
THE RACE EQUITY ADVISORY COMMITTEE WILL HOLD THIS MEETING
USING A VIRTUAL, ZOOM WEBINAR, PER GOVERNOR INSLEE'S
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AGENDA

- 6:00 PM CALL TO ORDER
Roll Call/Accept or Modify June 16 Amended Minutes/Accept or Modify July 7 Minutes/Accept or Modify July 25 Minutes/Accept or Modify August 4 Agenda/Conflict of Interest Disclosure/Code of Conduct/Suquamish Ancestral Lands Acknowledgment
- 6:05 PM PUBLIC COMMENT
- 6:10 PM ZERO-EMISSIONS PROJECT (40 minutes - Chris Wierzbicki and Autumn Salamack)
- 6:50 PM DEBRIEF ON SPECIAL MEETING ON POLICE-COURT FACILITY (10 minutes)
- 7:00 PM CITY COUNCIL REPORT ON ADVISORY COMMITTEES (10 minutes - Ellen)
- 7:10 PM SUBCOMMITTEE PROGRESS (10 minutes)
A. Law and Policy
B. Events and Outreach
C. Training and GARE
D. Strategic Plan
E. Finance
- 7:20 PM CITY COUNCIL MEETING REPORT (5 minutes)
- 7:25 PM REAC Items (10 minutes)
* Standing meetings with Blair King and Chief Clark
* Joint meeting with Bremerton REAC
* Update: Timeline panel in city council chambers (Ellen)
* Update: Race equity work plan and budget (Ellen)
* Farmer's Market
- 7:35 PM GOOD OF THE ORDER (5 minutes)
- 7:40 PM 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
JUNE 16, 2022

MEETING MINUTES

CALL TO ORDER

Present: REAC members: Deanna Martinez, Eric Stahl, Frank Jacobson, Jing Fong, Peggi Erickson, Renni Bispham, Savannah Rovelstad, Sue Wilmot. Liaisons: Brenda Fantroy-Johnson and Clarence Moriwaki.

MOTION I move to approve the May 19 minutes as written.

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

MOTION I move to approve the June 2 minutes as amended.

Eric/Sue: The motion carried unanimously. 7-0.

MOTION I move to approve the June 2 agenda as amended.

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

No conflict of interest was submitted.

Thank you to Sue Wilmot for her dedication and service!

PUBLIC COMMENT

Rachael Reese: I'm part of a large network gathering together to address and strategize how to interrupt and stop the constant discrediting environment made to our Black and Brown community leaders at REAC, City Council, the Planning Commission and our beloved community activist Olivia Hall. We are tired from the constant harm the city council and public are causing our black and brown community members. If you are working toward justice on Bainbridge, you know who Olivia is. That Olivia, a black woman, with her breadth of justice work was not accepted into REAC shows the tremendous amount of racism that is embedded in our city council members and our government structures. We will not stand for this. I'm here to let REAC and the public know that we are here to support you in your plan of action.

Cindy Anderson: I'm hoping that from now on the committee selection process is public and that we can be more transparent in the future. Regarding the police facility, it would be nice to find a different place, have a separation for Kitsap Alive and the police navigator. Having social services co-located with police makes it hard for people needing social services to access them.

Katy Curtis: When I heard what happened at the city council, I was confused about this conversation about ethics. One of the things that was upsetting to me was when someone of color says *It's racist*, that doesn't land on me, but it does land on me. *It's racist* means that systemic racism is steeped in this. That we need to look at this through a lens. Why is the power being played this way? Why does it feel this way in the room? What's going on?

Debby Haase: I was deeply disturbed at Tuesday's meeting that your recommendation and approval of Olivia's application was ignored. It feels disrespectful, as if REAC isn't being given any significant agency, authority, and respect from city council. More importantly, it is angering how Black women, women of color and men are being denigrated and disrespected. In one city council meeting, Brenda Fantroy-

Johnson, Olivia Hall, Deanna Martinez, and Ashley Matthews were targeted. I want the city council to seriously look at their own biases, systemic racism. It went unchecked. It's so sad that none of Brenda's colleagues backed her up and Olivia was judged as having no experience in race equity as a Black woman. These are unacceptable ways to treat our Black women leaders.

Promise Partner, member of Kitsap SURG (Showing Up for Racial Justice) and Kitsap ERACE (Equity, Race, and Community Engagement Coalition). At the City Council meeting on Tuesday, I saw the resistance of the city council to questions about equity and also the attacks on women of color who are asking the city to center that work. I'm here to speak in support of those women. Thank you to Deanna Martinez for the questions to Planning Commission candidates and for bringing a race equity lens. Thank you to Councilmember Brenda Fontroy-Johnson for tireless work for racial equity and showing up with deep truth and integrity.

I'm also speaking in support of Olivia Hall, who I've worked with through Kitsap ERACE. She would have been an asset to REAC. It was disappointing to see council members Moriwaki, Schneider and Hytopoulos oppose her appointment.

The resistance to their leadership is further indication of systemic racism and sexism and the deep need in our community for racial equity to be a priority. I join the other voices to tell you that I'm here to work with you as an ally.

Marsha Cutting: I am showing up in support of Brenda, Olivia, Deanna, and Ashley.

Janna Cawrse Esarey, member of Kitsap ERACE, SURG, and bus driver for BSD. I'm here in support of Ashley, Olivia, Deanna, and Brenda. We need a racial equity lens because otherwise the status quo is racial inequity. I've heard folks saying *what's up with all this race equity?* I think people need to realize that everything is racial—it's part of the fabric of our lives and our culture.

Welcome to new member, Frank Jacobson!

REVIEW OF HARRISON BUILDING TOUR/NEXT STEPS

Peggi: The building is moving forward. One of the things I thought was a plus was you can move things around and can have community gatherings within the courthouse. Another place we may be able to have influence this project is in the name of the building. Could it be the Bainbridge Justice Center, which sounds different than the police-court facility?

Also, I've been looking into quotes and art work. I found a great Cornel West quote, "Justice is what love looks like in public"—an example of something that could be hung within the walls of this building so that the tone doesn't feel intimidating.

Deanna: Was there any mention of universal design? I don't know the principles by heart but I'm thinking that might be an option.

Peggi: There is a very short window to influence the physical design. If you have ideas for things that you feel would be important to incorporate, get them in ASAP. For things like art, we have a longer timeframe, but the hard physical things you can submit to Chris Wierzbicki by July 15.

