

AGENDA

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

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

COUNCILMEMBER LIAISONS: JOE DEETS, RASHAM NASSAR

2. PUBLIC COMMENTS – 5 MIN

3. ACCEPT OR MODIFY MINUTES

4. 8/31 FARMER'S MARKET DEBRIEF

5. GARE PRESENTATION

- a. Review GARE final proposal
- b. Review draft presentation
 - i. Meeting prep
 - ii. Agenda packet
 - iii. Logistics
- c. Conversations with City Council members (ground softening)

6. "WELCOME" SIGNAGE UPDATE

7. CONTENT CREATION PROTOCOLS (JANNA)

8. COMMENTS FOR THE GOOD OF THE ORDER

9. ADJOURNMENT – 8 PM

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. Task Force 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. Task Force 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.



MINUTES

CALL TO ORDER / ROLL CALL / ACCEPT OR MODIFY AGENDA / CONFLICT OF INTEREST

DISCLOSURE – 6:30 PM

- a. Agenda accepted as written
- b. No conflicts of interest

MEMBERS: JAMES FRIDAY, CHAIR, SUSAN WILMOT, VICE-CHAIR, KIAN ASHABI, BRENDA FANTROY-JOHNSON, JANNA CHAN, SAVANNA ROVELSTAD

COUNCILMEMBER LIAISONS: JOE DEETS

ACCEPT OR MODIFY MINUTES

- c. Minutes accepted as written

PUBLIC COMMENT

SELECTION OF A NEW RETF MEMBER

- d. Council Member Deets: Because this task force concludes in December, I would not recommend we start a new search. It will take months to bring someone on.
- e. Kian: What qualities or aspects are we missing in our task force?
 - i. Brenda: Someone who is a team player
 - ii. James: From the school district
 - iii. Janna: Employees from large businesses, non-profits; someone with executive leadership
 - iv. Sue: Advocacy/outreach experience
- f. James and Sue: We will identify potential candidates and share them with the RETF. The task force will then send their preferences to Sue and James individually within a set amount of time.
- g. **Action Steps:**
 - i. Janna will add a link to the original candidate list to the shared folder.
 - ii. James and Sue will send RETF candidates / RETF will respond with preferences
 - iii. Council Member Deets will present final candidate to city council

SIGNAGE SUBCOMMITTEE UPDATE

- h. Brenda: I like the sign I originally proposed. We need to work on the language. I like the signs in Seattle and Bremerton. The ones in Seattle look “tribal” to indicate that we are on tribal land.
 - i. Bainbridge does have “welcoming city” approved language targeted at migrant communities, but this language isn’t visible anywhere. Creating these signs is taking action.
- i. Kian: I don’t want to give the city this branding when they haven’t taken any actions to make Bainbridge a more welcoming city. I think the sign should say it’s from the Race Equity Task Force before we’re the ones pushing this forward
- j. James: But we’re only here because of the city council.
- k. Savanna: Once these signs are out, the city will be held accountable for how it upholds itself as a “welcoming city.”
- l. Kian: I’m not opposed to the sign. I just worry that this is the cart before the horse.
- m. James motions to accept the sign verbiage:
 - i. In favor: James, Sue, Brenda, Savanna, Janna
 - ii. Abstain: Kian
- n. **Action Steps:**
 - i. Brenda will send final verbiage to Council Member Deets who will present it to the city council for discussion.
 - ii. Brenda to attend the city council meeting when the item is presented



ETHICS COMMITTEE MEETING REPORT OUT FROM 7/15

- o. Council Member Deets: The focus was on revising the ethics program.
- p. Next meeting is August 19 at 6:30pm
- q. **Action Steps:**
 - i. James will attend the August meeting

FARMER'S MARKET UPDATE

- r. James: We have been approved for the market this Saturday, 8/3, and August 31. We are picking up a table and a tent. We need to return the table on Monday. Staffing the table are:
 - i. August 3: Brenda, James
 - ii. August 31: Brenda, James
- s. **Action Items:**
 - i. Council Member Deets will petition the city to purchase a button machine
 - ii. RETF will strive to volunteer time to staff the booth on both dates

GARE UPDATE

- t. Council Member Deets: Investing in GARE means we're committed and accountable. We may not get everything we want right away.
- u. Sue: Talk is cheap.
- v. Recommendation Timeline:
 - i. Draft proposal: Week of August 5
 - ii. RETF Study Session: Week of August 15
 - iii. Feedback on Draft 1: Week of August 19
 - iv. Final draft: Week of August 26
 - v. Prepare for city council presentation: September 5 business meeting
 - vi. **Aim to present to city council on October 1**
- w. **Action Steps:**
 - i. Council Member Deets will check room availability for GARE study session on 8/15 at 6:30pm
 - ii. James will send agenda: Read GARE proposal and come prepared to engage:
 - 1. How to formulate the ask
 - 2. What does the city get out of this?
 - 3. Research where this is done elsewhere – neighboring jurisdictions and quotes

COMMENTS FOR THE GOOD OF THE ORDER

- x. Peggy Erickson: Regarding the GARE proposal – Bainbridge tends to want to do a good job when it commits to something. I think they will want to see the membership through and build excitement.
- y. Agenda Items for Next Meeting:
 - i. Farmers Market Debrief
 - ii. GARE proposal prep

ADJOURNMENT – 8 PM



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.



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- 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 Expts 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

August 28, 2019

Janna Chan
Bainbridge Island Race Equity Task Force
City of Bainbridge Island
280 Madison Ave N
Bainbridge Island, WA 98110
email: janna.chan@cobicommittee.email

Thank you for your interest in working with the Government Alliance on Race and Equity (GARE). We have appreciated talking with you over the past few weeks. This letter includes background information on GARE and a proposed scope of services designed to build employee racial equity awareness and the capacity of the City of Bainbridge Island to proactively advance racial equity. GARE is standing by to help the City of Bainbridge Island embark on and sustain a racial equity effort. We have discussed a process that:

- engages City of Bainbridge Island leadership including the Race Equity Task Force to build awareness and support for integrating racial equity into city operations.
- provides the Advancing Racial Equity workshop to leadership including the Race Equity Task Force to build comfort, aptitude and skills for normalizing conversations about race and incorporating racial equity into their work.
- provides the Using a Racial Equity Tool and Organizing for Racial Equity workshop to build skills using an assessment to inform policy, procedures and programs to drive racial equity.
- offers additional workshops that we recommend to build the foundation, practices and partnerships needed to be able to advance racial equity over the long term.

I. How we work with jurisdictions

GARE has worked with more than 150 jurisdictions in 30 states to begin embedding racial equity in to the local government practice. We are very familiar and experienced with providing the services desired by the City of Bainbridge Island, and we deliver them with care, expertise and full appreciation of the challenges encountered and support needed when doing organizational change.

BACKGROUND

The [Government Alliance on Race and Equity](#) (GARE) is a core project of [Race Forward](#) and the [Haas Institute for a Fair and Inclusive Society](#) at the University of California Berkeley. We are a national network of government working to achieve racial equity and advance opportunities for all. We employ three emphases to frame our work:

1. We are a membership organization that supports national and regional networks of jurisdictions that are at the forefront of work to achieve racial equity
2. We offer pathways for new jurisdictions to begin doing racial equity work, including contractual technical assistance and year-long learning cohorts
3. We support and build local and regional collaborations that are broadly inclusive and focused on achieving racial equity

Government has the potential to leverage significant change and set the stage for achieving racial equity in our communities. GARE is building a national movement for racial equity; we share and expand best practices, tools and resources. If government is to advance racial equity, we must recognize its legacy of having created and maintained racial inequity, explicitly from the founding of our country, and implicitly for the past half century. We work with government because achieving racial equity will not occur unless government serves as an agent for creating an inclusive multi-racial democracy.

