

RACE EQUITY ADVISORY COMMITTEE MEETING MINUTES  
SEPTEMBER 2, 2021

CALL TO ORDER/ROLL CALL/ACCEPT OR MODIFY MINUTES/ACCEPT OR MODIFY  
AGENDA/CONFLICT OF INTEREST DISCLOSURE/CODE OF CONDUCT - 6:00 PM

Present: James Friday, Savanna Rovelstad, Sue Wilmot, Peggi Erickson, Eric Stahl, Deanna Martinez, Jing Fong,  
and Renni Bispham

Absent: Kamara Blackwell

Liaison: Rasham Nassar

Minutes and agenda approved.

No conflict of interest.

Public comment: None

#### SUQUAMISH ANCESTRAL LANDS ACKNOWLEDGMENT

Deanna – Recently watched a video with a tribal elder that mentioned “aboriginal territory” has been  
changed “ancestral territory.”

Jing – I was told by a King County colleague that the Governor’s Office of Indian Affairs had asked public  
agencies to stop saying land acknowledgments for the time being because some of the terminology and  
information is not correct. Some of the tribes are getting together to put together guidelines and accurate  
information.

Deanna – Interested in this. There needs to be some clarity.

Peggi – Our acknowledgement comes from the Suquamish Tribe so we should continue to use with the  
wording change that Deanna mentioned.

James – We should get in touch with the tribe to make sure we don’t overstep our boundaries.

Peggi – The information in our acknowledgment is accurate.

#### SUBCOMMITTEE REPORTS

##### Finance

Eric: nothing to report. Will get together with Kamara shortly.

##### Law & Policy

City Council Meeting Monitoring Schedule (Renni provided a schedule table)

Renni – Met on August 23. Explored methods to monitor city council. Created schedule to alternate and  
overlap to monitor city council throughout the year so no one person has to make every meeting.

Regular meetings are second and fourth Tuesdays of the month. Study sessions are first and third Tuesdays  
of the month.

Two people are scheduled a month at a time. Halfway through one drops off, new person comes on. There  
is someone monitoring all the time.

James – How are we utilizing our liaisons so we can have one-on-one meetings? They know things we don’t  
know to help better understand the policies they’re trying to enact.

Eric – The deliverable here is to have a standing item on our agenda and a brief report so we can assign things to committees, be aware of what we need to advise on, and be up to speed. Also, ask our council liaison to chime during standing meeting part of the report in to let us know issues of interest and let us ask questions.

Renni – Regarding parameters for the liaison: They're supposed to be advising, not influencing REAC. They can answer questions we have as opposed to telling us what we should be doing. If we ask the question, they can fill in what we're missing. leading. This is our opportunity to gather information they have that we don't have.

Rasham – I understand the interest and importance of REAC keeping up with council work because the goal all along has been for REAC to make policy recommendations, which means you must know the policy debates council is having. This is the most important work the committee can do. It's why REAC was formed in the first place.

Rules regarding liaisons: I don't think Council understood implications of rules when they were adopted. What it's done is sort of tied liaisons' hands to provide feedback and guidance without fear of rebuke from our colleagues and the public. We're trying to help, not lead. I don't agree with these rules. They are problematic and place unnecessary restrictions on me. My hands are tied from speaking to you as committee members, but I can talk to community members and advocate for them. I can advocate for community members but can't for committee members. There's a problem there.

I believe in this work and freedoms guaranteed by the Constitution. Think about this when you think about how you want to interact with council (role of liaisons, rules). Your priority is to make policy changes, and this includes rules in the governance manuals. Those rules can be changed.

You're operating within a framework adopted by the council that is problematic.

As a community member, I can assist you offline, as I would a community member or councilmember.

Peggi –With these schedules, I'm concerned because I have a lot of other meetings. Can we watch recorded version? Or get someone else to monitor?

Renni –Yes, you can watch recordings at your leisure.

James – It is to our benefit to have our liaisons not have their hands tied with the information they are aren't able to provide to our committee. These boundaries are new and have denied access to our liaisons, who are there to support us. We need to challenge some of these barriers so we can have better communications with our liaisons.

Eric – Rasham's point about liaisons. Clearly some restrictions. Precludes liaisons from explaining what to do or why a councilmember acted or voted in a certain way. It's in our purview to ask questions and ask liaison to provide direction, explain procedures, significance of particular actions. Procedures can be opaque and difficult to follow without a guide. It's worth LP to review if we want to put it on our agenda. We have not fully tapped liaisons.

I see us monitoring meetings on a rotating basis and getting better at deciding what is worth sharing. We can ask liaisons: What does this mean? This is an important step in the growth of our committee.

James – Restrictions on liaisons and how they communicate with us.

Renni – We are willing to put this on our Law & Policy agenda to review and bring back recommendations.

Renni shared a list of city committees with the group. If a subcommittee sees a city committee they want to keep their eye on, it can figure out way to monitor this.