Jing: My understanding of the process is a little different. The actual deadline for hard structures is July 30 but that means that recommendations should be made in the next week or so. Soft structures recommendations, such as interiors, should be made in the next two months (August).

Request for communications was for REAC to accumulate all of the ideas and have one point of contact for REAC to send these recommendations to Chris, Blair, and Ellen. How do we gather these ideas? Reach out to individuals who were invited and put something out on the website to call for ideas.

Text for REAC website:

REAC has been asked by City Council to provide recommendations on the new police-court facility (Harrison Building) using a race equity lens. The committee would like to hear from you. What would make you and other community members feel welcome and safe inside and outside of this building?

Please send your ideas on hard changes (structural) no later than July 15. For soft changes (interiors, colors, furniture, etc.), your suggestions are appreciated any time through August 19. You may send your recommendations to jing.fong@cobiccommittee.email. Thank you!

All suggestions made during the walkthrough's Q & A session were captured in the minutes. They and other recommendations made by the public will be forwarded to REAC for review and then to Chris, Blair, Ellen, and the architect.

Jing: I requested for more current plans if those are available. The plans that were handed out at the walk-through were furniture plans from February 2021. If there are any significant changes that we should know about, they should be uncovered.

Sue: I think it was wonderful that we had our community partners and stakeholders there with us, and I think the architect was surprised that so many people showed up. This lays the groundwork of the community taking ownership and control of that building.

Jing: Let's reach out to folks who were there and others we know for their suggestions on changes or additions to the building using a race equity lens.

Renni: One of the questions I asked the architect was *Do they know anybody that is an expert or skilled in building design with equity?* He said he doesn't know anybody and encouraged us to send people if we knew someone, which is all fine, but I have a day job. The architect also told us he hasn't done any work putting up buildings with an equity lens. I would like to recommend, at a minimum, to the architect that while we're doing what we can to generate ideas, that somebody that's getting paid should be researching what can be done. Maybe it's as simple as looking at universal design. Find out who the experts are and talk to them.

Giving us plans from February 2021—if there are newer plans now ... this is a relationship business. It speaks to trust. Why would you show up in 2022 and hand out [old] plans that are not the most current to a bunch of people who are not architects?

Jing: I won't wait until everything is sent in. There may be ideas that need more feasible because of cost or. I may send ideas to every few days because they need more time to deliberate.

MOTION: To have the statement that Jing read inviting comments on the police facility with Renni's amendment approved.

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

Peggi: I would like to talk to the Suquamish people, to Barbara Lawrence, about how they feel about the possibility of having art there that acknowledges the ancestral.

Ellen: There is a public art committee thinking about this public structure and excited about public art in this building.

Ellen will get this committee in touch with Savanna.

WORK PLAN

Jing: The biggest change has to do with events and training. Most of those come under Strategy 1 (Community). Activity 2a (\$1,000 per event). Activity 3a (stickers). 3b (workshops—not tied to a particular topic). Total: \$3,350. No budget for City and City Council. Strategy 3 (REAC): GARE training for new members.

Eric: I recommended most of these budget costs. It gives us a realistic budget with some flexibility and still under \$11,000, which is reasonable.

Renni: Did we have a space for training for current REAC members?

Jing: This work plan is for this year—now until end of December. If we have training for current members, that would probably be for next year and not in this budget.

Sue: Previously, we had a separate budget for the training that was approved back in 2019. Did we ever get resolution as to where that training money went to?

Ellen: At that time, Council expressed support for that training. Money and the concept was approved. It hasn't been spent. That appropriation has lapsed, which means it's not sitting somewhere waiting to be used. Where we are right now is understanding what the actual availability is. We have REAC suggested activities. I'd really like to take this back and discuss the budget with the finance department to make sure budget is covered if council approves. For example, the suggested training for new members. You're looking at \$1350 per person but we need to multiply that by so many new members and need to make sure the budget would cover all of these things.

Jing: Ellen, that was \$1350 total. \$450 for each new member.

Peggi: The GARE training is \$450 for institutions sending in members for its virtual basic equity training course.

Ellen: I want to make sure I understand this. If it's not enough money for whatever reason, we'd want to present Council with what finance believes will be the right amount to do the activities you have. Then, Council discussion is about what is the desire for the council because you are an advisory board to the council.

For the conversation you're (Peggi) having about looking at Ted (note from Jing, I think Ellen meant GARE), we would have to have a different conversation about an annual budget request and how that would be factored into rest of the city's budget development.

Peggi: The parent of GARE is Race Forward. It will have a small conference in the fall. I think it's going to be in person in Phoenix. Some of us may want to attend that, as well.

Brenda: I'm going in November. I just need to register.

Ellen: Next step, if REAC approves this it would go to Council for review and consideration. I will share this with finance and will work with the city manager and the liaisons to request time on the agenda once the motion is approved.

MOTION: I move that we approve this version of the work plan for approval by the city council subject to the review and revisions of the city manager's office and finance department.

Eric/Deanna: The motion passes unanimously 7-0.

JUNETEENTH

Peggi: The event is 1-3 p.m. on Sunday, June 19. The senior center will have chairs available for an indoor event in case of weather.

Renni and Savanna will emcee. Barbara Lawrence will open the program. Brenda will read a proclamation from COBI and also be a speaker. Other speakers include: Chas Malatesta (MAC), Dakin Brown (sp? Bainbridge Black), Isaiah Brown (BHS student), Akuyea Vargas. James Friday to be confirmed. Food, fun, art exhibit (history, slavery, post-Emancipation, Jim Crowe, today's movement, and local happenings). KRL will have a table. Aunt Dolly's food will be available for purchase.

For Bremerton event: Savanna, Peggi, Renni, and Eric will participate. Setup is from 9:30-11. March is at 10. Breakdown is at 3pm.

Ellen can print postcard handouts on regular paper (not cardstock). Jing will send Ellen copy for this one-time purpose. Waiting for vendor booth confirmation from organizers.

Reminder: Turn in receipts to Eric for reimbursement. From Ellen: If possible, please have staff purchase your items. It's a preference because receipts get lost.

Peggi and Ellen will work together on speaker reimbursements.

SUBCOMMITTEE PROGRESS

Law and Policy (Eric): We talked about REAC appointments and need for an action plan (not ready to report out), Planning Commission appointments (will address in city council report), police facility process (already addressed).

GARE and Training (Peggi): Renni is incorporating training for new people on REAC.