GARE has effective approaches for building the capacity of organizations and institutions to eliminate institutional and structural racism and advance racial equity. We offer training and organizational development, either in introductory workshops, specific topics or via an extended learning curriculum.

Our workshops include:

- **Interactive and experiential components.** Adult learning styles vary. We use varied forms (including exercises and small group discussions) to share information to ensure learning objectives are met.
- **Explicit conversation and facilitation to illuminate the connection between individual, institutional and structural racism.** Our training methodology allows participants to make connections between individual experiences and the broader societal and structural ways in which race is constructed. We focus on institutional and structural strategies, as those are most effective for leveraging change.
- **Strong, expert facilitation.** Conversations about race can sometimes be difficult. We have a team of expert facilitators who not only are prepared to lead and guide conversation but to re-design activities in the moment to ensure participants' time and experience is maximized.
- **Applied learning.** Racial equity concepts can, at times, be abstract. Our workshops focus on the application of learning in the work place. *Doing* is often the best teacher.

GARE recognizes the importance of responding to unique situations. Context matters. We tailor workshops and learning activities to best meet the needs of participants and organizations. Our workshops are informed by context setting to understand how best to tailor content and exercises and interviews with key stakeholders to ensure design meets needs and expectations of participants.

II. What Creates Change: National Best Practice

Leadership, community and staff must ***normalize*** racial equity as a key value and have clear understanding and shared definitions, ***operationalize*** equity via new policies and by transforming the underlying culture of our organizations, and finally, ***organize***, both internally and in partnership with other institutions and the community. The elements and actions are based on our understanding of your desired direction.

III. SCOPE OF WORK

Context setting

GARE recognizes that this project will benefit from additional context setting in the form of an understanding of the training that some employees have already taken. We will work with you to confirm the informal and formal leaders who are positioned to work on this project. We will also work with you to identify a set of key leaders who will form a "Core Team" for this project, leading

efforts to operationalize racial equity in Bainbridge Island. We would be happy to assist with this selection process.

Normalize

Normalizing conversations about race includes developing and sharing a racial equity framework as well as operating with urgency and accountability. GARE will provide one workshop for City leadership including the Race Equity Task Force.

Operationalize and Organize

After the initial workshop, GARE will work with Bainbridge Island leadership including Race Equity Task Force members to identify key initiatives / pilots to operationalize racial equity. GARE will lead a workshop for the Core Team to build skills using a racial equity tool and provide tools for communicating effectively about race.

If desired GARE can provide one, or possibly two additional sessions, thereby creating the foundations of a racial equity action plan and the infrastructure needed to operationalize and organize to drive and hold accountability for racial equity work across the institution. At the culmination of all the workshops, the Core Team will be early adopters by piloting the use of a racial equity tool, using data to develop and track racial equity strategies and developing racial equity action plans. The sessions will take place over the course of approximately four months with additional work and guidance (as needed) from the GARE staff team between sessions. The content of the sessions will again be informed by the context setting phase. The GARE curriculum will be used to support the Core Team's work.

Workshop 1 (late fall 2019)

- ***Advancing Racial Equity: The Role of Government:*** This workshop provides an orientation to the role, responsibilities and opportunities for government to advance racial equity. We focus on normalizing racial equity as a core value with clear definitions of key terminology, operationalizing racial equity via new policies and institutional practice, and organizing, both internally and in partnership with other institutions and the community. Participants gain increased understanding of racial equity terminology, including implicit and explicit bias and individual, institutional, and structural racism; gain skill at identifying and addressing institutional and structural racism; and increase capacity to advance racial equity in the work place.
- ***Using a Racial Equity Tool:*** This workshop provides an overview on how to use a racial equity toolkit to inform policy, program and budget decisions; and effective internal infrastructure and external partnerships to create lasting institutional transformation to advance racial equity.

Workshop 2 (in early 2020):

- ***Using a Racial Equity Tool:*** This content provides information on how to use a racial equity toolkit within policy, program and budget decision-making processes. Team members will gain skills by using the tool with their own lines of business that they would like to assess from a racial equity perspective.
- ***Communicating for Racial Equity:*** Communicating about race can sometimes be a challenge, but preparation and strategy make a big difference. This content provides tools for both interpersonal communication and communicating with the media and broader outside audiences.

Workshop 3 (2020)

- ***Developing a Racial Equity Action Plan:*** Introductory training is not enough; the City of

Bainbridge Island will want to put ideas and understanding into action, including strategies that are designed to advance racial equity.

- ***Leading for Racial Equity:*** This workshop provides a common language and explores the tensions that racial equity leaders must address to be effective in working for race and social justice, including adaptive / technical, transactional / transformational, and formal / informal leadership. Participants focus on increasing understanding of key racial equity terminology, motivating change, developing skills at effectively communicating about race, and developing concrete action steps.

Workshop 4 (2020)

- ***Inclusive Outreach and Public Engagement:*** This workshop uses discussion and hands-on activities on how to implement inclusive outreach and public engagement policies, apply an equity framework to outreach materials and strategies, and deepen understanding of culturally inclusive dynamics.
- ***Tools for Organizational Change:*** This workshop provides hands-on exercises to discuss moving organizational change within government, including building organizational infrastructure across the breadth (all functions) and depth (up and down hierarchy). Content is tailored to meet participants' needs, and will include topics such as stakeholder analysis, power and politics, and tipping point theory.

The total cost and timeline for the city's work with GARE is \$47,300. (summary below).

IV. Next Steps

This project, in its totality, will support the creation of deeper shared understanding among leadership, a Racial Equity Action Plan and greater staff capacity for implementation of racial equity across key departments. Our approach incorporates proven practices and replicates success, changing the norm of what is expected and possible from government.

We have appreciated your leadership and are excited about the possibility of moving this work forward. Please contact Nora Liu at nliu@raceforward.org with questions or to discuss next steps.

Sincerely yours,

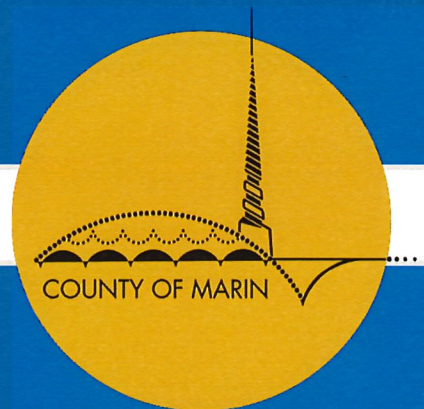


Dwayne S. Marsh

GARE Co-Director & Race Forward Vice President of Institutional and Sectoral Change

