
THE RACE EQUITY TASK FORCE WILL HOLD THIS MEETING USING
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AGENDA

1. CALL TO ORDER/ ROLL CALL/ ACCEPT OR MODIFY MINUTES/ ACCEPT OR MODIFY AGENDA/
CONFLICT OF INTEREST DISCLOSURE/ CODE OF CONDUCT
6:00 PM
2. SUQUAMISH ANCESTRAL LANDS ACKNOWLEDGEMENT
3. UPDATE FROM JAMES AND BRENDA
4. STANDING COMMITTEE CHARTER UPDATE AND VOTE
5. NEW COMMITTEE MEMBER DISCUSSION
6. GOOD OF THE ORDER
7. ADJOURNMENT
7:30 PM

Scope of Work

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.

**RACE EQUITY TASK FORCE MEETING MINUTES
AUGUST 8, 2020**

1. CALL TO ORDER/ ROLL CALL/ ACCEPT OR MODIFY MINUTES/ ACCEPT OR MODIFY AGENDA/ CONFLICT OF INTEREST DISCLOSURE/ CODE OF CONDUCT

6:00 PM

2. SUQUAMISH ANCESTRAL LANDS ACKNOWLEDGEMENT – James

3. PUBLIC COMMENT

Sal DeRosalia – I support the RETF becoming a standing committee. Race equity should be considered in all the city's decisions.

Cindy Anderson – We are in a unique situation where we can get a lot done now. I appreciate you all.

4. CHECK IN – Savanna

What brought you to Bainbridge Island?

5. STANDING COMMITTEE CHARTER

Separate the scope of work from the charter.

Designate items already approved vs. not approved.

A separate proposal will be necessary for adding an additional consultant and administrative assistant, so do not include these in the charter.

A separate proposal is needed for adding an equity clause to the Comprehensive Plan

Two co-chairs will be in the standing committee instead of Chair and Vice Chair.

6. WORK PLAN AND GARE UPDATE

The work plan is finished as we approved last meeting by Peggi.

Update on GARE from Brenda and James' meeting with Morgan:

Brenda – Morgan has communicated with Roberto at GARE and we are waiting to hear if we can get moved up the ladder. We have to confirm our membership before we can start looking at scheduling workshops.

James – We met with Morgan Wednesday. We have to work through her because of staff involvement. We were getting misinformation, but now we are meeting with the person who makes the decisions, not hearing second hand. We need to know the structure of how things need to be proposed to City Council.

Sue – Should we look for an alternative consultant from GARE yet?

Brenda – We still should keep trying for GARE. We should look for a separate consultant for the equity lens.

Peggi – There is no comparable alternative to GARE.

Brenda – We need to get all the people involved on the same page. Each city committee is its own silo. We need to all get the training and start clean.

James – We have a new structure for our work to move forward.

7. EVENTS UPDATE

James – We are putting off our March and Rally for now. There is not a lot of activity at the Farmers Market right now. We have to consider our venue and safety measures. When everyone feels safe, we can do outreach.

Brenda – We can table events for now and reassess at the next regular meeting.

Peggi – Are you in contact with youth leaders?

James – Yes, I am in contact with Chasity.

8. GOOD OF THE ORDER

Brenda – The first round of interviews for the new members was yesterday. The second round is Friday. James and Brenda will make a recommendation to the mayor.

Savanna – What is the process?

Rasham – There is nothing in the code for a formal process for this committee. Appointments are approved by the CC. The mayor having a recommendation is tradition. James and Brenda will make their choice and advise the Mayor.

Brenda – There is not a written code or process. How come we can't pick our own people? What recourse do we have? It needs to be a real process. How do we make it so we can choose our own people?

James – We want it to be transparent.

Brenda – It is not equitable that one person gets to choose. We know what the dynamics of our committee are. We have to be able to choose.

Rasham – “All members of the committee shall be appointed by the Mayor and confirmed by the City Council”. That is the written process for the Planning Commission. Looking at this process through the equity lens is within the RETF scope of work.

