



CITY OF
BAINBRIDGE ISLAND

RACE EQUITY ADVISORY COMMITTEE
REGULAR MEETING
THURSDAY, OCTOBER 5, 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 September 7, 2023 Minutes/ Accept or Modify October 5, 2023 Agenda/Conflict of Interest Disclosure/Code of Conduct/Suquamish Ancestral Lands Acknowledgment
- 6:05 Public Comment**
- 6:10 Thank you, Ellen Schroer**
- 6:15 Update from Anshu Wahi**
- 6:30 Subcommittees: Progress Reports**
- A. Public Outreach
 - B. Finance
 - C. Law & Policy
 - D. Operations
 - E. Climate
 - F. Drone
 - G. Comp Plan
- 6:50 Juneteenth celebration for 2024 and beyond (Brenda)**
- 6:55 Updates**
- City Council-REAC joint training reminder
 - Comprehensive Plan Workshop (Sept. 27 @ Woodward)
 - Indigenous People's Day Oct. 9 (Olivia)
- 7:05 City Council Meeting Report**
- 7:15 REAC Items**
- 7:20 Good of the Order**
- 7:30 Adjournment**

**Race Equity Advisory Committee
Meeting Minutes
September 7, 2023**

CALL TO ORDER

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

Excused: Brenda Fantroy-Johnson, Clarence Moriwaki, Savanna Rovelstad.

MOTIONS

Motion: I move to approve the July 6, 2023 minutes.

Jing/Olivia: The motion was approved unanimously 7-0.

Motion: I move to approve the August 3, 2023 minutes.

Olivia/Caitlin: The motion was approved unanimously 7-0.

Motion: I move to accept the September 7, 2023 agenda as written.

Olivia/Raul: The motion was approved unanimously 7-0.

PUBLIC COMMENT

Peggi Erickson welcomed Anshu Wahi, the new Equity & Inclusion Manager. Peggi also reminded REAC committee members that she holds space for monthly equity meetings on the 3rd Thursday of each month. Peggi shared that she would send a follow-up email with more details.

WELCOME TO EQUITY & INCLUSION MANAGER ANSHU WAHI. THANK YOU TO ELLEN SCHROER

Co-chair Renni expressed a warm welcome to Anshu Wahi. Deputy City Manager Ellen shared that she is working on a transition plan. Ellen will attend the next REAC meeting to support Anshu, and will plan to transition away gradually so Anshu can take the lead.

JUNTEENTH CELEBRATION FOR 2024 AND BEYOND

Motion: I move to table the discussion to the October 5 REAC regular meeting.

Jing/Caitlin: The motion was approved unanimously 7-0.

SUBCOMMITTEES: Progress reports and new-term assignments

Renni suggested that the committee provide progress reports first; followed by discussion on new-term assignments.

- A. Outreach/Engagement (Olivia) – Olivia worked with Ellen to revise the REAC information card. The updated material was distributed at the Farmer’s Market on August 26, 2023. Jing, Olivia and Anshu met at IslandWood to discuss the Indigenous Peoples’ Day celebration and provide suggestions. This year’s celebration is scheduled on Monday, October 9, 2023, and will most likely be held in the afternoon. REAC members are encouraged to volunteer and attend the event.
- B. Finance (Eric) – Nothing significant to report. REAC has approximately \$19,000 remaining in this year’s budget.
- C. GARE/Training – Raul requested assistance with sign-in information to the GARE website. He will reach out for support.
- D. Law & Policy – Primary areas of focus are the Winslow Subarea Plan Outreach and Zero-Emissions Landscaping Tools project. More updates will be provided as part of the Updates section of the Agenda.
- E. Strategic Plan (Jing) – Nothing to report.

SUBCOMMITTEES: New-term assignments

Jing prepared a subcommittee overview after the August 3 REAC meeting and shared it by email with committee members.

A discussion was held on subcommittees and task force/ad hoc projects and possible new approaches. It was noted that Anshu is working on a Work Plan, and it may not align with REAC projects.

- A. **Outreach/Engagement** – A discussion took place to rename this committee to **Outreach & Public Engagement** that would encompass events, speaking and communicating with the public.
 - New-term assignments: Caitlin, Olivia, Savanna (Jing will offer assistance when needed)
- B. **Finance**
 - New-term assignment: Eric
- C. **Law & Policy** – Much discussion took place about the work being done on this sub-committee.
 - One example shared was REAC’s involvement with the new Police and Municipal Court Building (e.g., public art selection, architect, naming policy – all done with a race equity lens).
 - The Comprehensive Plan and Winslow Subarea Plan involvement also fall under Law & Policy.
 - Anything that has involved a recommendation to the City tends to come under this subcommittee. Subcommittee work involves a lot of research, reading of documents and analysis (i.e., what is the current landscape, current policy, and where do we want to go?).
 - REAC members were directed to the Work Plan on SharePoint for more examples.
 - New-term assignments: Caitlin, Eric, Jing, Olivia
- D. **Climate (Zero Waste & Zero Emissions)** – Based on the goals of the Climate Change Action Advisory Committee.
 - New-term assignments: Jing, Lynn, Raul
- E. **Operations** – Including Work Plan, member recruitment and onboarding, development/network, organization, SharePoint, training/GARE.
 - New-term assignments: Lynn, Olivia (Renni happy to consult and with onboarding; Caitlin will help with Work Plan)

TASK FORCE/AD HOC PROJECTS

There was discussion to consider a Tech Subcommittee, including the drone project. AI is coming and could also be a part of this, as well as SharePoint administration.

Comprehensive Plan/Winslow SubArea Plan – Includes Housing Action Plan/Land Use.

