



CITY OF
BAINBRIDGE ISLAND

RACE EQUITY ADVISORY
COMMITTEE
REGULAR MEETING
THURSDAY, DECEMBER 4, 2021
5:30 PM
ZOOM WEBINAR

THE RACE EQUITY TASK FORCE WILL HOLD THIS MEETING USING
A VIRTUAL, ZOOM WEBINAR, PER GOVERNOR INSLEE'S
"STAY HOME, STAY HEALTHY" ORDERS

PLEASE CLICK THE LINK BELOW TO JOIN THE WEBINAR:

[HTTPS://BAINBRIDGEWA.ZOOM.US/J/92161882337](https://bainbridgewa.zoom.us/j/92161882337)

OR IPHONE ONE-TAP: 1-253-215-8782

OR TELEPHONE: 1-253-215-8782

WEBINAR ID: 921 6188 2337

AGENDA

1. CALL TO ORDER/ROLL CALL/ACCEPT OR MODIFY MINUTES/ ACCEPT OR MODIFY AGENDA/CONFLICT OF INTEREST DISCLOSURE/CODE OF CONDUCT
5:30 PM
2. SUQUAMISH ANCESTRAL LANDS ACKNOWLEDGEMENT
3. PUBLICITY FOR OPEN REAC POSITIONS
4. PUBLIC COMMENT
5. ADJOURN TO – COURAGEOUS CONVERSATIONS EVENT (NEW ZOOM LINK)
5:55 PM

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 TASK FORCE
REGULAR MEETING
JANUARY 21, 2021

1. CALL TO ORDER/ROLL CALL/ACCEPT OR MODIFY MINUTES/ACCEPT OR MODIFY AGENDA/
CONFLICT OF INTEREST DISCLOSURE/CODE OF CONDUCT 6:00 PM
Present: Committee members -James Friday, Susan Wilmot, Savanna Rovelstad, Peggi Erickson, Kamara Blackwell, Eric Stahl

Council members - Rasham Nassau, Brenda Fantroy-Johnson, Kirsten Hytopoulos

Agenda amended by vote to add as #9-Banner Discussion and as #10 - Discussion of Council Member Pollock's request for REAC opinion on Ethic's complaint.

2. SUQUAMISH ANCESTRAL LANDS ACKNOWLEDGEMENT

3. PUBLIC COMMENT

Cindy Anderson – I sent REAC an email on how to handle GARE delays. When the City manager had not joined GARE, it should have been brought to the attention of the City Council. Just having the Liaison going to the CM is useless. It was not brought into the open and it was misrepresented and became a big problem. I advise the Liaisons to take the situation to the full Council with a committee report. This puts the CM on notice. The Council is writing new Liaison responsibilities, and this should be part of it.

4. CERTIFICATE OF APPRECIATION FOR BRENDA FANTROY-JOHNSON

5. WELCOMING SIGNS - Mark Epstein

- Final sign graphics and final sign locations selected.
- Waypoint Park and Agate Passage Locations - Option B
- Ferry Location - Option E
- Fort Ward (Country Club Road at Blakey Harbor), Battle Point Park (at the entrance), and Lynwood Center - Option A

6. INTERIM CO-CHAIR VOTE and ADDING TWO COMMITTEE MEMBERS DISCUSSION

A. Savanna nominated as Interim Co-Chair By Peggi, Seconded by Kamara, Vote unanimous.

B. Adding two new members is now three because of Brenda's departure. Brenda's seat will be filled from applicants currently on file.

Two new member seats will be filled through a new application process. they will be advertised on the city website.

Rasham – It is on the CC agenda for 1/26 to open the process. Roz will send the current applications to the Liaisons and the Co-chairs. The application process time varies.

Savanna – Advertise it well and do not rush.

Kamara – These are newly created open positions.

Rasham – A month is about right. We run newspaper ads four weeks in a row. Do we need any changes to the form?

Peggi – Add the question to the application “ What experience and training do you have in race equity?”

Peggi – We should write a letter from the REAC to the editor to promote the positions. How can we do that?

Rasham – Have a subcommittee draft a letter and bring it to the next meeting for approval vote.

Peggi and Eric are the sub-committee volunteers for the letter.

Kamara – We need postings to reach out to the community.

Motion (Peggi) Second (James) Vote unanimous for Adding a question to the Application - "What experience and/or training do you have in race equity?"

Liaisons will take this to the City Council on January 26.

7. EVENTS

A. MLK Day and B. Black History Month

Peggi – There was music, a keynote speaker, video submissions, and dance performance. Sal DeRosalia was the MC. There will be a link to re-watch. BIMA is taking video submissions for Black History Month. The planning committee is meeting now.

Kamara – Book readings will be weekly in February.

Peggi – February 4th is Courageous Conversations at 6PM. We can meet before at 5:30 beforehand with one agenda item to approve the subcommittee's letter and publicity for the open seats.

February 18th we will meet for a study session.

C. Poetry Event

This event is tabled for now.

8. GARE TRAINING

Peggi – I have stepped into Brenda's role. Roberto Montoya sent access codes for Foundational trainings in December to the former City Manager's email. They were not utilized and cannot be reissued. There is individual training available but I'm not sure of the logistics for this. We can look into other training options and costs. Peggi will get information on The People's Institute and Cultures Connecting and bring to next meeting. These are more community focused. GARE is the one that has workshops for government employees. We can possibly be part of a cohort - groups of jurisdictions that train together.