Context Setting			
	Preliminary work required to establish specific parameters of GARE engagement.	12 hours	\$3,000
Workshop 1 – late fall 2019			
	Advancing Racial Equity: The Role of Government / Using a Racial Equity Tool This workshop introduces the role, responsibilities and opportunities for government to advance racial equity. We introduce a racial equity tool that can be used in decisions relating to policies, practices, programs and budget and share effective internal infrastructure and external partnerships to create lasting institutional transformation to advance racial equity.	Full day	\$10,000
Workshop 2 – early 2020			
	Using a Racial Equity Tool / Communicating for Racial Equity This workshop provides instruction and practice on how to use a racial equity toolkit within policy, program and budget decision-making processes and tools for effectively communicating about race.	Full day	\$10,000
Workshop 3 – 2020			
	Developing a Racial Equity Action Plan / Leading for Racial Equity This workshop provides instruction and hands on practice creating a racial equity action plan to drive implementation and accountability of the city's racial equity work. It will also provide tools and skills to develop racial equity leadership.	8 hours	\$10,000
Workshop 4 – 2020			
	Inclusive Outreach and Public Engagement / Tools for Organizational Change This workshop provides strategies and skills to implement effective inclusive public engagement leading to community partnerships as well as tools to create the internal infrastructure needed to continue to advance racial equity over time.	8 hours	\$10,000
	Sub-total Admin (10%) Total		\$43,000 \$4,300 \$47,300
	NOTE: there is a 10% cost reduction available for GARE members		

COUNTY OF MARIN
RACIAL EQUITY
ACTION PLAN 2017



COUNTY OF MARIN RACIAL EQUITY ACTION PLAN 2017

ACKNOWLEDGMENTS

We are grateful to our employees at all levels of the organization who contributed their ideas and energy to this plan and are committed to advance racial equity in Marin County. We are also thankful to be a member of Government Alliance on Race and Equity (GARE), which has provided us the framework to start and tools to implement this plan. We would like to offer a special thank you to the 2016 GARE cohort members who drafted this plan.

Administrator's Office

- Angela Nicholson
- Jacalyn Mah

Board of Supervisors

- David Escobar (retired)
- Steve Kinsey (retired)

Community Development Agency

- Liz Darby

Health and Human Services

- Cesar Lagleva
- Cio Hernandez
- Matthew Willis

Human Resources

- Chantel Walker
- Roger Crawford

Marin County Free Library

- Bonny White

Marin County Parks

- Kevin Wright

COUNTY OF MARIN RACIAL EQUITY ACTION PLAN 2017

Goal 1. Marin County staff understands and is committed to achieving racial equity.

Community Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure
25 partnerships with leaders of community based organizations, cities and towns in Marin County	A. Marin County employees understand, are committed to, and have the infrastructure needed to advance racial equity. 1) Racial Equity Team – Marin County will develop a racial equity team consisting of Government Alliance on Race and Equity (GARE) 2016 and 2017 Cohorts, supported by leadership and with leadership representation, which is responsible for oversight and implementation of an organization-wide Racial Equity Action Plan. 2) Infrastructure to advance racial equity – The Racial Equity Team will support changes within County policies and procedures to use as building blocks in creating greater County-wide department initiatives in achieving racial equity. These changes will include: 2A) Create an internal racial equity vision statement 2B) Incorporate race equity initiatives into Department Performance Plans 2B) Continue and expand racial equity work in 5 Pilot departments 2C) Create and encourage voluntary learning opportunities through affinity groups: DREAM – Dare to Dream Lunch & Learn	April 2017 Dec. 2017	County Administrator's Office, GARE 2016 and 2017 Cohorts County Administrator's Office (2), GARE 2016 & 2017 Cohorts (2A-B), Department Heads (2A)	Racial Equity Action Plan adopted Community partnership list developed % of surveyed employees who are aware of and understand the County's equity initiatives # of departments that include an equity initiative in their performance plan # of meetings where equity initiatives are presented to Department employees Equity pilots are detailed and celebrated on the Equity MINE page, supporting additional departments to work on the implementation of the racial equity plan % of employees attending affinity group voluntary learning events

COUNTY OF MARIN RACIAL EQUITY ACTION PLAN 2017

Goal 1. Marin County staff understands and is committed to achieving racial equity.

Community Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure
80% of external partners participating in Pilots agree that trainings meet equity goals	3) Racial Equity Training – Provide introductory training on racial equity and inclusion, followed by ongoing dialogue for all staff and key decision makers (elected officials and management). Training concepts should include: social construction of race, the history of race in government race, implicit and explicit bias, and institutional and structural racism. Additional topic-specific training will include: using the Racial Equity Tool, inclusive outreach and public engagement, and communicating about race. 3A) Incorporate into existing training: 3A1) Equal Employment Opportunity 3A2) Rights and Responsibilities 3A3) Management Academy 3A4) Leadership Academy 3B) Include new Marin County training: 3B1) Cultural Intelligence/Competency 3B2) Structural Racism (by GARE 2016 Cohort) 3B3) Racial Equity Tool 3B4) Anti-bias 3B5) How to participate in hiring panel 3B6) Process-based decision making	Dec. 2017	Human Resources (3), GARE 2016 Cohort (3B2)	Racial equity incorporated in the existing training listed in 3A) and 3B) 60% of employees have attended cultural intelligence/competency and structural racism trainings; 100% by 4/18 2016 GARE cohort members deliver structural racism training and provide equity support throughout organization 100% of hiring managers have attended anti-bias training A County employee is identified to manage and grow equity work for County departments and beyond

COUNTY OF MARIN RACIAL EQUITY ACTION PLAN 2017

Goal 1. Marin County staff understands and is committed to achieving racial equity.

Community Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure
At least 5 external contributors are involved in racial equity tool implementation in pilot departments.	4) Use of a Racial Equity Tool with policies or programs Each department uses a Racial Equity Tool in a select policy or program. 4A) Assign staff to oversee the implementation of a racial equity tool in every department as an important part of MFR redesign 4B) Incorporate into department strategic planning starting with pilots in Health and Human Services and Cultural Services 4C) Make shifts in programs and policies to address equity: 4C1) Community development and health policies 4C2) Document what we're doing differently and what is making an impact 4C3) Evaluate shifts in spending related to equity initiatives	June 2017 Dec. 2017 Ongoing	County Administrator's Office (4), GARE 2016 & 2017 Cohorts (4B) Cultural Services and Health and Human Services	Year 1: 5 departments use a racial equity tool by Dec. 2017 Year 2: 50% (11) departments use a racial equity tool by Dec. 2018

COUNTY OF MARIN RACIAL EQUITY ACTION PLAN 2017

Goal 2. Marin County is an effective and inclusive government that engages community.

Community Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure
80% of surveyed respondents believe the County of Marin values community participation and engagement 80% of surveyed respondents understand that the County is working to foster a more equitable community	A. County of Marin employees have outreach and engagement skills and competencies to advance racially inclusive outreach and engagement. 1) Work with other institutions and advocacy groups to identify, align, and implement strategies for advancing racial equity – Strengthen community partnerships with First 5 Commission, Community Action Marin, Marin Community Foundation, Marin Promise, Youth Leadership Institute, Bay Area Regional Health Inequities Initiative, and other groups identified throughout the process. Through partnerships, 1A) Create a “State of Equity” map for the County 1B) Create an equity resource list for internal and external audiences 1C) Create shared calendar for equity related events 1D) Learn the racial history of Marin to incorporate research into training and advocate for the need for racial equity measures in the County 1E) Partner with Marin Community Foundation on next issue of “Portrait of Marin” 1F) Participate in Community Partner Equity initiatives & is the convener when appropriate 1G) Create training for hiring panels that includes internal employees and external community members	2018-2019 Details determined by 2nd GARE cohort	County Administrator’s Office (1), GARE 1.0 & 2.0 (1-4A) Health and Human Services, Community Development Agency, Marin County Parks	State of Equity Map created Equity Resource List created and updated yearly Equity information is collected and shared on the equity intranet site # of employees attending structural racism training Create shared calendar for equity events # of equity initiatives led by community partners that County departments are engaged in

COUNTY OF MARIN RACIAL EQUITY ACTION PLAN 2017

Goal 2. Marin County is an effective and inclusive government that engages community.