Strategic Planning: Work plan submitted

Finance: nothing to report.

REQUEST TO UPDATE TIMELINE IN COUNCIL CHAMBERS

Ellen: We're looking for some input from REAC, if you're interested, on what's there now and what might be added. Then, we can reach out to the artist.

Jing: Apparently, there was a resolution or recommendation made in 2016 to add an important date (or dates) from the Indipino community to this panel. My request would be that we be able to work with a city staff person so that we can support them and help them understand what it's like to look at something through a race equity lens. Many of us would be happy to provide insights. I also feel it is a goal of this committee to have city staff, council, executive leadership be able to apply a race equity lens to every proposal, every decision made on their own in the future. We would love to collaborate with this staff person rather than make this a task for REAC to do on its own.

Deanna: "*Each one, teach one.*"

A consensus was made for city staff and REAC to collaborate on this effort.

CITY COUNCIL REPORT

Eric: REAC appointments: Savanna was renewed. Frank was approved. Clarissa San Diego will start next month. Olivia Hall's nomination was pulled after a 3-3 vote.

There was another issue on Planning Commission appointments that I think is important and that this committee needs to be aware of. It impacts or touches on how we communicate with community and the obstacles and the fits and starts that happen when we try to discuss race equity issues and when the city, to its credit, follows through on its commitment to look at things through a race equity lens.

One *speaker* expressed concern about the makeup of the selection panel, including REAC's participation. What none of the commenters or The Bainbridge Review article mentioned—but what Mayor Deets, to his credit, mentioned—was we didn't insert ourselves into the process. We were invited by the city council and I think the city manager's office to participate in order to help the city fulfill its commitment to address systemic racism and look at all major city issues through a race equity lens. That motion passed unanimously and Deanna took part in the process.

There were some questions asked that touched on race equity issues. We did what cities all over the country are doing: using a race equity lens to impact diversity and inclusiveness of community. One of the rejected applicants and the supporters of an incumbent who wasn't reappointed took issue with these questions, including the candidate's openness to consider equity-related issues and especially this question: Here are two statements about the origins of single-family housing. Do you believe these to be true? Why or why not?

To me that's an interview question that doesn't have a right or wrong answer. There could be a range of responses to that. You could agree or disagree. It tests the applicant's willingness to address, acknowledge, discuss the issues we're talking about. The speakers didn't see it that way. One commenter emailed calling it a litmus test to exclude anybody who thought single-family housing was the way to go. One of the disappointed applicants commented to the effect that this was a plan to abolish single-family zoning in the city. The same speaker, Ms. Neal, said that Deanna had the *temerity* to "demand" an answer to a follow-up question—what community leadership did she consult to inform her answer to that question.

Credit to the city for putting it out there and letting the process go through. I think some of the reaction shows the obstacles we face. It has a name—White fragility. It remains an obstacle in incorporating a race equity lens into city policies. Ironically, the same people who were unhappy about an incumbent planning commissioner who didn't get reappointed were undermining the diversity of opinions of the Planning Commission. They also were vehemently objecting to these interview questions, which to me are nothing but an attempt to solicit planning commissioners who will have a diversity of opinions.

Renni is up next to cover city council.

REAC ITEMS

*Leadership and incoming members

Savanna: I personally believe co-chairs are great collaboration. Deanna has also brought up a couple of times, do we need one? Why can't we choose all of us?

Deanna: I don't object to having a chair. I don't object to having co-chairs. What I object to is having a hierarchy type system that is in alignment with the systems we're trying to dismantle. It was mentioned at one of the GARE workshops that government is going to have to find ways to make it so folks who are doing equity work make it in alignment with core values – there's a rub there when you know there are systemic things in place that are holding up and keeping together certain structure.

We have a wonderful team. I love our subcommittees. We respect each other's skill sets. We collaborate. We communicate with each other about how we feel about things. In part, if we could keep doing that, co-creating. At GARE, I heard, we care about what we co-create. It's a good argument for local government to co-create, to bring community into co-creating and it's also good for us.

Renni: Subsection C. In July, the committee elects a chair or one or more co-chairs and a secretary. It's a one-year term.

Peggi: If we decide to keep a chair position, I think a co-chair is a good idea. The reason is just work. They can share the load, divide work, lighten the load.

Savanna: I can say from my experience as James' co-chair that it's a team job and works well when there's two of you. Helpful when there are emergencies, helpful to have a co-chair who can step in.

Deanna: Because we're talking about work load, Ellen, I know there's been mention of a future equity officer. Is there a timeline for that? Even for the next five years.

Ellen: The city budget process runs on a calendar year. Fall of this year would be the time when new positions are considered for the coming years. My expectation would be that the conversation would happen this year. The earliest it would be created is January 2023 and it would be filled after that.

Renni: The way I read it is it's not chair and vice-chair. It is co-chair. It's not hierarchy. Those are two folks working together to get something done. With that in mind, I'd be interested in being the chair, co-chair, whatever.

Eric: Clarification, the code actually says one or more. It doesn't say two. We could have nine co-chairs.

Deanna: Our city council does a rotation. If we wanted to look at it like everyone taking a turn at certain things just for the experience and ability to support each other even further. If all of us knew how to do a thing, then it means all of us could help fill in. We could still have a chair or co-chairs but if we did a rotation...

Sue: The secretary may be a position that could be shared because it's a lot of work.

Savanna: I propose co-secretaries.

Eric: Code says there needs to be one secretary.

Sue: Maybe one person is the minutes person and the other is the agenda person for one month, then they flip. One person could be the communications person. Let them decide.

Eric: We have to elect a chair and secretary, the rest we can decide later.

We should resolve this at the first meeting in July. Eric will brief Clarissa on the secretary responsibilities.

Sue: From the beginning, we decided that we wanted a good written record. It's more in-depth minutes than just recording motions. We wanted it to be written so it can be referred to in the future. When we look back at what happened in the past with the city, there's no written record. We have video but we want that written record for future reference, how it happened.

Savanna: I would serve with Renni if others would like me to remain.

*Race equity plan and toolkit recommendation

Jing: This was approved May 24 with further action for a work plan and budget from the city manager.

Ellen: This item is on the council agenda for July 12. I'm working with Blair to scope a way to respond to those recommendations. We plan to bring it back in July.

Jing: Is that a document where we'd have any input?

Ellen: Let's talk about what that might look like. How do you envision that?

