



CITY OF
BAINBRIDGE ISLAND

RACE EQUITY ADVISORY COMMITTEE
REGULAR MEETING
THURSDAY, SEPTEMBER 7, 2023
6:00 PM
COUNCIL CONFERENCE ROOM
280 MADISON AVENUE NORTH
+ ZOOM WEBINAR

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

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

PLEASE CLICK THE LINK BELOW TO JOIN THE WEBINAR:

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

Telephone: 1-253-215-8782

Webinar ID: 977 5159 5218

AGENDA

6:00 CALL TO ORDER

Roll Call / Accept or Modify July 6, 2023 and August 4, 2023 Minutes / Accept of Modify September 7, 2023
Agenda / Conflict of Interest Disclosure / Code of Conduct / Suquamish Ancestral Lands Acknowledgment

6:05 PUBLIC COMMENT

6:10 WELCOME TO EQUITY & INCLUSION MANAGER ANSHU WAHL. THANK YOU TO ELLEN SCHROER

Discussion on transition and priorities

6:20 JUNETEENTH CELEBRATION FOR 2024 AND BEYOND

6:25 SUBCOMMITTEES: Progress report and new-term assignments

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

6:50 UPDATES

- City Council-REAC joint training
- Winslow Subarea Plan Outreach
- Race Equity worksheet
- Zero-Emissions Landscaping Tools project
- Cultural Timeline Art Piece

7:10 CITY COUNCIL MEETING REPORT

7:20 REAC ITEMS

Farmer's Market

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^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



**RACE EQUITY ADVISORY COMMITTEE
REGULAR MEETING MINUTES
JULY 6, 2023**

CALL TO ORDER

Members present: Lynn Beck, Renni Bispham, Raul Camacho, Jing Fong, Olivia Hall, Caitlin Lombardi, Savanna Rovelstad, Eric Stahl.

Liaisons present: Brenda Fantroy-Johnson, Clarence Moriwaki.

MOTIONS

Motion: I move to approve the June 1, 2023 agenda.

Eric/Savanna: The motion was approved unanimously 6-0.

Motion:

Motion: I move to add introduction of new members as an item to tonight's agenda and accept the agenda as amended.

Olivia/Jing: The motion was approved as amended 6-0.

Motion: I move to accept the July 6, 2023 agenda as written.

Jing/Eric: The motion was approved as amended 6-0.

PUBLIC COMMENT

Cindy Anderson raised a concern regarding BIPD liability coverage. If unlawful force and false arrests are excluded from the definition of an occurrence, then there is no coverage.

BAINBRIDGE PREPARES DRONE PROGRAM (RAKESH BHARANIA)

Rakesh Bharania and Pascal Schuback from Bainbridge Prepares introduced BP's drone program, which is in the research phase.

Rakesh is a co-lead and chief pilot of **Bainbridge Prepares' Technical Opps Team**. He has a deep history for emergency response work from 9/11 to Ukraine. He is currently the Director of Humanitarian Technology Impact at Salesforce.

Rakesh would like to partner with REAC to identify and mitigate any racial justice or equity concerns, in addition to engage in ongoing dialogue to maintain community trust and transparency and to be accountable.

Local agencies that would be involved: BIFD, US Coast Guard (search and rescue, pollution), BIPD (search and rescue), COBI Emergency Management.

Concerns about security and privacy were discussed.

- Communities of color concerns about and experience with misuse of data, lack of transparency
- Sharing data.

- If data is collected from a drone mission and released to an agency, what is their privacy policy? What is the MOU (memorandum of understanding)? There are very few security policy examples out there.

Policy and governance

- Who determines what is an emergency and non-emergency? Policy should be clear and equitable.
- What is in the public interest?
- Who is the governing body?
- What is a model of true accountability, including civilian oversight?

RECAP OF JUNETEENTH CELEBRATION

Elizabeth Allum, newly appointed executive director for Bainbridge Performing Arts (BPA) presented highlights of this year’s Juneteenth Celebration.

- There was warm, wonderful energy at the event.
- The celebration was quickly organized by an assortment of community partners.
- It will be bigger, bolder next year!!
- BPA is honored to sponsor the celebration and will host the event at the newly opened BPA Frank Buxton Center.

UPDATES

- Equity and Inclusion Manager, Anshu Wahi will start July 31. starting July 31.
- City Council-REAC joint training: Scott Winn will be the trainer. The four-hour trainings will be in September. There will be three separate trainings to uphold open government requirements.
- Police-court facility. The name has been selected [“Ted Spearman Justice Center”]. The commissioned exterior artwork by local artist Shawn Parks has been approved by City Council—his artist statement was powerful! (statement and visuals of art available in council packet).

