



MINUTES

CALL TO ORDER / ROLL CALL / ACCEPT OR MODIFY AGENDA / ACCEPT OR MODIFY MINUTES /
CONFLICT OF INTEREST DISCLOSURE – 6:30 PM

- a. Agenda accepted as written

MEMBERS: JAMES FRIDAY, SUSAN WILMOT, BRENDA FANTROY-JOHNSON, JANNA CHAN, SAVANNA ROVELSTAD,
PEGGY ERICKSON

COUNCILMEMBER LIAISONS: JOE DEETS, RASHAM NASSAR

GOVERNMENT ALLIANCE ON RACE EQUITY PROPOSAL DISCUSSION

The current plan is to request Bainbridge Island becomes a member of GARE and invest in additional services from GARE.

DRAFT PROPOSAL SCHEDULE:

- Draft proposal: Week of August 5
- RETF Study Session: August 15
- Feedback on Draft 1: August 23
- Final draft: August 30
- Prepare for city council presentation: September 5 RETF business meeting
- Aim to present to city council on October 1

CITY COUNCIL PRESENTATION

- b. Have we answered “why” this investment is critical right now?
- i. Brenda: this work sets the foundation for race equity moving forward. We need experts to help facilitate otherwise we'll be spinning our wheels or making uninformed decisions.
 1. We can coordinate people to tell stories.
 2. Comprehensive Plan: Guiding principle #3 and #6 – housing, budget decisions – we are supporting your plan
 3. We should look at staff participation as a benefit. A training that all employees should have.
 - ii. Sue: The city asked us to look into this. The investment is not only financial, but it's also time. We ask that the city prioritize this work
 - iii. Savanna: Look around you – POCs are being overshadowed and dehumanized.
 - iv. Peggy: There have been numerous reports on BI. This is in response.
 1. Public testimony: November city council meeting?
 2. Does the city have a training plan or cultural competency training for the city?
 - a. Council Member Nassar: No. I recall reading a non-discrimination clause for contractors. I imagine it applies to staff, but this would be a good thing to investigate – the employee handbook.
 - v. James: The police do their own investigations of discrimination complaints. I don't think there is oversight.
 1. People don't know what to do. They don't feel safe. They ask, “who supports me?”
 - vi. Council Member Deets: There are public listing of complaints, but not a lot of details.
 1. Be explicit that members of the police department should participate in the workshops.
 2. Why not: Cost and staff time and scope of work. It is in the approved scope of work from the city council. It is also in line with the city's comprehensive plan. Make the case that this investment keeps the council accountable and allows us to explain our choices to the public.
 3. We should talk to other jurisdictions – can GARE provide contact info?
 - vii. Council Member Nassar: Lead with the comprehensive plan – guides the committees' workplans. These are action items in the comp plan. Investigate the comp plan – housing focuses on diversity. You need to make sure your community is a place that welcomes diversity.
 1. Propose comp plan amendments
 2. Ask yourself – what makes this different? We're not asking you to become an expert. It's acknowledging that we all have implicit biases.



- viii. Look into the precautionary principle – I believe it's applicable to this body of work.
- ix. What data can we share highlighting the need?
 - 1. Growing population of POC (youth?)
 - 2. BISD – bus incident
- c. What are the consequences of not approving the proposal?
 - i. Brenda: You created us to advise the council. You will have to answer to the people of BI.
 - ii. Sue: We will be asking: What parts of it do you not like? What are the obstacles?
- d. How does this investment connect/bolster/support other initiatives?
 - i. Comprehensive Plan
 - ii. “Welcoming City” commitment
- e. Why are the reasons this proposal would *not* be approved?
 - i. Cost
 - ii. Capacity (staff time)
 - iii. Scope of work
- f. Action Steps:
 - i. Janna: Ask GARE to connect Council Member Deets with other jurisdictions – cost and model, milestones
 - ii. Janna: Ask GARE to remove “optional” from workshops 3 and 4; pad preliminary costs
 - iii. Finalize agenda packet by September 9: City needs 2 -3 weeks to review
 - iv. RETF will organize to meet with city council members (identify a few other advocates to lobby ahead of study session)
 - v. Check office hours on city website
 - 1. Kol: 10 – 12pm at T&C
 - a. Sue and James
 - 2. Leslie: Office Expats 4:30pm – 6pm
 - a. Peggy and Janna
 - 3. Sarah: Sue
 - 4. Ron: Brenda and Kian
 - vi. *Request citizens to lobby after study session*
 - vii. Examples from other cities – action plans
 - viii. Janna: Draft talking points and sample email language

Adjournment – 8 PM

James Friday, Chair

09/05/19