

**REGULAR RACE EQUITY ADVISORY COMMITTEE MEETING
JULY 7, 2022**

MEETING MINUTES

CALL TO ORDER

Present: REAC members: Clarissa San Diego, Deanna Martinez, Eric Stahl, Frank Jacobson, Jing Fong, Peggi Erickson, Renni Bispham, Savanna Rovelstad,
Absent: Liaisons: Brenda Fantroy-Johnson and Clarence Moriwaki.

June 16, 2022 minutes tabled to August 4, 2022 regular meeting.

Changes proposed:

*Deanna: Each one, teach one.

*Eric: (City Council Report) One "city council member" should be changed to one "speaker"
(Lisa Neal) "Premerity" should be changed to "temerity."

MOTION I move to accept the July 7 agenda.

Savanna/Deanna: The motion carried unanimously. 8-0.

No conflict of interest was submitted.

PUBLIC COMMENT

Cindy Anderson: At the last council meeting, I was told there was a document to hire a consultant to come up with a housing plan and that the only thing that referred to equity in housing was that in order to promote equity there needs to be all sorts of housing. I thought you might want to review that if you haven't already.

Lisa Neal: Two public speakers, one at a city council meeting and one at a REAC meeting, accused me of bullying or targeting women of color, specifically Deanna Martinez and Ashley Matthews. I came here tonight to provide you with more information on these issues so that everybody's working from the same set of facts. I sent you a lengthy email that walks through everything that's been said. I saw your minutes that recharacterize the limited comments of mine at the June 14, 2022 city council meeting in a way that attempts to imply I didn't think that REAC member Martinez should have asked a follow-up question.

If a public official, such as a planning commissioner were to tell residents that their views don't matter because they are a certain color or not a certain color, is that really okay with you? It wouldn't be okay with me. I really think there's a difference between insisting on inclusion and exclusion of some, which is what's happening here.

HALL NOMINATION, TREATMENT OF WOMEN OF COLOR IN CITY POSITIONS

Renni: I think it's fair to say that REAC is concerned about the Olivia Hall nomination. At the city council meeting, the community made their view very clear and that the REAC view is very

much in line with their comments. I have drafted a recommendation that we could send to the city council. Upon reflection, before we make a recommendation to city council, let's give city council a chance to listen to the public before they make a decision. I will table it for now.

Savanna: At the bottom of it (Lisa Neal's email), "... we're to tell residents that their views don't matter because they are a certain color or not a certain color. Is that okay with you?"

That's all they've ever told us, where to live, where to go, where to speak, where to poop, where to eat, where to sh**. They've told us these things our entire lives. People of color should have been part of this process that started this conversation three years ago. She says there have been meetings and meetings, hundreds of people showing up, and now that we want to try to bring equity that's not okay because all these people have already agreed this is how it's going to look and how it's going to go. Now that we are putting on our equity lens, people are not happy about it. I don't care because you know what? People of color deserve to be part of the conversation from the beginning. It's not okay for people to email us and tell us we are excluding White people. I have never excluded White people. I've only been excluded by White people before. An exclusion to me sounds like we're being racist to White people. So everybody's clear: People of color cannot be racist. That is not something they can do. Racism happens, but people of color are not racist.

Peggi: I didn't hear Ashley say that she wasn't going to listen anybody. I feel like I need to go through all of this again, some of the letters written to the editor by Ms. Neal and her husband and what she sent to us.

I would like to put this on our agenda for next time to have a more in-depth discussion because it's been a lot of back and forth and I'm not entirely clear.

Eric: What exactly are you proposing to put on the agenda? Is there a process issue you want to discuss? Something about the selection process? I don't know if we need to put this back and forth on the agenda. I don't know where we'd go with it.

Deanna: I'm going to say some of the things I've always said. There's a history, and one of the reasons I don't want to talk about it is because I don't feel the need to defend something there is a public history of. I've had enough conversations to know the difference when somebody actually wants to have a conversation about something and when that conversation is not actually about the conversation. There have been a lot of comments about what I think and feel. I wish there was a video of the interview process. I wish it was public because there would be a public record of exactly what was said.