Jing: Just as we discussed our work plan and it's been forwarded to council, I would assume if there's a race equity plan and a work plan that goes with it, that would affect the work we do. We'd be able to look at it.

Ellen: Let me take that request back.

Jing: That's my opinion.

Renni: As with most things, I don't know if you have equity if you don't have inclusion. Without inclusion it's hard to get buy-in. If you're going to flesh out your plan to achieve those recommendations, it'd be good if we could get some input before it gets finalized.

Jing: I'm also saying that with the recommendations, there could be interpretations that are spot-on or there may be interpretations that aren't correct, or there may be further questions. I see it as a collaboration.

*Farmer's Market

It was decided that REAC will be at the July 30 Farmer's Market.

*Fourth of July

Deadline for marching in the July 4 parade is June 24. 2019 was the last time REAC marched. What if we invited community? Hold signs and wear their shirts representing their community group?

Size: 40. Eric and Ellen will coordinate on the application.

Peggi: Everyone reach out to their groups and encourage them to wear their shirts.

Frank, Renni, Savanna will walk. Savanna and Renni will coordinate.

Renni: Community leadership list is filling up. What I'd like to do once all leaders are contacted, gather them all so we can do some strategizing. Let's make sure we get all the communities and allies together.

*Summer schedule for meetings.

How are people feeling about having one less meeting for July and August?

Deanna: If we have decisions on issues, can we call a special meeting immediately?

Ellen: The factor is the room. It is possible to call a special meeting in 48 hours if there is a need.

Sue: Before, we designated a subcommittee so we didn't have to gather as a whole group. You designate the decision. If you wanted this for the police building, you would create a subcommittee tonight.

Eric: I think we already have a process for the hard design. We're gathering recommendations and passing them on.

Jing: We're organizing them, not editing them. There are no decisions to make.

Ellen: What you're really deciding is which meeting to cancel.

Deanna: Let's look at the timing of council's decisions and meetings so we're not cutting ourselves off time-wise to in our response. Getting in front of something is challenging enough.

Sue: We empower a police subcommittee to make a decision without getting the group together.

Eric: We already have a process in place for passing on recommendations. In the interest of transparency, anything else of substance should be done in a public session.

Sue: I disagree with you, Eric. I think it would be nice to have our input as to which ones stand out. Passing on stuff is not a recommendation.

Deanna: My concern is we've never been here with the police station. Personally for me, if I don't know the future, I'd rather stay on the conservative end. If someone feels a way about something, I am in agreement with Eric in calling a special session if we need to.

Peggi: We should probably meet July 7, that way we have the option to meet later. Also, people don't have to run their recommendations through us. They can send them directly to Chris or Matthew. We don't have to be a clearinghouse.

Jing: I will be gone on July 7. Can I call in?

Ellen: We are still working on how to support the committees with new guidance from governor. Zoom meetings are not an option because we are legally obliged to provide an in-person option for the public.

Renni: Talk to BISD, they've been doing this forever. Hybrid for two years. Why is there an issue with Zoom when we've been doing this for two year?

Ellen: We've spent an extraordinary amount of time on the staff side thinking about this and I'd be interested in hearing your feedback on what it's been like to meet in person. We're thinking about how to support the desire of some people to call in and some people to be in-person. How we have staff who are here. If it's a choice, how many people come (in person) and how many call in—what that balance looks like.

Peggi: I propose we keep July 7 and cancel the July 21 meeting, and we keep our first August meeting (August 4) and cancel the second meeting (August 18).

MOTION: I move that we keep the July 7 and August 4 meetings and we cancel the July 21 and August 18 meetings.

Peggi/Eric: Motion passes unanimously 7-0.

Subcommittees can decide their summer schedules on their own since they are not public meetings.

ADVISORY REPORT FOR COUNCIL

Ellen: I'll send something to you and hope you can provide me with some feedback in July or August. There are three questions: 1) a rough estimate of time you spend on your committee work (hours per month); 2) a list of your recent achievements as a committee; 3) a list of challenges. What do you think the city should take into account to make your work more rewarding and successful?

You can send this in as individuals. We can have a review as a committee, especially the last two questions.

Sue: Is the city considering any compensation for volunteer advisory committees?

Ellen: That's not been discussed.

Sue: I know that the Public Board of Health just instituted compensation for folks serving on that board. Might be something this committee might want to forward to the council as an equity issue.

8:23 PM: ADJOURNMENT

REGULAR RACE EQUITY ADVISORY COMMITTEE MEETING
JULY 7, 2022

MEETING MINUTES

CALL TO ORDER

Present: REAC members: Clarissa San Diego, Deanna Martinez, Eric Stahl, Frank Jacobson, Jing Fong, Pegg Erickson, Renni Bispham, Savanna Rovelstad,
Absent: Liaisons: Brenda Fantroy-Johnson and Clarence Moriwaki.

June 16, 2022 minutes tabled to August 4, 2022 regular meeting.

Changes proposed:

*Deanna: Each one, teach one.

*Eric: (City Council Report) One "city council member" should be changed to one "speaker" (Lisa Neal) "Premerity" should be changed to "temerity."

MOTION I move to accept the July 7 agenda.

Savanna/Deanna: The motion carried unanimously. 8-0.

No conflict of interest was submitted.

PUBLIC COMMENT

Cindy Anderson: At the last council meeting, I was told there was a document to hire a consultant to come up with a housing plan and that the only thing that referred to equity in housing was that in order to promote equity there needs to be all sorts of housing. I thought you might want to review that if you haven't already.

Lisa Neal: Two public speakers, one at a city council meeting and one at a REAC meeting, accused me of bullying or targeting women of color, specifically Deanna Martinez and Ashley Matthews. I came here tonight to provide you with more information on these issues so that everybody's working from the same set of facts. I sent you a lengthy email that walks through everything that's been said. I saw your minutes that recharacterize the limited comments of mine at the June 14, 2022 city council meeting in a way that attempts to imply I didn't think that REAC member Martinez should have asked a follow-up question.

If a public official, such as a planning commissioner were to tell residents that their views don't matter because they are a certain color or not a certain color, is that really okay with you? It wouldn't be okay with me. I really think there's a difference between insisting on inclusion and exclusion of some, which is what's happening here.