Brenda – How can a personal issue “Doesn't get along with someone on the Council” prevent someone from getting on a committee?

Savanna – Will you send us all a list of your recommendations?

James – Yes, we will, and we will get your input.

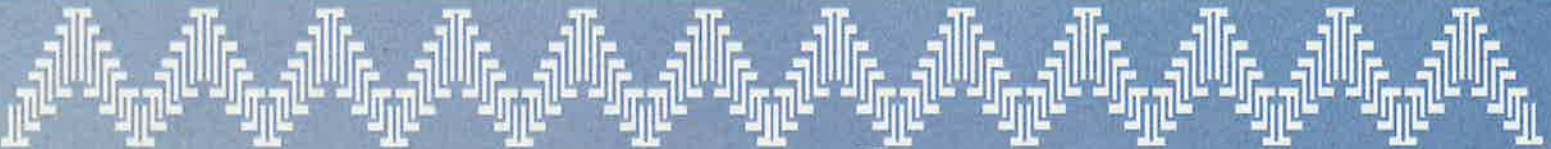
Sue – There is a Washington State Labor Council Race and Labor forum and training tomorrow. I will send the link to register.

9. ADJOURNMENT

7:16 PM

Chair

Date



dx^wsəq^wəb

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 aboriginal territory of the suq^wabš “People of Clear Salt Water” (Suquamish People). Expert fisherman, canoe builders and basket weavers, the suq^wabš live in harmony with the lands and waterways along Washington’s Central Salish Sea as they have for thousands of years. Here, the suq^wabš live and protect the land and waters of their ancestors for future generations as promised by the Point Elliot Treaty of 1855.



SUQUAMISH TRIBE



Photo by Jon Anderson



Committee Name: Race Equity Advisory Committee

Executive Sponsors: City of Bainbridge Island, Bainbridge Island City Council

Impact of Committee: The Bainbridge Island Race Equity Advisory Committee (*Committee*) envisions a society where all systems (e.g. government, education, criminal justice, health care, housing, the economy) are just, fair, and inclusive so as to enable all people to participate and reach their full potential. We believe that equity is inextricably connected to a healthy and prosperous community. Equity should be the lens in which every decision is made. This committee will implement solutions that center the needs of marginalized communities in order to ensure equitable conditions will one day be a reality for *all* people.

Committee Purpose: The purpose of the Race Equity Advisory Committee, in accordance with the Comprehensive Plan, is to provide informed recommendations to the city council on matters of identifying the programmatic, community, and legislative options to address systemic and structural racism and bias within government and law enforcement.

Responsibilities include:

- To serve as a technical and planning advisory committee to the city council, city manager, and police department on issues related to racism and race-related bias as directed by the city council.
- To assist the city in implementing racial equity-related goals and policies as expeditiously as committee and city resources allow.
- To provide advice and/or recommendations to the city council or city staff, as appropriate, on methods of completing a baseline city government and police department assessment of policies regarding staffing, contracting, decision-making, etc. in partnership with trained racial equity consultants.
- To the degree directed by the city council, assist with or manage the completion of a baseline city government and police department assessment of policies and procedures.
- In partnership with a racial equity consultant, work with city staff, as appropriate, to complete and recommend to the city council a racial equity action plan and implementation strategy.
- In partnership with a racial equity consultant, provide advice and/or recommendations to the city council or city staff, as appropriate, on how to measure progress toward meeting the city's racial equity action plan.

- As directed by the city council, assist the city with participation in regional racial equity efforts.
- Provide education and outreach to the public regarding racial equity and the work of the committee and the city relating to racial equity.

Committee Members:

1. Co-Chair: James Friday
2. Co-Chair: Brenda Fantroy-Johnson
3. Secretary: Susan Wilmot
4. Committee Members:
 - a. Peggi Erickson
 - b. Savanna Rovelstad
 - c. TBD
 - d. TBD
 - e. TBD
 - f. TBD

City Council Liaison: Rasham Nassar

Stakeholders: The City of Bainbridge Island, Community Members, City Staff, Local Businesses, Visitors, Island Workforce.