- New-term assignments: Eric, Olivia, Renni

Drones Task Force – There was a discussion about the drone project. A comment was made that the initial presentation seemed more procedural. This task force can evolve once the research, recommendation and follow-up are completed. Consider other projects like usability of the COBI website.

- New-term assignments: Eric, Raul, Renni

UPDATES

- **City Council-REAC joint training** – The joint training with Scott Winn is all set; everyone is signed up. Blair, Ellen, and Anshu will each attend at least 1 of the 3 training sessions.
 - Saturday, October 7, 2023, 10:30 AM – 3:00 PM: REAC/Eric, Raul, Savanna; CC/Brenda & Kirsten
 - Tuesday, October 17, 2023, 10:30 AM – 3:00 PM: REAC/Caitlin, Jing, Olivia; CC/Joe & Leslie
 - Wednesday, November 1, 2023, 4:00 – 8:30 PM: REAC/Lynn, Renni; CC/Clarence & Jon
- **Winslow Subarea Plan Outreach** (Olivia) – All REAC members are encouraged to read and think about the Subarea Plan which is part of the Comprehensive Plan.
 - REAC representation is important at the Comprehensive Plan Workshop and Project Kick-off on Wednesday, September 27, in person at Woodward Middle School Commons (4:00 – 6:00 PM open house and 6:00 – 8:00 PM workshop); a mailer was distributed island wide.

- Attend as a resident and identify yourself as a REAC member. REAC members can serve as interrupters since a lot of people tend to flow with the conversation; we can help create a pause in the thought process by asking questions. It also helps to encourage others to talk. Everyone was asked to bring someone to the Workshop, especially a leader of a group who had been marginalized. They can give input and then go back and give input to their community. A younger demographic should be represented as well to make sure issues like childcare are included in the input.
- **Race Equity worksheet** (Anshu) – Special thanks to Olivia for her help with the Race Equity worksheet. Much of the content was taken from the GARE (Government Alliance on Race and Equity) toolkit. The worksheet is about 90% complete. The worksheet is being implemented at the same time as the Climate Action Plan worksheet and there is a plan to implement both worksheets within City Hall. The worksheet is considered a pilot project, and eventually will be the one document that Anshu and REAC shares with groups as a guiding reference tool. Although it's not in final form, the Comprehensive Plan Steering Committee is already using the worksheet provided by REAC. It's a culture shift, and eventually it will help institutionalize processes using a race equity lens.
- **Zero-Emissions Landscaping Tools project** – A recap was provided from last month's REAC meeting:
 - REAC had made a recommendation that if the Zero-Emissions Landscaping Tools project ever went public that we have direct conversations, not a survey, but the survey still happened. What caused the gap between REAC's recommendation and the survey execution?
 - Although the survey is done (sent to over 800 businesses; received 140 responses), what can we do to have direct conversations? Since we are a year out from implementation, we still have time to do outreach. We have an opportunity to do this right, with a race equity lens.
 - A question was asked if there is any state or federal funding support that could be explored on this project. Ellen will look into this.
 - Another question was posed about whether the outcome of this is better than the current environment? What will happen to all the batteries once the switch takes place? There are always unintended consequences. It would be great to know this.
 - Are there alternative solutions that aren't being considered (e.g., consider indigenous practices-unless there is a safety issue, do we need to remove the leaves?).
 - Consider talking to botanists as well on the topic.
- **Cultural Timeline Art Piece** (Anshu)– Seven years ago there was an ask as part of the Indigenous Peoples' Day proclamation to include something that honors the Indipino community in the cultural timeline art piece displayed in City Hall. The art was created 30 years ago. Anshu has more questions and research before she can proceed. It's important to meet with the Indipino community and to understand the origins of the piece. Also, this is somebody's piece of art, you can't just add something to it. What is the best way to honor the Indipino community? Maybe there's a new art piece in response.

CITY COUNCIL MEETING REPORT

- **August 8 meeting (Eric)**
 - A new BI reads book was announced: *Braiding Sweetgrass: Indigenous Wisdom, Scientific Knowledge and the Teachings of Plants* by Robin Wall Kimmerer.
 - The Council moved forward the disposable waste food service ordinance change in response to the gentleman with ALS who was unable to request food ware. The City is proposing a change to the ordinance to allow for reasonable accommodations. Council will take this up in October.
- **Study Session (Olivia)**
 - Talked about the Winslow Subarea Plan; the Steering Committee is still finding their footing.
- **City Council Updated Watch Schedule (Eric)**
 - An email was sent to REAC members with an updated council watch schedule through April (saved on SharePoint). Reach out to Eric or other REAC members if you need to switch dates.

REAC ITEMS

- Farmer's Market – REAC is scheduled on Saturday, September 16. Caitlin and Jing will represent REAC at the event.

GOOD OF THE ORDER

- Anshu distributed REAC nametags.
- Jing invited REAC members to attend the September 12 City Council meeting. The Senior Center will receive a proclamation at approximately 6:00 PM.
- Anshu shared that at the September 26 City Council meeting there will be a proclamation for National Hispanic Heritage Month; it is really for people of Hispanic, Mexican, Caribbean, South American heritage. COBI staff members from the Racial Equity Team that are of that heritage will attend the meeting to accept the proclamation.
- Renni shared that Moms for Liberty (a conservative political organization that advocates against school curricula that mention LGBT rights, race and ethnicity, critical race theory and discrimination) is active on Bainbridge Island. They start in the local school district, and they are making themselves known. It's important the community is aware; Moms for Liberty will make it difficult for our kids who identify as something other than cis-gendered. Other committee members shared that Moms for Liberty is also active in Poulsbo and Kitsap County; and according to the Southern Poverty Law Center, Moms for Liberty is a hate group.

ADJOURNMENT

The meeting was adjourned at 8:00 pm.

Co-Chair

Date



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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 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