HALL NOMINATION, TREATMENT OF WOMEN OF COLOR IN CITY POSITIONS

Renni: I think it's fair to say that REAC is concerned about the Olivia Hall nomination. At the city council meeting, the community made their view very clear and that the REAC view is very

much in line with their comments. I have drafted a recommendation that we could send to the city council. Upon reflection, before we make a recommendation to city council, let's give city council a chance to listen to the public before they make a decision. I will table it for now.

Savanna: At the bottom of it (Lisa Neal's email), "... we're to tell residents that their views don't matter because they are a certain color or not a certain color. Is that okay with you?"

That's all they've ever told us, where to live, where to go, where to speak, where to poop, where to eat, where to sh**. They've told us these things our entire lives. People of color should have been part of this process that started this conversation three years ago. She says there have been meetings and meetings, hundreds of people showing up, and now that we want to try to bring equity that's not okay because all these people have already agreed this is how it's going to look and how it's going to go. Now that we are putting on our equity lens, people are not happy about it. I don't care because you know what? People of color deserve to be part of the conversation from the beginning. It's not okay for people to email us and tell us we are excluding White people. I have never excluded White people. I've only been excluded by White people before. An exclusion to me sounds like we're being racist to White people. So everybody's clear: People of color cannot be racist. That is not something they can do. Racism happens, but people of color are not racist.

Peggi: I didn't hear Ashley say that she wasn't going to listen anybody. I feel like I need to go through all of this again, some of the letters written to the editor by Ms. Neal and her husband and what she sent to us.

I would like to put this on our agenda for next time to have a more in-depth discussion because it's been a lot of back and forth and I'm not entirely clear.

Eric: What exactly are you proposing to put on the agenda? Is there a process issue you want to discuss? Something about the selection process? I don't know if we need to put this back and forth on the agenda. I don't know where we'd go with it.

Deanna: I'm going to say some of the things I've always said. There's a history, and one of the reasons I don't want to talk about it is because I don't feel the need to defend something there is a public history of. I've had enough conversations to know the difference when somebody actually wants to have a conversation about something and when that conversation is not actually about the conversation. There have been a lot of comments about what I think and feel. I wish there was a video of the interview process. I wish it was public because there would be a public record of exactly what was said.

Peggi: For the record, the people who were on the interviewing committees for the various positions were invited, and the committees as a whole make those decisions. It wasn't just Ashley. It wasn't just Deanna. They made decisions about what questions to ask, and they made the decision to back the recommendation as a whole. So, the fact these people have been singled out is highly problematic.

NEW REAC TERM: NEW MEMBERS, LEADERSHIP, and SUBCOMMITTEES

Leadership

*Co-chairs

MOTION: I move that we elect Savanna Rovelstad and Renni Bispham to be co-chairs of REAC.

Jing/Eric: Motion was approved unanimously 8-0

New co-chairs: Renni Bispham and Savanna Rovelstad

*Secretary

MOTION: I nominate Jing to be our secretary and Eric to be our deputy secretary.

Peggi/Savanna: Motion was approved unanimously 8-0.

New secretary: Jing Fong Deputy secretary: Eric Stahl

Subcommittees (up to four members, for accountability all subcommittees will be on the agenda)

*Finance: We will have a finance function but not necessarily a committee. Best practice to have two people.

Current member: Eric

New members: Eric and Clarissa.

*Law & Policy

Current members: Renni, Eric, Jing, and Deanna. Renni will step off.

New members: Deanna, Eric, Jing, and Frank.

*Events & Outreach: Peggi suggested that ad hoc groups do events i.e. Indigenous People's Day. Is there a set budget? No, but we did propose one in the work plan.

Clarissa: If you don't have someone overseeing events, it's hard to keep track of budget. You Having a budget helps us prioritize. If we plan to have events, I'd say keep the committee but it sounds like the workload was a little too much. Perhaps, we work on workload distribution.

Peggi: I wonder if we could have an Events & Outreach chairperson who keeps track of events and budget, who helps organize and pass on information. That way, you don't have people on the committee feeling like they have to do all the organizing.

Deanna: Ellen, when an equity officer comes on board would that be something they would handle?

Ellen: The equity officer will have a work plan set by the city council and city manager. I would imagine if the city were to have an equity officer, they would work closely with you and there would be a strategy around the whole year's activities, including events.

Jing: I like what Savanna said about having a committee that puts together a calendar of events and then those individual events can be delegated for other people to do. The planning has to come from somewhere. We need to determine the threshold because there are too many opportunities to do things—it can get out of control. There needs to be a body to determine the number of events, which ones, and who will be in charge of an event. Leaving it up to individual committees per event lacks overall organization. We need to be on top of things.

Peggi: Events should be created for the year, and done in November and December for the following year.

Deanna: Is it possible to shift gears, take a hiatus while we are getting informed on what events the community wants? Can we incorporate this question as we're talking to folks and building relationship? We are taking a step back from having events, while working on how we will plan for events.

Renni: If there's no ownership, things don't happen. They could recruit people for different events. One person in charge can't do this by themselves. They need a standing group to work with or we agree as a group that we volunteer. We need ownership.

Deanna: What if no one has capacity for this?

Renni: We need to commit that we will step up.

Ellen: What I'm hearing is that there have been a lot of events and they have been intense, taking a lot of time and energy. I'm also hearing that it would be beneficial to plan in the fall for the coming year. That might be good work for a committee. I'm also hearing that Peggi would not like to be on the committee. The subcommittee can come to the general committee with recommendations.

Current members: Savanna, Peggi, Sue,

New members: Savanna, Clarissa. Charge: Come up with a plan. NOTE: There is an Events & Outreach plan for this fall.

*Strategic Work Plan:

Current members: Peggi, Renni, Deanna, Jing. Renni will step off.

New members: Peggi, Deanna, Jing, and Clarissa.

*GARE & Training

Responsibilities:

- Know what training might be coming from GARE. NOTE: There is a Race Forward training in fall 2022 (in-person and virtually).
- Develop training plan for REAC: Suggestions for new members and ongoing training for members.

Renni: One of our objectives in the strategic plan is to have REAC develop expertise in race equity. We need training for this. I'd like to see intentional and systemic efforts.

There is a GARE Foundations training and a Race Forward basic training for new members (Frank and Clarissa). The city should pick up this cost.

Current members: Peggi and Sue

New members: Peggi and Frank. Savanna back-up.

*Climate change

Current members: Deanna and Savanna

Disbanding committee. Clarissa will be REAC's liaison to the Climate Change Advisory Committee.

