



MINUTES

I. 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
- b. Minutes accepted as written
- c. No conflicts of interest

MEMBERS: JAMES FRIDAY, SUSAN WILMOT, KIAN ASHABI, JANNA CHAN, SAVANNA ROVELSTAD, PEGGI ERICKSON

COUNCILMEMBER LIAISONS: RASHAM NASSAR

2. PUBLIC COMMENTS

- a. Cindy Anderson (206-914-1530): I'm interested in the idea of equal outcomes. Our city council is looking at a proposal to set up a dense project between two middle schools for "affordable housing." I am sensitive to children being left out. If you put the poor kids in a housing project between two schools that could ostracize those kids. I would love if this committee could talk about this proposal with the lens of equal outcomes.
- b. Charlotte Rovelstad: This is regards to the city council around comments regarding the RETF marching in the parade and setting up a farmer's market booth. I expressed concern to the RETF liaisons about why they didn't comment, they all defended their colleagues. I have seen city council members say one thing to your face then act completely differently. I want you all to take note of this behavior.
- c. Annie Moffat: I was thrilled that you all marched in the parade. I wasn't aware that the council pulled this task force together. Regarding Charlotte's comments, I'm not surprised to hear that, but I'm still disappointed.
- d. Baharini Ali: I'm in support of what you're doing. I'm glad to have a place to talk about this and try to fix these problems. I have personally experienced racism. I want to try and fix this when I'm a grownup. I hope my kids or grandkids never have to experience racism.
- e. Deana Martinez: I've been on Bainbridge for 11 months. Two weeks in I was told to go back to my own country. The response has been the same from all people: "Really? Here on Bainbridge?" There was a long Facebook post with many people commenting and projecting. I'm looking forward to becoming more involved in this town. I have a big voice. It's an ongoing challenge to go out into white spaces and feel comfortable.

3. 8/31 FARMER'S MARKET DEBRIEF

- a. Sue: We did our second farmers market. A lot of the people here tonight learned about us at the market. We collected a lot of emails and phone numbers and got great feedback from folks who want to support us when we go in front of the city council. We heard from folks that they want us to deal with disability equity. Someone talked about the shooting in Poulsbo. Another mentioned the multicultural advisory committee. We met new people to the island, people interested in moving here. Someone moved here and toured the schools after they were told there were students of color – there were not.
- b. James: It was a great opportunity to get in front of the public.
- c. **RETF will be at the Farmer's Market this Saturday, 9/7**



d. Action Steps:

- i. Sue: Add comments from farmers market to a document so the RETF can archive the information; save document to RETF shared drive.
- ii. Brenda: Add all emails collected at market to a spreadsheet; save spreadsheet to RETF shared drive.

4. GARE PRESENTATION

- a. Review GARE final proposal
- b. Review draft presentation
 - i. Meeting prep
 1. Hiring practices:
 - a. Prepare for Morgan to say that our practices are already equitable
 - b. Why focus on hiring? This is part of the comprehensive holistic approach to tackling this issue. Your staff and city government are part of the decision-making process. You can't compartmentalize – you need to tackle as a whole thing.
 2. Where does this fall in the city's priority list? It's in every priority.
 3. Staff time and budget: this is professional development. Everyone else is going through this training right now.
 - ii. Agenda packet
 1. Add short memo with bulleted summary: what we're proposing, cost, etc. – have the entire task force sign.
 - iii. Logistics
 1. Council Member Nassar will ask if we can get on the 10/15 city council study session
- c. Conversations with city council members (ground softening)
 - i. Peggi: I spoke with Council Member Leslie Schneider about this proposal. Her one comment that sticks out to me is: The city council is looking at the role of committees and task forces right now. The council had to disband the multi-modal task force because they could not do the work right now. I said that a city not having cultural competency training for employees doesn't work in this day and age.
- d. Action Steps:**
 - i. Janna: Add short memo with bulleted summary: what we're proposing, cost, etc. – have the entire task force sign.
 - ii. Council Member Nassar: Inquire if RETF can get on the 10/15 city council study session

5. "WELCOME" SIGNAGE UPDATE

- a. *Postponed until Brenda is available to participate*

6. CONTENT CREATION PROTOCOLS (JANNA)

- a. All collateral going before the public must be copyedited and reviewed by at least two other task force members.
 - i. Savanna and Janna have volunteered to review all collateral before it's finalized and shared with the public.



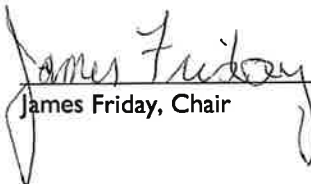
CITY OF
BAINBRIDGE ISLAND

RACE EQUITY TASK FORCE
REGULAR MEETING
THURSDAY, SEPTEMBER 5, 2019

7. COMMENTS FOR THE GOOD OF THE ORDER

- a. Sal DeRosalia: We have citizens who want to help so badly. There are many people who have graphic design and writing skills who can contribute. There has been a lack of public outreach, and decisions are made in a vacuum. I implore you to reach out to people versus having them come to you. Include the community you're supposed to be representing.
- b. Giselle Vincent: I love getting the word out. I print banners and design fliers. We don't know what you want us to say.
 - i. Council Member Nassar: All work needs to come from the RETF and be approved by the RETF. Community members can participate, but the members need to lead the work.
- c. Cindy Anderson: I have been coming to these meetings since the beginning and you have come a long way. I don't think you're quite ready to send a message out yet. But when you are, you have some real champions.
- d. Charlotte Rovelstad: I go to different kinds of meetings and a lot of them don't utilize volunteers.
 - i. I heard from Morgan that the number of POCs employed by BI reflects the population of BI.
 - ii. I want to clarify that the race equity toolkit is a mechanism to address structural racism.
- e. Peggi: This year's Kitsap Human Rights Conference is about policing and human rights on December 6 in Bremerton.

8. ADJOURNMENT – 8:04 PM

 10-16-2019
James Friday, Chair Date