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

1. CALL TO ORDER/ROLL CALL/ACCEPT OR MODIFY JULY 29 AND AUGUST 5 MEETING MINUTES/
ACCEPT OR MODIFY AGENDA/CONFLICT OF INTEREST DISCLOSURE/CODE OF CONDUCT
6:00 PM
2. SUQUAMISH ANCESTRAL LANDS ACKNOWLEDGEMENT
3. PUBLIC COMMENT – 10 MIN.
4. CITY COUNCIL MEETING REPORT – 15 MIN.
5. SUBCOMMITTEE PROGRESS – 45 MIN.
6. GOOD OF THE ORDER
7. 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.

RACE EQUITY ADVISORY COMMITTEE
SPECIAL MEETING/STUDY SESSION
JULY 29, 2021

CALL TO ORDER/ROLL CALL/ACCEPT OR MODIFY MINUTES/ACCEPT OR MODIFY
AGENDA/CONFLICT OF INTEREST DISCLOSURE/CODE OF CONDUCT – 6 PM

Present: James Friday, Savanna Rovelstad, Sue Wilmot, Peggi Erickson, Kamara Blackwell, Eric Stahl, Renni Bispham, Deanna Martinez, Jing Fong

Liaison: Rasham Nassar

Excused: Brenda Fantroy-Johnson

SUQUAMISH ANCESTRAL LANDS ACKNOWLEDGEMENT

ELECTION OF OFFICERS

A. DISCUSSION

B. CO-CHAIRS

- 1) Nominations : James Friday and Savanna Rovelstad nominated
- 2) Vote - Unanimous for James and Savanna as Co-chairs

C. SECRETARY

- 1) Nominations - Jing nominated
- 2) Vote - Unanimous for Jing as Secretary
Renni and Kamara are willing to help out and as backup.

SUBCOMMITTEES DISCUSSION

A. FINANCE

Currently Eric and Kamara are this committee. Willing to continue.

Eric - The job is to figure out our budget and how to access it when we need it.

Vote unanimous for Eric and Kamara for the Finance Subcommittee.

Roz will send out the guidelines via email.

B. LAW AND POLICY

James - We can have a maximum of 4 on a subcommittee.

Renni - I would like to be on it. The city could be pushing things to us instead of us having to go to everything to find out what we should advise the city on.

Eric - I would like to be on it. We have to develop our own procedure where people can come to us with issues, and we should look at where we want to get involved. We need a procedure on how you get something through this committee on policy change.

Jing - I am interested in this subcommittee. We need to expand on our advisory role. The City Council is selective in what comes to us. We need a way for the community to come to us. We need to look at what other cities have done.

Deanna - I would like to help and learn.

Peggi - Our next steps are to get the city trained and develop its own equity plan, that could be part of the strategic plan too. I think there will be overlap.

Renni - I see where the intersection comes with the strategic plan group. A recommendation would have to be drafted and that would be the law and policy subcommittee to draft it and make sure it doesn't get watered down. We need ways to get things in front of the City Council.

James - As policies are developed around the nation, that we don't have to rewrite, we can submit what is already elsewhere.

Vote unanimous for Renni, Jing and Eric for the Law and Policy Subcommittee.

C. EVENTS AND OUTREACH

Currently James, Sue, Peggi and Savanna.

Vote unanimous for James, Sue, Peggi and Savanna for Events and Outreach Subcommittee.

Jing and Deanna would like to help.

D. TRAINING AND GARE

Peggi is the current member.

Peggi - There are meetings every Monday. It is to be a bridge with the regional coordinator, We have to make sure our trainings get set up.

Kamara - I can do power points of trainings through recordings or notes.

Sue - This committee can also look at bringing in other trainings for the community too.

Peggi - We could put on our own trainings and bring in speakers.

Vote unanimous for Peggi and Kamara for Training and GARE Subcommittee.

Deanna and Savanna will help.

E. STRATEGIC PLAN AND WORK PLAN

Peggi- I wrote the last strategic plan and will stay on the subcommittee.

Vote unanimous for Peggi, Renni, Jing and Deanna.

F. CLIMATE CHANGE EQUITY LENS

Deanna and Savanna are current members.

Savanna - I am not up to speed on climate change. We have had exchanges with the Climate Change Advisory Committee. We are looking at our next steps. Our goal is to have an equity lens for the city.

