

**RACE EQUITY ADVISORY COMMITTEE  
SPECIAL MEETING  
FEBRUARY 18, 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**

Attendees present: James Friday, Savanna Rovelstad, Sue Wilmot, Peggi Erickson, Kamara Blackwell, Eric Stahl, and Liaisons Rasham Nassar, Brenda Fantroy-Johnson

Conflict of Interest Disclosure

Sue Wilmot – Hazard pay for grocery workers is on our agenda. I am a grocery worker. I will participate in the discussion for information purposes only and will not take part in any vote or action. I am not a paid employee of the city and the proposal for hazard pay at this point does not include any city funds.

Peggi Erickson – I am a member of The People’s Institute. I will abstain from votes regarding this.

**2. SUQUAMISH ANCESTRAL LANDS ACKNOWLEDGEMENT**

**3. PUBLIC COMMENT**

Sal DeRosalia – Discussing Michael Pollock’s request on an ethics opinion is outside of your scope of work. City Council member Michael Pollock is using the Race Equity Advisory Committee to conduct white supremacist behavior. There was opportunity for training last weekend. Please focus on training for council members.

**4. NEW MEMBERS UPDATE**

Savanna – A new member, Deanna Martinez, is awaiting confirmation at this Tuesday’s City Council meeting.

James – There are two openings for the new seats. Please apply.

Peggi – We submitted the approved letter to the editor, and it is written as an announcement in the Kitsap Sun.

We have had four applications so far.

Rasham – We cannot use social media ourselves to post about the openings.

**5. SET UP FINANCE SUBCOMMITTEE**

Kamara and Eric have volunteered as the finance subcommittee. Vote unanimous.

Peggi – We used a spreadsheet to track the finances before.

Rasham – Interim City Manager Ellen Schroer is developing a policy on how committees spend funds. We will distribute that to all the committees.

**6. GARE UPDATE AND ALTERNATIVE RACE EQUITY TRAINING OPTIONS**

Peggi – GARE’s annual membership meeting is May 19-21 this year 10AM-3PM. Cost is \$125. We have one complimentary ticket. Registration ends on 2/23. I am paying for myself. I will email City Council to invite them.

Kamara and Savanna would like to go (Savanna if available).

James – If Savanna is available, can the city pay from our budget? Kamara and Eric will contact Brenda to check if Savanna is open.

Peggi – Brenda and I are looking into alternative training. I sent you all emails today about the options of The People’s Institute and Cultures connecting. People’s Institute - \$16,000 for a 3 day training for 25 people. We would need two to avoid a public meeting quorum and 25 person limit. There is an \$8,000 option called an appetizer that would also need two meetings. Cultures Connecting - They will tailor training to us. A half day training is \$3,000. We would need two sessions for the same reason. Ilsa is our contact there. She can come to a meeting and give us a 15-minute presentation. People’s Institute focuses more on organizing.

Brenda – I feel Cultures Connecting fits us better.

James – We should hear from both organizations and decide.

Peggi – Community organizers in Kitsap are already working with The People’s Institute. It is coming to this side of the water and trainings will be available as soon as April.

James – We can set up a special meeting on March 18th for presentations.

Peggi – I will contact both organizations to check availability and schedule.

Sue – Back up could be our March 4th meeting after the Climate Change Advisory Committee.

**7. SIGN UPDATE** (Removed - no update)

**8. DISCUSSION OF COUNCIL MEMBER POLLOCK’S REQUEST ON ETHICS OPINION**

Eric – We should act on this request. This issue is a little messy. Maybe it is our mess. Maybe it is not. I am a First Amendment attorney. This has the potential to quash discussion of race equity for public officials if the Ethics Board censors Michael Pollock for the uncomfortable email and comments. I have looked at the complaint and we may need a process for dealing with this. It is a question of whether it violated the city’s code of conduct. can we have a meaningful race equity discussion without sending complaints to the Ethics Board?

James – Can we comment on this?

Brenda –You are the Race Equity Advisory Committee. Advise.

James – Using an equity lens is hard. Discussing is hard.

Savanna – Our Code of Conduct says, “Agree to experience discomfort.”

Peggi – We need to get over discomfort.

Eric – I am not suggesting we offer our own ethics opinion. My real concern is that the Ethics Board bear in mind is what this kind of sanctioning will have on future discussions.

James – The City Council does not have the same Code of Conduct as us.

Rasham – They have a flow chart for complaints and then issue an opinion.

Sue – We need to look at this as a process, not as a specific incident. We are not judges.

Peggi – It is not racist to talk about racism.

Kamara – Can we put out a proclamation on this?

Eric – We can issue a statement that the city code of conduct could be interpreted in such a way to stifle conversations on race. We can ask the CC to work with REAC that further complaints be referred to us.

Statement - Voted and unanimously approved:

“1. The Race Equity Advisory Committee is concerned about the possibility that the City’s “Core Value” Ethics program can be interpreted in a manner that stifles meaningful discussion about race equity and inclusion. The REAC intends to address these concerns further in a subsequent proclamation.

2. The REAC asks the City Council to work with REAC to develop a process allowing for REAC to be consulted on Core Value Ethics complaints that raise race and equity issues.”

Peggi – Frame as an offering, not a request.

Sue – Can we ask that the ethics committee receive race equity training and put a question like ours about race equity on their application?

Rasham – The City Council has expectations of conduct. The ethics program Article I? Has the city’s core values and makes them enforceable with the ethics program. A Code of Conduct complaint goes to the Ethics Board for an advisory opinion and then to the City Council for possible disciplinary opinion.

**9. EVENTS (Tabled)**

**A. COURAGEOUS CONVERSATIONS RECAP**

**B. FUTURE EVENTS**

**10. HAZARD PAY ORDINANCE**

Sue – Briefly, the City Council is discussing a hazard pay ordinance for grocery workers like the ones passed in Seattle and Burien and in California. It is on their next agenda and Brenda is sponsoring it.

Brenda – It will be the first touch and we are still gathering information.

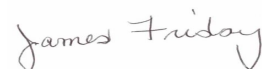
**11. GOOD OF THE ORDER**

Brenda – Thank you all for participating in Courageous Conversations.

Kamara – It was helpful for me in my daily life and interactions with parents who watched.

**12. ADJOURNMENT**

7:50 PM



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James Friday, Chair 3/5/21