have dedicated staff for cultural events or event planning.
- If an event or commemoration has a line item in the City budget, it doesn't have to go through Cultural Funding approval. Indigenous People's Day has a line item in the budget. MLK and Juneteenth do not. The next opportunity to add line items would be in 2024 for the 2025-2026 budget.

## **SUBCOMMITTEE PROGRESS**

### Outreach/Engagement

Juneteenth: If REAC has a budget request for the Council, it will need to pass a motion at its June 1 meeting for consideration on June 13.

Motion made and withdrawn by Peggi to authorize funding no more than what was spent than last year and authorize Olivia to contact planners for the Bainbridge Island and Kitsap Juneteenth events for their needs they'd like REAC to support.

Peggi will reach out to last year's planners and tell them that REAC will support but not be involved in a lot of planning. Savanna is willing to help in part of the planning.

### Finance

Covered.

### GARE/Training

We are now looking for a new GARE liaison with Peggi's departure. There will not be a membership meeting this year.

### Law & Policy

Nothing to report.

### Strategic Plan

Please update the listening session spreadsheet.

## **CITY COUNCIL MEETING REPORT**

April 25 hearing covered in comprehensive plan discussion.

## **GOOD OF THE ORDER**

\*Bremerton REAC has been dismantled. It is currently being revised and will report to the mayor. There has been a request from the community that at least 50% of previous REAC members be appointed to the new formation. Action item: Individuals reach out to Bremerton City Council and Mayor to stay in line with the community's request.

\* One of the reasons REAC was created was to make sure that we were putting more focus on events that were oriented towards people of color. I'm hoping that we can find a volunteer group or somebody who wants to support BIPOC holidays and commemorations so that the City of Bainbridge Island, who has committed to being equitable, will support BIPOC events just as it supports the Fourth of July and the Rotary Auction. (Savanna)

\*Safe Place Program. In *The Review*, there was a story about the police department implementing a safe space program for victims of bias for hate crimes starting in June. Victims will be able to go to a safe place that has a “safe place” sticker after any such incident. This sounds similar to what James Friday tried to start a couple of years ago. REAC would like to know more about this program and have the opportunity to offer some perspectives on it. Who is driving this? Will your idea be listened to or heard? Does it depend on who you are, what you look like?

\*Suquamish Tribe is hosting a march for Missing and Murdered Indigenous Women and Girls on May 5 at 1-4 p.m. that starts at House of Awakening.

\*April is Volunteer Month. Ellen presented certificates of appreciation to REAC members.

**ADJOURNMENT**

The meeting adjourned at 7:37 pm.

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Co-Chair

Date