Community Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure
	2) Create and implement an inclusive policy on race/ethnicity data – Create and implement a policy on how to collect data on the race/ethnicity of clients and customers, which provides for racial/ethnic categories that reflect Marin County and allows people to self-identify and choose more than one category or “Other” in the data collection process.	Dec. 2017	Human Resources Equal Employment Director, Human Resources	Other or “more than one” appears as an option on every Marin county survey Socrata is used to display equity data in the County

COUNTY OF MARIN RACIAL EQUITY ACTION PLAN 2017

Goal 3. Marin County is an equitable employer and the workforce demographics reflect the demographics of the community we serve across the breadth and depth of positions in the County.

Community Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure
Racial/ethnic composition of the County workforce reflects that of Marin County	1) Strengthen personnel policy and practices – 5 Year Business Plan Subject Matter Experts (SMEs) review policies to: 1A) Identify and develop career tracks 1B) Ensure that there is diversity on hiring panels 1C) Support hiring managers to engage in diverse hiring 1D) Ensure there are no artificial barriers in minimum qualifications 1E) Promote diversity in assistant department head and department head hiring 1F) Develop a robust internship program 1G) Support inclusion of all County employees	Dec. 2017	Human Resources and 5 Year Business Plan SMEs	Demographics of County's workforce change to better reflect the demographics of the community across positions 100% of managers trained on anti-bias and hiring Hiring policies are reviewed and updated to prevent bias in hiring
	2) Clear racial equity expectations for managers – 2A) Conduct training on equitable hiring practices for all hiring managers and establish clear expectations and accountability for racially equitable work places. Managers should use best practices to minimize bias and incorporate equity throughout all phases of the hiring process. 2B) Provide support to managers of color so that we are not just recruiting a diverse group of employees, but are insuring inclusion in the workplace.	Dec. 2017	Human Resources and Hiring Mangers	Increase in the number of people of color, including women of color, hired by the County # of employees of color leaving the county decreases (excluding employees retiring)

EQUITY AND SOCIAL JUSTICE STRATEGIC PLAN

2016-2022



King County

KING COUNTY EQUITY AND SOCIAL JUSTICE STRATEGIC PLAN 2016-2022

For many in our region, King County is a great place to live, learn, work and play. Yet we have deep and persistent inequities—especially by race and place—that in many cases are getting worse and threaten our collective prosperity. Launched by King County Executive Ron Sims in 2008 and formalized by Executive Dow Constantine and the Metropolitan King County Council via ordinance in 2010, Equity and Social Justice (ESJ) is an integrated part of the County's work, and is supported by the ESJ Office since it was established in early 2015.

The Equity and Social Justice Strategic Plan is a blueprint for change, mutually created by King County employees and community partners. From the outset, the planning process was designed to hear from people across sectors, geography and populations before developing a draft. More than 600 County employees and 100 local organizations—including community organizations, education, philanthropy, labor, business and local governments—shared their insights and expertise on where we have made progress, persistent challenges that exist, and solutions toward achieving equity.

OUR EQUITY VISION AND STRATEGIES

The shared vision we developed out of this process is consistent with the overall vision of King County's Strategic Plan: A King County where all people have equitable opportunities to thrive. Our four strategies as One King County to advance Equity and Social Justice are to invest:

- Upstream and where needs are greatest
- In community partnerships
- In employees

And we do this with **accountable and transparent leadership**.

Our Equity and Social Justice shared values will guide and shape our work. We are:

- Inclusive and collaborative
- Diverse and people focused
- Responsive and adaptive
- Transparent and accountable
- Racially just
- Focused upstream and where needs greatest

Equity is fundamental to the society we seek to build. It is an ardent journey toward well-being as defined by those most negatively affected. Our end goal is for full and equal access to opportunities, power and resources so all people may achieve their full potential. The process of advancing toward equity will be disruptive and demands vigilance.

Being "pro-equity" requires us to dismantle deeply entrenched systems of privilege and oppression that have led to inequitable decision-making processes and the uneven distribution of benefits and burdens in our communities. Similarly, we must focus on those people and places where needs are greatest to ensure that our decisions, policies and practices produce gains for all.

OUR PRO-EQUITY POLICY AGENDA AND REGIONAL COLLABORATIVE

Long-term, sustainable changes within our organization and the community require a comprehensive 'pro-equity' approach for all of King County government. This plan defines a Pro-Equity Policy Agenda aimed at expanding access to the County's Determinants of Equity: child and youth development, economic development and jobs, environment and climate, health and human services, housing, information and technology, justice system, and transportation and mobility.

We learned through our engagement for the strategic planning process that there is a broad range of equity-focused activities in our region. However, there is a need for increased coordination and cross-sector solutions that match the scale of inequities we face. Together we are

stronger. As a result, King County government is committed to advancing a Regional Equity Collaborative with partners from community organizations, philanthropy, business, labor, local governments and education in the coming months and years.

BECOMING PRO-EQUITY

We understand that how we approach our work is just as important as what we seek to accomplish. Pro-equity means being racially just and inclusive, and consistently taking action to eliminate the root causes of inequities. We adopt systems and standards that allow us to consistently engage with and build the capacity of our residents, partners and employees.

To achieve better outcomes in the community, we will integrate and implement pro-equity practices in our major functions of government where we can effect change, including:

- Leadership, operations & services
- Plans, policies & budgets
- Workplace & workforce
- Community partnerships
- Communication & education
- Facility & system improvements

HOW TO READ THIS PLAN

King County's Equity and Social Justice (ESJ) Strategic Plan 2016-2022 provides a framework and direction for how the County will use the four strategies of the Plan within and across the Pro-Equity Policy Areas, the Regional Equity Collaborative and the Goal Areas. Each Policy and Goal Area has an analysis of our current situation, plus how we will make a difference, including specific actions or goals.

PLAN IMPLEMENTATION

The Policy Areas are in three-year cycles, and the Goal Areas are in two-year cycles. The two-year cycle for the Goal Areas is aligned with the County's biennial budget process and builds our organization's capacity in ESJ 'adaptive management.' We incorporate design, management and monitoring to advance our strategies in the various functions of government; then we continuously and systematically adapt and learn. As a government, we have to practice adaptive management to be coordinated and responsive to our communities and employees. This means:

We listen deeply to know how and why assets, priorities, expectations and concerns of our communities and employees—especially those most in need—change with time. We use this knowledge to coordinate and try different approaches toward achieving better outcomes and monitor the results.

We look at root causes and adapt by understanding what and why efforts are working or not working.

We respond by making appropriate and timely changes.

We learn and share regularly what is happening around us so that we can engage responsibly.

We learn and stay current with what and how our residents and partners are doing so we can co-create effectively and with transparency.