Peggi: For the record, the people who were on the interviewing committees for the various positions were invited, and the committees as a whole make those decisions. It wasn't just Ashley. It wasn't just Deanna. They made decisions about what questions to ask, and they made the decision to back the recommendation as a whole. So, the fact these people have been singled out is highly problematic.

NEW REAC TERM: NEW MEMBERS, LEADERSHIP, and SUBCOMMITTEES

Leadership

***Co-chairs**

MOTION: I move that we elect Savanna Rovelstad and Renni Bispham to be co-chairs of REAC.

Jing/Eric: Motion was approved unanimously 8-0

New co-chairs: Renni Bispham and Savanna Rovelstad

***Secretary**

MOTION: I nominate Jing to be our secretary and Eric to be our deputy secretary.

Peggi/Savanna: Motion was approved unanimously 8-0.

New secretary: Jing Fong Deputy secretary: Eric Stahl

Subcommittees (up to four members, for accountability all subcommittees will be on the agenda)

***Finance:** We will have a finance function but not necessarily a committee. Best practice to have two people.

Current member: Eric

New members: Eric and Clarissa.

***Law & Policy**

Current members: Renni, Eric, Jing, and Deanna. Renni will step off.

New members: Deanna, Eric, Jing, and Frank.

***Events & Outreach:** Peggi suggested that ad hoc groups do events i.e. Indigenous People's Day. Is there a set budget? No, but we did propose one in the work plan.

Clarissa: If you don't have someone overseeing events, it's hard to keep track of budget. You Having a budget helps us prioritize. If we plan to have events, I'd say keep the committee but it sounds like the workload was a little too much. Perhaps, we work on workload distribution.

Peggi: I wonder if we could have an Events & Outreach chairperson who keeps track of events and budget, who helps organize and pass on information. That way, you don't have people on the committee feeling like they have to do all the organizing.

Deanna: Ellen, when an equity officer comes on board would that be something they would handle?

Ellen: The equity officer will have a work plan set by the city council and city manager.

I would imagine if the city were to have an equity officer, they would work closely with you and there would be a strategy around the whole year's activities, including events.

Jing: I like what Savanna said about having a committee that puts together a calendar of events and then those individual events can be delegated for other people to do. The planning has to come from somewhere. We need to determine the threshold because there are too many opportunities to do things—it can get out of control. There needs to be a body to determine the number of events, which ones, and who will be in charge of an event. Leaving it up to individual committees per event lacks overall organization. We need to be on top of things.

Peggi: Events should be created for the year, and done in November and December for the following year.

Deanna: Is it possible to shift gears, take a hiatus while we are getting informed on what events the community wants? Can we incorporate this question as we're talking to folks and building relationship? We are taking a step back from having events, while working on how we will plan for events.

Renni: If there's no ownership, things don't happen. They could recruit people for different events. One person in charge can't do this by themselves. They need a standing group to work with or we agree as a group that we volunteer. We need ownership.

Deanna: What if no one has capacity for this?

Renni: We need to commit that we will step up.

Ellen: What I'm hearing is that there have been a lot of events and they have been intense, taking a lot of time and energy. I'm also hearing that it would be beneficial to plan in the fall for the coming year. That might be good work for a committee. I'm also hearing that Peggi would not like to be on the committee. The subcommittee can come to the general committee with recommendations.

Current members: Savanna, Peggi, Sue,

New members: Savanna, Clarissa. Charge: Come up with a plan. NOTE: There is an Events & Outreach plan for this fall.

*Strategic Work Plan:

Current members: Peggi, Renni, Deanna, Jing. Renni will step off.

New members: Peggi, Deanna, Jing, and Clarissa.

*GARE & Training

Responsibilities:

- Know what training might be coming from GARE. NOTE: There is a Race Forward training in fall 2022 (in-person and virtually).
- Develop training plan for REAC: Suggestions for new members and ongoing training for members.

Renni: One of our objectives in the strategic plan is to have REAC develop expertise in race equity. We need training for this. I'd like to see intentional and systemic efforts.