SUBCOMMITTEE PROGRESS

- A. Law and Policy – Nothing to report.
- B. Events and Outreach – Juneteenth was a great success! The speakers, audience, and awareness and capacity to listen to people's truth. What's ahead? Year 1 was intentionally small. Do we want to go bigger? Year 2: Little bigger but not so big. More signs and more food will attract 300 people. Year 3: Even bigger! Let's use the same gorgeous flyer and change the dates, sponsors, and other particulars.
- C. Training and GARE—There's a monthly membership connection meeting on the fourth Mondays of the month. New members please set up your accounts on the GARE portal; this will be part of onboarding.
- D. Strategic Plan— REAC work plan is scheduled for September 13. It's not required to be a presentation but an opportunity for REAC to engage with city council.
- E. Finance —Nothing to report.

ADVISORY COMMITTEE REPORT TO CITY COUNCIL (Ellen)

This report will explore how we can work better together. I'm asking all eight standing committees: 1) How much time do you dedicate in your volunteer role? 2) As individuals or as a group, what are your achievements for the year? 3) What do you consider to be challenges and how can these challenges be addressed so your work can be more rewarding and successful? My report is in September, so if you can provide the information in August that would be helpful.

Renni will make a folder and send a link so people can drop their information. Please post your information by July 25 so it can be in the next meeting's packet. Don't edit anyone's information per OPMA requirements. Responses to question 3 will be posted on the white board for discussion at the August 4 REAC meeting.

CITY COUNCIL MEETING REPORT

Renni is covering the July 12 meeting.

REAC Items

*Status of request to update timeline in council chambers (Ellen). Nothing to report.

*Status of race equity plan and budget (Ellen). Nothing to report. NOTE: On July 12, Council is scheduled to receive training recommendations that Peggi prepared. The race equity

recommendation plan and budget has been moved to Sept. 13. We'd like to emphasize our request again that we collaborate with Blair on the race equity work plan and budget. Renni and Savanna are points of contact.

*Status of Harrison Building recommendations, including Public Art Committee collaboration.

[] Public Art Committee (PAC): We have a date for 4:45 p.m. July 27 at The Marge with Steve Rabago to discuss art for the police-court facility. Savanna, Jing, Deanna, and Peggi will attend. Brenda is their council liaison. They are also looking at a sitting member of REAC on PAC.

[] Harrison Building recommendations: Deadline for hard changes to architect and public works director coming up. I have accumulated ideas from some architects and citizens, which I will forward. If there are other ideas you have, now is a good time to talk about it. Observations so far include: ADA access, size of lobbies, monitoring booth on the second floor.

We are a conduit for forwarding suggestions—people are free to email their ideas on their own. One approach since we are not architect experts: From the public to the architect: Here's an idea or how we want to feel. How would you do that?

Jing will make a folder. If you have ideas, please post them ASAP. I'd like to forward by this Monday, July 11.

*Status of work plan. Already addressed.

*Joint meeting with Bremerton REAC (July 28). This can't happen on this date because Planning Commission is meeting. Maybe Bremerton can host?

If REAC meets in another place, we still observe BI rules, including posting agenda.

We had agreed to meet quarterly with Bremerton. Given that we canceled our second REAC meetings in July and August for self-care, do we still want to meet with Bremerton on July 28? Peggi will contact Airen about the date and if they are meeting remotely or physically.

GOOD OF THE ORDER

Jing: I want to acknowledge Brandi Bispham for receiving Washington Education Association's Human and Civil Rights Award.

Peggi: Farmer's Market July 30.

ADJOURNMENT at 7:48 p.m.

SPECIAL RACE EQUITY ADVISORY COMMITTEE MEETING
FEEDBACK ON POLICE-COURT FACILITY RECOMMENDATIONS
JULY 25, 2022

MEETING MINUTES

CALL TO ORDER

Present: REAC members: Clarissa San Diego, Deanna Martinez, Eric Stahl, Jing Fong, Peggi Erickson, Renni Bispham, Savanna Rovelstad. Liaison: Clarence Moriwaki
Excused: REAC member Frank Jacobson. Liaison Brenda Fantroy-Johnson

Guests: Police-court facility (Harrison Building) project team: Public Works Director Chris Wierzbicki, Architect Matthew Coates

MOTION: I move to accept the agenda as written.
Peggi/Clarissa: Motion approved unanimously 7-0

No conflict of interest.

Public comment:

Steve Rabago, chairman, Public Art Committee: Reminder of meeting at 4:45 p.m., Wed., July 28 at The Marge Center. Available on Zoom. Primary topics include insights on police-court facility.

FEEDBACK ON POLICE-COURT FACILITY

Jing: We received comments from two architects and others on hard (structural) changes. Issues that were raised, included: court circulation, ADA accommodation, separating police from court, lobbies on main floor and second floor. We are curious about what's possible given these recommendations.

Chris Wierzbicki: Demolition of interior is complete. We're in the process of shoring up building with structural requirements. Framing of building will be within next 2-3 weeks.

We did our own third party review of the plans since there are a lot of new folks involved in the project. The person most intimately familiar with the design has retired. I was not here when plans were being developed. Project management team and contractor are new. A lot of new folks involved. We reviewed the design so everyone's comfortable with how the building functions and we can identify any potential fatal flaws.

*ADA issues. We have identified all and more of the ADA-compliance issues that were identified on the comments we received. We're in the process of addressing ADA-compliance issues so we can be 100 percent ADA-compliant.

Peggi: Will there be special things where people can plug into to hear, in the courtroom?

Chris: I believe so. Court recently received a state or federal grant to support the electronic systems.

Renni: Could you highlight the most important ADA issues you're addressing?

Chris: Door swing issues (in and out of space). Clearance issues (space in restrooms – get in and turn wheelchair). We've identified those and will correct.

Peggi: Will people in wheelchairs easily be able to get into the jury area?

Chris: Yes, this was an issue we highlighted in our plans.

Renni: Who was the third party reviewer?

Chris: I may have to get back to you. Architect out of Olympia.

Peggi: Is the witness box also wheelchair accessible?

Chris: We're in process of tweaking the configuration of the witness area. It's better for jury to see the witness head on. They're currently facing the back of the head. We're in the process of correcting that and reconfiguring the bench area so there is eye contact between jury and witness (Rm. 215). The bench is designed to have a wheelchair mechanical lift. This is why steps are wide.

*Access to the courtroom—path to get from the front door to the courtroom.