James - Equity lens is a big topic to get involved in other committees, We could make a calendar for attending other meetings and report back.

Deanna - The climate is where it is because of us. We need to use our intersections creatively to come up with solutions. Savanna your expertise is the way you are experiencing climate change, We don't have to be experts, our life experience is our expertise.

James - The City Council brought this to us to develop an equity lens. How should the structure work?

Jing - Everything we work on should be viewed through an equity lens.

Kamara - We could have 1 or 2 liaisons to show up to committee meetings.

Sue - We can invite other committees into our space.

Deanna - We should watch other meetings and have a way to report back.

Peggi - Part of the equity action plan needs to have an equity lens that all the committees can use. A series of questions to ask, We are not there yet. We have to get trainings. We are building the airplane while flying. It will be part of the COBI Race Equity Plan.

Sue - I think that this committee is focused on a CCAC equity lens only.

Jing - There will be intersections with other committees.

Deanna - That is the work right now. We need to get to know each other and develop relationships. My role is to help with the questions that not everyone sees.

Peggi - There are resources in GARE and in Portland on climate change.

Savanna and Deanna voted unanimous for Climate Change Equity Lens Committee

AFFORDABLE HOUSING

Rasham - This is about the Wintergreen Apartment project. They have asked REAC to get involved. Brenda and I have attended two meetings with them. The permitting is still preliminary. The developer asked REAC to make recommendations on how equity can be incorporated. This is the largest development in recent years, The issue now is that they may not be able to close on the property because the project needs to make deadlines. How can we make our permitting process for affordable housing less cumbersome? Not just looking at the specifics of this project, a general discussion is needed on the permitting process for affordable housing. The barriers for affordable housing in our code.

Kamara - What has happened?

Sue - We had a developer in public comment last meeting. It is setbacks, additional studies, noise levels.

James - There is a disparity in the definition of affordable housing. We can have a discussion at the next meeting.

Jing - We can learn a lot from Rasham and Brenda, but we can't even experts. The permitting process needs a deep dive.

Peggi - I watched the Design Review Board meeting. they kept adding more things each time. They recommend turning them down. The affordable units would be \$250,000.

GOOD OF THE ORDER

Peggi - We need to take action to address Critical Race Theory.

Sue - Quick turnaround for the meeting next week. Send agenda items to me.

ADJOURNMENT – 7:44 PM

RACE EQUITY ADVISORY COMMITTEE REGULAR MEETING
AUGUST 5, 2021

CALL TO ORDER/ROLL CALL/ACCEPT OR MODIFY MINUTES/ACCEPT OR MODIFY AGENDA/CONFLICT OF INTEREST DISCLOSURE/CODE OF CONDUCT – 6:00 PM

Present: Members Renni Bispham, Kamara Blackwell, Peggi Erickson, Jing Fong, James Friday, Savanna Rovelstad, Eric Stahl. Council Liaison: Brenda Fantroy-Johnson

Absent: Member Sue Wilmot. Council Liaison Rasham Nassar.

It was moved and approved that meeting minutes from the special study session (July 29, 2021) be approved at the next regular meeting on August 19.

There were no modifications to agenda.

James: There is no disclosure for this agenda but if there is a land use issue on next meeting's agenda, then I may need to disclose.

Deanna: Point of clarity. I'm watching City Council meetings and I'm going to bring up affordable housing and possibly land use. Would that be a problem for James?

James: The city has a lawyer that you can talk to anytime about conflict of interest questions. I just went ahead and said I may have potential disclosure because of some issues that I may be part of.

Eric: Deanna, you can go ahead and discuss. It is on James to recuse himself and not participate if there's a conflict.

SUQUAMISH ANCESTRAL LANDS ACKNOWLEDGEMENT

PUBLIC COMMENT

No comments were made.

PROPOSAL TO MEET TWICE A MONTH (RENNI)

Renni: A month in between meetings is a long time. Because we're beginning the year for this session, I would rather start fast. Once we get rolling and have systems in place, then maybe we roll back to once a month. We have lots of work to do and I'd like to see us move a little faster.

James: Renni, appreciate your saying that having one meeting is not enough. Two is better. Hopefully, we can have some in-place meetings depending on COVID and state-mandates.