Summary of Goals, Objectives and Strategies by Goal Area

LEADERSHIP, OPERATIONS & SERVICES

Goals

1. Develop effective and accountable leadership for advancing ESJ
2. Develop an organization where all employees are change agents
3. Visibly and public display progress on ESJ
4. County operations, programs and services are pro-equity and reflect ESJ values

Invest upstream and where needs are greatest

- ESJ values guide department and agency operations, programs and service delivery
- Operations and services – including allocation of resources – reflect our ESJ values of investing upstream and where needs are greatest

Invest in employees

- Increase employee sense of responsibility to advance ESJ
- Improve staff and leadership proficiencies in delivering services that respond to changing demographics

Invest in community partnerships

- In County operations, programs and services, collaborate with other King County and external service providers
- Technical assistance and resources deployed to community organizations, in support of services and operations

With accountable and transparent leadership

- Elected leaders and directors are ultimately responsible for ESJ
- Visibly display progress on plan
- Bi-annual “Plan – Do – Check – Adjust” of ESJ Strategic Plan with implementation plans

PLANS, POLICIES & BUDGETS

Goals

1. Department and agency business plans include analyses of equity impacts
2. Policy guidance incorporates ESJ values and analysis
3. Budget decisions, rates, and allocations reflect the values and strategies of the ESJ strategic plan

Invest upstream and where needs are greatest

- Provide new resources on demographic conditions for planners, analysts and project managers
- Develop improved equity analysis tools for plans, policies, and budgets
- Ensure budget instructions and decisions support upstream investments
- Assess all fees and rates to identify opportunities to create a more equitable structure

Invest in employees

- Train leaders, planners, analysts, and project managers on the use of demographic data and equity impact tools
- Ensure budget allocation leads to a more equitable workplace

Invest in community partnerships

- Increase use of community engagement guide in planning and policy processes
- Explore and pilot a participatory budgeting process

With accountable and transparent leadership

- Provide coaching and tools for agency leadership to develop explicit policy guidance
- Develop measurement tools and a public reporting framework for ESJ Strategic Plan implementation
- County advocacy at the State results in a more equitable funding structure for services most needed by residents

WORKPLACE & WORKFORCE

Goals

1. Require an equitable, engaged and racially just workplace culture
2. Do systematic and equitable workforce development at all levels
3. Have and resource equitable employee development and access to opportunities
4. Build an organization of equitable access to and shared decision making

Invest upstream and where needs are greatest

- Develop ‘people managers’ to lead a racially just, engaged and inclusive culture
- Eliminate barriers to high salaried employment opportunities for People of Color, Native Peoples and immigrant populations
- Invest in restorative conflict resolution strategies

Invest in employees

- Invest in lower salaried employees through active employee development plans
- Expand equitable access to resources and decision-making for all employees
- Develop career paths toward a racially equitable workforce

Invest in community partnerships

- Invest in partnerships with historically disadvantaged communities and expand hiring pipelines
- Invest in school-to-work pipelines for youth with greatest barriers to employment

With accountable and transparent leadership

- Mature as a racially just organization using equity to assess progress
- 360-type assessment tool to measure inclusive, equitable leadership competencies
- Ensure all disciplinary policies and practices are equitable and racially just

Summary of Goals, Objectives and Strategies by Goal Area

COMMUNITY PARTNERSHIPS

Goals

1. Systematically provide resource support to community-based organizations to leverage their expertise toward advancing ESJ outcomes
2. Create pro-equity contacting processes that are visible and accessible to contractors of varied size and capacity
3. Provide non-monetary support to community-based partners that build their internal capacities

Invest upstream and where needs are greatest

- Invest in partnerships that allow the County to apply early, upstream and preventative solutions
- Adopt contracting practices that stimulate economic development in underserved communities
- Build community capacity as a strategy to foster full and equitable civic participation

Invest in employees

- Create hiring and advancement opportunities via Community Liaison network
- Eliminate barriers for staff seeking to promote equitable contracting
- Situate community capacity building as professional development opportunities

Invest in community partnerships

- Invest in partnerships to steadily inform decision-making
- Expand and diversify the County's vendor pool
- Connect County resources and expertise to capacity development of community partners

With accountable and transparent leadership

- Demonstrate inclusion of historically underrepresented communities in program and budget planning
- Report an increase in the number of historically under-represented businesses servicing external contracts
- Report technical assistance provided to community-based partners

COMMUNICATION & EDUCATION

Goals

1. Focused on languages, update tools for public-facing communication and education to align with demographic changes
2. Develop tools for better engagement and access to services
3. Focused on technology access, improve use of internet, social media and mobile tools to engage and hear from under-served residents
4. Increase collaboration and language-related resources for employees to ensure inclusive engagement of residents in decision-making

Invest upstream and where needs are greatest

- Update tools to better connect with today's community demographics
- Move from iterative, project-based outreach to ongoing engagement
- Provide resources for staff to improve communication and collaboration with limited-English speaking (LES) communities
- Invest in translation and/or interpretation as needed for public hearings and other engagement opportunities

Invest in employees

- Training and resources for staff, esp. for improved internal collaboration on engagement issues, and language-related tools and resources
- Supervisory staff have additional ESJ training
- Prioritize and reward language skills

Invest in community partnerships

- Partner with community organizations to guide improvements and facilitate consistent engagement with communities
- Publicize civic engagement opportunities via community media outlets and organizations
- Provide information in multiple languages

With accountable and transparent leadership

- Home pages of every department on County website available in six top tier languages
- Increased investment in availability and use of pro-equity technologies

FACILITY & SYSTEM IMPROVEMENTS (CIP)

Goals

1. Master and Line of Business (LoB) plans include clear objectives to advance ESJ
2. Capital development policy, budgets, portfolios and programs are pro-equity and contribute to improved community conditions
3. Responsibility for pro-equity progress is clearly defined at agency/department, division and section levels

Invest upstream and where needs are greatest

- Embed 'pro-equity system build-out vision' into long-term, master, and LoB plans – which precedes, informs and enables capital programs and projects to be pro-equity by defining intended system-scale outcomes

Invest in employees

- Train and provide ESJ information resources to master planners, LoB planning teams, capital portfolio managers, and project managers so facility and system development components work in an integrated manner

Invest in community partnerships

- Build partnerships and partnering abilities by supporting the LES community liaison network
- Capital projects have objectives for community engagement and ESJ in benefits/burden distribution – which are documenting via the King County sustainable infrastructure scorecard

With accountable and transparent leadership

- Project scopes have explicit ESJ objectives that align to system goals as described in master/LoB plans
- Guide, recognize, and account for progress via King County Sustainable Infrastructure scorecard and Capital Project Management Work Group

City of St. Anthony Village Racial Equity Plan

Internal Goal: The City of St. Anthony staff, elected and appointed leaders recognize and are committed to racial equity efforts.

