

AGENDA

1. Call to Order/Roll Call/Accept or Modify Agenda/Conflict of Interest Disclosure
6:30 PM
 2. Public Comments - 10 min
 3. 11/26 City Council Meeting Debrief
 - a. Review list of recommended community members to attend 2020 workshops
 4. 12/10 Proposal to extend RETF for another year
 - a. Feedback on draft scope of work
 - b. Feedback on draft outreach plan
 - c. Community outreach for 12/10 meeting?
 5. Updates from 11/7 Meeting "Next Steps"
 - a. Signage: Brenda to send final copy to Council Members Deets and Nassar
 - b. Events: Peggi and Brenda will lead planning for MLK event on behalf of RETF
 6. January 2 Meeting
 - a. *Should we have this meeting?*
 - b. Agenda items
 7. Comments for the Good of the Order - 5 min
 8. Adjournment
8:00 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

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

- a. Motion to approve the minutes as amended
 - i. Council Member Deets: vi – strike last two sentences

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

- a. Charlotte Rovelstad: I want to express my gratitude to you all. I'm impressed with the work you have done even with all the obstacles put in front of you. I love the recommendations you all made and for GARE to come to Bainbridge. Thank you – you are a role model for other efforts happening on the island.

3. CITY COUNCIL PRESENTATION DEBRIEF

- a. Council Member Deets: It was a strong showing all together – you all were able to bring the public and council together. The next conversation will take place on the 11/26 business meeting. People will have the option of providing public comment at the beginning of the meeting or when the item comes up. Voting will take place when the consent agenda happens at the next business meeting after that – it could also happen at the 11/26 meeting.

i. Next steps:

- 1. RETF: Provide recommendations for city council on who in the community should be invited to participate in workshops.
- 2. Council Member Deets: Update RETF on expectations for the 11/26 meeting – will we need to present?
 - a. COBI Connect: will try to add a story about this in the next issue.
- 3. Peggi to Lead: Community organizing/outreach – invite people to attend and provide public comment or send emails to council members.
 - a. Brenda: will contact Interfaith
 - b. Sue: Unions and other areas
 - c. Peggi: Kitsap Surge, email list, MAC – Peggi to draft
- 4. James and Savanna: 11/19 and 11/22 – pass out buttons, fliers, engage with community
 - a. James will create stickers with 11/26 meeting info to put on fliers
- 5. Brenda and Savanna: North Ward Meeting this Saturday, 10am – 12pm, at Seabold Hall. RETF will speak.

4. PROPOSAL TO EXTEND RETF FOR ANOTHER YEAR

- a. Council Member Nassar: Council Member Deets or I will raise a good of the order discussion – it will be logical to extend the RETF for another year with the approval of the workshops.

- b. Sue: Can we ask to be permanent during the extension?
 - i. Council Member Deets: Yes. There's a real reason now to make this group permanent.
 - ii. Council Member Nassar: There's a lot of work ahead – rather than constantly extending this group we should make this a permanent committee. There is likely to be perpetual work coming out of the GARE engagement.
- c. Motion to ask liaisons to extend the task force for another year – approved
 - i. **Next steps:** Council Member Deets will make this proposal at the 11/26 meeting

5. "WELCOME" SIGNAGE UPDATE – NEXT STEPS?

- a. Brenda: I want us to agree on the copy then we will draft a proposal to put this in front of the city council.
- b. Kian: I think putting these signs up before the GARE work kicks off is putting the cart before the horse.
- c. Motion to approve the sign copy as edited
- d. **Next steps:** Brenda to send final copy to Council Members Deets and Nassar

6. EVENTS – ARE THERE ANY UPCOMING OPPORTUNITIES?

- a. North Ward Meeting
- b. Peggi: Kitsap Human Rights Council Event taking place on December 6.
- c. MLK Day Celebration:
 - i. Peggi: There is a MLK planning committee convened by Karen Vargas and I. They are partnering with BIMA who will provide the space. The event will happen on Sunday, 1/19. I think the RETF should become a partner – we would put the word out and host a table at the event. We can also speak to attendees about our work. We can also contribute something to speaker honorariums.
 - 1. Will the city provide funds for collateral? We will wait to make a request after the GARE proposal passes.
 - ii. Brenda: I think we should do it. We need to coordinate outreach items.
 - iii. **Next steps:** Peggi and Brenda will lead planning on behalf of RETF.

