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

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

**PLEASE CLICK THE LINK BELOW TO JOIN THE WEBINAR:**

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

Telephone: 1-253-215-8782

Webinar ID: 977 5159 5218

**AGENDA**

- 6:00 Call to Order**  
Roll Call/Accept or Modify October 5, 2023 minutes/ Accept or Modify November 2, 2023 agenda/Conflict of Interest Disclosure/Code of Conduct/Suquamish Ancestral Lands Acknowledgment
- 6:05 Public Comment**
- 6:10 Update from Anshu**  
\*Joint meeting with REAC and city staff  
\*Race equity lens draft  
\*GARE conference
- 6:15 BISD investigation of alleged racist language at Bainbridge vs. Bremerton football game**
- 6:20 Bystander Training**
- 6:25 City support and participation of community celebrations/commemorations**
- 6:30 REAC reporting to City Council**
- 6:35 Subcommittees: Progress reports**  
A. Public Outreach  
B. Finance  
C. Law & Policy  
D. Operations  
E. Climate  
F. Drone  
G. Comp Plan
- 6:45 City Council Meeting Report (Caitlin)**  
\*Raul is next for the 11/14 and 11/21 meetings, Renni for 11/28.
- 6:50 REAC Item**
- 6:55 Good of the Order**
- 7:00 Adjournment**

## COBI Race Equity Advisory Committee Minutes—October 5, 2023

### CALL TO ORDER

**Members present:** Lynn Beck, Renni Bispham, Raul Camacho, Olivia Hall, Caitlin Lombardi, Savanna Rovelstad, Eric Stahl. Liaisons Brenda Fantroy-Johnson, Clarence Moriwaki,.

**Excused:** Jing Fong

### MOTIONS

1. Motion to accept September 7, 2023 minutes. Approved unanimously 7-0.
2. Motion to accept the October 5, 2023 Agenda. Approved unanimously 7-0.

### PUBLIC COMMENT

**Deanna Martinez** encouraged people to watch the public comment portion of the last BISD board meeting. There is a real concerted effort to promote violence to LGBTQ community. It's based on misinformation. It's being organized here. We need a cultural shift.

**Rachel Reese** offered support for Deanna's comments.

### THANK YOU, ELLEN SCHROER

The Committee thanked Ellen Schoer for her longstanding support. This was her last meeting. Ellen thanked the committee for pushing the city and community to be better.

### UPDATE FROM EQUALITY AND INCLUSION MANAGER ANSHU WAHI

- We are contemplating a gathering between City staff's Race Equity Team and REAC.
- Anshu has a draft of the racial equity lens and is considering how to codify it and how to present to the Comprehensive Comp Plan steering committee.
- The GARE Conference is online this year, November 1-2. Anshu will sign up REAC members.
- Received a request to promote appearance by poet Victoria Adukwei Bulley, who is teaching a writing class at BARN October 25 and doing a reading at Eagle Harbor Book Store Oct. 26. Scholarships for BIPOC writers are available.

### SUBCOMMITTEE AND TASK FORCE REPORTS

- A. Public Outreach: Olivia is stepping off this subcommittee. Jing and Caitlin tabled at the Farmer's market. See discussion below on Juneteenth and Indigenous People's Day.

B. Law & Policy: Discussed our tentative agenda for the year:

- Liase with Inclusion/Equity manager
- Police/community relations (including, possibly, use of force policy, outreach to BIPOC communities, incident review process)
- Contractor/WMBE issues – assuring RE considerations in future contracts
- Period review of BIMC
- Field new legal or policy issues and assess/make recommendation for assessing, possibly referral to another committee.

C. Operations: Reviewed work plan. We've made good progress on a lot of it. A few things are still in progress or possibly out of scope. Anshu noted some of the REAC work plan may now be in her purview though her work plan is still developing.

Discussion about a community engagement event. Eric will research options for bystander intervention training.

Discussion about the timing for our period reporting. Should we give a semiannual report? Ellen suggests it might make sense for Anshu to give a regular report on race/equity issues that includes updates on our work plan.

D. Climate: Lynn discussed reengaging with the Climate Change Action Committee, given our turnover and CCAC's new leadership.

Anshu provided an update on the Zero-Emissions Landscaping Tools recommendation. Staff has had meetings, is considering issues around lithium batteries, and thinking more about engaging affected workers. Recommendation is still 12-24 months out.

E. Drones: Subgroup will meet this month.

F. Comp Plan: Renni attended the 9/27 workshop. His impression is the city needs to do more to engage younger attendees; as in prior meetings, the attendees skewed older. Anshu is considering how to improve outreach, including to people who work but don't live on the island.

## **JUNETEENTH CELEBRATION FOR 2024 AND BEYOND**

Brenda said a process for funding future celebrations will be raised with the budget at the next City Council meeting. Still working on ideas for engaging partners for a community celebration, for Juneteenth but also around different cultures. There was discussion over what Anshu's role would be in developing these events. The goal is to set a process for community events that is repeatable, and that promotes and celebrates the people that live here, which is important for a welcoming community.

**REAC UPDATES**

- City Council-REAC joint trainings have been scheduled
- Comprehensive Plan Workshop was Sept. 27 @ Woodward
- Indigenous People’s Day is Oct. 9 from 1-5 pm at Islandwood. Email if you can volunteer

**City Council Meeting Report**

From Lynn: The Council proclaimed 9/15-10/15 Hispanic/Latina heritage month. Staff member stated quote from his dad: “The respect for the rights of others means peace.” It passed a resolution in support of electric bike incentives. The Mayor attended an LBGTQ pride event in Poulso. An ordinance was introduced to participate in Connecting Housing to Infrastructure Program in support of affordable housing

**Good of the Order**

Olivia: Our Code of Conduct needs to be updated to refer to co-chairs, not vice chairs.

Discussion of the issues raised in public comment, about comments made at the school board meetings. We should support the school board in speaking out against hate groups and in emphasizing its stated commitment to inclusion. Public officials are allowed to speak out, and sometimes the public expects it. The Mayor raised the possibility of reviving prior council proclamation regarding hate groups.

Renni reported on attending a conference with Dr. Eddie Glaude Jr. He was struck by his framing of DEI as “it’s who we are and what we do,” rather than as a problem to be solved. Approaching it as “who we are” makes it easier to guide your actions.

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Co-Chair

Date



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



SUQUAMISH TRIBE