Community Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure
- City employees understand, are committed to, and have the needed resources to advance racial equity in their roles - Residents have an understanding on how their local government works. Specifically how to communicate with officials and how to participate in decisions	Create a shared understanding of racial equity GARE Introductory Cohort The team participating in the Government Alliance on Race and Equity (GARE) 2017 cohort, along with staff leadership, will create a Racial Equity Plan as a working document for department directors, City Council, and others. Implementation will begin in 2018. Inclusion Committee Form a staff-driven Inclusion Committee to serve as a resource to employees by providing education about areas of diversity, support city's goals by promoting diversity, cultural competency and community interaction, and to raise awareness of city's diversity initiative and its purpose at the city. GARE Implementation Cohort The Inclusion Committee will participate in the 2018 GARE Implementation Cohort designed for jurisdictions that participated in the introductory cohort and are ready for support on plan implementation & peer-to-peer strategizing. Continuing GARE participation will allow the Inclusion Committee members to work towards becoming "subject matter specialists" to be well-equipped to support racial equity efforts.	2017	GARE Cohort & Staff Leadership	Racial Equity Plan finalized and implementation steps are underway
		Ongoing	Committee members & Staff Leadership	Inclusion Committee convened, meeting quarterly with dept. heads and providing resources and training opportunities to staff
		Ongoing	Advanced GARE cohort & Staff Leadership	Cohort sessions are attended and peer exchanged ideas are explored and applied where appropriate
	Build capacity and skills to advance racial equity Departmental Racial Equity Assessments The Implementation Team will provide department directors with resources for performing a departmental assessment of their delivery of services from a racial equity perspective. With the help of the GARE Racial Equity Toolkit department directors will review policies and practices to identify and remove any barriers to racial equity and embed racial equity into routine decision-making in a sustainable manner. The Racial Equity Tool is a simple set of questions: - Proposal: What is the policy, program, practice or budget decision under consideration? What are the desired results & outcomes? - Data: What's the data? What does the data tell us?	2018 – 2019	Inclusion Committee & Department Heads	Assessments and identified mitigations are continuing and staff leadership and department heads hold regular check-ins to track progress

Internal Goal: The City of St. Anthony staff, elected and appointed leaders recognize and are committed to racial equity efforts.

Community Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure
	▪ Community engagement: How have communities been engaged? Are there opportunities to expand engagement? ▪ Analysis and strategies: Who will benefit from or be burdened by your proposal? What are your strategies for advancing racial equity or mitigating unintended consequences? ▪ Implementation: What is your plan for implementation? ▪ Accountability and communication: How will you ensure accountability, communicate, and evaluate results? The following subject areas have been identified through 2017 GARE participation as proven strategies that can advance racial equity. These, along with other ideas from 2018 GARE participation and feedback from residents, will be reviewed: City Wide – Review policies and practices on hiring, on-boarding, retention, and upward mobility. Specifically minimum qualifications (education and experience equivalencies) and the role of seniority in promotions & benefits. Administration, Human Resources & Finance – Further efforts to build a “virtual city hall” so access to city business is inclusive for all, regardless of work schedules, languages spoken, etc. Fire Department – Review code enforcement policies and practices to ensure resources are being applied equitably across the city. Public Works Department – Expand seasonal workers job scope to offer an internship experience highlighting all aspects of department’s activities. Liquor Operation Department – Implement front-line training specifically focused on effectively serving diverse customers. Department of Justice COPS Program Technical Assistance Police Department – Implement guidance received from the Department of Justice’s COPS program. ▪ Comprehensive overhaul of Principles and Practices manual ▪ Develop data-driven strategic plan on conducting vehicle & pedestrian stops ▪ Develop community engagement strategic plan ▪ Develop training, policies, practices and procedures to facilitate employee professional development			

External Goal: Residents view their jurisdiction as an effective and inclusive government.

Community Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure
▪ Residents believe the city values community participation and engagement ▪ Residents and visitors are aware of the City's commitment to address racial equity in the city	Assure St. Anthony is a welcoming village for everyone Coordination with Community Efforts Utilize existing infrastructure to work towards shared goals by collaborating and coordinating efforts with St. Anthony Villagers for Equity & Community, Dare 2 Be Real, St. Anthony Community Services and the St. Anthony branch of the Hennepin County Library system.	Ongoing	Staff Leadership	Staff attends meetings with community groups regularly
	Diversification of Commissions Utilize all formal and informal channels to communicate when commission opportunities become available, specifically targeting higher density and rental properties to be represented.	Ongoing	Staff Leadership	Increased number and greater diversity in applications for future commission openings
	New Resident Information Sessions Hold sessions with city representatives at locations around the city to inform residents on how their city works, how they can participate in decisions, and hear what barriers residents are encountering when seeking city services. <i>Feedback from these sessions will be used to gather up to date resources for residents, improve print and electronic communications, enhance future sessions, and inform departments on policies and/or processes to refine in order to ensure everyone has access to city services.</i>	2018 – 2019	Staff Leadership	Multiple Sessions have been held in various locations within the city
	Students in Government Provide opportunities for St. Anthony High School students to spend time with city staff and elected officials to learn how the city functions and how they can participate now or in the future in the community in which they choose to live.	Ongoing	Staff Leadership	Session held at least annually that includes all departments
	Communications Plan Work with the team building a city-wide communications plan to ensure it provides employees with outreach and engagement tools to communicate racial equity initiatives.	Late 2017 – Early 2018	Inclusion Committee & Department Heads	Inclusion Committee and Department Heads have provided input on the plan



RACE EQUITY TASK FORCE



Recommendations for 2019 - 2020 Investments

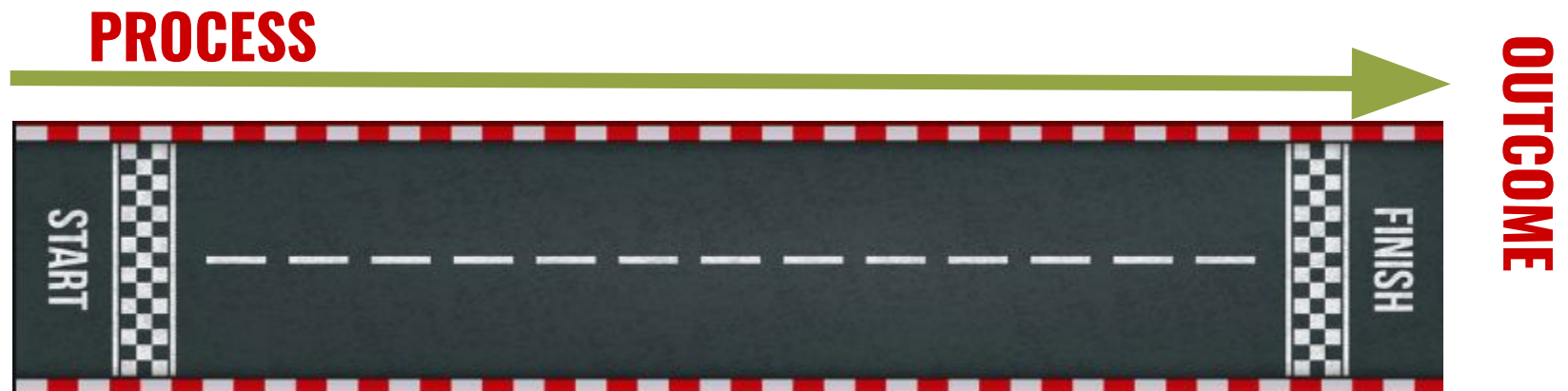
City Council Study Session
October 1, 2019
6:30pm

WHAT IS RACE EQUITY?

RACIAL EQUITY IS A PROCESS + OUTCOME

Process: those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.

Outcome: race no longer determines one's socioeconomic outcomes; when everyone has what they need to thrive, no matter where they live.



**WHY SHOULD WE MAKE AN INVESTMENT IN
RACE EQUITY NOW?**

COMPREHENSIVE PLAN

Guiding Principle #3 Foster diversity with a holistic approach to meeting the needs of the Island and the human needs of its residents consistent with the stewardship of our finite environmental resources.

- **Guiding Policy 3.1** Ensure a variety of housing choices to meet the needs of present and future residents in all economic segments and promote plans, projects and proposals to create affordable housing.
- Guiding Policy 3.2 Make budget decisions that adequately consider the well-being of all Island residents with the goal of providing opportunities to be contributing members of the community.

Guiding Principle #6 Nurture Bainbridge Island as a sustainable community by meeting the needs of the present without compromising the ability of future generations to meet their own needs.