Eric: We have lots of work to do and we're behind. I don't know if a second monthly meeting is necessary. I'd rather give our committees a chance to get rolling. They have substantive work that will take time. They should be meeting monthly and reporting back to us on a regular basis. My preference to having one whole-body meeting, let committees meet as often as they can to get going, and revisit to see if having another meeting on everyone's calendar makes sense.

James: I feel the same way about giving our committees a chance to decide what agendas and direction they want. These committees should send proposals of what they're trying to achieve back to leadership. We need to understand what they're doing, where they're going. This is brand new. We're trying to give the committees a chance to establish themselves.

Renni: My concern is that things are happening so fast that we're not going to be able to address in meaningful, real time. This is not a make or break for me. I just don't want to be caught sitting, waiting for a meeting while something is happening that we should be interjecting on.

Deanna: Personally, I'm going with Renni about the possibilities of what could take place if we're not doing two meetings. Makes more sense to have two meetings – we're behind with equity issues. Let's have a timeline for subcommittees to figure out what they're going to do.

I tend to do better with having structure that holds me accountable. Two meetings every month like clockwork holds us accountable, that those subcommittee meetings are happening.

Clarity (Deanna): My hand has been up. What is the best technique to be recognized?

James: The person who leads the meeting determines who is next. Tonight, that is Savannah.

Kamara: I think having two meetings a month is not just for us but for the public to see us more often and for them to talk to us. If things happen right after our meeting, then we'd have to wait until our next meeting to readdress it with the public. I feel it's important to be available to the public in a public way. Two meetings better for sooner than later is important.

Renni: Another option (from my work experience), meetings twice a week, then roll back to twice a month, then once a month. You can leave the second meeting on the calendar so if something happens it's on the calendar. If there's nothing to discuss, it doesn't happen. A little tricky for scheduling with the public.

Eric: Roz and Brenda, does this pose an issue for the city to attend an additional meeting?

Roz: I would be working alongside with you. Whatever you need to do to get your work done.

Brenda: One of the liaisons would be available.

Peggi: If we don't have a lot to talk about, we could make it a short meeting. If we have something to vote on, we can vote on it. It doesn't have to be 1-1/2 hours.

James: Subcommittees should understand that they need leadership and discussions about what they project they will bring to the table and what needs to be done. One person in each subcommittee needs to inform the co-chairs about its direction. Important to move forward. Big concern: legislation already on the table about changes being made in different cities and counties that we can immediately incorporate. All it takes is grabbing it and moving forward. There are many events that need to be planned with our event committee. We need to meet more than once a month, so we get these events on the agenda.

Kamara: How far in advance do we need to give the city for events?

Peggi: If we have partners, the work is out further depending on their timelines. Two months at least to notify folks and COBI Connects.

Deanna: The second meeting could be that place where we could communicate what has happened at a City Council or Planning Commission meeting. It would also be reinforcement and support to subcommittees.

Jing: James and Savanna, what is a reasonable date you would like information from subcommittees about their scope of work? Roz, are there limitations on dates available for us to meet because of other committee and task force meetings that month?

Brenda: Not a problem if we're meeting on Zoom. Only a problem if we're meeting in-person (getting the meeting room).

James: We need you to lead the way and challenge it in a way you see fit without the constraints other than your experience, strength, and hope. We would like to know your plans when you are ready.

Savanna: I propose that subcommittees report back by the next meeting to make sure they're meeting, and to have a scope of work by end of August, before we go into September. We'd like to know the general idea or direction of each subcommittee. It doesn't have to be a long paper.

Peggi: Moves that we schedule a second meeting on the third Thursday of the month at 6:00 p.m. on Zoom. Approved.

Eric: Do subcommittee meeting have to be on the city-run Zoom?

James: No. It is not a public forum. Not a quorum. You can meet wherever you want.

Brenda: It doesn't have to be on the city account.

Eric: It doesn't have to be open to the public, but I don't see why people couldn't attend if they want to.

Brenda: It's not a public meeting. I'm not saying that the public couldn't attend.

Savanna: Jing, do you have a list of subcommittees?

Jing: I don't have Sue's minutes, but I will get that together and send.

James: Who is developing a database of the people we have met at the Farmer's Market. Where is that going? They're waiting to respond and waiting for action! Put on agenda for next meeting.