A person would come in from the front door and need to access the stairs or the elevator (take a right, then a left) come up to second floor (upper landing, Rm.201), then come in access door at 261, make another left to get into court waiting room (209) making another to left to get into vestibule (Rm. 210) and then come in to the court. The diagram showed not just movements, but how long it is – 218 feet.

Part of the challenge is we're dealing with an existing building so we have to work with the space we've been given. The stairs, elevator and front doors are fixed elements. There was a change in the design to include the doorway (261) and the walls. Part of the reason it was done (left – court security screening) was due to a potential metal detector/screening area for people coming into the court. We're still determining whether we're going to install a metal detector in this location. I don't think it's part of the specifications.

We still have some internal discussions to do with the judge and the chief about how the flow in this part of the building can work.

We think it's possible to remove these walls (261) and open up the corridor and that waiting room to be a more inviting space. Those interior walls are new to the project – not structural – walls with glass windows. They could be installed later if we needed for additional security and screenings. We're going to talk about this internally and figure out if it's a change we could make. It doesn't trim the path significantly, but does address that 1) the path is too long and has too many turns and 2) it opens up the court waiting room area to give people more space to congregate and to talk privately.

Matthew: Originally the design was to be more open but now that we have a new police chief and city staff, we can revisit. Those walls are easy to take out. If you want in the future to enhance security, you can always do that. Easier to take something out at this point.

Peggi: Are you suggesting that we not have metal detector screenings for our courts? With all the shootings I'm reading about every day, maybe we should have them?

Chris: Part of the question is do we want to have a structural unit or are we able to do it in a non-structural way, like a security officer checking with a wand. The variable is if we can open up the space and make an accommodation for security that makes sense.

Peggi: I see four seats in the court waiting area. Is that sufficient?

Matthew and Chris: There is no code requirement for seating. Seats are intended for people waiting for court clerk. Generally, the court will be open if there is an event. The seating is available for

convenience, but will likely not be used often. Chances are if you're part of the court proceedings, you will have a dedicated space. If you're a guest, you can enter court and sit down.

Renni: The hand screening feels intrusive from my experience going through airports. I don't enjoy when every walks through and I get wanded. Keep that in mind.

Jing: This is not a comment about structural but a note to the operations aspect. Whoever is there, whether it be two clerks in the main lobby or on second floor, they have an immense responsibility for how they interact with the public, to be welcoming and safe. Often times they are the first impression and the lasting impression. Also, going through the airport and being sexually harassed is a horrible, horrible experience.

Clarissa: If we are opening the walls, something we could also do is have educational signage so people know if something is right or if they're being treated improperly. We could have a permanent fixture/signage that goes well with the inside architecture.

Deanna: Communicate with the public how things go instead of one side knowing how it goes.

Clarissa: Not many go through the court room daily and might not understand the etiquette or what to expect. We could use this as a space to educate.

*The Watch Tower (208)

Chris: This area is not for a permanent security fixture. It is a holding area for someone who needs to be restrained before appearing in court. Right now, the space is shown with glass partitions. A window screening could be added so the area could be cordoned off and people not see. When no one is being held, it is an open room with furniture. Nobody is stationed there at all times.

Matthew: Currently, there is one court officer and will probably be only one in the future. It is their work station. They're not sitting staring at people all day. If people come in, they do the security check, if necessary. When a defendant comes in (sometimes they need to be restrained because they're under arrest), they are restrained in that area. Currently, this happens in the hallway and it is awkward for everyone involved. It's important to have a space adjacent to lobby and connected to the court room for those functions to be optimal.

Deanna: How big is this space?

Matthew and Chris: Not very big. Probably 8' X 10' 10'X12'?

Deanna: Can people see in and see out at this point? Concern: Respect. I could see a situation where people are looking and judging.

Chris and Matthew: That's why we're considering screening. It was never intended for that space to be a fishbowl. There should be privacy screening. We can make sure that is the case.

Jing: And respect for people in the lobby who may be nervous, victims, witnessing that kind of tension.

*Entrance to the court (hallway to get into the courtroom, 210 and 214).

Chris: There was a comment about providing more natural light and that the dead end corridor didn't feel welcoming. Dim. There is potential for skylights or other ways to get in more natural light. Haven't figured it out but there is potential for more natural light.

Matthew: The original design had the court rotated 90 degrees clockwise. It was decided to rotate the whole court facility based on input from court (judge and staff) about the functionality necessary between the judge's chambers and the need for immediate access to court and the other room, allowing a private way in and out. In a perfect world, we'd design from the ground up but the footprint

is only so big and this is why it ended up this way. The addition of skylights could be really nice. Great suggestion.

Those were comments on the hard recommendations. We still have considerations for art, furnishings, color, signage, and we welcome more thoughts from the committee.

Peggi: Are the doors into the court automatic? Is there a button to push?

Matthew: No, I don't think doors were intended to have an automatic opener. They'd probably be left open for people to enter during an event. We could do it. It's not typical to do that on an interior door—like in a restroom. If so directed, we'd arrange that. Currently, a normal door. It may have a latch to keep it open.

Peggi: I will consult with Marsha Cutting and ask her what she thinks. I don't want people to fight this door when they're trying to get in and out.

Jing: My question is on the different entry points for police and court visitors.

Chris and Matthew: We're fairly fixed on entry ways. It is our intention that police will not use the front doors to the building. They have access on the SW side (stairs) for their daily operations—they will not come in through the lobby or hang out there. The only people coming in through the main doors are people coming to court or to inquire with the police.

Deanna: What is the restroom situation? Are they gendered, all-gender?

Matthew and Chris: They're all individual restroom facilities so they don't need to be signed (212, 215 and main floor).

Renni: One comment was about having court on the first floor, not on the second floor. Thoughts?

Chris and Matthew: Moving court to first floor would take an entire reprogramming of the building. We're not able to accommodate it given the building schedule.

Matthew: Having the court on the first floor was briefly considered. Because of the disparate sizes of the two programs elements—the police program being much larger and ceiling heights better—courts on the lower floor was never really a fit.

Deanna: Is Universal Design implemented by Coates or does this have to be asked for?

Matthew: The difference between ADA and Universal Design is subtle but important. In a way, we do have to be asked to do this. For example, does a client want a green or sustainable design building? We do need to be directed.

Deanna: Are all the things you could do using Universal Design (UD) available to the city—can they pick and choose?

