



**Race Equity Advisory Committee Regular Meeting
Monday, September 14, 2026**

City Hall Council Conference Room
280 Madison Ave N
Bainbridge Island, WA

and

Remote Meeting on Zoom
<https://bainbridgewa.zoom.us/j/97751595218>
or Telephone: US: +1 253 215 8782
Webinar ID: 977 5159 5218

Agenda

- 1. Call to Order / Roll Call / Code of Conduct / Land Acknowledgement – 3:00 PM**
- 2. Approval of Agenda / Conflict of Interest Disclosure**
- 3. Public Comment – 3:05 PM**

In person public comment is accepted at this time on any topic of public interest. Each commenter will have three minutes, or such amount as the meeting chair determines, to speak. Public comment is not taken on individual agenda items during the meeting. Public comment is simply received by the Committee, with no response, and the Committee cannot deliberate on items that are not on the agenda. The lack of comment is not an endorsement or a denial of the comment.

Please refer to guidelines and instructions for public comment, including orderly behavior and civility in remarks, on the City's website. Remote public comment is allowed with advance notice by 4:00 p.m. on the business day before the meeting by emailing cityadmin@bainbridgewa.gov, provided that all remote commenters shall be required to display their true name and to keep their camera turned on to show their true uncovered face while delivering their comments.

- 4. Equity and Inclusion Manager Report – 3:10 PM**
 - 4.A New City Manager – John Mauro**
 - 4.B Website/Sharepoint**

4.C City Council Priorities

4.D COBI Budget Process and Community Engagement

4.E Comp Plan Update

4.F Affordable Housing Update

4.G Indigenous Peoples' Day Event – October 12 – Reschedule REAC meeting

5. Regular Business – 3:35 PM

5.A Approve July Meeting Minutes

5.B Task Force Reports

- i. Outreach/Community Events (CL, NK)
 - a. Community workshops
 - i. Sankofa Impact update – November 7 & December 5
 - b. Farmers Market tabling
 - c. Upcoming public hearings

5.C Task Force Review/Sign-up

- i. Current Task Forces
 - a. Affordable Housing (DT, ~~LB~~, OH)
 - b. Comp Plan (~~ES~~, NK, OH)
 - c. [Gasoline Powered Leaf Blowers] (JF, ~~LB~~)
 - d. Guiding Principles (CL, ~~ES~~, JF)
 - e. Outreach/Community Events (CL, NK)
- ii. Possible New Task Forces (as previously mentioned)
 - a. Appendix G
 - b. Racial Equity Governance Ordinance
 - c. Others?

5.D New REAC Officers

5.E City Council Meeting Report

5.F Report Out Items for Council

6. Good of the Order – 4:25 PM

7. Adjournment – 4:30 PM

The City of Bainbridge Island's meetings are wheelchair accessible. The City also provides auxiliary aids and services for effective communication such as assistive listening devices, closed captioning, and print materials in digital format. For other reasonable accommodations and/or modification to programs, services, or activities, please contact the ADA Coordinator at CityAdmin@bainbridgewa.gov or 206-842-2545 as soon as possible, preferably at least 2 business days prior to the meeting.



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 are the REAC Co-chairs.



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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 suq̓wəbš “People of Clear Salt Water” (Suquamish People). Expert fisherman, canoe builders and basket weavers, the suq̓wəbš live in harmony with the lands and waterways along Washington’s Central Salish Sea as they have for thousands of years. Here, the suq̓wəbš 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
City Hall Council Conference Room
July 13, 2026

1. CALL TO ORDER – 3:00 PM

Members present: KD Chavez, Jing Fong, Olivia Hall, Caitlin Lombardi, Bobi Stephan, Dashiell Tibbals

Excused: Nora Kim

Council Member Liaison Brenda Fantroy-Johnson
Equity and Inclusion Manager Anshu Wahi

2. APPROVAL OF AGENDA

Agenda approved unanimously – Olivia/Dash

3. PUBLIC COMMENT

There was no public comment.

4. WELCOME NEW REAC MEMBERS KD Chavez and Bobi Stephan!

5. EQUITY AND INCLUSION MANAGER REPORT

Please take the COBI survey from Adam on how you'd like to see volunteers celebrated. City Council will vote on the city manager appointment of John Mauro tomorrow evening.

5.A Appendix G

Appendix G of the Comprehensive Plan is an "Evaluation of Disparate Impacts, Displacement, and Exclusion." It highlights racially disparate impacts in policies and in planning on the island—historically and current day.

City Council agreed that REAC, Anshu, and planning staff would address this.

Subcommittee is Olivia, Caitlin, and Nora. Anshu will look at requirements. REAC, for example, will address impact of racial covenants and how they impact housing affordability, and lost wages based on the forced incarceration of Japanese Americans during World War II.

5.B Sharepoint

5.C August meeting

The August 10 REAC meeting will be kept as scheduled for now. If there is a lack of agenda, the meeting will be cancelled.

5.D New officers and task forces – September

New officers and task forces will be determined at the September meeting.

6. REGULAR BUSINESS

6.A Approve June Meeting Minutes

June minutes approved unanimously – Jing/Dash

6.B KD presentation of Racial Equity Governance Ordinance draft

KD's draft focuses on making the city more equitable and provides mechanisms for accountability and performance evaluation metrics. The teeth of the draft establishes that the City can't move forward with action until racial equity is holistically embedded into all of its work and actions. The ordinance ensures that racial equity for the city of Bainbridge Island is treated with the same seriousness as fiscal responsibility, as public safety, as environmental stewardship, not as an afterthought, not as a checkbox, but as a core governmental responsibility of the city.

Providing examples and specifics on how this would be implemented would help City Council understand how this concept would work.

Brenda added there's an ISO standard (International Standards Organization) for 20 categories of diversity.

Brenda will report to CC that REAC is working on this draft ordinance.

KD and Dash will serve on this task force.

6.C TASK FORCE REPORTS

i. Comp Plan (NK, OH). There is a vacancy on this task force. Tomorrow's council meeting agenda will discuss the Housing Element.

ii. Outreach/Community Events (CL, NK).

a. Farmers Market tabling. REAC has another opportunity to table once more. Bobi, Caitlin and KD will table on August 22. There was interest in tabling another time, if we are allowed to table more than twice in the season.

b. Community workshops. REAC has about \$1800 leftover from allocated funds before an equity & inclusion budget was created. These funds will go away by the end of the year.

These funds traditionally have been used for community events and training. Anshu has additional budget for trainings in her budget. Consider using these funds for a fall training.

i. Sankofa Impact. Sankofa Impact does historical education and place-based learning—working with communities about racism and history where they are. Next step is to meet with them if we're interested.

ii. HEU. Healing Equity United (HEU) has done workshops for us on bystander training and dialogue across differences and received positive feedback.

iii. Something else? Training for first responders was suggested by KD. Anshu wants to highlight this for REAC as a next year topic—possibly with Bainbridge Prepares—as it will take time to develop this if we decide to pursue.

7. CITY COUNCIL REPORTS

OH will create a new schedule for watching city council meetings.

8. REPORT OUT ITEM FOR COUNCIL

Brenda will report to CC that REAC is working on a draft of a race equity governance ordinance.

9. GOOD OF THE ORDER

A poetry jury that was assembled to update the historical timeline piece in Council Chambers met to determine which entries would move to the next round for consideration.

ADJOURNED 4:31 pm