

**RACE EQUITY ADVISORY COMMITTEE
REGULAR MEETING
OCTOBER 6, 2022
MEETING MINUTES**

CALL TO ORDER

Present: REAC members Renni Bispham, Peggi Erickson, Olivia Hall, Frank Jacobson, Clarissa San Diego, Eric Stahl; Savanna Rovelstad (remotely, 6:25 pm).

Excused: Jing Fong

Staff: Deputy City Manager Ellen Schroer

AGENDA/MINUTES

8/4/22 Minutes approved

9/1/2022 Minutes approved (Peggi abstained)

No amendments to the agenda

No conflict of interest disclosures were submitted

PUBLIC COMMENT

Cindy Anderson: Bainbridge Review published a guest opinion about training scheduled by the City Manager. Should this committee respond to the hidden agendas in the article or is it better to let it go?

Rachael Reese: A group of community members is working to stop the longtime harassment and harmful behavior directed toward BIPOC women city leaders and volunteers. Harmful behavior is coming from the community and city council, including in emails, public comments, and harmful processes. The group had its first meeting with the City Manager. We have a number of questions, many of which have not been answered. We discussed whether there is a point where multiple emails, including with racial accusations, become intimidation or harassment? Are their boundaries to protect city leaders from intimidation and a hostile work environment? We plan to follow up with the City to create a cultural shift from silence to support and will follow up with City Manager.

REAC Discussion

Peggi: Do we as a group want to make a statement regarding this group?

Renni: One session at the GARE conference talked about this very thing. People from marginalized groups who run for or take office face vitriol, to the point that some quit. There should be a plan. REAC should support this effort.

Eric: Let's ask for Blair to report back to us on his answers to the questions the group posed.

Ellen to follow up.

POLICE-COURT FACILITY

Peggi: We (Olivia, Jing, and Peggi) toured the facility along with Public Works Director Chris Wierzbicki, Deputy City Manager Ellen Schroer, and members of the Public Art Committee. Purpose was to look at the space from the perspective of what art would work, inside and outside. PAC has put out a call for artists. The original deadline of Sept. 30 has been extended. Peggi is sitting in on PAC on behalf of REAC to give a race equity lens to the process.

Ellen: We have been getting input from the public and PAC on the RFQ from artists. Will also be working with two REAC members on the process.

INDIGENOUS PEOPLE'S DAY

Clarissa: Thank you Peggi for all the years you have done this. The event planning is well underway. We've coordinated with BARN and MAC. The drum workshop is already sold out, as is the film screening. We have RSVPs from 70 people. We still need volunteers for Oct. 10.

BAINBRIDGE ISLAND READS FOR JUSTICE

Ellen: The book (*Stamped*) will be announced at the Oct. 11 or Oct. 25 City Council meeting. Eagle Harbor Books is involved. Events are being planned, encouraging people to read the book and have deep conversations about it

Savanna: the event will be publicized on the City website, by Kitsap Regional Library, Eagle Harbor Books. Plan is for a community conversation in January. The program will run for six months, from October to March 2023.

REAC VACANCY

Renni: I want to be strategic in filling Deanna's seat, and Peggi's upcoming vacancy. We need to be deliberate in evaluating the skills we have and what we need. What skill sets are we losing?

Clarissa: We need to be generating more content and media – podcasts, videos, blogs. We could use community leaders, people with project management experience, data analysis. For example, the Climate Change Advisory Committee used data to fuel initiatives.

Peggi asked whether there social media restrictions on what we can do. Ellen: Yes, there are limitations.

Eric: It is not too soon to start planning for Peggi's seat.

Ellen: Staff will go to the City Council to post vacancies for this and 3 other advisory committees. It has to be published in Review and other outreach, posted for 30 days. Selection committee meets; typically, the process takes 8-12 weeks. Council approves posting the vacancy but does not need to sign off on the wording of the notice or job description.

Renni: I would like to have a new job description ready to be approved at the next meeting. I will draft something, try to get it to Law and Policy subcommittee next week for approval at our November meeting.