Matthew: It would be difficult to answer without reviewing documents again. Yes, we could do it. What's the difference between ADA and Universal Design? ADA is part of the code, and has minimum requirements. Universal Design isn't part of code, there are no minimums. It is a holistic way of looking at the entire building instead of just meeting minimum requirements. For example, staff areas for police. UD includes gender orientation, while it isn't spelled out in ADA. We addressed that by making changing room, central lockers, and restrooms non-gender.

Deanna: If the City decided to go with Universal Design—can they take all or some?

Chris: If we started off with elements of Universal Design, it would be very different. At this stage, we're more limited because of limited time. We could spend time thinking about what UD elements—how

they could be implemented at this stage—to use and give you feedback. Probably different had we started from scratch.

MC: I'd like to think that we have considered Universal Design ideas in the building already. We're dealing with an existing structure. It's not all or nothing. If there are concerns not fulfilling those goals, we can address independently. We have to consider this project is already under construction as we consider a list of priorities.

Jing: Have you heard of Inclusive Design? It's a methodology that draws on a whole range of human diversity. In contrast to UD, Inclusive Design makes different design solutions for different groups of people so you can avoid marginalizing anyone. UD designs for all but doesn't address a specific group's needs. I look at race equity in this vein of inclusive design. You have an existing building and, at the same time, it would have been a wonderful to collaborate early on instead of this late stage.

Renni: We're tasked to make recommendations. We have repeatedly said we are not experts. Going forward with the soft parts of the building, my recommendation going forward with the soft parts of the building is to contact a group like this (Diversity by Design: Equity in Design, Diversity Roundtable Group, Seattle AIA) and ask them if there's something they see from their experience with inclusive design—what do you see that we can do? They speak architect. It would be a more productive conversation and would also help build our trust and belief that people actually want to do something. You'll have our recommendations but we'd like to hear that you also talked to someone about this and they had something to say. Don't rely only on us to provide solutions. Next time around for the soft recommendations, we're hoping to hear you found someone on your own and not just react to what we have found for this project or any others.

Jing: One more resource to add is the Lynnwood Civic Justice Center that houses a police station and court. They are renovating and adding on to their building, including a recovery center – the first in the state. I met with the project manager who is the city's Deputy Chief of Police.

Their public art is under the auspices of the Parks and Rec and Cultural Arts Department. They have a race equity policy and a Diversity Inclusion Committee. The deputy police chief and I talked about a lot of things, including who goes through the front door, how they financed the project, why its named Community Justice Center, and the word *justice* – is it aspirational or is it how it's reflected in their operations. I'm happy to share my information.

Peggi: At our next REAC meeting, I'd like to recommend that REAC recommend that we name the building the Bainbridge island Justice Center. It is aspirational because of where justice is in this country. Recommendation to council.

Jing: Chris and Ellen, what is the process for making these soft recommendations – like the art? For example, Lynnwood's Parks, Rec, and Culture Department made a decision about the art and passed it on to its city council. It was a public conversation as opposed to an internal decision.

Chris: We had a conversation with the city manager about how to tackle these changes we talked about today. A potential path forward is to bring this as a discussion item for next Council meeting. We'll highlight some things we discussed—we don't know cost, what's feasible and need to process—and likely ask the council to set aside pot of money if they're inclined for the changes we can still make to the structural elements to the building.

Ellen: The Public Art Committee (PAC) is tasked with making recommendations to the Council about public art. They have hopes and aspirations for the facility and will meet with REAC this week. PAC will come up with ideas and recommendations, then forward to the project team and city council.

Jing: The Lynnwood Parks, Rec & Cultural Arts panel included a mental health expert in their process because there can be words and images that can be disturbing to court and police visitors.

Ellen: We could expand who is part of the decision-making i.e. adding community and mental health expert.

Jing: What is the process for determining the name? Who recommends that?

Clarence: You can make that recommendation. We could report out REAC's recommendation tomorrow.

Jing: I feel like there could be more input, like the process for art. Ellen, do you have a naming process?

Ellen: No. There have been very few buildings to name.

Peggi: I'd like to take a field trip to justice center. I'm interested in ideas and setting an appointment with their project manager.

Renni: Let's all go together (REAC quorum, Chris, Ellen)

Chris: Next step is to bring forward big picture ideas and budget to Council on Aug. 9 for their approval. There will be lots of time to pick art. One thing that crosses that divide is lighting for art. It would be good to know within next two months. Please have at least confirmed direction of soft changes to project team by Sept. 30.

Ellen: Art will be financed by a sub-fund of PAC. There is no budget within the police-court facility project for art.

Chris: PAC has not yet had a formal visit to the facility. I'm happy to make arrangements.

Peggi and Renni: We'll need to ask individual community leaders for input on the facility name. How do we start the process? What's the best way? Survey? Go to a meeting? Peggi will draft standard ask.

ADJOURNMENT at 6:50 p.m.

Co-chair

08/04/22



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





Racial Equity Toolkit

Adapted from Local and Regional Government Alliance on Race & Equity (GARE), “Racial Equity Toolkit: An Opportunity to Operationalize Equity¹.” The City wants to investigate use of this toolkit to help us build considerations of racial equity intentionally and explicitly into City decision making.

The Racial Equity Tool is a set of questions. For this pilot project, we used the following structure:

1. Proposal and desired results and outcomes
2. Benefit and burden
3. Racial equity impacts
4. Unrelated potential consequences and possible ways to address them
5. Engagement and outreach
6. Implementation

City of Bainbridge Island 2022 Pilot Project Approach

City staff are piloting use of a racial equity toolkit approach related to a goal of the Climate Action Plan, to allow only zero emission hand tools on Bainbridge Island. The City is currently working to transition its hand tools to zero emission models. The City is contemplating a requirement that only zero emission hand and yard tools (such as leaf blowers, lawnmowers and chain saws) may be used on Bainbridge Island.

We are currently seeking input on how to approach this topic.

Questions to be used with the GARE Racial Equity Tool follow:

1. Proposal and Policy Goal
2. Who will benefit from or be burdened by the proposal?
3. What are the racial equity impacts of this decision?
4. What are consequences of this action that are unrelated to the policy goal? Are there any strategies to address these consequences?
5. Who do you need to talk to in the community about this proposal?
6. When implementing, who should be consulted about the approach?

¹ Available online: <https://www.racialequityalliance.org/resources/racial-equity-toolkit-opportunity-operationalize-equity/> Accessed March 22, 2022