Deanna – Building relationships with other committees. I have faith that these folks are thinking about equity and their role in this. It would be great to establish reciprocal relationships to keep an eye out for each other.

Renni – There are 48 meetings. Each of us would end up with 3 months out of the year to monitor meetings. We can swap and change as needed.

Peggi – Please add people's names to the schedule.

Eric – Pairings may or may not make sense in terms of blocks of availability (schedule). Do we pair people with different interests and levels of experience? When are we going to try to get this schedule going?

Renni – Does this schedule work and are you willing to put in the time?

Peggi – Depends on where our assignments fall. Make the assignments and maybe we have volunteers to cover until our next meeting.

Eric – I think Deanna and I are #1 and #2.

Renni – Either we do the sign up or do it by positions and we swap.

Deanna – Fine with either and fine with first shift.

Jing – I would prefer that we have a schedule and it's incumbent on people to swap. Can we have this on OneNote so one person is not responsible for tracking, and we can go to master document that would be less housekeeping for one person.

Eric – Strongly endorse what Jing said. Let's put together a schedule.

Action: Make sure you are signed up for city council agenda packets and other committees you are interested in. I'll send link to sign up for agenda and information. You get the agenda before the meeting.

Peggi – I have attempted to sign up and it's been frustrating. Could you put in schedule, the list of meetings and the link to the current meeting? I don't think city council website is not friendly.

Deanna – Peggi, it's all on same link. You have to scroll down on the same page. If you want to participate, it's a different story.

Renni – We already have access to most Microsoft Suite tools.

Peggi volunteered to document what Renni just told us.

We want to store docs on our city account (SharePoint home) not our personal computers. Will email link in email.

The only thing we need is Zoom account. Can use Microsoft Teams if they add it. Tech person should know that. I just need 30 minutes with a COBI IT person.

James – Security issues?

Renni – I am 100% confident this is on city system. SharePoint shows “BI Gov SharePoint.” This is cloud for the city. We should be okay.

Peggi – Made a motion that REAC move or create all documents in SharePoint, so we comply with the Open Public Meetings Act and everyone has access to documents. Approved.

### Events and Outreach

Peggi – Shared screen with matrix of events and will upload to SharePoint.

Savanna, James, and Peggi met.

Matrix of events lists events in date order (draft):

- Oct. 11. Indigenous People's Day. Indopino has something planned. We can partner. Will call Gina and ask how REAC can get involved?
- Oct-Nov: REAC Education Series #1. Strategic Planning would like to have listening sessions. REAC would lead. Presentation of REAC about REAC, followed by questions by public on what REAC should be doing. Feeds into strategic plan.
- Dec. Series #2. Workshop. People have complained not done much training. Training, activities. Peggi can do the first one (Let's Talk About Racism). Others can do. Invite public.
- Dec. 26: Kwanza + Cake Celebration. REAC would be leaders. Bainbridge Black may be a good partner. History, music?
- Jan 16, 2022: Annual MLK March and Celebration. Ceremony in Bremerton and Seattle is Monday. Bainbridge on Sunday: March at 3 p.m. Come back to BIMA. Format has worked well with full-house. Leadership is MLK Planning Committee.
- Feb: Black History Month @BIMA. Living Life Leadership. Team. REAC could step up and host movie and discussion (something historical). James – 24 hours of Black Love (Feb. 13). Red hearts and black hearts. Peggi will add.
- March: Another education session. Environmental justice and impacts on BIPOC. Climate leads, plus John Kydd (Climate Committee)
- Savanna: March is also Women's History Month.
- April or May: Another education series, something around kids. Family-centered event. BIMA, outdoors. Kamara and Savanna (experts on youth), the lead? Partnering with MAC
- June: First annual Juneteenth celebration@ Waterfront Park. Family-friendly celebration. Bring Your Own Picnic. . Celebratory. Sunday. Check with Bremerton. Not want to conflict.

Sue: I'm on the committee, too. There's also a social media event that is in the works. I connected with Brenda about this event, where you take a picture with the sign. Brenda talked to City Manager. We plan to go to Kristen Drew next to get it planned out. We need to discuss.

Deanna – I see a lot of hetero groups as lead groups and see two groups missing: youth and LGTQ+. Want to make sure that we have input coming in from our youth, as well, because there are difference of opinions on movements happening.

Education series on climate: Colonization is scrambling to fix what they caused. There are tribes in deep relationships with Mother Nature for thousands of years. This seems a bigger qualifier than a degree from a colonized point of view. Make sure we get Input from people that actually know the most. I feel strongly about this.

Jing – So many events here... amazing! Inquiry: Has REAC set expectations for how many events we're doing for the year? This is important and takes tremendous energy and time. To have something monthly is a lot. Curious about what we're taking the lead on, partnering with other groups.