- Guiding Policy 6.2 Promote an equitable social environment on the Island by addressing basic human needs including affordable housing, personal health and safety, mobility and increased access to human services, civic and cultural amenities.
- Guiding Policy 6.3 Promote economic sustainability and work to provide economic opportunities for all community residents.

Fig. IN-6 Sustainable Community



Guiding Policy

ISLANDERS WANT TO KNOW THE CITY IS TAKING ACTION



“I was called a queer nigger on the boat back to the island today. ‘We don’t want your queer nigger type here on our island.’ WOW. I lived here for over 20 years. Who’s island do you think this is???”

WE CAN TAKE ACTION NOW TO PREVENT MORE VIOLENCE

JUSTICE FOR STONE CHIEFSTICK SR. MEMORIAL MARCH



JOIN US IN A PEACEFUL PROTEST

SATURDAY AUG. 10TH 3:PM TO 7PM

PLACE: LIBERTY BAY WATERFRONT PARK 18809 ANDERSON PKWY, POULSBO WA 98370

SACRED WATERS AND SUQUAMISH WARRIORS WILL BE IN ATTENDANCE

PLEASE COME GIVE GOOD MEDICINE TO HIS CHILDREN

Anyone who would like to speak please contact Trishandra Pickup (360)728-6640

Kitsap Sun: Poulsbo shooting must lead to understanding

“Members of our tribe, from school age through esteemed elders, report incidents of hostility and discrimination when shopping, attending school, or being stopped by police in Poulsbo and other parts of N. Kitsap County.... Native people and other people of color are painfully aware of the long history of violence directed at them across generations creating a pervasive historic trauma that infuses all aspects of community life...” – *Suquamish Tribal Council*

- Stonechild Chiefstick Sr. was shot and killed on July 3 by a Poulsbo police officer
- Chiefstick memorial was vandalized on July 20

WE ALL HAVE IMPLICIT BIAS

“White applicants get about 50 percent more call-backs than black applicants with the same resumes; college professors are 26 percent more likely to respond to a student’s email when it is signed by Brad rather than Lamar; and physicians recommend less pain medication for black patients than white patients with the same injury.” - *Scientific American*

“The problem of workplace discrimination in the US [is it] isn’t usually expressed through slurs or physical threats... it can often manifest in more subtle ways, such as the assignments workers are given, the pay or benefits they receive, and the ways their performance is judged and rewarded.” - Vox

“Black Americans have faced the same amount of hiring discrimination for the past 25 years.” - *Harvard Business Review*

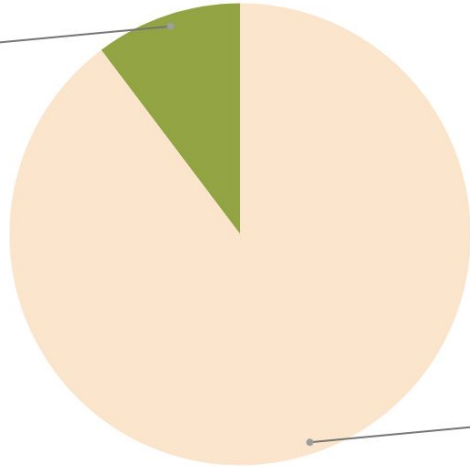
...assessments of subtle forms of racial stereotypes and measures of unconscious bias have shown little change over time. The vast majority of hiring is subject to very little oversight...

Even among well-intended employers, racial bias may lurk in hiring decisions. Whether conscious or not, bias continues to affect decision making, and we find little evidence that this pattern will diminish on its own. Instead, more active intervention may be needed to reduce discrimination at the point of hire.

BAINBRIDGE POPULATION IS CHANGING...

2018: Bainbridge Population

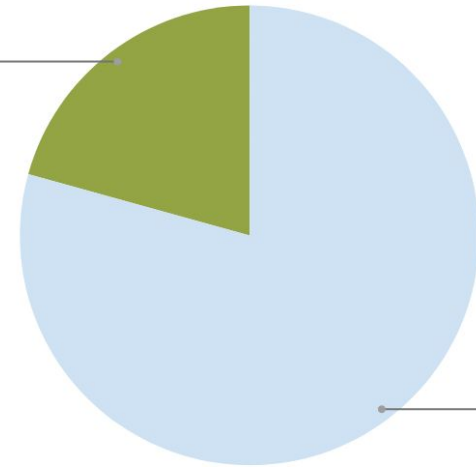
Non-White
10.3%



White
89.7%

2017-2018: Bainbridge Student Body

Non-White
20.7%



White
79.3%

**Student body is 2x more diverse than
island population**

PRECAUTIONARY PRINCIPLE

When an activity raises threats of harm to human health or the environment, precautionary measures should be taken even if some cause and effect relationships are not fully established scientifically.

The principle implies that there is a social responsibility to protect the public from exposure to harm.

“Racism is a social determinant of health that has a profound impact on the health status of children, adolescents, emerging adults, and their families. [The] evidence to support the continued negative impact of racism on health and well-being through implicit and explicit biases, institutional structures, and interpersonal relationships is clear.” - American Academy of Pediatrics

**WHAT CAN WE DO TO LAY THE GROUNDWORK
FOR RACIAL EQUITY?**



LOCAL AND REGIONAL GOVERNMENT ALLIANCE ON **RACE & EQUITY** aka GARE

A national network of governments working to achieve racial equity and advance opportunities for all

Largest racial justice organization working in the country

- 155 members
- 40 states / 200+ cities
- 26 members in Washington State

GARE NW

- | | |
|--|--------------------------------------|
| 1. Lane County | 14. City of Lakewood |
| 2. City of Eugene | 15. City of Tacoma |
| 3. OR Housing & Community Services | 16. City of Tukwila |
| 4. OR Governor's Office | 17. Hazardous Waste Mgmt Program |
| 5. OR Youth Authority | 18. Port of Seattle |
| 6. City of Portland | 19. City of Seattle |
| 7. Multnomah County | 20. King County |
| 8. Multnomah County Drainage District | 21. King County Housing Authority |
| 9. Metro | 22. City of Issaquah |
| 10. Port of Portland | 23. City of Lynnwood |
| 11. City of Vancouver | 24. Puget Sound Regional Council |
| 12. WA Dept of Children Youth & Families | 25. Seattle Housing Authority |
| 13. City of Olympia | 26. Spokane Regional Health District |

A NATIONAL MODEL FOR CHANGE

Leadership, community and staff must normalize racial equity as a key value and have clear understanding and shared definitions, operationalize equity via new policies and by transforming the underlying culture of our organizations, and organize both internally and in partnership with other institutions and the community.

RECOMMENDATION #1: BECOME A MEMBER OF GARE

WHAT DOES BEING A “MEMBER” MEAN?