Winslow Subarea Plan Engagement Synopsis Report (Olivia)

- High priorities (mobility, public transit i.e. foot ferry to Bremerton, ecological, diversity) identified in the draft report.
- COBI housing units to comply with House Bill 1220. 1940 of the 1977 new units need to be affordable and 80% AMI (area median income). NOTE: It isn’t affordable, despite what the feds say, if our grocery clerks, teachers, and firefighters can’t live here. Be careful about how “affordable” is defined. We can adjust the ceiling!
- Equity red flags: “Out of context development can negatively impact the existing character of Winslow.” What does that mean? What assumptions are being made? What is “out of context” and what is “the existing character of Winslow”?
- In addition to groups and individuals REAC recommended, 1,400 people on the island—not including agencies—have engaged with the plan’s outreach. This is a small subset. There has been a lot of effort to engage community members. We need to keep striving to do better.

- The project team is committed to using the tool kit we created. The facilitator is experienced in using GARE toolkit.
- Community visioning workshops: July 20 in-person city hall. July 26 on Zoom.

TABLING OPPORTUNITIES

*Farmer's Market: July 29, August 26, Sept. 2, 16, or 30. 10 a.m. to 2 p.m.

Aug. 26: Eric, Lynn, Olivia, Jing, Savanna.

Sept. 16: Caitlin, Renni, Jing (maybe)

*National Night Out: 6-8 p.m., August 1 Waterfront Park. (Lynn, Brenda)

SUBCOMMITTEE PROGRESS, PLUS NEW-TERM

- A. Outreach/Engagement
- B. Finance – Savanna and Eric – Juneteenth invoices.
- C. GARE/Training –
- D. Law & Policy
- E. Strategic Plan

No reports from subcommittees. REAC will table new subcommittee discussion and assignments until the new equity and inclusion manager is on board.

CITY COUNCIL MEETING REPORT

Tabled.

REAC ITEMS

REAC will meet on August 3 as scheduled.

GOOD OF THE ORDER

The meeting was adjourned at 8:08 pm.

Co-Chair

09/07/2023

**RACE EQUITY ADVISORY COMMITTEE
REGULAR MEETING MINUTES
AUGUST 2, 2023**

CALL TO ORDER

REAC members present: Caitlin Lombardi, Eric Stahl, Jing Fong, Lynn Beck, Olivia Hall, Savanna Rovelstad

Excused: Rennie Bispham Raul Camacho

Liaison present: Clarence Moriwaki

Liaison excused: Brenda Fantroy-Johnson

MOTIONS

NOTE: June 1, 2023 minutes were not properly approved at the last meeting. June 1, 2023 agenda (not minutes) was approved.

Motion: I move to approve the June 1, 2023 minutes.

Savanna/Olivia: The motion was approved unanimously 6-0.

Motion: I move to add the agenda items that Jing suggested after new REAC officers and subcommittees and before updates.

Olivia/Eric: The motion was approved unanimously 6-0.

Motion: I move to nominate Renni and Savanna as co-chairs

Eric/Olivia: The motion was approved unanimously 6-0.

Motion: I move to nominate Jing as secretary with back-up help from Eric and Lynn.

Savanna/Lynn: The motion was approved unanimously 6-0.

PUBLIC COMMENT

No public comment.

NEW TERM: OFFICERS

Renni and Savanna would like to continue as co-chairs. Their co-chair status was renewed unanimously.

Jing would like to continue as secretary but focus on the agenda while another person(s) focus on the minutes. For the new term, Jing will do the agendas, and Eric and Lynn will take minutes.

Motion: I move to nominate Renni and Savanna as co-chairs

Eric/Olivia: The motion was approved unanimously 6-0.

Motion: I move to nominate Jing as secretary with back-up help from Eric and Lynn.

Savanna/Lynn: The motion was approved unanimously 6-0.

NEW TERM: SUBCOMMITTEES

Finance.

Law & Policy.

NEW Public Engagement (formerly Outreach/Events).

Strategic Plan (Strategic plan can be considered a 3-5 year plan. Work plan is annual. The current one was approved by the Council on March 24.). Undecided whether this is a standing committee or part of Operations.

Training/GARE to GARE.

NEW Operations (member recruitment, onboarding, administrative to manage SharePoint, development/networking). Essentially internal affairs.

Climate Change Action Committee liaison

NEW Ad hoc committees (issue-driven, temporary)

Drone program

Winslow Subarea Plan

Committees will draft and articulate their tasks.

There was a shift in what the Climate Action Advisory Committee did when Autumn, the climate officer, started. The same will be for REAC. It's hard to predict now what this will mean for REAC. We will have more answers when the new equity manager comes on board!

REQUEST TO HELP RECRUIT ACTORS FROM BIMA

- For 10 years, Araceli Cruz (BIMA) has worked on the play at BIMA to celebrate Dia de Muertos.
- She asked for our support to recruit Latino/Latinx actors for this play.
- Promotion can be reaching out to community partners, posting the flyer on personal networks.
- *Flyer read at the REAC meeting as a public announcement.

