

**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 January 5, 2023 Minutes/Accept or Modify February 2, 2023 Agenda/Conflict of Interest Disclosure/Code of Conduct/Suquamish Ancestral Lands Acknowledgment

**6:05 PUBLIC COMMENT**

**6:10 REAC MEMBERSHIP UPDATE** (Thank you, Clarissa, welcome Lynn – 5 minutes)

**6:15 SHAREPOINT ORGANIZATION** (Clarissa, 15 minutes)

**6:30 EQUITY & INCLUSION OFFICER UPDATE** (Ellen – 5 minutes)

**6:35 POLICE-COURT FACILITY UPDATE** (Naming process and Call for Artists – Ellen, Olivia, Jing, 10 minutes)

**6:45 WINSLOW SUBAREA PLAN UPDATE** (Ellen, Renni, Olivia, 5 minutes)

**6:50 SUBCOMMITTEE PROGRESS** (15 minutes)

A. Climate Action

B. Events and Outreach/Engagement (MLK and BI Reads for Justice, other efforts in 2023. Status of intake form and event criteria—Olivia, Peggi, Savanna)

C. Finance

D. Law & Policy – 2022 BIPD report (Eric, Jing, Olivia)

E. Strategic Plan – 2023 work plan (Clarissa) and listening sessions (Jing)

**7:05 CITY COUNCIL MEETING REPORT** (Olivia, 5 minutes)

**7:10 REAC Items** (15 minutes)

Race equity policy adoption work plan and budget (Renni)

Onboarding materials (Renni)

Update on Council meeting agendas (Ellen)

○ Consideration of staff response to May recommendations

○ Consideration of REAC request for 2023 budget

\*Bremerton REAC support update (Olivia and Peggi)

\*Hyla students update (Renni and Savanna)

\*New item

**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<sup>w</sup>səq<sup>w</sup>əb

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



Race Equity Advisory Committee  
Regular Meeting Minutes  
January 5, 2023

ROLL CALL

Present: REAC members: Renni Bispham, Peggi Erickson, Jing Fong, Olivia Hall, Clarissa San Diego, Eric Stahl, Savanna Rovelstad. Liaison Brenda Fantroy-Johnson. Ellen Schroer, Deputy City Manager.

Excused: Liaison Clarence Moriwaki

MOTIONS

MOTION: I move to approve the Dec. 1, 2022 minutes.

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

MOTION: I move to add police-court facility naming process after call for artists in the agenda.

Olive/Eric: The motion was approved unanimously 7-0.

MOTION: I move to table the SharePoint organization item to February's agenda.

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

MOTION: I move that we empower Clarissa to make appropriate changes to the REAC work plan and to send the final version to Ellen who will submit it to the city council for approval.

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

PUBLIC COMMENT

Cindy Anderson: I think that this committee (REAC) needs to take a look at what's been going on with the treatment of women of color in government and provide feedback to the city council.

MINUTES

REAC COMMITTEE MEMBERSHIP UPDATE

- Frank Jacobson has submitted his resignation from REAC effectively immediately.
- Clarissa San Diego has submitted her resignation. Her last meeting will be Feb. 2.
- Peggi Erickson had previously said she would leave REAC at the end of March. She may stay longer as needed.
- A REAC candidate is on the Jan. 10 city council agenda for approval.

RACE EQUITY POLICY ADOPTION WORK PLAN & BUDGET

REAC discussed with the city manager a plan to help work towards what we identified in the "Race Equity Plan and Toolkit" recommendation submitted to City Council back in May. Some of the recommendation items are already in place, including race equity training for city staff, city council and joint training for city council and REAC. A work plan and budget proposed by City Manager Blair King may be on the Jan. 24 City Council agenda.

### POLICE-COURT FACILITY “Call for Artists”

The Call for Artists is on the City Council agenda for Jan. 10. In addition to REAC suggestions to cast the widest, welcoming net to artists of all experiences, Ellen has welcomed guidance from someone at 4Culture (King County), who encouraged more specificity about the budget and type of art (2-D, 3-D, interior, exterior) needed for this facility. Upon Council approval, Ellen would like to post the Call no later than Jan. 20.

### POLICE-COURT FACILITY NAMING PROCESS

Whatever naming policy and procedure eventually gets approved, it is important that equity be part of the framework and part of the permanent change.

Who will carry out the naming process? Could this be a collaboration between city staff and REAC?

City Council will make the final decision on the name.

**ACTION:** REAC’s Law & Policy will meet with Ellen to discuss the naming process and how equity is incorporated.

### REAC 2023 WORK PLAN

Clarissa presented revisions and will incorporate this into the final version.

### EVENT PROTOCOL

REAC’s duties are focused on being advisory. We have put in an extraordinary amount of time and energy into events, which are important but we can’t continue at this pace trying to fulfill expectations or we’ll burn out.

Let’s work towards advising—not doing—and making our level of involvement clear. We can be facilitators and collaborators, not managers or doers—the ones responsible for making it happen.

An intake form may help. It is more equitable to all community groups and gives the city more lead time.

**ACTION:** Events & Outreach will develop: 1) an intake form for events, including information on REAC’s level of involvement in events, and 2) criteria for REAC involvement in events. Also, a document or guide that captures details on events REAC has participated in or managed so it may be shared with others.

### WINSLOW SUBAREA PLAN

It’s important that REAC be a stakeholder in this community engagement process. Renni and Olivia are REAC contacts.

The City has signed a contract with Accessology for an ADA transition plan.

## CITY COUNCIL MEETING REPORT

Dec. 13 City Council items approved:

- Wintergreen Development Phase 1 (portable housing)
- Training for climate change adaption tool.
- 25 cent disposable cup fee.
- Parking enforcement will now issue tickets, not just warnings.

## REAC ITEMS

Bremerton REAC has been officially dissolved. Some REAC members spoke at the Bremerton City Council meeting. REAC would like to extend our support to Bremerton REAC.

ACTION: Olivia and Peggi will write a letter of support.

Hyla students to share civil rights journey experience. (James). Hyla middle school students recently traveled to the south to learn more about civil rights and social justice. Teacher James Rufo Hill will speak to his students about their preferences for sharing their experiences and get back to us.

## Events

MLK. Social justice social 6 p.m. to 9 p.m., Fri. Jan. 13 @ BIMA and Community Celebration, led by youth, 3 p.m. to 5 p.m., Sun. Jan. 15 @ BIMA.

Mochi Tsuki. Back to in-person! 11 a.m. to 3 p.m. on Jan. 7 at Woodward Middle School.

## ACTION

- Law & Policy to meet with Ellen to finalize the naming process.
- Events & Outreach will draft an online intake form for events and criteria for REAC's involvement on community events. events form. It will also capture details (guidelines and accomplishments) on past events this knowledge may be passed on or shared with others.
- Olivia and Peggi will write a letter of support to the former Bremerton REAC.

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Co-Chair

Date