James – I am frustrated with the delays. Things are not coming to fruition for what we wanted. This is another kick the can down the road.

Sue – We still have only paid the membership fee and have no contract yet.

Savanna – Can we supplement what GARE is doing and find other resources?

James – Peggi is trained to give some training.

Peggi – I can do a workshop after our meeting on the 18th.

9. BANNER DISCUSSION

James – Motion to add monies to our budget for a new RACE EQUITY ADVISORY COMMITTEE Banner. Savanna - Second. Vote-Unanimous.

Rasham – For future requests you may want to have a subcommittee.

Sue – I will put on the next agenda "Set up Finance Sub-committee."

10. DISCUSSION OF COUNCIL MEMBER POLLACK'S REQUEST FOR REAC OPINION ON ETHICS COMPLAINT

Eric – I think we should put out some statement on this. We can table it for the next meeting.

Sue – I would like more information and an update before we decide anything.

Item is tabled and to be added to the agenda for 2/18.

11. GOOD OF THE ORDER
Savanna – We have a new President and a new administration.

Sue – My labor union is trying to pass an ordinance in Seattle for Hazard Pay for essential workers like they have in other cities like Long Beach, CA. We are considering proposing the same here.

Next meeting is 2/4 at 5:30 PM followed by Courageous Conversations at 6 PM.

Study Session is 2/18 at 6PM.

12. ADJOURNMENT 7:47 PM

James Friday, Chair 2/4/2021



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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



CITY OF
BAINBRIDGE ISLAND

City Advisory Group Typical Process for Appointments

In general, the annual appointment process begins in early Q2 in order to complete ahead of June 30 end of terms. The general steps are these:

- Send out a call for participation via print ads in the Bainbridge Review and Bainbridge Islander
- Include information about openings in the City Manager's report
- Post information to the City website
- Encourage all current group members to share the information
- Make applications available on the City's website, at the front desk of City Hall, and on paper by contacting the City front desk or Executive Department.
- When the deadline for applications has been reached, the weblink is disabled and applications received after the deadline are noted as late.
- City staff review applications for completeness and eligibility
- Interviews of each applicant are held in late spring
- Interview teams for each advisory group are identified. Typical interview panel includes the mayor, the advisory group chair, and the Council liaison.
- City staff provide applications to each interview team.
- Interviews scheduled by Executive Department staff.
- Interviews are typically short – 10 or 15 minutes.
- Interview panel selects the candidates to recommend and notifies staff of recommended set of candidates.
- Staff notifies the candidates of recommendation, and sends thanks for applying to other applicants
- Council schedules agenda item to approve appointments
- Staff provides information for Council packet, including all applications
- Council considers the appointments at a Council business meeting, typically in mid-late June (terms July 1 – June 30)

Common reasons for changes to the above process:

- If unexpected vacancies emerge mid-year, we try to batch these into a smaller, mid-year recruitment cycle in December.
- If a very large number of community members apply, not all applicants may be interviewed. The interview panel may review the paper applications as a first step in identifying candidates.
- If a very small number of community members apply and the group will not have enough members, the application process may be re-opened and/or late applications may be considered.

DRAFT



CITY OF
BAINBRIDGE ISLAND

CALL FOR PUBLIC PARTICIPATION!

SEEKING VOLUNTEERS FOR
RACE EQUITY ADVISORY COMMITTEE

The City of Bainbridge Island is seeking two volunteers to serve on the Race Equity Advisory Committee (REAC). Both positions are three-year terms expiring in June 2024.

Only candidates selected for interviews will be contacted. Applicants must be available in March for interviews.

Applications are due by 4 p.m. Friday, February 26.

Terms begin immediately following City Council appointment.

For more information on REAC and to complete the online application, please visit: bainbridgewa.gov/1124

Questions? Please contact Executive Assistant Roz Lassoff
at 206-580-6735 (cell) or rlassoff@bainbridgewa.gov



CITY OF
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CITY ADVISORY GROUP APPLICATION RACE EQUITY ADVISORY COMMITTEE

The City of Bainbridge Island welcomes the participation of volunteers in serving our Island community through advisory groups. Please complete the form below if you are interested in serving. Once completed, this form will become part of the City's Volunteer Roster. Please note: once submitted, this application becomes a public record. Your address and contact information will not be shared. **We thank all applicants for their interest, however only those candidates selected for interviews will be contacted.**

Application Deadline – **Friday, February 26, 2021 at 4 pm.** Applicants must be available in **March** for interviews.

First Name: _____ Last Name: _____

Address: _____

Home Phone: _____ Work/Cell Phone: _____

Email: _____

Current Employer: _____ Position: _____

Have you served on any other City advisory group? (Please circle one) Yes No

What experience and/or training have you had in the area of race equity (skills, activities, training, education)?

Please share your community interests (groups, committees, organizations, special activities), if any.

Feel free to attach your resume (optional)

How did you hear about the volunteer opportunity? (Please circle one)

City Website

Notify Me (email notification)

City Manager's Report (e-newsletter)

COBI Connects

Social Media

Newspaper (Bainbridge Review or Bainbridge Islander)

Other : _____

Thank you for your interest!

Please return your application and resume to the Executive Department:

Email cityadmin@bainbridgewa.gov

Fax (206) 780-8600

Mail City of Bainbridge Island, Executive Department, 280 Madison Avenue North, Bainbridge Island, WA 98110

Feel free to contact us with any questions (206) 842-2545.