Committee Scope Statement

Project Purpose and Business Justification:

The purpose of the Race Equity Advisory Committee is to provide informed recommendations to the city council on matters of identifying the programmatic, community, and legislative options to address and rectify systemic and structural racism and bias within government and law enforcement.

Working for racial equity benefits everyone. Deeply racialized systems are costly and depress outcomes and life chances for *all* groups. For instance:

- Although there are a disproportionate number of youth of color who do not graduate from high school, there are many white students as well. Studies have shown that strategies that work for youth of color also work better for white youth, a truly systemic approach.

- Disproportions in the criminal justice system are devastating for communities of color, most specifically Black men, but are financially destructive and unsustainable for all of us. Dramatically reducing incarceration and recidivism rates and reinvesting funds in education can work to our collective benefit.
- When voting was/is constrained for Black and Brown voters, low-income white voters are also likely to be excluded. During the period of poll taxes and literacy tests, more eligible whites were prohibited from voting than Blacks.

The goal of the Race Equity Advisory Committee is not to just eliminate the gap between white people and people of color, but to increase the success for all groups. Racial equity develops goals and outcomes that will result in improvements for all groups, but the strategies are targeted based on the needs of a particular group. Systems that are failing communities of color, are actually failing all of us.

Major Known Risks: Many people avoid talking about race and racism. It's uncomfortable, may lead to conflict, and calls for skills few of us possess. Often, this avoidance comes down to a fear of misspeaking, sounding racist or unintentionally doing harm.

In order to dismantle systemic and structural racism within our government and community, local leaders must commit to a long term action plan that recognizes the differences between individual, institutional, and structural racism, as well as the history and current reality of inequities for all marginalized groups. Failure to make and follow through with the commitment will jeopardize the development and success of racial equity on Bainbridge Island.

Constraints: Due to the COVID-19 crisis, traditional in-person organizing and outreach efforts are not an option for the Committee. There may also be budget reductions within the city government that may impact the ability to properly invest in racial equity (e.g. consultants, marketing, etc.). Finally, the physical and emotional capacity of Committee members to conduct this work, which is psychologically draining, may also be impacted by the pandemic while individuals balance personal and professional obligations.

External Dependencies: The success of this committee, and in particular the development and implementation of a race equity action plan, is contingent on the availability of funds to hire race equity consultants as well as the participation of city staff, community leaders, and community members. In addition, the work and resulting work products from the Committee will be impacted by the severity of the pandemic.

Communication Plan:

Regular Committee meetings will be held the first Thursday of each month in the council conference room in City Hall. The Committee will submit an annual work plan, budget, and progress report to the city council on work completed during the prior year. The Committee stands ready to advise the city council when requested as appropriate to do so.

Race Equity Task Force 2020 Objectives and Scope of Work

Objectives: The Bainbridge Island Race Equity Task Force is committed to building awareness, solutions, and leadership for racial justice by generating transformative ideas, information and experiences. We define racial justice as the systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. We achieve our mission by:

- Community Engagement: Listening to the needs and concerns of our neighbors with compassion and sharing our knowledge.
- Continuous Learning: Deepening our understanding of institutional racism and how it impacts racial equity on the island. Improving our skills in countering racism and organizing for racial justice by tapping the knowledge of experts and jurisdictions who have undergone similar work.
- Advocacy and Activation: Creating opportunities for organizers, individuals, groups, organizations, institutions, and businesses to invest in interrupting racism, bigotry and prejudice whenever encountered.

Deliverables: The Race Equity Task Force Work Plan (pending)

Scope of Work:

1. Develop a series of events each year designed to promote awareness and raise the community's level of engagement around race and to encourage a dialogue between Bainbridge Island and it's elected officials on this topic. (Approved)
2. The City of Bainbridge Island will work with the Government Alliance on Race and Equity (GARE) or a similar entity as established on November 26th, 2019.(Approved)
3. The Task Force will 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.(TBD)

Project Milestones: Refer to the Race Equity Task Force Work Plan (pending)