WATCHING CITY COUNCIL MEETINGS

Deanna: Initial, happy to host and we could have groups of four. I'll be likely to be more conservative gathering indoors given the numbers. We could also watch them independently then have a debrief person. Great to have another person to go to for feedback. How will we decide who watches meetings? Let's bring to the second meeting of the month.

Do Planning Commission meetings fall under City Council meetings? We may want to watch what's going on there, too. Are there other committees where race issues come up? There may be parts of meetings that relate to REAC. We won't know unless we're watching. We may want to speak to someone on that committee about that part, to get more information. Example: July Planning Commission meeting, Island Center, race brought up.

Peggi: Could we get partners on these committees and let us know if there's something on the agenda that relates to our work? We could ask committees, like Climate and Planning, if they would you let us know if there's something on your agenda that is important for us to know about or to let us know if something that comes up during the meeting (not on agenda) that's important. I'd like us to figure out a way that we can stay focused on our topics.

James: We don't know what's relevant if we're not there. If we don't have a presence, and understand the agenda, then we're not informed of the changes they're trying to propose or are proposing. It's a lot to ask our group to be a part of all of these other subcommittees

What is our purpose? Our purpose is to monitor this and provide input before City Council enacts policy that is detrimental to the people we're trying to serve. What are we willing to do for to ensure that equity for all is being done?

Savanna: Roz sent me a notice that REAC members can sign up for email notifications for committee agendas. A good way to stay informed for future items. Check your email!

Renni: Do some homework to build relationship with different people on different committees so they will give you a heads-up that something's coming that REAC should pay attention to.

Eric: Could these be regular REAC meeting items? 1) A City Council report (5 minutes) from whoever is watching about things that are upcoming or that has happened. This could be done on a rotating basis. 2) A five-minute report from our liaison about what we should know is coming up or aware of.

For time's sake, let's refer this to a committee so we can figure out how to do this systematically (cover meetings and report back). I'm suggesting that at least one person be assigned (sign up) to do this on a rotating basis, like we do for the Farmer's Market.

Jing: Brenda, would it be beyond your scope of work, as our liaison, to advise us on council happenings and proceedings we should pay attention to?

Brenda: I think a liaison report was on the original REAC agenda. Only problem is that I can tell you what I think you should hear. but there may be something else. It is incumbent on REAC to look at the agenda and tell me what you are interested in. If I knew what I was looking out for (specific question) that would be helpful.

Renni: I make the motion that we move this item to Law and Policy group. We will figure out what a good system might be to being in know, getting in the know, and bringing back recommendations to the next meeting. Approved!

CRITICAL RACE THEORY (CRT)

Peggi: As of July 12, 26 states have introduced bills which would restrict the teaching of "Critical Race Theory." Five states have passed this legislation. The bills have a wide range impact on teaching of equity topics.

The bills basically says that teachers can't talk about institutions being racist, sexist, anti-LGBTQ, privileged, biased, oppressed, bigoted, etc. These laws will have killings effects for teaching this and discussing with their students. It suppresses discussion and analysis.

Brenda: Is this something taken up at BISD?

Peggi: BISD has anti-racist language in its district improvement plan. It also passed an equity policy that has passed.

I am inviting REAC to co-sign an op-ed being put together by BI ERASE and MAC that will run in the BI Review next week because on July 23 conservative syndicated columnist Christine Flowers, It's called "We're simply reversing the skin color of victims." She implies to teach these things makes white children feel bad and its child abuse.

I asked the Review editor if Bainbridge ERACE could put a counter point-of-view. He was very enthusiastic and encouraged us to publish next week.

Kamara: CRT has blown up. This is major pushback by people who don't agree that every child should be taught the inherent racism in our society or be taught independent thinking.—children coming up with their own perceptions based on telling the facts of history from all perspectives. As the teacher of an anti-racist preschool, I think this (anti-CRT) is ridiculous and would love to support and contribute to writing (op-ed).

Peggi: They're calling it no Critical Race Theory, but really what they mean is no teaching of correct history. They're broadening the definition of CRT with these laws.

Eric: Why is it blowing up now? It's a deliberate manufactured campaign ginned up by political operatives based on division and fear. I fully support signing on to op-ed. My concern is tactical. I have some concern giving this debate any oxygen. Why did Review run this?