DISPOSABLE FOOD SERVICE WARE

A week ago, Savanna received a message from former REAC member Kamara about an incident that occurred at one of our local markets. A man with ALS, who cannot speak, wanted to eat at the market and was unable to receive utensils because you are required to ask for utensils. When the man's wife inquired with the market about this experience, the market advised them to contact the city council.

At the August 8 city council meeting, the disposable food service ware policy will be up for discussion. There's a subcommittee that is looking into how the existing policy is doing.

The family offered concrete solutions:

Provide metal utensils that could be used again.

Offer compostable utensils

Review policy and clarify code so it isn't confusing to businesses

This incident demonstrates that there needs to be better communication between city and businesses for how this policy does (or doesn't) work.

Current policy: Have to ask for the utensils. Purpose is to reduce waste.

Bigger picture: Business owners and community folks have felt the impacts of this policy. REAC's work is to work on policies that impact our community. I wish we could have worked on this policy to make sure something like this didn't happen. The City Council needs to take advantage of REAC and Anshu more often in the future to gain insight from us and community members. One of the primary tools in the equity tool kit is to talk to your community. This is an example of what can happen when you don't talk to your community or sufficiently talk to your community.

GAS-POWERED LANDSCAPE TOOLS SURVEY

On July 12, Jing learned through a Facebook group that the city posted a gas-powered landscape tools survey, which asked for responses by July 30. This appears to be the first step in gauging public opinion on a public ordinance switching from gas-powered to electric or battery powered landscaping.

The survey is on Engage Bainbridge and on the City's Facebook page. While the survey was translated into Spanish and there was much effort to engage people in this survey, what is the likelihood a landscaper will go to Engage Bainbridge or the city's FB page? If we are to get the voices, opinions, perspectives, and experiences of people who will be impacted—and impacted the most—there has to be direct outreach.

While a business owner or homeowner would be more likely to go on Engage Bainbridge or the city's FB page, there's also a power dynamic (and time consideration) of having a business or homeowner ask their landscapers for their opinions.

I'd like REAC to engage with the City in getting the perspectives of landscapers. Who to talk to, how to talk with landscapers from the very beginning. We even suggested in the past that the City might work with some landscapers to pilot this.

REAC issued a recommendation (Aug. 2022). Number two in the suggestion says “proactively speak to these stakeholders to gain a first-hand account of how they believe the policy will change their business. This is not a survey (written in bold). This is a collection of qualitative conversations. Please go prepared with strategies to have these conversations in languages other than English.

To the City: If we were to do this again, what is a better way to do what we're aiming to achieve? Ellen will get back to us on this question.

The Climate Action officer worked with the Climate Action Committee on this. There's a CCAC subcommittee working on engagement activities. This is an example of how having a REAC liaison with CCAC would be beneficial.

UPDATES

***CITY COUNCIL-REAC TRAINING (Lynn)**

- A contract has been sent to and signed by Scott Winn to provide three four-hour workshops with City Council and REAC. Preference for the room.
- Proposed dates:
Sat. Oct. 7 10:30 a.m.-3 p.m. (Lynn, Savanna, Olivia, Caitlin, Eric – prefer)
Tues. Oct. 17, 10:30 a.m. -3 p.m. (Olivia – prefer, Jing, Caitlin – maybe)

Wed. Nov. 1: 4 p.m. -8:30 p.m. (Lynn, Savanna, Olivia, Caitlin, Eric if necessary, Jing)

WINSLOW SUBAREA PLAN (Olivia)

- Emailed steering committee members about who they've been talking to.
- Would like to speak with the facilitator about the GARE tool kit.
- Eric will join Renni and Olivia on this subcommittee.

JUNETEENTH RECAP

Tabled to next meeting when Mayor Fantroy-Johnson can join.

SUBCOMMITTEE PROGRESS

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

This discussion was incorporated in the new term discussion.

CITY COUNCIL MEETING REPORT

- Last week's Council meeting was canceled.
- Next meetings will be Aug. 8 (business) and 15 (study). Eric and Olivia will report next month.
- Eric will have a new council reporting schedule next month.

REAC ITEMS

*Reminder: Aug. 26 Farmer's Market (Eric, Savanna and Lynn).

*Recruiting for Cultural Funding and Lodging Tax Advisory (LTAC) Committees (Ellen)

- Need help finding people to serve. Must live on the island and not be a board member or staff of an applying organization.
- Also, would like support spreading the word to applying organizations. It's a two-year grant cycle. Most organizations received grants between \$10k to \$30k.
- Members of standing committees are eligible to apply. Task force memberships need and benefit from cultural diversity.

GOOD OF THE ORDER

Olivia met with Rakesh from the Drone Program. He's looking for a recommendation from REAC on its handbook and program.

The meeting was adjourned at 7:36 p.m.

Co-Chair

09/07/2023