SUBCOMMITTEE REPORTS

A. Law and Policy:

Frank/Olivia: We have been discussing a process for seeking community input on potential naming of the police/court facility. We might solicit name suggestions or make it open ended. Next step is to come back with a proposed process.

Ellen: City has the capacity for conducting a survey. We can use Survey Monkey or Engage Bainbridge. Can provide information on the city's website. There may be other mechanisms. The city doesn't have a particular naming policy; we will think.

Ellen: we don't have a naming policy. We'll think about parameters.

Frank: Publicity should include non-digital options, including at the library, senior center.

Peggi: Also include email to community partners.

B. Training and GARE:

Peggi: There is a Race Forward conference in Phoenix in November. It is not city sponsored. There is foundation training the day before.

C. Strategic Planning:

Clarissa: Listening sessions are in progress. Renni and Savanna have meetings scheduled with all City Council members. There's a tracker on the SharePoint site.

Also, if you signed up for the community outreach/shared experiences on SharePoint, you will be getting a toolkit for reaching out.

D. Finance:

No report. Financing for Indigenous People's Day was handled with City.

REAC SUBCOMMITTEE ROLE CLARIFICATION/EXPECTATIONS

Renni: I would like each subcommittee to expressly discuss what its purpose is, and what the role is of each person on the committee. Please discuss expectations – why we are here and what our roles are – and record it.

Clarissa: having that will help operationally as well. Each subcommittee should have its own SharePoint/mini-wiki. It will keep us sustainable.

CITY COUNCIL MEETING REPORT

Frank: 9/13/22 meeting included discussion of the Bethany Lutheran project. There will be a public hearing on October 11. Also, discussion of a rollout of non-disposable produce requirements for hotels.

9/27/2022 meeting included the budget presentation. There is an item for an inclusion/equity officer in the budget

Clarissa: The equity officer budget has \$152K in salary/benefits plus \$25k for programming. There will be three public hearings before the budget is adopted 12/7/22. We should consider testifying or commenting.

Ellen: The hearings are expected to be 10/11, 10/25 and possibly 11/8, all during the Council meeting.

Olivia: Do we want to advocate for an equity agency?

Renni is planning to attend the 10/11 hearing.

Peggi: We should emphasize that an equity officer is an important step on the City's equity journey. Someone there to lead the effort.

Clarissa: The City's Climate Change officer is a model for this. We should also mention the recent report on the number of hours REAC members volunteer.

Eric: We should enable the chair to speak for the full REAC and press the point that this is the logical next step for race equity.

Motion: Peggi moves (Olivia seconds) to empower Renni or the Chairs to speak at the Council meeting on behalf of REAC to advocate for the proposed equity officer. Motion passes unanimously.

Clarissa: Council noted October is Filipino American Month.

REAC Items

--Joint meeting with Bremerton REAC will be 11/17. We need to have an in-person meeting. They can be in person or via Zoom.

--Race equity work plan and budget: Clarissa reported this is still in the works and will have an update in two weeks. We are reviewing the work plan budget proposal, both for REAC and to account for potential hiring of an equity officer. We will discuss at the November REAC meeting.

--Status of REAC 2023 Work Plan: Ellen reported it is sitting with staff. It may be waiting on the hiring of an equity officer.

--Zero-Emissions Pilot Project feedback to City: Ellen: this is awaiting REAC feedback. Peggi: I sent some feedback from a race/equity perspective, making sure we include voices of impacted people. Please send feedback to Olivia by 10/14.

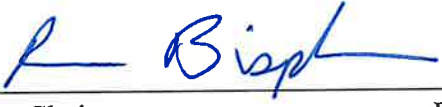
--Onboarding with new members: Renni is working on social hours for new members.

GOOD OF THE ORDER

Olivia: I made a "tracker" of REAC recommendations, based on our minutes. Will email it around.

Clarissa: The 10/8/22 Climate Change Advisory Committee is hosting a Climate Café to learn more about climate issues.

ADJOURNMENT 7:43 pm



Co-Chair Date