7. IDEAS FOR FUTURE PROJECTS

- a. Kian: I think we could go out in groups of 2 or 3 and canvas on Winslow or by the ferry to actively engage with folks about our work. We can give people a way to get involved. This could be good exposure as well as civic involvement.
 - i. I also want us to consider holding an event outside of city hall. Create a popping visual to get people's attention – an open house.
 - ii. Sue: We can hold an open house with the kickoff of GARE.
 - iii. Council Member Deets: I would caution the RETF to tie any community work with the GARE work, so everything is cohesive.

8. AGENDA ITEMS FOR 12/5 MEETING – POTENTIALLY FINAL RETF MEETING

- a. Farmers Market Collateral Update (where is the collateral and how can we use it?)



9. COMMENTS FOR THE GOOD OF THE ORDER

- a. Deanna Martinez: It is good to take out the safe lingo on the sign. Suggests putting up signs and inviting businesses to volunteer as “safe spaces” – businesses can put up decals to indicate their participation.
 - i. No shame intended but understand that asking POC to call the police is the epitome of white privilege. It is not an option for POC. Has had a neighbor call the police on her children for standing at the mailbox. Saw a black woman pulled over by 2 police cars this week. We need a resource other than police.
- b. Charlotte Rovelstad: The task force doesn't have a way of tracking incidents. Perhaps GARE can help.

10. ADJOURNMENT – 8:08 PM

James Friday, Chair

12/5/19

[illegible]

Race Equity Task Force - 2020 Scope of Work Proposal

November 2019

The city council will consider an extension of the Race Equity Task Force's term during the December 10 meeting.

Below is a draft proposal of a new scope of work to directly connect the GARE workshops and wider RETF mission to create sustained racial equity on Bainbridge Island. The objectives of the 2020 scope are:

- **To ensure that the Task Force has a meaningful seat at the table:** The Task Force's November recommendation to the city council explicitly states that "those most impacted by structural racial inequity need to be meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives." To that effect, we believe it is of critical importance for the Task Force, who designed the recommendation to partner with GARE, be active participants in supporting the success of the work. Having a "seat at the table" allows the Task Force to be involved in crucial decision points as well as provide citizen oversight of the work.
 - **To authentically represent people of color (POC) on the Island:** As part of the 2020 GARE engagement, we recommended that "key members of the community" participate in the workshops alongside the city. We imagine these "key members" to be representatives from community stakeholders such as Bainbridge Pride, the Interfaith Council, Chamber of Commerce, Helpline House, etc. The Task Force can act as liaisons with participating community groups to ensure transparency, accountability, and equitable representation of the needs of POC when working with the city.
 - **To "carry the torch" at the conclusion of the workshops:** The primary deliverable of the 2020 workshops will be a long term racial equity action plan. In all likelihood, the city will need a Task Force or committee to support the successful implementation of the action plan once it is approved. It is of crucial importance that the Task Force be at the table during the conception of the plan so it can be best equipped to support its implementation down the line. No one likes to "inherit" a plan that they did not get to contribute to. By engaging the Task Force throughout the GARE partnership, the city will be in an optimal position to hit the ground running when it comes time for long term implementation of the equity plan.
-

Proposed 2020 Race Equity Task Force Scope of Work:

1. Develop a series of events through the end of the year designed to promote awareness of the city's partnership with the Government Alliance on Race and Equity (GARE), and raise the community's level of engagement around race to encourage a dialogue between Bainbridge Islanders and its elected officials on this topic.
2. Join the 2020 GARE workshops as full participants alongside key city staff and community members with a goal of: acquiring first hand education and training on this body of work as necessary to support outreach efforts; serve as support for city staff in between workshops to build out and provide feedback on draft collateral; and, act as representatives of and liaisons to the community at large by ensuring that the voices of people of color are heard and acknowledged throughout the course of the workshops.
3. In coordination and running parallel to the GARE partnership, provide a series of recommendations to the 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.