There is a GARE Foundations training and a Race Forward basic training for new members (Frank and Clarissa). The city should pick up this cost.

Current members: Peggi and Sue

New members: Peggi and Frank. Savanna back-up.

*Climate change

Current members: Deanna and Savanna

Disbanding committee. Clarissa will be REAC's liaison to the Climate Change Advisory Committee.

SUBCOMMITTEE PROGRESS

- A. Law and Policy – Nothing to report.
- B. Events and Outreach – Juneteenth was a great success! The speakers, audience, and awareness and capacity to listen to people's truth. What's ahead? Year 1 was intentionally small. Do we want to go bigger? Year 2: Little bigger but not so big. More signs and more food will attract 300 people. Year 3: Even bigger! Let's use the same gorgeous flyer and change the dates, sponsors, and other particulars.
- C. Training and GARE—There's a monthly membership connection meeting on the fourth Mondays of the month. New members please set up your accounts on the GARE portal; this will be part of onboarding.
- D. Strategic Plan— REAC work plan is scheduled for September 13. It's not required to be a presentation but an opportunity for REAC to engage with city council.
- E. Finance —Nothing to report.

ADVISORY COMMITTEE REPORT TO CITY COUNCIL (Ellen)

This report will explore how we can work better together. I'm asking all eight standing committees: 1) How much time do you dedicate in your volunteer role? 2) As individuals or as a group, what are your achievements for the year? 3) What do you consider to be challenges and how can these challenges be addressed so your work can be more rewarding and successful? My report is in September, so if you can provide the information in August that would be helpful.

Renni will make a folder and send a link so people can drop their information. Please post your information by July 25 so it can be in the next meeting's packet. Don't edit anyone's information per OPMA requirements. Responses to question 3 will be posted on the white board for discussion at the August 4 REAC meeting.

CITY COUNCIL MEETING REPORT

Renni is covering the July 12 meeting.

REAC Items

*Status of request to update timeline in council chambers (Ellen). Nothing to report.

*Status of race equity plan and budget (Ellen). Nothing to report. NOTE: On July 12, Council is scheduled to receive training recommendations that Peggi prepared. The race equity

recommendation plan and budget has been moved to Sept. 13. We'd like to emphasize our request again that we collaborate with Blair on the race equity work plan and budget. Renni and Savanna are points of contact.

*Status of Harrison Building recommendations, including Public Art Committee collaboration.

[] Public Art Committee (PAC): We have a date for 4:45 p.m. July 27 at The Marge with Steve Rabago to discuss art for the police-court facility. Savanna, Jing, Deanna, and Peggi will attend. Brenda is their council liaison. They are also looking at a sitting member of REAC on PAC.

[] Harrison Building recommendations: Deadline for hard changes to architect and public works director coming up. I have accumulated ideas from some architects and citizens, which I will forward. If there are other ideas you have, now is a good time to talk about it. Observations so far include: ADA access, size of lobbies, monitoring booth on the second floor.

We are a conduit for forwarding suggestions—people are free to email their ideas on their own. One approach since we are not architect experts: From the public to the architect: Here's an idea or how we want to feel. How would you do that?

Jing will make a folder. If you have ideas, please post them ASAP. I'd like to forward by this Monday, July 11.

*Status of work plan. Already addressed.

*Joint meeting with Bremerton REAC (July 28). This can't happen on this date because Planning Commission is meeting. Maybe Bremerton can host?

If REAC meets in another place, we still observe BI rules, including posting agenda.

We had agreed to meet quarterly with Bremerton. Given that we canceled our second REAC meetings in July and August for self-care, do we still want to meet with Bremerton on July 28? Peggi will contact Airen about the date and if they are meeting remotely or physically.

GOOD OF THE ORDER

Jing: I want to acknowledge Brandi Bispham for receiving Washington Education Association's Human and Civil Rights Award.

Peggi: Farmer's Market July 30.

ADJOURNMENT at 7:48 p.m.


Co-chair 08/04/22