BISD did pass race equity policy without a whole lot of controversy. Only a few spoke out against it. The response? 120 staff and teachers signed on to letter saying this is part of our mission, to teach students how to thrive in diverse world. I support the same kind of tactic here and signing on to the op-ed.

Renni: Big picture: Every time POC or underrepresented, marginalized folks make progress, there is immediate and swift backlash. We're seeing direct response to getting a Black president, followed by the George Floyd murder and uprising— a clarion call to the good old days, structured and financial to gain power that was lost.

I agree with Eric that we don't want to get into the nitty gritty arguing about fake points but have something that calls out what this really is: backlash and power grab. The op-ed should attempt to counter with truth and the real issue: educating our students and preparing them for the world they're about to enter.

Peggi: With this op-ed, people who don't know about CRT will have an alternative.

James: The people we support know we support them in their history and discovery of the truth. It's critical that we take a stand on this.

Deanna: When we talk about racism there's no getting around what cradles and supports systems of oppression—our colonized mindset. We are taught from a White supremacist, capitalist, patriarchal frame of thinking. These people (who oppose CRT) feel that they're losing power and it's scary. I absolutely support being part of this letter.

Peggi: I'm writing the Op-Ed and happy to get feedback on the draft. I get 700 words. I invite you to email me your ideas by tomorrow at noon. I'll work on it this weekend Anyone who sends me ideas, I'll send you the draft. I'm trying to write a cohesive piece. It has to be to The Review by Tuesday at noon. It will be published next Friday.

Kamara: I hear about the articles The Review is publishing with a tone that is White supremacy. It makes me feel comfortable that The Review is publishing stories like this. with this tone [Tone that is White supremacy.]

Peggi: BI Review owned by Peninsula Daily News. I don't know if the editor made this decision. But Steven is enthusiastic about printing this op-ed with a different point of view and I appreciate that.

Kamara: I have concerns because this isn't the first time or will be the last time that posts makes a specific group of people uncomfortable. I don't know what to do about this. I need everyone to know . Would like to find something we can do or say.

Jing: Bainbridge Review is not a local paper anymore. I think Steven Powell's hands are tied about certain articles being published. Let's explore after submitting the op-ed.

Peggi: I move that REAC be listed on the Op-Ed coming out against the Christine Flowers op-ed.
Approved!

GOOD OF THE ORDER

Peggi: Sunday Jan. 16 MLK celebration on BI coordinated by BIMA. March at 3 pm, followed by community celebration @BIMA. Same agenda as last time. I propose we be in partnership. Do we want to continue?

James: I talked with them (BIMA) today. We are part of that. We also need to start development of all our event plans for next year. Critical. Last year, COVID came and we couldn't participate but now we can lead the way. Now you've got your committee commitments. Please take your time and discuss the most important challenges. Come up with a plan. The time is now. The time was yesterday. I appreciate you. Do the work!

Peggi: James, could you send the new communications person (Ken)at BIMA our logo?

Savanna: Our next meeting is August 19 (third Thursday).

ADJOURNMENT – 7:35 PM

James Friday, Chair 8/19/21



CITY OF
BAINBRIDGE ISLAND

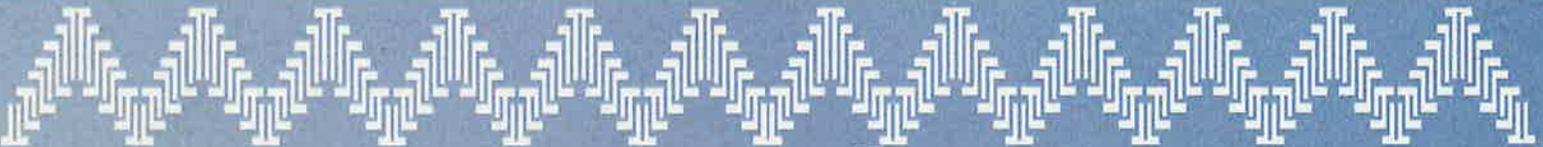
Race Equity Advisory Committee Code of Conduct

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

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

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

Today's designees the Chair and Vice Chair.



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PLACE OF THE CLEAR SALT WATER

LAND ACKNOWLEDGEMENT STATEMENT

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

Chief Seattle 1854

We would like to begin by acknowledging that the land on which we gather is within the aboriginal 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



Photo by Jon Anderson