Peggi – This is a draft. Seems like a lot so let's discuss. FYI: Living Life Leadership is a youth group

Jing – In the back of my head, I keep hearing James saying, We've got to get going! We've got to get going now! I'd like to see whatever we do, we do well. Well, thought out, has a great focus and people will want to participate because we did it so well.

Peggi – Last is Fourth of July put on by the Chamber. We'd have a table, march in the parade. At bottom, Farmers Market table (ongoing), community outreach conversation buttons.

Email list – We have an email list, but we haven't done anything with it. James and I met. We can enter emails into a REAC subscription on the city website. Each person on the email list will get a notice confirming that they want notices from REAC. If we send out a newsletter, we'll work with Kristen (COBI).

Sue – I spoke to Brenda: We can send email with our city email.

Peggi – The problem with that is privacy. We've done this before and had to send one at a time. Let's talk about this. We can't cc them because their addresses would be visible.

Sue – We can send city email to these folks.

Peggi – I would end up sending separate to protect privacy. We'll figure it out.

Sue – Brenda has researched social media signs. Next step: meet with Kristen Drew. Creating hashtag (#) and QCode (QR code) sticker to put on signs. QCode will go straight to REAC. Also, decals for businesses will match the sign. Brenda is the driver. Want to get it going ASAP. Art committee has done similar thing – will connect to see how they set up. They have a QCode, too.

Peggi – For next time, we need to talk about this plan. What we can do well and what to postpone.

Sue – Procedural question: For events, will we approve all at once or individually? This social media event may be ready to go. Do we have to get approval from the entire committee to get started?

James – We need to discuss as a subcommittee.

Sue – I'll meet with Kristen Drew then bring to subcommittee.

#### Training and GARE

Peggi – No update. We haven't met. Will put on agenda for next time.

Approved to put on agenda next time.

#### Strategic Plan and Work Plan

Renni – We met on the 18<sup>th</sup> and have not met since.

We will be meeting the second and fourth Wednesdays and will have a meeting prior to every full REAC meeting. We just haven't started the first one yet.

James – On the agenda for the next meeting?

Renni –Yes.

Peggi – Move that Strategic Planning update to following meeting. Approved.

### Climate Change

Deanna – Something that will be asked of REAC. Not sure about process. Help me with that!  
Savanna and I met with CCAC to touch base. How do you create entry points for community? I shared that I noticed their website, I couldn't find any video of their meetings. Can you make it available to people so they can get involved and learn about what they're doing? They spoke to IT. Hopefully, will get an answer back.

James – Would you like to table this for the next meeting? Time for you to see what direction we might take.

Savanna – Yes, that would be good to talk about discussion at next meeting. Would like to bring in Laura and get on schedule (October 7).

Deanna – I recently email requesting a phone call with them because it looks like things have changed. I'd like to have an understanding before Laura speaks to us.

CCAC asked about REAC's equity goals and what that looks like. I explained that REAC now has subcommittees. We are doing foundational work and getting feedback from groups and community members.

Climate officer position is now closed. City stated there were lots of applicants, even out of country. I asked questions about who should be leading these talks, and who we should be asking to apply? Where are they (candidates) on certain issues, like we did with the City Manager position. Do we want to touch base with City Manager? Are they considering BIPOC candidates? Were Native people told about the position? Does REAC have a position on that? Feels timely since applications are now closed.

James – Would you like to wait on a decision for Laura to come to REAC on Oct. 7. until you know more?

Deanna – Can we plan for October 7, and I'll get more information before then?

Sue – We don't need a motion. We submit to Jing.

Jing – I was confused about that, too. We don't need a motion to add an item to the agenda, but we do need a motion, if we change agenda.

### CITY COUNCIL MEETING REPORT

Sue (per Brenda) – City Council is deciding how to spend money on COVID relief.

There are some things that have been proposed that are not equitable. Pay attention how those funds the city got for COVID relief are spent.

James – I propose we change this agenda item, instead of a city council meeting report, to a report by liaisons. Changes we need to be aware of, directions they may want to take us in. Some people take offense for their direction, but I don't. I think they are worthy of being able to discuss with us what's going on.

Renni – I think it's good to have the liaisons report. I propose that we keep the city council report and have an A and a B. A (what we saw), and B (liaisons fill in what we missed).

James – I like that.

Jing – Liaisons can also let us know what we might anticipate.

Sue – Tonight is the Planning Commission meeting. Pay attention to Wintergreen Project – watch that.

GOOD OF THE ORDER

Peggi – We had a protest on Sunday in support of teachers teaching the truth. Some of you were there. It was a good gathering. A lot of teachers showed up in appreciation. An important issue.

James – It's been great to have subcommittees meet and bring direction. I know it's a lot and we're trying to gather information. Thank you for your hard work.

MEETING ADJOURNED at 7:43 p.m.

*James Friday* 9/16/2021

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James Friday, Chair