- Participation in monthly network meetings—a professional peer-to-peer network that enables government racial equity leads and subject area experts to exchange information, collaborate to advance their practice, and develop solutions to racial equity challenges.
- Access to training and facilitation from GARE and its Technical Assistance Group
- Members-only resources that support peer-to-peer connections and tools, (e.g. Results Based Accountability for Racial Equity) technical assistance on racial equity employee surveys, and support on the development of new policies and implementation of best practices via issue papers.
- Exclusive access to special grants

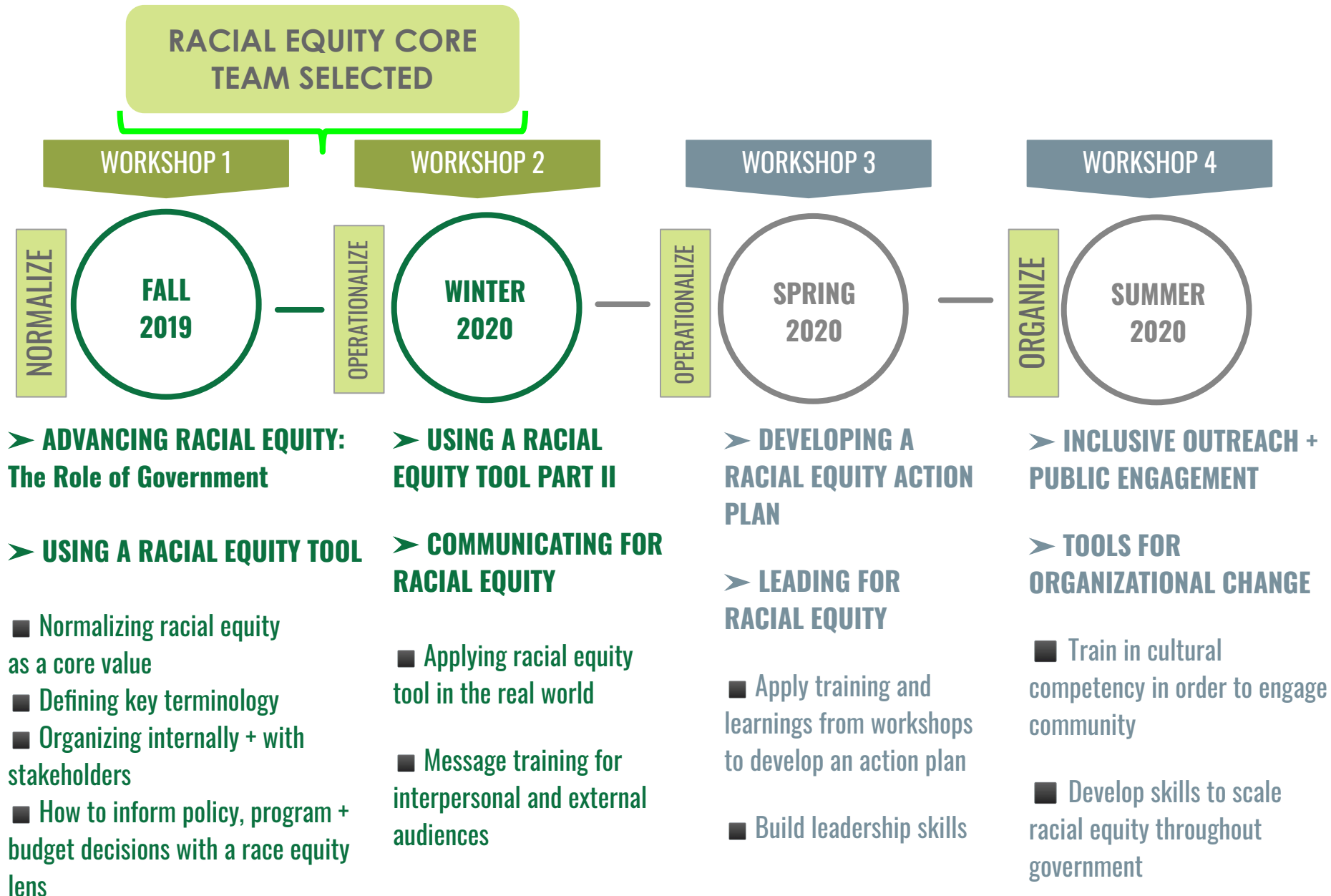
WHO IS EXPECTED TO PARTICIPATE?

- Government staff—ideally, managers, leaders, and outreach specialists from across the jurisdiction
- Eventually, Bainbridge Island’s “Racial Equity Core Team”

WHAT IS THE COST?

- **\$1,000 annual membership fee**

RECOMMENDATION #2: TECHNICAL ASSISTANCE



TECHNICAL ASSISTANCE INVESTMENT

FULL DAY WORKSHOP 1: \$10,000

1. ADVANCING RACIAL EQUITY: THE ROLE OF GOVERNMENT
2. USING A RACIAL EQUITY TOOL PART I

FULL DAY WORKSHOP 2: \$10,000

1. USING A RACIAL EQUITY TOOL PART II
2. COMMUNICATING FOR RACIAL EQUITY

FULL DAY WORKSHOP 3: \$10,000

1. DEVELOPING A RACIAL EQUITY ACTION PLAN
2. LEADING FOR RACIAL EQUITY

FULL DAY WORKSHOP 4: \$10,000

1. INCLUSIVE OUTREACH + PUBLIC ENGAGEMENT
2. TOOLS FOR ORGANIZATIONAL CHANGE

Select a
**RACIAL
EQUITY
CORE
TEAM**

GARE MEMBERSHIP: \$1,000

TRAINING WORKSHOPS: \$40,000 + \$3,000 (Fees)

TOTAL: \$44,000

TOTAL COST: \$44,000

STAFF TIME: 45 - 60 hours over 10 months

OUTCOMES:

- Instruction and practice on how to use a racial equity toolkit to inform policy, program, and budget decision-making processes;
- Tools and practices for effectively communicating about race;
- Improved discourse around race equity across government offices;
- More equitable hiring practices and treatment of diverse employees.

DELIVERABLE: Racial Equity Action Plan

RACE EQUITY TASK FORCE



Thank You!

APPENDIX



Annie Moffat

March 5



Hi friends,

How about having a chat with your kids reminding them that hate speech and using the N-word is downright crappy and never the mood we're going for at any time here on our little island, mkay? White folks, just don't say it. Ever. But for sure not on the bus with students of color.



121

199 Comments

“How about having a chat with your kids reminding them that hate speech and using the “N-word is downright crappy and never the mood we’re going for at any time here on our little island...White folks, just don’t say it. Ever. But for sure not on the bus with students of color.”

🔒 **Tim Tucker** How long is it going to take before someone defends the islands youth? This is unacceptable anytime, anywhere, for anyone. I don't get it, the island projects itself as this haven of liberal thought and practice. No human being is born with racism, intolerance and hatred. Those qualities are learned.....so this is a bigger reflection on the people raising this kids, than on the kids themselves.

Spencer Bispham As a biracial student at BHS I'm sad and angry to hear about this. I've had my share of uncomfortable racial experiences on Bainbridge and I hope everyone can step up and play their role in changing young/old minds soon.

Ashley Marie This is not just an issue with the young adults. You'd be surprised what Bainbridge adults say to my face not even knowing how offensive they are being. The word "colored" was even used to describe a professional African American man in my place of employment in front of me. I was looking at all the Tolo photos the other day and thinking wow. This school is basically segregated in 2019. I bet most of these kids have never even had a person of color in their home, because their parents don't have any friends of the opposite race. Bainbridge is not as liberal as we like to portray. Let's not even go into the T&C Blackface Halloween costume winner a few years ago.

Lisa Putnam As a mother of two biracial children, this unfortunately has been a repeating occurrence throughout their lives.

Ashley Marie I took one look at the Bainbridge Schools when my daughter was little and quickly knew she would not be going there. I have heard many horror stories. I have overheard both racist and anti Semitic things in Safeway when these poorly prepared for life outside of Bainbridge “kids” come in. Wasn't putting my kid in that environment. No thank you.